

Woodbury Boston Primary School

Annual Report 2022

As presented at the Annual General Meeting 24 May 2023



Chairperson's Report

It is with great pleasure that I welcome you to Woodbury Boston's Annual General Meeting. If this is your first AGM—welcome. And thank you for showing up for the school community.

Each day our children face challenges, big ones and small ones. How lucky we are that they have Woodbury Boston as their backdrop – and a safe place to land as they grow.

Governing Body

The Governing Body has really hit its straps this year. Since 2019, we've been working to raise the school's online profile. The new website, social media presence, and social media marketing campaigns were more than a vanity project, though. Now that we have consistently healthy student numbers and a consistent marketing funnel to attract new students, we turned our attention to the heart of the matter—increasing teacher pay.

Our goal was to increase teacher pay to bring it closer to alignment with the School Education Act Employees General Agreement (SEAEGA) 2021. Since I joined the GB in 2018, we've discussed teacher wages at every meeting—and the GB was unanimous in our desire to pay our teachers closer to parity with the State Award.

Sounds simple, I know. But there were a lot of factors at play, including:

- Student numbers
- Teacher workload
- The School's sustainability

Not only that, Woodbury Boston has higher adult:child ratios than other schools—the cost of which falls to the School itself. That's because we know it's important to the School as well as the parent community.

With Jacky's considerable guidance, we got our hands on a financial model, which examined how we could sustainably increase teacher wages over time. Not only that, we migrated our 'vintage' accounting system to a web based system, which is both cost effective and easy to use. It was a huge learning curve for our administrative team and we thank Victoria and Whitney for their willingness to learn new processes and programs.

In December last year, it gave the GB immense pleasure to share the new Woodbury Boston Primary School Teacher Pay Scale, which represents a 12% increase to teacher wages.

Our teachers' dedication to students and our school community are part of why Woodbury Boston is such a magical school. The GB was pleased to make our appreciation tangible for them.

In 2023, we turn our attention to Woodbury Boston's pay scale for non-teaching staff. The GB will go through a similar process with the goal of increasing staff pay while maintaining the School's long term financial sustainability.

Strategic Plan

With guidance from GB member Verity Byth, our Strategic Plan is trim, useful, and agile. It is posted in the classrooms, the hall and the office.

Board Improvement

In line with our 2022 priorities, the GB engaged in regular self-evaluation. We began working our way through AISWA's Good Governance Guidelines to hone and improve our governance practice.

Access Project

During 2022, we continued to work towards independence from the neighbouring properties. The next order of business is establishing an independent driveway, which we anticipate will happen in the upcoming year. Big thanks to Forrest and John Woodbury for their generosity and neighbourly camaraderie as we work towards a secure future for the School.

FY 2023

The GB has four main priorities in the upcoming year. Work in these areas is underway and will continue throughout the year.

- Continuously improve teaching and learning culture
- Build long term financial stability
- Maintain a strong Governing Body
- Engage the community in the School's priorities

Community development

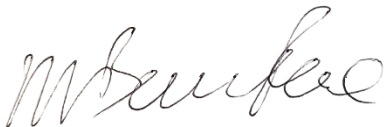
It means a lot to the school community that you've taken the time to attend the AGM tonight. It's a show of solidarity and support to the people who spend their days nurturing your child.

Your involvement in your child's education, as well as in the school community, is the best way to help them get the most out of their school experience. There are lots of ways to get involved around school:

- Volunteering to help with canteen lunch
- Helping plan an event like curry night or year-end festivities
- Lending a hand in your child's classroom
- Joining the Governing Body

There is a small group of parents who come back again and again to help – but often the burden of organising special meals and events falls to staff. As I'm sure you'll agree, the staff at Woodbury Boston have a full plate already! I would love to see more parents popping their hands up to lighten the load. Please speak to Jewels for more information.

Looking forward to another great year as part of this vibrant school community.



Martha Barnard-Rae
Chairperson

Principal Report

This is a school that has strong connections to its community. Our Governing Body has achieved a great deal over the course of 2022 and continues to passionately advocate for the School, represent the community and work to ensure a long and happy future for Woodbury Boston Primary School.

I acknowledge all our members, particularly Martha Barnard-Rae, the Governing Body Chair who so ably leads our meetings with her knowledge, diplomacy, commitment, and passion that has contributed to the development of a very successful partnership between the School and our community. I would also like to acknowledge the dedication of the school adults for their continued commitment to our families. I thank them for their commitment, and their tireless efforts to support our students. I am sure our community will agree with me, they are committed, and passionate, always greeting the students with a smile and such obvious care.

