

# G S Kidd Memorial School

## Annual Report



2018



ENDEAVOUR TO ACHIEVE

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## Introduction

The Annual Report for **2018** is provided to the community of G S Kidd Memorial School as an account of the school's operations and achievements throughout the year.

It provides a detailed account of the progress the school has made to provide high quality educational opportunities for all students, as set out in the School Plan. It outlines the findings from self-assessment that reflect the impact of key school strategies for improved learning and the benefit to all students from the expenditure of resources, including equity funding.

Bec Maybury

Principal

### School contact details

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### Message from the Principal

2018 has been another busy year at G S Kidd Memorial School. Long term staff member Sharne Turpin accepted a transfer and moved to the Newcastle area at the end of term 2. I joined the G S Kidd Team in term 3 and have the privilege of leading a dedicated staff who are always looking for ways to further improve their daily practice.

There have been many great activities, excursions and wonderful learning opportunities. Some of the highlights have included:

- the whole school excursion to Lake Keepit;
- the trip to the Invictus Games;
- sporting activities including the Variety Sports day in Tamworth;
- ongoing participation in RDA, *and*

our partnership with the Gunnedah South Public School MC Class.

G S Kidd Memorial School in conjunction with other NSW Public Schools within and surrounding the Gunnedah area are Leading the Future of Education with a collegial focus. The Namoi Partner Schools is a joint venture involving all of the nine local public schools. It has been forged to provide outstanding teaching and learning opportunities for students and high quality professional learning opportunities for staff.

Our strength as a partnership of public schools, K–12, lies in the fact that we are ideally positioned to share a range of expertise, facilities and programs, and common values which we instil in students through curriculum and co-curricular aspects of our schools.

Thank you to everyone who has supported the School this year. Your support allows us to continue to offer high quality opportunities for our students.

Bec Maybury

## Message from the school community

So much has happened at G S Kidd Memorial School in the past 12 months in another productive and exciting year. We have welcomed new teacher Paul Williams and new Principal Bec Maybury! We ran a successful movie night with the tear jerking blockbuster "Wonder" and another Golf Day was held in June 2018.

As a P&C we participated in the EiMex community event held in November with a family friendly BBQ at the Showground. With the funds the P&C have raised we are looking at purchasing suitable outdoor equipment for the older students to enjoy and be challenged with.

In September there was a whole school excursion to Lake Keepit Sport and Recreation Centre. Due to fundraising efforts earlier in the year the P&C contributed financially to make it affordable and this allowed the excursion to be spread over two days.

SASS week involved the P&C and staff celebrating as a show of our appreciation. It was another fantastic night out for all.

The Newcastle Knights football trip is an annual trip to McDonald Jones Stadium to watch a home game for the Newcastle Knights. This year it was organised by a P&C member. We encouraged parents and families to attend with their child and it was such a great (albeit LONG) day. I hope to see this running again in the future.

Our annual Family Fun Day was enjoyed the afternoon of the G S Kidd Memorial presentation day. The P&C catered for lunch, provided entertainment such as the ride on train and we celebrated our senior student leaving.

Thank you to the Gunnedah community for your ongoing support and generous donations that help our school. And Thank You to all the staff, families and students for being a part of our G S Kidd family.

Rebecca Gander President G S Kidd Memorial School P&C

## School background

### School vision statement

At G S Kidd Memorial School, we are committed to improving the learning outcomes of students through enhancing teacher quality and we share the following beliefs:

- student are priority, are at the centre of everything we do and our practice reflects their best interests;
- teachers and school leaders are the key to making the difference to student learning;
- quality staff and instructional leadership are the key drivers for continuous school improvements; and
- the coherent alignment of teacher, leader and student learning has the greatest impact.

G S Kidd Memorial School is a nurturing and engaging learning environment with high expectations for students, staff and community. All students have the opportunity to be successful learners, confident and creative individuals and active and informed citizens, in an environment where achieving one's best there is an expectation that all students will achieve their fullest potential.

### School context

Our school is located in Gunnedah within the Mooki School Network. Currently we have 36 students enrolled across 5 classes. As a School for Specific Purposes we enrol students who are assessed as functioning in the mild to severe range of intellectual disability, physical disabilities, autism and mental health from four to eighteen years.

There is always a diverse range of learning needs which will be addressed by quality teaching and learning programs. The partnership between parents, staff, community of schools and volunteers enhances students' outcomes and the school enjoys high community support and receives Equity funding.

