Shaping the future

Principal Selection and Placement Pilot

Hammond Park Primary School

- Schools online report
- School workforce profile report
- Outgoing principal survey report

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Principal Selection and Placement Pilot

Introduction

Workforce Policy and Coordination vision is to work together to design, attract and shape our workforce. The Conceptual Model for our ongoing Workforce Planning and Development focuses on three distinct and independent domains:

- Quality Teaching and Learning
- Workforce Characteristics
- Student, Staff, Community Health and Wellbeing and Engagement

Conceptual Model for Workforce Planning and Development

Workforce Strategy
Improving Student Outcomes
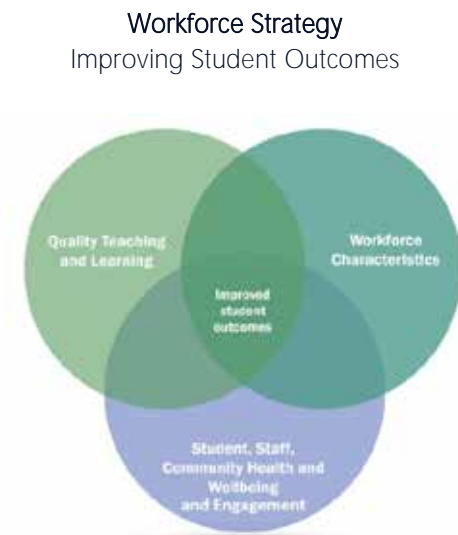
School Profile

Welcome to the Principal Selection and Placement Pilot. This school profile has been prepared to assist applicants gain a greater understanding of the context of the advertised school. The school profile covers the three domains of the Workforce Planning Conceptual Model.

- Quality Teaching and Learning
- Workforce Characteristics
- Student, Staff, Community Health and Wellbeing and Engagement

Applicants are expected to familiarise themselves with this information before commencing the multi-phase selection process.

Quality Teaching and Learning

This section of the school report includes details from the Department's schools online website, prepared by System and School Performance.

Schools Online Department of Education Western Australia (det.wa.edu.au)

Schools Online - School Report

Contact Information

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Code	5823
Name	Hammond Park Primary School
Physical Address	10 Eucalyptus Drive Hammond Park 6164
Postal Address	(Same as above)
Phone	08 9494 3200
Fax	

School Management

___

Principal
Kim Calabrese

Vice / Deputy Principal
Erin Svean
Amy James
Nicola Poezyn

Manager Corporate Services
Vicki Mcglew

Region Management

___

Director of Education

Ken Perris
South Metropolitan Education Regional Office

> **Note:**
> Care needs to be taken in the interpretation of the performance related data being presented in this report, particularly where the data are based on small student numbers. Judgements should only be made with an understanding of the particular school context. Please refer to the footnotes provided within Schools Online for advice on each of the tables and graphs.

School Overview

Hammond Park Primary School is an Independent Public School that caters for children from Kindergarten to Year 6. The school is located on the corner of Eucalyptus Drive and Murrumbidgee Road in Hammond Park, south of Perth in the City of Cockburn.

Our school motto 'Learning Together Every Day' symbolises our commitment towards our school community and each other. Our teachers are collaborative, reflective and guided by research. They engage children in 'action based' programs that are differentiated for the needs of the learner. They foster creative and critical thinkers who are problem solvers and resilient learners.

Hammond Park Primary School is a Positive Behaviour Support (PBS) school and the children are explicitly taught the expectations of; Be Safe, Be Responsible, Be Respectful and Be a Learner. These expectations are woven into every aspect of school life so that our students can learn and develop in a safe and nurturing environment.

Our specialist programs include Music, Physical Education, Visual Arts and Indonesian. Our students are eligible to learn a musical instrument and participate in choirs, as well as compete in interschool sport and take part in various art activities, exhibitions and competitions. Hammond Park Primary School is an integral part of the Cockburn Central Education Network (CCEN). We work collaboratively with our neighbouring schools to ensure we are providing the best possible professional development for our teachers as well as engaging and relevant learning opportunities for our students.

The school comprises of four teaching and learning blocks including one that is specially designed for early childhood, a visual arts room, a music room, a covered assembly area with a fully equipped canteen run by our Fabulous Food Factory (a P&C group), a library, an oval and basketball/tennis courts and various other playground structures and initiatives. Outside School Hours (OSH) Club operates from our undercover area before and after school and during school holidays.

At Hammond Park Primary School, state-of-the-art ICT infrastructure is in place to ensure all students have the opportunity to use cutting edge technology in a 21st century learning environment. The students have access to electronic whiteboards, iPads, MacBooks, Chromebooks and various types of other electronic and robotic resources. We endeavour to ensure our students know how to solve problems collaboratively using the technology we provide, successfully equipping them with 21st century learning skills.

Hammond Park Primary School is a diverse community and we are proud of the culture we have developed, fostered and nurtured since we opened in 2014. Hammond Park Primary School hosts the Hammond Park Community Association meetings bi-monthly, we have an active School Board, a committed P&C, exceptional teachers and staff and an amazing school community.

