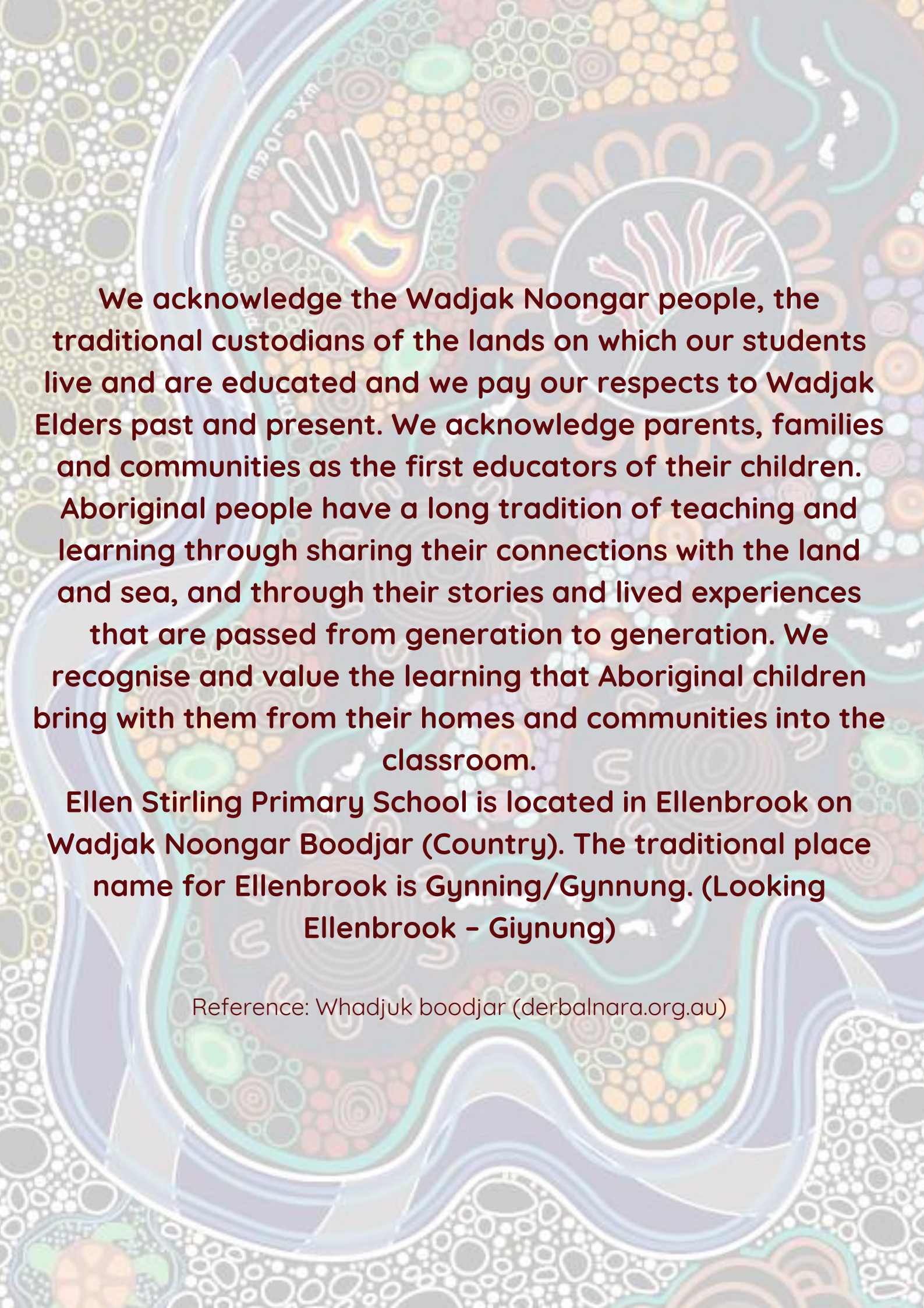


# ELLEN STIRLING PRIMARY SCHOOL

## Annual Report 2024







**We acknowledge the Wadjak Noongar people, the traditional custodians of the lands on which our students live and are educated and we pay our respects to Wadjak Elders past and present. We acknowledge parents, families and communities as the first educators of their children. Aboriginal people have a long tradition of teaching and learning through sharing their connections with the land and sea, and through their stories and lived experiences that are passed from generation to generation. We recognise and value the learning that Aboriginal children bring with them from their homes and communities into the classroom.**

