



**2015**

# Annual Report



**Hillcrest Primary School**  
Department Of Education

# Hillcrest Primary School

## *School Motto*

Wargado – Strive to Achieve

## *School Vision*

Hillcrest Primary School together with our wider community creates a positive learning environment where diversity is celebrated, excellence is encouraged and all students strive to reach their academic, social, physical and creative potential.

## *School Values*

Hillcrest Primary School have developed the following positive school behaviour expectations

**SAFETY:** being safe and supported at school is essential for student wellbeing and effective learning.

**TEAMWORK:** the ability to work together with others as part of a team. Being included and including others, listening to another's thoughts and feelings actively and creating a climate of mutual confidence.

**ACHIEVEMENT:** performing at ones best and seeking to accomplish something noteworthy and admirable individually and collectively

**RESPECT:** treating others with consideration and regard.

**RESPONSIBILITY:** personal, social, civic and environmental (Being accountable for and in charge of a course of action – responsibility for one's own actions, including the exercise of self-discipline; responsibility for the way in which one interacts and cooperates with others especially for resolving differences in constructive, non-violent and peaceful ways; responsibility for one's role in and contribution to society; and responsibility for one's own role in the maintenance and preservation of the environment).

We teach each behaviour explicitly, focussing on a fortnightly expectation.

*“Through co-operation and participation we create an environment in which children acquire the skills to prepare for their future endeavours.”*

You may hear the students often refer to themselves as “Hillcrest STARR's.”

# Hillcrest Primary School

## *School Profile*



Hillcrest Primary School is located seven kilometres from the City of Perth in the suburb of Bayswater situated atop a substantial hill offering wonderful views. Administratively it is part of the North Metropolitan Educational Region and a founding member of the Morley Schools Network.

The school staff aim to provide a supportive environment and learning program that is responsive to the needs of the children.

Classroom teachers deliver educational programs in English, Maths, Humanities, Science and Health.

Japanese LOTE, Music and Visual Arts as well as Physical Education are taught by enthusiastic and highly skilled specialist teachers.

Hillcrest is remarkable in its extensive teaching capacity with a range of experienced and professional teaching and support staff that focus on applying their knowledge of childhood development, willingly reflect on practise with a desire to implement evidence based strategies that support the children to achieve their potential.

The strong community feel of the school is appreciated by our community, staff and students and often commented on by friends and visitors. Parents who form the Parents and Citizens Association and School Council are well informed, enjoy participating in school activities and take a genuine interest in promoting and supporting school events. Community volunteers regularly assist with school banking, student classroom instruction, canteen provision, excursion supervision, after school sport as well as contributing to the completion of our Nature Playground at the new Early Years Centre.

This annual report gives a broad perspective of Hillcrest Primary School – its activities and achievements in 2015.

Dan Bralich

Principal

## *Annual Report 2015*



# Hillcrest Primary School

## *School Priorities*



In 2015 Hillcrest Primary School successfully received approval for a \$1.4 million refurbishment of its early years centre to accommodate students with the closing of its offsite Kindergarten in 2016.

Further building infrastructure improvements were welcomed with the announcement of a \$1.3 million upgrade of the administrative building area.

Both programs have been exciting opportunities to extend our current community partnerships and work closely with our school community to develop an environment that is culturally inclusive and universally accessible for our students.

**Strive for a Bright Future** has been the title of our four year strategic plan that has guided Hillcrest Primary School's directions and outlined a range of strategies that would be implemented to:

*Strive for Academic Excellence*

*Strive for High Quality Teaching and Leadership*

*Maintain a Safe and Caring Learning Environment*

*Build and Maintain Effective Relationships and Partnerships*

*Improve our Physical and Natural Environment*

# Hillcrest Primary School

## *To Strive for Academic Excellence we have achieved the following:*

Used On-Entry data to plan targets for Early Year and identify SAER, PEAC, JET students

Collaborated and used formative and summative evidence-based data to monitor students' progress implement teaching and learning strategies and evaluate targets

Used the teaching expertise of Curriculum Leaders for Literacy, Numeracy, EAL/D and LSC to improve whole school capacity.

Learning Intervention Focus Team has met regularly to develop case management approach for identified at risk students. Team includes Principal, LSC, AIEO, EA/SN, school psychologist, Community Health Nurse and interagency partners.

Accessed support from School of Special Education Needs Disabilities to differentiate the curriculum to cater for all identified student needs.

Individual and Group Education plans created using SENS planning allowing information to be shared across the years.

Curriculum and Phase Of Development (POD) Leaders continued to drive the implementation of whole school scope and sequence documents.

