



# ANNUAL REPORT

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2022

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*Respect  
Responsibility  
Tolerance*



# Welcome

Welcome to the 2022 Narrogin Senior High School Annual Report. 2022 has continued to bring about challenges along with the great successes we have experienced here at the school.

Our purpose here at Narrogin Senior High School is to motivate lifelong learning that provides relevant opportunities for students to strive for excellence as positive community members. For this to occur, our action must be based on evidence. An essential part of this process involves the collection and analysis of performance data and how as a school we respond to the data.

Our school's strategic plan allows us to focus on priorities which are:

1. Effective Teaching and Learning
2. An Orderly Environment
3. Positive Relationships and Partnerships

The School Improvement Targets have been identified throughout the 2022 Narrogin Senior High School 's Annual Report. These targets underpin decisions and resource allocations throughout the school year and allow us to assess our approach to these targets.

I would also like to acknowledge our staff, students and community connections for their ongoing commitment and dedication to ensure our school continues to be a great school. We are fortunate to be able to offer students a range of courses and programs to ensure they are provided with a challenging and engaging programs that leads to further student success beyond school.

The success of the school is reflective of the community connection and support we are fortunate to engage with – the extensive list has been added at the conclusion of this report. We thank you for all your support and look forward to continue and build our connections in working together for our students.

This report acknowledges reflective practices and the opportunity to identify areas requiring improvement from staff professional teams, student council, sports academy parent committee, parents and citizens committee, Shooting Stars, Clontarf Football Academy, canteen personnel and the School Board – just to name a few.



# Overview

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Narrogin Senior High School has a long and proud history of providing a high quality education for all enrolled students. We have courses that provide pathways to academic excellence, practical and vocational competence and an awareness of the importance of physical fitness and good health.

Students graduating from our school are well equipped for enrolment in tertiary courses at University or TAFE and able to build resilience for coping with the demands that employment may place upon them when they choose to go into the world of work.

This Annual report provides parents, guardians and the community an overview of Narrogin Senior High School achievements and challenges of 2022 and forms part of our annual review and reporting process.

It is a means of providing the community with both performance data and our self-reflection of our performance identifying areas of strength, growth and need for improvement.

This report includes information on student achievement, academic performance, attendance and the range of school programs offered. Each Learning Area collects and analyses their own data and develops a plan to implement targeted improvement strategies accordingly.

Aggregate data is also analysed and whole-school strategies developed to target improvement and this forms part of the accountability around the Strategic Plan 2020-2023.

## Our Core Values

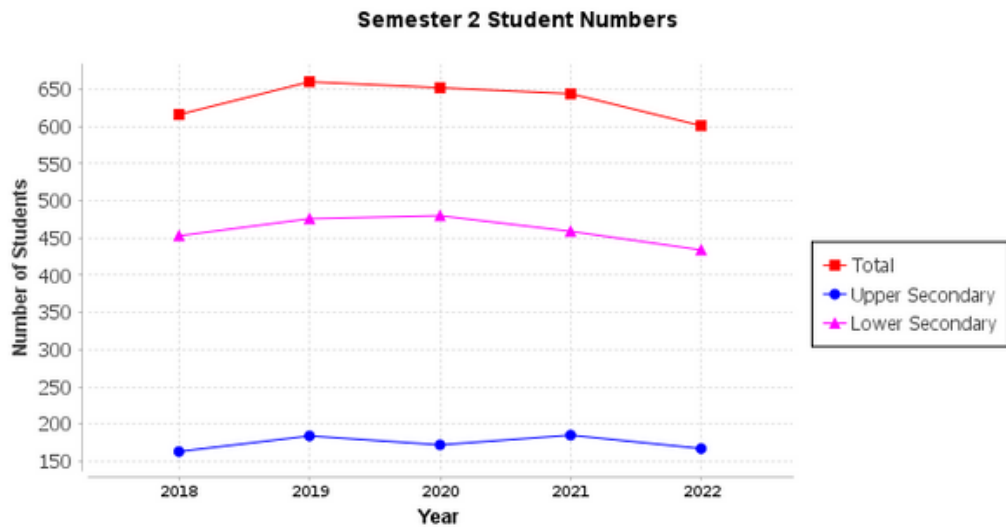
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The school's core values (Respect, Responsibility and Tolerance) underpin our practices at Narrogin Senior High School.

