



IEPS LEADERSHIP POLICY

Rationale

Ivanhoe East Primary School is committed to the personal growth of students through a range of leadership development opportunities that enhance student self-esteem and self-confidence. Having effective student leaders supports the development of responsible behaviours, a positive school tone and encourages students to uphold and model the school's values. The role of a Student Leader recognises the exemplary personal qualities and attributes of students who will hopefully pursue pathways for further leadership development throughout secondary school years and beyond. Ivanhoe East Primary School will also support students who do not self-identify as having these qualities, to incorporate this into their own view of self. The process is first and foremost educative, aligned with the structures students are familiar with; including selection, assessment and feedback. All decisions are at the final discretion of the school leadership team.

Aims

The purpose of this policy is to ensure that all students are supported and encouraged to:

- Develop a sense of belonging, responsibility and partnership by working together to achieve leadership skills that will enhance and promote Ivanhoe East Primary School.
- Enhance and promote the development of personal leadership skills.
- Represent the school with pride at formal occasions, whenever called upon to do so.
- Organise and facilitate a range of student activities and events.
- Demonstrate respect for each person and the environment.
- Strive for unity through cooperation with staff and other students.
- Have representation in some areas of decision making.
- Develop practical skills in application writing, public speaking, interviews and civil society principles; including voting and elections.

Implementation

- The Student Leadership program will be facilitated by teachers appointed by the Principal, following an expressions of interest process.
- The process will include a student election, speech and interview process, where applicable.
- The facilitators will communicate the scope, purpose and timeline of the program to Year 4/5 students and all parents.
- The student leadership policy will be implemented and aligned to Ivanhoe East Primary School's vision and mission statements.
- Student leadership will be a shared model and will involve students from Years 3-6 as part of Student Council, each class will have 1 representative that will be part of Student Council.
- Leadership positions of responsibility will be recognised at the student leadership assembly with presentation of badges stating their position for the following year.
- Students who are not successful in their leadership aspirations will be supported to develop skills in seeking feedback and managing disappointment in a productive manner.

Selection Process

School Captains

- All teaching and educational support staff members have the opportunity to make recommendations to the Student Leadership Facilitators regarding the relative strengths of the Year 5 student nominees.
- All students in Year 5 are able to self-nominate for the position of School Captain for the following year.
- Nominees will be asked to write a speech outlining the personal qualities and attributes which they would bring to the role of School Captain.
- Students will vote using a 3,2,1, voting system
- Teachers will count votes and have the final say for who proceeds to be shortlisted for an interview. This encompasses current Year 5 teachers, and the wider teaching staff including specialist teachers, and the wider leadership team.
- Students will be shortlisted for an interview, with a selection panel comprised of the principal, assistant principal/s and Year 5 classroom teacher/s.
- The selection panel will ask a range of set questions to all of the shortlisted students.
- The selection panellists will deliberate and rank each of the student candidates based on the selection criteria.
- The strongest candidates for school captains will be finalised once there is consensus from the teaching staff. Whilst IEPS endeavours to achieve gender equality, the strongest candidates will be elected and assigned a leadership role.
- The process of announcement of leaders to the candidates and community will be standardised, allowing unsuccessful students to manage their disappointment in a dignified manner, promoting personal growth.
- All students who are short listed and interviewed will receive personal feedback from a member of the interview panel, to allow the process to form a personal learning experience.

Additional Leadership Roles

- Nominees will be asked to present a speech to their peers outlining the personal qualities and attributes which they would bring to the leadership role.
- All Year 3-5 students may vote for the House Captain student leaders.
- All elected students based on their interests, participation in school life and skills will be discussed with staff before leadership positions are finalised. The strongest candidates will be elected and assigned a leadership role. The positions and number of student leaders may change from year to year.
- Whilst IEPS endeavours to achieve gender equality, the strongest candidates will be elected and assigned a leadership role.

Year 6 Leadership Positions

- School Captains
- House Captains
- Environment Captains
- Visual Arts Captains
- Performing Arts Captains
- LOTE Captains
- Press club
- Stand Up leaders

Year 5 Leadership Positions

- House Vice Captain
- Stand Up leaders

Year 3 to 6 Student Council

- Student Council members (1 student from each class Years 3-6).

- The representatives will each be elected by their class peers, but all decisions are at the final discretion of the school leadership team.

Conclusion

The senior students are our student role models. We acknowledge the gifts and talents which they bring to our school community. They work hard and are successful in making our school a welcoming, friendly, and inclusive community in which all students feel safe and are happy to learn and play. They are the decision makers of the future and we hope that through our shared leadership program they will develop skills and attitudes to assist them to become good citizens prepared to make a difference.

Review and Approval

This policy will be reviewed as part of the school's four-year review cycle.

Evaluation

This policy will be reviewed as part of the school's annual review cycle in October each year.