### PUBLIC EDUCATION AWARDS 2024

## NOMINATION GUIDE





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### Statement of Acknowledgement

This document has been created on the sacred lands of the Kaurna people.

We acknowledge and respect the Kaurna people's spiritual relationship with Country, their cultural beliefs and the history and heritage of Kaurna people on this land.





### **Recognising Excellence and Equity in Education**

Public education is for every child and young person in every community across our state.

Educators and staff work in partnership with families and communities to nurture, develop and empower all South Australian children and young people with the knowledge, skills and capabilities they need to become fulfilled individuals, active, compassionate citizens and lifelong learners.

We strongly believe in recognising the dedication and outstanding contributions made by our people, which is why we host the Public Education Awards. This unique opportunity allows us to celebrate the innovation, passion, and expertise at the heart of our public education system and share these practices with the broader community.

The Public Education Awards celebrates those that recognise the unique set of strengths that each individual child brings regardless of their background and equips them to thrive in a rapidly changing world.

Showcasing excellence and equity, the Awards recognise the crucial role our people play in helping children and young people to learn and thrive. The Awards help strengthen our connection with local communities, recognise and support employees from across the organisation, and celebrate the pursuit of innovation in all we do to support South Australia's children and young people. "Thank you for being an amazing teacher. You are very understanding, and I love how you connect with and treat your students as real people and not just a part of your job. You really put in the time and effort for us, which makes you a good teacher. I'm so thankful that you get to teach me and my class this year, I always look forward to your lessons."

Student speaking about teacher, Shannon Murphy, Salisbury East High School

Being a Public Education Award finalist or winner is a celebration for the whole site community, and the benefits are wide-ranging. We invite you to join us for the 2024 Public Education Awards and take the opportunity to celebrate each other's achievements. Don't miss the chance to nominate a team, colleague or yourself and help us recognise our people.

"Thank you for being such a great teacher and making sure your year 4 class had extra special memories of their learning – decorating classrooms, cutting cake to learn about fractions and setting up a glamorous publishing party to name a few. You definitely made learning more fun, whilst remaining supportive and professional. We all really appreciated your big effort – thank you."

Student to their teacher, Nikki Gooden, Colonel Light Gardens Primary School



Hon Blair Boyer MP Minister for Education, Training and Skills





Professor Martin Westwell

Chief Executive, Department for Education

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### About the Awards

The Public Education Awards were established in 2011 to showcase excellence and equity in public education. The Awards provide the opportunity for everyone to celebrate our achievements, be proud of the work we've done and where we are heading together.

The Awards are open to any individual or team working within the Department for Education across the state in schools, preschools, education offices and central offices. The award categories reflect the priorities set out in our strategy for public education highlighting the development of learner agency, equity, inclusion, reconciliation and wellbeing.

Any Department for Education employee can nominate a team, colleague or themselves for an award as long as the nominated person or people have provided their consent for the nomination.

All employees are encouraged to take time to consider the exemplary collaborative practice and great outcomes achieved by individuals and teams and to then ask those people to step forward and represent their team, profession, and the department in the Awards.

Winners and finalists receive prizes to undertake professional learning, community activities or invest in resources.

### Why nominate?

Our people are passionate about teaching and learning and we want to share our stories of excellence and equity in practice and inspire others.

Winning a Public Education Award recognises and celebrates the achievements of individuals, teams and the whole community. It gives schools, preschools, children's centres and central employees the opportunity to share their expertise and be recognised for their outstanding impact.

We know many of our outstanding employees may be reluctant to put themselves forward, or simply may not recognise the impact they have with children and our young people or their site community.

We're encouraging peers, leaders, and colleagues to consider if they work with an outstanding individual or team who have had significant impact on the lives of our learners.

Before submitting a nomination on behalf of someone else, please make sure you seek their permission.

