



Teachers' Children at School

It is very pleasing that teachers engaged at Sylvania Heights choose to enrol their own children at the school. This is not only because of reasons of convenience; it is also an indicator of the confidence teachers have in the school and their teaching colleagues.

However, it is important to acknowledge that at times conflicts of interest may occur or be seen to occur. We need to be mindful that school processes and practices do not convey favouritism or preference.

It also must be recognised that teaching a colleague's child can be at times stressful and challenging both for the class teacher and the teacher parent. Balancing roles and relationship becomes the responsibility of all involved.

This policy endeavours to set in place procedures of work that will positively support all involved. It also seeks to provide the school community with information of how possible conflicts of interests are managed.

Class Placement

- Teachers' children are to be placed in classes according to the school 'Class Placement Policy'. Special requests, which can be made by any parent, are to be made in writing to the Principal.
- A teacher with responsibility for forming classes, or having an input to the process, should declare a conflict of interest. Class placement of all children will be reviewed by the Deputy Principal and Principal.
- Where feasible, consideration will be given to avoid the teacher being placed on the same grade in which their child is placed.
- No overt or covert pressure should be brought to bear on other teachers forming classes.
- A teacher or executive member other than the Principal, receiving a request from a teacher parent should refer the teacher to the Principal.

- Requests for the placement of friends should also be dealt with in line with the class formation policy.
- As with all parents a request for a particular teacher will be dealt with as outlined in the school policy

Awards/Recognition/Selection

This area demands a highly ethical approach and no preference should be shown. Each and every student at the school should enjoy equal opportunity. Overt or covert pressure should not be employed for the gain of a particular student.

Classroom

A teacher's child should receive equal treatment and expectation as every other child in the class. No preferential treatment should be evident or requested. A teacher/parent should use existing school processes to access various programs and make requests.

Often the class teacher may feel the teacher/parent may be highly judgemental of their practice. This may not be the case but it is human nature that professionals are proven to worry about the opinions of fellow professionals. This is particularly so as the teachers at Sylvania Heights work so closely together.

Class teachers should feel confident to inform a teacher/parent that additional learning support is necessary or there is an issue in the class. It is also imperative that a student be given the opportunity to be 'their own person' at school i.e. the minutiae of their daily trials, tribulations and successes are not necessarily reported routinely by teacher to teacher.

Teachers and teacher/parents should discuss any concerns in a professional manner. Support by the Principal and Deputy Principal should be sought where necessary.

Teachers' Children

Some basic guidelines (can be varied following discussion with the Principal)

- Should not enter staff areas
- Should be on the playground and follow the same rules as all students
- Should not be in classrooms where it is not a privilege extended to all students
- Should not have special access to school facilities or equipment

Social Engagement

One of the greatest challenges for teachers whose children attend the school is social engagement with parents and students outside the school setting. It is an important part of

a child's social development that they freely engage with others, attend birthday parties and participate in community activities etc. The teacher parent needs to be mindful that their opinion in regards to school matters, fellow teacher's, etc needs to be maintained at a highly professional level. Social media must be managed in such a manner as to not contravene this policy. Matters of confidentiality need to be given serious consideration in all interactions

Conflict of interest

It basically becomes the responsibility of class teachers and members of the executive to recognise and acknowledge any events, programs or selections that may actually generate a potential conflict of interest, either perceived or real. It is a generally accepted procedure that once a conflict of interest is apparent a non-participant adjudicator be invited to preside.

Dennis Burke
Principal