PARKES HIGH SCHOOL

WELFARE POLICY

Student Welfare and Recognition System

Draft Xvii
Introduction

The Student Welfare & Recognition System at Parkes High School aims to develop students to become Safe, Respectful, Responsible students who are able to take their place with confidence in the broader community.

The system aims to develop:

- An awareness of personal and community responsibility for their actions and decisions;
- The desire to succeed to their personal best in academic, sporting and cultural aspects of our school;
- A sense of personal dignity, self reliance and pride in being citizens of the school community;
- A coherent set of values to guide behaviour;
- Satisfying and stable relationships and a caring attitude towards peers, staff and general community of which the school is part;
- An ability to communicate effectively as members of the school and broader community;
- An appreciation of cultural identity and membership of the wider community and a feeling of belonging to a wider community; and
- A pride in and from learning and promoting the value of learning across many experiences.

The Parkes High School Welfare & Recognition System aims to provide students and staff with a pleasant, caring and secure environment which encourages positive attitudes to working and learning and to celebrate the successes of the student community.

Our Student Welfare & Recognition System provides opportunities for students to have their efforts and achievements acknowledged and rewarded.

We also encourage students to behave in a socially acceptable manner and in a way that generates appreciation and value of belonging to their local school community.
Parkes High School Mission Statement

Our school community enjoys a proud history. In a safe, stimulating and diverse environment we are passionately committed to providing each student with the opportunities to acquire the skills and values to fulfil their potential and become successful participants in our changing world.

PHS Vision

Developed from a shared philosophy of effective communication, mutual expectations and consistency amongst all stakeholders, Parkes High School provides an education for life through the provision of innovative, inspirational and inclusive educational programs for all students.

Our school culture is built on belief in:

- Respect for public education in our community through teamwork, consistency and a culture of pride and success;
- Opportunities for students to develop skills, knowledge and attitudes that enable them to reach their full potential;
- A comprehensive welfare structure that protects and supports students in becoming successful citizens;
- Open and effective communication amongst all stakeholders, including professional discussion centring on student learning outcomes, to create ownership and a culture of collaboration;
- Input from all stakeholders in the decision making process, and utilisation of their skills and expertise in the formulation of policies and development of our students into constructive community members;
- Responsible use of all technologies to enhance teaching and learning practices;
- Active participation by students and staff in school activities;
- Respect and responsibility demonstrated through a standard of presentation and behaviour valued in our school and wider community.
Student Support & Welfare:

Year Advisors
Liaise with families to assist each student to realise their potential. Our Year Advisors have responsibility for guiding each student through their years at high school. They may assist with:

- welfare and social concerns
- orientation to high school
- preparing school reports
- facilitating whole school activities
- organisation of celebrations
- selection of electives and year group excursions
- supporting the Welfare Policy

Written reports on student progress are sent to parents each half year, and Parent/Teacher Nights are held each year.

Girls' Advisor
The Girls' Advisor role is to counsel and advise girls on matters such as:

- female issues
- personal hygiene issues
- decorum
- social matters
- positive behaviour and general presentation
- liaise and network with relevant community support agencies

Boys' Advisor
The Boys' Advisor role is to counsel and advise boy on matters such as:

- male issues
- personal hygiene issues
- decorum
- social matters
- positive behaviour and general presentation
- liaise and network with relevant community support agencies

Aboriginal Education Officer (AEO)
The Aboriginal Education Officer is an integral part of Parkes High School’s Welfare Policy. The AEO:

- oversees and implements a range of activities and programs to promote and enhance achievements of Aboriginal students at our school
- assists with the development and implementation of personalised learning plans (PLP’s)
- assists with the organisation of excursions
- provides in class support
- organises for the celebration of significant events such as NAIDOC week
Positive Behaviour For Learning (PBL)
Parkes High School is proud to be a Positive Behaviour for Learning (PBL) school. As a PBL school we have developed our core values through student, staff and community consultation to be SAFE, RESPECTFUL and RESPONSIBLE. These values underpin life at Parkes High School and are taught explicitly across all school settings.

