



WAROONA
DISTRICT HIGH SCHOOL



ANNUAL REPORT 2019

CONSIDERATE

ASPIRING

RESPONSIBLE

ENGAGED

SAFE



From the Principal



It is with great pleasure that I present to the community of Waroona District High School, the Annual Report for 2019.

2019 was a year of Leadership transition and change at Waroona District High School. Cathy de Thierry concluded her time as Principal at the end of Term 1. The Principal role was then ably filled by Paul Jones for Term 2

and Term 3, before I was appointed as substantive Principal in Term 4.

Looking back over the year to write this report has highlighted to me the vast and varied opportunities offered to students at this dynamic little school. I have tried to capture as many of these as possible in the "Highlights" and photographic snapshots of the year. What it has really impressed upon me is the dedication of both our staff and our community to the life of our school. From our wonderful supply of volunteers, P&C, School Council, local Shire and local businesses, our tight knit community spirit and support really sets us apart from other schools.

Creating a one school culture was a significant focus in 2019. A whole school approach to student services was developed and the repurposing of the Moortidj Miya building into a hub for student services was a significant strategy for improving our provision of support to students. The combined Year 6 and Year 10 Graduation and Presentation Assemblies also reflected our commitment to creating a one school culture. The Secondary School Dance was a highly enjoyable event for the Year 7-10 students, planned entirely by the student leadership group, an event which highlighted once again our inclusive and cooperative culture.

Country Week provided an opportunity for our students to show their prowess in the sporting domain with our students excelling in both A and B Division Basketball, taking out the grand final for Girls A Division, Boys B Division and runner up in Boys A Division.

For the first time in many years the school canteen reopened for business to provide healthy and affordable lunches for our students. This was just one of the many ways that our P&C supported our school. In 2019 the P&C contributed thousands of dollars back into the school in items such as new toys and equipment, catering, subsidising end of year activities, upgrades to the long jump pit, fundraising for camps and Country Week and the Elevate Education workshops to name a few. Our School Council engaged in discussion of new and revised school policy and were very supportive of each Principal throughout the year. I thank them sincerely for embracing the change that signified much of 2019.

I would also like to thank our staff for the professionalism with which they approach this most challenging and rewarding of roles. The commitment of our teaching and non-teaching staff and their relationships with students, parents and the wider community of Waroona stand us in good stead to grow our reputation as the school of choice in our local area.

It is now time to write a new narrative for Waroona District High School, a narrative built around a clear vision for our school, that takes us all on a journey of improvement. We have many exciting new developments and initiatives on the agenda for 2020. Over the summer break the front fascia and administration area was refurbished with new signage to the exterior and a modernised reception area. The secondary class rooms also had some upgrades and new furnishings to modernise the learning environment. The Kindergarten rooms received a fresh coat of ceiling paint. These upgrades are symbolic of the wider change and revitalisation occurring in our school.

2020 Initiatives

- Year 7 High School Orientation and Bushranger Cadets camp
- Year 7-10 Basketball Academy
- Year 10 Workplace Learning Program
- Year 10 Certificate II in Skills for Work
- Revised secondary timetable with elective courses across the week
- OLNAWA – a preparatory program for the Online Literacy and Numeracy Assessment for Year 10 students
- Year 7-10 STEM (Science, Technology, Engineering & Mathematics) Program
- Elevate Study Skills Program for Year 7-10
- Aboriginal Cultural Camp
- Connect – a learning management system which will replace various apps and other platforms for parent communication

These new initiatives are just the start of a range of strategies and programs aimed at delivering a world class education to the Waroona community. I look forward to 2020 being a highly successful year.

