

HILLMAN
PRIMARY SCHOOL

2014 School Report

An Independent Public School

PRINCIPAL'S MESSAGE

It is with pleasure that I present the 2014 School Report. It provides parents, carers and members of the wider community with information about Hillman Primary School's activities and performance during 2014. The report highlights the school's strengths and identifies targeted improvement aspects.

Hillman Primary School is a dynamic and successful Independent Public School which maintains high academic standards and extends students through a range of learning opportunities including music, physical education, information technology and Japanese.

I would like to acknowledge staff and parents who have dedicated themselves to providing an outstanding education for the students at Hillman Primary School. We continue to value the effective partnership between the school and the Hillman Community. Our strong values based ethos has enabled the multitude of wonderful programs, details of which are in this report.

Thank you to the Parent & Citizen's Association (P&C) for their continued support. The P&C remain a valuable partnership to the school in decision making, volunteer support and fantastic fundraising including: the disco, Christmas Raffle and the Learning Journey sausage sizzle. The canteen and uniform shop also run thanks to the hard work and dedication of the P&C.

Parent volunteers remain vital to our school community. The parents who volunteer in the classrooms each week assist student learning to be focussed on the needs of students.

I trust that parents find our School Report informative and gives them confidence in our school program.

Aaron Young
PRINCIPAL



PROGRESS ON SCHOOL PRIORITIES

Literacy

We have achieved most of our literacy targets outlined in our 2013-2015 Business Plan already. Our results overall are pleasing and indicate the effectiveness of our intervention programs implemented as a result of the interrogation of student performance data and teacher judgements.

This year saw the acquisition and implementation of the Fountas and Pennell Levelled Literacy Intervention program through the Literacy and Numeracy Centre, with year one, two and three students. The numbers of students showing improvement through this intensive intervention has been pleasing.

In Year 3, 5 & 7 Reading, the percentage of students at or below the National Minimum Standard (NMS) is higher than like schools and WA schools and is an area we have targeted for improvement through our involvement in the *“Improving Literacy and Numeracy National Partnership Project”* (ILNPP). All students are on Case Management Plans which describe strategies used to support their reading development.

Spelling results still remain a concern and it is anticipated that our Whole School Approach to Teaching English which explicitly outlines our phonics and phonological awareness program in Kindy to Year 2 and daily spelling lessons will develop improvement in students achieving above the NMS in future Years.

Implementation of a synthetic phonics program in the Early Years has also been an influence, as well as the use of a common language across literacy blocks with the Daily 5.

In 2013, whilst the format of the NAPLAN Writing assessment caused concern amongst teachers and students it provided an opportunity for reflection on the teaching of writing and this year’s improvements have been a result of this reflection.

Numeracy

Mathematics is a priority area for our school as we continue with the successful programs and models that we have in place at Hillman Primary

School and the full implementation of the Australian Curriculum.

Our Whole School Approach to Teaching Mathematics outlines the programs and strategies that allow our teachers to maximise the effectiveness of their teaching by providing time for students to learn and practise their basic facts, the explicit teaching of new strategies and concepts and time for students to complete their activities.

One third of our Year 5 and 7 students are at and below the NMS. This is targeted for improvement through our case management approach for all students where we will be also addressing the need to boost our schools performance with the top 30% of our students. We have identified concepts that appear to cause difficulty for students and have planned strategies to support students’ understanding in these areas.

We have achieved most targets set in our Business Plan where the average performance of our students is ‘consistent or higher’ than like schools. Although our Year 3 results will need monitoring and strategies put in place with Early Childhood teachers to look closely at On Entry results to ensure the Year 2 students are supported where needed. In addition, back mapping using NAPLAN data has been done to identify areas where improvements could be made, especially in Year 2.

LITERACY & NUMERACY (NAPLAN)

Percentages of students at or above National Minimum Standards

	Year 3			Year 5			Year 7		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
Numeracy	88	96	85	82	88	87	94	100	93
Reading	84	90	72	87	100	82	96	88	87
Writing	92	96	93	81	93	87	91	90	82
Spelling	89	73	84	91	84	82	97	83	87
Punctuation & Grammar	76	82	79	75	84	85	100	83	80

Note: the national minimum standard is a nationally agreed standard below which a student has not demonstrated the basic skills of literacy and/or numeracy expected of students at that year level.



NAPLAN RELATIVE ASSESSMENT

		Performance		
		Year 3	Year 5	Year 7
Numeracy	2011	2	2	2
	2012	2	2	2
	2013	2	2	2
	2014	2	2	2
Reading	2011	2	2	2
	2012	2	2	3
	2013	3	2	2
	2014	2	2	2
Writing	2011	1	2	2
	2012	2	2	2
	2013	3	2	2
	2014	2	2	2
Spelling	2011	2	2	2
	2012	3	2	2
	2013	3	2	3
	2014	2	2	2
Punctuation & Grammar	2011	2	2	2
	2012	3	2	2
	2013	3	3	2
	2014	2	2	2

1	Above Expected – more than one standard deviation above the predicated school mean
2	Expected – within one standard deviation of the predicated mean
3	Below Expected – more than one standard deviation below the predicated school mean

Safe and Caring Environment

Hillman Primary is committed to and has achieved excellent results in maintaining positive relationships between children teachers, parents and the local community.

