

**WAIKERIE LUTHERAN  
PRIMARY SCHOOL**



*All things through Christ*

# Waikerie Lutheran Primary School

## 2020 School Performance Information Report

*As part of our funding agreement with the Australian Government, we are required to ensure that specific "School Performance Information" is made publicly available to the school community. This collated information which relates to the 2020 school year, appears in this report under the headings specified by the Australian Government.*

*If you have any questions regarding this information, please feel free to contact the Waikerie Lutheran Primary School Office to make an appointment to see the Principal.*

## CONTEXTUAL INFORMATION

Waikerie Lutheran Primary School is located in the Riverland of South Australia, approximately one hundred and seventy kilometres from Adelaide. The region is primarily farming, with citrus, vineyards and stone fruit existing along the river. The population of Waikerie and surrounding districts is approximately 4,000.

## THE CHANGING FACE OF FUNDING

Waikerie Lutheran Primary School, like all schools, is in a process of transition of funding, from the SES funding model (Socio economic status of the region) to the direct measure of income (school funding based on financial data of all school clientele). This year, the school remains funded by the more favourable SES model, with a mid-ranking score of 86 on the scale of disadvantage. In the fairer Direct Measure of Income (DMI), the school scored 91.

Both Commonwealth and the collective state governments are to be commended on transitioning the funding arrangements to least affect schools. Likewise, the Lutheran Schools South Australia, Northern Territory and Western Australia are to be commended on proactively taking on these changes.

## STUDENT ENROLMENTS

Student enrolments from Foundation to Year 7 at the August census were 96 - 55 females and 41 males, with the student numbers being greater in the upper primary years. The student cohort is primarily mono-cultural.

## PROFESSIONAL ENGAGEMENT MEASURES

### 1. STAFFING and STAFF ATTENDANCE

#### Workforce Composition

No staff identified as Indigenous.

	Number	FTE	Indigenous
Teachers	8	7.2	0
Non-Teachers	9	3.8	0
Total	17	11.0	0

The average attendance rate is an indicator of the time required to be at work that is actually spent at work. The larger the percentage figure the less time is spent away from work due to illness, carers leave, bereavement leave, short term parenting leave and the like. It does not account for staff on long term leave for reasons such as maternity leave, long service leave etc. where a replacement employee has been contracted to fulfil this person's duties.

The average attendance rate of staff (teaching and non-teaching) at Waikerie Lutheran Primary during 2020 was 98%.

## 2. TEACHER RETENTION

When comparing the retention rate of teachers between 2019 and 2020, the changes to occur were:

- Employment of a trainee on a state government funded training program
- Learning support gained 16 hours for individual student support.

It should also be noted that teachers who are engaged as supervisors to replace teachers who are ill (TRT's) and those on replacement contracts to fill in for those on long service leave or maternity leave etc. are not included in the calculation as they do not form part of the permanent teaching staff.

## 3. TEACHER QUALIFICATIONS

In 2020, three teachers who were on provisional registration at Waikerie Lutheran Primary School. gained their full registration, meaning all teachers met full accreditation requirements for the Teacher's Registration Board of South Australia. This made a great year of learning within our staff as we supported each other as a team. It was particularly a year where all staff utilised the support of the Learning and Teaching Coordinator to make some great professional gains. The whole staff also completed the new Lutheran Education Australia CONNECT course. One staff member gained official accreditation as a teacher of Christian Studies in a Lutheran School. During 2020, Waikerie Lutheran Primary School did not employ any indigenous staff, teaching or otherwise.

Below is a listing of all qualifications held by our teaching staff in 2020:

➤ Diploma of Education (Teaching and Learning)	3
➤ Bachelor of Education	6
➤ Graduate Diploma in Theology	3
➤ Graduate Certificate in Education (Theology)	5
➤ Master of Education	1
➤ Bachelor of Arts	1
➤ Bachelor of Maths and Computer Sciences	1

## 4. EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

All teachers at Waikerie Lutheran Primary School are required to be involved in professional learning activities. This took greater shape as the staff further developed authentic Professional Learning Plans together. We saw a trend away from whole staff traditional face to face professional development, to specific curriculum focussed activities for individual staff. This ranged from cross site visits, Zoom meetings, professional phone calls, blogging and exploring the IBO site. It was a truly refreshing gift of the COVID year, that as professionals we entered a new paradigm of what constitutes professional development. While associated costs that are identifiable for most of these activities, it is not possible to allocate a cost for some activities. Teacher professional development activities not costed include:

- School closure for PD release of staff
- Mentoring and induction of new staff
- Time allocation of Learning and Teaching Coordination dedicated to teacher support
- Mentoring practicum teachers and trainees.
- Out of hours meetings to review curriculum, assessment etc.
- Membership on advisory committees

In 2020, the average expenditure per teacher on professional development was \$1 213.33. This figure is based on the number of recorded days where teachers attended training and development, multiplied by the cost of employing a replacement teacher and divided by the number of full-time equivalent teachers on staff.

