

## BORONIA K-12 COLLEGE - STAFF CODE OF EXPECTATIONS

The Staff Code of Expectations is consistent with Department of Education guidelines, VIT Code of Conduct, College Values and the Student Engagement Policy of the College.

The Code of Expectations aims to provide direction to staff as to their responsibilities to students, parents, other staff members and the wider community.

**Boronia K-12 College staff have developed the following non – negotiable behaviours to operate within the College:**

- We treat others with care, courtesy, cooperation, honesty, tolerance and non - discriminatory behaviour.
- We act with professionalism at all times with respect to our actions, appearance, comments and performance as reflected by VIT Standards.
- We demonstrate enthusiasm and commitment to our teaching programs, teams and College.
- Through a positive attitude, we instil a sense of pride, passion and fun to our work.

COLLEGE VALUES	VALUE DESCRIPTORS	BK12 STAFF WILL:
Community	Collaborate and share	✓ Commit to working cooperatively with others and valuing their knowledge and expertise.
	Positive Role Models	✓ Model the values and implement the policies of the College in a positive and consistent fashion.
	Value community and proud to contribute	✓ Seek ways to engage the community with the College and the classroom.
	Care and support for each other	✓ Take an active interest in the wellbeing of our students and support our colleagues.
Achievement	High Expectations	✓ Challenge and assist each other to achieve our best.
	Set goals and take risks	✓ Be willing to try new approaches in our classes to maximise student learning outcomes for all.
	Seek feedback to reflect and improve	✓ Use data to monitor and discuss the progress of our students and our teaching practices.
	Celebrate our successes	✓ Seek opportunities to acknowledge the achievements and positive work of our students and staff.
Respect	Listen to one another with an open mind	✓ Listen to, and appreciate other points of view in a non - critical manner, even if we don't necessarily agree.
	Value our diversity	✓ Interact with each other with empathy, understanding and tolerance.
	Treat everyone with honesty and empathy	✓ Treat others as we would like to be treated ourselves.
	Take responsibility for our actions	✓ Learn from our mistakes and accept responsibility for our behaviour.
Life Long Learning	Open minded and flexible with our learning	✓ Be open to new ideas through professional learning opportunities.
	Inquisitive and seek out new knowledge and skills	✓ Build capacity by seeking out, and keeping abreast of best practices.
	Enterprise, initiative and creative abilities	✓ Explore working in different ways and be willing to share knowledge and expertise with others.
	Not afraid of making mistakes and constantly seek to improve.	✓ Actively use the Annual Review process and other opportunities to build capacity and improve performance.