



KARDINYA PRIMARY SCHOOL
Learning for Life

2018

ANNUAL REPORT



The Kardinya Primary School community fosters respect for the rights of self and others. We offer a safe and equitable learning environment. Staff working with parents, lead students in their continued improvement, promoting academic and behavioural excellence.

WELCOME

Kardinya Primary Independent Public School (KPS) is a successful and well established school, located in the South Metropolitan Education Region. The school was established in 1977 with 214 students, and through its history has comprised a diverse community. It is this diversity which continues to build our culture of high performance and high care.

In 2018, we averaged a Kindergarten to Year 6 enrolment of 367 students. While most of our student population is Australian born, we comprise a rich tapestry of cultures, with 27 different languages recognised as children's first. 28% of the student population is from a language background other than English, and 1% are Indigenous.

The local area from which the school draws students has a socio-economic index of 1071, placing it relatively more advantaged when compared to the Australian national average of 1000. Parents come from a range of occupations, including community and public service, professionals, technician and trade workers and administration.

The teaching and learning program is based on the Western Australian Curriculum and the school gives progress reports to parents via class meetings, parent interviews, Interim reports, Semester 1 and 2 formal Reports and the parent open night. Our staff members provide students with access to learning programs that were differentiated to suit their individual learning needs. This included the provision of appropriate intervention strategies for those children requiring additional help with the support of quality education assistants working across the school. We are part of the Visible Learning Impact Program based on the work of John Hattie and the use of Learning Intentions and Success Criteria continues to be implemented across the school in the areas of Literacy and Numeracy. The KPS 2019 School Capability Assessment Report indicated improvement in the four key strands of:

- The Visible Learner
- Know thy Impact
- Inspired and Passionate Teachers
- Feedback

Students in Year 3 and 5 participated in the National Assessment Program in Literacy and Numeracy (NAPLAN) in May. The Pre Primary students are profiled using the On Entry Assessment. Student performance is high, as is our focus on being a high performing, high progress and high care school.

Physical Education, Art and Music Specialist Teachers enhance the delivery of curriculum at KPS. A range of sporting pursuits are offered, including: In Term Faction and Interschool Swimming; Faction and Interschool Athletics and Cross Country; Interschool Winter sports – Netball, Football and Soccer; State Tennis; and a range of specialised coaching and competitions.

Creativity is fostered within music lessons. A successful school choir, and School Band lead the music excellence at KPS. Our new music teacher introduced community songs and lunchtime concerts with students taking part in the Massed Choir event, a first for KPS in 2018. Individual students are extended in the School of Instrumental Music, Clarinet, Flute and Classical Guitar program.

A focus on all children being successful enables the identification of student's needs. A differentiated curriculum is offered to support each child at their point of need. Children identified as gifted and talented benefit from the Primary Extension and Academic Challenge (PEAC) program. Some students also choose to participate in the International Competitions and Assessment for Schools (ICAS) – Writing, Spelling, English, Maths, Digital Technologies and Science. Students with learning difficulties and disabilities receive targeted support.

Our staff are very experienced and play a key role in the success of Kardinya Primary School. In 2018 we employed more than 40 staff, comprising fulltime and part-time, plus additional relief staff. We have many merit selected staff who commenced at the start of 2018. The school had access to the services of both a School Psychologist and School Chaplain. The school also has an Out of School Hours (OSH) Club – Before and After School Care Centre, which will continue in 2019.

The school grounds are extensive with an oval, several multi-purpose courts and modern playground equipment. The buildings are in four main teaching blocks, administration, library and computer, Music and Visual Arts, and two undercover areas. All classrooms have air conditioning and modern ICT infrastructure. The school were successful in receiving funding at the end of 2018 through the Playground Equipment/Shade Shelter Program 2018 to replace 2 shade sails and replace sand in the ECE playground ready for Term 1, 2019.

Parents are important partners in education. Parents actively engage with the school as volunteers in classrooms and school activities. The Parents and Citizens Committee is an active and effective band of parents, who operate the Canteen and Uniform Shop, and fundraise to purchase resources to enhance the learning environment.

Our School Board contributes to strategic directions and decision making. Its members are volunteers, representative of parents and staff. We welcomed new parent and teacher members to our School Board along with a community member.

High standards are celebrated by students, parents and staff. Everybody is committed to making a difference and working together. This Annual Report reviews a successful year at Kardinya Primary School.

PRINCIPAL'S REPORT: REFLECTIONS OF 2018

Congratulations to all the staff, students and families of Kardinya Primary School for a wonderful year of achievements and successes in 2018. Our departing year 6 students represented the extraordinary talents of our student community with a number of individuals receiving scholarships and awards from a range of high school establishments, in recognition of both academic and sporting accomplishments.

