



ANNUAL REPORT 2019

Albany Senior High School

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PRINCIPAL'S REPORT



The school has continued its improvement journey this year, in line with our Business Plan 2018-2020.

The year started with the celebration of our graduating class and their achievements at a formal assembly, celebrating high achievers in every year group. We are very fortunate to have a range of local companies and individuals donating money to provide these prestigious annual awards.

The Minister's No Violence in Schools Strategy, and the aligned publicity across the state and professional development policy, supported our own strategies of improving student behaviour. This reinforced our good standing policy changes and a focus on teaching students about expected behaviour and our school values. Changes to yard duty operations and assemblies has brought about an improved tone around the school.

The P&C has made significant changes to the canteen's operations, including provision of healthy food options. According to the traffic light system, gluten-free options are now available and plastic bottles of water were removed from sale. The P&C has funded water refill stations around the school. The canteen has led a sustainability initiative in moving to compostable packaging.

Our partnerships with the local community have continued to develop, with the Alumni working well and linking in with past students. We have a growing number of volunteers, many part of the Alumni, supporting our students in a range of areas, especially reading, while also sharing some of their expertise. Our local employers are still willing providers of opportunities for our students with work placements and traineeships.

The school is developing more sustainable practices in a range of areas. Staff are monitoring the use of photocopies by using newly installed software, which has significantly reduced the amount of paper used. The school has moved to online handbooks, and subject selection online has commenced. The student council, with the support of the P&C, are recycling paper, rather than it going into general rubbish. A sustainability committee has been established with parents, students and staff planning to make a difference.

The school Cultural Committee has been active with NAIDOC week celebrations, an interschool basketball competition, a showcase of local Aboriginal support organisations, professional learning for staff in relation to cultural responsiveness and developing joint naming of interview spaces in the school. The use of elders to conduct a Welcome to Country for new Aboriginal students who are not local, and formal events across the school, has increased. The Follow the Dream program has continued to produce successful outcomes. Many successful graduates support the program, in Albany and Perth, by sharing what they have learned and the positive impact Follow the Dream has on them. Community support, through guest speakers, mentors and facilitators of learning, has continued to be offered.

The school grounds have been assessed, and fire risk reduction clearing has occurred around the gym and basketball courts. Removal of a transportable in this area also assisted in the development of a comprehensive bushfire management strategy and provided space for a garden program. The long-awaited increase in car parking for our school commenced with stage one of the carpark next to the Youth Centre commencing in September. Inside the school, ongoing maintenance and refreshing of areas has occurred in line with long term plans.

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In the classroom, teachers are continuing to develop their ability to meet student needs in learning. Individual behaviour and education plans are implemented, where required, to support positive outcomes for every student. A Gifted and Talented Committee has been established to develop programs and in-class extension and challenge activities, beyond the current Marine Science, Hong Kong, WAAPA Radioactive, Country Week and GATE online programs. Our year coordinators have been conducting a range of reward events every term to recognise those students who maintain their good standing and exemplify our school values.

Our student leaders are continuing to develop with the organisation of many school events such as the Book Week parade, World's Greatest Shave day, RUOK day, the Anzac ceremony at school, and along with many lunchtime concerts. Students are part of School Sustainability and Uniform Dress Code steering committees. A peer mentoring program for year nine is being implemented, and the leadership camps were conducted for all year 7 to 10 student leaders.

A handwritten signature in black ink, appearing to read 'J Firth', is positioned above the printed name of the principal.

JENNY FIRTH
PRINCIPAL



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Our school strives to equip students with the skills, knowledge and confidence to enable them to become lifelong learners and caring, resilient citizens prepared to live in a constantly changing global community.

ANNUAL HIGHLIGHTS

Visual Arts

- Kati Thamo artist in residence and printmaking workshops, over a week in March.
- 2019 Visual Arts Exhibition; Collective Insights opening and exhibition.
- 2019 Senior School Drawing Excursion, Middleton Beach.
- Term 4, Corndarup Art Extension Project (selected students from years 8/9).
- NAIDOC week art exhibition in the Library.
- Welcoming of the Whales: Whale World.
- Christmas Pageant puppet parade with combined school bands and puppet making workshops with artist James Gentle.
- Young Originals: Cora de Vos selected to exhibit her work.
- Whole school Inktober event; display in Library and students contributing.
- Weekly drawing club conducted.