Streamlined and developed a common understanding of the MIS structures and collection

Completed requirements of implementation of the Australian Curriculum utilising SCSA support.

Ensured NAPLAN performance was monitored by whole staff through partnership with Best Performance.

Created and maintained an explicit Professional learning timetable to cater for school needs and requirements utilising internal and external expertise including network groups to deliver workshops identified in focus areas.

Provided opportunities for parent engagement through the provision of parent workshops, open nights and distribution of information sheets.

Reviewed and inducted 'The Hillcrest Way' school policies and curriculum documents.



# Hillcrest Primary School



## ***To Strive for High Quality Teaching and Leadership we have achieved the following:***

Teachers have implemented a peer observation process that feeds into staff professional learning and performance management cycles.

Staff demonstrated a commitment to the implementation of school operational plans through performance management process and provided feedback aligned to the National Professional Standards

Exercised timetable flexibility to enable collaborate planning, teaching and evaluation between teachers and developmental phase groups.

Clarified roles and responsibilities of senior teachers and administrators.

Integrated a range of technologies into the curriculum to enhance curriculum delivery.

Enhanced academic outcomes for targeted students through the Learning Intervention Focus Team

Teachers improved areas of development in ICT through engaging with school based professional learning.

Ensured planning cycle was based on effective data analysis and identify priorities

Reviewed MIS cycle integrated into classroom practice

School performance data was shared with all key stakeholders

Ensured our school is an ICT enriched environment

Established clear guidelines and protocols for regular POD meetings

Utilised State-wide Services to support staff with identified areas of need.

Provided ongoing Professional Learning opportunities in identified focus areas

Clearly identified the links between performance management, professional learning and peer observation feedback cycle through engagement with DoE Performance Management Team.

Teachers implemented whole school approach to explicit teaching using Hillcrest ISTAR approach

# Hillcrest Primary School

Early Years Teachers engaged in audit of National Quality Standard and improvement plan

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# Hillcrest Primary School

## *To Maintain a Safe and Caring Learning Environment we have achieved the following:*

Developed a whole school approach to recording student behaviour using the schools information system to provide reliable and valid data source.

Positive Behaviour School (PBS) committee lead implementation of expected behaviours and positive interactions of all members of our school community.

Regularly reviewed the Managing Student Behaviour policy processes and procedures through the Positive Behaviour Schools strategy.

Coordinated approach to the allocation of physical and financial resources.

Maintained a co-ordinated case management approach for students at risk of not meeting national minimum standards for literacy and numeracy and particularly for Aboriginal students or those who require EALD support or identified disability.

Reviewed school medical procedures

School Psychologist commenced implementation of Mindfulness Program in conjunction with LIFT and volunteer classroom teachers.





# Hillcrest Primary School

## ***To Build and Maintain Effective Relationships and Partnerships we have achieved the following:***

Provided opportunities for staff to lead and engage with collaborative network groups and Teacher Development Schools (TDS)

Developed an induction process for new staff including building relationships in the network to address key issues.

Promoted use of local partnerships for specialist programs – tennis, cricket, music, Japanese LOTE and Science.

Shared planning with network schools including strengthening teacher capacity through managing students with disabilities project.

Continued the partnership with John Forrest Secondary College in developing a K-12 solution to local educational issues and furthered opportunities for students to engage with curriculum in the secondary context.

Commenced research in partnership with International Centre for Excellence on outcomes of whole school Jolly Phonics Literacy program.

## ***To Improve our Physical and Natural Environment we have achieved the following:***

Attracted funds for environmental activities through successful grant applications.

Developed plans and establish funding sources for administration upgrade, toilet upgrade, gardeners shed and relocation of Hudson St Kindy.

Collaborated with school council to identify ways to promote excellence in the school

Maintained strong links with parents association and grounds committee to identify beautification and minor works projects that focus on environmentally sustainable projects.

Participated in the schools faults management program and redirect savings to identified areas of needs

Developed a more corporate meeting place for School Council, P&C and staff meetings.

Continued to developed students understanding of environmental sustainability and positive community contribution activities.

Provided quality teaching and learning facilities, valued by students and staff.

Established Environmental Sustainability Committee within the school with environmental sustainability goals and actions plans developed and enacted by staff and community.

# Hillcrest Primary School

Developing an environmental sustainability strategy.