Jacquie Abbiss
Principal

Highlights 2019

Academic

- Elevate Education for Year 9 and 10 students
- Aspire program in conjunction with the University of Western Australia including the UWA Race Around Campus
- Electronic Reporting to Parents in Semester 2
- NAPLAN online for year 3,5,7,9
- Book Week with a 'Reading is My Super Power!' theme
- Mathematics Enrichment Program sponsored by SciTech culminating with a Maths Murder Mystery afternoon where parents and carers worked alongside their children to solve Maths puzzles and win clues to the murderer
- Pedal Prix "Waroona Hoona" design project and pedal prix racing
- Year 6 STEM extension program

Sporting

- Country Week
- Premiers' Luncheon to celebrate Year 9/10 boys winning Year 9 Peel Football Premiership
- Sports Carnival – Red Faction 2019 house champions (for 6th year in a row!)
- The School Faction Swimming Carnival at the Shire Pool. Red Faction were victorious
- Interschool Athletics Carnival
- Interschool Swimming Carnival
- High School Basketball Carnival
- Primary Aussie Sports

Social & Emotional

- Additional funding to support a full time chaplain
- Heath Black Presentation for youth mental health
- Moorditj Miya transformed into Student Services hub with key personnel
- Team Teach Training for staff
- Attendance and Engagement Policy developed
- RUOK Day mental health and wellbeing activities
- NAIDOC Day activities such as the Kwobidak boornar Beautiful Butterflies
- Vivo Rewards to support our Positive Behaviour Support values
- Breakfast Club established
- Lunch Club established
- Harmony Day Activities

Camps, Excursions, Incursions & Fundraisers

- Bushrangers Mammal Trapping Camp, Penguin Island excursion, Rottnest Camp, Woodman Point Camp, Maritime Museum excursion, Rockingham Regional Environmental Centre excursion, Perth Zoo excursion, history tour of the Duyfken, AQWA excursion, Noongar history at Kings Park excursion, Preston Beach excursion, Drakesbrook Weir excursion
- Easter Bunny visit for our Kindergarten and Pre-Primary students
- Crazy Hair Day Fundraiser
- IGA Fundraiser for Year 6 Camp
- Tracky Dack Day fundraiser
- Sculptures by the Sea excursion, an ALCOA sponsored event
- The Year 6 to Busselton to visit places like the Ngilgi Cave and the Underwater Observatory
- Parliament House visit for the Student Council
- Healing Hands Marsupial Care visit
- Out of the Bag puppet show
- Bunnings sausage sizzle fundraiser for Year 6 camp
- Primary School Disco Fundraiser
- Biggest Morning Tea Fundraiser
- Rockview Alpacas incursion
- Milo & Cookie Day Fundraiser
- Paintstorm Incursion

School Community

- Hosting the Waroona Business Support Group After Hours Event
- Secondary School Dance at the Town Hall
- Bushrangers – planter boxes project with the Waroona Action Group
- Combined Graduation Ceremony for Year 6 & Year 10
- Thank you morning tea for our amazing volunteers, mentors, P&C, School Council
- Cabinet lunch with the Premier and State Cabinet
- Combined Schools & Community Remembrance Day ceremony
- Waroona Show gates and displays of student work
- Attendance stickers in local businesses and support to not serve students during school hours
- \$25,000 grant for increased shade in the school
- Story Dogs for our young reluctant readers once a week
- Cockatoo Nesting box "Cockatube" project with Alcoa Foundation and BirdLife Australia
- Basket weaving with our volunteers
- Plastics recycling project with Greenbatch
- Canteen Busy Bee
- ALCOAs echidna visit
- Fudge Night for Father's Day
- Visiting Artist Shakere Beats
- Primary School Open Day
- Mother's Day Afternoon Tea
- School Christmas Concert and sausage sizzle
- Waroona Community Christmas choir performance



Our Vision, Values & Priorities

Strategic Plan 2019 - 2021

Target Achievement progressing effectively (multiple evidence sources have been collected & there is High uptake of strategies relevant to the target within the Learning/Program Area).	Achieving
Target Achievement progressing with moderate effectiveness (an evidence source has been collected & there is Low to Medium uptake of strategies within the Learning/Program Area).	Progressing
Target Achievement not progressing. Strategies identified for implementation, but No Progress been made with implementation at all (area of concern).	No Progress

