



2020 Annual Report



WELCOME

Welcome to the Kerry Street Community School Annual Report.

This Annual Report provides parents and members of the wider community with information about the events, activities and the performance of Kerry Street Community School during the period January - December 2020.

This report also outlines the school's successes and strengths and makes recommendations for future improvement.

ACKNOWLEDGEMENT

We acknowledge the Whadjuk Nyungar people as the Traditional Owners of the Land on which our school is built, and we share our respects for their Elders past, present and emerging.

Kerry Street Community School acknowledges the strength, resilience and survival of Aboriginal and Torres Strait Islander peoples. We recognise their status as Traditional Custodians of the vast and beautiful lands and seas across Australia, and the intergenerational injustices and impacts relating to land, cultures, languages, families and rights.



OUR SCHOOL

Kerry Street Community School is a progressive educational environment, inspiring collaborative, creative and authentic learning, in order to provide a unique educational experience for children and their families.

Our school fosters a hands-on approach to education, favouring exploration, interaction and projects that are relevant to real life, which is an approach that aims to keep students engaged and passionate throughout their learning journeys. An ever-developing variety of opportunities and resources are provided, through which children can discover their own interests and strengths.

We believe that finding a way for children to feel inspired about learning so they can fulfil their individual potential is vital, and is a key component of our school's educational philosophy.

MISSION STATEMENT

To be an active, accessible community for nurturing and inspiring authentic learning and living.

VALUES



We act with trust, honesty, integrity and courage

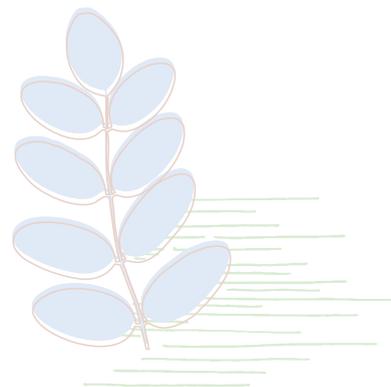
We encourage excellence and foster the growth of wonder and wisdom

We are a community that contributes to the daily life and future of our school

We act with care and love, mindful of our place in the wider world



PRINCIPAL'S REPORT



2020 was a year filled with both huge challenges but also amazing achievements. I began the year as K/PP classroom teacher and ended as the KSCS Principal. During Term 1 COVID-19 began to impact globally, around the same time as I stepped into the role of Acting Principal. Kerry Street, like all schools, faced a steep learning curve navigating this unprecedented situation. We all learnt to adapt to offsite learning which meant becoming competent in using a range of digital and online tools. We were limited in being able to connect as a community, possibly one of the biggest challenges we faced. Several new staff members were recruited and inducted and we focused on bringing our team together and strengthening our relationships and collegiality. Through all of this our school grew and developed and adapted. I am immensely proud of everything our school achieved last year, particularly considering the challenges we faced.

One of our most significant achievements in 2020 was our amazing Open Day held in Term 3. Open Day was a wonderful opportunity to showcase our school and the authentic learning our students undertake. Year 3 students gave tours, Year 4/5/6 students held market stalls, Year 1/2s took charge of the raffle, and our K/PPs helped us advertise the event designing a flyer and coordinating letter drops in the local area. The staff not only organised class events but also displayed their classrooms and learning beautifully. Our parents, families and wider community banded together to provide music, food stalls, displays and so much more. We had more attendees than we have ever had previously and, more importantly, we celebrated being together and what our school represents to us all!

Throughout 2020 I have come to learn that there will always be another challenge to face. However, over the past 12 months I believe I have grown alongside the school, and I am much better equipped to manage and overcome whatever lies around the corner. We have had a wonderful start to 2021 and we have so much to look forward to.