Music

- UWA Concert Band visit April 5. UWA students and Head of Band studies Dr Paul de Cinque worked with students across a two day camp, finishing with a performance.
- Kodaly Regional teaching day - ASHS hosted this professional development and networking event for music teachers from across the Great Southern.
- WA Youth Jazz Orchestra visit. As part of their state tour, the WAYJO did a workshop and concert with the Band 1 students on May 16.
- May 17 saw the Meraki Saxophone Quartet from Perth visit the school and do workshops with our woodwind students.
- Year 9 and 10 Pop Band Community Lunchtime Performance at Albany Town Square May 22.
- Pop Band lunchtime concerts across the year, including Harmony Day, Primary School orientation, and NAIDOC week.
- UWA Guitar ensemble visit and workshop - May 29.
- Sheena Prince Memorial Concert - students and staff involved in this community fundraiser memorial event for former ASHS music teacher Sheena Prince - March 30.
- Albany Sinfonia 'Night of Song Project'. ASHS Musical Theatre program students were involved in this sold-out large-scale community concert event at the AEC on June 1, and then a repeat event at the Denmark Festival of Voice the following day. Several ASHS students and staff were also involved in the orchestra for the concert.
- Night of Song - students Bonnie Staude, Matthew Clarke, and Hudson Bell were soloists on the night.
- Visiting artist workshops with international opera baritone James Clayton - voice and musical theatre students participated in workshops and masterclasses as part of the Night of Song project.
- Pop Band Semester Showcase evenings on June 5 and November 11.

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- Meraki Festival June 19 - Music Theatre and Choir students participated in this competitive festival in Perth against a large number of metropolitan schools. The Musical Theatre program item "Matilda" took out first prize in the Musical Theatre section for the festival.
- Albany Eisteddfod. ASHS students and ensembles took out first places in 18 different categories, and more 2nd places and highly commended awards. Notable winners of both their item and overall sections were Bonnie Staude (voice section), Ewan O'Brien (miscellaneous instrumental solo), Concert Band 1 (Senior Large Ensembles winner) and Orchestra 2 (Junior large ensemble and overall winner of large ensembles section). All of these and four other items also featured in the exclusive final Winner's Concert for the Eisteddfod at the AEC on June 14; more than a third of the program.
- Opera Australia - several ASHS students were in the district children's chorus for the OA touring production of Madam Butterfly at the AEC on August 24. Conducted and prepared by ASHS teacher Neville Talbot.
- Albany Fine Music Concert Series "The Young Guns". Several ASHS students performed in this community concert highlighting Albany talent. They included Bonnie Staude, Maggie Staude, Josie Staude, Ewan O'Brien, Michelle 'T Hart and Lily Turbill. July 20.
- Australian Band and Orchestra Directors State Senior Band Festival. The senior band went to Perth for this festival and came back with an 'Outstanding' rating from the adjudicators, the highest possible. This is the first time an Albany school band has achieved this rating at the festival in a few decades.
- Albany District Showcase - Run by the Instrumental Music School Services staff, this annual concert again showcased the incredible talent of all of our music students at the AEC on August 16. More than 200 students from years 7-12 hit the stage for this event, culminating in a performance from every student on the stage of 'I Am Australian'. This performance was filmed and submitted as part of the AMEB's national online orchestra event, where musicians from across Australia played and were put together in an online video performance. Albany's entry was the largest group submission in the country.
- Albany Sinfonia - Several senior ASHS music students played in the local symphony orchestra for concert events across the year, including the above mentioned Night of Song, A concert at Orana Cinemas celebrating film music (and featuring a live performance to a Buster Keaton Silent Film), and the mOZart concert event in November.
- Students also play regularly in many other local community groups such as Albany City Band, Albany Community Wind Ensemble, the Albany Light Opera Company, and the About Face Choir.
- The ASHS choir participated in a Remembrance Day ANZAC Breakfast at the Centennial Park complex for the National Caravan Rally on November 11.
- Students from across the music program participated in a live rehearsal event with the WA Symphony Orchestra at the AEC on November 1.
- ASHS hosted The Australian Strings Teachers Association annual string festival on November 2, with students working with string players from the WASO.
- The annual Chamber Music Concert, involving all IMSS students from years 7-11 occurred on November 7.
- ASHS hosted the Junior Bands End of Year Concert event. Involving students from every primary school, and both government high schools, more than 200 students and parents crammed into the PAT for this end of year celebration of our junior wind brass and percussion students.
- The combined students of all three district concert bands marched in the 2019 Christmas Pageant on December 7.
- Several students successfully auditioned for the elite Gondwana Choirs program summer school. Gondwana is Australia's unofficial national youth choir, and a number of students, including Imogen Taylor, Maggie Staude, and Josie Staude auditioned successfully this year. Josie was also accepted into the 2020 touring choir, the same choir that Head Girl Bonnie Staude toured Europe within April/May of this year.