Strategic Plan Targets 2019 - 2021

Priority 1: Effective Leadership	
A united and committed leadership team with a clear shared vision which focuses on high expectations for all	
A fair and equitable model of distributed leadership which enhances staff skills	
An on-going and targeted Performance Management process which provides detailed and regular feedback to all staff	
Development of authentic opportunities to enhance, empower and increase student leadership	

Priority 2: High Quality Teaching	
A school wide responsibility adopted towards student learning and success	
Consistent explicit teaching methods utilised in every classroom and across every curriculum area	
Willing participation and involvement in classroom observations both staff-staff (triad model) and staff-admin	
Clear and consistent work standards are established, modelled and displayed in all classrooms and student work areas	
All professional learning links directly to the Strategic Plan and School Priorities	

Priority 3: Success for all Students (through ongoing measurement of effective learning)	
Make consistent use of and reference to systemic and school based data to determine school planning and explicit teaching focus	
Develop a school based assessment schedule which will be adhered to	
Establish student progress books/files	
Build student capacity to set and articulate their learning goals	
Undertake a formal transition/handover each year	

Our Vision, Values & Priorities

Strategic Plan Targets 2019 - 2021

Priority 4: Development of a Positive School Culture	
Clear and specific plan developed for PBS	
PBS practices are implemented across the school (K-10)	
Waroona CARES fortnightly focus established	
On call system in operation	
Clear PBS visuals around the school	
Whole school approach to behaviour rewards	

Priority 5: Strong Partnerships with Parents and the Wider Community which Foster Strong Governance and Support	
Efficient, effective and informative communication	
A strong and involved School Council	
A strong and functional P&C	
Strong community links established	

Summary

A review of the Strategic Plan priority areas and targets indicate that Waroona District High School is progressing well in the Development of a Positive School Culture through the ongoing implementation of the Positive Behaviour Support (PBS) framework. The expected behaviour matrices, fortnightly values focus and link to the reward program have strengthened the PBS approach. The VIVO reward system as means to reward student behaviour has been well received by students and the significant prizes such as the bike and JB Hi-Fi vouchers proved very effective incentives the student body.

Strong Partnerships with Parents and the Wider Community is also an area of significant improvement. The school has worked to improve communication and relationships with our parents via a range of face to face and electronic communication means. Our

working relationship with our governing body – the School Council as well as our P&C has seen a range of new initiatives and policies strongly endorsed. Our relationship with local businesses and community groups has been further strengthened through collaborative projects and initiatives.

Our focus must shift however to our core business of teaching and learning and improving student achievement. A rewrite of the Strategic Plan to include student achievement targets for Literacy and Numeracy, developing phase and whole school approaches to teaching literacy and numeracy must be on our improvement agenda. Explicit instruction as a whole school pedagogical approach and a culture of observation and feedback are also improvement strategies on the agenda for 2020.

Student Achievement 2019

NAPLAN Comparative Performance

Writing	Performance						Students					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Year 3	-0.6	-0.8	1.1	0.9	-2.1	1.4	20	18	25	19	25	16
Year 5	-2.0	-0.9	1.1	2.4	-2.5	0.3	19	21	17	18	30	11
Year 7	0.2	1.7	2.8	-2.1	-0.1	0.3	19	26	21	23	16	18
Year 9	0.3	0.7	-2.2	-0.1	-1.8	0.0	29	15	17	20	21	20

Spelling	Performance						Students					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Year 3	-1.3	0.5	-0.3	0.0	-2.0	1.0	20	18	25	19	26	17
Year 5	-1.1	-1.6	1.4	1.0	-0.3	-1.3	19	21	17	18	30	10
Year 7	-1.5	0.9	1.6	-0.3	-2.3	3.0	19	26	22	22	15	18
Year 9	1.2	1.9	-0.1	1.2	-0.3	-1.0	29	15	17	21	20	19

