

-  **Respect**
-  **Integrity**
-  **Excellence**

# ANNUAL REPORT

# 2024

**Serving the Educational Needs of the Leeming Community since 1984**

## OVERVIEW

Leeming Primary School is a 'country - like' school in the city. It is situated eighteen kilometres south of the city of Perth, but its size (around 380 students K-6) enables us to provide a supportive school environment. We have a strong pastoral care culture with our staff taking the time to get to know each student well, build relationships with families and strengthen a positive community culture.

The school became an Independent Public School in 2017 and this allowed us to set a positive path for the future. Our effective School Board assists the experienced staff in providing quality teaching that produces well-rounded members of society. Our students are encouraged to balance educational excellence with excellence in citizenship.

Our school community has driven several quality improvement initiatives including a highly sophisticated technologies focus. This incorporates a B.Y.O. iPad programme in Years 3-6, upgraded interactive whiteboards and high quality and speed wireless access. Teachers are trained to work with this technology successfully to produce high level outcomes for students who are ready for the technological challenges of the future.

A Natureplay focus counterbalances this focus on technologies, with our students enjoying access to a variety of Natureplay areas and equipment. Our staff use Natureplay initiatives to develop communication skills, problem solving, creativity and resilience in our students.

Our school also provides quality specialist programmes in Japanese, Physical Education, Music, Art and Science. Individual student needs are catered for by staff tailoring the curriculum to suit. This is also supported by a Literacy support team and an Extension and Academic Challenge programme.

The school embraces a 'positive behaviours' approach to behaviour management. Emphasis is placed upon teaching students how to behave through weekly behaviour foci and developing positive behaviours through positive rewards.

The school prepares students well for high school and we have particularly strong links with Leeming Senior High School, where most of our graduating students attend.

For more information about opportunities at Leeming Primary School, I encourage you to find out more about our school on our school website <http://leemingps.wa.edu.au/>

## **PRINCIPAL'S REPORT**

2024 was a year of some changes for Leeming Primary School. During Semester 1, I was working at Armadale Primary School. Following this secondment, I used some of my accrued Long Service Leave and had a European adventure. I returned back into the Principal role from Week 5 Term 3.

During this time Mr. Andrew Mclean took over the principal role. To assist, Mrs. L. Thomas was released from the class to backfill the Deputy Principal's position. Mr McLean then took some leave also and Mrs Thomas remained in the office for the rest of the year. Having two Deputy Principals has assisted with the workload and added to the leadership team. Unfortunately, this will not roll over into 2025, but will be reviewed during Term 1 as the school is slowing growing and at some stage this will need to be addressed.

Through the year we have had many highlights and have focused upon making school as positive and interesting for the students as possible. The school has worked closely with the P&C and School Board to produce better outcomes for the students and I thank all families for their support throughout the year.

**CLIVE EMBY**

Principal

## Board Chair's Report

Dear Parents and Carers,

### Reflecting on 2024

This year brought both challenges and achievements. The principal's absence disrupted the usual leadership flow, but thanks to the dedication of Mr. McLean and Mrs. Thomas, the school remained stable and well-led. Their commitment ensured smooth operations and continuity in decision-making.

A key focus this year was the introduction of the cluster model, along with several important initiatives:

- NAPLAN remained a key focus, guiding our educational strategies.
- The school maintained financial health with no concerns.
- A school dress option was introduced, giving students more choice.
- Standardisations helped refine our focus areas for development.
- At the principal's request, the board reviewed adopting *Schools That Deliver* to enhance leadership and community engagement. While ultimately not pursued due to cost, the discussion reinforced our commitment to continuous improvement.

One area for growth is strengthening community engagement with the board. In 2025, we will work to better represent our school community and encourage greater involvement.

### The Role of the School Board

In Western Australian primary schools, the school board plays a crucial role in shaping the strategic direction of the school. Our purpose is to represent the community's voice in decision-making, working alongside the principal to set and monitor the school's vision, policies, and financial planning. While we do not manage the day-to-day running of the school, we provide valuable input to ensure the best possible outcomes for students. In 2025, strengthening community engagement with the board will be a key focus, as we aim to enhance collaboration and transparency.

