



ANNUAL REPORT

2021

*Respect
Responsibility
Tolerance*

Welcome

Welcome to the 2021 Narrogin Senior High School Annual Report. 2021 has continued to bring about challenges along with the great successes we have experienced here at the school.

Our mission at Narrogin Senior High School is to ensure that each and every student is provided with the opportunities to be successful and to do their personal best. 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 2021 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

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 2021 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.

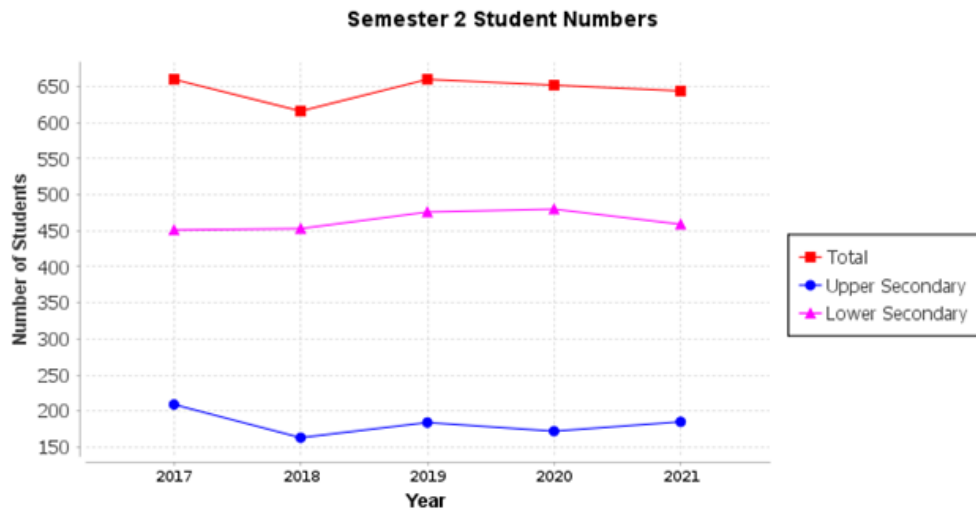
Our Vision

Our vision is to inspire lifelong learning through high quality teaching practices that provide opportunities for students for excellence and contribute positively to the community. This vision provides our school with the strategic intent that we continuously strive to improve student performance.

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



Student Numbers & Characteristics



Year	Number	Ab'l students
7	123	25
8	124	19
9	130	22
10	93	13
11	124	17
12	75	12
Total	669	108

Student numbers have been stable over the past four years in both upper and lower school. Enrolments from feeder schools remain positive 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 including individual student information sharing to ensure we accommodate each student.



Workforce Composition

2021 saw us welcome eleven new teaching staff to the school which is consistent throughout the previous 5 years. The school was fully staffed from the commencement of 2021. 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 also be collected from 2022 to gather further information in our workforce composition.

	No	FTE
Administration Staff		
Principals	1	1.0
Associate / Deputy / Vice Principals	3	3.0
Heads of Departments and Learning Areas	6	6.0
Program Coordinators	1	1.0
Total Administration Staff	11	11.0
Teaching Staff		
Total Teaching Staff	57	54.9
School Support Staff		
Clerical / Administrative	11	9.18
Gardening / Maintenance	1	1.0
Instructional	20	15.35
Other Non-Teaching Staff	8	6.31
Total School Support Staff	34	26.5
Total	102	92.40



Student Attendance

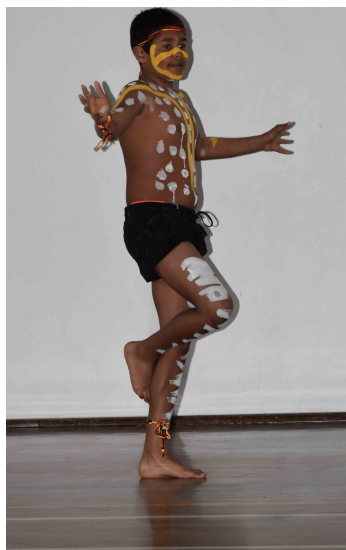
	School	WA Public Schools	Aboriginal	Like School Aboriginal	Non – Aboriginal
2018	86.4%	87%			
2019	85.3%	86.8%	65.6%	69.8%	88.5%
2020	87%	87.3%	70.8%	71.8%	89.3%
2021	81.6%	84.4%	57.7%	65.1%	86.4%

Attendance rate trends are reflective of WA Public schools however our school attendance rate has dropped significantly in 2021.

