



HEDLAND SENIOR HIGH SCHOOL

HSHS IPS Public Board Meeting Q&A's – November 2017

From	Questions from Public via Sli.do	Answers from Board Chair and/or Principal
Curious 26 Nov 2017	So many staff have resigned or are resigning, does the Board do exit interviews and if so what are the findings?	As per the HSHS IPS Terms of Reference, employment of school staff is not a responsibility of the Board. Exit interviews are conducted by the School. In 2017, three teaching staff resigned.
Frustrated Parent 26 Nov 2017	What is the role of the board and if families do not feel that the board or school is representing the families' best interests who do families go to?	The role of the Board is outlined in the Terms of Reference, which can be found on the Hedland SHS web site. If a parent has concerns relating to the board itself, these concerns should first be raised with the Chair of the Board. If the concerns are not addressed by the Chair, the next point of escalation is to the Executive Regional Director of Education who is based in Karratha.
Maybe future parent 28 Nov 2017	What steps are being taken to keep students safe at school and feel comfortable attending school and not scared of being bullied by students and staff?	The Health and Wellbeing team at the school are pro-active in teaching resilience and self-efficacy through Pastoral Care classes. The school has established a Bullying Prevention Policy which will be circulated again early in 2018. All students and parents are encouraged to contact the relevant Health and Wellbeing Manager if they wish to discuss any matters.
Whose interests? 8:43 AM	Why does Roy Hill have a rep on the board that lives in Perth - how many Roy Hill employees live in Hedland and how many of those have kids at the high school?	Roy Hill has a partnered with Hedland SHS on in a number of key initiatives. As per the Terms of Reference membership of the Board will be drawn from the following categories: a) parents of students at the school; b) members of the general community c) staff of the school; d) the principal is automatically a member of the Council; and e) students 15 years and over. The profile of the Board represents community and industry partners. Questions relating to numbers of employees in Hedland or Roy Hill families having kids at the school should be directed to Roy Hill.
Anonymous 22 Nov 2017	During past weeks, I have heard that the 2018 school head boy never wrote out an application were as a few people did. What is the board going to do about this	The process was explained in a letter sent to all parents from Deputy Principal Avneil Swami. A copy of this letter can be found on CONNECT.

From	Questions from Public via Sli.do	Answers from Board Chair and/or Principal
<p>Consultation 27 Nov 2017</p>	<p>When did the Board know the Principal's plan to stop academic streaming and close School House? How is the Board measuring the effect on our community?</p>	<p>The changes to academic streaming and closure of the school house were unfortunately not discussed with the board at the time the decision was made.</p> <p>While technically the board does not have decision making authority in 'operational' matters, the Principal and school have since recognised the need for much greater levels of consultation with the board and wider school community on significant changes. The consultation process around the LEAP changes demonstrates what the board hopes will be a model for genuine consultation and communication at HSHS from now on.</p> <p>The question of academic streaming was discussed by senior and executive school staff. The decision was based on evidence and research and not lightly taken by teaching staff.</p> <p>The performance of the school against the business plan is monitored by the board on an ongoing basis with reporting through the year and at the end of the year in line with annual reporting requirements. The board will be monitoring the outcomes related to the academic streaming changes very closely.</p> <p>In relation to the School House closure, it has highlighted both gaps in resources and the ongoing management of students who have difficulty engaging with mainstream education. The board has been actively championing for more resources and support from the Department of Education to provide a sustainable solution in the long term. Pleasingly the immediate response from the Director General's office has been comprehensive but the board is continuing to push for long term commitment of resources and support.</p>
<p>MH 27 Nov 2017</p>	<p>Why couldn't the board get involved and sort the school out, why did it take the town mayor to get things out in the open, will he be allowed to be on the board</p>	<p>Without knowing exactly what 'sort the school out' refers to, the HSHS IPS Board been in place since before 2013 and has continued to fulfil its obligations to the Director General, HSHS and the broader school community in line with its role and function.</p> <p>Representation on the HSHS IPS Board includes Representatives from HSHS, Parents, Community (which currently includes State Government, Local Government, WA Police, Hedland Network of Schools and Pilbara Meta Maya), Industry (BHP, FMG, Roy Hill) and Business (Port Hedland Chamber of Commerce and Industry).</p> <p>With the recent council elections in October, the Council representation on the board changed and we have been pleased to welcome Mayor Camillo Blanco onto the board.</p>