### Looking Ahead to 2025

The upcoming school review is a major milestone, and the board is committed to supporting the principal throughout the process. Every three years, the school's business plan is refreshed, setting new performance targets aligned with our values of Respect, Integrity, and Excellence. This will be a community-driven effort, incorporating data from NAPLAN, PAT, and the *Arcadience* program, ensuring our direction reflects the needs of our students.

We ended the year on a high note with a wonderful EduDance performance, where the following individuals were recognized for their contributions:

S:\AdminShared\Administration Staff\100 Administration\101 Accountability\2024\Annual report 2024.doc

- Bec Swindells (Community Award) – for her dedication as P&C Treasurer.
- Anthea Uden (Teaching for Impact Award) – for her outstanding teaching methods.
- Chris Hill (Values Award) – for enhancing educational experiences through her work in the library.

#### Your 2025 School Board

- Clive Emby (Principal)
- Tom Albrecht (Parent)
- Simon Bengel (Parent)
- Jacqui Needham (Teacher)
- Michael Lawrence (Parent)
- Jamie Graham (Parent)
- Cynthia Geiles (Deputy Principal, Leeming Senior High School)
- Maria Ng (Parent)
- Leandri Hair (Parent)
- Jessica Schneider (Parent)

Thank you for your ongoing support. Wishing everyone a fantastic start to 2025!

Tom Albrecht

**Chair of the School Board, 2024**

## 2024 Staff List

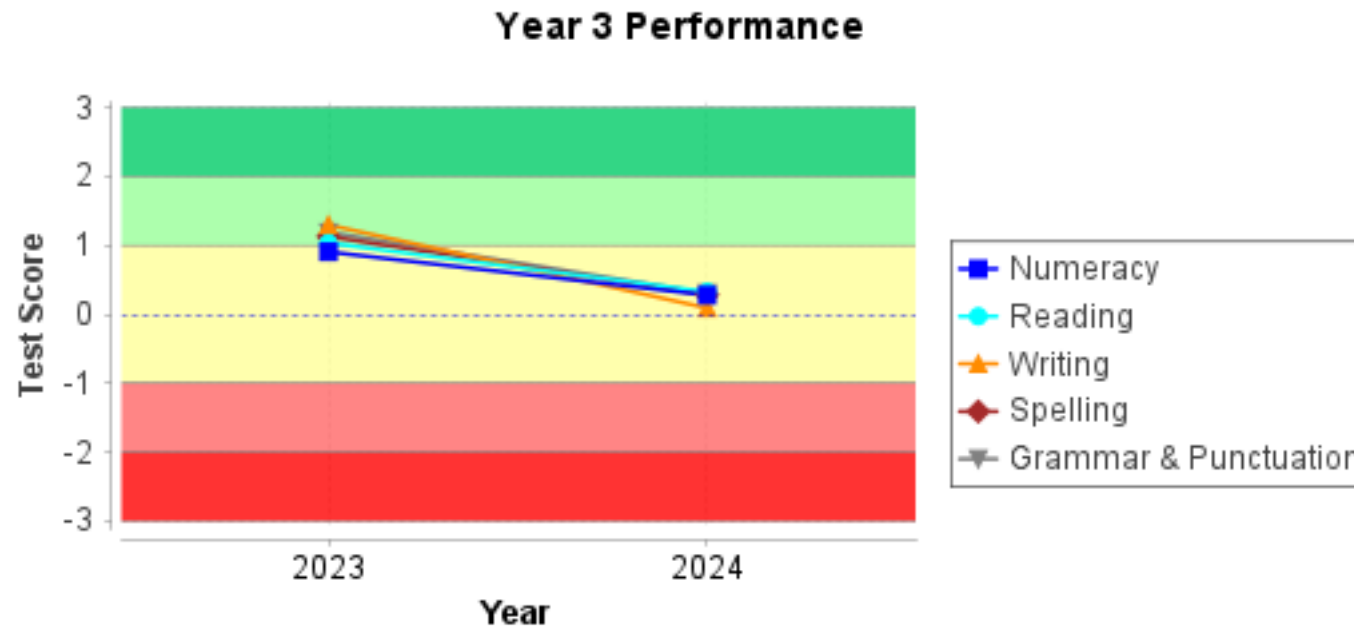
Mr Clive Emby	Principal	
Mr Andrew Mclean Mrs Linda Thomas	Deputy Principal	
Mrs Emma Taylor	Manager Corporate Services	
Ms Helen Semyrko / Mrs McFadden /Ms Atkinson	School Officers	
Mrs Chris Hill	Library Officer	2 days: Mon &Thu
Mrs	Education Assistant	Reading Rm CI 2
Mrs Sharon Senior	Education Assistant	K
Ms Jacquie Nuttall	Education Assistant	PP
Ms Penny Rock	Education Assistant	PP
Mrs Oreen D'Mello	Ed Assistant (Spec Needs)	
Mrs Jane Gedge	Ed Assistant (Spec Needs)	
Mrs Richu Rajpal	Ed Assistant (Spec Needs)	
Ms Beetham	Ed Assistant (Spec Needs)	Kindy
Mrs Amanda Wilson	Ed Assistant (Spec Needs)	Room 6
Mr Glenn Clark	Gardener	4.5 days
Mr Miguel Valladares	Head Cleaner	am & pm
Mrs Colleen Patterson/ Mrs Stephanie Pirie	Kindergarten	Kindergarten
Mrs Alison Oliver	Pre-Primary	EC Unit 2
Mrs Jennifer Squeo	Pre-Primary	EC Unit 1
Ms Jemma Myers	Year 1	Room 5
Mrs Kelly Pleml	Year 1	Room 6
Mrs Emma Rothwell	Year 1/2	Room 7
Ms Mrs Ash Bongiorno	Year 1	Room 8
Mrs Mr Young	Year 2/3	Room 15

