

STAFF MORALE

POLICY

Rationale:

- Staff morale is a significant factor in overall school performance. A school staff with high morale is more likely to seek out new challenges, more likely to provide a positive learning environment, and more likely to enjoy their time at school. Research indicates that high staff morale is a predetermining factor of high student morale and overall improved performance.

Aims:

- To build and maintain staff morale at a high level.

Implementation:

- Each individual is ultimately responsible for his or her own morale.
- School organisation, administration, workload and departmental influences affect everybody, but morale of individuals varies enormously. This is because morale is more about attitude and personal outlook, than environment and external factors.
- Morale is not inversely proportional to workload. The school in its quest to build and maintain high staff morale, will not compromise the quality or range of programs it offers to students. However, we recognise that morale in most individuals can be enhanced by achievement, support, opportunities and recognition.
- Negative talk is not welcome at our school – we seek and expect positive solutions to difficult or disappointing situations.
- One measure of staff morale will be the departmental Staff Opinion Survey. The results will be analysed, interpreted and form the basis of a strategic plan to maintain and build high staff morale.
- School council will provide a budget for approved Health & Well-Being activities.
- School organisation and communication processes will ensure all staff have access to clear and open channels of communication. Goal congruence will be highly valued.
- All staff will be provided with personal professional development opportunities.
- All staff will have clearly defined roles, role descriptions, professional expectations and feedback mechanisms.
- All staff will have the opportunity to define their desired career path, and will be supported by the administration in their attempts to reach their goals.

Evaluation:

- This policy will be reviewed annually by the Health & Well-being committee as part of the school's regular review cycle.

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

March 2015