

Sandringham College presents...



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COLLEGE**

Acknowledgement of Country




Sandringham College
Seven Seasons Indigenous Garden

Disability Inclusion in Action



SANDRINGHAM
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Our experiences shape us, mould our character, and define our path - even the difficult ones become our greatest teachers.

(Unknown)

Disclaimer





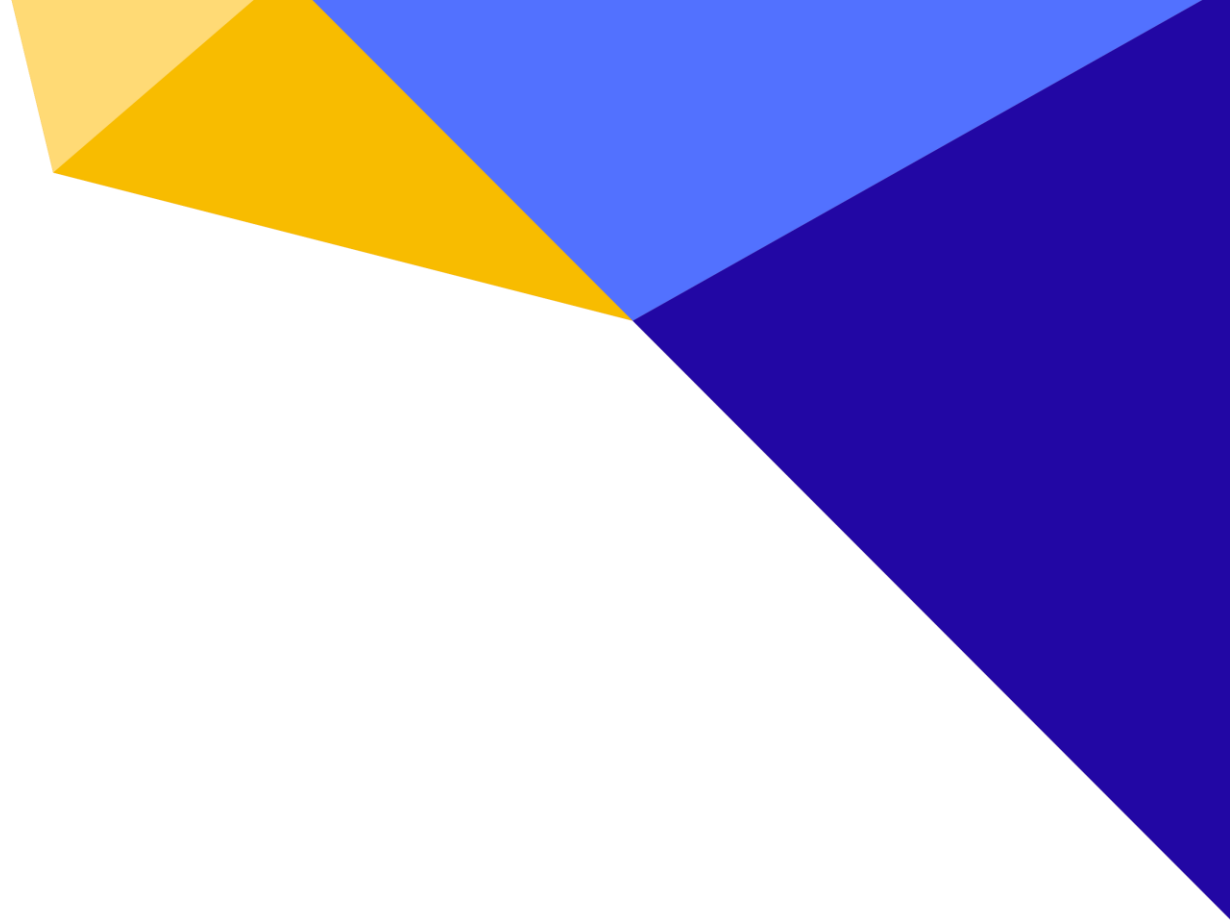


Sandy's DI Starting Point

- **Principal Team led** Disability Inclusion
- **Assistant Principal appointed** to lead the work
- Embedded as a **key AIP priority**
- Guided by a **5-year implementation plan**
- Culture of **high expectations with high support**
- **Scheduled collaboration time** at every level