Mrs Needham	Year 3	Room 16
Mrs Anthea Uden	Year 3/4	Room 9
Ms Redwin	Year 4	Room 10
Ms Melissa Thomas	Year 5	Room 11
Ms Sarah Sheehan	Year 5/ 6	Room 3/4
Mrs Natalie Blackwell	Year 5/6	Room 1/2
Mrs Lucy Cruden	Performing Arts /2 days	DOTT room
Ms Duckworth	Art	Art Room
Mrs Nola DeSalle	LOTE (3 days)	LOTE Room MTW
Mrs Tanya Warman	Science (2 days)	Science Lab
Ms Haggart	Phys. Ed.(2Days)	Sporting areas

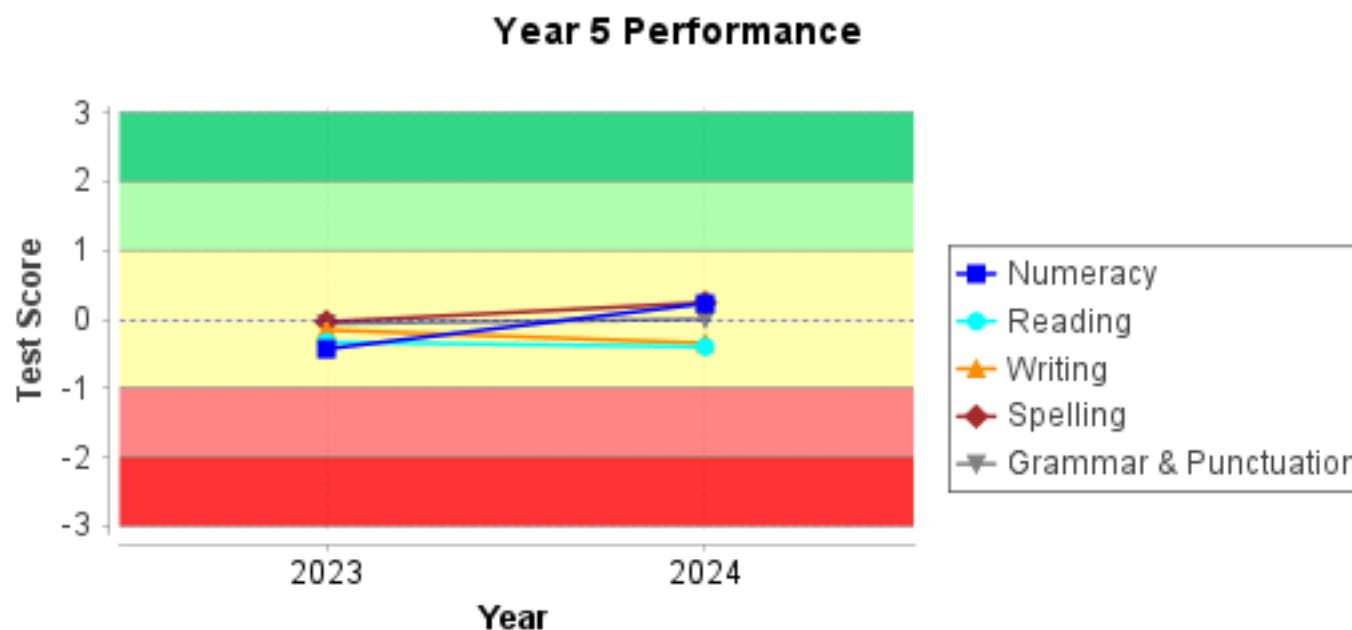
## SCHOOL PERFORMANCE

School academic performance is measured using a variety of tools. These include; On Entry assessment for Pre Primary, NAPLAN, attendance, behaviour and a range of internal assessments. By using multiple sources we are able to triangulate performance

In 2024 national testing was undertaken through NAPLAN in term 1.







Academic results were pleasing with both Year threes and fives performing in NAPLAN at or slightly above expected levels. These results have been triangulated with the OARS Data showing pleasing achievement across the year levels. 'Value adding' in Reading has been pleasing with Maths showing less growth than the National norm.

The school also relied upon OARS/PATS standardized testing to provide external moderation of student performance and progress.

## 2024 PATS Analysis

### 2024 Pats Maths

Year	School	Norm
1	105.7	99.5
2	108.5	108.3
3	117.9	115.4
4	130.1	121.1
5	128.7	125.5
6	132.4	128.9