Our Behaviour Matrix and Positive Behaviour in School's team address these core values throughout the year.



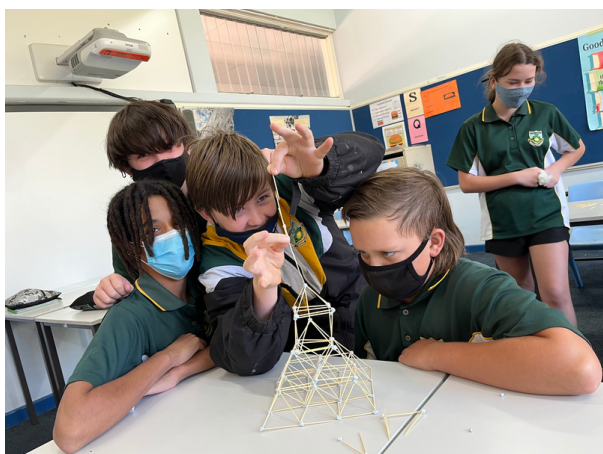
# Student Numbers & Characteristics



Year	Number	Ab'l students
7	114	15
8	110	23
9	115	16
10	95	16
11	74	10
12	93	6
Total	601	86

Student numbers have been decreased over the past years in both upper and lower school. Enrolments from feeder schools remain positive in that percentage enrolments are very high and we are working at maintaining this through building and maintaining positive relationships throughout our networks from transition to regional networks.

Our transition program is extensive and has grown, building our partnership with our feeder schools' community including individual student information sharing to ensure we accommodate each student.



# Workforce Composition

2022 saw us welcome five new teaching staff to the school at the commencement of the year. This is less than throughout the previous 5 years. The school was fully staffed from the commencement of 2022. With the challenges of COVID-19 we successfully managed to have the school open for learning for the entirety of the year without absences making an impact. It is envisaged the induction, graduate and advocate program will assist us in retaining our staff. The tenure of staff data will continue to be collected in 2023 to gather further information in our workforce composition.

	No	FTE
<b>Administration Staff</b>		
Principals	1	1.0
Associate / Deputy / Vice Principals	2	2.0
Heads of Departments and Learning Areas	6	6.0
Program Coordinators	3*	3.0
Total Administration Staff	12*	12.0
• denotes only for part of 2022.		
<b>Teaching Staff</b>		
Total Teaching Staff	38	35.5
<b>Allied Professionals</b>		
Clerical / Administrative	13	10.8
Gardening / Maintenance	1	1.0
Instructional	2	1.6
Other Allied Professionals	16	12
Total School Support Staff	32	25.4
Total	81	71.9



# Student Attendance

	School	WA Public Schools	Aboriginal	Like School Aboriginal	Non – Aboriginal
2019	85.3%	86.8%	65.6%	69.8%	88.5%
2020	87%	87.3%	70.8%	71.8%	89.3%
2021	81.6%	84.4%	57.7%	65.1%	86.4%
2022	79.15%	80.4%	59.3%*		

• denotes S1 only

Attendance rate trends are reflective of WA Public schools however our school attendance rate has dropped marginally in 2022. The gap between NSHS and public schools is closing

Our student demographics have altered and have experienced a considerable increase of students enrolling outside of local area some of which require catching early school buses.

