

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

Change #	Change Type	2016 Policy	Proposed Revision	IEU Comment
1.	Title Change	Workloads in ASC Schools in Western Australia	Teacher Workloads in ASC Schools in Western Australia	
2.	Reformat – content unchanged	Moved (d)	Insertion at (b) – Each school is managed locally and responds to the needs of its school community. As a consequence, there will be variations between schools. This document sets out the minimum requirements in ASC schools	
3.	Reformat – remove italics	Sentence (c) As part of the employment relationship, all staff employed in the Schools are called upon to embody the vision, values and outlook that are espoused, <i>by the ASC and its Schools.</i>	Revision at (d) As part of the employment relationship, all staff employed in the schools are called upon to embody the vision, values and outlook that are espoused, by the ASC and its schools	
4.	Reformat – language	Sentence (h) 3 The Principal can require teachers to attend whole of staff meetings outside the normal school day or normal operating hours. These meetings will be used for collaborative purposes to improve the school's performance. Whole of staff meetings may include meetings of groups of teachers working in phases of learning or learning areas.	Sentence (h) 3 The Principal may require teachers to attend whole of staff meetings outside the normal school day or normal operating hours. These meetings will be used for collaborative purposes to improve the school's performance. Whole of staff meetings may include meetings of groups of teachers working in phases of learning or learning areas and/or times of Professional Learning	
5.	Insertion of content	Sentence (h) 3 – as above	Sentence (h) 3 The Principal may require teachers to attend whole of staff meetings outside the normal school day or normal operating hours. These meetings will be used for collaborative purposes to improve the school's performance. Whole of staff meetings may include	

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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			meetings of groups of teachers working in phases of learning or learning areas and/or times of Professional Learning	
6.	Reformat – language	<p>Sentence (h) 4</p> <p>The agenda, venue, frequency and timing of scheduled meetings convened under this clause typically will be scheduled in the annual calendar.</p>	<p>Sentence (h) 4</p> <p>The agenda, venue, frequency and timing of scheduled whole staff meetings will typically be scheduled in the annual calendar.</p>	
7.	Reformat – language	<p>Sentence (h) 5</p> <p>Staff who cannot attend a scheduled whole of staff meeting will be provided with access to agendas, minutes and tabled documents.</p>	<p>Sentence (h) 5</p> <p>Teachers who cannot attend a scheduled whole of staff meeting will be provided with access to agendas, minutes and tabled documents.</p>	
8.	Revision of content	<p>Sentence (h) 6</p> <p>A part-time teacher will be invited to attend a staff meeting on a day the teacher would not ordinarily work. A part-time teacher must attend the first meeting of each school term.</p>	<p>Sentence (h) 6</p> <p>A part-time teacher may be invited to attend whole of staff meetings on day/s the teacher would not ordinarily work.</p>	
9.	Insertion of content	<p>Sentence (h) 6 – as above</p>	<p>Sentence (h) 7</p> <p>Part- time staff teachers who attend required meetings outside of their scheduled workdays will be entitled to appropriate payment. These requirements will also apply to times of Professional Learning (these may be whole days or part thereof).</p>	

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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10.	Reformat – language	<p>Sentence (h) 9</p> <p>The maximum scheduled classroom teaching load for a full-time teacher shall be 0.8 of the total number of scheduled teaching periods offered by a school per week / cycle, but shall be no more than 1280 minutes per week (exclusive of pastoral care time).</p> <p>0.2 of scheduled classroom teaching time is allocated for duties other than teaching.</p> <p>Where DOTT is disrupted, the school where practicable will endeavour to reinstate the time lost by the teacher at another time during the school term.</p> <p>It is accepted that individual Schools will provide primary and secondary teachers with equivalence where practicable of duties other than teaching time on average over the course of a teaching year. Refer to section 10.4 of the Anglican Schools Commission Incorporation Western Australian Agreement 2019.</p> <p>Teachers with an area of responsibility are provided with a responsibility allowance in addition to normal salary, or an additional “duties other than teaching” time allowance, or both.</p>	<p>Sentence (h) 10</p> <p>The maximum scheduled classroom teaching load for a full-time teacher shall be 0.8 of the total number of scheduled teaching periods offered by a school per week / cycle but shall be no more than 1280 minutes per week (exclusive of pastoral care time).</p> <p>0.2 of scheduled classroom teaching time is allocated for duties other than teaching (DOTT).</p> <p>Where DOTT is disrupted, the school where practicable will endeavour to reinstate the time lost by the teacher at another time during the school term.</p> <p>It is accepted that individual Schools will provide primary and secondary teachers with equivalence where practicable of duties other than teaching time on average over the course of a teaching year. Refer to section 10.4 of the Anglican Schools Commission Incorporation Western Australian Agreement 2019.</p> <p>Teachers with an area of responsibility are provided with a responsibility allowance in addition to normal salary, or an additional “duties other than teaching” time allowance, or both.</p>	
11.	Reformat – separation of content	<p>Sentence (h) 10</p> <p>A 1st year Graduate Teacher will be provided with the equivalent (averaged over a term) of one additional DOTT period per week. The mentor to the Graduate teacher will also receive the equivalent of an additional DOTT period per week (averaged over a term).</p> <p>Heads of all major departments are to be available for School meetings for up to five working days per annum</p>	<p>Sentence (h) 11</p> <p>A 1st year Graduate Teacher will be provided with the equivalent (averaged over a term) of one additional DOTT period per week. The mentor to the Graduate teacher will also receive the equivalent of an additional DOTT period per week (averaged over a term).</p>	

