PRINCIPLES

At EFS decision-making structures and processes empower all members of the community to make effective decisions, be committed to them and support their implementation.

All decisions are documented and communicated promptly.

Decision making practices are transparent with impact being a major consideration for all decisions.

EFS decision making is based on the recognition that there are many levels of decision making required in a school

Level 1: Executive Leadership. Operational.

Level 2: EFS School Improvement Team. Strategy.

Level 3: Leadership day-to-day management. Operational.
Level 4: Governing Council-Governance.

Decision making operates on the basis of team ownership at a collective level, while recognising individuals have specific roles and responsibilities.

All decisions are directed at making a measurable difference to the well-being and academic learning outcomes of learners, staff and our community.

EFS Decision Making Policy Framework

At EFS we strive to reach consensus in all of our decision making.

"Consensus decision making is a creative and dynamic way of reaching agreement between all members of a group. Instead of simply voting for an item and having the majority of the group getting their way, a group using consensus is committed to finding solutions that everyone actively supports, or at least can live with".

COMMUNICATION

Decisions are documented and communicated promptly to ensure transparency

Minutes and Agendas External Site Review Annual Report Newsletters Staff Bulletins Daymap/Facebook

GOVERNING COUNCIL

Accountability: Governing Council Constitution

Responsibility: Governing Council Chairperson, Principal and Members Purpose: Joint responsibility with the Principal for the Governance of the school Format: As per mandated. Meetings twice a term following pre circulated agenda and minutes, uses standing orders and procedures as documented in the Constitution

Aim: To involve the school community in the governance of the school, setting broad directions and vision for the school.

THE EFS PRINCIPAL

SIT

Accountability: EFS Principal Responsibility: Directors and Heads of

Campus, Assistant Principals
Purpose: Joint responsibility with the

Principal for the improvement of the school Format: Following a pre-circulated agenda and minutes, uses DfE/EFS policies and procedures as documented in the relevant role statements

Aim: To lead continual improvement in teaching and learning, general well-being of the staff and students, as well as ethos and culture as per DfE/EFS
Strategic/Improvement Plans.

EXECUTIVE LEADERSHIP

Accountability: EFS Principal Responsibility: Directors and Business

Manager

Purpose: The major decision making body to ensure the effective and efficient coordination of DfE/EFS strategic directions and operational matters

Format: Fortnightly meetings following pre circulated agenda and minutes, uses DfE/EFS policies and procedures as documented in the relevant role statements Aim: To lead continual improvement in teaching and learning, general well-being of the staff and students, as well as ethos and culture. Deals also with operational management matters pertaining to facilities, resources, finance and staffing.

CONTEXTUAL FACTORS

DfE

External Requirements

Annual Report requirements
DfE Strategic Plan
Industrial Agreement
SACE/Australian Curriculum
Education Act
WHS Regulations
Financial Rules and Regulations
DfE Policies
Partnership/School Reviews
National Quality Standards for
Teachers

EFS Factors

EFS Strategic/Improvement Plan
Staff Deployment
Budget Deployment
Composition of Student Body
Whole of School Staff Skills Base
Leadership Configuration
Multi Campus
Unique Communities

GOVERNING COUNCIL COMMITTEES

Finance Advisory Committee
Transport Committee
Uniform Committee
Canteen Committees
Campus Advisory Groups

Accountability; Governing Council Constitution
Responsibility: Chairs of Committees

Responsibility: Chairs of Committees
Format: Regular meetings as mandated
or required. Reports to Governing
Council Meetings.

CAMPUS GROUPS

Campus Parent Groups Leaders/PLC Groups WHS Committees PAC Working Groups SSO Working Groups

Accountability: Head of Campus Responsibility: Chairs of Committees Format: Following a pre-circulated agenda and minutes, uses a set of standing orders and procedures.

STAFF MEETINGS

Accountability: Executive Leadership Responsibility: All teaching and non-teaching staff

Purpose: The major forum for deliberating on learning, teaching, and general well-being of the staff and students as well as ethos and culture Format: Regular meetings following pre circulated agenda and minutes, uses a set of standing orders and procedures.

MANDATED COMMITTEES OF THE SCHOOL R-12

Work Health Safety Personnel Advisory Committee

Accountability: Principal /Heads of Campus
Responsibility: Chairs of Committee
Format: Following a pre-circulated agenda and minutes, uses a set of standing orders and procedures.

STUDENT VOICE

Campus SRCs School Captains Student Committees

Accountability: Head of Campus Responsibility: Chairperson Format: Following a pre-circulated agenda and minutes, uses a set of standing orders and procedures.