### Key dates



### How to nominate?

#### Nomination process



Visit education.sa.gov.au/awards for hints and tips on how to nominate, past winner stories and what makes a good entry. The Awards are open to all Department for Education employees. You can apply by visiting **education.sa.gov.au/awards**. Nominations can be submitted either personally or on behalf of a colleague or team. If you're entering a colleague or team, seek their approval before submitting your nomination.



### Choose an award category

Once you decide to nominate for the Awards it's important to talk to your site leader or manager and choose the most appropriate category for you or your colleague's/team achievement.

Choose one category in which you can most comprehensively address all the award criteria. The criteria are included in the award category section from page 12 of this guide.

The categories are open to all employees of the Department for Education, excluding employees who were finalists or winners in the last 2 years (in 2022 or 2023), including as part of a team.

The Aunty Josie Agius award category is only open to Aboriginal employees and teams.

For team nominations there's no limit to the number of team members you can include, as long as they've all made a significant contribution to the achievement or activity. There may, however, be a limit applied to the number of tickets available for the team to attend the Awards night.



#### Write a nomination

Nominations can be submitted online at education.sa.gov.au/awards from 1-30 June. You'll need to create a login and follow the steps to complete your nomination.

Your progress will be automatically saved so you can leave and revisit your nomination as many times as you need prior to 30 June, when your nomination must be submitted. It is however, recommended to save as you go.

Judges will assess each nomination based on the criteria and level of evidence provided. Evidence is one of the most important parts of your nomination. Our judges want to read about the positive impact created, and how you have influenced others to enhance practice across sites, or more broadly across the community.

#### Examples of evidence may include:

- learners have a strong sense of belonging and feel
   culturally safe
- children and young people are actively engaged in and have agency in their learning
- educators, children, families and the community work in partnership to achieve positive outcomes
- learners are deeply engaged in critical and creative thinking
- learners are empowered to develop the skills, attitudes and dispositions as lifelong learners
- environments are established to value diversity and inclusion in the community.

#### Write a nomination continued

#### When writing your nomination:

- the criteria is written in the first person however, if you are writing on behalf of an individual or team please consider it from their perspective
- think about **1** good example and use the same example throughout each of the criteria, so that judges can see the impact and depth of the initiative
- if you're writing on behalf of someone, describe the context to give the judges a feel for the nominee/s
- include headings, sub-headings and bullet points to make it easier to read
- make sure your answers are clear and written in plain English
- avoid using acronyms or relying on assumed knowledge
- don't skip over the detail you're allowed up to 250 words for each criteria.

### Consider following the STAR model to structure your responses:

- **Situation:** What was the situation, context, or challenge faced?
- **Task:** What needed to be accomplished, what role did you or your colleagues play?
- Action: What did you do and how did you go about it?
- **Result:** What results or outcomes were achieved and what did you learn?

You will have the opportunity to attach 2 documents to support your nomination. Please make sure that any critical information is addressed within the nomination and does not rely on the supporting documentation.

You also need to attach a headshot/group shot of the nominee/s. This will be used by our communications team for potential use on the department's social media accounts. An element of our social media strategy promoting the Public Education Awards will be to profile our finalists.



Your site leader or director will need to approve your nomination after you submit it so it is a good idea to discuss your nomination with them prior to submitting. Your nomination will then need to be endorsed by your education or executive director.



Ask a colleague to read through the nomination before submitting. Please check carefully that there are no spelling errors (including names), you've answered all questions and addressed all criteria and have read the terms of entry on page 28 before submitting your nomination. Once your nomination is complete, press 'submit'. You'll receive an email confirming your nomination has been submitted.

To ensure all finalists are in good standing with the department, all nominations undergo due diligence checks.

The Organisational Development team will advise if you're a finalist once all checks have been conducted and judging is complete.

Late entries will not be accepted.

To find out more about the Awards, visit education.sa.gov.au/awards or contact the Organisational Development team on 08 8463 4985.



