

Freshwater Bay Primary School Annual Report

About Our School

1.0 School Context

Freshwater Bay PS is a family and community oriented school with a tradition of providing a quality education in the Claremont area. Our commitment to continuous improvement and our focus on nurturing a growth mindset across all areas of school is evident in all parts of our daily life.

Freshwater Bay PS has embraced the principles that underpin a modern school and 21st century learning and pedagogy. In the period 2016-19 there was a focused approach on students' collaborative skills and intentional inquiry based learning. Our drive in this area has raised the standards in the school, academically, socially and behaviourally. The strategy is built around 'every child is everyone's responsibility', high quality teachers, consistent classroom management and a place where all students feel they belong.

Through utilizing internal and external experts, teachers are provided with high quality, on-going and focused professional learning, which has built teacher capacity. This whole school approach creates opportunities incorporating shared learning, mentoring, coaching and feedback. Our teachers are committed to planning and supporting each other through constantly improving their understanding, knowledge and skills.

The school continues to build on its reputation as a community school that enjoys and actively cultivates a friendly, inclusive and student focused learning environment. The changes that have been implemented throughout the current Business Plan cycle have resulted in positive impacts on student learning and school culture. A number of cultural, pedagogical and operational challenges remain, to be addressed in the next Business Plan.

As we moved into 2022 we have directed resources to the following areas in our Business Plan 2021-23:

Teaching and Learning

- Curriculum planning – Progress points and 'I Can' Statements
- Consistency in literacy teaching through planning and delivering of evidence based programs and strategies
- Writing focus
- Embedding the 'Teach like a Champion' strategy.
- Professional Learning Teams focus on 'Teach Like a Champion'
- Play Based learning - Art of the question
- Individual Education Plans for Students at Educational Risk
- Raising the bar for high performing students

2.0 Identify and meet student needs

2.1 Achievement

NAPLAN

Freshwater Bay Primary School continues to strive for excellent student achievement. 2021 NAPLAN results indicate that we have made good progress in the key areas of reading, and numeracy. This is positive support for the efforts of all staff and the united approach that has been implemented across the school. Results did show a lower achievement when measured against like schools, however our teaching body understands the reason behind this result and the impact of external factors beyond the school's control and the distribution of abilities in the cohorts.


Analysis of our student performance data show that we had some lines of inquiry around supporting staff with students that are high performing and students struggling with a challenging curriculum. Our aim is to ensure consistent practice in every classroom and build on this through targeted professional learning. Our focus is on striving to become better at providing for the specific needs of each child and better understand their needs.




Our goal in numeracy is to support our teachers' thorough understanding of the curriculum and working together to provide the same opportunities to every child in every year level focusing on greater concrete experiences to embed concepts. Positive work has been completed by our staff in their collaborative teams with a focus around improving student learning and developing their collective knowledge.

Percentage of students in each Proficiency Band

include School Student Numbers

Band	NAPLAN Score Range	Year 3 Reading								
		School			Like Schools			WA Public Schools		
		2018	2019	2021	2018	2019	2021	2018	2019	2021
6 to 10	478 & Above	55%	46%	43%	58%	55%	59%	23%	24%	26%
5	426 - 477	26%	28%	27%	21%	25%	21%	23%	23%	21%
4	374 - 425	5%	13%	16%	13%	13%	12%	24%	21%	21%
3	322 - 373	8%	6%	6%	4%	4%	7%	16%	15%	15%
2	270 - 321	5%	6%	7%	2%	3%	1%	9%	12%	11%
1	Up to 269	3%	0%	0%	1%	1%	0%	6%	5%	6%


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Percentage of students in each Proficiency Band

include School Student Numbers

Band	NAPLAN Score Range	Year 5 Reading								
		School			Like Schools			WA Public Schools		
		2018	2019	2021	2018	2019	2021	2018	2019	2021
8 to 10	582 & Above	28%	28%	36%	40%	30%	34%	12%	10%	11%
7	530 - 581	40%	38%	28%	27%	31%	35%	20%	22%	23%
6	478 - 529	16%	21%	19%	20%	24%	21%	28%	29%	28%
5	426 - 477	9%	13%	8%	9%	11%	8%	22%	21%	20%
4	374 - 425	7%	0%	8%	3%	2%	1%	11%	11%	10%
1 to 3	Up to 373	0%	0%	2%	1%	2%	0%	7%	7%	7%


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Percentage of students in each Proficiency Band

include School Student Numbers

Band	NAPLAN Score Range	Year 3 Numeracy								
		School			Like Schools			WA Public Schools		
		2018	2019	2021	2018	2019	2021	2018	2019	2021
6 to 10	478 & Above	22%	30%	18%	42%	37%	37%	14%	14%	12%
5	426 - 477	33%	39%	26%	32%	32%	29%	23%	22%	20%
4	374 - 425	30%	24%	34%	18%	21%	22%	27%	27%	28%
3	322 - 373	12%	4%	11%	5%	7%	9%	21%	20%	22%
2	270 - 321	3%	1%	8%	2%	3%	2%	11%	12%	12%
1	Up to 269	0%	1%	3%	0%	0%	0%	5%	6%	6%