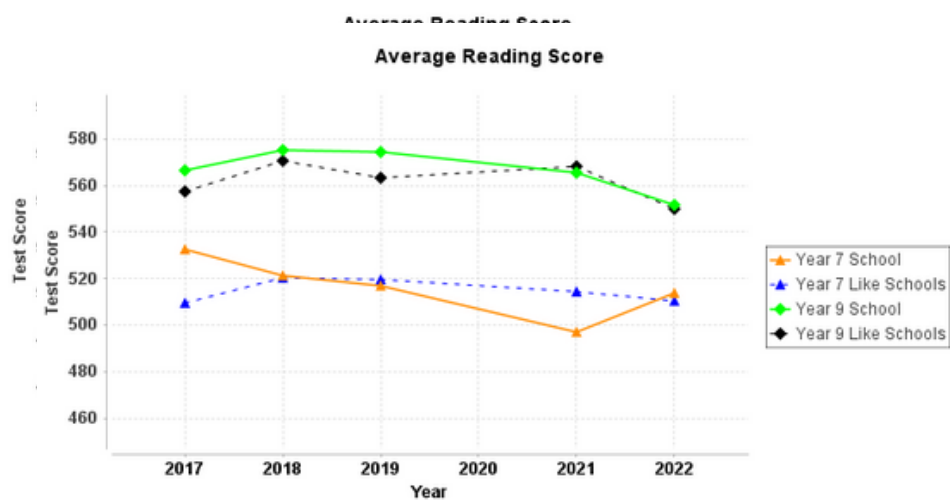
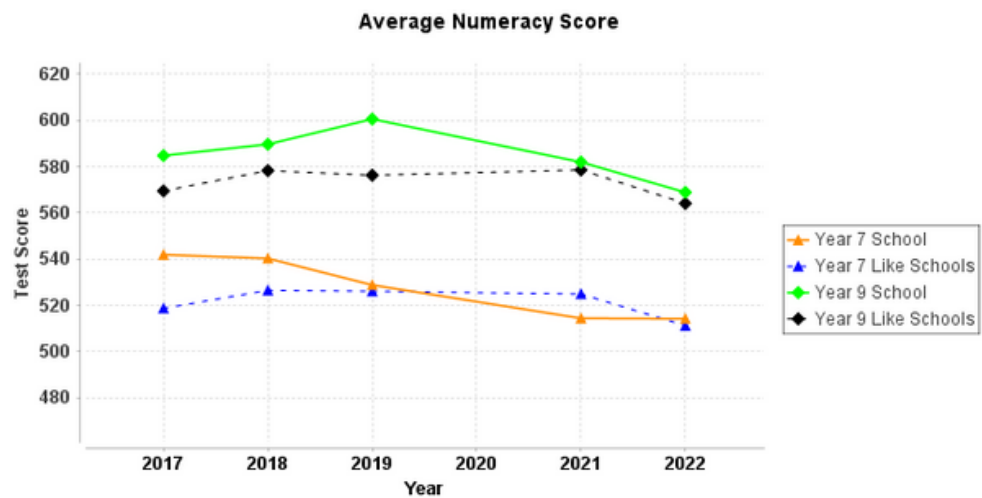
We have employed a 0.6FTE School Participation Coordinator to assist with engaging students in school and/or external training programs. We have also implemented an advocate program to assist in our pursuit of *each student is known well by one adult* to follow up on student absences to increase our attendance rate.

Shooting Stars and Clontarf are supporting the school's target of increasing Aboriginal student attendance.

