



# School Report

# Endeavour Schools

Incorporating Endeavour Primary School and Endeavour Education Support Centre



# Contents

|   |    |
|---|----|
| A Message from the Principals .....       | 3  |
| School Overview.....                      | 5  |
| School Context .....                      | 6  |
| School Board .....                        | 6  |
| Student Numbers and Characteristics ..... | 8  |
| Workforce Composition.....                | 9  |
| Student Attendance .....                  | 11 |
| School Achievement and Progress.....      | 12 |
| Priorities.....                           | 15 |
| Post School Destination.....              | 16 |
| School Finance .....                      | 17 |

# School Report 2023

## Endeavour Schools (Incorporating Endeavour Primary School and Endeavour Education Support Centre)

### Message from the Principals

Endeavour Schools provide an inclusive environment with opportunities where the Primary School and Education Support Centre (ESC) work together. The schools have a model in place with shared responsibility for improving academic outcomes and life skills for all students. Teams from both schools work well together and are focussed on doing the best for all students. Our staff provide learning environments that support our students social, emotional, and academic growth. In this Annual Report we would like to share with you the wonderful achievements, programs, events, and groups of people that helped to make our Endeavour Schools an engaging and rewarding place for our students, throughout 2023.

In 2023 students in both the Primary School and Education Support Centre were involved in many fun and exciting events, incursions, and excursions. Throughout 2023 our students took part in swimming; National Walk Safely to School Day; National Simultaneous Storytime; Easter Hat Parade; soccer program, football, and rugby programs; Anzac and Remembrance Day; Faction Carnival and Cross Country. Our Years 5 and 6s attended a year 6 camp, had their graduation and some of this age group participated in Music Rocks.



### Student Leadership Team

Our inclusive student leadership Team has representative from both Education Support and the Primary School. The student leadership team consists of both School Leader roles and Faction Captain roles. Our student leaders set up fitness every day and run assemblies and special services like ANZAC day Service. They represented our school in a very positive way and do us proud. It was great seeing the students confident grow in public speaking over 2023.



### School Board

During 2023 the School Board met regularly with meetings occurring at least once a Term. We had an open general meeting and AGM at the beginning of Term 1, 2023. The School Board participated in many conversations regarding issues within the school and were able to offer advice and suggestions about how the school should respond. In particular, the feedback and guidance around how to best communicate to the whole community in the changes in class structures for the start of 2023 The Board was instrumental in coming up with suggestions and ideas of how to share this with the school community. The Board offered guidance and advice on several normal school operations and school directions. Our sincere appreciation is extended to all members of the School Board for their invaluable support and encouragement.

### P&C Association

Our fabulous P&C worked tirelessly again in 2023 to organise many community events and fundraising opportunities to support our school and our students. From the disco to the cake stalls and sausage sizzles at the Faction Carnival, raffles, Mother's Day and Father's Day stalls, and our exciting end-of-year Colour Run, the P&C has been able to contribute to subsidising our swimming lessons, helping fund improvements to our outdoor classroom and sensory garden, subsidising the costs of many excursions, subsidising the costs of our Year 6 Camp, and contributing to the prizes for our Yr6 Graduation and Class Awards. Our sincere appreciation is extended to all members of the P&C for your contribution to helping our students and making our school environment a special place.

### School Psychologists

Throughout 2023, our School Psychologists delivered sessions on a variety of issues to both parents and staff. One of the seminars offered to our parents and carers was Triple P parenting, while another was offered to staff around Trauma Informed Practice. We really value the assistance and support of our School Psychologists, who are an important element of the student services teams that support our Students at Risk programs across Endeavour Schools.



### School Chaplain

The Chaplaincy service provided by YouthCARE offers great support of the Endeavour Schools community. The role of chaplaincy is available to staff, parents, and students to utilize the service. Our chaplain works 3 days a week and she provides support to staff, students and families. Chaplaincy forms an integral part of the Student Services structures within the school by providing individual student support, parental and community contact, classroom and specialist assistance, playground and integration observation in the pastoral care role for students. This includes connections to local charities and community services. Individually, support conversations with students largely related to family situations, personal concerns, or peer relationships.

### Social Work Students (New Partnership with Curtin University)

Our student Social Work student Porscha has just completed her 14-week practicum at Endeavour Schools in 2023. In her short time at Endeavour Schools, she has made incredible contributions to our school community. These include the Open Pantry, Breakfast Club, Trauma Informed Practice and raising awareness of services available to our community. Individual student and family support. We are keen to continue this initiative in the future.

### New Areas in 2023 included Sensory Room and Move and Groove Spaces

2023 saw the development and completion of a Sensory Room and garden for all our students to enjoy. Our sensory room provides a space where students can learn more about their emotional state and strategies that they can use to optimise their ability to be regulated so that they are ready to learn. Our garden areas include a sensory garden which will allow the schools to experience different smells and tastes herbs and bush tucker which caters to varying student needs and interests. Our Sensory Room uses state of the art technology to regulate their mind and body. The room is divided into two distinct spaces one which is a colourful and energetic environment,

while the other space provides a calm, soothing environment. The equipment in the Sensory Rooms includes light bubble tubes, interactive light and sound walls, fibre optic light strings, light up ball pit and more.



In addition to constructing a Sensory Room, we constructed our 'Move and Groove' areas in the Achiever Block alcove and Therapy Room in the school. These places will be used throughout the day to fulfil the individual sensory demands of kids from both schools. Students can employ hard work and large motions to assist to regulate and calm their bodies, allowing them to participate in their learning again. All our students had and will continue to have access to both sensory spaces and staff are trained in the use of the equipment.



### New format for the Faction Carnival in 2023

The carnival followed a new format in 2023 and the feedback from students, staff and parents indicated that this new, more inclusive format was a success. Instead of spending a large part of the day in their faction bays waiting for their turn to compete, the students were involved all day in a range of tabloid activities with the emphasis on participation. This format also meant that we had the flexibility to allow our students to join in whichever sections were most appropriate to their individual needs on the day. The carnival is always a very special day with lots of good humour, positive participation and EXTREMELY proud parents and well-wishers.

### Transition to Kindy Play-based sessions

Endeavour Schools also developed and started a Transition to Kindy program in Term 4 of 2023. This program provided opportunities for our 2024 Kindergarten students and their parents to get to

know the school environment, to help the children make a seamless transition. The play-based sessions provide a great opportunity to create social connections, which can help reduce isolation and anxiety surrounding the transition to school.



We would also like to give a huge shout out to our wonderful staff, 2023 was particularly challenging year with staffing shortages, and many Education Assistants and teachers went over and above their expected duties. Thank you for all you do for Endeavour Schools and our students. We would also like to thank all our parents and school community for the trust and the ongoing support you have given us and staff throughout 2023 and every year.

*Julie Belohlawek*, Principal of Endeavour Education Support Centre and *Jennette Maxfield*, Principal of Endeavour Primary School

## School Overview

### Our Vision

Endeavour Schools provides an inclusive and supportive school environment where there is a focus on developing the whole child to achieve their personal best.

### Our Moral Purpose

Shared responsibility for improving academic outcomes and life skills for all students.



### Our beliefs and how we work

Endeavour Schools is in the suburb of Port Kennedy, approximately 10km south of Rockingham. We are known as "Endeavour Schools" since the Education Support Centre and Primary School share a campus and collaborate closely. We work together to assist all students, and our classes are all located next to the Primary School's classroom. We pool resources and staff expertise to meet the needs of all children at both schools, and we share a School Board and P&C, as well as the same strategic plan and policies.