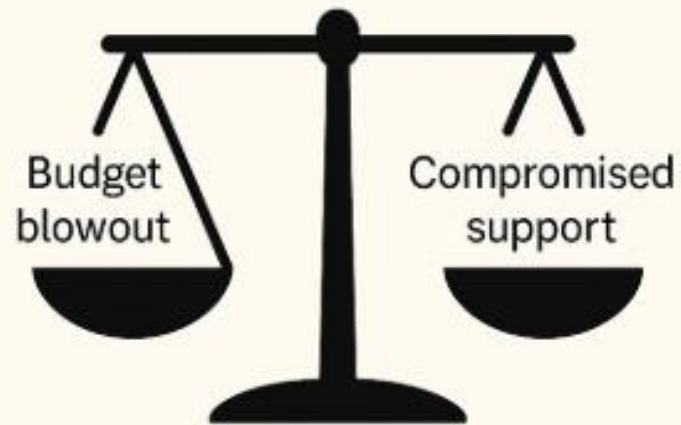
Navigating the
necessary hoops—
ethically and responsibly—
to unlock the funding
that powers meaningful
support both in
and beyond the classroom.

Sandy Inclusion Team

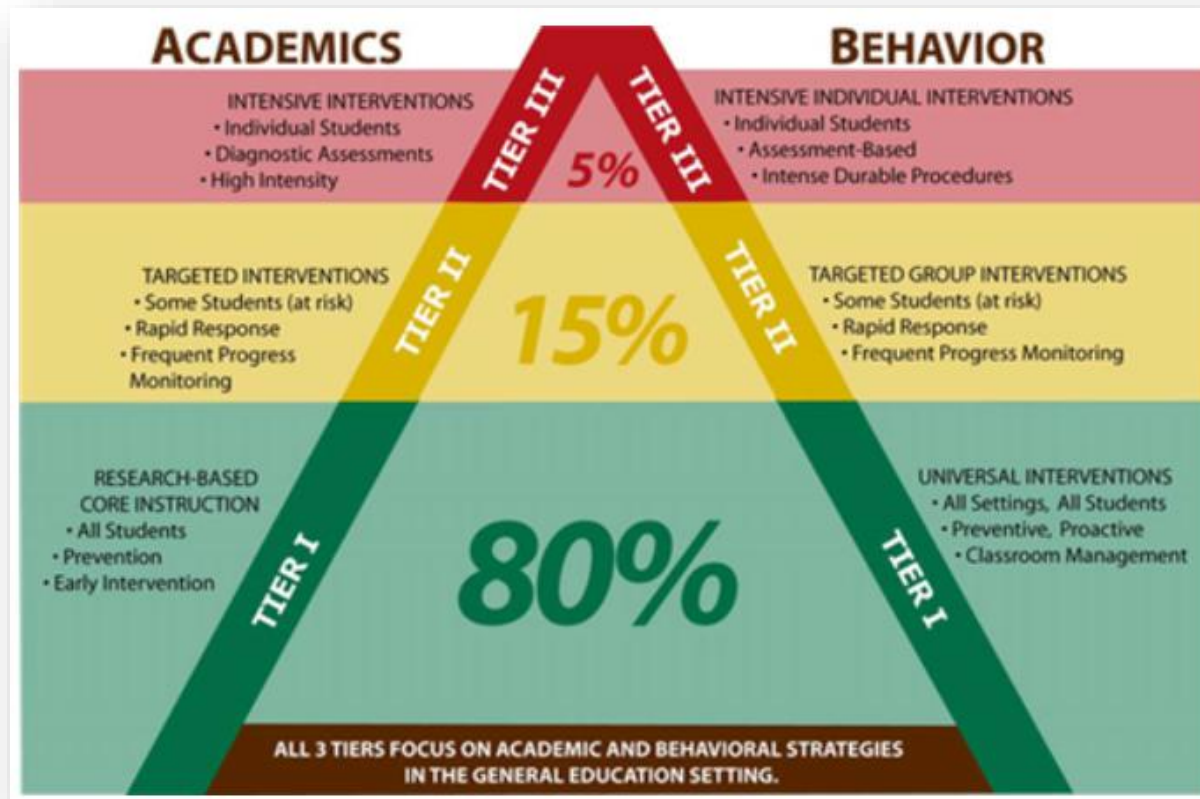
Year	Total student enrolments	Students accessing T3	Median VCE Study Scores	Classroom Based staff (FTE)	Classroom Based staff (FTE %)	Admin/Coord/Wellbeing	Team
2015	976	18	28	4.8	38.90%	0.4	Coordination role -ES
2016	949	18	28	4.6	38.90%	0.4	Coordination role - ES
2017	941	12	29	4	41.10%	0.3	Coordination role - ES
2018	900	14	28	4.2	42.90%	0.3	Coordination role - ES
2019	995	17	30	4.8	52.90%	0.6	Coordination role - Teacher
2020	1004	19	30	4.8	47.40%	0.7	Coordination role - AP/Teacher
2021	954	19	30	5.3	47.40%	0.7	Coordination role - AP/Teacher
2022	972	19	30	5.9	63.20%	2.1	AP Role/Admin/Wellbeing support
2023	1005	26	30	9.8	65.40%	2.1	AP Role/Admin/Wellbeing support
2024	1026	39	31	10.9	48.70%	3.7	AP Role/Admin/Wellbeing support
2025	1095	71		15.5	38.00%	7.5	AP Roles/Admin/Wellbeing support