### 2024 Pats Reading

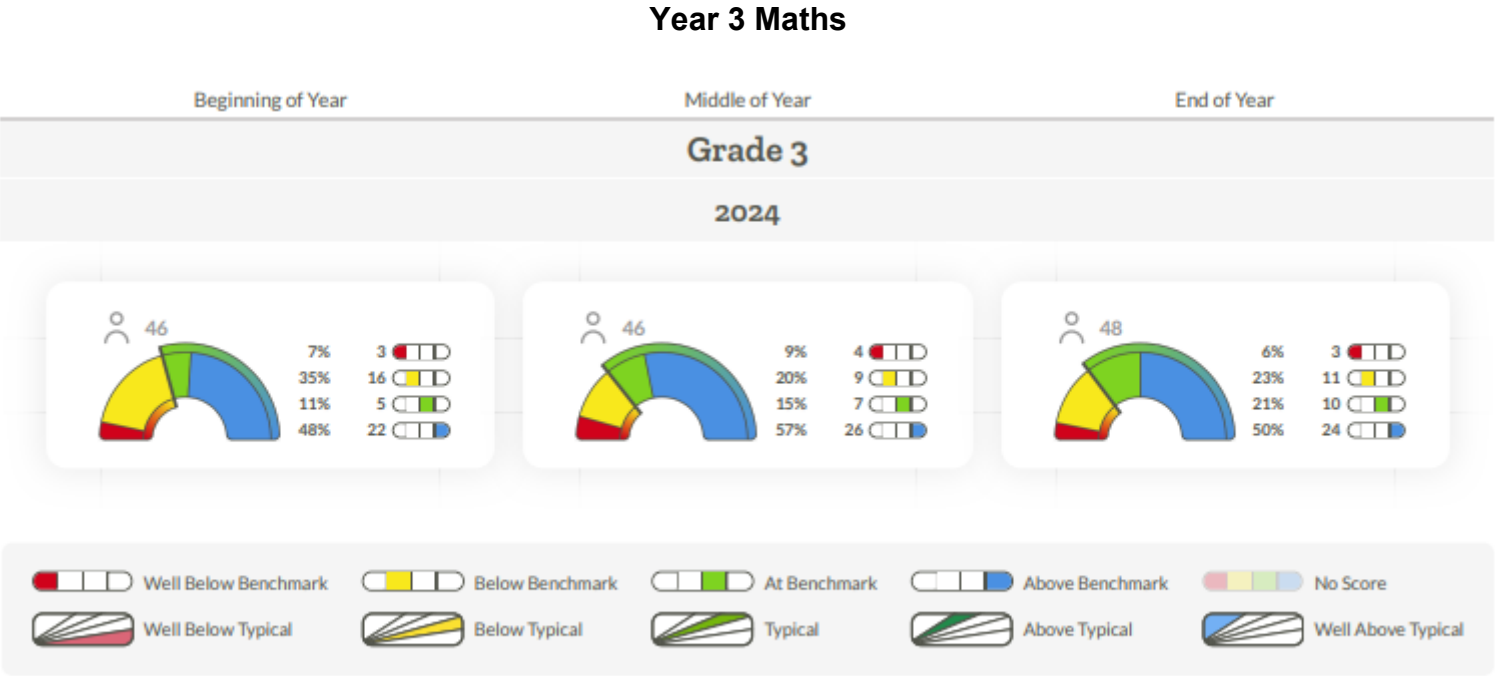
Year	School	Norm
1	84.2	84.2
2	100.3	101.1
3	117.9	113
4	128.7	120.9
5	126.8	125.8