For further information contact Jennifer Lee (Principal) by email: Jennifer.Lee@education.wa.edu.au or by phone : 94943200

Student Numbers (as at 2022 Semester 1)

Primary

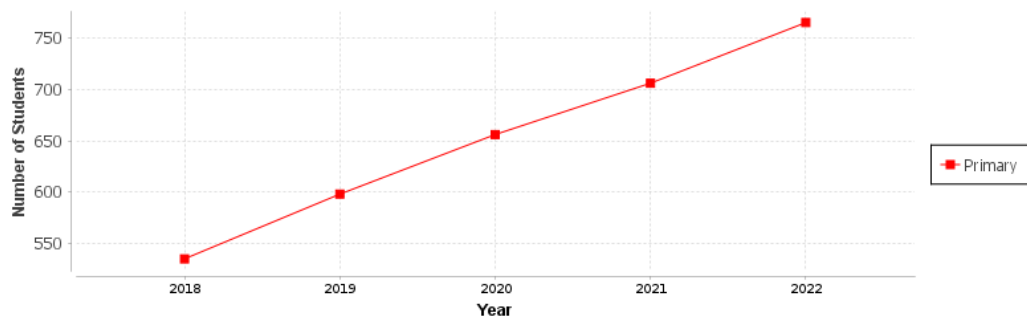|	Kin	PPR	Y01	Y02	Y03	Y04	Y05	Y06	Total
Full Time	(90)	115	112	104	121	122	99	92	855
Part Time	150								

> **Note:**
> The Kin Full Time student figure represents the Full Time Equivalent of the Part Time students

Sex

	Kin	PPR	Pri	Sec	Total
Male	85	64	335		484
Female	65	51	315		431
Total	**150**	**115**	**650**		**915**

Student Number Trends (based on 2022 Semester 1 Census Data)

2022 Semester 1

	2018	2019	2020	2021	2022
Primary (Excluding Kin)	535	598	656	706	765
Upper Secondary	0	0	0	0	0
Total	535	598	656	706	765

Note:
The graph and table include only full-time students

Staff Numbers

	No	FTE	AB'L
Principals	1	1.0	0
Associate / Deputy / Vice Principals	3	3.0	0
Total Administration Staff	4	4.0	0

	No	FTE	AB'L
Level 3 Teachers	2	2.0	0
Other Teaching Staff	47	41.6	2
Total Teaching Staff	49	43.6	2

	No	FTE	AB'L
Clerical / Administrative	4	3.4	0
Gardening / Maintenance	1	0.6	0
Other Allied Professionals	23	17.0	0
Total Allied Professionals	28	21.0	0

	No	FTE	AB'L
Total	**81**	**68.6**	**2**

Note:

All teaching staff meet the professional requirements to teach in Western Australian public schools and can be found on the public register of teachers of the Teacher Registration Board of Western Australia.

Percentages of students Above, At, and Below National Minimum Standard (NMS) Levels

NAPLAN Numeracy					
2018		**2019**		**2021**	
Year 3	Year 5	Year 3	Year 5	Year 3	Year 5
Above NMS 92%	81%	93%	96%	94%	90%
At NMS 8%	15%	7%	3%	5%	8%
Below NMS 0%	4%	0%	1%	1%	2%

NAPLAN Reading					
2018		**2019**		**2021**	
Year 3	Year 5	Year 3	Year 5	Year 3	Year 5
Above NMS 92%	90%	94%	94%	95%	93%
At NMS 8%	6%	5%	5%	5%	4%
Below NMS 0%	4%	1%	0%	0%	2%

NAPLAN Writing					
2018		**2019**		**2021**	
Year 3	Year 5	Year 3	Year 5	Year 3	Year 5
Above NMS 97%	79%	93%	86%	97%	92%
At NMS 0%	12%	5%	10%	1%	5%
Below NMS 3%	8%	2%	4%	2%	2%

Student-Centred Funding

Student-Centred Funding 2022

Per Student Funding	$6,930,060.00
Student and School Characteristics	$904,066.81
Disability Adjustments	$0.00
Targeted Initiatives	$194,097.93
Operational Response Allocation	$19,053.33
Regional Allocation	$0.00
Total 2022	**$8,047,278.07**
Transition Adjustment	$0.00
Total After Transition Adjustment	**$8,047,278.07**

Per Student Funding - At Census

	Funded Student FTE		Amount
	Below Threshold	**Above Threshold**	
Kindergarten	150	0	$748,800.00
Pre-primary	115	0	$997,395.00
Year 1	112	0	$971,376.00
Year 2	104	0	$901,992.00
Year 3	121	0	$1,049,433.00
Year 4	122	0	$884,134.00
Year 5	98	0	$710,206.00
Year 6	92	0	$666,724.00
Total	**914**	**0**	**$6,930,060.00**

Student and School Characteristics Funding - At Census

	Funded Student FTE	Amount
Student Characteristics		
Aboriginality	13	$26,062.50
Disability	39	$587,583.34
English as an Additional Language or Dialect	88	$216,797.29
Social Disadvantage	102	$73,623.68
Sub Total		**$904,066.81**
School Characteristics		
Enrolment-Linked Base		$0.00
Locality		$0.00
Sub Total		**$0.00**
Total		**$904,066.81**

Targeted Initiatives (Detail)

	Amount
Targeted Initiative: Additional support for delivery of mental health programs	$11,479.50
Targeted Initiative: Graduate Teacher Induction Program and Graduate Curriculum Materials	$7,220.51
Targeted Initiative: Level 3 Classroom Teachers Additional Teacher Time	$11,648.96
Targeted Initiative: Preschool Reform Agreement	$149,700.00
Targeted Initiative: Schools With Low Proportion of Level 3 Classroom Teachers	$11,648.96
Targeted Initiative: Sporting Schools Programme	$2,400.00
Total	**$194,097.93**

Operational Response Allocation (Detail)

	Amount
Operational Response: Additional Cleaning Time Coronavirus (COVID-19)	$13,913.25
Operational Response: Attraction and Retention	$5,140.08
Total	**$19,053.33**

Workforce Characteristics

This section of the school report includes details about the school's workforce characteristics prepared by Workforce Planning, from the Department's corporate reporting system.

Hammond Park Primary School

Five Year Profile: 2018 – 2022   **Extracted as at PAYDAY: 07/07/2022**

The purpose of this document is to aid workforce planning of schools by providing employment data over a five year period. If more information is required, please contact the Workforce Planning Branch.

Hammond Park Primary School Profile 2018 – 2022

The workforce profile data in this report was extracted as at the Payday shown. FTE is listed as the work fraction on the position that the person is occupying. Note that the headcount of staff may vary throughout the report depending on whether staffs are employed in more than one position across occupational groups.

