

PICKERING BROOK PRIMARY SCHOOL ANNUAL REPORT 2020





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2020 ANNUAL REPORT

Principal's Report

School Spirit, 2020

In years to come 2020 will be remembered differently to the way we remember it now.

We are still so close to the national and global trauma that has been, and is, COVID-19, and we are all still so affected by the tragic passing of our Principal, Derrick Ernst, just a few short months ago.

These are all still so close to us.

But in time we will remember this as the year that, in a few short weeks, we could totally change the nature of our face-to-face service delivery to a home-based-learning service, thus ensuring students could access education, in the face of a great contagion, and we were ready to grow this into something totally different.

This fact alone was amazing and was personally acknowledged by Deputy Director General, Stephen Baxter.

In July, when Mr Ernst passed away, our community rallied in its combined grief to wrap our arms around *his* family, and to wrap our arms around our own school family. Mr Ernst was a man who loved life and loved Pickering Brook Primary School, and he left an indelible imprint on all who worked with him, learnt with him, and shared his vision for community-based learning. Our students were amazing through these difficult days, despite having lost someone they cared so much about.

The staff and students certainly felt the warmth of community support at this time, for which a simple '*thank you*' seems too understated. And again, that was personally acknowledged in writing by Deputy Director General, Stephen Baxter.

And between it all – between the dug up oval, the grinding drills, the ever shifting fences and the muddy slosh from digging up the oval all over again – staff kept teaching, students kept learning, and parents kept us rolling along, with a steady stream of hot Milo's and treats, cold icy poles and raffles, Lego competitions and picnic games, and so much more.

Through it all, Pickering Brook students were amazing – not only for the care and support they offered each other, but also for their sheer capacity to get on with it and keep on enjoying life too.

How else could they win the Swan Valley and Hills Interschool Athletics Carnival in the midst of these events?

The one certainty in life is change, and that certainty was upon us in 2020.

In 2021, we wish Mrs Burrows a long and fulfilling retirement with her husband, Bill. Her career has been one of dedication and passion, and we will acknowledge her role in the life of our school as she nears her formal retirement date at the start of Term 2, 2021.

We also offer our best wishes to Ms Kinner and Mrs Knight, as they pursue their careers at new schools closer to their new homes. They have both been immensely important parts of our team and we are sure their futures will be bright ones indeed.

Life is always full of change. Peaks. Troughs. Sometimes a few more troughs. But we learn so much about ourselves as we travel through tough times. *And these have been tough times*, so we have probably learnt a lot.

We won't know exactly what we've really learnt until a bit more time has passed, but trust me, it's a lot.

Our school too has been travelling through its own trough, but the curve at the bottom of the trough is in sight and we have to trust that the spirit of our school, the spirit that's in us all, that spirit that shone through 2020, will see us through again. It has in the past. It will now. I've seen it.

So I don't have a 'Thank You' list to present. A little less school data to quote. No lists of special awards. No honour board names or statuettes to bestow.

Except that which I bestow to everyone.

To every one of you in our community. *Thank you.*

And now it's time for a bit more change.

Welcome to our new Principal, Mrs Dique.

How exciting the future is.