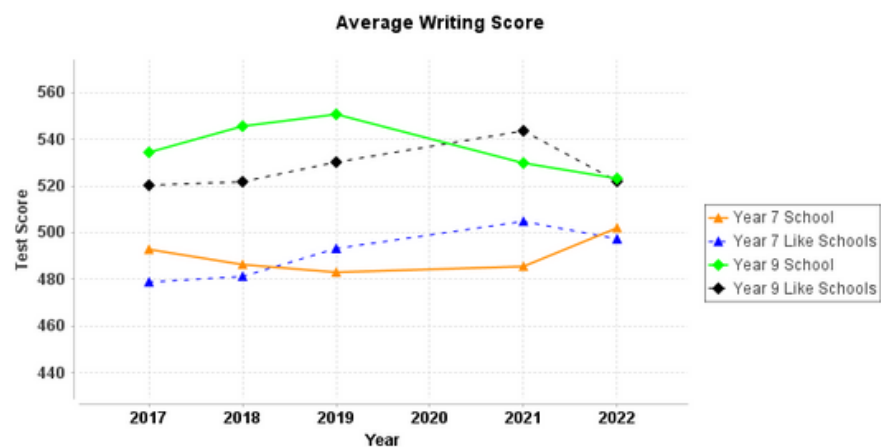


# Student Achievement - NAPLAN

NAPLAN data:



Average Writing Score



# Student Achievement - NAPLAN

Our NAPLAN data (previous page) illustrates being above like schools  
Our student performance trend in NAPLAN is positive in most aspects as opposed to like schools.

In response to this data we have implemented initiatives such as:

- PAT testing on entry for Year 7 to 9 students and ensuring they are enrolled in the correct class and/or support is provided, including differentially modifying programs.
- The school commenced the Fogarty EDVance Cohort 9 group from 2022 to assist in driving school improvement and improving student achievement.
- Examining whole school reading and literacy programs to introduce throughout the school continued in 2022.
- Continue to employ MACQLIT to assist students who have extremely low reading ability.
- Work with feeder schools to respond to Year 5 to 7 data and how to minimise variability between the schools.
- Work with feeder District High Schools to respond to Year 10 OLNA data and WACE data and how to minimise variability between the schools.
- Examine whole school Literacy and Numeracy approaches. Our response to this data has resulted in implementing Literacy and Numeracy working party to develop whole school strategies for improvement.
- Class Instructional Strategies workshop to increase student performance.

# Student Achievement - OLNA

Year Group	Numeracy	Reading	Writing	NSA
Year 10	80%	83.5%	82%	10%
Year 11	75.3%	77.7%	73.4%	0%
Year 12	92	83%	81%	-

2022 Round 2 OLNA achievement

# Student Achievement - WACE

	School	Like Schools	WA Public Schools
2018	89%	87%	89%
2019	84%	86.8%	89%
2020	92%	87.3%	89%
2021	78%	86%	89%
2022	84%	83%	89%

WACE achievement has been inconsistent over the past four years. Our concern was the decline from 2020 – 21. We have recouped some ground in 2022 by offering alternative pathways and engaging students in external training such as Certificate III in Civil Construction and Certificate II Hospitality

The school ensures students are eligible for WACE and have examined, resourced and recently implemented practices to assist in student attainment of WACE.

These measures are:

- Monitoring students in Year 11 and 12 every five weeks with their WACE trackers.
- Implementing a Career Education Program across the school from Years 7 to 12.
- Advocacy Program for students to have a sense of belonging.
- Examine curriculum offerings – if they are appropriate for the cohorts.
- Examining whole school OLNA strategies.
- Engage in Fogarty EDVance program to examine whole school practices.



# Student Achievement - VET

## VET Participation RATE (% of cohort)

	2022	2021	2020	2019
School VET Enrolments	89 students (66%)	68%	83%	81%
Funded VET students	71%	71%	73%	67%

## Level of Highest Achievement (of VET enrolled students)

	2022	2021	2020	2019
Certificate IV	15%	5%	6%	9%
Certificate III	2%	3%	11%	22%
Certificate II	47%	71%	57%	35%
Certificate I			4%	9%

WACE attainment was amended and the requirement of Certificates for WACE had altered which may account for the decline achievement in the higher certificates. We have also outsourced a number certificates to TAFE and private enterprises with the change of industry needs including Certificate III Civil Construction. The school continues to be strong in delivering the popular Certificate II in Sport & Recreation whereby 22 students (highest number) successfully completed the full qualification. Our commitment to resourcing this area with dedicated staff for various roles in this domain from school delivered courses, WPL, TTC to VET personnel has allowed us to continually be strong in this area.



