MANAGEMENT

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
- The obligation of the school is to construct a staffing profile that best provides for the learning needs of all students and the professional growth of all staff.
- It is acknowledged that staff generally require up to three years within a learning area to learn and then consolidate their skills in working with particular learning programs and age ranges of students. At times however, the school leadership may deem that it is in the best interests of the students for a teacher who has been in a learning area for less than three years to move to another learning area. In this case, the Principal will discuss the reasons with the teacher concerned and will carefully consider their feedback before finalising this decision.
- Movement is open to all generalist teachers, leading teachers or ES staff who are not tagged to specific positions
- Teaching and Learning Leader positions will be advertised early in Term 3. Once these positions have been determined, the Teaching and Learning 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 Teaching and Learning 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)