



Creating and Leading a Positive Culture at your School

Jo McQuinn &
Gregor Allan



Let's have some fun...

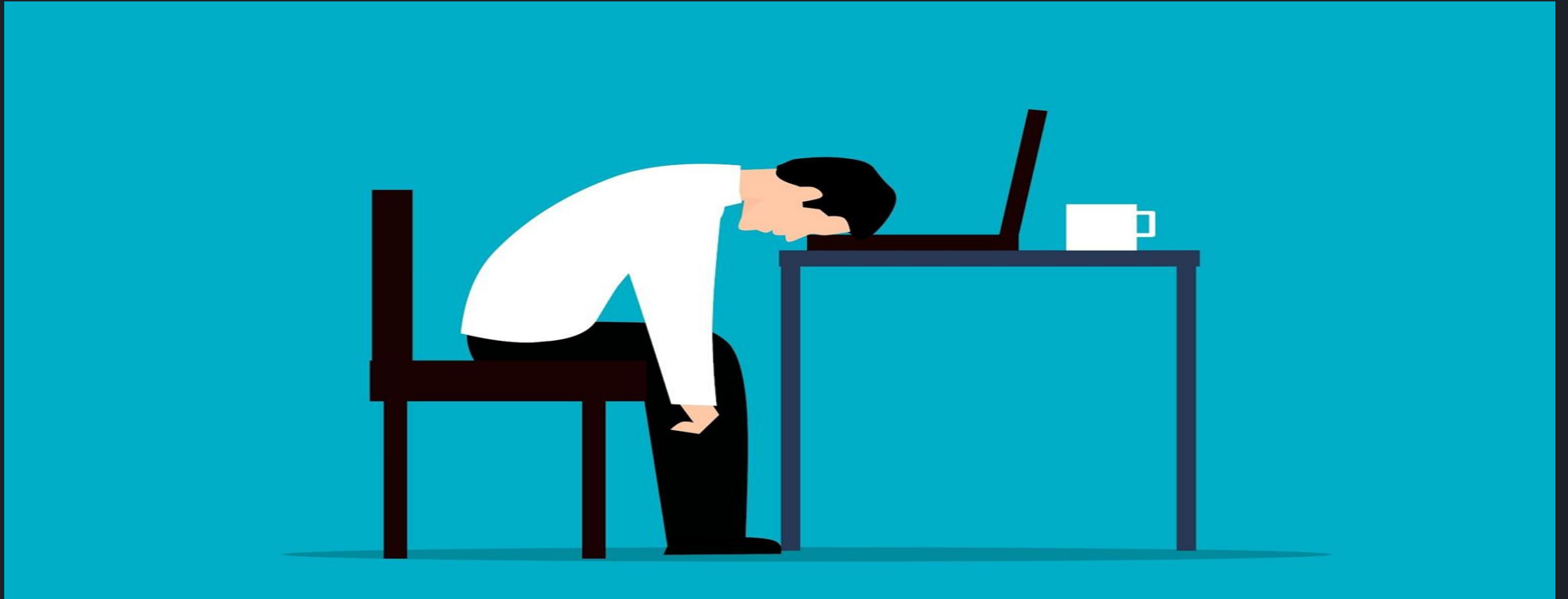
1,2,3

With your partner, take turns alternately counting up to 30 and every time you get to a 3, a multiple of 3 or a number with 3 in it, you need to say your partner's name...loudly

Rolling the dice

Partner up with a fresh partner. One person rolls the dice trying to roll a double. When they do they yell "doubles" really loudly. Whilst this is happening the other person writes down sequential numbers on a piece of paper 1, 2, 3, 4 etc. trying to get as many numbers as they can. Once "doubles" are called partners change roles. The winner is the person who gets to the highest number without cheating.

What's going on with our staff in the system right now?



What's going on with our staff in the system right now?

Victoria is currently facing a significant teacher shortage, with challenges in both recruitment and retention across primary and secondary education sectors.

Teacher attrition and shortages:

Recent data indicates a substantial increase in the number of teachers leaving government secondary schools. From 2022 to 2023, the attrition rate has risen notably, leading to a projected shortage of 3,600 high school teachers by 2029. In 2023 alone, there was a shortfall of 3,706 educators, with an additional 2,347 vacancies anticipated in 2024. These shortages are particularly acute in regional areas, where attrition rates have exceeded 11% in some areas.

Are Our Staff Happy?



WONDER

Victorian Teachers Online



Anonymous member

6 October 2022 · 🌐



Is it normal for leadership to continually come and observe lessons without providing you a reason for why they are there or what they are observing? We never receive any feedback from these observations. I have had three different members come in this week unannounced with clipboard in hand taking notes. I have heard that they are looking for something specific but they don't tell us what it is. I'm feeling frustrated and wondering what their motive is.

😱😞😬 13

40 comments



Victorian Teachers Online



Anonymous member

10 December 2023 · 🗨️



Just wanting people's thoughts. I read a lot about how leadership are doing all these negative things, i also hear it a lot as well from many. Why would anyone in leadership think that making life uncomfortable for teachers is a good idea? Is it a directive from above? Is it a way to weed out teachers they don't like? Do they get some kind of benefit from it? I for one feel lucky where I am, but some of the things I hear simply astound me.

