



# ANNUAL REPORT 2019

Principal: Mr. Simon Reid

Website: [freshwaterbayps.wa.edu.au](http://freshwaterbayps.wa.edu.au)

Tel: 08 9458 7000

Bay View Terrace, Claremont

# FRESHWATER BAY PRIMARY SCHOOL

## *Our Mission*

*Believe, inspire and strive for a successful learning community.*

## *Our Vision*

At Freshwater Bay Primary School continuous improvement of student learning is our central goal. A strong partnership between teachers and parents inspires collective responsibility for enhancing the skills, knowledge and character of our children.

## *Our Values*

Together, we live the values of our school community.

- To strive for excellence.
- To treat everyone with respect.
- To work together to always do and be our best.
- To nurture and support each other in everything we do.

Freshwater Bay is a school of educational excellence. The teaching and learning environment is modern, differentiated for individual needs and provides an outstanding education for all students. Our curriculum is supported by twenty-first century resources and facilities.

*We believe in inspiring passion  
and curiosity for lifelong  
learning.*



# 2019 SCHOOL BOARD UPDATE BY CHRIS HARDING

It is my great pleasure to introduce the Annual Report for 2019.

2019 was another important year for the continuing development of Freshwater Bay Primary School. Following consultation with the school community, the school's 10 Year Strategic Plan was approved by the Board. This plan establishes the guiding framework for future school Business Plans and will ensure our culture of academic achievement and citizenship is maintained for generations of students at the school.



The School Board continues to provide strong governance and guidance to the school, working alongside the School's P&C and the Principal to ensure that the school has the necessary strategies and resources to achieve the defined targets and long-term objectives.

Key focus areas for the School Board in 2019 included streamlining communication to-and-from the school, a revamped school website and updating of several key school policies. The School Board also supported the Student Leadership programme by inviting the Head Girl and Boy to present what it meant to be recognised as a school leader and the range of initiatives that the Student Leadership Team implemented in 2019. The presentations were inspiring and demonstrated the ongoing success of this initiative to help develop our future leaders.

The school was also delighted to welcome Councillor Jill Goetze (current Deputy Mayor) on to the School Board as a Community Member. This further strengthens the school's strong links with the Town of Claremont Council and the wider Claremont community.

Looking ahead, as part of developing the school's next Business Plan, the school will undertake an extensive review of all aspects of school performance over the last 3-year period (2018-2020). These findings will then be incorporated into the development of the new 2021-2023 School Business Plan.

On behalf of the School Board, I would like to acknowledge the continued improvement being made across all the Student Achievement Targets in the current Business Plan, and I would like to take this opportunity to publicly thank Mr Simon Reid and his team of dedicated teachers and staff on the many achievements celebrated within this Annual Report.

# WELCOME

## What makes Freshwater Bay Primary School different?

- ***Our strong focus on each child.***
- ***An emphasis on weekly professional learning for teachers.***
- ***Monitoring the progress of every child and targeted feedback to improve teaching and learning.***
- ***Facilities that support innovative teaching practice.***
- ***A broad range of learning programs designed to encourage a love of learning.***
- ***Having a quality learning program from Kindergarten to Year 6.***



In this report you will find information relating to our students' learning outcomes and key aspects of the operation of the school. The community is informed of our achievements, performance, news and reports through our established communication channels, including the fortnightly newsletter, School Board and P&C updates and school assemblies.

You can find out more about Freshwater Bay Primary School's innovative approaches to teaching and learning by visiting our website, [www.freshwaterbayps.wa.edu.au](http://www.freshwaterbayps.wa.edu.au) or by contacting us via:

[freshwaterbay.ps@education.wa.edu.au](mailto:freshwaterbay.ps@education.wa.edu.au)

\$53,988

Committed to the school by the P&C.



94.5%

Attendance rate maintained.



Demonstrated high achievement in NAPLAN in Reading and Numeracy.



487

Students enrolled for 2019.



## Welcome to Freshwater Bay Primary School's 2019 Annual Report. This report details our achievements and successes during 2019.

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

Freshwater Bay has embraced the principles that underpin a modern school and 21<sup>st</sup> century learning and pedagogy. In the period 2016-19 there has been 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. Our strategy is built around 'every child is everyone's responsibility', high quality teachers, consistent classroom management and a place where all children feel they belong.

Our strategy has at its heart; building teacher capacity by embedding professional learning into teacher's work. Through utilizing internal and external experts, teachers are provided with high quality, on-going and focused professional learning. These opportunities incorporate shared learning, mentoring, coaching and feedback through a whole school approach. Our teachers are committed to planning and supporting each other with raising their understanding and knowledge and skills.

Learning and teaching with intent are clearly evident in each classroom. Teachers also supported each other to ensure there was consistency of practice in every classroom and moderation of assessment.

We have established an inclusive and exploratory culture in the school, where students and adults are energized by challenge and learning. We are constantly looking to implement learning

strategies and approaches that engage both student and teachers alike. Our school's Early Childhood team are implementing play based, inquiry learning and exploring research driven proven practice. The approach we are developing has intentional teaching and focused learning using play. Our whole school STEM program is generating cross-curricular connections across year levels and the other specialty areas. We have seen the benefit of consistency in providing the best learning opportunities for all Freshwater Bay Primary School students.

