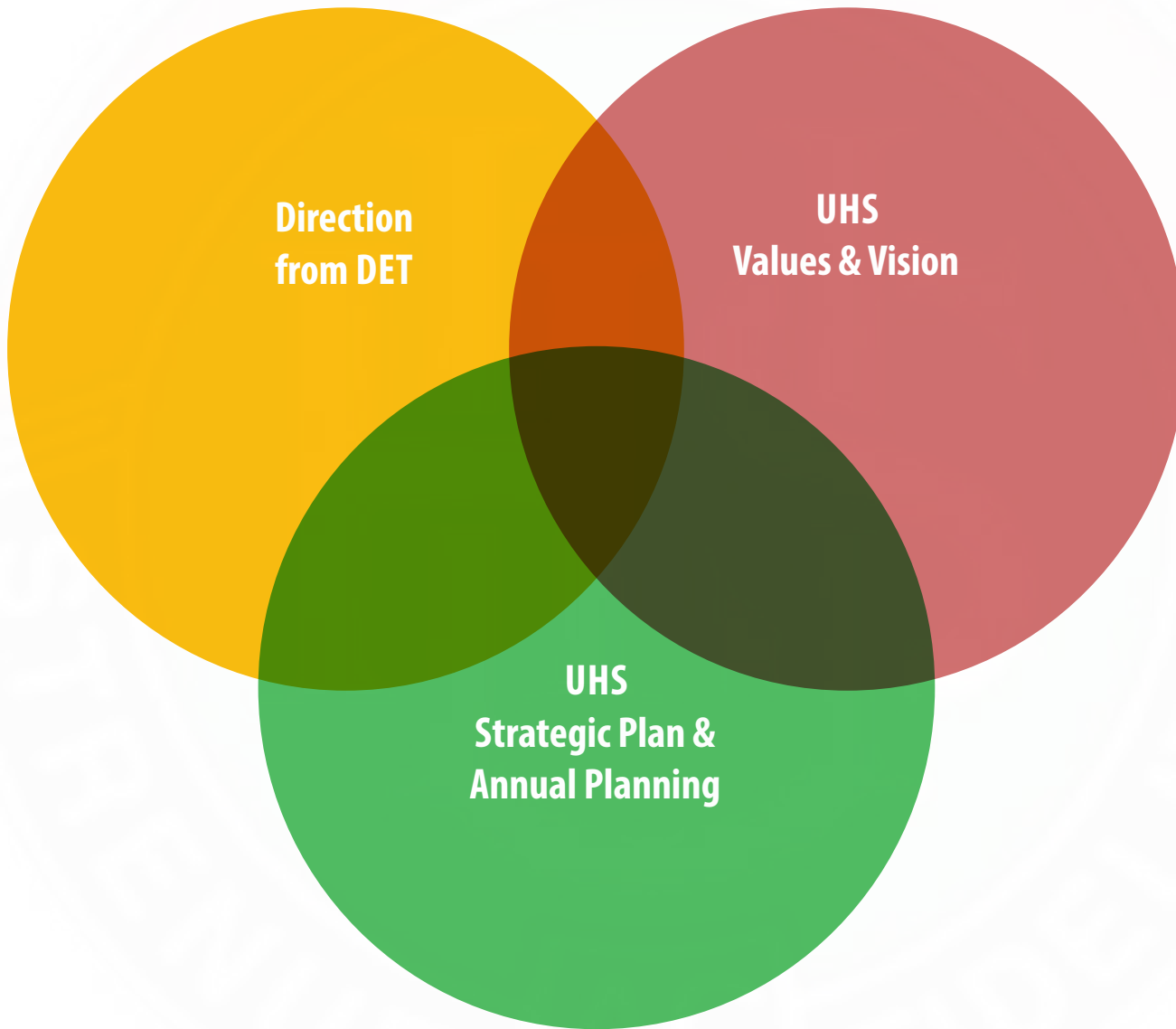


CONTEXT

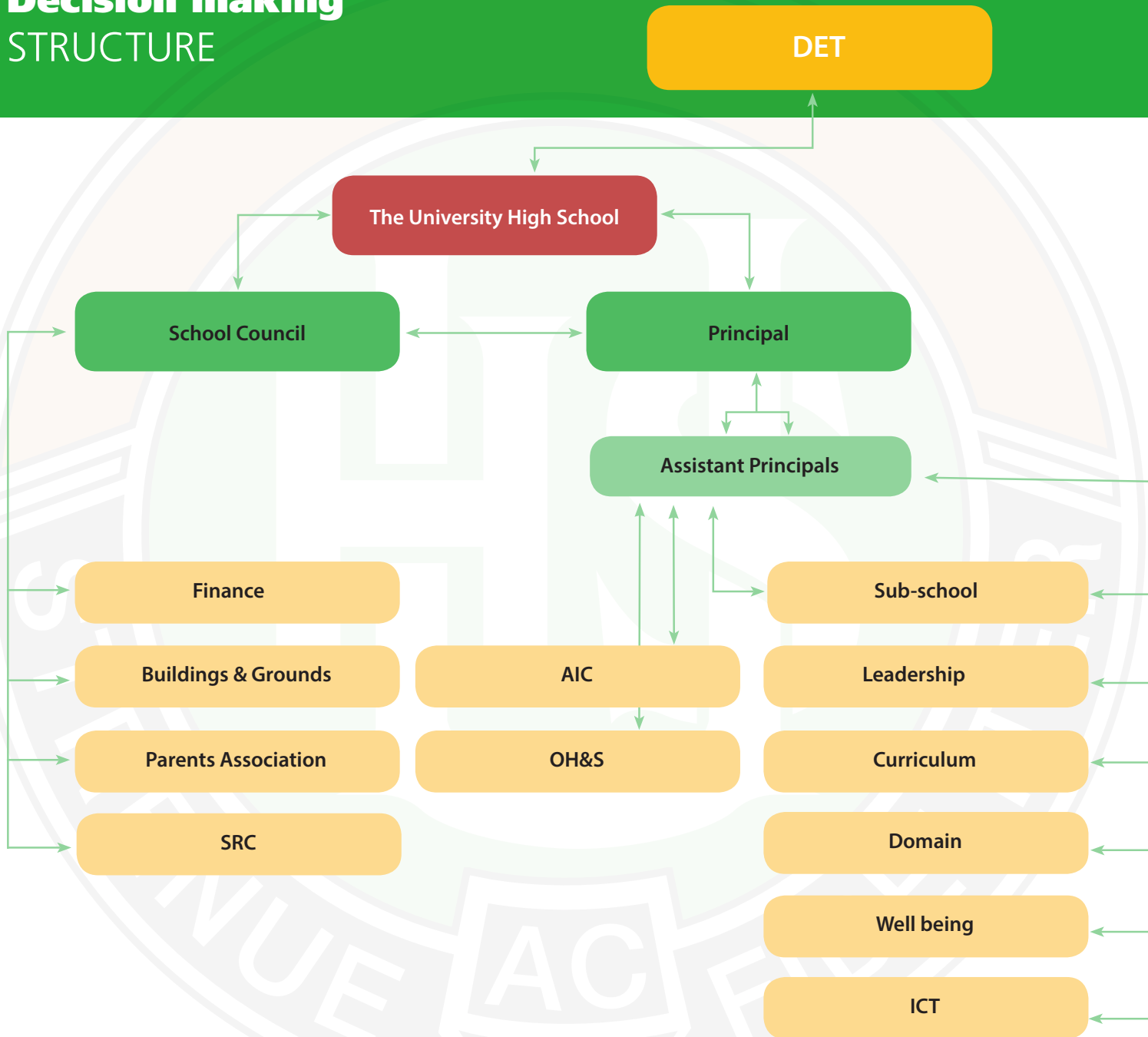
The University High School Organisational Structure



REFERENCES

<http://www.unihigh.vic.edu.au/>

Decision making STRUCTURE



values

The University High School core values

- ▶ **Individuality:** A focus on individual self-worth underpinned by practices which foster independent thought and personal qualities such as integrity, resilience and respect.
- ▶ **Diversity:** Valuing the diverse nature of the school community and building a wide range of learning partnerships that broaden and enrich the skills and knowledge of students.
- ▶ **Excellence:** The pursuit of excellence in both teaching and learning fostered through supportive programs and well defined practices that enhance student achievement.

staff meetings

Communication & feedback process

Staff meetings are held every Tuesday
3:30pm - 4:30pm and cycle through:

1. Information Staff Meeting
2. Professional Development
3. Issues Staff Meeting

Decision making

PROCESSES: School Council



COMPOSITION

Parent members	Mr Matt Healy (President), Ms Belinda Seale, Ms Haidi Badawi, Ms Dina Shehata, Ms Jo Smyth, Rev Dr Dean Winter
DET members	Kath Klopsteins, Pamela Newton-Browen, Bruce Henry, Rob Castles
Principal	Heather Thompson
Observers	Ohlu Wickramaratna (Business Manager), Chris Jones (Assistant Principal) Sharon Grimes (Assistant Principal) Lisa Vinnicombe (Assistant Principal) Sara Draca & Tara Keshavarz (SRC)

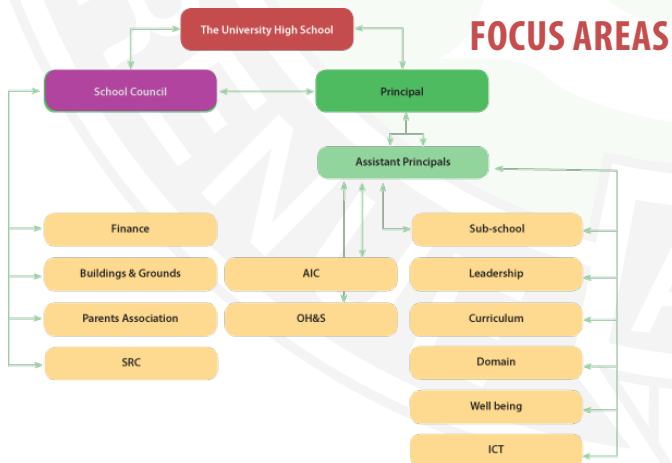
MEETING TIME

Third Wednesday of each month 7.30pm

COMMUNICATION FLOW

FOCUS AREAS

- ▶ School Policies
- ▶ School Finances
- ▶ UHS Future Developments



Decision making

PROCESSES: Principal

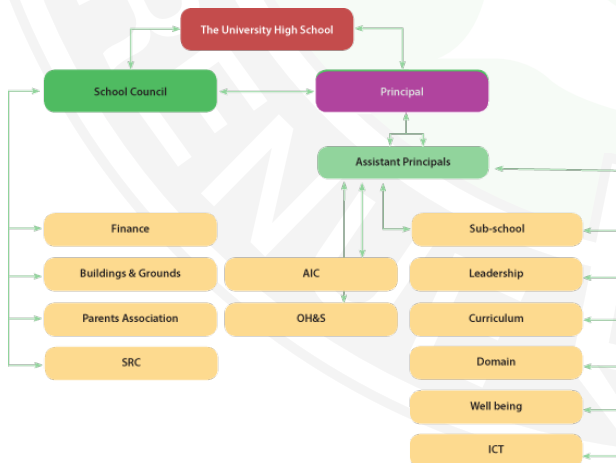


COMPOSITION

Principal Heather Thompson

RESPONSIBILITIES & FOCUS AREAS

- ▶ **Whole School Planning**
- ▶ **Staffing**
- ▶ **Finance**
- ▶ **Public relations**
- ▶ **Executive Officer of School Council**
- ▶ **Canteen**
- ▶ **Accountability**
- ▶ **GTAC**



Decision making

PROCESSES: Assistant Principals



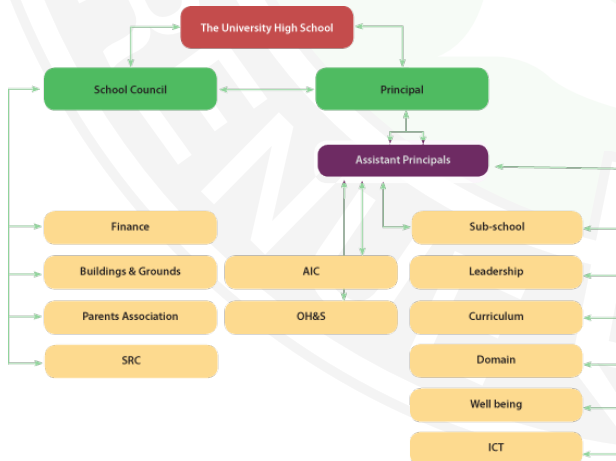
COMPOSITION

Assistant Principals

Sharon Grimes, Chris Jones and Lisa Vinnicombe

RESPONSIBILITIES & FOCUS AREAS

- ▶ Student Wellbeing
- ▶ Co-Curricular Programs Year 7-12
- ▶ Camps
- ▶ Student Exchange
- ▶ Performance and Development
- ▶ Professional Development
- ▶ OH&S
- ▶ Teaching and Learning
- ▶ Daily Operations
- ▶ Student Reporting
- ▶ Facilities
- ▶ Digital Learning
- ▶ Acceleration Program
- ▶ EBSS
- ▶ New Students 7-12



