

# 2022 ANNUAL REPORT



#### TABLE OF CONTENTS

PAGE 4 SCHOOL OVERVIEW

PAGE 5 STUDENT NUMBERS & CHARACTERISTICS

PAGE 6 WORKFORCE COMPOSITION

PAGE 7 STUDENT ATTENDANCE

PAGE 8 STUDENT ACHIEVEMENT & PROGRESS YEAR 12 OUTCOMES INCLUDING VET PAGE 10 STUDENT ACHIEVEMENT & PROGRESS POST SCHOOL DESTINATION

PAGE 12 FINANCIAL REPORT

PAGE 13 FINANCIAL SUMMARY

PAGE 14 2022 PERFORMANCE REVIEW: BUSINESS PLAN 2019 - 2022 ACHIEVEMENT TARGETS



# 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 team and enjoy extra learning support through homework classes. We continually achieve strong ATAR results and consistently achieve a median ATAR score above "like schools". 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 our students, including Associate Principals, a Student Services Coordinator, Year Coordinators, a School Psychologist, Nurse and two Aboriginal and Islander Educational Officers. 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 2022 school year at Busselton Senior High School.

**Rob Nail - Principal** 



#### **STUDENT NUMBERS & CHARACTERISTICS**

Fe

STUDENT NUMBERS (AS AT 2022 SEMESTER 1)

| Secondary | Full Time |
|-----------|-----------|
| Y07       | 108       |
| Y08       | 115       |
| Y09       | 131       |
| Y10       | 134       |
| Y11       | 108       |
| Y12       | 90        |
| USE       |           |
| TOTAL     | 686       |

|       | KIN | PPR | PRI | SEC | TOTAL |
|-------|-----|-----|-----|-----|-------|
| Male  | -   | -   | -   | 352 | 352   |
| emale | -   | -   | -   | 333 | 333   |
| Total | -   | -   | -   | 686 | 686   |

Enrolment trends continue to be consistent with previous years, with a small reduction in student numbers every year since 2020.

Smaller cohorts within our three feeder primary schools suggest that this trend will continue. Smaller cohorts provide both opportunities and challenges for the school and thorough planning using accurate projections of student numbers will be important.



# WORKFORCE COMPOSITION

|   | No                   | FTE  | AB'L |  |  |
|---|----------------------|------|------|--|--|
| ADMINISTRATION STAFF  | ADMINISTRATION STAFF |      |      |  |  |
| Principals  | 1                    | 1.0  | 1    |  |  |
| Associate/Deputy/Vice Principals                                | 2                    | 2.0  | 0    |  |  |
| Heads of Departments and Learning Areas/<br>Program Coordinator | 8                    | 6.0  | 0    |  |  |
| Total Administration Staff                                      | 11                   | 10.0 | 1    |  |  |
| TEACHING STAFF  |                      |      |      |  |  |
|   |                      |      |      |  |  |

| Level 3 Teachers     | 6  | 5.8  | 0 |
|----------------------|----|------|---|
| Other Teaching Staff | 42 | 38.6 | 1 |
| Total Teaching Staff | 48 | 44.4 | 1 |

| SCHOOL SUPPORT STAFF       |    |      |   |  |  |
|----------------------------|----|------|---|--|--|
| Clerical/Administrative    | 16 | 12.5 | 0 |  |  |
| Gardening/Maintenance      | 2  | 1.6  | 0 |  |  |
| Instructional              | 5  | 2.9  | 2 |  |  |
| Other Non-Teaching Staff   | 15 | 8.1  | 0 |  |  |
| Total School Support Staff | 38 | 25.1 | 2 |  |  |

1.0

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 experienced teachers.

Looking towards the future, careful monitoring and planning will ensure the workforce profile continues to address the strategic goals of the school and remain in line with the projected resources given the slight reductions in student numbers that are anticipated.