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# Hillcrest Primary School

## Our Students

### Enrolments

	2012	2013	2014	2015
Primary (Excluding Kin)	399	377	372	321
Total	399	377	372	321

At the end of 2015 our year six students primarily graduated into John Forrest Secondary College, Mount Lawley Senior High School, Chisholm Catholic College, Shenton College and Guildford Grammar School. Other schools where students also enrolled included Australian Islamic College, Governor Stirling Senior High School, John Curtin College of The Arts, Cape Naturalist College, Mercy College and Perth College.

## Attendance

	PPR	Y01	Y02	Y03	Y04	Y05	Y06	Y07
2013 Staff Numbers		92%	93%	93%	94%	94%	92%	89%
2014	88%	91%	92%	94%	94%	94%	94%	91%
2015	83%	95%	91%	94%	94%	92%	95%	
WA Public Schools 2015	92%	93%	93%	93%	93%	93%	93%	

Hillcrest Primary School continued to utilise the services of the North Metropolitan Regional Attendance Team to address severe attendance cases and review practises. Attendance is a whole school initiative with regular tracking of students at risk, ongoing communication with parents and incentives for regular attendance. A new attendance initiative *Every Student Every Day* will be commenced in the early years to entrench improved patterns of attendance.

# Hillcrest Primary School

## Our Staff

No	FTE	AB'L
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Administration Staff			
Principals	1	1.0	0
Deputy Principals	1	1.0	0
<b>Total Administration Staff</b>	<b>2</b>	<b>2.0</b>	<b>0</b>

Teaching Staff			
Level 3 Teachers	1	0.4	0
Other Teaching Staff	26	19.1	0
<b>Total Teaching Staff</b>	<b>27</b>	<b>19.5</b>	<b>0</b>

School Support Staff			
Clerical / Administrative	5	2.7	0
Gardening / Maintenance	2	0.8	0
Instructional	1	0.6	1
Other Non-Teaching Staff	9	5.5	0
<b>Total School Support Staff</b>	<b>17</b>	<b>9.6</b>	<b>1</b>

<b>Total</b>	<b>46</b>	<b>31.1</b>	<b>1</b>
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All teaching staff meet the professional requirements to teach in Western Australian public schools and can be found on the public register of teachers of the Teacher Registration Board of Western Australia. Staff engaged in a minimum of six days (pro rata) professional learning that took place on school development days. In addition staff undertook out-of-hours as well as in school hours professional learning linked to priority areas of the strategic plan and individual staff needs.

# Hillcrest Primary School

## *Our Programs*

### The Arts – Music

In addition to weekly music class music lessons, interested students from year four to six were able to participate in the school choir. The choir performed at the UWA masses choir festival, during assemblies and at other school community events. Classes also presented musical performances during most assemblies with individuals showcasing talents during the annual Harmony Day Musical Assembly.

The School of Instrumental Music enables selected students from years five and six to receive individual tuition in guitar, clarinet and brass.

### The Arts – Visual

A specialist Visual Art teacher provide children with a varied program which includes drawing, painting and sculpture. Artwork by some of the students have been used for the annual Christmas banner display for the City of Bayswater.

### Physical Education

A physical education specialist is utilised three days a week to implement a skills development program, develop team game rule awareness and prepare for the faction and interschool athletics carnivals. In 2015 we secured funding for the Sporting Schools program which provided additional tuition after school for students to develop further their sporting skills.

### Year Six Camp

The Year six students spent three days where they were challenged to participate in a range of physical and mental challenges. Activities included using the flying fox, rafting, swimming and numerous other challenges.





# Hillcrest Primary School



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# Hillcrest Primary School

## P&C Association

The P&C Association have continued to generously support the school. Their impact cannot be understated as is evident in this year's incredible accomplishments:

- Completed Nature Playground for Early Years Centre
- Purchased permanent and transportable shade structures
- New school uniforms commenced distribution
- Edu-Marking of the basketball courts
- Hosted Mother's day high tea
- Father's day breakfast
- Halloween Disco
- ADIDAS Fun Run
- Revegetated and maintained Drake street verge
- Sponsored classroom activities
- Planted an instant orchard
- Purchased trestle tables
- Managed canteen services
- Audited and implemented sustainable energy and water practices (saving thousands)

## School Council

In 2015 the school council members were: Nadia Wittowsky, Shawn Barton, Mark Menzel, James McGuire, Jessica Bennet, Penny Nind, Mel Haines, Lynda Mohr and Anna Brown.

The council met once per month every school term performing the following functions: monitor the schools progress of implementation strategies, discuss financial management, literacy planning, information and communication technologies and school achievement data including NAPLAN.

