Fernbrooke
STATE SCHOOL
Exceeding Expectations

Student Leader Application Package

2026 for 2027

*At Fernbrooke State School, we embrace **Acceptance**, **Care**, and **Responsibility** to create a culture where everyone belongs, succeeds and grows.*

Approval authority: Principal, Fernbrooke State School
Consultation: Parents and Citizens' Association (P&C)

Student Leadership at Fernbrooke
At Fernbrooke State School, student leadership is an opportunity to make a positive difference in our school community. Our student leaders demonstrate the school's STARS expectations through their actions, relationships and commitment to helping others.
Leadership is not simply about wearing a badge or holding a title. It is about being a positive role model, showing initiative, demonstrating responsibility, listening to others and contributing to a school environment where everyone feels safe, valued and included.
We recognise that students demonstrate leadership in different ways. Some lead confidently in front of others, while others demonstrate leadership through kindness, reliability, teamwork, problem-solving and a willingness to help. Students seeking leadership positions should be prepared to demonstrate these qualities and commit to fulfilling the responsibilities of their role throughout the school year.

Student Leadership Positions
The following positions will be available for students to nominate for each year:

- 2 School Captains
- 2 Vice School Captains
- 2 Cultural Captains
- 8 Sports House Captains – two for each of the sporting houses (Thurston, Geitz, Freeman & Cahill)
- 2 Student Representative Council (SRC) representatives from each Year 6 class

Nominating for Multiple Leadership Positions
Students may nominate for more than one leadership position. However, students may only be elected to one of the following positions: School Captain, Vice Captain, Cultural Captain or Sports House Captain. All leadership positions are gender-neutral, with students elected on merit rather than gender. This means that students of the same gender may be elected to both positions within a leadership category .
Students who are successfully elected to a position will automatically be withdrawn from consideration for all remaining positions in the election sequence.

1. School Captains
2. Vice Captains
3. Cultural Captains
4. Sports House Captains

Students who are unsuccessful in an election will remain eligible for subsequent positions, provided they have nominated for those positions.
This process provides students with opportunities to demonstrate their leadership qualities while ensuring that leadership responsibilities are shared among a greater number of students.
The SRC elections take place separately in Term 1. Students elected to School Captain and Vice-Captain roles are automatically appointed to the Student Representative Council.

School Captains and Vice Captains

All Year 5 students are eligible to nominate for the positions of School Captain and Vice Captain. Each year, two School Captains and two Vice Captains are elected to represent Fernbrooke State School. Students in Years 4 and 5, together with school staff, participate in the election process.

Roles and Responsibilities

School Captains and Vice Captains are expected to demonstrate positive leadership and act as role models for other students. Throughout their year of leadership, they are expected to:

- Consistently demonstrate Fernbrooke State School's STARS expectations and follow the behaviour expectations outlined in the Student Code of Conduct.
- Be positive role models for other students, including wearing the correct school uniform.
- Maintain regular school attendance and demonstrate punctuality and reliability.
- Attend and actively contribute to Student Representative Council (SRC) meetings.
- Encourage other students to demonstrate the school's expectations and support teachers in promoting positive behaviour.
- Assist with the organisation and presentation of weekly school assemblies.
- Assist with the planning and organisation of special school events, including discos, presentation days and special assemblies.
- Represent Fernbrooke State School with pride, respect and responsibility.

Nomination and Selection Process

Step 1: Complete a Nomination Form

Students wishing to nominate must complete a School Leader Nomination Form and seek the support of a teacher who has worked alongside them for a minimum of four terms. e.g. current classroom teacher, previous classroom teacher, specialist teacher.

Nomination forms must be signed by:

- The nominating student
- A parent or caregiver
- A supporting teacher

Step 2: Submit the Nomination

Completed nomination forms must be submitted to the class teacher by the advertised closing date, who will then pass them on to the Senior School Deputy Principal.

Step 3: Shortlisting of Candidates

All nominations will be reviewed by a panel of school representatives against the leadership selection criteria outlined below. As part of this process, students may be invited to participate in an interview with the selection panel. The Senior School Deputy Principal will notify students of the outcome of their nomination. Students may request feedback about their application.