Key highlights included:

- **Successful physical health and well-being activities, including faction and interschool carnivals, specialist sports clinics and specialist Health and Physical Education teachers.**
Swimming, Athletics, Tennis, Cross Country, Netball, Football, Cricket, Funky Fitness, West Coast Eagles, Basketball, Football School Ambassador Program.
- **Creative curriculum and performances in Music, Visual Arts and Dance.**
Massed Choir event at the Perth Concert Hall, School Choir, KPS Band, Count Us In, Edu-Dance, Art Auction and Community songs regularly featured at assembly.

- **Connected community activities enhancing strong relationships with our local community.** *Playgroup, Friends of KPS Dr Chan and Bill, School Volunteer Program, Tales for Tots, Pre-service Teachers, The Colour Run, KPS & P&C Bring on Summer Event to conclude the year.*
- **The ongoing engagement and participation in whole of school activities to build our school spirit.** *Welcome Breakfast, Assembly, Harmony Day concert and family picnic, Anti-Bullying, ANZAC Service, Derby Day, 100 Days of School, National Simultaneous Reading Time, Book Week, Book Fair, Student Leaders fundraisers, Remembrance Day, World Teacher's Day, Parent Open Night with choir performance and end of year concert with staff item. P&C Children's Week celebration including Year 6 Graffiti Art workshop and repainting of the canteen by Art Sins.*
- **Additional exciting extra-curricular programs to enrich student learning beyond the classroom.** *In Term swimming lessons, Year 6 Camp and leadership group, Transition to High School, Book Week excursion, Constable Care and Sustainability workshops.*
- **Numerous "Parents as Partners" activities to foster the positive relationships between, parents, children and staff to promote academic excellence in a positive learning environment.** *P&C – Uniform Shop, Canteen, Fundraising for digital technologies; School Board; parent workshops, special days and activities; and classroom activities.*

This is the second year that Kardinya Primary School has been an Independent Public School and as such we have continued to develop as a distinctive and responsive school, supporting the aspirations of our community. I would like to express my gratitude to everyone for your contribution to excellence in education at Kardinya Primary School and I look forward to continuing the work outlined in the School Business Plan 2017-2019 in the new academic year.

Natalie Mayho.

BOARD CHAIR REPORT

2018 has seen Kardinya Primary School transition in to its second year as an Independent Public School. As per our adopted Business Plan, this has continued our strategic focus on ensuring that Kardinya Primary School delivers high quality teaching and learning and effective leadership within a collaborative community culture.

As I write this 2018 review on behalf of the Board, I reflect on the past 12 months and the role we have collectively played in providing oversight of the school to ensure it fulfils the strategic objectives set through its 2017-2019 Business Plan. This governance focus has been in the priority areas of successful learners; high quality teaching and effective leadership and; positive school and community care.

2018 has seen key highlights aligned to these focus areas. To highlight a number:

- NAPLAN results demonstrating (on average) students improving between years 3 and 5, at a rate of improvement generally above that of like schools;
- For year 3 NAPLAN, positive trending above like schools in respect of results in the focus areas of numeracy and writing;
- For year 5 NAPLAN, positive trending above like schools in respect in the focus areas of reading, spelling, grammar and punctuation, numeracy and writing;
- Across the school, digital technologies being expanded to enrich the learning environment;
- The school spirit remaining strong, with a renewed school code helping to position our commitment to creating resilient, lifelong learners at Kardinya;
- Beginning processes of much needed building and grounds renewal, an iconic example being in the new library learning space and street art for the canteen.

But as we push forward, we understand some of the challenges we still need to assist the school's leadership team in addressing. These include particularly promoting student progress and achievement across all the NAPLAN focus areas, so that our learners not only maintain, but importantly improve their results as they move through the school years. This builds upon our collective vision for high performance and high care school, to add in the focus of high progress also.

The Board embraces the opportunity in helping Kardinya be a successful school, with teachers who are expected and supported to be high performing to enable students to be successful learners. We look forward to 2019 in earnest.

Andrew Trosic

P&C ASSOCIATION

Kardinya Primary has a very active and supportive P&C. Many events were held in 2018 to raise funds to support the school, for which we are very grateful. Welcome breakfast, Uniform Shop, Canteen, sausage sizzle, cake stall, our first Colour Run and a KPS and P&C combined end of year 'Bring on Summer' event.

OUR VISION, VALUES AND STRATEGIC DIRECTION

MISSION

"High quality teaching, learning and leadership within a collaborative culture."

VISION

"The Kardinya Primary School community fosters respect for the rights of self and others. We offer a safe and equitable learning environment. Staff, working with parents, lead students in maintaining continual improvement, promoting academic and behaviour excellence."

