

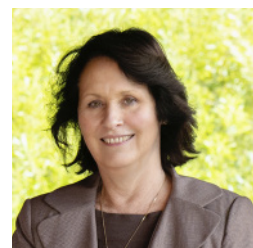


LESMURDIE  
SENIOR HIGH SCHOOL

ANNUAL REPORT  
2019

THRIVING IN A NURTURING ENVIRONMENT

## PRINCIPAL'S MESSAGE



As the Principal of Lesmurdie Senior High School, I am pleased to present the 2019 Annual report. This is the final report in a three-year Business Planning cycle 2017–2019 which focused on three priorities:

**Focus Area One:** Lesmurdie SHS students will be successful

**Focus Area Two:** Lesmurdie SHS students will excel at their jobs

**Focus Area Three:** Lesmurdie SHS will be a relevant learning community that is innovative, responsive and accountable.

We will commence a new Business Plan from 2020- 2022 that connects priorities and projects forward into the new cycle. Staff, student leaders, Board members, P & C and parent groups participated in a school review process to inform the new plan that led to the development of new school values, a redefined vision and targets for improvement. This collaboration has ensured that our self-reflection and review contributed significantly to our school culture of continued growth and improvement, including the changes needed to continue to deliver a quality learning environment for our students.

We were recognised by the Director General of Education, Lisa Rodgers, in a letter to the Principal 2019, for having a significant positive impact on Year 12 student progress and

success through secondary education. The motivation, commitment and capability of the staff provided the foundation for this success. This has ensured that our students are well placed for post-school opportunities and a meaningful future. Parent/carers and our ongoing and new school partners are also key to our students' success.

We implemented a number of projects and upgrades that supported the teaching and learning program as well as the physical and social pursuits of our students. We have strategically aligned the Professional Learning plan for teachers to the delivery of the school's business needs and targeted key areas (student engagement, technologies, positive behaviours) to maintain and improve our measured performance above that of Like schools. We initiated a new leadership program for staff aspirants, renewed induction programs, increased practice for managing site risks (fire), strengthened school partnerships (Curtin University, the City of Kalamunda and local school networks) and restructured our specialist LEAP program.

I am personally committed to ensuring the very best quality teaching in our learning program for Lesmurdie students. My thanks to the school community including students, staff, parents/carers, Board members, P & C representatives and our community partners for their dedication in supporting us to meet the learning needs of our students.

**Kerry Chipchase**

Principal, Lesmurdie Senior High School

### PARENTS AND CITIZENS COMMITTEE

#### ACHIEVEMENTS 2019

The LSHS Parents and Citizens Committee (P&C) works in a productive partnership with our school and the community to promote the interests of the school, to facilitate its development and further improvement, and to achieve the best possible outcomes for students. In 2019 the P&C funded:

- our School Chaplain (partial)
- Study Hacks – Parent and Year 7 – 12 Student Workshops
- purchase of new oven and warmer for the canteen
- Aboriginal Six Seasons garden plants
- Learning Area purchases

#### EXECUTIVE MEMBERS

President: Jenny Goetz  
Vice President: Felicity Brodie  
Secretary: Kerryann Allday  
Treasurer: Michael Goetz

#### COMMITTEE MEMBERS

Deborah Welsh  
Pam Rushton  
Nikki Reilly

### STUDENT COUNCILLORS

#### YEAR 12

Josh Teale (Head Boy)  
Ebony Uetake (Head Girl)

Renee Griffiths  
(Deputy Head Girl)

Jasmin Jeronimo  
(Deputy Head Girl)

Charlie Rodan  
(Deputy Head Boy)

Ethan Hopley  
(Deputy Head Boy)

#### YEAR 11

Ciara Thackray  
Candice Walsh  
Josh Herden  
Joel Hartmann

#### YEAR 10

Abbey Herden

Anissa Atkin  
Vani Baburaj Nair  
Rishanth Rudraraju

#### YEAR 9

Rebecca Moore  
Sara Parke  
Rorke Miles  
Liam McLeod

#### YEAR 8

Elham Javadi  
Laura Stump  
Ronan Dwyer  
Cameron Jenkins

#### YEAR 7

Nanthethaa  
Navaneethakrishnan  
Katie Henderer  
Chase Gallager  
Aswin Sabu





# BOARD REPORT

Many of the Board’s activities this year were focused on the new three-year Business Plan, which comes into effect in 2020. The Board was closely involved in the Business Planning process – including discussing and having input into the School values and motto: Thriving in a Nurturing Environment. The Board endorsed the 2020-2022 Business Plan at its September meeting.

Throughout the year, the Board had the benefit of hearing from teachers and others in the school about various aspects of learning, teaching and the school environment. This included presentations about NAPLAN results and the results of the school survey, and receipt of information from the school VET team. The Board also selected winners of the 2019 Board Awards and were delighted to recognise the contributions of Kim Lloyd, Rachel Theunissen, Allyson Goodhew and Donna Mitchell.

In accordance with its functions, the Board monitored the school budget and approved the 2020 charges and contributions. The Board also regularly reviews school policies. This year, it reviewed the Bushfire policy, the Excursion policy, the Mobile Devices policy and the Uniform policy.

In 2019 the Board engaged with the wider school community in several ways: through representation at award ceremonies and staff induction days; the Year 7 Pin Ceremony (for incoming Year 7 LEAP students); and the Year 12 Presentation evening, which celebrated the achievements of 2019 graduates. Board members also attended the ANZAC

Ceremony, where they were pleased and proud to note the respect that the students clearly had both for the occasion and for the school itself.

Early in the year the Board changed its model terms of reference. The main change relates to the composition of the Board and allows the Board important flexibility in the appointment and replacement of members.

The Board is grateful to Jacqui Ravis-Hermann, member of the Board, and Chair for 2018-2019, for her work and dedication over the period of her membership. Following a call for nominations, Anna Bunn and Jessica Henderson were both elected unopposed as Board Chair and Vice Chair, respectively.

In 2019 the Board boosted its membership with two new parent members – each appointed for a one-year term, following a nomination process – and two student members. The Board continues to be represented by members of school staff, students, parents and the wider community of which the School is a part.

The Board is looking forward to continuing to engage with the school and wider community throughout 2020, and to playing its part in the implementation of the new business plan. As part of its commitment to the Lesmurdie CARES values, the Board will continue to engage in reflection and refinement of its role and performance to ensure that it is serving the school, the staff, and the community to the best of its ability.

### Dr Anna Bunn

Chair, Lesmurdie Senior High School Board

**CHAIR:**  
Dr Anna Bunn

**VICE CHAIR:**  
Jessica Henderson

**PRINCIPAL:**  
Kerry Chipchase

**MANAGER CORPORATE SERVICES (EX-OFFICIO):**  
Lyn Harris

**COMMUNITY REPRESENTATIVES:**  
Jayne Clark  
Matthew Hughes

**PARENT REPRESENTATIVES:**  
Amanda McGovern  
Emma Roebuck  
Simon Innes

**STAFF REPRESENTATIVES:**  
Monique Ryan  
Callum Millard

**STUDENT REPRESENTATIVES:**  
Joshua Teale  
Gabiella Smith



Lesmurdie Senior High School 2019 Annual Report Endorsed by

Dr Anna Bunn  
Chair  
Lesmurdie Senior High School Board

Kerry Chipchase  
Principal  
Lesmurdie Senior High School



## CONTEXT

Lesmurdie Senior High School is a co-educational school catering to over 1000 students, supported by just over 100 staff. Our commitment to delivering a challenging yet supportive learning environment, allowing students to achieve academic, sporting and cultural success, has established Lesmurdie SHS as a school of choice in the Perth Hills. Our focus and commitment to providing quality education for 39 years; our many successful alumni; and our continued strong performance data have seen many families engage with us now for three generations.

