At Newton Moore Senior High School we ensure that each student achieves their potential. We do this by providing a curriculum that extends students academically as well as promoting student endeavours in the fields of sport, culture and service to the community. Our aim is to successfully prepare all of our students for post school destinations whether this is university, TAFE, employment or life as an active Australian citizen. We believe we are a ‘school of choice’, a high performing school, with quality teachers who are skilled in shaping their teaching pedagogy.

Highlights and Opportunities 2011

• Newton Moore Senior High School achieved outstanding WACE results and an increased median ATAR.
• Independent Public School (IPS) status was granted to Newton Moore Senior High School.
• Technology has been a strong focus with the net books trial for Year tens.
• Three of our staff achieved Level three teaching status (we now have five Level three teachers).
• Bunbury Community Radio Station has been co-located to Newton Moore Senior High School.
• Reconciliation Art Project was a success and culminated with money raised being donated to a charity.
• Mathematics, Science and Geography Competition results – outstanding with many students being ranked in the top percentile.
• TDS – Teacher Development School, Newton Moore was successfully selected as a lead school in three learning areas - Science, English and Mathematics.
• Primary partnership ‘Science Horizons’ Program was a huge success with schools visiting from across the district.
• A primary partnership Technology Day was conducted with students from our feeder primary schools.
• Microsoft Teacher of Australia – Athena Hain-Saunders - was selected to represent Australia at a Microsoft International Competition and came second at the international competition in Washington.
• Teacher Award NEITA - Tryil Houghton has been short listed as a finalist in this prestigious Australian awards.
• Lorraine Ellis won the Engineers’ Australia WA Division Award for Excellence in Teaching 2011.
• Newton Moore Senior High School continued to be a highly successful participant in the Microsoft Program as a Microsoft ‘Pathfinders’ school.
• Indonesian Language Hub continues to promote Asian literacy across the school and into local feeder schools. ($50,000 was received plus another $22,000 BLAGS grant).
• Newton Moore Senior High School band in partnership with Donnybrook DHS toured the Gold Coast.
• Newton Moore Senior High School students have been provided some early offers into the Murdoch University Science Programs.
• Singapore Chinese Girls School visited Newton Moore Senior High School as part of an international science exchange program.
• Sixteen Newton Moore Senior High School drama students flew to Melbourne to participate in workshops at Melbourne Theatre Company.
• A number of Aboriginal boys were successfully chosen to represent Western Australia at the AFL level camps and trials.
• Students in Year Twelve won scholarships to universities totalling $103,000.
• Students were successfully selected to attend the University of Western Australia Holiday Science Forums.
• Two Year Ten students were chosen to attend the Commonwealth Government Meeting (CHOGM).
• Newton Moore Senior High School received $75,000 sponsorship from Worsley Alumina for our Girls Role Models Program.
• Newton Moore Senior High School received a $25,000 NAB impact award.
• We received a grant from BP for electronic engineering and from BHP for the Role Models girls to attend a Sydney sports trip.
• Six of our Aboriginal girls attended CHOGM in Perth and met the Queen.
• Integracom Electrotechnology and Telecommunications course was negotiated ready for 2012 implementation.
Academic Success:
The Year Twelve class of 2011 achieved consistently high results from school-based courses and the WACE examinations, with many students achieving individual awards, prizes, and scholarships. There are some key reasons why we believe students are so successful in their studies here at NMSHS. These are: the high quality personal relationships between teachers and students; the extra support and mentoring provided by teachers such as homework classes, holiday study skills programs, the support that is provided to targeted students through programs such as role models, ATAS, Clontarf, SSEP and Motivating to Mentor programs; the strong communication to families of our Upper School students. All of these strategies have contributed to the continually strong across-the-board Upper School results.

- We had a median ATAR of 76.4 (2011 median ATAR 74.2)
- 99% of our Year Twelve students graduated
- Sheldon Scott became a member of the 100s club with an ATAR score of 99.4
- Eight of our students achieved a Certificate of Excellence
- Eight students achieved an ATAR that was 90 or above, three of the scores were in excess of 95.0

Senior Secondary Achievement:
Student achievement data in Stage Three courses continues to be strong. 14.5% of students who finished Stage 3 at NMSHS were above expected achievement compared to 10.7% for all state schools.

The mean scaled score comparison 2009 to 2011 shows that Newton Moore SHS continues to have higher scores than expected as compared to both like and state schools over the last three years.