TOTAL

# **STUDENT ATTENDANCE**

|      | SECONDARY ATTENDANCE RATES |       |  |  |  |  |
|------|----------------------------|-------|--|--|--|--|
|      | School WA Public Schools   |       |  |  |  |  |
| 2020 | 83.7%                      | 87.3% |  |  |  |  |
| 2021 | 83.5%                      | 84.4% |  |  |  |  |
| 2022 | 80%                        | 80.4% |  |  |  |  |

|                                 | ATTENDANCE % SECONDARY YEAR LEVELS |     |     |     |     |     |  |
|---------------------------------|------------------------------------|-----|-----|-----|-----|-----|--|
|                                 | Y07 Y08 Y09 Y10 Y11 Y12            |     |     |     |     |     |  |
| 2020                            | 85%                                | 85% | 81% | 78% | 90% | 86% |  |
| 2021                            | 84%                                | 84% | 80% | 82% | 87% | 86% |  |
| 2022                            | 83%                                | 76% | 76% | 79% | 86% | 83% |  |
| WA<br>Public<br>Schools<br>2022 | 85%                                | 81% | 79% | 79% | 81% | 81% |  |

While the overall attendance rate at the school has dropped from 83.7% in 2020 to 80.0% in 2022, it is very pleasing to observe that the gap between the attendance rate for the school and WA Public Schools has closed considerably. WA Public School attendance rates have deduced due to the impact of the COVID pandemic, and our school has successfully ensured a much smaller drop in the attendance rate since 2020 (3.7% drop compared to 6.9% for WA Public Schools).

Strong attendance rates are critical to positive learning outcomes for students, and it is important that the school actively engages in a range of strategies to ensure that our attendance rate rises as the impact of COVID on our community diminishes, and we maintain attendance rates at a level that is comparable to WA public Schools.

#### Note:

*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.



| YEAR 12 OUTCOMES (DATA) INCLUDING VET (SOURCE: SAIS WACE REPORT)              |               |               |              |              |            |           |  |
|---|---------------|---------------|--------------|--------------|------------|-----------|--|
| Number of Students Elig   | ible for WAC  | E: count (%)  | Source: SCSA | data files   |            |           |  |
|   | 2022          | 2021          | 2020         | 2019         | 2018       | 2017      |  |
| School  | 71 (60%)      | 74 (67%)      | 77 (65%)     | 48 (52%)     | 84 (67%)   | 88 (64%)  |  |
| Like School   | 59%           | 59%           | 61%          | 61%          | 57%        | 57%       |  |
| State   | 64%           | 70%           | 70%          | 65%          | 63%        | 61%       |  |
| WACE Achievement Rate: count (% of eligible students) Source: SCSA data files |               |               |              |              |            |           |  |
| School (WACE eligible)  | 61 (86%)      | 69 (93%)      | 76 (99%)     | 46 (96%)     | 80 (95%)   | 74 (84%)  |  |
| Like Schools (%)  | 83%           | 83%           | 82%          | 84%          | 81%        | 82%       |  |
| Public Schools (%)  | 89%           | 89%           | 89%          | 89%          | 89%        | 88%       |  |
| School (Semester 2 Census)  | 61 (73%)      | 69 (85%)      | 76 (86%)     | 46 (72%)     | 80 (84%)   | 74 (77%)  |  |
| School (Cohort)   | 61 (52%)      | 69 (62%)      | 76 (64%)     | 46 (49%)     | 80 (64%)   | 74 (54%)  |  |
| WACE: Breadth and depth - units   | include equ   | uivalents: co | ount (%) So  | urce: SCSA   | data files |           |  |
| Breadth and Depth requirement met WACE Eligible                               | 70 (99%)      | 74 (100%)     | 77 (100%)    | 47 (98%)     | 83 (99%)   | 88 (100%) |  |
| WACE: Achievement Standard - un   | its include e | quivalents: o | count (%) So | urce: SCSA d | ata files  |           |  |
| C Grade requirement met WACE Eligible   | 64 (94%)      | 74 (100%)     | 77 (100%)    | 47 (98%)     | 82 (98%)   | 88 (100%) |  |
| English requirement met WACE Eligible   | 71 (100%)     | 74 (100%)     | 77 (100%)    | 48 (100%)    | 84 (100%)  | 88 (100%) |  |
| ATAR Or Cert II requirement met WACE Eligible                                 | 60 (85%)      | 69 (93%)      | 77 (100%)    | 47 (98%)     | 84 (100%)  | 88 (100%) |  |

