



Shalom College

Proposal to Establish Communities of Practice (CoP)

Parent Information & FAQs

At Shalom College, our mission is to nurture a culture of continuous improvement where every student can flourish. To strengthen our shared approach to teaching and learning, we are proposing the introduction of **Communities of Practice (CoP)** - structured, professional learning groups that bring teachers together to collaborate, reflect, and refine their teaching practices. Below are answers to common questions about this proposal and what it means for students, families, and staff.

1. What is being proposed?

We are proposing to allocate one hour every fortnight for teachers to meet in Communities of Practice (CoPs). This structured time will allow staff to work together to enhance teaching quality and consistency across the College.

2. Why are we introducing this?

CoPs will support the effective implementation of the Shalom College Pedagogical Framework, ensuring consistent, evidence-based teaching in every classroom. This approach aligns with the National School Improvement Tool (NSIT) recommendation for schools to develop strong professional learning communities focused on student outcomes.

3. What is a Community of Practice (CoP)?

A Community of Practice is a small, purpose-driven group of teachers who analyse student data, share effective strategies, reflect on their practice, and collaborate to improve learning experiences.

4. When and how often will CoPs meet?

CoPs will meet fortnightly on a Friday (Day 10 or "swing day") from 1.50pm – 3:00pm. On these days, students will finish at 1:30pm after completing four full lessons.

5. How will this affect students?

Students' overall curriculum time will remain well above national and state requirements. This structure simply allows teachers a consistent time to collaborate and strengthen teaching practice, directly benefiting student learning.

6. What if my child needs to stay at school after 1:30pm?

Students who need to remain at school will be supervised and offered activities such as study skills, literacy/numeracy enrichment, service learning, sports coaching and homework support. Parents can register their child each term via a link in the newsletter or email.

7. How will attendance be monitored for students staying at school?

If a student is registered to stay but is absent, the College will contact parents to confirm their location, ensuring all students are safely supervised.

8. What if a student stays at school but hasn't been registered?

Students who have not been registered for a specific activity will be directed to a supervised study area.

9. Will this reduce teaching hours?

There will be a minimal reduction in classroom hours; however, the College will continue to exceed QCAA and Australian Curriculum minimums. The time gained for collaboration is expected to improve teaching quality and student outcomes.

10. How will this benefit students?

The focus of this initiative is student success. By giving teachers time to collaborate and reflect, students benefit through engaging lessons, improved outcomes, and greater consistency across year levels.

11. Will assemblies or other events be affected?

No. College and House Assemblies will continue as usual. The CoP sessions will replace unused assembly time on the "swing day" and will not disrupt other activities.

12. Can students visit the tuckshop before leaving?

Yes. Students are welcome to visit the tuckshop during afternoon tea before they leave.

13. How does this fit within teacher work hours?

CoP sessions will take place within existing hours of duty. Attendance is a professional requirement, and meetings will be scheduled in advance each term.

14. When will this begin?

If approved, the new CoP structure will begin at the start of the 2026 school year. Families will be notified well in advance of the official start date.

15. How will parents be informed?

Parents will receive updates through the College Newsletter, Parent Lounge notices, and direct emails outlining dates and registration links.

16. Who can I contact for more information?

For further information or feedback, please contact the College Office or the Assistant Principal – Pedagogy & Practice / College Leadership Team.

At Shalom College, our focus remains on 'Student Success' — empowering every learner to grow, achieve, and thrive.