One of the critical factors in the success of Endeavour Schools inclusive culture is the relationship that exists between the ESC and the Primary School. At Endeavour we have created a unique situation, in that parents and administrative staff from both schools have been involved in all aspects of planning from the very beginning. This has afforded many opportunities to develop strong relationships and shared educational understandings with a commitment to our philosophy that *"Every Child is Special"*, ensuring that all students are given the best chances of achieving their potential. This has led to a shared School Board and P&C, shared staff and resources, and a joint business and other strategic plans and policies.

We believe that students flourish when they are engaged in challenging and relevant academic and life skills programs within a safe nurturing environment. We aim to extend their knowledge, develop their skills, ignite their passions and provide choice. Our approach is aimed at ensuring each student has the confidence, skills and experience to excel and reach their potential in their life beyond school.

Endeavour provides exceptional teaching and learning programs for students from Kindergarten to Year 6 in both the Primary and Education Support contexts. Our programs are designed to enhance student independence, creativity, maturity and self-confidence within a stimulating and challenging learning environment incorporating the latest technology, exceptional specialist programs and a focus on the development of student leadership.

Our professional and enthusiastic staff are committed to each student's academic, social, and emotional well-being. We have a strong commitment to quality professional development about how children learn and how this impacts on what and how we teach. We promote innovation and collaboration within our curriculum. Quality teaching and small class sizes enable each child to be supported to achieve their full learning potential.

We have high behavioural expectations of our students and extol strong values of Respect, Responsibility, Reconciliation and Resilience which underpin the schools' operations.

We believe that all children can achieve success with the right start and when home and school form a strong partnership with open, two-way communication and common goals. We warmly welcome and encourage parent and community involvement in school life.

## School Context

### Endeavour Primary School

#### School Context

|   |                           |  |           |
|---|---------------------------|--|-----------|
| - | <b>ICSEA</b>              | <b>2022 Cohort (released March 2023)</b> | 966 (7)   |
|   |                           | 2021 Cohort (released March 2022)        | 977 (6)   |
|   |                           | 2020 Cohort (released March 2021)        | 981 (6)   |
|   |                           | 2019 Cohort (released March 2020)        | 985 (6)   |
|   |                           | 2018 Cohort (released March 2019)        | 975 (7)   |
| - | <b>Student Transiency</b> | <b>2023</b>                              | 21.6% (7) |
|   |                           | 2022                                     | 15.0% (5) |
|   |                           | 2021                                     | 17.6% (6) |
|   |                           | 2020                                     | 13.2% (6) |
|   |                           | 2019                                     | 15.4% (6) |

In 2023 the school has its lowest ICSEA in the school's history with a significantly higher transiency rate compared to previous years. The transiency rate could be attributed to high cost of rentals forcing families to search for more affordable accommodation.

### Endeavour Education Support Centre

#### School Context

|                    |  |            |
|--------------------|--|------------|
| ICSEA              | <b>2022 Cohort (released March 2023)</b> | 839 (10)   |
|                    | 2020 Cohort (released March 2021)        | 843 (10)   |
|                    | 2019 Cohort (released March 2020)        | 862 (10)   |
|                    | 2018 Cohort (released March 2019)        | 872 (10)   |
|                    | 2017 Cohort (released March 2018)        | 852 (10)   |
| Student Transiency | <b>2023</b>                              | 45.4% (10) |
|                    | 2022                                     | 20.0% (7)  |
|                    | 2021                                     | 10.7% (4)  |
|                    | 2020                                     | 5.5% (1)   |
|                    | 2019                                     | 15.1% (6)  |

In 2023 Endeavour Education Support Centre also saw its ICSEA being the lowest in the school's history dropping from an ICSEA of 872 in 2018 to 839 more recently. Like the Primary School, the Education Support Centre also saw a significantly higher transiency rate compared to previous years. The transiency rate could be attributed to high cost of rentals forcing families to search for more affordable accommodation.

### Endeavour Schools' School Board

It is with pleasure that I present the Board Chair's report for the Annual General Meeting held on 14 May 2024.

I commenced as Board Chair on 29 June 2021, so I have been in this role for approximately three years. I took over from Mrs Fleur Ritchie and thank her for her contributions to the school in this role. It has been a privilege, and I am pleased to report that the school has achieved a significant amount through the residue that COVID has left in returning to 'normal' operations.

This past 12 months has seen active participation from board members and would like to thank each and every member of the board for their selflessness and commitment to making Endeavour Schools the best it can be. I would like to highlight a number of initiatives over the past 12 months.

#### Staffing

While staffing is an operational issue, the school has seen a number of key staff retire or move on from Endeavour. I would especially like to thank Ms Kristy McGregor, the former MCS of the primary school, for her support in board-related functions. Mr Greg Croll has been a Deputy Principal at Endeavour for some time now. I wish him every success in his life post Endeavour and thank him for his service. Ms Julie Belohlawek, while being appointed prior to

the start of this board term, has been a welcome addition as Principal of the Support School. I would like to acknowledge this thank her for her commitment to her new role, which she has taken on in a very positive way.

### **Works**

The installation of CCTV across the school grounds was approved by the board and implemented in early 2023. The addition of CCTV will make the school a safer place to be and act as a deterrent for unsocial behaviour out of school operating times.

The sensory room has been a welcome addition to Endeavour schools and thank the teams of people who have worked tirelessly to see this through to completion.

Enhanced support access throughout the school has also been completed. This is a fantastic addition for those students requiring support to move about the campus. Again, thank you to those who have been a part of this initiative.

### **Co-Curricular Activity**

COVID, understandable impacted the extracurricular offerings at Endeavour. This has figured prominently in board discussions, and I thank the principals, deputy principals and staff involved in continuing to return co-curricular offers across Endeavour this past 12 months.

Some of these initiatives include returning for school carnivals, visits from outside organisations, including RugbyWA, art engagement with Sculptures by the sea, Music Rocks for years 5 and 6's, a colour run, swimming lessons, the year 6 camp, book week, Endeavours got talent, and the introduction of a coffee van on a regular basis.

I personally believe that a vibrant school community with access to optional out of the classroom activity benefits students significantly and again would like to congratulate staff members and board members for supporting Endeavour in this way.

### **P&C**

I would like to make special mention of Ms Sarah Gilbert, who has been the President of the P&C for the majority of this past board term. Recently, Sarah stood down from this role, with Ms Rachel Carey and Jordan Wallis jointly taking on the role. The P&C will be in good hands moving forward and wish them both the best of luck.

A planning session was convened between the schools and the P&C in preparation for 2024 to outline the fundraising requirements for the year ahead. This will assist in providing the P&C with direction on fundraising activities and will benefit students directly. It is plain to see how much the P&C cares for the school, and the role they fulfil benefits all students and families.

I would strongly encourage any parent who seeks to be involved further with the school community to put their hand up and volunteer time via the P&C. The stronger a P&C is, the more benefit to the school.

### **Major Fundraising Initiative**

The board has played a large part in setting the strategic direction and shaping a major fundraising ambition. The vision of bringing a multipurpose facility has now been shaped in its early stages.