A High-Stakes Balancing Act

Allocating Disability Inclusion funding is a 30-hour process requiring precision.



Too much resourcing risks budget blowout.
Too little compromises student support.




Tier 3- 6.7% (74 Students)

Tier 2- 21.3% (234 Students)

Tier 1 – 72%- (792 Students)

Budget

 **2023/24**

Program cost \$1.2m in
2024

Program projected
cost \$1.9m in 2025

 **2024/25**



DISABILITY INCLUSION CYCLE



Term 2- 2025

Enrolment Projection.

01

Term 4 - 2025

Grade 6 SSG's- Transition Plans.

03

Term 2 - 2026

Hit submit by the end of term to access backdated funding.

05

02

Term 3 & 4 2025

Transition Meetings with Feeder schools - Screener's

04

Term 1- 2026

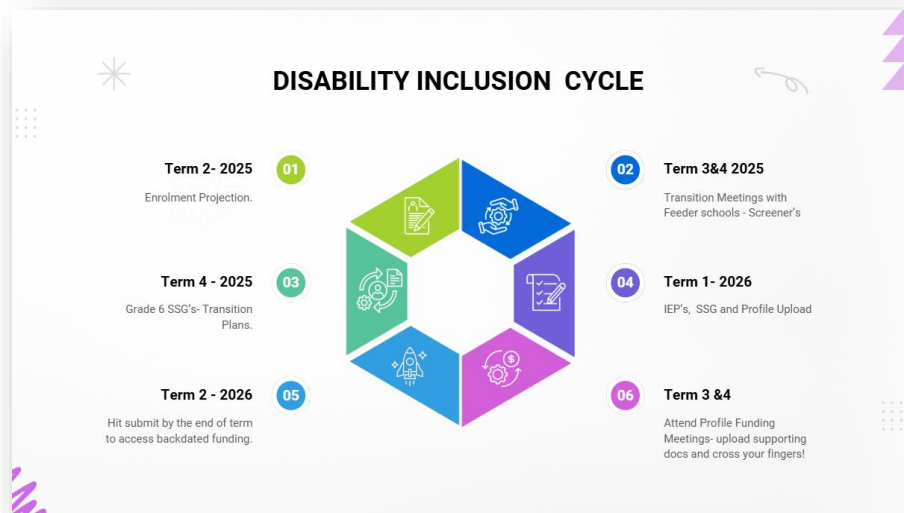
IEP's, SSG and Create DI Profile

06

Term 3 & 4 2026

Attend Profile Funding Meetings- upload supporting docs and cross your fingers!





Term 2- 2025

Enrolment Projection.

