Alexandria Park Community School
Good Working Relationships
2011-2013

If we are to achieve the best outcomes for students at the school then we need to do so as a team. In any organisation, there are people we get along with better than others but as professionals, we need to ensure that personal likes and dislikes do not interfere with good working relationships.

**Good Working relationships are based on:**

1. Respect for each other
2. Having common beliefs about our purpose
3. Being committed to achieving our goals
4. Accepting that we need to work as a team

1. **Respect**

This is displayed when:
- Conversations are open and about issues not personalities
- Concerns are discussed with the person involved in a conciliatory manner
- There is an understanding that a middle path may need to be negotiated where the issue is one that does not affect school plan or department guidelines

2. **Beliefs**

It is easier to work together when there is a shared sense of purpose. This is why it is important that the school has a set of beliefs and exit outcomes that are clearly stated and have been determined by consensus.

As an interim measure in 2007, staff has determined that:

What type of school do we want?
- A school that provides open communication in all directions

What type of learners do we want?
- Independent/motivated/enthusiastic/engaged
- Happy/positive/valued/self respect/high expectations of themselves

What do we have to do?
- organisation, quality teaching and management

3. **Commitment**

All our efforts are directed to achieving our goals. When questioning a procedure etc, it is done so from the framework of “Does this help achieve our goals?”, not “this doesn’t suit me”. All our choices/actions should be subject to evaluation – one that is based on data not personalities or innuendo.
4. **Teamwork**

We can’t assume that every one knows how to work in a team. We need to practice, reflect and strive for better teamwork. Good teamwork involves:

- Knowing the purpose for the task
- Having a defined role
- Having a timeline that incorporates milestones and evaluation
- Working in different teams to foster new ways of thinking
- Understanding that “storming” is a normal phase of teamwork

**Some practices that will assist good working relationships**

- Staffrooms are for educational dialogue; the common room is as well but is for more relaxed conversation. Neither place is appropriate to put down another staff member or their actions.
- We all have a responsibility to “fix it if it’s broken”. Quality Circles should be set up to find solutions to issues.
- We don’t work in a vacuum. Changing something may affect others – talk with them about it before it happens.
- Be proactive in communication – seek and you shall find – if you don’t we have a problem!
- Our goal is to be conciliatory not confrontational – this is best achieved if little problems are dealt with promptly before they become big problems.
- Be consistent.
- Let others know if you need help – a problem shared is a problem halved.
- Laughter is the best medicine – let’s introduce a little more into our day.