The Merit System
At the heart of the welfare system is the desire to positively recognise student achievements across all school settings. Students gain awards for:

- academic achievement
- positive social participation in the local community and with community based organisations
- school service
- positive contribution to the school community
- sporting achievement
- school representation in academic/sporting/cultural areas
- community service – town and school
- improvement in behaviour/work/skills/attitude and attendance

Examples of behaviours which the Welfare System acknowledges as being Safe, Respectful and Responsible:

- being a safe, responsible and respectful student at our school and within the community
- honesty
- trustworthiness
- achievement to the best of your ability
- acting in a safe and responsible manner in the playground
- caring for your environment
- sporting endeavour
- scholastic excellence
- school service
- community service
- fairness in sport
- participation in Student Representative Council
- participating in student groups like Charities and Appeals
- the Graduation Committee
- politeness to others
- helping beyond what is normally asked
- respecting the rights of others in a very responsible way
- giving extra assistance at sporting events
- actively caring to make our school a good place to be
- helping others in need
- being polite and helpful to visitors and in the community
- assisting others to achieve their personal best
### School Awards

<table>
<thead>
<tr>
<th>Award</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal’s Award – at the discretion of the Principal. In consultation with the Year Advisor.</td>
<td>25 hero points</td>
</tr>
<tr>
<td>School Service Awards – you have provided a service for the school in a safe, respectful and responsible manner in community and extra curricula activities. Eg. coaching a sporting side, representing the school at regional level, helping organise an event, showing diligence in school service and representation - Weekly Rap, charities and appeals, ANZAC Day service, organisation of socials, etc.</td>
<td>10 hero points</td>
</tr>
<tr>
<td>Achievement Awards - you have been nominated by your class teacher for achieving your personal best in any academic area and/or the school PBL focus area. This will be presented at a Formal Assembly.</td>
<td>10 hero points</td>
</tr>
<tr>
<td>School Representation Award - you have participated in activities such as debating, public speaking, sporting teams, reading day, charities, chess, dancing, SRC, school community events, etc.</td>
<td>5 hero points per activity per term</td>
</tr>
<tr>
<td>Hero Tokens – you have been safe, respectful and responsible and have met the expectations of the current PBL focus. Awarded to individuals for inclusion towards a Year Group Tally.</td>
<td>1 hero point</td>
</tr>
</tbody>
</table>
## School Awards – Staff Information

<table>
<thead>
<tr>
<th>Principal’s Award</th>
<th>School Service Awards</th>
<th>Achievement Awards</th>
<th>School Representation Award</th>
<th>Hero Tokens</th>
</tr>
</thead>
<tbody>
<tr>
<td>at the discretion of the Principal. In consultation with the Year Advisor.</td>
<td>you have provided a service for the school in a safe, respectful and responsible manner in community and extra curricula activities. Eg. coaching a sporting side, representing the school at regional level, helping organise an event, showing diligence in school service and representation - Weekly Rap, charities and appeals, ANZAC Day service, organisation of socials, etc.</td>
<td>you have been nominated by your class teacher for achieving your personal best in any academic area and/or the school PBL focus area. This will be presented at a Formal Assembly.</td>
<td>you have participated in activities such as debating, public speaking, sporting teams, reading day, charities, chess, dancing, SRC, school community events, etc.</td>
<td>you have been safe, respectful and responsible and have met the expectations of the current PBL focus. Awarded to individuals for inclusion towards a Year Group Tally. Students or teachers to hand in to the teacher responsible for tally keeping.</td>
</tr>
<tr>
<td>25 hero points</td>
<td>10 hero points</td>
<td>10 hero points</td>
<td>5 hero points per activity per term</td>
<td>1 hero point</td>
</tr>
</tbody>
</table>

## Procedures for Staff

If you have been responsible for organising an event or activity or are a class teacher and you would like to recognise students for their participation in a School Service, School Representation or have Achieved their personal best please work through the following steps:

1) Email or provide a list of names to Leanne in the front office and she will generate a certificate for the student/s. Please indicate the type of award – School Service, School Representation or Achievement and the reason.

NB: This can be done as soon as the event/activity has occurred. You don’t have to wait for a proposed assembly.