👍 22

73 comments

👍 Like

💬 Comment

📄 Send

Victorian Teachers Online



Anonymous member

27 April 2023 · 🌐



Help I am thinking about quitting my job. It's not the kids, or the school itself. It has to do with leadership, and how deflected I currently feel with no support. I feel like my ES takes over on what should and shouldn't be happening in the class. If things aren't done her way then she makes my job harder. I have talked to leadership and they have made excuses for her behavior. Only day 2 and need a break from her. Did have a meeting with dep principal today I will reschedule.

🤔👍😞 15

16 comments



Like



Comment



Send

Victorian Teachers Online



Anonymous member

18 October 2023 · 🌐



I have a child who is physical towards anyone including staff and students. Yesterday I was fed up with leadership and instead of offering positive support was going to come into the class and take notes on what and how I am teaching. I'm feeling judged, as leadership highlighted areas they don't think I am doing with her. The issue I feel like I'm being judged and the child is getting away with these behaviors. Any advice please.

👍 🤔 😲 27

37 comments



Like



Comment



Send

Victorian Teachers Online



A screenshot of a Facebook post. The post is from an 'Anonymous member' with a profile picture of a purple circle containing a white hat and glasses icon. The post is dated '13 March' and is public. The text of the post reads: 'Leadership has started to consistently refer to us looking at our "why's" and I cannot stress how much of an ick that is for me. So as a fun game, what's your education term ick? Something that you hear and it just makes you go 🤢🤢'. Below the text, there are 57 likes (represented by a laughing face and thumbs up icon) and 110 comments. At the bottom of the post, there are three buttons: 'Like', 'Comment', and 'Send'.


Anonymous member
13 March · 🌐

Leadership has started to consistently refer to us looking at our "why's" and I cannot stress how much of an ick that is for me. So as a fun game, what's your education term ick? Something that you hear and it just makes you go 🤢🤢

🤣👍 57 110 comments

👍 Like 💬 Comment 📄 Send

Victorian Teachers Online






Anonymous member
22 March · 🌐




Wanting to know some 🚩 red flags to watch out for that indicate poor leadership within a school.

Also looking for 🚩 for inequity in terms of staffing.

Cheers!

   9

33 comments


 Like  Comment  Send

Victorian Teachers Online



Anonymous member
14 May at 22:11 · 🌐

I have resigned! And the Prin was so awful and walked out on me within 15 seconds and didn't ask why or where I was off to. As a result I am now taking sick leave with a certificate until my finish day, hostile environments with poor leadership should not be tolerated. For those unhappy in the industry, get out! I can't tell you how happy I am sipping on my wine right now.

   163

54 comments

Victorian Teachers Online



Anonymous member

12 February 2022 · 🌐



After many years teaching, I'm feeling disheartened by toxic environments. One school I worked at was amazing until there was a leadership divide and it all imploded into a high school bully drama. The next school I was at SEEMED great at first but there is a toxic micro manager at the top who only offers opportunities to the 'in crew' and makes beautiful hard workers cry regularly. I don't get involved and don't choose sides, so I get by - but these environments make me anxious and frankly, I'm too old for this drama.

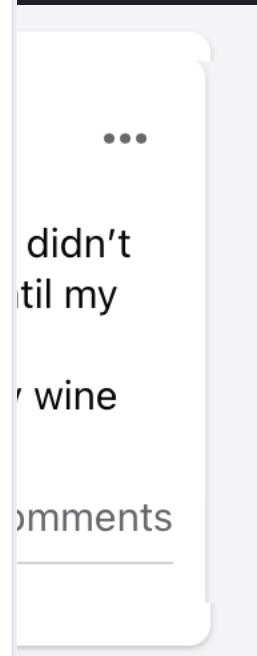
Don't get me wrong, I know all schools have the problems, and share of irritating people - and I can cope with that! But when it turns into anxiety and downright hostile environments I just want out. I'm sure this feeling is familiar to a lot of you. It's certainly familiar amongst my teaching friends.

So my question - are there genuinely happy schools out there?? Are there any genuinely positive environments where people are happy to get the job done and don't dread coming to work everyday??

