



**Willetton**  
*Primary School*

# ANNUAL REPORT 2021



Resilience | Respect | Perseverance | Success

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# FROM THE PRINCIPAL

## Welcome

It is with great pleasure that I present the Annual Report for Willetton Primary School for 2021.

2021 marked our school's 51st year of providing high-quality education to the children of Willetton. Due to the challenges and restrictions of 2020, an event to celebrate the 50th Anniversary of Willetton Primary School was postponed until 2021. Fortunately we were able to celebrate this wonderful milestone, which provided the opportunity for our students, our staff and our school community to reconnect with former friends, teachers and colleagues, to explore the history of our school and local area, and to celebrate the successes of the past 50 years.

The Annual Report for 2021 provides an overview of our progress and achievement of the targets our Business Plan 2020-2023 was designed to address. During the last two years, regular updates were provided to the School Board on progress being achieved in each of the Improvement Drivers of the plan;

1. Teaching and Learning
2. Learning Environment
3. Relationships
4. Leadership
5. Resources

The plan details the school's strategic direction, with a strong focus on our commitment to making a difference for every student, in every classroom, every day.

### Recognition of Academic Excellence 2021

Successful schools do many things in order to achieve the best outcomes for their students, and NAPLAN results provide just one important measure of achievement. There is nothing more fundamental to education than supporting students to acquire the literacy and numeracy skills that will set them up for future success. It is with great pride that I inform our Willetton PS community of the recognition of excellence in Reading, Writing and Numeracy achieved by our students in NAPLAN 2021. I take this opportunity to acknowledge and commend our staff and our students on achieving such pleasing results.

It is truly an honour and a pleasure to be the Principal of Willetton Primary School. Our fantastic students are eager to learn, display outstanding behaviour and respect, and genuinely care for their friends and their teachers. Willetton Primary is most fortunate to have a wide range of experience, expertise, enthusiasm and leadership amongst our teaching and support staff. We are also lucky to have such wonderful families who support their children through their primary school learning journey.

The Willetton Primary School community continues to embed a safe, positive, inclusive and collaborative learning environment that supports its vision 'together we aim to develop the whole child to succeed in an ever changing world'.

Heather McNeil  
PRINCIPAL



# THE WILLETTON WAY

## About our School

Willetton Primary School delivers a stimulating educational environment for Kindergarten to Year 6 students. Located in the southern suburbs of Perth, the buildings and play areas are surrounded by trees, extensive grass and natural bush areas. The student and parent community reflect a diverse cultural background which adds a richness to the school in all aspects of school life.

A sense of community is an important feature of Willetton Primary School. We recognise the importance of the local community and value their collaborative partnership in the delivery of education. Students, staff and parents participate in a wide range of programs to support, enhance and develop community relations. We enjoy a particularly strong parent and community involvement through the Parents and Citizens Association (P&C) and the School Board.

At Willetton Primary School our vision is to develop the whole child to succeed in an ever changing world. Our staff is highly experienced and works as a dynamic team, embracing best practice to ensure every child develops their potential. Contemporary holistic pedagogical practices aim to develop students who have confidence in, and acceptance of self, along with pride in effort and achievement.

At Willetton Primary School our aim is to equip students with the knowledge and skills to achieve their academic, social and physical potential and to meet the challenges that life presents.

## Our Vision

To develop the whole child to succeed in an ever changing world

## Our aspiration is for every student to embody our school Values

### **RESILIENCE**

We have the strength to learn, grow and develop

### **RESPECT**

We treat ourselves and our environment with care and consideration

### **PERSEVERANCE**

We pursue excellence in everything we do

### **SUCCESS**

We challenge ourselves to achieve our potential

## Our Shared Beliefs about Teaching & Learning

Our aspiration is for *every student, in every classroom, every day*, to have

- A safe, supportive and inclusive environment where all students feel valued and encouraged
- Social emotional and academic needs nurtured and developed
- Teaching and learning that is visible and enables quality feedback and reflection
- High quality teaching producing high performing students
- Parents and carers working in partnership with the school to maximise learning and social outcomes

**OUR MOTTO: INSPIRING YOUNG MINDS**

# THE WILLETTON WAY

## From the School Board

2021 was another challenging year for everyone, as our lives continued to be impacted by COVID-19.

It was a year of constantly changing rules and circumstances. Yet despite this, Willetton Primary continued to provide a quality learning environment for our children, which was reflected in the terrific academic results and accolades during 2021. The WPS Board wishes to acknowledge the hard work of Ms McNeil, the teachers & staff along with the support from our parents, guardians, and the broader school community, in adapting to constant change and ensuring school life for our children was the best it could be.

We started 2021 with a newly elected board, following several retirements the previous year. 10 new members, 8 new parent members and 2 new teaching members were elected, with Kristy (Chair at the time) and myself the only Board members carrying on from previous year. Kristy Turner elected to take a step back in 2021, after doing a fantastic job as Board Chair. So, a new Chair and Deputy Chair were voted in.

I was humbled and honoured to be elected the new Chair for 2021 and Joe Crosby voted in as Deputy Chair, thanks for everyone's support.

Soon after we all attended Board Governance training, which set us all up for success to start 2021. It helped align us all as to how a School Board works and the role it plays in school governance.

With a new team forming and a shared focus, the Board has worked hard to establish good working relationships and bring more informed discussion to the table with new insights and experience. Throughout 2021, we have worked closely with Board staff members to provide advice to support school-based decisions, ensuring the school can adapt to the challenges while balancing the needs of students, teachers, staff and the community.

2021 had some amazing events and milestones. A massive thanks to all those involved to make these things happen. Without you, we wouldn't have the thriving school community we are.

A few WPS highlights from the Board's perspective in 2021:

- The special 50-year celebration of Willetton Primary School
- Harmony Day Celebration
- The Fathering Project – Men of Willetton formed with record numbers
- Edu Dance
- Open Night – Showcase of our children's work
- How WPS uses so many data driven insights to continuously identify and close the gaps in our children's development
- Cyber-Safety Program

Despite a long list of highlights and challenges during the year, WPS continued to thrive, delivering on milestones from the 2020 – 2023 Business plan outcomes across all 5 improvement drivers.

Delivery of these in our strategy is important, as it ensures we are not just maintaining our very high standards, but that the school is focused on measuring and closing the gaps, using the right interventions and programs to achieve the best outcomes for our children for years to come.

A big thank you to Joe Crosby Deputy Chair and all the members of the board for their contributions during 2021.

As we move into 2022, we are looking forward to collaborating with Ms McNeil, P&C and our school community more, to continue to make this a great place to work and learn.

Jason Porter  
Board Chair

# THE WILLETTON WAY

## From the P&C

It has been an honour and pleasure representing the parents as President of the Willetton Primary School P&C again this year. Each year the P&C endeavours to provide additional resources and inclusive environments to enhance our amazing students school experience. These accomplishments can only be achieved with the support of the incredible teachers and staff at Willetton Primary School and the wonderful members of the school community.

The P&C's endeavours were no different this year with our continued fundraising focus set on raising a substantial contribution towards the resurfacing of the undercover area. Proudly, we reached our goal and were able to contribute \$35,000 towards the resurfacing for the use of all students. This contribution, along with the donated Harmony Day costumes and time capsule presented in celebration of the school's 50th Birthday, will see the P&C's efforts live long into the future.

In conjunction with the parental support of the school's youngest students in the Kindy and Pre-Primary areas, we were able to provide additional funds for the purchase of a new creative play wooden car nurturing the children's imagination and social interactions.

Aside from fundraising, we had great success in the school community forming a sub-committee, the Fathering Group, now known as "MOW" (Men Of Willetton). The program has been hugely popular, and will continue to be into 2022 and beyond, thanks to the father figures in this group who are hugely passionate and dedicated to strengthening family bonds.

Thanks to the fantastic coordination efforts, students enjoyed the annual discos and colour run events, including icy pole days and a colouring competition; parents enjoyed having access to a second-hand uniform stall and the opportunity for prime seats at the Edu-dance concerts; and the community both loved the democracy sausage sizzle and cake stall and benefitted from the Food Bank food drive, all made possible by the P&C.

Reflecting on the year's events, I for one, am grateful for every parent, teacher, staff member, community member and student who has made a difference by supporting the P&C and its continued mission to enrich the Willetton Primary School community. As the year ends, I look forward to being involved in other aspects of the P&C in 2022 and to being part of the resurfaced time capsule ceremony at the school's 100th birthday celebration in 2070!

Candace Higgs  
P & C President



# 2021 HIGHLIGHTS

- 50th Birthday Celebrations
- Inaugural WPS Fathering Project-MOW's "Men of Willetton"
- Willetton's Got Talent – student focused newsletter
- Connect – primary means of communication for parents
- GRIP Conference Year 6 Student Leadership Day
- ANZAC Day Service
- Collaboration with local high schools to provide Year 11 & 12 students with work experience
- Triple P Parenting Seminar
- Harmony Day Celebrations
- Year 6 Camp at Dwellingup Dare Adventure
- Book Week Celebration - Fancy Dress Parade
- PEAC
- Before School Sport
- After School Sport
- Whole School Friday Sport
- Faction and Interschool Athletics Carnivals
- Faction and Interschool Cross Country Carnivals
- Faction Swimming Carnival
- Interschool Summer and Winter Carnivals
- Before School and Lunch-time Clubs
- Interschool Numero Competitions
- Chess Club
- Reconciliation Week
- NAIDOC Week
- Interm Swimming lessons
- Year 6 Graduation Ceremony and River Cruise
- Edu-Dance lessons and Edu-Dance Concert
- Massed Choir Festival
- Colour Run



# HAPPY 50TH BIRTHDAY WPS!



Willetton Primary School celebrated 50 years in 2020. Unfortunately due to COVID-19 restrictions the school was unable to celebrate in style. That changed in 2021. A whole school celebration was organised. A community event was held at the school with many former families, students, teachers and staff attending. It began with a whole school assembly hosted by an ex student who works in media, two former students who were very inspirational speakers, one in Mathematics and Science, and the other in the Arts.