2) To register points for students (Yr11 only in T4 2012).

- Open RISC
- Type in student Name
- Click on the ‘Type’ drop down
- Scroll through the options until you come to the Welfare System Awards list and choose the appropriate award.
- Type in the reason for the issue of the particular award.
- Save
- Clear Form and type in next student name (if more students for the same award).
- Press Save and continue.
Parkes High School Student Welfare System

Hero Level 5
Recognition and pride in what we do and how we do it

<table>
<thead>
<tr>
<th>Hero Level Starting Point</th>
<th>Recognition for your efforts at this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>All students are placed on this level when they first enrol at Parkes High School.</td>
<td></td>
</tr>
</tbody>
</table>

Expectations of students at this level:
- Co-operate with others
- Are helpful and make a genuine effort to work well with teachers and other students
- Respect the rights of others
- Are responsible for their actions
- Demonstrate safe behaviour

If you meet these expectations you will be eligible to participate in:
- Excursions/work experience
- Socials and school functions
- Representation in school teams
- Lunchtime competitions
- Band, choir, agriculture and other course projects
- Participation in all facets of school and extra-curricular activities
- If you are on any School Monitoring And Resolution System (SMARS) cards these privileges may not occur

Hero Level 4
Beginning a positive commitment to the school community

<table>
<thead>
<tr>
<th>Reasons for being placed on this level</th>
<th>Recognition for your efforts at this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>You have received:</td>
<td>You will receive a Merit Certificate at an Informal Assembly with Yr Advisor. Followed by a BBQ for the awardees.</td>
</tr>
<tr>
<td>• 150 Hero points or</td>
<td>A recognition postcard will be sent home.</td>
</tr>
<tr>
<td>• no SMARS cards/negative RISC entries for 2 terms</td>
<td>Your name will be mentioned in the Newsletter.</td>
</tr>
<tr>
<td>You are co-operative, respectful, responsible and helpful at all times with other students and teachers.</td>
<td></td>
</tr>
<tr>
<td>You are acting in a responsible way and respecting the rights of others in the school.</td>
<td>You must strive to achieve the set number of hero points and school service award before your year Advisor places you on Level Three.</td>
</tr>
</tbody>
</table>
**Hero Level 3**

**Making a contribution to the school community**
The earliest you can receive this award is at the end of Semester 1

<table>
<thead>
<tr>
<th>Reasons for being placed on this level</th>
<th>Recognition for your efforts at this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>You have received:</td>
<td>You will receive a School Award and Certificate at a Formal school Assembly.</td>
</tr>
<tr>
<td>• 200 Hero points or</td>
<td>Your family will receive an invitation to the Assembly.</td>
</tr>
<tr>
<td>• no SMARS cards/negative RISC entries for 2 terms</td>
<td>A recognition postcard will be sent home.</td>
</tr>
<tr>
<td>• at least one school award</td>
<td>Community recognition- Weekly RAP article/photo, School Newsletter mention.</td>
</tr>
</tbody>
</table>

You have continued to respect the rights of others and exercise your own responsibilities in a most commendable way.

You are co-operative and helpful in many ways. You are making valuable contributions across the school.

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**Hero Level 2**

**A continued commitment to the school community**
The earliest you can receive this award is at the end of Semester 1

<table>
<thead>
<tr>
<th>Reasons for being placed on this Level</th>
<th>Recognition for your efforts at this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>You have received:</td>
<td>You will receive a Certificate presented by the Principal at a whole school Formal Assembly.</td>
</tr>
<tr>
<td>• At least 250 Hero Points or</td>
<td>A morning tea will be held following the Assembly to which your parents/guardians will be invited.</td>
</tr>
<tr>
<td>Three terms without SMARS cards/negative RISC entries AND</td>
<td>A recognition postcard will be sent home.</td>
</tr>
<tr>
<td>• At least 5 Awards School Service or Achievement or School Representation (or a combination of these)</td>
<td>Community recognition- Weekly RAP article/photo, School Newsletter mention.</td>
</tr>
</tbody>
</table>

You have respected the rights of others and exercised your own responsibilities in ways that have been recognised by many others throughout the school.