**Ellen Stirling Primary School is located in Ellenbrook on Wadjak Noongar Boodjar (Country). The traditional place name for Ellenbrook is Gynning/Gynnung. (Looking Ellenbrook - Giynung)**

Reference: Whadjuk boodjar ([derbalnara.org.au](http://derbalnara.org.au))

# ELLEN STIRLING PRIMARY SCHOOL

## 2024 ANNUAL REPORT

### The 2024 Annual School Report

The Annual School Report is a mandated accountability document that is provided to the Department of Education and to the school community. This report demonstrates our achievements for the 2024 school year and highlights our ongoing commitment to enhancing the educational outcomes for all students.

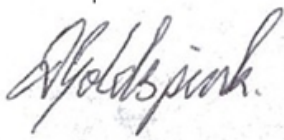
### **Preface**

It is with great pleasure that we deliver to you, the community of Ellen Stirling Primary School, the 2024 Annual School Report.

Ellen Stirling Primary School offers the students very exciting programs in English, Mathematics, Physical and Health Education, Science, STEM, Languages, Humanities, and The Arts. Our school culture is inclusive of the values instilled by the 'You Can Do It' program which is well embedded and embraced by teachers, students and the school community. Our high student numbers have resulted in an exciting diversity amongst the student population. Student behaviour at Ellen Stirling Primary School is a credit to the students themselves, family support and the school staff.

The school has been an Independent Public School since 2015 and we are very pleased with the work that has been achieved with the ESPS School Board, the ESPS P & C and the wider school community. The benefit of independence has been seen in the professional way staffing and financial services were allocated for the best possible delivery of educational services for the students.

Having reached a high level of proficiency with high impact teaching strategies, the school continues to use contemporary research to refine and implement high quality pedagogical practices.



Dr Dean  
Goldspink  
Principal



Mrs Katie Vos  
School Board  
Chair





# SCHOOL CONTEXT

## 2024 School Context

Ellen Stirling Primary School opened in 2008 with 186 students from Kindergarten to Year 6. The 2024 enrolment was averaging around 600 students with numbers slowly reducing over the past 5 years. This school's name brings together respect and acknowledgement of the past pioneering spirit with a technology focus to equip our students for the future.

The school's Moral Purpose states: Ellen Stirling Primary School will provide a safe, enriched learning and teaching environment driven by high expectations for success.

The establishment of Ellen Stirling Primary School has engaged parents and the wider community in consultation and collaboration to provide an educational environment that reflects community expectations. This has led to the development of an active and supportive P & C Association and School Board. The school motto 'Explore, Discover, Grow' encapsulates the school's beliefs in active and engaged student learning. The school encourages students to see themselves as learners and set individual learning goals. Our staff are willing and open to explore new ideas which support student discovery and growth.

## School Staff Profile for 2024

All school teaching staff are registered with the Teachers Registration Board for WA.

Role	No. of Staff	FTE
Administration	4	3.6
Teaching Staff	39	31.3
Support Staff	28	23.2
<b>Total</b>	<b>71</b>	<b>58.1</b>



# STUDENT DEMOGRAPHICS

## Student Demographics 2024

Ellen Stirling Primary School is a Level 5 school as classified by the Department of Education WA. Stabilised housing development within the school’s enrolment catchment area meant that student enrolment was consistent throughout 2024.