Decision making

PROCESSES: Sub-school



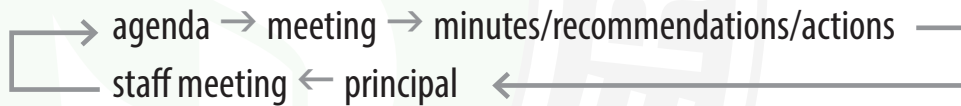
COMPOSITION

Principal Class	Heather Thompson, Sharon Grimes, Lisa Vinnicombe, Chris Jones	
	Middle School	Senior School
Gulum	Fred-Ole Sandt	Heather Ritter
Coleman	Arun Karunaratne	Andrew Dickinson
Johnston	Kath Klopsteins	Aldo Marotta
Triggs	James Taylor	

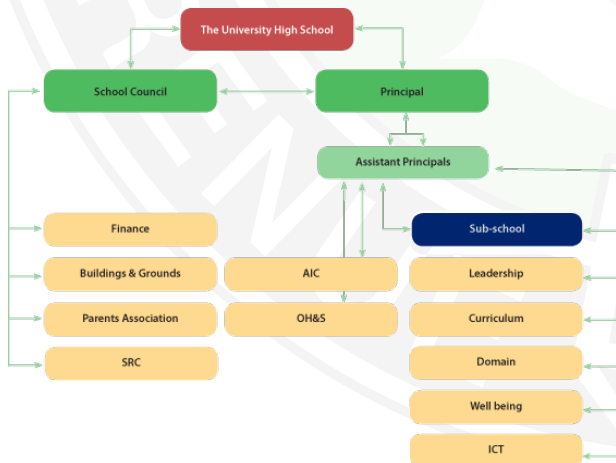
MEETING TIME

Monday Weekly

COMMUNICATION FLOW



FOCUS AREAS



Strategic Planning

- ▶ Term calendar

Student Management

Organisational Matters

- ▶ Reports
- ▶ Exams
- ▶ Overseas exchange matters
- ▶ Subject counselling
- ▶ Information evenings
- ▶ Parent/Teacher interview evenings
- ▶ Camps
- ▶ Assemblies

Decision making

PROCESSES: Leadership



COMPOSITION

Principal Class	Heather Thompson, Sharon Grimes, Lisa Vinnicombe, Chris Jones		
Leading Teachers	Paul Beekman	Natalie Bylyshi	Andrew Dickinson
	Geoff Campbell	Melanie Carroll	Robert Castles
	Arun Karunaratne	Katherine Klopsteins	Liam Ahern
	Aaron Coyle	Aldo Marotta	Stephen Paatsch
	Heather Ritter	James Taylor	Alan Wittick
	Drew McLean		

MEETING TIME

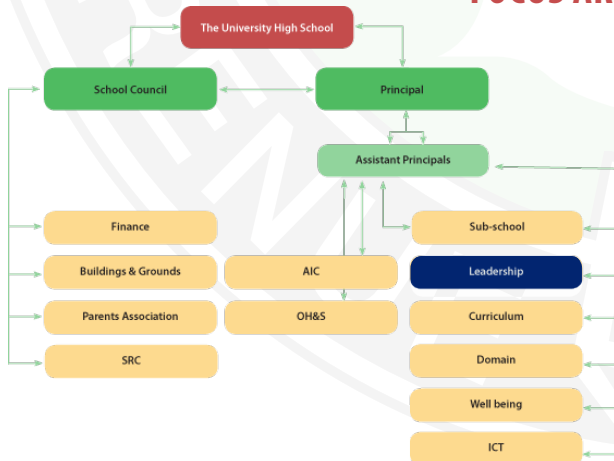
Thursday (as per term calendar)