| VOCATIONAL EDUCATION AND TRAINING (VET)                            |  |               |             |          |          |          |  |  |  |
|--|--|---------------|-------------|----------|----------|----------|--|--|--|
| VET Participation Rate (count; er                                  | VET Participation Rate (count; enrolled in VET as % of Cohort) Source: Department data |               |             |          |          |          |  |  |  |
|  | 2022   | 2021          | 2020        | 2019     | 2018     | 2017     |  |  |  |
| School VET enrolments  | 78 (66%)   | 71 (64%)      | 91 (76%)    | 67 (72%) | 92 (74%) | 87 (63%) |  |  |  |
| Funded VET students  | 82%  | 82%           | 84%         | 86%      | 81%      | 79%      |  |  |  |
| Level of highest qualification achieved (of VET enrolled students) |  |               |             |          |          |          |  |  |  |
| Diploma  | -  | -             | -           | -        | -        | -        |  |  |  |
| Certificate IV   | 5 (6%)   | 2 (3%)        | 8 (9%)      | 4 (6%)   | 6 (7%)   | 4 (5%)   |  |  |  |
| Certificate III  | 2 (3%)   | -             | 1 (1%)      | -        | 2 (2%)   | 4 (5%)   |  |  |  |
| Certificate II   | 50 (64%)   | 57 (80%)      | 69 (76%)    | 51 (76%) | 69 (75%) | 65 (75%) |  |  |  |
| Certificate I  | -  | -             | 2 (2%)      | -        | -        | -        |  |  |  |
| No certificate completed   | 21 (27%)   | 12 (17%)      | 11 (12%)    | 12 (18%) | 15 (16%) | 14 (16%) |  |  |  |
| Students with more t   | han one qua  | lification (% | of VET enro | ments)   |          |          |  |  |  |
| 3+ qualifications  | -  | -             | 4 (4%)      | 1 (1%)   | -        | 1 (1%)   |  |  |  |
| 2 qualifications   | 6 (8%)   | 13 (18%)      | 17 (19%)    | 15 (22%) | 24 (26%) | 26 (30%) |  |  |  |
| Endorsed pr  | Endorsed programs unit equivalents achieved  |               |             |          |          |          |  |  |  |
| Number   | -  | -             | 87          | 87       | 142      | 154      |  |  |  |

Year 12 Outcomes data shows the school achieving above "like schools' on all measures and shows that the school has provided students with an appropriate Senior School pathway. WACE completion rates (for WACE eligible students) has dropped to 86% from 93%, and while it is still above that for "like schools' (83%) it is a potential area for focus in 2023. VET data remains positive for the school, although there has been an increase of 10% in the number of students who have not completed a Certificate course as part of their Senior School studies. This is likely to be the result of ongoing impact from the change in WACE requirements that now do not require non-ATAR students to complete a Certificate II or above.



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

The percentage of students who had deferred Study / Training after completing school in 2022 has grown from 12.0 to 24.4%. 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 proud of its high apprenticeship / traineeship uptake which is attributed to its successful upper school programs.



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

No survey in 2022.



# 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 2022 the school collected:

61% of voluntary contributions.



of subject charges requested from families.



