



Principal Selection and Placement Pilot

Bannister Creek Primary School

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

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Principal Selection and Placement Pilot

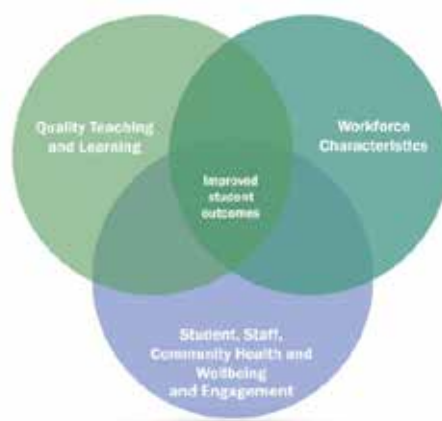
Introduction

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.



Department of
Education

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 \(det.wa.edu.au\)](http://det.wa.edu.au)

Schools Online - School Report

Contact Information

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Name Bannister Creek Primary School
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School Management

Principal

Travis Miller

Vice / Deputy Principal

Howard Christie
Lisa Sampey

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Dianne Ridley



Region Management

Director of Education

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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

Bannister Creek Primary School, 14km southeast of Perth, caters for approximately 530 children from Kindergarten to Year 7. Our near new state of the art school with 15 classrooms, 5 early childhood classrooms, a contemporary library resource centre, an art / science specialist room, music room and a fully enclosed sports undercover area will ensure that we are able to meet the challenges of education in the 21st century. The school is fully air-conditioned providing a pleasant learning environment throughout the year.

The school has a very strong focus on numeracy, literacy and science with whole school programs that offer contemporary learning opportunities for all students.

As an Independent Public School we have a teaching staff that readily adapts to change and is committed to improving the outcomes of all children. The teaching staff includes a performing arts (music), a science education teacher, a physical education specialist, a languages other than English (mandarin) teacher, a specialist teacher to provide support with literacy, a teacher to provide support with information and communication technologies and a staff member to coordinate the Students at Educational Risk program. We also have a teacher dedicated to supporting students who have English as a second language.

Bannister Creek Primary School has a strong reputation of being a warm, caring and friendly school community where every child is treated as a highly valued individual. Our vision is dedicated to contemporary excellence and inclusiveness whilst our school motto is Courage, Wisdom and Happiness.

More information about our school can be found at <http://www.bannistercreekps.wa.edu.au/>

Programs

Department Endorsed Programs

English as a Second Language Primary Cell Program

Student Numbers (as at 2022 Semester 1)

Primary

	Kin	PPR	Y01	Y02	Y03	Y04	Y05	Y06	Total
Full Time	(27)	80	78	70	66	66	69	80	536
Part Time	53								

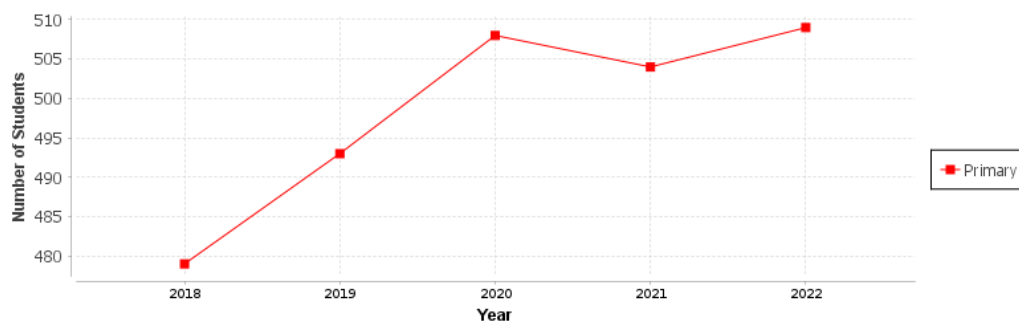
Note:

The Kin Full Time student figure represents the Full Time Equivalent of the Part Time students

Sex

	Kin	PPR	Pri	Sec	Total
Male	25	44	214		283
Female	28	36	215		279
Total	53	80	429		562

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



2022 Semester 1

	2018	2019	2020	2021	2022
Primary (Excluding Kin)	479	493	508	504	509
Upper Secondary	0	0	0	0	0
Total	479	493	508	504	509

Note:

The graph and table include only full-time students

Staff Numbers

No	FTE	AB'L
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Principals	1	1.0	0
Associate / Deputy / Vice Principals	2	2.0	0
Total Administration Staff	3	3.0	0

Level 3 Teachers	2	1.8	0
Other Teaching Staff	37	28.0	0
Total Teaching Staff	39	29.8	0

Clerical / Administrative	5	3.4	0
Instructional	1	0.4	1
Other Allied Professionals	18	12.7	0
Total Allied Professionals	24	16.5	1

Total	66	49.3	1
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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 7	Year 3	Year 5	Year 7	Year 3	Year 5	Year 7
Above NMS	89%	91%		92%	88%		91%	84%	
At NMS	10%	9%		4%	10%		9%	7%	
Below NMS	1%	0%		4%	2%		0%	9%	

NAPLAN Reading									
	2018			2019			2021		
	Year 3	Year 5	Year 7	Year 3	Year 5	Year 7	Year 3	Year 5	Year 7
Above NMS	91%	80%		91%	95%		92%	87%	
At NMS	9%	17%		8%	5%		5%	9%	
Below NMS	0%	3%		1%	0%		3%	5%	

NAPLAN Writing									
	2018			2019			2021		
	Year 3	Year 5	Year 7	Year 3	Year 5	Year 7	Year 3	Year 5	Year 7
Above NMS	85%	95%		97%	93%		97%	92%	
At NMS	10%	3%		1%	4%		2%	6%	
Below NMS	4%	2%		1%	3%		2%	3%	

Student-Centred Funding

Student-Centred Funding 2022

Per Student Funding	\$4,372,543.00
Student and School Characteristics	\$830,837.51
Disability Adjustments	\$0.00
Targeted Initiatives	\$198,334.36
Operational Response Allocation	\$17,267.51
Regional Allocation	\$0.00
Total 2022	\$5,418,982.38
Transition Adjustment	\$0.00
Total After Transition Adjustment	\$5,418,982.38

Per Student Funding - At Census

	Funded Student FTE		Amount
	Below Threshold	Above Threshold	
Kindergarten	53	0	\$264,576.00
Pre-primary	80	0	\$693,840.00
Year 1	78	0	\$676,494.00
Year 2	70	0	\$607,110.00
Year 3	66	0	\$572,418.00
Year 4	66	0	\$478,302.00
Year 5	69	0	\$500,043.00
Year 6	80	0	\$579,760.00
Total	562	0	\$4,372,543.00

Student and School Characteristics Funding - At Census

	Funded Student FTE	Amount
Student Characteristics		
Aboriginality	31	\$63,732.19
Disability	27	\$322,517.39
English as an Additional Language or Dialect	105	\$280,315.18
Social Disadvantage	107	\$92,318.00
Sub Total		\$758,882.76
School Characteristics		
Enrolment-Linked Base		\$71,954.75
Locality		\$0.00
Sub Total		\$71,954.75
Total		\$830,837.51

Targeted Initiatives (Detail)

	Amount
Targeted Initiative: Additional Education Assistant FTE	\$68,329.55
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	\$52,894.00
Targeted Initiative: School Psychologists - Manage own school psychologist FTE	\$46,592.38
Targeted Initiative: Schools With Low Proportion of Level 3 Classroom Teachers	\$11,648.96
Total	\$198,334.36

Operational Response Allocation (Detail)

	Amount
Operational Response: Additional Cleaning Time Coronavirus (COVID-19)	\$11,625.51
Operational Response: Dental Therapy Clinics	\$5,642.00
Total	\$17,267.51



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.



Department of **Education**

Bannister Creek Primary School

Five Year Profile: 2018 – 2022

Extracted as at **PAYDAY: 04/08/2022**

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.

