

Staff PBS Matrix

Classroom

Parents

Colleagues/Peers

Around the School Grounds

Aspiration

Being the best person you can be, and dreaming big.



- We organise differentiated learning so each child can achieve their best.
- We provide timely and well thought out feedback that promotes educational growth.
- We continually seek improvement in our own practice.
- We explicitly model and teach the school values across all areas.
- We have high and clear expectations for students academically and socially.

- We encourage, embrace and work in partnership with parents and stakeholders of the school community.
- We provide learning opportunities for parents that reflect what we are doing at school.
- We continue to use a variety of communication platforms to engage with parents.

- We work with our year group to create inspiring learning experiences and programs.
- We support and mentor our colleagues by encouraging professional development and sharing of knowledge.
- We encourage and provide constructive feedback to our peers.
- We affirm others' successes.

- We bring a smile to duty everyday.
- We celebrate successes.
- We provide equipment that encourages skill development and new experiences.
- We encourage inclusivity and help students join in.

Respect

Caring about everyone and the world around us.



- We speak politely and calmly.
- We encourage sharing and taking turns.
- We promote kindness.
- We listen actively and value the student's opinions.
- We are supportive, encouraging and fair.

- We speak positively.
- We greet parents politely.
- We listen actively, without judgement.
- We value everyone's opinion.

- We speak positively, calmly and kindly.
- We stick to agreed deadlines.
- We listen actively, without judgement.
- We value everyone's opinion.
- We greet others cheerfully.
- We encourage inclusion.

- We encourage sharing and taking turns.
- We assist with conflict resolution.
- We model and encourage active listening.
- We ensure the playgrounds and equipment are used properly and safely.

Responsibility

Making positive choices for yourself, others and the environment.



- We are in the classroom on time in the morning (8:30am).
- We plan effectively to ensure that the day is prepared ahead of time.
- We self-reflect to improve on our classroom practice.
- We ensure all students learn in a safe and supportive environment.
- We demonstrate a positive attitude towards all learning experiences.

- We have timely communication with parents when issues arise.
- We provide regular feedback on student's progress including holding IDP/GDP meetings.
- We demonstrate positive behaviours, reflecting our school values, when interacting with parents.
- We foster relationships with community partners by regular communication.

- We are flexible and accommodating with changes.
- We collaborate and share curriculum resources.
- We are approachable and communicate in a professional manner.
- We work together to maintain a safe and respectful environment at all times.
- We collaborate with all key stakeholders to provide a unified approach to the student's development.

- We arrive at our duty area on time.
- We provide purposeful supervision, ensuring a safe environment.
- We support others to keep our school clean and tidy.
- We engage with students.
- We respond to behaviour appropriately and consistently.

Resilience

Bouncing back after challenges and accepting things happen that we can't always control.



- We begin each day with a fresh start.
- We respond to challenging behaviour in an emotionally rational way.
- We demonstrate a growth mindset and learn from mistakes.
- We encourage the use of the phrase, "I can't yet" instead of "I can't."

- We stay positive, calm and polite in all parent interactions.
- We provide and accept constructive feedback.
- We give parents the opportunity to be heard.
- We show empathy and kindness.

- We compromise and respond appropriately when opinions differ.
- We show our connected, collegiate culture when communicating with students and parents.
- We show empathy and kindness.
- We work with our team to solve problems.
- We take care of ourselves and others by checking in regularly.

- We encourage students to learn from their mistakes and independently solve problems.
- We empower student-led decision making.
- We are flexible when changes need to be made.