Ron Rudolph

Acting Principal, Semester 2, 2020



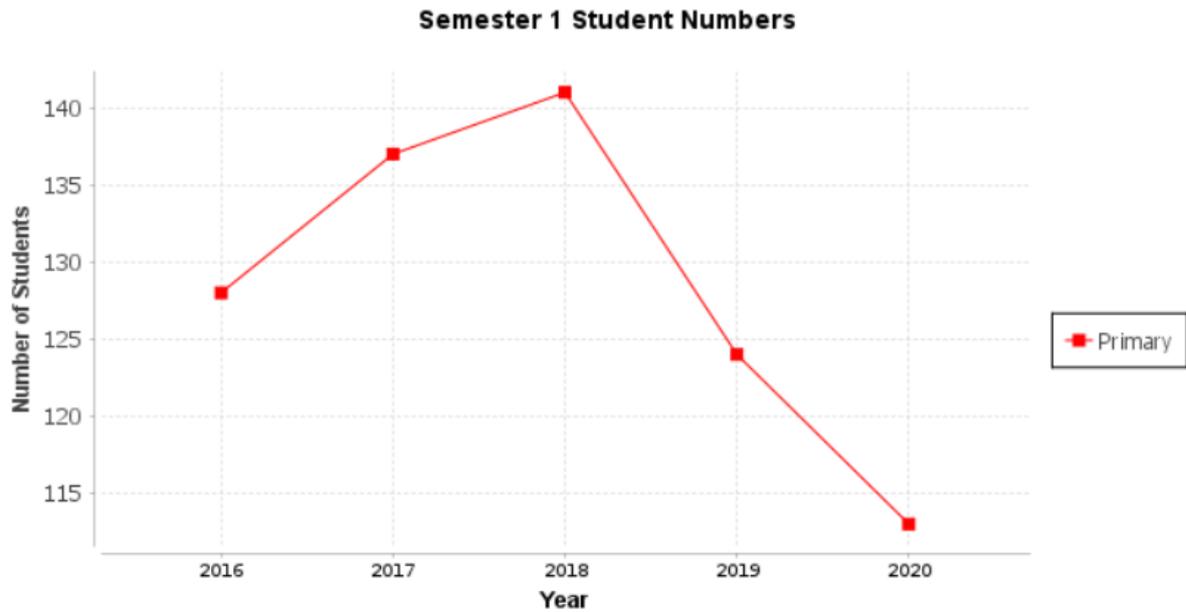
2020 Staff Numbers

	No	FTE	ABL
Administration Staff			
Principals	1	1.0	0
Deputy Principals	1	1.0	0
Total Administration Staff	2	2.0	0
Teaching Staff			
Other Teaching Staff	12	6.4	0
Total Teaching Staff	12	6.4	0
School Support Staff			
Clerical / Administrative	2	1.5	0
Education Assistants & Library	8	5.2	0
Gardening / Maintenance	1	0.5	0
Cleaning	2	1.5	0
Total School Support Staff	13	8.7	0
Total	27	17.1	0

Student Numbers 2016-2020

The last 2 years have seen a significant decline in student enrolments for a range of reasons, with the school beginning the 2021 school year with 94 enrolled students (92 compulsory PP-6).

Enrolment decline is under active review by School Leadership, the School Board and parent bodies such as the P&C, and will provide a major focus for school improvement, promotion and marketing.



Semester 1	2016	2017	2018	2019	2020
Primary (Excluding Kin)	128	137	141	124	113

Attendance Data 2020

2020 Whole Year attendance data has not been published by the Department of Education due to the adverse effects of COVID-19.

Primary Attendance Rates by Semester 2020

	Attendance Rate								
	Kindy	PPR	Y01	Y02	Y03	Y04	Y05	Y06	P-6
Semester 1 %	88.8	82.5	87.9	87.0	86.2	83.8	87.8	82.6	85.6
Semester 2 %	87.9	88.5	93.7	93.7	94.9	92.9	94.6	90.5	92.9
All Public Schools 2020	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Attendance was affected by COVID-19 in Semester 1, which is evident in the table above and the tables following. A significant 'snap-back' above trend was clearly evident in Semester 2, which has been especially gratifying after recent declines.

	Attendance Category			
	Regular	At Risk		
		Indicated	Moderate	Severe
Semester 1	28.7%	55.7%	13.9%	1.7%
Semester 2	79.3%	16.4%	3.3%	1.0%
Like Schools 2020	n/a	n/a	n/a	n/a
WA Public Schools	n/a	n/a	n/a	n/a

Attendance % - Primary Year Levels

	Attendance Rate						
	PPR	Y01	Y02	Y03	Y04	Y05	Y06
2018	94%	92%	93%	94%	93%	94%	94%
2019	90%	91%	91%	92%	90%	91%	86%
2020	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Public Schools 2020	n/a	n/a	n/a	n/a	n/a	n/a	n/a

The attendance data over recent years indicates that our school's regular attendance (90% or greater) has declined, leaving us behind Like Schools and WA Public Schools.

