



LAMPLIGHT

Newsletter of the Governance Review and FSDM*

at

Castlemaine Steiner School and Kindergarten

Vol 4 Term 2 Week 1

10 June 2009.

*(FSDM stands for "Facilitated Shared Decision Making")

This news sheet is designed to provide a flow of information to school community members about the *content* of the new governance and management arrangements and about the *progress of the process* towards implementing it.

1. Governance Changes

Constitution Adopted

The revised constitution was adopted by original company members at the AGM on Thursday 14th May 2009.

At the AGM resignations from Helen Butcher and Anne Perry were received. They were thanked sincerely for taking the role as company directors for many years.

At an open meeting of the Board of Directors, immediately following the Annual General Meeting, the 53 new company member applications were received and accepted.

Four new Board of Directors nominees were approved. The school welcomes Paula Cromwell, Pamela Oakley, Jeff Huzzey and Hugh Finlay as new Board of Directors members. The two teacher nominees approved were Lyn Farrow and Rob Jorritsma. They join Jeff Onans who will continue as a Board member. This combination of continuing and new ideas and expertise heralds a well balanced new Board to govern the school. These members held their first meeting on Thursday 28th May and commenced with an orientation session and by endorsing the process of implementing the new management structure at the school.

Parent Representatives on the Board

will be elected at a special general meeting at **7.30pm on 18th June**. There are five nominees for the two parent vacancies. Nominees are:

- Aileen Caddy
- David Carré
- Darryl Coulthard
- Brett O'Sullivan
- Michelle Thomas

Candidate statements from each candidate were distributed to all signed up members with their notice of the Special General meeting.

All those who have signed up as members of the school company will be invited to vote for the preferred two nominees at a ballot on 18th June.

2. Management Changes

Facilitated Shared Decision Making (FSDM)

The educational and administrative management of the school is being revised so that responsibilities are clearly mandated and authority is delegated to specific positions. The name/title of the model in our school is currently being discussed, to ensure that it encapsulates all the distinct qualities relevant to Castlemaine Steiner School and Kindergarten.

The College of Teachers will maintain a learning and collegiate support role. Management of vital educational and administrative functions is mandated to management positions.

The **School Facilitator** and **Business Manager** positions are currently being advertised to commence the implementation of this model. The Board of Directors will firstly appoint the first School Facilitator and Business Manager following a transparent employment process. The **School Facilitator** is a full time position and coordinates all the management mandates. It acts as a hub at the centre of a wheel, ensuring that all aspects of the school work in coordination, efficiency and harmony.

The position descriptions for **Educational and Administrative Managers** are currently being developed so that the process for filling these positions can be worked through throughout the remainder of Term 2. These positions will be offered to existing staff members as a first step in filling the positions.

The following teachers are currently working together in pairs to practise the roles required in these new mandates:

Curriculum Manager – Diana and Rob
Teacher Development Manager – Lyn and Anne P.
Student Discipline Manager – John and Mary
Student Assessment Manager – Ann and Dagmar
Learning Manager - Diana and Rob
Early Childhood Manager – Heather and Helen

During Term 2 College will continue to practice various aspects of the new model, with “debate meetings” on current whole school topics and task groups taking on specific, short term tasks. All these gestures are a positive start, part of a transition period, to implementing this new model of management at Castlemaine Steiner School and Kindergarten.

Please do not hesitate to contact any member of the College of Teachers, Sue Bruce the Caretaker College Facilitator or Deb Wardle, Business Manager, with any questions about the governance changes and this management model the school is developing.

