

# SCHOOL STRUCTURE

## POLICY

### **Rationale:**

The structure of the school impacts significantly on school operations, student opportunities and school effectiveness. The structure of the school is therefore reviewed annually and altered in accordance with student needs and the availability of resources.

### **Aims:**

To have the best school structure in place to best meet the needs of students.

### **Implementation:**

- The principal is ultimately responsible for the structure of the school.
- School structure is a complex balance of many factors including student enrolments, class sizes, facilities, staff strengths and availability, budgets, Industrial Agreements and student needs.
- The process of considering whole school structure will be managed by the principal, will commence in November of the previous year, and will use a transparent and consultative process.
- When reviewing the school structure, the principal will consult with the elected Consultative Committee, School Council, and the wider staff.
- All staff will have opportunities to provide input into any structure review process, as well as opportunities to provide input as to their own roles in the following year.
- All reasonable models will be widely circulated with details regarding advantages and ramifications being available to all.
- The focus of all school structure reviews must remain the needs of students.
- The School Council will be kept fully informed of the progress of discussions and School Council will be fully informed by the principal of the proposed structure of the school for the following year during or before the scheduled December council meeting.
- It is an expectation of School Council that any proposed school structure will not create or sustain a previous staffing deficit.
- The wider school community will be fully informed of the structure of the school for the following year in a newsletter distributed in December.
- Any concerns relating to the structure of the school must be directed to the principal or Consultative Committee representatives.

### **Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

**March 2015**