This is an area of concern for our school and will be addressed through the school improvement process during the next School Business Plan cycle.



Year 5/6 Camp. Friends forever!



Friendly rivalry at the Faction Carnival.



Peer learning in action!

2017-20 School Business Plan Review

During the staff development day on 29 January 2021, staff reviewed the 2017-2020 School Business Plan.

A wide range of planned outcomes were identified in the 2017-2020 School Business Plan.

These outcomes were either explicitly stated in the plan, or implied in the language of the plan.

Staff opinions were surveyed as to whether these outcomes were 'Achieved' or 'Not Achieved'.

A total of 16 staff completed the survey. The summary below is not exhaustive.

Priority 1 – Success for Every Student	
Achieved	Not Achieved
<ul style="list-style-type: none"> • Letters and Sounds Kindy – Year 2 • Talk for Writing Kindy – Year 2 • Literacy Blocks implemented • Mathematics Blocks implemented • Covid-19 Home Learning Package Development • Protective Behaviours programs • Behaviour Management reviewed • Planning for School Activities 	<ul style="list-style-type: none"> • 23 of 33 Targets for Attendance, On-Entry and NAPLAN were not achieved • Talk for Writing Years 3 - 6 • 'Bullying No Way' program • 'Aussie Optimism' program • Critical Thinking Skills • Data analysis to plan for learning • Case Management

Priority 2 – High Quality Teaching and Effective Leadership	
Achieved	Not Achieved
<ul style="list-style-type: none"> • Collaborative planning meetings • Literacy Block Professional Learning (PL) • Aussie Optimism PL • Protective Behaviours PL • Staff leadership roles established • Principal classroom observations 	<ul style="list-style-type: none"> • Maths Blocks PL (LENI) • Case Management PL • WA Curriculum PL • Peer classroom observation

Priority 3 – Commitment to School Community	
Achieved	Not Achieved
<ul style="list-style-type: none"> • ECU Speech Assessment program • Develop student civics • In school student Clubs • Parent led activities • After school staff led activities • P&C Partnership • Year 6 Transition to high school 	<ul style="list-style-type: none"> • 'Strong Relationship' survey item declined from 87% in 2016 to 51% in 2018 • "School is well led" survey item declined from 64% in 2016 to 37% in 2018 • Use of parent expertise in learning • Promoting school in and to the wider community

Priority 4 – A capable and responsive organisation	
Achieved	Not Achieved
<ul style="list-style-type: none"> • Child Protection policy & procedures implemented • Semester reporting system used effectively 	<ul style="list-style-type: none"> • Innovative solutions are found to meet needs

Student Performance 2017-2019 Year 3 and Year 5 NAPLAN

NAPLAN Assessments did not take place in 2020 due to COVID-19.

In lieu of the 2019 Annual Report, which was not published, included herein is the NAPLAN performance data from 2017-2019 (see below).

Underperformance was identified across all assessment areas. Strategies were put in place to address these through:

- **Numeracy:** Introduction of a structured Mathematics teaching strategy
- **Spelling, Grammar & Punctuation:** Introduction of the Letters & Sound program for Kindy to Year 2
- **Writing:** Introduction of the Talk for Writing Program for Kindy to Year 2

2017-2019 NAPLAN Comparative Performance

	Year 3			Year 5		
	2017	2018	2019	2017	2018	2019
Numeracy	0.3	1.0	0.1	-0.4	2.7	-2.9
Reading	0.8	-0.1	1.3	2.7	5.4	0.2
Writing	-0.4	0.5	-0.4	0.3	-0.8	-0.9
Spelling	-0.0	0.8	0.9	2.1	1.8	-0.8
Grammar & Punctuation	-0.4	0.8	0.6	3.6	2.5	-1.4

	Above Expected – more than one standard deviation above the predicted school
	Expected – within one standard deviation of the predicted school mean
	Below Expected – more than one standard deviation below the predicted school mean
	If blank, then no data available or number of students is less than 6

National Opinion Surveys

Postponed to 2021 due to COVID-19.