As we move into 2020, we provide additional resources to the following areas in our Business Plan and 10 Year Strategic Plan:

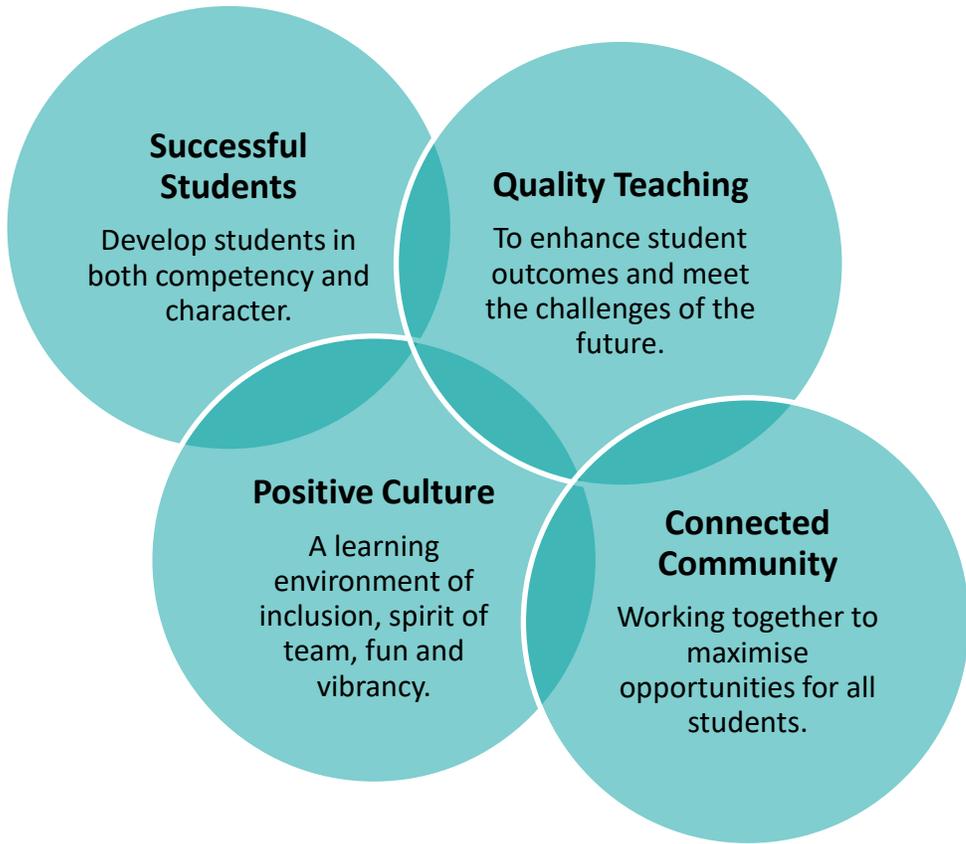
### Teaching and Learning

- Curriculum planning – Progress points and 'I Can' Statements
- Consistency in literacy teaching through planning
- Writing focus is the 'Art of the Sentence' Strategy from Teach Like a Champion
- Professional Learning Teams focus on 'Teach Like a Champion'
- Play Based learning - Art of the question
- Individual Education Plans for Students at Educational Risk
- Consistency on 'Teach Like a Champion' strategies

2020 will be our review year. The review will cover teaching and learning, Governance, Community and Operational Processes.

In closing, I would like to acknowledge and thank the Leadership team, Staff, School Board, P&C and our community for their commitment to support Freshwater Bay Primary School to deliver a high quality education to all of our students.

'Maintaining a spirit of team, inclusivity and collaboration increases opportunities for students' success.' Our Beliefs



Wisdom Respect & Courage

## OUR CONTEXT

In 2019 we continued to have strong student enrolment, with 487 students enrolled from Kindergarten to Year 6. This has enabled us to provide an expansive curriculum for all students. Community expectations about academic performance and supportive services are high. The school has an active and dedicated School Board and P&C Association who provide strong support for the school.

	No	FTE	AB'L
<b>Administration Staff</b>			
Principals	1	1.0	0
Deputy Principals	2	1.8	0
Total Administration Staff	3	2.8	0
<b>Teaching Staff</b>			
Level 3 Teachers	2	1.8	0
Other Teaching Staff	27	21.5	1
Total Teaching Staff	29	23.3	1
<b>School Support Staff</b>			
Clerical / Administrative	4	2.5	0
Gardening / Maintenance	1	0.6	0
Other Non-Teaching Staff	21	10.3	0
Total School Support Staff	26	13.4	0
<b>Total</b>	<b>58</b>	<b>39.5</b>	<b>1</b>

### Our Staff

The Freshwater Bay Primary School teaching staff meets the professional requirements to teach in Western Australian public schools and hold current working with children checks. The AITSL Professional Standards for Teachers supports reflection and improvement for teachers.

Our teams of dedicated education support staff work to support the early childhood education teachers and students with special educational needs throughout the school.

Destination Schools	Male	Female	Total
4168 Shenton College	18	7	25
1041 Christ Church Grammar School	15		15
1121 Iona Presentation College		9	9
1042 Methodist Ladies' College		5	5
1171 Scotch College	2		2
1122 St Hilda's Anglican Sch - Girls		2	2
1253 Hillside Christian College		1	1
4025 John Curtin College Of The Arts		1	1
4029 Kent Street Senior High School	1		1
1151 Trinity College	1		1

### Year 6 Cohort | Destination Schools

At the end of 2019, Year 6 students leaving Freshwater Bay Primary School enrolled in 9 different high schools for 2020, with many receiving scholarships.

