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**Monash School**

**Monash Primary School**  
Annual School Board Report 2019



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This report supports the work being done in the ACT Education Directorate, as outlined in *Strategic Plan 2018-21: A Leading Learning Organisation*.

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## Reporting to the community

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Schools report to communities in range of ways, including through:

- Annual School Board Reports
- a (5-year) School Improvement Plan (formerly School Strategic Plan)
- annual Impact Reports
- newsletters
- other sources such as My School.

## School Context

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Monash School was established in 1982 and has a long-held reputation as a community school with a strong focus on inclusion and quality teaching. At Monash, learning takes place in an engaging environment which encourages our students to enact our motto 'touch the earth, reach the sky and challenge the future'.

- Touch the Earth - We aim to foster children to be culturally aware and environmentally conscious. This is supported through our Kitchen Garden program and focus on sustainability.
- Reach the Sky - We believe every student can learn at high levels with personalised learning goals in key curriculum areas.
- Challenge the Future - We are a hub for 21st Century education in which students learn skills that will support them in being successful beyond school.

At Monash School, we set high expectations for all children in their academic learning and staff are supported with ongoing professional learning to support the implementation of evidence-based practices. Our daily teaching and learning programs are complemented by our Science, Japanese, Physical Education and Sustainability programs which support students to create and take responsibility for the future.

At Monash, we highly value home/school partnerships and the support of families in the school through their involvement in classrooms, carnivals, assemblies, excursions, parent/carers workshops, P&C and School Board. We are also part of the Tuggeranong network of schools and work together with all the public schools ensuring connected transitions for every student. In particular, we work closely with the Isabella Plains Early Childhood School and Wanniasa School.

## Student Information

### *Student enrolment*

In this reporting period there were a total of 405 students enrolled at this school.

**Table: Student enrolment**

Student type	Number of students
Male	213
Female	192
Aboriginal and Torres Strait Islander	14
LBOTE*	82

Source: ACT Education Directorate, Analytics and Evaluation Branch

\*Language Background Other Than English

### *Student attendance*

The following table identifies the attendance rate of students by year level during this reporting period. Student attendance rate is the percentage of school days attended by students in each year level at the school. Student attendance is measured over two school terms; that is from the first day of the school year for students in term 1 to the last day of term 2.

**Table: Attendance rates in percentages**

Year level	Attendance rate
1	93.0
2	94.0
3	93.0
4	90.0
5	91.0
6	90.0

Source: ACT Education Directorate, Analytics and Evaluation Branch

## Supporting attendance and managing non-attendance

ACT public schools support parents and careers to meet their legal responsibilities in relation to the compulsory education requirements of the *Education Act 2004*. The Education Directorate's *Education Participation (Enrolment and Attendance) Policy* describes its position with regard to supporting attendance and managing non-attendance. A suite of procedures supports the implementation of the policy. Please refer to <https://www.education.act.gov.au/> for further details.

## Staff Information

### Teacher qualifications

All teachers at this school meet the professional requirements for teaching in an ACT public school. The ACT Teacher Quality Institute (TQI) specifies two main types of provision for teachers at different stages of their career, these are detailed below.

- **Full registration** is for teachers with experience working in a registered school in Australia or New Zealand who have been assessed as meeting the Proficient level of the Australian Professional Standards for Teachers.
- **Provisional registration** is for newly qualified teachers or teachers who do not have recent experience teaching in a school in Australia and New Zealand. Many teachers moving to Australia from another country apply for Provisional registration.

### Workforce composition

Workforce composition for the current reporting period is provided in the following table. The data is taken from the school's verified August staffing report. For reporting purposes, it incorporates all school staff including preschools, staff absent for a period of less than four consecutive weeks and staff replacing staff absent for more than four consecutive weeks. It does not include casuals and staff absent for a period of four consecutive weeks or longer.

The Education Directorate is required to report Aboriginal and Torres Strait Islander staff figures. As of June of the reporting period, 119 Aboriginal and/or Torres Strait Islander staff members were employed across the Directorate.