MOTTO "Learning for life"

VALUES

"Our values describe the way we act, and interact with others in our school community, and they characterize our social and civic responsibility."

STRATEGIC DIRECTION

DIRECTIONS FOR 2016 - 2018

We have worked in collaboration with our staff and stakeholders to develop the 2016 – 2018 Strategic Plan.

Our Priority Areas:

- Successful students
- High quality teaching
- Effective leadership
- Strong governance and support

PROGRESS ON OUR SCHOOL PRIORITIES

OUR STUDENTS' ACHIEVEMENT

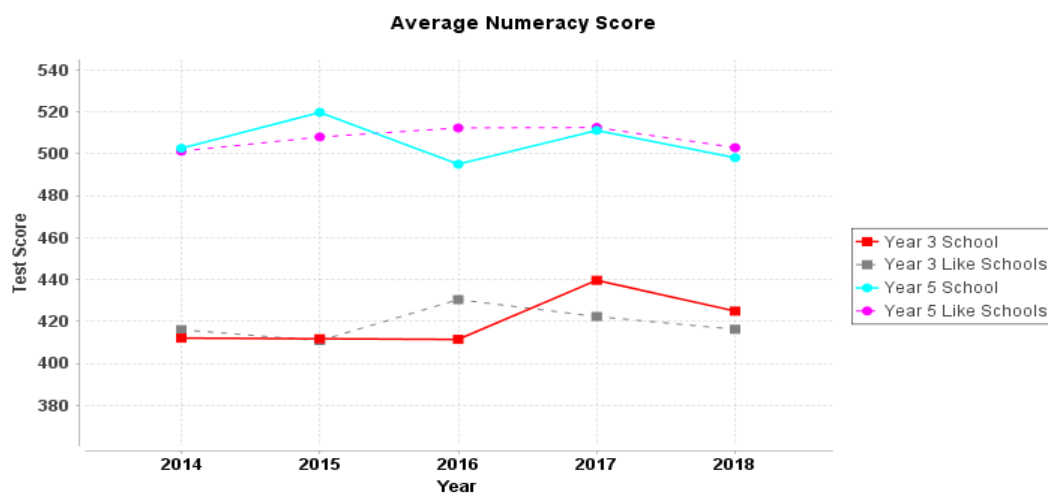
Our students continue to perform well in comparison to like schools and WA public schools.

NAPLAN

Students in Years 3 and 5 take part in the National Assessment Program Literacy and Numeracy (NAPLAN) in May 2018. This series of tests is used to give snapshots of student performance in Reading, Writing, Spelling and Numeracy, and is compulsory for all Government and non-Government schools in Australia.

Kardinya Primary School took part in the School Readiness NAPLAN ONLINE testing in preparation for 2019.

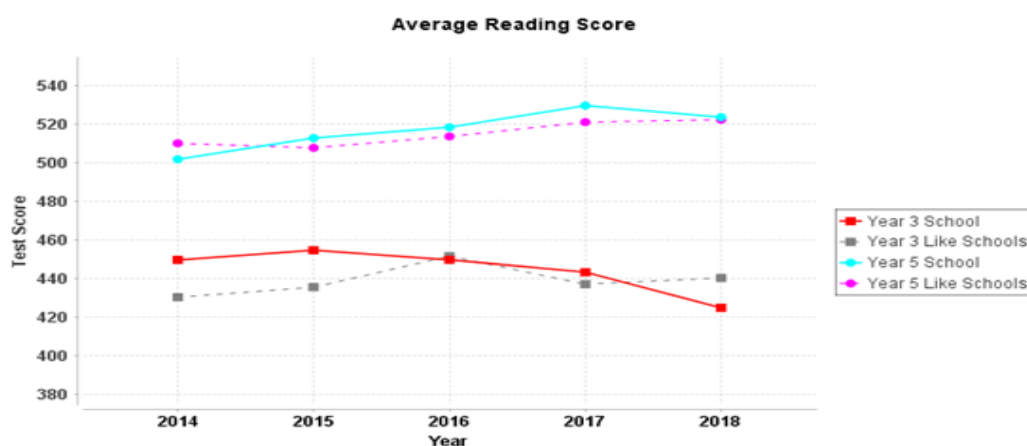
Student Performance Over Time



NUMERACY:

- The Year 3 students remain above Like Schools
- The Year 5 students are just slightly below Like Schools