The Annual Report provides parents, carers, and the wider community with information about our School, its achievements and successes, the learning programs we provide and the performance of the student population. It also reviews progress in our areas of focus and the targets set in our Strategic Plan 2021 – 2023. Furthermore, the Annual Report outlines the actions we will take in 2023 to improve student achievement and further enhance the School's effectiveness.

It is important to note that the Annual Report is only one component of the School's reporting process. To contextualise the School's purpose and its operation, the Annual Report should be read in conjunction with other documents such as the Strategic Plan and information booklets and policies – all of which can be located on the school's website.

Student Achievement

Our students' achievements this year, both inside and outside the classroom are impressive. We continue to work towards further improvement with high quality teaching and learning programs as cornerstones to future success.

Events

We were fortunate to have a more stable school environment in 2022 with most events taking place with fewer COVID-19 restrictions. This meant we were able to run some key events in terms three and four. We have embraced the remaining COVID-19 restrictions with a positive approach and will continue to work within the guidelines to make as much available to our school community as possible.

Teaching and Learning

Our teachers are adept at fostering a greater awareness of the Aboriginal seasons. This is part of our aim to increase understanding of Aboriginal culture throughout our school community. Teaching and learning are a core focus at the school and in 2022 we worked across Learning Areas to create a Vision for Learning. This work is inspired by our own Strategic Plan, the Australian Government's commitment to excellence and equity in education as outlined in the Alice Springs Education Declaration. The statement emphasises the importance of differentiating the curriculum to cater for the needs of individual students. As such, our teachers work collaboratively for the greater good of all students. In particular, our Teachers share ideas, strategies, and successes, and learning opportunities at regular staff meeting. This is a crucial part of our commitment to continuous improvement.

Our curriculum is dedicated to promoting child safety. To that end, we teach the preventative education program- 'Keeping Safe'. Additionally, the School implements National Child Safe Organisation Principles. All staff are trained in Child Protection Procedures and Mandatory Reporting.

The Woodbury Boston Way

Our focus is on each individual student who enters a respectful and dynamic learning community. We provide a nurturing environment that supports students to excel and make a positive contribution to the wider community.

Our community is built on respectful relationships that include all and promote the greater good. We must thank our volunteering parents who assist us in whole school camps, canteen lunches and end of year activities. All of which are an integral part of Woodbury Boston.

There is an inherent sense of respect, dignity and integrity embedded in our core values, and this focus on our School's culture has not happened by accident. We are all deliberate in the ways we, as individuals, go about embodying and celebrating what it is to work at Woodbury Boston Primary School. In fact, those attributes of curiosity, adaptability, empathy, social, emotional, and cultural awareness, which we understand as key to future success, proved to be even more important as we looked to connect, to be human and build our sense of belonging. I see these qualities embodied in the students each day at school. The drive, passion, and determination, underpinned by skill, knowledge, and empathy, has seen teaching and learning continue to be exemplary and has seen students' progress and achieve.

2022 highlights

- School Concert
- A well-attended annual Curry night
- Tiny Houses project
- The extension group, learning debating and how to make a pizza oven.
- Completed mural by Yr5/6
- The investigations in Yr1/2

These events could not have occurred without the staff behind the scenes including Ron, our cleaner, Rene in maintenance, the school administration team, and Kathleen who looks after the grounds.

Student Attendance

2018 - 2022 Attendance rates for each year of schooling

YEAR LEVEL	ATTENDANCE RATE % (rounded from 2 decimal points)				
	2018	2019	2020**	2021**	2022**
Year 1	94	93	83	88	79
Year 2	87	92	92	79	86
Year 3	90	92	90	91	78
Year 4	93	88	89	90	85
Year 5	90	90	85	89	89
Year 6	92	91	92	88	88
All students 1-6	91	91	89	88	83

Attendance data for 2022 is from 9/7/2022 to 31/12/2022. Mid-year, the school moved to a new student attendance system and the data for Semester One is no longer available.

When looking at these statistics, it is important to remember that some of our year groups have only 10 or less students, so one student's absence can have a significant impact on the attendance rates for that year level.

** Between 2020 and 2022, student attendance was affected by the COVID-19 pandemic, with longer absences throughout the year for even the slightest cold and flu symptoms.

Woodbury Boston attendance protocols:

Attendance is checked early each day in the classrooms and the details given to administration. Parents and carers are required to notify the school if their child is away. If notification has not been received, administration will contact parents and carers to request a reason for the absence. The teacher follows up continued unexplained non-attendance.

