Albany Hills State School

A High Performing Independent Public School

Student Leadership



LEADERSHIP PROGRAM

The three strands of the leadership program for students involve the Senior Student process (badge), captaincy roles and the broader development of their leadership skills.

The first step in our Leadership Program is for students to become a **Senior Student**. This position must be earned and carries with it certain expectations and responsibilities.

Your child will be required to record his/her capacity to be a good citizen, demonstrate a long term commitment to a group or role, as well as displaying adequate communication skills.

At the end of Term 2, the Student Leadership Selection Process for the following year is launched. Students meet as a year level group with the Deputy Principal and year level teachers to discuss the process.

Students will receive a yellow **Record Card** which outlines the process and on which they can record their responses to the eligibility criteria. Some discussion may help your child to decide which of their day to day or weekly activities will help them to satisfy each criterion.

When completed, the card is to be presented to the class teacher for a discussion about personal conduct and leadership qualities, including a behaviour check. During this discussion, student and teacher will discuss the students' preferences for leadership roles, what each role entails and their suitability for each. It is then submitted along with a quality reference, preferably on letterhead and clearly stating the referee's name and relationship to your child, to the school administration for processing.

The **Senior Student badge** will be presented on a Senior (Years 3-6) Assembly at a later date. The Parents and Citizens Association funds the cost of the badges for our senior students.

It is important to understand that only Senior Students are eligible for selection as a School, Arts or House captain. Students wishing to nominate for Arts Captain need to be current members of an Arts club (Senior Choir/Boys Choir, Dance Club or Drama Club) and also part of the school Instrumental Music program.

Your child's teacher will continue to foster the development of student leadership skills through both formal and informal activities and discussions until the end of the year. Additional leadership opportunities will be provided during the following year including other secondary leadership roles such as Tech Team, Dance Tutor, Drama Leader and Library Monitor.

SENIOR STUDENT AGREEMENT

Albany Hills State School

As a Senior Student at Albany Hills State School, I **Jack Jame** accept my position of responsibility in the School and understand that the position carries with it certain duties and obligations.

I agree to do my best by:

assisting the school and its staff in any way that I can.

setting a good example to my fellow students at all times including wearing the full school uniform

upholding and enhancing the good name of the school.

I shall assist the school community by:

acting in a responsible manner

displaying organisational skills

by accepting responsibility for special tasks

by any other means that I can.

Example

_____ _____

Senior Student Parent

_____ _____

Principal Date

STUDENT LEADER SELECTION PROCESS

Nomination

During Term 4 of Year 5, students are invited to nominate for a **Student Leadership** position for the following year, by completing a **written response** to three questions and indicating their preference for a specific leadership role (School Captain or Vice-Captain, Arts Captain, House Captain).

Shortlisting

The Year 5 teaching team, specialist teachers and Deputy Principal meet to read and discuss these **nomination forms**. During this part of the process, a **shortlist** for each of the positions is created. This list is announced to the students as a cohort.

Students shortlisted for **School Captain and Vice-Captain** positions take part in an individual **interview** the following week with the Year 3 and Year 4/5/6 Deputy Principals, and another member of staff.

Interviews

The interview is conducted in a very friendly and supportive manner involving asking the shortlisted candidates a series of questions. Interviews are aimed at encouraging students to give the best responses possible. The shortlist is then reduced further.

Following the interviews, both successful and unsuccessful candidates are informed individually by the Deputy Principal, praised for their efforts and congratulated during the interview regardless of the outcome.



Speeches and Voting

Candidates shortlisted from the interview, for School Captain and Vice-Captain roles, are required to give a **speech** (max 2 mins) to years 4, 5 and 6 the following day, after which staff and Year 4 and 5 students vote. This occurs at a special assembly in the auditorium.

Year 4 and 5 students sit in their class groups and are handed individual ballot forms by their class teacher. Their name is checked off a roll as they hand their completed vote back to their teacher. Each class teacher bundles their class votes, together with the roll, and hands to the Year 4-6 Deputy Principal.

Staff are also invited to vote. This can be done at this time, however, not all staff may be present. Staff have until the end of the following day to cast their vote. All staff voting forms will be initialled by the Deputy Principal and checked off a staffing list when returned.

Following this, candidates shortlisted for **House Captains** give a very short speech (max. 1 minute) to the team members of their sports house in Year 4 and 5, usually the following day. Candidates shortlisted for **Arts Captains** present a short speech (max. 1 minute) to the instrumental music students in Year 4 and 5. Voting occurs after speeches are given and the same process of collecting returned forms and checking names off a roll, is followed.





Preferential voting

The election of School Captains, Vice-Captains, Arts Captains and House Captains will be determined by a preferential voting system. Students and staff who cast votes will be required to indicate their preference for candidates by placing a “1” next to their most favoured candidate, a “2” next to their second choice, and so on. How to place numbers on a preferential voting form is clearly explained to all students at the time of voting.

Counting is then conducted using allocation of preferences. A brief explanation of this process is as follows:

1. Two staff members together count first preferences by looking for the number one (1) next to a candidate’s name and allocating the vote to that person. All forms are allocated to a pile.
2. Next, the person with the lowest number of first preference votes is eliminated from the count and the second preference on those forms are allocated to the remaining candidates.
3. Now, the next person with the lowest number of votes is eliminated and the 2nd preferences are distributed.
4. This process of elimination continues until only the number of candidates required for the leadership position remain.
5. The ballots are counted a second time using the above process to ensure accuracy.

Announcement of successful candidates

Successful candidates will be advised the day before the official announcement to the school community. Unsuccessful candidates will also be informed.

Announcement of the **successful candidates** takes place at the **whole school assembly** at the end of the school year, usually on the Tuesday of the final week of school.