It is envisaged this would be indoors to facilitate collaboration between:

- a) Both schools and students of these schools
- b) Staff
- c) Community members

It seeks to provide a home for student activity, including:

- a) Music
- b) Performing arts
- c) Club activity (Math club and others done at lunch and/or after school)
- d) Therapy



It seeks to provide a new, updated space for staff, including:

- a) Staff meetings, which currently take place in the staff room/kitchen
- b) Professional development

It seeks to create opportunities for community engagement, including:

- a) Celebrations of volunteers
- b) Parent and community forums
- c) Performance space
- d) School board meetings

It would be an inclusive space the schools' diverse community of students, staff and external members.

I wish the next board the very best wishes in activating this vision and making progress in turning this into a reality to be utilised by the Endeavour community.

### Board Representation

A number of vacancies will be advertised as part of this current AGM process and in preparation for the year ahead. I highly recommend that members of the community look at these opportunities, as being a member of the board is a fantastic way to influence the future direction of the school.

The board is a key function of the governance process at Endeavour, and we have worked hard to ensure the administration that supports the board is as efficient and professional as possible. To this end we have made additional incremental changes over the past year in the way agendas are presented and the times in which they are sent out which has enabled the board discussion to be increasingly robust. An active functioning board supports the leadership in the operation of the school.

I conclude my report with a vote of thanks to all I have had the pleasure of working with over the past board term. There are too many individuals to thank but wish to highlight:

- To my colleagues on the board – thank you for your time, effort and welcoming me to the school community.
- To the office staff who are always so accommodating when I am on the school grounds
- To Candice Muirhead and Jessica Cowper who have supported the board in an administrative capacity, thank you.
- Finally, to Mrs Jennette Maxfield and Ms Julie Belohlawek – not everyone sees what you do on a daily basis but if they did I am sure they would be as appreciative as I am. Endeavour is in good hands, Thank you for your support and collegiality.

Kind regards,

**Dirk Mulder – Board Chair**

### Student Numbers and Characteristics (source: Schools Online)

#### Endeavour Primary School

**Student Numbers** (as at 2023 Semester 2)

| Primary   | Kin  | PPR | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Total |
|-----------|------|-----|-----|-----|-----|-----|-----|-----|-------|
| Full Time | (21) | 48  | 46  | 58  | 47  | 44  | 51  | 38  | 353   |
| Part Time | 42   |     |     |     |     |     |     |     |       |

Note: The Kin Full Time student figure represents the Full Time Equivalent of the Part Time students

|        | Kin | PPR | Pri | Sec | Total |
|--------|-----|-----|-----|-----|-------|
| Male   | 21  | 29  | 154 |     | 204   |
| Female | 21  | 19  | 130 |     | 170   |
| Total  | 42  | 48  | 284 |     | 374   |

|                | Kin | PPR | Pri | Sec | Total |
|----------------|-----|-----|-----|-----|-------|
| Aboriginal     | 2   | 5   | 18  |     | 25    |
| Non-Aboriginal | 40  | 43  | 266 |     | 349   |
| Total          | 42  | 48  | 284 |     | 374   |



## Endeavour Education Support Centre

### Student Numbers (as at 2023 Semester 2)

| Primary   | Kin | PPR | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Total |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Full Time | (2) | 5   | 8   | 9   | 12  | 9   | 4   | 5   | 54    |
| Part Time | 4   |     |     |     |     |     |     |     |       |

Note: The Kin Full Time student figure represents the Full Time Equivalent of the Part Time students

|        | Kin | PPR | Pri | Sec | Total |
|--------|-----|-----|-----|-----|-------|
| Male   | 3   | 1   | 38  |     | 42    |
| Female | 1   | 4   | 9   |     | 14    |
| Total  | 4   | 5   | 47  |     | 56    |

|                | Kin | PPR | Pri | Sec | Total |
|----------------|-----|-----|-----|-----|-------|
| Aboriginal     |     |     | 6   |     | 6     |
| Non-Aboriginal | 4   | 5   | 41  |     | 50    |
| Total          | 4   | 5   | 47  |     | 56    |

### Comments:

#### Endeavour Primary School

Student numbers have been steadily declining since 2018. There are fewer young families moving into the area and more families with secondary aged children. Review of classing structures and workforce planning is in place to cater for decreasing enrolments.

There is a new Kennedy Bay development in place with planning approval for a new primary school which will further impact student numbers into the future.

#### Endeavour Education Support Centre

Student numbers steadily increased throughout 2023 at the Endeavour Education Support Centre. At the Semester One census the student numbers were 41 students, whilst at the Semester Two census the student numbers were 56 students. As a result of the increased enrolment, we were able to separate the Pre-Primary/Kindy class into a separate Kindy and Pre-Primary class at the start of Semester Two for the remainder of 2023. The community has indicated that there is an increased demand for enrolments into Education Support setting. This trend is reflective of other Education Support Centres and schools in our local network and across the state.

### Workforce Composition

#### Endeavour Primary School

##### Staff Numbers

|                                      | No        | FTE         | AB'L     |
|--------------------------------------|-----------|-------------|----------|
| <b>Administration Staff</b>          |           |             |          |
| Principals                           | 1         | 1.0         | 0        |
| Associate / Deputy / Vice Principals | 2         | 2.0         | 0        |
| <b>Total Administration Staff</b>    | <b>3</b>  | <b>3.0</b>  | <b>0</b> |
| <b>Teaching Staff</b>                |           |             |          |
| Level 3 Teachers                     | 2         | 1.6         | 0        |
| Other Teaching Staff                 | 25        | 19.2        | 0        |
| <b>Total Teaching Staff</b>          | <b>27</b> | <b>20.8</b> | <b>0</b> |
| <b>School Support Staff</b>          |           |             |          |
| Clerical / Administrative            | 3         | 2.6         | 0        |
| Gardening / Maintenance              | 1         | 0.6         | 0        |
| Other Allied Professionals           | 12        | 8.3         | 0        |
| <b>Total School Support Staff</b>    | <b>16</b> | <b>11.5</b> | <b>0</b> |
| <b>Total</b>                         | <b>46</b> | <b>35.3</b> | <b>0</b> |

## Endeavour Education Support Centre

### Staff Numbers

|                                      | No        | FTE         | AB'L     |
|--------------------------------------|-----------|-------------|----------|
| <b>Administration Staff</b>          |           |             |          |
| Principals                           | 1         | 1.0         | 0        |
| Associate / Deputy / Vice Principals | 1         | 1.0         | 0        |
| <b>Total Administration Staff</b>    | <b>2</b>  | <b>2.0</b>  | <b>0</b> |
| <b>Teaching Staff</b>                |           |             |          |
| Other Teaching Staff                 | 15        | 11.0        | 0        |
| <b>Total Teaching Staff</b>          | <b>15</b> | <b>11.0</b> | <b>0</b> |
| <b>School Support Staff</b>          |           |             |          |
| Clerical / Administrative            | 3         | 2.6         | 0        |
| Gardening / Maintenance              | 1         | 0.4         | 0        |
| Other Allied Professionals           | 32        | 26.8        | 1        |
| <b>Total School Support Staff</b>    | <b>36</b> | <b>29.8</b> | <b>1</b> |
| <b>Total</b>                         | <b>53</b> | <b>42.8</b> | <b>1</b> |

### Comments:

In both Endeavour Primary School and Endeavour Education Support Centre (collectively known as the Endeavour Schools), our high rates of staff retention are indicative of a supportive work environment and positive school culture. Staff at Endeavour Schools are encouraged and supported to build capacity by the sharing of knowledge and best practice examples. All staff participate in ongoing Performance Management, and identified Professional Learning is linked to school priorities.