#### **FINANCIAL SUMMARY**

Financial Summary as at December 31st 2022







|   | Revenue - Cash & Salary Allocation                 | Budget          | Actual          |
|---|--|-----------------|-----------------|
| 1 | Voluntary Contributions                            | \$ 38,258.00    | \$ 38,296.05    |
| 2 | Charges and Fees                                   | \$ 233,961.16   | \$ 282,250.78   |
| 3 | Fees from Facilities Hire                          | \$ -            | \$ 451.50       |
| 4 | Fundraising/Donations/Sponsorships                 | \$ 41,400.25    | \$ 44,113.65    |
| 6 | Other State Govt/Local Govt Revenues               | \$ Nil          | \$ Nil          |
| 7 | Revenue from Co, Regional Office and other Schools | \$ 96,530.14    | \$ 98,795.59    |
| 8 | Other Revenues                                     | \$ 40,770.37    | \$ 58,393.09    |
| 9 | Transfer from Reserve or DGR                       | \$ 52,602.37    | \$ 52,602.37    |
|   | Total Locally Raised Funds                         | \$ 503,522.36   | \$ 574,903.03   |
|   | Opening Balance                                    | \$ 289,503.86   | \$ 289,503.86   |
|   | Student Centred Funding                            | \$ 734,821.00   | \$ 734,821.00   |
|   | Total Cash Funds Available                         | \$ 1,527,847.22 | \$ 1,599,227.89 |
|   |  |                 | \$ 1,599,227.89 |



|   | Cash Position as at:       |    |              |  |  |  |  |
|---|----------------------------|----|--------------|--|--|--|--|
|   | Bank Balance               | \$ | 1,631,325.46 |  |  |  |  |
| 1 | General Fund Balance       | \$ | 513,648.40   |  |  |  |  |
| 4 | Asset Replacement Reserves | \$ | 986,391.70   |  |  |  |  |
| 5 | Suspense Accounts          | \$ | 138,156.36   |  |  |  |  |
| 6 | Cash Adavances             | \$ | (250.00)     |  |  |  |  |
| 7 | Tax Position               | \$ | (6,621.00)   |  |  |  |  |
|   | Total Bank Balance         |    | 1,631,325.46 |  |  |  |  |

|   | Expenditure - Cash and Salary         |    | Budget       | Actual             |
|---|---------------------------------------|----|--------------|--------------------|
|   | Administration                        | \$ | 59,123.41    | \$<br>41,645.05    |
| 2 | Lease Payments                        | \$ | 38,568.00    | \$<br>38,771.91    |
| 3 | Utilities, Facilities and Maintenance | \$ | 309,869.98   | \$<br>232,862.96   |
| 4 | Buildings, Property and Equipment     | \$ | 220,902.28   | \$<br>186,439.75   |
| 5 | Curriculum and Student Services       | \$ | 778,132.42   | \$<br>495,995.68   |
|   | Professional Development              | \$ | 89,050.00    | \$<br>65,555.62    |
|   | Other Expenditure                     | \$ | 29,604.80    | \$<br>24,308.81    |
|   | Total Goods and Services Expenditure  | \$ | 1,525,250.89 | \$<br>1,085,579.78 |
|   | Total Expenditure                     | \$ | 1,525,250.89 | \$<br>1,085,579.78 |
|   | Cash Budget Variance                  | \$ | 2,596.33     |                    |

#### 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 |   | usiness Plan, our WACE graduation rates will be<br>82%) striving to remain above 90%.   | 2020                  | 2021 | 2022 |  |  |
|---|---|---|-----------------------|------|------|--|--|
|   |   | <b>Busselton Senior High School</b>   | 99%                   | 93%  | 86%  |  |  |
|   |   | Like Schools  |                       | 83%  | 83%  |  |  |
|   | Comment   | <ul> <li>Target Achieved. Although the percentage of students achieving their WACE has reduced from 93% in 2021 to 86% in 2022, the school has again achieved significantly above like schools (83%). OLNA attainment and the C Grade requirement both impacted on student attainment of WACE. The school has strong support in place for improving student achievement in OLNA assessments and while some do not achieve the standard by the end of Year 12, many have made significant progress in their literacy and numeracy skills.</li> </ul> |                       |      |      |  |  |
| 2 | From 2019-2022 our 'Stable Cohort' attainment rate will continue to be above 91% striving to be at or above the 'like school' |   | 2020                  | 2021 | 2022 |  |  |
|   |   | Busselton Senior High School  |                       | 85%  | 79%  |  |  |
|   | Like Schools  |   | 93%                   | 81%  | 75%  |  |  |
|   | Comment   | Target Not Achieved. While the school has achieve<br>This target needs to be reconsidered in light of th<br>Certificate II requirement for non-ATAR students.   | e new WACE requiremen |      |      |  |  |

