



*QTU Organiser
Metro Central
Gillian Armit*

Term 1, 2021

Welcome back to a new school year

What a year 2020 was. I trust that you enjoyed a relaxing break before a positive and productive start to the year. A special welcome to teachers and school leaders who are new to the area. I look forward to seeing you at a branch meeting or school visit soon.

Appointment of QTU Organiser Gillian Armit

I have been permanently appointed to the role of QTU Organiser, Metropolitan Central, following a merit selection process late last year. Many school leaders, Union Reps and members will already know me from my two years of acting in the role and therefore will not need to become familiar with a new face. I can say with confidence that it is an honour to be appointed to the role.

CURRENT ISSUES & NEWS

NAPLAN

If you missed the [Newsflash](#) on 1 February, yes, it is correct that, after hearing the appeal, the Industrial Court determined that the ban on NAPLAN was unprotected industrial action and ordered the Union to remove the directive.

While the QTU is complying with these orders, the campaign will continue. As a QTU member, I ask that you please re-familiarise yourself with the [QTU/DoE NAPLAN Joint Statement](#) and follow its requirements.



This means members should not be required to:

- conduct/practice repeated or regular NAPLAN tests or other familiarisation activities unless they are in proximity to the test (it is only February; NAPLAN is scheduled for mid-May)
- use NAPLAN results to enrol students in Queensland state schools
- use NAPLAN data as evidence in recruitment and selection
- issue "awards" for NAPLAN achievement
- report on NAPLAN results
- use NAPLAN data in annual performance reviews
- implement pre-tests to capture data for the purpose of shaping teaching and learning specifically related to NAPLAN.

Joint statements, for those who are unaware, are negotiated in response to emergent circumstances such as policy initiatives during the life of the certified agreement. They express a shared interest and commitment to advancing teacher professional matters and are signed off by your employer, the Department of Education (DoE), and the Queensland Teachers' Union (QTU), of which you are a member. In fact, the areas contained within the [joint statements](#) (there are several) all require consultation with your LCC. Feel free to check out the [2019 certified agreement](#) for further guidance.

Please keep an eye out for more information from the QTU regarding the ongoing NAPLAN campaign.

Occupational violence

Late last year, the department held a second Safe and Respectful School Communities Roundtable to seek consultation with employees and stakeholders about occupational violence. Approximately 100 delegates participated in the roundtable, including 70 QTU members from across the state representing education leaders, teachers, heads of program, guidance officers and more.



The 'Three Pillars' key findings from the roundtable were:

- Systems and processes pillar: lack of time/resources; students returned to class without processes to re-enter; and conflicts in legislation and procedures.
- Public pillar: responses included the importance of setting clear expectations of appropriate behaviour for parents and staff; the need to align behavioural expectations to the Code of Conduct; and a clear, direct campaign.
- People pillar: general lack of knowledge regarding occupational violence; lack of knowledge about what to report and how to report occupational violence; delegates want the department to be reinforcing that all occupational violence must be reported; lack of resources (time and financial) to release staff to report; need for de-escalation training for all school-based staff.

The QTU has raised with the department that, while it had an important opportunity to start addressing some of these matters via the recent mandatory all staff training, it did not explore the topic of occupational violence in any great depth.

Practical tools for members.

- The department has a webpage which was developed in conjunction with P&Cs Queensland to support more respectful relationships between parents and schools. The link to these resources is: <https://education.qld.gov.au/initiatives-and-strategies/behaviour/respectful-communities>
 - It is recommended that members ensure that their WHS committee is aware of these resources and uses them as appropriate. Examples could be: putting some of this information in newsletters; including some of the information in all new parent information packs; having the information displayed in the school office.
- Occupational violence kits, resources and training from the QTU – click [here](#).



Workload review

At the end of 2020, DoE and the QTU released the outcomes of the Term 3 workload reviews, which you can find via these links:

<https://www.qtu.asn.au/agreedstatement17sep20>

<https://www.qtu.asn.au/workload-reduction-resource-sem2-2020>.

It is important to understand that the content included in both resources was agreed to by the QTU and the Department of Education. It is not a wish-list; rather, an agreed position. Consequently, these outcomes should now be on their way to implementation in schools and across the department.

But what does this mean in a practical sense?

How can you work in your school to start a conversation about the creation of a roadmap towards implementation?

Could this roadmap be implemented over the course of 12-18 months?

These conversations should be robust but respectful, aimed at the shared goal of workload reduction for ALL members. If you are interested in exploring this topic, please attend a branch meeting where such robust and respectful discussions will be on the agenda.

Revised Joint Statement – The Purpose and Use of Data in Queensland Schools

Members have been provided with copies of the revised data joint statement and the department will distribute the Data Literacy Framework and data sets to schools this term.

A read of the revised joint statement is a MUST. You can access it [here](#). Remember, joint statements express a shared interest and commitment to advancing teacher professional matters and are agreed to by DoE and the QTU. These are matters for consultation through the LCC, as per the 2019 certified agreement.

QuEST - Queensland Education Support and Training, the professional development arm of the QTU

Through QuEST, the QTU offers a range of high-quality professional development opportunities for teachers and school leader members. Training in 2021 will include:

- Applying Human Rights and Anti-Discrimination in schools (in partnership with the Human Rights Commission)
- BlackCard Cultural Capability
- Reconnecting to Learning – Understanding the Traumatized Child
- Classroom Profiling – Refresher, Level 1, Level 2
- Essential Skills for Classroom Management (ESCM)
- TRUE – Rainbow Matters
- Industrial Technology & Design (ITD) – Teacher Reskilling Program
- Highly Accomplished and Lead Teacher (HAT/LT)



Branch meetings

Why not make 2021 the year for you to attend branch meetings? This is one of the most effective ways to get involved in the democratic structures of the Union. Find your next branch meeting [here](#).

Union Rep training

2020 was a year of change and renewal for our Union Rep training, brought about by the inability to meet face-to-face. In 2021, online training will again be offered through the Queensland Teachers' Education Centre (QTEC). The schedule is being finalised and will be available [here](#) once all dates have been confirmed.



In addition to QTEC training, the QTU will be offering:

Legal seminars and promotional panel training. Dates and venues are being confirmed at present. Please keep an eye on your inbox for an invitation or go to the website to check for updates.