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.

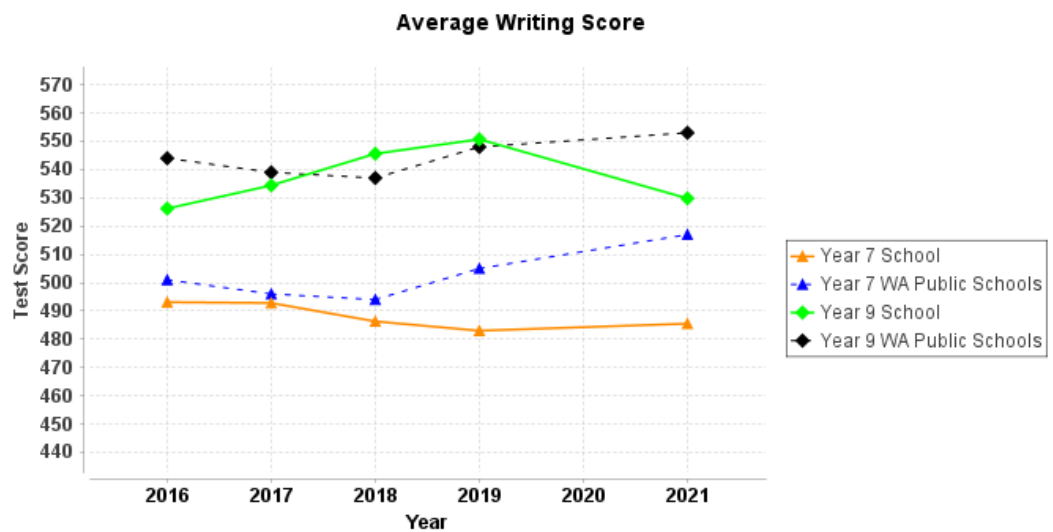
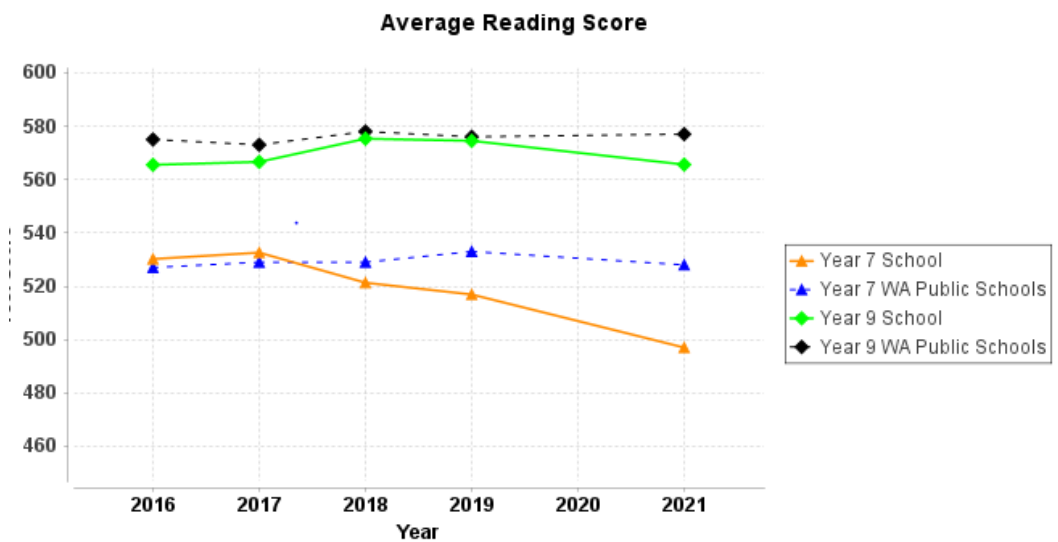
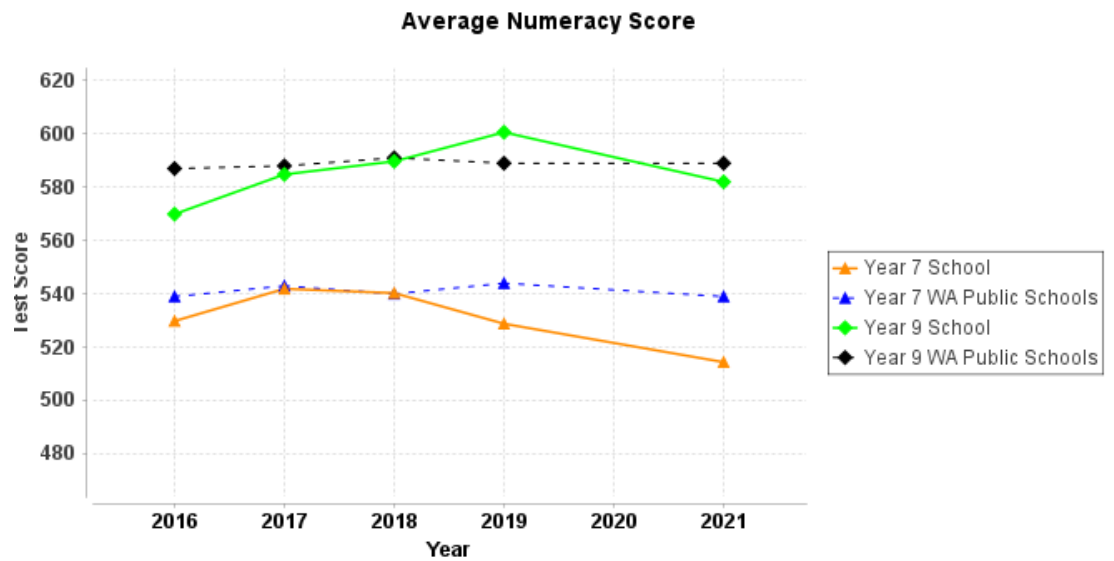
We have employed a 0.4FTE School Participation Coordinator to assist with engaging students in school and/or external training programs. We have also implemented an advocate program to assist in our pursuit of *each student is known well by one adult* to follow up on student absences to increase our attendance rate.