The genuine community support we receive from our parents/carers, local industry and School Board assist staff and students in developing true partnerships, linking us to the workforce and career pathways.

Set in the beautiful Perth Hills, Lesmurdie Senior High School was established in 1981. Our school boasts the best of both worlds, natural bushland on the fringe of a residential area, just 30 minutes from the CBD. The emblem depicts a *Dasyurus Geoffroi*, a western native cat or Chuditch, on branches of a *Eucalyptus Marginata* (Jarrah) tree. Both are indigenous to the locality, the former being in danger of extinction. The combination of *Dasyurus Geoffroi* and *Eucalyptus Marginata* links Lesmurdie Senior High School both environmentally and historically to the district in which it is located.

Our School Community recognises the guardianship of the traditional owners of the land upon which our school has been established and acknowledges the peaceful, orderly and welcoming environment our school provides.

In 2011, Lesmurdie SHS became an Independent Public School (IPS), allowing greater autonomy and flexibility in managing our school site and finances. The ability to merit select new staff and target resources to our determined areas of need, have been contributing factors to progressing ongoing improvement strategies. The development of the Lesmurdie SHS School Board to monitor school effectiveness and accountability processes has brought with it considerable business expertise and community partnerships.

At Lesmurdie, our school's values and beliefs underpin the focus on every student achieving his or her best. Experienced and enthusiastic staff, a strong system of student pastoral care and a comprehensive range of programs all contribute to students receiving a balanced education with opportunities to pursue their areas of interest. We recognise that our students are part of a dynamic and changing world and provide a contemporary curriculum that caters for all students. We offer a Department of Education endorsed Specialised Maths and Science Program - Lesmurdie Enrichment and Acceleration Program (LEAP), which is sought after as an enrichment program to cater for gifted students. The Curtin University Lesmurdie Internship Program (CULIP) for pre-service teachers continues to provide our future teachers valuable mentoring and experience as they begin their careers.

In 2019 a significant focus was placed on establishing a new Performance and Development structure for all staff centred around the Australian Professional Standards for Teachers. This focus aims to ensure the delivery of quality teaching so that every student has opportunities to engage and learn successfully. Emphasis too was placed in achieving the desired targets of our Lesmurdie SHS 2017-2019 Business Plan while establishing direction for our new 2020-2022 Business Plan.

Ultimately this Annual Report aims to highlight our student successes and the ways our staff take personal and collective responsibility for improving student learning and wellbeing. Excellence is always sought at Lesmurdie SHS and as such we have placed a very high priority on professional learning, effective communication and the development of a school-wide self-reflective culture. Our vision of Thriving in a Nurturing Environment has never been more meaningful.

With leafy, open grounds, friendly students and staff, we pride ourselves on building positive relationships within our school. We are an inclusive school and embrace our growing diversity. This creates a strong sense of belonging in our school. We are proud of the Lesmurdie Way.





YEAR 12 2019 COURSE AWARDS

THE ARTS

General Dance: **Ebony UETAKE**  
 General Design Photography: **Tazmyn BATES**  
 General Music: **Renae GRIFFITHS**  
 General Visual Arts: **Elodie FRICHOT**



ENGLISH

General English: **Chloe BRUGMAN**  
 ATAR English: **Laila-Rose NEWMAN**

HEALTH & PHYSICAL EDUCATION

General Outdoor Education: **Jayden NELSON**  
 General Physical Education Studies: **Ethan HOPLEY**  
 ATAR Health Studies: **Paige-Raine DAVIS**  
 ATAR Outdoor Education: **Charlie RODAN**  
 ATAR Physical Education Studies: **Ivy GERAEDTS**

HUMANITIES & SOCIAL SCIENCES

Course Commendation  
 Foundation Career & Enterprise: **Tyler MABBS**  
 General Career & Enterprise: **Chloe BRUGMAN**  
 ATAR Accounting & Finance: **Tarek ATTA**  
 ATAR Economics: **Tarek ATTA**

MATHEMATICS

Course Commendation Foundation  
 Mathematics: **Shaylee MACDONALD BEVAN**  
 General Mathematics Essential: **Tanisha BETTIS**  
 ATAR Mathematics Applications: **Tarek ATTA**  
 Course Commendation  
 ATAR Mathematics Methods: **Intisar KAZI**

SCIENCE

General Integrated Science: **Laila-Rose NEWMAN**  
 ATAR Biology: **Naomi NICKELS**  
 ATAR Chemistry: **Charlie RODAN**  
 ATAR Human Biology: **Aidan RIPPON**  
 ATAR Physics: **Dylan GAVA**

TECHNOLOGIES

General Automotive Engineering & Technology: **Dylan GAVA**  
 General Design Technical Graphics: **Janet BYRNE**  
 General Food Science & Technology: **Jessi FERNIE**  
 General Materials Design & Technology Wood: **Renae GRIFFITHS**



VOCATIONAL EDUCATION & TRAINING

Authority Developed Workplace Learning: **Kristen HARRISON**  
 Certificate III in Business: **Jasmin JERONIMO**  
 Certificate II in Information, Digital Media & Technology: **Janet BYRNE**



YEAR 12 2019 SPECIAL AWARDS

Rotary Tertiary Science Scholarship: **Naomi NICKELS**  
 The Kris Thyer Scholarship: **Ivy GERAEDTS**

Curtin University Principal's  
 Recommendation Award: **Fayth RIMMER/  
 Tarek ATTA**  
 Sportsmanship Award: **Ethan HOPLEY**  
 Sports Person Award: **Ayden CARTWRIGHT**  
 Leadership & Service Award: **Charlie RODAN**  
 The Endeavour Award: **Nazdana MOHAMMADI**

Ethics Award: **Aimee GLOSSOP**  
 Future Teacher Award: **Laila-Rose NEWMAN**  
 Citizenship Award: **Jasmin JERONIMO**  
 The ADF Long Tan Leadership  
 & Teamwork Award: **Renae GRIFFITHS**  
 Caltex Best All Rounder Award: **Jack MORGAN**  
 VET All Rounder Award: **Chloe BRUGMAN**



DUX AWARDS

The Lesmurdie SHS Vocational Education & Training Dux Award: **Tazmyn BATES**  
 The Lesmurdie SHS Australian Tertiary Admission Rank Dux Award: **Tarek ATTA**



