



Annual Report 2023



proud history ... great future

Principal's Address

Welcome to the 2023 Boulder Primary School Annual Report. This report outlines and details the success and achievements for Boulder Primary School in 2023 in relation to our strategic plan and targets.

Boulder Primary School seeks to foster a safe learning environment that builds cohesive relationships with our community. We are proud of our rich history and seek to nurture individuality to inspire success. Boulder Primary School continues to focus on continuous improvement by targeting our three priorities:

- Social Emotional Learning
- Early Intervention
- Capacity Building of Staff

This year, focusing on students having a sense of belonging in an environment that is inclusive and welcoming. Boulder Primary School continues to implement TRIBES and Zones of Regulation to support student wellbeing. The Positive Behaviour Support Team has embedded the school values, developed the Behaviour Matrix, designed lessons to support the matrix and reviewed the Behaviour Management process for implementation in 2024.

Focussing on the Academic achievement and progress of our students', staff have implemented the math program Origo, moved Kindergarten to four days per week, and commenced an early literacy intervention program Language Lift with the Kindergarten students. A highlight this year was the introduction of Numero. While the Boulder Primary School Team not only won the inaugural Kalgoorlie Numero Competition, but they also went to Perth to compete against schools from across the state.

Focusing on the school grounds, 2023 could be characterised as improving the school facilities and grounds. With support from the Boulder community, P&C, local business and service clubs, we have been able to:

- Install air-conditioning in the Hall and Undercover Area
- Complete the rejuvenation of the Library to a STEM centre named Ngurra Nintipayi
- Complete the new Nature Playground in the Early Childhood Area
- Renovate the Doors and Frames in the Senior Block, and the Rooms 11,12,15
- Work has commenced behind the scenes on replacing the carpet in the Senior Block and Hall

Many thanks to the School Board who this year, once again, under the stewardship of Mrs Janet Hill, endorsed the Fees and Charges, Sports Uniform, opened Ngurra Nintipayi, the ECE Nature Playground and importantly participated in the Public School Review. The Public School Review will be made available through the school's web page and Schools Online.

Many thanks to the P&C for their amazing work this year. The support from the P&C, a small group of dedicated parents, has seen a significant contribution to the Nature Playground, operations of the canteen, the introduction of the faction shirt, Father's and Mother's Day stalls, and the Colour Fun Run.

It is a privilege to work with such a dedicated staff. It is amazing most of our staff will be remaining with us for 2024. This is a magnificent outcome for the Boulder Primary School community. To be able to have continuity of staff places Boulder Primary School in a good position for next year. However, we do say goodbye to one staff member, Mr Ferguson. Mr Ferguson has been appointed as the principal at Kalgoorlie Primary School, commencing 2024. We know he will do very well in his new role and wish him every success.

Boulder Primary School continues to make a positive impact on student learning and school culture. We look forward to 2024.

Regards



David Callow
Principal

Business Plan Targets

Target	2023 Achievement
80% of all students to be above the National Minimum Standard in NAPLAN	<i>NAPLAN has changed the measurement and this target needs to be reviewed for 2024.</i>
60% of all students to be above the Decile 5 Median Score in Year 2 On-Entry	41% of all students are above the Decile 5 Median Score in Year 2 On-Entry
The attendance rate to be above 90%	The attendance rate is 84.97*

The Boulder Primary School business plan was developed after an extensive consultation period with the staff and community. The business plan has been specifically designed to align to the domains of the Public School Standard, to ensure that all areas are adequately covered. The Targets were set after a rigorous analysis of data, and feedback from staff.

Our business plan includes a planning structure that aligns with nationwide and Department of Education documentation. The school's priorities of building the capacity of staff, social-emotional learning and early intervention seek to improve student outcomes. Teachers report that they attend numerous PL's, SEL is a focus of every class and programs are targeted at the early years.



The school has identified that further consultation with the staff, students and community will be required for our new Business Plan, beginning in 2025.

The current Business Plan ends in semester 1, 2024, to allow a semester of consultation and development of the Business Plan. The school has worked hard to ensure all staff are aware of

the school's directions, and have input into them. The school has a robust review structure, monitoring the implementation of both the Business Plan and Operational Plan every semester.

The leadership team analyses these reviews to ensure that all outlined actions are completed. The growth in the business plan and operational reviews has aligned with the staff's feeling of an improved culture.



Teaching and Learning

Boulder Primary School invests significantly in creating and sustaining the conditions under which quality teaching can prosper. We know, through research, that quality teaching, above all other influences, is the most important factor in supporting student achievement. An ethos of shared ownership for the success of all students defines our school, which allows quality teaching to thrive.