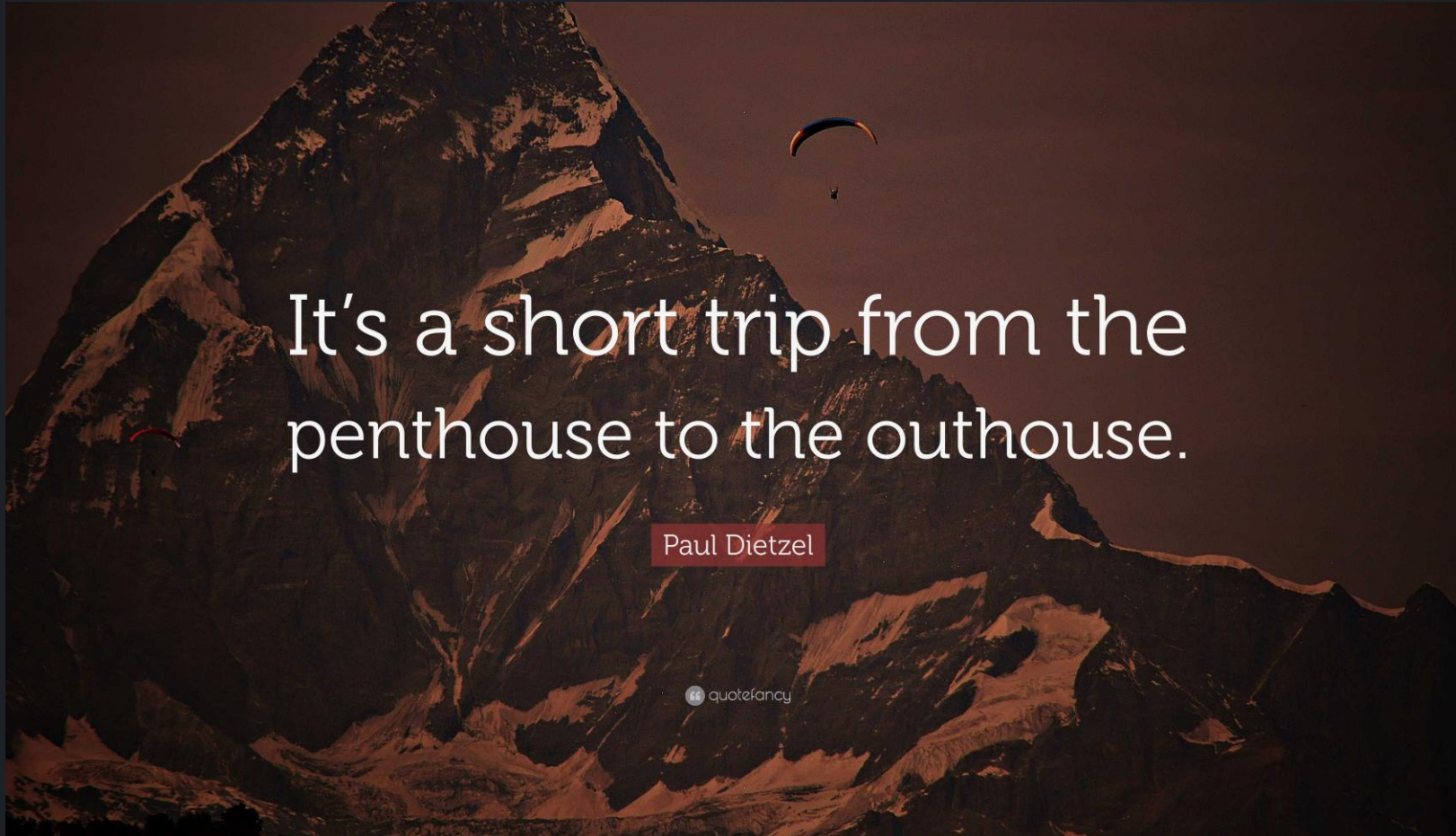
Andddd do you have any jobs going? 😂



56 comments



Our Story



It's a short trip from the
penthouse to the outhouse.