COMMUNICATION FLOW

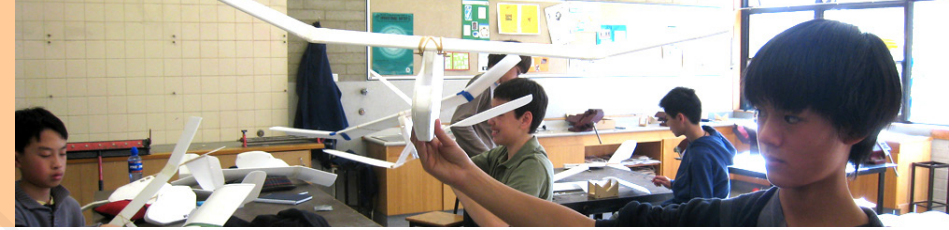


FOCUS AREAS

- ▶ **Whole School Issues**
- ▶ **Team work**
- ▶ **Teaching and learning**
- ▶ **Participative decision making**
- ▶ **Staff workspaces**



Decision making PROCESSES: Curriculum



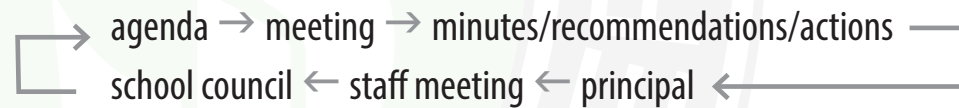
COMPOSITION

Chair	Sharon Grimes	
Principal	Heather Thompson	
	Paul Beekman	Chelsea Middleton
	Jasmine Tremblay	Rob Castles
	Lena-Jean Lamshed	Rob Westwood
	Lou Scacciante	Melanie Stapleton

MEETING TIME

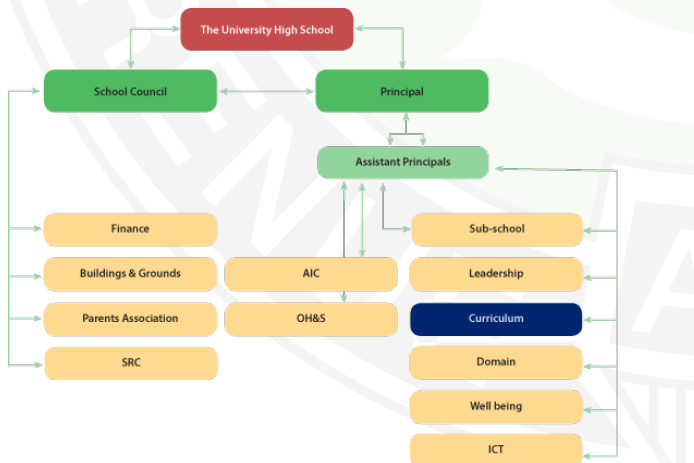
Wednesday 3:30 - 4:30pm (as per term calendar)

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Student Learning**
- ▶ **VELS**
- ▶ **VCE**
- ▶ **Accelerated Program**
- ▶ **Partnership programs**
- ▶ **Galileo Year 9**





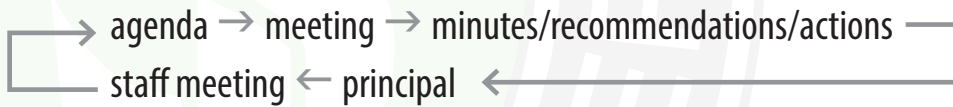
COMPOSITION

Chair	Sharon Grimes	
Principal	Heather Thompson	
Domain Heads		
Paul Beekman	Natalie Bylyshi	Geoff Campbell
Melanie Carroll	Rob Castles	Aaron Coyle
Liam Ahern	Stephen Paatsch	Alan Wittick

MEETING TIME

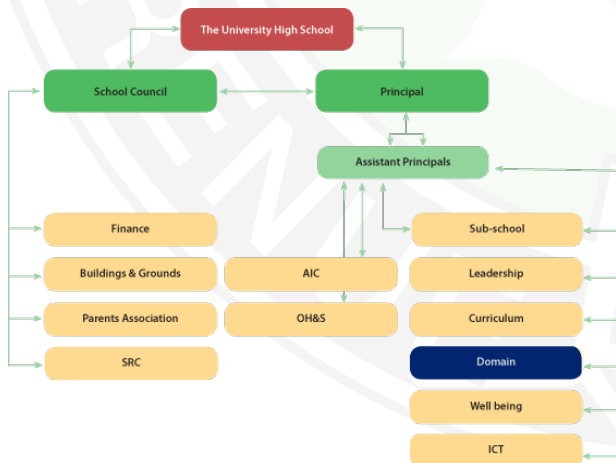
Wednesday 3:30pm - 4:30pm (as per term calendar)