### What happens once my nomination is submitted?

Once your nomination has been submitted, it is sent to delegated leaders for approval and endorsement. Approved and endorsed nominations then progress through a 2-stage judging process.

The first round judging panel includes various employees from different locations across the Department.

The shortlisted nominations are then sent to the state judging panel who select 1 winner and 2 finalists for each category. The state panel is chaired by the Chief Executive, Department for Education, and includes representatives from the senior executive group and leaders from our platinum sponsors.

Nominees will be notified by 2 September if they have been selected as a finalist. Finalists will be sent an information pack, so please ensure all contact details are correct.

## What happens if I am selected as a finalist?

The Organisational Development team will notify you if you're selected as a finalist. Finalists will also be announced via a Chief Executive message and press release.

#### Participation in a short promotional film

If you're selected as a finalist, you will feature in a short film highlighting your contributions and showcasing how you've made a positive impact on the children and young people in our state's public education system. All films will be shown for the first time at the Awards ceremony on Friday 1 November and will later be available on the department's website. As a finalist, you'll also receive a copy of the video on a USB at the ceremony. Filming will take place during September, with all finalists expected to ensure availability during this time.

#### Awards ceremony

The 2024 Public Education Awards ceremony will be held on Friday 1 November at the Adelaide Convention Centre.

If you're selected as a finalist you will be invited to attend and the winners of each category will be announced during the ceremony.

The Minister for Education, Training and Skills and Chief Executive, Department for Education will present the Awards.

The ceremony will be live streamed to provide an opportunity for sites and communities to get involved.

#### Prize money

Winners of each category receive \$10,000 and 2 finalists from each category receive \$2,000. Finalists and winners of the Awards may use their prize to undertake professional learning, community activities or invest in resources for their sites or business area.

As a finalist you will be asked to complete a prize form where, you'll be asked how you would spend your prize money either as a winner or finalist. You will need your site leader or directors approval prior to submitting the form.

These funds will be transferred to your site or office in early 2025 and you will be responsible for the management and acquittal of all funds including arranging professional development, domestic and international travel and temporary relief teaching depending on your spend activities. For teams, the funds will be shared amongst all team members that have been listed on the nomination.

More information can be found at **education.sa.gov. au/awards**. You can also contact the Organisational Development team on (08) 8463 4985 or via email at PublicEducationAwards@sa.gov.au.



## Award categories

Excellence and Equity in Education Innovation in Teaching and Learning Excellence in Learner Agency Excellence in Collaborative Partnerships Inclusive Practices in Education Outstanding Safety Initiatives Excellence in the Support of Early Career Teachers Outstanding Reconciliation Initiatives Excellence in Collective Wellbeing Aunty Josie Agius Excellence in Leadership



### **Excellence and Equity in Education** Award

Sponsored by Credit Union SA

Open to any individual or team working within the Department for Education



This award recognises people who create inclusive and collaborative experiences and learning opportunities. Learners are empowered in a culture of high expectations as they develop the knowledge, skills and capabilities they need to thrive in a rapidly changing world. It celebrates those who support our learners to reach their potential to become fulfilled individuals, active, compassionate citizens and lifelong learners, by recognising and building on the unique strengths each child or young person brings no matter what their background or needs may be.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you've created opportunities for our children and young people to become effective learners who know their strengths and areas of development, and who can make considered decisions about their own learning so they can thrive, no matter their background.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### Innovation in Teaching and Learning Award

Open to any individual or team working within the Department for Education

This award recognises innovative teaching practices which may include the use of technology, that stimulates co-creation, collaboration and collective working in response to feedback from learners. It recognises the significant encouragement and learning support that our people provide to instil a culture of high expectations, that stimulates a love of learning and enables our children and young people to think creatively, and to act for and with others.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you are exploring innovative practices to enhance learning experiences for children and young people.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### **Excellence in Learner Agency** Award

Open to any individual or team working within the Department for Education

This award recognises people who empower our learners to develop a sense of identity and responsibility by embedding structures and processes to involve them in actively co-creating learning and by enabling them to exercise their agency in their site and broader community.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you have empowered learners to activate their agency to shape their learning experiences.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement





### Excellence in Collaborative Partnerships Award

Open to any individual or team working within the Department for Education

This award recognises those that build impactful and authentic partnerships to enhance learning and pathways through the provision of collaborative and innovative opportunities that explore new ways to support our children and young people to thrive.