6	129.4	128.8

### Value adding

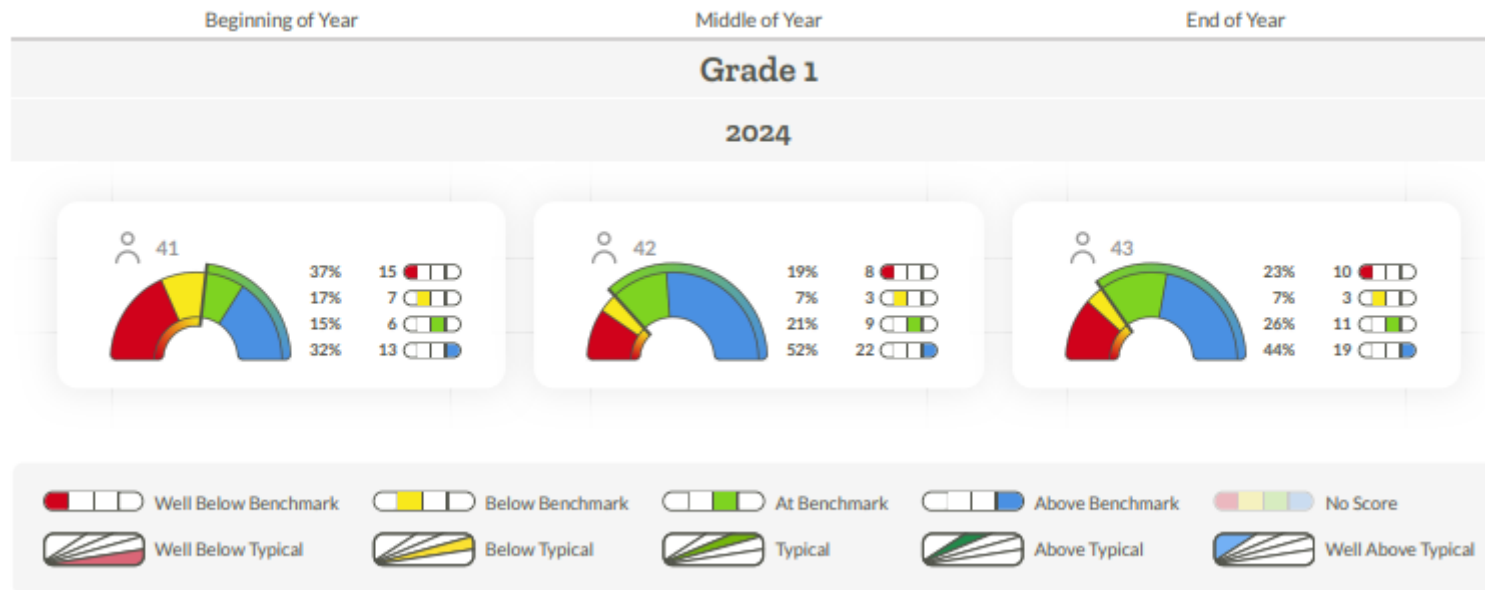
Maths Yr 1-6 progress	School	Norm
	106.5 - 132.4	99.5 - 128.9
	+25.9	+29.4