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Domain budgets**
- ▶ **Reporting and assessment**
- ▶ **Teaching and Learning**
- ▶ **Mentoring of new teachers**
- ▶ **Victorian Curriculum**



Decision making PROCESSES: Wellbeing



COMPOSITION

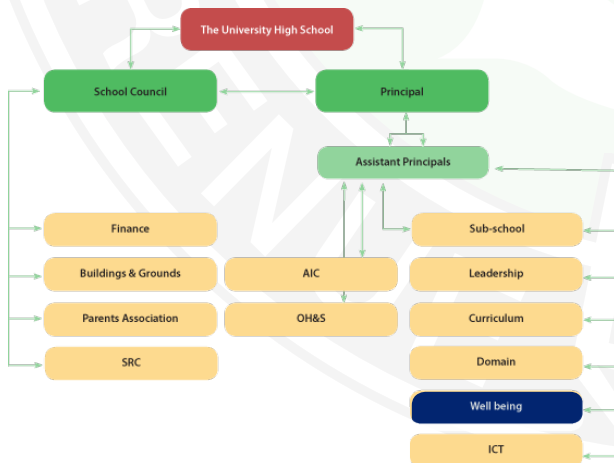
Assistant Principal	Lisa Vinnicombe
	Jasper Johnson
	Jessica Wong

COMMUNICATION FLOW



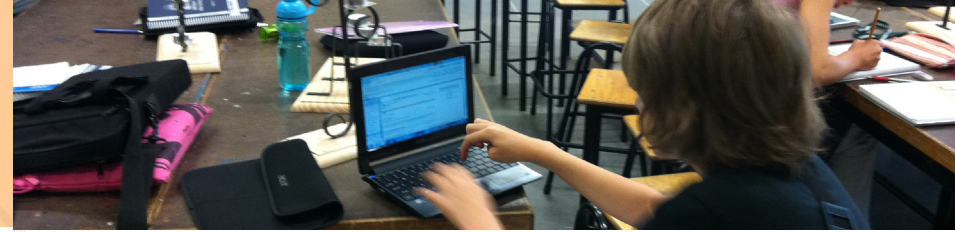
FOCUS AREAS

- ▶ **Student wellbeing & connectedness to school**
- ▶ **Communication of school values**



Decision making

PROCESSES: ICT



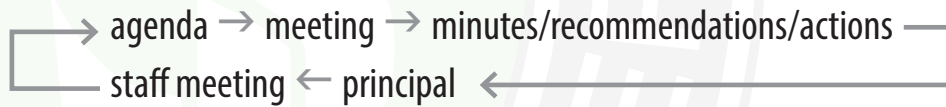
COMPOSITION

Assistant Principal	Chris Jones	
	Aldrin Redolme	
	Sita Louanglathsa-Inh	
	Micahel Heggarty	

MEETING TIME

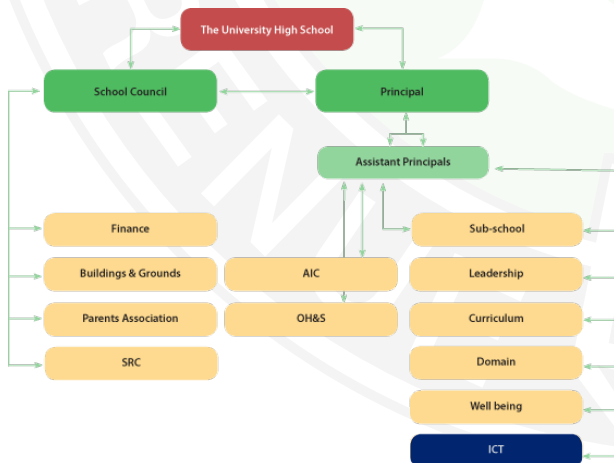
Thursday (as per term calendar)