Wonderful songs were performed by the school choir and many dignitaries had been invited to speak.





# HAPPY 50TH BIRTHDAY WPS!



The school acknowledged a “Rhodes Scholar”, numerous athletes including Olympians, footballers and Australian cricket players.

The very first principal was unable to attend but he did send a speech which was read out.

Memorabilia was on display starting from the owners of the land prior to it being sold to the education department to present day photos. Pictures showing the evolving landscape of the school with the addition of new buildings over the years. Former student biographies “Where Are They Now” and much more. Commemorative pavers were available to purchase and will be laid in front of the new memorial.

Guided tours were conducted after the refreshments to showcase the work being done in classrooms and also to show how education has evolved over the last 50 years.

Contributed by Karen Martin  
Manager Corporate Services



# HAPPY 50TH BIRTHDAY WPS!

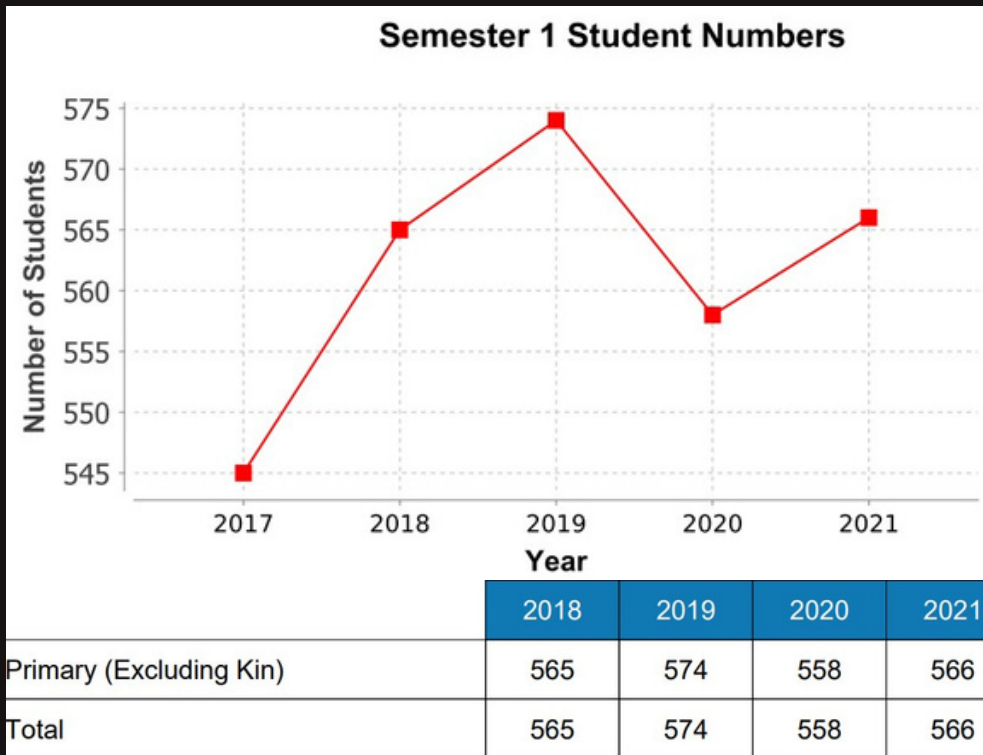


# ENROLMENTS AND ATTENDANCE

## Enrolments

In 2021 Willetton Primary School had 613 students attending from Kindy to Year 6.

Primary	Kin	PPR	Y01	Y02	Y03	Y04	Y05	Y06	Total
Full Time	(30)	59	70	74	97	79	100	104	613
Part Time	59								



# ENROLMENTS AND ATTENDANCE

## Student Attendance

Our focus will continue to address the concerns of;

- Holidays during school term now the borders have opened and
- A small number of individuals whose attendance is placing them “at risk”

Attendance % - Primary Year Levels

	PPR	Y01	Y02	Y03	Y04	Y05	Y06
2019	93%	94%	95%	96%	95%	96%	95%
2020	93%	93%	95%	95%	96%	95%	96%
2021	93%	94%	95%	95%	95%	95%	95%
WA Public Schools 2021	90%	91%	91%	92%	91%	91%	90%

## Destination Schools

The two local public schools of Rossmoyne SHS and Willetton SHS continue to be the transition choice for families from our school.

Destination Schools	Male	Female	Total
4126 Willetton Senior High School	30	20	50
4048 Rossmoyne Senior High School	19	21	40
4034 Melville Senior High School	2	1	3
4174 Canning Vale College		2	2
4042 Perth Modern School	1	1	2
4198 Harrisdale Senior High School	1		1
4025 John Curtin College Of The Arts		1	1
4029 Kent Street Senior High School	1		1
6087 Leeming Shs Ed Sup Ctre		1	1
1122 St Hilda's Anglican Sch - Girls		1	1
4055 Thornlie Senior High School	1		1

# ENGLISH AND MATHEMATICS

## English

Literacy continues to be a focus at Willetton Primary with the refinement of whole school approaches. Our highest priority is to maximise student outcomes and to encourage them to be lifelong learners. This is driven by a deeply held belief that every student is capable of successful learning. Uninterrupted, sustained literacy teaching and learning programs occur daily, combining both explicit teaching and time for students to practice and consolidate their learning.

In 2021, the English team reviewed the K-2 Literacy scope and sequence plan for teaching, learning and assessment in reading and phonics. All K-2 teachers provided feedback to develop a consistent focus in all classrooms. The new scope and sequence embeds effective, evidence-based explicit teaching pedagogy. The 3-6 Literacy scope and sequence will be reviewed in 2022.

During 2021 all Year 3 and 5 teachers continued to be upskilled in the marking of NAPLAN writing. The narrative text type was used for marking and moderation. In 2022 all Year 2, 3, 4, 5 and 6 teachers will be involved in marking and moderating persuasive writing samples.

2021 saw Willetton Primary School staff continue to apply The Seven Steps to Writing approach across all year levels. After reviewing writing programs in the ECE years, the Talk for Writing program was, and continues to be, trialled in P-2 to complement the Seven Steps to Writing program to improve speaking and writing outcomes for our diverse student population.

Desley Spencer-James  
Deputy Principal

## Mathematics

Mathematics continues to be a focus area at Willetton Primary School. We aim to develop increasingly sophisticated and refined mathematical understanding, fluency, logical reasoning, analytical thought and problem-solving skills. These capabilities enable students to respond to familiar and unfamiliar situations by employing mathematical strategies to make informed decisions and solve problems efficiently.

K-2 classes have been endeavoring to move towards a more hands on, play based approach to learning in Mathematics classes. Classes from Years 3-6 have utilised iMaths resources to implement their classroom programs.

2021 was the fourth year that Willetton Primary participated in Maths Olympiad. We entered a team of 30 of our best mathematics students - 15 from Year 5 and 15 from Year 6. These students attended practice sessions every Monday after school and sat five Olympiad tests during the year. These were comprised of five mathematics problem solving questions that the students had to complete in 30 minutes. This has been an effective way to offer extension opportunities to some of our most able Mathematicians.

The combined efforts of the Mathematics Curriculum Committee, Phase of Learning meetings, as well as year level teams, provide Willetton Primary School with the opportunity to successfully implement whole school programs, as well as achieve excellence across all year levels.

Vanessa Bower  
Maths Coordinator

# SPECIALIST AREAS

## Science

This year at Willetton Primary we continued an inquiry-based approach to our science teaching and learning - providing students with opportunities to investigate problems, search for possible solutions, make observations, ask questions, test out ideas, and think creatively. We have integrated our Science Understanding and Inquiry Skills by addressing real-world issues with the focus this year being to Eliminate Food Waste.

“We are after all the greatest problem solvers to have existed on Earth”, Sir David Attenborough (COP26 Climate Change Summit)

Our Year 5 students researched Food Waste and the impact it has on the environment. We discovered some practical solutions to reduce our food waste at school and at home, and we shared ideas with classes from Kindy –Year 6 by presenting a three-minute PowerPoint.

Willetton Waste-Wise Warriors was formed - a whole school approach to collecting, measuring, recording, and distributing our food waste via worm farms and a composting system. We were successful in receiving a Woolworths Landcare Grant for \$1000 to support the program which covered the cost for six worm farms, two large off the ground composting tumblers and a small composting caddy for each classroom.

Our students were both surprised and proud with the results within 10 weeks over 200kg of food waste was collected and recycled to produce nutrient rich soil.

Another focus this year has been to embed Indigenous perspectives into our Science learning. This has been achieved through classroom lessons, displays and excursions.

Both our Year 5 and Year 3 classes had a rich learning experience at the Perth Hills Discovery Centre for the Koolangers, corroborees and kaleeps excursion with a focus on sustainable land use. Students enacted role-play; they were tasked with playing a day in the life of First Nations people; learning how they survived using natural resources sourced from the land, only taking what you need and living sustainably. In addition, students learnt about Noongar language, ceremony, hunting, fishing, and the responsible use of resources.

