

Theme 1 – Defining educational success.

What is working well, and why?

- I have seen at Hobart College that the transition provides some students the chance to “start over”. Some students get a reputation as disruptive, etc., it can help them to move past this in a new setting.
- Having multiple pathways, atar, vet, etc helps students find a path for success. Work could be done here to widen, deepen options other than the pre-tertiary path

Theme 2 – Strengthening supports for families

- Supporting families to improve the home lives of learners. The LIL program is a good start. It is clear that learners start schooling at 4/5 years old worlds apart in learning experiences. Support for all families to reduce this gap will flow throughout the educational sphere.

Theme 4 – Support for teachers

- I have been teaching for 20 years, under several principals, many of them great leaders. The job is getting busier, more stressful.
- Always new initiatives, new demands from the department, etc. In these times many of the principals have said while we are introducing this new thing, we don't want to make more work, so we'll take some things away. This has never happened.
- This year we were offered one hour per FTE teacher for admin assistance. It was difficult to find things teachers were happy to let a TA do. All of the build up of admin work associated with teaching has become part of getting the best result for the learners. We don't want admin staff calling home for us, as we need to build that relationship, etc.
- The only way I can see to reduce the workload on teachers is to reduce the class contact hours. This would be expensive, and I know there never is enough money. Reducing the class load would reduce the admin load. It would provide more time to complete these tasks. It would provide space in a timetable for teachers to observe each other, team teach, on a regular basis. This is the best way to improve teacher effectiveness. It would help retain staff and attract new staff.
- At the last salary negotiation time it was clear many teachers would rather reduced load than increased wages.