Reading Yr 1-6 progress	School	Norm
	84.2 - 129.4	84.2 - 128.8
	+45.2	44.6

Acadience testing and our intervention program has made impacts upon a wide group of students. Examples are:



## Year 1 Reading



## 2023 - 2025 BUSINESS PLAN TARGETS

### Milestone and Targets

Leeming Primary School aims for improvement of individuals, cohorts and the whole school population. To this end, targets are set regularly throughout the school year focussing on student improvement both academic and non-academic and longer term targets are also set so that the school community has a clear understanding of its future direction.

	Milestone 2023	Milestone 2024	Target 2025
<b>Commitment to Learn</b>			
<b>Staff</b>	Science of Learning strategies and processes introduced to every class in school	Science of Learning strategies and processes implemented in every class in school	Science of Learning strategies and processes embedded in every class in school
<b>School</b>	NAPLAN Comparative performance in Yr. 3 Data to match or 'like schools' in 2 out of 5 curriculum areas.	NAPLAN Comparative performance in Yr. 3 Data to exceed 'like schools' in 3 out of 5 curriculum areas.	NAPLAN Comparative performance in Yr. 3 Data to exceed 'like schools' in 5 out of 5 curriculum areas.
<b>Students</b>	NAPLAN Mean score is at level or higher than 2022 score in 2 out of 5 curriculum areas.	NAPLAN Mean score is at level or higher than 2022 score in 3 out of 5 curriculum areas.	NAPLAN Mean score is at level or higher than 2022 score in 5 out of 5 curriculum areas.
<b>Commitment To Care</b>			
	Family Partnership Domain to score 3.8	Family Partnership Domain to score 4.0	Family Partnership Domain to score 4.2

	Early Support Domain to score 4.2	Early Support Domain to score 4.4	Early Support Domain to score 4.6
--	-----------------------------------	-----------------------------------	-----------------------------------

### Commitment to Care

2023 Milestone Science Of Learning strategies and processes <b>introduced</b> to every class in school	Check	2024 Milestone Science Of Learning strategies and processes <b>implemented</b> to every class in school	Check	2025 Target Science Of Learning strategies and processes <b>embedded</b> to every class in school	Check
SOL presentation undertaken by Clive Emby at Term 1 staff meeting		Performance management proforma to include reference points to SOL	New standardised proforma used state wide	New staff inducted at SDD by skilled staff	
SOL presentation undertaken by Clive Emby at Term 2 SDD		Whole of staff agreements to reference and link to SOL and Performance Management		New staff to undertake Teachwell training	
SOL presentation undertaken by Jen Squeo at Term 3 staff meeting		Teaching guide session held on SDD days		All teaching staff able to use Performance Management processes as opportunity to demonstrate SOL	
Articles /Readings offered to staff		New staff inducted with teaching guide			
Anthea Uden to undertake QTS training and upskilling		8 staff working through instructional coaching model	Impacted by industrial action	All teaching staff working through instructional coaching model	
Join Roe Network QTS Cell and working with instructional coaches		School whole school literacy and numeracy plans rewritten to provide K-6 low variance			