**ATAR HIGH ACHIEVEMENT**

Tarek Atta	97.6
Aimee Glossop	97
Dylan Gava	96.8

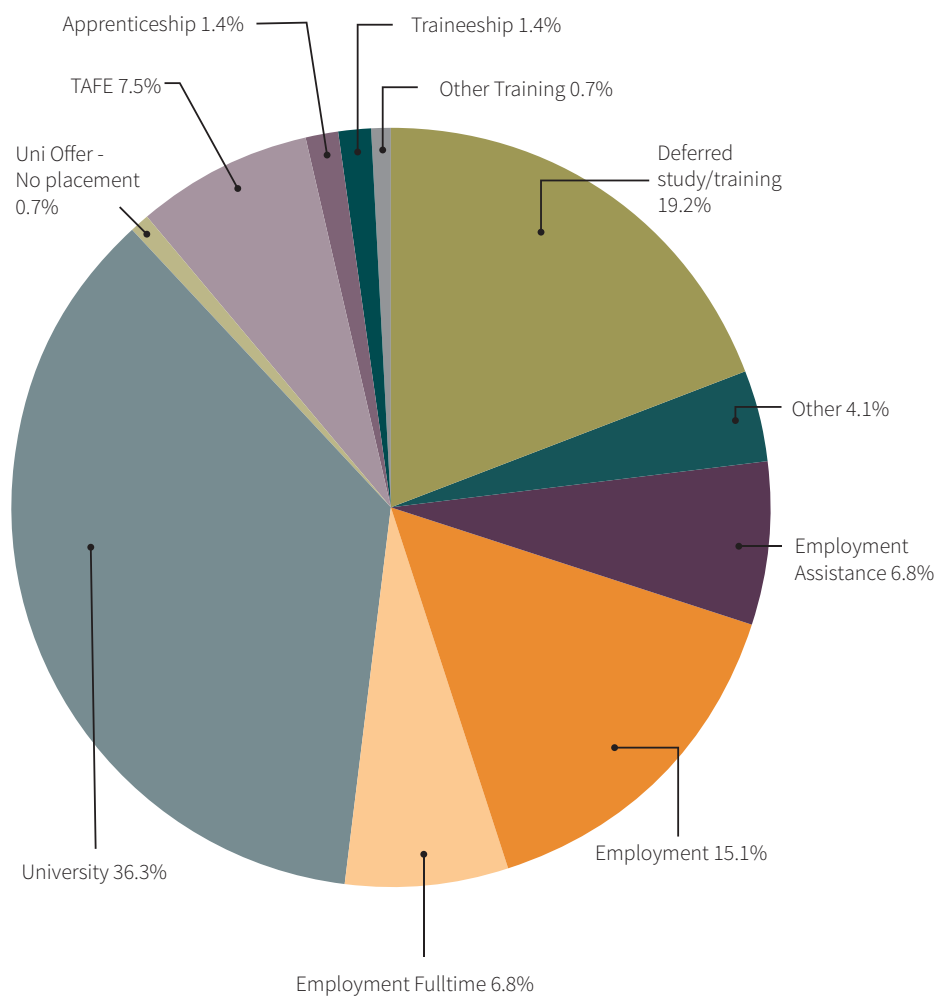
**CERTIFICATE OF MERIT**

- Natasha Amos
- Tarek Atta
- Tazmyn Bates
- Tanisha Bettis
- Haylee Breen
- Grace Bushby
- Ayden Cartwright
- Oliver Coulthard
- Paige-Raine Davis
- Jessi Fernie
- Jade Fraser
- Abbey Gibbons
- Aimee Glossop
- Neave Liva
- Alexandra Macarthur
- Grace Macarthur
- Nazdana Mohammadi
- Laila-Rose Newman
- Naomi Nickels
- Aidan Rippon
- Blake Rippon
- Shenali Rodrigo
- Travis Stewart
- Ebony Uetake

**CERTIFICATE OF DISTINCTION**

- Dylan Gava
- Ivy Geraedts
- Jack Morgan
- Fayth Rimmer
- Charlie Rodan
- Galen Sammons

**POST SCHOOL DESTINATIONS**





PERCENTAGE OF STUDENTS ACHIEVING ONE OR MORE SCALED ATAR SCORES OF 75% OR MORE 2019

	NUMBER ACQUIRING AN ATAR	NUMBER ACHIEVING ONE OR MORE SCALED SCORES OF 75+	PERCENTAGE ACHIEVING ONE OR MORE SCALED SCORES OF 75+
2017	88	21	24%
2018	72	19	26%
2019	60	10	17%

PERCENTAGE OF STUDENTS IN TOP, MIDDLE AND BOTTOM THIRDS OF THE STATE 2019

	ATAR STUDENTS					
	School			Like-Schools		
	2017	2018	2019	2017	2018	2019
Top 33%	25%	26%	22%	20%	22%	20%
Middle 33%	35%	40%	47%	37%	34%	35%
Bottom 33%	40%	33%	32%	44%	44%	45%

MEDIAN ATAR RANK 2019

	SCHOOL	LIKE-SCHOOL	WA PUBLIC SCHOOLS
2017	79.3	74.5	78.7
2018	80.8	76.9	79.5
2019	79.3	73.6	78.3

ATTAINMENT RATE – ATAR >55% AND/OR CERT II OR HIGHER % 2019

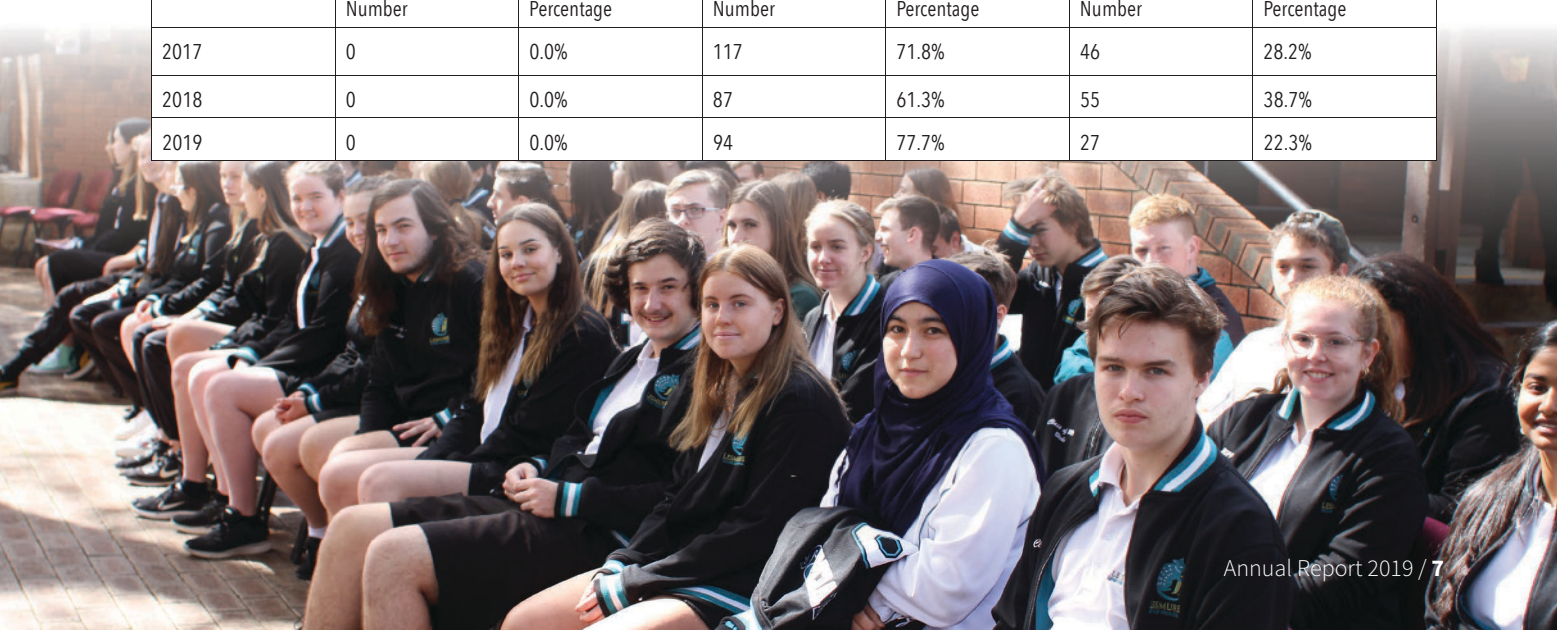
	LESMURDIE SHS ATTAINMENT	DEPARTMENT OF EDUCATION ATTAINMENT
2017	99%	96%
2018	99%	96%
2019	95%	95%