Paul Dietzel

quotefancy

Stay in Front of the Game-Kevin Sheedy



Collective Efficacy



School Name
Irymple Secondary College

Year
2024

Module name
School Climate

Factor name
Collective efficacy

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

Collective efficacy for all respondents

81%

Your school

53%

Similar schools

58%

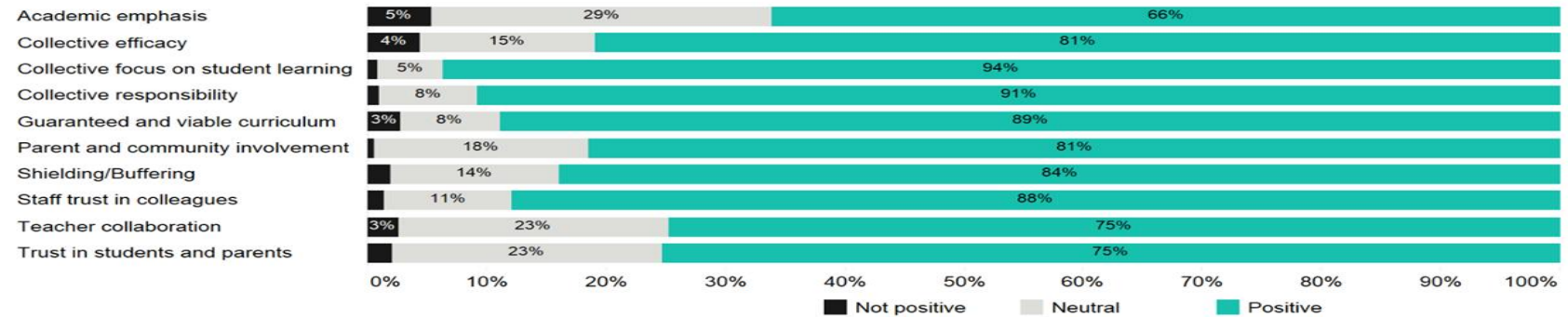
Network

56%

State

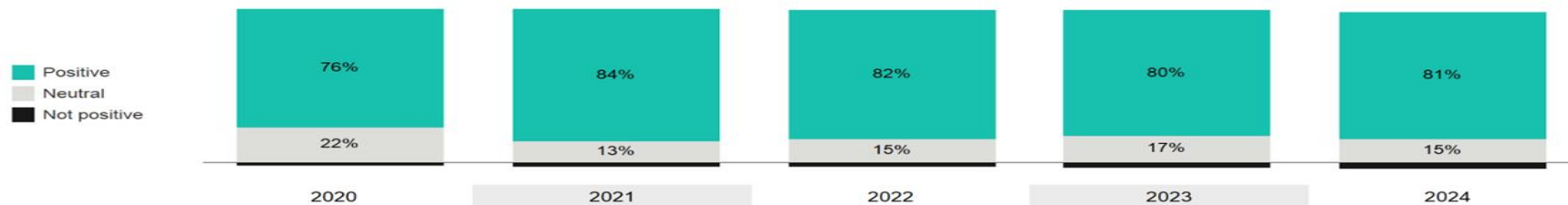
Responses by category in 2024 (%) ⓘ

School Climate for all respondents



Responses by category over last 5 years (%) ⓘ

Collective efficacy for all respondents



Additional Links

[Further Support](#)



School Support for Staff Physical Safety



School Name
Irymple Secondary College

Year
2024

Module name
School Staff Safety and Well..

Factor name
School Support for Staff Phys..

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

School Support for Staff Physical Safety for all respondents

98%
Your school

72%
Similar schools

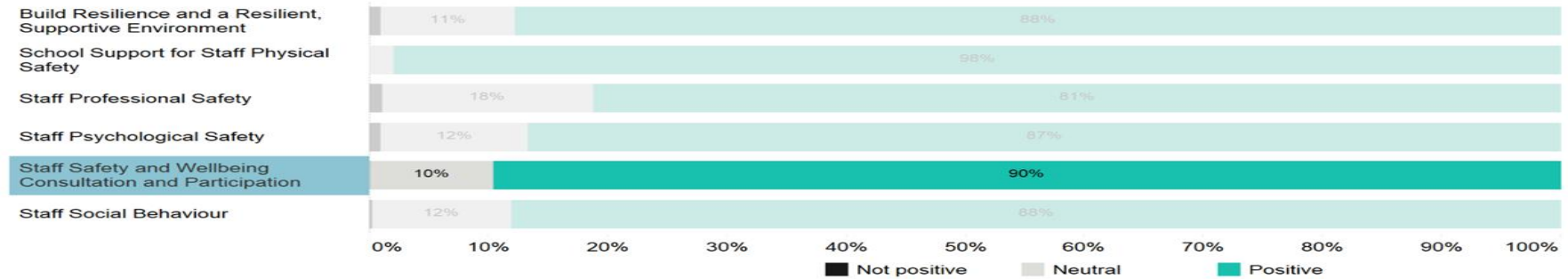
91%
Network

69%
State



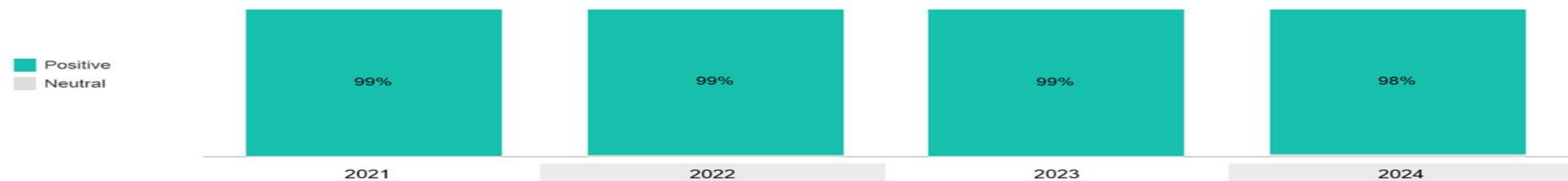
Responses by category in 2024 (%) ⓘ

School Staff Safety and Wellbeing for all respondents



Responses by category over last 5 years (%) ⓘ

School Support for Staff Physical Safety for all respondents



Additional Links

[Further Support](#)

Staff Psychological Safety



School Name
Irymple Secondary College

Year
2024

Module name
School Staff Safety and Well..

