WINTHROP
PRIMARY SCHOOL

Care • Respect • Responsibility • Achievement

Annual Report 2023

Contents

Principal's Message

It is with great pleasure that I present the Winthrop Primary School 2023 Annual Report.

This report provides our school community with information about the school's activities and performance over the past year.

The Annual Report provides and overview of:

- 2023 in the context of our 2021 – 2023 Business Plan

- Successes and celebrations

- Areas of identified scope for improvement.

Winthrop Primary School has a dedicated and professional staff who work in partnership with an engaged and supportive community. I would like to thank our School Board and School Board Chair, Brad Holme, our generous community, the P&C, and President, Glyn Geen, for their commitment to the progression of our school over the last 12 months.

We recognize that you, the parents, and carers are our students' first and lifelong educators and we value our partnership. Every day, together, we strive to provide a safe and enriched learning environment, ensuring success for every student.

We welcome you to share in our school's 2023 journey, reflective of how we continued to *'Learn and Grow Together'.*

Karina Meldrum
Principal

School Board Chair's Message

Throughout the preceding year, Winthrop Primary School has witnessed significant accomplishments and advancements. The board warmly welcomed new board members Angella Figliomeni, Glen Yeo, and John So, acknowledging and appreciating their voluntary contributions of time and expertise. The school's completion of the 2021-2023 business plan strategically positioned us to redirect our attention toward formulating the upcoming 2024-2026 business plan.

A significant milestone includes the culmination of a 4-year playground project, achieved through collaborative efforts with the P&C. This endeavour has resulted in the creation of a treasured and well-loved play area for our students. Additionally, a collaborative initiative involving the P&C, community members, and the school board led to the refreshing of our school uniform, with the introduction of a new polo top in 2024.

Demonstrating the school's dedication to supporting parents, the implementation of the Triple P parenting program strives to cultivate positive parenting skills. The success of the annual campout, facilitated by the active Dad's group, has effectively encouraged parental involvement and engagement within our school community.

Improvements to volunteer procedures have been implemented, enhancing efficiency and community involvement. These changes aim to create a more seamless and rewarding experience for all involved. The continued success of our Gala concert, orchestrated by Elizabeth Campbell and dedicated volunteers, remains a testament to the vibrancy and engagement of our school community.

The positive reception and successful implementation of the "Your Move" program have encouraged alternatives to car use, promoting sustainable transportation habits among our students and families. Our enhanced Facebook presence has significantly improved communication, fostering a more connected and informed school community.

The Grounds Committee's commendable efforts have maintained and beautified our school, creating an aesthetically pleasing and inviting environment. Various successful fundraising events, organized by the P&C, including Disco, Quiz night, Lap-a-thon, mango sales, tea-towels, democracy sausage, and a carnival bake sale, have further supported our school initiatives.

Finally, an improved Open Night experience featuring food trucks, has added vibrancy to this important school event. As we reflect on the achievements of Winthrop Primary School in 2023, we acknowledge the dedication and collaboration of our school community. These accomplishments pave the way for continued excellence, and we eagerly anticipate the ongoing positive impact on our students' education.

Kind Regards
Brad Holme,
School Board Chair 2023

Our Vision

To be a school which works in partnership with community to support all students in becoming successful learners, confident and creative individuals, and active and informed citizens.

Our Purpose

Winthrop Primary School is committed to providing an inclusive, stimulating, and innovative learning environment in which all students are supported to

strive for excellence and to achieve their potential.

Winthrop Primary School student enrolment in 2023 was the highest it has been since 2019, despite a reduction in kindergarten enrolment as compared with previous years.
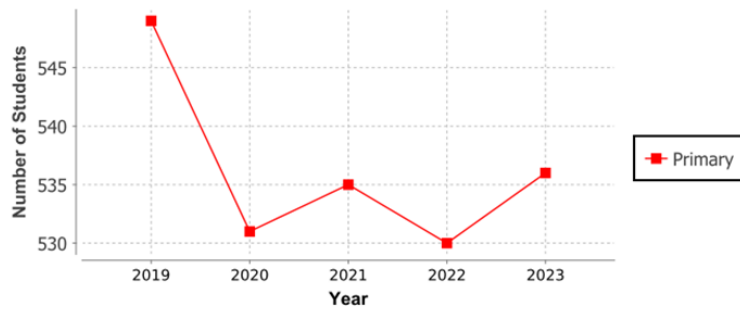
Student Numbers   (as at 2023 Semester 2)

Primary	Kin	PPR	Y01	Y02	Y03	Y04	Y05	Y06	Total
Full Time	(24)	70	65	76	70	73	91	91	560
Part Time	47								

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

Semester 2 Student Numbers

	2019	2020	2021	2022	2023
Primary (Excluding Kin)	549	531	535	530	536
Total	549	531	535	530	536

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Administration

School Management

Principal
Karina Meldrum

Associate / Deputy / Vice Principals
Simon Dufall
Amanda Fletcher

Manager Corporate Services
Mool Bhargava

Region Management

Director of Education
Ken Perris
South Metropolitan Education Regional Office

Staff Numbers

	No	FTE
Administration Staff		
Principals	1	1.0
Associate / Deputy / Vice Principals	2	2.0
Total Administration Staff	3	3.0
Teaching Staff		
Level 3 Teachers	4	3.5
Other Teaching Staff	31	23.8
Total Teaching Staff	35	27.3
School Support Staff		
Clerical / Administrative	5	4.5
Gardening / Maintenance	1	0.6
Other Allied Professionals	15	11.4
Total School Support Staff	21	16.5
Total	59	46.8

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.

Attendance Overall Primary 2023, Semester 2

	Total		
	School	Like Schools	WA Public Schools
2021	94.9%	94.6%	91%
2022	94.4%	90.4%	86.6%
2023	92.9%	92.2%	88.9%

Attendance % - Primary Year Levels 2023, Semester 2

	PPR	Y01	Y02	Y03	Y04	Y05	Y06
2021	95%	96%	95%	95%	95%	95%	95%
2022	94%	94%	94%	95%	94%	95%	94%
2023	90%	94%	93%	93%	92%	94%	94%
WA Public Schools 2023	88%	89%	89%	89%	89%	89%	89%

Attendance Overall Primary 2023, Semester 2

	Attendance Category			
	Regular	At Risk		
		Indicated	Moderate	Severe
2021	86.3%	11.5%	2.2%	0.0%
2022	85.8%	12.0%	1.8%	0.4%
2023	75.7%	19.1%	4.8%	0.4%
Like Schools 2023	73.5%	21.3%	4.6%	0.7%
WA Public Schools	61.0%	25.0%	10.0%	4.0%

Supporting Student Engagement - Destination Schools

Winthrop Primary School is committed to providing a supportive school environment where student wellbeing and improved outcomes are central to every decision and action. Academic learning outcomes are maximized for all through a quality curriculum, interpersonal relationships, and school organization; where school practices are proactive and where appropriate and non-discriminatory language and behaviours are defined, modelled, and reinforced. The expected behaviours that students are required demonstrate are guided by our four behaviour expectations, being, care, responsibility, respect, and achievement. These expectations are explicitly and consistently taught across all year levels. Emotional and social development is supported through the implementation of reflective and restorative behaviour and engagement practices.

All students are supported to meet their learning potential through differentiation. At Winthrop Primary School, children are offered enrichment programs including Instrumental Music, Launch and a variety of personalized learning plans which address individual and small group learning requirements.

Destination Schools	Male	Female	Total
4002 Applecross Senior High School	19	12	31
1396 Kennedy Baptist College	7	3	10
4034 Melville Senior High School	1	9	10
4048 Rossmoyne Senior High School	4	5	9
1299 Corpus Christi College	1	4	5
4126 Willetton Senior High School	1	2	3
4042 Perth Modern School	2		2
1277 All Saints' College	1		1
4025 John Curtin College Of The Arts		1	1
4143 Leeming Senior High School		1	1
1149 Mercedes College		1	1
1008 Santa Maria College		1	1
1171 Scotch College	1		1
1333 The King's College	1		1
1369 Ursula Frayne Catholic College	1		1
1154 Wesley College	1		1

Specialist Teaching Programs

Winthrop Primary School offers a range of specialist teaching and learning programs in The Arts (Music), Health and Physical Education, Languages (Japanese) and Science.

Our talented and dedicated specialist teachers ensure the Western Australian curriculum in their learning area offers all students learning which is highly motivating and hands on, with opportunities for children to connect their learning to each other and to their local and global communities.

The Arts Music

- Music Gala
- Anzac Day performance
- Winthrop Celebrates performance.
- Big Band Bashes
- Instrumental Music – IMSS and Tutors
- Band Captain
- Indigenous Soldiers Reconciliation Service, choir performance.

Science

- Science Week – SciTech incursions
- Open night – open science room
- Science Student Leaders
- Science lab. Refurbishment.

Health

- Paul Litherland Cyber Safety parent and student info-sessions- parent and student
- Drug Awareness Jade Lewis- parent and student info-sessions
- Crunch and Sip – Lunchbox parent workshop
- Office of E-Safety Virtual Classroom

Physical Education

- Interschool Cross Country participation.
- Interschool Winter Carnival participation
- Interschool Swimming Carnival.
- Faction Sports Carnival – Swimming and Athletics
- Faction Captains – student leaders and fitness leaders.

Languages – Japanese

- Japanese Exchange Students Gunmar Kokusai Academy
- Hiragana Levels
- Virtual Exchange
- Japanese
- Japanese student leaders
- Japanese open classroom

Enriched Learning – Launch and instrumental Music.

- Launch Open Night – Personal Projects
- Fremantle Literature Centre Incursion – Young Writers Collective
- Yr. 5 Leadership Conference
- Premiers Reading Challenge.
- Music Gala
- Big Band Bashes
- Creative Schools – Yr. 5

Winthrop Primary School works is an engaged community which works in partnership to ensure enriched learning experiences for all students. Together we continually strive to ensure every student feels valued, supported, connected, and knows that they are able and 'can do.'