YEAR 12 PARTICIPATION 2019

	Y12 STUDENTS	ATAR ONLY	ATAR & CERT II OR HIGHER VERIFIED	VET CERT II OR HIGHER UNVERIFIED	OTHER	
					VERIFIED	UNVERIFIED
2017	179	26 (14.5%)	62 (34.6%)	73 (40.8%)	18 (10.1%)	0 (0.0%)
2018	161	21 (13%)	51 (31.7%)	91 (56.5%)	0 (0.0%)	2 (1.2%)
2019	138	14 (10.%)	46 (33.3%)	75 (54.3%)	18 (13%)	0 (0.0%)

YEAR 12 STUDENTS COMPLETING A VET CERTIFICATE (DURING YEARS 10 TO 12)

	Certificate I		Certificate II		Certificate III or higher	
	Number	Percentage	Number	Percentage	Number	Percentage
2017	0	0.0%	117	71.8%	46	28.2%
2018	0	0.0%	87	61.3%	55	38.7%
2019	0	0.0%	94	77.7%	27	22.3%





# AWARDS

## CERTIFICATE OF DISTINCTIONS YEARS 7-9, 2019 (8 A'S OR MORE IN A SEMESTER)

### YEAR 7

- Chelsea Price
- Deveryn Stillisano
- Emmeline Stirling
- Grace van der Helder

### YEAR 8

- Asher Bailye
- Chantel Stillisano
- Dila Abdurrokman
- Elham Javadi
- Emily Nahler
- Jake Barnes
- Jorja Nahler
- Laura Stump
- Nicole Swaby
- Pavitra Savani
- Ronit Sood
- Roshini Sivakumar
- Tayne Sirolli

### YEAR 9

- Callum Pearce
- Lucy Gao
- Olivia Alleway-Bell
- Senugi Rodrigo
- Shveni Mudgal
- Stephanie Rodgers
- Tayla Cushing



### TOP STUDENT AWARDS

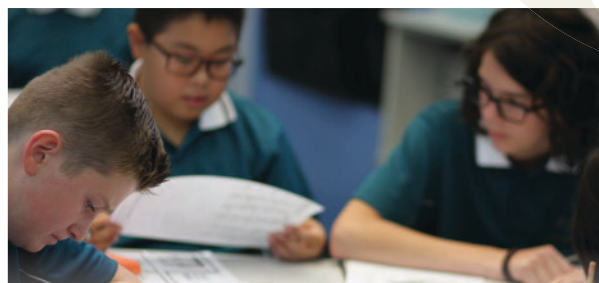
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|--------------------------|---------------|
| Year 10 Top Student      | Imogen Menev  |
| Year 11 Top Student ATAR | David Wang    |
| Year 11 Top Student VET  | Ebony Tindall |





## NAPLAN AND OLNA DATA

In 2019, NAPLAN was completed online for the first time at Lesmurdie SHS. The rationale behind this change was to streamline the process and to garner information in a more timely manner. After some initial nationwide technical issues, our students performed well when compared against Like (or similar) schools. This data is represented in the table to the right. We can see our students have exceeded the performance of Like schools in every domain except for marginal deficits in Year 7 Writing and Year 9 Grammar and Punctuation. More importantly the progression from Year 7 to 9, as indicated in the graph below the table, shows that our students have made significant progress and achievement in the domains of Reading, Writing and Spelling. Although our data for Numeracy and Grammar shows lower progress, these results are still considered as “high achievement”. This data would indicate that the strategies and learning programs including Literacy Support and Tactical Teaching, implemented at Lesmurdie SHS are having the desired effect on student performance.



	Year 7 LSHS	Year 7 Like Schools	Year 9 LSHS	Year 9 Like Schools
Numeracy	579	561	610	603
Reading	560	547	592	589
Writing	521	523	572	567
Spelling	560	548	590	587
Grammar	557	544	577	579

### OLNA

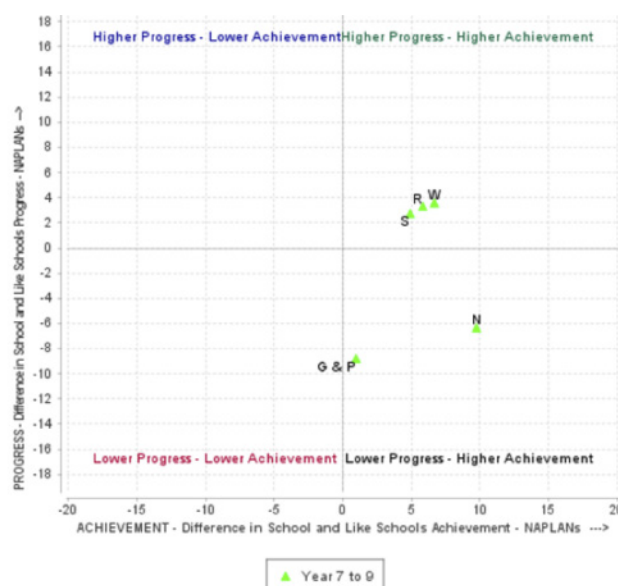
At Lesmurdie SHS we uphold a strong emphasis on Year 9 NAPLAN achievement. This gives our students the best chance of pre-qualifying for Year 10 OLNA by achieving Band 8 in the respective NAPLAN domains of Reading, Writing and Numeracy. The table below displays the 2019 data from Years 10 – 12 and the corresponding percentage of students in each year group who have qualified (passed) their OLNA tests.

#### PERCENTAGE OF STUDENTS WHO HAVE MET LITERACY AND NUMERACY REQUIREMENT

Year 10 Students - Achieved OLNA			
	Year 9	Year 10	Not Achieved
2019	22.2%	50.6%	27.2%
Like Schools	27.6%	42.9%	29.4%

Within our Year 10 cohort, we had 22.2% of students qualify from their respective Year 9 NAPLAN tests in 2018 and a further 50.6% qualify during the two tests in Year 10 . By year's end we had 27.2% of the Year 10 Cohort still required to sit OLNA. This was 2.2% better than Like (similar) schools. We also had 17.2% and 1.6% more of our Year 11 and Year 12 cohorts respectively qualify for OLNA than that of Like schools. Although this data can be viewed as pleasing particularly when compared with Like schools, our aim is to continue to improve on the number of students prequalifying through Year 9 NAPLAN and to substantially reduce the number of students not qualifying in Year 12.

#### STUDENT PROGRESS AND ACHIEVEMENT COMPARED WITH LIKE SCHOOLS NAPLAN YEAR 7 2017 TO YEAR 9 2019



#### Year 11 Students - Achieved OLNA

	Year 9	Year 10	Year 11	Not Achieved
2019	31.9%	45.1%	13.2%	9.7%
Like Schools	22.6%	32.8%	17.7%	26.9%

#### Year 12 Students - Achieved OLNA

	Year 9	Year 10	Year 11	Year 12	Not Achieved
2019	23.6%	55.0%	12.1%	2.1%	7.1%
Like Schools	25.8%	40.5%	18.6%	6.5%	8.7%



## STUDENTS WILL BE SUCCESSFUL

### LESMURDIE ENRICHMENT AND ACCELERATION PROGRAM (LEAP)

The LEAP selective entrance academic program for Maths and Science has been offered at Lesmurdie SHS since 2004. LEAP provides an enriched and accelerated program appropriate for gifted students with curriculum focus on differentiation and compacting which allows for enrichment in Maths and Science subjects. Students from Year 7 through to Year 10 are provided with opportunities to work with mentors in the community, access universities, participate in national and state competitions and extend their interests through excursions and incursions.