Bannister Creek 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 Bannister Creek 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

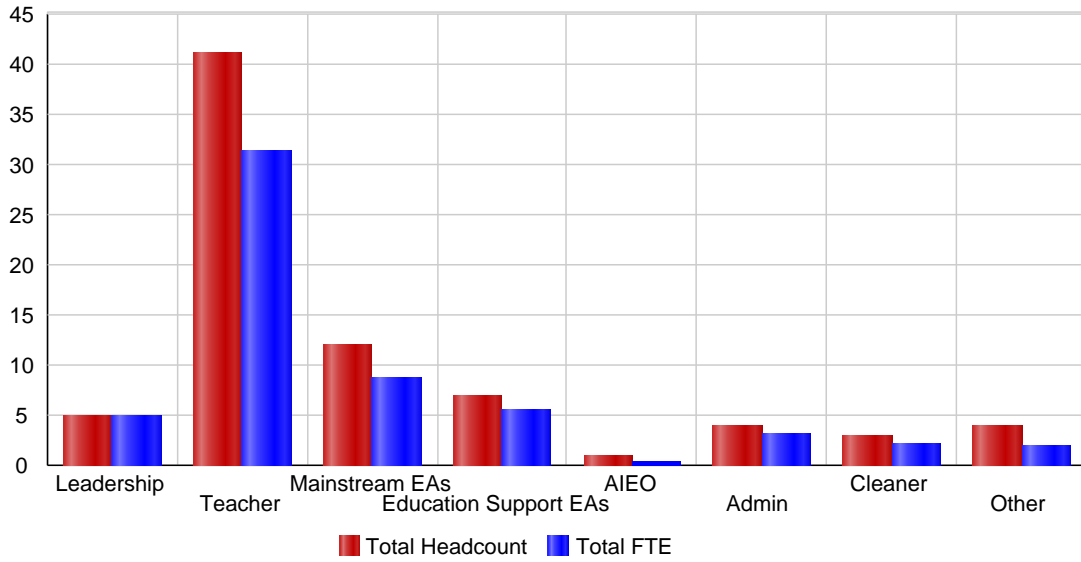
and other staff not included above.

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	4	4.0	1	1.0	5	5.0
Teacher	37	28.4	4	3.0	41	31.4
Mainstream EAs	11	8.0	1	0.8	12	8.8
Education Support EAs	6	4.6	1	1.0	7	5.6
AIEO	1	0.4	0	0.0	1	0.4
Admin	3	2.6	1	0.6	4	3.2
Cleaner	3	2.3	0	0.0	3	2.3
Other	4	2.1	0	0.0	4	2.1
Total	69	52.4	8	6.4	77	58.8

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	81	55.9
2019	80	58.1
2020	83	59.6
2021	83	60.5
2022	77	58.8

Figure 2 illustrates the above data.

Figure 2 Total employment FTE and headcount 2018-2022

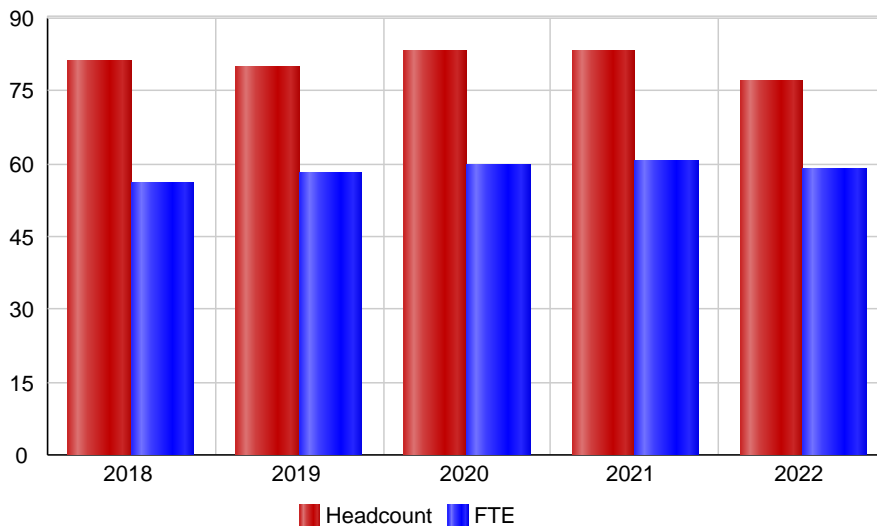


Table 3 Total employment headcount with proportion of full time employees

Occupational Groups	Total Headcount	% Full Time	% Part Time
Leadership	5	100%	0%
Teacher	41	49%	51%
Mainstream EAs	12	25%	75%

Occupational Groups	Total Headcount	% Full Time	% Part Time
Education Support EAs	7	0%	100%
AIEO	1	0%	100%
Admin	4	20%	80%
Cleaner	3	33%	67%
Other	4	0%	100%
Total	77		