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English

- Cultural Extension Trip to Perth for Year 10 - 12 students who enjoyed a three day 'cultural immersion' in world-class productions and exhibitions.
- Book and film reviews were completed along with stories, research reports, mind maps, dioramas, poetry, charts and posters; all finding their way into stunning library displays.
- Guest speakers from the community and further afield visited classrooms to talk with students about a wide variety of topics including literary themes, current issues and consumer protection.
- Nationwide NAPLAN testing put Year 7s and 9s through their paces in 'Writing', 'Language Conventions' and 'Reading'. Online NAPLAN was conducted for the first time, and our students adapted extremely well due to excellent advance planning. ASHS students performed exceedingly well compared to like schools and registered impressive improvement in writing.
- Budding young writers from Years 7 - 9 attended the Fremantle Arts Centre's 'Talented Young Writers Workshops' run here in Albany.
- Students requiring extra help with preparation for OLNA testing were provided with after school tutorials.
- Highly successful after-hours homework classes to assist students in honing their writing skills were conducted by English staff.
- ATAR results were very pleasing with a significant number of candidates achieving beyond expectation. The students and staff are to be commended for their work in maintaining rigour and achieving the levels required for tertiary entrance.

Humanities and Social Science

- Three Year 12 Economics students, along with two staff members visited Hong Kong as part of the annual work experience program sponsored by ex-student Laurie Young.
- Year 9s participated in the annual Aboriginal Cultural Excursion involving presentations from local Noongar elders, organised by HASS staff members.
- Year 11 History Night was successfully conducted.
- Year 11 Geography excursion to Porongurup Ranges.
- Trialling of project-based learning in selected Year 9 classes.
- High Distinctions and Distinctions received by several Year 11 students in the Australian Geography Competition.
- Year 10 students involved in the Lake Seppings Rehabilitation project.
- Year 12 Modern History median ATAR scores above like schools and the state.
- Year 12 Philosophy & Ethics median ATAR scores showed significant improvement.



Cultural excursion



Excursion to Museum

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Health and Physical Education

- 58 students competed in the Bendigo Cup Netball with the upper school girls winning their division.
- Up to 60 students participated in Beach Volleyball weekly before school during Terms 1 and 4.
- 50 students competed in the Great Southern Basketball Carnival.
- School representation in town competitions for netball, volleyball and hockey.
- Sloman house won the ASHS Swimming Carnival.
- Collins house won the ASHS Cross-country Carnival.
- Collins house won the ASHS Athletics Carnival.
- Participation in the Great Southern Secondary Schools Sporting Association (GSSSSA) Multisport Carnivals; including swimming, cross country, athletics, hockey, soccer and AFL.
 - Winning both the boys and girls AFL carnival, and winning second place in Athletics Carnival.
- Beach days conducted for students in Years 7 and 8.
- 40 Cert II Sports Coaching students collaborated with the HPE Department in the delivery of the Year 8 cricket unit.
- Cert II Sports Coaching students delivered Physical Education classes to students at Albany Primary School.
- 15 students competed in the Regional Surfing.
- Four upper school Outdoor Education camps.
- 35 students, including a girls' team, competed in regional cricket competitions.
- 40 students in Year 10 Boating gained their Recreational Skipper's Ticket.
- 120 Year 10 students completed their Keys for Life certificate.
- Cert II Sport & Recreation students coordinated the NAIDOC regional basketball carnival.
- Cert II students assisted in the running of various school and regional carnivals.
- ATAR Physical Education Studies average final scaled scores were above like and DOE schools.
- ATAR Health Studies average final scaled scores were above like schools and DOE schools.