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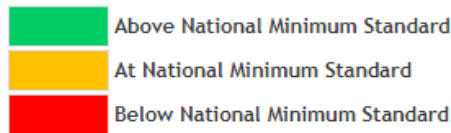
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Percentage of students in each Proficiency Band

include School Student Numbers

Band	NAPLAN Score Range	Year 5 Numeracy								
		School			Like Schools			WA Public Schools		
		2018	2019	2021	2018	2019	2021	2018	2019	2021
8 to 10	582 & Above	12%	17%	19%	25%	26%	27%	7%	7%	7%
7	530 - 581	23%	30%	34%	33%	31%	33%	17%	16%	17%
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1 to 3	Up to 373	0%	2%	2%	1%	1%	0%	6%	7%	7%

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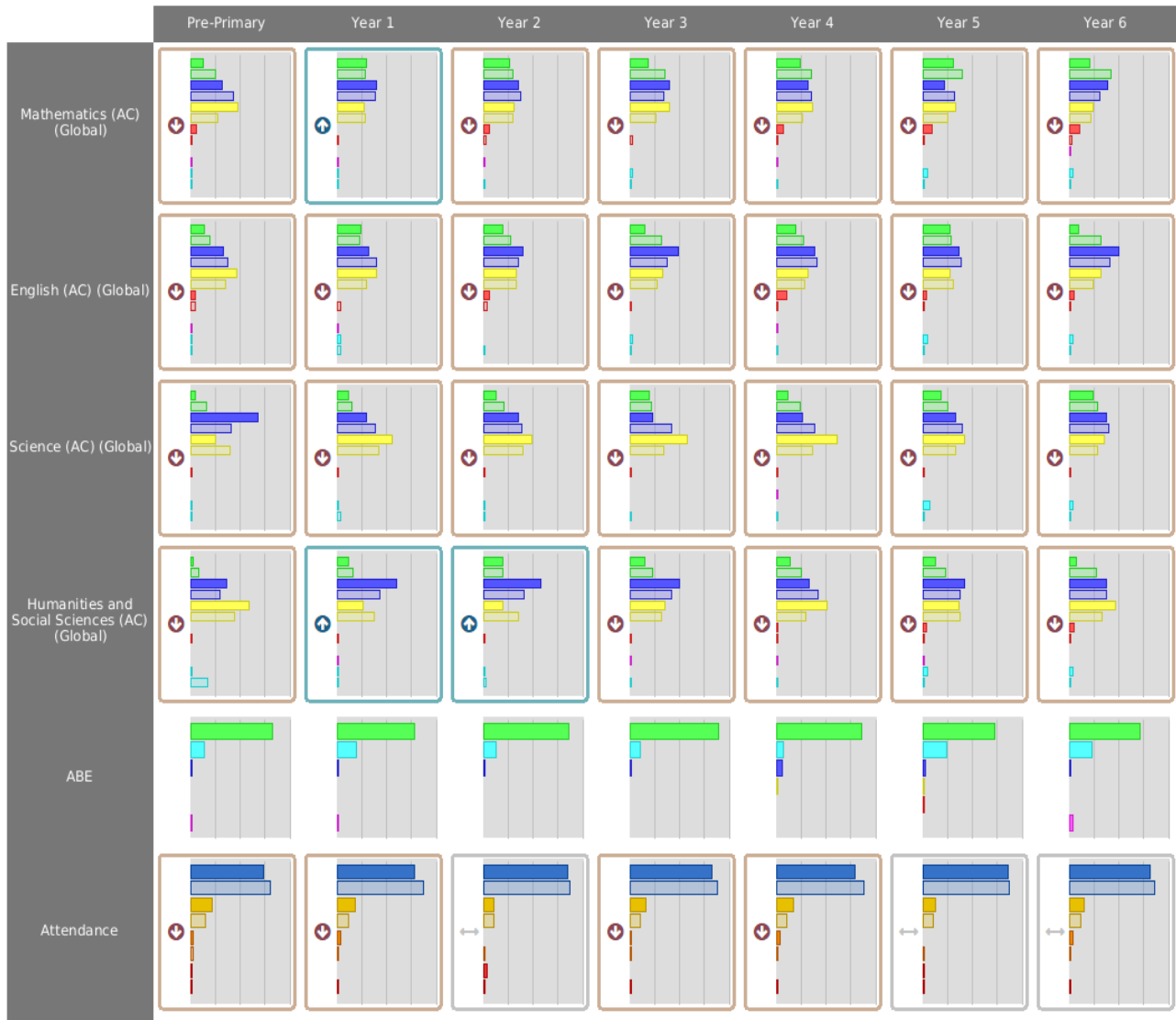