In conclusion, the projects our students engaged with this year had global relevance and linked to local and community solutions.

Jules Uhlmann  
Science Specialist Teacher



# SPECIALIST AREAS

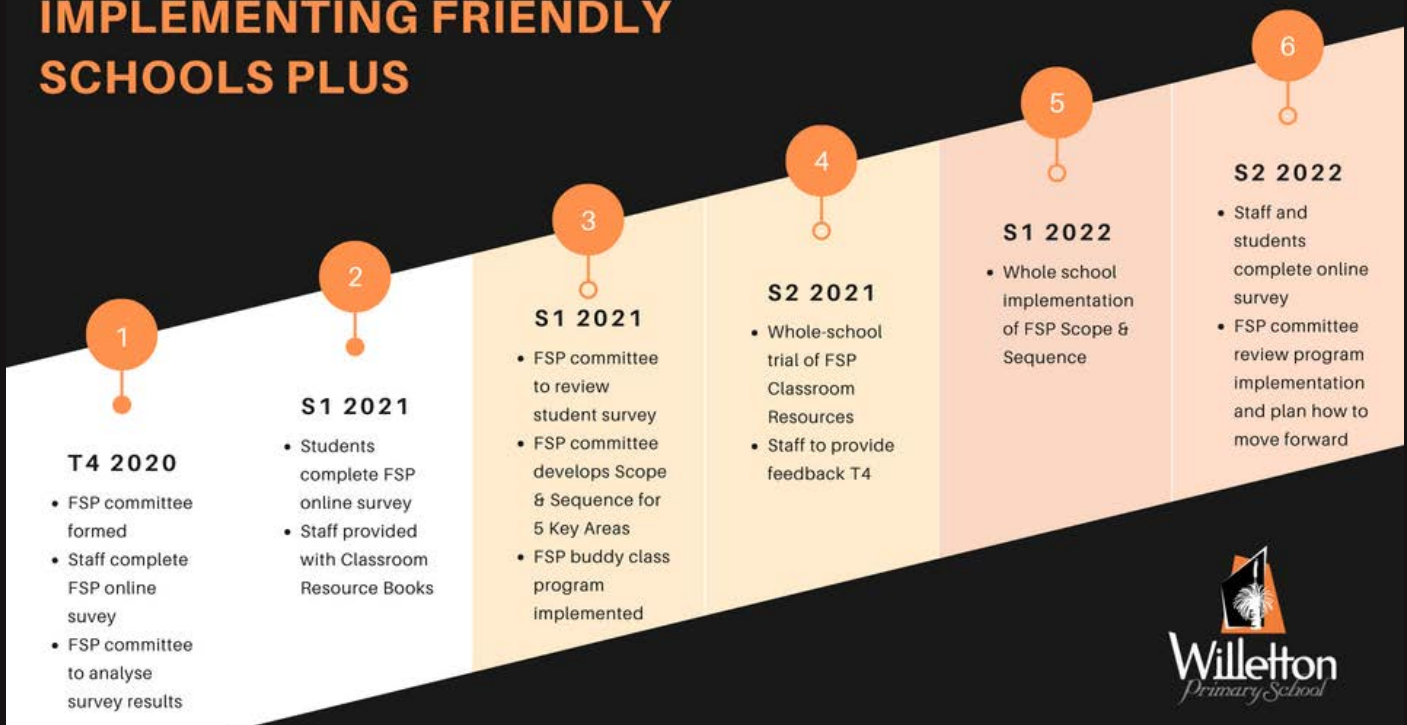
## Social-Emotional Learning (SEL)

### Friendly Schools Plus

In 2021, Willetton Primary School commenced full implementation of Friendly Schools Plus (FSP) as a whole school approach to social-emotional learning. Developed in Western Australia by the Telethon Institute, FSP provides a comprehensive program that is aligned to the Australian Curriculum which focuses on five key domains: Self-awareness, Self-management, Social awareness, Relations and, Social decision-making.

In 2021, all teachers were provided with copies of the necessary handbooks and resources, including a scope and sequence developed by the FSP committee containing a term-by-term breakdown of concepts taught. Due to Covid-19 concerns, the FSP buddy class program was deferred until 2022 however, many classes took it upon themselves to arrange these.

### IMPLEMENTING FRIENDLY SCHOOLS PLUS



### SEL Professional Learning

During 2021, staff were provided with professional learning focused on social-emotional learning. Led by Ms Laura Ainsworth, staff unpacked the FSP five domains and examined ways these could be explicitly taught in the classroom. Staff were then provided the opportunity to review and provide feedback on the proposed FSP/Health Scope and Sequence.

Joshua Jardine  
Deputy Principal

# SPECIALIST AREAS

## Physical Education

COVID-19 impacted Physical Education deeply in 2020, however the Physical Education programs returned to normal in 2021. Students at Willetton Primary School undergo a minimum of two hours of physical activity each week focusing on the development of physical skills across all years. The Physical Education specialist planned for the development of hand-eye coordination in throwing, catching and striking small balls, such as cricket, European Handball and dodgeball. Students also developed game awareness and the skills of catching, throwing, bouncing, striking and kicking of large balls for games such as football, soccer, basketball, flag belt, rugby, volleyball and netball.



### Before School Sport

At Willetton Primary School, students are able to sign-up to a Before School Program and Basketball Training that focuses on key areas of the Physical Education curriculum. This allows students to build co-ordination, friendships, resilience, endurance and game sense for 30 minutes before their school day. The 30 minutes of morning fitness exercise also helps motivate student's young minds before they commence their classroom programs.



### Carnivals

Willetton Primary School participated in a number of carnivals throughout the year. In-term Swimming, Cross Country, Basketball and Athletics Carnivals were held without any COVID-19 restrictions. Willetton Primary School continue to compete against our South Community Interschool Schools Associates in our annual Summer, Winter, Cross Country and Athletics Interschool Carnivals. Each student who participated in these carnivals showed all four school values and were determined to try their best.

### Swimming Carnival

Due to restrictions being eased, Willetton were able to continue their annual Faction Swimming Carnival. It was a fantastic, but very humid swimming carnival in which students and staff persevered throughout the day. We had fantastic support from parents, who volunteered with marshalling, time keeping, judging, handing out ribbons and of course cheering. The event could not run without the dedication of the Willetton community. In 4th place we had Red, 3rd Green, 2nd Gold and 1st Blue. Congratulations to all medal winners for the day.





# SPECIALIST AREAS

## Physical Education

### Cross Country

Term 2 is the Cross Country running term. Students at Willetton Primary School do a twice a week "Long Run". This has students fit and ready for the Faction Cross Country and Interschool Cross Country. Results this year were 4th place Gold, 3rd Red, 2nd Green and in 1st place we had Blue. The Willetton community were able to soak up the winter sunshine with our annual Parklands Picnic, to celebrate a successful day.

The students who finished 1st to 5th in their Cross Country year group, got to compete in the Inter School Cross Country Carnival held at Piney Lakes Reserve. Willetton performed extremely well at the Interschool Cross Country. Willetton placed 2nd, but were highly competitive and look to go even further in 2022.

### Athletics

In Term 2 and 3, students are busy getting prepared for the Faction Athletics Carnival. Pre-primary to Year 6 go out in their Whole School Sport time each Friday, to practice each event ready for the carnival. The competitive nature from all the students was outstanding this year, with students pushing one another to be the best that they can be. The Willetton community were able to have a family picnic on Apsley Oval during intermission of the carnival. In 4th place we had Red, 3rd Gold, Green 2nd and Blue 1st.



The students who finished 1st and 2nd in their respective events from year 3 to 6 were able to participate in the Interschool Athletics Carnival. It was a very successful year with students training every morning at Before School Sport, including lunch time training to make sure they are prepared for the Carnival. However, on the day, Willetton came 2nd for the first time in athletics, missing out on 1st by just 2 points to Rostrata Primary School. The Willetton community were very proud of the effort by the athletics team, and how much they persevered throughout the day.

I would like to take this time to thank all parent helpers, staff and students for their efforts. I look forward to a competitive 2022, at Willetton Primary School.

### Focus 2022

- Continue to develop an inclusive and successful sporting culture
- Enhance community engagement and
- Continued application for external sports programs through Sporting Schools.

Brendan Gotti  
Physical Education Specialist

# SPECIALIST AREAS

## Indonesian

Now in its seventh year, the Indonesian Language Program continues to thrive. Students in Year 3-6 work individually, collaboratively, and cooperatively as they discover the joy of learning a language. The Curriculum covers Indonesian as well as culture, but students also benefit from cross-curricular learning such as music, drama, performance, art, geography and history. Below are some highlights of 2021.

### Angklung Performance

Two groups of students and a group of teachers contributed to the 2021 Harmony Day assembly by playing the angklung, an Indonesian musical instrument made of bamboo. The groups played Indonesian children's songs and a classic Australian tune. Everyone looked fabulous on stage in their batik sarongs and bright-coloured selendang (waistbands).



### Cooking

All students learning Indonesian had a wonderful time making klepon – a sweet Indonesian snack made of glutinous rice flour, pandan paste, palm sugar and coconut. With the help of parent helpers, students were able to make these delicate treats and later had fun discussing their unique taste and texture.