Prior to the announcement, the Principal congratulates all of the students in Year 5 who have achieved a senior student badge, and acknowledges those who had been successful in being shortlisted, but acknowledging that there are only 16 official student leadership positions in any calendar year. All parents are welcome to attend this whole school assembly.

FURTHER OPPORTUNITIES FOR SELECTED STUDENT LEADERS

Events

Those students selected as Student Leaders (School Captains and Vice-Captains, Arts Captains and House Captains) have the opportunity to participate in a range of further activities to develop their leadership skills. These opportunities include the Young Leaders Day for students leaders across Queensland, held annually at the Brisbane Convention Centre.

JUNIOR SPORTS CAPTAINS

The first opportunity for a leadership position at Albany Hills State School is as a Junior Sports (House) Captain.

Eight students (2 per house – Bradman, Cuthbert, Fraser and Laver) are selected each year.

Year 2 teachers recommend students who have demonstrated the following values:

- Demonstrating responsibility
- Playing safely and playing respectfully
- Showing caring, sharing and striving sporting behaviour
- Promoting teamwork and cooperation
- Promoting positive healthy choices
- Embracing the NED principles – Never Give Up, Encourage Others, Does their Best
- Displaying anti-bullying behaviour

These nominations are forwarded to the Physical Education teachers who, in consultation with leadership team, choose 2 House Captains for each of the school houses. The Principal gives the final approval.

This selection process takes place each year in Term 2. Badges are presented at a junior assembly.

Through their role as Junior Sports Captains, these young leaders develop confidence, responsibility and their own individual leadership skills. They act as positive role models for their peers and younger students through their involvement in sporting events, displaying exemplary behaviour, and wearing their badge and uniforms with pride.

STUDENT REPRESENTATIVE COUNCIL (SRC)

The SRC is a student body within the school that represents students and promotes their views and participation in school decision-making. The council also aims to promote school spirit and student leadership while experiencing democracy at work. Students are involved in identifying and solving real problems that are raised at meetings.

At Albany Hills, members of the SRC include School, Music and House Captains along with an elected executive from Year 6 classes. Councillors are elected from Years 3-6 with four Year 5 students representing Prep-Year 2 classes.

SRC activities include fundraising for a variety of charities.

The SRC has also responded to ideas from classes on how to improve play areas with handball lines being painted in the undercover area, funded library equipment including furnishings and games, and purchased art resources.



LEADERSHIP ROLE DESCRIPTIONS

All student leadership positions

All student leaders at Albany Hills State School are expected to demonstrate and continue to develop the following characteristics:

- Act responsibly and set a positive example for others
- Wearing the school uniform with pride
- Demonstrate resilience and encourage others to persist
- Show curiosity and inspire others to explore new learning
- Treat all individuals with respect and value diverse perspectives
- Persevere during challenges and assist others to do the same
- Work collaboratively to achieve shared goals
- Contribute effectively as a team member
- Show kindness, empathy and care within the community
- Display leadership through actions, behaviour, service and decision making
- Maintain a positive attitude that motivates and supports others

School Captains and School Vice-Captains

School Captains and School Vice-Captains inspire others through their daily actions and character. They represent our school in the wider community; support and encourage their fellow student leaders as well as peers; demonstrate teamwork; uphold school values and contribute to a positive school culture.

Key Responsibilities

- Assist in the organisation and conduct of general assemblies
- Represent the student body when welcoming guests and dignitaries
- Represent the school at official events and functions (e.g. ANZAC Day ceremonies, open nights, student leadership breakfasts), including giving speeches
- Support other student leaders by stepping in when needed
- Mentor younger students
- Volunteer time during breaks to:
    - o Prepare speeches and letters
    - o Organise events and activities
    - o Actively participate in the Student Representative Council

Arts Captains

Arts Captains actively participate in school performing arts programs; support and encourage peers; demonstrate teamwork; assist staff in delivering a range of arts experiences; and uphold school values and contribute to a positive school culture.

Key Responsibilities

- Assist Performing Arts teachers and staff with:
    - Organising and conducting school events and functions (e.g. music concerts, dance performances, musicals)
    - Conducting lunchtime performing arts events and rehearsals as required
- Mentor younger students and encourage participation in arts programs (e.g. band, choirs, dance clubs)
- Represent the school at other non-performing arts events and functions as required (e.g. ANZAC Day ceremony, sports carnivals)
- Actively participate in the Student Representative Council

House Captains

House Captains motivate their team with empathy and enthusiasm; promote healthy competition with fairness and integrity; support peers and foster team spirit across all year levels; and uphold school values and contribute to a positive school culture.

Key Responsibilities

- Assist the Physical Education teachers with:
    - Organising and setting up school sporting events
    - Distributing and managing sporting equipment
    - Supporting sporting initiatives across the school
- Mentor younger students and help run training sessions
- Encourage student participation and engagement in sporting activities
- Represent the school at other non-sporting events and functions as required (e.g. ANZAC Day ceremony)
- Actively participate in the Student Representative Council

Student Leaders' Pledge

I accept my position of responsibility in the school;

I understand that the position carries with it certain duties and obligations;

I will assist the school and its staff in any way that I can;

I will set a good example to my fellow students by acting responsibly at all times;

I will uphold and enhance the good name of the school;

I will show pride in my school and myself at all times;

I will display respect for other persons and their property;

I will go out of my way to help visitors and students, welcoming them to the school;

I will wear my uniform correctly with pride;

I will be cheerful and co-operate with all members of the school community;

I will do whatever I can to help; and

I thank the school staff and students for the trust they have placed in me and promise to do my best.

I make this pledge before my fellow students and teachers, families and invited guests.

_____

Signed

Example