# Student Achievement - ATAR

	School	Like Schools	WA Public Schools	School median TISC applicants	90+ ATAR students
2019	72.25	70.95	78.25	75.2	1
2020	65.45	69.7	79.25	65.45	0
2021	63.95	70.95	80.25	61.88	4
2022	60.25	72.53	81.90	72.85	1

School Median ATAR has been declining for the past four years and requires attention. This is now a focus to ensure students educational pathway match their Year 11 and 12 program and aligned with previous performance, commitment and aspirations.

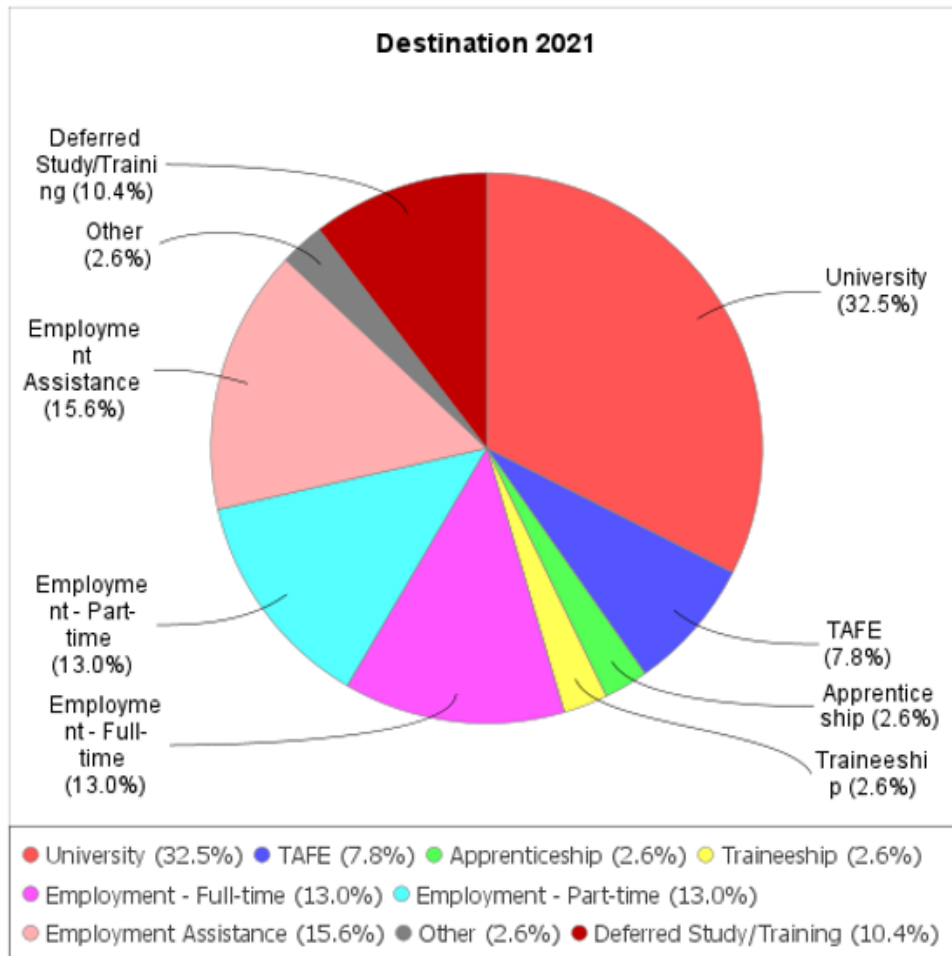
The gap between high performers and low is demonstrating to be widening as we had a strong performance from four students in the 2022 cohort. Some planning to increase our performance include:

- Ensuring students are in appropriate pathways that are challenging yet achievable for the students.
- Examination of moderation practices.
- Backward mapping curriculum and student performance from Years 7 to 10 to ensure students have gained foundation skills to achieve success in ATAR program.
- Study Skills program in Advocacy across whole school to continue
- Subject Selection to be done electronically which is aligned with Year 10 performance and achievement for pre requisites for ATAR.