Overall ATAR Performance

<table>
<thead>
<tr>
<th>Year</th>
<th>Relative Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>0.7</td>
</tr>
<tr>
<td>2010</td>
<td>1.1</td>
</tr>
<tr>
<td>2011</td>
<td>1.1</td>
</tr>
</tbody>
</table>

The relative performance is based on the median ATAR and SEI of the school. There must be at least ten Year Twelve students acquiring an ATAR.

Secondary School Engagement Program (SSEP):
The SSEP program continues to provide an alternative for disengaged Aboriginal students. The ‘Yaakiny’ program is about increasing student self-esteem, social skills, developing communication skills, exposure to and awareness of vocational opportunities, and preparing students for their Year Twelve studies.

Graduation:
In 2011, 103 students were eligible for graduation. The graduation rate was 99% compared to the state mean of 92%. Graduation rates continue to be a highlight for our school. This continually strong result can be attributed to the individual support and mentoring that students receive in the Newton Moore SHS environment.

The mean scaled score comparison 2009 to 2011 shows that Newton Moore SHS continues to have higher scores than expected as compared to both like and state schools over the last three years.

Attendance:
There is strong evidence that links high attendance to positive educational outcomes for students. At Newton Moore SHS attendance continues to be an issue and is thus a focus and priority for our school. In order to address attendance concerns a number of support mechanisms have been put in place. These include: implementation of the ‘Message You’ SMS system; a designated absentee telephone line in Student Services; case management by year coordinators; implementation of ‘Ready, Aim, Fire’ program for Aboriginal students; newsletter reminders; attendance parent forums ‘Round Kitchen Table’ and a focus on attendance in our specialised Aboriginal programs, Clontarf and Role Models.
Lower School Achievement:
The National Assessment Program Literacy and Numeracy (NAPLAN) assesses all students in Australian schools in Years 3, 5, 7 and 9. The 2011 NAPLAN show that we significantly value added to the performance of most of our students. We continue to do better than like schools.

Parent - Staff Survey Information:
In 2011 we conducted a survey which focused on parent, community and staff attitudes about our school becoming an Independent Public School. Prior to starting the formal application, we ensured that we consulted widely with staff and parents about the Independent Public Schools (IPS) program and its flexibilities. Data indicated that both parents and staff strongly supported the concept of Newton Moore SHS becoming an Independent Public School. This information was used to help us make some informed decisions about the future directions that our school needed to pursue.
Teaching and Learning Project Lesson Study

In 2011 we had faculty based teams working collaboratively to complete a classroom based action research project called ‘Lesson Study’. The focus of the project was to promote personalised professional learning within the context of the school vision and with our principles of teaching and learning. This project was highly successful and we had teachers working collaboratively in teams engaged in peer mentoring and coaching.

The focal point of each faculty project was about improving teaching and learning. At the conclusion of the projects representation from study group enthusiastically reported back and provided feedback to the whole staff about the outcomes achieved from their action research projects.

Transition - Primary Partnerships

The development of a transition plan which supports positive relations with students, parents, community and partner primary schools was a key focus of 2011. Key strategies included; Year Seven project with Maidens Park PS where students worked at the high school one day a week; Science workshops for primary schools over a five week period; a technology day which our local feeder schools had the opportunity to immerse into the different technologies; the appointment of a Year Seven/Eight year coordinator, our specialist orientation days in the indigenous programs and finally an extensive meet and greet with primary teachers to gain important information about up and coming Year Sevens. All of these programs strongly support transition into high school for our future year Sevens and are resulting in stronger collegiality between our local schools.

Vocational Education and Training

In 2011 there was continued growth and success in the area of Vocational Education and Training. Our focus has been to continue to work in partnership with Training organisations and RTOs (Registered Training Organisations), and to continue to expand the number of school based traineeships across the school.

We had eighteen students in 2011 in school based traineeships. We have continued to ensure that we comply with TAC (Training and Advisory Council) registration so that we retain our RTO status. Fifty students in Year Twelve were enrolled in one or more units of competency and Thirty Eight students were enrolled in one or more endorsed program. We continue to grow in the VET area and a number of our students are leaving with high level qualifications.

Future Directions

Life for a Newton Moore student, and in fact, all students of the 21st Century is very different to our traditional view of the school environment. We continue to strongly focus on working to include technology into the curriculum and exposing our students to the global community using the latest technologies. Another key focus has been to have a succinct platform of communication. To this end the school has a school based intranet that provides a one stop shop that teachers can use to access information about students’ individual performances and easy access to relevant data and information about students.

