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## Mount Stromlo High School - Parents and Citizens Association

General Meeting 1 August, 2022, 7.15 pm

School meeting room

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Please [email the secretary](#) to comment

### Meeting opened 7:20 pm

P&C President, John Wellard opened the meeting and welcomed participants.

Acknowledgement of Country

#### 1. Apologies

John Wellard, President

#### 2. Attendance: 9

Jaron Bailey, Treasurer	Marina Spurgin, Secretary	Tammy Sattler
Peter Radford, Principal	Josephine Ponsford	Julie Williams, Public Officer

Acknowledgement of Country by John.

Acceptance of previous minutes : John Wellard, Jaron Bailey.

#### 3. Principal report- Peter:

Kitchen Update- The directorate have given \$400,000, school will spend \$200,000, both have ability to add more funds, if there is a need. The alterations will start at the end of the year.

Staffing- has issues, but there is a general unwillingness amongst the staff to return to remote learning. If it is necessary this term, it will impact y7 and y8. There is still high staff illness, but not as much as T2. Peter stated that the library has room for 4 classes, which would enable one teacher to have oversight for those 4 classes with LSA's to back that teacher up.

Last week, y9 was given the chance to provide feedback to the staff, following the turn of y10 in W1. Peter noted that all the responses have been very mature and insightful. The students were asked to rate the teachers- the students liked the teachers who took the time to build relationships, and check in with the students.

The students like the teachers with higher expectations of them, and who will push them, and give good feedback to the students. The students are happier with the teachers who adjust their teaching to suit student needs, and who give good feedback, and accept any feedback that is given to them.

The students were also asked for a wishlist of improvements around the school. Kitchens were high on the list. Behaviour management, and inconsistencies around that between teachers, was also on the list.

The school is going to start 'signature teaching practices'. The staff trials different approaches to teaching, and determine what works and what doesn't. They will start the modified practices at y7, where they can then track improvements thru out the 4years.

## Presentation

This meeting, the Principal will discuss Staff Culture, and the engagement of Leading Teams Company.

When improving student culture, staff culture needs to improve too, otherwise everything fails.

Stephen Dinham is a well known educator, who has done a lot of research into what practises work best in education? What practises are most effective? He states that 4 main things prove most effective-

- Student focussed teaching
- Quality teaching ( culture of constant improvement, and recruiting quality teachers)
- Professional Learning ( learning from each other, revisiting speakers, and learning daily)
- Leadership (using a distributed leadership model, where everyone is responsible for leading)

Quality teaching promotes a culture of learning where not just the executive teacher drives the team, but everyone drives the learning.

Peter has engaged Leading Teams Company to help aid the staff become cohesive and to embed a new learning, trusting culture. When everyone is accountable and responsible, a culture of trust emerges. Once there is trust within a team, feedback can be given in a safe, non judgemental way. Peter and several staff members recently travelled to Queensland to meet with 2 schools, who already have this process embedded with great success. They came back highly motivated, and with mentors in place for advice.

Each faculty has an agreed behavioural framework, which reviews performance regularly. Peter meets with each faculty exec fortnightly to check in.

The new recruiting round last year was a little disappointing, as Stromlo got none of its first round picks, even though we know that the teachers we wanted put us first on their list. Peter chooses new teachers on their competence, character and willingness to buy into the new school culture. The prospective teacher also spends some time with the faculty exec.

John asked if this new selection process is likely to gain us a lack of diversity within the staff, but Peter reassured us that even tho they buy into the culture, with 95 staff at present, there is no lack of diverse opinions. And the culture should enable free speech.

The Leading teams facilitator meets with the exec team once a term, and with 2 whole faculties each term. There is an emerging leaders team, which also meets with the facilitator.

Student voice, and agency is next on the agenda to pull the student body into the culture. Hopefully giving the students ownership, responsibility and accountability will engage them easily into the new framework.

The 8 staff who travelled to Queensland, have made a list of improvements, which will be implemented, starting with the most impact, easy to implement changes first.

Peter started this program in 2020 with just the exec team, adding the faculties last year, and were acknowledged at recent Leading Teams conference with 'High Performance Team Award'.

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The program is expensive but well worth it. Altho it costs less than an extra teacher for a year.

