

2021 ANNUAL REPORT



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SCHOOL OVERVIEW

Through our strong values of respect, empathy, achievement and learning, we prepare Year 7-12 students for a rapidly changing and evolving world in an engaging learning environment. Established in 1958, we have served our community well for over 60 years. Becoming an Independent Public School in 2014, we continue to honour our traditions and close sense of community established and honoured by our staff and students past and present. As an inclusive school, we cater for the needs of every student by providing flexible pathways and stimulating curriculum options.

Our ATAR students have consistently achieved high results and direct university entrance. Students can choose from a range of ATAR courses that ensure they meet the requirements for whatever career pathway they choose. Our ATAR students are supported and monitored by a dedicated Year 11/12 Coordinator, and enjoy extra learning support through homework classes. We continually achieve strong ATAR results and recorded the highest median ATAR score in our region in 2018 with 100% attainment. We are also a Registered Training Organisation, and students have the opportunity to engage in our Vocational Education and Training programs to prepare them for life after school. Students can choose from certificates such as building and construction, engineering, business, sport and recreation, hospitality or nursing. We were recognised as the Western Australian VET School of the Year in 2014 and won the School Pathways to VET Award at the 2018 Australian Training Awards, as a leading school in the design and delivery of VET programs to high school students.

We offer a specialist music program that receives acclaim locally, nationally and internationally. We also offer an extensive range of programs in visual and performing arts, physical education, design and technology, computing and home economics. Students who attend BSHS have the opportunity to be involved in any number of extra activities to enrich their learning experience, such as drama productions, sporting events, excursions and tours (domestic and international) and an abundance of student leadership opportunities.

We provide a safe, supportive and inclusive learning environment by developing positive relationships with our students and ensuring they feel safe and valued during their secondary schooling. Our comprehensive pastoral care structure sees a committed team of staff focus on the wellbeing of your child, including three Associate Principals, four Year Coordinators, two Senior School Coordinators, a School Psychologist, Nurse, two Aboriginal and Islander Educational Officers and a School Chaplain. As a Positive Behaviour Support (PBS) school, our students are taught the values of Respect, Empathy, Achievement and Learning (REAL), which are reinforced by the school community through the REAL award program.

On behalf of the school community, I am proud to present the Busselton Senior High School Annual Report. I trust this report will give worthwhile insight into overall progress and achievement during the 2021 school year at Busselton Senior High School.

John Watters - Principal



STUDENT NUMBERS & CHARACTERISTICS

STUDENT NUMBERS (AS AT 2021 SEMESTER 2)

Secondary	Full Time
Y07	112
Y08	133
Y09	130
Y10	111
Y11	105
Y12	81
USE	
TOTAL	672

	KIN	PPR	PRI	SEC	TOTAL
Male				347	347
emale				325	325
Total				672	672

Enrolment trends continue to be consistent with previous years, however there has been a marginal decline since COVID. This is correlated with the increase in home school withdrawals and low unemployment rate which has seen an increase in students transitioning to workplaces in the later years.

The Busselton community is fortunate to be serviced by four Senior High School alternatives which also carries a level of enrolment transiency between these schools.



WORKFORCE COMPOSITION

	No	FTE	AB'L
ADMINISTRATION STAFF			
Principals	1	1.0	1
Associate/Deputy/Vice Principals	3	3.0	0
Heads of Departments and Learning Areas	6	6.0	0
Total Administration Staff	10	10.0	1

TEACHING STAFF					
Level 3 Teachers	6	5.8	0		
Other Teaching Staff	48	38.6	1		
Total Teaching Staff	54	44.4	1		

Clerical/Administrative	15	12.5	0
Gardening/Maintenance	2	1.6	0
Instructional	5	2.9	2
Other Non-Teaching Staff	13	8.1	0
Total School Support Staff	35	25.1	2

1.0

TOTAL

When compared to like schools, Busselton SHS is fortunate to have a high number of L3 Classroom Teachers and Senior Teachers (50.9%), coupled with a healthy balance of beginning and emerging teachers.

Workforce profile and planning continues to be monitored with reductions in teaching FTE required to return the budget to a surplus, but these were made in non-classroom teaching positions. This realignment is ongoing in line with the school business needs.