1. Current Employment

Table 1 outlines the current FTE and headcount of the total number of staff at Hammond Park Primary School as of the Payday shown. The numbers showing as Active Headcount and FTE are those employees who are active in HRMIS and have not been on leave for more than 20 days as at the Payday shown. Inactive are those employees on long leave.

Below is an outline of the staff classified into each occupation group:
Leadership: principal, deputy principal
HOLA/Coordinators;
Teachers: classroom teachers;
Education Assistants: education assistants (mainstream, education support), AIEOs;
Admin: school officers, manager corporate services, business managers and school corporate staff;
Cleaners;
Gardeners; and
Other: library officers, network support officers, technical officers, school psychologists
and other staff not included above.

Table 1 FTE and headcount of staff for occupation groups

Occupation Group	Active Headcount	Active FTE	Inactive Headcount	Inactive FTE	Total Headcount	Total FTE
Leadership	6	6.0	0	0.0	6	6.0
Teacher	51	45.6	2	1.4	53	47.0
Mainstream EAs	13	9.4	1	0.5	14	9.8
Education Support EAs	13	9.1	1	0.5	14	9.7
Admin	3	3.0	0	0.0	3	3.0
Cleaner	7	3.4	0	0.0	7	3.4
Gardener	1	0.6	0	0.0	1	0.6
Other	1	1.0	0	0.0	1	1.0
Total	**95**	**78.1**	**4**	**2.4**	**99**	**80.5**

Figure 1 presents the FTE and headcount data from Table 1.

Figure 1 FTE and headcount of staff for occupation groups
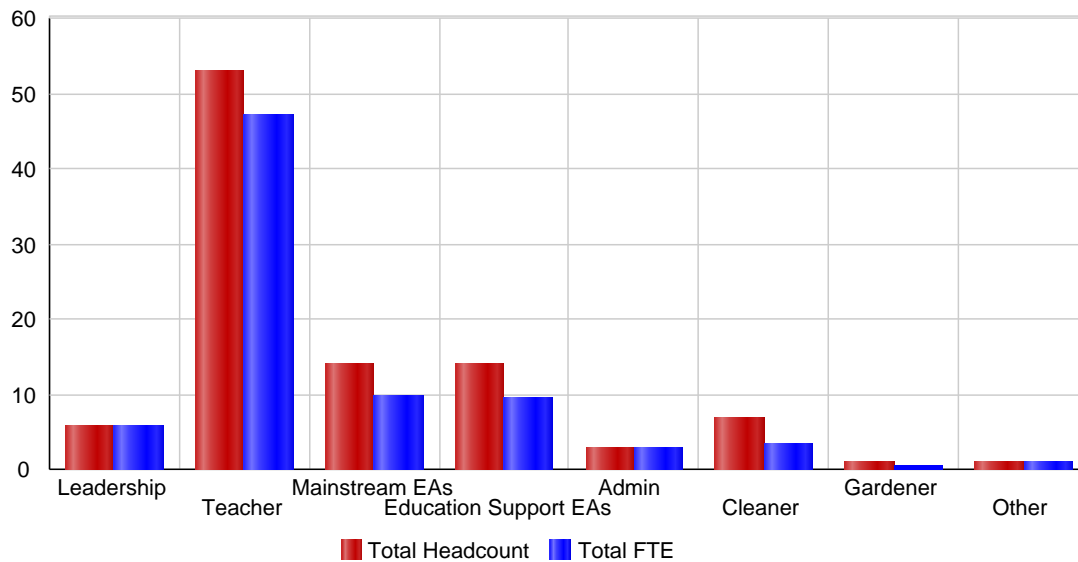
2. Total Employment

Table 2 identifies trends in total employment figures and shows the headcount and FTE for each year (2018-2022).

Table 2 Total employment FTE and headcount 2018-2022

Year	Headcount	FTE
2018	72	56.8
2019	73	58.3
2020	77	62.6
2021	85	68.3
2022	99	80.5

Figure 2 illustrates the above data.

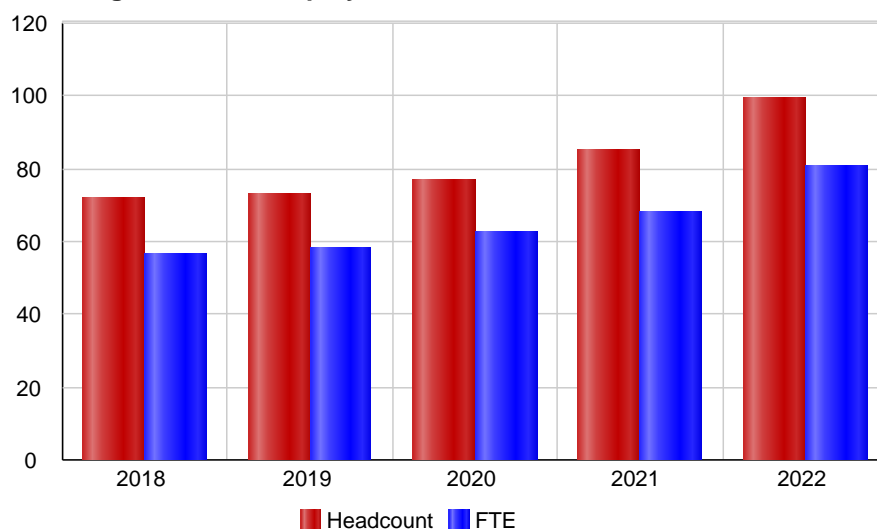**Figure 2 Total employment FTE and headcount 2018-2022**

Table 3 Total employment headcount with proportion of full time employees

Occupational Groups	Total Headcount	% Full Time	% Part Time
Leadership	6	100%	0%
Teacher	53	74%	26%
Mainstream EAs	14	0%	100%

Occupational Groups	Total Headcount	% Full Time	% Part Time
Education Support EAs	14	0%	100%
Admin	3	100%	0%
Cleaner	7	0%	100%
Gardener	1	0%	100%
Other	1	100%	0%
Total	**99**		

Table 3 identifies the current proportion of full time employees for each occupational group.