### Soccer Incursion

Students learnt about contemporary Indonesia through an incursion featuring Robbie Gaspar, the first Australian soccer player to play professionally in Indonesia. Robbie demonstrated the role of sports in promoting intercultural understanding and in providing employment opportunities in an increasingly interconnected world. The kids enjoyed the mini soccer clinic, during which Robbie used some familiar Indonesian language.

Moira Long and Prapti Kerr  
Languages – Indonesian Teachers



# SPECIALIST AREAS

## Early Childhood Education

The National Quality Standard (NQS) sets a national benchmark for quality in education and care services across Australia. Early Childhood Education programs from Kindergarten to Year 2 in Western Australian schools are required to meet the NQS. The Early Childhood staff (K-2) continue to work very hard to improve our Early Years program delivery in line with the Early Years Learning Framework (EYLF), Western Australian Curriculum and National Quality Standards Framework. The team worked collaboratively to reflect on each area of the NQS. For our NQS self-review we rated our school as “working towards” in three areas and meeting the criteria in four areas. In 2019 we requested a verification. The results are in the table below. From these results, we will continue to refine and revise our NQS improvement plan.

Quality Area	School's rating by Early Years staff.	Verification Results
1. Educational program and practice.	Meeting criteria	Working towards
2. Children's health and safety.	Meeting criteria	Meeting criteria
3. Physical environment.	Working towards	Working towards
4. Staff arrangements.	Meeting criteria	Meeting criteria
5. Relationships with children.	Meeting criteria	Meeting criteria
6. Collaborative partnerships with families & communities.	Working towards	Working towards
7. Governance and leadership.	Working towards	Meeting criteria

Mrs Desley Spencer-James  
Deputy Principal  
Early Childhood Coordinator



# OTHER CURRICULUM AREAS

## School Values


The Values program at Willetton Primary School is a key area which guides the behaviours we expect everyone to follow. Our core values are Respect, Resilience, Perseverance and Respect.

At the beginning of 2021, classrooms were each given a timetable with the Values of the year, with each value divided into terms throughout the year. Each fortnight, students focused on a different sub value. At the end of each fortnight, one student from each classroom was chosen to receive a Values Certificate at the Whole School Assembly, to be acknowledged for the wonderful effort and work they had put in to showcase the value. These names were recorded and were attached in the next Newsletter that was published each fortnight.

### Willetton Primary School Values Certificate Winners Term 2 Week 5 - Perseverance

Early Childhood	Middle Primary	Upper Primary
Brolga	Area 7	Area 14
Kingfisher	Harry Kalambe	Harini Krishnan
Liam Priest	Area 8	Area 15
Woodpecker	Lydia Riley	Clara Ascoli
Freya Pan	Area 9	Area 16
Kookaburra	Nate Mitchell	Nathan Lu
Jude Da Silva	Area 10	Area 17
Area 1	Piper Williams	Xinyang Chen
Belia Kittle	Area 11	Area 18
Area 2	Dre Hanisch	Jack Chisholm
Luca Woods	Area 12	Area 19
Area 3	Morgan Gimbey	Allissa Seah
Daniel Hosseini	Area 13	Area 20
Area 4	Tzu-Teng Chi	Angela Madiba
Benjamin Wun		
Area 5		
Area 6		
Fateh Singh		

Resilience | Respect | Perseverance | Success

  
Willetton Primary School  
Inspiring Young Minds

[www.WillettonPS.wa.edu.au](http://www.WillettonPS.wa.edu.au)

# OTHER CURRICULUM AREAS

## English as an Additional Language or Dialect Program

EAL/D is a curriculum support program that aims to support migrant students and students who speak a dialect of English, in the acquisition of Standard Australian English (SAE) and help them to engage successfully in school. Many students at Willetton Primary School speak two or more languages and for some, support is necessary to enable them to flourish academically and socially. The EAL/D teacher also works closely with mainstream teachers and Administration to support students learning English and the needs of their families.

Mrs Long, our EAL/D teacher, speaks 5 languages fluently, has a bicultural background and has lived in 7 different countries! Did you know she is also the Year 3 and 4 Indonesian teacher?

To make progress and to achieve the same level of educational success as other students, our EAL/D students must develop literacy in English by:

- learning to speak English
- learning to read and write English
- continuing their learning in all learning areas through English, at the same time as they are learning English
- developing new cultural understandings, in both the educational context and in the wider community.

As well as teaching English as a foreign language, our EAL/D program has a strong social element so that new migrant students and their families feel welcome and have a sense of belonging. Harmony Day is celebrated annually at Willetton Primary School with the strong message and commitment to their motto Everyone Belongs.

We educate parents and students on the benefits of bilingualism and actively encourage the continued use of students' mother tongue, whilst at the same time encouraging families to expose themselves to as much English as possible outside school.

Mrs Moira Long  
EAL/D Teacher



# OTHER CURRICULUM AREAS

## Students at Educational Risk (SAER)

SAER students at Willetton Primary School are catered for at their various levels of need. The strategies to support our SAER students in 2021 include:

- School Chaplain: 2 days a week. This year our chaplain had a big impact on the wellbeing of our students. The chaplain was able to provide regular 1:1 sessions with students, ongoing resilience lessons with Year 4-6 classes, and healthy lunch club on Friday.
- Rainbows (Social/Emotional program) – 1 day a week.
- Documented Planning (Individual Education Plans, Group Education Plans, Individual Behaviour Management Plans, Risk Management Plans and Attendance Plans) to support students' needs.
- Disability Resourcing – additional resourcing in the form of Educational Assistants is used to support students with diagnosed disabilities.
- Regularly engaging with outside agencies (Speech Therapists, Occupational Therapists, and Consulting Teachers etc) to develop appropriate programs and to support student's additional needs.
- Our SAER Policy outlines identification strategies for SAER students and strategies adopted as a school.
- Our school psychologist supports our school 1.5 days a week.

Vanessa Bower  
SAER Coordinator

## Primary Extension and Challenge (PEAC)

In Years 4 and 5 students identified as being Gifted and Talented are offered enrichment courses through PEAC (Primary Extension and Challenge). Students at Willetton continue to be in the top 5 schools in the district for PEAC selection. Programs within the school are innovative and the number of participants enrolled in PEAC validate the success of our students at Willetton Primary School.

Future Directions in Academic Extension

- Work on increasing numbers of students who narrowly miss out on PEAC selection.
- Teach and Model to students' effective ways to improve their test technique.
- Begin to increase uptake of Trainee Teachers to build valuable Teacher/University Partnerships.

Mr Paul Stockley  
Level 3 Classroom Teacher



# OTHER CURRICULUM AREAS

## Academic Extension - Numero

Willetton Primary School caters for a large number of extremely motivated and talented students who require extension opportunities, particularly in the area of Mathematics. Numero is a wonderful vehicle for offering such extension as well as being inclusive of all students.

Numero develops, reinforces and extends the mental calculation work required by the maths curriculum. Fluency when calculating mentally, with both whole and fractional amounts, is the focus of this game which also happens to be a lot of fun! Numero develops speed of recall, problem solving and teamwork skills. It encompasses individual and team paper challenges and card games.

Congratulations to the four teams of Year Five and Six students who represented Willetton with distinction in the 2021 Interschool Numero competition.

We had four teams who represented Willetton in their heat with distinction: Willetton Warriors, Willetton Wildcards, Willetton's New Addition and Willetton Wizards. It was an honour to host this year's Riverside Heat at Willetton PS.

We had two teams, Willetton Wizards and Willetton's New Addition, who made it through to the state-wide final where we placed 2nd (Willetton Wizards) and 8th (Willetton's New Addition) out of eighteen teams which was a mighty achievement. Heats are conducted in city and regional areas throughout Semester Two, and the final is held midway through Term Four. An increasing number of schools are competing in this exciting competition from across the state. We look forward to continued participation and success in 2022.

Congratulations to all competing students!

Ms Sue Christiner  
Numero Coordinator



# OTHER CURRICULUM AREAS

## Academic Extension - Chess

Chess Club for our senior students is held each Friday lunchtime. Chess is a great vehicle for developing strategic thinking, social skills, perseverance and resilience. It is particularly enjoyed by our marvellous mathematicians.

Students who fully understand the rules can choose to enter semester tournaments.

Darwin Zhu won our Semester Two tournament in 2021 and was lucky enough to have Ms McNeill watch the game and present his trophy! Thomas Chester fought hard and demonstrated excellent sportsmanship to be runner up in our competition.

Ms Sue Christiner  
Chess Coordinator





# OTHER CURRICULUM AREAS

## ICT and Digital Technologies

### ICT and Digital Technologies

In 2021, Willetton Primary School continued to provide 0.2 FTE for a teacher to be released as ICT coordinator. The ICT coordinator role provided an opportunity to develop a teacher's leadership and expertise. In Term 4, the ICT coordinator attended the Department of Education's ICT Integrator conference to upskill themselves on Third Party Consent, Microsoft Apps and Apple Classroom.

### School Owned Devices & Connectivity

In 2021 Willetton Primary School continued to provide the following devices to assist teachers and students in developing ICT capabilities:

- 70 iPads in K-2
- 6 iPads for learning support
- 35 teacher iPads
- 33 Teacher laptops
- 32 student MacBooks
- eBoards in every classroom

### BYO iPad Program Year 3 to 6

Throughout 2021, Willetton Primary School maintained a BYO iPad program from Year 3 to 6. Towards the end of the year, parents of students in Year 2 (and new students to the school) were invited to join in a BYO iPad session. Parents were given the option to attend one of two sessions in person or live stream via WebEx. Approximately 50 parents attended the sessions. In conjunction with Winthrop, different packages were developed to suit family needs. During the information sessions, parents received a handout with package options attached. This information pack was then uploaded to the school website for parents to access at any point, as well as being handed out to any new enrolments at the school.