You are co-operative and helpful in many ways. You are making valuable contributions across the school.

Your Year Advisor will discuss with you ways you can develop further and so attain recognition for your efforts and achievements.
Gold Hero Level 1
A prolonged contribution to the school community

<table>
<thead>
<tr>
<th>Reasons for being placed on this Level</th>
<th>Recognition for your efforts at this level</th>
</tr>
</thead>
<tbody>
<tr>
<td>You have received:</td>
<td>You will receive a Certificate and a Gold Pin at a Formal Assembly attended by invited Community members.</td>
</tr>
<tr>
<td>• At least 300 Hero Points or</td>
<td>A morning tea will be held following the Assembly to which your parents/guardians will be invited.</td>
</tr>
<tr>
<td>4 terms without SMARS cards/negative RISC entries AND</td>
<td>A recognition postcard will be sent home.</td>
</tr>
<tr>
<td>• At least 7 Awards School Service or Achievement or School Representation (or a combination of these)</td>
<td>A letter of recognition will be sent by the School Education Director.</td>
</tr>
<tr>
<td>You have continually respected the rights of others and have shown outstanding capacities in exercising your responsibilities as a student of Parkes High School</td>
<td>Community recognition- Weekly RAP article/photo, School Newsletter mention.</td>
</tr>
<tr>
<td></td>
<td>Achievements will be listed in School Report.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PLATINUM LEVEL</th>
</tr>
</thead>
</table>
This level is available to students who have managed to reach the highest Hero level on the Welfare System at Parkes High School and achieved a target goal in one or more key areas resulting in the achievement of a platinum pin in one of four designated areas.

PHS Platinum Pins are awarded to students who have:
• worked with their Year Advisor or other staff mentor and maintained their nominated focus area for 6 months to be awarded The Platinum Pin in their chosen focus area.
• gained 350 Hero Points or
• received no SMARS cards/negative RISC entries, N awards or other disciplinary matters for 4 terms
• been responsible and respectful students for a period of 12 months or more.

The pins will be presented to students by the SRC at a special assembly at the end of each Term. To be eligible students are required to have achieved at least one of the pins below:

- SPORTING PIN
- CULTURAL PIN
- ACADEMIC PIN
- COMMUNITY PIN

Students are encouraged to record these achievements in their Resume for employment purposes.

Names of students achieving this award will be placed on an Honour Board in Foyer.
Badge to be similar to the Christ the King example using Parkes High School Badge.
SCHOOL REPRESENTATION AWARD

AWARDED TO

GARY SMITH

FOR REPRESENTATION IN

SENIOR BOYS HOCKEY

CHESS

SENIOR BOYS TOUCH FOOTBALL

SIGNATURE ___________________________ DATE ___________________________

SAFE – RESPECTFUL – RESPONSIBLE

PARKES HIGH SCHOOL
POSITIVE BEHAVIOUR FOR LEARNING

SCHOOL SERVICE AWARD

AWARDED TO

GARY SMITH

FOR INVOLVEMENT IN

CHARITIES AND APPEALS COMMITTEE

WEEKLY RAP

RED SHEILD APPEAL COLLECTION

SIGNATURE ______________________ DATE ______________________

SAFE - RESPECTFUL - RESPONSIBLE

PARKES HIGH SCHOOL
POSITIVE BEHAVIOUR FOR LEARNING

SCHOOL ACHIEVEMENT AWARD

AWARDED TO

GARY SMITH

FOR ACHIEVING YOUR PERSONAL BEST IN

ENGLISH

SCIENCE

SIGNATURE          DATE

SAFE – RESPECTFUL – RESPONSIBLE
The starting point for the Hero Student Welfare and Recognition System – all students begin at this point. To move to Hero Level 4 a student requires 150 Hero Points and/or no referral to Discipline system in 2 terms.