LEAP testing identifies students who show potential in verbal reasoning, quantitative reasoning, literacy, numeracy and non-verbal concepts. Following a review of LEAP in 2019, from 2020, 32 students in Year 6 will be offered places from a pool of over 100 students who choose to sit this examination.

LEAP students' academic potential is guided and extended through learning opportunities as evidenced in their high

achieving NAPLAN scores for numeracy when compared to Like Schools.

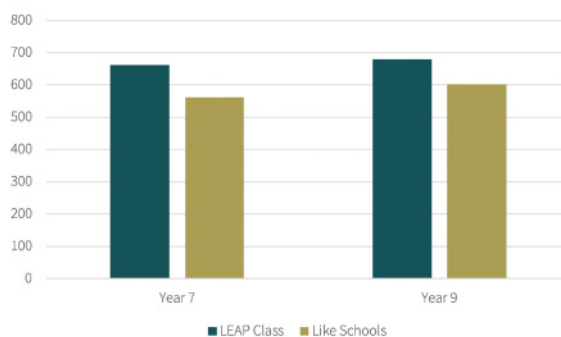
The LEAP program enables like-minded and high ability students to continue their exemplary progress of attainment from Year 7 to Year 9 in NAPLAN scores.

The LEAP Pin ceremony is an annual highlight to welcome our Year 6 students into the Lesmurdie LEAP community by presenting the chosen students with their pin. The pin ceremony includes the awarding of two scholarships.

Further changes are planned in 2020 to enhance the LEAP program to meet the high standards and expectations of delivery to all students. These include a dedicated staff coordinator, cross curricula matching for timing of curriculum delivery, working with the Technologies Learning Area on community projects and increased competition access.



NAPLAN MEAN COMPARISON







At Lesmurdie Senior High School, our values and beliefs underpin the focus on every student achieving his or her best. To do this, we offer a breadth of activities to allow each student the opportunity to participate and achieve in academic, sporting, social and community arenas.

### ACADEMIC

- ▶ Try A Trade
- ▶ Australian Maths Competition
- ▶ World of Maths
- ▶ Coderdojo
- ▶ Pi Day
- ▶ Senior School mentor program
- ▶ Biology Camp
- ▶ Physics day at Kart World
- ▶ Physics day at Adventure World
- ▶ Women in mining
- ▶ Mock trials
- ▶ Friday study program
- ▶ Photography excursion
- ▶ Outdoor Ed excursions and Camp
- ▶ Awards Assemblies
- ▶ Maths Homework Club
- ▶ Italian Exchange
- ▶ Smart Cities project
- ▶ Construction training
- ▶ Year 7 Zoo excursion
- ▶ Follow the Dream
- ▶ Curtin University Science and Engineering excursion
- ▶ Music concerts
- ▶ Guitar Competition
- ▶ Dance nights
- ▶ Language Week
- ▶ YOOfest
- ▶ Girls in Aviation Career Day
- ▶ Concert Band Performances
- ▶ Lego League
- ▶ Storyathon
- ▶ PARTY Program

### ATHLETIC

- ▶ Interhouse and Interschool Swimming Competition
- ▶ Lightning Carnivals
- ▶ Basketball Competition
- ▶ High School Cup
- ▶ Athletics Carnival

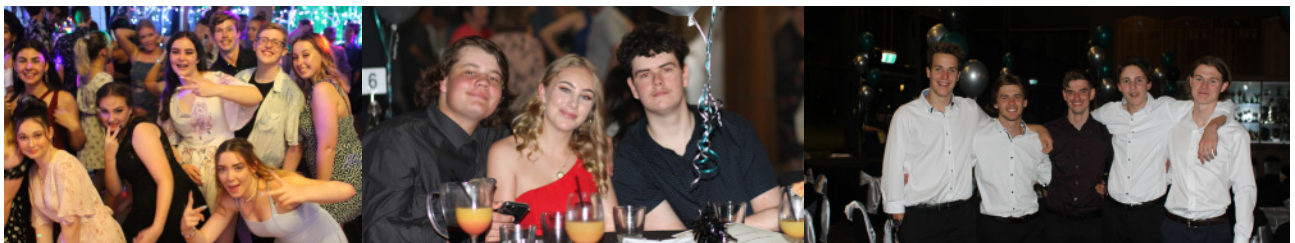






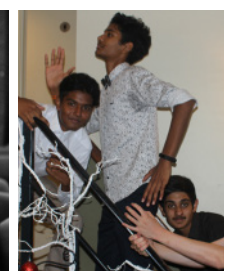
COMMUNITY LEADERSHIP/ DEVELOPMENT

- ▶ World's Greatest Shave
- ▶ Salvation Army excursion
- ▶ Student Council Camp and planning day
- ▶ School Survey
- ▶ Playgroup
- ▶ Afternoon Tea for Senior Citizens
- ▶ Fun Run fundraiser
- ▶ Biggest Morning Tea
- ▶ Sharing a Hills Christmas
- ▶ ANZAC Day
- ▶ First Aid training
- ▶ School Tours
- ▶ Reconciliation Week
- ▶ NAIDOC week
- ▶ Six Seasons Garden
- ▶ Rebound Wheel Chair basketball
- ▶ Rise Up Challenge
- ▶ Keys for Life
- ▶ Careers Expo
- ▶ Mindfulness room
- ▶ Breakfast club
- ▶ University and further education seminars
- ▶ Primary School Transition
- ▶ Hot Dog for Guide dogs
- ▶ Italian incursions and excursions
- ▶ R U OK Breakfast
- ▶ Visit to Parliament House by student representatives



SOCIAL/ENGAGING

- ▶ Celebratory Afternoon Tea Class of 2018
- ▶ School ball
- ▶ Valentine's Day in the Library
- ▶ Year 12 Breakfast and Graduation Dinner
- ▶ Year 11 Dinner Dance
- ▶ Lower School Reward Day
- ▶ Year 10 River Cruise







	Y07	Y08	Y09	Y10	Y11	Y12
2017	94%	91%	91%	91%	92%	92%
2018	95%	93%	91%	92%	92%	92%
2019	93%	92%	91%	91%	91%	91%
WA Public Schools 2019	90%	87%	85%	85%	86%	87%

Our attendance data is one aspect that we pride ourselves on, so much so that our target in the 2017 -19 Business plan was to maintain our attendance rates a minimum of 3% higher than the state median for each year group. This has been achieved and exceeded by up to 6% with some year levels. We place enormous importance on regular attendance (90% and higher) as this is a leading precursor to student success. Our data in all the attendance categories (Regular, Indicated, Moderate and Severe) is better than that of Like schools which validates our parent communication and student support strategies.