Collaborative Lego constructions.

School Board Report

2020 was a very difficult year. The Coronavirus pandemic has had an unprecedented impact on the world, our country our local community and our loved ones here and abroad. Compounding that shared trauma we experienced the passing of our Principal, Mr Derick Ernst, and this impacted us enormously.

Reflecting on our achievements throughout this very difficult year, it's heartening how we have supported one another and done our utmost to ensure the school continues to move forward in a positive direction in spite of the chaos around us.

In true Aussie spirit, we as a community stood together, in support of each other, and dug our way out of this to the best of our ability to ensure our children were protected, cared for and given the opportunity to grow and flourish through an extremely tough year.

School Board – We would like to acknowledge and thank the Board members for their dedication and efforts throughout the year, for attending meetings (in person and via electronic means such as live video conferencing) reviewing documents, providing recommendations and suggestions. Their desire to ensure the school performs to its potential and beyond is clearly demonstrated during our robust discussion in the Board meetings and also outside of those meetings.

With the Board, you have a devoted and committed group of individuals who utilise their experience and intellect, not only to make sound decisions for the school but also to challenge, advise, support and enable Derrick/Ron and their team to move the school forward in a constructive and productive manner - especially considering the backdrop of the year we have had.

Your 2020 Board consisted of: Freda Knight (Staff Member), Brad Morfitt (Parent Member), Mim Howarth (Community Member), Lara Ogden (Parent Member), Annette Le Cras (Staff Member), Rose Giardina (Community Member), Derrick Ernst (Principal), Ron Rudolphy (Acting Principal), Jon Elbery (Co-Chair & Community Member) and Colin Muijs (Co-Chair & Parent Member).

Below is an overview of the highlights and achievements for the year;

- Endorsement of the 2019 Annual Report.
- Reviewing and endorsing school financial planning.
- Regularly monitoring and reviewing the School Business Plan and Operational Plans moving forward into 2021 onwards.
- Support, advise and endorsement of the 2020 Pickering Brook Primary School Student Behaviour Management Plan.
- Supporting the Bullying, No Way! Program with new school chaplain Sam and Rose working in partnership to facilitate/implement the program.
- Reviewing whole-school data of student performance including NAPLAN, On-Entry, and Judging Standards.
- Endorsing the 2021 Book Lists and 2021 Charges and Voluntary Contributions.
- Advising, supporting, finding a resolution with the DoE and finally seeing implementation of the school sewage and asbestos problems to completion.
- Supporting the school with the declining student enrolments and consequent financial restraints that impact on student teaching and learning.
- Supporting and receiving feedback regarding the on-going management and engagement of the school performance throughout this very difficult year (this has been very informative and positive).
- Ongoing support and advice to the Principal (including the Acting Principal later in 2020) regarding a range of complex matters facing the school.

- Participating in the recruitment/selection process for the appointment of the new Pickering Brook Primary School Principal for 2021

Finally, to ensure transparency and accountability the Board's responsibilities under the legislation are as follows:

The School Board comprises teaching staff, parents, P&C representatives and members of the local community. The functions of the Board are prescribed by legislation and we are involved in;

- Reviewing the school's objectives, priorities and general policy direction
- Planning financial arrangements
- Evaluating performance
- Formulating codes of conduct
- The selection (but not appointment) of the principal
- We approve the voluntary charges and generally stay across the school budget
- We also provide advice and a sounding board to the principal
- We do not and are not permitted under the legislation to get involved in the day to day running of the school or get involved in individual issues relating to staff, teachers or students.

Vale James D Ernst (Derrick) – This report would not be complete without a special mention of the premature sudden passing of Derrick Ernst who left his beloved school and family behind. Derrick had a passion for the greatness of Pickering Brook Primary School and every student and member of staff in it. He was bitterly disappointed with the infamous one off NAPLAN blip in 2015 which led to an ERG review and a lot of soul searching. It was a testament to the man that he never downplayed or shied away from the importance of the matters raised in that review and took the view that the school should become a better school for it. That review and our response to it sucked up a huge amount of time and human resource but Derrick proved more than able to work through the issues that arose. Derrick had a strict sense of propriety, was a shy man but had a great sense of humour, loved a laugh and loved his footy. He will be sadly missed.