## OUR PROGRESS

### Progress on Key Directions | Successful Student

Freshwater Bay Primary School continues to strive for excellent student achievement. 2019 NAPLAN results indicate that we have made good progress in the key areas of reading, numeracy, spelling and grammar & punctuation. 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.

Analysis of our student performance data show that we had some lines of inquiry around writing and numeracy in year 3. The school commenced total review of the teaching of writing and this is work we are continuing to implement in 2020. 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 teachers of writing and continuing to better understand the specific needs of each child.

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. Positive work has been completed by our staff in their collaborative teams with a focus around improving student learning and developing their collective knowledge.

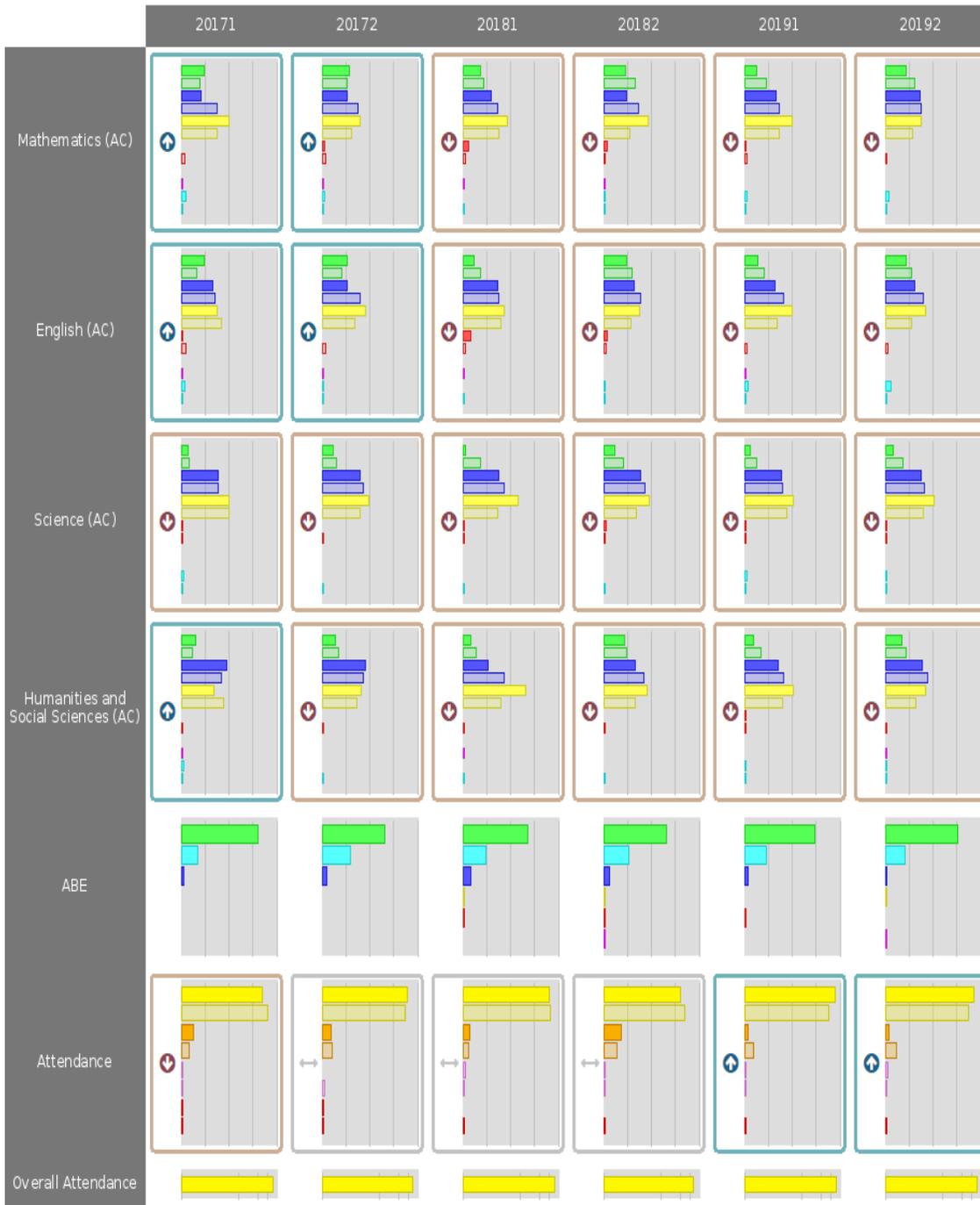
## Student Performance Data

### School/Teacher Assessed Levels

**Cohort: Year 3 Reporting Period: Semester 1, 2017 to Semester 2, 2019**

Year Group Summary

Results compared to Like School excluding data from other schools



**Key**

Solid Colour –  
Freshwater Bay PS

Shaded Colour –  
Comparison with like school

A Grade  
B Grade  
C Grade  
D Grade  
E Grade  
No Assessment

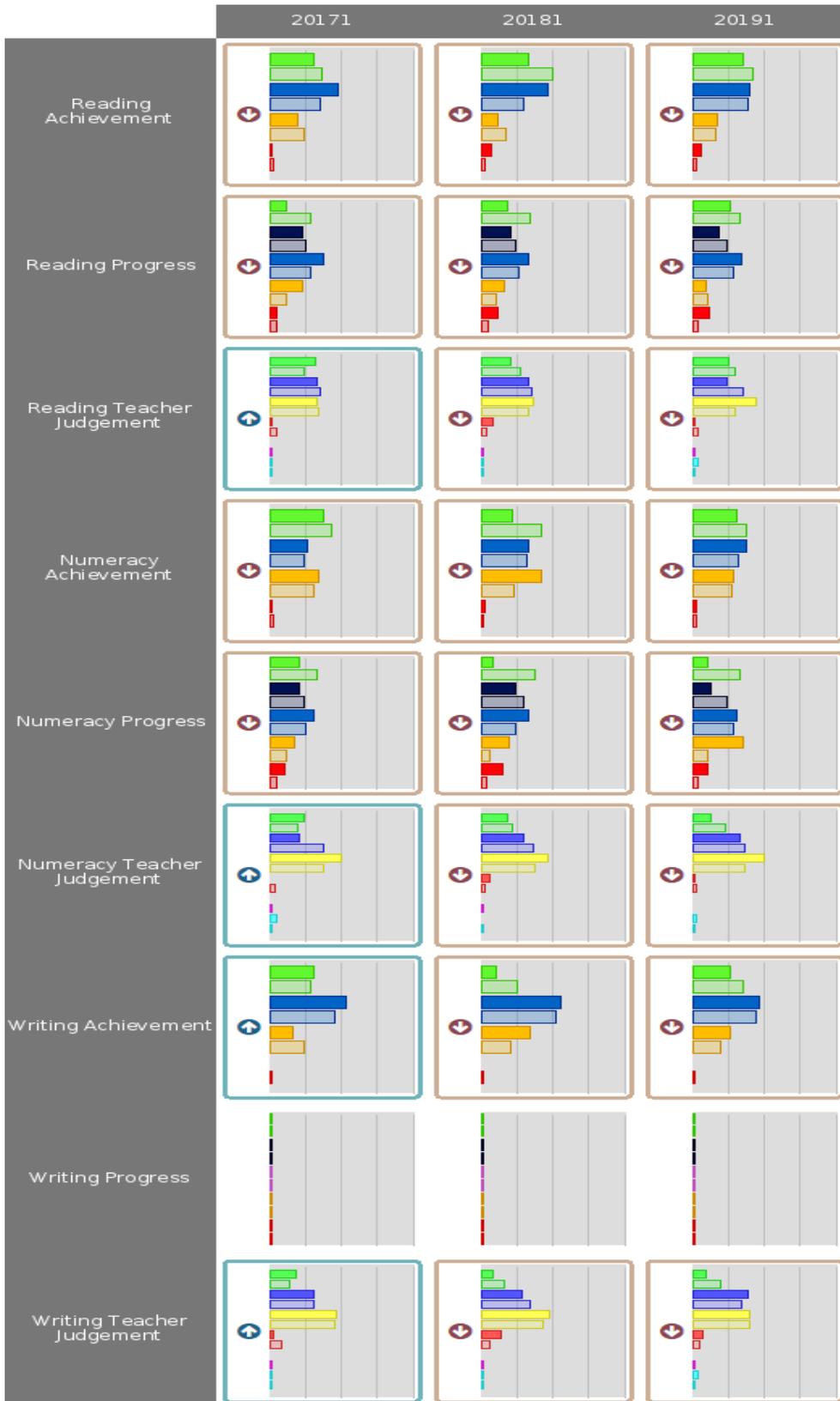
Consistently  
Often  
Sometimes  
Seldom  
Not Assessed  
Not specified