Teachers from Year 3 to 6 were surveyed at the end of the year, on what apps they would like to use in their year levels. These apps were checked on the Third-Party Consent catalogue for the level of consent required. These lists will then be sent out to students and their parents at the start of 2022, so they are aware of the apps that are required for the year, for individual year levels.

### Junior iPad Program

Willetton Primary School sustained our Junior iPad program and continued to provide 70 iPads across Kindy to Year 2. Teachers worked together and decided when they would use the iPads to best suit their classroom timetable and activity needs. This helps our Year 2 students prepare for entering the BYO iPad program in Year 3.

### School Student Laptops

During 2021, Willetton Primary School continued to provide 32 MacBook's for student use in the upper year levels. 63% of Year 3 to 6 teachers voted for HP Laptops and 38% voted for MacBooks. All programs that were mentioned in the survey were not restricted to MacBooks and teachers saw the HP laptops as a positive as they are similar to teacher laptops, which meant learning how to troubleshoot one type of device. By leasing HP laptops, this would expose students to both Apple and Windows platforms, that will help them prepare for feeder high schools, Willetton Senior High School and Rossmoyne Senior High School.

Miss Laura- Jane Yeoh  
ICT Coordinator

# OTHER CURRICULUM AREAS

## School Sports WA - Basketball

2021 proved to be a year full of highs and lows for our teams. With COVID-19 restrictions on and off throughout the year, consistent games and competition is what the players called for.

Our first tournament for the year was at Willetton, where we took a number of teams to represent the "Willetton Way". Our Year 3/4 teams yet again, showed that they were keen and eager to get some valuable court time. Unfortunately, there was no competition when we arrived, so the teams had to verse each other in a round robin format. It was safe to say that we came home victors in this age group. The Year 5/6s had similar issues with a school pulling out of the tournament on the day and the coordinators scrambled to put together the new fixtures. The girls team proved to be strong competition all day, but against Shelley Primary School, they were no match. Some excellent teamwork and overall positive mindset, saw the girls end the day with valuable experiences. The boys took two teams to the competition. The highlight for the day was when we versed each other and the game nearly ended in a draw.

Bendat Basketball Centre was our next location for the "BWA Cup". The girls put up a strong contest all day, winning their group and semi-finals with relative ease. Nearing the end of the day, our first competition win for the year was on the cards. The girls worked extremely hard in the final and took home the shield. Everyone played well and contributed to the team's success. The boys had limited numbers for this competition, but still took two teams. Both teams setting a fantastic standard of basketball and finished at the top end of their group. The boys A team progressed into finals by having a higher ladder position. They then faced off against an old rival – Sorrento Primary School and were outclassed by their opposition, ending their day. The B team competed in a classification round and came out victors. A nice way to end the day for them. As the winners of this competition, the girls were invited to the Champions Cup held in November.

For our final competition of the year, it was back to Bendat Basketball Centre this time for the "Champions Cup". The girls were invited to this competition after an impressive victory at the BWA tournament earlier on in October. The girls started their first game on the show court – Court 1, and blew their competitors away. They continued to show determination and grit throughout the day and progressed into finals. Unfortunately, they couldn't get the job done in the quarter finals and were given a classification game to finish off the day. They fought hard in their final game for the year, ending with a win.

Our final event for 2021 was our wind-up. This year we took a limo bus to Crown where we had our tables booked at the classy 'Epicurean' restaurant. The players dined on many delicacies and enjoyed having a special night out with their team mates. We finished the night with awards and then headed back to school on our pre-booked limo bus. The ride on the way back left us all with a feeling of contentment for what a year it had been. All the players should be proud of what they had achieved. They represented our school in the only way they know how the "Willetton Way".

Adam Close  
Basketball Coach

# NAPLAN STUDENT PERFORMANCE

## NAPLAN 2021

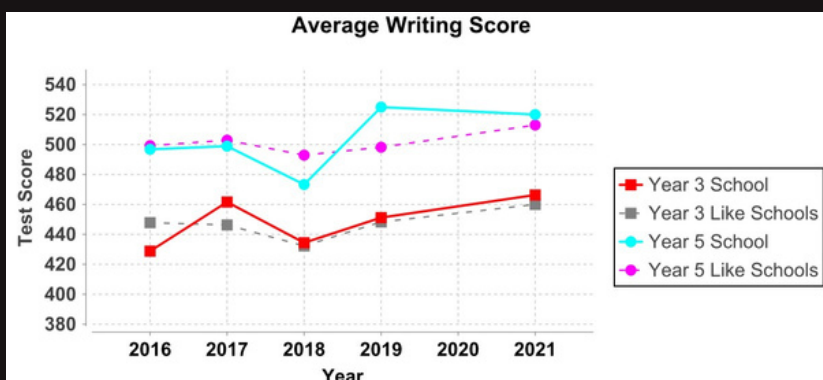
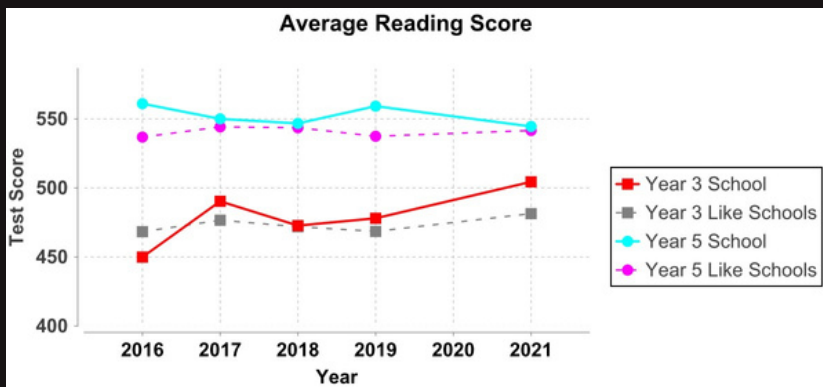
The National Assessment program Literacy and Numeracy (NAPLAN) is an assessment of all students in all Australian States and Territories for Years 3, 5, 7 and 9. Please note 2020 NAPLAN was cancelled.

Comparative Performance for Year 3 2021 indicates very strong performance with three out of the five areas tested being 'Above Expected'. In Year 5 all areas tested were at 'Expected' level.

**NAPLAN Comparative Performance Summary**

	Year 3			Year 5		
	2018	2019	2021	2018	2019	2021
Numeracy	0.3	1.0	1.4	1.3	2.4	0.6
Reading	0.2	0.7	1.5	0.6	1.3	-0.2
Writing	-0.2	0.0	0.2	-0.6	0.9	0.3
Spelling	0.9	0.8	1.6	0.9	1.0	0.7
Grammar & Punctuation	0.1	1.1	0.8	0.8	2.1	-0.7

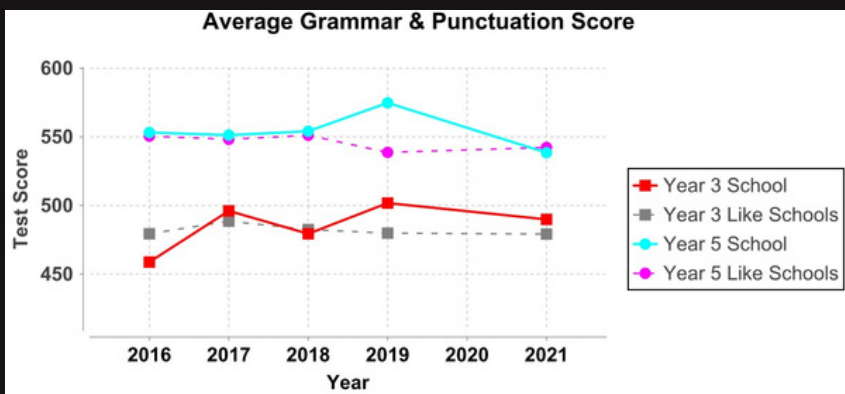
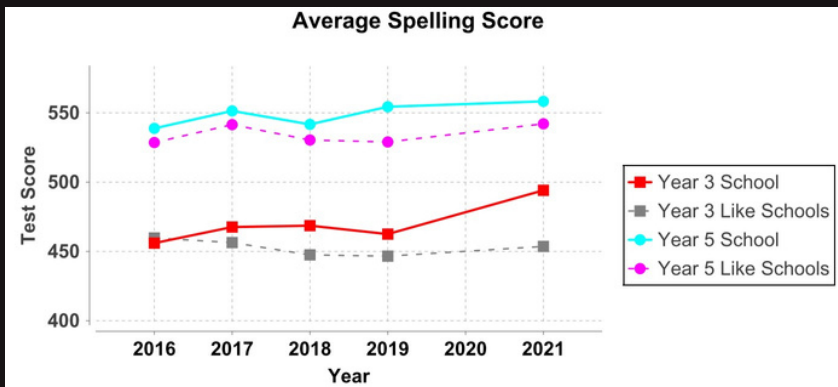
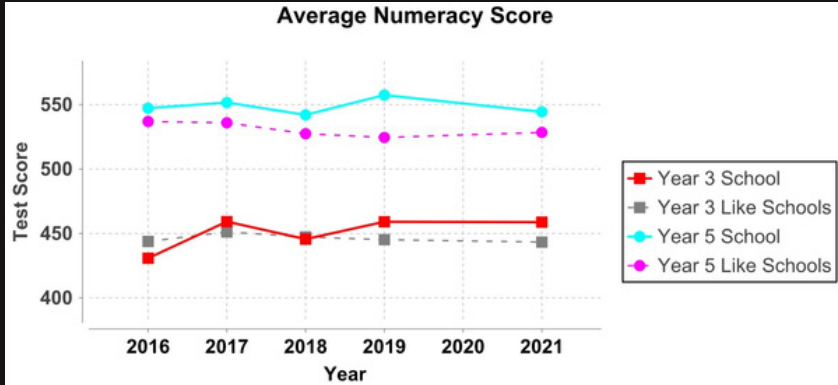
	Above Expected - more than one standard deviation above the predicted school
	Expected - within one standard deviation of the predicted school mean
	Below Expected - more than one standard deviation below the predicted school mean
	If blank, then no data available or number of students is less than 6