2020 ACHIEVEMENTS



2020 saw Kerry Street achieve a number of goals embedded within our school Values and Philosophy. Some of these include:

We act with trust, honesty, integrity and courage

- Establishment of a data collection, analysis and goal setting cycle
- Transition to high school program established
- Community Code of Conduct community input
- Development of a staff policy induction program
- Staff, Board and parent NVC training sessions

We encourage excellence and foster the growth of wonder and wisdom

- Whole school staff PL focus on Inquiry learning
- Wild Space development including risk assessments
- Use of the Wild Space for ongoing Inquiry projects
- Enhancement of the Kindergarten environment with Reggio Emilia inspired elements
- Swimming program introduced
- Continuation of physical education opportunities through Port School (Upper Primary), Sporting Schools and Bluearth

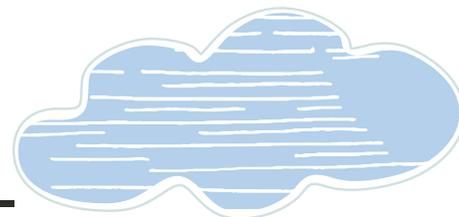
We are a community that contributes to the daily life and future of our school

- Open Day 2020 – Highest number of attendees
- Student Opinion Survey developed with student input and administered
- Parent and Student Opinion survey data reported to the school community for the first time
- Renovation of the boys' toilets

We act with care and love, mindful of our place in the wider world

- Reconciliation Action Plan developed and launched
- RAP working group established and completing tasks
- Installation of flag poles and flags
- Whole school celebrations - Graduation, National Reconciliation Week and Sorry Day, Outdoor Classroom Day, Book Week, International Women in Science Day
- Whole school excursions - Perth Zoo, Indigenous cultural experience at Point Walter

STAFFING 2020



Aurelia Cole - Principal (T1)
Melissa Kennedy - K/PP teacher (S1), Acting Principal (T2 and T3), Principal (T4)
Jessica Forth - K/PP teacher (S2)
Tom Francas - K/PP Education Assistant, K/PP teacher
Jacey Long - Y1/2 teacher
Carolyn MacDonald - Y1/2 Education Assistant
Veronika Mihalj - Y3 teacher (S1)
Shannon Davey - Y3 teacher (T3),
Mim Stephens - Y3 teacher (T4)
Taylah Griffin - Y4/5/6 teacher
Kisani Wyatt - Y4/5/6 Education Assistant
Caroline Colliss - Visual Arts and Italian teacher
Sebastian Steed - Drama and Music teacher
Kitty Black - Wellbeing Coordinator (S1)
Stewart Pryor - Wellbeing Coordinator (S2)
Jacqueline Gratton - Bursar
Louisa Bowman - Administration Assistant (S1)
Linda Green - (S2)

Staffing Composition:

- Aboriginal and Torres Strait Islander - 0%

All teachers hold relevant WA qualifications and are registered with the Teacher's Registration Board of Western Australia. Teaching Staff qualifications include:

- Master of Education - 1
- Bachelor of Early Childhood - 3
- Bachelor of Early Childhood & Primary - 2
- Bachelor of Primary Education - 1
- Graduate Diploma of Teaching - 1
- Certificate IV - 1
- Certificate III - 1

Staff Professional Learning in 2020 included:

- Staff Code of Conduct
- First Aid
- Emergency Response Warden Training
- Mandatory Reporting
- Non-Violent Communication
- Individual PL related to school programs and needs



STUDENTS 2020



2020 saw KSCS start with 55 students and finish the year with 60 students. Our students come from culturally diverse backgrounds including:

- Aboriginal and Torres Strait Islander - 2%
- Language other than English - 35%

We had a class of 6 students graduate from year 6 and transition to the following local high schools:

- Fremantle College
- Port School
- Kennedy Baptist College

Places were obtained by graduating students in GATE and specialist programs at the local public high school.

ATTENDANCE

Year Group	K	PP	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6
Attendance %	88%	88 %	89%	85 %	91 %	89%	83 %	73 %
% increase /decrease	N/A	+ 3%	+ 8%	+ 1%	+ 2%	-	-	- 10%
Whole school average attendance: 85.86%								

Attendance was greatly affected in 2020 by COVID-19. Despite this, attendance remained the same or improved from 2019 in all classes with the exception of Year 6. Year 6 attendance was significantly impacted by students with additional needs. It is positive to note increasing trends in PP to Year 3 which indicates that attendance strategies are having a positive effect.

