

MINUTES OF A MEETING OF THE ST PAUL'S SCHOOL COUNCIL HELD AT ST PAUL'S SCHOOL WEDNESDAY 10 MAY 2000 AT 1600 HRS.

Present:

Mr AE Knox, Chairman
 Mrs JA Smith, Deputy Chair
 Dr RM Anderson
 Mr GT Auckland
 Mr M Chesney
 Mr JR Eustace
 The Rev GW McGrory
 Ms S Thomson
 Mr SC Miles
 Mr J Zappala
 Dr PN Coman, General Manager's Nominee
 Mr GA Case, Headmaster
 Mr NC Reid, Consultant Member
 Mr RJ Verdon Bursar

In Attendance:

Professor N Dempster) Centre for Leadership &
 Mr J Lindsay) Management in Education,
 Griffith University
 Mrs PJ Bopf, Acting Academic Dean

The following additional papers were tabled at the meeting:

1. Resubmission of an application by the Anglican Schools Office to the Office of Non State Schooling for St Peter's North Lakes.
2. Letter from TEPA
3. Chapel Forecourt designs
4. Education Committee Minutes: Meeting held 3 May 2000
5. Task Force Committee Minutes: Meeting held 8 May 2000
6. Planning and Resources Committee proposal for a Business Plan
7. Opening Prayer for St Paul's School (Bald Hills) Supporters' Association Inc.
8. Employer EBA Proposal.

Mrs Smith (Acting Chair) welcomed the visitors to the meeting.

The meeting opened with prayer.

Professor Dempster was asked to present the report of the Curriculum Review:

The report was in two parts; it contained all the material developed— there had been no censorship whatever. The early pages presented recommendations for Council's attention; the remaining pages were an important resource for the staff. The Curriculum Review process was a complex matter, and in undertaking a review of the Years 1-10 Curriculum, St Paul's had undertaken a large task.

St Paul's was the product of its history. It was a secondary school which had progressively extended into the primary area, and this had influenced thinking about curriculum. This history, and the proprietorial views of the current staff had to be taken into account. This report was not written from a clean-slate perspective. To adopt that approach would have been to deny what the School had invested in its past.

The Review therefore adopted a conservative approach. The role of the Critical Advocates was therefore critical to provide an external perspective against which to assess the internal views. This approach had proved useful and helpful, and the new drives seen in the Report would assist the School.

The staff were to be commended for handling the tough job of the Review, in addition to their other responsibilities. The commitment of the staff had been excellent.

The major recommendation (See p. 7) was a pretty significant shift from current practice, and provided the umbrella under which the other recommendations should be considered.

Mr Knox assumed the chair. Mr Lindsay continued. He described the review process, and added:

It was important that Council receive all that was written. Not all, however, can be taken at face value. He stressed the importance of the consultants' comments on p. 6. In dealing with the recommendations (pp. 8-25) the dilemma had been to present everything which had been submitted, but also to provide some filters to sort the more valuable ideas from the less. This was the reason for the development of the four categorisations at the top of each page of recommendations. These had been added to assist the Council.

At Council level, attention should be given especially to the "P" and perhaps the "S" in the first column. Below that would be the concern of management, not Council. It was noted that some recommendations were mutually contradictory, but all had been reported.

In his view, it was amazing that the final recommendation (p. 7) had been unanimous.

In discussion, the following points were made:

- The role of the Council was to monitor and nudge staff to ensure things actually happened.

- The overall recommendation was critical. It was a shift in the whole way we think about our School. The emphasis would be on cooperation and teamwork, concentrating on students, and their growth as thinkers and learners, rather than upon the delivery of demarcated subjects.
- Change will take time to implement. Monitoring will also be important to overcome inertia and lapsing into old habits once the classroom door is shut. A lot of time, thinking and planning had to go into this. No longer could the Years 11/12 tail wag the dog.
- There were implications for changes to the physical environment of the School. Were the resources available to support the changes?

Professor Dempster indicated that the report highlighted teachers' intuitive approach to first-order problem solving: throw some money at it! However, the Critical Advocates had queried the resource claims put forward in some respects. It should not be assumed that architectural resources or restrictions come before pedagogy.

For this reason the overarching recommendation should be used as a filter in sorting out how to address the pedagogy issues. Discussion continued:

- It was critical to be concerned with whether or not a student was learning how to think. Teachers needed to talk to each other about how students do this. Physical resources were not the most critical things. Some areas may in fact be underresourced, but these were not the most critical. The critical issue was in the tight compartmentalisation.
- There were some clashes, eg. between the overarching recommendation (p. 7), and recommendation 6.6 (p. 13). A management process would be needed to overcome such issues, and other pockets of resistance.
- Because the staff had an investment in the report, and in the process, the will was now there to carry this forward.

There were brief comments about a number of subject areas. And about the independence of Anglican Schools in taking instructions from others. The phrase "herding cats" was used. The discussion continued:

- The School Council has a vision for this School. We have an opportunity to implement that vision, and to allow St Paul's to develop the ethos that this is a thinking School. The teachers have caught that vision; we need to give them the opportunity to implement it.
- This opinion was supported by others: Council should both encourage and guide the staff, recognise their enthusiasm, but also if necessary restrain it.