Every Student Connected – Every Family Connected – Every Staff Member Connected

Anzac Commemoration	Cuppa and Chat	Busy Bee
Dad's and Kids Camp Out and Movie Night	Year 6 Graduation Events	Fund Raising – mangoes, cookie dough, bike raffle, lapathon, scootathon, tea towels
Teacher Appreciation Morning Tea	Art tea towels	
	Music Gala	Minister's Running Challenge
Open Night - classroom and Launch club personal projects	PBS Big reward day	Indigenous block Signage
Naidoc Week – Elders video connect and afternoon tea.	Talk like a pirate – Childhood Cancer Fundraiser	Sports Carnival and Bake Sale
P&C Disco	Book Week Parade, Book Fair and Celebrations	Premier's Reading Challenge
Year 6 Camp	Parent Workshops:	Uniform and Playground Committees
P&C Quiz night	o Healthy Lunchboxes	
Lap- & Scoot-a-thons	o Paul Litherland	Big band bashes
	o Jade Lewis	
	o Triple P program	School Board and P&C socials

Domain 1: Relationships and Partnerships

Not Achieved	Working Toward	Achieved

We demonstrate exemplary ethical behaviour and exercise informed professional judgement when working with students, colleagues, and community		
Targets	**Achievements**	**Future focus:**
Annual survey reflects positive student, parent, and staff perception. Survey items rated 3.5 or above.	✓ Ratings of greater that 3.6 were received on all items on each. ✓ Average ratings for each survey across all items. • Parent: 4.4 • Staff: 4.6 • Students: 4.1 ✓ 100% of families are supported to utilize technologies to communicate with teachers and receive semester reports. ✓ Workplace Health and Wellbeing Strategic Plan documented by Health and Wellbeing Committee. ✓ 5 x Workplace, Wellbeing, Health, and Safety Representatives trained in 2023. ✓ New students are supported, and families inducted on our 1:1 program through Katy De Caprio and Annemarie Dembo ICT resource officers. ✓ Working and Engaging with Community Framework utilized to plan community partnerships with School Board and P&C. ✓ P&C parent feedback function added to school web page. ✓ Active Father's Group – Camp out, Quiz night. ✓ Facebook page heavily utilized by community, through term and as a community connection tool during the holiday breaks. ✓ Community Liaison teacher in place supporting development of communication, fun and fundraising. ✓ Completion and opening of Makaru/Djilba Playground collaboratively planned and funded by the P&C Playground Committee. ✓ Trialing of class councils – Yrs. 5 & 6 ✓ Enhanced Yr. 6 Student Leadership structures ✓ Enhanced Open Night – learning journey displays and family picnic food trucks. ✓ Review out of hours school care (OHSC) provider. Camp Australia selected for 2024 – 2026.	➢ Full implementation of Class Councils across the school P-6 in 2024. ➢ Continuance of Launch – strength-based approach to differentiated learning. ➢ New school polo uniform supplied to students in early 2024. ➢ Explore further ways to extend Launch Personal Projects to harness skill set in local community to support student learning.
Actively engage in building partnerships with local and broader Community	✓ Talk Like a Pirate fundraiser for Cancer Council. ✓ Fathering Project ✓ New OHSC contract for 2022-2024 ✓ Netball, Basketball, Chinese Language Club, Cricket, and Tennis sporting clubs utilizing school facilities. ✓ Book Week parade ✓ K Dads Day (Father's Day)	➢ Engage Coding Camp in third party user agreement – using Science room. ➢ Explore further ways to extend Launch Personal Projects to harness skill set in local community to support student

	✓ Premier's Reading Challenge ✓ Volunteers' morning Tea ✓ Teacher Appreciation Celebrations ✓ Class Representatives ✓ Music Gala ✓ Family and student Yr. 6 Graduation luncheon and gratitude letter sharing. ✓ Kim Giddens MLA donation of bike for school raffle ✓ Student Voice – Selection of Be the Change projects. ✓ ANZAC Commemorative Service ✓ Parent Welcome meetings Term 1 Harmony Day Celebration ✓ Indigenous Soldiers – Choir Performance King's Park Community Engagement Community Engagement Coordinator ✓ Volunteering at WPS Guidelines 2023 – 2025 ✓ Engagement of multiple therapy providers to support SaER. ✓ Triple P parenting Program. ✓ Wellness for Kids – Dance Program featuring parent concerts. ✓ Paul Litherland – Surf Online Safe parent and student information cyber safety ✓ Jade Lewis - Drug Awareness Sessions – Parent and Student. ✓ Kindy Expo – community information for new K enrolment parents to access information, uniforms, school nurse and school staff. ✓ Jonny Neen play expert –presenting evidence base research to inform whole school play statement K-6. ✓ Carnaby Cockatoos environmental project. ✓ Bike Education – connected with Your Move initiative.	learning. (Develop a local skills directory). ➢ Continue with Triple P which gives parents simple and practical strategies to help them build strong, healthy relationships, confidently manage their children's behaviour, and prevent problems developing. ➢ Continue in Creative Schools Program – 2024 = Yr. 2 /3 and Yr. 4 focus classes. ➢ Engage Elastik program to support provision of 1:1 and small group support.	
The School Board Effectiveness Survey has survey items rated at	✓ The School Board Effectiveness Survey has survey items rated at average of 4.7 / 5. ✓ Lowest rating – adhering to set times. ✓ School Board processes and communications enhanced through implementation of School Board Connect Community.	➢ Increase range of questions for feedback utilizing School Survey Tool. ➢ Adhere to timekeeper . ➢ Continue to use School Board Connect Community.	
Decision making is collaborative, open, and highly transparent – communicated via Semester reviews describing progress toward targets.	✓ Semester 2, 2023 School Improvement Plan tabled and shared with School Board. ✓ 2023 NAPLAN data presented to school board and input sought. ✓ School board collaboratively wrote Relationships and Partnerships Domain of the 2024 – 2026 Business plan.	➢ Continue with Semester Reviews. ➢ Continue to streamline delivery of NAPLAN performance and data to school board. ➢ Continue to build new business plan with School board in the remaining four domains.	
School Board membership to be inclusive of age, gender, and cultural background.	✓ Community agreements through Code of Conduct (School Board and P&C) and as articulated in Communication Plan. ✓ School Board member election process was undertaken in 2023 reflective of all governance / compliance requirements.	➢ Inclusion of co-opted community member to reflect Indigenous perspectives. (Liaison with CAN).	
Promote and enhance the school's reputation	✓ Signage in new playground area – PBS rules. ✓ PBS Matrix displayed in courtyard. ✓ Updated and streamlined Webpage – reviewed regularly with updated calendar and Latest News. ✓ Winthrop Primary School Official Facebook page- enhanced to include student images. ✓ Plan and design for new school uniform polo shirt. ✓ Completion of Makaru/Djilba playground.	➢ Nomination in Western Australian Education Awards: Primary School of the Year in 2024, in Leadership category.	

		✓ Musical participation in the Western Australian Government School's Music performances. ✓ Musical participation in Mass Choir Festival. ✓ Participation in a range of interschool sporting activities. ✓ Invitation to perform at King's Park for Aboriginal Soldier Reconciliation Service. ✓ Participation in Premiers Reading and Minister's Running Challenges.	
Embedding of the Aboriginal Cultural standards framework is evidenced physically in the school across 100% of teaching areas.		✓ Acknowledgement of country at all community events. ✓ Welcome totem. ✓ For the Elders – virtual grandparent / elders story telling event – NAIDOC week 2023. ✓ Harmony Day celebrations – coordinated by school based Cultural Awareness Network. ✓ Teaching Block names ✓ Embedding of Noongar language in the day-to-day workings of the school. ✓ Musical performances ✓ Resources in the Library Collection- literature and physical resources ✓ Front office staff uniform inclusive of indigenous artwork designs. ✓ Indigenous Soldiers Reconciliation Service - Music Performance	➢ Connect with students at remote community schools via regular virtual link- ups.

"Winthrop Primary School is a fun place to learn because your friends are right here with you being happy."

Year 2 student, 2023.
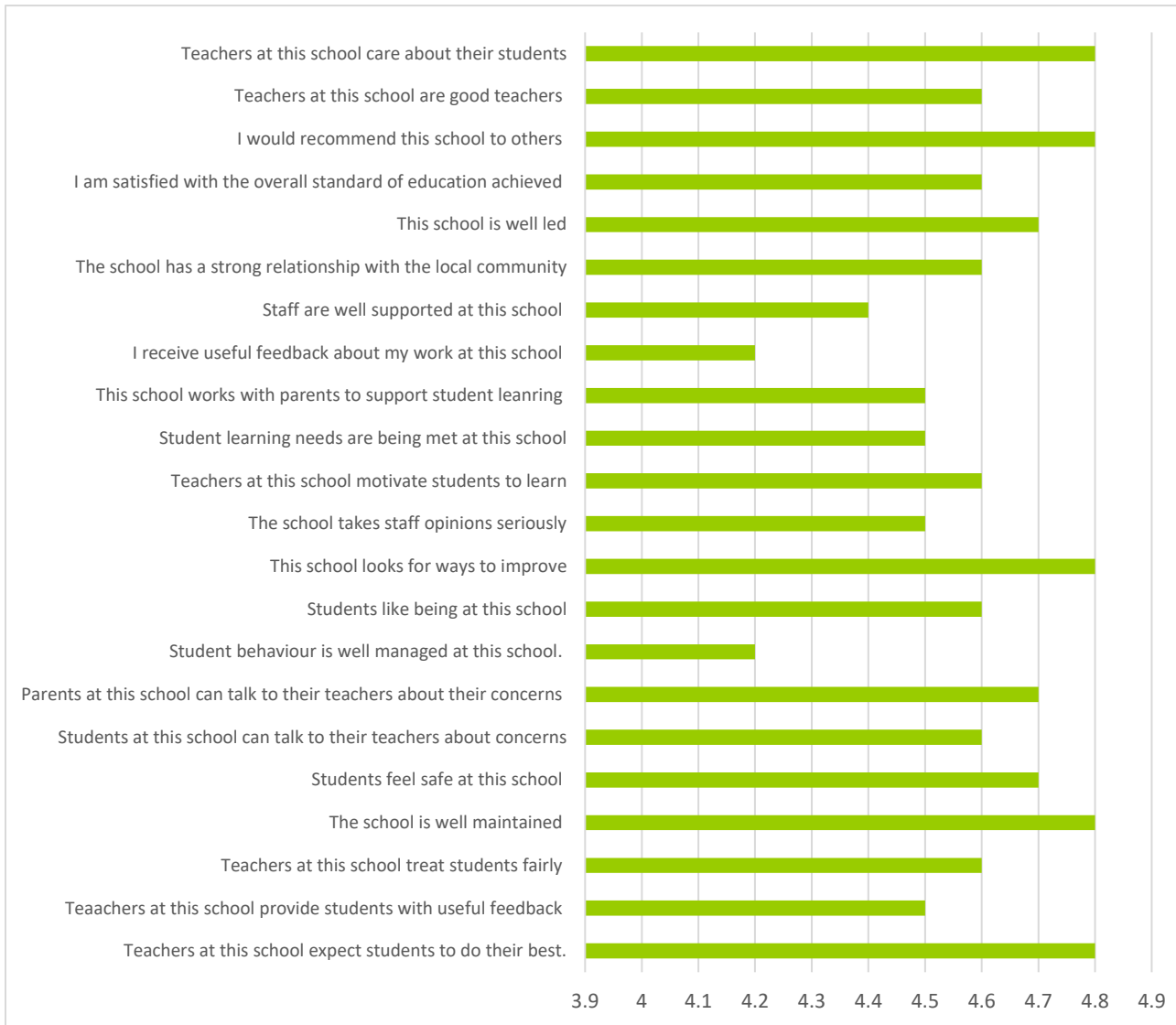
Domain 1: National School Opinion Survey