2019 Sports Carnival

Languages other than English

- Successful visit from Indonesian Consulate. A cultural incursion involving Indonesian dance and music.
- Exchange student from Italy, Francesca Giudici, attended ASHS.
- Year 10 student, Alexis Rolph, went to Italy on exchange.

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Mathematics

- Twelve students entered the Computational and Algorithmic Thinking (CAT) Competition held in March. One student from Year 11 was awarded a Distinction along with three credits and eight participation awards.
- Seven students entered the Australian Mathematics Competition (AMC) held in August with three Distinction and two Credit awards.
- A Year 11 student was selected to attend the National Mathematics Summer School (NMSS) two-week residential school for mathematically gifted and talented senior high school students held at the Australian National University.

Science

- Year 11 Biology camp.
- Marine Science netting program after professional learning for staff from STAWA.
- Solar Car challenge commenced.
- Good ATAR results for 2019.
- Teachers upskilled in Chemistry 12 through professional learning.

Technologies

- Two teams of Year 10 and 12 students competed in Green Skills Regional Schools Cook-off, with the Year 10 students winning with their corn fritters and fresh salsa.
- Students completed and achieved their Certificate II in Business.
- Students completed and obtained their Certificate II in Information, Digital Media & Technology.
- Food classes provided catering for numerous school events, including Year 8s making damper for Harmony Day; a range of classes producing dishes for NAIDOC week tastings; High Tea afternoon teas for the Community Achievers; platters of finger food for the Arts exhibition.
- Year 7 Textiles was modified to make use of recycled fabrics, such as old jeans for pencil cases, repurposed sheets to be dyed for bags and taking part in the Boomerang Bags project, producing numerous bags for distribution to shopping centres.
- Photography students took photos for special school events, including the assemblies and Graduation.
- The implementation of ID cards for photography students when out and about on the school grounds taking photos.

Follow the Dream

Year 12 Student Achievements

- 2019 Leadership positions - one student was a Year 12 ASHS prefect

Excursions and Camps

- 14 ASHS students attended the programme's annual Cultural Excursion on Friday, 5 April which was run through Kurrah Mia.
- Two ASHS students attended UWA's Year 12 Leadership Camp.
- One ASHS student attended UWA's WACE revision.
- 18 ASHS students attended the programme's annual Careers Camp to Perth.
- Four students represented Albany SHS at Country Week.
- Six ASHS students attended the programme's Year 6 Recruit Leadership Camp.

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Year 10 ASHS student, Taadjiduk Marsden-Coyne, beside Edith Cowan University's Indigenous honour board, which bears his father's name.



Year 10 ASHS student Aaliyah Ford at her visit to the Defence Force

Incursions at Follow the Dream Tutoring

- Headspace - stress management.
- Mark Colbung - health promotions.
- Andy Fay from Work Link- resume writing and interview skills (ongoing).
- Headspace - mental health and wellbeing.
- Worklink - resumes and interview skills.
- Larry Blight - culture workshops (tool-making bush foods, etc).
- Southern Aboriginal Corporation - health promotions talks.
- Harley Coyne - the importance of water in Aboriginal culture.
- TAFE (transitioning plan for Year 12s).
- Aboriginal School Based Traineeships.
- Rural Clinical Medical Students - mentoring.



ASHS Year 8 students, Neveah Gray and Tarryn Thomas With family and community at the annual Follow the Dream Compact signing.

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Mentoring

Rural Clinical Medical Students commenced a mentoring programme with the Albany Follow the Dream programme.



2019 Year 12 FOLLOW THE DREAM student, Tayla Winmar with a Rural Clinical School Medical student during a mentoring workshop.

Community and Stakeholder Engagement Acknowledgements

Follow the Dream has continued to build community partnerships to support student success. These include Baldjamaar Foundation, SAC, Worklink WA, Headspace, Impact Services Pty Ltd, Clontarf Foundation, parents, Steering Committee, Kurrah Mia Pty Ltd.

ASHS Follow the Dream Alumni

In 2019 the following Alumni members supported the program:

- Jesse Wynne – designed the FOLLOW THE DREAM information magnets.
- Jarrad Inman – presented with Stuart Myers at the Principals' Network meeting.
- Jake Louthean – recently won the position as the AIEO at Albany Senior High School.