Regular  
Indicated absence  
Moderate absence  
Severe Absence

# Cohort: Year 3 Reported Cohort Semester 2, 2019 Reporting Period: 2019

NAPLAN Summary

Results compared to Like School excluding data from other schools



**Key**  
 Solid Colour – Freshwater  
 Bay PS  
 Shaded Colour –  
 Comparison with like  
 school

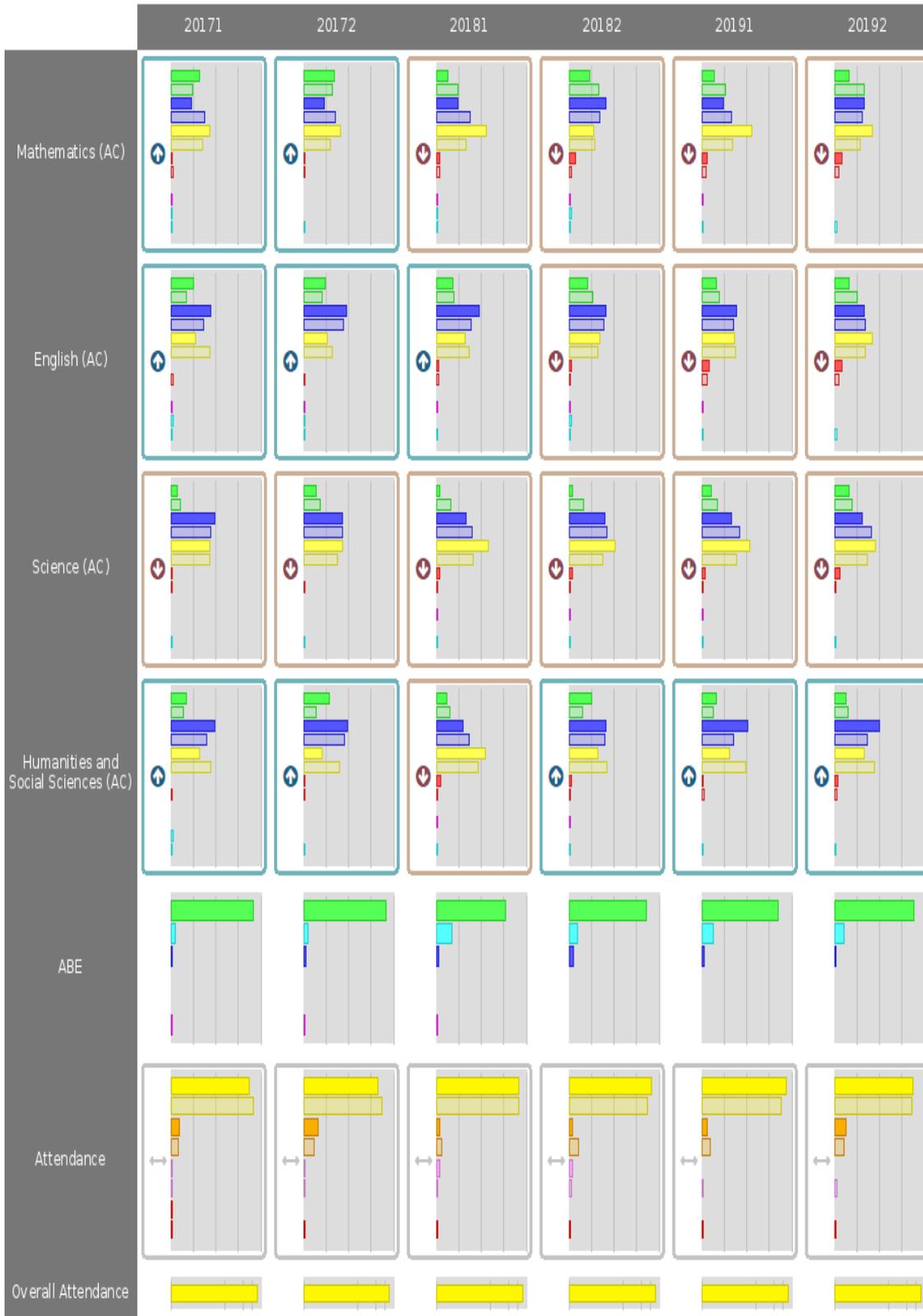
A Grade  
 B Grade  
 C Grade  
 D Grade  
 E Grade  
 No Assessment

# School/Teacher Assessed Levels

Cohort: Year 5 Reporting Period: Semester 1, 2017 to Semester 2, 2019

Year Group Summary

Results compared to Like School excluding data from other schools



**Key**

Solid Colour –  
Freshwater Bay PS

Shaded Colour –  
Comparison with like school

A Grade  
B Grade  
C Grade  
D Grade  
E Grade  
No Assessment

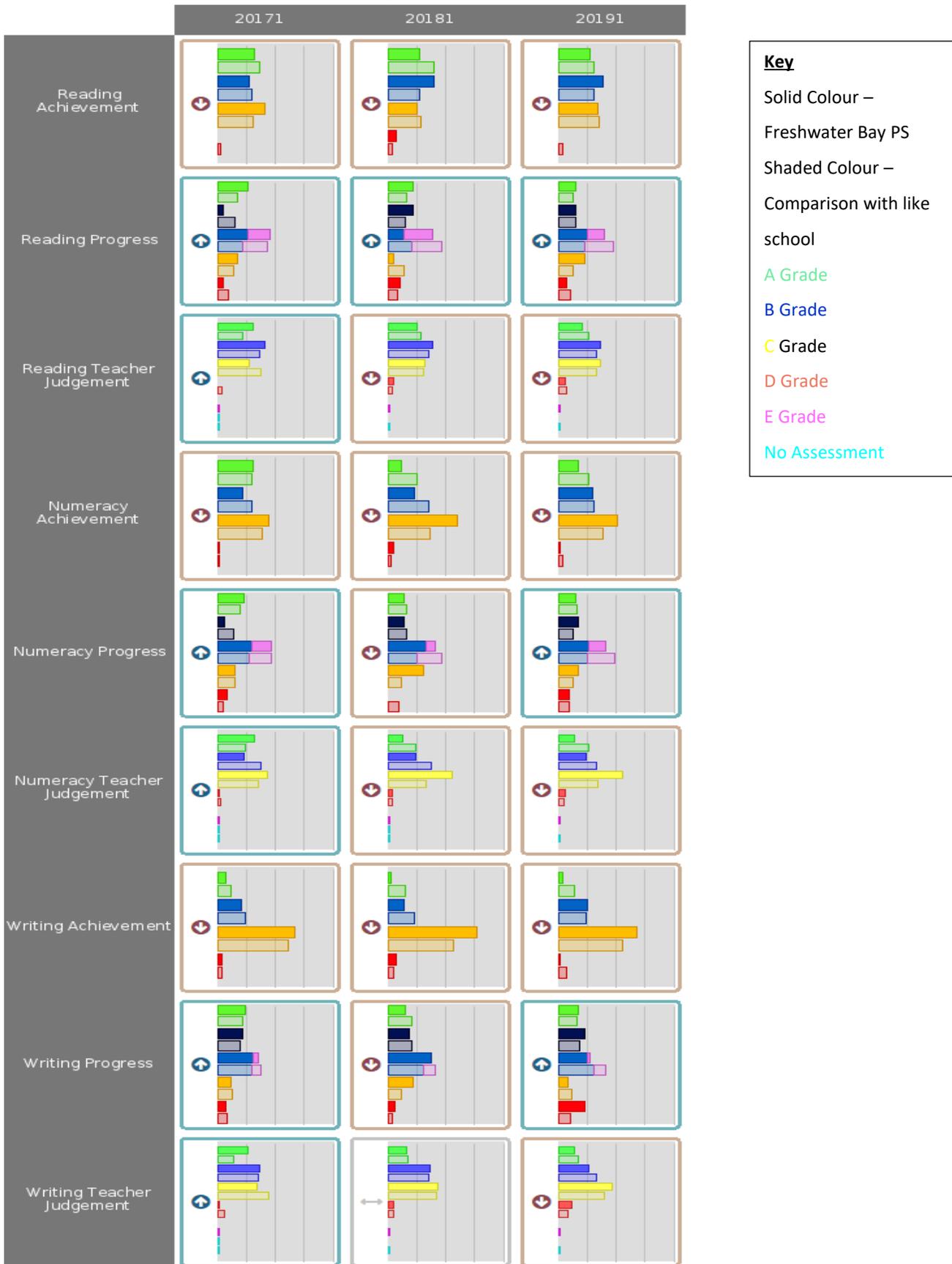
Consistently  
Often  
Sometimes  
Seldom  
Not Assessed  
Not specified