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

Figure 3 Categories of staff employment

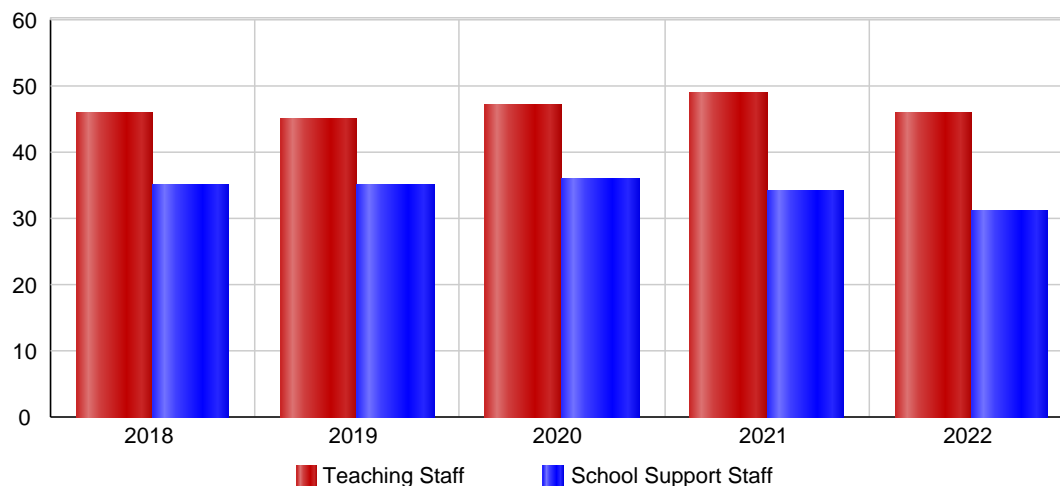


Figure 3 demonstrates the spread of teaching and school support staff over the last five years. For the purpose of this profile, 'Teaching Staff' includes teachers, heads of department and teaching leadership staff.

2.1 Students and Staff Trend

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

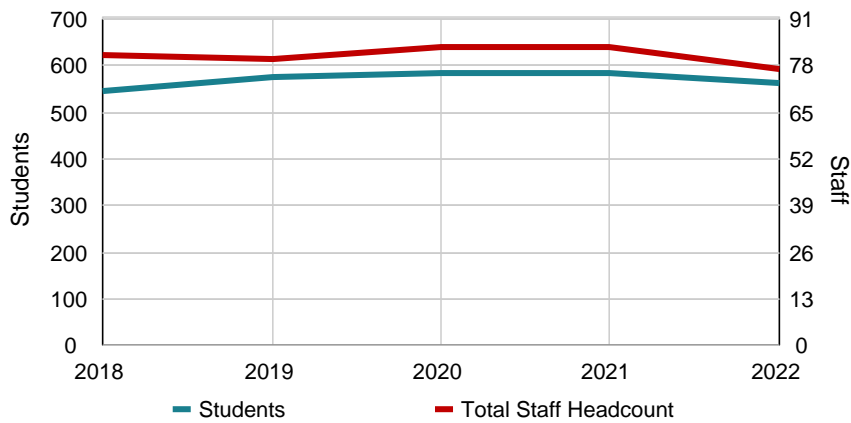
Table 4 Students and staff trend

Year	Total Staff Headcount	Teaching Staff Headcount	School Support Staff Headcount	Students
2018	81	46	35	544
2019	80	45	35	570
2020	83	47	36	584
2021	83	49	34	584
2022	77	46	31	562

* 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 Bannister Creek 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	74	3	43	4	31
2019	8	72	4	41	4	31
2020	11	72	6	41	5	31
2021	11	72	7	42	4	30
2022	10	67	7	39	3	28
Year	All Staff (FTE)		Teaching Staff (FTE)		School Support Staff (FTE)	
	Male	Female	Male	Female	Male	Female
2018	5.6	50.3	3.0	31.6	2.6	18.7
2019	6.8	51.3	4.0	30.7	2.8	20.6
2020	9.0	50.7	6.0	29.1	3.0	21.6
2021	10.1	50.4	7.0	29.3	3.1	21.1
2022	9.2	49.6	7.0	29.4	2.2	20.2

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	2
2019	2
2020	1
2021	2
2022	3