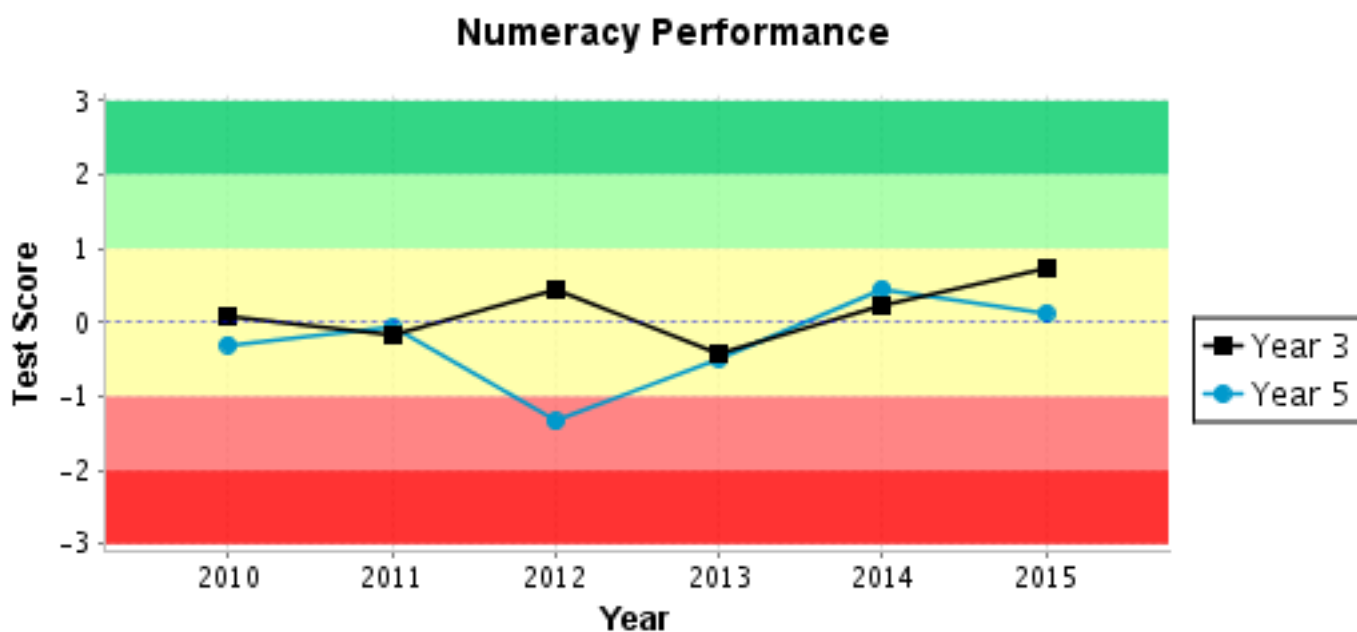
In 2016 the council are reviewing their roles and responsibilities with a mind to engaging in the IPS development program to transition the school to becoming an Independent Public School.