School Based Assessment

Cohort: Reported Cohort Semester 2, 2021 Reporting Period: Semester 2, 2021

School Summary

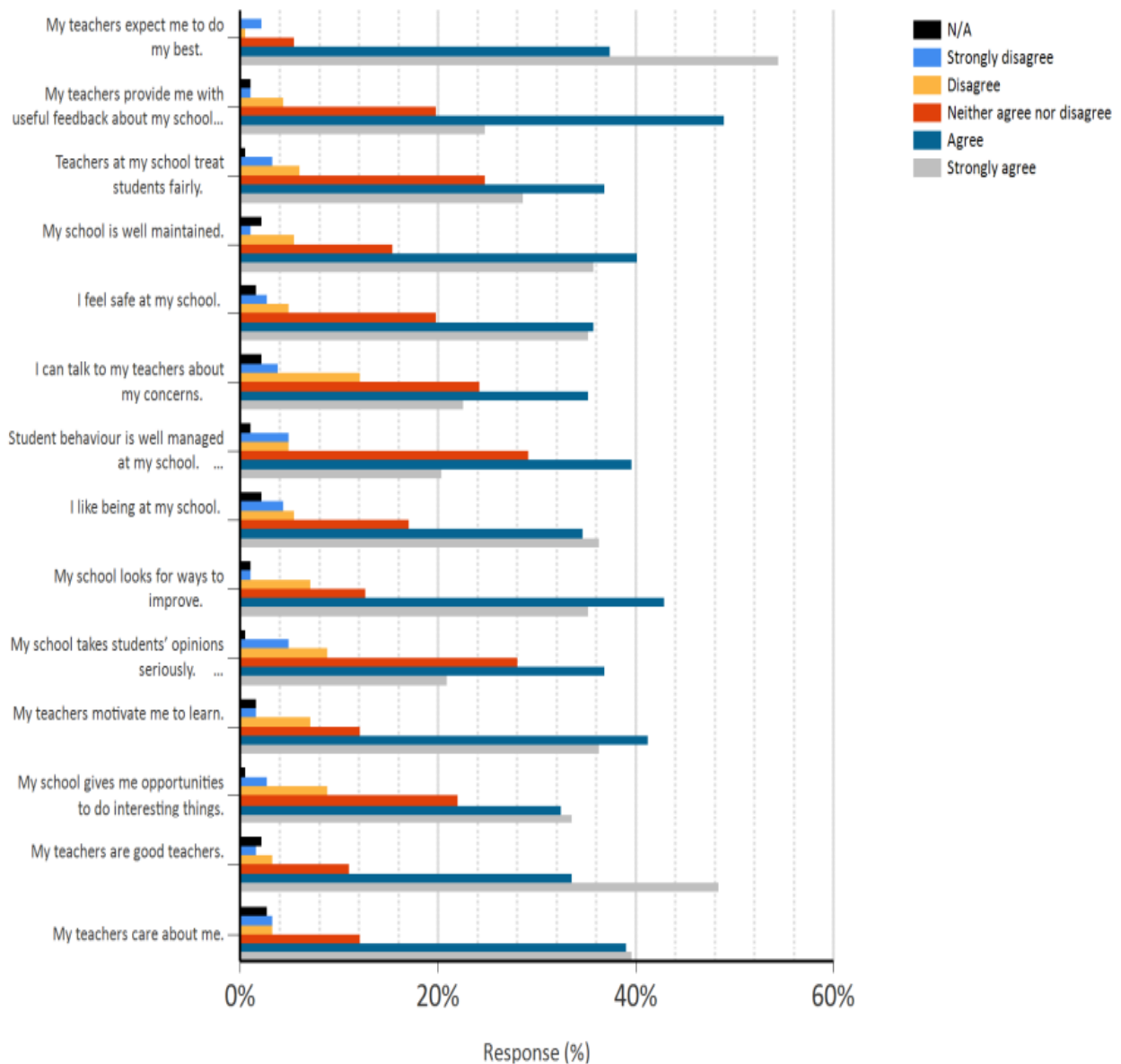
Results compared to Like School excluding data from other schools



2.2 Student Engagement and Wellbeing

The results of our graduating class of 2021 demonstrate that students are well placed to move to the next stage of their education. This is further indication that the strategies we are implementing are effective and enable us to show consistency of results. The following graphs indicate that the majority of students are achieving B or C grade, demonstrating they are at year level or above. This is very positive, particularly when we focus on having well rounded students with good values, not just on achieving positive academic outcomes.