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	1
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	2	1	1	2	1	1
25 to 34	17	15	2	13	11	2
35 to 44	15	11	4	21	15	6
45 to 54	20	6	14	19	8	11
55 to 59	12	5	7	9	5	4
60 to 64	11	6	5	7	4	3
65 to 69	4	2	2	5	2	3
70 and over	0	0	0	1	0	1

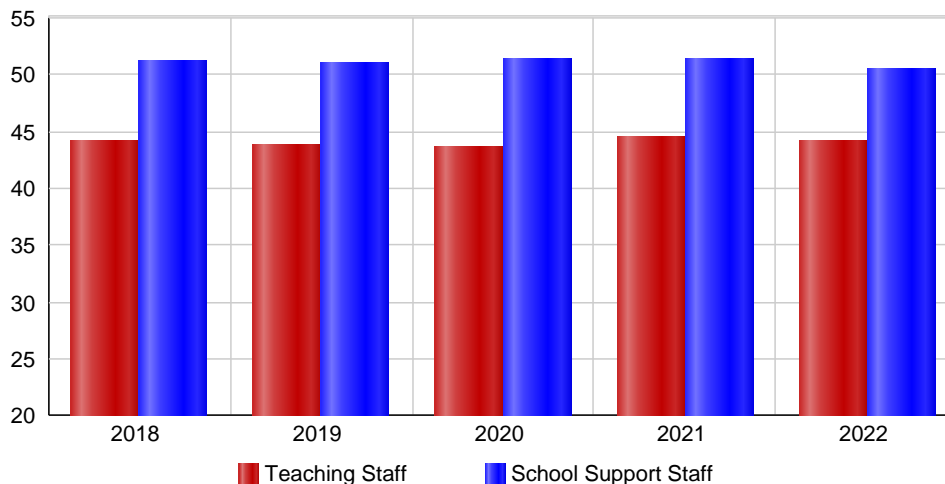
5.1 Average Age

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	47.3	44.2	51.2	51.7	46.8
2019	47.1	43.8	51	49.1	46.9
2020	47	43.6	51.4	43.9	47.4
2021	47.3	44.5	51.3	41.9	48.1
2022	46.8	44.2	50.5	41.5	47.5

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	0.5	11	5.7	0	0.0
2019	2	0.9	12	7.0	0	0.0
2020	1	0.4	14	8.8	0	0.0
2021	1	0.4	13	8.3	1	1.0
2022	1	0.4	12	7.7	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 Bannister Creek 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	233.5	169.1	95	14.2
2019	224.5	181	2	11.6
2020	301.5	173	0	13.2
2021	490.5	165	0	18.1

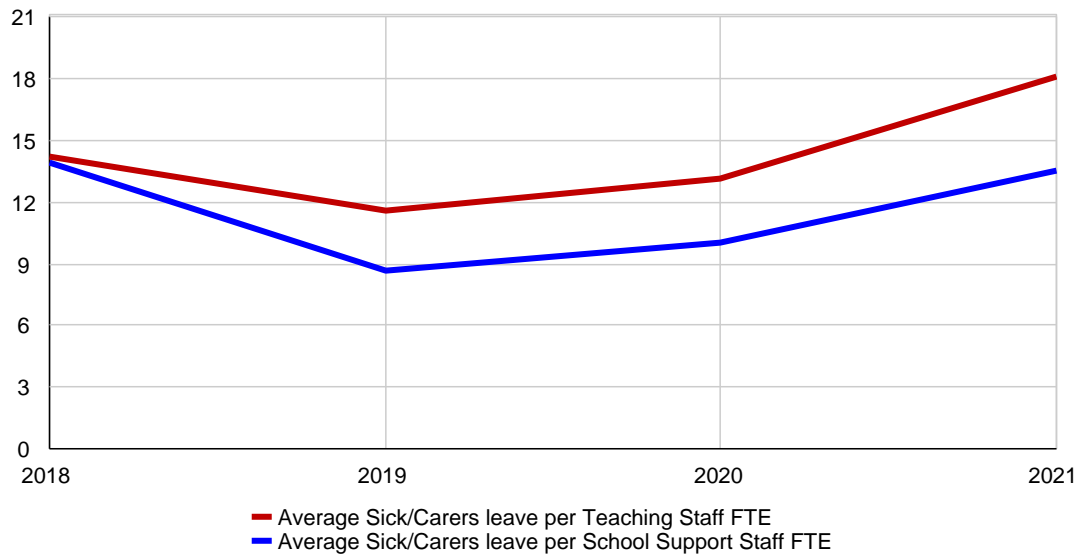
7.2 Sick and Personal Carers leave of school support staff