# Post School Destination

Post-School Destinations - 2020 Year 12 cohort



Post School destination allows the school to gauge how to cater for student needs. The data above illustrates the school needs to accommodate several pathways for the cohort.

Resourcing and staff training has been adjusted to ensure we prepare students for their post school destination.

Partnerships with TAFE and external industry have been increased to provide our students with opportunity to gain industry specific qualifications prior to leaving school.



# School Improvement Targets

The following are targets outlined in the School Strategic Plan 2020 – 2023 and are in progress.

## 1 Academic Achievement

- 1.1** By 2023 increase the percentage of students above the National Minimum Standard in all areas of NAPLAN. **Work in Progress**
- 1.2** In 2020–2023 60% of Year 7 students will make at least moderate progress from Year 5 to Year 7 NAPLAN. **R&W Achieved**
- 1.3** In 2020–2023 65% of Year 9 students will make at least moderate progress from Year 7 to Year 9 NAPLAN. **Work in Progress**
- 1.4** By 2023 at least 50% of ATSI Year 9 students will make at least moderate progress or greater in NAPLAN testing for all areas from Year 7 to Year 9. **Work in Progress**
- 1.5** Grade point average in Year 7–10 of 3.5 each year from 2020–2023. **Work in Progress\***

### Aspirational targets:

- 1.6** Year 9 student progress and achievement will be equal to or better than WA Public Schools in all aspects of NAPLAN. **Work in Progress\***
- expected to achieve by end of 2023

## 2 Senior School

- 2.1** At least 90% of Senior School students will achieve WACE in 2020–2023. **Achieved**
- 2.2** At least 90% of students will achieve Category 3 across OLN by the end of Year 12 in 2020–2023. **Work in Progress**
- 2.3** From 2020–2023 our VET completion rate will be above 95%, aspiring to 100%. **Work in Progress**
- 2.4** Throughout 2020–2023 the median ATAR will be at least 70. **Work in Progress**



### 3 Student Destination

**3.1** Each year from 2020–2023 at least 90% of our Year 12 students will have gained employment, been accepted into tertiary education, or have an apprenticeship or traineeship. **Achieved**

### 4 Positive Behaviour Support

**4.1** At least 85% of students will maintain their Good Standing each year from 2020–2023. **Achieved**

**4.2** Maintain an annual suspension rate below like schools each year from 2020–2023.

**4.3** By 2023, decrease the number of negative (N1–N4) behaviour incidents by 5%.

**Work in Progress**

### 5 Attendance

**5.1** Between 2020–2023 regular attendance (>90%) will be above like schools, striving to be above WA State Public Schools. **Achieved**

Aspirational target:

**5.2** The percentage of students with regular attendance exceeds 65% by 2023.

**Work in Progress**

### 6 Leadership

**6.1** In each year of the school plan, the Aboriginal Cultural Standards Framework will demonstrate a positive trend from developing to capable and proficient

**6.2** By 2023, an improvement in the student National Opinion Survey items:

– My school takes students' opinions seriously {from 2.6 to 4.1}

– This school is well led {from 3.5 to 4.5}

**NA**

**6.3** All staff will be actively involved in a Professional Learning Team throughout 2020–2023. **Achieved**

**6.4** By 2023, the school will have supported at least three teachers in attaining Level 3 Classroom teacher. **Work in Progress**

**Aspirational target:**

**6.5** By 2023, an upward trend is indicated in the staff, student and parent responses on the National Opinion Survey with most responses rated above 4.