Freshwater Bay Primary School Student Opinion Survey



It is evident that Freshwater Bay Primary School provides an engaging and challenging educational experience for its students. Our stimulating learning programs and the learning environment that we have created caters for the individual needs of students as is indicated by the above data.

3.0 School Improvement

Education

Freshwater Bay PS maintains a learning community that is united, firmly aligned with its values, is a leader in education and because of this, a school of first choice for families. Through the challenges of COVID the staff have continued to work in collaborative teams, motivated to support students to grow spiritually, academically and be socially responsible contributing citizens.

The key factors of our progress are the ongoing development of staff and their empathy and, ability to motivate students with consistent focus on student outcomes. The school is characterised by a unified purpose and teachers being supported to achieve that purpose. This is particularly evident in teaching pedagogy and the measurable improvement in student results all within a supportive, safe and inclusive school environment. Moving forward our ongoing development will be in:

- a strong and clear voice around student learning,
- a common purpose and the setting of relevant and realistic target and;
- alignment of key staff members, allocation of resources and organisational structures in line with contemporary best practice.

Strategies Implemented

- Whole-School Literacy and Numeracy Operational Plans
- FBPS Scope and Sequence
- Critical and Creative Thinking
- National Quality Standards Improvement Plan
- Aboriginal Cultural Standards Framework

Safety

Safe learning environment is fundamental to positive learning outcomes. The focus has been on identifying and continuing best practice in identification and support for 'students at educational risk' and support for staff in delivery of a quality learning program. The strategies employed by the school have been to address;

Implementing consistent, high quality positive behaviour management.

Implementing consistent protective behaviours and cyber safety instruction.

Processes to ensure student voice in education safety, community and facilities.

- Strategies Implemented;
- Teaching and Learning Teams
- Professional Learning Teams
- Performance and Development Cycle
- Year Level Collaborative teams

The implementation of Friendly Classrooms Program as a strategy to support student safety in the school is gaining traction. Tara Grant Project Leader with the support of Graham Goodall-Smith School Psychologist are making excellent progress, they have formed an implementation plan and Friendly Schools plus is gaining traction in classrooms. They have identified the cross-overs between the Health Curriculum and established a committee to build capacity for implementation. Their leadership is ensuring that the recommended process for implementation is being followed. The committee has completed the following;

Reviewed existing behaviour and bullying policies.

- Refined policy documents and created bullying response process addressing short- and long-term roles, responsibilities and actions.

Build staff capability to implement strategies for good practice

- Professional development to staff in identified areas of need
- Professional development to staff in implementing created strategies

Community

The strength of an organization is in its people. Freshwater Bay PS has a supportive environment with a strong emphasis on the principles of establishing and maintaining positive relationships. The school has a strong relationship with the Board, the P & C and the parent community. These three groups remain united and strategic in supporting the school. Their combined efforts with the school staff maintains the focus on a positive culture and pedagogical impact. This is reflected by;

- The low level of teacher turnover.
- A high level of parent satisfaction
- The school is recognised for its focus on student pastoral care and its processes considered best practice.
- Attendance and retention rates are well above the state average.
- Professional learning and growth being important and valued.

This year the Board endorsed the 2021-2023 Business Plan. Building upon the successes of the 2017-2020 Business Plan and outcomes of the 2020 School Review the current Business Plan provides greater structure, an increased level of detail and more specific Student Achievement Targets. The new Business Plan focuses on operationalizing the strategies required to help the school achieve its key objectives in its 10 Year Strategic Plan – “To inspire and support our children to excel, focusing on education, safety, community and facilities”.

As a school we joined together to celebrate special events. This provided the opportunities for students and the school community to acknowledge the importance of including others, treating each other with respect and celebrating difference.

Our commitment to providing opportunities for students and families to access services from quality external providers on site continued in 2021. Students had the opportunity to extend their learning through lunchtime soccer, tennis before school, lunchtime tennis, chess club, music lessons and Treasure Hunters Club (Christian Religious Education). Along with these our school choir enjoyed performing for both our school and the larger community.

A sense of community and belonging are central to our culture. Throughout the year there were a multitude of opportunities to invite our community to join with us to celebrate and maintain a spirit of fun, laughter and vibrancy. In 2021 these included: P&C Welcome Sundowner, Harmony Day, ANZAC Day Service, Swimming Carnivals, Easter Hat Parades, the Tour de Freshwater Bay, Open Night, Book Week activities and parade, Mother’s and Father’s Day celebrations, Athletics Carnivals, One Voice Performance, Staff Appreciation Lunch, Book Awards Assembly and P&C Sundowner. These events provided our school community with opportunities to participate in school life. Parents volunteered across all year levels in many different capacities. This contributed to our positive culture and enriched experiences for our students.

Facilities

The Board continues to actively work with the school's P&C team, the Principal and his representatives, teachers and support staff, and the wider school community to ensure the school has the necessary processes in place, and sufficient resources, to provide the best possible education environment for all students.