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	134	88.7	74.1	13.9
2019	106.2	88.4	5.1	8.7
2020	104	137	0	10.0
2021	175.8	146.9	5	13.5

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



8. Resignations and Retirements

8.1 Estimated Resignation Rate

Table 12 Resignation rate

Year	Resignations	Male	Female	Ave. Age	Rate of Resignation
2018	2	0	2	49.4	2.5%
2019	0	0	0		0.0%
2020	1	1	0	54.5	1.2%
2021	1	0	1	63.7	1.2%
Total	4	1	3		

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.

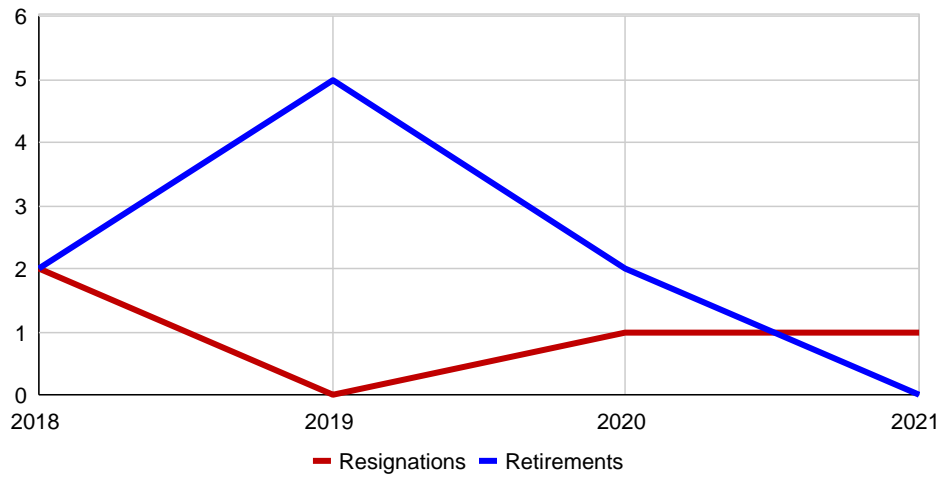
Reasons for resignation included: other work, location, family responsibility, job dissatisfaction and full-time study.

8.2 Retirement Rate

Table 13 Retirement rate

Year	Retirements	Male	Female	Ave. Age	Rate of Retirement
2018	2	1	1	55.4	2.5%
2019	5	1	4	60.6	6.2%
2020	2	1	1	60.8	2.4%
2021	0	0	0		0.0%
Total	9	3	6		

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	4	3.4	4	2.6	1	0.4	0	0.0
Mainstream EAs	1	0.8	2	1.3	0	0.0	1	0.8
Education Support EAs	1	0.9	0	0.0	1	0.7	0	0.0
Admin	1	1.0	0	0.0	1	0.6	0	0.0
Cleaner	1	0.8	1	0.6	0	0.0	0	0.0
Other	0	0.0	0	0.0	1	0.5	0	0.0
Total	9	7.9	7	4.5	5	3.2	1	0.8