Parent Survey   **Student Survey**

Survey Ratings: 5= Strongly Agree   4= Agree   3= Neither Agree or Disagree   2= Disagree   1= Strongly Disagree

Parent Survey

- Teachers at this school care about my child.
- My child's teachers are good teachers
- I would recommend this school to others
- I am satisfied with the overall standard of…
- This school is well led
- This school has a strong relationsihp with…
- This school works with me to support my…
- My child's learning needs are being met at…
- My child is making good progress at this…
- Teachers at this school motivate my child…
- This school takes parents' opinions seriuosly
- The school looks for ways to improve.
- My child likes being at this school.
- Student behaviour is well managed at this…
- MI can talk to my child's teachers about…
- My child feelssafe at this school
- This school is well maintained
- Teachers at this school treat students fairly
- Teachers at this school provide my chidl…
- Teachers at this school expect my child to…

3.7 3.8 3.9 4 4.1 4.2 4.3 4.4 4.5 4.6

Student Survey

- My teachers care about me
- My teachers are good teachers
- My school gives me opportuniteis to do interesting things
- My teachers motiveate me to learn
- My school takes student's opinions seriously
- My school looks for ways to improve
- I like being at my school
- Student behaviour is well managed at my school
- I can talk to my teachers about my concerns
- I feel safe at my school
- My school is well maintained
- Teachers at my school treat children fairly
- My teachers provide me with useful feedback about my work
- My teachers expect me to do my best

0 1 2 3 4 5

Question	Value
Teachers at this school care about their students	4.8
Teachers at this school are good teachers	4.6
I would recommend this school to others	4.8
I am satisfied with the overall standard of education achieved	4.6
This school is well led	4.7
The school has a strong relationship with the local community	4.6
Staff are well supported at this school	4.4
I receive useful feedback about my work at this school	4.2
This school works with parents to support student leanring	4.5
Student learning needs are being met at this school	4.5
Teachers at this school motivate students to learn	4.6
The school takes staff opinions seriously	4.5
This school looks for ways to improve	4.8
Students like being at this school	4.6
Student behaviour is well managed at this school.	4.2
Parents at this school can talk to their teachers about their concerns	4.7
Students at this school can talk to their teachers about concerns	4.6
Students feel safe at this school	4.7
The school is well maintained	4.8
Teachers at this school treat students fairly	4.6
Teaachers at this school provide students with useful feedback	4.5
Teachers at this school expect students to do their best.	4.8

3.9 4 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9

Domain 2: Learning Environment

<table>
<tr><th colspan="3">We support all students to be successful learners</th></tr>
<tr><th>Targets</th><th>Achievements</th><th>Future focus:</th></tr>
<tr>
<td>Explicit teaching of Positive Behaviour Strategies and embedded behaviour expectations.

Restorative justice practices guide behaviour management processes.</td>
<td>

✓ PBS team continued to build, meet, and strengthen professional learning. PBS matrix in all classes displayed. PBS major and minor incidences chart.
✓ PBS tokens used to support recognition of students engaging in positive behaviours.
✓ PBS focusses per week.
✓ Reflection sheets.
✓ Explicit teaching of social skills as per the behaviour expectations.
✓ Development of strategies to manage Tier 2 Behaviour Support.
✓ SET data analysis demonstrates stronger whole school connected practice in management of student behaviour.
✓ PBS award at Yr. 6 graduation
✓ Whole school rewards – featuring BIG reward, tabloid sports.
✓ PBS lessons in power-point presentations, presented in all classes on the focus behaviour of the fortnight to ensure consistency of understanding and skills teaching across the school.
✓ PBS assemblies
✓ PBS rules transferred to support safe play in Makaru / Djilba Playground.</td>
<td>

➢ Engagement of identified staff in Classroom Management in School's professional learning. (Positive Behaviour Support)

➢ Refinement of whole school Good Standing Guidelines.</td>
</tr>
<tr>
<td>100% of class teachers develop and implement documented plans using Special Education Needs reporting and planning tools.</td>
<td>

✓ NCCD group developed to moderate and support teaching and learning adjustment levels.
✓ All identified students who require a documented plan have one.
✓ Whole School SaER profile has been compiled.
✓ Whole school SaER Policy in place.
✓ Documented risk management plans to ensure safe and accessible curriculum access for all students.</td>
<td>

➢ Continue to provide Leadership support and professional learning to teachers as required.</td>
</tr>
<tr>
<td>100% of class teachers will use EALD progress maps for identified students</td>
<td>

✓ DP audit enrolment details – collate data for census.
✓ EALD data analysis to inform class placement.
✓ EALD numbers projected enrolments to inform special characteristics budget planning.
✓ EALD Operational Plan.
✓ Transition of progress maps from class to class (hand over processes) Language choice on website to ensure inclusivity and accessibility for community.
✓ Enhanced enrolment procedures – inclusive of interview with DP and or Principal as needed, inclusive of use of interpreters as required.
✓ Language options setting on school website</td>
<td>

➢ Continue to provide Leadership support and professional learning to teachers as required.
➢ Trial school of kindergarten enhanced 'I can' statements EALD progress maps in 2024.</td>
</tr>
<tr>
<td>Over 92% attendance in each year of compulsory schooling</td>
<td>

✓ Compulsory attendance % rate in all years 93.2%
✓ Yrs. 1-6 above 92% attendance rate</td>
<td>

➢ Continue to follow up the high number of K (unauthorized in term vacations) through leadership team – reminders via Connect notifications and through school website.
➢ Early years K-PP lowest attendance rates of 91.2% and 90 % respectively – EC parent education considered for 2024.</td>
</tr>
</table>

Maintain National Quality Standards in all seven areas as 'green' (meeting standard)	✓ Annual self-assessment review has been undertaken. ✓ Meeting in all NQS areas. ✓ Recruitment process in 2023 with focus on establishing a pool of highly skilled, Early Childhood educators or placement at WPS as positions arise in 2024.	➢ Completion of Play Statement and play guidelines for K-6. ➢ Increased student agency through intentional play opportunities K-6 ➢ Enhanced data collection K-2 ➢ Implementation of Kindergarten Assessment Tool (KAT) in 2024. ➢ Expansion of On-Entry Assessment to include Yr. 1 at risk students.
Health and Wellbeing Plan: Staff Worksafe representatives (OHS) review, investigate and implement actions as required to prevent and respond to 100% of incidences and reports.	✓ 5 x WHS officers elected and trained in 2023. ✓ OHS updates through OHS officers. OHS audit undertaken of playground equipment. ✓ Ongoing reporting of OHS made and responded to (100%) ✓ Culture of collective responsibility of OHS related processes.	➢ Purchase and installation of community access de-fib. Machine to be mounted at front of school.
Enhanced provision to chaplaincy and psychology services.	✓ Processes for accessing chaplaincy and psychology services were reviewed with streamlined processes and supporting documentation shared with staff. ✓ Chaplaincy program enhanced through P&C funding for 'In real life' student social skills programs. ✓ School purchased additional time for school chaplaincy and psychology services. ✓ Stronger alignment to chaplaincy and psychology services to the school Learning Support Coordinator roles and responsibilities. ✓ Increase connected practice within the Learning Support portfolio.	➢ School to continue to 'top up' funding for additional chaplaincy and psychology funding.
Enhancement of physical grounds is enriched to add value to the student learning experience.	✓ Completion of faction artworks in Yarning Place (under covered area) by artist, James Giddy. ✓ Completion of Makaru / Djilba playground (C&D Blocks). ✓ Loose parts play equipment has been collected and made available in trolleys for lunchtime play, organized by coordinating teacher and Yr. 6 student leaders.	➢ Continue to update signage including Indigenous

Domain 3: Leadership

Every staff member is a leader, and every classroom is led by teachers working collaboratively to improve educational outcomes for all students.		
Targets	**Achievements**	**Future focus:**
All staff engage in performance management processes, meeting twice a year inclusive of collegiate observation.	✓ Completed with all staff and ongoing into 2023 with new documentation considered and Leadership Team utilizing the Principal Performance Improvement Tool to reflect on and improve practice. ✓ Roles and responsibilities for all leadership positrons have been developed.	➢ Refine staff feedback on reporting comments and procedures. ➢ Instructional Feedback model strengthened through. ➢ Phase of Learning Leaders section processes supported by JDF. ➢ Collective leadership model structure. ➢ Investigate Shaping Minds PL
Leadership team facilitate, identify, and support the development of high potential leaders across the school.	✓ Planning of projects with network peers ✓ High potential leaders at WPS – 1 in acting P position, two others offered positions of leadership in other schools – experience with applications, interview, other educational contexts. ✓ Sharing PL with colleagues on staff ✓ Team Leader JDF reviewed against AiTSL standards. Updated. ✓ WPS Principal –Network FL Principal driving the initiative. WPS Principal has created mentor support materials of – DoE. ✓ Strategic Docs. And Mentoring Skills resources. Both are being used in the Future Leaders Network mentoring program by teachers, DP, and Principals across the schools in our network. ✓ Provision of PL – Unpacking Hamilton's Personal Attributes – 500-word application through FL Framework – Network focus. ✓ Engagement in Future Leaders Initiative – 3rd Year of being implemented.	➢ Develop a school-based leadership aspirant pool through expression of interest with collegiate and leadership support (triangulation of readiness).
The Leadership Team lead development and implementation of school plans including improvement of student achievement and attendance.	✓ Roles and responsibilities documentation detailing leadership portfolios across the Leadership Team and school. ✓ Whole school operational plans updated for 2023. ✓ Annually, the NCCD team will assess level of adjustment (quality differentiated teaching practice, supplementary, substantial, or extensive) in line with National Consistent Collection of Data (NCCD). ✓ Leading Teaching for Impact strategy – focusing in defining what teachers believe, know, and do. ✓ Leading the development of NQS across the whole school – including shared understanding of intentional play. ✓ Review and continue to upload data to ESAT utilizing as a depository for whole school reflection and review processes. ✓ Whole school improvement self- reflection tool. Whole school culture survey – Leadership and staff ✓ Updated the WPS Attendance Guidelines. ✓ CAN team organizing Harmony Day events – acknowledging a range of cultures, histories, and stories. ✓ School self-review ensuring all seven areas of the National Quality Standard are rated as 'green.' ✓ NCCD Team lead collation of SaER register 2024. ✓ Presentation of Teaching for Impact – Introductory modules at Term 1, SDD by Leadership Team. ✓ Whole school Play Policy	➢ School nomination for Primary School of the Year in the DoE Education Awards ➢ Continuance in Creative Schools Program, 2024 – Yrs. 2 and 4. ➢ Development of QT@WPS document – inclusive of all elements of whole school approach – beliefs, methodologies, and resources. ➢ Development and publication of 2024 – 2026 Business Plan. ➢ 2024 -2026 Business Plan will have a single page 'key elements' overview to be shared with staff and community, highlighting the school's five priority areas withing the DoE School Improvement enabling domains.