Leadership Selection Criteria

The selection panel will consider each student's demonstrated leadership qualities, behaviour and commitment to the school community.

Selection Criteria	What we are looking for
Modelling School Expectations	Consistently demonstrates positive behaviour, responsibility and the school's STARS expectations.
Positive Influence	Encourages others, sets a positive example and contributes to the school community.
Communication	Listens respectfully, communicates ideas clearly and speaks confidently and appropriately with others.
Initiative	Identifies opportunities to help, takes appropriate action and demonstrates a willingness to contribute.
Inclusion and Teamwork	Helps others feel welcome, treats people fairly and works cooperatively with others.
Commitment	Demonstrates reliability, responsibility and a willingness to fulfil leadership duties.
Attendance	Demonstrates regular attendance and punctuality, with individual circumstances taken into consideration.

Step 4: Leadership Speeches
Shortlisted students will prepare and present a nomination speech to students in Years 4 and 5.

Guidelines for School Captain and Vice Captain speeches
Students should:

- Explain why they would make a suitable School Captain or Vice Captain.
- Share any ideas or initiatives they would like to introduce to improve the school. These ideas should be realistic and achievable.
- Provide examples of how they have demonstrated leadership or been a positive role model of the Fernbrooke State School STARS expectations.
- Speak positively about the school and explain how they would contribute to the school community.
- Avoid meaningless slogans, unrealistic promises or promises that have not been discussed with school staff.

Step 5: Voting and Election
Following the nomination speeches, students in Years 4 and 5 and Fernbrooke State School staff will participate in the voting process.

Cultural Captains

All Year 5 students are eligible to nominate for one of the two Cultural Captain positions at Fernbrooke State School. Cultural Captains play an important role in celebrating and promoting the diverse cultures, identities and traditions represented within our school community. Students from all cultural backgrounds are encouraged to nominate for Cultural Captain. Students do not need extensive experience in cultural activities or celebrations. However, they should demonstrate a genuine interest in learning about others, building respectful relationships and making a positive contribution to the school community. They will help to foster a school environment where all students feel welcomed, respected, included and valued. Cultural Captains are expected to demonstrate respect, inclusion, curiosity and a genuine willingness to learn about and celebrate the backgrounds, traditions and experiences of others.

Roles and Responsibilities
Cultural Captains are expected to:

- Consistently demonstrate Fernbrooke State School's STARS expectations and act as positive role models for other students.
- Support the organisation and promotion of cultural celebrations and special events throughout the school year.
- Encourage students to appreciate, understand and respect cultural diversity.
- Help create a welcoming and inclusive school environment where students and families experience a sense of belonging.
- Work collaboratively with teachers, students and other school leaders to promote cultural understanding, respect and inclusion.
- Seek and share student ideas about ways to celebrate and acknowledge the different cultures represented within the school community.
- Represent Fernbrooke State School at appropriate cultural and community events.
- Present the Acknowledgement of Country at school assemblies and other appropriate events.
- Contribute ideas and initiatives that strengthen cultural understanding and connections across the school.

Nomination and Selection Process
The nomination and selection process will be the same as the School Captain and Vice Captains.

Step 1: Complete a Nomination Form

Step 2: Submit the Nomination to your classroom teacher

Step 3: Shortlisting of Candidates

Cultural Captain Selection Criteria

Selection Criteria	What we are looking for
Modelling School Expectations	Consistently demonstrates positive behaviour, responsibility and the school's STARS expectations.
Respect for Diversity	Demonstrates respect for people from different cultural backgrounds, traditions and experiences.
Inclusion and Belonging	Actively helps others feel welcome, included and valued within the school community.
Communication	Listens respectfully, communicates ideas clearly and demonstrates a willingness to learn from others.
Initiative and Creativity	Contributes thoughtful, realistic ideas for promoting cultural understanding and celebrating diversity.
Teamwork and Collaboration	Works cooperatively with others and values different perspectives and contributions.
Commitment	Demonstrates reliability, enthusiasm and a willingness to participate in cultural activities and leadership responsibilities.