Figure 8 Potential retirements as per age group

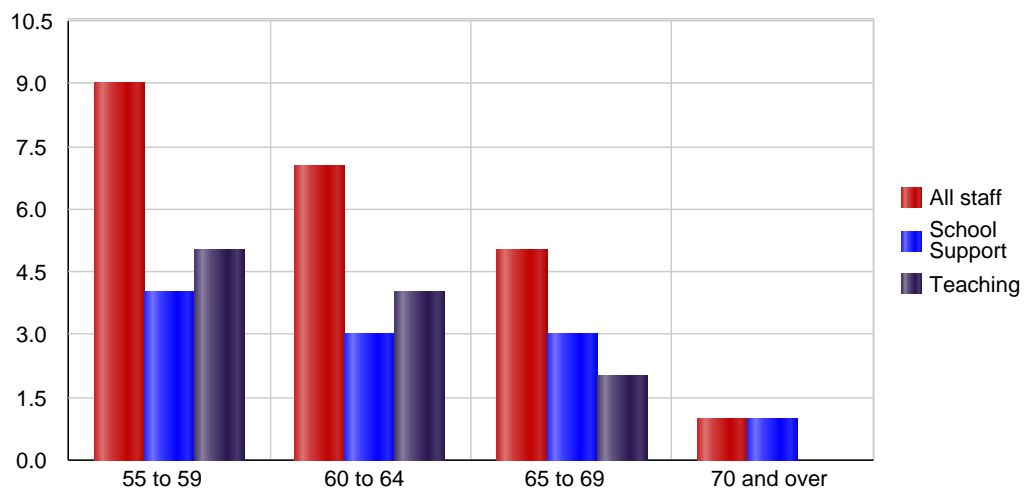


Figure 8 identifies the number of staff in each occupational group who could retire in the next ten years.

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	40	5	89%	11%
2020	40	8	85%	17%
2021	38	12	78%	24%
2022	35	11	76%	24%

Figure 9 Employment Class (Teachers)

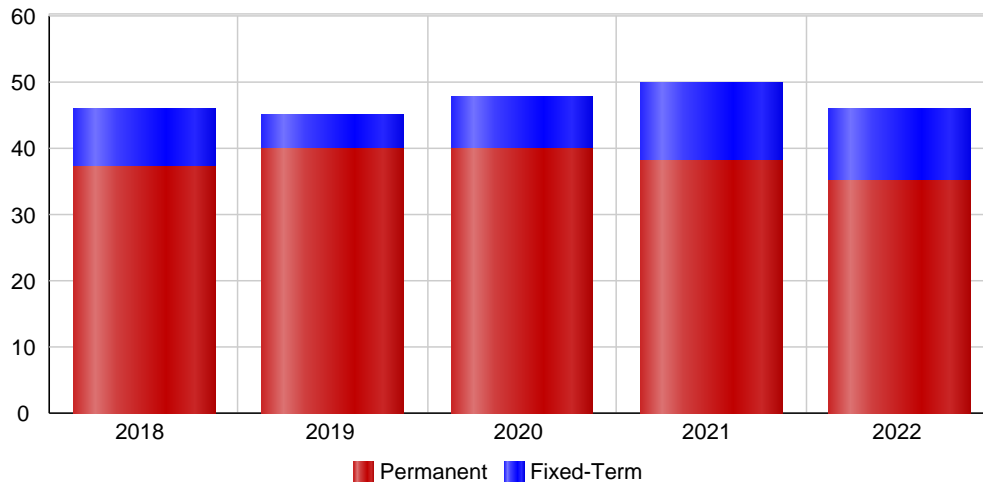
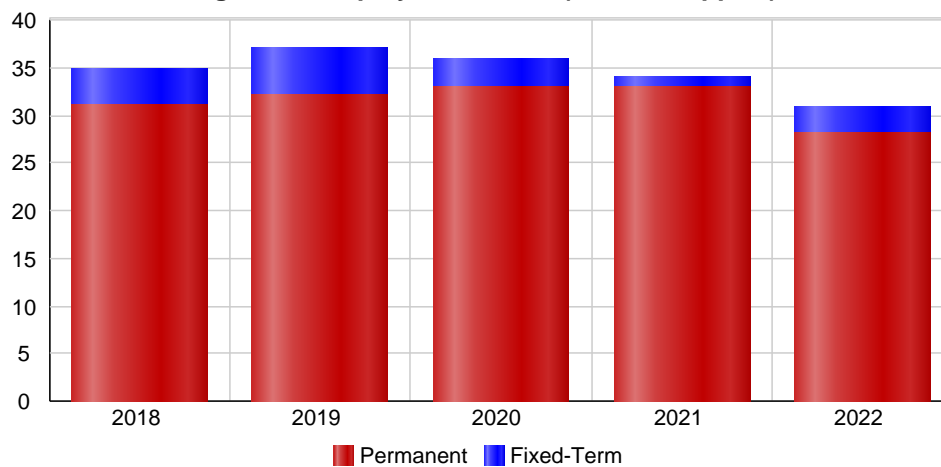


Table 15a Employment Class (School Support)

Year	Headcount		Percentage	
	Permanent	Fixed-Term	Permanent	Fixed-Term
2018	31	4	89%	11%
2019	32	5	91%	14%
2020	33	3	92%	8%
2021	33	1	97%	3%
2022	28	3	90%	10%