Discussion then turned to strategies for implementation:

- The Education Committee and/or the Headmaster should develop priorities. Time frames would be critical. There was a need for professional development activity. Winning the hearts and minds of staff would come before providing resources, because the staff would need to know how to use the resources. Support for the staff was therefore critical. Council should act to strengthen the ability of staff to do what has been mandated.
- The Council must provide policies; identify the parameters within which policies would be implemented; and make the resources available to allow the policies to be carried out. Adopting the principal recommendation in principle would provide the guidance for ordering what would follow.

Fr McGrory drew attention to the recommendation in the minutes of the May Education Committee meeting. Implementing that recommendation was really implementing current policy. We did not want to build false expectations, but after the process the School had been through, staff had expectations for change.

The Council then resolved:

1. To extend its thanks and congratulations to the staff, consultants, and critical advocates who had been involved in the review;
2. to accept the overarching recommendation (page 7);
3. to ask the Education Committee to develop an implementation plan for presentation to Council in stages over the coming months.

Carried without dissent.

The Council expressed its thanks to Professor Dempster, Mr Lindsay and Mrs Bopf for their contribution and attendance at the meeting.

Minutes of the Meeting of Council held 12 April 2000

Md Mr Auckland, Sd Fr McGrory: That the Minutes of the meeting of School Council held 12 April 2000 be adopted.

Carried

Report of the Headmaster

St Peter's North Lakes

The meeting was informed that the Anglican Schools Office had made a new application to the Office of Non State Schooling for the school at North Lakes.

It was noted that the developers were anxious to have the contracts executed and for planning to commence on the design of the buildings.

It was agreed it was necessary to develop a Business Plan for the School to support an application to the Diocese to operate the School and for approval for borrowing the necessary funds from ADIF.

Staff

The Headmaster referred to the statement provided by the Diocesan Solicitors in regard to a response to enquiries about the Late Mr Lynch.

It was agreed that the matter be referred to the Diocese again for further guidance as to how the School should react to such enquiries.

Special Purpose Financial Statements

The meeting received Special Purpose Financial Reports for the Year Ended 31 December 1999 for:

- St Paul's School
- St Paul's School Building Fund
- St Paul's School No4 Account
- St Paul's School Library Fund
- St Paul's School Trust Funds and
- St Paul's School Prize Capital Fund

Md Mr Zappala, Sd Mr Auckland: That the Special Purpose Financial Reports for the year ended 31 December 1999 be adopted; and that the Chairman of School Council, the General Manager of the Diocese of Brisbane and the Bursar be authorised to sign the Declaration by School Council on its behalf.

Carried

Md Mr Zappala, Sd Mr Miles: That approval be sought from the Property and Finance Board of the Diocese to write off debts for outstanding School Fees of \$84,455.52 as Bad Debts.

Carried

School Council

It was agreed that a function to mark the retirement of Mrs Smith, Mr Zappala, and Dr Coman from the Council would be held following the Council meeting to be held on 19 July 2000.

It was **Resolved** that Fr McGrory be appointed as Deputy Chair of School Council after Mrs Smith's retirement from that position.

Mr Mr Case, Sd Mr Auckland: That the Headmaster's Report be adopted.

Carried

**Report of the Finance
Committee Meeting held
17 April 2000**

Md Mr Zappala, Sd Mr Auckland: That the following capital expenditure be approved:

- Acquisition of 1 ACER laptop computer from QDS at a cost of \$2,775.00
- Acquisition of metal work and forming equipment from Chevington Tools Pty Ltd at a cost of \$4,105.00.

Carried

Md Mr Zappala, Sd Mr Miles: That School Council ratifies the decision of the Committee to approve emergency expenditure of \$8,337 to replace the gas hot water storage tanks and heaters.

Carried

March Operating Reports

The meeting received and noted the operating results for the year to date at 31 March 2000.

Md Mr Zappala, Sd Mr Miles: That the Report of the Finance Meeting of 17 April 2000 be received.

Carried

**Report of the Building
Task Force Meeting held 8
May 2000**

Md Mr Chesney, Sd Mr Zappala: That the Report of the Task Force meeting of 8 May 2000 be received.

Carried

**Report of the School
Planning and Resources
Committee Meeting held 2
May 2000**

It was agreed that a safety fence be erected South of the Music Building running parallel to Strathpine Road as a matter of urgency.

It was further agreed that the School obtain quotations for the supply and erection of such a fence and seek funding approval from the Finance Committee.

Business Plan

It was agreed that a special meeting of School Council be held on Wednesday 16 August 2000 as a workshop to develop a Business Plan.

Mr Case was requested to provide a list of people who could lead the workshop.

Md Ms Thomson, Sd Dr Anderson: That the Report of the School Planning and Resources Committee meeting of 2 May 2000 and the supplementary paper be adopted.

Carried

**Report of the Education
Committee Meeting held 3
May 2000**

Md Fr McGrory, Sd Mr Eustace: That the Report of the Education meeting of 3 May 2000 be received.

Carried

Other Business

The Headmaster would supply to the Chairman a list of persons who could be invited to focus group discussions, as a first step in assessing their suitability for membership of Council.

There being no further business the meeting closed at 2015hrs.

The next meeting of St Paul's School Council will be held at the School on Wednesday 14 June 2000 at 1600 hrs.

Signed as a true and correct record.

Chairman

Date