Student Services

The Student Services team provided a range of experiences to support students' wellbeing and leadership. We had a focus on increasing the number of good standing events promoting a positive school culture and recognising the vast majority of students doing the right thing.

Year 7

- Year 7 welcome to high school and meeting the prefects.
- Orientation camps.

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Year 9

- GRIP leadership conference participation by Year 9 student leaders.
- Student Leaders trained in the Peer Support Program to support Year 7 transition.

Year 10

- Teen Mental Health First Aid to support students to understand mental health.
- Year 10 students attended a Careers Expo.

Senior School

- ATAR Support program incorporating stress and study skills workshops.
- Principal's thank you breakfast for prefects and parents.
- Annual School Ball successfully conducted at Centennial Stadium.
- Student prefects conducted the annual school Anzac service and participated in Albany Dawn and Community services.
- Hosted a range of guest speakers to support student needs and interests including university and tertiary visits, various residential colleges.



2019 School Ball

Across the School

- Fundraisers conducted for: Children's Leukaemia & Cancer Research Foundation through RUOK Day and World's Greatest Shave.
- Guest speakers – cyber safety and drug education through Albany Youth Support Association.
- Year group reward activities for those with good standing.
- Student Leaders induction day Years 7-10.
- Activity Day conducted by staff for students at the end of the year
- Beach Day at Cosy Corner at the end of the year.
- We made lunch great again through a variety of lunchtime clubs and activities including; knitting, games, gardening, Pride club, drawing, origami.
- RAC RoadSmart Presentation at AEC for Years 10 – 12.
- Year 9 students conducted Operation Christmas Child to support disadvantaged children.



2019 School Anzac Ceremony

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Book Week

- The Year 10 Student Leaders took on the responsibility of organising Book Week. They organised and held fun activities in the Library each lunchtime, running them with incredible finesse and huge participation by the student population. This culminated in the annual Book Week parade which took place in the gymnasium. Our usual host was on leave, so Kensley undertook MC duties, and the student leaders conducted the parade in record time.
- Book Week again proved successful with students demonstrating their creative and analytical writing skills, plus their 'dress as a literary character' prowess in the big parade. This collaboration with the Library has become a very popular annual event.



Book Week 2019

Scott Darlow Visit

- Aboriginal singer/songwriter and educator, Scott Darlow, visited and performed to the Year 9s and discussed impact of settlement and importance of reconciliation.

Awards

- The Bonnie Hicks Humanities scholarship was awarded to the successful Year 11 applicant whose heart-warming account of the significance of place and belonging left the judges in no doubt that a most deserving winner had been found.
- The Kip Colgate Award recognised the student who had made the most significant progress in reading, highlighting the terrific work being done in our lower school literacy classes.
- Presentation of Arthur Richards Humanities Award for best performing Year 12 Humanities student.

Sustainability

- Sustainability Committee established by Meggie McKeague and Katie Maris.
- Incorporation of sustainability practices into classes; paper and, container recycling and/or reusing; reducing the use of plastics.
- Sustainability Club established by HASS teachers, Mel Turner & Katie Maris. Sustainable practices put into place in the school as a result.

Speech and Debate

- Our junior and senior speech and debating teams swept all before them with wins in the local league and stunning victories at the State Country Week competition in Perth. Under the expert mentorship of dedicated staff, they did us proud.

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Country Week

- Third position at Country Week with 133 students participating across 12 sports.
- Country Week Speech & Debate made a clean sweep of the awards on offer.
- Country Week Girls Basketball winning the A grade competition.
- Three students selected as Active Achievers at the 2019 Country Week Carnival.
- Country Week Girls Volleyball playing in the AVA Women's Premier Division grand final.

Year 7s and the Library

- Every effort was made to introduce all Year 7 students to the joy of reading and the skills of finding information in book and digital format.



2019 Library Display



Business Plan Target Achievement

Key

Target met

Working towards

Target not met

Quality Teaching and Learning

96%

1. By 2020 the attainment rate will increase to 95%

Attainment refers to the percentage of students who leave Year 12, with an ATAR above 55 or a Certificate II. Educational attainment is an important predictor of an individual's future social and economic wellbeing.

