



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Reviewed: 31-07-2018 ratified by SC

Next review: 31-07-2021

Recommended Review cycle 3-4 Years

Communication method: Induction Processes/ Staff Handbook/Enrolment Pack/ School Website/ Compass

Minimum Standards

PURPOSE

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

POLICY

Doncaster Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Doncaster Primary School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, Compass documents and our staff induction handbook.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- celebrate our values in our school newsletter, Principal's address on the website, information packs distributed to families and to prospective parents in their enrolment packs, via Staff Induction and Staff Handbook.
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.
- Display posters and banners that promote our values

VISION

OVERARCHING STATEMENT

DPS values quality education with high expectations. We achieve high individual growth by utilising data to inform teaching and learning. Students learn in a safe, vibrant and caring environment that promotes [acceptance, confidence, curiosity and respect](#); in line with our guiding values of: [Honesty, Equity, Respect, Fairness, Integrity and Teamwork](#).

MISSION

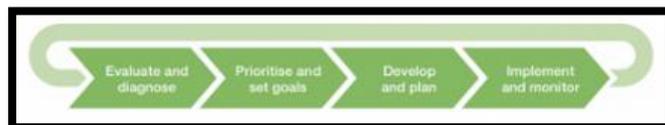
Doncaster Primary School:

- Facilitates quality teaching and learning programs where **differentiation and deep learning are valued**
- Effective use of **data** both summative and formative to inform teaching and learning
- Strives to attain excellent academic results
- Develops **whole school curriculum programs** which are embraced by skilled teachers
- Implements a **diverse curriculum** which caters for all students and provides opportunities to develop **critical thinking, questioning, creativity, problem solving, global citizenship, sustainability and indigenous studies**
- Embraces **digital studies** which are delivered by all teachers and used across the curriculum in a variety of ways; in an environment where responsible cyber use is explicitly taught
- Actively involves and engages students in the curriculum through a **Thematic approach** and by understanding a student's **Zone of Proximal development**.
- Ensures that students have opportunities to be reflective and receive **teacher feedback** about their own learning
- Cares about all students and develops social competencies including the concept rights and responsibilities, engagement and wellbeing of all stakeholders, **with zero tolerance of bullying**
- Facilitates **strong leadership opportunities** for collaboration in decision making processes.

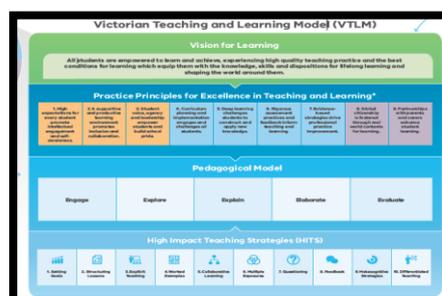
ENACTMENT OF SCHOOL PHILOSOPHY

At Doncaster Primary we:

1. Embrace the belief that all students can learn and Empower students to take responsibility for their learning
2. Implement consistent whole school teaching and learning practices through agreed systems, processes and through Whole School Instructional Model
3. Provide an engaging, stimulating and challenging learning environment with a focus on explicit and targeted teaching in Literacy and Numeracy and through a 'Thematic' approach to curriculum development in Humanities and Science, Health, Technologies, and The Capabilities. Literacy and Numeracy are also embedded in Thematic instruction
4. Provide explicit instruction with clear learning intentions, success criteria and high expectations of all students in all areas of the curriculum
5. Achieve individual success and growth through differentiated teaching and learning opportunities, understanding a student's Zone of Proximal Development, individual learning goals, reflection and feedback and ongoing assessment to monitor and inform teaching and learning
6. Use a variety of tools and 'High Impact Teaching Strategies' during learning experiences
7. Value our role as educators and provide targeted professional development to ensure continuous improvement
8. Respect all cultures and relationships. Embrace individuality and foster inclusiveness in a safe environment.
9. Use the FISO Improvement Model to evaluate our impact on learning outcomes and wellbeing outcomes for our students



10. Use the **Victorian Teaching and Learning Model** to guide our practice and to drive a high performance learning culture at DPS



OBJECTIVE

Doncaster Primary School's objective is to ensure that all students leave our school with a practical knowledge of the curriculum with students displaying high levels of growth in their learning, that is evidenced based year to year. Through quality teaching, we will encourage the development of confident, articulate and independent learners who demonstrate self-discipline, self-reliance and take pride in themselves and their school.

VALUES

Doncaster Primary School's values are:

Honesty, Equity, Respect, Fairness, Integrity and Teamwork.

Our values are at the centre of all the work within the Doncaster Primary School learning community, ensuring a safe, orderly and inclusive environment for all students. The Living the Values Program – The Ways We Want to be Treated approach is unique to Doncaster Primary School, being developed by our educational professionals through expert consultation and informed research. This program underpins the culture of the whole school, instilling in children whenever they join us, the profound importance of having strong understandings and beliefs in the necessity of our guiding values; Fairness and Equity, Honesty and Integrity, Teamwork and Respect.

The powerful language and ideals of this program permeate through the whole school and allows the development of socially aware and holistically educated children, best preparing them for the world into which they grow. At DPS, we place significant emphasis on establishing the values in every classroom from the start of the year

BEHAVIOURAL EXPECTATIONS

Doncaster Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.

As principals and school leaders, we will:

- model positive behaviour and effective leadership
- communicate politely and respectfully with all members of the school community
- work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
- behave in a manner consistent with the standards of our profession and meet core responsibilities to provide safe and inclusive environments
- plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at school
- identify and support students who are or may be at risk
- do our best to ensure every child achieves their personal and learning potential
- work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly
- respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

As teachers and non-teaching school staff, we will:

- model positive behaviour to students consistent with the standards of our profession
- communicate politely and respectfully with all members of the school community
- proactively engage with parents about student outcomes
- work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents to improve learning and wellbeing outcomes for students with additional needs

- communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents
- treat all members of the school community with respect.
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community
- ensure our child attends school on time, every day the school is open for instruction
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for our children
- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- treat all school leaders, staff, students, and other members of the school community with respect.

As students, we will:

- model positive behaviour to other students
- communicate politely and respectfully with all members of the school community.
- comply with and model school values
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment.
- actively participate in school
- not disrupt the learning of others and make the most of our educational opportunities.

As community members, we will:

- model positive behaviour to the school community
- treat other members of the school community with respect
- support school staff to maintain a safe and inclusive learning environment for all students
- utilise the school's processes for communication with staff and submitting complaints.

UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see our *Visitors Policy*).

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school, or during school activities.

Unreasonable behaviour includes:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and School Philosophy* may lead to further investigation and the implementation of appropriate consequences by the school Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in according with our school's *Student Wellbeing and Engagement Policy* and *Bullying Policy*.

Our *Statement of Values and School Philosophy* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

FURTHER INFORMATION AND RESOURCES

Student Wellbeing and Engagement, Communication with School Staff, Respect for School Staff

REVIEW CYCLE Every 3-4 years