It acknowledges those that recognise the importance of strengthening collaboration to enhance outcomes that are underpinned by clear moral purpose and a commitment to improvement of self and others.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you have built impactful and authentic collaborative partnerships to enhance learning and pathways.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### **Inclusive Practices in Education** Award

Open to any individual or team working within the Department for Education

This award recognises those who exemplify inclusive education and demonstrate outstanding practice to improve outcomes for learners with disability. They personalise learning, value individual strengths, and build strong relationships with learners, families, and colleagues. They are inspiring role models within and beyond their sites, who also work collaboratively with their colleagues. They encourage a sense of belonging with our children and young people by partnering with families and communities to increase safety and build wellbeing. They work to make sure the Disability Standards of Education are enacted to the highest level and demonstrate their dedication to achieving success for every learner.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how your practices exemplify inclusive education and reflect excellence and equity for learners with disability.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### **Outstanding Safety Initiatives** Award

Open to any individual or team working within the Department for Education

This award recognises exceptional initiatives in promoting and maintaining healthy, safe and productive work and learning environments for employees, children and young people. It celebrates sites or individuals that have demonstrated outstanding commitment and innovation in the field of health and safety.

It acknowledges those who are making the biggest difference by recognising initiatives that create and support safe work and learning environments.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you have intentionally integrated safety solutions and/or experiences to create safe and productive work and learning environments.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites or more broadly across the community.

#### 3. Inspiring engagement



### Excellence in the Support of Early Career Teachers Award

Open to any individual or team working within the Department for Education

This award recognises the systems and people that support our beginning teachers to thrive. They embed a strong culture of collaboration, wellbeing and professional growth and provide practice focused mentoring opportunities for early career teachers to observe, connect with colleagues, analyse, and evaluate teaching practice. As a result, early career teachers are supported to develop their teaching, capture evidence of learning and measure and understand their impact.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of the systems, processes and practices you have established to develop early career teachers' professional expertise and wellbeing.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### Outstanding Reconciliation Initiatives Award

Open to any individual or team working within the Department for Education

This award recognises and celebrates the reconciliation activities undertaken by people within the department. It acknowledges that everyone has a role to play in building reconciliation and acknowledges peoples' commitment to implementing outstanding reconciliation initiatives.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you have implemented reconciliation initiatives and experiences to build two-way relationships based on trust and respect for Aboriginal histories and cultures.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### **Excellence in Collective Wellbeing** Award

Open to any individual or team working within the Department for Education

This award recognises people who create the systems and structures that contribute towards collective wellbeing. Their efforts enable our employees, children and young people to connect, succeed and thrive by supporting them to contribute to their own wellbeing, the wellbeing of their peers and the collective wellbeing of their communities.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how the systems, structures and approaches implemented contribute to individual and collective wellbeing outcomes.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### **Aunty Josie Agius** Award

Open to Aboriginal employees or teams working within the Department for Education

This award recognises the cultural and community expertise of Aboriginal employees and the vital role they play in inspiring and influencing the development of culturally sensitive and responsive services or teaching practices. It celebrates our colleagues who are inspiring young minds, delivering the richest learning experiences or building policy and programs that respect culture and community. Aboriginal employees are vital to achieving excellence in education. They're leaders who share their culture and use their strengths to build collective responsibility for high achievement and strong relationships based on trust, respect, and cultural pride.

The Aunty Josie Agius Award has a different selection process than the other awards. A council of representatives will support and facilitate nominations. They will short-list individuals via an interview process which addresses the criteria.