73.08

2. The median ATAR will remain at or above 75

The median ATAR for 2019 has dropped below the target. This will require planning around Year 12 students and improving their results through targeted monitoring and assisting students to achieve their capacity.

3. When compared to 'like schools,' a majority of NAPLAN areas will be in the higher achievement, higher progress category

Results for Year 7 students showed an improvement over previous years in overall achievement; however, the progress was the same, only showing a downward trend in reading. Progress in Numeracy and Writing was showing an upward trend compared to 2018. Year 9 progress improved in writing, was stable in reading and declined in numeracy. Achievement in each area was improving. Students performed as expected in comparison with state schools.

4. Staff will increasingly access multiple data sources to inform professional practice, in line with the Whole School Instructional Framework.

At ASHS, all staff utilise SAIS reports in the evaluation of their teaching and learning as part of their performance development cycles. Additionally, learning areas use these reports for evaluation of courses and whole year group progress. Learning areas interrogate their data from WACE and ATAR results, and this is also used to track and monitor senior school students as they work towards attainment at the end of Year 12.

As part of a strong focus on supporting students across the school, many data sources are used to identify areas for development to support teaching and learning, specifically addressing the AISTL standards and the three professional domains in which the standards fall, *Professional Knowledge*, *Professional Practice* and *Professional Engagement*.

2019 saw the ASHS instructional model embedded as a part of the classroom planning. This provides a framework for all teachers to use and provides a consistent approach to classroom practices across the school. The use of data concerning this instructional model is to ensure selected goals, strategies and evaluation are aligned to student skills and abilities.

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Plans and recommendations for 2020

- Implementation of a Senior School Improvement Plan.
- Clear articulation and education in the use of prerequisite standards for course selection.
- Continue monitoring of student performance using the WACE tracker, including timely feedback of results from teaching staff to inform this, and the monitoring of Units of Competence completion in certificate courses and Certificate completion rates.
- Continued professional learning on the use of available data to inform teaching and learning.
- Consider inclusion in the annual staff survey, a question highlighting the data tools with which staff are familiar and use with ease.
- Whole school literacy is to become a whole school focus in 2020 (General capability).
- Level 3 classroom teacher position in 2020 to support the development of a writing strategy and an appropriate support plan for staff.
- Professional learning on sentence structure, paragraphing and punctuation.

Quality Learning Environment

5. Behaviour management will reflect a positive trend for staff, students and parents using a range of data sources.

Parent, student and staff satisfaction data, as surveyed, showed an increase in satisfaction for behaviour management at school amongst parents and teachers. Student satisfaction had not changed since 2018. Consistent followup of behaviour and the implementation of the statewide No Violence in Schools strategy provided a mechanism to instigate a range of consistent sanctions for inappropriate behaviour.

6. Reduce the proportion of students receiving multiple suspensions annually

If students behave in a manner that warrants a suspension, then they should be suspended. Of the students suspended, 50% were repeat offenders. 30% of students were suspended up to 3 times, and 20% were suspended more than three times. This reflects that the behaviour management is improving and the processes in place support students.

7. The percentage of students with regular attendance (90%+) will be better than like schools for all year groups

ASHS attendance rates by year groups are higher overall than the WA public schools for 2019. Additionally, the overall school attendance rate is higher than or equal to like schools, and higher than WA public schools. However, the school attendance falls just short of the target, with attendance overall at 89.1%.

Attendance Record								
	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Whole School	WA Public Schools Overall
2017	91%	89%	87%	88%	90%	91%	89.4%	87.8%
2018	91%	90%	90%	89%	91%	89%	89.8%	87.6%
2019	91%	88%	88%	87%	91%	90%	89.1%	86.8%
WA Public Schools 2019	90%	87%	85%	85%	86%	87%		

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The proportion of students attending regularly (more than 90% of the time) is 61% in 2019, with like schools at 58.3% and WA public schools at 60%. ASHS has significantly fewer students in the severe attendance categories but are similar to like schools and all public schools in the moderate and indicated attendance category.

Other

2019 saw the refinement of three school-wide plans, linked to a quality learning environment. The Human Resources plan, Aboriginal Plan and Student Well Being Plan were all implemented to support the refinement of our school culture, to reflect our values charter and commitment to the wellbeing of staff and students.

