



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

PURPOSE

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

POLICY

Cobden Technical School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Cobden Technical School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, our staff induction handbook, student diary and enrolment/transition packs.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- display posters and banners that promote your values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Cobden Technical School's vision is reflected in the initials 'CTS – Committed to Students.... Committed to Success.' Cobden Technical School is committed to improving student learning outcomes, engagement, and wellbeing by providing a high-quality, inclusive education that supports all students to reach their full potential.

MISSION

Cobden Technical School mission is to develop successful outcomes for students, whether in the pursuit of high-level academic achievement or the development of specific vocational skills. These, along with opportunities for sporting, cultural, environmental and artistic involvement, are able to develop in a school with clear, strong connections to the community and industry at both the local and regional level.

Cobden Technical School prides itself on understanding and acknowledging that its students, staff and community are its greatest strength and resource. The strong relationships that exist within the school itself and between the school and the wider community have led to wonderful outcomes.

Cobden Technical School is a place where everyone is welcome and encouraged to strive for success while appreciating the importance of lifelong learning

OBJECTIVE

Our school’s objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

Our focus is on embedding consistent teaching practices, strengthening student voice and agency, and fostering a culture of high expectations and accountability.

We will focus on the following goals:

1. Improving Student Learning Outcomes – Strengthening literacy and numeracy through explicit teaching, consistent use of the instructional model, and improved assessment practices.
2. Enhancing Student Engagement & Wellbeing – Increasing student voice and agency, embedding hands-on and differentiated learning, and ensuring clear and consistent behaviour expectations.

Each year, the plan will focus on deepening implementation in these areas, beginning with staff capability-building and curriculum refinement, followed by embedding consistent classroom practices, strengthening student engagement strategies, and consolidating improvements to sustain long-term success. Through these efforts, Cobden Technical School aims to create a dynamic, supportive, and high-achieving learning environment for all students.

VALUES

Cobden Technical School’s values are represented by the HEART acronym – Honesty, Excellence, Accountability, Respect and Teamwork.

H		HONESTY	Integrity and trustworthiness
E		EXCELLENCE	Doing one’s best to develop competence and credibility
A		ACCOUNTABILITY	Setting goals and being responsible for one’s actions
R		RESPECT	Fairness and equity, understanding and tolerance and inclusion
T		TEAMWORK	Collaborating to achieve common goals

BEHAVIOURAL EXPECTATIONS

Cobden Technical School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and must follow our school and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the Victorian Teaching Profession's Code of Conduct.

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's Respectful Behaviours within the School Community Policy and our Respect for School Staff Policy.

UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see our *Visitors Policy*).

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school, or during school activities.

Unreasonable behaviour includes:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- sending demanding, rude, confronting or threatening letters, emails or text messages
- discriminatory or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and School Philosophy* may lead to further investigation and the implementation of appropriate consequences by the Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reports to Victoria Police
- legal action.

Inappropriate student behaviour will be managed in accordance with our school's *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

Our *Statement of Values and School Philosophy* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook/manual
- Included in transition and enrolment packs
- Included in student diaries so that it is easily accessible to parents, carers and students
- Included as an annual reference in the school newsletter
- Made available in hard copy from school administration upon request
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RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

Example school policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy
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POLICY REVIEW AND APPROVAL

Policy last reviewed	Feb 2025
Approved by	School Council
Next scheduled review date	Feb 2028