

Student Leadership Policy

Purpose

Student Leadership is one of the many positive behaviour incentives on offer at Abermain Public School as part of the Positive Behaviours for Learning philosophy. Both Student Leader and House Leader opportunities are available for students who have demonstrated that they can uphold the school values of Safety, Respect and Learning. The aim of this policy is to

- outline the procedures for nomination and selection for Student Leader and House Leader roles,
- outline the expectations of students in leadership roles,
- outline the consequences for students in leadership roles who have not upheld the responsibilities of their role, and
- outline the consequences for students in leadership roles who have not upheld the PBL values and behavioural expectations of all students at Abermain Public School.

Nomination of Student Leaders

At the end of Term 2, all Year 5 students interested in a leadership position for the following school year, are invited to express their interest, regardless of their progress towards their PAWS badge¹. Parents and carers of these students will receive a letter to inform them of their child's interest in the role, and to provide further information about the process and expectations of Student Leaders.

During Term 3, these potential leaders will have the opportunity to identify leadership-style tasks to undertake. These tasks are designed to give potential leaders the opportunity to experience the level of responsibility associated with the role of Student Leader, helping them make the decision on whether they wish to pursue the role. It also gives staff the opportunity to observe the level of commitment students have to the set tasks.

Selection of Student Leaders

Year 5 PAWS Contracts presented to the Principal for final sign off will be shared at an Executive meeting for staff consensus prior to the PAWS Badge being issued.

All Year 5 students attaining their PAWS badge by the end of Term 3 will then be formally notified in writing of their eligibility to stand for Student Leadership, providing that they have not received more than two Formal Notifications within the voting year². Attached to this letter will be the expectations of Student Leaders that will be included in their contract. Students who receive a letter of invitation to stand for Student Leader are required to reply in writing to the Student Leader Coordinator if they intend to accept the nomination. They will also be expected to deliver an election speech to the student population.

Once students have accepted the formal offer to stand for leadership election, parents will be invited to attend an information meeting outlining expectations of Student Leaders. At that time, parents and nominees will be provided with an overview of the content of this Student Leadership Policy and further explanation of the Leadership Contract. The Contract outlines clearly what the Leaders are committing to

¹ NOTE: Students will need to have achieved their PAWS badge by the end of Term 3 to be eligible for formal nomination for Leadership

² Discretion remains with the principal regarding an eligibility decision

and upon successful election into a position, Student Leaders and their parents will be expected to sign the contract to confirm their commitment to their role.

During the nomination period, potential Student Leaders will be required to meet the expectations outlined in their letter of nomination. Exemplary behaviour must be displayed at all times. Involvement in an incident requiring disciplinary action will preclude the student from standing for Student Leader.

Selection of Leaders will take place early in Term 4 each year. The number of Student Leader positions may vary from year to year based on the availability of suitable students and the size of the cohort. Students from Years 2 – 5 will be asked to vote by secret ballot. School staff will also be eligible to vote. This will determine the elected leaders for the coming year³. Unsuccessful applicants will have the option to nominate for a House Leader position and will also be considered as Reserve Leaders, in an order to be determined by Executive. Student Leaders will be informed of their successful election as a Student Leader by Executive Staff within three weeks of the election. Official announcement of Student Leaders will then occur at Presentation Day where students will be expected to recite their pledge and parents will be invited to pin their child's badge on.

Soon after Presentation Day and the official announcement of Student Leaders, the Student Leadership Team will meet with Executive Staff and/or the Student Leader Coordinator to determine who will take on each of the specific roles for the coming year.

Selection of House Leaders

All Year 5 students attaining their PAWS badge by Week 3 of Term 4 will be eligible to stand for House Leader, providing that they have not received more than two Formal Notifications within the voting year⁴.

Initially, only students in Year 5 will be considered for election as House Leaders for the following year. If there are insufficient eligible Year 5 nominees, then a Year 4 student may be offered the opportunity to be nominated.

Students from Year 5 who are not named as a Student Leader can nominate for a House Leader position. If Year 4 students are required to take on House Leader roles, then only those who have received their PAWS badge by Week 3 of Term 4 will be offered the opportunity to nominate.