### Longitudinal Performance

- 48% of the 93 Year 3 students who sat the Writing test, achieved in the Top 20% of WA Like Schools.
- 40% of the 100 Year 5 students who sat the Writing test, achieved in the Top 20% of WA Like Schools.
- 57% of the 93 Year 3 students who sat the Reading test, achieved in the Top 20% of WA Like Schools.
- 35% of the 100 Year 5 students who sat the Reading test, achieved in the Top 20% of WA Like Schools.

# NAPLAN STUDENT PERFORMANCE

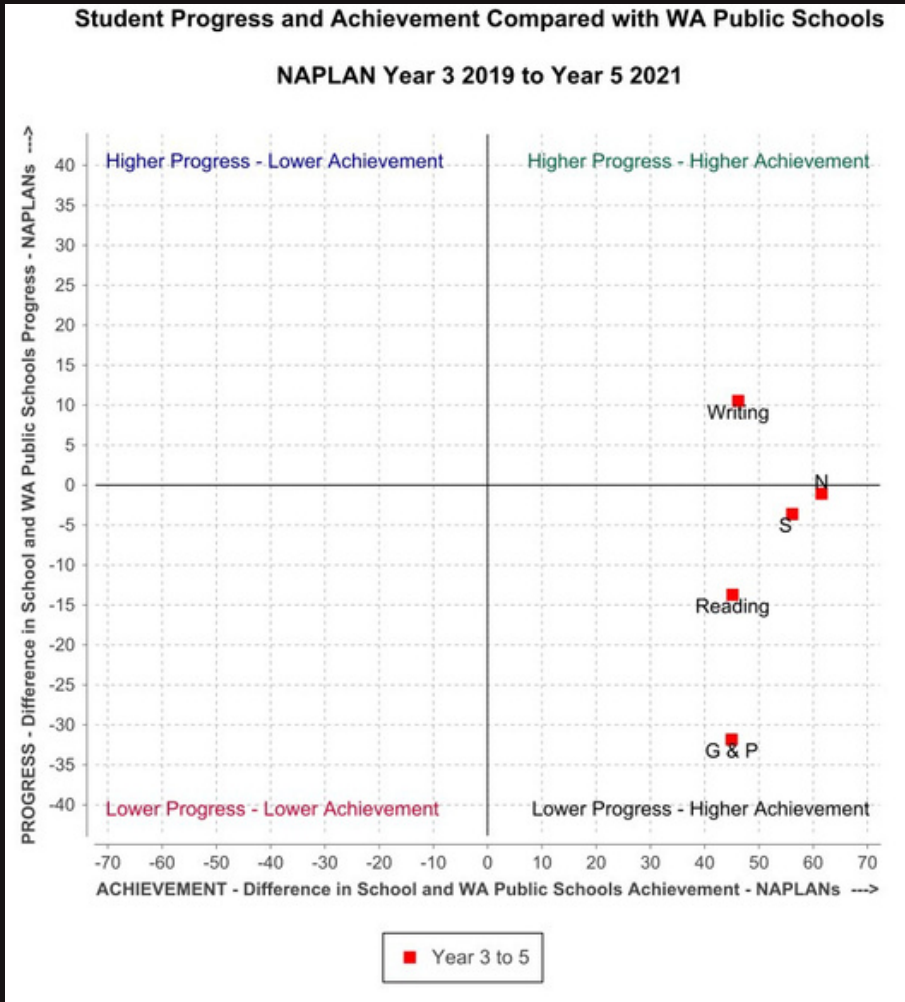


## Longitudinal Performance

- 51% of the 93 Year 3 students who sat the Numeracy test, achieved in the Top 20% of WA Like Schools.
- 48% of the 99 Year 5 students who sat the Numeracy test, achieved in the Top 20% of WA Like Schools.
- 60% of the 93 Year 3 students who sat the Spelling test, achieved in the Top 20% of WA Like Schools.
- 48% of the 100 Year 5 students who sat the Spelling test, achieved in the Top 20% of WA Like Schools.
- 51% of the 93 Year 3 students who sat the Grammar & Punctuation test, achieved in the Top 20% of WA Like Schools.
- 32% of the 100 Year 5 students who sat the Grammar & Punctuation test, achieved in the Top 20% of WA Like Schools.

Longitudinal performance against all areas tested over the past 5 tested years indicates we are performing slightly better or on par with 'like schools'.

# NAPLAN STUDENT PERFORMANCE



Increase the percentage of students achieving moderate to high progress in NAPLAN in Years 5 and 7 to 'at' or 'above' Like Schools - Willetton Primary School Business Plan 2020-2023: Improvement Driver 1

## Recommendations

- A continued focus on Explicit Instruction in Reading, Grammar and Punctuation, and Mathematics (Years K-6)
- The continued focus on early years Literacy and Numeracy assessment and intervention practices.
- Ongoing support for middle primary intervention in Literacy and Numeracy.
- In 2022, staff will continue to develop and refine data research and analysis practices. The continued engagement of EdCompanion will support staff in this area.
- The implementation of whole school evidence-based for English (especially teaching Reading through the upper years) and Numeracy in classrooms is ongoing.
- A focus on data analysis utilising whole school assessments to identify student gaps, supported by the administration team, in English and Mathematics.
- Refine Curriculum committee practices and operational planning utilising whole school assessment data.

# NAPLAN STUDENT PERFORMANCE

## Recognition of Academic Excellence 2021

The certificate features a purple and white design with curved borders. In the top left corner, there is the Government of Western Australia logo and the text 'Department of Education'. In the top right corner, the slogan 'Shaping the future' is displayed. The main title 'Recognition of Academic Excellence 2021' is centered in a large purple font. Below this, it states 'Presented to Willetton Primary School' in a large black font, followed by 'for excellence in reading, writing and numeracy.' in a smaller black font. Two signatures are present: Hon Sue Ellery MLC, Minister for Education and Training, and Lisa Rodgers, Director General. The date '29 November 2021' is printed in the bottom right corner.

Department of Education  
GOVERNMENT OF WESTERN AUSTRALIA

Shaping the future

# Recognition of Academic Excellence 2021

Presented to

## Willetton Primary School

for excellence in reading, writing and numeracy.

  
Hon Sue Ellery MLC  
Minister for Education and Training

  
Lisa Rodgers  
Director General

29 November 2021

# STUDENT PERFORMANCE

## On Entry Testing

On Entry is a mandatory assessment for all Pre-primary students. In 2021 all Pre-primary students were assessed in Literacy and Numeracy during Weeks 4 - 7 in Term 1. Students in Year 1 and Year 2 who were identified as at Educational Risk or having English as an Additional Language, were also tested. This assessment provides each class teacher the opportunity to assess individual students on a one-to-one basis to gather information about conceptual development and understandings.

In 2021 Reading, Numeracy and Writing data was judged against the Public Schools Median, ICSEA (Index of Community Socio-Educational Advantage) Median and the Group Median. Speaking and Listening is analysed by progression / developmental points. The ICSEA decile for Willetton places us in the highest decile 1 on a scale of 1 - 10.

Results indicate we are higher than the Public School mean in all areas. Our aim is to be equal or higher than the ICSEA. We have accomplished this in Reading and Writing.

2021 Testing Results			
Pre-Primary			
	Numeracy	Reading	Writing
Willetton Group median	456	503	242
Public School median	435	456	210
ICSEA	464	478	242

## ACER Progressive Achievement Testing (PAT)

In 2021, Willetton Primary School continued to utilise online PAT testing across the school to monitor and assess student progress in Literacy and Numeracy. The following PAT tests are conducted in Term 1 and Term 4 each year:

- Reading Comprehension - Years 2-6
- Early Years Reading - Year 1
- Maths - Years 1-6
- Grammar & Punctuation - Years 3-6
- Spelling - Years 3-6

Testing is conducted in the first few weeks of Term 1 and used as a diagnostic assessment to determine strengths and areas of concern in both individual students and cohorts. Results are then analysed by staff in curriculum, year level and phase of learning meetings to inform future planning.