Numeracy	Performance						Students					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Year 3	0.4	-0.2	-0.3	0.6	-2.1	0.1	19	18	27	19	26	17
Year 5	-1.2	-0.4	-0.7	-0.4	-0.4	-1.1	17	22	18	19	29	10
Year 7	-0.5	1.0	-0.6	0.3		2.7	20	23	19	23		17
Year 9	0.2	-1.1	-0.3	-0.3	-1.8	-0.5	29	12	19	21	19	18

Reading	Performance						Students					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Year 3	0.2	0.5	-0.5	0.3	-1.3	0.8	20	18	27	19	26	17
Year 5	0.2	0.3	-0.9	-1.1	-0.1	-1.9	16	22	19	18	28	10
Year 7	-0.3	0.7	1.8	-0.5	1.2	4.4	18	25	23	21	14	17
Year 9	1.7	2.8	0.5	-0.3	0.0	-1.5	29	13	18	20	21	18

Grammar & Punctuation	Performance						Students					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Year 3	-0.8	0.1	0.3	0.2	-0.7	0.2	20	18	26	19	26	17
Year 5	-0.1	-0.7	-0.2	-0.6	-0.7	-0.2	19	21	20	19	30	10
Year 7	-0.4	0.4	0.8	0.7	2.4	1.8	19	26	11	22	15	18
Year 9	-0.8	0.7	0.6	1.2	-2.0	-1.5	29	15	17	21	20	19

■ Above Expected - more than one standard deviation above the predicted school mean

■ 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

Highlights

- Above expected performance in Year 3 Writing
- Above expected performance in Year 7 Numeracy
- Above expected performance in Year 7 Reading
- Above expected performance in Year 7 Spelling
- Above expected performance in Year 7 Grammar & Punctuation
- Performed well above Like Schools in all 5 test areas in Year 3
- Performed well above Like Schools in all 5 test areas in Year 7

NAPLAN Average Test Scores compared to Like Schools

2019	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3 WDHS	389	401	387	379	358
Like School	367	369	358	357	356

2019	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 7 WDHS	528	469	535	508	523
Like School	494	456	501	484	497

Student Achievement 2019

■ School performed above

■ School performed below

NAPLAN National Minimum Standard

Percentage of Students at or Above National Minimum Standard						
		Numeracy	Writing	Reading	Spelling	Grammar & Punctuation
Year 3	School	94	100	100	100	94
	Like School	88	91	91	81	84
	WA Public	95	97	96	82	94
Year 5	School	80	73	80	70	80
	Like School	88	81	85	84	78
	WA Public	95	91	94	93	90
Year 7	School	100	94	100	100	83
	Like School	83	69	82	82	77
	WA Public	93	88	92	92	90
Year 9	School	100	60	100	82	88
	Like School	97	66	97	88	83
	WA Public	98	83	98	92	90

Highlights

- Year 3 100% students at or above NMS in Writing, Reading and Spelling
- Year 7 100% students at or above NMS in Numeracy, Reading and Spelling
- Year 9 100% students at or above NMS in Numeracy and Reading

Attendance

	Primary Attendance			Secondary Attendance		
	School K-6	Like School K-6	WA Public Schools	School 7-10	Like School	WA Public Schools
2017	89.9%	90.5%	92.7%	81.8%	81.7%	87.8%
2018	90.9%	90.1%	92.6%	82.5%	80.5%	87.6%
2019	89.4%	87.8%	91.6%	82.4%	79.1%	86.8%

	Primary Aboriginal Attendance			Secondary Aboriginal Attendance		
	School K-6	Like School K-6	WA Public Schools	School 7-10	Like School	WA Public Schools
2017	78.7%	81.8%	81.2%	78.2%	67.4%	66.6%
2018	81.9%	81.1%	80.8%	71.7%	64.8%	66.0%
2019	81.2%	79.5%	79.5%	71.4%	63.7%	65.8%