Total enrolments	605
Female	292
Male	313

## Student Attendance Rate for 2024

Monitoring student attendance at Ellen Stirling Primary School continued to be a focus during 2024. Many strategies continued to be employed to monitor attendance and target subgroups. Strategies included: daily phone calls to families for unexplained absences and home visits, weekly attendance letters and targeting attendance under 90%. Continued unexplained absences were followed up by further interviews with families. SMS messaging services were introduced to further highlight the importance of attendance at school to parents. Overall attendance statistics were positive compared with the state average of 88.9%.

	SCHOOL	WA
2024	89.7%	89.4%



# STUDENT PROGRESS AND ACHIEVEMENT

## Business Plan Targets Review 2024

SUBJECTS	Year 3 Baseline – 2023	YEAR 3 Targets
NAPLAN Reading	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
NAPLAN Spelling	Above Like Schools Above National Average	Above Like Schools Equal/Above National Average
NAPLAN Grammar	Above Like Schools Above National Average	Above Like Schools Equal/Above National Average
NAPLAN Writing	Above Like Schools Above National Average	Above Like Schools Equal/Above National Average
NAPLAN Numeracy	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
SUBJECTS	Year 5 Baseline – 2023	YEAR 5 Targets
NAPLAN Reading	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
NAPLAN Spelling	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
NAPLAN Grammar	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
NAPLAN Writing	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average
NAPLAN Numeracy	Above Like Schools Below National Average	Above Like Schools Equal/Above National Average





# PARENT, STUDENT AND STAFF SURVEY 2023

## Parent and Caregiver Survey 2024 - Respondents – 64

The results are positive as outlined below. These results will be analyzed by the school staff and used for future planning. The end of survey positive comments and constructive feedback comments will be used for future planning and development over the next 12 months.

Parent and Caregiver Survey 2024	2023	2024
1. Teachers and support staff at this school expect my child to do his or her best.	4.5	4.8
2. Teachers at this school provide my child with useful feedback.	4.3	4.1
3. Teachers and support staff at this school treat students fairly.	4.3	4.4
4. This school is well maintained.	4.3	4.2
5. My child feels safe at this school.	4.4	4.4
6. I can talk to my child's teachers about my concerns.	4.6	4.9
7. Student behaviour is well managed at this school.	4.2	4
8. My child likes being at this school.	4.4	4.3
9. This school looks for ways to improve.	4.2	3.6
10. This school takes parent's opinions seriously.	4.1	3.4
11. My child is making good progress at this school	4.4	4.3
12. Teachers at this school motivate my child to learn.	4.4	4.3
13. My child's learning needs are being met at this school.	4.3	4.4
14. This school works with me to support my child's learning.	4.3	3.9
15. This school has a strong relationship with the local community.	4	2.9
16. This school is well led.	4.3	3.7
17. I am satisfied with the overall standard of education achieved	4.3	4.5
18. Teachers at this school care about my child.	4.5	4.6
19. My child's teachers are good teachers.	4.6	4.8
20. I would recommend this school to others.	4.4	4.2

## Staff Survey 2024 – Respondents - 51

This is the first year the school has used these questions so there is no survey to compare the answers. The Executive Team will be working with the Leadership Team and other professional school teams to respond to high and low scoring questions in this survey