Parents and Citizens (P & C) – The P & C are an amazing group of individuals whose dedication and hard work ensure the school benefits from on-going fundraising and fun activities for the students and parents. They work continuously in the background planning and organising events that are innovative and enable positive outcomes not only for the students but the school itself. Thank you for your ongoing commitment and drive it's really valued and appreciated.

Education Staff – You have done an amazing job this year with all that you have been through, we thank you for your efforts throughout the year, it was really appreciated. Your professionalism, commitment and sacrifices to go above and beyond for your students don't go unnoticed. You are certainly a fascinating lot, but that's what makes you achieve so much. Your understanding of the students, your passion and creativity is second to none.

Thank you.

Colin Muijs

School Board Chair



Musical Maestros!



Sand pit play for all ages!

P&C Report

Our 2020 AGM saw a change to our P&C Executive Committee with a new President and Vice President step into these roles. So Firstly, I would like to acknowledge each one of our P&C members for continuing on the P&C this year, your commitment to our school and its community is exceptional. Covid -19 forced a slow start to 2020 for our new P&C committee, as WA recovered, some normality returned in the way of hosting P&C events and being able to have parents back on school grounds to do this. Here is PBPS P&C's 2020 in a nutshell...

So when we returned to school in Term 2, we celebrated WA's second P&C Day and we marked the day by releasing our first P&C Newsletter. Fridays saw Milo mornings make a very welcome comeback for both Term 2 and 3 and we decided to introduce dairy and gluten free options. While on the topic of food, we ran our first Tuckshop Day selling pizzas and toasties and rounded-off the term by recognising Mrs Merrilyn Herden's retirement. Merrilyn was a wonderful advocate of the P&C!

As we all know, Term 3 was certainly a surprise package and brought its ups and downs. Receiving the shocking news of our Principal, Mr Derrick Ernst, passing away and navigating the school term without him, was a very emotional task. He certainly left an imprint on the school community and will be remembered for his gentle, caring and generous nature. Derrick was always a wonderful supporter of our P&C, always very encouraging of events and ideas put forward for the children and the school. We would like to express admiration to our wonderful school leaders and staff who were amazing to each other, our children and the community during this time.

Term 3 allowed the P&C to refine some administration processes. Reassessing the accounts receivable procedures and introducing a petty cash system brought more transparency. Another way the P&C streamlined processes was by forming a uniform committee, who held their first meeting in Term 3. We also became members of the Gilberts Fresh Midland SOS Program, where shoppers can earn money for our school.



Some of the many stars at the End of Year Concert.

In an aim to head back to normality we began planning for fundraising and community-engaging events for the remainder of the year. Term 3 allowed for the Fathers' Day Stall, Fathers' Day raffle and our biggest event of the year, our School Faction Carnival. All members bring their energy and competitive spirit to watch and encourage our children as well as share the duties involved with a full day of catering and raffles at our local sports club. The atmosphere was wonderful amongst the parents and many feel this is the best day of the school year. Finishing off Term 3 with a fun-filled lunchtime on the last day, the P&C hosted a Teddy Bears Picnic for the children.

As mentioned, in addition to the fundraising, our intention in 2020 was to create more community engaging events, eventually, in Term 3, we introduced the Pickering Brook Parents Book Club which commenced with their first meeting with 14 members.

The excitement started to build as we headed into Term 4, knowing our new Principal would be appointed for 2021 and of course, lots of fun P&C events happen as the year heads to a close. The children loved that Icy Pole Fridays were back for the summer months. They also warmly welcomed the introduction of the very popular Smoothie day and another tuckshop day with baked goods. As we headed into the festive season the children were delighted to hear they would be offered breakfast at school with Santa and plans for a fun fair at school to play games and buy gifts for their families.



Staff and parents leading students on a Kings Park excursion.