The Business Plan 2022 – 2024 sets out two academic achievement targets:

1. 80% of all students to be above the National Minimum Standard in NAPLAN, and
2. 60% of all students to be above the Decile 5 Median Score in Year 2 On-Entry.

Although our school falls within Decile 10 of the ICSEA (866), we measure ourselves against a higher standard, Decile 5.

Currently, in 2023 we are tracking as follows:

1. The school targets for NAPLAN will require review with the advent of Proficiency Standards
2. 41% of all students are above the Decile 5 Median Score in Year 2 On-Entry (Down from 46% in 2021, but up from 38% in 2022)

These results are mixed. However, school based data such as PAT, InitialLit and Brightpath indicate that these results are not a fair reflection of the progress of our students, particularly when the school has invested heavily on aligning the classroom practices of students in K-2. We believe we are still on track to achieve our Business Plan targets in 2024.



Learning Environment



Boulder Primary School strives to establish a safe, positive, and supportive learning environment for students and staff. We create programs to address student attendance, behaviour, engagement, and retention and implement strategies to provide support for all students, particularly those at educational risk.

We have taken a range of measures to support the inclusion of students with additional learning needs, with the support of our Learning Support Coordinator (LSC). At Boulder Primary

School we have taken on a tiered response to intervention, where levels of support are categorised into academic and non-academic, to ensure individualised needs are being met. To further support students we work with a variety of agencies to ensure students are healthy and engaged in learning. On-site services such as our school chaplain, and partnerships with Bega, Ear Bus, Foodbank, and local church groups, assist in ensuring we are providing a caring learning environment for our students and staff.

At Boulder Primary School, Social and Emotional Learning (SEL) continues to play a central role in creating a learning environment which fosters relationships and ensures the wellbeing of students. Throughout 2023, our newly established school values of **Courage** (*Rapa Rapa*), **Inclusion** (*Kalki*) and **Respect** (*Kanyila*) have become immersed into common language through our PBS program. These values were established through the consultation of students, staff and families and were translated into our local Aboriginal language, Wangkatja in consultation with our AIEO and the Goldfields Aboriginal Language Centre.



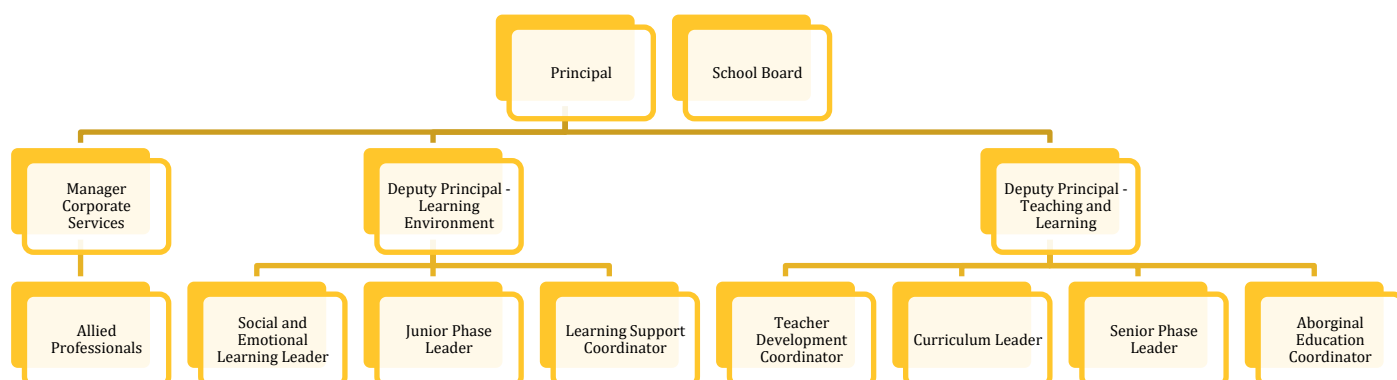
During 2023 we have continued to focus on upgrading our physical learning environment throughout the school. These upgrades have included enhancements in both indoor and outdoor learning spaces, with the completion of the STEM learning hub, and Early Childhood Nature Playground. We hope to continue to reduce bitumen, creating greener outdoor learning environments. Work is taking place to enhance the entrances to school grounds and the sustainability garden, which now include the Aboriginal Seasons and 'bush tucker'.

Leadership

The Leadership Team at Boulder Primary School is concerned with leadership practice and how it is exercised and transacted. They facilitate organisational change and growth, achieving alignment between management obligations, professional responsibilities and accountability. Clarity of vision and a reliable sense of direction are leadership traits that have created confidence and trust in both staff and the wider community. The Leadership Team in 2023 consisted of the Executive Team, a Curriculum Leader, Learning Support



Coordinator, Social-Emotional Learning Leader and two Phase Leaders. The Leadership Team has been successful in driving the improvement of the school. This is exemplified by the response to the parent and staff survey – 95% of staff and 82% of parents either agreeing or strongly agreeing that the school is well led, up from 34% and 75% in 2020 respectively.