		✓ Whole school Enriched Learning Policy updated and supported with Gifted and Talented Coordinator. ✓ Whole School Behaviour Management Policy development – inclusive of review of Good Standing clause and Yr. 6 Leadership expectations. ✓ Successful application to be a Creative School – D/Principal to lead identified teaching coaches to support this program. ✓ Leadership team has led robust whole school self-assessment processes to inform formulation of the 2024 – 2026 Business Plan. ✓ The data analysis team undertake rigorous whole school self-assessment processes through use of student achievement information system dashboard (SAIS), school-based data walls and Elastik data analysis tool.	
The Cultural Awareness Network (CAN) will lead the annual review and progression of the Culturally Responsive School Improvement Plan.		✓ CAN Cultural Awareness Plan has been developed for 2023 – 2024. ✓ The Cultural Awareness Network (CAN) will lead the annual review and progression of the Culturally Responsive School Improvement Plan. ✓ CAN has met and minuted meetings – available to all staff through Connect. ✓ Indigenous block name signage. ✓ Continuation of CAN RAP packs for each year level. ✓ Whole school incursion ideas. ✓ SERCAL (free), BIBDI BINDI Dreaming, Kerry Anne Winmar. Greg Nannup for excursion/incursion ✓ - Olman or Greg Nannup for Acknowledgement of Country. ✓ Wesley College or like dance groups for performance. ✓ Lion dance, Harmony Day Community Celebration.	➢ Build cultural responsiveness through connections with remote school via virtual link ups. ➢ Signage for Six Seasons Art works – QR codes for musical soundscapes.
Leaders at all levels seek 360 Feedback.		✓ Survey items determined by Principal (PPIT) ✓ Surveys undertaken by all Leadership Team members. Feedback used to inform personal leadership PM goals. ✓ School Board effectiveness survey has been distributed and completed with 'adhering to the agenda/ keeping to time allocation' being the lowest rated items. ✓ 360" Feedback survey by all school leaders undertaken. Principal 360" feedback informing PM. ✓ Integral part of PPIT – (Performance management for principals). ✓ Undertake phase 1 PM processes for all Leadership Team. ✓ Staff, and student NSOS feedback surveys undertaken in Sept. 2023, results in this Annual Report. ✓ Team leaders collect feedback via team surveys. ✓ Staff termly check in via Forms surveys from Leadership Team to Staff.	➢ WPS Principal will be a peer principal reviewer for another Principal within the system to for their Principal Peer Review (PPR) validation in 2024. ➢ WPS Principal will have own PPR validation in 2024. ➢ Continue to refine team-based feedback surveys 2024.

"We have a great teaching team, and we collaborate well together.

I am enjoying my class and making fantastic progress with them every day."

WPS middle childhood teacher, 2023

Domain 4: Resources

	Budget and resource management practices ensure the best interest of the students is central to all decisions and actions	
Targets	**Achievements**	**Future focus:**
Staff collaborate to input target linked budget proposals for Cash Budget – for consideration and approval by Finance Committee.	✓ Staff reviewing and planning in teams. ✓ Target linked proposal sheet being utilized across the school and aligned to school's strategic plans. ✓ Finance Committee has verified Curriculum budgets. ✓ Proposed book lists provided by year level coordinators for review at school board.	➢ Continue to plan utilizing budget proposal sheets to align spending to targets.
School Board and Finance Committee annually contribute to and endorse the one-line budget.	✓ Planning advised as per above. ✓ Principal and MCS plan Online Budget Requirements Projected Enrolment Staffing. ✓ Special Characteristics funding directed to support identified students. ✓ Cash budget proposals completed within learning teams and curriculum committees. ✓ Contributions and charges for 2024 were approved by the school board at the October meeting. ✓	➢ Move to online survey tool in 2024. ➢ Maintain school board training for new members in 2024.
Teacher leaders and resource officers will maintain cost centre curriculum budgets in line with all DOE policy and procurement and disposal guidelines.	➢ Cost Centre Managers have been put in place for 2024. ➢ Budgets in the expenditure accounts have been monitored and are within budgeted amounts. ➢ Papercut has continued to be refined to manage photocopying across the school. ➢ resources. ➢ ICT and Library Resource officers work with MCS to manage management and procurement of physical resources.	➢ Refinement of Papercut to include print release to reduce amount of colour print wastage.
Termly student needs assessments will be undertaken by Leadership team in allocating support resources for identified cohorts (Disability, EAL/D, SaER)	✓ Psychologist / Leadership team meetings – on needs basis but fortnightly Disability Resourcing analysis – DPs, Principal and MCS ✓ Class placement in 2023 was based on resourcing and individual needs consideration within classroom dynamic. ✓ Learning Support Coordinator was in place (0.2 FTE) ✓ Chaplaincy time increased. ✓ School has purchased additional school psychology FTE GATE teacher in place (0.1 FTE) ✓ NCCD team – Nomination of members - PL and training. Administration team meetings ✓ Disability Resourcing analysis – DPs, Principal and MCS Psychologist / Leadership team meetings ✓ 2023 = 21 class structure has been implemented to ensure smaller classes and higher support in year levels where there is a high number of at risk and or students with disability.	➢ Continue with regular Learning Support team meetings to share information and student need in a timely and responsive manner. Directing Resources to highest need within term.

Domain 5: Teaching Quality

We recognize that a teacher's effectiveness has a powerful impact on students and that teacher quality is the single most important in- school factor that influences student achievement.		
Targets	**Achievements**	**Future focus:**
All teachers will identify students at educational risk and differentiate teaching, assessment, and reporting. to meet student need.	✓ All children requiring a SEN report in 2023 have one. Decision made in collaboration with parent/ caregiver. ✓ All documented plans are completed in SEN planning tool. ✓ All identified students have documented plans in place. These are being audited, reviewed, and updated. ✓ Student voice survey and learning profiles compiled for GAT students, this informs Launch program pathways. ✓ NCCD team met to moderate level of adjustments and to determine eligibility for inclusion in census. ✓ SEN training support by the deputy principal on needs basis. ✓ Deputy Principal to collate all individual documented plans by week four, T1. ✓ Statewide Services accessed to support development and implementation of documented plans. ✓ Launch club learning pathways informed by student voice surveys. ✓ Enriched learning program is strength based, celebrating individual students learning style, culture, and personal interests. ✓ DP collate all doc. plans by week 4 T3 and 4 Doc. plans utilized to access State-wide Services ✓ GAT Operational Plan – lead by GAT 'Launch Program' teacher. Enrichment 'challenge weeks' once a term (STEM, Arts, Cultural studies). ✓ Enriched Learning in music – instrumental music policy and documented private tutor agreements in place for all participants. Student achievement and progress monitored regularly throughout the year. ✓ Data completed in all year levels K-6. ✓ NCCD team led data collection – and moderation of levels of adjustments. ✓ Differentiated teaching and learning programs are the norm at Winthrop Primary School. ✓ MiniLIt reading intervention program is in place. Participating students have seen on average increase in reading rate from ten words per minute to over one hundred words per minute over the 20-week program.	➢ Further professional learning in the use of ABLE WA ➢ Enhanced enrolment procedures to ensure student learning need is identified early, particularly in enrolment of students with imputed and or diagnosed disability or other special need.
School wide beliefs on teaching and learning are understood and embedded in practice.	✓ Development of Quality Teaching at Winthrop Primary School (QT@WPS) Handbook has been compiled to ensure low variance, connected practice across all classrooms. ✓ QT@WPS is inclusive of the following: o Whole School pedagogical statements, methodologies and strategies of how quality teaching is delivered at WPS. o Whole school instructional framework. o Literacy and Numeracy block implementation guides o Whole school assessment schedule.	➢ Inclusion of teacher upload section in QT@WPS Handbook. ➢ Ongoing reference to and professional learning as guided by DoE's Quality Teaching Strategy and Teaching for Impact resources. ➢ Strengthening the peer feedback model through the implementation of Shaping Minds PL.

Teachers will collaborate to plan, act, assess and report on student learning.		✓ Performance processes undertaken teacher personal goals are set and aligned to whole school targets. ✓ Collegiate instructional feedback model (watch others work) has been implemented with observation goals aligned to embedding of whole school high impact teaching strategies. ✓ ✓ Performance and development processes are reflected on against AiTSL standards. ✓ Collaborative DoTT periods have been intentionally planned for teachers to meet, share, plan, discuss, collaborate, moderate, and undertake assessment procedures. ✓ Team meetings include analysis and monitoring of data walls. ✓ Team meetings include regular moderation sessions in year levels. ✓ Staff continue to upload information as required on Integris. ✓ Staff access Online Student Information (OSI) to provide snapshot of key student data to inform planning and assessment. ✓ Staff access the DoE's Student Achievement Information System (SAIS) dashboard. ✓ Purchase of Elastik data analysis platform to support the development of: o Daily reviews in each classroom. o Case management plans for identified students. ✓ Operational plans reviewed by year level teams. ✓ STEM and ICT PL has been provided to lead teachers in this area. ✓ Moderation of student work prior to reporting periods.	➢ Implementation of Kindergarten Assessment Tool (KAT) following teacher professional learning early 2024. ➢ Engagement of like schools for student work moderation each semester, prior to reporting periods. ➢ Annual review and update of whole school assessment schedule at the end of Semester 1.
NAPLAN, ACER PAT and On Entry results align with teacher judgments.		✓ Data wall team collaboration and team reviews have been undertaken. ✓ Grade distribution and allocation has been analyzed. ✓ On Entry, ACER, Bright path, NAPLAN standardized testing has been implemented. ✓ Data walls have been updated to ensure consistency of categories across all year levels per assessed item. ✓ All year level teams have undertaken moderation meetings utilizing DoE's Judging Standards tools. ✓ All class teachers review and use ACER support materials and resources.	➢ Ongoing analysis of RTP data against NAPLAN proficiencies and like school grade allocation to inform and monitor grade allocation.
The school has a repertoire of fair and inclusive assessment and reporting strategies.		✓ Reporting and Assessment Policy was reviewed in 2023. ✓ Assessment Schedule Team met to review Whole School Assessment Schedule in Term 3, 2023. ✓ GATE and STEM coordinators are working collaboratively to lead inclusive, enriched learning pathways and plans for identified students. This is a strength-based approach. ✓ Grade allocation from Reporting to Parents analysis Moderation Bright path ✓ STEM Leadership Team Coordinator appointed. ✓ DoTT timetable organized to maximize collaborative planning, moderation, and assessment time for all year levels.	➢ Enhance Attitude, Behaviour and Attitude descriptor rubrics to ensure greater consistency in allocation of descriptors.