In 2021 we will continue to employ the following strategies and monitor their impact:

- Individual parent meetings
- Promotion of attendance at a class level – surveys, analysis of statistics and data, class communication
- Whole school focus – newsletter articles, learning stories and promotion of long term projects and inquiry, whole school communication

STUDENT ACHIEVEMENT



NAPLAN was cancelled in 2020 due to COVID-19 therefore there is no NAPLAN data to report on. COVID-19 also impacted on the teaching, learning, assessment and reporting schedule in 2020 with disruptions to classes, teaching and learning programs, staffing and compliancy requirements. Staff though, continued to gather and analyse data on student achievement through school-based assessments.

Numeracy data:

- Most students working at or below expected level
- Students with Specific Learning Disabilities (SLD) are achieving at expected level
- Lower results for Counting (PP-Y3) and Place Value (Y4-6)

Literacy Level data:

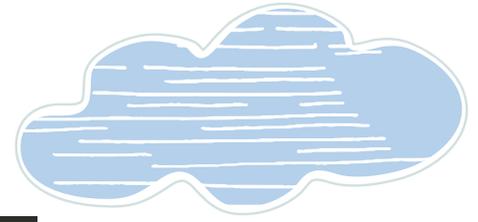
- Most students working at or above expected level except those with SLD for reading
- Consistent gains in reading levels across school
- Students in Upper Primary achieving below expected level for spelling

NEXT STEPS

- Increase assessment participation for all students
- Scope and Sequences developed - HASS and Science
- Improve student goal setting
- Extension for students working above level
- Differentiation included on planning documents
- Development of planning templates
- Biannual moderation meetings
- Increased spelling, reading and math achievement
- Music/drama performances



A new School Improvement Plan has been developed in early 2021. The SIP identifies targets, timelines and strategies and will be reported on in 2022.



COMMUNITY SURVEYS

In 2020 both a Parent Opinion (PO) and a Student Opinion (SO) survey were administered. In analysing our school data, we considered the context of 2020. It was a year of unprecedented disruption and change which impacted on the whole school community. Particular items to note include:

- A general feeling of disruption and disconnect due to the impact of COVID-19
- The Principal's resignation at the end of 2019
- High staff turnover due to COVID-19 repercussions.

Areas that received the highest ratings

PO Survey:

- Strong community feeling with opportunities to engage
- Positive staff and classroom environments
- Good leadership with concerns taken seriously

SO Survey:

- Teachers are caring and supportive
- Students feel safe, have friends, and feel ok about asking for help
- Students feel engaged, excited about learning, get to learn lots of different things

Areas that received the lowest ratings

PO Survey:

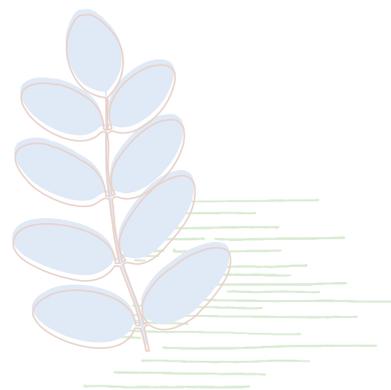
- Bullying and behaviour management
- Transition to high school
- Leadership opportunities
- Understanding of allied health professionals
- Presentation of the school and resources

SO Survey:

- Students unsure if classmates care about their feelings
- Rules are unknown
- Bullying
- Readiness for high school



COMMUNITY SURVEY INITIATIVES



By the time the 2020 survey data was received and analysed, a number of initiatives that address some of the concerns were already underway. These included:

A focus on school culture

- Staff collaboration - social events, workshops, NVC training, staff induction and mentoring
- Student relationships - team teaching, improved relationships between classes, Social Emotional Learning (SEL) program in Upper Primary
- Child Friendly Complaints Procedure
- Ongoing staff Inquiry PL

A focus on consistent behaviour management

- Development of guidelines for incident reporting
- Whole staff workshops to share and review individual documented plans
- New staff policy induction program
- Staff NVC training
- Review of all documented plans - IEP, CAP, Risk Management

Establishing relationships with high schools

- Year 6 student visits to local high schools
- Transition to high school booklet development

Additional initiatives planned

- An annual transition to high school program for the upper primary years
- An ongoing focus on school values aligned to the 4 terms and embedded into PL, meetings, workshops, communication, teaching and learning
- Bullying and behaviour management workshops linked to our school values planned for 2021
- A review of parent meeting and class orientation structures
- The development of leadership opportunities for upper primary students with leadership workshops and expert roles
- The development of an Allied Health Professional information pack for parents and support networks
- The completion of the curriculum, achievement and planning cycle
- A review of current curriculum assessment tools in 2022

KSCS BOARD CHAIR REPORT



What a year 2020 was! COVID-19 made sure 2020 wasn't the year we had planned for, but our strong, supportive school community has brought us to the end of 2020 with many achievements under our belt.