You are encouraged to complete the online nomination form to nominate a peer or yourself for this award. For more information on how to nominate for this award, please contact the Organisational Development team on 8463 4985.

#### Criteria

#### 1. Positive impact

Provide evidence of the impact you have had, including your First Nations' knowledge and perspective, on improving site or system outcomes, learner achievement, engagement, or wellbeing (either directly or indirectly).

#### 2. Networked practice

Describe how you or your team have delivered significant improvements in education services or made an authentic and meaningful contribution to the learning experiences of children and young people. Outline how you have contributed to a culturally sensitive and responsive workplace or learning environment.

#### 3. Inspiring engagement

Explain how you've successfully engaged and supported parents and carers as partners in their children's learning or how you've collaborated with colleagues to share and develop best practices. Outline how you've shared your expertise and knowledge to help develop others understanding of Aboriginal culture, language, and perspectives on education, within and beyond your local context.

### **About Aunty Josie Agius**

Aunty Josie Agius (1934-2015) was a Narungga, Kaurna, Ngarrindjeri and Ngadjuri Elder known for her dedication to Aboriginal people, especially children and young people.

She worked as one of South Australia's first Aboriginal health workers in the 1980s and was part of the team that established cultural context for how hospitals and community health services respond to Aboriginal people.

She also worked for many years at Taperoo Primary School. Her role as an Aboriginal education worker, combined with her ongoing work at Kurruru Youth Performing Arts, saw Aunty Josie help many young Aboriginal people develop their self-esteem and cultural pride.

A pillar of strength in her community, Aunty Josie was a strong leader who openly shared her stories and culture with the broader community.

Aunty Josie was inducted into the SA Women's Honour Roll in 2009, was patron of the 2014 and 2015 NAIDOC SA Awards, and won the Premier's NAIDOC Award in 2014. She passed away in 2015 at the age of 81.



This image has been provided with the consent of the Agius family.





### **Excellence in Leadership** Award

Open to any individual or team working within the Department for Education

This award recognises outstanding leaders who engage hearts and minds and are catalysts for excellence and equity. It acknowledges leaders who actively engage with and support colleagues across networks and act to deepen and expand their diverse relationships to achieve impact. This award acknowledges leaders who cultivate high expectations, create an empowering environment and lead adaptively to enable employees to thrive and achieve positive outcomes.

#### Criteria

Respond to each criteria using no more than 250 words per criteria:

#### 1. Positive impact

Provide evidence of how you actively engage and support others and establish environments where people thrive and prosper to achieve positive outcomes.

#### 2. Networked practice

Describe how your work has influenced others and informed new ways of working at your site, across sites, or more broadly across the community.

#### 3. Inspiring engagement



### Terms of entry

#### Eligibility

The Public Education Awards are open to all employees of the Department for Education, excluding employees who were Public Education Awards finalists or winners in the last 2 years in any category and, including as part of a team.

Eligible individuals and teams may only enter the Public Education Awards once each year. An individual entering as part of a team may not enter again as an individual.

Shortlisted nominations must be in good standing with the department. The Organisational Development team will seek endorsements for and conduct due diligence checks on all finalists and reserves the right to remove any nominees from the Awards program at any time.

If submitting a team nomination, there is no limit to the number of team members you can include, as long as they have all made a significant contribution to the achievement or activity. There may, however, be a limit applied to the number of tickets available for the team to attend the Awards ceremony.

#### Nominations

Individuals and teams may only apply in 1 category. Nominees must answer all questions in the nomination.

Information provided by nominee in the title and summary fields may be used for marketing purposes.

#### Judging

The state judging panel reserves the right to not award a winner in any given category if it's deemed no suitable submissions were received for that category.

Decisions made by the judging panel are final. No correspondence regarding the panel's decisions and recommendations will be provided.