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Tracey 28 Nov 2017	Are the police represented on the board and any chance of stronger police presence on school grounds to deal with assaults, drugs and criminal behaviour?	The WA Police have had representation on the school board until the recent departure of Sgt. Tom Daly. The board has recently welcomed Paul Thomas, Youth Crime Intervention Officer. The Community Relation Officers from South Hedland police have had a presence on school grounds but there has been no formal application to have any permanent police presence on school grounds.
Anonymous 30 Nov 2017	When will the ERG results be shared with staff and the community?	The ERG report will be published on the Department of Education's Schools on Line web site and on the Hedland SHS web site
Angry dad 9:01 AM	Please justify how a teacher can fail a student that she does not allow to enter her classroom. They are sent to another class with no work to complete.	Students should be given every opportunity to succeed. Please contact the relevant Head of Learning Area for the specific department. If you require assistance with this please contact school administration on 9172 8000. We would welcome your feedback.
Accountability 27 Nov 2017	Why was the school board meeting not widely advertised last year? (I would have come if I'd known about it)	The Public-School Board meeting in 2016 was open to all members of the public. Notification of the meeting was sent via (CONNECT, email and the schools' website). The school board will work in conjunction with school administration to ensure future public meetings are well advertised.
Parent of a future HSHS student maybe 28 Nov 2017	What is being done to support teachers and staff around retention and building team morale?	Retention strategies have been deployed consistently amongst the staff profile at Hedland SHS. The leadership team are committed to building a positive culture amongst staff.
Anonymous 8:12 AM	Does the board monitor reasoning behind suspensions? Does the board check that punishments are consistent and fair?	The school board does not monitor daily operations of the school. The school board does review and critique school performance data which includes data relating to student suspensions.
Anonymous 27 Nov 2017	Given the ERG review of the school what steps as a Board will you now take to be actively involved in decision making school evaluation and business planning?	The role of the Board is outlined in the Terms of Reference, which can be found on the Hedland SHS web site. As part of its role the board is actively involved in Strategic and business planning for the school. The Board has also been actively involved in every step of the ERG review process and will work with the school to implement the relevant recommendations from the review.
Anonymous 28 Nov 2017	How do you justify the rewards that the school house program gets such as excursions to pretty pool and having a play station in the classroom?	Hedland SHS caters for all students in the Hedland community. Individual students needs vary and engagement and support programs are specifically designed to enhance each individual's ability to achieve success. Staff believe firmly in the notion of equity compared to that of equality.

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Anonymous 30 Nov 2017	Two days on the trot I have witnessed the school car with kids from school house fishing down at pretty pool? Why the special treatment and what about good kids	Hedland SHS caters for all students in the Hedland community. Individual students needs vary and engagement and support programs are specifically designed to enhance each individual's ability to achieve success. Staff believe firmly in the notion of equity compared to that of equality.
Tracey 30 Nov 2017	Just like to acknowledge board member Lincoln attending the annual evening graduation night this year	Thanks for the feedback.
Tracey 30 Nov 2017	How does the board manage conflict of interest? e.g. board members being on each other's boards and if not previously considered -will you moving forward?	All members of the school board are bound by the terms of reference (which can be found on the schools' website). Members of the school board must declare any interests in matters arising during meetings.
Anonymous 30 Nov 2017	There seems to be one set of consequences for a certain group of kids and then another for others. There is no consistency, please explain	The Health and Wellbeing team operate under the Hedland SHS Behaviour Management Plan. There are guidelines provided to schools as outlined in the Behaviour Policy and Procedures (DoE, 2016).
Anonymous 30 Nov 2017	Since their seemed to be a lot of concern regarding bullying, attendance and other behavioural issues (including special treatment that school house get will this be addressed at an open forum parent night where we can ask questions of general concern?	The Health and Wellbeing team at Hedland SHS is committed to addressing bullying, attendance and behavioural concerns. Please make an appointment with the relevant member of the HWB team if you require further information or clarification on 9172 8000.
Very concerned parent 30 Nov 2017	I have heard that there will be no year 10 work experience in 2018, is this true?	There have been no discussions or commitments made regarding Year 10 work experience in 2018. Further information will be provided in 2018.