2017 Independent Public School Application

The department has opened applications for schools to become an Independent Public School (IPS) for the start of 2017. This is our final opportunity to become an Independent Public School. After this round the 250 school positions will be filled. From Gympie to the Brisbane River the only secondary schools that are still not Independent Public Schools are:-
1. Coolum State High School
2. Beerwah State High School
3. Tullawong State High School
4. Morayfield State High School
5. Deception Bay State High School
6. Clontarf Beach State High School
7. Dakabin State High School
8. Bray Park State High School
9. Pine Rivers State High School
10. Bracken Ridge State High School
11. Sandgate State High School

It is my belief the community of Pine Rivers State High School should strongly consider applying for this initiative. It is my personal view that becoming an Independent Public School will enhance the programs and innovations already in place at Pine Rivers State High School. Our continued improvement in our school results as evidenced by our strong 2015/2016 NAPLAN results and excellent senior phase outcomes demonstrates our capacity to have a greater autonomy in setting the future direction of our great school. I therefore am seeking your support in applying for IPS status for Pine Rivers State High School.

I would appreciate your time in completing a very short survey that is linked at the top and bottom of this information sheet. The Independent Public Schools initiative provides us with an exciting opportunity to increase empowerment in decision-making and remove barriers to maximise student learning outcomes. As a school we recognise that the best decision making often occurs at a local level through direct response to local community needs and aspirations.

By using local expertise to respond to local community needs, Independent Public Schools are able to embrace innovation, and make the most of opportunities to collaborate. This includes increased agency to work in new ways with local businesses, industry and other community organisations.

In Queensland, the flexibility offered to Independent Public Schools is not about principals and schools working in isolation. It is about schools building their capacity to drive their own school improvement journey by working with, contributing to and leveraging off available central, regional and collegial support as needed.

It is about enabling school leaders to make decisions that will impact on teaching and learning while the department devotes resources to build capacity and capability, and provides an authorising environment built upon collaboration and shared responsibility.

All Independent Public Schools remain part of the strong state system. They have a responsibility to work within the system...
to support growth, and share learnings and practices to build collective capacity. The Independent Public Schools initiative empowers school principals in conjunction with staff, parents and the broader community to make important decisions regarding their school and respond directly to local needs and aspirations. It is designed to offer schools the freedom to be responsive and open to the broader range of possibilities their communities can offer. It also expands the opportunities for schools to collaborate and innovate in order to achieve the best possible outcomes for their students and local communities.

Since 2013, 180 schools have commenced as Independent Public Schools. In 2017, additional schools will have the opportunity to become Independent Public Schools and embrace additional autonomy to enable:-
• increased innovation
• stronger partnerships with industry and the community
• further tailoring of local school programs.

Role of the school council
All Independent Public Schools are required to establish a School Council. Pine Rivers State High School has now been operating a strong school council for many years with representatives from the parents, staff and student body. Becoming an IPS school will see no new processes required for this council as it already enables greater involvement of the school community and other stakeholders, such as industry, in setting the strategic direction for the school. School councils approve and monitor the school’s strategic direction, further strengthening collaborative local decision-making.

I would see the movement to an Independent Public School will provide greater incentives for local businesses and industry to be partners on our School Council providing greater opportunities for our students in training, employment and enhanced curriculum programs. The council must perform its role in accordance with legislation and in a way that achieves the best learning outcomes for the school’s students.

The school council:-
• monitors the school’s strategic direction
• approves plans and policies and other strategic school documents including the annual estimate of revenue and expenditure
• monitors the implementation of the plans, policies and other strategic documents
• advises the school principal about strategic matters.

Opportunities for innovation
Independent Public Schools benefit from:-
• a direct line of communication with the Director-General and other senior executives who help prioritise innovation by paving a smooth path through departmental processes
• the opportunity to recruit staff and to build a team that is fit-for-purpose to drive innovation
• more autonomy to manage and use infrastructure, financial resources and human resources
• opportunities to work in new ways with local businesses, industry and other community organisations
• an option to pursue creative models of sponsorship, industry partnerships and infrastructure partnerships
• increased flexibility to shape curriculum offerings that suit the needs of their students, e.g. extra-curricular programs, programs and centres of excellence
• freedom to shape and deliver innovative educational practices that maximise outcomes for students.

Independent Public Schools use their additional autonomy to enable them to better respond to the unique potential of their students and community.

Locally tailored workforce
Independent Public Schools have additional autonomy for greater flexibility in staffing options through:-
• direct recruitment of classified and non-classified teaching staff (NB: Protocols regarding the implementation of this option are currently being developed)
• direct allocation of staffing resources expressed in notional full-time equivalent staff
• local management of their staffing profile.

Principals of Independent Public Schools:-
• can directly recruit teachers (where vacancies exist) as well as filling vacancies through existing department applicant
pools or the transfer system (NB: Protocols regarding the implementation of this option are currently being developed)
• can access the relocation process for classified teaching staff.

**Increased financial flexibility**

**Independent Public Schools** can flexibly direct their budget to best meet their students’ individual needs. Schools manage their appropriation budget based on their identified needs. This can only be achieved with the approval of the school council.

**Building for the future**

**Independent Public Schools** can formulate infrastructure plans and industry links to shape a physical environment that best matches the strategic vision for their school. Schools can:-
• make local decisions about joint facility agreements and partnerships
• contract and manage their own maintenance using Building and Asset Services (BAS) or contractors
• develop a **Strategic Infrastructure (Assets) Plan** in direct consultation with **Infrastructure Services Branch** (ISB)
• submit requests for capital works projects directly to ISB.

