



Induction Package for Prospective Teaching Staff

Introduction

Currambine Primary School teachers are committed to excellence and seek to provide a stimulating, challenging, supportive and enjoyable environment for all members of the school community.

The school which is located in the northern suburbs of Perth was opened in 1997. The school has an enrolment well in excess of 800 students. Some 51% of students travel to the school from outside the boundaries indicating it is a school of choice. In 2010 Currambine Primary School gained the status of Independent Public School.

Our school staff is committed to offering evidenced based teaching practices which are clearly defined and embraced across the whole school. All staff are expected to commit to these planning, teaching and assessment practices and actively engage in professional learning, modelling and mentoring activities that support the building of the school's intellectual capital. All applicants are strongly encouraged to visit the website prior to submitting an application for employment to familiarise themselves with the schools plans and policies.

Our Vision

Currambine Primary School strives to grow each child's academic knowledge and skills, leadership capacity, sense of wellbeing and intrapersonal skills in an inclusive, engaging, diverse and positive learning environment.

Our Motto

Together towards Tomorrow

Our Values

At Currambine Primary school we value;

- A pursuit of knowledge and a commitment to individual excellence
- Self acceptance and respect of self
- Respect and concern for others and their rights
- Social and civic responsibility
- Environmental responsibility

Our Philosophy

At Currambine Primary School we believe in;

- Valuing, supporting and promoting excellence in all that we do
- Actively supporting our students' to manage their mental health and well being and their relationships with others including the development of a sense of empathy and concern for the welfare of others.

- Providing an engaging, supportive, inclusive and enjoyable environment for all members of the school community
- Promoting learning as a life long pursuit and encouraging all members of the community to be reflective, collaborative, pro-active and respectful
- Developing the leadership capacity of all members of the school community
- Promoting problem solving, appropriate risk taking, critical and creative thinking

Whole School Approaches

Currambine Primary School is committed to evidence based whole school plans, policies and approaches. Whole school plans define the scope of the curriculum, key pedagogies, strategies and tools to be used in classrooms throughout the school. Whole school approaches have been developed for

English	Student Care and Support
Mathematics	Students at Educational Risk
Science	Assessment Practices
Humanities	

Prospective applicants are urged to visit the school website to view these documents.

Governance

Currambine Primary School is an independent public school. The school operates within the legislative, regulatory and industrial instruments that govern the management of all public schools, though the school enjoys certain flexibilities related to our Independent Public School status including the merit selection of staff.

The School Board has a role in articulating the strategic direction of the school and, in particular, the development and monitoring of the School Business Plan. A copy of the Business Plan is available from the school website.

The membership of the Board consists of six parents, four staff members, two community representatives and the school Principal.

Leadership

The school is led by the Executive Team made up of the Principal and three Associate Principals. Given the size of the school each Associate leads a sub school along with other leadership responsibilities as outlined below.

Geoff Smith, Principal – Curriculum, Pedagogy, Assessment, School Management
 Asher Dragan, Associate Principal – Junior School Leadership (K-Yr1), Curriculum.
 Michelle Drage, Associate Principal – Middle School (Yr2-4), Digital Learning, TDS.
 Julie Pash, Associate Principal – Senior School (Yr5-7), Mental Health & Wellbeing.

A distributed leadership team also supports change and improvement activities within the school with eight level Three Classroom Teachers presently on the staff.

All members of the school staff are encouraged to embrace opportunities to lead.

Pastoral Care

Currambine Primary School is committed to supporting and growing our student's emotional and social understandings and skills. To support this objective a wide range of programs are offered including:

- The Leader in Me – all staff provide instruction on the Seven Habits of Highly Effective People developed by Stephen Covey. The children are encouraged to:
 - ❖ Be proactive
 - ❖ Think Win-Win
 - ❖ Begin with the end in mind
 - ❖ Seek first to understand and then to be understood
 - ❖ Sharpen the saw
 - ❖ Synergise
- A range of curriculum programs to enhance the students intra and interpersonal skills including:
 - ❖ I Do It (K-Yr1)
 - ❖ Protective Behaviours (PP, Yr1, Yr3)
 - ❖ Friendly Schools plus Anti-bullying Program (Yr2,3,4,6,7)
 - ❖ Bounce Back Resiliency Program (Yr2,3,5)
 - ❖ The Aussie Optimism Program (Yr5,6,7)
- The Building Program – which sees younger children ‘buddied’ with an older student. The children meet regularly to engage in activities that support the younger children to feel safe and secure and provide the senior students the opportunity to develop nurturing and leadership skills.
- A chaplaincy program one half day a fortnight.
- Access to a school psychologist.
- Case management of high needs students.

Performance Management

All members of the staff are expected to participate in performance management. This involves both an initial meeting to cover and clarify performance expectations and develop a performance management goal and associated strategies as well as a review meeting. Further meetings may be negotiated with staff. All staff receives both verbal and written feedback.

All teaching staff have at least two classroom observation visits a year conducted by their performance manager with follow up discussion and feedback. All staff are also expected to participate in one peer observation visit each year with a colleague.

Expectations of Staff

- All staff are expected to present in a professional manner to students, parents, colleagues and the wider community. Staff are expected to ensure their behaviour, demeanour and interactions are consistent with the Department of Education Staff Conduct Policy which is located at www.det.wa.edu.au/policies/det/cms/portal.
- Staff are expected to dress in a professional manner. Denim, T-shirts and tops with 'shoe string straps' are not encouraged. Staff are expected to wear appropriate footwear.
- Staff are expected to attend staff meetings and team meetings if they are employed on the day the meeting occurs. Five such meetings occur each term. Staff are expected to ensure they are in attendance at the commencement of the meeting. Staff are not expected to either miss a meeting or leave a meeting early without seeking the consent of the Principal prior to the meeting commencing.
- Five Year level collaborative planning meetings are conducted after school each term. Staff are encouraged to attend these meetings to both grow their own professional knowledge and to support their colleagues. Staff also participate in collaborative meetings during DOTT time.
- The primary decision making context within the school is through a range of committees. Staff are encouraged to participate in the school's committees which are the key consultative and discussion making bodies in the school. Discussions made by committees are considered binding on all staff.
- Staff are encouraged to mentor and coach colleagues and to be mentored and coached by colleagues to support the development of the pedagogical capacities within the school.
- Significant communication in the school occurs through email and staff are expected to have the necessary skills to communicate effectively with this tool.

Buildings and Facilities

Currambine Primary School enjoys building and facilities of a high standard. This includes four teaching blocks containing some eighteen classrooms as well as a purpose built art room, Science lab, two music rooms and a library. The school has an undercover assembly area and two astro turf play areas as well as extensive playgrounds and a school oval. The school has fourteen demountable classrooms.

The school has a significant wireless capacity and has extensive access to Eboards and Ipads.

Should you have further queries please contact the school.