<table>
<thead>
<tr>
<th>LEVEL 1 – RESOURCING</th>
<th>LEVEL 3 – CHANGES IN THINGS LEARNERS DO</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What resources will we utilise to support Staff Wellbeing?</strong></td>
<td><strong>How will we see Students learning and responding to support Staff Wellbeing?</strong></td>
</tr>
<tr>
<td>Principal, Deputy Principal, Assistant Principal Wellbeing</td>
<td>Participate fully in all aspects of their learning, striving for excellence and realising their full potential in an emotionally and socially competent manner.</td>
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<tr>
<td>PCW, ACEO</td>
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<tr>
<td>Wellbeing Committee – Social Functions, Down Time, Happy Hour, end of term Celebrations, Special morning teas</td>
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<tr>
<td>Grievance Procedures and Grievance Officer</td>
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<tr>
<td>Performance Management Meetings and Staff meetings</td>
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<tr>
<td>Texts, brochures, leaflets, DVD’s and On-line Resources</td>
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<tr>
<td>Buddy’s and induction for new teachers to the school</td>
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<td>Staff handbook</td>
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<td>Honour book and TRT folders</td>
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<tr>
<td>Community Resources – Local businesses i.e. Becks Bakery, Lonsdale Hotel</td>
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<tr>
<td>Staffroom facilities i.e. Tea and coffee, Coffee machine, Drinks and food fridges</td>
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<tr>
<td>Birthday buddy cake roster</td>
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<tr>
<td>Social Club</td>
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<tr>
<td>Kris Kringle</td>
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<tr>
<td>Professional Development, Student Free Days, School Closure</td>
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<td>NIT and release time</td>
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<td>Improved grounds and upgrades</td>
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<tr>
<th>LEVEL 2 – CHANGE IN THE THINGS STAFF DO</th>
<th>LEVEL 4 – SMARTA TARGETS</th>
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<tbody>
<tr>
<td><strong>What will our pedagogy look like to support Staff Wellbeing?</strong></td>
<td><strong>Improvement in Staff Wellbeing. What will we measure, how will we know?</strong></td>
</tr>
<tr>
<td>Aware of and have access to appropriate professional learning opportunities</td>
<td>• Leadership organise relevant professional training for all staff relating to school priorities e.g. Staff and Student Wellbeing, Numeracy, Literacy and DECD requirements e.g. Australian Curriculum</td>
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<tr>
<td>Plan, design and evaluate whole school and team initiatives and priorities e.g. Using TTEL to plan curriculum areas</td>
<td>• Weekly staff meetings with 2 – 3 meetings a term, designated to learning teams, school priorities, report writing and other DECD requirements and initiatives. SSO meetings held twice a term in weeks 3 and 7.</td>
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<tr>
<td>Encouraged to attend out of school hours functions</td>
<td>• Teacher Performance Management meetings held once a year in Term 2 and. SSO Performance Management meetings in term 3.</td>
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<td>Opportunities to voice opinions, evaluate, add suggestions and raise concerns</td>
<td>• Wellbeing Committee plan a social event each term where all staff are encouraged to participate.</td>
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<tr>
<td>Have Performance Management meetings with their line manager twice a year</td>
<td>• Social Club ensure Staff Birthdays and Special Occasions are celebrated</td>
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<tr>
<td>Know and use the Grievance Officer when required</td>
<td>• SSO’s are recognised for their efforts and contribution to our school through a special morning tea and a gift from allocated classes every year</td>
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<tr>
<td>Wellbeing Committee plans, designs and implements activities and initiatives to promote staff wellbeing and build upon morale.</td>
<td>• Teachers are recognised for their efforts and contribution to our school each year through “Teachers Day”</td>
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<td>Have access to release time to plan in teams aligned to the Australian Curriculum</td>
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<td>Leadership monitor with staff realistic expectations and workloads</td>
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