Successful projects for 2021;

- Installation of the solar panels
- Installation of Kindy Sun Shade Sails
- Upgraded undercover sky lights
- Installation of undercover Big Cube screen in the undercover area.
- Installation of roller shutters on the veranda outside Tangney 5 and 6.

4.0 Build the capability of our people

Innovation is a mindset of 'looking forward' and a key driver for this is teachers who work together, learn from each other, and share best practice are the keys to creating a true professional learning community and sustained school improvement. Freshwater PS continues to focus on improvement, innovation and change. As schools, we are judged in part by our words, but mostly by our actions and the values those actions demonstrate. We have collectively demonstrated the ability to manage the day to day with the eye to continuously building on the culture of continuous learning and encouraging all staff to reach their highest level of performance.

2021 was a year of significant change to the teaching and learning structure of the school. Consistent, evidence-based approaches in literacy and numeracy were implemented from Pre-primary to Year 6. High expectations of intentional teaching were supported by in-class observation and feedback, and coaching and mentoring.

5.0 Strengthen educationally powerful connections

The importance of external connections the school continues to work with members of the school community to ensure a knowledge and understanding of the traditional rights, beliefs and culture of Australia's Indigenous peoples. To this end thanks to Annika Chesny in maintaining the wonderful relationship we have with the Moorditj Noongar Community College, and for Cindy Carboni for her work in developing our learning of the Aboriginal Cultural Framework.

Our work with the School of Special Educational Needs (SSEN) this year to students at risk and those of differing needs and abilities has ensured that our students with special educational needs are able to become creative, confident, active, informed learners and citizens. This also extended to the ongoing relationship with Prof. Chris Forlin, a world renowned consultant in inclusive education. Simon Reid (Principal) co-author a published book in 2021 on successful school practice for inclusive education.

Our school through the work of Ben Turner has formed a strong partnership with the RSL. This has resulted in learning opportunities for the students in our school particularly in year 6 on ANZAC day and world conflicts. The students have also embarked on learning programs such as the White Crosses to honour the soldiers whose graves had been desecrated. The school was acknowledged publicly by the Federal member Hon. Celia Hammond MP.

Professional learning for staff through Queensland Leadership Institute (QEIL), Dyslexia Speld Literacy and Clinical Services and coaching accreditation for leadership team. As part of expanding relationships with the wider community, and further supporting connectivity between the school and its local council, Cr. Jill Goetze was re-elected as a General Community member on to the School Board for a further one-year term.

6.0 Effective strong governance

As part of the 2020 School Review the School Board undertook a comprehensive Governance Review. The Governance Review identified several areas for improvement, recommending they form part of a continuous improvement process. The Board continues to address the areas for improvement with most of the twelve recommendations implemented and others ongoing.

The School Board continues to provide support and advice to the Principal, his representatives and his leadership team, to help maintain an appropriate strategic framework for the long-term viability and success of the school. The School Board continues to provide strong governance and guidance to the school, working alongside the Principal to ensure that the school has the necessary strategies and resources to achieve the defined targets and long-term objectives.

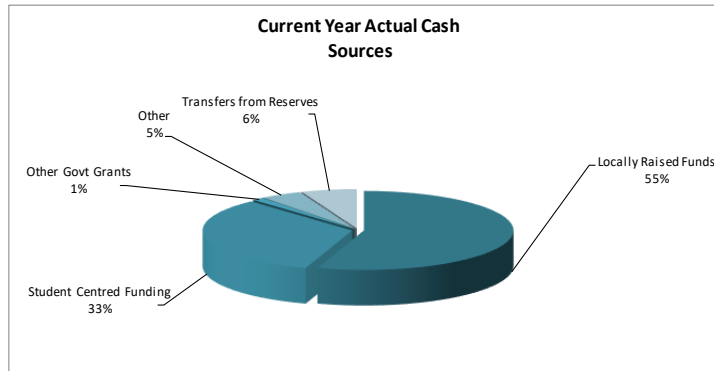
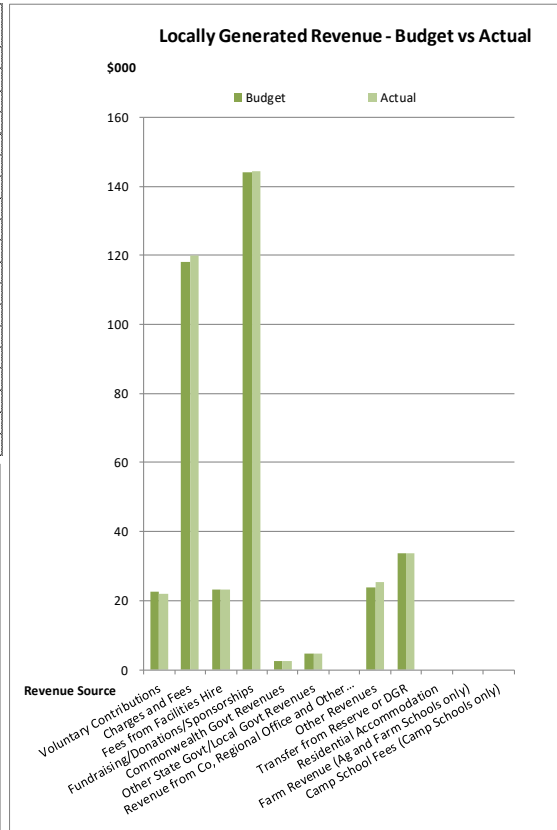
Overall, 2021 has been a year of positive reinforcement, ensuring the school is in a strong position to continue to deliver an excellent education for all students at Freshwater Bay Primary School in 2022 and beyond.