Priority Areas;

Newton Moore SHS is a school where students have the opportunity to pursue their dreams in a supportive, caring environment. It is an environment where students are challenged to achieve their potential, appreciate cultural diversity, and are given opportunities to demonstrate leadership and achieve success. We have what we believe is an inspirational vision, ‘Achieving Today, for Tomorrow; Knights of the Moore we can we will’. We also have a solid set of values; Inclusivity, Global Awareness, Teamwork, Happiness and Success. In 2011 our focus was on developing our principles of teaching and learning and sharing these with staff in the school. Our involvement in the ‘IDEAS’ (Innovative Designs for Enhancing Achievement in Schools) ultimately comes from the identified need to rejuvenate the school and develop some consistencies in the way in which students are taught and how they learn. Another key priority in 2011 for our school was ‘School Engagement’ where our focus was ensuring that we all had took shared and continuous responsibility for student attendance and involvement in their classes.

Staffing

In 2011 there were 90 staff employed at Newton Moore SHS comprising 50 teaching staff, 40 support staff and 9 relocated district office staff. A focus for us in 2011 was to build on the quality of our future staff and leaders. We added a number of extra resources to encourage teachers to upskill themselves through professional learning and had a number of teachers successfully gain Level 3 teaching status. We started the development of our schools’ workforce management plan, completed a workforce gap analysis and looked at possible positions that we could reprofile going into the future to best meet the needs of our school.

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Science Horizons

Science Horizons is a Department of Education endorsed specialist program which is integral to the future direction of our school. The Science Horizons program is rigorous and immerses students into developing into Twenty First Century scientists. There are a variety of courses and each course is designed to equip students with the skills to probe and explore problems, to find and critically evaluate information, to work productively as a member of a team and to effectively communicate research findings to others.

Innovation

A strength of the school is the enthusiasm and willingness of staff to embrace innovation. Each faculty in the school collaboratively developed an innovative program to implement throughout 2011. This project was highly successful and there were some excellent outcomes. This whole school approach fostered a more creative approach to teaching and learning. Our school believes encouraging innovation is important and we continue to commit both time and resources to ensure the innovations introduced are sustained.

Information Technology and Communication

Newton Moore Senior High School is working to create a learning environment that is technology smart and rich, which facilitates learning both on and off campus, inside and outside of school hours. In 2011 the ICT committee developed a vision for the role of ICT in our school. We provided Year Ten students 24 hour access to net books. Through the NCSF funding we were able to ensure that we had a one on one computer ratio for all students. We now have what we believe is a technology rich environment for learning.

‘Microsoft’ Pathfinders Project

The Microsoft Pathfinders Program has enabled us to look at global innovative teaching and learning practices. It has provided inspiration to us as a school and has empowered us to drive innovation in our school while working with school leaders and education experts from across the world. Being part of the Pathfinder project has enabled us to attend a number learning and global learning forums. At these forums we have been able to build up strong partnerships with schools across the world. This program has provided opportunities and resources which have helped us develop a vision that fosters 21st Century learning and innovative teaching practices.

Industry Partnerships

Newton Moore SHS continues to develop and implement strategies to encourage and grow industry and community engagement in the school. In 2012 Newton Moore SHS will have a registered training organisation (RTO) Integracom delivering the telecommunications and electronic Certificate II courses. This is an example of a industry partnership that has enabled students from across all schools in Bunbury to receive training in high end telecommunications industry. Newton Moore SHS has also continued to develop other strong industry community partnerships through programs with Leschenault Rotary Club, Engineers Australia, UWA, BHP Billiton Worsley Alumina, NAB, BP, City of Bunbury, Dolphin Centre, Simcoa, Doral and Lowes Churchill & Associates. Many more fruitful and strong partnerships have continued to develop and can be seen on our industry register.

Sports Leadership

Newton Moore Senior High Schools Sports Leadership program is about promoting excellence in Physical Education and Community Sport. This exclusive program provides unique opportunities for all pupils to further develop their sporting talents and leadership skills. The programs’ focus is on: teamwork, strategic thinking, decision making, sportsmanship, confidence and self esteem.

Literacy and Numeracy

Newton Moore SHS continues to view literacy as a priority. In 2011 we developed a whole school literacy approach including providing on line learning guides for every student and staff members. Our school continually analyses students’ achievement data as a basis for providing quality literacy programs based on areas of student need.

Good numeracy skills are important for learning across all curriculum areas and are essential for life after school. Our school directed resources to programs such as Mathletics and there was a strong focus in 2011 on trialing Australian Curriculum with Year 8s in the mathematics area.

e-coach

In 2011 we appointed an e-coach who would provide professional learning for staff in the school. A key role of the e-coach is to upskill teachers so they can begin to embed technologies into their day to day teaching. This program is based on preparing students for the 21st Century and in particular is targeted at upskilling teachers. A key role of the e-coach is to help teachers embed the context for learning and ICT into the teachers’ classroom practices.