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



Student Achievement - NAPLAN

NAPLAN data:



Student Achievement - NAPLAN

Our NAPLAN data (previous page) illustrates being below compared to state schools with some gaps widening between the comparatives. Our student performance in NAPLAN is trending downwards which is in contrast to previous performance.

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 support is provided, including differentially modifying programs.
- The school will engage in 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 will be taking place for 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.
- Class Instructional Strategies workshop to increase student performance.

Student Achievement - OLNA

Year Group	Numeracy	Reading	Writing
Year 10	62%	73%	67%
Year 11	78%	79%	79%
Year 12	78%	81%	81%

2021 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%

2021 WACE achievement

WACE achievement has been inconsistent over the past four years. The concern is we have gone from above like and at public schools to a wide gap below.

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 OLN strategies.
- Engage in Fogarty EDVance program to examine whole school practices.



Student Achievement - VET

VET Participation RATE (% of cohort)

	2021	2020	2019	2018
School VET Enrolments	68%	83%	81%	87%
Funded VET students	71%	73%	67%	70%

Level of Highest Achievement (of VET enrolled students)

	2021	2020	2019	2018
Certificate IV	5%	6%	9%	4%
Certificate III	3%	11%	22%	11%
Certificate II	71%	57%	35%	50%
Certificate I		4%	9%	12%

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.

The school continues to be strong in delivering the popular Certificate II in Sport & Recreation whereby all 16 students that enrolled in the full qualification successfully completed.

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
2018	71.95	69.9	79.5	74.63	1
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

School Median ATAR has been declining for the past four years and requires attention.

