

# Principal Wellbeing Action Plan

	TIMEFRAME	PROACTIVE/RESPONSIVE	SYSTEM/INDIVIDUAL
<b>A coordinated and sustained approach</b>			
<b>Action 1.</b> Establish two Principal Wellbeing Leader positions to coordinate a sustained approach to principal wellbeing.	New 2019 initiative	Proactive and responsive	System and individual
<b>Workload and staffing in schools</b>			
<b>Action 2.</b> Pilot a specialist team to support principals navigate processes and manage underperformance.	New 2019 initiative	Responsive	System
<b>Action 3.</b> Improve the accessibility of key information and communications for principals on the intranet.	Longer term (2020–2021)	Proactive	System
<b>Action 4.</b> Reduce allocation of the principal on the teaching quota in schools with greatest need.	Commenced	Proactive	System
<b>Action 5.</b> Develop a responsive HR service model, drawing on the expertise of principals, to effectively fill vacancies in schools.	Commenced	Proactive	System
<b>Action 6.</b> Clarify the roles of school leadership teams to improve principal capacity to lead.	Commenced	Proactive	System and individual
<b>Principal preparation and development</b>			
<b>Action 7.</b> Provide principals and members of school leadership teams with professional learning to support them when dealing with challenging adult behaviours.	Longer term (2020–2021)	Proactive	Individual
<b>Action 8.</b> Provide opportunities for principals to participate in the Flourish Movement – Principal Wellbeing Project.	Commenced	Proactive	Individual
<b>Action 9.</b> Expand and diversify the Principal Induction Program.	Commenced	Proactive	Individual
<b>Support systems</b>			
<b>Action 10.</b> Pilot an opt-in mentoring program for principals and acting principals.	New 2019 initiative	Proactive	Individual
<b>Action 11.</b> Increase Respectful Schools Support Team (RSST) resources to support principals managing complex student behaviours.	New 2019 initiative	Proactive	System
<b>Action 12.</b> Improve the recruitment, retention and allocation of professional support staff.	Longer term (2020–2021)	Proactive	System
<b>Action 13.</b> Explore a systemic approach to supporting students impacted by trauma and students with emotional and behavioural challenges	Longer term (2020–2021)	Proactive and responsive	System
<b>Action 14.</b> Build a holistic approach to managing critical incidents which includes specific debriefing and support for principals.	New 2019 initiative	Responsive	System and individual
<b>Managing challenging behaviours</b>			
<b>Action 15.</b> Provide principals with access to independent mediation services for resolving complex issues with students and families.	New 2019 initiative	Responsive	System
<b>Action 16.</b> Improve and build understanding of the school issues management process across DoE.	Longer term (2020–2021)	Responsive	System
<b>Action 17.</b> Co-design a community education campaign to encourage respectful behaviours in school settings.	Longer term (2020–2021)	Proactive	System
<b>A holistic wellbeing approach</b>			
<b>Action 18.</b> Develop a DoE staff wellbeing framework.	Commenced	Proactive and responsive	System and individual
<b>Action 19.</b> Continue to implement the 2018–2021 Department of Education Child and Student Wellbeing Strategy and action plans.	Commenced	Proactive and responsive	System and individual