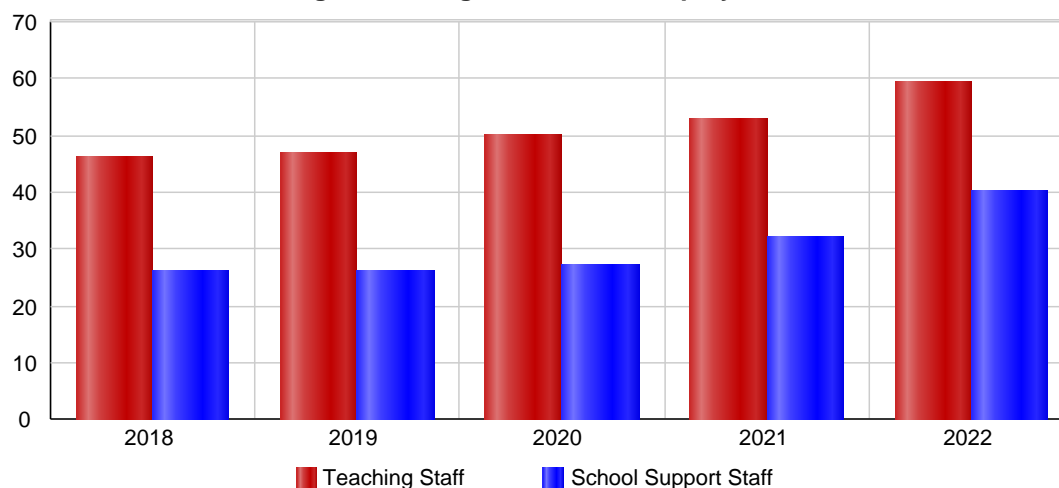**Figure 3 Categories of staff employment**

Figure 3 demonstrates the spread of teaching and school support staff over the last five years. For the purpose of this profile, 'Teaching Staff' includes teachers, heads of department and teaching leadership staff.

2.1 Students and Staff Trend

Table 4 presents the student and staff numbers (teaching and support) for each year since 2018.

Table 4 Students and staff trend

Year	Total Staff Headcount	Teaching Staff Headcount	School Support Staff Headcount	Students
2018	72	46	26	628
2019	73	47	26	693
2020	77	50	27	753
2021	85	53	32	805
2022	99	59	40	914

* Note: student numbers are taken from Semester 1 schools online figures each year

As indicated in Figure 4 below, student numbers have followed a similar trend to total staff headcount.

Figure 4 Students and Staff Trend
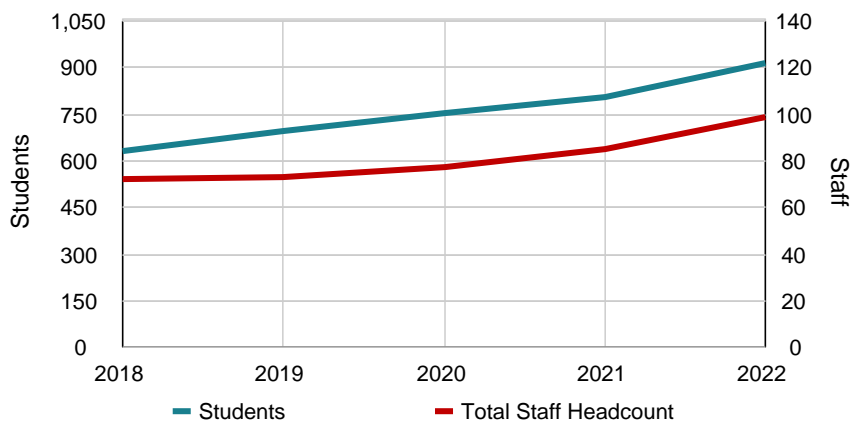
3. Gender Profile

The gender profile below relates to all staff members as well as teaching and school support staff specifically. It details how many male and female staff members are employed at Hammond Park Primary School using both headcount and FTE.

Table 5 Gender profile

Year	All Staff (Headcount)		Teaching Staff (Headcount)		School Support Staff (Headcount)	
	Male	Female	Male	Female	Male	Female
2018	7	65	4	42	3	23
2019	9	64	5	42	4	22
2020	8	69	5	45	3	24
2021	8	77	5	48	3	29
2022	8	91	6	53	2	38

Year	All Staff (FTE)		Teaching Staff (FTE)		School Support Staff (FTE)	
	Male	Female	Male	Female	Male	Female
2018	6.1	50.7	4.0	34.0	2.1	16.7
2019	8.0	50.4	5.0	34.0	3.0	16.4
2020	7.0	55.7	5.0	37.8	2.0	17.9
2021	7.0	61.3	5.0	40.0	2.0	21.3
2022	7.0	73.5	6.0	47.0	1.0	26.5

4. Women in Leadership

Table 6 shows how many women held Teaching leadership (Principal/Deputy Principal) positions in 2018 and currently in 2022.

Table 6 Women in Teaching Leadership roles

Year	Leadership + HOD
2018	4
2019	4
2020	4
2021	4
2022	6

Table 6a shows how many women held School support leadership (Manager Corporate Services) positions in 2018 and currently in 2022.

Table 6a Women in School Support Leadership roles

Year	Manager Corporate Services
2018	2
2019	1
2020	1
2021	1
2022	1

5. Age Profile

Table 7 compares the age profile of staff in the categories of all staff, teaching and school support staff in 2018 with the current 2022 data.