Our wonderfully supportive parent group at Pickering Brook Primary contributes generously to the requests of our P&C. In Term 4, parents donated a beautiful array of food items for the P&C to surprise school staff with an appreciation lunch in the staffroom. Students wrote beautiful messages to their teachers and staff, this is truly a beautiful experience to be part of. The P&C then requested donations from local businesses and local families for the Christmas raffle. The response was amazing from both donations and ticket sales.

Lastly, for Term 4, the Containers For Change program was introduced at Pickering Brook and our Playgroup moved into our P&C room due to the school losing a classroom.

I take this opportunity to thank all our Staff, Board Members, P&C Members, Parent Community and Students for your support in 2020. I look forward to welcoming new Principal, Tanya Dique to our P&C and new members from our community in 2021.

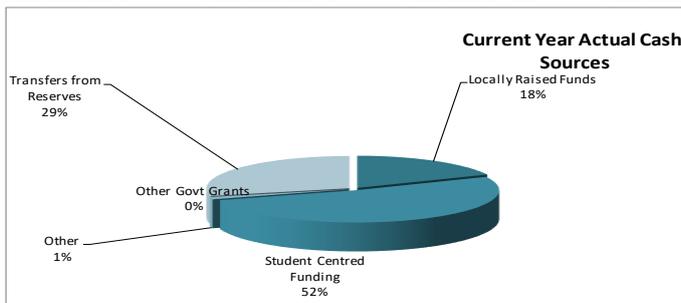
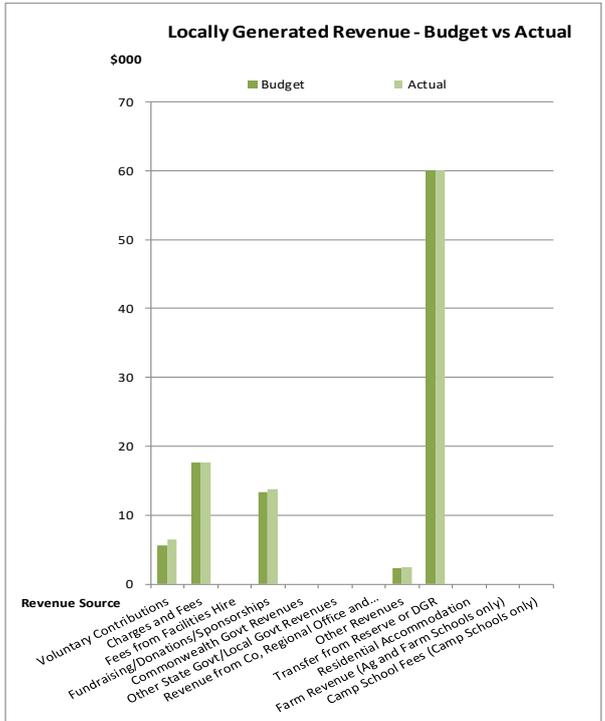
Chantelle Morfitt
President

Finances

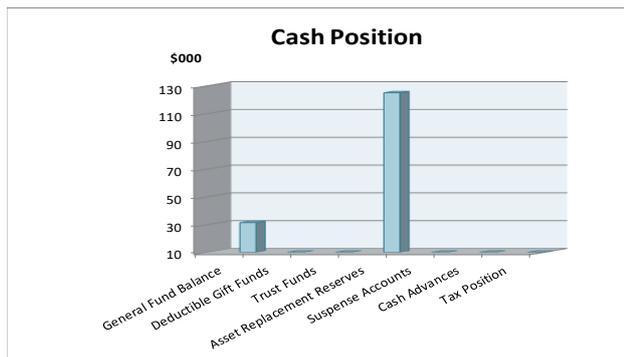
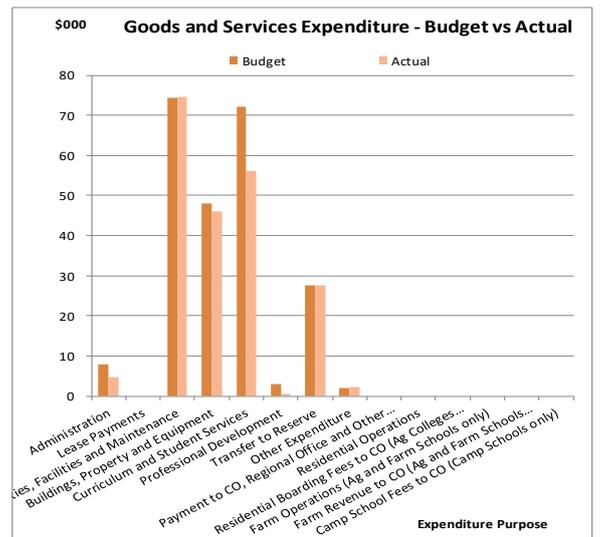
The school maintained sound management of its finance with Curriculum and Student Services, Facilities Management, Building Property and Equipment and Asset Reserve accounts being the leading budget expenditures for 2020. The school is aware of the anticipated decline in student enrolments for 2021 and has in place financial management practices to deal with an expected decline in the 2021 One-Line Budget.