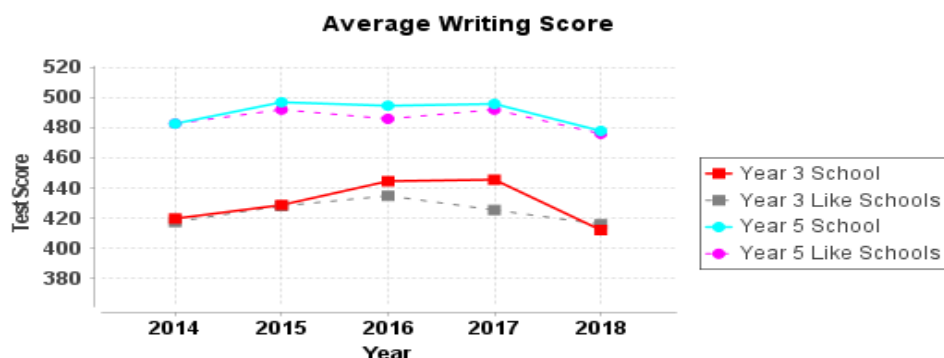
Numeracy continues to be a priority in 2018



READING:

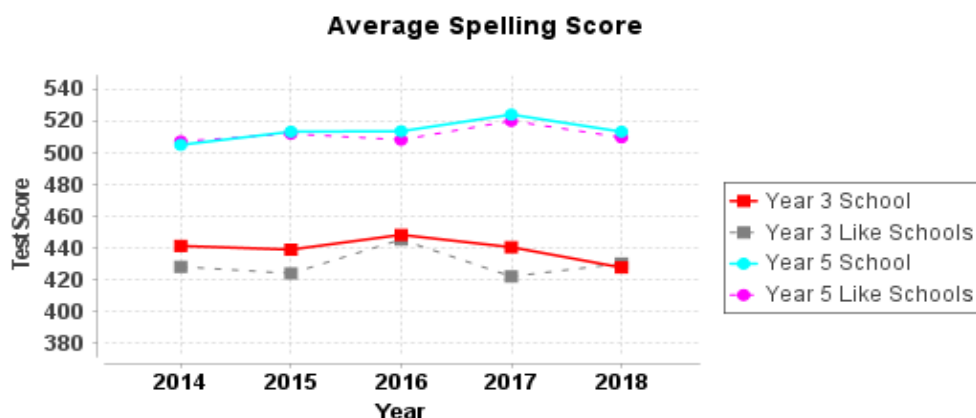
- The Year 3 students are below Like Schools
- The Year 5 students are on par with Like Schools

Reading continues to be a priority in 2018 and has been reviewed in ECE with research into how we can improve reading results at KPS.



WRITING:

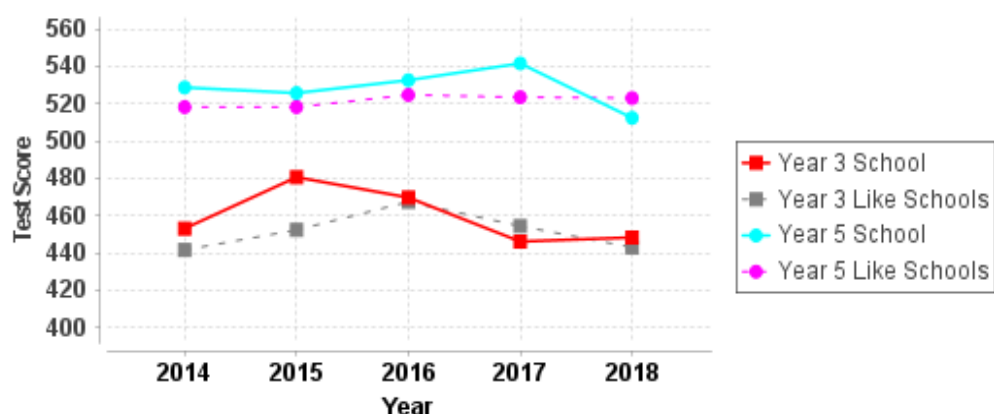
- The Year 3 students are on par with Like schools
- The Year 5 students are on par with Like schools
- The data indicates we have been above or on par with Like schools for the past four years (2015-2018) The “Talk for Writing’ program will be researched in 2018/2019 in ECE with a view to improving writing results in Year 3.



SPELLING:

- The Year 3 students are on par with Like schools
- The Year 5 students are on par with Like schools
- The Year 3 results have seen a slight reduction since 2016 and research in to ‘Letters and Sounds’ program in 2019 for introduction in 2019 has commenced

Average Grammar & Punctuation Score



GRAMMAR & PUNCTUATION:

- The Year 3 students are on par with Like schools
- The Year 5 students are slightly below Like Schools

General Comment:

- Kardinya Primary School has reached the targets ensuring our students are achieving at or above Like Schools in many areas with whole school programs being researched and introduced to ensure our students continue to achieve in all NAPLAN assessments.