7.0 Financial Statement

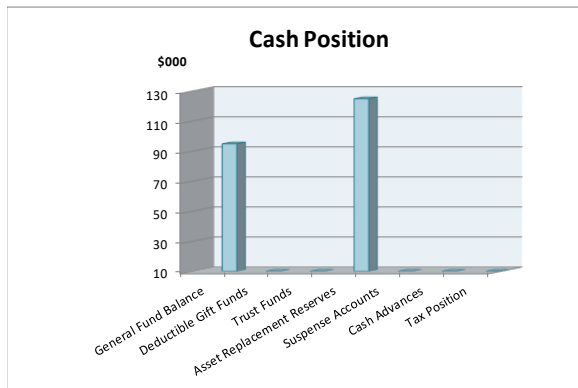
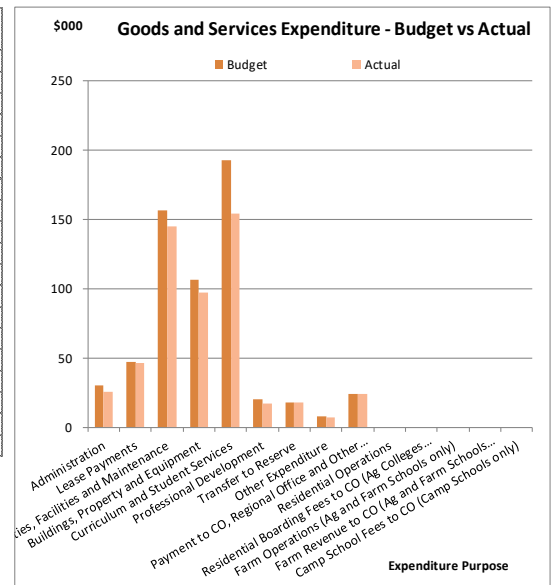


Freshwater Bay Primary School Financial Summary as at 31 December 2021

Revenue - Cash & Salary Allocation	Budget	Actual
1 Voluntary Contributions	\$ 22,704.00	\$ 21,910.15
2 Charges and Fees	\$ 118,200.00	\$ 119,806.80
3 Fees from Facilities Hire	\$ 23,261.00	\$ 23,261.20
4 Fundraising/Donations/Sponsorships	\$ 144,141.37	\$ 144,232.27
5 Commonwealth Govt Revenues	\$ 2,411.48	\$ 2,411.48
6 Other State Govt/Local Govt Revenues	\$ 4,703.50	\$ 4,703.50
7 Revenue from Co, Regional Office and Other Schools	\$ -	\$ -
8 Other Revenues	\$ 23,978.37	\$ 25,410.55
9 Transfer from Reserve or DGR	\$ 33,855.16	\$ 33,855.16
10 Residential Accommodation	\$ -	\$ -
11 Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12 Camp School Fees (Camp Schools only)	\$ -	\$ -
Total Locally Raised Funds	\$ 373,254.88	\$ 375,591.11
Opening Balance	\$ 64,098.00	\$ 64,098.58
Student Centred Funding	\$ 186,444.87	\$ 186,444.87
Total Cash Funds Available	\$ 623,797.75	\$ 626,134.56
Total Salary Allocation	\$ -	\$ -
Total Funds Available	\$ 623,797.75	\$ 626,134.56