Table 7 Comparison of age profile data

|	2018			2022		
	All Staff	Teaching Staff	School Support Staff	All Staff	Teaching Staff	School Support Staff
Under 25	5	3	2	1	0	1
25 to 34	21	19	2	26	24	2
35 to 44	23	14	9	35	22	13
45 to 54	16	6	10	23	9	14
55 to 59	2	2	0	10	2	8
60 to 64	5	2	3	1	0	1
65 to 69	0	0	0	3	2	1

5.1 Average Age

Table 8 provides the average age of all staff members, teaching staff and school support staff as well as the average age of males and females.

Table 8 Average age of all staff members 2018 to 2022

Year	All Staff	Teaching Staff	School Support Staff	Males	Females
2018	39.9	37.4	44.1	33.7	40.5
2019	39.9	36.3	46.1	35.6	40.5
2020	40.7	36.9	47.6	38.8	40.9
2021	41.3	37.6	47.5	39.8	41.4
2022	42.1	38.8	47.1	40.6	42.3

Figure 5 Average age of teaching and school support staff members 2018 to 2022
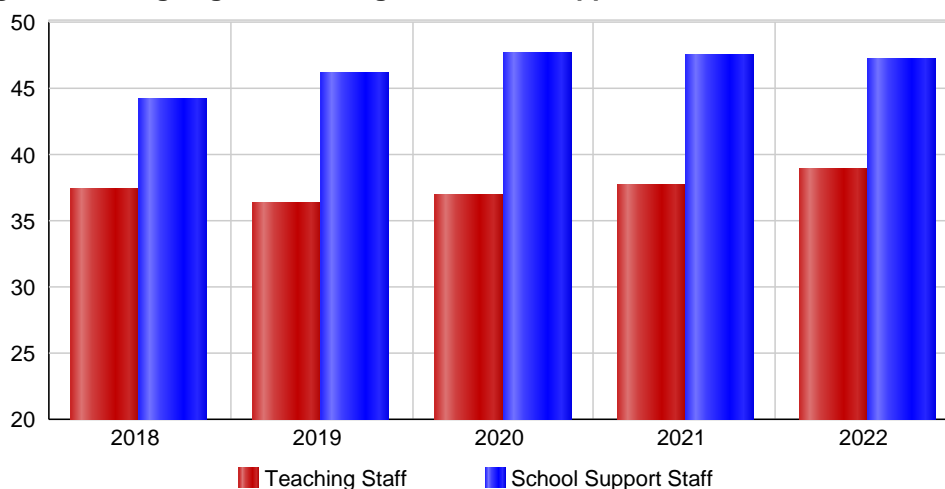
6. Diversity Profile

This Section examines the number of Aboriginal and Torres Strait Islander (ATSI) staff, Culturally and Linguistically Diverse (CALD) staff and people with disabilities. The data is presented in both headcount and FTE.

Table 9 Diversity of staff members 2018 to 2022

Year	Aboriginal and Torres Strait Islander		Culturally and Linguistically Diverse (CALD) staff		People with Disabilities	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
2018	1	0.6	6	4.0	0	0.0
2019	1	0.6	8	5.4	0	0.0
2020	1	0.6	9	7.8	0	0.0
2021	2	1.6	12	9.2	0	0.0
2022	2	1.6	12	9.5	0	0.0

Note that employee disclosure of this data is optional and diversity information should only be used for reporting purposes and to develop and inform employees of professional learning programs relating to employment.

7. Leave

This section is divided into teaching staff and school support staff and examines the number of sick and personal carers leave days taken at Hammond Park Primary School. Average leave taken per staff member is calculated by the sum of leave with evidence, leave without evidence and unpaid leave, divided by staff FTE.

7.1 Sick and Personal Carers leave of teaching staff

Table 10 Sick leave for teaching staff

| Sick/Personal Carers Leave	Leave with evidence (days)	Leave without evidence (days)	Unpaid (days)	Average Sick/Carers leave per Teaching Staff FTE
2018	144.5	142	0	7.5
2019	189.5	168	25	9.9
2020	229	174	1	9.6
2021	160	186	24	8.2

7.2 Sick and Personal Carers leave of school support staff

Table 11 Sick leave for school support staff

Sick/Personal Carers Leave	Leave with evidence (days)	Leave without evidence (days)	Unpaid (days)	Average Sick/Carers leave per School Support Staff FTE
2018	89.1	76.6	21.2	10.1
2019	112.1	88.6	0	10.5
2020	134	78.5	16.4	11.2
2021	144.3	132.5	89.8	14.8

Figure 6 Illustrates the sick and personal carers leave trends for teaching and school support staff between 2018 and 2022.

Figure 6 Sick and Personal Carers leave trends 2018 to 2022

Average Sick/Carers leave per Teaching Staff FTE
Average Sick/Carers leave per School Support Staff FTE
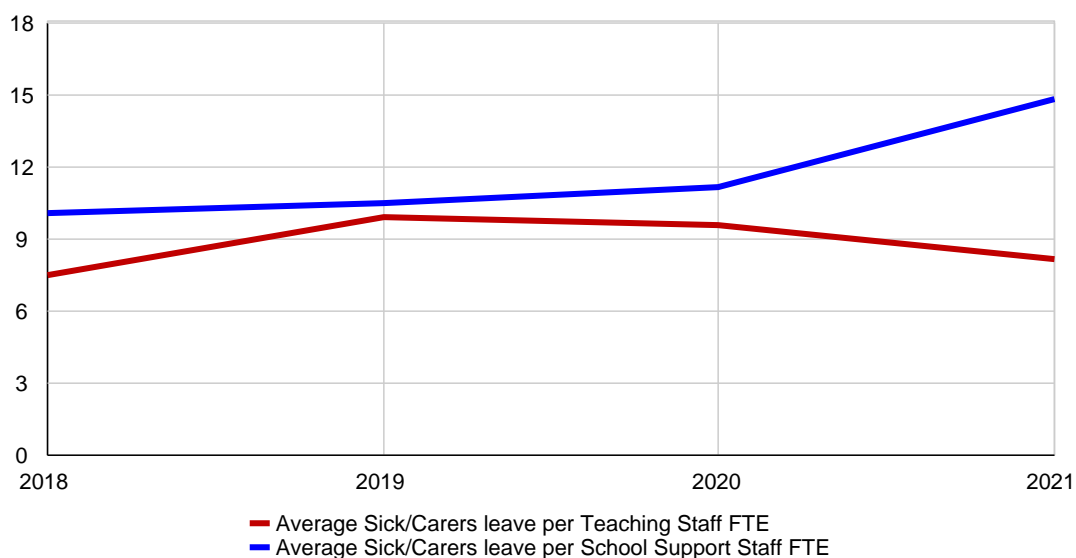
8. Resignations and Retirements