Connect has been utilised in several ways to support effective partnerships between teachers, students and parents. All teachers are required to put assessment outlines on CONNECT and increasingly are using it to support student learning with the addition of learning resources. School Space is the area in which the school can inform all of its community of events, deadlines and information. This has been used increasingly, as the use of mail has declined. Connect is fast, effective and can be accessed 24/7.

Investigation into a replacement Student Management System was undertaken in the second half of the year, with Compass being the preferred option. This will be implemented in stages during 2020.

Plans and recommendations for 2020

- Staff professional learning in the processes of the school's behaviour management and mobile phone policies and processes.
- Monitoring of student behaviours to ensure appropriate interventions are enacted across all year groups.
- Increase the number of Good Standing activities that recognise the students who maintain Good Standing.
- Implement a reward system for students who maintain regular attendance.
- Engage students in discussion of behaviour management, expectations and strategies.
- Use of student leaders as mentors.
- Ongoing review of the Student Wellbeing, Aboriginal and Human Resources plans.

Quality Leadership

8. By 2020, the number of Level 3 classroom teachers in the school will be increased

ASHS had five Level 3 teachers in 2019: Emma Pedretti, Carolyn Willshire, Amber Lewis, Peta Harrison and Enid Moore. Several others are working towards achieving this same level.

9. There will be increased student engagement and participation in leadership opportunities

Students engaged and participated in a wide range of leadership opportunities in 2019. In addition to traditional opportunities afforded through Country Week and roles such as Student Leader, music productions, community representation and Armistice, all provided multiple avenues for engagement.

Additionally, students attended the GRIP leadership conference as part of the development of our student leaders, 7-12.

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NAIDOC week saw ASHS students again demonstrate leadership and teamwork.

Other

Level 3 leaders across the school undertook the Leading School Improvement professional learning, presented by the Professional Learning Institute. This team included aspirant leaders among its membership. Members of the Executive team completed the Executive Leadership program developed and run by ACEL, the Australian Council for Educational Leadership.

FINANCE

Financial Summary as at 31 December 2019

Revenue - Cash	Budget	Actual
Voluntary Contributions	\$80,573.00	\$ 80,572.72
Charges and Fees	\$308,861.00	\$308,862.83
Fees from Facilities Hire	\$5,190.00	\$5,190.00
Fundraising/Donations/Sponsorships	\$61,456.00	\$61,456.23
Commonwealth Govt Revenues	\$-	\$-
Other State Govt/Local Govt Revenues	\$1,967.00	\$1,967.30
Revenue from Co, Regional Office and Other Schools	\$13,864.00	\$13,863.98
Other Revenues	\$80,418.00	\$80,417.43
Transfer from Reserve or DGR	\$113,277.00	\$113,276.71
Total Locally Raised Funds	\$665,606.00	\$665,607.20
Opening Balance	\$262,405.00	\$262,404.78
Student Centred Funding	\$1,065,640.00	\$1,065,640.29
Total Cash Funds Available	\$1,993,651.00	\$1,993,652.27
Total Salary Allocation	\$10,561,086.00	\$10,561,086.00
Total Funds Available	\$12,554,737.00	\$12,554,738.27
Expenditure	Budget	Actual
Administration	\$93,389.00	\$90,612.56
Lease Payments	\$39,767.00	\$39,783.08
Utilities, Facilities and Maintenance	\$582,586.00	\$467,090.82
Buildings, Property and Equipment	\$329,155.00	\$242,137.41
Curriculum and Student Services	\$677,968.50	\$607,095.88
Professional Development	\$51,003.00	\$38,006.25
Transfer to Reserve	\$131,734.00	\$131,734.00
Other Expenditure	\$24,332.00	\$24,458.39
Payment to CO, Regional Office and Other Schools	\$9,927.00	\$9,431.64
Total Goods and Services Expenditure	\$1,939,861.50	\$1,650,350.03
Total Forecast Salary Expenditure	\$10,418,412.00	\$10,418,412.00
Total Expenditure	\$12,358,273.50	\$12,068,762.03
Cash Budget Variance	\$53,789.50	

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PARENTS AND CITIZENS REPORT

The Albany SHS P&C has had a busy year. The meetings have been well attended, and members have contributed to a range of matters and initiatives.