Step 4: Leadership Speeches

Guidelines for Cultural Captain speeches

Students should:

- Explain why they would make a suitable Cultural Captain and what the role means to them.
- Provide examples of how they have demonstrated leadership or been a positive role model of Fernbrooke State School's STARS expectations.
- Explain why respecting and celebrating different cultures is important in our school community.
- Share realistic and achievable ideas for promoting cultural understanding, inclusion and belonging at Fernbrooke State School.
- Demonstrate a genuine interest in listening to, learning from and representing others.
- Avoid unrealistic promises or initiatives that have not been discussed with school staff.

Step 5: Voting and Election

Following the nomination speeches, students in Years 4 and 5 and Fernbrooke State School staff will participate in the voting process.

Sports House Captains

All students in Year 5 can nominate to be a Sports House Captain. There are two House Captains for each Sports House: Thurston, Geitz, Freeman and Cahill. Students in Years 4 and 5 will vote to elect house captains.
The PE staff and senior school staff will run the elections for these positions at a sports house meeting. Students wishing to nominate for one of these positions will be invited to nominate prior to the meeting. They should be prepared to present a short (1 minute speech) to outline to the students in their house why they would be the best leader for the position. After each student has had a chance to speak teachers will call for a vote. The two students with the highest number of votes will become the Sports House Captains.

Roles and Responsibilities

Students wishing to become sports house captains should be prepared to carry out the following duties:

- Encouraging students of all abilities to participate and contribute.
- Modelling fair play, teamwork and respectful competition.
- Supporting students who lack confidence or are reluctant to participate.
- Celebrating effort and improvement, not just winning.
- Lead their teams at school sports carnivals (athletics and cross country) by organising cheers, encouraging students to participate, assisting younger students and keeping their team area clean.
- Assist the PE teachers with setting up and packing up after sports carnivals.
- Organising of teams for Student v Teachers competition.
- Assist staff with suitable, supervised tasks such as setting up equipment.

Nomination and Selection Process

Step 1: Submit a Nomination Form
Students wishing to nominate must complete a House Captain Nomination Form and seek the support of a teacher who has worked alongside them for a minimum of four terms. e.g. current classroom teacher, previous classroom teacher, specialist teacher.
Nomination forms must be signed by:

- The nominating student
- A parent or caregiver
- A supporting teacher

Step 2: Submit the form to a PE staff member by the closing date.

Step 3: A Sports House Meeting will be called for students in Years 4 and 5.

Step 4: Students must prepare and present a short nomination speech at the Sports House Meeting

Guidelines for Sports House Captain speeches

- Outline the reasons you would make a suitable House Captain.
- Tell us about how you have been a leader and/or a role model of the FSS STARS expectations.

Step 5: Voting and election
Following the nomination speeches, students in Years 4 and 5 and Fernbrooke State School staff will participate in the voting process.

Student Representative Council (SRC)

The role of SRC members is to promote the views of students and to encourage them to become actively involved in their school. Being an SRC member is an important and responsible role at Fernbrooke State School. It is an opportunity for leadership and teaches skills that support other students. Students are able to have a say in what is important to them at school, what is working well, what needs improvement and what we could change. The SRC also provides activities and special events for students to enjoy, as well as raising money for a nominated charity or the school. Representatives have an opportunity to solve problems, debate, make decisions and put plans into action. There is a commitment required from all SRC members to attend fortnightly meetings and out of school fundraising events such as discos.

Elections of SRC members
All students in Year 6 are eligible to be elected as class representative members of the SRC. Each Year 6 class can elect two representatives. Classroom teachers will discuss the responsibilities of being the class SRC representative. Class elections take place early in Term 1 and are run by the class teachers.
The process for nominating is as follows:

Step 1: Submit a Nomination Form
Student completes an SRC Nomination Form and gives it to their classroom teacher. Nomination forms must be signed by the student and a parent or caregiver.

Step 2: Leadership Speeches
The student prepares and presents a one minute speech to their class about why they want to be a student representative, what they can bring to the SRC and ideas that they would like to implement.