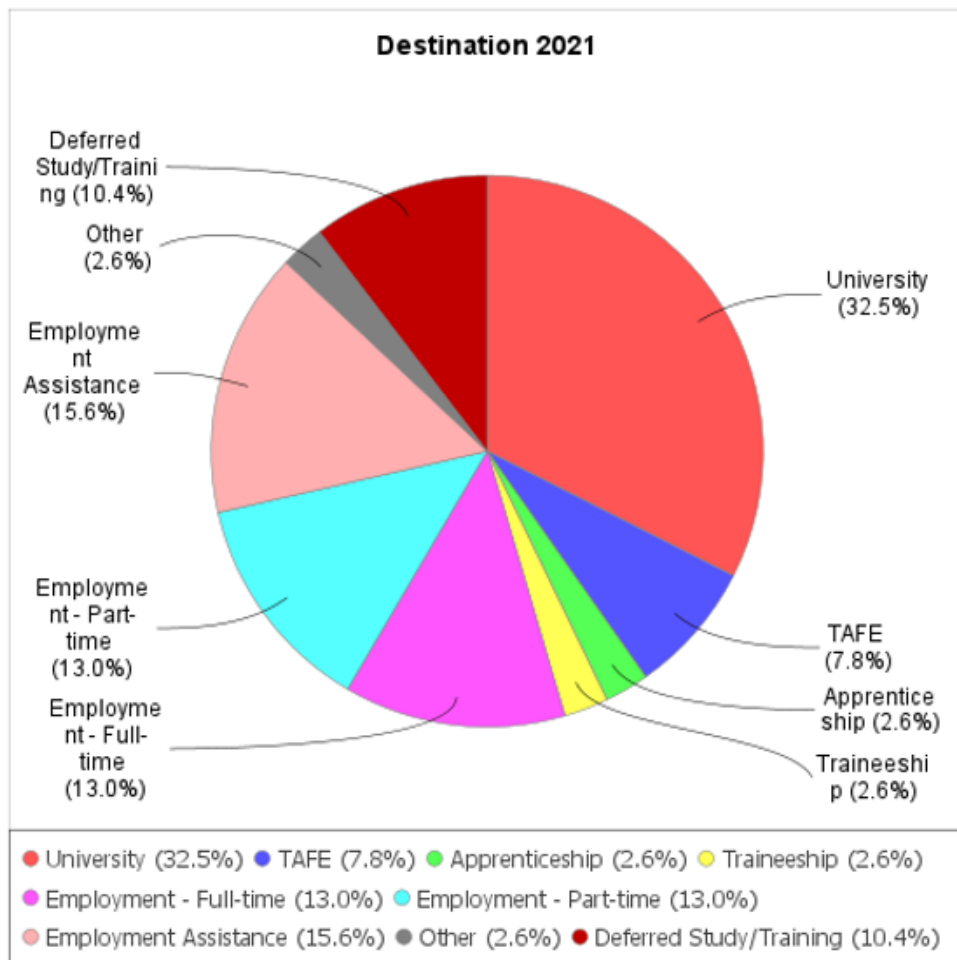
The gap between high performers and low is demonstrating to be widening as we had a strong performance from four students in the 2021 cohort. Some planning to increase our performance include:

- 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.



Post School Destination

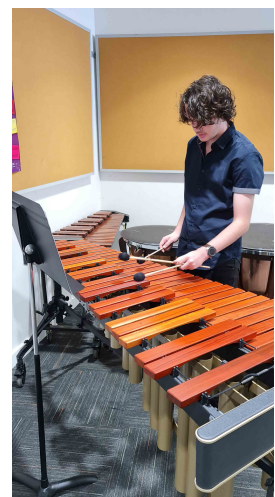
Post-School Destinations - 2020 Year 12 cohort



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.
 - 1.2 In 2020–2023 60% of Year 7 students will make at least moderate progress from Year 5 to Year 7 NAPLAN.
 - 1.3 In 2020–2023 65% of Year 9 students will make at least moderate progress from Year 7 to Year 9 NAPLAN.
 - 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.
 - 1.5 Grade point average in Year 7–10 of 3.5 each year from 2020–2023.
- 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.
 - 1.7 Grade point average in Year 7–10 of 3.75 each year from 2020–2023.

2 Senior School

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

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.

4 Positive Behaviour Support

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



5 Attendance

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

Aspirational target:

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

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}

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

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

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 2021

It is a privilege to present the Narrogin Senior High School Board Annual Report for 2021.

The efforts of so many people associated with our school; our staff, Board members, parents and community members, are so very much appreciated.