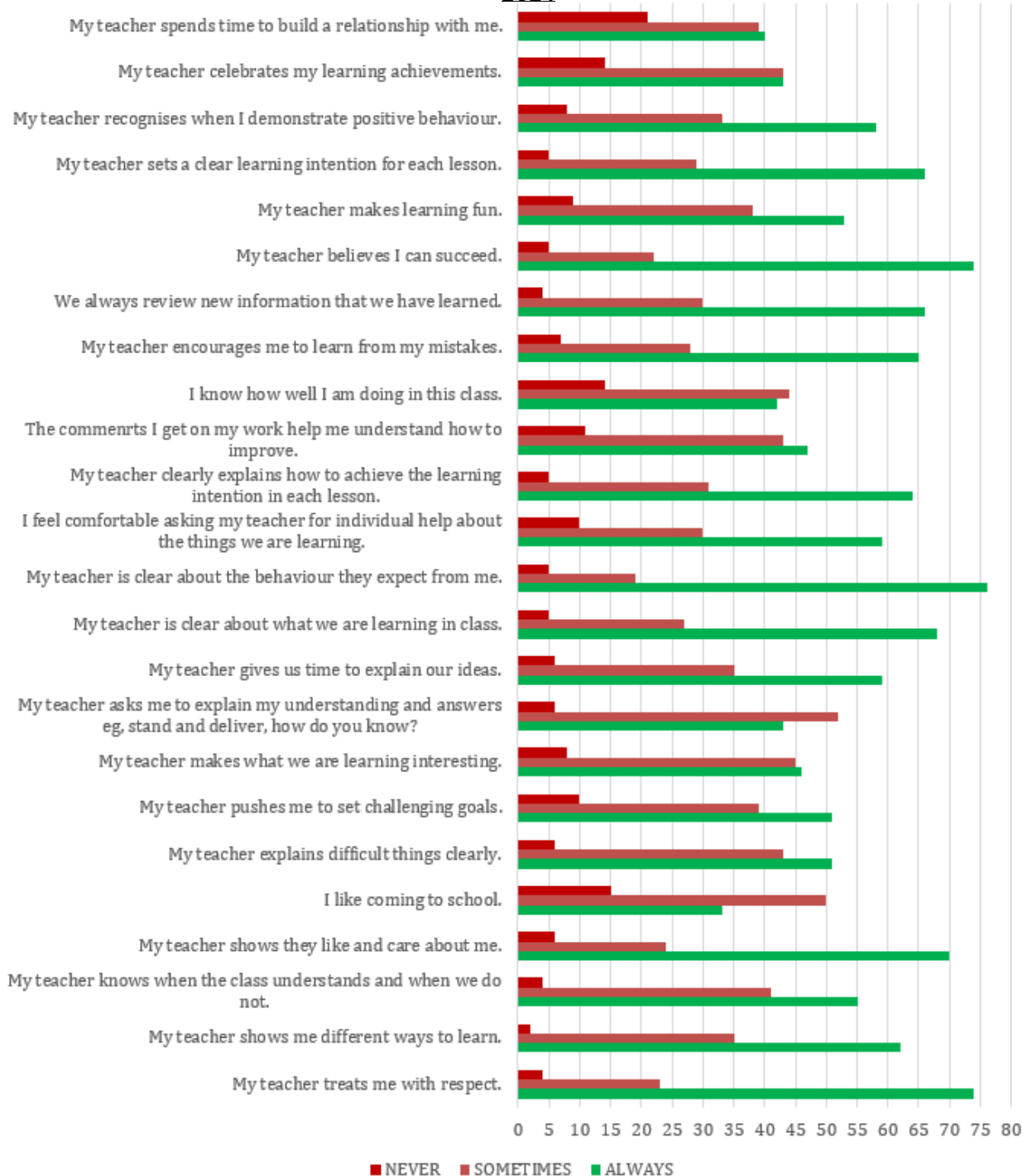
Staff Survey 2024	Rating
The school's vision is clearly communicated throughout the organisation.	4.5
The school develops clear strategic plans.	4.4
Leaders in the school (including my line manager) steer the school toward success.	4.3
Leaders in the school (including my line manager) role model the values of the school.	4.2
Leaders in the school (including my line manager) give staff the autonomy to make their own decisions, within a framework of agreed good teaching practice.	4.3
Leaders in the school (including my line manager) ask the opinions of others before making important decisions.	3.7
Leaders in the school (including my line manager) demonstrate concern for the welfare of staff.	4.0
Leaders in the school (including my line manager) create a sense of teamwork and mutual support throughout the school.	3.9
Leaders in the school (including my line manager) urge people to identify and address the tough issues.	3.7
People want to work here because of the culture and work environment.	4.0
The school's culture positively influences the way people behave.	3.9
School leaders encourage honesty, transparency and candid, open dialogue.	3.8
School leaders consult with staff on issues that affect them.	3.7
Results are made internally transparent to help motivate staff to perform.	4.0
Day to day work and teaching is performed according to clear standards and objectives.	4.3
The school communicates clear standards of teaching.	4.4
School leaders emphasise the importance of effective teaching practice.	4.6
Staff clearly understand what is expected of them.	4.4
Staff are held accountable for the student outcomes they are expected to deliver.	4.1
Roles in the school are designed to have clear objectives and accountabilities for results.	4.1
Staff have written performance goals that clearly define what they are expected to deliver.	4.1
School leaders create a sense of belonging to the school.	4.0
The school has clear goals and metrics for student outcomes.	4.4
The metrics that the school tracks are good indicators of its true impact on student outcomes.	4.3
The school has clear oversight and control of its finances at all levels.	4.3