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **E-learning**
- ▶ **Resources – ICT planning and provision**
- ▶ **Portal**
- ▶ **1:1 Netbook Program & Open network (BYOD)**



Decision making

PROCESSES: Agreement Implementation Committee (AIC)

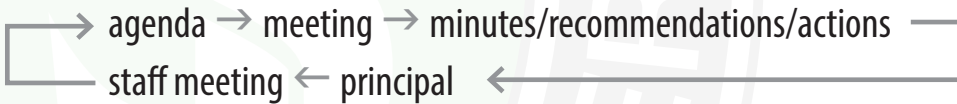
COMPOSITION

Principal	Heather Thompson	
Principal's Nominee	Chris Jones	
Chair & Principal's Nominee	Drew McLean	
Kate O'Callaghan	Despoina Cameron	Aldo Marotta
Lisa Shukroon	Dianne Bowditch	Maryann Augustinus
Lena Bartle-Smith	Grace Robertson	

MEETING TIME

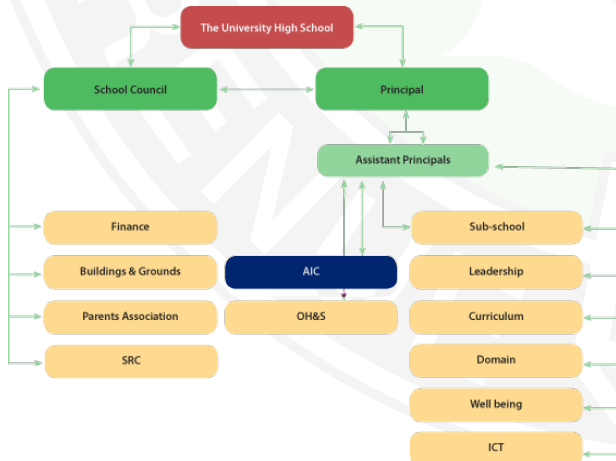
Thursday (as per term calendar)

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Implementation of the VGSA**
- ▶ **Leave Applications**



Decision making

PROCESSES: Occupational Health & Safety



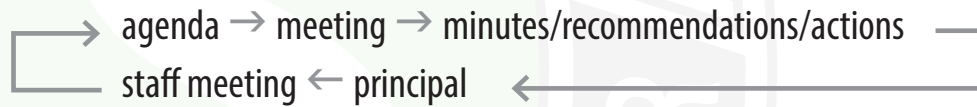
COMPOSITION

Chair	Chris Jones	
Dagmar Tesic (ES Rep)	Hayden Moyle (ES Rep)	Andrew Dickinson

MEETING TIME

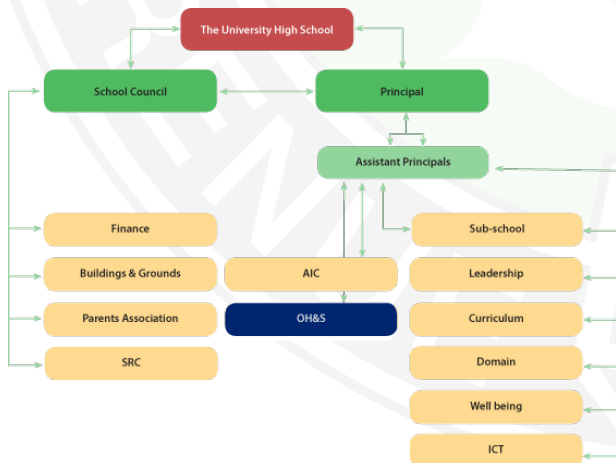
x2 per Term

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Audit, review and revise workplace safety and emergency policy and procedures**
- ▶ **Implement OH&S Working Bullying Policy and Procedures**



Decision making

PROCESSES: Finance



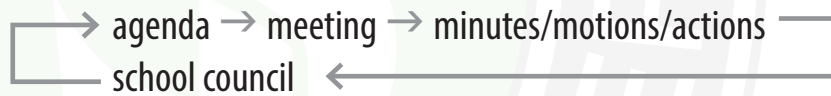
COMPOSITION

Chair	Bruce Henry
Principal	Heather Thompson
Business Manager	Ohlu Wickramaratna
	School Council Representatives