	Attendance Category			
	Regular (90% and greater)	Indicated (80-90%)	Moderate (60-80%)	Severe (Less than 60%)
2017	73.4%	18.2%	6.0%	2.4%
2018	76.0%	16.6%	5.1%	2.3%
2019	72.1%	18.7%	6.8%	2.4%
Like Schools 2019	63.6%	22.1%	10.0%	4.4%
WA Public Schools	60.0%	22.0%	11.0%	7.0%



	Attendance Category Aboriginal			
	Regular (90% and greater)	Indicated (80-90%)	Moderate (60-80%)	Severe (Less than 60%)
2018	69.2%	15.4%	15.4%	0.0%
2019	75.0%	0.0%	25.0%	0.0%
Like Schools 2019	36.5%	23.5%	18.7%	21.3%
WA Public Schools	24.0%	20.0%	21.0%	35.0%

	Non-Aboriginal			Aboriginal			Total		
	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools
2017	91.8%	90.2%	89.7%	91.5%	79.7%	66.6%	91.8%	90%	87.8%
2018	92.4%	90.2%	89.6%	91.6%	81.8%	66%	92.4%	90%	87.6%
2019	91.5%	89.7%	88.8%	90%	76.1%	65.8%	91.4%	89.4%	86.8%





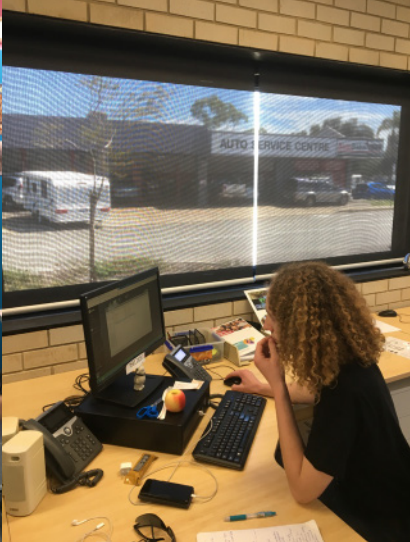
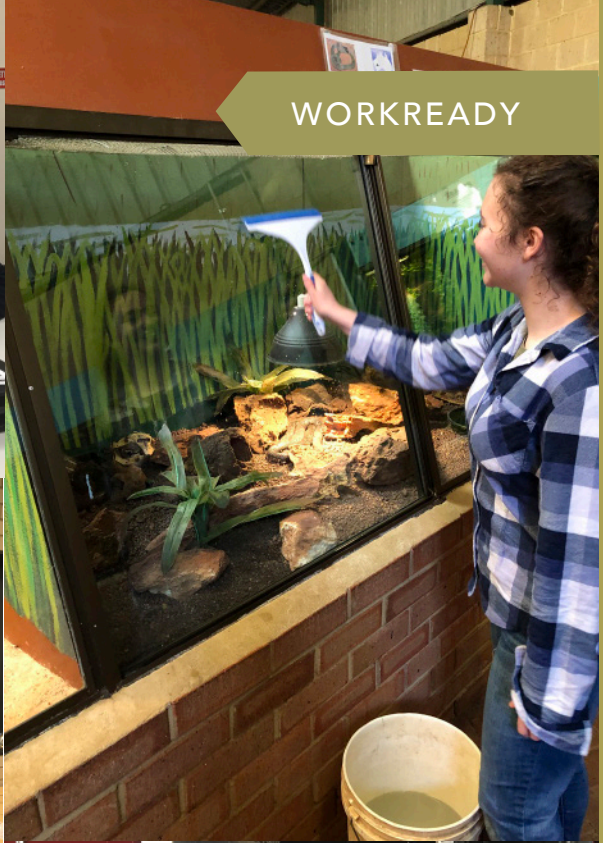
## FOCUS 1 – LESMURDIE SHS STUDENTS WILL BE SUCCESSFUL



We work in partnership with more than 80 employers who mentor and develop our students in a variety of skills, endeavours and environments. Together we prepare our students for success as they enter their chosen career pathways.

- ▶ Armadale Reptile Centre
- ▶ Lesmurdie Senior High School (Gardener)
- ▶ Aura Hairdressing Salon
- ▶ Lesmurdie Senior High School Canteen
- ▶ Avocados Bar and Grill
- ▶ Little Beginnings Education
- ▶ Billy's Day Care for Dogs
- ▶ Maida Vale Primary School
- ▶ Black Cat Roofing
- ▶ Motorcycle Masters
- ▶ City of Kalamunda
- ▶ N.A.T.S
- ▶ City of Swan
- ▶ Nelsons Electrical Contracting
- ▶ Coles Supermarket Forresterfield
- ▶ NEWEXCO (Geology Geophysics Discovery)
- ▶ Coles Supermarket Maddington
- ▶ On-Point Electrics
- ▶ Consolidated Diesels
- ▶ Orchard Espresso
- ▶ CTI Logistics Limited
- ▶ Pachamama Early Learning & Childcare
- ▶ Darling Range Wildlife Shelter
- ▶ Paint for Less
- ▶ Department of Fire & Emergency Services Academy
- ▶ Paws, Claws & Beaks Retreat
- ▶ Dome Cafe Kalamunda
- ▶ Petrotechnics - Bosch Car Service
- ▶ Domino's Forresterfield
- ▶ Pickering Brook Primary School
- ▶ E Fire & Safety
- ▶ PLE Computers Bentley
- ▶ Edward Gittos and Associates
- ▶ Pregnancy Problem House
- ▶ GMS Ultimate Training Solutions
- ▶ Quality Builders Pty Ltd
- ▶ Good Samaritan Industries
- ▶ Reece Irrigation & Pools Belmont
- ▶ Hair by Us
- ▶ Rise - Peter Anderton Centre
- ▶ Hair on Brookton





- ▶ Rise Community Support Network
- ▶ Hillside Rural Skills Program
- ▶ Roleystone Country Club
- ▶ Industry Training & Workplace Services Pty Ltd (RTO)
- ▶ Roleystone Fresh IGA
- ▶ Jeff's Water Drainage
- ▶ Rosevale Park Equestrian Centre
- ▶ Jigsaw Building
- ▶ Royal Aero Club
- ▶ Kalamunda Auto Electrics
- ▶ Royalty Plumbing Gas & Electrical
- ▶ Kalamunda Cycles
- ▶ Silver Chain - Everglades Social Centre

- ▶ Kalamunda Hotel
- ▶ Skills Hire WA Pty Ltd / Business Leadership Centre
- ▶ Kalamunda Toyota
- ▶ SMS Innovative Mining Solutions
- ▶ Ken Peachey Caravan Repairs
- ▶ Sonas Early Learning & Care
- ▶ Kids HQ
- ▶ Source Machinery Kubota & Merlo Dealer
- ▶ Kids Inn Childcare
- ▶ St John of God Murdoch Hospital
- ▶ Kostera's Tyre Service & Mechanical
- ▶ St Vincent de Paul Kalamunda
- ▶ Kraft Daze Sewing World

- ▶ Sublime Spices
- ▶ Lance Auto Electrics
- ▶ Swan Districts Football Club
- ▶ Lesmurdie Primary School
- ▶ The Clip Joint
- ▶ Lesmurdie Senior High School (D&T)
- ▶ Therapy Focus
- ▶ Lesmurdie Senior High School (Library)
- ▶ Universal Plumbing and Gas
- ▶ Lesmurdie Senior High School (Music)
- ▶ Vibrant Health & Fitness Kalamunda
- ▶ Walliston Primary School
- ▶ Wattle Grove Primary School





In the final year of the 2017 – 2019 Business Plan, it is appropriate to identify initiatives supporting this focus area:

### HIGH QUALITY LEADERSHIP

A highly successful Aspirant program acknowledged the leadership aspirations of a number of staff. As well as regular professional learning with the Principal, aspirants had the opportunity to act in promotional positions, join committees and participate in the development of the new Business Plan.