# Hillcrest Primary School

## Student Achievement

### NAPLAN Comparative Performance for Numeracy

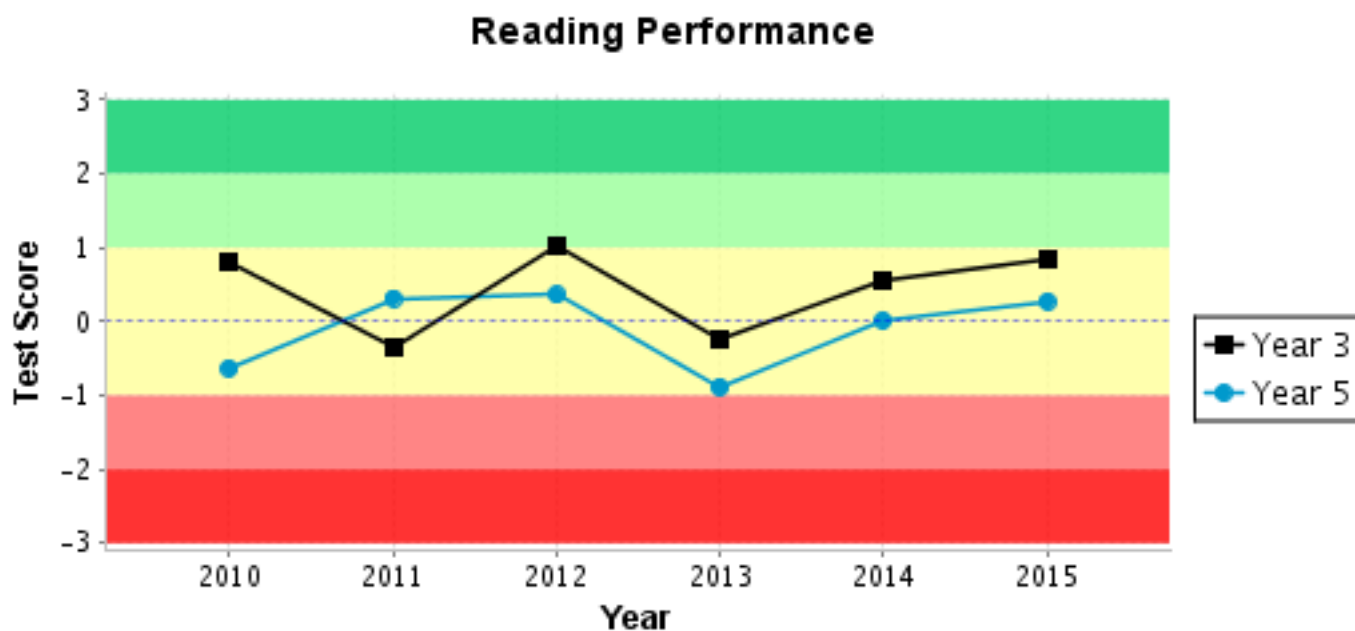
Numeracy	Perform.						Students					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
Year 3	0.1	-0.2	0.5	-0.4	0.2	0.8	35.0	36.0	56.0	47.0	45.0	43.0
Year 5	-0.3	-0.1	-1.3	-0.5	0.5	0.1	45.0	59.0	45.0	40.0	57.0	44.0



# Hillcrest Primary School

## NAPLAN Comparative Performance for Reading

Reading	Perform.						Students					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
Year 3	0.8	-0.4	1.0	-0.2	0.5	0.8	35.0	38.0	57.0	47.0	45.0	43.0
Year 5	-0.6	0.3	0.4	-0.9	0.0	0.3	45.0	60.0	45.0	40.0	57.0	45.0



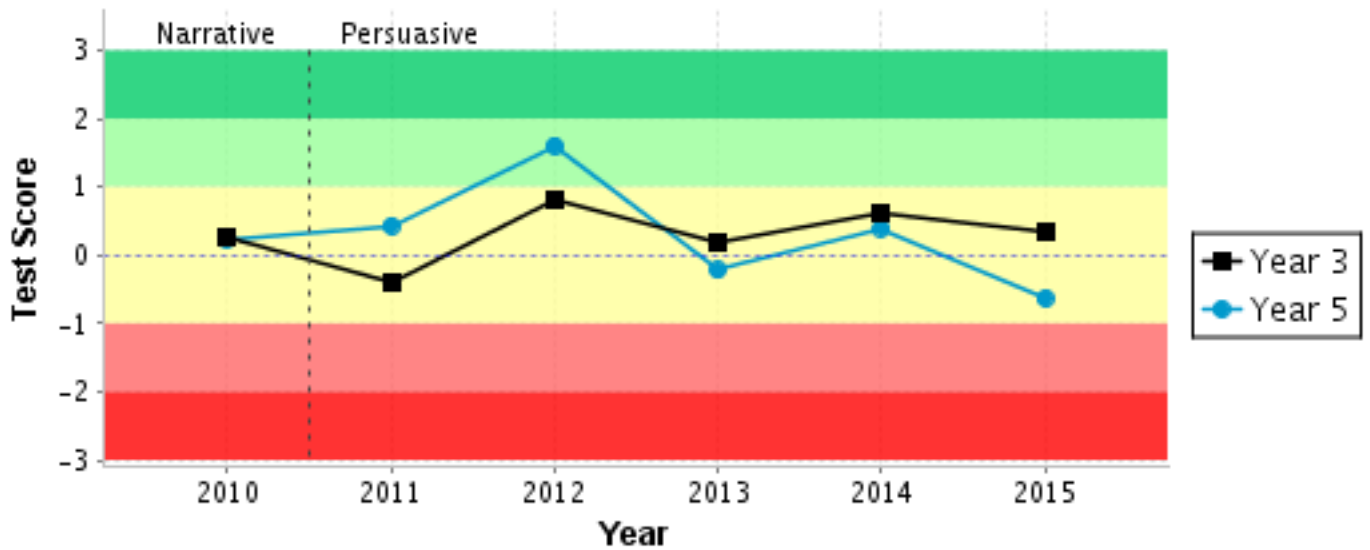
# Hillcrest Primary School

## NAPLAN Comparative Performance for Writing

Writing	Perform.						Students					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
Year 3	0.3	-0.4	0.8	0.2	0.6	0.3	35.0	38.0	56.0	47.0	45.0	41.0
Year 5	0.2	0.4	1.6	-0.2	0.4	-0.6	45.0	60.0	44.0	40.0	57.0	44.0