The school communicates clear standards for staff conduct.	4.2
The school encourages staff to identify risk issues and escalate them to the right level.	4.3
School leaders and peers provide helpful coaching.	3.9
Staff receive the support and development they need to be effective in their jobs.	4.1
The school regularly develops and updates its policies, procedures and staff handbooks.	4.2
The school's staff are highly motivated.	4.1
In the school, staff are generally enthusiastic about their jobs.	4.0
Leaders in the school provide praise, thanks or other forms of recognition.	3.8
The school effectively adapts to changes in its external environment (e.g. DoE, parents, CPSF)	4.1
The school consistently implements new and better ways of doing things.	4.2
Senior leaders drive innovation in the school.	3.9
Staff participate in activities to improve student outcomes.	4.3
The school has clear processes and systems for staff to contribute improvement ideas.	3.7
The school brings in evidence based 'best practices' from outside the school.	4.4
The school has developed high levels of student loyalty (high attendance rates, school pride, recommending school to others etc.).	4.0
The school effectively manages external relationships with all students, parent, service providers and other stakeholders.	4.2
The school solicits feedback from its students to improve its ability to meet student needs.	4.0
The school works with external partners to help them perform well.	4.2
The school maintains a network of external partners.	4.2
The school attempts to build and maintain strong relationships with the community.	4.0
It would take me a lot to get me to leave the school.	4.0
I would recommend working here to friends and relatives.	4.0
I believe my colleagues exert their full effort to perform well in their job.	4.2
I am happy and energised when working with my students.	4.3
I feel like I receive support from my colleagues when undertaking my role in this school.	4.4

# PARENT, STUDENT AND STAFF SURVEY 2023

## Class Teacher- Student Voice - Averages

2024



### Areas of Strength:

- Behaviour expectations are clear
- Teachers treat us with respect
- My teacher believes I can succeed

### Areas for growth:

- I like coming to school
- Celebrating achievements
- I know how well I am doing in this class.



# THERAPY DOG PROGRAM

## Therapy Dog Program

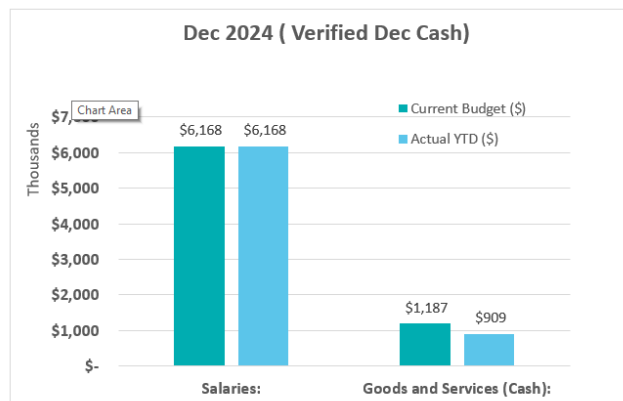
Ellen Stirling Primary School continues to run a Therapy Dog program across the school with Bella (Owner – Miss Mandy). This Therapy Dog has pet insurance, liability insurance and risk management plans. This Therapy Dog provides the following roles:

- greeting of school staff, students, and families on school grounds and during school hours.
- support alongside the teacher (as well as in the Administration team on occasion).
- a big part of the Presentation of Therapy Dog education to classes.
- assists teacher with individual emotional regulation and calming of students by providing a safe animal to pat for an effective de-escalating approach.
- assists teacher to calm students with Autism on school grounds and help return students to class or education assistant.
- assists students with behavioural issues to return to class or Admin.
- assists students who are dealing with grief and loss by providing a happy moment of distraction while attending school.
- assists students in regulating their emotions, when they are having a bad day.
- assists teacher with students who have anxiety to attend class or feel happier.
- assists teacher by actively seeking student attention by gently inserting herself in classroom activities or watching students during the day.
- assists teacher with staff moral by giving an opportunity for staff to take a moment to connect and pat.
- provides a safe and supportive environment for staff wellbeing as well as students.
- assists with the school wellbeing agenda by promoting the Therapy Dog program with photos of her interaction in the class Focus Lessons and in individual photos of her interaction with students.
- considered part of the staff, working to improve student wellbeing within our school community alongside the teacher.

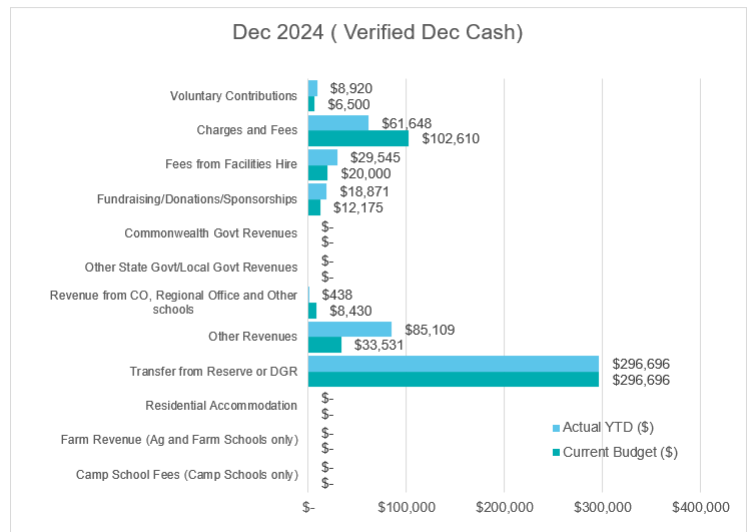


# FINANCES 2024

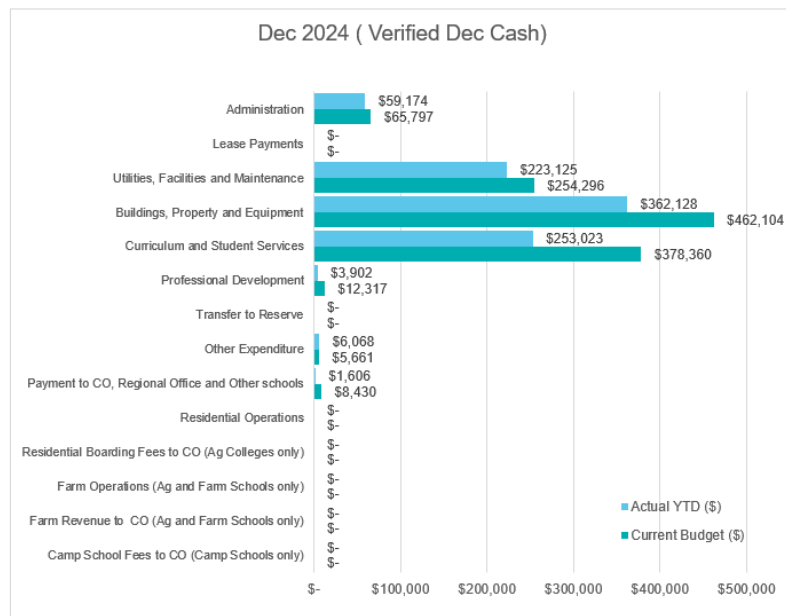
## Goods and Services vs Salary expenditure