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## School Budget and Annual Accounts for 2011

### Revenue - Cash

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Voluntary Contributions</td>
<td>$38,291.00</td>
<td>$38,539.10</td>
</tr>
<tr>
<td>2 Charges and Fees</td>
<td>$223,770.18</td>
<td>$226,304.53</td>
</tr>
<tr>
<td>3 Government Allowances</td>
<td>$38,710.00</td>
<td>$38,710.00</td>
</tr>
<tr>
<td>4 P&amp;C Contributions</td>
<td>$18,797.00</td>
<td>$18,796.99</td>
</tr>
<tr>
<td>5 Fundraising/Donations/Sponsorships</td>
<td>$46,771.00</td>
<td>$48,790.04</td>
</tr>
<tr>
<td>6 DoE Grants</td>
<td>$984,846.00</td>
<td>$984,845.97</td>
</tr>
<tr>
<td>7 Other State Govt Grants</td>
<td>$41,060.00</td>
<td>$41,060.00</td>
</tr>
<tr>
<td>8 Commonwealth Govt Grants</td>
<td>$22,880.00</td>
<td>$22,880.00</td>
</tr>
<tr>
<td>9 Trading Activities</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>10 Other</td>
<td>$135,647.82</td>
<td>$207,413.19</td>
</tr>
<tr>
<td>11 Internal Transfers</td>
<td>$340,144.00</td>
<td>$340,144.06</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,890,917.00</td>
<td>$1,967,483.88</td>
</tr>
<tr>
<td><strong>Opening Balance</strong></td>
<td>$191,968.00</td>
<td>$191,968.98</td>
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<tr>
<td><strong>Total Funds Available</strong></td>
<td>$2,082,885.00</td>
<td>$2,159,452.86</td>
</tr>
</tbody>
</table>

### Current Year Actual Revenue Sources

- **Locally Generated Revenue**: 17%
- **DoE Grants**: 52%
- **Other Govt Grants**: 3%
- **Transfers**: 17%

### Expenditure

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Administration</td>
<td>$112,073.00</td>
<td>$101,053.06</td>
</tr>
<tr>
<td>2 Leases</td>
<td>$3,000.00</td>
<td>$1,557.40</td>
</tr>
<tr>
<td>3 Utilities</td>
<td>$230,420.00</td>
<td>$200,468.66</td>
</tr>
<tr>
<td>4 Repairs/Maintenance/Grounds</td>
<td>$114,320.40</td>
<td>$106,719.50</td>
</tr>
<tr>
<td>5 Capital Works</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>6 Assets and Resources</td>
<td>$421,913.00</td>
<td>$409,124.97</td>
</tr>
<tr>
<td>7 Education Services</td>
<td>$482,887.51</td>
<td>$458,326.91</td>
</tr>
<tr>
<td>8 Other Specific Programs</td>
<td>$248,587.03</td>
<td>$130,505.95</td>
</tr>
<tr>
<td>9 Trading Activities</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>10 Salary Pool Payments to Central Office</td>
<td>$209,571.00</td>
<td>$100,000.00</td>
</tr>
<tr>
<td>11 Other</td>
<td>$92,769.00</td>
<td>$74,455.58</td>
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<tr>
<td>12 Transfers to Reserves</td>
<td>$152,606.00</td>
<td>$152,606.00</td>
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<tr>
<td><strong>Total</strong></td>
<td>$2,068,147.00</td>
<td>$1,707,818.03</td>
</tr>
</tbody>
</table>

### Cash Position as at:

- **Bank Balance**: $910,488.84
- **Made up of**:
  - 1 General Fund Balance: $451,634.83
  - 2 Deductible Gift Funds: $- 
  - 3 Trust Funds: $3,999.14
  - 4 Asset Replacement Reserves: $447,639.52
  - 5 Suspense Accounts: $17,368.35
  - 6 Cash Advances: $10,050.00
  - 7 Tax Position: $9,103.00
- **Total Bank Balance**: $910,488.84
Newton Moore Senior High School
Hotchin Street
Bunbury WA 6230
Principal: Susan Kerr

Phone (08) 9722 2400
Fax (08) 9795 9159
Web www.newtonmoore.shs.wa.edu.au
Email newtonmoore.shs@det.wa.edu.au