Regular  
Indicated absence  
Moderate absence  
Severe Absence

# Cohort: Year 5 Reported Cohort Semester 2, 2019 Reporting Period: 2019

NAPLAN Summary

Results compared to Like School excluding data from other schools



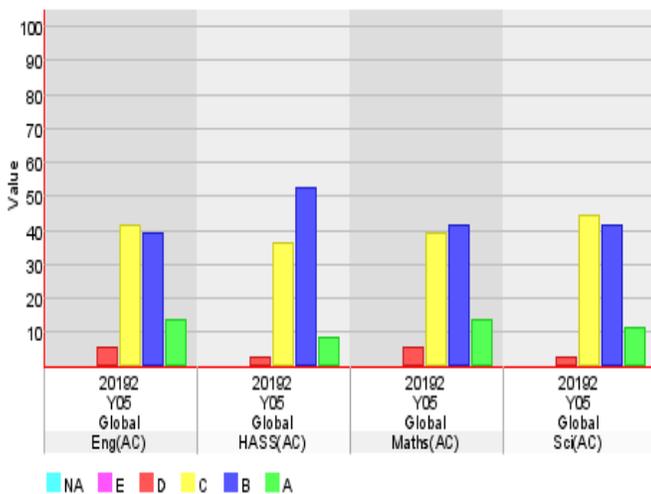
## Year 6 Academic Results

The results of our graduating class of 2019 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.

### Cohort: FRESHWATER BAY PRIMARY SCHOOL Year 6 (2020) Reporting Period: Semester 2, 2019

Learning Area Grade Distribution - Overview

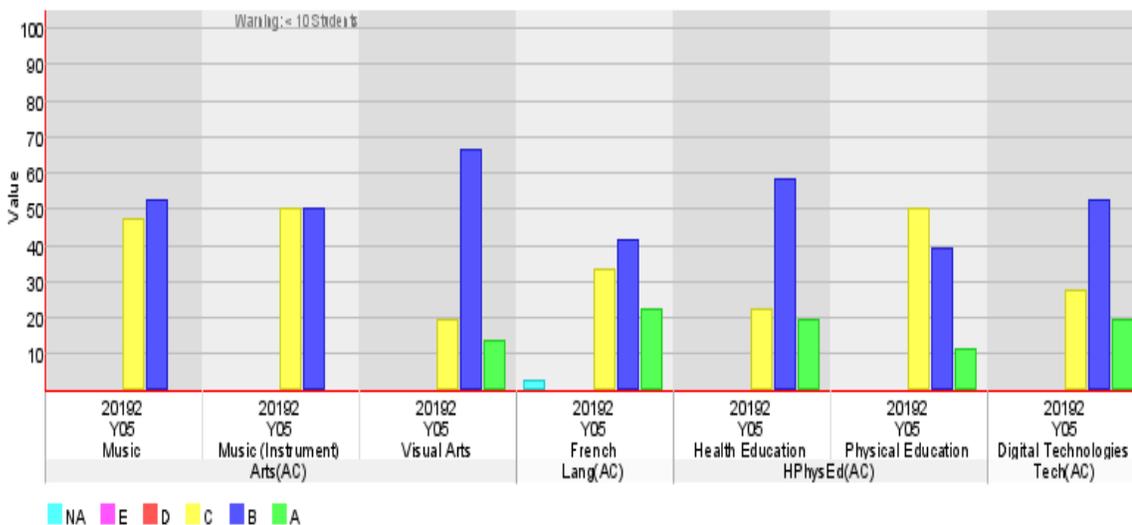
Results for stable cohort



### Cohort: FRESHWATER BAY PRIMARY SCHOOL Year 6 (2020) Reporting Period: Semester 2, 2019

Learning Area Grade Distribution - Overview

Results for stable cohort



## Progress on Key Directions | Quality Teaching

Quality teaching leads to quality student learning. Our focus on building teacher capacity to understand the curriculum and using effective approaches to improve student learning. We have embedding professional learning into the culture of our school. Using internal and external experts, teachers are provided with high quality, on-going and focused professional learning targeted at raising the collective skill and knowledge in the school. These opportunities incorporate shared learning, mentoring, coaching and feedback through a whole school approach. In addition, the school provided dedicated staff time to support additional student learning needs in literacy and numeracy.