## Writing Performance

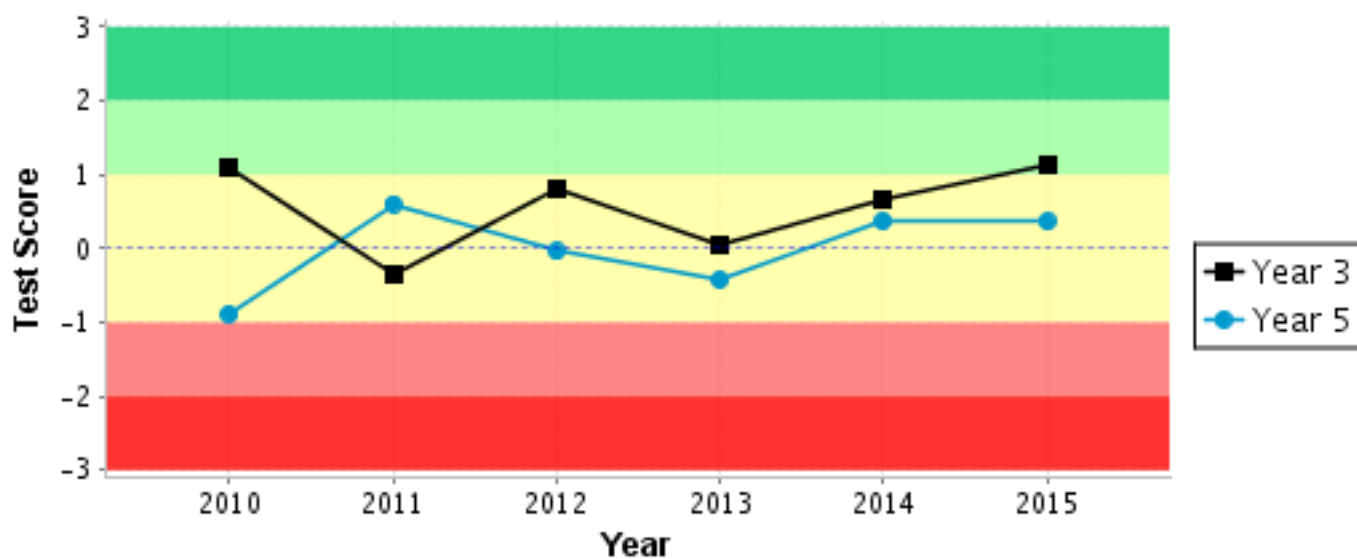


### NAPLAN Comparative Performance for Spelling

Spelling	Perform.						Students					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
Year 3	1.1	-0.3	0.8	0.0	0.7	1.1	35.0	38.0	57.0	47.0	45.0	42.0
Year 5	-0.9	0.6	-0.0	-0.4	0.4	0.4	45.0	60.0	45.0	39.0	57.0	44.0