# STUDENT PERFORMANCE CONT.

## Recommendations

- Utilise PAT testing to ensure above 90% of students in Years 1-6 demonstrate progress across all testing areas - Willetton Primary School Business Plan 2020-2023: Improvement Driver 1
- Ensure NAPLAN, PAT and On-Entry closely align with teacher judgements - Willetton Primary School Business Plan 2020-2023: Improvement Driver 1
- Utilise PAT Term 1 PAT assessments to inform priority areas/strategies in 2022 English and Maths Operational Plans - Willetton Primary School Business Plan 2020-2023: Improvement Driver 1
- Continue to engage in data conversations between line managers and teachers to support teachers in their self-assessments - Willetton Primary School Business Plan 2020-2023: Improvement Driver 4





# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

## Improvement Driver 1: Teaching and Learning

Strategies for Improvement	2021 Semester 1	2021 Semester 2
Embed purposeful use of digital technology	<ul style="list-style-type: none"> <li>• BYOD program continuing</li> <li>• A range of Apps used across learning areas, integrated</li> </ul>	<ul style="list-style-type: none"> <li>• Open night ICT theme</li> <li>• Review / audit Year Level App list and digi-tech scope and sequence</li> <li>• Review current devices and consistency of platforms at a whole school level.</li> <li>• Practice strategies for Lockdowns e.g. WebEx</li> </ul>
Establish a problem solving and inquiry skills framework	<ul style="list-style-type: none"> <li>• SPARC process</li> <li>• HaSS investigating inquiry process</li> </ul>	<ul style="list-style-type: none"> <li>• Developed the year level projects for National Science Week</li> <li>• Developing &amp; trialing (upper primary), problem solving approach – 5Cs in Maths</li> <li>• HaSS developing a common language / approach</li> </ul>
Develop our students to become Visible Learners		<ul style="list-style-type: none"> <li>• PL for staff for EdCompanion</li> <li>• Whole school PL for Classroom Observation &amp; Feedback</li> <li>• Data conversations – Working towards</li> <li>• Open classrooms - Working towards</li> </ul>
Create a culturally responsive school by committing to the implementation of the Aboriginal Cultural Standards Framework	<ul style="list-style-type: none"> <li>• Investigated community contacts (HaSS)</li> </ul>	<ul style="list-style-type: none"> <li>• Make the community contacts (HaSS), investigate where to for 2022.</li> <li>• Introduce cultural phrases to use throughout the school, (by Principal and staff)</li> <li>• Investigate 'Acknowledgement of Country' ideas / signage to use within the school / classroom / newsletters.</li> <li>• Multicultural signs for memorial site</li> </ul>

# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

## Improvement Driver 2: Learning Environment

Strategies for Improvement	2021 Semester 1	2021 Semester 2
Maintain a learning environment that is safe, caring and inclusive providing the intellectual, social and physical conditions that enable all students to be successful learners	<ul style="list-style-type: none"> <li>• Whole school professional learning on Suicidal and Non-Suicidal Ideation</li> <li>• St John's Ambulance Defibrillator professional learning and installation</li> <li>• Building upgrades - physical</li> <li>• Cultural connections in newsletter</li> </ul>	
Provide opportunities for student voice – surveys, leadership roles	<ul style="list-style-type: none"> <li>• Willetton's Got Talent</li> </ul>	<ul style="list-style-type: none"> <li>• Student survey by Laura Ellement and Student Councillors</li> </ul>
Implement an evidence based whole school approach to Social-Emotional Wellbeing	<ul style="list-style-type: none"> <li>• Trialed Friendly Schools Plus</li> <li>• Employment of a Chaplain 2 days per week</li> </ul>	<ul style="list-style-type: none"> <li>• Implement FSP</li> <li>• Cyber Safety Project - Introduced to staff and Board through PL</li> <li>• Whole school and Board ratification to invest and implement CSP in Term 1 2022</li> </ul>
Continue to embed 'The Willetton Way	<ul style="list-style-type: none"> <li>• Setting the Scene in each classroom</li> <li>• Values awards</li> </ul>	<ul style="list-style-type: none"> <li>• Values awards</li> </ul>
All staff to maintain positive, respectful relationships with students, parents and each other as part of caring learning environments that support student wellbeing	<ul style="list-style-type: none"> <li>• Regular CONNECT contact with parents in each classroom</li> </ul>	<ul style="list-style-type: none"> <li>• Survey parents for Open afternoon</li> <li>• National Schools Opinion Survey</li> </ul>
Strengthen student resilience through positive thinking, a growth mindset and mindfulness	<ul style="list-style-type: none"> <li>• Mindfulness in ECE classrooms</li> </ul>	<ul style="list-style-type: none"> <li>• Develop &amp; trial a Whole School Growth mindset approach (Smiley Minds App) – SEL committee to investigate</li> <li>• Trial growth mindset with staff</li> </ul>

# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

## Improvement Driver 3: Relationships

Strategies for Improvement	2021 Semester 1	2021 Semester 2
Promote the EAL/D program within the school community	<ul style="list-style-type: none"> <li>Maintain existing links with community agencies and services</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Embrace cultural diversity and cultural responsiveness	<ul style="list-style-type: none"> <li>Respect and celebrate the diversity of the school community and be proactive in building a cohesive and culturally safe school</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Incorporate cultural awareness in teaching/classroom/school	<ul style="list-style-type: none"> <li>Provide opportunities to build classroom expertise and best practice through sharing/collaboration internally and externally</li> </ul>	<ul style="list-style-type: none"> <li>Peer observations</li> <li>EAL/D teachers from other schools observed Moira</li> </ul>
Further develop staff understanding of the Aboriginal Cultural Standards Framework and implementation strategies to increase cultural responsiveness		<ul style="list-style-type: none"> <li>Ongoing</li> <li>All staff completed the Aboriginal Cultural Standards Framework PL requirements</li> </ul>
Promote parent engagement using the Engaging and Working with Your Community Framework	<ul style="list-style-type: none"> <li>Regular CONNECT contact with parents in each classroom</li> </ul>	<ul style="list-style-type: none"> <li>Parent survey in 2022</li> </ul>

# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

## Improvement Driver 4: Leadership

Strategies for Improvement	2021 Semester 1	2021 Semester 2
<p>Use the tools in the WA Future Leaders Framework in conjunction with the school's performance improvement processes to identify, develop and support potential school and system leaders</p>	<ul style="list-style-type: none"> <li>• Towards the end of 2020 WPS embarked on a Future Leaders Program to identify, develop and support high potential leaders within our school:               <ul style="list-style-type: none"> <li>◦ Recognition of the need to support future leaders</li> <li>◦ Identify, develop and support staff with a high potential for leadership</li> <li>◦ Grow a school-wide leadership culture</li> </ul> </li> <li>• The Future Leaders program required significant time for mentoring, meaningful feedback, development and action</li> <li>• Leadership Team – nominations received. Team of 10 leaders across the school</li> </ul>	<ul style="list-style-type: none"> <li>• Two teachers were nominated and successfully accepted for the ROE Network WA FLF 2021/22</li> <li>• Two deputies were accepted for Middle Managers program 2022</li> <li>• Principal to mentor two aspiring deputies from ROE Network and Western Australian Principals Association- WAPPA</li> <li>• Leadership Team:               <ul style="list-style-type: none"> <li>◦ Developing pedagogy and contributing to curriculum development</li> <li>◦ Effective contribution to the school development planning</li> <li>◦ Identifying priorities</li> <li>◦ Effective contribution to formal school decision-making process</li> </ul> </li> </ul>
<p>Strengthen and support for staff performance improvement processes with a focus on classroom observations, feedback, coaching and mentoring</p>	<ul style="list-style-type: none"> <li>• Introduction to Promoting Teacher Growth and Development</li> </ul>	<ul style="list-style-type: none"> <li>• Voluntary basis where teachers invited peers to observe best practice</li> <li>• Voluntary basis where teachers reached out to peers to observe one or more focus points of the AITSL Teacher Standards</li> </ul>
<p>Empower and support staff to identify their readiness to lead high quality teaching and learning within a Professional Learning Community</p>		<ul style="list-style-type: none"> <li>• FLF nominees</li> <li>• Development of Early Childhood PLC</li> </ul>

# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

## Improvement Driver 4: Leadership (cont)

Strategies for Improvement	2021 Semester 1	2021 Semester 2
Engage in professional learning that aligns to our strategic focus		
Actively recruit School Board members with diverse skill sets to support strategic directions (2020)	<ul style="list-style-type: none"> <li>Newly elected board (see Chair report)</li> </ul>	
Promote student leadership and decision making		<ul style="list-style-type: none"> <li>Leadership meetings once weekly</li> <li>GRIP student leader conference</li> </ul>
Provide a range of authentic student leadership opportunities to develop values, interpersonal skills and active citizenship		<ul style="list-style-type: none"> <li>Charity fundraising</li> <li>Vinnie's sleepout</li> <li>Assemblies and special events</li> </ul>



