



## SCHOOLS POLICY

(This policy includes RREAP)

**POLICY:** TO ENSURE THE CONTINUITY OF DELIVERY OF QUALITY EDUCATIONAL SERVICES TO STUDENTS IN RURAL AND REMOTE SCHOOLS AND ACCESS TO A BROAD RANGE OF SUBJECTS AND SCHOOL EXPERIENCES TO CATER FOR THE VARYING NEEDS OF ISOLATED STUDENTS.

### OBJECTIVES:

1. The Department of Education lower the threshold enrolment requirements deemed necessary for two full time teachers in small rural schools from 21-16 enrolments. (2023: A25)

### School

2. That school communities be consulted by their principal when the Department of Education requests enrolment projections. (2013: A47)
3. That best practice policies regarding screen time are used within schools. (2013: S11)
4. That the Department of Education place a moratorium on school closures in drought declared areas and that this moratorium remain in place for a period of not less than two years following the revocation of drought declared status. (2019: A32)
5. When schools are mothballed or closed perishable resources should be distribution to nearby schools (2018: A26)
6. To create a state-run agricultural school with co-educational boarding facilities. (2022: S18) (2022: S19)

### Staffing:

7. That priority is given to providing positive and innovative incentives to teachers and principals applying for positions by offering:
  - a. Allocation of Government housing
  - b. Acceptable accommodation and adequate internet access (2016: A8) (2017: A28) (2022: S14)
  - c. Realistic travel assistance
  - d. Regular opportunities to access Professional Development
  - e. Quality In-School and Region Support
  - f. Extensive briefing on available support services and networks
  - g. Awareness of administrative load and rural and remote teaching expectations (2017: S20)
8. That the Department of Education investigate complaints fully when it comes to verbal and physical abuse and bullying by teachers towards students (2019: S13)
9. That the Department of Education provide all rural schools with direct access to an IT Specialist to

*Note: It is recommended that this Policy be read in conjunction with other ICPA Qld Inc Policy documents*

assist with all school technology and computing equipment, maintenance, and upgrades. (2015: A22) (2020: S7)

10. That the Department of Education and Queensland Catholic Education Commission ensure that there is a balance of experience and graduate teachers in rural and remote schools. (2022: A33)
11. That the Department of Education caps upper primary school multi-age class size numbers (i.e. years 4-6) to 25 students to bring in line with maximum class numbers for years P-3 in Rural and remote schools. (2023: A31)
12. That the Department of Education increase the minimum funding for a second teacher in Level 1 small schools per fortnight. (2023: A29)
13. That the Department of Education fund travel for teachers whose teaching allocation is split between Rural and remote schools to ensure viability of the position (2023: A30)

#### **Principals –**

14. That executive positions at schools are acting for no longer than 6 months to allow a permanent position to be offered to prospective candidates. (2016: A33) (2017: S21) (2019: A27)
15. That the Department of Education and Qld Teachers Union resolve the long term and ongoing situation with Acting Principal positions causing disruption in rural and remote schools. (2022: A31) (2023: A24)
16. That the Department of Education ensures that clusters of small schools in rural and remote areas have relevant and sufficient support in place for Principals who experience situations of trauma and adversity with their students. (2022: S15)
17. That the Department of Education ensures that teaching principals in small schools are given the required level of administrative support to ensure that administrative tasks do not take away valuable time from teaching and planning in the classroom. (2023: A32)

#### **Teachers/Other Staff –**

18. That a flexible and more appropriate model for staffing of small schools be implemented, taking into account:
  - a. Availability of Contract and teacher relief staff. (2017: S18) (2018: A24)
19. That a small school staffing model for rural and remote schools consider:
  - a. The discrepancy between secondary and primary school teacher aide allocation models. (2017: A20)
  - b. Teacher Student ratio in rural and remote schools with multi-age classrooms be reduced from 1:25 to 1:20. (2018: A25)
  - c. Provision of a discretionary fund for schools of 40-52 children in multi-age classes to apply for when needed to assist with staffing. (2018: S12)
  - d. That Department of Education allocate extra teaching support to one teacher schools where enrolments exceed 15 and K-2 is represented by 50% or more. (2021: S11) (2022: S12)
  - e. Modifying the criteria used to assess small school staffing allocations not only on the number of students, but on an individualised student and school basis. (2022: A34)

*Note: It is recommended that this Policy be read in conjunction with other ICPA Qld Inc Policy documents*

20. That strategies be put in place to support and manage:
  - a. An ongoing Professional Development Program for school-based staff.
    - i. where relief teachers are in short supply.
  - b. A role to provide “in School” support for first time Principals, and a principal induction program.
21. That all reasonable measures are taken to have two adults always present during school hours. (2018: F2)
22. That teachers’ delivering VET receive required upskilling and professional development. (2017: S28)
23. That the teacher aide allocation formula for schools with teaching principals includes:
  - a. a base minimum.
  - b. weighting for classes with 4 or more-year levels.
  - c. a fulltime aide for classes containing State Delivered Kindy (SDK)/ Prep students.
  - d. a fulltime aide for all one-teacher schools.
  - e. a provision for implementing in class learning support recommendations. (2016: A39)
24. That teacher aides are replaced immediately.
25. Department of Education to revisit the employment arrangements for additional staffing (cleaners, schools’ officers, etc) at small, remote schools to develop a more flexible model that better reflects the unique challenges of recruiting and retaining staff in these locations. (2022: S13)