**Table: Workforce composition numbers**

Staff employment category	TOTAL
Teaching Staff: Full Time Equivalent Permanent	29.83
Teaching Staff: Full Time Equivalent Temporary	1.40
Non Teaching Staff: Full Time Equivalent	16.88

Source: ACT Education Directorate, People and Performance Branch

## School Review and Development

The ACT Education Directorate's Strategic Plan 2018-2021 provides the framework and strategic direction for School Improvement Plans (formerly School Strategic Plans). This is supported by the school performance and accountability framework *'People, Practice and Performance: School Improvement in Canberra Public Schools, A Framework for Performance and Accountability'*. Annually, system and school level data are used alongside the National School Improvement Tool to support targeted school improvement, high standards in student learning, innovation and best practice in ACT public schools.

Prior to 2016 all ACT public schools participated in a four-year improvement cycle. In the fourth year schools underwent an external Validation process. In 2016 this changed to a five-year cycle with a School Review at the end.



Our school was reviewed in 2019. A copy of the Report of Review can be found on our school website.

## School Satisfaction

Schools use a range evidence to gain an understanding of the satisfaction levels of their parents and carers, staff and students. Annually in August/ September ACT schools undertake a survey to gain an understanding of school satisfaction at that time. This information is collected from staff, parents and students from year 5 and above through an online survey.

## Overall Satisfaction

In this period of reporting, 85% of parents and carers, 91% of staff, and 86% of students at this school indicated they were satisfied with the education provided by the school.

Included in the survey were 16 staff, 14 parent, and 12 student items which are described as the national opinion items. These items were approved by the then Standing Council on School Education and Early Childhood (SCSEEC) for use from 2015. The following tables show the percentage of parents and carers, students and staff who agreed with each of the national opinion items at this school.

A total of 44 staff responded to the survey. Please note that not all responders answered every question.

**Table: Proportion of staff in agreement with each national opinion item**

National opinion item	
Parents at this school can talk to teachers about their concerns.	98
Staff are well supported at this school.	84
Staff get quality feedback on their performance.	81
Student behaviour is well managed at this school.	77
Students at this school can talk to their teachers about their concerns.	100
Students feel safe at this school.	82
Students like being at this school.	91
Students' learning needs are being met at this school.	77
Teachers at this school expect students to do their best.	100
Teachers at this school motivate students to learn.	100
Teachers at this school treat students fairly.	96
Teachers give useful feedback.	95
This school is well maintained.	93
This school looks for ways to improve.	100
This school takes staff opinions seriously.	80
This school works with parents to support students' learning.	96
Teachers give useful feedback.	95

Source: ACT Education Directorate, Analytics and Evaluation Branch

\*Data derived from annual School Satisfaction Survey



A total of 240 parents responded to the survey. Please note that not all responders answered every question.

**Table: Proportion of parents and carers in agreement with each national opinion item**

National opinion item	
I can talk to my child's teachers about my concerns.	96
My child feels safe at this school.	90
My child is making good progress at this school.	86
My child likes being at this school.	93
My child's learning needs are being met at this school.	80
Student behaviour is well managed at this school.	71
Teachers at this school expect my child to do his or her best.	93
Teachers at this school give useful feedback.	83
Teachers at this school motivate my child to learn.	91
Teachers at this school treat students fairly.	88
This school is well maintained.	89
This school looks for ways to improve.	90
This school takes parents' opinions seriously.	76
This school works with me to support my child's learning.	86

Source: ACT Education Directorate, Analytics and Evaluation Branch

\*Data derived from annual School Satisfaction Survey

A total of 146 students responded to the survey. Please note that not all responders answered every question.

**Table: Proportion of students in agreement with each national opinion item**

National opinion item	
I can talk to my teachers about my concerns.	71
I feel safe at this school.	74
I like being at my school.	73
My school gives me opportunities to do interesting things.	82
My school is well maintained.	71
My school looks for ways to improve.	88
My teachers expect me to do my best.	91
My teachers motivate me to learn.	84
Staff take students' concerns seriously.	69
Student behaviour is well managed at my school.	49
Teachers at my school treat students fairly.	71
Teachers give useful feedback.	85

Source: ACT Education Directorate, Analytics and Evaluation Branch

\*Data derived from annual School Satisfaction Survey

## Learning and Assessment

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### Performance in Literacy and Numeracy

#### *Early years assessment*

Students in kindergarten undertake an on-entry and on-exit assessment of their early reading and numeracy skills using the Performance Indicators in Primary Schools (PIPS) program. Student results are reported against five performance bands at the end of semester 1 and 2. Below are the results for this school for the current reporting period.