We have continued our engagement with KidsMatter, a mental health and wellbeing framework for primary schools. Through which we have implemented and maintained the You Can Do It and Choose Respect programs in order to support the school's values being demonstrated by the whole school community.

The consistent display of positive behaviour and demonstration of the school values is reinforced by 58 % of the students reaching gold certificate status, demonstrating the school values all the time. These students were rewarded with a gold excursion at the movies at the end of the year.



Many students and parents also used the services of the school chaplain to guide them through difficult situations. This contributed significantly to our community being happy and safe at school

A Vibrant Community

Strengthening connections with the local and wider community to promote Hillman Primary School as a vibrant, innovative and responsive place of learning was a successful priority in 2014.

Various initiatives made this possible, including:

- the establishment of a sustainability partnership with the Department of Parks and Wildlife and Men of the Trees;
- continuing our successful partnership with Fremantle Ports through which we were able to support the Children's Garden and attending the Kids Teaching Kids Conference;
- launching our extremely popular Edu-dance program culminating in two concerts attended by the majority of parents in the school with both assemblies filled to capacity;
- the continuation of our commitment to keeping our parents informed of their child's achievement and progress through our Classroom Learning Journey with approximately 60% - 95% of parent attendance in each class;
- Maintaining the highly acclaimed Kindy Café, with each session having 75% of new parents attending; and
- the Community Carols By Candle-light night which was attended by approximately 500 parents and students as well as extended family members.



HIGHLIGHTS OF 2014

School highlights for 2014 included:

- Improved student performance data on NAPLAN where our performances are now comparable with similar school in all test areas;
- Comprehensive Student Services provision through a School Psychologist service, Documented Plans for Students at Educational Risk, Health Plans for identified students and the Support Chaplaincy service;
- Participated in World Oceans Day and the Fremantle Ports Maritime Day highlighting the wonderful environment and sustainability programs at Hillman Primary School;
- Held school tours and morning teas to thank our parent helpers, community members and business partners;
- Developed and maintained successful partnerships with Fremantle Ports, Men Of The Trees and the Department of Parks and Wildlife and Nature Play WA;
- Sustainability and Environmental responsibility: students were involved in a variety of programs including the Children's Garden, Kids Teaching Kids Conference, Worm Warriors/Go Green Team and Adopt and replant a section of the Rockingham Lakes Regional Park;
- Successfully continued the Kindy Café program for parents and children transitioning into Kindergarten;
- Protective Behaviours sessions implemented for Pre-Primary through to Year One students coordinated by Kwinana Early Years' Service (KEYS);
- Participation in the interschool athletics, swimming and sporting carnivals, resulting in being awarded the T-Ball champions and Meritorious Shield in Swimming;
- Book Week and National Literacy and Numeracy Week celebrations;
- National Science Week activities including the Hillman igloo;
- Representation at the Junior and Senior Music Festival;
- Celebrated our rich cultural diversity with NAIDOC and Multicultural (Harmony) days;
- Participated in the *Improving Literacy and Numeracy National Partnership Project* for consecutive years with the development of a Whole School Approach to Teaching English and Mathematics;
- Incursions by government agencies and private companies included; Tales of Times Past, Simultaneous Story Time and Wheelchair Education;
- Excursions that supported the teaching and learning program included visits to the: Perth Zoo; WA Museum; Maritime Museum and Kelmscott Farm School;
- ANZAC day commemoration;
- Learning Journey;
- Edu Dance Concert performance; and the
- Year 6 and 7 Graduation Ceremonies.



PARENT, STUDENT, TEACHER SURVEY RESULTS

In 2014, the school conducted the National School Opinion Survey of staff, students and parents as required by the Federal Government.

The **Parent Survey**, which resulted in approximately 30% return rate, indicated very positive reflections on the organisation and operation of the school. Parents felt that Hillman Primary School is a safe school and that their children like being at school.

Parents signified that the maintenance of the school was a concern but they would still recommend the school to others.

Further responses by parents indicated that they can talk to their child's teacher about their concerns and the school works with them to support their child's learning.

The **Staff Survey** highlighted that the school could be better maintained and that they could receive more useful feedback about their work at the school.

Processes for Employee Performance have been adapted and modified over the past two years to become consistent with the Public Sector Standards on Performance Management, where:

- staff regularly demonstrate accountability for their performance;
- staff have access to growth and development opportunities that allow for employee interests; and
- the process links to the intended outcomes of the Department's strategic dire.

