



Innisfail State College

Individual Success
Community Pride

Leadership Process

Purpose

This policy is designed to outline the process for the nomination, selection and endorsement of Senior Schooling Student Leaders.

Relevance to related legislation and DETE Policy

Legislation:

- Education (General Provisions) Act 2006
- Education (General Provisions) Regulation 2006

Relevant Policies

- Innisfail State College's Behaviour Management Policy
- Innisfail State College's Student Council Leadership Policy

Policy Review

This policy will be reviewed on an annual cycle.

Operation of the policy

Student Leadership particulars:

- At the end of each year, student leader elections will be held. The year 12 student leadership team will be made up of 4 Captains, 8 House Captains and a minimum of 4 general Student Leaders.
- From years 7 to 11, there will be a minimum of 4 student leaders elected.
- Selection Criteria:
 - Attendance level at 95% unless extenuating circumstances exist
 - A behaviour standard that models the ISC four pillars
 - An effort standard that models the ISC four pillars
 - A commitment to attend all Student Council meetings and school events

Process

- Announcement on parade/classroom visits to provide an explanation of the nomination and selection process and invite nominations.
- Parent/Caregivers are informed of the student leadership selection process including the timelines and deadlines via school newsletter, bulk email and Facebook
- Students will be asked to nominate for a leadership position based on the criteria listed on the nomination form.
- Nomination forms must be handed in by the deadline to student services.
- Student services staff are to sign, date and time the form when the application was received.
- Principal, Deputy Principals and Head of Departments to review the nominations (students who did not meet the criteria are then informed).

- Year 12 candidates are interviewed by Senior Schooling team and invited to present to peers and staff
- Year 12 candidates present speeches to peers and staff who will then vote
- Unsuccessful students are notified in person by DP/HOD.
- Successful students are announced on year level parades with the Principal and Deputy Principals present.

Nomination and selection dates:

Term 4 timeline

Week 2 - announcement made at full school parade and class visits by HOD who will inform students of the nomination process and provide nomination forms to interested students.

End of week 2 – parents/carers/students are notified by email, newsletter and social media of the student nomination process.

Week 4- deadline for all nominations forms to be submitted to student services by 3pm.

Week 6 – Interviews: Principal, Deputy Principal and Head of Department interview all candidates. At the interview students will address the criteria. Students are notified of positions for which they have been recommended.

Selections are based on the following criteria (criteria sheet attached).

- Behaviour
- Leadership roles documented in Leadership Passport
- Attendance
- Uniform
- Leadership skills (e.g. time management, reliability)

Week 6 - shortlisted Year 12 candidates invited to present speeches to peers & teachers at senior parade. Peers and teachers to vote at parade.

Week 6 - results are emailed by the Deputy Principal to the Principal for approval, then to the leadership team for approval.

Week 7 –DP/HOD notify all students. Successful applicants who accept their positions will be presented on parade.

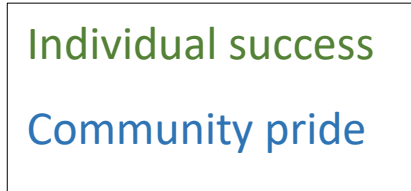
Innisfail State College

STUDENT LEADERSHIP CHARTER OF EXPECTATIONS

This charter agreement sets out the roles and responsibilities of students appointed to all leadership positions.

As a Student Leader I will role model all Universals and the four Innisfail State College pillars and strive to realise our college vision:

- ✓ We are Safe
- ✓ We are Respectful
- ✓ We take Responsibility
- ✓ We are Learners



I will also:

- Work hard and comply with requests or directions from staff
- Maintain a dedicated work ethic that is reflected in all formal reports
- Wear the school uniform correctly at all times
- Attend classes regularly, on time, ready to learn (attendance should be 95% or above)
- Take part in school activities such as Anzac Day, sports day, etc.
- Act at all times with respect and show tolerance towards other students and staff by demonstrating the school values
- Respect the school environment - physical, social and emotional
- Complete all homework and set work requirements
- Take appropriate care of school equipment
- Comply with school guidelines regarding appropriate and safe use of electronic devices
- Role model the behaviour of a student leader
- Fulfil student leadership obligations by attending student council events
- Attend all Student Council meetings Monday first break

I agree to and accept the expectations of Innisfail State College as stated in the policies that have been provided to me.