#### Endeavour Primary School

In 2023 we had 5 permanent teachers transfer to other schools. We were able to fill three of these positions to teachers already holding fixed-term positions in the school. With a decline in student numbers and teachers currently on parental leave careful planning is required.

Our two long serving Deputy Principals announced their retirement with Mrs Adam being farewelled at the end of the year. Mr Croll will leave in term 1, 2024. Both deputies had a significant impact on the lives of Endeavour students and provided unwavering support to our staff. We wish them all the best for their future endeavours.

2023 saw the introduction of a Student Services Officer whose role is to support students with challenging behaviours and to upskill staff in strategies to support these students.

Education Assistants also support our intervention programs and run Spelling Mastery, Letters and Sounds and early intervention with our Kindergarten and Pre-Primary students.

#### Endeavour Education Support Centre

In 2023 our student numbers increased from 41 students to 56 students over the year. Because of the considerable rise in student enrolments, we have had to conduct recruitment processes to replenish both our EA and Teacher staffing pools. To meet this demand we had 3 permanent teachers transfer to Endeavour Education Support Centre over the year and were also able to fill other positions fixed term. We were also to recruit another 8 Education Assistants to meet our growing numbers. 2023 saw the introduction of a Manager of Corporate Services (MCS) position and a Deputy position to Endeavour ESC. We congratulated Jessica Cowper on winning the MCS position permanently and Jacinta Savell winning the Deputy Principals position permanently. We also congratulated Candice Muirhead on her new position as Level 2 Officer at our Endeavour Schools. We had one of our long-term teachers, Mrs Kym Hannah win a promotion as a Learning Support Coordinator at another school. We also had some other staff more transfer to other schools for 2024. We appreciate all their efforts and dedication to our children and wish them the best in 2024.

## Student Attendance (source: Schools Online)

### Endeavour Primary School

#### 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 |
| 2021 | 90.8%          | 91.2%        | 92.4%             | 84.2%      | 82.3%        | 76.8%             | 90.4%  | 90.5%        | 91%               |
| 2022 | 85.2%          | 87.5%        | 88.3%             | 77%        | 77.3%        | 69.5%             | 84.6%  | 86.6%        | 86.6%             |
| 2023 | 85.6%          | 89.1%        | 90.3%             | 85.6%      | 79.3%        | 74.3%             | 85.6%  | 88.2%        | 88.9%             |

|                   | Attendance Category |           |          |        |
|-------------------|---------------------|-----------|----------|--------|
|                   | Regular             | At Risk   |          |        |
|                   |                     | Indicated | Moderate | Severe |
| 2021              | 69.7%               | 18.9%     | 8.8%     | 2.6%   |
| 2022              | 48.4%               | 27.8%     | 14.3%    | 9.5%   |
| 2023              | 48.3%               | 26.5%     | 19.0%    | 6.1%   |
| Like Schools 2023 | 56.1%               | 28.6%     | 11.6%    | 3.8%   |
| WA Public Schools | 61.0%               | 25.0%     | 10.0%    | 4.0%   |

### Endeavour Education Support Centre

#### 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 |
| 2021 | 86.7%          | null%        | 92.4%             | 91.9%      | null%        | 76.8%             | 87.2%  | null%        | 91%               |
| 2022 | 83.6%          | null%        | 88.3%             | 85.3%      | null%        | 69.5%             | 83.9%  | null%        | 86.6%             |
| 2023 | 85.7%          | null%        | 90.3%             | 82.9%      | null%        | 74.3%             | 85.3%  | null%        | 88.9%             |

#### Attendance Overall Primary

|                   | Attendance Category |           |          |        |
|-------------------|---------------------|-----------|----------|--------|
|                   | Regular             | At Risk   |          |        |
|                   |                     | Indicated | Moderate | Severe |
| 2021              | 50.0%               | 25.9%     | 20.4%    | 3.7%   |
| 2022              | 31.1%               | 37.8%     | 26.7%    | 4.4%   |
| 2023              | 34.0%               | 36.0%     | 28.0%    | 2.0%   |
| Like Schools 2023 |                     |           |          |        |
| WA Public Schools | 61.0%               | 25.0%     | 10.0%    | 4.0%   |

### Comments:

#### Endeavour Primary School

Attendance continues to be a focus for Endeavour Primary School. Student attendance remains slightly under like schools. Severe attendance showed a decline from 2022 and this may be attributed to the focus on home visits and extra support provided to families in this category.

Strategies to improve attendance include sending out text messages each day, teachers communicating with their families, home visits, and linking families with external service providers.

#### Endeavour Education Support Centre

Our attendance rates are stable and slightly lower than WA public schools. However, in our Education Support setting it is important to note that our attendance rates are impacted by ongoing therapy and medical needs of our students.

## Student Achievement and Progress

### NAPLAN and other school-based assessment data (source: Schools Online, SAIS)

#### Endeavour Primary School

There have been some changes in the way NAPLAN is being reported in 2023. Testing is now being administered in Term 1 and new proficiency standard levels were used for the first time: Exceeding, Strong, Developing and Needs Additional Support. These changes have meant that Proficiency Bands and National Minimum Standard comparisons cannot be made.

#### NAPLAN 2023 Proficiency Levels Endeavour Primary School

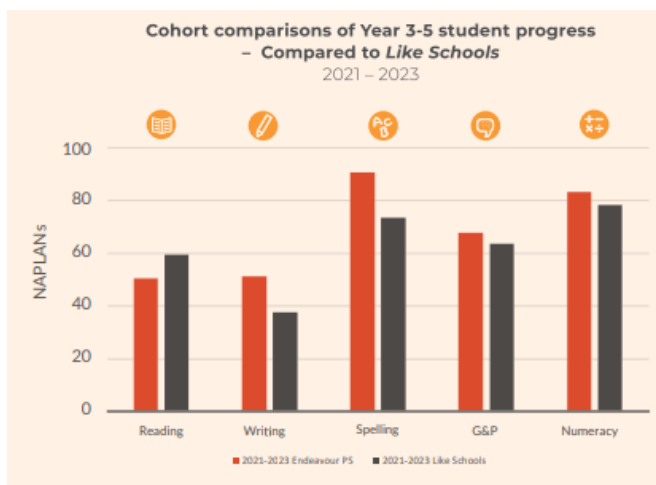
| Year 3 NAPLAN 2023       | Numeracy | Reading | Grammar and Punctuation | Spelling | Writing |
|--------------------------|----------|---------|-------------------------|----------|---------|
| Exceeding                | 4%       | 6%      | 0%                      | 4%       | 0%      |
| Strong                   | 28%      | 18%     | 16%                     | 18%      | 37%     |
| Developing               | 26%      | 47%     | 32%                     | 46%      | 43%     |
| Needs Additional Support | 41%      | 29%     | 52%                     | 32%      | 20%     |

| Year 5 NAPLAN 2023       | Numeracy | Reading | Grammar and Punctuation | Spelling | Writing |
|--------------------------|----------|---------|-------------------------|----------|---------|
| Exceeding                | 2%       | 6%      | 2%                      | 8%       | 4%      |
| Strong                   | 57%      | 49%     | 40%                     | 56%      | 47%     |
| Developing               | 23%      | 35%     | 40%                     | 23%      | 31%     |
| Needs Additional Support | 17%      | 10%     | 19%                     | 13%      | 18%     |