Instructional Coaches upskilled through online or conference					
Instructional Coaching with volunteers using the StepLab support programme					
Staff to undertake Masterclass training via Teachwell scholarship					
Begin work on low variance teaching guide					

## 2024 BeYou Community Survey results

### 2024 data analysis

“My teacher often talks to my family about what I am good at.”

2.9

My family often ask me to share what I am good at.”

3.1

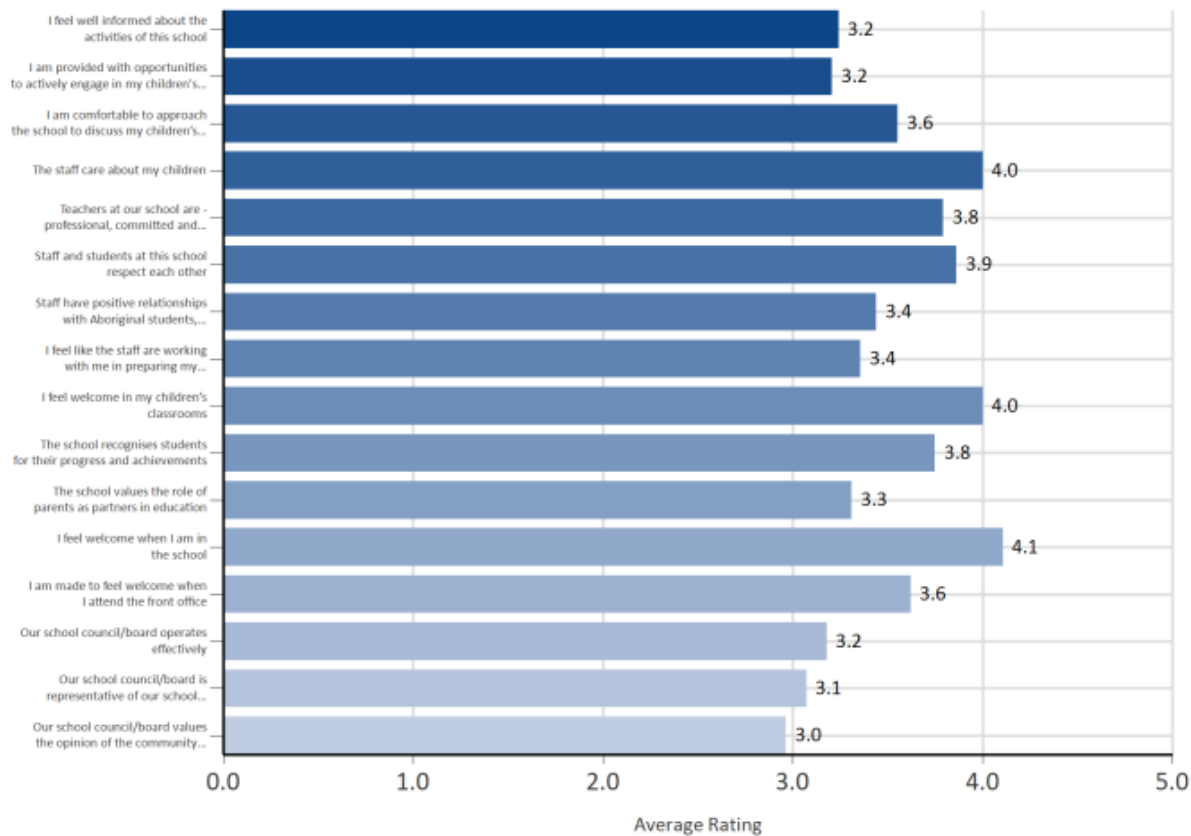
## Community Survey

### School Survey decommissioned

Education Services Australia has decommissioned School Survey. When the replacement survey tool is available we will advise staff by [Ed-e-Mail](#) .