# Hillcrest Primary School

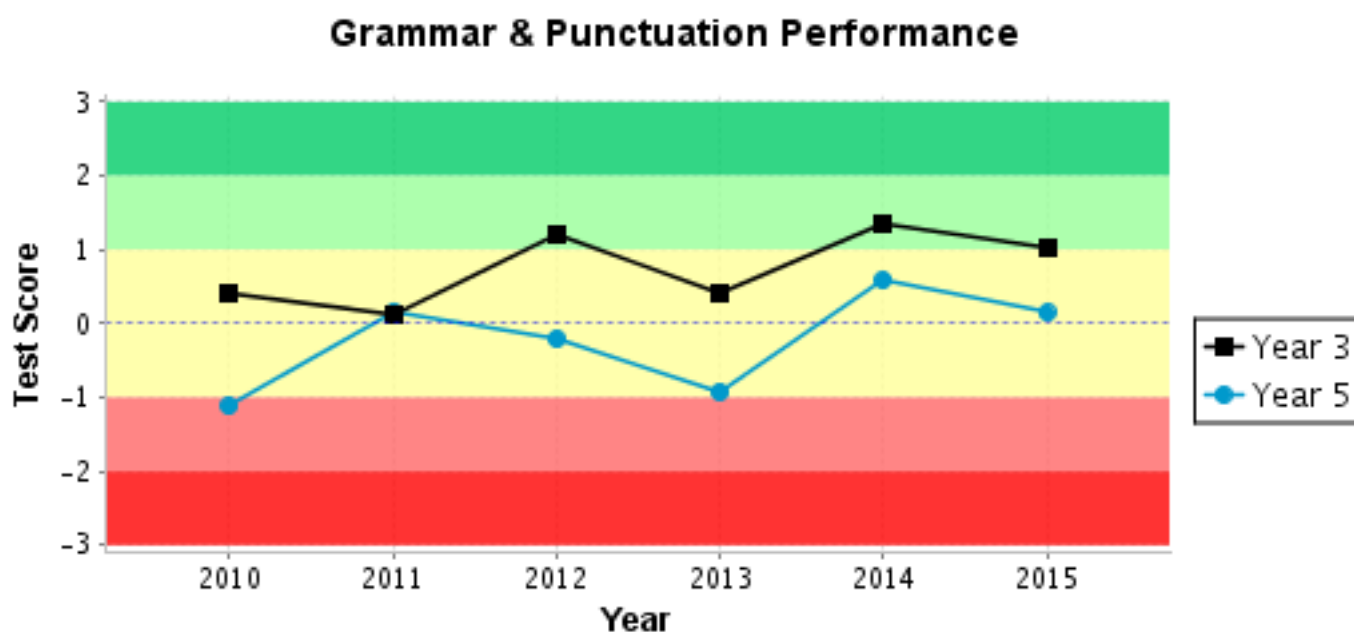
## Spelling Performance



# Hillcrest Primary School

## NAPLAN Comparative Performance for Grammar & Punctuation

Grammar & Punctuation	Perform.						Students					
	2010	2011	2012	2013	2014	2015	2010	2011	2012	2013	2014	2015
Year 3	0.4	0.1	1.2	0.4	1.4	1.0	35.0	38.0	57.0	47.0	45.0	42.0
Year 5	-1.1	0.2	-0.2	-0.9	0.6	0.1	45.0	60.0	45.0	39.0	57.0	44.0

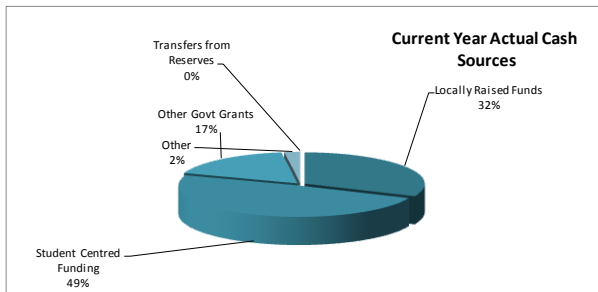
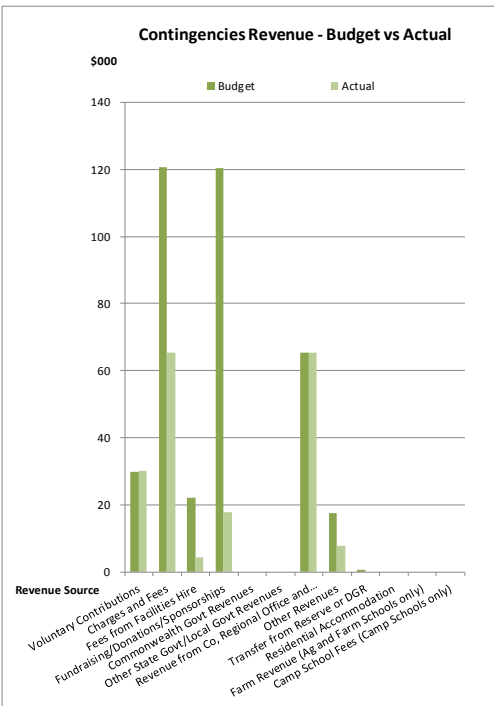