Student Performance Over Time

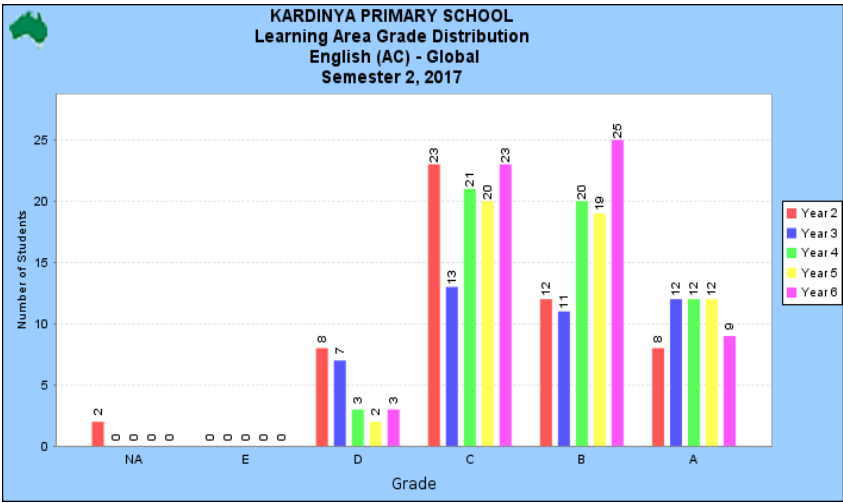
In 2018, the Year 3 and 5 students demonstrated a spread of performance across the bands, with the majority of students performing above the national minimum standard.

COMMENDATIONS:

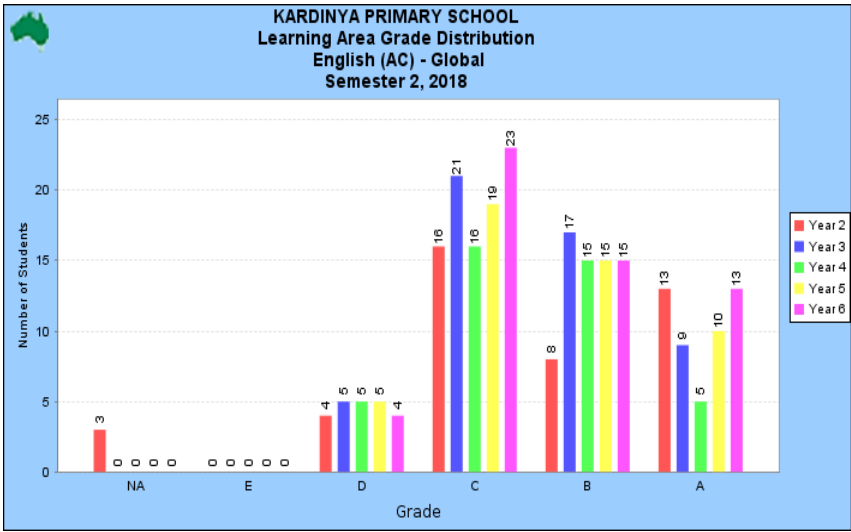
- Maintain an ongoing focus on numeracy, spelling, reading, writing and grammar and punctuation to improve school performance.
- Whole school focus on Pathways to Spelling Success.
- Continue to review student performance to ensure KPS is above 'like school' performance.
- The targets set in the Strategic Plan 2016 – 2018 and 2016 Operational plans are linked to the current data and articulate the aspirations for improving student performance comparable to like schools.
- Maintain case management of students to improve individual and cohort performance.
- Continued focus on Visible Learning strategies of Learning Intentions and Success Criteria

ENGLISH Whole school approaches to implementation of the Western Australian Curriculum in English, particularly with planning, assessment and Judging Standards has supported ongoing progress across all strands.