STUDENT ATTENDANCE

	SECONDARY ATTENDANCE RATES					
	School WA Public Schools					
2019	86.0%	86.8%				
2020	83.7%	87.3%				
2021	83.5%	84.4%				

	ATTENDANCE % SECONDARY YEAR LEVELS						
	Y07 Y08 Y09 Y10 Y11 Y12						
2019	90%	85%	85%	78%	91%	89%	
2020	85%	85%	81%	78%	90%	86%	
2021	84%	84%	80%	82%	87%	86%	
WA Public Schools 2021	88%	85%	83%	82%	83%	84%	

Note:

The 2020 attendance rates have excluded Week 7-10 of Term 1.

Non-attendance is subject to a departmental policy which states: The Principal is responsible for the accurate recording and rigorous monitoring of the attendance of all students and for implementing appropriate strategies to restore attendance if there are attendance issues.

This policy requires schools to follow procedures related to recording attendance, monitoring attendance, referrals to School Attendance Officer, Children Whose Whereabouts are Unknown, referrals to School Attendance Panel and data collections.

Caution:

Care must be exercised when interpreting the data as it may refer to small student numbers and therefore the attendance rates may be volatile.

Cells in the table containing N/A refer to schools or year levels with less than 10 students enrolled.

The school was able to successfully manage and engage students during the COVID concerns largely due to Regional Borders being in place, and a reluctance for families to move outside of their 'safe zone'.

Greater disengagement occurred during Term 4, which is a typical pattern in the school as student's transition to casual seasonal employment, move or a level of end of year apathy. There were also some challenges in establishing re-engagement for students who had chosen to isolate.

Greater contact and check-ins with families and individual students occurred through; a greater focus by school staff, support programs, engagement and participation managers, compass, community partnerships and communications.

Constant communication has been integral to determining where students are, and the supports needed. CPFS have also managed some complicated cases which has had an impact on student attendance.









	2012 - 2014	2013 - 2015	2014 - 2016	2015 - 2017	2016 - 2018	2017 - 2019	2019 - 2021
Reading	-	-	-	51	56	56	47
Writing	-	-	-	44	54	49	57
Numeracy	-	-	-	51	54	61	48

NB - In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.

The school is finding the right balance between trying to focus on all three domains, but are pleased with the significant improvement in writing in particular.

School has address an enrichment program in Years 7, 8 and 9 to further develop students most at risk which is in its early phases of implementation.



YEAR 12 OUTCOMES (DATA) INCLUDING VET (SOURCE: SAIS WACE REPORT)							
Number of Students Elig	ible for WAC	E: count (%)	Source: SCS	A data files			
	2021	2020	2019	2018	2017	2016	
School	74 (67%)	77 (65%)	48 (52%)	84 (67%)	88 (64%)	73	
Like School	59%	61%	61%	57%	57%		
State	70%	70%	65%	63%	61%		
WACE Achievement Rate: co	ount (% of el	igible studen	nts) Source: S	SCSA data fil	es		
School (WACE eligible)	69 (93%)	76 (99%)	46 (96%)	80 (95%)	74 (84%)	68 (93%)	
Like Schools (%)	83%	82%	84%	81%	82%	82%	
Public Schools (%)	89%	89%	89%	89%	88%	90%	
School (Semester 2 Census)	69 (85%)	76 (86%)	46 (72%)	80 (84%)	74 (77%)		
School (Cohort)	69 (62%)	76 (64%)	46 (49%)	80 (64%)	74 (54%)		
WACE: Breadth and depth - units	include eq	uivalents: c	ount (%) So	urce: SCSA	data files		
Breadth and Depth requirement met WACE Eligible	74 (100%)	77 (100%)	47 (98%)	83 (99%)	88 (100%)	73 (100%)	
WACE: Achievement Standard - un	its include e	quivalents:	count (%) So	urce: SCSA d	ata files		
C Grade requirement met WACE Eligible	74 (100%)	77 (100%)	47 (98%)	82 (98%)	88 (100%)	73 (100%)	
English requirement met WACE Eligible	74 (100%)	77 (100%)	48 (100%)	84 (100%)	88 (100%)	73 (100%)	
ATAR Or Cert II requirement met WACE Eligible	69 (93%)	77 (100%)	47 (98%)	84 (100%)	88 (100%)	73 (100%)	