MEETING TIME

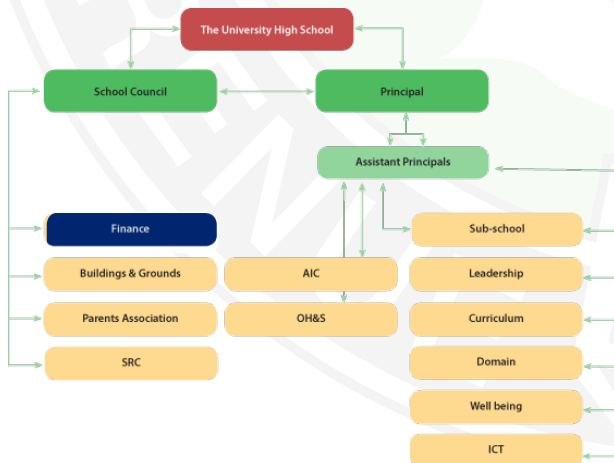
School Council nights 6:00pm

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Planning for current and future allocation of funds**



Decision making

PROCESSES: Buildings & Grounds



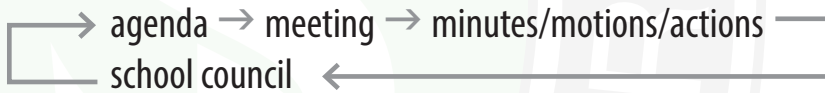
COMPOSITION

Chair	Heather Thompson
	School Council Representatives

MEETING TIME

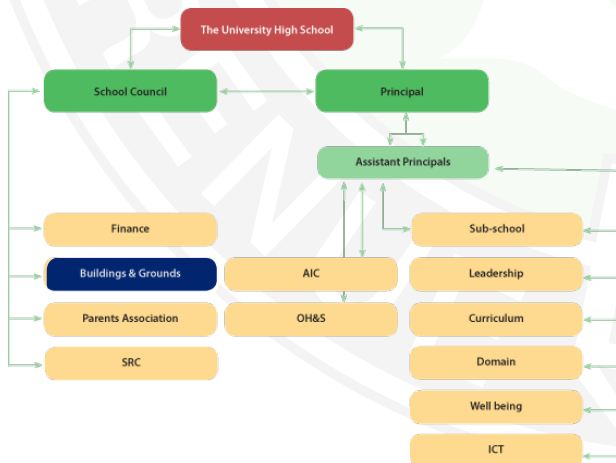
School Council nights 5:00pm

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Planning for current and future provision of physical resources**



Decision making

PROCESSES: Parents' Association



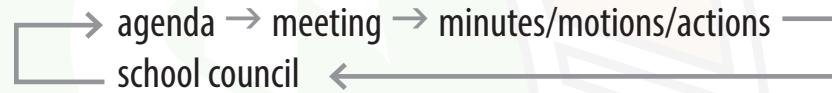
COMPOSITION

Parents' Association President Gabrielle Pestinger
Parent Representatives

MEETING TIME

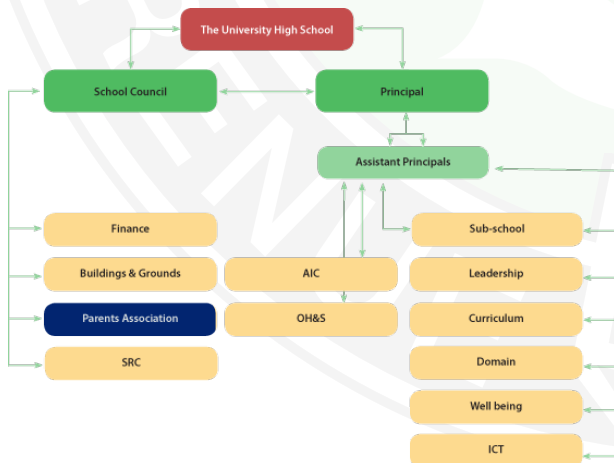
Second Tuesday of each month 7:30pm

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Fundraising**
- ▶ **Support school programs**



Decision making

PROCESSES: SRC



COMPOSITION

SRC President	Sara Draca
Student Leadership Co-ordinator	Lily Bryan
	Student Representatives

MEETING TIME

Lunchtimes approx 12:30pm

COMMUNICATION FLOW



FOCUS AREAS

- ▶ **Student leadership**
- ▶ **Student voice**
- ▶ **Student input**

