Planning and evaluation guide

The planning and evaluation guide is a tool that school communities can use to evaluate how well their school is working towards achieving a racism free environment and to identify areas where strategies need to be developed to counter racism.

The guide describes the developing stages of a school working towards achieving an environment free from racism. It may be used by school communities, individuals or groups as well as by education systems.

Five levels of achievement within each of the areas for action are provided. Level 1 describes a school at the beginning stages of developing programs to counter racism while Level 5 describes a school implementing successful counter racism initiatives. The levels are cumulative, with each level including statements made at previous levels, eg, a Level 3 description incorporates statements made at Levels 1 and 2 and so on.

Descriptions for each level of achievement and examples which show the scope of each of the areas for action are provided in the guide. A planning and evaluation proforma is also provided for use by schools.

How to use the planning and evaluation guide

1. Read carefully the description provided at each level for the six areas for action.

2. For each of the areas for action, determine which level of achievement best describes your school environment. e.g. Level 2 for policies and guidelines, Level 3 for curriculum and pedagogy and so on.

3. Plan and develop strategies to counter racism based on this assessment using the planning and evaluation proforma. Note that while schools will need to be working across all of the six areas for action, it is acknowledged that greater emphasis may be given to some areas for action than others at particular stages in the process.

4. After implementation, re-assess the school environment using the planning and evaluation guide.

AREAS FOR ACTION

LEVELS OF ACHIEVEMENT		Policies and guidelines	Curriculum and pedagogy	Training and development	Student support and development	Parent and community involvement	Monitoring and reporting
	5	All policies and guidelines are culturally inclusive, support a learning environment free of racism and are used to inform planning, implementation, reporting and evaluation processes.	Curriculum and teaching practice address the dynamics and dimensions of racism to achieve a learning environment free of racism. They enable students to achieve their best educational outcomes.	Training and development programs equip the school community with the knowledge and skills needed to sustain an inclusive learning and working environment free of racism.	All students are equipped with the knowledge and skills needed to contribute towards a racism free society and to participate effectively in a culturally and linguistically diverse society.	The participation of parents and community members from all cultural and linguistic backgrounds in all aspects of school life enhances student learning outcomes and sustains a learning and working environment free of racism.	Information on student performance and data on the incidence of racism are fully used to inform planning, delivery and the development of strategies to counter racism and maximise student learning outcomes.
	4	Responsibilities for implementing policies which aim to counter racism are clearly identified. Staff, students and parents are aware of these policies and associated complaint mechanisms and are supported in using them.	Curriculum and teaching practice incorporate strategies to counter racism and meet the particular learning needs of students from culturally and linguistically diverse backgrounds.	Training and development programs that incorporate whole school approaches to countering racism are accessed by all staff. Programs that equip teachers with skills to teach students from culturally diverse backgrounds are provided.	Student support and development programs enable students to contribute to a school environment free from racism. Programs are developed with input from students and student representative groups.	Parents and community members from diverse cultural and linguistic backgrounds are involved in the full range of school policy and program development and review.	Schools report on progress in developing and implementing strategies to counter racism, including resolution of complaints and implementation of strategies related to the education of Aboriginal and Torres Strait Islander students and multicultural education.
	3	Policies and guidelines are non-discriminatory and procedures to address racism are implemented within whole school community.	Curriculum includes programs to develop students' understanding of racism and of the cultural and linguistic diversity of the community. Teachers use a range of media and teaching strategies to cater for the diversity of student learning needs.	Training and development programs which develop skills in dealing with racism are provided. Training and development programs on teaching strategies for students from diverse backgrounds are accessed by some teachers.	Student support programs assist students who have been subjected to racism and provide perpetrators with appropriate counseling. Student development programs equip students with the knowledge and skills to recognise and deal with incidents of racism.	Parents and community members from diverse cultural and linguistic backgrounds are consulted on school policies and practices which contribute to countering racism.	Data on complaints of racism is collected and monitored. Data on the performance of students from diverse cultural and linguistic backgrounds is collected.
	2	Policies to counter racism and associated complaint mechanisms exist but are not used effectively to address racism.	Curriculum includes the perspectives of Australia's diverse cultural and linguistic communities. Teachers have some awareness of the diversity of student learning needs.	Training and development programs relating to understanding racism and cultural and linguistic diversity are available and accessed by some teaching and other staff.	Student support programs cater for students from culturally and linguistically diverse backgrounds. Student development programs aim to equip students with an understanding of cultural and linguistic diversity.	Parents and community members from some cultural and linguistic backgrounds are involved in school activities that recognise and celebrate Australia's diversity.	Data on the diverse cultural and linguistic backgrounds and educational needs of students is collected and used in planning and programming.
	1	Policies that support Aboriginal education and education for a culturally diverse society exist but do not include understanding of racism. Incidents of racism are not recognised.	Curriculum materials which include information about the cultural and linguistic diversity of Australia are available. Some teachers use them in teaching and learning programs.	Training and development programs relating to Aboriginal education and education for a culturally diverse society are available and accessed by some teachers.	Student support and development programs are available but do not take into account the specific needs of students from culturally and linguistically diverse backgrounds.	Parent and community involvement is sought only in relation to individual student behaviour, learning outcomes or key community events.	Data is collected on the diverse backgrounds of students to inform the development of the school's community profile.
	Examples	• Aboriginal education policy • Anti-racism policy • Behaviour management policies • Complaint mechanisms • Cultural diversity policy • Employment and personnel policies • ESL education policy • Language education policy • Multicultural education policy	• Aboriginal education programs • ESL education programs • Language education programs • Multicultural education programs • Resources • Student assessment • Syllabus and curriculum materials	• In-service teacher training • Induction programs • Non-teaching staff training and development	Student development programs: • Student leadership training • Student representative councils • Youth forums Student support programs: • Careers advice • Counselling	• Community events • Community involvement • Parent participation programs • School councils	• Accountability processes • Complaints resolution • Planning and reporting processes • Student learning outcomes

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