Priority: Professional Practice and Collaborative Relationships

Component: 3.2 Work Culture

Review year: 2013

Goal: A comprehensive approach to staff well-being and development including professional learning, professional standards, performance management and pastoral care.

Areas of Strength:

A recent school wide survey provided very positive feedback on the work culture at St Patrick’s. The results were as follows:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Partially Disagree</th>
<th>Partially Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is a positive, supportive work culture at St Patrick’s.</td>
<td>-</td>
<td>-</td>
<td>3.3%</td>
<td>4.4%</td>
<td>34.4%</td>
<td>53.3%</td>
</tr>
<tr>
<td>Staff is supportive of and engaged in the life of St Patrick’s.</td>
<td>-</td>
<td>1.1%</td>
<td>-</td>
<td>4.4%</td>
<td>33.3%</td>
<td>57.8%</td>
</tr>
<tr>
<td>There is a culture of mutual respect amongst staff.</td>
<td>-</td>
<td>1.1%</td>
<td>-</td>
<td>5.6%</td>
<td>38.9%</td>
<td>42.2%</td>
</tr>
<tr>
<td>Staff act professionally at St Patrick’s and are committed to their roles.</td>
<td>-</td>
<td>1.1%</td>
<td>-</td>
<td>6.7%</td>
<td>30%</td>
<td>62.2%</td>
</tr>
<tr>
<td>Staff support the mission of St Patrick’s and Brisbane Catholic Education</td>
<td>-</td>
<td>1.1%</td>
<td>-</td>
<td>2.2%</td>
<td>44.9%</td>
<td>48.3%</td>
</tr>
</tbody>
</table>

These results clearly demonstrate that the St Patrick’s school community see our staff as being highly professional and committed as well as being supportive of and engaged in the life of the school. Results such as these would not be possible if open, honest and effective communication was not demonstrated by the staff. They also reflect a high degree of mutual respect amongst staff as well as a very caring work culture.

Area for development:

A positive work culture is not something that happens by accident, nor is it something that should be taken for granted. We need to ensure that we continue to promote collaborative and professional relationships amongst all staff. Our work culture must remain strongly aligned to the mission of our school and the vision and purpose of Catholic education.

Achievements:

- The way our staff rallies around those people who are experiencing a tough time in their personal lives. A clear example of this is our regular Friday morning prayer celebrations where we gather to pray for those in need in our community.
- The engagement level of Staff at our 4 twilight sessions this year. We received very positive feedback from a number of the presenters. The high number of staff who shares a meal together after the twilights also highlights a positive work environment.
- When asked to comment on various aspects of work culture at a recent staff meeting, our staff responses included:

  How we have a supportive environment and how the strength of our staff shines through, particularly in difficult times.

  School Officers commenting on how they feel welcome and an important part of the staff.
Being thankful for being encouraged to attend professional development and having a choice in what they participate in.

How our system of staff meetings and working group meetings builds a professional staff.

People commenting on how they felt involved in school decisions such as the building project and naming of the school buildings.

- Parents provided the following comments as part of a school wide survey
  
  “We have been very impressed with the level dedication our children’s teachers have shown and the interest they take in our children – we are very happy with the education our boys are receiving”

  “A united team – well done!”

  “While my children are in Prep, we have already been involved with many different people and believe that my children have a team of people to support their education. This has been especially true in regards to both learning support and religious education.”

  “Absolutely awesome!”

**Strategy for improvement:**

- As a staff, work on creating an inspired and passionate teacher statement based on the Visible Learning literature
- Further develop staff meetings as an opportunity for professional discussions based on pedagogy and student achievement.
- Continue to look for ways to acknowledge and recognise the way our staff supports the curricular and co-curricular life of St Patrick’s.

**Evidence:**

- Staff feedback in meetings with Principal
- Levels of participation in staff meetings, committees and other working groups
- Internal Validation Work culture survey which could be repeated at the end of 2014
- Meeting with the year level working teams each Semester to discuss how things are going
- Relational Trust Survey
- Staff Meeting records