All staff use the whole school Literacy and Numeracy documents.		✓ In place and embedded across all year levels. Staff are utilizing WA curriculum scope and sequence numeracy docs. ✓ English committee audited and reviewed all Literacy Block Scope and Sequences – ensuring alignment to the DoE curriculum, cross referencing and encompassing all English strands. ✓ Audit of whole school mathematical materials – HOT Mathematics whole school program. ✓ Focus on use of hands-on manipulatives across the school (teaching strategies) ✓ Procurement and organization of manipulatives. ✓ Mathematics Committee meet regularly to review and update planning. Mathematics Operational plan has been updated for 2023. ✓ Specific focus on reading strategies across all year levels. ✓ Mathematics Committee have met regularly and aligned use of resources to support ongoing progression and achievement.	➢ Whole school implementation of Talk 4 Reading program across the school P-6, supported by whole school professional learning.

Student learning is connected, embedded in real-life, real-world contexts.		✓ Be the Change initiatives being undertaken in each year level team.
		✓ Use of artworks and signage around the school as learning tools – Indigenous seasons. Cultural observance of a range of traditions and celebrations – Japanese Festival, Winthrop Celebrates concert.
		✓ Ongoing, intentional play SDD PL – provided by Jonny Neen Expansion of NQS across the school.
		✓ Year 6 Camp – Woodman's Point
		✓ Engagement of local and broader community facilities and skills to support student learning in the Enriched Learning Program – Launch including:
		    o Industry Expos
		    o Student leadership conferences
		    o Fremantle Literature Centre
		    o Family cultures – personal projects and Elders celebration for NAIDOC.
		✓ Your Move program to encourage and enhance student wellbeing, fitness, and metal health.
		✓ Creative Schools inclusion (Yr. 5 in 2023) focusing on the development and application of the Creative Habits and higher order thinking skills, supported by industry professionals (Creatives).
		✓ Entry into Royal Agricultural Society Scarecrow Sustainability Competition – winning second place ribbon.
			✓ Development of whole school Play Statement and Procedures
			✓ Enhancement of nature play and food gardens as teaching and learning resources.
			➢ Continue as a Creative School (Yrs. 2 and 4 in 2024).
			➢ Community skills profile – what do you do that can support our school? Developed through the P&C and School Board on the DoE Working and Engaging with Community Frameworks.

"Educators know that of all the factors that impact on student learning, the most powerful factor that we can. control is the quality of teaching."

Director General of Education, Lisa Rodgers
Quality Teaching Strategy, 2023.

Domain 5: Student Achievement and Progress

We work collaboratively to provide students with a learning program which is individualized, flexible, connected, and challenging.		
Targets	**Achievements**	**Future focus:**
NAPLAN data mean in Years 3 and 5 will be equal to or above like schools.	See notes and graphs included in following pages. ✓ NAPLAN tests complete. ✓ NAPLAN data received and analyzed. ✓ Data analysis undertaken by all staff with Specialist, school-based Data analysis team (DAT) ✓ NAPLAN online 'ICT test' sessions NAPLAN now completed in Term 1. ✓ All classes utilized NAPLAN curriculum resources. ✓ Introductory professional learning sessions Elastik data analysis tool has been undertaken. ✓ NAPLAN online 'ICT test' sessions All classes utilized NAPLAN resources. ✓ Curriculum focus 2023 – Reading – inclusive of professional learning for staff and curriculum improvement program detailing strategies and resources. ✓ Professional learning on new NAPLAN proficiencies and use of Student Achievement Information System (SAIS) dashboard has been undertaken. ✓ NAPLAN trials have been undertaken with all classes. ✓ In term 4, 2023, Yrs. 2 and 4 intervention support provided by teachers to address identified 'gaps' prior to NAPLAN 2024.	✓ Further embedding of Elastik data analysis tool to inform daily reviews and case management approaches.
By 2023 NAPLAN progress and achievement data in Years 3 and 5 will demonstrate increased in % of students in 'good' and 'excellent' achievement categories in Reading, Writing and Numeracy.	✓ NAPLAN format has changed from 'bands' to 'proficiencies. ✓ New highest proficiencies are in 'Excelling' and 'Strong.' ✓ See 2023 Percentage of students in proficiency level below.	➢ See notes with graphs below.
By 2023 PEAC and GATE or requiring extension and greater engagement will be supported by enrichment plans and GATE Learning Support Coordinator.	✓ L3 GAT teacher identified and released from class 1 day per fortnight to coordinate program. ✓ Student interviews undertaken to allow students agency in content and delivery of their plans. ✓ Peac testing. ✓ GAT teacher coordinating program. (L3 classroom teacher duties) ✓ Identified students were involved in – Literacy Centre, Leadership Conference and Personal projects as displayed at open night. ✓ GAT leadership Conference Parent information sessions ✓ Personal project – Year 5 Student voice interviews Leadership Conference ✓ Working in collaboration with Music specialist teacher and STEM coordinator	➢ Introduction of 'challenge' enrichment week for whole school.
By 2023 Attitude Behaviour and Effort (ABE) data demonstrates a whole school rating improvement in students setting and achieving goals.	✓ ABE rubrics were utilized to moderate the allocation of descriptors for ABE ratings in Semester 1 reports. ✓ Student self- assessment will be undertaken prior to Semester 2 reports.	➢ Review of whole school ABE Rubrics aligned to PBS matrix.

By 2023 a STEM coordinator will be appointed and will support all teachers to embed best practice across the school.	✓ PL has been provided to further inform and support. (TDS, Lego, coding) ✓ Coordinator has been appointed. ✓ Identify and budget for STEM Connections teacher. ✓ Introduction of 'challenge' enrichment weeks for whole school. Consideration of STEM third party user to offer after school STEM program. ✓ Network accessed for resources and PL Application to DoE Creative Schools programme. ✓ Purchase of 2x 3D printers to enhance resources in this area. ✓ Enhanced STEM / Science budget through science room refurbishment in 2023 summer holidays.	➢ Alignment to the Science and Creative Schools program. ➢ Re-designed and refurbished Science room to enhance learning opportunities for all students.

"Learning at Winthrop Primary School is a lot of fun and adventure because you can challenge yourself and the result always comes out well, even if it is a mistake, you still learn."

Year 6 student, 2023

Student Achievement Data   2023

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 3 Numeracy		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	493 and above	23%	23%	11%
Strong	378 - 492	60%	61%	50%
Developing	311 - 377	10%	12%	24%
NAS	310 and below	7%	4%	14%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 3 Reading		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	481 and above	24%	33%	16%
Strong	368 - 480	53%	50%	45%
Developing	282 - 367	16%	13%	24%
NAS	281 and below	7%	4%	14%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 5 Numeracy		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	577 and above	34%	28%	11%
Strong	451 - 576	52%	63%	53%
Developing	386 - 450	10%	7%	23%
NAS	385 and below	3%	2%	12%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 5 Reading		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	555 and above	43%	39%	18%
Strong	448 - 554	46%	52%	51%
Developing	377 - 447	8%	7%	18%
NAS	376 and below	3%	1%	11%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 3 Writing		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	503 and above	13%	20%	9%
Strong	370 - 502	77%	72%	65%
Developing	296 - 369	7%	6%	14%
NAS	295 and below	3%	3%	10%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 3 Spelling		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	489 and above	21%	29%	15%
Strong	380 - 488	53%	47%	42%
Developing	294 - 379	20%	21%	28%
NAS	293 and below	6%	3%	13%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 3 Grammar & Punctuation		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	523 and above	13%	18%	8%
Strong	404 - 522	57%	55%	42%
Developing	312 - 403	19%	22%	30%
NAS	311 and below	11%	6%	18%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 5 Writing		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	570 and above	31%	23%	10%
Strong	455 - 569	53%	65%	54%
Developing	385 - 454	13%	10%	22%
NAS	384 and below	2%	2%	12%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 5 Spelling		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	553 and above	48%	38%	20%
Strong	451 - 552	41%	50%	48%
Developing	378 - 450	6%	10%	20%
NAS	377 and below	5%	2%	11%

Percentage of students in each Proficiency Level

Proficiency Level	NAPLAN Score Range	Year 5 Grammar & Punctuation		
		School	Like Schools	WA Public Schools
		2023	2023	2023
Exceeding	582 and above	33%	29%	13%
Strong	470 - 581	54%	57%	46%
Developing	397 - 469	11%	13%	26%
NAS	396 and below	1%	2%	14%

Analysis and planned actions:

Yr. 3
On par with like schools in 'Exceeding; proficiency in Numeracy.
Below like schools in 'exceeding proficiency in all other tests, with over representation in "Needs Additional Support" in Grammar and Punctuation.
Yr 5.
Above like schools in ' 'Exceeding' proficiency in all tests.

- o Yr. 5, Grammar and Punctuation (4% above) and Writing is (8%) above like schools in 'Exceeding' proficiency but was the lowest % of WPS in 'exceeding' category – whole school focus on use of Brightpath and Elastik writing diagnostic tool.
- o Yrs. 3 & 5 Explicit teaching focus of Grammar and Punctuation – Scope and Sequence. 30% of students in Yr. 3 'Developing or Needs Additional Support in Grammar and Punctuation.
- o Further professional learning in use of EALD progress Maps.
- o Kindergarten Assessment Tool (KAT) and On Entry extending to include at risk Yrs. 1 and 2.
- o 2024, Whole school approach, Talk 4 Reading to address reading as being the area where comparative standard deviation is is furtherest from expected in both Yrs 3 and 5.
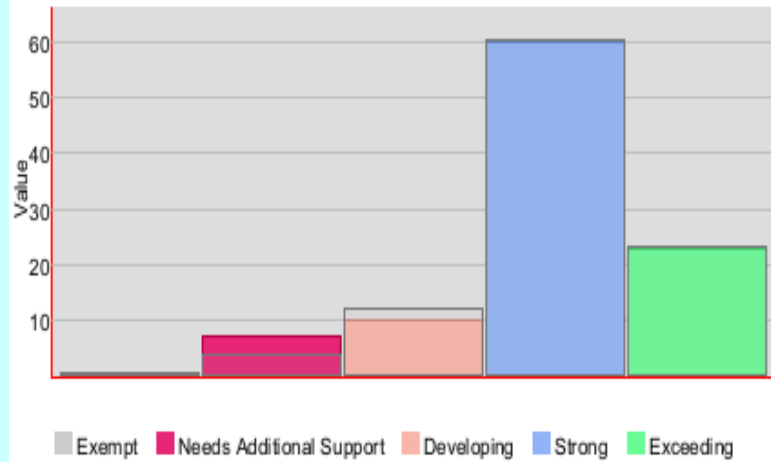- o Plan to fund 0.2 Early Years, literacy intevention teacher.