In 2019, teachers were committed to literacy and numeracy planning, while supporting each other with raising their understanding and knowledge during Collaborative Planning Time each week. Teachers also supported each other to ensure there was consistency of practice in every classroom and moderation of assessments. Addressing the varied learning needs of students at both ends of the spectrum was a priority.

In 2020 we will continue to have year level teams timetabled each week to have school planning time together. We know that this will have the benefit of the continuation of strategies focused on providing the best learning opportunities for all Freshwater Bay Primary School students. We will continue to construct our timetable to reflect our focus on literacy and numeracy by blocking designated times each day for these learning areas.

## Progress on Key Directions | Positive Culture

We have been very targeted in raising ours and the students' expectation of themselves, each other and the school. The summary of our 2019 School Student Survey showed, students have a strong belief in their school and in doing well.

- 93% of students generally feel happy and safe at school.
- 91% My school gives me opportunities to do interesting things.
- 88% My teachers motivate me to learn
- 91% My teachers expect me to do my best.

The Year 6 leaving cohort is a true reflection of the impact our school is having on each child and their outlook on education and the community. Data from Attitudes, Behaviors and Expectations section of the school reports reflects positively on the growth of the school culture.

The following table demonstrates the marked cultural change that has occurred. It is now a positive to bring your best self to school each day, engage enthusiastically in areas of school and to be kind and generous.

<b>Attitudes, Behaviours and Expectations</b>	<b>2019 % Students consistently demonstrating</b>	<b>Comparison 2017 % Students consistently demonstrating</b>
1. Works to the best of their ability	88.9	58.3
2. Shows self-respect and care	91.7	61.1
3. Shows courtesy and respect for the rights of others	88.9	61.1
4. Participates responsibly in social and civic Activities	94.4	75
5. Cooperates productively and builds positive relationships with others	86.1	72.2
6. Is enthusiastic about learning	86.1	66.7
7. Sets goals and works toward them with perseverance	86.1	50
8. Shows confidence in making positive choices and decisions.	88.9	52.8

Freshwater Bay Primary School provides an engaging and challenging 21<sup>st</sup> Century educational experience for its students. Our stimulating learning programs cater for the individual needs of students. Student learning is interactive, rigorous and engaging in design. Throughout 2019 we actively planned to make our culture visible through our actions. FOCUS newsletters contained regular feature articles that revolved around our positive culture at Freshwater Bay.

Our whole-school positive behaviour systems recognised and celebrated students who demonstrated our values through their actions at both House and School Assemblies throughout the year:

- Whole-school Passport System | Commendation Certificates
- Superstar tokens | House Point Competitions
- Merit Certificates at each School Assembly
- Values Award sponsored by Mint Realty | Published in the FOCUS newsletter
- Book Award Assembly
- Graduation Ceremony

The attendance rates for students at Freshwater Bay Primary School indicate a level of engagement similar to that of other like schools, with attendance levels of 94.5% common across the school. Extended periods of unexplained student absence are unusual in our school. However, families frequently take extended

family holidays resulting in periods of student absence. Student attendance is tracked and individual students monitored. Students whose school attendance is disrupted are noted by class teachers, the School Officer and the Deputy Principals.

## Progress on Key Directions | Connected Community

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 2019. 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 this our school music ensembles and 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 2019 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 and Christmas Carols at Claremont Quarter.

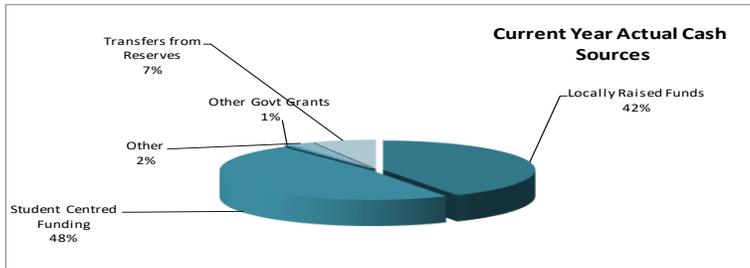
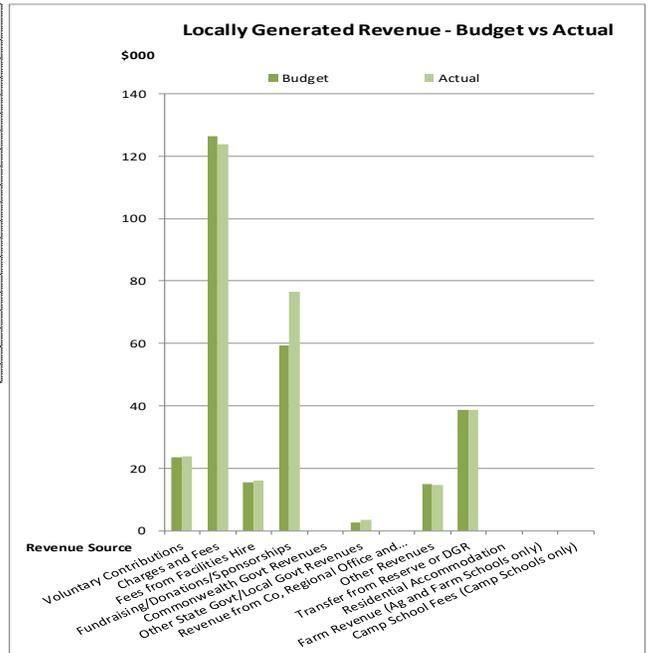
These events provided our school community with opportunities to participate in school life. Parents volunteered across all year levels in many different capacities. This contributed to our positive culture and enriched experiences for our students.