8.1 Estimated Resignation Rate

Table 12 Resignation rate

Year	Resignations	Male	Female	Ave. Age	Rate of Resignation
2018	1	0	1	54.0	1.4%
2019	2	1	1	35.5	2.7%
2021	0	0	0		0.0%
Total	**3**	**1**	**2**		

Table 12 tallies the number of staff members who resigned over the past four years. The rate of resignation is a headcount of resignations divided by total staff headcount.
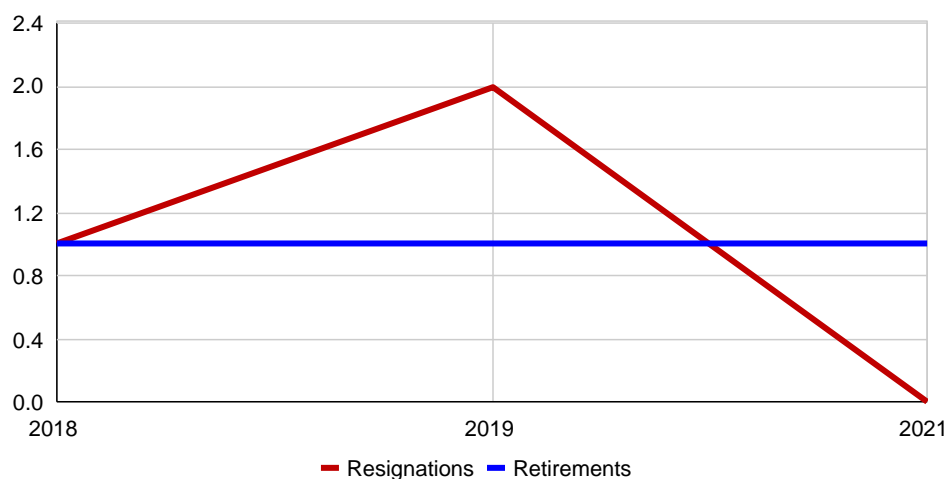
Reasons for resignation included: other work, location, family responsibility, job dissatisfaction and full-time study.

8.2 Retirement Rate

Table 13 Retirement rate

Year	Retirements	Male	Female	Ave. Age	Rate of Retirement
2018	1	0	1	60.6	1.4%
2019	1	0	1	59.6	1.4%
2021	1	1	0	55.4	1.1%
Total	**3**	**1**	**2**		

Figure 7 Comparison resignation and retirement numbers

8.3 Potential Retirements

For the purposes of predicting retirement, staff aged 65 and over are considered ready to retire in the short term, staff aged between 60 and 65 are considered to be at retirement age in the medium term and staff aged between 55 and 60 are considered to be at retirement age in the longer term.

Table 14 Possible Retirements as per age group

Occupation Group	55 to 59		60 to 64		65 to 69		70 and over	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
Leadership	1	1.0	0	0.0	1	1.0	0	0.0
Teacher	1	1.0	0	0.0	1	0.8	0	0.0
Mainstream EAs	1	0.5	0	0.0	0	0.0	0	0.0
Education Support EAs	3	2.0	1	0.5	0	0.0	0	0.0
Admin	1	1.0	0	0.0	0	0.0	0	0.0
Cleaner	3	1.9	0	0.0	1	0.3	0	0.0
Total	**10**	**7.4**	**1**	**0.5**	**3**	**2.1**	**0**	**0.0**

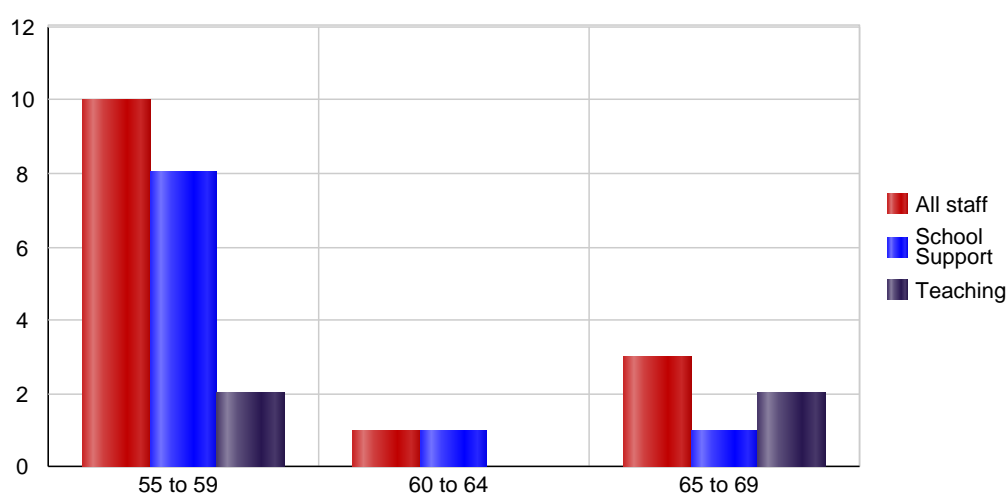**Figure 8 Potential retirements as per age group**

Figure 8 identifies the number of staff in each occupational group who could retire in the next ten years.