Continued non-attendance without valid reason will be followed up, by:

- contact from the principal,
- meeting to discuss one or some of the following.
 - The possible impact on the student
 - A report to the education department
 - The involvement of other external agencies

2022 Students Results in National Assessment Program Literacy and Numeracy

The National Assessment Programme literacy and Numeracy (NAPLAN) is an assessment of all students in all Australian states and territories for Year 3 , 5 , 7 and 9. The data from these tests gives us the ability to compare our achievement against National Standards.

NAPLAN data helps our teachers develop adjustments to their programs to help our students improve. Due to a COVID-19 outbreak during the NAPLAN testing window in 2022, the results are spasmodic and inconclusive, skewing the statistical results. As a result of this, only five students in the year five cohort sat the tests. Therefore, it is not possible to draw meaningful data analysis from the results.

Staff

Teacher Standards and Qualifications

In 2022, all teachers employed at the school.

- Were registered with the Teacher Registration Board of Western Australia (TRBWA).
- Provided a Working with Children Check. This is a compulsory criminal check for people who work with children under the age of 18 in Western Australia. As a result, all adults working in the school or staying overnight at school camps provided this check to the school.
- Held suitable qualifications, both allowing them to be registered by the Teacher Registration Board and also carry out their duties as competent educators of the school.
- Displayed continued enthusiasm and professionalism towards opportunities that provided them with new skills to offer an even more enriching education.

Teaching Staff Qualifications

Deanne Aylmore	B. Ed
Jessie Barber	BSc; Grad. Dip. Ed.
Val Nissen	B. Arts; Grad. Dip. Ed.
Mary Sturmer	Dip. T; Grad Dip Languages.
Cassy Turner	B. Ed (EC)
Elizabeth da Silva	B.Arts; Grad. Dip.Ed.
Judy Pine	Post Grad. Dip. Ed.
Lloyd Franklin	Grad. Dip. Ed.
Jones Millichamp-Parry	B.Ed
Sasha Ozanne	B. Ed (EC)
Patrick Considine	M Teaching
Shenoa Elvin-Johnson	B. Ed (EC)
Nicholas Lynch	Dip T; B. Ed; M Ed Leadership;

Education Assistants

Education Assistants (EAs) provide an invaluable contribution, enhancing student learning in our school. Along with general classroom duties working with small groups and individuals, they contribute to the social and emotional development of the students, sharing their specialized talents, and ensuring the smooth running of camps and excursions.

Workforce Composition (per August 2022 Census)

Teaching staff	10
Full-time equivalent teaching staff	6.2
Non-teaching staff	10
Full-time equivalent non-teaching staff	5.8

Non-teaching staff includes Education Assistants, Administration staff and cleaner.

Professional Development

The Staff participated in a variety of internal professional development opportunities:

- Non-Violent Communication (presented by Marg Pontin)
- Child Abuse Mandatory Reporting
- Mathematics – AISWA, David Dunstan
- Visible Learning – Know They Impact, John Hutton
- Differentiation in the Classroom – Caroline Thomlinson
- Five things that help engagement – Andy Hargreaves

as well as engaging in professional collaboration on and moderation of curriculum offerings.

Governing Body

The Governing Body is the management committee of the school. Members are volunteers, elected at the school's AGM for two-year terms.

List of Governing Body Members

Continuing GB members

Martha Barnard-Rae
Rene Gunether
Nina Bradshaw
Verity Byth
Jacky Cogan

Incoming from 2022 AGM

Alice Morgan
Jewels Horman

Ex-Officio members

Principal	Nicholas Lynch
School Administrator	Whitney Weaver

On behalf of Woodbury Boston Primary School, I thank all who were involved in the 2022 school year.

Nicholas Lynch
Principal

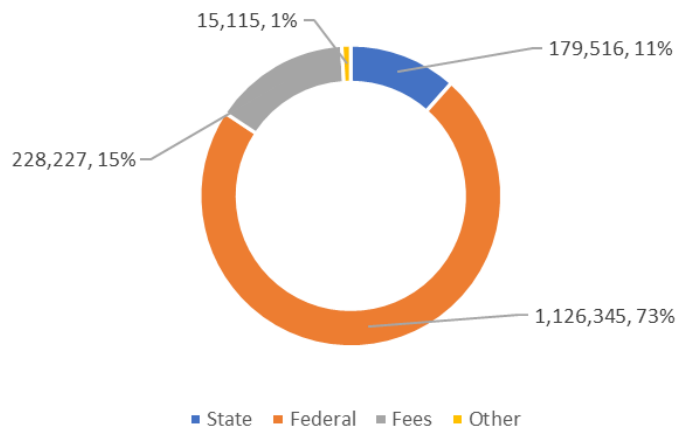
Financial Report

The financial records of Woodbury Boston have been audited and are available through the Administration office for parents to peruse. Please note, this report is not to be removed from the school.

