



# NMESC STAFF PBS - RESPECT

## Students

We respect student boundaries, opinions, culture, and values.

We maintain appropriate personal space.

We ensure students dignity is maintained at all times.

We encourage student voice and pay attention to all forms of communication .

We hold unconditional positive regard for our students.

We model PBS expectations of respect when interacting with students.

## Staff

We seek clarity when we are unsure.

We attend whole staff and team meetings.

We minimise interruptions to learning.

We support and check in with each other.

We model active listening in all learning areas.

We follow the proper grievances process when we have issues.

## Community

We represent our school professionally.

We acknowledge and respect different family values.

We model PBS expectations of respect when accessing the community.

We involve our community in decision making.

## Ourselves

We know we can always ask for help.

We show kindness to ourselves.

We maintain healthy boundaries with staff, students, and families.



# NMESC STAFF PBS - RESPONSIBILITY

## Students

We are aware of, and follow, documentation in place for every student: medical plans, escalation profiles, risk management plans.

We are prepared and on time for learning activities and duties.

We record observations and behaviours in a timely, accurate, and professional manner.

We model 'off and away' all day and use mobile devices for work purposes only.

## Staff

We arrive on time and prepared for work.

We follow the proper grievances process when we have issues.

We follow plans agreed as a team.

We keep up to date with communications by reading daily notices and emails.

We keep to our agreed upon accountability timelines, and communicate if we are unable to.

## Community

We follow excursion policies and procedures.

We network with all stakeholders for positive student outcomes.

We model PBS expectations of responsibility when accessing the community.

## Ourselves

We keep up to date with required and relevant professional learning.

We access supports when needed eg. Peoplesense.

We set and work towards personal goals.



# NMESCS STAFF PBS - SAFETY

## Students

We provide a physically, emotionally and culturally safe and supportive learning environment.

We treat students equitably.

We teach protective behaviours and empower students.

We set up our classrooms with safety in mind.

We follow student plans, PBS, and Team Teach practices with integrity and consistency.

## Staff

We provide a physically and emotionally safe and supportive working environment.

We model professional boundaries with students.

We follow agreed upon Team Teach scripts when offering or receiving support.

We speak up if we have concerns and report hazards promptly.

We share relevant information with new and relief staff.

## Community

We provide a safe and welcoming environment for community visitors.

We maintain confidentiality by not discussing students or families outside of professional settings.

We assess risks when accessing the community and make decisions to maintain staff and student safety.

We model PBS expectations of safety when accessing the community.

## Ourselves

We are aware of circles of danger and maintain appropriate distances.

We stay home if we are unwell.

We take care of our mental and physical health.