01



Term 3 & 4 2025

Transition Meetings with Feeder schools - Screener's

When Do We Complete a DI Screener?

- **During Transition:** Early screening completed as a team for new students
- **For Existing Students:** When considering DI Profile eligibility

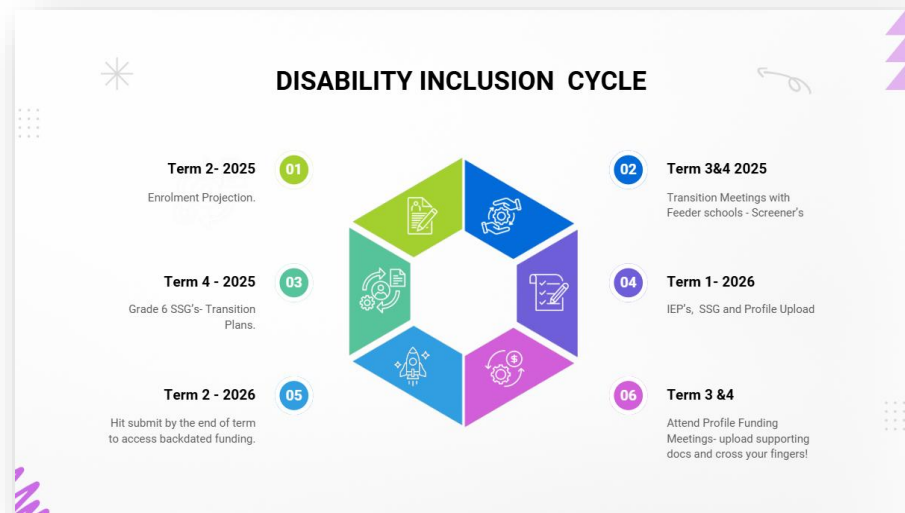
Who's Involved?

- Assistant Principal, Inclusion Coordinator, Inclusion Administrator, MHP
- Primary School (If during transition period)
- Parent/Guardian (if required)

Reminder: Post Screener

- Completing a DI application takes an **average of 30 hours**





Term 4 - 2025



Grade 6 SSG's- Transition Plans.

Lay the Groundwork Early

- **When?**

Start early – well before students arrive

Ensure **SSGs and Transition Plans** are completed by **Statewide Orientation Day**

- **Where?**

Store all support plans, adjustments, and notes in **one central location**

Use platforms like **Compass, Teams, or a Shared Drive**

- **Why?**

Documentation stays:

Live, accessible, continuously updated

- **Outcome:**

This embedded process leads to **stronger DI Profile applications** and ensures **consistent, equitable decision-making**.



Term 1- 2026

IEP's, SSG and Create DI Profile



IEPs with Purpose and Process

- **Whole-school structure** in place for IEP development
- **Student voice** embedded throughout
- **Goals aligned** to relevant domains and learning activities
- **Consultation evidence:** external and school-based specialists
- **Support plans referenced** for consistency
- **Clear actions** outlined and tracked



our

1 | Page2 | Page



Term 2 - 2026



Hit submit by the end of term
to access backdated funding.

From Confusion to Clarity

				DIFS	DI APP 25	DI APP 26	SOCS	IEP	SSG	Vine	Di consent	Screening	DI-TECT folder created	Profile meeting requested	Key Teachers
DI Funding Tracker															
Student	Name	7A 1	PSD Yes	Yes		Yes	x	x	x	LYNM	X	x	X		ANDB, GLIS, ZETC, AT
Student	Name	7A	Yes		Yes	No									
Student	Name	7A	YES	YES		YES	X	X	X	GILS	X	X	X		
Student	Name	7B	Yes	Yes		NO	X	X	X		X	X	X		No IEP
Student	N	7C	Yes	Yes		Yes	x	x	x		x				
Student	Name	7C 1	PSD Yes	Yes		Yes	x	x	x	COOM	x				ROGT, IRWC, RZER, M.
Student	Name	7C	T2	Yes		Yes									Consent missing
Student	Name	7C 2	Yes	Yes		Yes	x	x	x	LYNM	x	x			



Term 3 & 4 2026



Term 3 & 4 2026

Attend Profile Funding Meetings- upload supporting docs and cross your fingers!