# NSHS Board Report 2022

It is again an honour to present the Narrogin Senior High School Board Annual Report for 2022. This report forms part of the ongoing communications regarding our school and provides families and members of the school community with an overview of our school's performance over the past year. I am proud to be the Board Chair of Narrogin Senior High School. The School Board continues to work in a cohesive and positive manner with the Principal and Staff. As board members, we benefit significantly from presentations and robust discussions at our meetings which allows us to better understand learning areas and future requirements that may be needed or focused on. The efforts of many people associated with our school need to be acknowledged; our staff, Board Members, parents and community members plus the school canteen staff and volunteers are so very much appreciated. 2022 presented a great opportunity to showcase the wonderful school facilities.

It is important to reflect on our schools performance as we look to the future, we can be certain that students are provided the best possible environment within which they can succeed. Collectively, everyone involved on the learning journey help to ensure we deliver the best opportunities for our students. Staff are the engine room of our school and are the reason Narrogin Senior High School is truly magnificent! We should all be immensely proud of and celebrate our achievements. Together we continue to build a school community that values the individual aspirations and needs of our students. Collectively we prepare our students for an exciting world where a student from our school, can aspire to achieve and be whatever they have the potential to be. They can do this knowing that many people stand with them, supporting and encouraging them on their lifelong journey of learning. I believe students will remember Narrogin Senior High School for the rest of their lives.

The Board strives to operate in the best interests of the students, and is continually evaluating student outcomes, by reviewing and updating the policies of the school, reviewing the school's academic performance against relevant benchmarks, and reviewing parent feedback.

In closing, 2022 was a positive and successful year for Narrogin Senior High School. The school Board, P & C, parents, Sports academy, school staff and wider community have watched with pride the achievements our students have made over the past year.

Thank you to all my fellow Board members for their support and I wish all Staff, Parents, Students, and community all the best for 2023.