VOCATIONAL EDUCATION AND TRAINING (VET)						
VET Participation Rate (count; ei	nrolled in VE	T as % of Col	nort) Source	: Departmen	it data	
	2021	2020	2019	2018	2017	2016
School VET enrolments	71 (64%)	91 (76%)	67 (72%)	92 (74%)	87 (63%)	89
Funded VET students	82%	84%	86%	81%	79%	77%
Level of highest qual	ification ach	ieved (of VE1	enrolled st	udents)		
Diploma						
Certificate IV	2 (3%)	8 (9%)	4 (6%)	6 (7%)	4 (5%)	5 (6%)
Certificate III		1 (1%)		2 (2%)	4 (5%)	
Certificate II	57 (80%)	69 (76%)	51 (76%)	69 (75%)	65 (75%)	56 (63%)
Certificate I		2 (2%)				
No certificate completed	12 (17%)	11 (12%)	12 (18%)	15 (16%)	14 (16%)	28 (31%)
Students with more t	han one qua	lification (%	of VET enro	lments)		
3+ qualifications		4 (4%)	1 (1%)		1 (1%)	
2 qualifications	13 (18%)	17 (19%)	15 (22%)	24 (26%)	26 (30%)	21 (24%)
Endorsed p	rograms unit	t equivalents	achieved			
Number		87	87	142	154	131

School performance is consistent with like schools' with the school ensuring all students are afforded a Senior School pathway. With a number of identified SAER students, what is often not captured in these metrics is the social and wellbeing improvement in students.

Students who did not achieve an outcome were investigated and mapped to determine where the lack of achievement occurred, and what the school may have done differently to support or provide suitable intervention. All of these students did however make a successful transition to a post school pathway.



Note: this graph identifies the pathways of the students who participated in the Post-School Destinations survey.

As a regional school, there is a higher proportion of students who prefer to defer and work for 12 months before or accept part-time seasonal employment before commencing University. This is largely for financial reasons for the transition to Perth.

The school is also proud of its high apprenticeship uptake which is attributed to its upper school programs.



Parent/student/teacher satisfaction with the school (DATA) (source: National School Opinion Survey and/or school-based data.

No survey in 2021.



FINANCIAL REPORT

The Busselton Senior High School finances are approved, monitored and reviewed by the Finance Committee which includes the Principal, Manager Corporate Services and four teachers.

Funding priorities identified through school planning and review processes are incorporated into the Business Plan with endorsement from the School Board. The school budget is developed ensuring expenditure supports the school priorities identified in our Business Plan.

The Finance Committee makes recommendations to the School Board regarding the level of contributions and charges for approval. Asset replacement schedules are regularly updated to ensure the school adequately plans for equipment purchases to support student learning. The School Board receives regular financial reports detailing both cash and staffing expenditure against budget, and approved expenditure from reserve accounts.

In 2021 the school collected:





of subject charges requested from families.



FINANCIAL SUMMARY

Financial Summary as at December 31st 2021







	Revenue - Cash & Salary Allocation	Budget	Actual
1	Voluntary Contributions	\$ 42,036.80	\$ 42,306.22
2	Charges and Fees	\$ 286,243.28	\$ 240,035.78
3	Fees from Facilities Hire	\$-	\$ 3,520.00
4	Fundraising/Donations/Sponsorships	\$ 57, 608.65	\$ 71,805.03
6	Other State Govt/Local Govt Revenues	\$ 1,600.00	\$ 1,600.00
7	Revenue from Co, Regional Office and other Schools	\$ 57,324.09	\$ 65,359.56
8	Other Revenues	\$ 107,497.47	\$ 110,800.56
9	Transfer from Reserve or DGR	\$ 61,500.00	\$ 61,500.00
	Total Locally Raised Funds	\$ 613,810.29	\$ 648,919.15
	Opening Balance	\$ 174,708.51	\$ 174,708.51
	Student Centred Funding	\$ 700,251.25	\$ 715,038.94
	Total Cash Funds Available	\$ 1,488,770.05	\$ 1,538,666.60



	Cash Position as at:						
	Bank Balance	\$	1,459,397.36				
1	General Fund Balance	\$	289,503.86				
4	Asset Replacement Reserves	\$	1,038,744.07				
5	Suspense Accounts	\$	138,993.43				
6	Cash Adavances	\$	(250.00)				
7	Tax Position	\$	(7,594.00)				
	Total Bank Balance		1,459,397.36				

	Expenditure - Cash and Salary	 Budget	Actual
	Administration	\$ 72,587.62	\$ 63,022.09
	Lease Payments	\$ 76,280.00	\$ 75,715.76
3	Utilities, Facilities and Maintenance	\$ 349,882.79	\$ 339,830.54
4	Buildings, Property and Equipment	\$ 173,975.16	\$ 222,779.61
5	Curriculum and Student Services	\$ 659,248.90	\$ 442,742.60
6	Professional Development	\$ 113,951.82	\$ 93,257.14
	Other Expenditure	\$ 39,583.79	\$ 41,814.38
	Total Goods and Services Expenditure	\$ 1,485.519.08	\$ 1,249,162.74
	Total Expenditure	\$ 1,485,510.08	\$ 1,249,162.74
	Cash Budget Variance	\$ 3,259.97	

Vision:

Busselton Senior High School will continually strive to be an outstanding, inclusive school that effectively responds to the needs of our community. We are committed to developing capable, empathetic and confident life-long learners who will contribute positively to society. This will be achieved through excellence in teaching and learning, developing respectful relationships and delivering an education that challenges and engages all of our students.