Collectively everyone involved on the learning journey help to ensure we deliver the best opportunities for our students. I am proud to be the Board Chair of Narrogin Senior High School and believe it is important to reflect on the successes of previous years, as we look to the future of our school, certain that students are provided the very best possible environment within which they can succeed.

Staff are the engine room of our school and are the reason Narrogin Senior High School is magnificent! We should all be immensely proud of and celebrate our achievements. Together wonderful things happen. Together remarkable things are achieved. Together we continue to build a school community that values the individual aspirations and needs of our students.

The school Board continues to work in a cohesive and positive manner with the Principal and staff. Board members have benefited greatly from presentations at Board meetings which allows the Board to have a better understanding of learning areas and future requirements that may be needed or focused on.

I had the pleasure of sitting on the panel in the search for our new Principal and we welcomed Sandii Stankovic as our new leader. We are extremely confident Sandii will be a fantastic asset and will continue to work to instil the values and culture of what we expect at our great school.

The Board always 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.

Together we prepare our students for an exciting world where a student from our school, Narrogin Senior High School, can aspire to achieve and be whatever they have the potential to be. They can do this knowing that so many people stand with them, supporting and encouraging them on their lifelong journey of learning.

In closing, 2021 was a successful and positive 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 the Board members for their support and I wish all staff, parents, students and wider community all the best for 2022.

