

Communicating Transparently to Close the Feedback Loop

Example email from one of our partner schools

Dear all,

Over the year, the SMT have continued to undertake our review of the significant number of possible initiatives that came out of the Well Led Schools Project. The specific focus of these latest initiatives relates to prioritising improving teacher planning and collaboration time. I am writing to advise that in line with completing this review in time for our commitment to a preliminary budget for 2025, we are very pleased to announce that the College has funded initiatives in this area.

A number of these initiatives have been communicated progressively to teaching and associated support staff in the last month or so, and others will be shared by various leaders in due course.

These include:

- A restructure of the Primary timetable across both campuses to allow for more planning time
- The introduction of a graduate teacher program to provide graduates with time release and a mentor
- An increase in time allowances for Secondary Heads of Department and Careers Coordinators
- Additional Year 9 English class to reduce class sizes;
- Additional Year 10 Science class at NWS to help with limited space; and
- Additional marking time allowances for Years 7 and 8 English teachers across both campuses

The SMT have also conducted an extensive review of roles, resulting in increases to both financial and time allowances. The need for some new roles has also been identified.

Heads of School will be in touch shortly to provide more details around these changes.

These are, of course, the most recent initiatives and supplement those delivered earlier in the program related to camps, meeting requirements, assessments, teacher administration support, yard duty support, wellbeing calendar program, coffee machines, and increased flexibility around work.

We are appreciative of the extensive feedback and commitment to the Well Led Schools project by staff and it is very exciting for us to be able to deliver these initiatives as a result.

It is our hope that they will be fruitful in providing the necessary support to our amazing staff. We remain committed to the Well Led Schools Project that applies to all areas of our College and to the development of other initiatives that may be possible in the future.

Kind regards,
Rod Ramsay

Deputy Principal
Waverley Christian College