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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		<p>during School vacations, as determined by the Principal in consultation with the staff concerned.</p> <p>Level 2 Heads of Department are to be available for School meetings for up to three working days per annum during School vacations, as determined by the Principal in consultation with the staff concerned.</p>		
12.	Reformat – separation of content	Sentence (h) 10 – as above	<p>Sentence (h) 12</p> <p>Heads of all major departments are to be available for school meetings for up to five working days per annum during School vacations, as determined by the Principal in consultation with the staff concerned</p>	
13.	Reformat – separation of content	Sentence (h) 10 – as above	<p>Sentence (h) 13</p> <p>Level 2 Heads of Department are to be available for school meetings for up to three working days per annum during School vacations, as determined by the Principal in consultation with the staff concerned.</p>	
14.	Reformat – content unchanged	<p>Sentence (h) 11</p> <p>Since its inception, the ASC has set the maximum class size at 32 students.</p> <p>The Principal determines class sizes with a view to maximizing educational outcomes within budgetary constraints.</p> <p>Class size maxima are:</p>	Moved to sentence (h) 18	

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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		<p>Primary</p> <p>Kindergarten: Up to 20 students per class (if 2 adults in room) or up to 30 students per class (if 3 adults in room) 1 adult per 10 students, dependent on the classroom meeting per-student square metre requirements.</p> <p>Pre-Primary: Between 25 and 32 students</p> <p> Years 1 – 6 32 students</p> <p>The following staffing will apply in Kindergarten to Year 2:</p> <p>Kindergarten - 1 adult per 10 students, to a maximum of 30 students per class</p> <p>Pre-primary</p> <ul style="list-style-type: none"> • up to 27 students - 1 teacher and 1 fulltime teacher aide • 28-32 students - 1 teacher and at least 1.5 FTE teacher aides <p>Years 1 and 2 - above 30 students - 1 teacher and 0.5FTE teacher aide</p> <p>Secondary</p> <p>The maximum class size for “core” subjects at Years 7 to 10 is 32 students.</p> <p>Practical elective or option subjects generally have class sizes of a maximum of 24 students. Where this is not the case additional aide time is provided.</p> <p>At Years 11 and 12, class sizes vary considerably in response to meeting the educational needs of students.</p>		

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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		<p>Twenty-five (25) students is generally the largest class size and many classes have fewer than 20 students, but in some instances, to meet the educational needs of students, it may be necessary to operate a class of up to 27 students.</p> <p>Decisions relating to class sizes need to take into consideration the overall health and vitality of the ASC system. Therefore, class sizes are determined to a large extent by the current level of Commonwealth and State recurrent funding. Refer EBA 18(2).</p> <p>The ASC will continue to review current class size maxima.</p>		
15.	Reformatting due to insertion – content unchanged	Sentence (h) 12	Sentence (h) 14	
16.	Reformatting due to insertion – content unchanged	Sentence (h) 12 and (h) 12.1	Sentence (h) 15	
17.	Reformatting due to insertion – content unchanged	Sentence (h) 12.2	Sentence (h) 16	

Quick Reference Guide - Teacher Workloads in ASC Schools in Western Australia

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18.	Reformatting due to insertion – content unchanged	Sentence (h) 12.3	Sentence (h) 16	
19.	Reformatting due to insertion – content unchanged	Sentence (h) 13	Sentence (h) 17	
20.	Revision of content	<p>Sentence (h) 11</p> <p>Since its inception, the ASC has set the maximum class size at 32 students.</p> <p>The Principal determines class sizes with a view to maximizing educational outcomes within budgetary constraints.</p> <p>Class size maxima are:</p> <p>Primary</p> <p>Kindergarten: Up to 20 students per class (if 2 adults in room) or up to 30 students per class (if 3 adults in room) 1 adult per 10 students, dependent on the classroom meeting per-student square metre requirements.</p> <p>Pre-Primary: Between 25 and 32 students</p> <p> Years 1 – 6 32 students</p> <p>The following staffing will apply in Kindergarten to Year 2:</p>	<p>Sentence (h) 18</p> <p>Since its inception, the ASC has set the maximum class size at 32 students.</p> <p>The Principal determines class sizes with a view to maximising educational outcomes within budgetary constraints.</p> <p>Class size maxima are:</p> <p>Primary</p> <p>Kindergarten: Up to 20 students per class (if 2 adults in room) or up to 30 students per class (if 3 adults in room) 1 adult per 10 students, dependent on the classroom meeting per-student square metre requirements.</p> <p>Pre-Primary: Between 25 and 32 students</p> <p> Years 1 – 6 32 students</p> <p>The following staffing will apply in Kindergarten to Year 2:</p>	

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		The ASC will continue to review current class size maxima.	system. The ASC will continue to review current class size maxima.	

Without Prejudice