Factor name
Staff Psychological Safety

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

Staff Psychological Safety for all respondents

87%

Your school

61%

Similar schools

77%

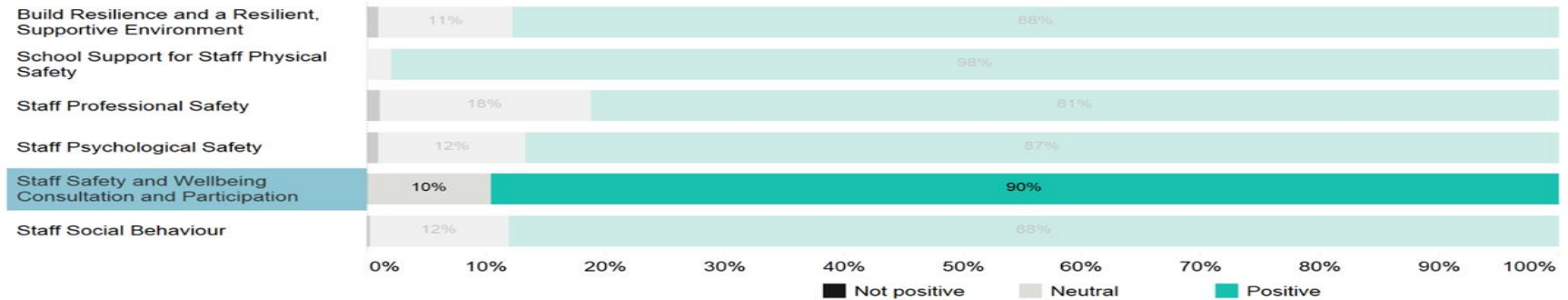
Network

55%

State

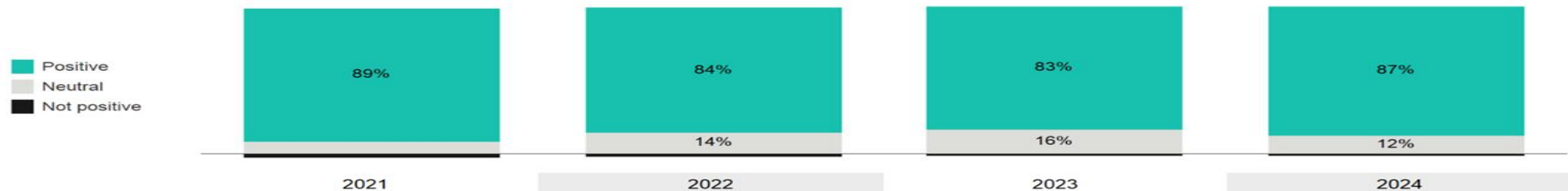
Responses by category in 2024 (%) ⓘ

Staff Safety and Wellbeing for all respondents



Responses by category over last 5 years (%) ⓘ

Staff Psychological Safety for all respondents



Additional Links

[Further Support](#)

Staff Trust in Colleagues



School Name
Irymple Secondary College

Year
2024

Module name
School Climate

Factor name
Staff trust in colleagues

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

Staff trust in colleagues for all respondents

88%
Your school

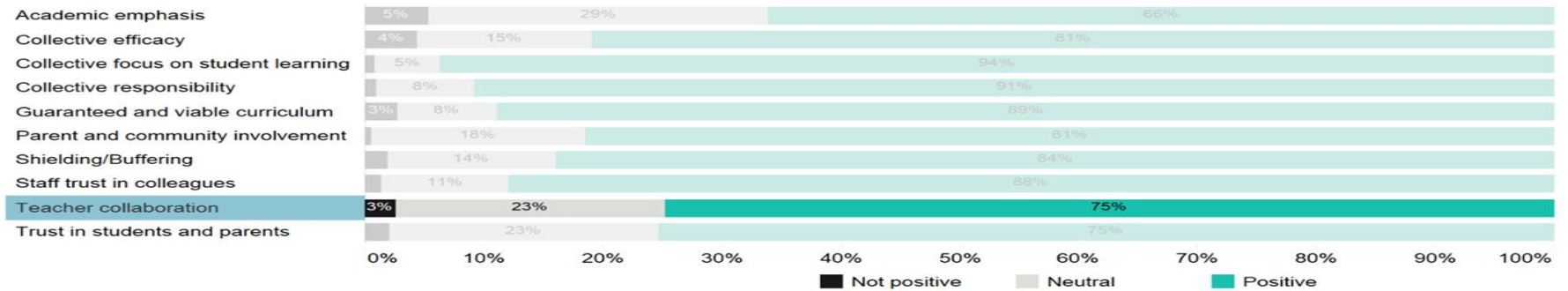
71%
Similar schools

71%
Network

74%
State

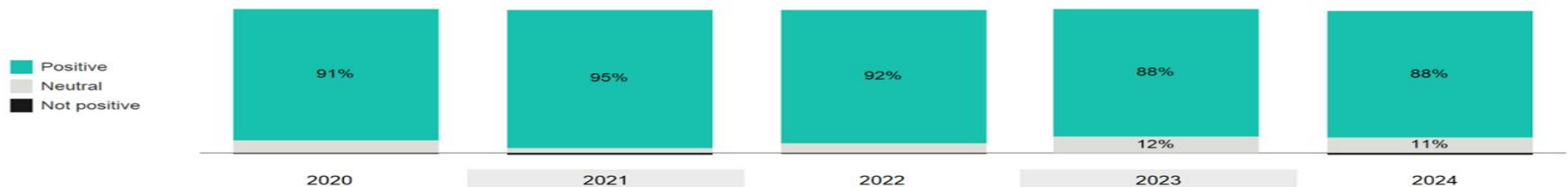
Responses by category in 2024 (%) ⓘ

School Climate for all respondents



Responses by category over last 5 years (%) ⓘ

Staff trust in colleagues for all respondents



Additional Links

[Further Support](#)