The KSCS Board moved into 2020 as a stable group of experienced Board members and grew over the year with 2 more members joining. At the end of 2020 we said goodbye and a heartfelt thank you to Angus Wright who retired from the Board due to work commitments.

Ongoing governance tasks in 2020 included:

- Ensuring all compliance requirements were met
- Updating policies and procedures
- Resourcing and achieving Strategic Plan goals
- Operational Budget development and oversight
- Capital Expenditure planning
- Supporting the school however needed

During 2020 the Board specifically focused on:

- A Principal recruitment process and induction
- Ensuring financial stability through COVID-19
- Overseeing the development of documented procedures to guide the implementation of policies

In 2020 the Board started on ensuring our school is ready for our Registration renewal due in 2021. Our strong focus on policy review and compliance has proven to be a very positive base to this process. We will be continuing with this focus in 2021.

Through an extremely unsettling and unpredictable year, KSCS still managed to increase student numbers and maintain a stable financial base, while at the same time providing a universal financial relief package to all families, consistent with our school values. The school also achieved our original target profit figure for 2020, which sets us up well in 2021 to focus on our Strategic Plan goal to invest more in capital expenditure.

Thank you to the Board who rose to the occasion, Melissa, our wonderful Principal, for throwing herself in at the deep end so gracefully and expertly, the KSCS staff who went above and beyond in their care and commitment to our students, our Parent Forum members for continuing to go the extra mile and the whole KSCS community for making KSCS the caring and special school it is.

BOARD MEMBERS 2020



- Tania Ivey - Chair
- David Pereira - Treasurer
- Rebecca Mackay - Parent Liaison
- Cara Bourne - Policy Coordinator
- Angus Wright - General member
- Kath Hodgson - General member
- Melissa Kennedy - Principal (ex-officio)
- Tayah Griffin - member of staff (ex-officio)

BOARD PROFESSIONAL LEARNING

Although COVID-19 impacted on our scheduled Professional Learning for 2020, the Board completed the following PL:

- Mandatory Reporting
- Non-Violent Communication
- Emergency Management Plan Warden Training
- KSCS Board Induction program

KSCS COMMITTEES

Board Subcommittees:

- Financial Subcommittee
- Emergency Management Organisation
- Critical Incident Management Team

School Committees:

- Marketing
- Reconciliation Action Plan
- Workplace Health and Safety



STRATEGIC PLAN ACHIEVEMENTS



A passionate, supported teaching staff and an engaging educational program instilling a love of life-long learning in all students

- Staff wage increase
- School Chaplaincy funding secured
- Whole-school Inquiry learning PL
- Achievement data and planning cycle embedded
- IT equipment audit and budget
- Swimming program introduced

Beautiful and inspiring natural and built spaces that support and enhance the educational program

- Wild Space fencing complete
- Bush Tucker Garden complete
- Boys toilet renovation
- Chickens on site
- Loose Parts storage built

A responsive and effective Board supporting an efficient and well-functioning school administration

- New Board members
- Safety and Health Representative training
- KSCS Marketing team established
- New website
- Admin Assistant role expanded
- WHS committee established