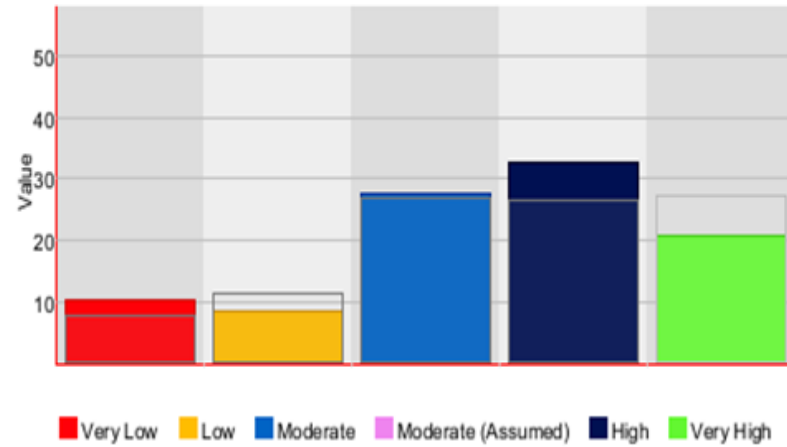|	Achievement – as compared to like schools	Progress – as compared to like schools	Notes
N Yr.3	Numeracy - Proficiency Filters : All Students Exempt · Needs Additional Support · Developing · Strong · Exceeding	Numeracy - Progress Filters : All Students Very Low · Low · Moderate · Moderate (Assumed) · High · Very High	On par with like schools' achievement in proficiency levels. Above like school's progress in very high and high categories. .
N Yr.5	Numeracy - Proficiency Filters : All Students Exempt · Needs Additional Support · Developing · Strong · Exceeding	. **No NAPLAN-to-NAPLAN progress or previous proficiency levels will be reported until 2025.**	Well above like schools in the highest proficiency 'Exceeding.' Above like schools in the Developing proficiency.
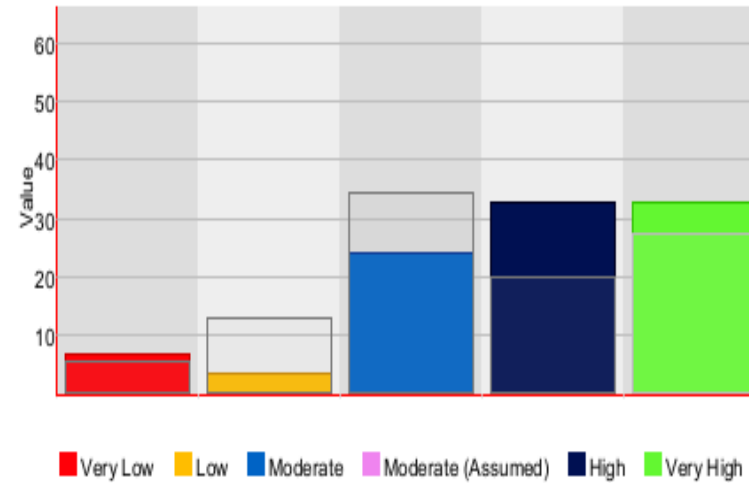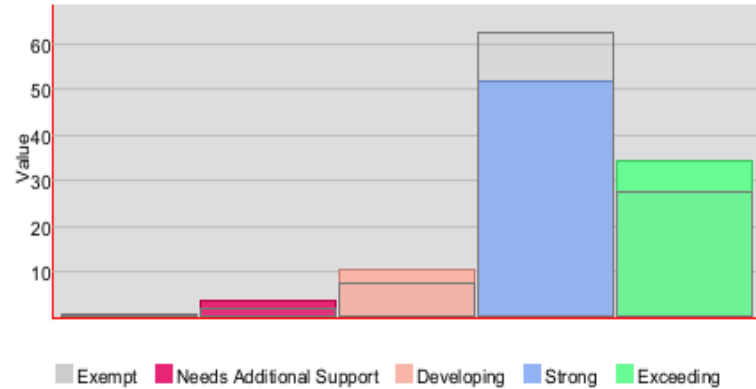
28

**R
Yr. 3**

Reading - Proficiency
Filters : All Students

Legend: Exempt | Needs Additional Support | Developing | Strong | Exceeding
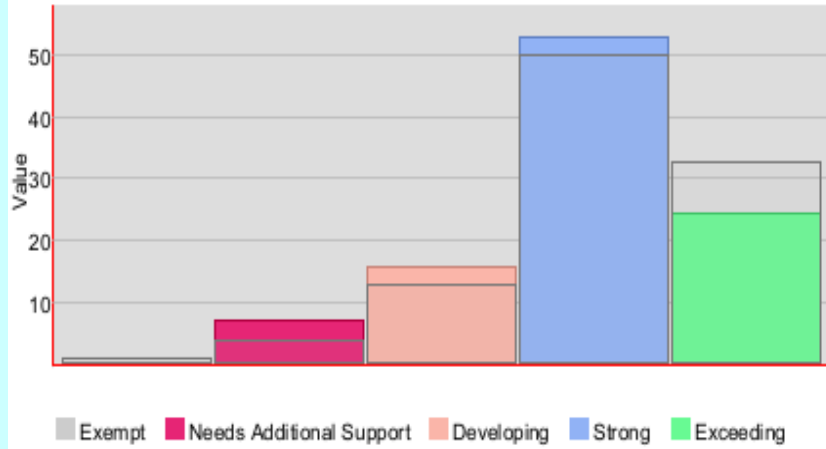
Reading - Progress
Filters : All Students

Legend: Very Low | Low | Moderate | Moderate (Assumed) | High | Very High

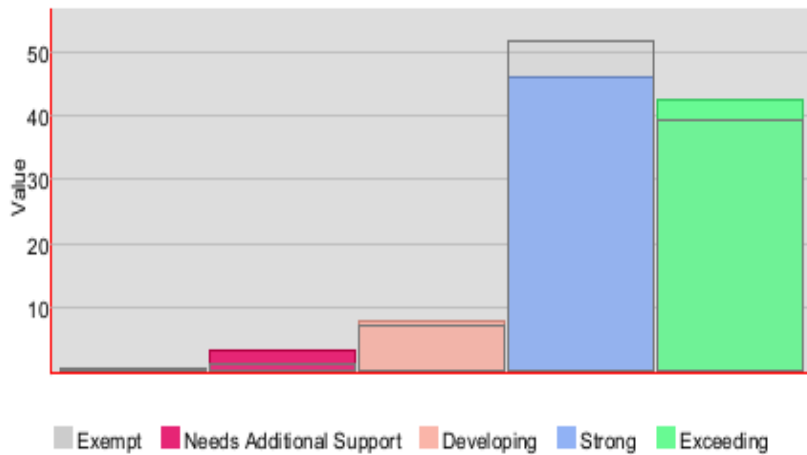Over-representation in Strong and Developing categories.

Below like schools in Exceeding proficiency.

Significantly higher than like schools in high progress.

Below like schools in very high progress.

**R
Yr. 5**

Reading - Proficiency
Filters : All Students

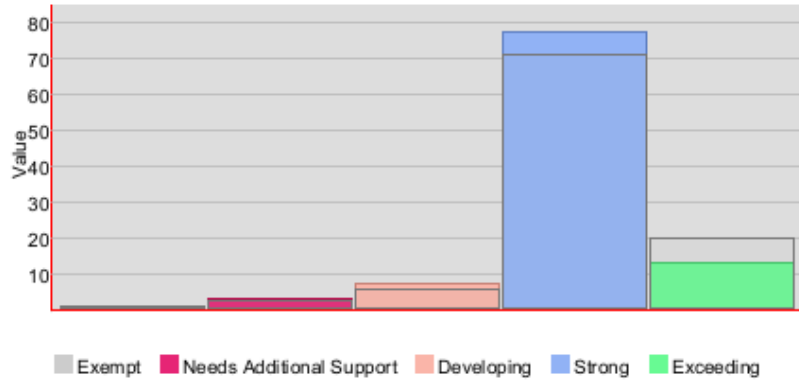Legend: Exempt | Needs Additional Support | Developing | Strong | Exceeding

No NAPLAN-to-NAPLAN progress or previous proficiency levels will be reported until 2025.
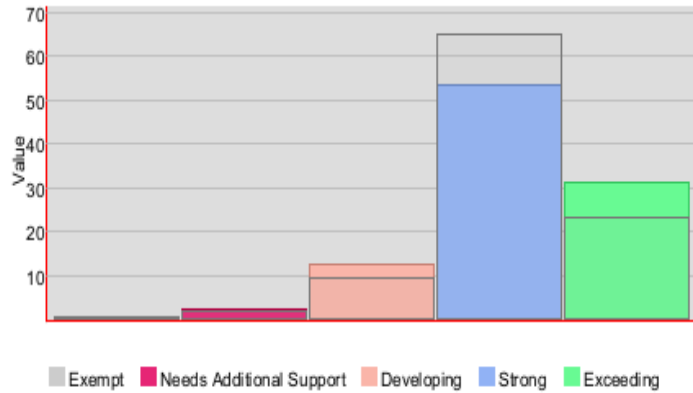
Above like schools in highest proficiency, "Exceeding."

Above like schools in 'Needs Additional' Support proficiency.

W Yr. 3

Writing - Proficiency
Filters : All Students

Exempt | Needs Additional Support | Developing | Strong | Exceeding

Above like schools (3%)

No progress data On Entry to Yr. 3.

