STAFF MOVEMENT POLICY

GENERAL STATEMENT
The school has an obligation to ensure that students have the best possible educational opportunities and experiences by supporting staff to enhance and grow as professionals.

BROAD GUIDELINES
- The school has a commitment to the development of knowledgeable and cohesive teaching and learning teams
- All staff have the right to experience teaching and learning in all areas of the school
- Staff movement enables staff to increase their range of knowledge, skills and experiences and provides opportunities for succession planning

IMPLEMENTATION
- In any movement of staff, both the needs of the individual teachers and the school will be considered
- Leadership in consultation with the Consultative Committee will endeavour to enable staff to spend a minimum of three years in a section unless movement is requested earlier by the staff member.
- Staff will spend a minimum of 3 years in a section unless movement is requested earlier by the staff member
- Movement is open to all generalist teachers, leading teachers or ES staff who are not tagged to specific positions
- Assistant Team Leader positions will be advertised early in Term 3. Once these positions have been determined, the Assistant Team Leaders will be assigned to sections.
- All staff will complete a Staff Preference form distributed by the Assistant Principal in term 3 following the appointment of Assistant Team Leaders
- Significant consideration will be given to staff preferences, however the final decision will be made by the Principal in consultation with the Leadership Team based upon all relevant factors
- Staff will be informed of movement before week 2 of term 4
- Support/induction programs will be provided including time to pack up and move classroom resources in term 4 and a day in term 1 to be inducted into the new section
- Time and assistance will be provided for any necessary professional development
- Teachers with Specialist tags can only move within that specialist area (e.g. a teacher employed as the art teacher can be moved from one campus to another but only into art specific roles)