This calculation does not include the privately funded professional learning activities undertaken by teachers who are engaged in post-graduate studies and other courses. Nor does it include travel costs incurred by staff in order to attend conferences and workshops, or the school's commitment to providing professional learning activities for its non-teaching staff.

In 2020, Waikerie Lutheran Primary School officially undertook and invested in co-creating individualised professional development plans with staff, focussed on maintaining a lifelong learning focus.

The school continued to develop a focus on wellbeing amongst staff and students, as well as developing a growth mindset and gratitude.

## KEY STUDENT OUTCOMES

### 5. STUDENT ATTENDANCE

Waikerie Lutheran Primary School maintains a high level of student attendance, even through this pandemic year. At the end of Term 1, there were three weeks of home learning. Students were marked present if they continued to complete their home learning schedules.

The School provides multiple channels by which student absence can be notified. When a student is absent without explanation, an SMS text message is sent to the parent or guardian by 10.00am seeking clarification of the reason for the absence, as well as a follow up phone call when required. Longer-term absences are arranged through parental communication with the Principal.

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended school over the whole year. The larger the percentage, the smaller the number of days that students are absent from school.

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended school over the whole year (the higher the percentage, the smaller the number of days that students are absent from school). In 2020, the average attendance rate was 95%. Considering that this year attendance was affected by a worldwide pandemic, attendance figures at Waikerie Lutheran remained buoyant. Below is a breakdown of attendance by year level: -

Foundation:	95%
Year 1:	91%
Year 2:	95%
Year 3:	95%
Year 4:	97%
Year 5:	96%
Year 6:	95%
Year 7:	95%

## **PROPORTIONS OF STUDENTS MEETING NATIONAL BENCHMARKS**

In the COVID year of 2020, the NAPLAN testing schedule was postponed. As in previous years, the school continues to undertake the ACER PAT testing of all students in Mathematics and areas of Literacy. The school is committed to seeing at least a year's growth in learning for every year of teaching (*Hattie*). Our Learning and Teaching Coordinator's role is pivotal in maintaining this focus.

## **CHANGES IN BENCHMARK RESULTS FROM THE PREVIOUS YEAR**

Teachers look at individual student results then the entire class to see if there are consistencies which need to be addressed through professional learning. Some student's learning needs are addressed through a Negotiated Educational Plan or an Individual Education Plan.

## **VALUE ADDED**

The term 'value added' relates to those areas of school activity which go beyond the statutory curriculum requirements expected of schools. Waikerie Lutheran Primary School adds value to the educational experience of its students and the experience of the wider school community by its ethos, culture and environment, and by the opportunities provided. Listed below are a range of examples of activities undertaken during 2020 that added value to the educational experience at Waikerie Lutheran Primary School.

### **➤ Spiritual Development**

- Daily Staff Devotion
- Class Devotions
- Weekly Share, Taray, Bless Spiritual Inquiries
- Christian Pastoral Support Worker
- Christian Studies discussions at Staff Meetings

### **➤ Curriculum Related Activities**

- Learning Week (learning about learning to begin school)
- Primary Years Program of the International Baccalaureate
- Ophelia program; What's the Buzz Social Skills Programs
- In-School Specialist support (school audit of students with learning difficulties)
- Educational specialists' visits (on a needs basis)
- Specialist PE Lessons
- Specialist LOTE Lessons - Punjabi
- Specialist Music lessons
- Riverland Music Festival Choir
- Student Leadership (F-7)
- Scholastic Book Fair and Book Club
- Premier's Reading Challenge
- Premier's Be Active Challenge
- Uni. of NSW Competitions - Science, Maths, English, Spelling, Computing
- Book Week Activities

- Play-based and Environmental Learning in junior years
  - Negotiated Education Plan Meetings with parents for students with learning difficulties
  - Buddy Activities (different class year levels working together at various times throughout the year)
  - Transition - Kindy to school visits; Year 7's high school visits
  - Recycling - paper, plastic bottles etc
  - School Garden Scheme
  - Solar energy collection feeding into the grid
  - Year 6/7 Exhibition
- **Community**
- Parent Information Evening
  - "Music is Fun" involvement by all students
  - Book Week Dress Up Day
  - Jesus' Birthday Party (end of year celebration)
  - Class Seesaw
  - School Newsletters
  - Student Led Conferences (end of Term 3)
  - Parenting Courses (Valuing Safe Communities)
  - Yr 6/7 Exhibition
- **Sporting and cultural**
- Premier's Be Active Challenge
- **Camps and Excursions**
- Foundation/Year 1/2 Sleepover at school
  - Year 5/6/7 - Aquatics Day
  - 1 day of Swimming Lessons - Foundation to Year 7

Waikerie Lutheran Primary School took every opportunity to stay active as a school community in COVID times. Since our clients are employed predominantly in primary industry, food retail and transport, many families deemed their employment as essential. There were only three school days heavily affected by state-wide, precautionary school closures. Otherwise, our clientele was content to keep normality in their lives by having their children attend school if at all possible.