The school has continued to implement a model of distributed leadership, under the guidance of Executive Team members. The Leadership Team has been the driving force in ensure that we meet our strategic directions. Based on feedback from staff, we allocate financial resources to release the teacher leaders. This is outlined as follows:

- Curriculum Leader – 3 days per week
- SAER Leader – 2 days per week
- SEL Leader - ~1 day per week
- Phase Leaders – 2 hours per week

The Leadership Team provide ‘check in’s with staff once per term, and this has been an important mechanism in supporting staff. Leaders are provided with coaching, and meet weekly to update on progress and to discuss any issues they may have.

Relationships and Partnerships

Positive school climate, good relationships with communities and strong parent support are powerful influences in our school's success. Building and maintaining positive relationships is central to the wellbeing of teachers, students and families and underpins an effective learning environment. At Boulder Primary School we build positive relationships based on respect, honesty, inclusion, and communication. Through these relationships we have developed a strong sense of belonging between staff, students, families, and the wider community.

At Boulder Primary School we continuously seek ongoing improvement, therefore highly valuing feedback from staff, parents, and students to support decision making and planning. Results from our 2023 National Survey indicate positive relationships between staff, parents and students.

Percentage of survey participants who responded 'agree' or 'strongly agree'									
	Staff			Parents			Students		
	21	22	23	21	22	23	21	22	23
I would recommend this school to others	100	100	95	92	100	87			
This school works with parents to support student learning	70	82	91	77	70	84			
This school has a strong relationship with the community	65	68	82	81	92	86			
Teachers provide useful feedback about students work	80	92	85	92	85	76	83	88	68
Teachers at this school motivate students to learn	93	86	86	92	77	84	83	73	75



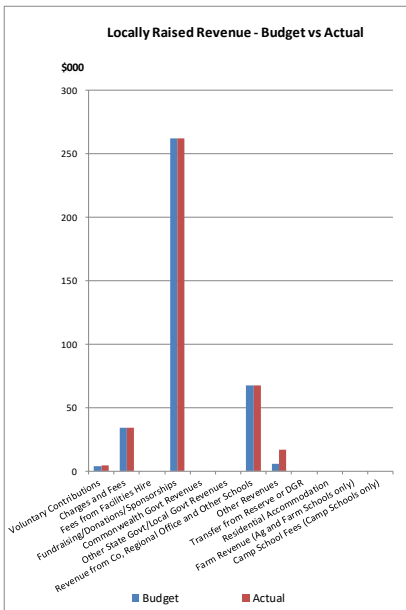
Communication between the school, families and other key stakeholders are active, personal, frequent, professional, and importantly, culturally responsive. Boulder Primary School has increased opportunities for parents and staff to interact regarding student learning by imbedding a range of strategies that include Seesaw, Newsletters, Parent Letters, Phone Calls, Facebook, SMS, Parent Meetings, Learning Journeys, P&C Meetings, School Board Meetings, NAIDOC day, Harmony Day and whole school Assemblies.

Boulder Primary School has continued to build reciprocal relationships with local business and industry to develop the school's capacity with curriculum delivery. We have successfully established partnerships with Northern Star, Phoenix, Variety WA, and BHP and more recently Jason Dimer from Dreamtime Promotions. The support from these relationships have resulted in upgrades to the Early Childhood playground and STEM learning hub, Ngurra Nintipayi.

Use of Resources

Financial Summary as at December 2023

Revenue - Cash & Salary Allocation	Budget	Actual
1: Voluntary Contributions	\$ 3,970.00	\$ 4,566.00
2: Charges and Fees	\$ 34,159.85	\$ 34,270.35
3: Fees from Facilities Hire	\$ -	\$ -
4: Fundraising/Donations/Sponsorships	\$ 262,400.65	\$ 262,059.95
5: Commonwealth Govt Revenues	\$ -	\$ -
6: Other State Govt/Local Govt Revenues	\$ -	\$ -
7: Revenue from Co, Regional Office and Other Schools	\$ 67,653.97	\$ 67,653.97
8: Other Revenues	\$ 5,815.91	\$ 16,972.20
9: Transfer from Reserve or DGR	\$ -	\$ -
10: Residential Accommodation	\$ -	\$ -
11: Farm Revenue (Ag and Farm Schools only)	\$ -	\$ -
12: Camp School Fees (Camp Schools only)	\$ -	\$ -
Total Locally Raised Funds	\$ 374,000.38	\$ 385,522.47
Opening Balance	\$ 150,067.00	\$ 150,067.39
Student Centred Funding	\$ 896,344.43	\$ 952,660.33
Total Cash Funds Available	\$ 1,420,411.81	\$ 1,488,250.19
Total Salary Allocation	\$ 3,183,577.00	\$ 3,183,577.00
Total Funds Available	\$ 4,603,988.81	\$ 4,671,827.19