Pickering Brook Primary School Financial Summary as at 31 December 2020

Revenue - Cash & Salary Allocation		Budget	Actual
1	Voluntary Contributions	\$ 5,652.00	\$ 6,417.17
2	Charges and Fees	\$ 17,597.32	\$ 17,687.32
3	Fees from Facilities Hire	\$ -	\$ -
4	Fundraising/Donations/Sponsorships	\$ 13,283.34	\$ 13,776.89
5	Commonwealth Govt Revenues	\$ -	\$ -
6	Other State Govt/Local Govt Revenues	\$ -	\$ -
7	Revenue from Co, Regional Office and Other Schools	\$ -	\$ -
8	Other Revenues	\$ 2,385.58	\$ 2,401.41
9	Transfer from Reserve or DGR	\$ 60,107.00	\$ 60,107.00
10	Residential Accommodation	\$ -	\$ -
11	Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12	Camp School Fees (Camp Schools only)	\$ -	\$ -
	Total Locally Raised Funds	\$ 99,025.24	\$ 100,389.79
	Opening Balance	\$ 34,700.94	\$ 34,700.94
	Student Centred Funding	\$ 107,869.13	\$ 107,869.13
	Total Cash Funds Available	\$ 241,595.31	\$ 242,959.86
	Total Salary Allocation	\$ -	\$ -
	Total Funds Available	\$ 241,595.31	\$ 242,959.86



Expenditure - Cash and Salary		Budget	Actual
1	Administration	\$ 7,800.00	\$ 4,731.77
2	Lease Payments	\$ -	\$ -
3	Utilities, Facilities and Maintenance	\$ 74,451.81	\$ 74,705.35
4	Buildings, Property and Equipment	\$ 47,903.59	\$ 45,979.60
5	Curriculum and Student Services	\$ 72,155.87	\$ 56,078.68
6	Professional Development	\$ 3,000.00	\$ 376.36
7	Transfer to Reserve	\$ 27,600.00	\$ 27,600.00
8	Other Expenditure	\$ 1,907.10	\$ 2,128.10
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)	\$ -	\$ -
	Total Goods and Services Expenditure	\$ 234,818.37	\$ 211,599.86
	Total Forecast Salary Expenditure	\$ -	\$ -
	Total Expenditure	\$ 234,818.37	\$ 211,599.86
	Cash Budget Variance	\$ 6,776.94	



Cash Position as at:	
Bank Balance	\$ 153,126.81
Made up of:	\$ -
1 General Fund Balance	\$ 31,360.00
2 Deductible Gift Funds	\$ -
3 Trust Funds	\$ -
4 Asset Replacement Reserves	\$ 124,843.66
5 Suspense Accounts	\$ 182.15
6 Cash Advances	\$ -
7 Tax Position	\$ (3,259.00)
Total Bank Balance	\$ 153,126.81



Precision science!



New shade for our new playground.



Sporting Colours Day to remember Mr Ernst.



Thank you Mr Ernst!



More imaginative play!



Learning and working, together.



More science!



Pointing our way to a better world and a better future.



BFF!