This year the P&C committee has focused on updates and upgrades to the 'Snack Shack' canteen. We have had new staff, volunteers and a workplace learning student to help. The menu has been reviewed to fit the 'Healthy Schools' policy and take into account customer requests and dietary needs. We have introduced sushi, gluten-free and vegetarian options. The staff have also been busy doing a lot of onsite cooking. With the support of the school, the old oven was replaced by the Department of Education. The canteen is also making steps towards sustainability with changes in packaging, no plastic water bottles sold, no plastic straws and steps toward composting. The staff have also been asked by the school to cater for several events which has been a success for both parties. This has been a transition year with a lot of money spent in the canteen for training and equipment. Single Touch paYearoll and electronic paYearoll systems were introduced, and we are working towards having EFTPOS available. The P&C are happy to provide this as a service to the school community and are looking forward to a profitable 2020.

Within the school, we have been focused on helping fund ideas to support positive student behaviour including lunchtime clubs (\$500), attendance and special role badges (\$2520), and book awards (\$350). We also purchased gazebos to shelter students at outdoor events (\$2000) and again paid the subscription for school use of Encyclopedia Britannica online (\$2500).

The P&C supported fundraising activities in the school with the creation of sub-committees for specific programs. This year the Hong Kong Economics students utilised this mechanism to fundraise. Music is working towards a fundraising project.

This year we again sent a representative to the State WACSO conference and also took the step of inviting a student to share their ideas on schooling. The local Rotary Club kindly sponsored this. At the conference, we asked for the Education Department's clarification on the effects of the new Outdoor Education policy.

Looking toward the future the P&C has played a large role in initiating and supporting sustainability measures with the purchase and introduction of classroom paper recycling bins, funding towards student involvement in the Keep Australia Beautiful Adopt a spot program, movie screening and water fountain upgrades and installation to combat the use of disposable plastic water bottles. This has been over a \$9000.00 investment with a possible further \$2000.00 for the Climate Clever initiative.

The P&C continues to be involved in road safety awareness and advocacy in our traffic busy area and gave the school feedback on subject selection issues and mobile phone use.

JULIE BROOKS
P&C PRESIDENT

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SCHOOL BOARD REPORT

2019 was a busy and productive year for the ASHS Board.

In March we welcomed four new board members – parent representative Geoff Dickson, community representative Mark Weller and staff representatives Emma Pedretti and Wayne Austin.

I would personally like to thank outgoing members Emma Doughty, Nicola Thompson, Steve Mounsey and Linda Taylor for their valuable contributions during their terms on the board.

The Board continues to work in a cohesive and positive manner with a strong and open relationship with the Principal, Deputies and staff representatives. The diverse skill sets of all members are contributing to the healthy and positive operation of the board.

The School Board's responsibilities are an important part of the Independent Public Schools requirements. Board meetings are held monthly, and responsibilities include viewing, discussing and endorsing contributions and charges along with the overall school budget. The board also reviews the school's operating finances to ensure the school operates within its budget for income and expenditure requirements.

A Principal's report is tabled each month with updates on various issues or events that are happening around the school. We also have reports from various sub-committee members which cover Grounds, Sustainability, Alumni, Facilities and Dress Code committees.

The continued presentations throughout the year by various HOLAs have been well received and have proven beneficial for Board members. This initiative has enabled the Board to better understand the operating mechanics of the school and understand the future requirements of the school in the coming years.

The past 12 months have seen the implementation of the Sustainability Committee. Anne Sparrow and Emma Pedretti represented the Board on this committee. The school has now implemented many new procedures around the use of electricity along with better recycling practices. Recently the school also participated in a Keep Australia Beautiful day which was well supported by students.

Mark Weller has led the Facilities team over the past 12 months. The focus during this time has been the planned redevelopment of the old Youth Centre into a modern Music and Performing Arts Centre.

The school board continues to lobby the State Government seeking a funding commitment to complete this project. With the support of local MLA, Hon. Peter Watson, we look forward to securing this commitment in the lead up to the next state election.

The support from the P&C along with surrounding schools and community members are vital to this project. The sub committees' continued work in this area has been welcomed and we thank them for their continued commitment to the vision.

I would like to thank all Board members for their ongoing commitment over the last 12 months. We are all part of the ASHS community, and I look forward to working with you all in the coming year.

DAN NORTHCOTT
CHAIRPERSON