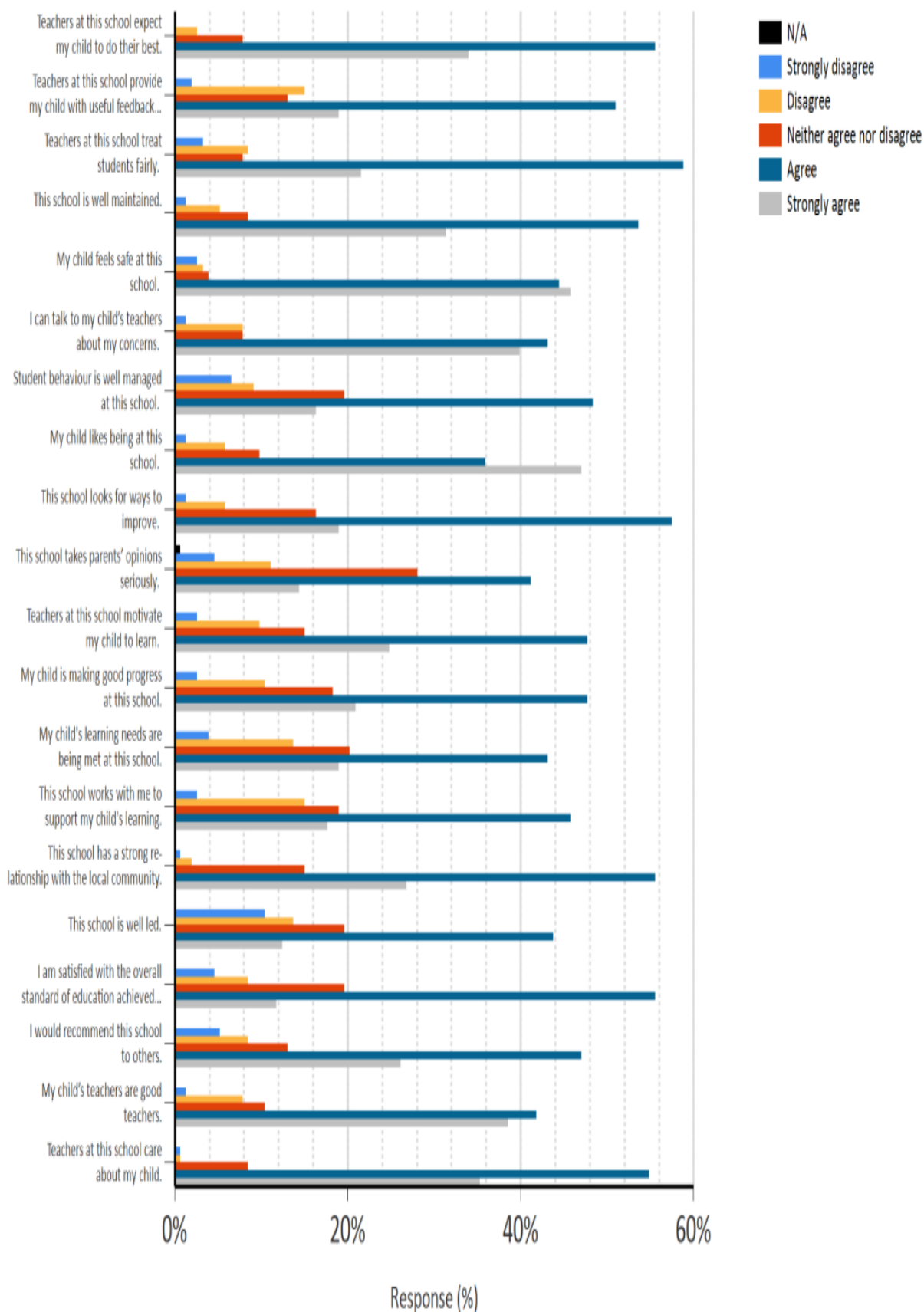
Expenditure - Cash and Salary	Budget	Actual
1 Administration	\$ 30,070.73	\$ 25,599.89
2 Lease Payments	\$ 47,159.87	\$ 45,796.61
3 Utilities, Facilities and Maintenance	\$ 156,213.61	\$ 144,716.89
4 Buildings, Property and Equipment	\$ 106,117.89	\$ 96,721.47
5 Curriculum and Student Services	\$ 192,215.50	\$ 153,498.64
6 Professional Development	\$ 20,000.00	\$ 16,787.26
7 Transfer to Reserve	\$ 18,000.00	\$ 18,000.00
8 Other Expenditure	\$ 7,525.00	\$ 6,736.58
9 Payment to CO, Regional Office and Other Schools	\$ 23,490.00	\$ 23,490.14
10 Residential Operations	\$ -	\$ -
11 Residential Boarding Fees to CO (Ag Colleges only)	\$ -	\$ -
12 Farm Operations (Ag and Farm Schools only)	\$ -	\$ -
13 Farm Revenue to CO (Ag and Farm Schools only)	\$ -	\$ -
14 Camp School Fees to CO (Camp Schools only)	\$ -	\$ -
Total Goods and Services Expenditure	\$ 600,792.60	\$ 531,347.48
Total Forecast Salary Expenditure	\$ -	\$ -
Total Expenditure	\$ 600,792.60	\$ 531,347.48
Cash Budget Variance	\$ 23,005.15	