Fred Steer
School Board – Chair

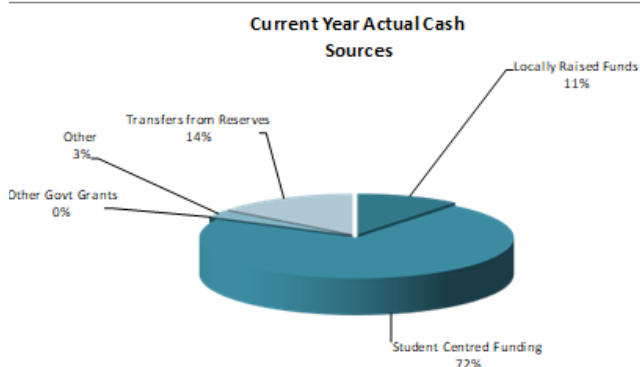
NSHS Financial Report 2021



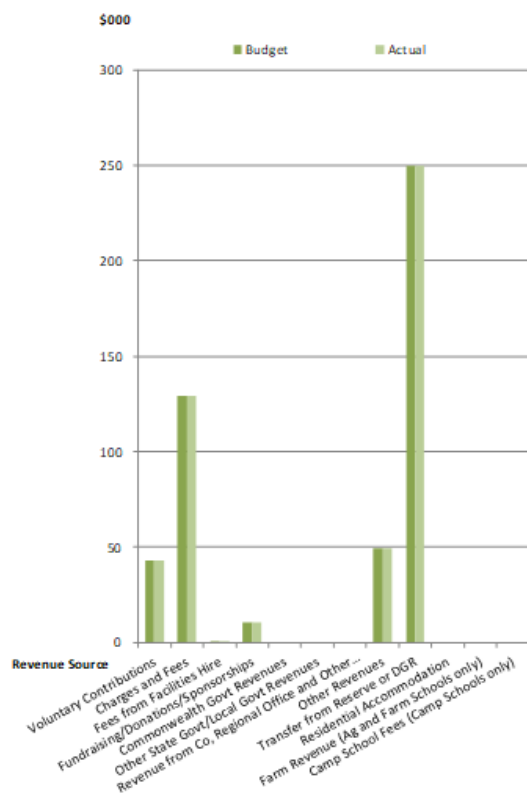
Narrogin Senior High School

Financial Summary as at
31 December 2021

Revenue - Cash & Salary Allocation	Budget	Actual
Voluntary Contributions	\$ 42,941.00	\$ 42,940.90
Charges and Fees	\$ 129,044.00	\$ 129,042.95
Fees from Facilities Hire	\$ 540.00	\$ 540.00
Fundraising/Donations/Sponsorships	\$ 10,392.00	\$ 10,391.88
Commonwealth Govt Revenues	\$ -	\$ -
Other State Govt/Local Govt Revenues	\$ -	\$ -
Revenue from Co, Regional Office and Other Schools	\$ -	\$ -
Other Revenues	\$ 49,505.00	\$ 49,508.69
Transfer from Reserve or DGR	\$ 249,887.00	\$ 249,887.00
Residential Accommodation	\$ -	\$ -
Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
Camp School Fees (Camp Schools only)	\$ -	\$ -
Total Locally Raised Funds	\$ 482,309.00	\$ 482,311.42
Opening Balance	\$ 692,209.02	\$ 692,209.02
Student Centred Funding	\$ 1,223,723.00	\$ 1,223,722.59
Total Cash Funds Available	\$ 2,398,241.02	\$ 2,398,243.03
Total Salary Allocation	\$ -	\$ -
Total Funds Available	\$ 2,398,241.02	\$ 2,398,243.03

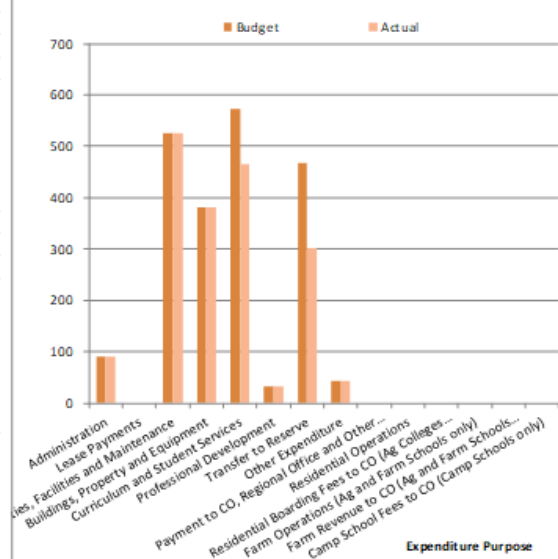


Locally Generated Revenue - Budget vs Actual

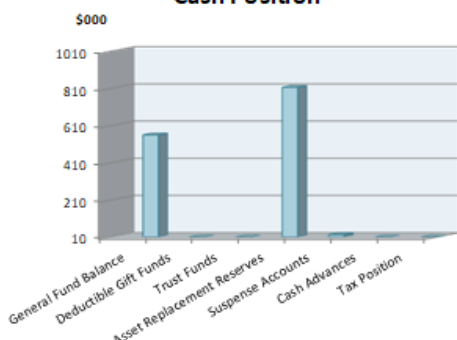


Expenditure - Cash and Salary	Budget	Actual
Administration	\$ 90,723.00	\$ 90,722.11
Lease Payments	\$ -	\$ -
Utilities, Facilities and Maintenance	\$ 525,112.00	\$ 525,113.68
Buildings, Property and Equipment	\$ 380,797.00	\$ 380,796.93
Curriculum and Student Services	\$ 573,292.00	\$ 465,788.69
Professional Development	\$ 33,027.00	\$ 33,027.52
Transfer to Reserve	\$ 467,213.00	\$ 301,213.00
Other Expenditure	\$ 42,309.00	\$ 42,311.95
Payment to CO, Regional Office and Other Schools	\$ -	\$ -
Residential Operations	\$ -	\$ -
Residential Boarding Fees to CO (Ag Colleges only)	\$ -	\$ -
Farm Operations (Ag and Farm Schools only)	\$ -	\$ -
Farm Revenue to CO (Ag and Farm Schools only)	\$ -	\$ -
Camp School Fees to CO (Camp Schools only)	\$ -	\$ -
Total Goods and Services Expenditure	\$ 2,112,473.00	\$ 1,838,973.88
Total Forecast Salary Expenditure	\$ -	\$ -
Total Expenditure	\$ 2,112,473.00	\$ 1,838,973.88
Cash Budget Variance	\$ 285,768.02	

Goods and Services Expenditure - Budget vs Actual



Cash Position



Cash Position as at:	
Bank Balance	\$ 1,384,564.12
Made up of:	
1 General Fund Balance	\$ 559,269.15
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 815,335.12
5 Suspense Accounts	\$ 22,022.85
6 Cash Advances	\$ -
7 Tax Position	\$ (12,063.00)