W Yr. 5

Writing - Proficiency
Filters : All Students

Exempt | Needs Additional Support | Developing | Strong | Exceeding

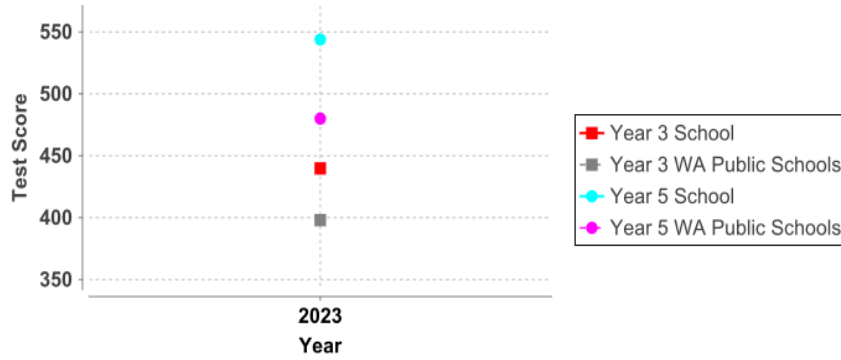**No NAPLAN-to-NAPLAN progress or previous proficiency levels will be reported until 2025.**

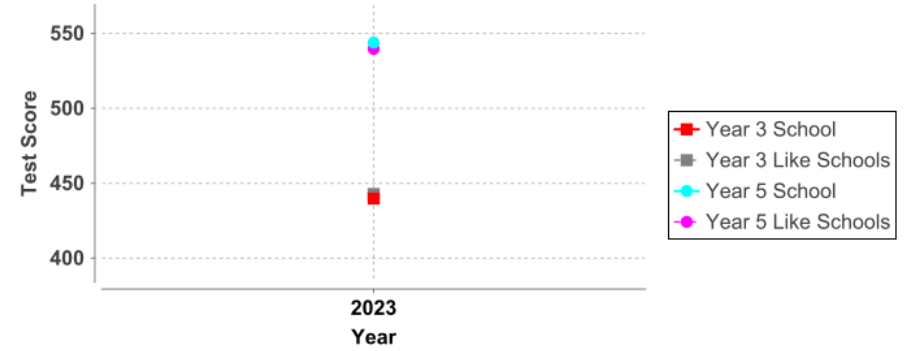Significantly above like schools in Exceeding proficiency.

Above like schools in Developing proficiency

30

NAPLAN Average Numeracy Score

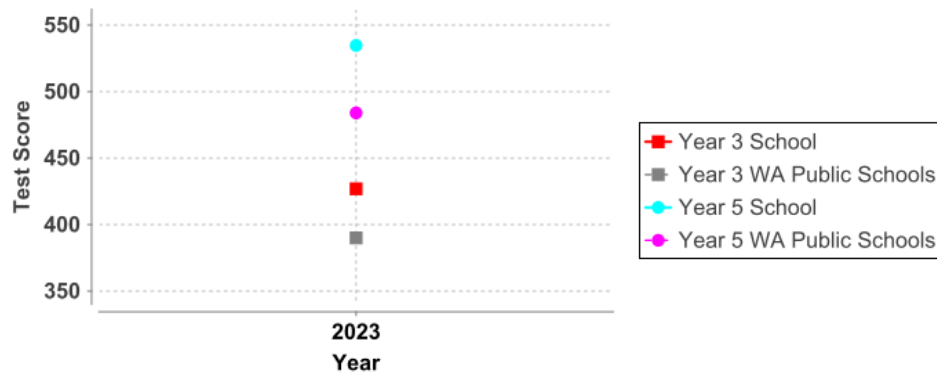## All Western Australian Public Schools
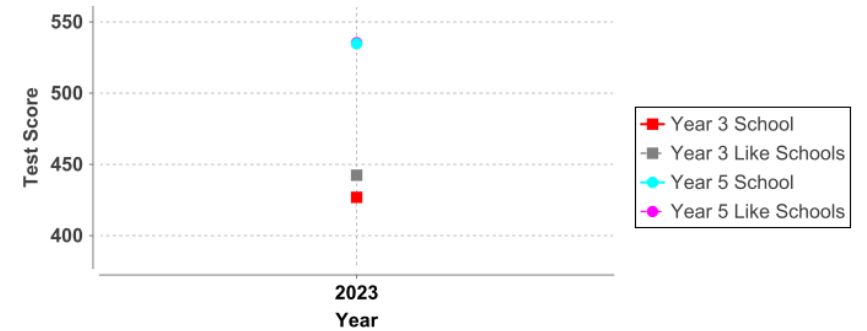

Like Schools

NAPLAN Average Reading Score
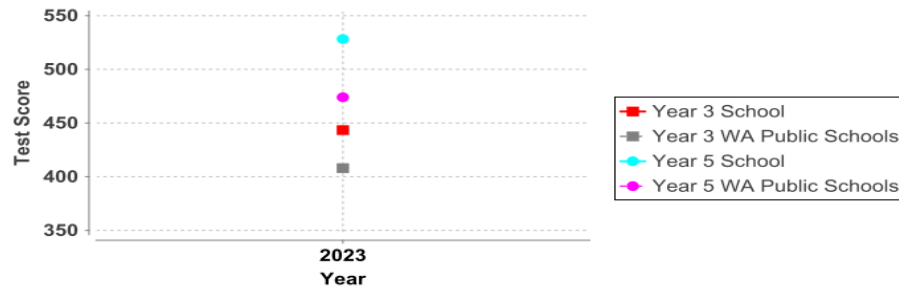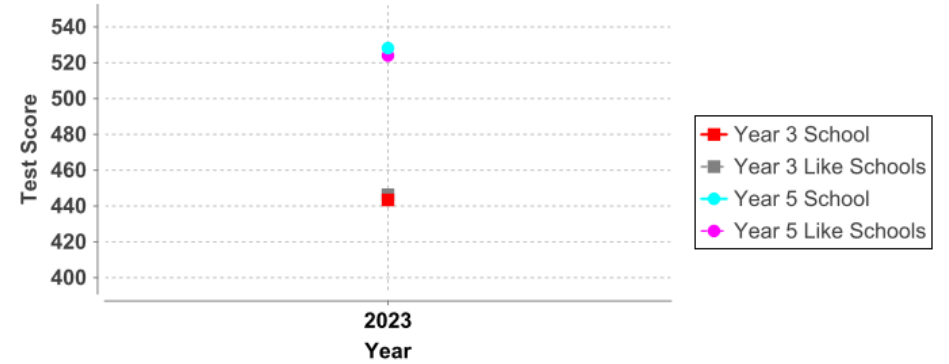
All Western Australian Public Schools

Like Schools

NAPLAN Average Writing Score

All Western Australian Public Schools

Legend:
- Year 3 School
- Year 3 WA Public Schools
- Year 5 School
- Year 5 WA Public Schools

Like Schools

Legend:
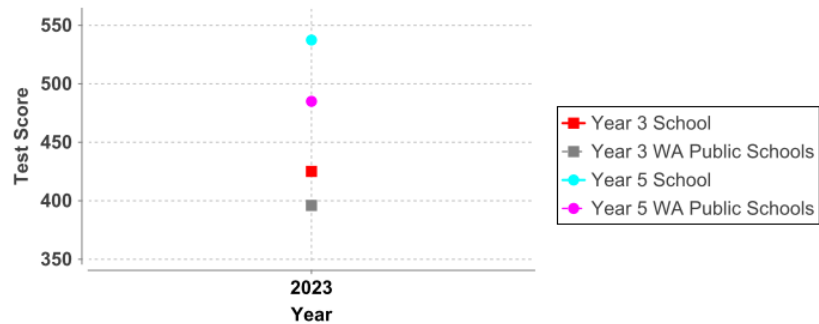- Year 3 School
- Year 3 Like Schools
- Year 5 School
- Year 5 Like Schools

NAPLAN Average Spelling Score

All Western Australian Public Schools

Legend:
- Year 3 School
- Year 3 WA Public Schools
- Year 5 School
- Year 5 WA Public Schools

Like Schools

Legend:
- Year 3 School
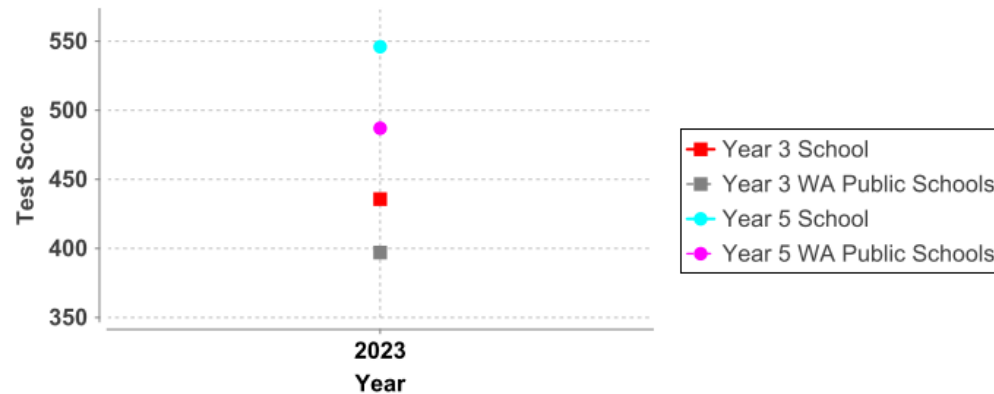- Year 3 Like Schools
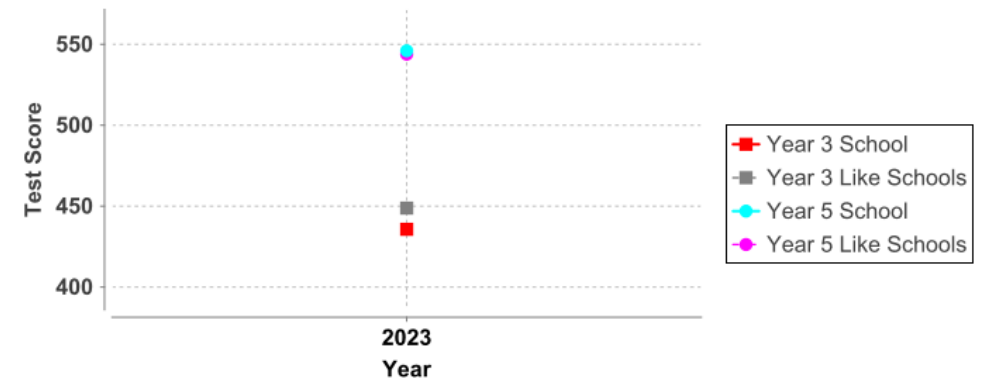- Year 5 School
- Year 5 Like Schools
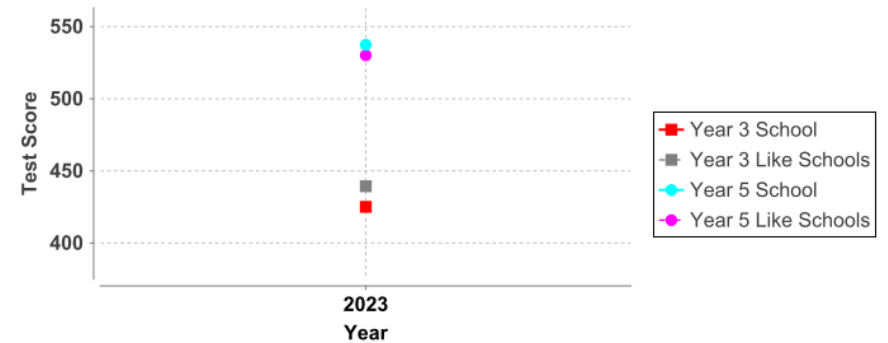
NAPLAN Average Grammar and Punctuation Score

All Western Australian Public Schools

Like Schools

Response to data – planned actions

- Commence MiniLit intervention program in Week 2, Term 1, 2024
- Continue staff professional learning in phonological awareness and phonics (K-2).
- Implementation of whole school Talk 4 Reading approach following staff professional learning.
- Purchase of Elastik data analysis tool to support early identification of learning 'gaps'.
- Use of case management procedures as response to intervention.
- Increased education assistant and teacher support in early years (K-2).
- Implementation of the Kindergarten Assessment Tool (KAT)
- Expansion of On Entry Testing to include YRs. 1 and 2.
- Continue Enriched Learning program (Yrs. 4-6) for high achieving students focusing on individualised learning based on individual student strengths and interests.