#### **Support Services:**

26. That there is provision of an adequate behaviour policy. (2018: A27)
27. That a safe reporting system, including grievance guidelines and contact information, be implemented for parents to access. (2014: A39) (2015:12) (2017: S17)
28. That the State Government fund 50% of the Chaplaincy program in Rural and Remote Schools to ensure schools have access to a fulltime chaplain. (2019: A31)
29. That adequate specialist staff and school support be provided in a timely fashion in areas including:
  - a. Specific needs (including gifted & talented).
  - b. Speech pathology. (2014: S9, S10)
  - c. Curriculum.
  - d. Guidance Officers. (2015: A20)
  - e. Allied Health (including annual Hearing, Vision and Dental screening). (2015: A14, A15)
  - f. Behaviour management (including the Denise Kable Youth Services Centre, Toowoomba) for ‘at risk’ students. (2019: A29, A30)
  - g. Mental health resources for rural and remote students, particularly those engaged in Distance Education. (2022: S17)
30. To ensure that students who attend a bypass eligible school, as well as their parents/caregivers, are fully informed of all curriculum delivery modes and offerings. (2022: S21)

*Note: It is recommended that this Policy be read in conjunction with other ICPA Qld Inc Policy documents*

### **Infrastructure & Sustainability:**

31. That the Department of Education ensures all rural and remote schools are fitted with defibrillators. (2020: A14)
32. That the Department of Education ensures that sufficient water storage and associated plumbing is available in rural and remote schools, including on-site staff residences, and implement a program to ensure water quality and cleaning of tanks. (2021: A36)
33. That the Department of Education support schools in securing a reliable water supply, and appropriate infrastructure and ensures schools are not liable for costs to procure water during drought. (2021: S10) (2021: A38) (2022: A29)
34. That security measures at on-site staff residences are reviewed and upgrades undertaken as needed to ensure safety of staff and property. (2021: A35)?
35. Department of Education and other relevant departments, to ensure that the surrounds of Department housing in Rural and Remote areas is maintained. (2023: A27)

### **Funding:**

36. That the needs of rural and remote students are met through flexible and innovative means of delivery and funding. (2016: A36)
37. Lobby the Department of Tourism, Sports and Arts and other relevant departments to develop a funding scheme that helps bring qualified sports coaches into rural and remote School Communities. (2022: A51)
38. Department of Education includes greater and more specific allowances and inclusions under recognition of Rural and Remote Services Scheme (RoRRS) (2023: A33)
39. Department of Education to fund travel for all staff whose roles are positioned across multiple schools to ensure viability of these positions. (2023: F1)

### **Curriculum:**

40. That rural and remote Secondary Schools have access to a full secondary curriculum. (2016: A36)
41. That one teacher schools be supported in the implementation of the Australian Curriculum by the addition of P-6 units to materials. (2013: A56)
42. Department of Education to provide access to specialist LOTE teachers in Rural and Remote schools through circuits organised and managed by regional HR staff. (2023: S7)
43. Department of Education to ensure students from Bypass eligible schools are given priority enrolment over mainstream school students who are choosing to study a subject via Distance Education. (2022: S20)

*Note: It is recommended that this Policy be read in conjunction with other ICPA Qld Inc Policy documents*

**Extra-Curricular:**

44. That there is encouragement and provision of additional time, resources and funding for staff and students to participate in Regional and State arts, cultural and sporting activities, and competitions at all levels. (2017: S16) (2017: A18)
45. That mobile units be provided to deliver music programs to students. (2013: A58) (2014: A35, A36, A37) (2015: F3) (2016: A38)
46. That the Schools Touring Program (Queensland Arts Council/QMF) be reinstated. (2020: A19)
47. That the Department of Education ensure all rural and remote students that choose to participate in school swimming lessons are able to access compulsory lessons in accordance with their individual situations. (2020: A17)

**Early Years:**

**RURAL AND REMOTE EDUCATION ACCESS PROGRAM (RREAP)**

48. That RREAP objectives are:
  - a. to help schools and school communities improve the educational outcomes and opportunities of students who are educationally disadvantaged because of their geographical isolation.
  - b. available for projects that would enhance the educational achievements and increase the opportunities and choice available to students disadvantaged by geographical isolation. (2011: A62, A63)
49. That RREAP expenditures be carefully monitored through the annual financial audit of schools in receipt of RREAP funds as well as verification that RREAP funds have been utilised in accordance with RREAP guidelines. (2011: A64)
50. That community members have input into the composition of School Cluster Committees. (2011: S6)
51. That the integrity and funding of RREAP be maintained and used to its best advantage to enhance the quality of education and access to social and cultural activities for rural and remote students. (2012: A60)