Survey results also indicated that staff are well supported at the school and that the school looks for ways to improve.

The **Student Survey** results indicated that staff expect them to do their best and that their teachers motivate them to learn. The student's results also highlighted that the student behaviour could be better managed in the school.

The Behaviour Management and Education Policy is scheduled to be reviewed by the school in 2015 as part of our commitment to maintain contemporary and rigorous practices in maintain student health and wellbeing.



STUDENT ENROLMENT & ATTENDANCE

In December 2014 the school's enrolment was 402 students (K-7). Enrolment trends continue to fluctuate as they have over recent years. We currently have a student transiency rate of 26.1%, meaning that a quarter of our student population changes at Hillman each year.

Attendance data for Hillman Primary School remains a concern, although we constantly perform better than 'like school's', we still have a number of students that continuously miss too much school. The overall attendance rate was 91.1% (State average 92.1%).

Behaviour Management across the school featured a focus on Choose Respect and our student behaviour referrals were less than in previous years. There was an increase in the number of suspensions due to physical assault or intimidation of staff and the school

SCHOOL FUNDING

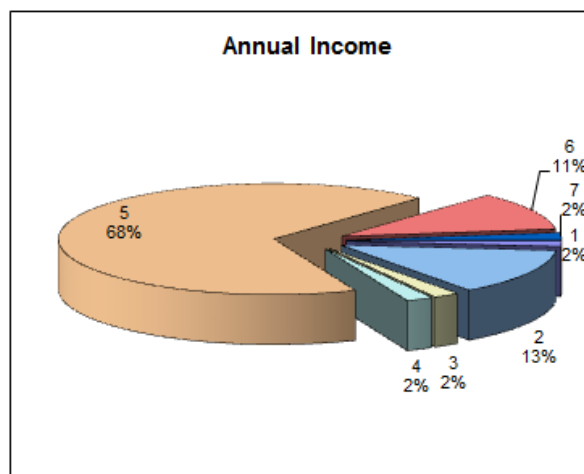
Annual Income		
	Budget	Actual
1 Voluntary Contributions	\$6,506	\$6,532
2 Charges and Fees	\$56,192	\$56,181
3 P & C Contributions	\$8,064	\$8,064
4 Fundraising and Donations	\$8,332	\$8,332
5 State Government Grants	\$285,705	\$285,705
6 Commonwealth Govt Grants	\$46,787	\$46,787
7 Miscellaneous	\$8,700	\$8,701
Total Income		
Transfer from Reserves/Gift Funds	\$31,135	\$31,135
Opening Balance	\$85,883	\$85,883
Total Funds Available	\$537,304	\$537,319

is investigating programs to support staff Health and Wellbeing.

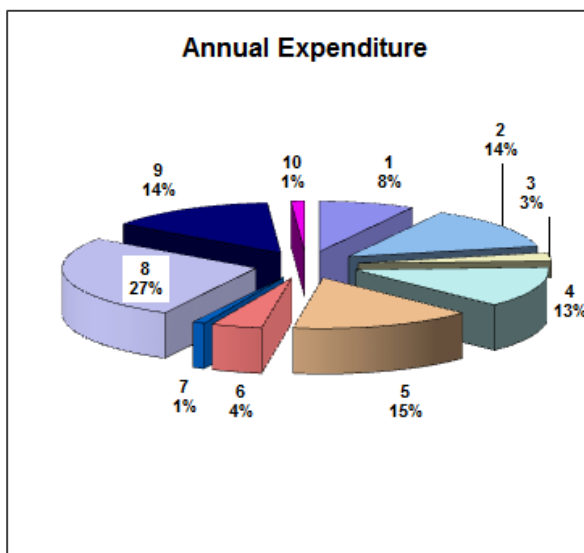
SCHOOL STAFF PROFILE

School staff at Hillman are very experienced. All teaching staff meet the professional requirements to teach in Western Australian schools and are registered with the Western Australian College of Teaching.

In 2014 there were 31 teaching staff at the school (Full-time equivalent 25.2) and 21 school support staff (FTE 15.6). Specialisation was provided in Science, Music, Japanese and Physical Education.



Annual Expenditure		
	Budget	Actual
1 Administration	\$35,808	\$32,741
2 Utilities	\$79,384	\$56,107
3 Repairs and Maintenance	\$11,693	\$10,903
4 Building Fabric and Infrastructure	\$57,302	\$53,112
5 Assets and Resources	\$63,310	\$62,561
6 Leases	\$19,139	\$17,374
7 Professional Development	\$5,002	\$4,151
8 Education Programs	\$121,066	\$111,344
9 Student Services	\$61,332	\$57,627
10 Miscellaneous	\$5,394	\$4,618
Total Expenditure	\$459,430	\$410,538
Transfer to Asset Reserves	\$68,710	\$68,710
Total Funds Carry Forward	\$9,164	\$58,071





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