Step 3: Voting and Election
The class vote for their preferred representative through a secret ballot.

Step 4: The names of elected representatives are sent to the SRC co-ordinators and school Administration team.

Leadership Positions Election Timeline

When	Activity
Monday Term 4, Week 6	Leadership application package distributed to Year 5 students.
Friday Term 4, Week 7	Completed nominations submitted and reviewed against selection criteria. Students are informed if they have been shortlisted.
Term 4, Week 8	Eligible candidates present speeches; voting conducted.
Term 4, Week 9	Sports House Captain elections.
Term 4, Week 10	Successful candidates for all leadership positions are announced.
Term 1, Week 1	SRC nominations submitted.
Term 1, Week 2	SRC elections conducted. Successful candidates are announced.

School Leader Interview Questions

There will be four questions asked during the interview process, which will last approximately 5-10 minutes. Students may prepare for this interview using the questions below. The fourth question will be asked in the interview.

- Interview Question One – How do you demonstrate the attributes of being a ‘Fernbrooke STAR’.
- Interview Question Two - As a student leader, which aspects of our school would you like to/aim to improve?
- Interview Question Three – How do you believe you can use your role as a leader to ensure everybody feels like they “belong” at FSS?

Student Leaders Nomination Form

The positions of school leadership require a high level of responsibility. Students wishing to apply for these positions should make sure they understand what will be required of them and discuss their nomination with their parents or caregivers and classroom teacher.

Name: _____ **Class:** _____

Nominating for: □ School captain □ Vice school captain □ Cultural captain

1. Why do you want to be a school leader?

_____

_____

2. How have you / will you positively contribute to our school community?

_____

_____

3. What would you do as a leader if there is a relief teacher in the room and your peers are not exceeding expectations?

_____

_____

4. Give an example of how you would help another student to feel like they belong at FSS.

_____

_____

I understand that this is an important leadership role within our school and I am confident that I have the skills and commitment to fulfil the duties of this position. I am committed to demonstrating our school values of Acceptance, Care and Responsibility and exceeding expectations as a student leader.

_____	_____	_____
Teacher sponsor	Nominee	Parent / Guardian

Sports House Captain Nomination Form

The positions of school leadership require a high level of responsibility. Students wishing to apply for these positions should make sure they understand what will be required of them and discuss their nomination with their parents or caregivers and classroom teacher.

Name: _____ **Class:** _____

Nominating for House Captain of: _____

1. Why do you want to be a school leader?

_____

_____

2. How will you contribute positively to a positive sports culture at FSS?

_____

_____

3. During the Athletics Carnival you notice a group of students in your house not wanting to participate in any activities. How would you show leadership in this situation?

_____

_____

I understand that this is an important leadership role within our school and I am confident that I have the skills and commitment to fulfil the duties of this position. I am committed to demonstrating our school values of Acceptance, Care and Responsibility and exceeding expectations as a student leader.

_____	_____	_____
Teacher sponsor	Nominee	Parent / Guardian

Student Representative Council (SRC) Nomination Form

Positions on the Student Representative Council (SRC) require responsibility, commitment and a willingness to represent the ideas and interests of other students. Students wishing to nominate should understand what is expected of them and discuss their nomination with their parents or caregivers and classroom teacher.

Name: _____ **Class:** _____

1. Why would you like to be a member of the Student Representative Council?

_____

_____

2. The SRC represents the voices of all students. How would you find out what other students think and make sure their ideas are heard?

_____

_____

3. If you could introduce one new idea or initiative to make Fernbrooke State School an even better place, what would it be and how could the SRC help make it happen?

_____

_____

Student Leadership Commitment
I understand that being a member of the Student Representative Council is an important leadership responsibility. I am willing to listen to and represent other students, attend meetings, work cooperatively with others and contribute positively to Fernbrooke State School. I am committed to demonstrating our school values of Acceptance, Care and Responsibility and exceeding expectations as a student leader.

_____	_____	_____
Teacher sponsor	Nominee	Parent / Guardian