1 In each year of the Business Plan, our WACE graduation rates will be above 'like schools' (82%) striving to remain above 90%.	2019	2020	2021
Busselton Senior High School	96%	99%	93%
Like Schools	82%	82%	83%

Comment Target Achieved. Although a reduction from previous years, OLNA attainment presented as a significant obstacle for students who were unable to achieve WACE. It must be noted that although there was incremental improvement from entry to exit, it was still insufficient to meet the OLNA standard. Greater emphasis on early intervention and identification will support further improvement.

2	From 2019-2022 our 'Stable Cohort' attainment rate will continue to be above 91% striving to be at or above the 'like school'	2019	2020	2021
	Busselton Senior High School	98%	85%	95%
	Like Schools	93%	93%	81%

Comment Target Achieved. Of note, the decrease is school attainment was parallel to like schools.

3 In each year of the Business Plan our expected Median Australian Tertiary Admissions Rate (ATAR) Performance will be above -0.2 Standard Deviation.		2019	2020	2021
Busselton Senior High School Expected Performance		<20 Students	0.16	0.07
Busselton Median		77.2	65.63	65.3
	% Students (number)	5 % (5)	15% (17)	15% (18)
Comment School is balancing the complexity of affording all students an ATAR pathway, versus the capacity for a competitive entry score. 35% of students achieved an ATAR below 55, which reduced the medium ATAR significantly. The school was fortunate to have some very high achievers, which balanced out the low performance. The Early offer pathway most universities provide is a possible impact on school ATAR, with many students receiving early entry offers based on Year 11 results				

 From 2019 - 2022 our Vocational Education and Training (VET) Completion Rate will be above 97% aspiring to 100%. 		2019	2020	2021	
	Busselton Senior High School	82%	88%	83%	
Comment	The 17% of students who did not achieve a Certificate were students who either withdrew, enrolled in a discontinued course, left school for employment, traineeship or other pathway, or could not complete the course within the required				

timeline due to mental health and wellbeing concerns.

Senior School.

In each year of the Business Plan, the percentage of Year 12 Students satisfying the Online Literacy and Numeracy Assessments (OLNA) requirements will be above 92% striving to be above 95%.	2019	2020	2021	
Busselton Senior High School Overall	96%	99%	93%	
Numeracy	100%	99%	96%	
Reading	96%	100%	99%	
Writing	100%	100%	95%	
Students with OLNA weaknesses are identified early and provided with scaffolded support in classes and one-on-one sessions. The school has implemented a number of lower school focus classes, with these students yet to flow into the				

Between 2019 - 2022 BSHS NAPLAN progress achieved by the stable cohort will exceed 'Like' schools in each test area striving to be above WA Public Schools.

No 2020 data due to COVID-19

6









P Between 2019 and 2022 BSHS Regular Attendance (>90%) will remain above 'Like' schools striving to be above WA State Public Schools.	2019	2020	2021	2022 (as of 21.03.22)
Busselton Senior High School Overall	82.9	84.2	79.9	85.5
Like Schools Overall	84.2	83.8	82.3	
Busselton Senior High School Regular (90% or greater)	46	50.4	38	54.1
Like Schools Regular (90% or greater)	N/A	N/A	45.6	
Indicated (80% to <90%)	25.2	25.4	31.6	22.6
Moderate (60% to <80%)	17.8	13.5	17.5	11.4
Severe (<60%)	11	10.7	12.9	8.9
System data was not recorded for Semester 1, 2020 due to COVID-19. It must be noted however that anecdotally, there is a				

Comment System data was not recorded for Semester 1, 2020 due to COVID-19. It must be noted however that anecdotally, there is a greater portion of parents who either elected to 'learn from home' or remained away from school during the peak of COVID. Many of these students were already at a level of risk and reengagement remains the priority.

0

8		all elements of the PBS ity (BOQ) assessment	2019	2020	2021	2022
	Busselton Senior High School 7 ou			Not complet	ed COVID-19	Term 3
	Comment This target was placed on hold in 2021 for operational reasons. To be assessed in 2022.					