Respect. Responsibility. Tolerance

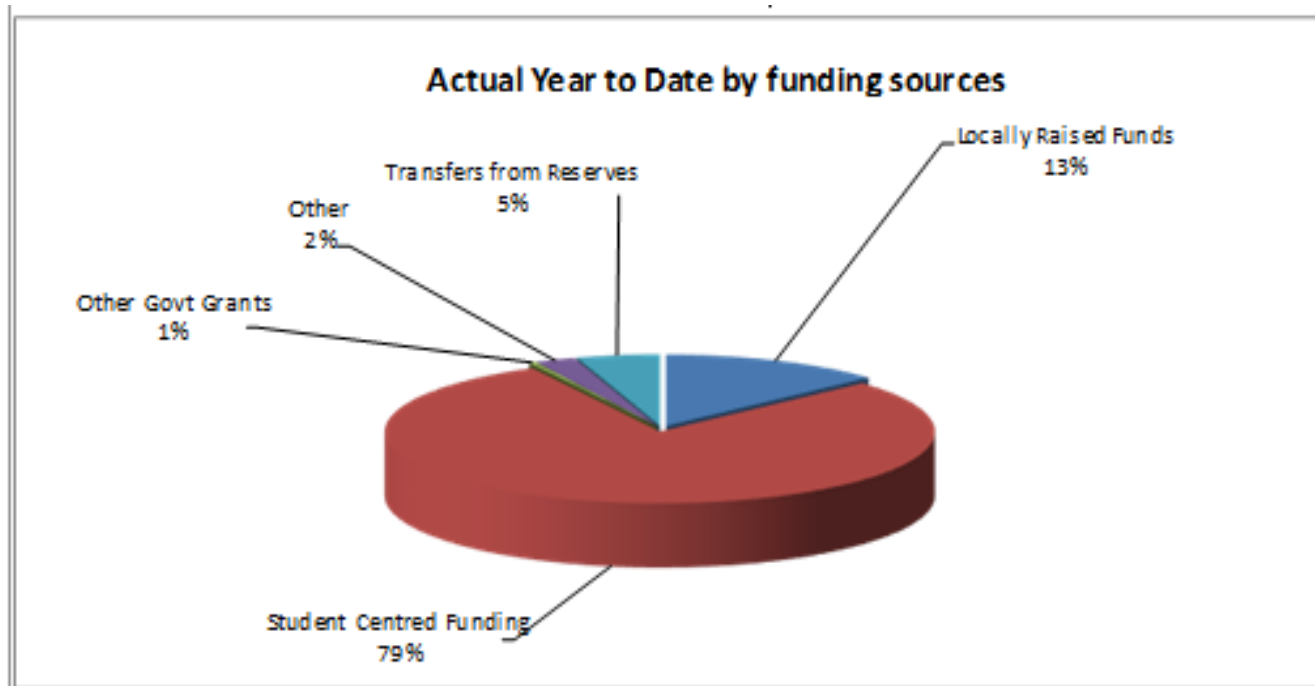
*Fred Steer*  
*School Board – Chair*

# NSHS Financial Report 2022

The following tables illustrate our revenue sources and expenditure respectively for 2022.

The school has an active Finance Committee to assist the Principal in the administration of all school finances in a fair, open and equitable manner taking into account the needs of the whole school community, particularly the needs set out in the School Plan.

	Revenue - Cash & Salary Allocation	Budget	Actual
1	Voluntary Contributions	\$ 37,667.00	\$ 37,667.22
2	Charges and Fees	\$ 148,255.00	\$ 150,574.62
3	Fees from Facilities Hire	\$ -	\$ -
4	Fundraising/Donations/Sponsorships	\$ 8,141.00	\$ 8,140.74
5	Commonwealth Govt Revenues	\$ -	\$ -
6	Other State Govt/Local Govt Revenues	\$ -	\$ -
7	Revenue from Co, Regional Office and Other Schools	\$ 6,005.00	\$ 6,004.97
8	Other Revenues	\$ 37,158.00	\$ 35,373.48
9	Transfer from Reserve or DGR	\$ 73,118.00	\$ 73,118.00
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>\$ 310,344.00</b>	<b>\$ 310,879.03</b>
	<b>Opening Balance</b>	<b>\$ 559,269.15</b>	<b>\$ 559,269.15</b>
	<b>Student Centred Funding</b>	<b>\$ 1,178,109.00</b>	<b>\$ 1,178,069.32</b>
	<b>Total Cash Funds Available</b>	<b>\$ 2,047,722.15</b>	<b>\$ 2,048,217.50</b>
	<b>Total Salary Allocation</b>	<b>\$ 8,704,213.00</b>	<b>\$ 8,704,213.00</b>
	<b>Total Funds Available</b>	<b>\$ 10,751,935.15</b>	<b>\$ 10,752,430.50</b>





	Expenditure - Cash and Salary	Budget	Actual
1	Administration	\$ 90,724.00	\$ 81,627.23
2	Lease Payments	\$ -	\$ -
3	Utilities, Facilities and Maintenance	\$ 592,117.00	\$ 506,037.22
4	Buildings, Property and Equipment	\$ 206,681.00	\$ 204,983.41
5	Curriculum and Student Services	\$ 515,154.00	\$ 429,724.09
6	Professional Development	\$ 47,134.00	\$ 43,220.92
7	Transfer to Reserve	\$ 203,471.00	\$ 203,471.00
8	Other Expenditure	\$ 36,649.00	\$ 34,387.24
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>	<b>\$ 1,691,930.00</b>	<b>\$ 1,503,451.11</b>
	<b>Total Forecast Salary Expenditure</b>	<b>\$ 7,950,735.00</b>	<b>\$ 7,950,735.00</b>
	<b>Total Expenditure</b>	<b>\$ 9,642,665.00</b>	<b>\$ 9,454,186.11</b>
	<b>Cash Budget Variance</b>	<b>\$ 355,792.15</b>	