### **Treasurer's report** - Jaron Bailey:

I would firstly like to thank Julie for continuing in the Treasurer's role whilst I was unavailable.

We have not yet transferred the signatories for the bank account transferred over to the new committee. I have the form with me tonight to start this process.

Based on the balance in the bank from the last Treasurer's report, we should have \$16,770 currently in the bank. This assumes that the cheque for the insurance for \$594 (Cheque 165) has been cashed.

### Outstanding items

- \$595 in voluntary contributions still need to be redirected to the school
- \$50 for the payment square need to paid to John
- \$940.42 for the P&C Council 2022/23 affiliation fees

This would leave us with \$15,185 in available cash.

At the last meeting we briefly discussed the bank account arrangement, and I said that I would look into some options. I have spoken to three banks: Commonwealth, St George, and Beyond. All of these offer similar products for community based associations - such as being fee free and a cheque book. In terms of differentiation, St George is the only bank located at Cooleman Court, however, it is also the only bank that does not allow us to move away from cheque based payments. The Commonwealth and Beyond allow for electronic payments through their business banking arrangements. Essentially, these allow for someone to enter in the payment details through the internet portal, and a second signatory to then release the payments.

### **School Board** – Bronwyn Madge

Peter presented on Learning teams. There was an update on the kitchen reno. Naidoc week was celebrated last week.

Sue Scott, who has been the business manager since 2012, and prior to that an LSA for 6y, will retire at the end of T3.

Next meeting for the board will be at the end of October. There are 3 parent reps, 2 teacher reps, 2 student reps, as well as Peter, the Deputy Principal and the business manager at the board meetings.

### **P&C President Report** – John Wellard

Correspondence in this month, only the P&C affiliation fee bill. Julie took the cheque book, to visit Anita and have it signed. The action list from the previous meeting was discussed.

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Melrose High School has invited us to make stronger connections with them, but Peter advised that the person leading this initiative has left, and we are unsure whether we will pursue this.

Kim Smith is the person to talk to about accessing the website so we can put the constitution and membership form on it.

Uniform sale was run and reasonably well attended in T2.

Marina to approach Bunnings to put our names on the BBQ list.

Marina to draft a questionnaire for parents, re their expectations of the P&C going forward.

Discussion about having the SRC present at the P&C, thus opening a conversation about how the P&C could provide help them reach their goals.

Uniform sale this term- hopefully at the Parent Teacher night, if it goes ahead in person.

We have decided to sell mangoes.

John stated that we have quite a lot of money in the bank. There is more than historically there has been. The P&C has generally given \$3000-\$5000 to the school at the end of each year, generally suggested by Peter, voted on by P&C members.

Next meeting September 12, W8.

Meeting closed 9.05pm.

## Action list 1/8/2022

Item 21/3	Person	Action	By	✓ ?
7a	Marina	Add the constitution to the school's P&C webpage and update the membership form	9/5	? minutes up, Constitution chk page edits with Kim S.
7c	Julie	<b>2nds Uniform sale:</b> Sue, confirm date for sale term 2, week 1 or 2 Marina to do the Ads for Facebook, Scope.	26/4	✓ Jun 24 ✓ Sent to Sue
7d	Marina	Bunnings BBQ date	9/5	✓
8	Marina	P&C feedback poll	9/5	✓ draft
<b>Items 9/5</b>	Marina	Draft letter to invite SRC to speak to the P&C and outline ways the association can assist the student council	20/6	✓
5	John, Julie	Change signatories on the bank accounts.		
5	John	John is investigating <b>Square Reader POS</b> . Check whether we can register a square reader for associations.		✓
8	John, Marina	ABN, change name. Request form.	20/6	✓ name can't be changed
<b>Items 6/6</b>	Marina	book another sausage sizzle. Tuggeranong Bunnings, Ph 02 6234 2000	20/6+ 10/8	✓ ✓
	Jaron	Insurance		
	Marina	Questionnaire for parents and carers	2/9	✓ draft
<b>Items 1/8</b>	Marina	Bunnings BBQ drawn in October parent expectations survey - P&C planning		
		SRC at P&C meetings		
		Uniform sale at Parent Teacher night		