#### NAPLAN 2023 Endeavour Primary School average scores and Like Schools Average Scores

| Year 3 Average scores | Numeracy | Reading | Grammar & Punctuation | Spelling | Writing |
|-----------------------|----------|---------|-----------------------|----------|---------|
| EPS                   | 347      | 328     | 325                   | 332      | 346     |
| Like Schools          | 373      | 362     | 370                   | 367      | 385     |

| Year 5       | Numeracy | Reading | Grammar & Punctuation | Spelling | Writing |
|--------------|----------|---------|-----------------------|----------|---------|
| EPS          | 463      | 448     | 454                   | 471      | 452     |
| Like Schools | 460      | 465     | 468                   | 469      | 461     |





## Comments:

### Endeavour Primary School

The Year 3 cohort has a significant percentage of students performing in the 'developing' or 'needs additional support' proficiencies. Continued strengthening of whole school strategies in reading, spelling, and writing will remain a focus. 50% or more of our year 5 students have achieved the proficiency of 'strong' or 'exceeding for all areas except Grammar and Punctuation.

The trend in progress data for students moving from Year 3 to Year 5 has been positive. For the 2019 – 2021 period Year 5 students achieved less progress than like schools in all areas except writing. By 2023, Year 5 students had made better progress in four out of five areas than the Year 5s from two years earlier, also achieved better than like schools progress in four of five areas.

## Student Achievement and Progress

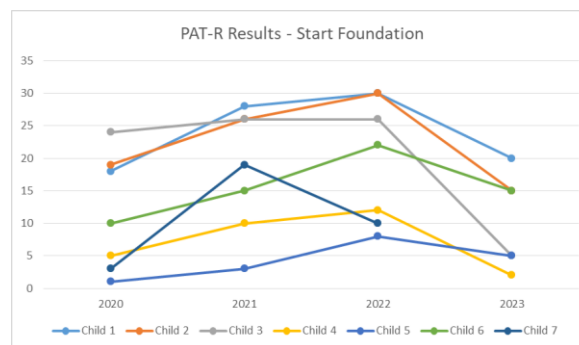
### PAT Data (source: ACER) and other school-based assessment data

Please keep in mind that we do not have norm-referenced statistics in an Education Support setting, therefore we cannot compare our performance to that of other schools. Instead, we have data on how each individual child in our school grows over time; therefore the graphs below indicate the influence we have on each individual student.

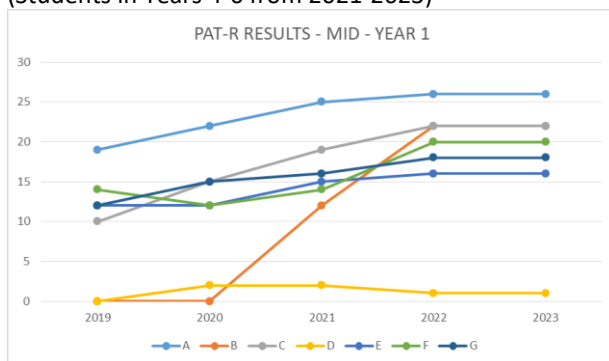
### Endeavour Education Support Centre

#### Reading Data and Analysis

#### PAT-R (Reading) Data Early Years Longitudinal Data (Students in Year 1-2 from 2021-2023)



#### PAT-R (Reading) Data Early Years (Students in Years 4-6 from 2021-2023)



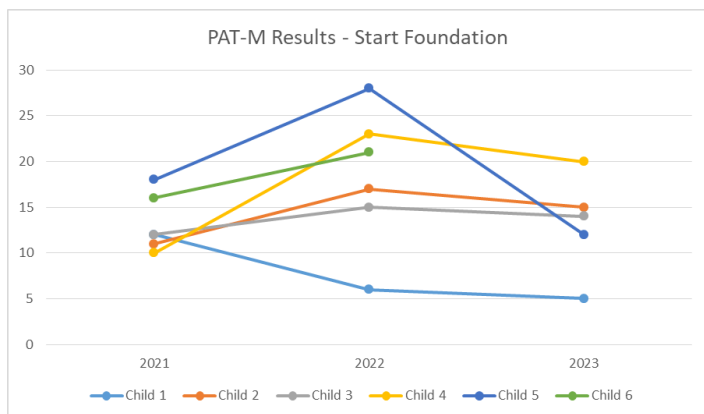
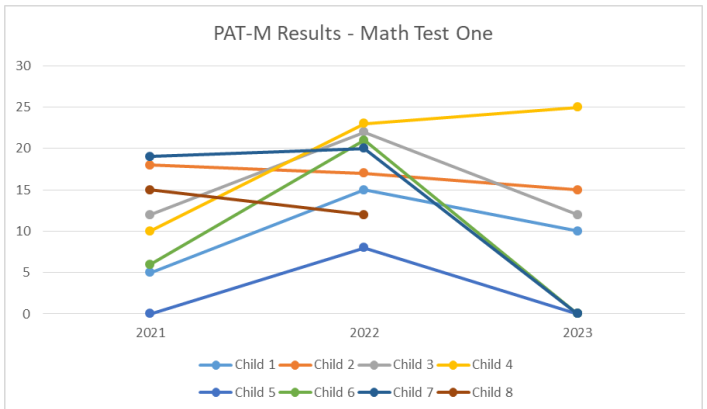
#### Longitudinal Data

### Endeavour Education Support Centre PAT-R (Reading) Data

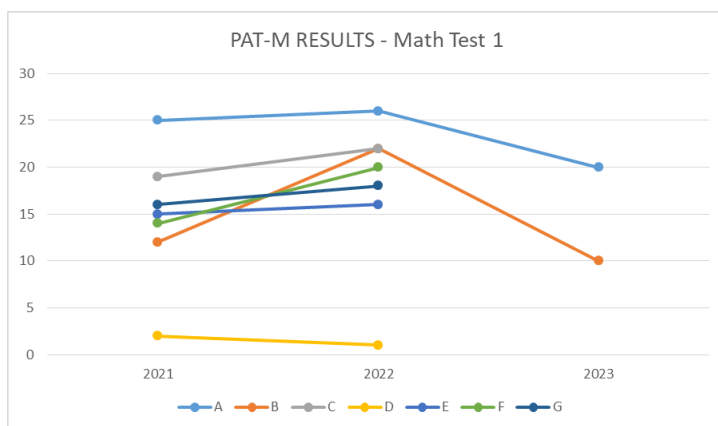
Our PAT-R (Reading) Data shows an increased trend for both the Junior and Senior Cohorts from 2019 to 2022 and then a slight decline in the early years in 2023. We focused on children achieving a 10% improvement (equivalent to two questions) and were able to identify gaps in our students' reading, phonics, and spoken language development, as well as implement techniques to help our students accomplish their particular goals. The usage of a data centre has also helped our personnel embed SMART goals. PAT-R is tested once a year in the middle of the year to help us understand our longitudinal data. This testing is currently being conducted. Our reading results, particularly from the early years, show that we still need to enhance student outcomes in this area. Daily reviews and timetabled literacy blocks will be used throughout 2023 to help foster improvements in our students' reading skills. More decodable readers were purchased and used, along with a review and continuing implementation of the phonological programme Letters and Sounds.