|         | Business Plan our expected Median Australian<br>Rate (ATAR) Performance will be above -0.2   | 2020                      | 2021                     | 2022                  |  |  |
|---------|--|---------------------------|--------------------------|-----------------------|--|--|
| Bussel  | ton Senior High School Expected Performance  | 0.16                      | 0.07                     | 0.07                  |  |  |
|         | Busselton Median   | 65.63                     | 65.3                     | 64.7                  |  |  |
|         | % Students (number)  | 15 % (18)                 | 15% (17)                 | 14 (16)               |  |  |
| Comment | ment Target Achieved. Despite a high level of ATAR participation compared to what is expected of the school, the Median ATAR score was above the school target of -0.2 Standard Deviations from expected. Building academic aspiration and community confidence in the school's ATAR program is an important focus for the future. |                           |                          |                       |  |  |
|         | ur Vocational Education and Training (VET)<br>Il be above 97% aspiring to 100%.  | 2020                      | 2021                     | 2022                  |  |  |
|         | Busselton Senior High School   |                           | 83%                      | -                     |  |  |
| Comment | Target Not Achieved. The students who did not ad<br>discontinued course, left school for employment,<br>the required timeline due to mental health and w   | traineeship or other path | nway, or could not compl | ete the course within |  |  |

negative career and pathway outcomes for students.

| 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%. | 2020 | 2021 | 2022 |  |  |
|---|------|------|------|--|--|
| Busselton Senior High School Overall  | 90%  | 93%  | 93%  |  |  |
| Numeracy  | 99%  | 96%  | 94%  |  |  |
| Reading   | 100% | 99%  | 99%  |  |  |
| Writing   | 100% | 95%  | 97%  |  |  |
| Target Achieved. Students with OLNA weaknesses are identified early and provided with scaffolded support in classes and   |      |      |      |  |  |

**Comment** one-on-one sessions. The school has implemented a number of lower school focus classes, and further support is provided to Senior School Students.



6

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.

|        | Reading | Writing | Spelling | Grammar | Numeracy |
|--------|---------|---------|----------|---------|----------|
| Year 7 | 512     | 501     | 532      | 520     | 519      |
| Year 9 | 542     | 521     | 550      | 536     | 566      |

**Comment** Target Outcome Unknown. Progress data is not available due to the impact of COVID for previous NAPLAN testing. However, all NAPLAN measures in 2022 demonstrate that student achievement was "close to expected" in all areas except Year 9 Numeracy which was "above expected".



| 2019 | 2020                                      | 2021  | 2022  |
|------|---|---|---|
| 82.9 | 84.2                                      | 79.9  | 80.2  |
| 84.2 | 83.8                                      | 82.3  | 77.6  |
| 46   | 50.4                                      | 38  | 38.4  |
| N/A  | N/A                                       | 45.6  | 31.3  |
| 25.2 | 25.4                                      | 31.6  | 30  |
| 17.8 | 13.5                                      | 17.5  | 16.2  |
| 11   | 10.7                                      | 12.9  | 15.3  |
|      | 82.9<br>84.2<br>46<br>N/A<br>25.2<br>17.8 | 82.9       84.2         84.2       83.8         46       50.4         N/A       N/A         25.2       25.4         17.8       13.5 | 82.9         84.2         79.9           84.2         83.8         82.3           46         50.4         38           N/A         N/A         45.6           25.2         25.4         31.6           17.8         13.5         17.5 |

**Comment** Target Achieved. Despite an attendance rate above "like schools", overall attendance rates are lower since COVID and a focus is required to reengage students and ensure rates rise to pre-COVID levels.