Priorities include effective communication, functional Literacy and Numeracy along with Community Based Learning and Vocational Education, as significant programs underpinning all areas of life both now and in each student's future environment.

## Self-assessment and school achievement

### Self-assessment using the School Excellence Framework

This section of the Annual Report outlines the findings from self-assessment using the School Excellence Framework, school achievements and the next steps to be pursued.

This year, our school undertook self-assessment using the School Excellence Framework. The framework supports public schools throughout NSW in the pursuit of excellence by providing a clear description of high quality practice across the three domains of Learning, Teaching and Leading.

#### Learning:

G S Kidd Memorial School is committed to providing high quality educational opportunities for all students. In the domain of learning we are working towards delivering a learning culture that is focused on high expectations including the collection of data to inform practice.

We are delivering a whole school wellbeing system that explicitly identifies and supports students. All students have an individual education plan which addresses their individual needs.

Differentiation of curriculum takes place as part of daily practice at G S Kidd Memorial School. Staff collect assessment data and are working towards a more consistent approach to recording this data to inform practice. This includes support reports that address the personalised descriptions for individual students.

#### Teaching:

Staff are explicitly teaching and reflecting on practice. Feedback is provided to students on an individual basis. Classrooms are a positive environment for learning at G S Kidd Memorial School. As a staff we are working towards using an analysis of student progress and achievement data to inform planning. Teachers use the Australian Professional Standards to reflect on their practice and develop areas for further improvement.

#### Leading:

G S Kidd Memorial School encourages and promotes parents and the wider community to work together. The leadership team is implementing processes to ensure that all requirements are met and a culture of high expectations is encouraged.

As a school we are working towards all key stakeholders having a clear understanding of the School Plan and aligning their roles to this plan. The school's physical resources are well maintained as are teaching areas and provide a safe learning environment.

Management practices and processes are being strengthened and communicated to all to ensure that staff are supported to develop skills for successful operation.

Our self-assessment process will assist the school to refine our School Plan, leading to further improvements in the delivery of education to our students.

For more information about the School Excellence Framework:

<https://education.nsw.gov.au/teaching-and-learning/school-excellence-and-accountability/sef-evidence-guide>

## Strategic Direction 1

### Successful Students

#### Purpose

School culture and practice respects and responds to every student's aspirations, culture and learning potential.

Its purpose is to:

- Design learning programs which are differentiated, purposeful and engaging, are directly related to each student's stage of learning development and build their capacity to be responsible and productive citizens.
- Deepen student learning through authentic relevant and meaningful student learning.
- Have students achievements celebrated and promoted in the wider community.

#### Overall summary of progress

Staff have progressed towards a shared ownership of purpose and development whole of school vision and priorities. Students are supported through targeted programs and focus given to individual strengths. Collaborative planning supports staff and students in the delivery of high quality opportunities.

Staff lesson plans incorporate learning goals and success criteria and common language is used across all classroom at G S Kidd Memorial School.

#### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Funds Expended (Resources)	Progress achieved this year
<ul style="list-style-type: none"><li>• 10% increase in student engagement as measured through on-task analysis once a term. (find actual tool)</li><li>• 10% increase in student achievement as measured through pre and post term data collection.</li></ul>	Professional learning funds utilised to support staff development.	<p>Staff are developing an understanding of the use of data. This will be further strengthened in 2019 and the portfolio structure also reviewed.</p> <p>The use of baseline data and the PM Benchmarking Kit have assisted staff to assess and develop their teaching practice. Whole School assessment focuses will be further explored in 2019.</p>

#### Next Steps

- Further development to take place on assessment focus in 2019.
- Implementation of new community base learning and work experience program which will focus on individual student goals in line with relevant post school options.
- Staff development around data collection effective use of data.

## Strategic Direction 2

Skilled Staff

### Purpose

Strengthened capacity of staff to support and improve learning outcomes for the 'whole child'.

Its purpose is to:

- Develop, implement and share innovative and collaborative professional learning programs, which build personal and team capacity, leadership and educational practice, develop reflective team members and support further career development.
- Ensure staff takes responsibility for their own professional learning and improve their practice.
- Have shared ownership of purpose, values and commitment to targeted priorities.

### Overall summary of progress

All staff at G S Kidd Memorial School have developed PDPs. These are communicated to the executive and reviewed.