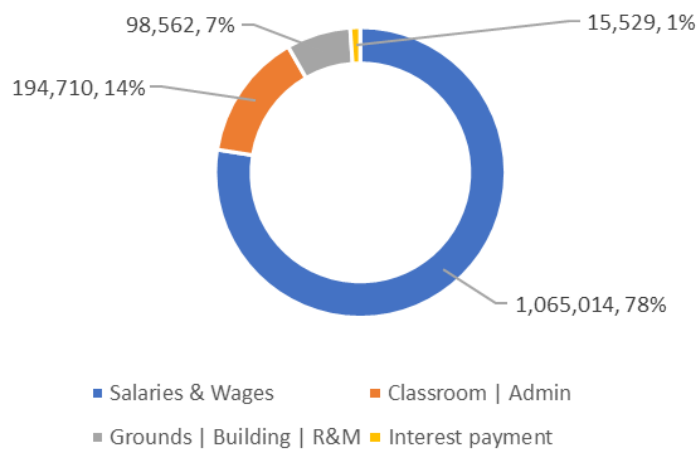
The audit was completed by Paul Gilbert of Macleod Corporation Pty Ltd. The Financial Report fairly presented the school's financial position. There were no adverse findings.

Below is a high-level summary and the breakdown of Income and Expenditure for 2022.

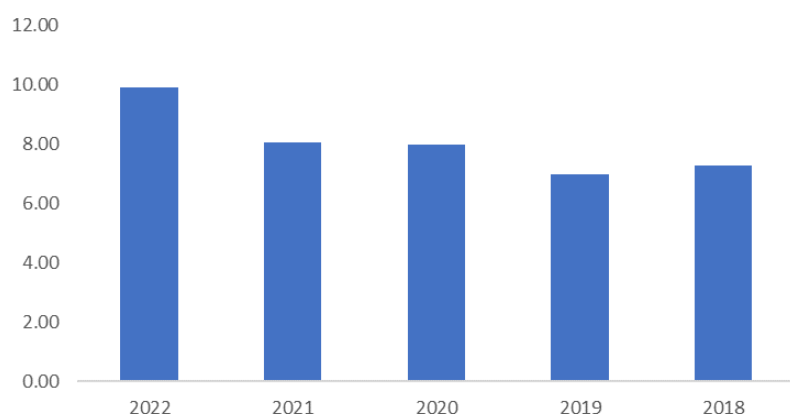
2022 Funding Sources



Expenditure

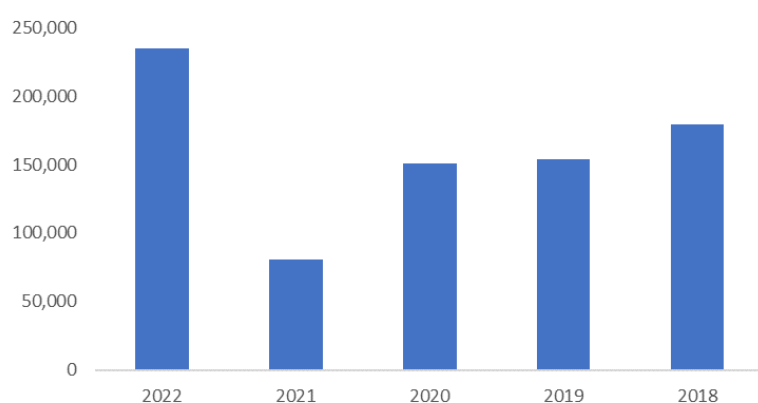


Current Ratio



Current ratio is a liquidity ratio that measures the school's ability to pay short-term obligations or those due within a year.

Net Cash Flow from Operating Activities



Cash flow from operating activities is the amount of money the School brings in from its ongoing, regular activities such as federal and state funding and salaries, wages and administrative costs.

The School has delivered the 2022 Budget. The surplus from 2022 was carried over to 2023 and is being reinvested in increasing the teachers' salaries and School programs.

The Budget for 2023 has been set and approved by the Governing Body. The key objectives of the Budget are to continue to implement initiatives in line with the school strategies:

- Continuously improving teaching and learning culture
- Building long term financial stability
- Engaging the community in the school's priorities and
- Maintaining a strong Governing Body

The Special Fee Allowance Policy continues to be available to support families who are facing financial challenges in the current economic environment. This helps to reduce family stress in times of hardship.

Jacky Coglan

GB member and Chartered Accountant