9. Teacher Data (Non-leadership staff under teachers agreement)

Table 15 identifies the number and percentage of staff employed under permanent and fixed-term contracts

Table 15 Employment Class (Teachers)

Year	Headcount		Percentage	
	Permanent	**Fixed-Term**	**Permanent**	**Fixed-Term**
2018	37	9	80%	20%
2019	41	6	87%	13%
2020	42	8	84%	16%
2021	45	9	85%	17%
2022	52	7	88%	12%

Figure 9 Employment Class (Teachers)
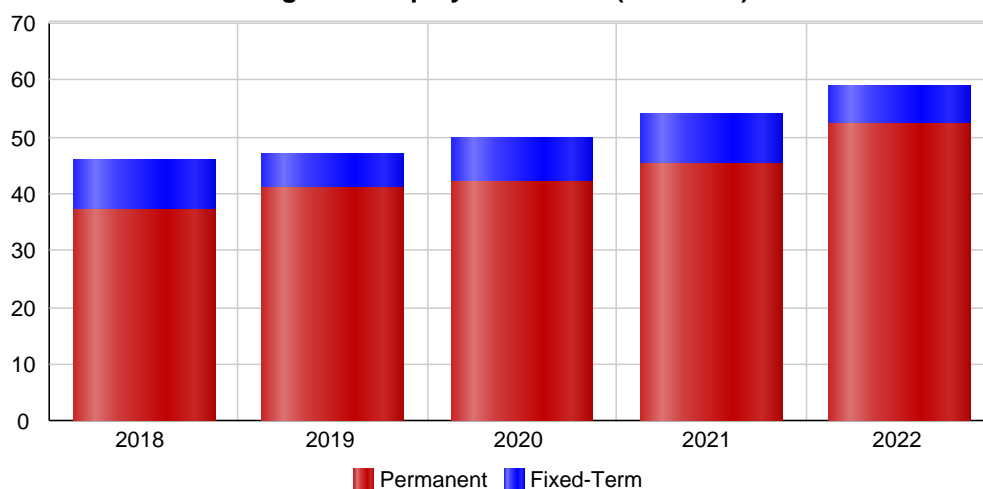
Table 15a Employment Class (School Support)

Year	Headcount		Percentage	
	Permanent	**Fixed-Term**	**Permanent**	**Fixed-Term**
2020	26	1	96%	4%
2021	27	5	84%	16%
2022	31	8	78%	20%
2018	24	2	92%	8%
2019	26	1	100%	4%

Figure 9a Employment Class (School Support)
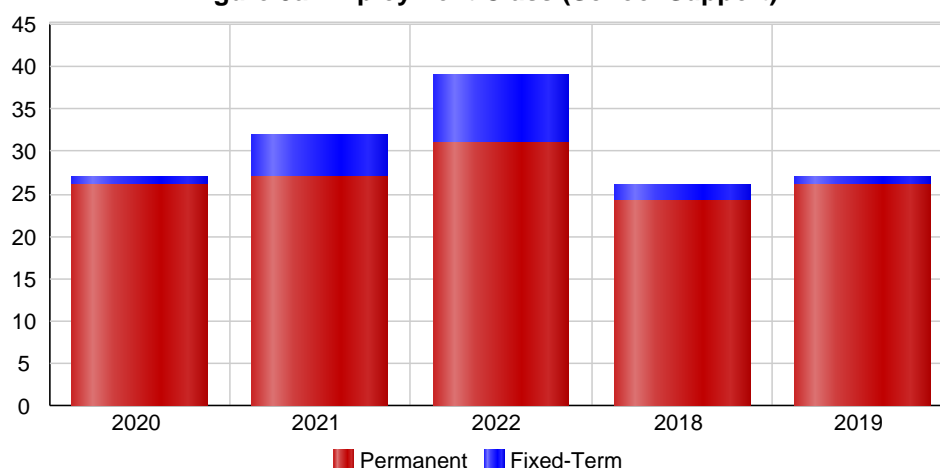

9.1 Pay Grade

Table 16 provides the pay grade of teachers at Hammond Park Primary School and categorises them from Level 3 Classroom Teachers (L3CT) to regular classroom teachers.

Table 16 Pay grade

Year	L3CT (TR)		Senior Teacher (ST)		Teacher (TT)	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
2018	0	0.0	3	2.2	39	32.4
2019	0	0.0	4	3.2	39	32.2
2020	0	0.0	7	5.8	39	33.2
2021	0	0.0	8	6.6	41	34.8
2022	2	2.0	12	10.4	39	34.6

Figure 10 provides the proportion of teachers in each teaching category from regular classroom teacher to L3CT.

Figure 10 Teacher pay grades 2018 and 2022
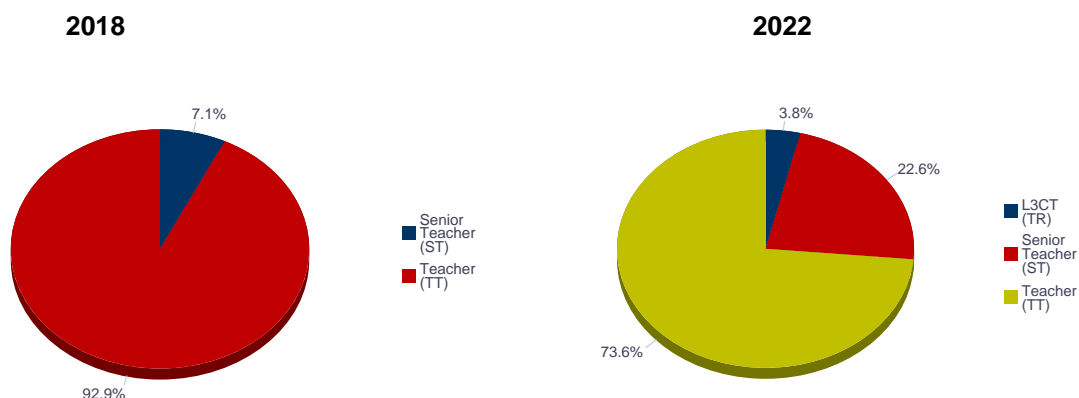
10.1 Accrued Leave as at   07/07/2022

Accrued Leave clearance is a priority for all Departmental employees. The tables below indicate the number of staff and their leave balances with emphasis on those in excess of the current standards. The tables also show the number of employees who will gain another long service leave accrual and those who have RTS Leave or are participating in Deferred Salary Arrangements.