# WPS BUSINESS PLAN PATHWAY TO SUCCESS TIMELINE

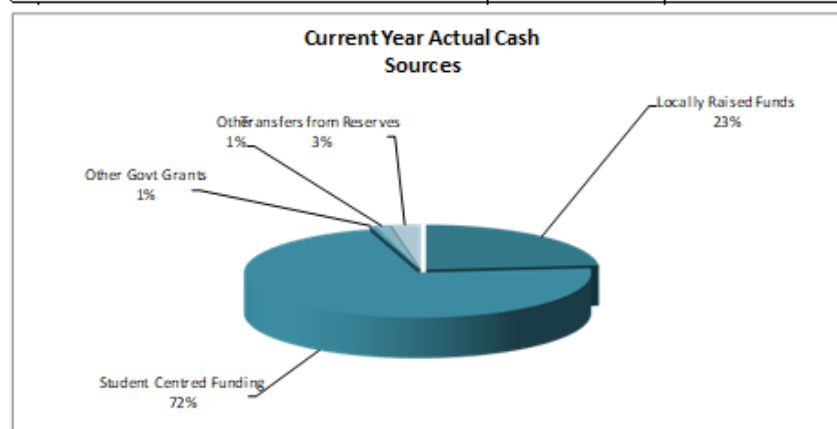
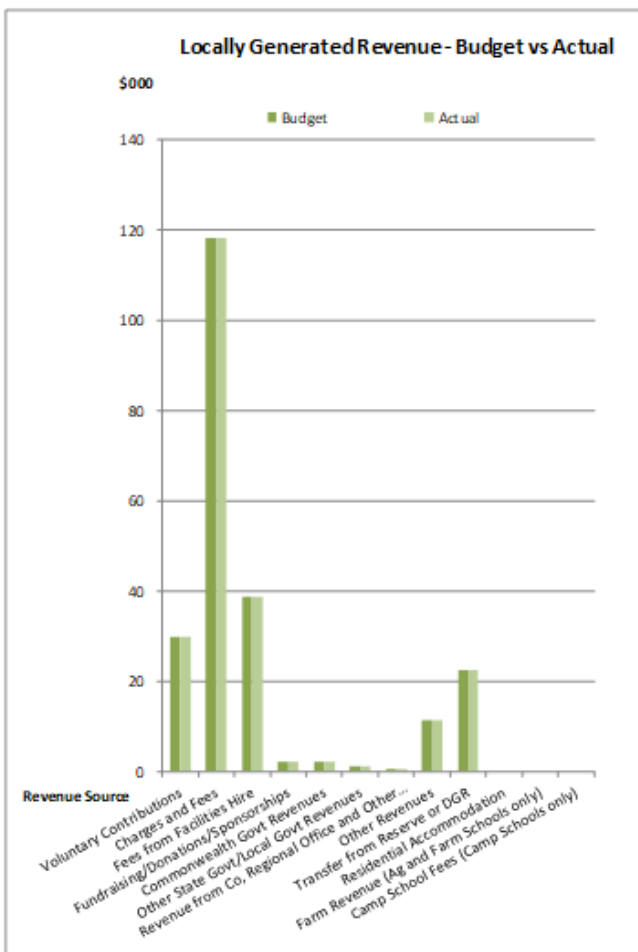
## Improvement Driver 5: Resources

Strategies for Improvement	2021 Semester 1	2021 Semester 2
<p>Prioritise resource acquisition to improve priority curriculum areas, indoor and outdoor play-based learning environments and pedagogy</p>	<ul style="list-style-type: none"> <li>• Undercover Assembly Area Re-surface</li> <li>• Air Conditioning Upgrade</li> <li>• Paving Upgrade</li> <li>• Garden Beautification Plan</li> <li>• Carpet Replacement</li> <li>• Painting</li> </ul>	<ul style="list-style-type: none"> <li>• Undercover Assembly Area (cont)</li> <li>• Wet Area Upgrade</li> <li>• Student furniture</li> </ul>
<p>Provide staff opportunities to build staff capacity in pedagogy, innovation and leadership through quality and timely professional learning</p>	<ul style="list-style-type: none"> <li>• Leadership Team</li> <li>• WA Future Leaders Framework</li> </ul>	<ul style="list-style-type: none"> <li>• Talk for Writing K-2 (gradual PL across year levels)</li> <li>• WA Future Leaders Framework</li> <li>• All staff non-teaching and teaching to complete Child Protection Abuse and Prevention PL</li> <li>• Aboriginal Cultural Appreciation PL</li> </ul>
<p>Review the workforce plan highlighting the distribution of staff and targeted expenditure to meet student, staff and school needs</p>		<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

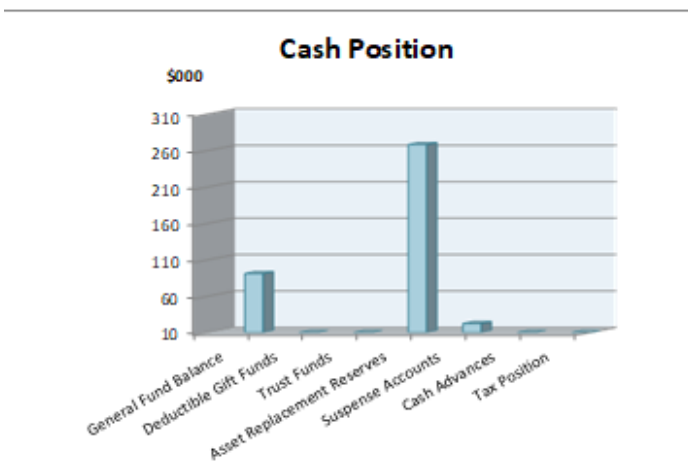
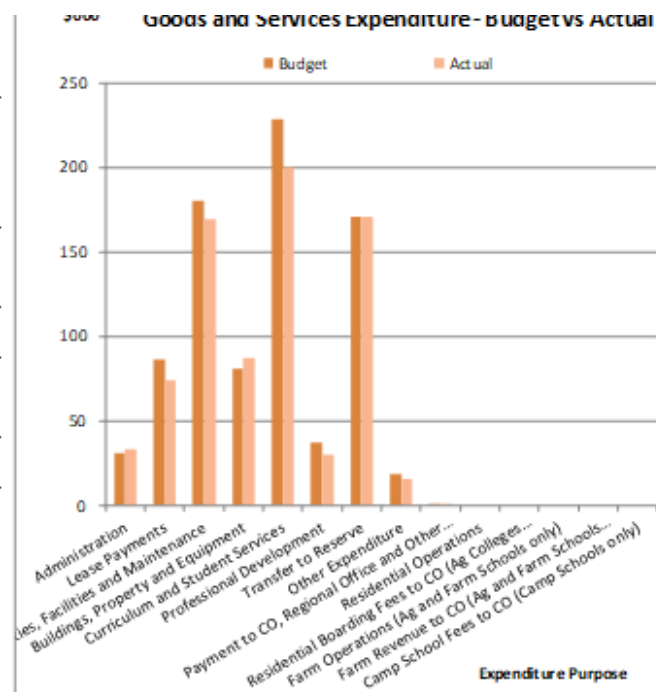


# Financial Statement

Revenue - Cash & Salary Allocation		Budget	Actual
1	Voluntary Contributions	\$ 29,774.00	\$ 29,774.00
2	Charges and Fees	\$ 118,258.14	\$ 118,258.08
3	Fees from Facilities Hire	\$ 38,743.64	\$ 38,743.64
4	Fundraising/Donations/Sponsorships	\$ 2,147.00	\$ 2,147.13
5	Commonwealth Govt Revenues	\$ 2,125.91	\$ 2,125.91
6	Other State Govt/Local Govt Revenues	\$ 1,000.00	\$ 1,000.00
7	Revenue from Co, Regional Office and Other Schools	\$ 508.00	\$ 508.18
8	Other Revenues	\$ 11,436.00	\$ 11,438.01
9	Transfer from Reserve or DGR	\$ 22,524.00	\$ 22,524.00
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>\$ 226,516.69</b>	<b>\$ 226,518.95</b>
Opening Balance		\$ 64,812.00	\$ 64,811.83
Student Centred Funding		\$ 579,671.89	\$ 579,671.89
<b>Total Cash Funds Available</b>		<b>\$ 871,000.58</b>	<b>\$ 871,002.67</b>
Total Salary Allocation		\$ -	\$ -
<b>Total Funds Available</b>		<b>\$ 871,000.58</b>	<b>\$ 871,002.67</b>



Expenditure - Cash and Salary	Budget	Actual
Administration	\$ 30,528.00	\$ 32,749.74
Lease Payments	\$ 86,460.00	\$ 74,119.54
Utilities, Facilities and Maintenance	\$ 180,192.00	\$ 169,196.98
Buildings, Property and Equipment	\$ 80,418.00	\$ 85,916.26
Curriculum and Student Services	\$ 228,093.73	\$ 200,307.68
Professional Development	\$ 37,264.22	\$ 29,831.61
Transfer to Reserve	\$ 171,000.00	\$ 171,000.00
Other Expenditure	\$ 18,844.08	\$ 15,341.17
Payment to CO, Regional Office and Other Schools	\$ 570.00	\$ 570.00
Residential Operations	\$ -	\$ -
Residential Boarding Fees to CO (Ag Colleges only)	\$ -	\$ -
Farm Operations (Ag and Farm Schools only)	\$ -	\$ -
Farm Revenue to CO (Ag and Farm Schools only)	\$ -	\$ -
Camp School Fees to CO (Camp Schools only)	\$ -	\$ -
<b>Total Goods and Services Expenditure</b>	<b>\$ 833,370.03</b>	<b>\$ 780,032.98</b>
<b>Total Forecast Salary Expenditure</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Expenditure</b>	<b>\$ 833,370.03</b>	<b>\$ 780,032.98</b>
<b>Cash Budget Variance</b>	<b>\$ 37,630.55</b>	



Cash Position as at:	
Bank Balance	\$ 375,181.08
Made up of:	
1 General Fund Balance	\$ 90,969.69
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 268,072.19
5 Suspense Accounts	\$ 22,334.20
6 Cash Advances	\$ -
7 Tax Position	\$ (6,195.00)
<b>Total Bank Balance</b>	<b>\$ 375,181.08</b>