Highlights

- Primary and secondary attendance rates above Like Schools
- Primary and secondary Aboriginal attendance rates above Like Schools and WA Public Schools

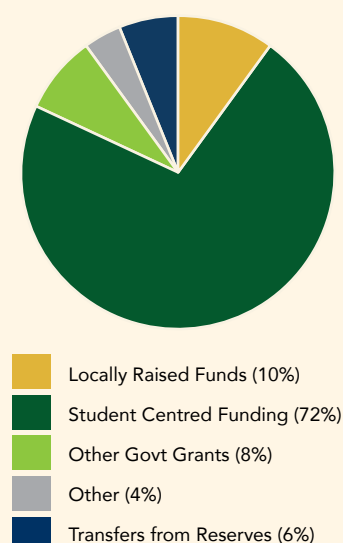


Financial Summary 2019

- In 2019 Waroona District High School received \$3,235,567 in Student Centred Funding.
- \$1,816,605 was allocated to the school based on enrolment figures at the time of census of 235 students and a further \$184,638 was received as Targeted initiatives including funding for Education Assistants, the Graduate Teacher Induction Program, Early Childhood Education, Chaplaincy and High Priority Maintenance and Works.
- The collection rate for voluntary contributions in 2019 was 31.98% with 29.14% in our Primary and 34.82% in our Secondary school and 100% of charges were collected.
- The P&C donated over \$13,000 to our school in 2019 and local business and organisations donated over \$7,000. The majority of these donations contributed to Country Week, school camps, student awards and scholarships.
- Revenue raised at Waroona District High School is predominantly linked to student enrolment figures and student retention and school development will remain a focus in 2020
- In 2019, over 90% of revenue was expended on salaries for school staff at Waroona District High School.
- Cash spending was less than budgeted with a focus on increased efficiency in all areas allowing us to introduce a Student Services team to the school for the first time.
- Work in Facilities and Maintenance and Buildings Property and Equipment was delayed and the expenditure will be reflected in the 2020 budgets.
- Over 40% of the cash budget was spent in the areas of Curriculum and Student Services with additional investment in these areas reflected in the salaries of 5 staff in Student Services.
- Waroona District High School will continue to maintain our focus on supporting the professional learning of teachers and we will maximise efficiencies by using a whole school approach to focus areas and utilise the school development days to develop all staff in priority areas, reducing course and salary costs.
- A conservative approach to spending will be continued in 2020 with the focus on our Quality Teaching priority and our vision of being the school of choice in the local community.

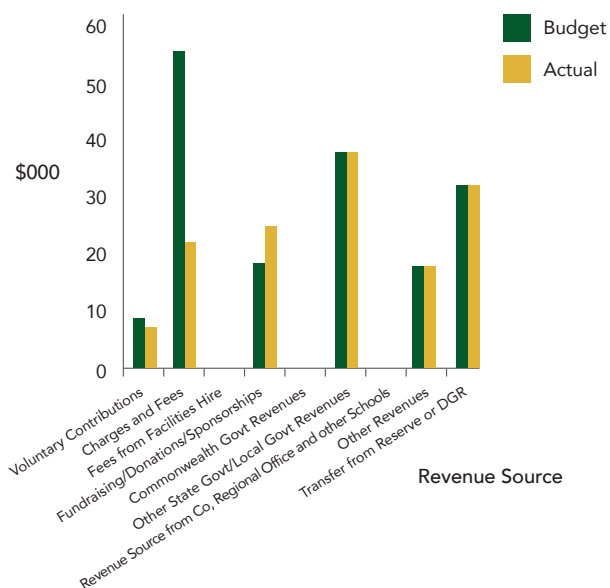
	Revenue - Cash & Salary Allocation	Budget	Actual
1	Voluntary Contributions	\$8,940.30	\$7,874.30
2	Charges and Fees	\$54,430.00	\$20,667.49
3	Fees from Facilities Hire	\$	\$
4	Fundraising/Donations/Sponsorships	\$29,103.25	\$24,055.33
5	Commonwealth Govt Resources	\$	\$
6	Other State Govt/Local Govt Revenues	\$39,206.59	\$39,206.59
7	Revenue from Co, Regional Office and Other Schools	\$	\$
8	Other Revenues	\$18,193.55	\$18,155.37
9	Transfer from Reserve or DGR	\$30,851.82	\$30,751.82
	Total Locally Raised Funds	\$170,645.51	\$140,721.90
	Opening Balance	\$156,512.00	\$156,512.35
	Student Centered Funding	\$365,571.54	\$365,101.54
	Total Cash Funds Available	\$652,729.05	\$662,335.79
	Total Salary Allocation	\$	\$
	Total Funds Available	\$652,729.05	\$662,335.79