SEM 2 2017



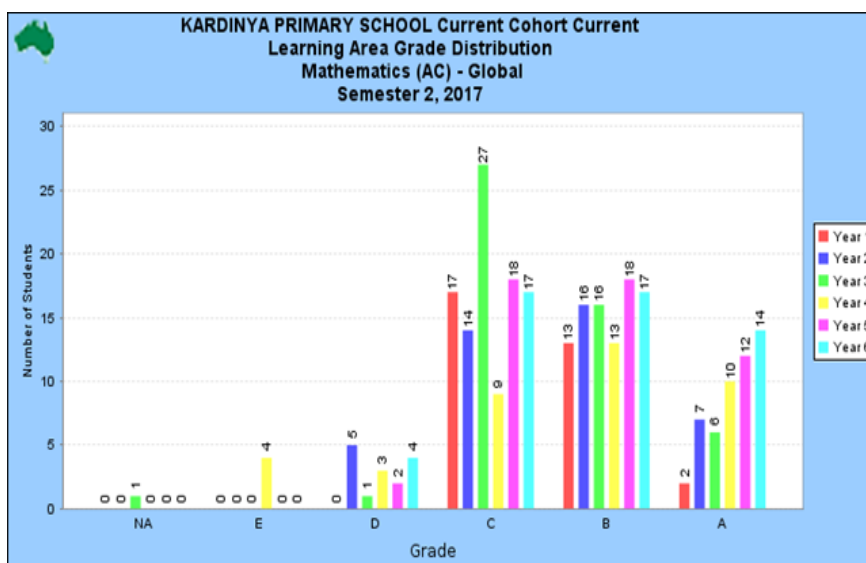
SEM 2 2018



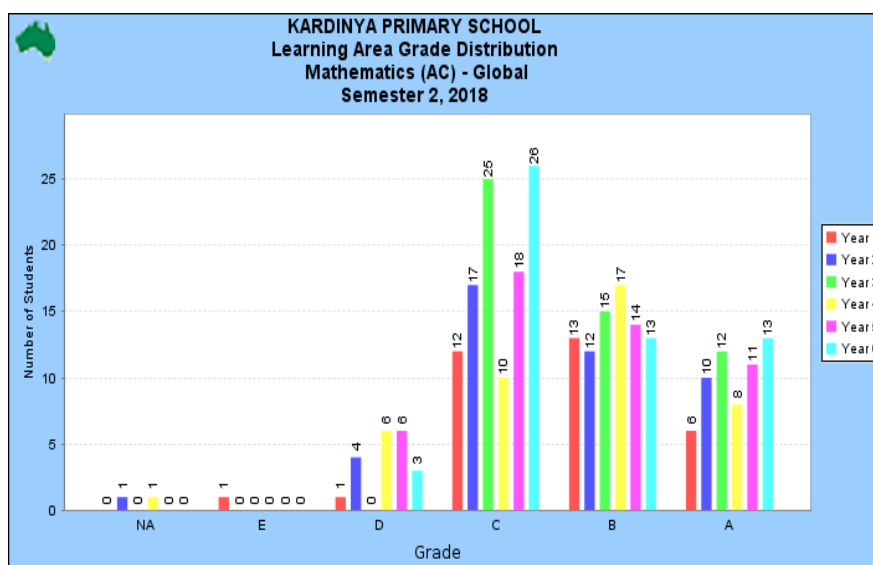
The grade distribution of students continues with the majority of students achieving C, B and A grades.

MATHEMATICS Whole school strategies such as Numeracy Block, use of Learning Intentions and Success Criteria and First Steps continue to support improvement in Mathematics

SEM 2 2017



SEM 2 2018



The grade distribution of students continues with the majority of students achieving C, B and A grades.

AUSTRALIAN CURRICULUM INPLEMENTATION Staff have continued to plan, teach, assess and report in Phase 1 curriculum. Successful collaboration and professional learning also supports phase 1 and 2 knowledge and understanding.

RECOMMENDATIONS FOR 2019 In both English and Maths an ongoing focus through case management will enable students to achieve more A and B grades. Whole school strategies articulated in the operational plans will sustain and enhance high quality teaching and successful student performance. Introduction of Letters and Sounds and research into Talk for Writing for ECE for 2019 is underway. The curriculum and Student Services committees will lead the implementation of strategies to ensure success for all students at KPS.

Rating	Score
Strongly agree	5
Agree	4
Neither Agree nor disagree	3
Disagree	2
Strongly disagree	1

NATIONAL OPINION SURVEY (NSOS) 2018

The previous NSOS was completed by students, parents and staff in November 2015 with the survey in 2018 taking place early in Term 2.

STUDENT SURVEY: Completed by a total of 106 students in Years 5 and 6 in 2018.

3 Strengths that our school should celebrate and continue to focus on (based on highest ratings):

- My teachers expect me to do my best Average rating 4.5
- My school looks for ways to improve Average rating 4.4
- I like being at my school Average rating 4.2

3 of the most important areas for development/improvement (based on lowest ratings):

- Student behaviour is managed well at my school Average rating 3.6
- My school takes students' opinions seriously Average rating 3.7
- I can talk to my teachers about my concerns Average rating 3.8

PARENT SURVEY: Completed by a total of 50 parents in 2018 (an increase from 9 in 2015)

3 Strengths that our school should celebrate and continue to focus on (based on highest ratings):

- I can talk to my child's teachers about my concerns Average rating 4.1
- My child likes being at this school Average rating 4.0
- Teachers at this school expects my child to their best Average rating 4.0

3 of the most important areas for development/improvement (based on lowest ratings):

- The school takes parents' opinions seriously Average rating 3.0
- Student behaviour is well managed at the school Average rating 3.1
- The school is well maintained Average rating 3.2