You cannot download survey results or access generated reports at this time.

**In Term 1 2025 the school will undertake a School Culture Survey ahead of the Public School Review in Term 2. Results from the 2022 survey are consistent with previous Biannual surveys.**





## Behaviour management

In 2024 the school had 1 day of suspension. This reflects the impact of the school wide Positive Behaviour Strategies

## Attendance

### Attendance Overall Primary

	Non-Aboriginal			Aboriginal			Total		
	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools
2022	90.2%	90.3%	88.3%	49.5%	76%	69.5%	89.2%	90%	86.6%
2023	91.5%	91.7%	90.3%	92.2%	78.8%	74.3%	91.5%	91.4%	88.9%
2024	92.7%	92.6%	91%	82.2%	83.2%	74.3%	92.6%	92.5%	89.4%

## OUR STRENGTHS

### ICT Capabilities and Digital Technologies



Technology continues to remain a focus for learning across the school as we see it as a motivating tool for learning as well as an essential tool for our students in the future.

The Year 4 to 6 students were highly engaged in technological activity this year. Some have begun the 1:1 Apple iPad programme that has been a feature of the school for many years. The students' skills are growing every day as they problem solve and explore new areas of technology in relation to the curriculum.

Technology remains an essential tool for our students' future and therefore for our staff. Interactive boards are in all classrooms and are continually in use across the school.

All students from P-6 have regular access to computers and/or ipads. Regular practise of skills is being developed as students access a range of programmes and applications including Mathletics and Literacy Planet. At assemblies we celebrate and acknowledge students' success with Mathletics, as they are presented with awards for their achievements.

### Nature Play



Leeming Primary School believes in the ethos of providing opportunities for more unstructured play as promoted by Nature play.

Nature play is, of itself, an intrinsic good and from it flows benefits in health, cognitive, social, and emotional development and in the building of resilience and creativity. Experience in nature as a child also leads to environmental stewardship later in life.

At Leeming PS we have utilised different areas for this role. Tuesday lunch times students are allowed to play in a bush area making everything from bush art to cubbies. On

Thursdays we open the Loose Parts Play container for creative play

## Highlights

# LEEMING P&C 2024 YEAR IN REVIEW

## 2024 EVENTS & FUNDRAISERS

- Easter Raffle
- Mothers Day Breakfast
- Fathers Day Breakfast
- VIP car park & tent
- Halloween Disco
- Gingerbread Houses
- Pancake day
- Cyber awareness session
- WA Bike Month event
- Teachers Appreciation Day
- Welcome BBQ







2024 Events also included:

- Sports Carnivals
- Interschool Sports
- Edudance
- Choir
- Music incursions
- Chaplain services
- Cybersafety sessions
- Indian cultural dancing
- Endo of Year Drama/Musical performance

ONE LINE BUDGET - Dec 2024 ( Verified Dec Cash)		
	Current Budget (\$)	Actual YTD (\$)
Carry Forward (Cash):	176,824	176,824
Carry Forward (Salary):	223,697	223,697
<b>INCOME</b>		
Student-Centred Funding (including Transfers & Adjustments):	4,165,778	4,165,778
Locally Raised Funds:	228,525	212,426
<b>Total Funds:</b>	<b>4,794,823</b>	<b>4,778,725</b>
<b>EXPENDITURE</b>		
Salaries:	3,907,301	3,907,301
Goods and Services (Cash):	609,219	504,371
<b>Total Expenditure:</b>	<b>4,516,520</b>	<b>4,411,672</b>
<b>VARIANCE:</b>	<b>278,303</b>	<b>367,053</b>