I am committed to fulfilling the roles and responsibilities of a student leader.

I understand that failure to meet the expectations of this charter may lead to my removal from my position as a student leader.

I agree that my application for student leadership will be processed according to the criteria outlined in the charter of expectations. My behaviour records and school report cards will also be considered.

Student Name: **Year Level:**

Student Signature: **Date:**

Parent Signature: **Date:**

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Leadership interview feedback sheet

Student: _____

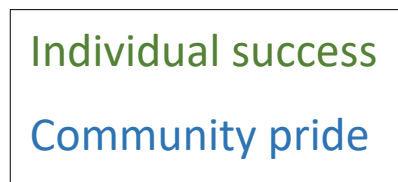
At interview student displayed the following:	
We are Respectful Respect for staff, students and fellow nominees Respect to the school environment	
We take Responsibility Duties undertaken this year Behaviour history/changes Attendance	
We are Learners Commitment to studies/work ethic Commitment to extra-curricular activities Participation in school events	
Role model of appropriate behaviour	
Leadership contributed (passport)	
Uniform	
Organised – time management, initiative, communication, reliability, trustworthiness Leadership skill	

STUDENT LEADERSHIP CHARTER OF EXPECTATIONS

This charter agreement sets out the roles and responsibilities of students appointed to all student leadership positions.

As a Student Leader I will strive to model all Universals and uphold our college pillars and vision at all times.

- ✓ We are Safe
- ✓ We are Respectful
- ✓ We take Responsibility
- ✓ We are Learners



Selection criteria	A	B	C	D	E
Behaviour	Consistently demonstrates a level of excellence in behaviour in all subjects and at all times. Consistently supports and complies with ISC school rules.	Consistently demonstrates a level of very good behaviour in all subjects and at all times. Consistently supports and complies with ISC school rules.	Consistently demonstrates a level of satisfactory behaviour in all subjects and at all times. Consistently supports and complies with ISC school rules.	Some unsatisfactory behaviour incidents in subjects and/or other areas. One school behaviour incidents.	Behaviour incidents in one school. Poor behaviour in school subjects.
Leadership roles displayed on passport	Has participated in a large range of school and/or extra-curricular activities.	Has participated in a range of school and/or extra-curricular activities.	Has participated in some school and/or extra-curricular activities.	No evidence of participation.	No evidence of participation.
Academic	Consistently demonstrates excellent effort in all subjects.	Consistently demonstrates very good effort in all subjects.	Consistently demonstrates satisfactory effort in all subjects.	Fails to demonstrate effort in some subjects.	Fails to demonstrate effort in all subjects
Attendance 95%	Approved attendance 90% or higher.	Approved attendance 85% - 90%.	Approved attendance 80% - 85%.	Approved attendance 70% - 80%.	Less than 70%.
Uniform	Consistently complies with the uniform dress code to an excellent level.	Consistently complies with the uniform dress code to a very high level.	Consistently complies with the uniform dress code to a high level.	Consistently complies with the uniform dress code to a satisfactory level.	Consistently complies with the uniform dress code to an unsatisfactory level.
Leadership Skills (time management)	Demonstrates a high level of competence and perseverance when completing tasks or duties. Excellent communication skills and initiative which encourages other students to be a part of the school culture.	Demonstrates a sound level of competence and perseverance when completing tasks or duties. Very good communication skills and initiative which encourages other students to be a part of the school culture.	Demonstrates a satisfactory level of competence and perseverance when completing tasks or duties. Demonstrates a satisfactory level of communication skills and initiative which encourages other students to be a part of the school culture.	Demonstrates a poor level of competence and perseverance when completing tasks or duties. Rarely involved in promoting school culture.	Unable to demonstrate competence or perseverance when completing tasks or duties. Unable to promote school culture.

To be eligible for a Captains' position students must achieve an A or B in all criteria with an A in behaviour. Must achieve at least three As and no less than a B in their academic studies.

To be eligible for a Student Leader or House Captain position students must achieve at least a C in each criterion and at least a B in uniform criteria.