| By the end of 2022, all elements of the PBS<br>Benchmarks of Quality (BOQ) assessment<br>will be above 90%.   |                       | 2019             | 2020                   |  | 2021        | 2022   |
|---|-----------------------|------------------|------------------------|--|-------------|--------|
| Busselton Senior High School 63.6%<br>7 out of 1  |                       |                  | Not completed COVID-19 |  |             | Term 3 |
| CommentTarget Outcome in progress. PBS Benchmarks of Quality assessment has not been completed, as the PBS team has ye<br>to move to a Tier 2 Team. A Tiered Fidelity Inventory was completed by the BSHS Team Leader and Internal Coach at th<br>end of 2022. In addition, the PBS team completed a Team Implementation Checklist which shows strong performance<br>Establishing Commitment and Building Capacity for Function-Based Support. The PBS Teacher Self-Assessment survey<br>was also conducted by 25 teachers in January 2023 and shows positive results in all areas. Areas for focus in 2023 inclu<br>Classroom Behaviour Support Systems and Establish and Maintain Team under the school's new PLC system.In each year of the Business Plan the following staff, student and<br>parent survey questions will remain above 3.7 striving to be above<br>4: (Not Continuing)201920202021202 |                       |                  |                        |  |             |        |
| 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 not cor | nducted in 2022. |                        |  |             |        |

| 10 | In each year of the Business Plan, the<br>PERFORM tool will demonstrate a positive<br>trend from Emerging and Evolving to<br>Embedding and Excelling.                               | 2019              | 2020 | 2021 | 2022              |  |  |
|----|---|-------------------|------|------|-------------------|--|--|
|    | Emerging  |                   | 7%   |      |                   |  |  |
|    | Evolving  |                   | 24%  |      |                   |  |  |
|    | Embedding   |                   | 44%  |      | Planned for SDD 3 |  |  |
|    | Excelling   |                   | 27%  |      |                   |  |  |
|    | <b>Comment</b> Target Not Achieved. This target was on hold in 2021 and data for 2022 shows more staff in the Evolving and Embedding categories and less in the Excelling category. |                   |      |      |                   |  |  |
| 11 | 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%  |      | Tarra 4 Davian    |  |  |
|    | Embedding   |                   | 50%  |      | Term 4 Review     |  |  |
|    | Excelling   |                   | 27%  |      |                   |  |  |
|    | <b>Comment</b> Target Not Achieved. Da  | gnificant change. |      |      |                   |  |  |

| 12 | From 2019 - 2022 the School Organisational<br>Climate Survey Questions regarding; Clear<br>School Mission, Participation in Decision<br>Making, Providing Individual Support and<br>Encouraging Improvement in Practice<br>combined actual mean will be maintained<br>above 4 while demonstrating a positive<br>trend towards the preferred mean within<br>each area. | 2019 | 2020 | 2021 | 2022 |
|----|---|------|------|------|------|
|----|---|------|------|------|------|

**Comment** Target Outcome Unknown. The School Organisational Climate Survey was not conducted in 2022

| 13 | By the end of 2022 BSHS will have moved into<br>the 'Top Quartile' of the McKinsey Health and<br>Well-being survey. | 2019 | 2020 | 2021 | 2022 |  |  |  |
|----|---|------|------|------|------|--|--|--|
|    | <b>Comment</b> Target Outcome Unknown. Data not available.  |      |      |      |      |  |  |  |



1/

| In each year of the Business Plan, the Cultural<br>Standards Framework will demonstrate a<br>positive trend from developing to capable<br>and proficient. | 2019 | 2020 | 2021              | 2022 |
|---|------|------|-------------------|------|
| Developing  |      | 100% |                   | 100% |
| Capable   |      |      | No data collected |      |
| Proficient  |      |      |                   |      |

**Comment** Target Achieved. All survey respondents rated "Capable" against the Cultural Standards Framework. This represents positive trend from the last data collection in 2020, where 100% of respondents rated "Developing" against the same framework.



|      | 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     |  |





A



000000

BUSSELTONSHS.WA.EDU.AU

08 9751 8900

(T

136-156 BUSSELL HWY, BUSSELTON WA, 6280