Long service Leave is required to be cleared within 2 years of the leave becoming available.

For further information regarding the data presented below please contact Workforce Planning Branch.

Table 17 Accrued Long Service Leave - Days available

Long Service Leave Days	Employee Group		
	Teach	School Support	Total
Less than 65	13	6	19

Table 18 Long Service Leave - Staff with next accrual in 2022 or 2023

Long Service Leave Next Accrual	Employee Group		
	Teach	School Support	Total
Next Accrual in 2022	1	0	1
Next Accrual in 2023	5	2	7

Table 19 Accrued Annual Leave - Days available

Annual Leave Days	Employee Group		
	Teach	School Support	Total
Less than 20	0	5	5
Between 20 and 40	0	1	1

Table 20 Other Leave Types - Staff with Remote Teaching and Deferred Salary Leave

Other Leave	Employee Group		
	Teach	School Support	Total
Rural Teaching Leave	0	0	0
Employees on Deferred Salary Scheme Leave	0	0	0
Employees Accruing Deferred Salary Scheme Leave	0	0	0

Student, Staff and Community Health and Wellbeing and Engagement

This section of the school report includes details about the school context obtained from the survey of the outgoing principal.

Additional information about the school context can be obtained from:
- the school's website
- the school's annual report
    - may include community, student, and parents/carers engagement survey results
- Australian Bureau of Statistics Quick Stats, by location
    - search by location to find summary data about families and dwellings in the area
- Australian Early Development Census
    - Search by location to find summary data about early childhood development outcomes in the area

Outgoing Principal's handover survey report:
Hammond Park Primary School

Whole school approaches/programs
The top five of the school's key programs or approaches
Positive Behaviour Support (PBS) Classroom Management Strategies (CMS) Operational Plans for all Learning Areas and whole-school approaches Instructional Model to guide teacher planning for improvement Guided Reading, T4W Digital Technologies

Targeted programs
School-based programs that target specific groups of students
Social and Emotional support programs run by Education Assistants and overseen by Health Learning Area Leaders Health and Well-Being linked to Health curriculum Reading Recovery PEAC Instrumental Music Gifted and Talented opportunities for students at Hammond Park Secondary College

Professional learning
Most recent whole-school professional learning activities
Whole-school approaches: 1. Data driven whole school improvement through identification of a range of data sets including NAPLAN, PAT testing and teacher judgements based on SCASA 2. Target setting 3. APPP, WA Future Leaders' Framework 4. Cockburn Central Education Network (CCEN) opportunities for teachers and aspirant leaders (Deputy Principals and Principals) 5. Ongoing PBS training each year 6. Learning Area Strategic and Operational Planning that aligns with the goals of the Business Plan 7. Fremantle Language Development Centre Oral Language (ongoing) 8. Margaret Menners: Shared Reading PL 2022

Student welfare	Yes	No	Details/Provider
After school care provision	1		OSH Club
Pre-kindergarten program or partnership		1	

Canteen	Yes	No	Provider P and C	Provider Local business	Provider Other	Comments
Canteen	1				1	Deed of Licence with Department of Education. Canteen run by Angela Tibbits (parent and community member)
School breakfast club		1	N/A	N/A	N/A	N/A

Days available	Mon	Tues	Wed	Thurs	Fri
Canteen	1		1	1	1
School breakfast club					1

Parent education
Cyber Safety (2021) Your Move (School Board and Health Committee)

School council/board Membership	Number of members
Principal	1
Staff	1
Parent representatives	4
Community representatives	
Other	3

Voluntary contributions In 2021	% received
$60 for K - year 6 students	65% PP - year6 and 67% Kindy

Capital works projects	
Are there any capital works projects in progress?	Shade sails over Boat playground Shade sails over ECE water play area Shade sails over slide in ECE area Shade sails over 4 square courts near library Line marking staff parking area Extension of verandah roof over new transportable classrooms in Frankland Block ECE bike track repainting
Are there any capital works projects pending in the next 18 months?	2022 request for additional toilet block to accommodate growing enrolments in year 4, 5 and 6 delivered 2022 request for additional specialist room for Music Specialist teachers, approved but not yet delivered General classroom for 2023 E7 ECE classroom and shed in Eucalyptus Block playground delivered term 3 2022
Have any capital works applications been submitted and awaiting a decision?	As per above

Community based committees, excluding the Council/Board that this school operates
Parents and Citizens' Association: Targeted fundraising events each term to provide identified resources across all Learning Areas Fun Runs

Deed of Licence Agreements
Canteen

Sponsorship arrangements
none

Summary

The two sections below can relate to Quality Teaching and Learning; Workforce Characteristics or Student, Staff and Community Health, Wellbeing and Engagement

Commendations

Four things that the school is doing well
• School Board and P&C working collaboratively with Cockburn City, WA Police, Main Roads and Department of Education personnel to manage traffic in and around the school to ensure the safety of children and their families before and after school. • Leading School Improvement • Lots of leadership opportunities for teachers and aspirants

Recommendations:

Four areas that would benefit from further improvement
• Public School Review in 2020 did not have any recommendations, only commendations • Induction Program for new staff