### HIGH QUALITY TEACHING

With the appointment of a new Principal in 2018, Lesmurdie has moved from a Performance Coaching model to a Performance and Development program, aligning the performance of staff to Australian Professional Standards for Teachers. Lesson observations and corresponding feedback for improvement have become common practice. Ongoing professional learning linked to teaching practice and curriculum content

are important in sustaining continual improvement. Reflective practice and data analysis have also become common practice as we utilise school performance data to inform planning and deliver differentiated teaching programs.

### HIGH QUALITY NON-TEACHING STAFF

A continued focus on the development of our non-teaching staff has led to several initiatives:

- A restructure of our education support with Education Assistants aligned with Learning Areas.
- Three School Officer positions were reclassified to a higher level, reflecting the greater focus on student centred engagement.

### EXPANDED USE OF TECHNOLOGY

ICT has continued to be a major focus for our school. 2019 saw the start of our BYOD planning, incorporating ICT goals in Learning Area Operational Plans and completing audit processes for our wireless connectivity ports.

### WORKFORCE PROFILE 2019

Occupation Group	Active Headcount	Active FTE
Leadership	5	5.0
HOLA/Coordinator	9	8.6
Teacher	62	54.4
Education Support EAs	8	6.6
Admin	16	11.9
Cleaner	12	5.9
Gardener	1	1.0



## TOTAL EMPLOYMENT FTE AND HEADCOUNT 2017- 2019

Year	Headcount	FTE
2017	141	113.6
2018	127	104.2
2019	124	100.7

## GENDER PROFILE

Year	All Staff (Headcount)		Teaching Staff (Headcount)		School Support Staff (Headcount)	
	Male	Female	Male	Female	Male	Female
2017	47	94	37	52	10	42
2018	36	91	27	51	9	40
2019	35	89	28	50	7	39
Year	All Staff (FTE)		Teaching Staff (FTE)		School Support Staff (FTE)	
	Male	Female	Male	Female	Male	Female
2017	40.8	72.8	33.8	44.6	7.0	28.2
2018	30.7	73.5	24.8	45.7	5.9	27.8
2019	30.6	70.1	26.2	43.8	4.4	26.4

## COMPARISON OF AGE PROFILE DATA

	2019		
	All Staff	Teaching Staff	School Support Staff
Under 25	1	0	1
25 to 34	29	26	3
35 to 44	19	14	5
45 to 54	29	17	12
55 to 59	24	11	13
60 to 64	10	6	4
65 to 69	9	3	6
70 and over	3	1	2



## AVERAGE AGE OF ALL STAFF MEMBERS 2017 TO 2019

Year	All Staff	Teaching Staff	School Support Staff	Males	Females
2017	46	42.3	50.4	43.2	47.4
2018	46.9	41.6	53.2	46.4	47.1
2019	47.6	42.8	53.7	46	48.3



### BOARD AWARDS

Each year, Lesmurdie Senior High School recognises staff for outstanding service to our school and students through the Board Awards. In 2019, we recognised staff who inspire hearts and minds for learning, foster the new values outlined in our Business Plan 2020-2022, and support the school vision Thriving in a Nurturing Environment. Staff have the opportunity to nominate a current school leader, teacher and support staff member.

Those recognised in 2019 are

Kim Lloyd	Deputy Principal
Rachel Theunissen	Teacher Mathematics
Allyson Goodhew	Teacher Senior School Engagement Program
Donna Mitchell	School Support Officer

### RETIREMENTS 2020

Between them, Science Teacher Trevor Coultas and Home Economics Assistant Deb Nordhoff contributed more than 60 years to public education in Western Australia.







## BENCHMARK AWARD

Our most prestigious staff award is the Benchmark Award, an award donated by Peter Stewart from local firm, Benchmark Consultants. Each year, this award acknowledges a staff member recognised by their colleagues as one who 'goes above and beyond the call of duty to provide support for students at school and selflessly contributes in nurturing children, particularly in raising confidence and increasing the self-esteem of struggling students'.

The 2019 winner is John Armstrong.



### GOVERNANCE

To meet the targets set in the 2017 – 2019 Business Plan, representation on the Board has been broadened and refreshed and students invited to have a more proactive role. Training for more than 20 members of local School Boards was also hosted at Lesmurdie ensuring that our Board members are aware of their roles and responsibilities. Our Board members also engaged in self-reflection of the culture and ethics of the Board: their strategic focus; roles and responsibilities, and inclusivity

and breadth of the meetings to support their future planning.

To further their understanding of Lesmurdie Senior High School, maximise their input to the school and enhance the school – community connection, a number of key staff were invited to outline their role or present an analysis and explanation of data to the Board.

### SELF-ASSESSMENT

Our self-assessment model involves analysis of student performance data after every reporting period and this was revamped to focus on three questions:

- How are we going?
- How do we know?
- What are we doing to improve?

This focus has provided quality feedback and a strong direction to teaching and learning practices at Lesmurdie.

The majority of our staff also participated in PIVOT (an external assessment tool) - student surveys and feedback to teachers on their teaching practices. The results have been analysed within Learning Areas and incorporated into Operational Plans.

Another focal point of our self-assessment led to the alignment of the Lower School structure with Senior School resulting in the creation of a Lower School Coordinator (Level 2) position.

### FUTURE FOCUSED RESPONSE TO ORGANISATIONAL CHANGE

2019 was the final year in our 2017 – 2019 Business Plan and therefore provided an excellent opportunity to respond to changes needed within our school. To develop a broad inclusive Business Plan, staff, parents/carers, students and the community were invited to participate in a series of workshops to develop the 2020 – 2022 Business Plan.

Social media has been a big part of our future focus. Our Facebook page provides information to our community in a timely manner, celebrating the success of our students as well as imparting important information. This mode of

communication continues to grow. The initial stages of our website review also began in the latter half of 2019.

Our pre-service teacher training program in partnership with Curtin University titled CULIP (Curtin University and Lesmurdie Internship Program) continued to attract dedicated pre-service teachers to our school. This school – university partnership supports regular mentoring, classroom experience and professional collaboration for pre-service teachers and allows our staff to pass on their knowledge and skills within our teaching and learning environment.







## PARENT, STUDENT AND STAFF SURVEY

Our survey data distributed to students, parents and staff provides us with quality, relevant data from which analysis can be performed with an improvement focus. The survey results from our 2018 surveys have provided interesting information which has informed our planning. It is pleasing to note that the survey results indicate a positive level of satisfaction amongst students, parents and staff. That's not to say we can now rest on our laurels, in fact we must always seek to improve.

The results below provide a snapshot of the increasing trend of our staff who feel they don't offer enough feedback and motivation to students. (Note, the scale is from 1-5 with 5 being "Strongly Agree). This is a concerning trend which has warranted discussion and interrogation. Our new 2020-2022 Business Plan and corresponding improvement agendas described under the priority of Thriving Staff focus on this domain and we expect improvement in our next survey.