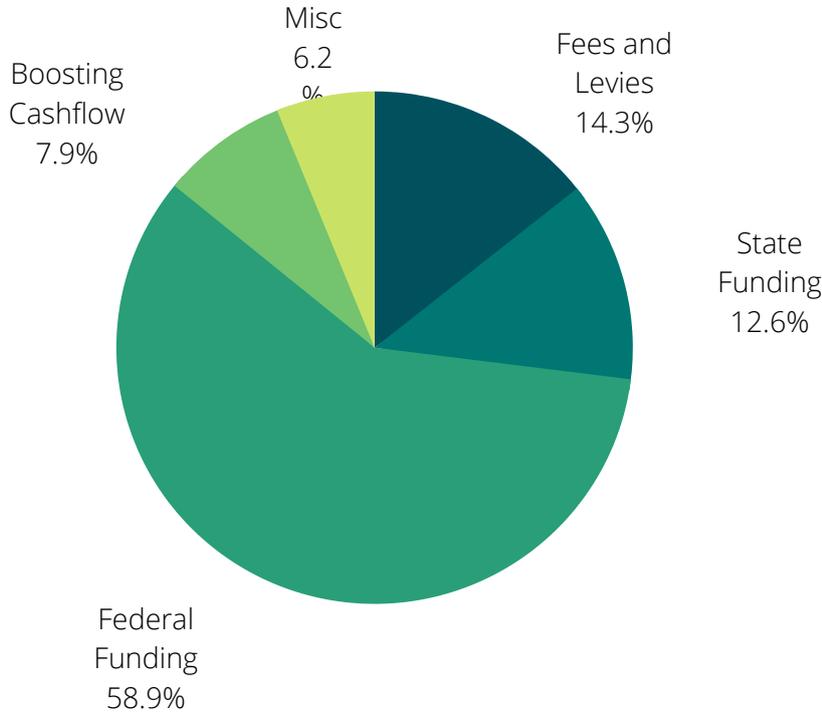
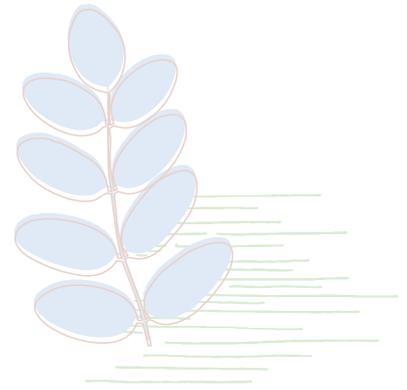
A financially stable, sustainable and thriving school

- Boosting Cashflow (COVID) payments received
- Term 2 fee reduction package for all families
- 2021 Fee freeze approved
- Loan refinancing

An engaged, connected and respectful whole school community

- Parent Handbook completed
- Values and Philosophies embedded
- Parent and Student Opinion Surveys completed
- Child-friendly complaints procedure introduced
- Reconciliation Action Plan developed

2020 FINANCIAL INFORMATION



INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 \$	2019 \$
INCOME		
Term Fees	162,006	191,334
Administration Fees	1,745	905
Levies	16,626	20,331
Hall Hire	630	613
State Per Capita Grants	156,068	179,120
State Other	2,934	9,321
Federal Grants	741,268	720,309
Other Grants	47,889	27,898
Oncharged Expenses	9,634	17,758
Parent Forum Donations	2,748	1,583
Ad Hoc Income	116,664	1,743
	1,258,212	1,170,914
EXPENSES		
Administration Costs	45,675	45,346
Occupancy Costs	21,017	29,571
Building & Grounds	42,375	57,275
Employment Expenses	770,059	859,330
Coordinateurs	6,572	7,230
Professional Development	3,644	7,078
Teaching Resources	9,235	8,574
Teaching Expenses	10,269	5,850
Student Expenses	978	1,305
Loan Charges	30,532	35,022
Reimbursable Expenses	13,922	18,040
Depreciation	41,752	42,208
Other Expenses	42,231	14,487
	1,038,262	1,131,315
NET PROFIT		
Retained earnings at the beginning of the financial year	219,950	39,599
	934,993	895,394
RETAINED EARNINGS AT THE END OF THE FINANCIAL YEAR	1,154,943	934,993



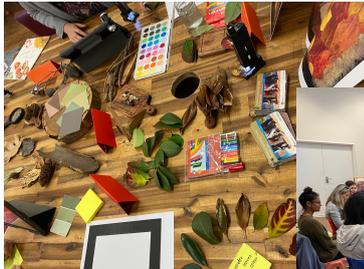
Open Day



National Reconciliation Week



Outdoor Classroom Day



Staff PL



Whole School Swimming



Graduation

RAP Achievements