**Public accountability, transparency and performance**

All **Independent Public Schools** remain part of our state school system. They need to operate within the system, enacting the same core values, beliefs and priorities as other state schools. As part of Queensland’s strong state education system, **Independent Public Schools** comply with state and national legislation, industrial instruments, directives, delegations, whole-of-government policies and national agreements.

While **Independent Public Schools** are not required to follow a number of operational procedures, they are required to:-
• determine and manage their planning, review and reporting processes for the school
• participate in system audits and school reviews
• provide systemic data and use corporate systems, for example **OneSchool** and **MyHR**

• purchase IT products that are compatible with the department’s managed operating environment.

**Supporting our Independent Public Schools**

**Independent Public Schools** receive a one-off $50,000 grant to assist with their transition. This funding enables the school to seek expertise and advice about the establishment and effective functioning of their school council. In 2016 all **Independent Public Schools** will also receive a further $50,000 in funding.

**Independent Public Schools** continue to benefit from the strengths of the Queensland State Education system through access to:-
• existing liability insurance
• legal and media advice
• financial and procurement advice
• industrial relations advice and support

**How to become an Independent Public School**

All Queensland state schools, irrespective of size, geographical location or school type, can apply to become an **Independent Public School** in 2016. Schools are required to submit a written application using an online e-form. The written application must demonstrate:-
• the consultation that has occurred across stakeholder groups, including a summary of their views
• the school’s capacity to assume greater responsibility for its affairs
• the potential benefits for students and the broader school community for the school to become an **Independent Public School**
• the innovative educational programs or practices that the school will implement to improve student performance.

**Applications will close late in term 3.**

**Summary of Views expressed to this point with my response:**

**Does the Principal get more money?**
Answer: NO.

**Can staff be removed from the school because the Principal has more power?**
Answer: NO.

• The rules governing staff transfers are part of our working conditions and can not be altered.
Will the school still be part of the North Coast Region?
Answer: Yes.
- I am committed to this region and value the support and guidance I receive from regional staff.

Will the school continue to take staff from the country?
Answer: Yes.
- As a staunch union supporter our commitment to the country transfer system is paramount for the future prosperity of our public school system. The advantages of IPS is when a vacancy exists I can advertise the position at any time on the government website allowing for country applicants to apply outside normal transfer cycles.

Will the school save money by reducing teacher numbers and increasing class sizes?
Answer: NO.
- Our system is focused on improving student outcomes. This is not achieved by having less teachers and bigger class sizes. The allocative staffing model for all schools remains the same. All teachers are paid by the department, IPS schools do not manage salary payments.

Will IPS schools charge more fees?
Answer: No
- As part of the local decision making processes school resource schemes are managed at a School Council / P and C Association level. No decision on fees can be made without their approval. Personally a school must take into account the capacity of their parents to contribute to the resources of the school. Other than a small increase each year due to inflation it would be unjustifiable for Pine Rivers State High School to make changes to our Resource Scheme contribution and the price of our uniforms. The only exception would be the introduction of special programs that may require a levy.

Will Pine Rivers State High School continue to work with local primary schools if they are not IPS schools?
Answer: Yes
- Our relationships with our local primary schools would not change. Our programs around STEM, REA and sport coaching would continue. It is the responsibility of all public schools to build the learning capacity of our students. Innovative programs developed by Pine Rivers State High School will provide more opportunities for our primary cluster, not less.

Thank you for taking the time
Thank you for taking the time to consider this important decision. For security purposes you will have to supply your family name in the survey. This obviously prevents individuals making multiple responses which could corrupt the outcome.
Regardless of the outcome of this process we are committed in continuing the quality programs delivered by our staff to the students of our community.

Link to survey: https://www.surveymonkey.com/r/P66RBY3

IMPORTANT DATES

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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>Mon 8</td>
<td>Moreton Bay Regional Council SHOW HOLIDAY</td>
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<td>Wed 10</td>
<td>School day for students in Years 7, 8, 9, 11 and 12</td>
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<td>SETPlan for Year 10 students – students to attend, with parents, at requested time for SETPLAN meeting</td>
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<td>Fri 12</td>
<td>Students with Potential Assembly</td>
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<td>Presentation of Fanfare Awards and Instrumental Music Performance</td>
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<td>Presentation of Dance Captains</td>
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<td>Tues 16</td>
<td>Year 12 Tourism Excursion Bangarra Dance Excursion (QPAC)</td>
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<td>Wed 17</td>
<td>QTAC Clinic – Year 12s</td>
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<td>Thu 18</td>
<td>Primary Advance Instrumental Music Event</td>
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<td>Fri 19</td>
<td>Myanmar Trivia Night High Resolves Presentation Assembly</td>
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<td>Mon 22 to Fri 26</td>
<td>Year 12 Interruption Free Week Assembly</td>
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<td>Mon 22</td>
<td>Instrumental Music Gala Night</td>
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<td>Tues 23 to Thu 25</td>
<td>MET North Athletics Carnival – over 3 days</td>
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<td>Wed 24</td>
<td>P&amp;C Meeting 6:30pm</td>
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<td>Thu 25</td>
<td>QUT Multicultural Day (Indigenous Students)</td>
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<td>Tues 13 (Sept)</td>
<td>NEXT PRIMA Meeting 6:30pm</td>
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Next PRIMA Meeting 6:30pm