## **SATISFACTION**

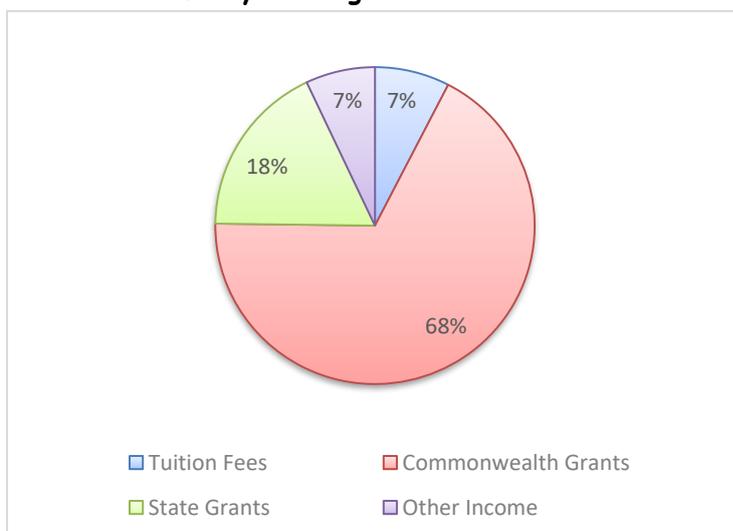
### **6. SCHOOL COMMUNITY**

Feedback from parents occurs through a number of sources, both formal and informal. It includes responses to the principal's 360-degree review; strategic planning surveys and verbal feedback from within this process; feedback on the various units of inquiry; comments through the P&F Committee and various parent support groups; and specific feedback to teachers and the principal. Such feedback is always welcome.

The overwhelming message in this feedback is supportive and appreciative.

- During 2020, very positive parent and student feedback was received about:
  - Points of contact with multiple staff (not just the classroom teacher)
  - The effective and efficient response of staff in COVID matters
  - The school undertaking change in its teaching and learning program
  - Positive student/teacher relationships
  - Excellent facilities and school resources
  - The strategic planning process completed in a timely, professional and consultative way
  - Play Based Learning in Foundation a success
  - Committed teaching staff
  
- Areas that have been identified for closer attention through parent and student feedback through the principal's review include:
  - Ongoing need for core literacy and numeracy to be strengthened
  - Supporting the higher achievers (gifted students)
  - Ensuring that the school continues to maintain and further develop its facilities
  - Learning at the level of the learner (Zone of Proximal development) that holds children's attention and interest while learning.
  - Educator communication - channels for clear understanding so teachers and parents know what it looks like and sound like to operate as an effective team.
  - Review of homework/home activity policy needed to promote meaningful learning and a positive home/school connection.
  
- During 2020, teacher satisfaction improved due to:
  - The development of the Learning and Teaching Coordinator position, and structured role for this position to assist and support teachers in continuous improvement.
  - More flexibility in teaching delivery as enhanced PYP focusses on engagement of students.
  - Continuous Development in assisting a work/life balance for all staff.

## 7. School Income by Funding Source



## **FINANCIALS**

In 2020, we were able to distribute over \$100,000 of Commonwealth Grant money to our school community, through fee rebates. We also were included again in a state government round of funding for the 2020/21 financial year in a Capital Grants program targeting Independent Schools (\$40,000). Also, in this unprecedented COVID year, along with other small business, we were afforded tax rebates from the ATO, to help alleviate financial stresses. We truly live in a blessed country. God has provided us with excellent government, a natural coastal defence to disease, and above all, an excellent school built on a Godly foundation.

## **SUMMARY**

In summary, Waikerie Lutheran Primary School is viewed as a school with a strong Christian focus and sense of community. It is a school that is reviewing its pedagogy to ensure that children learn through explicit teaching while working within an inquiry framework. It is a school that has quality, caring staff that are focussed on working in partnership with parents to educate the whole of the child; spiritually, emotionally, intellectually, physically and socially. Staff are committed to ensuring that WLPS has programmes addressing each of these learning needs.

## **THE FUTURE**

In 2020 we continued to reinforce the sustainability of school leadership with assistance to the principal provided by the Business Manager and Learning and Teaching Coordinator. During 2020, this role has been revised to cover all Learning and Teaching Coordination and as a result the school has thrived in this area. As a staff, we continue to investigate the needs of our students in Wellness and Social and Emotional Learning.

During the school year, the council reviewed the principal's performance, through surveying the whole community.

During the end of the year, the school found out they had won over \$450,000 of Commonwealth funding to refurbish the first stage of their Learning Village. During the year, the student amenities were refurbished and the school administration was shifted out of the Learning Village and over to the 'school house' (the old principal's residence). All of these developments fall in line with the school's strategic plan, which was approved by the governing body, the Waikerie Lutheran Primary School Association, and endorsed by LESNW, our local Lutheran School's Association.

WLPS is again planned for continuous improvement in both the administration and learning programs of our school. We will continue to focus on providing our teaching staff with programs that ensure a high base standard of fundamental skills in literacy and numeracy, allowing all students the opportunity to achieve their potential. We will be moving forward with our Learning Village refurbishment and the restructuring of our carpark, and front of school signage.