Teaching and learning programs are implementing Visible Learning techniques such as learning goals and success criteria

Staff are developing a shared understanding of purpose, values and commitment to targeted properties through planned professional learning and weekly meetings.

### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Funds Expended (Resources)	Progress achieved this year
<ul style="list-style-type: none"><li>• 5% increase in student achievement from Term 1 to Term 4, each year as evidenced by the relevant assessment tools.</li><li>• 90% positive feedback through staff surveys each year.</li><li>• Performance and Development Framework processes will be embedded with all staff completing a Performance and Development Plan. All staff to have completed, reviewed and reported on their PDPs.</li><li>• 100% of student's ILPs reviewed and amended accordingly.</li></ul>	Support provided to staff . Professional Development Funds utilised.	<p>Teaching and Learning programs at GS Kidd School incorporate learning goals and success criteria. Further development is required to ensure that these are articulated in each lesson and displayed in the classroom.</p> <p>Focus for 2019 to further link PDPs with the School Plan.</p>

### Next Steps

- Staff PDPS to align with the School Plan.
- Further development of Visible Learning strategies in teaching and learning programs.
- Planned and structured professional learning for staff aligned with the School Plan and identified staff needs.

## Strategic Direction 3

### Strong Partnerships

#### Purpose

Its purpose is to:

- Enhance student engagement through parent, family and community involvement through whole school programs including Positive Behaviour for Learning (PBL).
- Provide an environment focusing on safety, respect, learning and mutual communication.
- The school links families with community service providers to enhance student outcomes.

#### Overall summary of progress

G S Kidd Memorial School is a member of the Namoi Partner Schools which has strengthened the opportunities provided to the students.

Focus has been given in second semester of 2018 to align PBL focusses with explicit lesson content.

Family Fun Day formed the afternoon session of the 2018 Presentation Day. This was hosted by the P&C.

#### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Funds Expended (Resources)	Progress achieved this year
<ul style="list-style-type: none"><li>• 90% positive feedback during focus group and school based surveys.</li><li>• 70% of families participating in planning meetings.</li><li>• 5% increase in family attendance during interagency support meetings.</li><li>• 85% of students achieve identified school wide PBL targets.</li><li>• all staff tracking appropriate behaviour.</li><li>•</li></ul>	<p>AP – time working with PBL Advisor. Classroom posters/charts amended with feedback from staff to make chart more student friendly.</p> <p>Time to conduct meetings.</p>	<p>Signage still being followed up for implementation in 2019.</p> <p>Information is regularly shared with parents/community through newsletter, P&amp;C Meetings, Facebook and the webpage.</p>

#### Next Steps

- Further focus on developing links within the Namoi Partners group this will include further opportunities for students from G S Kidd Memorial School taking part in extra curricular activities.
- Move to a model of whole school PBL weekly lessons.
- Strengthen and redevelop the community based learning model.



Key Initiatives	Resources (annual)	Impact achieved this year
<b>Aboriginal background loading</b>	\$21,623	<p>Funding used to employ extra SLSO time in the classroom to ensure students receive the support required.</p> <p>All students have individual education Plans.</p>
<b>Quality Teaching, Successful Students (QTSS)</b>	\$14,220	Funds utilised to support Teaching and Learning programs.
<b>Socio-economic background</b>	\$44.366	<p>Funding used to employ extra SLSO time in the classroom to ensure students receive the support required.</p> <p>Funding utilised to support teacher release to provide staff with opportunities to plan and complete individual student plans.</p>

## Student information

### Student enrolment profile

Students	Enrolments			
	2015	2016	2017	2018
Boys	24	22	21	23
Girls	16	15	12	13

The Department of Education Placement Panel determines the eligibility and enrolment of students at G S Kidd Memorial School.

Attendance rates are monitored by staff and recorded in line the Department of Education guidelines.

### Year 12 attaining HSC or equivalent

One student completed Year 12 life skills outcomes in 2018

## Workforce information

### Workforce composition

Position	FTE*
Principal(s)	1
Assistant Principal(s)	1
Classroom Teacher(s)	4.74
Teacher Librarian	0.2
School Administration and Support Staff	6.61

\*Full Time Equivalent

Two staff members identify as Aboriginal.

### Teacher qualifications

All teaching staff meet the professional requirements for teaching in NSW public schools.