**Table: Monash Primary School PIPS 2019 mean raw scores**

Agency	Reading start	Reading end	Mathematics start	Mathematics end
School	41	104	36	49
ACT	49	123	39	55

Source: ACT Education Directorate, Analytics and Evaluation Branch

#### *NAPLAN*

Students in years 3, 5, 7 and 9 in all ACT schools participate in the National Assessment Program-Literacy and Numeracy (NAPLAN). This program assesses skills in reading, writing, spelling, grammar and punctuation, and numeracy.

In this reporting period, 10.30 % of year 3 students and 4.50 % of year 5 students were exempt from testing based on nationally agreed criteria.

For reasons of statistical reliability, as well as to protect the privacy of students, results are not reported when the sample size is less than five.

The following table shows the mean scores achieved by students at this school compared to all other ACT public schools for this reporting period.

**Table: NAPLAN Mean Scores**

Test Domain	Year 3 School	Year 3 ACT	Year 5 School	Year 5 ACT
Reading	390	438	510	516
Writing	393	418	475	474
Spelling	369	408	489	497
Grammar & Punctuation	402	440	490	500
Numeracy	384	411	471	496

Source: ACT Education Directorate, Analytics and Evaluation Branch

The school has provided the Directorate with an end of year financial statement that was approved by the school board. Further details concerning the statement can be obtained by contacting the school. The following summary covers use of funds for operating costs and does not include expenditure in areas such as permanent salaries, buildings and major maintenance.

**Table: Financial Summary**

<b>INCOME</b>	<b>January-June</b>	<b>July-December</b>	<b>January-December</b>
Self-management funds	253258.15	125757.43	379015.58
Voluntary contributions	10199.45	1750.00	11949.45
Contributions & donations	550.50	5538.00	6088.50
Subject contributions	9753.00	2658.00	12411.00
External income (including community use)	19263.20	35923.64	55186.84
Proceeds from sale of assets	0.00	0.00	0.00
Bank Interest	2982.24	2526.70	5508.94
<b>TOTAL INCOME</b>	<b>296006.54</b>	<b>174153.77</b>	<b>470160.31</b>
<b>EXPENDITURE</b>			
Utilities and general overheads	39926.26	61404.52	101330.78
Cleaning	49118.44	22495.09	71613.53
Security	0.00	446.35	446.35
Maintenance	77630.75	22560.82	100191.57
Administration	7911.27	9532.90	17444.17
Staffing	0.00	0.00	0.00
Communication	921.29	3339.51	4260.80
Assets	80463.11	15923.47	96386.58
General office expenditure	19798.35	14366.85	34165.20
Educational	16409.83	24528.44	40938.27
Subject consumables	5660.87	1949.23	7610.10
<b>TOTAL EXPENDITURE</b>	<b>297840.17</b>	<b>176547.18</b>	<b>474387.35</b>
<b>OPERATING RESULT</b>	<b>-1833.63</b>	<b>-2393.41</b>	<b>-4227.04</b>
<b>Actual Accumulated Funds</b>	<b>163762.23</b>	<b>163762.23</b>	<b>163762.23</b>
Outstanding commitments (minus)	-7728.00	0.00	-7728.00
<b>BALANCE</b>	<b>154200.60</b>	<b>161368.82</b>	<b>151807.19</b>



## Voluntary Contributions

The funds listed were used to support the general operations of the school. The spending of voluntary contributions is in line with the approved budget for this reporting period.

## Reserves

Name and Purpose	Amount	Expected Completion
IICW	\$9434	End of 2020
Furniture	\$5000	End of 2020
Painting	\$5000	End of 2020

## Endorsement Page

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### Members of the School Board

**Parent Representative(s):** Ed Cocks, David Azevedo  
**Teacher Representative(s):** Luisa Dal Col Sharon Swift  
**Board Chair:** Jenny Woodward  
**Principal:** Matthew Holdway

I approve the report, prepared in accordance with the provision of the ACT *Education Act 2004*, section 52.

Board Chair Signature:

Date: 02/07/2020

I certify that to the best of my knowledge and belief the evidence and information reported in this Annual School Board Report represents an accurate record of the Board's operations during this reporting period.

Principal Signature:

Date: 02/07/2020