Students who are eligible to nominate will be given a letter of offer to take home which will include the expectations of House Leaders that will be outlined in their contract. This contract is identical to that of the Student Leaders.

Students who receive a letter of invitation to stand for House Leader are required to reply in writing to the House Leader Coordinator if they intend to accept the nomination. They will also be expected to deliver an election speech to the students within their House Group at an arranged House Meeting.

Selection of House Leaders will take place after the election of School Leaders in Term 4 each year. Students within the House Group vote by secret ballot. The House Patron and attending staff are also eligible to vote. Elected House Leaders⁵ will be informed of their successful election as a House Leader by Executive Staff within one week of the election. Official announcement will then occur at Sports Presentation Day, with the House Leaders being presented with their badges and making their pledges at that time.

³ Discretionary rights remain with the Principal

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⁵ Discretionary rights remain with the Principal

Soon after Sports Presentation Day and the official announcement of House Leaders, the House Leaders will meet with Executive Staff and/or the House Leader Coordinator to discuss their roles for the coming year.

Expectations of Student and House Leaders

Student and House Leaders are looked to by all members of the school community to model the highest standards of Safety, Respect and Learning. When accepting and undertaking a leadership role, all leaders are expected to meet and uphold the established expectations of the role. In addition to being expected to meet the guidelines that they have been provided with and agreed to at the time of nomination, Student and House Leaders will be asked to pledge their commitment to their role in front of the school community.

Student and House Leaders will make the following pledge:

As a leader at Abermain Public School, I promise to:

- Uphold the expectations of my leadership contract at all times, and
- Always demonstrate and encourage safe, respectful learning behaviours

The Leadership Contract referred to in the pledge states that leaders promise to:

- Take pride in their school by wearing full Abermain Public School uniform and their Student Leader Badge
- Always be a Safe, Respectful Learner
- To encourage friendship and fairness
- To respect every member of our school
- Set a good example for all students
- To meet all Student/House Leader commitments throughout the year
- To achieve their PAWS badge by the end of Term 3

Consequences for Student and House Leaders Not Meeting Expectations

While Student and House Leaders are expected to meet the same behavioural expectations as all students at Abermain Public School, they are also expected to meet the requirements of their leadership role and model the qualities they agreed to when accepting their leadership nomination. In particular, they will be expected to uphold the expectations agreed to in their contracts.

Where students fail to meet these expectations, they will be issued with a warning and offered support to demonstrate their efforts to rectify the identified issue(s). This will be reviewed after a period of two weeks at which time the Leader will either be able to continue their duties or will be issued with a two week suspension of their badge and associated duties.

If a Leader receives a second warning within the leadership year and fails to demonstrate their commitment to the role within the two-week support period, their badge will be permanently removed.

Leaders are also expected to achieve their PAWS Badge by the end of Term 3 during the leadership year. If they are unable to meet this requirement, their badge will be suspended for a period of up to five weeks into Term 4 to allow them additional time to attempt to achieve it. During the period of suspension, their responsibilities may be redirected to others in a temporary capacity.

If the substantive Leader is unable to achieve the PAWS Badge by the end of Week 5 of Term 4, their badge will be permanently removed, and a Reserve Leader will permanently take on the Leadership position⁶.

If a Student Leader or House Leader fails to meet the behavioural expectations set for all Abermain Public School students, and this behaviour has resulted in a Formal Notification, then the Leader will be issued with a Notification of Suspension of Leadership Badge. The Leader's badge will be removed for a period of four school weeks.

During the period of suspension, Student Leaders are expected to demonstrate exemplary behaviour. Provided that the Leader demonstrates this high standard of behaviour, their Leadership badge and duties will be reinstated once the four-week suspension has expired. Failure to demonstrate exemplary behaviour will result in permanent removal of the leadership position.

If at any time during the leadership year, the Leader receives a second Formal Notification, either within the suspension period or after a badge has been returned, this will result in permanent loss of the leadership badge. At that time, the Leader will be issued with a Notice of Loss of Badge and their Leadership badge and responsibilities will be removed permanently. In this event, a new Student or House Leader may be offered the opportunity to take on the role.

This Policy has been revised February 2022.

⁶ Discretionary rights remain with the Principal