Trust in Students and Parents



School Name
Irymple Secondary College

Year
2024

Module name
School Climate

Factor name
Trust in students and parents

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

Trust in students and parents for all respondents

75%
Your school

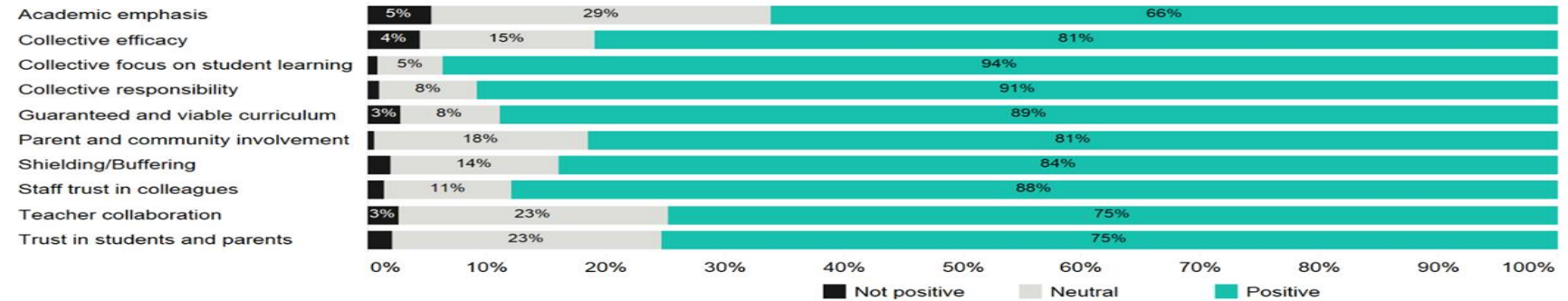
41%
Similar schools

48%
Network

47%
State

Responses by category in 2024 (%) ⓘ

School Climate for all respondents



Responses by category over last 5 years (%) ⓘ

Trust in students and parents for all respondents



Additional Links

[Further Support](#)



Teacher Collaboration



School Name
Irymple Secondary College

Year
2024

Module name
School Climate

Factor name
Teacher collaboration

School Staff Survey ⓘ

Endorsement in 2024 (%) ⓘ

Teacher collaboration for all respondents

75%
Your school

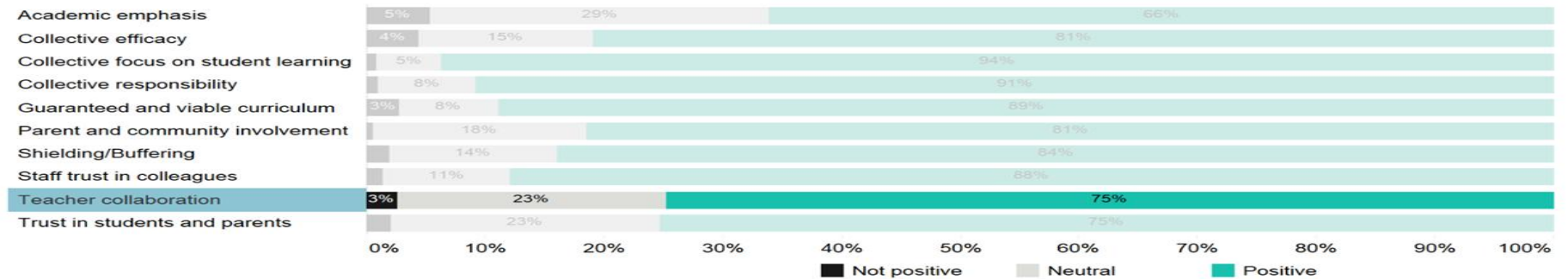
56%
Similar schools

60%
Network

55%
State

Responses by category in 2024 (%) ⓘ

School Climate for all respondents



Responses by category over last 5 years (%) ⓘ

Teacher collaboration for all respondents



Additional Links

[Further Support](#)



What have we tried?

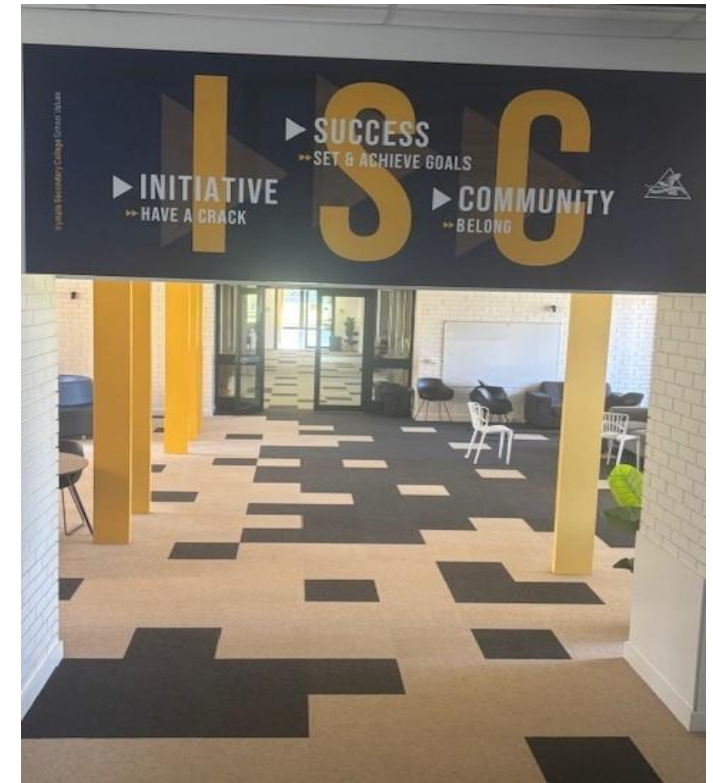
Having fun



Building trust



Living values



More actions that we are taking...