# Hillcrest Primary School

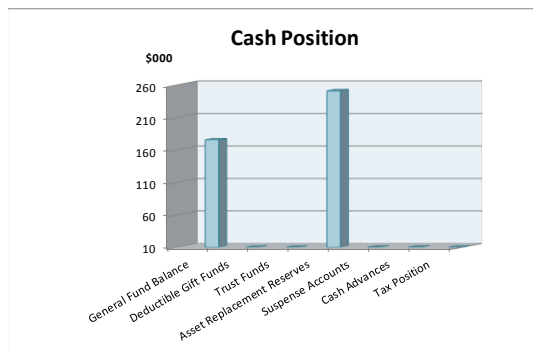
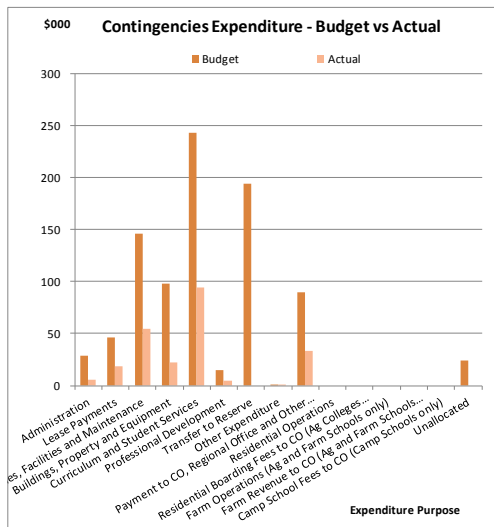
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## Hillcrest Primary School Financial Summary as at 31st December 2015

Revenue - Cash	Budget	Actual
1 Voluntary Contributions	\$ 29,957.00	\$ 30,152.30
2 Charges and Fees	\$ 120,518.00	\$ 65,510.17
3 Fees from Facilities Hire	\$ 22,000.00	\$ 4,475.72
4 Fundraising/Donations/Sponsorships	\$ 120,250.00	\$ 17,814.69
5 Commonwealth Govt Revenues	\$ -	\$ -
6 Other State Govt/Local Govt Revenues	\$ -	\$ -
7 Revenue from Co, Regional Office and Other Schools	\$ 65,439.00	\$ 65,441.69
8 Other Revenues	\$ 17,501.00	\$ 7,894.74
9 Transfer from Reserve or DGR	\$ 725.00	\$ -
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>\$ 376,390.00</b>	<b>\$ 191,289.31</b>
<b>Opening Balance</b>	<b>\$ 34,560.00</b>	<b>\$ 34,560.20</b>
<b>Student Centred Funding</b>	<b>\$ 472,080.00</b>	<b>\$ 182,080.00</b>
<b>Total Cash Funds Available</b>	<b>\$ 883,030.00</b>	<b>\$ 407,929.51</b>
<b>Total Salary Allocation</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Funds Available</b>	<b>\$ 883,030.00</b>	<b>\$ 407,929.51</b>



Expenditure	Budget	Actual
1 Administration	\$ 28,550.00	\$ 5,763.03
2 Lease Payments	\$ 45,886.00	\$ 18,721.38
3 Utilities, Facilities and Maintenance	\$ 145,490.00	\$ 54,085.88
4 Buildings, Property and Equipment	\$ 97,700.00	\$ 22,498.50
5 Curriculum and Student Services	\$ 243,133.00	\$ 94,181.60
6 Professional Development	\$ 14,500.00	\$ 4,384.55
7 Transfer to Reserve	\$ 194,000.00	\$ -
8 Other Expenditure	\$ 251.00	\$ 51.89
9 Payment to CO, Regional Office and Other Schools	\$ 89,480.00	\$ 32,909.27
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)	\$ -	\$ -
15 Unallocated	\$ 24,040.00	\$ -
<b>Total Goods and Services Expenditure</b>	<b>\$ 883,030.00</b>	<b>\$ 232,596.10</b>
<b>Total Forecast Salary Expenditure</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Expenditure</b>	<b>\$ 883,030.00</b>	<b>\$ 232,596.10</b>



**Cash Position as at:**

Bank Balance	\$ 421,763.00
Made up of:	\$ -
1 General Fund Balance	\$ 175,333.41
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 250,669.00
5 Suspense Accounts	\$ 2,231.62
6 Cash Advances	\$ -
7 Tax Position	\$ 6,471.03
<b>Total Bank Balance</b>	<b>\$ 421,763.00</b>

# Hillcrest Primary School

## *Financial Management*

The schools financial, human and physical resource management has been audited by the Audit and Risk Management Branch of the Department of Education. The school has maintained highly satisfactory processes for accurate financial management.



## *Student Behaviour*

The central recording of intervention by the schools administrative team ensures tracking of individual students and as required implementation of individual behaviour management plans.

## *Community Feedback*

Through newsletter, feedback sessions, assemblies, the open night and classroom meetings, feedback in the school image and progress is generally positive. A number of letters of recommendation are received each year. Issues are addressed as they arise. A formal survey of the community was undertaken in 2014.

## *2016 Focus Points*

Focus Directions for the school for 2016 are outlined in the strategic planning document “Hillcrest 2020: Focus on a Bright Future” available for download from the school website.

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