## Maths Data and Analysis ESC

### PAT-M (Maths) Early Years Longitudinal Data (Students in Year 1-2 from 2021-2023)



### PAT-M (Maths) Year Level Longitudinal Data (Students in Year 4-6 from 2021-2023)



### Endeavour Education Support Centre

Our Early Years PAT-M (Maths) Data shows an increased trend for the Junior and Senior Cohorts from 2019 to 2023 in some students but a slight stabilisation or decrease in others. We focused on students improving by 10% (equivalent to two questions) and were able to identify gaps in our students' number skills, measurement skills, and basic math knowledge development, as well as introduce strategies to help them achieve their individual goals. The usage of a data centre has also helped our personnel embed SMART goals. PAT-M is tested twice a year, in terms two and four, to track IEP data and student improvement over the course of the year. Our Maths data, particularly in the upper year, shows that we still need to enhance student achievements in this area. A school-wide scope and sequence, as well as daily reviews, timetabled numeracy blocks, and concrete resources, were tested and began to be implemented to help scaffold gains in our students' mathematical understandings and outcomes.

## **Our Endeavour School Priorities (based on analysis and review of our NAPLAN, PAT and other School Based Assessment sets)**

In 2023 we built on and used our learning from our three-year school improvement journey with Fogarty EDvance. During 2023 we developed our new strategic 2023-2025 directions plan which will help to consolidate our school-wide direction in terms of the development of the leadership capacity of staff, continued improvements of instruction and curriculum in the areas of literacy and numeracy and continued development of structures and processes that maintain and enhance a safe and supportive learning environment across our schools.

The team at Endeavour Schools recognised that addressing literacy acquisition early is critical for reducing the proportion of students falling behind. Implementation of whole school approaches was an important initiative to address the critical literacy outcomes of students. To support improved student achievement in literacy, the school consolidated its evidence-based whole school approaches of Critical Reading, Spelling Mastery, and programs to support oral language and phonological awareness throughout 2023. Words, Grammar, Fun and Heggerty programs were also consolidated into practice in early childhood classes in 2023 and had a strong impact on pre-literacy skills of Kindergarten and Pre-Primary students.

To improve alignment in numeracy instruction, we considered and reviewed different evidenced based programs in Maths and decided that the best place to start our Maths improvement journey was to develop a common scope and sequence that outlined a guaranteed and viable Maths curriculum that could be implemented and embedded school wide.

In 2023 we also consolidated our whole school instructional model including coaching to support implementation. There was a commitment to developing a distributed leadership throughout the school, and to defining clear roles and responsibilities. Professional Learning Teams have continued, and teachers are committed to having regular, disciplined dialogue that focus on analysis and reflection on student achievement data.

The journey over the last three years has been challenging, but it resulted in clear and succinct structures and processes that enabled staff buy-in across the school and a targeted focus on improvement. Teams learnt to value and utilise the expertise of others, which led to innovative change and strong, positive relationships. Collectively designing an approach to the implementation of new instructional practices has allowed staff to refine teaching, sustain change, reduce variation, and develop a whole school approach. A consistent data driven approach to planning has resulted in better evidence-based decisions at the classroom, cohort, and whole-school levels, driving whole-school improvement.

Work is still being done to strengthen the whole school approach, with a focus needed in both the Primary School and Education Support Centre to ensure that it is embedded and sustained. The school has committed to ensuring that the structures, procedures, and leadership practices that have been in place during the three years of the Fogarty EDvance journey were maintained throughout 2023 and beyond. In addition, there was and still is a commitment to an ongoing focus on upskilling new staff, and on using research to build and refine practices.

Endeavour Schools continue to provide a great source of pride, with students, staff and community working collaboratively to support the academic, physical, social, and emotional wellbeing of our students. We look forward to continuing and developing these strong partnerships into the future.

## Post School Destination (source: Schools Online)

### Endeavour Primary School

## Destination Schools

2024 school destinations of the 2023 student cohort

Year Level :  Male: 22 Female: 16 Total: 38

| Destination Schools                 | Male | Female | Total |
|-------------------------------------|------|--------|-------|
| 4159 Warnbro Community High School  | 9    | 6      | 15    |
| 4176 Comet Bay College              | 4    | 3      | 7     |
| 4128 Safety Bay Senior High School  | 2    | 2      | 4     |
| 4199 Coastal Lakes College          | 1    | 2      | 3     |
| 1408 Living Waters Lutheran College | 1    | 2      | 3     |
| 4190 Baldivis Secondary College     |      | 1      | 1     |
| 1353 Kolbe Catholic College         | 1    |        | 1     |
| 4043 Pinjarra Senior High School    | 1    |        | 1     |
| 1406 Tranby College                 | 1    |        | 1     |

### Endeavour Education Support Centre

## Destination Schools

2024 school destinations of the 2023 student cohort

Year Level :  Male: 5 Female: 0 Total: 5

| Destination Schools                  | Male | Female | Total |
|--------------------------------------|------|--------|-------|
| 6096 Warnbro Com High School Es Ctre | 4    |        | 4     |
| 4190 Baldivis Secondary College      | 1    |        | 1     |
| 6099 Rockingham Shs Ed Sup Ctre      | 1    |        | 1     |

### Comments:

#### Endeavour Primary School

The majority of our Endeavour Primary School students attend Warnbro Senior High School. Students attend other schools where appropriate specialist programs are offered to suit their needs.

#### Endeavour Education Support Centre

The majority of our Endeavour Education Support Centre students attend Warnbro Community High School Education Support Centre and some of our students attend other Education Support Centres, as these are either closer to their homes or provide a different service that the parents are seeking for their child.



# School Income by Funding Source (source: Schools Resourcing System)

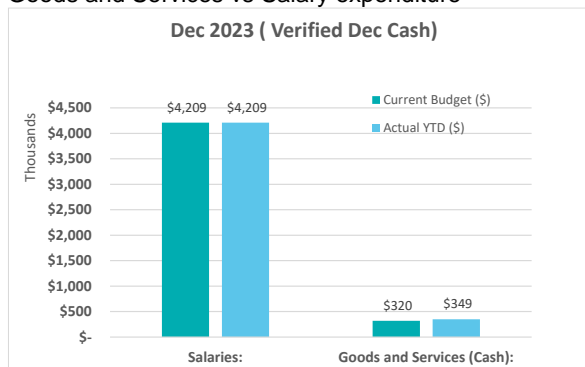
## 2023 Financial Summary Report - Endeavour Primary School

| ONE LINE BUDGET - Dec 2023 ( Verified Dec Cash)              |                     |                  |
|--|---------------------|------------------|
|  | Current Budget (\$) | Actual YTD (\$)  |
| Carry Forward (Cash):  | 98,175              | 98,175           |
| Carry Forward (Salary):                                      | 95,064              | 95,064           |
| <b>INCOME</b>  |                     |                  |
| Student-Centred Funding (including Transfers & Adjustments): | 4,253,459           | 4,253,459        |
| Locally Raised Funds:  | 145,679             | 169,822          |
| <b>Total Funds:</b>  | <b>4,592,376</b>    | <b>4,616,520</b> |
| <b>EXPENDITURE</b>   |                     |                  |
| Salaries:  | 4,209,276           | 4,209,276        |
| Goods and Services (Cash):                                   | 319,685             | 348,992          |
| <b>Total Expenditure:</b>                                    | <b>4,528,961</b>    | <b>4,558,268</b> |
| <b>VARIANCE:</b>   | <b>63,415</b>       | <b>58,252</b>    |