#### Short films

Short films will be created for each finalist to introduce them and showcase their contributions and practice. Finalists and colleagues who nominated on behalf of a finalist must be available for filming during September.

#### Prizes

Winners of each category receive \$10,000 and 2 finalists from each category receive \$2,000. If you are nominating a team or nominating on behalf of a team, these funds will be provided to the site to distribute to all members listed on the nomination. Finalists and winners of the Awards may use their prize to undertake professional learning, community activities or invest in resources for their sites or business area.

Prize money provided to winners and finalists based at sites must be used by the end of the calendar year following the Awards (on or before 31 December 2025). Winners and finalists from central must use their funds within the current financial year employees (on or before 30 June 2025). Funds not used within these timeframes must be returned to the Public Education Awards program.

Finalists will be required to complete a form addressing what your prize money would be spent on should you win. It's expected winners and finalist will undertake the activity specified or something very similar. Any winner or finalist wishing to change their spend request must seek permission from their site leader or manager.

#### Public Education Awards promotion

Winners and finalists are required to participate in the promotion of the Awards prior to and following the ceremony as requested by the department, including the promotion of the Public Education Awards program in future years.

This includes media articles, and any photographs or videos taken for the purposes of the Awards.

## Thank you to our sponsors for their commitment to public education

Platinum sponsor

# unionsa

#### Supporting SA's education community

Credit Union SA's commitment to supporting South Australia's education community remains as strong as ever. We sponsor hundreds of professional development events for educators and give back directly to schools through our 'School Impact Program', launched in 2024 to fund projects that enrich the wellbeing of students and educators.

We're ready to show you how our Education Community Banking Benefits, designed exclusively for teachers and education employees, can help you do more with your money. For all details visit creditunionsa.com.au or email us at **communitybanking@creditunionsa.com.au** and we will call you back!

#### Silver sponsor



Lumination is an immersive technology company building Artificial Intelligence (AI), Virtual Reality (VR) and Augmented Reality (AR) to revolutionise the way we teach, learn and work. Headquartered in Adelaide, our bespoke software, immersive technology and unparalleled educational support are disrupting one of the oldest practices in history — the conventional classroom. Locally, we are working with The Department for Education South Australia and schools across the country, building Lumination Learning Labs to equip students with the skills they need for future careers.

Lumination Learning Labs are automated, multi-purpose and immersive smart classrooms, supporting students and schools in achieving exceptional results using immersive learning. Aligned to the curriculum, Labs enhance student engagement, increase collaboration and deepen learning outcomes. www.lumination.com.au

#### Silver sponsor



At Super SA, our mission is to champion the financial wellbeing of all South Australians, and help our members live their best life in retirement. That's why this year, we're proudly sponsoring the Department for Education's Public Education Awards. These awards recognise the outstanding contributions of the Department's valuable employees. With more than 30,000 employees, the Department for Education comprises a large part of our members by supporting these prestigious awards. We look forward to celebrating our members' achievements later this year. Visit **www.supersa.sa.gov.au** 

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#### Silver sponsor



At Telstra we know that digital inclusion for school kids is one of the most important drivers when it comes to positive education outcomes. We're proud that the department's long-standing partnership with Telstra has helped improve connectivity, security, and student well-being across the school network. This is part of a broader digital strategy to provide all children, students, and educators with engaging and empowering digital opportunities. With a world-class foundation in place, we look forward to helping the department achieve their goal to build a world-class public education system in South Australia. www.telstra.com.au

#### Bronze sponsor



Mura Nexus is an Indigenous owned and operated audio-visual (AV) business based in South Australia. We are an official partner and reseller of SMART Board Interactive Displays® offering technology at your fingertips through end-to-end interactive learning and collaborative solutions for education, business, and government. Not only do SMART products elevate digital collaboration, enhance modern conferencing, enable remote working that improves productivity and outcomes, but they also take learning in the classroom and the digital workspace to new levels. www.muranexus.com.au

For further information please contact the Organisational Development team:

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