Glossary

ACRONYM	MEANING
ABE	Attitude, Behaviour and Effort
ACSF	Aboriginal Cultural Standards Framework
CAN	Cultural Awareness Network
CEC	Community Engagement Coordinator
DOE	Department of Education
DOTT	Duties other than Teaching
DP	Deputy Principal
EALD	English as additional language or dialect
ESAT	Electronic School Assessment Tool
FLF	Future Leaders F
LSC	Learning Support Coordinator
MCS	Manager of Corporate Services
NQS	National Quality Standards
NCCD	Nationally Consistent Collection Data (Disability)
NAPLAN	National Assessment Program Literacy and Numeracy
PAT	Progressive Achievement Tests
PL	Professional Learning
P&C	Parents and Citizens
SDD	School Development Day
STEM	Science, Technologies, Enterprise, and Mathematics
SAER	Students at Educational Risk

Winthrop Primary School maintained a sound financial position in 2023. The school's finances were under the continual scrutiny of the Principal, Manager of Corporate Services (MCS), the Finance Committee and the School Board. All aspects of the Funding Agreement for Schools were met in 2023.

Guided by the strategic improvement plan and business plan priorities and targets, the principal and MCS ensure decisions about the allocation of financial, physical, and human resources are evidence-based with a focus on improving outcomes for students.
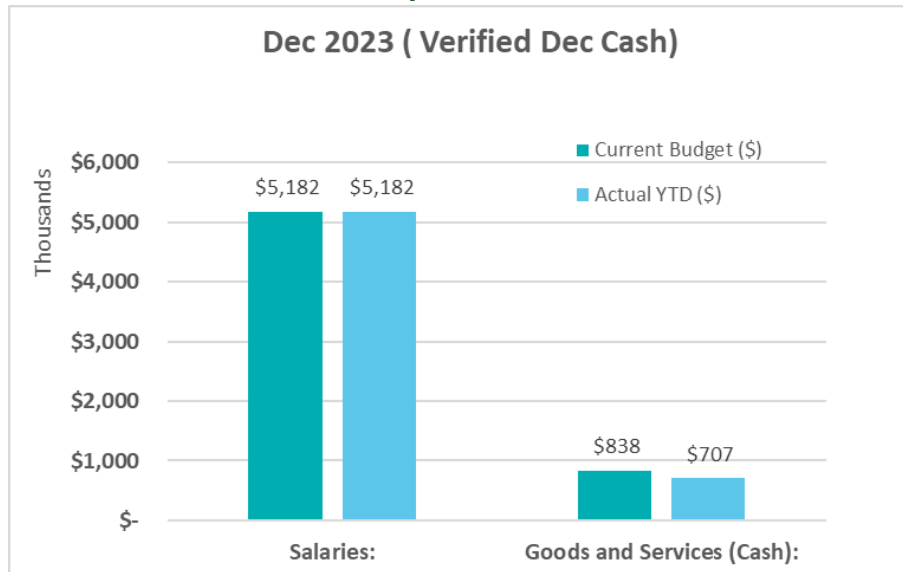
Student characteristics and targeted initiatives funding were astutely used to support identified students, maximizing resourcing and support in improving student outcomes.

The principal and MCS managed 6 Third Party User Agreement Licenses which have provided mutually beneficial partnerships and a source of income for the school.
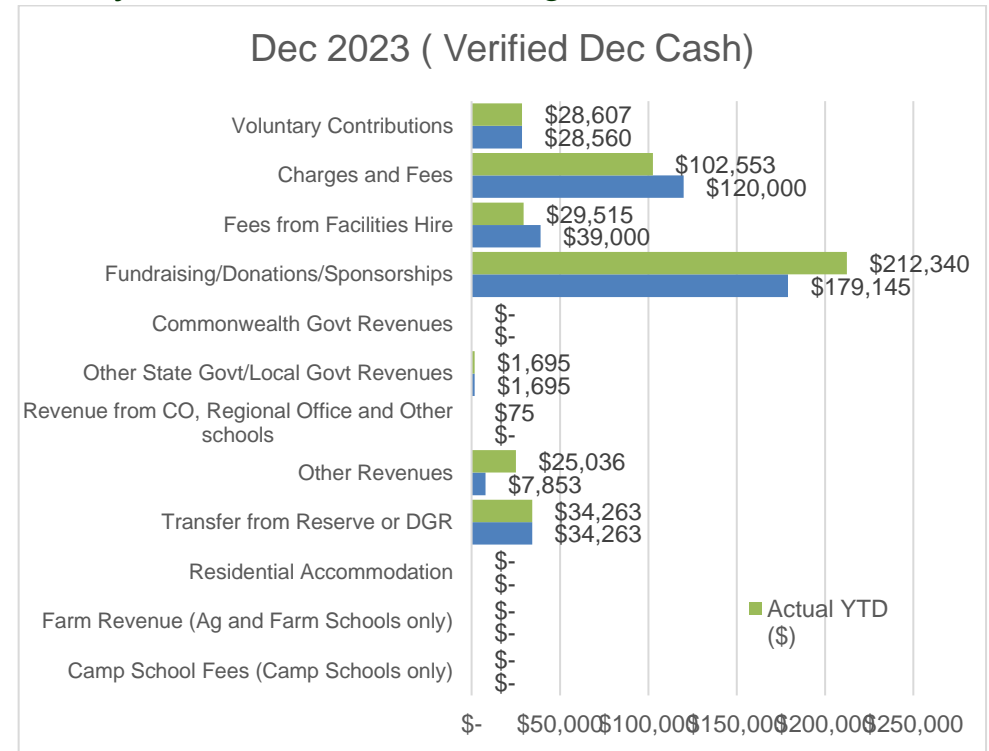
The school works in partnership with community and continued to be fortunate in receiving financial support form the Parents and Citizen's Association, with funding directed to grounds enhancement projects, graduation, and physical resources for the benefit of all students.

 The information below outline's the fiscal position of Winthrop Primary School as of December 2023.

Goods and Salaries V's Expenditure

Dec 2023 (Verified Dec Cash)

	Current Budget ($)	Actual YTD ($)
Salaries:	$5,182	$5,182
Goods and Services (Cash):	$838	$707

Locally Generated Revenue – Budget V's Actual

Dec 2023 (Verified Dec Cash)

	Actual YTD ($)	Budget ($)
Voluntary Contributions	$28,607	$28,560
Charges and Fees	$102,553	$120,000
Fees from Facilities Hire	$29,515	$39,000
Fundraising/Donations/Sponsorships	$212,340	$179,145
Commonwealth Govt Revenues	$-	$-
Other State Govt/Local Govt Revenues	$1,695	$1,695
Revenue from CO, Regional Office and Other schools	$75	$-
Other Revenues	$25,036	$7,853
Transfer from Reserve or DGR	$34,263	$34,263
Residential Accommodation	$-	$-
Farm Revenue (Ag and Farm Schools only)	$-	$-
Camp School Fees (Camp Schools only)	$-	$-

ONE LINE BUDGET - Dec 2023 (Verified Dec Cash)

	Current Budget ($)	Actual YTD ($)
Carry Forward (Cash):	**215,904**	**215,904**
Carry Forward (Salary):	**87,130**	**87,130**
INCOME		
Student-Centred Funding (including Transfers & Adjustments):	5,457,915	5,457,915
Locally Raised Funds:	410,516	434,085
Total Funds:	**6,171,464**	**6,195,033**
EXPENDITURE		
Salaries:	5,181,681	5,181,681
Goods and Services (Cash):	838,409	706,860
Total Expenditure:	**6,020,090**	**5,888,540**
VARIANCE:	**151,375**	**306,493**

EXPENDITURE - Dec 2023 (Verified Dec Cash)

	Current Budget ($)	Actual YTD ($)
SALARIES		
Appointed Staff	4,577,518	4,577,518
New Appointments	0	0
Casual Payments	600,294	600,294
Other Salary Expenditure	3,869	3,869
Total Funds:	**5,181,681**	**5,181,681**
GOODS AND SERVICES (CASH EXPENDITURE)		
Administration	44,195	31,087
Lease Payments	14,928	14,877
Utilities, Facilities and Maintenance	167,638	138,099
Buildings, Property and Equipment	273,170	251,289
Curriculum and Student Services	260,613	203,698
Professional Development	17,000	4,353
Transfer to Reserve	58,865	58,865
Other Expenditure	2,000	3,303
Payment to CO, Regional Office and Other schools	0	1,288
Total Funds:	**838,409**	**706,859**
TOTAL	**6,020,090**	**5,888,540**

INCOME - Dec 2023 (Verified Dec Cash)

	Current Budget ($)	Actual YTD ($)
Carry Forward (Cash)	**215,904**	**215,904**
Carry Forward (Salary)	**87,130**	**87,130**
STUDENT-CENTRED FUNDING		
Per Student	4,662,088	4,662,088
School and Student Characteristics	591,027	591,027
Disability Adjustments	44,729	44,729
Targeted Initiatives	168,639	168,639
Operational Response Allocation	0	0
Total Funds:	**5,466,483**	**5,466,483**
TRANSFERS AND ADJUSTMENTS		
School Transfers – Salary	(173,135)	(173,135)
School Transfers - Cash	175,000	175,000
Department Adjustments	(10,432)	(10,432)
Total Funds:	**(8,567)**	**(8,567)**
LOCALLY RAISED FUNDS (REVENUE)		
Voluntary Contributions	28,560	28,607
Charges and Fees	120,000	102,553
Fees from Facilities Hire	39,000	29,515
Fundraising/Donations/Sponsorships	179,145	212,340
Other State Govt/Local Govt Revenues	1,695	1,695
Revenue from CO, Regional Office and Other schools	0	75
Other Revenues	7,853	25,036
Transfer from Reserve or DGR	34,263	34,263
Total Funds:	**410,516**	**434,084**
TOTAL	**6,171,466**	**6,195,034**

Learning and Growing Together