### Teacher qualifications

Qualifications	% of staff
Undergraduate degree or diploma	100
Postgraduate degree	60

### Professional learning and teacher accreditation

Staff are committed to continuing their learning and access professional learning. Staff participate in compulsory professional learning including child protection and first aid courses.

Individual staff have also attended professional learning focused on their individual professional goals.

## Financial information

### Financial summary

The information provided in the financial summary includes reporting from 1 January 2018 to 31 December 2018.

	2018 Actual (\$)
<b>Opening Balance</b>	180,266
<b>Revenue</b>	1,607,306
Appropriation	1,546,890
Sale of Goods and Services	1,091
Grants and Contributions	56,324
Gain and Loss	0
Other Revenue	0
Investment Income	3,002
<b>Expenses</b>	-1,436,680
Recurrent Expenses	-1,436,680
Employee Related	-1,317,423
Operating Expenses	-119,258
Capital Expenses	0
Employee Related	0
Operating Expenses	0
<b>SURPLUS / DEFICIT FOR THE YEAR</b>	170,626
<b>Balance Carried Forward</b>	350,891

- G S Kidd Memorial School's financial management processes includes consultation with staff and families to meet financial policy requirements.
- The use of funds available is to support student learning and access to high quality educational opportunities.

### Financial summary equity funding

The equity funding data is the main component of the 'Appropriation' section of the financial summary above.

	2018 <b>Actual</b> (\$)
<b>Base Total</b>	482,071
Base Per Capita	12,936
Base Location	9,420
Other Base	459,715
<b>Equity Total</b>	65,989
Equity Aboriginal	21,623
Equity Socio economic	44,366
Equity Language	0
Equity Disability	0
<b>Targeted Total</b>	939,722
<b>Other Total</b>	9,390
<b>Grand Total</b>	1,497,173

Figures presented in this report may be subject to rounding so may not reconcile exactly with the bottom line totals, which are calculated without any rounding.

A full copy of the school's financial statement is tabled at the annual general meetings of the parent and/or community groups. Further details concerning the statement can be obtained by contacting the school.

## School performance

### School-based assessment

Staff implement evidence based assessment through out all Key Learning Areas at G S Kidd Memorial School. Assessment processes are regularly adjusted to meet the varying needs of the students at our school.

As part of their teaching and learning staff ensure there is a record of student work. This forms a component of the student's portfolios.

## Parent/caregiver, student, teacher satisfaction

### Parent and family

- Information regularly shared with families.
- Information including suggested changes presented at P&C Meetings.
- Families identify that a strength of the school is the caring staff and indicated that there is still further improvement required to improve communication processes.

### Staff

- At the beginning of term 3 staff met with the principal to provide information on the day to day functioning of the school and their strengths and areas for improvement.
- At the end of term 3 staff were asked to provide

feedback on the changes made to the class structure (removal of rotations) the feedback strongly indicated that staff were supportive of this change.

- Staff were provided with an opportunity to provide detailed feedback during term four 2018. This feedback has identified areas for improvement for 2019. Areas include a change to community based learning, Friday afternoon clubs, and overall all feedback on school processes.

## Policy requirements

### Aboriginal education

During 2018 G S Kidd Memorial School took part in NAIDOC activities hosted by Gunnedah Preschool and partner primary schools. This provided students and staff with an opportunity to celebrate culture.

Two students were nominated for Gunnedah NAIDOC Awards in 2018.

Staff are working towards ensuring Aboriginal perspectives are incorporated across Key Learning Areas.

During term four, two students learnt a school acknowledgment of country which incorporated language and was presented at the annual presentation day.

Students and staff have selected animal names that will be displayed in language to rename our classrooms in 2019.

### Multicultural and anti-racism education

Diversity is celebrated at G S Kidd Memorial School. Classroom and whole school activities support students' understanding of the culturally diverse nation in which we live in.

Students explore a variety of different nations and learn about acceptance and diversity.

### Other school programs

#### Community Based Learning

Students are provided with opportunities to participate in activities in the community which aims to support post school options and develop skills. Three students participated in TAFE during 2018 providing them with an opportunity to develop in areas of interest.

#### Sport:

G S Kidd Memorial School students had an opportunity to participate in the Activate Sport and Variety Inclusive Sport days in Tamworth through out semester two 2018. Students enjoyed access to a variety of sports

and an opportunity to meet other students from across the area.