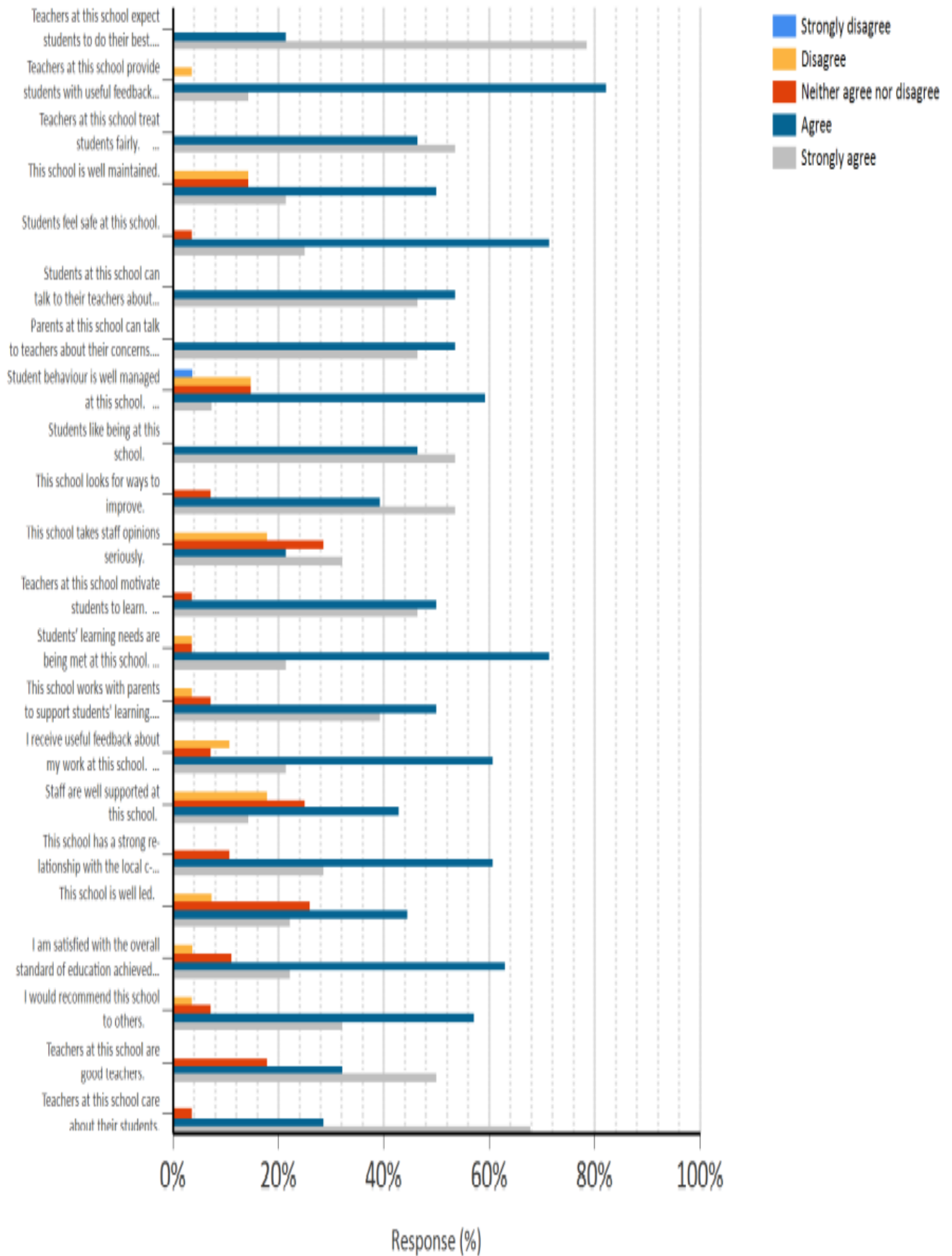
Cash Position as at:	
Bank Balance	\$ 223,836.02
Made up of:	
1 General Fund Balance	\$ 94,787.08
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 124,776.81
5 Suspense Accounts	\$ 5,170.13
6 Cash Advances	\$ -
7 Tax Position	\$ (898.00)
Total Bank Balance	\$ 223,836.02

8.0 School Performance

National School Opinion Parent Survey - 2021



Freshwater Bay Primary School Staff Opinion Survey



General

Destination Schools

2022 school destinations of the 2021 student cohort

Year Level : Male: 26 Female: 27 Total: 53

Destination Schools	Male	Female	Total
4168 Shenton College	10	7	17
1121 Iona Presentation College		7	7
1041 Christ Church Grammar School	6		6
1042 Methodist Ladies' College		5	5
1171 Scotch College	5		5
1147 Presbyterian Ladies College		4	4
1122 St Hilda's Anglican Sch - Girls		3	3
4007 Bridgetown High School	1		1
4129 Dun Craig Senior High School	1		1
4029 Kent Street Senior High School		1	1