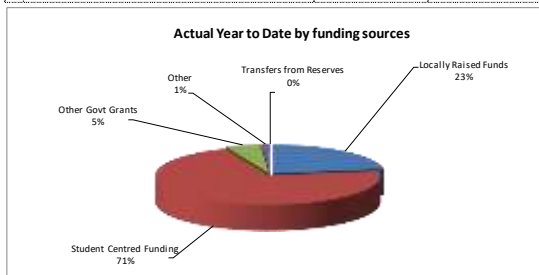


At Boulder Primary School, we manage resources in a targeted manner, maximising the learning outcomes for all students.

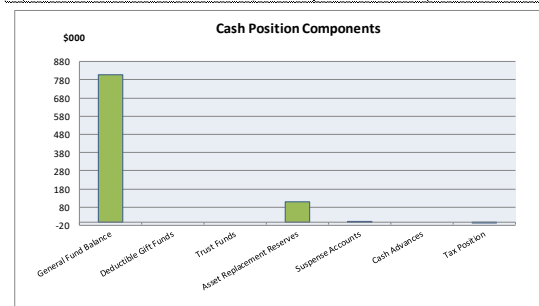
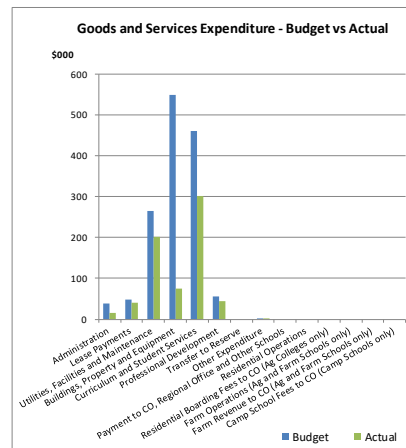
Staff engage in systems and practices relating to financial and resource management by contributing to school-wide decision making.

Supplementary funding provided to the school is used to underpin targeted support programs and required teaching and learning adjustments.

Targeting the three priorities Boulder Primary School expended \$459 624 on Early Intervention and Social Emotional Learning and \$43 705 on Capacity Building of Staff.



Expenditure - Cash and Salary	Budget	Actual
1: Administration	\$ 39,366.38	\$ 15,574.75
2: Lease Payments	\$ 47,972.61	\$ 41,152.15
3: Utilities, Facilities and Maintenance	\$ 264,286.50	\$ 202,250.42
4: Buildings, Property and Equipment	\$ 547,935.00	\$ 75,035.74
5: Curriculum and Student Services	\$ 459,624.93	\$ 301,457.38
6: Professional Development	\$ 55,220.00	\$ 43,705.48
7: Transfer to Reserve	\$ -	\$ -
8: Other Expenditure	\$ 1,205.45	\$ 1,358.80
9: Payment to CO, Regional Office and Other Schools	\$ -	\$ -
10: Residential Operations	\$ -	\$ -
11: Residential Boarding Fees to CO (Ag Colleges only)	\$ -	\$ -
12: Farm Operations (Ag and Farm Schools only)	\$ -	\$ -
13: Farm Revenue to CO (Ag and Farm Schools only)	\$ -	\$ -
14: Camp School Fees to CO (Camp Schools only)	\$ -	\$ -
Total Goods and Services Expenditure	\$ 1,415,610.87	\$ 680,534.72
Total Forecast Salary Expenditure	\$ 3,034,399.00	\$ 796,193.00
Total Expenditure	\$ 4,450,009.87	\$ 1,476,727.72
Cash Budget Variance	\$ 4,800.94	



Cash Position Components	
Bank Balance	\$ 914,012.27
Made up of:	
1: General Fund Balance	\$ 807,715.47
2: Deductible Gift Funds	\$ -
3: Trust Funds	\$ -
4: Asset Replacement Reserves	\$ 109,982.42
5: Suspense Accounts	\$ 1,665.38
6: Cash Advances	\$ -
7: Tax Position	\$ (5,351.00)
Total Bank Balance	\$ 914,012.27

Endorsement

We endorse this Annual Report as an accurate report of the school

Janet Hill, School Board Chair

Date

David Callow, Principal

Date