Best practice/Culture book

Cut out the fluff - Focus on "*real*" work

Genuinely support the creation of a positive learning environment

Culture - create a shared purpose & catch staff living our values

PAL letters (Dale Sidebottom)

Open Learning - transparent teaching and support for new staff

Open Office

Trust work - Motive, Capability, Reliability

PAL Letters

DEE'S PAL FROM JO

Thanks Dee for all your support
this year - it's been huge. Jo

I am **PROUD** of how you have juggled all the demands that arise in this office day
in day out.

I **ADMIRE** how you advocate for others at the expense of yourself sometimes and
problem solve like there is no tomorrow.

I **LOVE** that we can laugh and laugh which makes our office great.

Catching teams living our values



Michelle Beswick

Tue at 8:10 PM

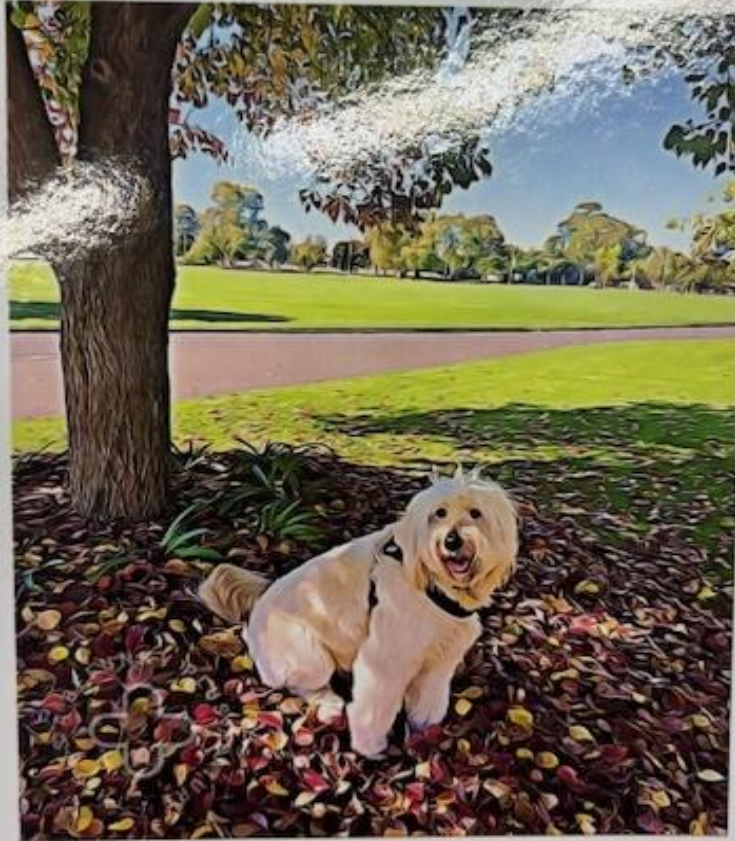
Seen by 17 ...

School Value SUCCESS - everyone at Mondays meeting showed this when we were working collectively to achieve our moderation task which has now allowed our team to have meaningful end of unit tests ready to go for week 8/9 of this term.