Teachers at Lesmurdie Senior High School expect students to do their best	2014	2016	2018
Staff	4.6	4.5	4.2
Students	4.3	4.2	4.4
Parents	4.3	4.3	4.3

Teachers at Lesmurdie Senior High School provide students with useful feedback about their school work	2014	2016	2018
Staff	4.3	4.3	3.8
Students	3.6	3.6	3.6
Parents	3.8	3.8	3.8

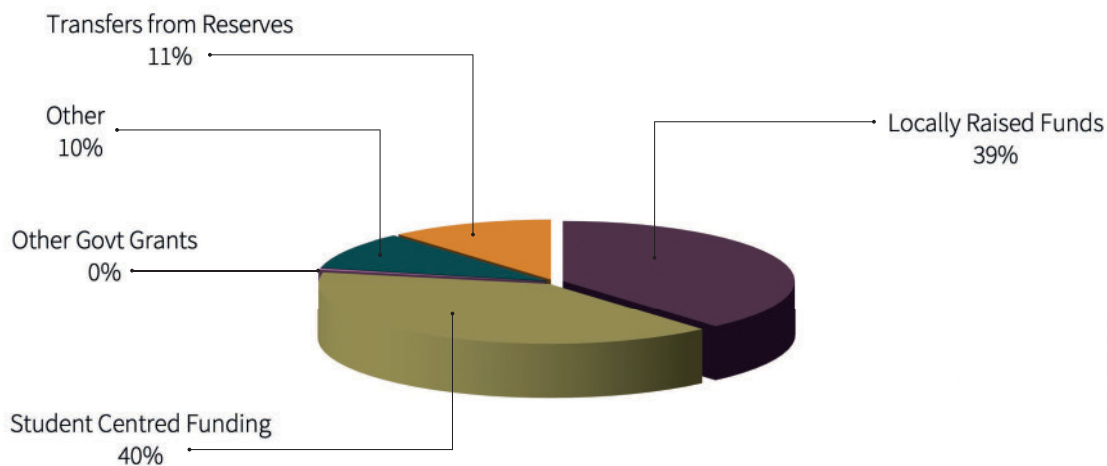
Teachers at Lesmurdie Senior High School motivate students to learn	2014	2016	2018
Staff	4.2	4.2	3.9
Students	3.7	3.5	3.8
Parents	3.7	3.8	3.9



## FINANCE SUMMARY 31 DECEMBER 2019

Revenue - Cash and Salary Allocation		Budget	Actual
1	Voluntary Contributions	\$104,374.55	\$104,374.55
2	Charges and Fees	\$437,048.46	\$436,951.06
3	Fees from Facilities Hire	\$836.37	\$836.37
4	Fundraising/Donations/Sponsorships	\$52,208.95	\$52,208.95
5	Commonwealth Govt Revenues	\$-	\$-
6	Other State Govt/Local Govt Revenues	\$4,735.51	\$4,735.51
7	Revenue from CO, Regional Office and Other Schools	\$1,300.00	\$1,300.00
8	Other Revenues	\$154,923.59	\$155,195.05
9	Transfer from Reserve or DGR	\$175,616.21	\$175,616.21
10	Residential Accommodation	\$-	\$-
11	Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12	Camp School Fees (Camp Schools only)	\$ -	\$ -
	<b>Total Locally Raised Funds</b>	<b>\$931,043.64</b>	<b>\$931,217.70</b>
	<b>Opening Balance</b>	<b>\$172,098.69</b>	<b>\$172,098.69</b>
	<b>Student Centred Funding</b>	<b>\$607,177.25</b>	<b>\$607,177.25</b>
	<b>Total Cash Funds Available</b>	<b>\$1,710,319.58</b>	<b>\$1,710,493.64</b>
	<b>Total Salary Allocation</b>	<b>\$ -</b>	<b>\$ -</b>
	<b>Total Funds Available</b>	<b>\$1,710,319.58</b>	<b>\$1,710,493.64</b>

### CURRENT YEAR ACTUAL CASH SOURCES

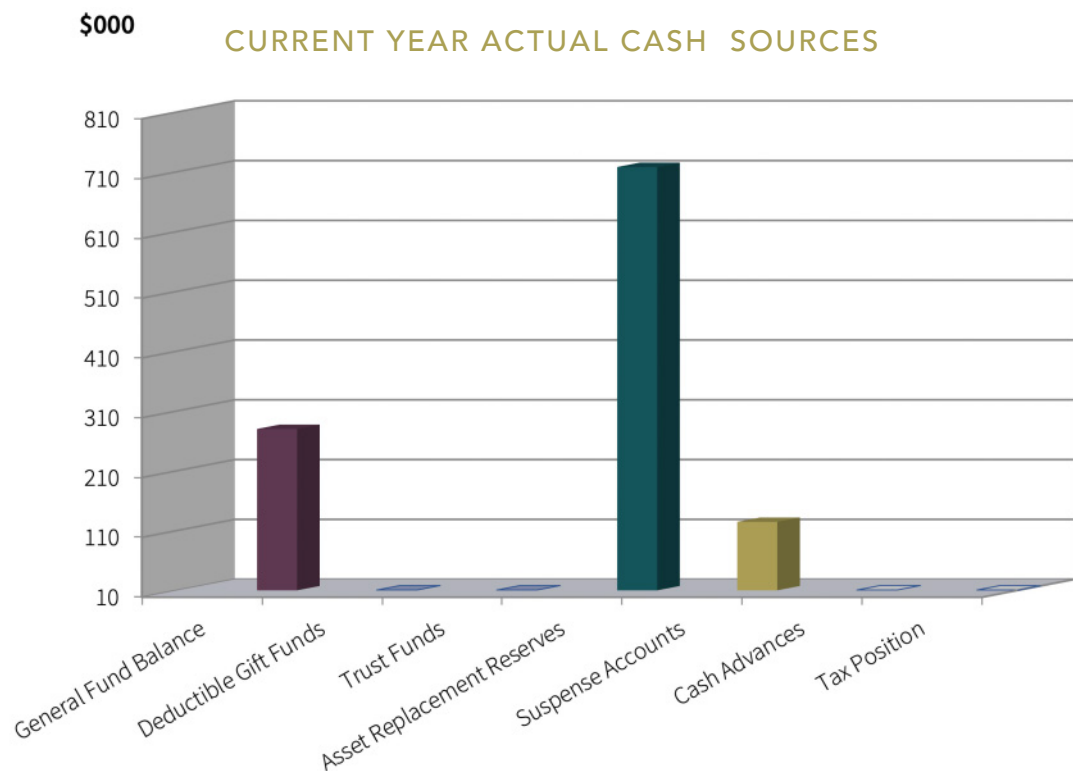






## FINANCE SUMMARY 31 DECEMBER 2019

Expenditure - Cash and Salary		Budget	Actual
1	Administration	\$ 78,161.07	\$75,921.08
2	Lease Payments	\$ -	\$ -
3	Utilities, Facilities and Maintenance	\$394,121.43	\$300,387.25
4	Buildings, Property and Equipment	\$242,845.65	\$ 236,565.45
5	Curriculum and Student Services	\$538,665.94	\$427,776.68
6	Professional Development	\$20,231.19	\$18,436.66
7	Transfer to Reserve	\$245,758.84	\$245,758.84
8	Other Expenditure	\$138,805.66	\$125,736.85
9	Payment to CO, Regional Office and Other Schools	\$-	\$ -
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)	\$ -	\$ -
	<b>Total Goods and Services Expenditure</b>	\$1,658,589.78	\$1,430,582.81
	<b>Total Forecast Salary Expenditure</b>	\$ -	\$ -
	<b>Total Expenditure</b>	\$1,658,589.78	\$1,430,582.81
	<b>Cash Budget Variance</b>	<b>\$51,729.80</b>	





# LESMURDIE

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