Current Year Actual Cash Sources

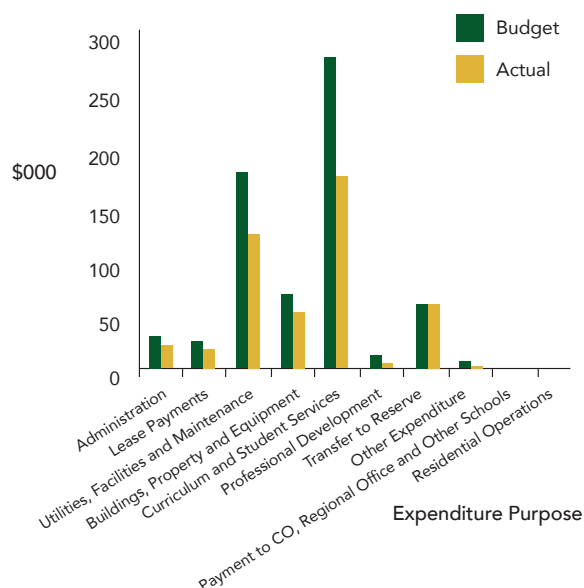


Financial Summary 2019

Locally Generated Revenue - Budget vs Actual



Goods and Services Expenditure



	Expenditure - Cash & Salary	Budget	Actual
1	Administration	\$34,053.50	\$26,952.54
2	Lease Payments	\$20,086.67	\$13,565.79
3	Utilities, Facilities and Maintenance	\$181,789.68	\$132,395.21
4	Buildings, Property and Equipment	\$72,722.00	\$60,413.49
5	Curriculum and Student Services	\$277,767.79	\$183,040.95
6	Professional Development	\$14,000.00	\$4,739.53
7	Transfer to Reserve	\$69,500.00	\$69,500.00
8	Other Expenditure	\$6,405.68	\$3,253.00
9	Payment to CO, Regional Office and Other Schools	\$	\$
10	Residential Operations	\$	\$
	Total Goods and Services Expenditure	\$676,325.02	\$493,900.51
	Total Forecast Salary Expenditure	\$	\$
	Total Expenditure	\$676,325.02	\$493,900.51
	Cash Budget Variance	\$16,404.03	

Cash Position as at:	
Bank Balance	\$362,462.40
Made up of:	
1 General Fund Balance	\$158,435.28
2 Deductible Gift Funds	\$
3 Trust Funds	\$
4 Asset Replacement Reserves	\$186,040.87
5 Suspense Accounts	\$577.25
6 Cash Advances	\$
7 Tax Position	(\$2,541.00)
Total Bank Balance	\$352,462.40



WAROONA DISTRICT HIGH SCHOOL

55 Millar Street
PO Box 220
Waroona WA 6215
Tel: 08 9782 7000

www.waroonadhs.wa.edu.au