# ANNUAL BUDGET AND ACCOUNTS

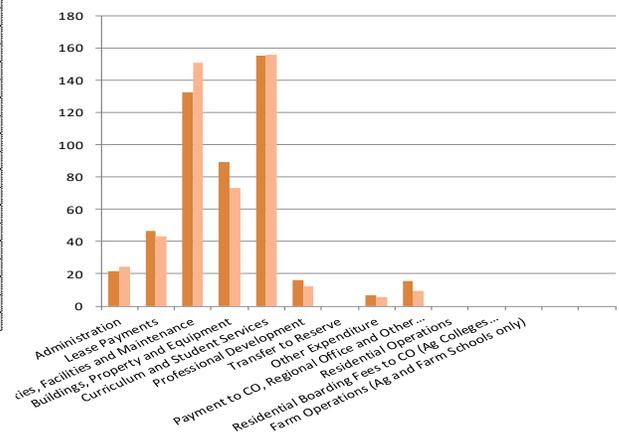
In 2019 our total funds equaled \$580,198. Our voluntary contributions collection rate was 82.3%. The FWB P&C donated \$53,988 to the school. In 2019 our actual expenditure equaled \$474,325. Our rollover figure into 2020 was \$105,872 with \$52,766 earmarked for DoE stimulus packages.

## Freshwater Bay Primary School Financial Summary as at 31 December 2019

Revenue - Cash & Salary Allocation		Budget	Actual
1	Voluntary Contributions	\$ 23,474.00	\$ 23,793.95
2	Charges and Fees	\$ 126,487.40	\$ 123,807.14
3	Fees from Facilities Hire	\$ 15,441.00	\$ 15,990.91
4	Fundraising/Donations/Sponsorships	\$ 59,399.00	\$ 76,461.70
5	Commonwealth Govt Revenues	\$ -	\$ -
6	Other State Govt/Local Govt Revenues	\$ 2,636.00	\$ 3,636.36
7	Revenue from Co, Regional Office and Other Schools	\$ -	\$ -
8	Other Revenues	\$ 15,030.00	\$ 14,544.98
9	Transfer from Reserve or DGR	\$ 38,685.00	\$ 38,685.00
10	Residential Accommodation	\$ -	\$ -
11	Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12	Camp School Fees (Camp Schools only)	\$ -	\$ -
<b>Total Locally Raised Funds</b>		<b>\$ 281,152.40</b>	<b>\$ 296,920.04</b>
<b>Opening Balance</b>		<b>\$ 7,597.00</b>	<b>\$ 7,597.02</b>
<b>Student Centred Funding</b>		<b>\$ 250,681.00</b>	<b>\$ 275,681.05</b>
<b>Total Cash Funds Available</b>		<b>\$ 539,430.40</b>	<b>\$ 580,198.11</b>
<b>Total Salary Allocation</b>		<b>\$ -</b>	<b>\$ -</b>
<b>Total Funds Available</b>		<b>\$ 539,430.40</b>	<b>\$ 580,198.11</b>



Expenditure - Cash and Salary		Budget	Actual
1	Administration	\$ 21,810.00	\$ 24,405.32
2	Lease Payments	\$ 46,360.00	\$ 43,341.32
3	Utilities, Facilities and Maintenance	\$ 132,195.00	\$ 150,704.09
4	Buildings, Property and Equipment	\$ 89,351.00	\$ 73,150.49
5	Curriculum and Student Services	\$ 155,100.00	\$ 155,491.14
6	Professional Development	\$ 16,000.00	\$ 12,281.11
7	Transfer to Reserve	\$ -	\$ -
8	Other Expenditure	\$ 6,900.00	\$ 5,688.00
9	Payment to CO, Regional Office and Other Schools	\$ 15,530.00	\$ 9,264.18
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)	\$ -	\$ -
<b>Total Goods and Services Expenditure</b>		<b>\$ 483,246.00</b>	<b>\$ 474,325.65</b>
<b>Total Forecast Salary Expenditure</b>		<b>\$ -</b>	<b>\$ -</b>
<b>Total Expenditure</b>		<b>\$ 483,246.00</b>	<b>\$ 474,325.65</b>
<b>Cash Budget Variance</b>		<b>\$ 56,184.40</b>	



Cash Position as at:	
<b>Bank Balance</b>	<b>\$ 269,493.49</b>
Made up of:	\$ -
1 General Fund Balance	\$ 105,872.46
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 166,985.97
5 Suspense Accounts	\$ (1,244.94)
6 Cash Advances	\$ -
7 Tax Position	\$ (2,120.00)
<b>Total Bank Balance</b>	<b>\$ 269,493.49</b>