STAFF SURVEY: Completed by a total of 29 staff in 2018

3 Strengths that our school should celebrate and continue to focus on (based on highest ratings):

- Teachers at this school expect student to do their best Average rating 4.7
- Students like being at this school Average rating 4.5
- Teachers at this school treat student fairly Average rating 4.3

3 of the most important areas for development/improvement (based on lowest ratings):

- Staff feel supported at this school Average rating 2.7
- This school takes staff opinions seriously Average rating 2.7
- The school is well maintained Average rating 3.1

ACTIONS: The leadership team took the following actions as a result of the opinions received through this survey:

- Increase opportunity for students, staff and parents to provide feedback to the school
- Student Leadership to continue to be a focus for 2018/2019
- Increase in Parent workshops and engagement with community

- Working with Green Eleven Culture to focus on KPS Staff culture and how to work as a 'High Performing Team'. Culture Health Survey completed in December 2018 with work commencing in 2019.

ATTENDANCE DATA

Attendance % - Primary Year Levels

	Attendance Rate						
	PPR	Y01	Y02	Y03	Y04	Y05	Y06
2016	95%	95%	93%	95%	95%	94%	95%
2017	94%	96%	93%	94%	97%	94%	95%
2018	93%	95%	95%	95%	94%	93%	94%
WA Public Schools 2018	92%	92%	93%	93%	93%	93%	93%

- The student attendance rates at KPS continue to remain consistent and above all WA Public Schools.
- A large number of families take vacations during the school term.
- As per KPS Business Plan focus on Student Attendance Awards introduced in 2018.
- Ongoing strategies are employed to monitor attendance.

STAFFING

In 2018 Kardinya Primary School had 26 teaching staff, 3 administrative staff and 14 support staff, (Not all staff are full time and we have both permanent and fixed term staff).

All of our staff meet the professional requirements to work in Western Australian Schools and all teaching staff are registered with the Teacher Registration Board of Western Australia.

Selection processes were conducted during term 4, 2017 for recruitment to merit select positions commencing in 2018. This included one deputy principal position and two teaching staff positions.

DESTINATION DATA

Destination Schools	Male	Female	Total
4034 Melville Senior High School	9	13	22
4002 Applecross Senior High School	3	3	6
1396 Kennedy Baptist College	4	5	9
1299 Corpus Christi College	1		1
4025 John Curtin College Of The Arts	4	2	6
All Saints College	1		1
Willetton Senior High School		1	1
Rockingham Senior High School	1		1
4206 Fremantle College	3	1	4
1368 Seton Catholic College	1		1
4184 Atwell College	2		2
Overseas		1	1

As indicated by the highlighted rows, the majority of students leaving KPS remain in the public education system. A proportion of these students have successfully gained placement in talented and gifted or specialist programs.

FINANCIAL SUMMARY

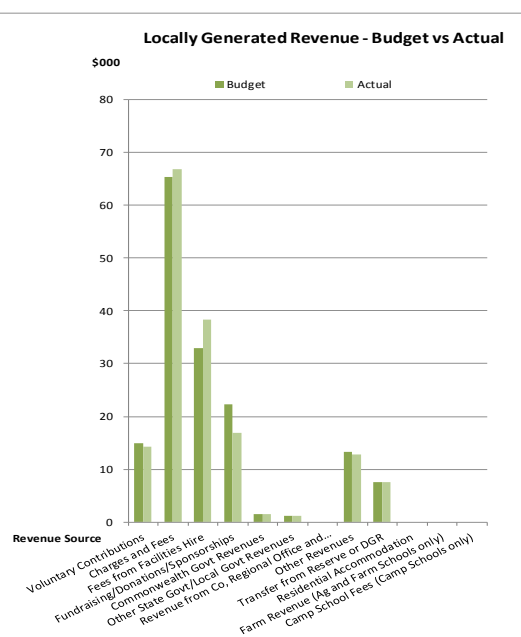
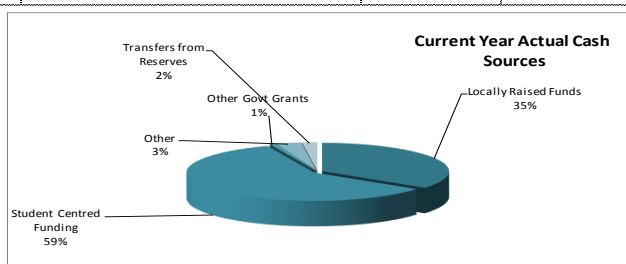
The Finance Committee continues to plan and monitor the financial resources of the school. Allocation of funds is linked to the school plan. The One-line budget operation has been successful. The financial position of the school is sound. The payment of Voluntary Contributions by parents is greatly appreciated, as is the generosity of the P&C and other agencies for their donations.