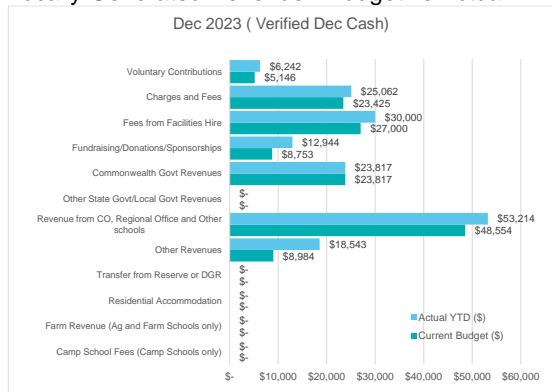
| EXPENDITURE - Dec 2023 ( Verified Dec Cash) |                     |                  |
|---|---------------------|------------------|
|   | Current Budget (\$) | Actual YTD (\$)  |
| <b>SALARIES</b>                             |                     |                  |
| Appointed Staff                             | 3,666,487           | 3,666,487        |
| New Appointments                            | 0                   | 0                |
| Casual Payments                             | 542,773             | 542,773          |
| Other Salary Expenditure                    | 16                  | 16               |
| <b>Total Funds:</b>                         | <b>4,209,276</b>    | <b>4,209,276</b> |

| GOODS AND SERVICES (CASH EXPENDITURE)              |                  |                  |
|--|------------------|------------------|
| Administration                                     | 13,510           | 24,451           |
| Lease Payments                                     | 12,800           | 15,329           |
| Utilities, Facilities and Maintenance              | 128,970          | 131,329          |
| Buildings, Property and Equipment                  | 33,250           | 21,317           |
| Curriculum and Student Services                    | 113,108          | 101,918          |
| Professional Development                           | 10,000           | 18,625           |
| Transfer to Reserve                                | 0                | 0                |
| Other Expenditure                                  | 8,047            | 6,024            |
| Payment to CO, Regional Office and Other schools   | 0                | 30,000           |
| 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>319,685</b>   | <b>348,993</b>   |
| <b>TOTAL</b>                                       | <b>4,528,961</b> | <b>4,558,269</b> |

### Goods and Services vs Salary expenditure



### Locally Generated Revenue - Budget vs Actual

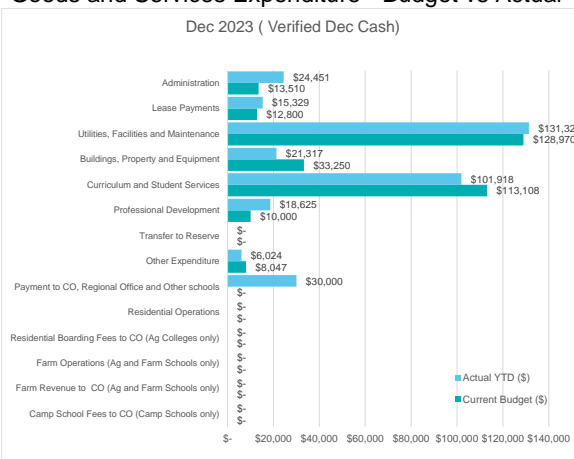


| INCOME - Dec 2023 ( Verified Dec Cash) |                     |                  |
|--|---------------------|------------------|
|  | Current Budget (\$) | Actual YTD (\$)  |
| Carry Forward (Cash)                   | 98,175              | 98,175           |
| Carry Forward (Salary)                 | 95,064              | 95,064           |
| <b>STUDENT-CENTRED FUNDING</b>         |                     |                  |
| Per Student                            | 3,238,140           | 3,238,140        |
| School and Student Characteristics     | 726,461             | 726,461          |
| Disability Adjustments                 | 50,940              | 50,940           |
| Targeted Initiatives                   | 205,959             | 205,959          |
| Operational Response Allocation        | 10,585              | 10,585           |
| <b>Total Funds:</b>                    | <b>4,232,085</b>    | <b>4,232,085</b> |

| TRANSFERS AND ADJUSTMENTS |               |               |
|---------------------------|---------------|---------------|
| Regional Allocation       | 10,000        | 10,000        |
| Transition Adjustment     | 0             | 0             |
| School Transfers – Salary | (58,069)      | (58,069)      |
| School Transfers - Cash   | 90,309        | 90,309        |
| Department Adjustments    | (20,864)      | (20,864)      |
| <b>Total Funds:</b>       | <b>21,376</b> | <b>21,376</b> |

| LOCALLY RAISED FUNDS (REVENUE)                  |                  |                  |
|---|------------------|------------------|
| Voluntary Contributions                         | 5,146            | 6,242            |
| Charges and Fees                                | 23,425           | 25,062           |
| Fees from Facilities Hire                       | 27,000           | 30,000           |
| Fundraising/Donations/Sponsorships              | 8,753            | 12,944           |
| Commonwealth Govt Revenues                      | 23,817           | 23,817           |
| Other State Govt/Local Govt Revenues            | 0                | 0                |
| Revenue from CO, Regional Office and Other scho | 48,554           | 53,214           |
| Other Revenues                                  | 8,984            | 18,543           |
| Transfer from Reserve or DGR                    | 0                | 0                |
| Residential Accommodation                       | 0                | 0                |
| Farm Revenue (Ag and Farm Schools only)         | 0                | 0                |
| Camp School Fees (Camp Schools only)            | 0                | 0                |
| <b>Total Funds:</b>                             | <b>145,679</b>   | <b>169,822</b>   |
| <b>TOTAL</b>                                    | <b>4,592,379</b> | <b>4,616,522</b> |

