



# **AISWA**

# **MEMBERSHIP**

# **INFORMATION**

## **CONTENTS**

---

<b>AISWA Strategic Plan</b>	<b>3-4</b>
<b>The Work of the Association</b>	<b>5-6</b>
<b>AISWA Industrial Services</b>	<b>7-8</b>

# **AISWA STRATEGIC PLAN**

---

The Association of Independent Schools of Western Australia is the peak body representing independent schools in Western Australia. It has 150 member schools which enrol some 59,000 students; accounting for 16% of Western Australian school enrolments.

As a sector independent schools are diverse in nature, they provide for students of all abilities-including an increasing number of students with special needs-from all social and ethnic backgrounds. They provide quality schooling for a wide range of communities, including some of Western Australia's most remote and disadvantaged Indigenous communities, communities in regional towns and cities and diverse communities in Perth.

Many member schools espouse a religious or values-based education, while others promote a particular educational philosophy. They are all registered through the Office of Non-Government Education. Member Schools of the Association are not-for-profit and are governed independently.

## **Our Vision**

**For independent schools to be acknowledged and recognised as valued providers of education to Western Australian children.**

## **Our Mission**

**To promote a strong independent sector which offers a high quality education appropriate to the needs of Western Australian children.**

In working toward this mission, AISWA will serve all Western Australian independent schools, their pupils and their communities by:

- Promoting independence of philosophy, vision, governance and management
- Supporting schools in their mission through fostering good leadership and governance
- Representing the interests of schools to governments and government departments
- Collaborating with all other educational agencies and authorities
- Supporting school leaders and teachers through the provision of curriculum support

As an Association we believe that:

- All children have a fundamental right to an education which provides them with the opportunity to attain their full intellectual and personal development
- Parents have the prior right to choose the type of education their children are to receive and are entitled to appropriate financial assistance from the government to enable them to exercise this choice
- Independent schools should be able to determine their own goals and priorities
- Independent schools should be able to choose their own curriculum and teaching methods within the framework required by the government
- Independent schools should be able to employ staff whose values are in harmony with the school's goals and philosophies
- Collaboration, communication and sharing between schools strengthen schools
- Governments should not only encourage, but actively support, the choice and diversity of independent schools
- Government consultation with the non-government sector should occur on all policy issues affecting education

## **ACHIEVING THE STRATEGIC PLAN**

The Strategic Plan will be achieved through three key processes:

- An annual business plan which provides for the delivery of services to schools
- An annual survey of the relevance of services provided to members
- Establishing priorities for the Secretariat on an annual basis

The term of the Strategic Plan will be three years prior to review, however, the principal activities identified will be subject to review.

## **THE WORK OF THE ASSOCIATION**

---

The Association has three key functions:

- Providing a public face for the independent sector
- Supporting schools in all aspects of their operation
- Successfully managing programmes on behalf of the State and Commonwealth Governments in order to enhance the education of students in independent schools

***Providing a public face for the sector will be achieved by:***

- Collaborating, liaising and communicating with governments and other organisations
- Influencing, and where necessary intervening, in the political and legislative process
- Contributing to the national representation of independent schools through the Independent Schools Council of Australia (ISCA)
- Developing strategic alliances with other organisations
- Presenting high quality information to the public and the community
- Assisting schools to communicate to the wider community
- Maintaining strong representation on key educational boards, committees and working parties and emphasising that independent schools should be able to choose their curriculum and teaching methods within the framework required by the government
- Supporting the prior right of parents to choose the type of education their children are to receive
- Promoting the right of all parents to receive appropriate financial assistance from governments for the education of their children
- Promoting the role of governments in facilitating choice through equitable funding arrangements
- Supporting the right of independent schools to determine their own goals and priorities
- Advocating for the level of government funding required to enable all schools to offer a quality education to students in Western Australian schools.

***Supporting schools in all aspects of their operation will be achieved by:***

- Informing member schools of key policy and operational issues and their possible impact on schools
- Providing advice and consultancy support services to member schools
- Providing professional learning and networking opportunities for member schools
- Providing group purchasing opportunities for member schools
- Facilitating collaboration between member schools and all sectors of education
- Monitoring of key educational initiatives and trends
- Undertaking research and policy analysis
- Providing leadership and guidance on policy issues including responses to government
- Representing independent schools on national and state education agencies and committees
- Facilitating the involvement of independent schools in education initiatives, projects and trials
- Assisting member schools to implement 'best practice' in their education programmes

***Success in managing programmes on behalf of the State and Australian Governments will be achieved by:***

- Assisting schools in receipt of funding to provide increased educational opportunities and outcomes for the targeted groups of students
- Delivering quality professional learning programmes and opportunities
- Representing the independent schools sector on key committees related to funded programmes
- Establishing and maintaining networks and reference groups among school staff and other professionals in the funded programmes focus areas
- Ensuring continuous improvement in the management of funded programmes
- Facilitating school and stakeholder input into the management of funded programmes

Advocating for equitable access by independent schools to funded programmes and the development of programme guidelines that meet the needs of independent schools.

# **AISWA INDUSTRIAL SERVICE**

---

AISWA provides member schools with various forms of assistance as part of its industrial service. The major areas where AISWA can give advice are:

## **1. Award Folder Service**

As soon as possible, after learning of changes to Awards, AISWA forwards updated relevant pages to schools for insertion in their award folders.

## **2. Questions Relating to Interpretation of Awards For Teachers**

### **2.1 Salaries**

Questions relating to the salary level on which full-time teachers should be placed and the pro rata entitlement of part-time teachers.

### **2.2 Qualifications**

Questions relating to the acceptability and level of qualifications gained in Australia and overseas.

### **2.3 Leave**

Questions relating to annual leave, long service leave, sick leave, special leave and maternity leave are answered regularly by AISWA. The pro rata entitlement of annual leave for teachers who have not completed a full year's service is the most commonly asked question.

### **2.4 Leave Loading**

Leave loading is another area where AISWA can provide schools with assistance.

## **3. Questions Relating to Interpretation of Awards For Other Staff**

3.1 Questions about levels in the Administrative and Technical Officers' Award are frequently asked.

3.2 Advice about levels for Teaching Assistants is sought regularly.

3.3 Some schools employ staff under Awards more commonly used in industry. AISWA is able to offer help in this area.

## **4. Contracts**

Help can be given to schools seeking assistance with the writing of contracts for staff.

**5. Complex Issues**

For issues such as redundancy and dismissal, AISWA is fortunate in being able to call upon the services of solicitors, LavanLegal. This legal service is available to member schools at a reduced initial fee.

**6. Industrial Agreements**

AISWA can assist schools in the formation of Industrial Agreements.

**7. Legal Advice**

When necessary, AISWA will seek legal advice in relation to issues confronting schools.

**8. Other AISWA Activities in the Industrial Area**

8.1 Industrial Action in other States

AISWA maintains regular contact with AIS Industrial Officers in other States. This contact is particularly valuable in terms of keeping up-to-date with salary movements in other States which, eventually, are reflected in claims for increases by staff in WA schools.

8.3 Industrial Bulletins

Matters of an industrial nature are brought to the attention of Principals through Industrial Bulletins.

8.4 Seminars on Industrial Topics

Seminars are held as the need arises.

**Industrial Officer: Dr Ian Fraser**