Figure 9a Employment Class (School Support)



9.1 Pay Grade

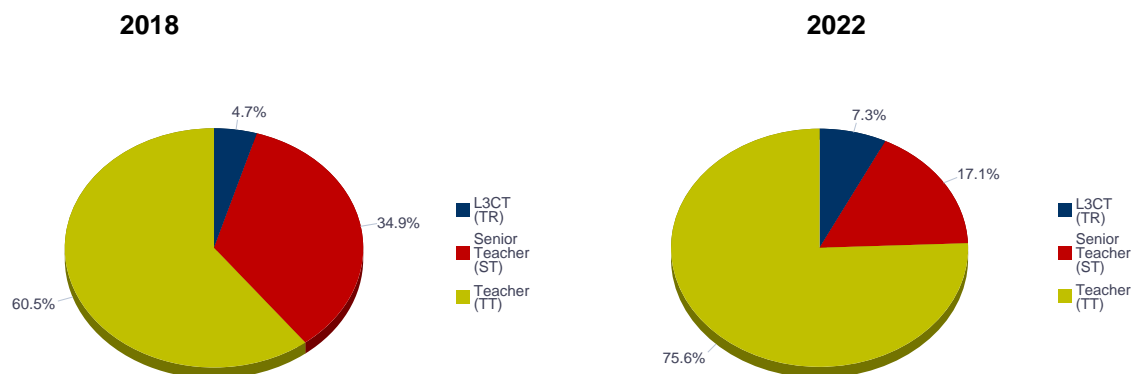
Table 16 provides the pay grade of teachers at Bannister Creek Primary School and categorises them from Level 3 Classroom Teachers (L3CT) to regular classroom teachers.

Table 16 Pay grade

Year	L3CT (TR)		Senior Teacher (ST)		Teacher (TT)	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
2018	2	1.5	15	9.3	26	20.8
2019	4	3.6	13	7.3	24	19.8
2020	4	3.4	11	6.1	29	22.6
2021	4	3.4	11	5.9	30	23.0
2022	3	2.4	7	4.2	31	24.8

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 **04/08/2022**

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	19	13	32

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	2	0	2
Next Accrual in 2023	1	3	4

Table 19 Accrued Annual Leave - Days available

Annual Leave Days	Employee Group		
	Teach	School Support	Total
Less than 20	0	2	2

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: Bannister Creek Primary

Whole school approaches/programs
The top five of the school’s key programs or approaches
Letters and Sounds Talk for Writing Paul Swan HITS Inquiry based learning Zones of Regulation

Targeted programs
School-based programs that target specific groups of students
MultiLit Literacy intervention Take Flight Challenge IMSS Drumbeat

Professional learning
Most recent whole-school professional learning activities
Talk for Writing Letters and Sounds Zones of Regulation Apple Classroom

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

Canteen	Yes	No	Provider	Provider	Provider	Comments
			P and C	Local business	Other	
Canteen	1		1			
School breakfast club		1	N/A	N/A	N/A	N/A

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

Parent education
None at this time.

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

Voluntary contributions In 2021	% received
\$60.00	58%

Capital works projects	
Are there any capital works projects in progress?	No
Are there any capital works projects pending in the next 18 months?	No
Have any capital works applications been submitted and awaiting a decision?	No

Community based committees, excluding the Council/Board that this school operates

P&C - Fundraising
 Baldja Waankinny (Aboriginal Parent Group) - Noongar seasons garden opening, Aboriginal Awards Night

Deed of Licence Agreements

Camp Australia, before and after school care - 2 years
 Top Shot Tennis, before school tennis training - 1 year
 Basketball Invictus Academy, before school basketball training - 1 year

Sponsorship arrangements

None at this time

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

- Distributed model of leadership supports the collaborative team approach.
- Whole school connected practices in literacy, numeracy and digital technologies.
- Specialist teaching programs that complement mainstream classroom teaching.
- When assessed against the ACSF the school is rated as culturally responsive.

Recommendations:

Four areas that would benefit from further improvement

- Implement a renewed wellbeing focus using the Be You framework.
- Continue to embed the use of literacy and numeracy blocks to support an effective lesson cycle.
- Create a focus on supporting students identified as gifted and talented.
- Implementing trauma informed practice in our management of student behaviour.