Thanks team 🙌 🙌

Culture Book

ISC CULTURE BOOK #3



2022-2023

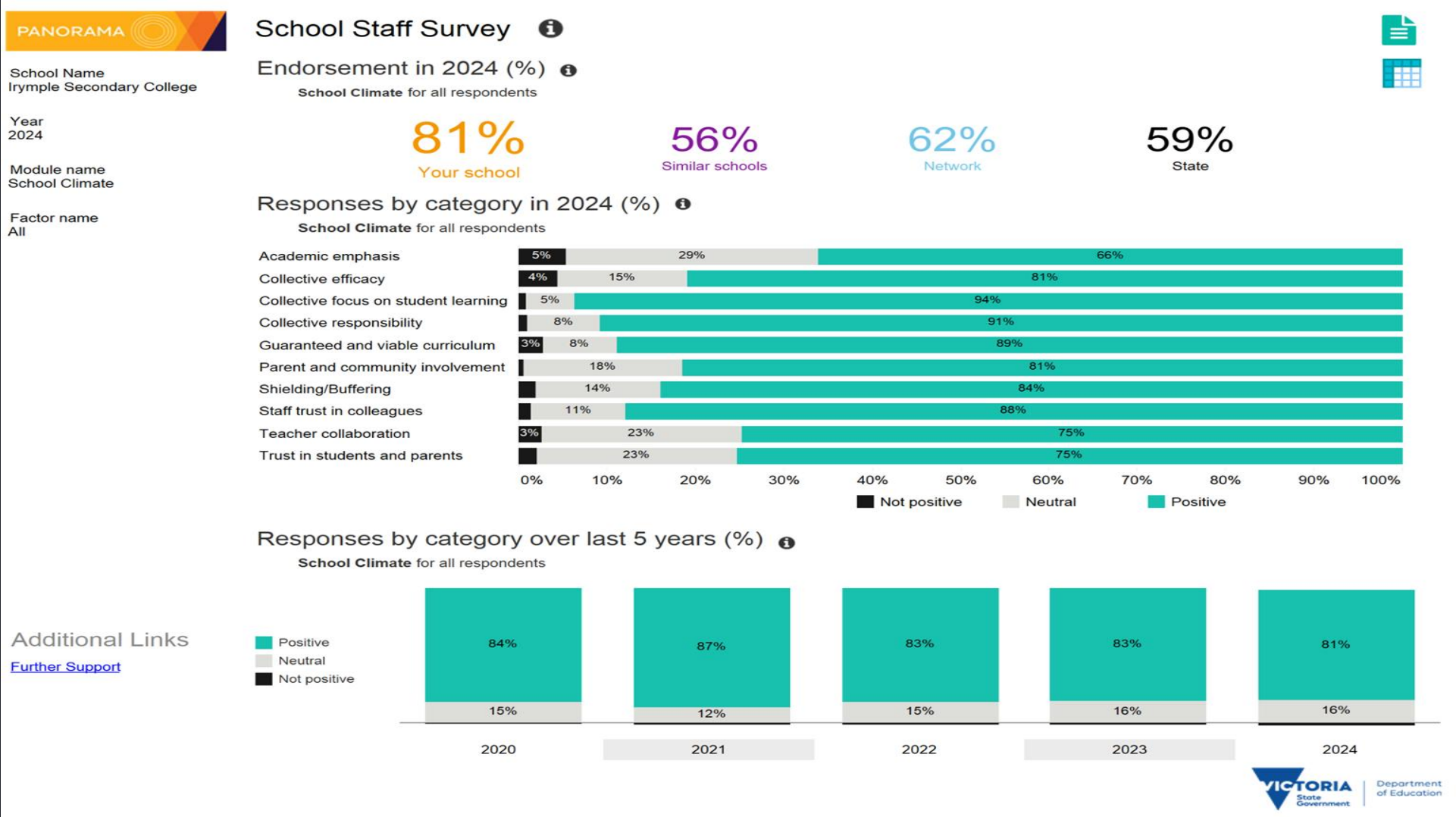
Staff Quote

“After years in the wilderness, the school now has a clear focus and direction that everyone in the school community can buy into, which has been driven by the leadership team and new culture...Steve Morrish, 24 years @ ISC”.

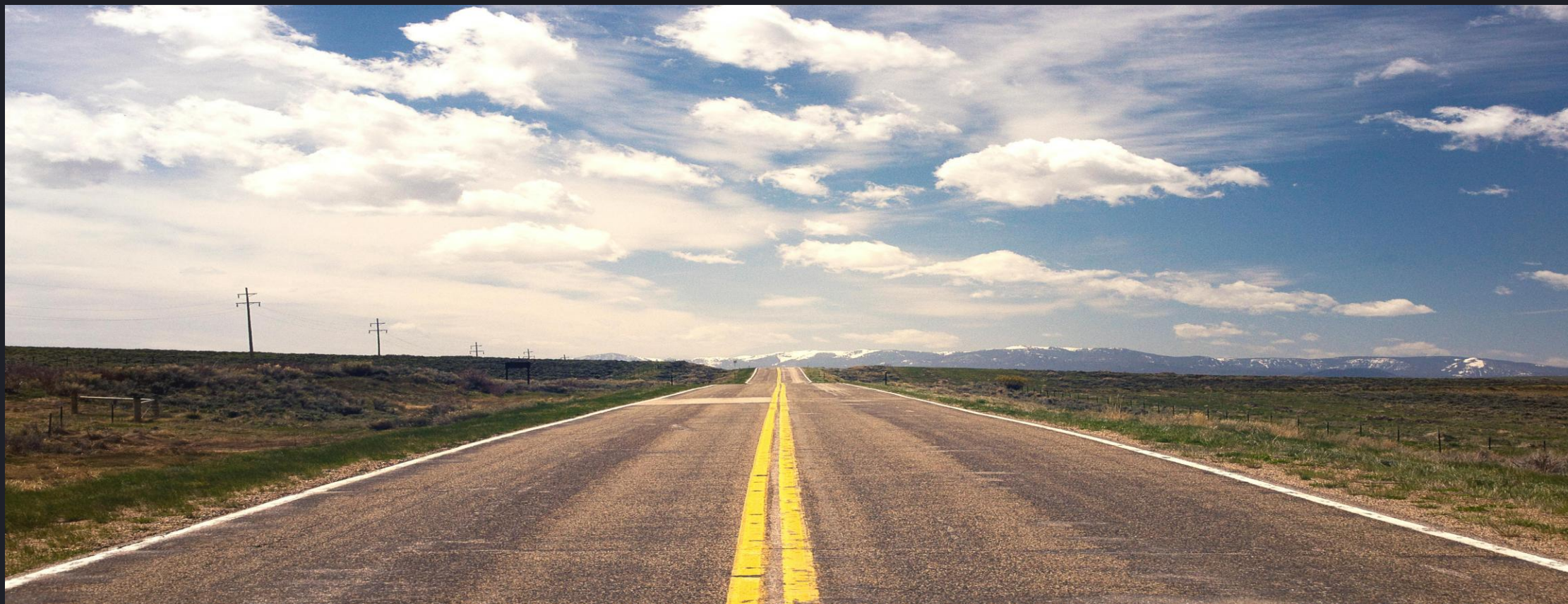
Be optimistic...



School Climate



What can / will you do when you walk out of this session?



**Thanks for listening
& good luck...**

Thank you