## Locally Generated Revenue - Budget vs Actual



## Goods and Services Expenditure - Budget vs Actual



## EXPENDITURE - Dec 2024 ( Verified Dec Cash)

	Current Budget (\$)	Actual YTD (\$)
<b>SALARIES</b>		
Appointed Staff	5,530,728	5,530,728
New Appointments	0	0
Casual Payments	636,377	636,377
Other Salary Expenditure	873	873
<b>Total Funds:</b>	<b>6,167,978</b>	<b>6,167,978</b>
<b>GOODS AND SERVICES (CASH EXPENDITURE)</b>		
Administration	65,797	59,174
Lease Payments	0	0
Utilities, Facilities and Maintenance	254,296	223,125
Buildings, Property and Equipment	462,104	362,128
Curriculum and Student Services	378,360	253,023
Professional Development	12,317	3,902
Transfer to Reserve	0	0
Other Expenditure	5,661	6,068
Payment to CO, Regional Office and Other schools	8,430	1,606
Residential Operations	0	0
Residential Boarding Fees to CO (Ag Colleges only)	0	0
Farm Operations (Ag and Farm Schools only)	0	0
Farm Revenue to CO (Ag and Farm Schools only)	0	0
Camp School Fees to CO (Camp Schools only)	0	0
<b>Total Funds:</b>	<b>1,186,965</b>	<b>909,026</b>
<b>TOTAL</b>	<b>7,354,943</b>	<b>7,077,004</b>

## ONE LINE BUDGET - Dec 2024 ( Verified Dec Cash)

	Current Budget (\$)	Actual YTD (\$)
Carry Forward (Cash):	150,000	155,816
Carry Forward (Salary):	425,128	425,128

## INCOME

Student-Centred Funding (including Transfers & Adjustments):	6,654,763	6,654,763
Locally Raised Funds:	479,942	501,228
<b>Total Funds:</b>	<b>7,709,833</b>	<b>7,736,935</b>

## EXPENDITURE

Salaries:	6,167,977	6,167,977
Goods and Services (Cash):	1,186,965	909,025
<b>Total Expenditure:</b>	<b>7,354,943</b>	<b>7,077,003</b>

<b>VARIANCE:</b>	<b>354,891</b>	<b>659,933</b>
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# SPECIAL EVENTS FOR 2024

Times Tables Mastery Badges – Throughout the year

Young Engineers – After School Group – throughout the year

School Reward Days – Each Term

P & C Free Dress Days – Each Term

Student Leader Elections – February

Summer AISA Carnival - March

ANZAC Service – April

Winter AISA Carnival - June

Senior Swimming Lessons – May/June

Junior Swimming Lessons – May/June

AISA Cross Country Carnival - July

P&C School Discos – July

Book week – August

Cross Country Running Carnivals - August

School Photos – August

Faction and Interschool Athletics Carnivals –September/October

Book Week– September

P&C Colour Run - October

Year 6 High School Orientation Days - November

Year 6 Activity Days – Each Term

Year 6 Graduation – December

Open Night – December

*Our thanks to:*

*Midland Photographers, Farrell Road Midland for the photographs & the staff at Ellen Stirling Primary School for their dedication and care towards our children.*





Art Work designed by Alan S. Stiller in 2021 Alongside Indigenous Artist Ancia Collard