Hero Level 4
Beginning a Positive Commitment Award
Recognition: Merit Certificates presented at a Year Group Assembly by Year Advisors
Postcard home
BBQ for the awardees
Names in Newsletter
To move to Hero Level 3: 200 Hero Points or no referral to Discipline system in 2 terms and at least one School Award

Hero Level 3
Making a Contribution Award
Recognition: Year Advisor’s Formal Assembly
Parents/Guardians invited
Postcard home
Community Recognition – Weekly RAP, article/photo, School Newsletter
To move to Hero Level 2: 250 Hero Points or no referral to Discipline system in 3 terms and 5 School Awards

Hero Level 2
Continued Commitment Award
Recognition: Certificate at Special Assembly
Morning Tea with Principal
Postcard home
Community Recognition – Weekly RAP, article/photo, School Newsletter
To move to Gold Hero Level 1: 300 Hero Points or no referral to Discipline system in 4 terms and 7 School Awards

Gold Hero Level 1
Prolonged Contribution Award
Recognition: Students with consultation and guidance are recognised by the award of the Gold P in. Formal Assembly attended by invited Community Members, Parents/Guardians
Morning Tea following the Assembly
Postcard home
Recognition Letter received from School Education Director
Community Recognition – Weekly RAP, article/photo, School Newsletter
Contributions listed in Reports
To move to Platinum Hero Level: 350 Hero Points or no referral to Discipline system in 4 terms and maintained a focus in one of 4 designated areas: Sporting, Academic, Cultural, Community to receive a platinum pin.

Platinum Hero Level - the ultimate level that students can aspire to.
Recognition: Platinum Pin and Certificate for Meritorious effort at a special assembly.
Formal Assembly Morning Tea. Parents/Guardians, Community members invited. Recognition letter from Regional Director
Community Recognition – Weekly RAP, article/photo, School Newsletter
Names on Honour Board
Contributions listed in Reports

Hero Level 1
Making a Contribution Award
Recognition: Certificate at Special Assembly
Morning Tea with Principal
Postcard home
Community Recognition – Weekly RAP, article/photo, School Newsletter
To move to Hero Level 2: 250 Hero Points or no referral to Discipline system in 3 terms and 5 School Awards

Hero Level 2
Continued Commitment Award
Recognition: Certificate at Special Assembly
Morning Tea with Principal
Postcard home
Community Recognition – Weekly RAP, article/photo, School Newsletter
To move to Gold Hero Level 1: 300 Hero Points or no referral to Discipline system in 4 terms and 7 School Awards

Gold Hero Level 1
Prolonged Contribution Award
Recognition: Students with consultation and guidance are recognised by the award of the Gold P in. Formal Assembly attended by invited Community Members, Parents/Guardians
Morning Tea following the Assembly
Postcard home
Recognition Letter received from School Education Director
Community Recognition – Weekly RAP, article/photo, School Newsletter
Contributions listed in Reports
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Platinum Hero Level - the ultimate level that students can aspire to.
Recognition: Platinum Pin and Certificate for Meritorious effort at a special assembly.
Formal Assembly Morning Tea. Parents/Guardians, Community members invited. Recognition letter from Regional Director
Community Recognition – Weekly RAP, article/photo, School Newsletter
Names on Honour Board
Contributions listed in Reports
To move to Level 4
150 Hero points or 2 terms without a referral

To move to Level 3
200 Hero points or 2 terms without a referral
At least one School Service Award

Level 5 Starting point for all students

To move to Level 2
250 Hero points or 3 terms without a referral
5 School Service Awards

To move to Gold Level
300 Hero points or 4 terms without a referral
7 Service Awards

To move to Platinum
350 Hero points or 4 terms without a referral
Gold Pin from one of 4 designated areas

Platinum Level PLATINUM

Hero Level 5

To move to Level 4
150 Hero points or 2 terms without a referral

To move to Gold Level
300 Hero points or 4 terms without a referral
7 Service Awards

Gold Level

Hero Level 1

To move to Platinum
350 Hero points or 4 terms without a referral
Gold Pin from one of 4 designated areas

To move to Level 2
250 Hero points or 3 terms without a referral
5 School Service Awards

Level 5 Starting point for all students

To move to Level 4
150 Hero points or 2 terms without a referral

To move to Gold Level
300 Hero points or 4 terms without a referral
7 Service Awards

Platinum Level PLATINUM

Hero Level 5