### Goods and Services Expenditure - Budget vs Actual

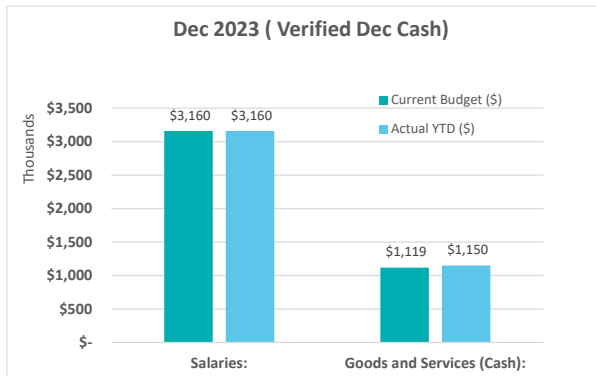


## 2023 Financial Summary Report – Endeavor Education Support Centre

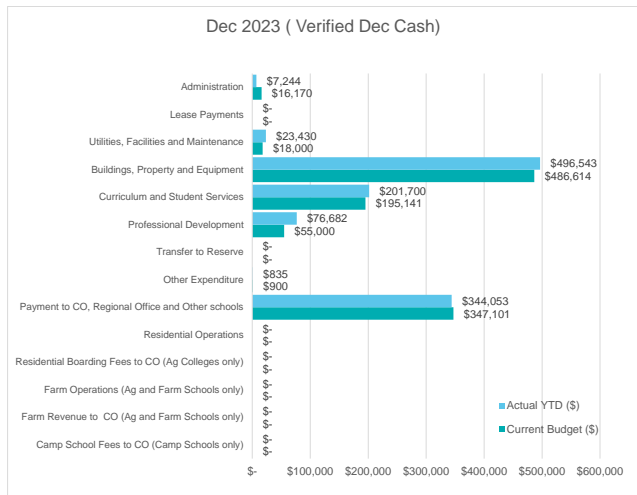
| ONE LINE BUDGET - Dec 2023 ( Verified Dec Cash)              |                     |                  |
|--|---------------------|------------------|
|  | Current Budget (\$) | Actual YTD (\$)  |
| Carry Forward (Cash):  | 179,281             | 179,280          |
| Carry Forward (Salary):                                      | 398,729             | 398,729          |
| <b>INCOME</b>  |                     |                  |
| Student-Centred Funding (including Transfers & Adjustments): | 3,063,583           | 3,063,583        |
| Locally Raised Funds:  | 976,514             | 997,843          |
| <b>Total Funds:</b>  | <b>4,618,107</b>    | <b>4,639,435</b> |
| <b>EXPENDITURE</b>   |                     |                  |
| Salaries:  | 3,159,503           | 3,159,503        |
| Goods and Services (Cash):                                   | 1,118,926           | 1,150,487        |
| <b>Total Expenditure:</b>                                    | <b>4,278,429</b>    | <b>4,309,990</b> |
| <b>VARIANCE:</b>   | <b>339,678</b>      | <b>329,445</b>   |
| <b>Expenditure – Dec 2023 (Verified Dec Cash)</b>            |                     |                  |
|  | Current Budget (\$) | Actual YTD (\$)  |
| <b>SALARIES</b>  |                     |                  |
| Appointed Staff  | 2,681,308           | 2,681,308        |
| New Appointments   | 0                   | 0                |
| Casual Payments  | 477,028             | 477,028          |
| Other Salary Expenditure                                     | 1,167               | 1,167            |
| <b>Total Funds:</b>  | <b>3,159,503</b>    | <b>3,159,503</b> |
| <b>GOODS AND SERVICES (CASH EXPENDITURE)</b>                 |                     |                  |
| Administration   | 16,170              | 7,244            |
| Lease Payments   | 0                   | 0                |
| Utilities, Facilities and Maintenance                        | 18,000              | 23,430           |
| Buildings, Property and Equipment                            | 486,614             | 496,543          |
| Curriculum and Student Services                              | 195,141             | 201,700          |
| Professional Development                                     | 55,000              | 76,682           |
| Transfer to Reserve  | 0                   | 0                |
| Other Expenditure  | 900                 | 835              |
| Payment to CO, Regional Office and Other schools             | 347,101             | 344,053          |
| 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>1,118,926</b>    | <b>1,150,487</b> |
| <b>TOTAL</b>   | <b>4,278,429</b>    | <b>4,309,990</b> |

| INCOME - Dec 2023 ( Verified Dec Cash)          |                     |                  |
|---|---------------------|------------------|
|   | Current Budget (\$) | Actual YTD (\$)  |
| Carry Forward (Cash)                            | 179,281             | 179,280          |
| Carry Forward (Salary)                          | 398,729             | 398,729          |
| <b>STUDENT-CENTRED FUNDING</b>                  |                     |                  |
| Per Student                                     | 343,487             | 343,487          |
| School and Student Characteristics              | 2,026,412           | 2,026,412        |
| Disability Adjustments                          | 366,573             | 366,573          |
| Targeted Initiatives                            | 30,169              | 30,169           |
| Operational Response Allocation                 | 7,373               | 7,373            |
| <b>Total Funds:</b>                             | <b>2,774,014</b>    | <b>2,774,014</b> |
| <b>TRANSFERS AND ADJUSTMENTS</b>                |                     |                  |
| Regional Allocation                             | 0                   | 0                |
| School Transfers – Salary                       | 290,193             | 290,193          |
| School Transfers - Cash                         | 9,807               | 9,807            |
| Department Adjustments                          | (10,432)            | (10,432)         |
| <b>Total Funds:</b>                             | <b>289,568</b>      | <b>289,568</b>   |
| <b>LOCALLY RAISED FUNDS (REVENUE)</b>           |                     |                  |
| Voluntary Contributions                         | 660                 | 528              |
| Charges and Fees                                | 418                 | 2,696            |
| Fees from Facilities Hire                       | 0                   | 0                |
| Fundraising/Donations/Sponsorships              | 0                   | 200              |
| Commonwealth Govt Revenues                      | 0                   | 0                |
| Other State Govt/Local Govt Revenues            | 0                   | 0                |
| Revenue from CO, Regional Office and Other scho | 470                 | 9,640            |
| Other Revenues                                  | 23,709              | 33,521           |
| Transfer from Reserve or DGR                    | 951,257             | 951,257          |
| Residential Accommodation                       | 0                   | 0                |
| Farm Revenue (Ag and Farm Schools only)         | 0                   | 0                |
| Camp School Fees (Camp Schools only)            | 0                   | 0                |
| <b>Total Funds:</b>                             | <b>976,514</b>      | <b>997,842</b>   |
| <b>TOTAL</b>                                    | <b>4,618,106</b>    | <b>4,639,433</b> |

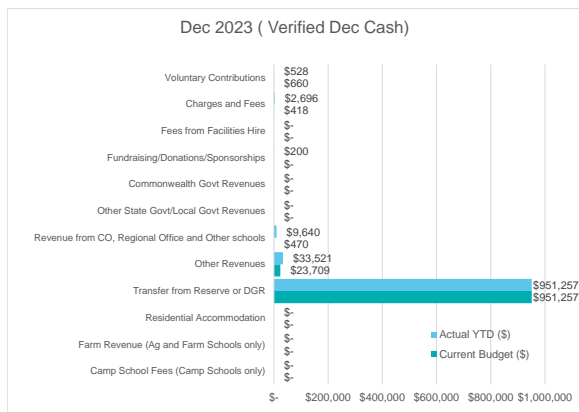
### Goods and Services vs Salary expenditure



### Goods and Services Expenditure - Budget vs Actual



### Locally Generated Revenue - Budget vs Actual



## Comments

Targeted Initiative and school-based funding streams are successfully used to address students' needs, including allocations for a chaplain, coaching roles to promote teacher development, and increased psychologist time to help support the needs of our students with complexities and diagnosis evaluations. Disability funding is also utilised at both schools (Endeavour PS and Endeavour ESC) to employ skilled allied professionals (EAs) in order to create a supportive and inclusive learning environment for all of our children.

This year we added an additional layer of support through the hosting of a Social Work student who completed a 14-week placement. An increase in awareness of the support services available to our parents was particularly beneficial. A weekly 'open pantry' also provided some relief for families finding the current rise in living expenses challenging.

Each year staff development is prioritised through professional learning to ensure staff skill sets are strategically developed in-line with changing school and student needs and are mapped to the identified priorities areas within our Business Plan.

School finances are managed and expended following Department of Education policies. Both schools demonstrate high levels of sound financial management through established Finance Committees. In both schools the Finance Committees facilitated the annual budget to ensure that each student's unique educational needs were addressed, with a focus on improving student outcomes. The schools have a Memorandum of Agreement and a cost-sharing arrangement in place.

*Document sighted and ratified by Endeavour Schools Board*