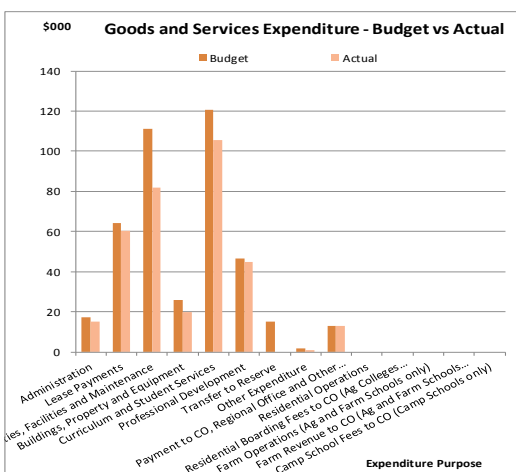
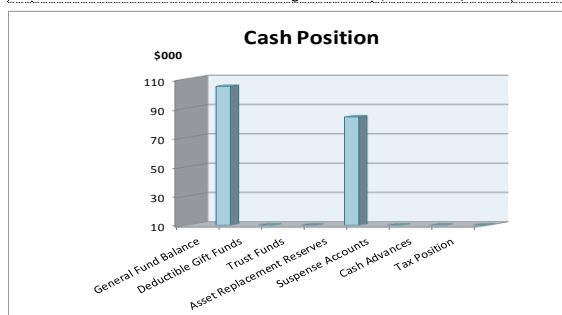
KARDINYA PRIMARY SCHOOL

Financial Summary as at
31 December 2018

Revenue - Cash & Salary Allocation	Budget	Actual
1 Voluntary Contributions	\$ 14,910.00	\$ 14,224.00
2 Charges and Fees	\$ 65,286.00	\$ 66,860.17
3 Fees from Facilities Hire	\$ 33,000.00	\$ 38,409.10
4 Fundraising/Donations/Sponsorships	\$ 22,350.00	\$ 16,853.76
5 Commonwealth Govt Revenues	\$ 1,490.00	\$ 1,490.24
6 Other State Govt/Local Govt Revenues	\$ 1,256.00	\$ 1,256.00
7 Revenue from Co, Regional Office and Other Schools	\$ -	\$ -
8 Other Revenues	\$ 13,278.00	\$ 12,774.64
9 Transfer from Reserve or DGR	\$ 7,512.58	\$ 7,512.58
10 Residential Accommodation	\$ -	\$ -
11 Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12 Camp School Fees (Camp Schools only)	\$ -	\$ -
Total Locally Raised Funds	\$ 159,082.58	\$ 159,380.49
Opening Balance	\$ 55,855.00	\$ 55,855.79
Student Centred Funding	\$ 230,518.00	\$ 230,517.50
Total Cash Funds Available	\$ 445,455.58	\$ 445,753.78
Total Salary Allocation	\$ -	\$ -
Total Funds Available	\$ 445,455.58	\$ 445,753.78



Expenditure - Cash and Salary	Budget	Actual
1 Administration	\$ 17,322.55	\$ 15,049.55
2 Lease Payments	\$ 64,038.00	\$ 60,106.52
3 Utilities, Facilities and Maintenance	\$ 111,269.03	\$ 81,662.82
4 Buildings, Property and Equipment	\$ 26,040.00	\$ 19,785.60
5 Curriculum and Student Services	\$ 120,640.00	\$ 105,674.64
6 Professional Development	\$ 46,379.00	\$ 44,647.81
7 Transfer to Reserve	\$ 15,000.00	\$ -
8 Other Expenditure	\$ 1,807.00	\$ 1,065.74
9 Payment to CO, Regional Office and Other Schools	\$ 13,036.00	\$ 13,036.46
10 Residential Operations	\$ -	\$ -
11 Residential Boarding Fees to CO (Ag Colleges only)	\$ -	\$ -
12 Farm Operations (Ag and Farm Schools only)	\$ -	\$ -
13 Farm Revenue to CO (Ag and Farm Schools only)	\$ -	\$ -
14 Camp School Fees to CO (Camp Schools only)	\$ -	\$ -
Total Goods and Services Expenditure	\$ 415,531.58	\$ 341,029.14
Total Forecast Salary Expenditure	\$ -	\$ -
Total Expenditure	\$ 415,531.58	\$ 341,029.14
Cash Budget Variance	\$ 29,924.00	\$ -



Cash Position as at:	
Bank Balance	\$ 194,807.40
Made up of:	\$ -
1 General Fund Balance	\$ 104,724.64
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 83,870.56
5 Suspense Accounts	\$ 6,594.20
6 Cash Advances	\$ -
7 Tax Position	\$ 382.00
Total Bank Balance	\$ 194,807.40