What Works for Us

- Clear, consistent **process framework**
- Tailored **IEP and SSG templates**
- **Screeners sweet spot**: 11 substantial/extensive activities
- Streamlined, **efficient processes**
- Aligned to the **financial year**
- Strong **through-line** across all documents
- **Feeder school relationships** are key
- Every **DI Profile meeting = PD opportunity**
- **100% success rate** – it works!



May 2025 - Process begins

Jan 2026 - Support Starts

Dec 2026 - Funding starts coming in

18 months from start to \$\$

REVENUE		
CREDIT		
BR Refugee and Asylum		
Tier 2 Funding Disability Inclusion		\$201,213.00
Tier 3 Individualised Funding/PSDSM (confirmed)		\$1,221,437.60
Tier 3 Individualised Funding/PSDMS (projected)		\$555,563.25
TOTAL REVENUE		\$1,978,213.85

Resourcing

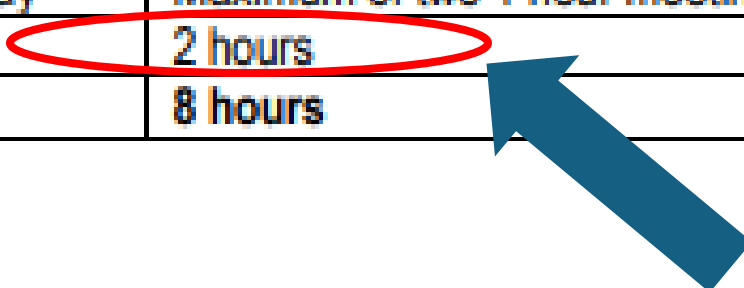
Staffing - 2025	# roles	Salary	Total Salary
AP 1-1 Inclusion 7/8/9-10/11-12	1.5	\$159,894.00	\$239,841.00
Mental Health Practitioners to DIP	0.4	\$108,878.00	\$43,551.20
Wellbeing Staff to DIP	0.6	\$80,502.00	\$48,301.20
Occupational Therapists	0.4	\$108,878.00	
Admin support roles ES 1-4 (BERJ/WRIL)	2	\$108,878.00	\$217,756.00
Admin Support roles ES 1-2 (TYEJ/KLES)	2	\$60,330.00	\$120,660.00
Inclusion Support Teacher	0.6	\$116,894.00	\$70,136.40
SUB TOTAL - ADMIN/MANAGEMENT			
Current Inclusion Support Staff =	15.52		\$863,048.00
TOTAL EXPENDITURE	23.02		\$1,603,293.80
TOTAL INCLUDING SUPERANNUATION			\$1,779,656.12



Teacher time

In 2025 the allocation of +8 will be as follows:

Item	Duration
Yard duty	Up to 1 hour and 30 mins
Lunch break	30 minutes per day, total 2 hours and 30 mins
Meetings adjacent to the workday	Maximum of two 1 hour meetings, total 2 hours
Other duties	2 hours
Total	8 hours

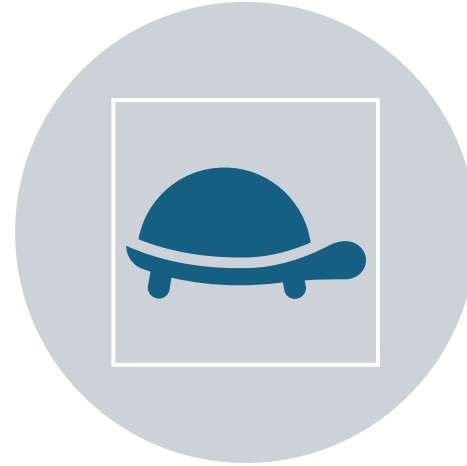


Key Insights

- Clear Inclusion leadership structure
- Operate within a financial year calendar
- 40% of funding = administration costs
- Utilising and empowering specialists within your school.
- Building understanding of DI processes to financial decision makers



*‘GO AS FAST AS YOU
CAN,*



*AND AS SLOW AS YOU
MUST’.*

Anna Gillingham, Psychologist (1878-1963)

Questions