In each year of the Business Plan the following staff, student and parent survey questions will remain above 3.7 striving to be above 4: (Not Continuing)		2019	2020	2021	2022
	Staff: Safe and orderly Environment			4.26 out of 5	
Student: Rule Clarity				3.87 out of 5	
Student: Rule Clarity				3.88 out of 5	
Comment	School survey to be conducted in 2022.				

In each year of the Business Plan, the PERFORM tool will demonstrate a positive trend from Emerging and Evolving to Embedding and Excelling.	2019	2020	2021	2022		
Emerging		7%				
Evolving		24%				
Embedding		44%		Planned for SDD 3		
Excelling		27%				
Commont This terrest was alread on hold in 2021 for exercise all response. To be accessed in 2022						

Comment This target was placed on hold in 2021 for operational reasons. To be assessed in 2022.

By the end of 2022 our PLC system will have moved from Evolving to Embedding striving to achieve the Excelling Category.	2019	2020	2021	2022
Emerging		0%		
Evolving		23%		
Embedding		50%		Term 4 Review
Excelling		27%		
Comment This target was placed on hold in 2021 for operational reasons. To be assessed in 2022.				

each area.

Comment To be assessed in greater detail in 2022.

13	By the end of 2022 BSHS will have moved ir the Top Quartile' of the McKinsey Health ar Well-being survey.		2020	2021	2022			
		Comment Busselton SHS moved into the Second Quartile, from 84 to 69 points, a regression of 15 points. The sample size of the survey was less than 10% of staff due to industrial action at the time of survey and whilst indicative, weight is not placed or the final result						



14 In each year of the Business Plan, the Cultural Standards Framework will demonstrate a positive trend from developing to capable and proficient.	2019	2020	2021	2022
Developing		100%		Planned for SDD 4
Capable			No data collected	
Proficient				
Comment To be assessed in 2022.				



	Year 12				
Code	Name	ICSEA	Decile	Opened	Location
5363	Onslow School	962	7	01/02/1895	Onslow
4155	Jurien Bay District High School	962	7	29/01/1992	Jurien Bay
4105	Wongan Hills District High School	958	7	04/07/1913	Wongan Hills
4131	Dongara District High School	956	8	01/01/1979	Dongara
4009	Busselton Senior High School	950	8	01/01/1952	Busselton
4052	Central Midlands Senior High School	950	8	01/01/1971	Moora
4150	Lakelands Senior High School	949	8	31/01/1990	South Lake
4023	Harvey Senior High School	948	8	01/01/1950	Harvey
4194	Merredin College	948	8	01/01/2012	Merredin
4161	Eaton Community College	946	8	01/02/2003	Eaton
4056	Karratha Senior High School	941	8	01/01/1972	Karratha
4186	Mount Barker Community College	941	8	01/01/2008	Mount Barker
4067	Carnamah District High Scool	938	8	01/01/1963	Carnamah
4159	Warnbro Community High School	935	8	30/01/1995	Warnbro
4121	Southern River College	935	8	01/01/1976	Gosnells
4036	Dianella Secondary College	934	8	01/01/1965	Dianella
4064	Broome Senior High School	931	9	01/01/1972	Broome



	Year 9				
Code	Name	ICSEA	Decile	Opened	Location
4186	Mount Barker Community College	941	8	01/01/2008	Mount Barker
4056	Karratha Senior High School	941	8	01/01/1972	Karratha
5418	Shark Bay School	944	8	01/02/1894	Denham
4161	Eaton Community College	946	8	01/02/2003	Eaton
4023	Harvey Senior High School	948	8	01/01/1950	Harvey
4194	Merredin College	948	8	01/01/2012	Merredin
4094	Northcliffe District High School	949	8	01/01/1963	Northcliffe
4150	Lakeland Senior High School	949	8	31/01/1990	South Lake
4052	Central Midlands Senior High School	950	8	01/01/1971	Moora
4009	Busselton Senior High School	950	8	01/01/1952	Busselton
4131	Dongara Senior High School	956	8	01/01/1979	Dongara
4105	Wongan Hills District High School	958	7	04/07/1913	Wongan Hills
4101	Toodyay District High School	959	7	01/01/1967	Toodyay
4169	Cannington Community College	959	7	01/02/2001	Cannington
4102	Wagin District High School	959	7	01/04/1892	Wagin
4061	Boddington District High School	960	7	01/02/1920	Boddington
4043	Pinjarra Senior High School	961	7	01/01/1921	Pinjarra









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