CONTENTS

School Context 2
Purpose of the Annual Report 3
School Overview 3
Principal’s Address 4
School Board Report 5
Highlights and Opportunities 6
Lower School Achievement 8
Senior Secondary Achievement 10
School Priorities 12
Special Programs 14
Partnerships 18
Survey Information 20
Staff Information 22
Attendance 24
School Budget and Annual Accounts for 2014 26
Welcome to
Newton Moore
Senior High School

School Context
Newton Moore Senior High School is located in the southern suburbs of the City of Bunbury in the South West of Western Australia. In 2014 the school had approximately 620 students and 50 teachers, but this area is growing steadily and will see many more students attend this high performing school in 2015, with an estimated increase to 820 students. The school community continues to be united in planning for the greater number of students, including Year 7 students into high school as a statewide initiative. The school continues to make significant improvements in all areas across the school. The school is branded as the school of choice, with many innovative programs including Science Horizons, Engineering, MASH (high performance sporting and health program) and support programs such as the South West Clontarf Academy and the Girls Role Model’s Academy.

The school is known for implementing best teaching practice for the purpose of improving student outcomes. Our highly experienced staff apply their expertise and remain flexible, evaluating and targeting the individual needs of students, providing them with access to pathways so they succeed. We motivate and engage our students so they become life-long learners in a dynamic world.

Purpose of the Annual Report
The Annual Report provides parents, guardians and members of the community with an overview of Newton Moore Senior High School’s performance over 2014.

It provides information about student academic performance, attendance, programs and staff development. This report is a small component of the total reporting process that the school undertakes.

As an Independent Public School, Newton Moore Senior High School is developing their second three year Business Plan together with Operational Plans, Innovations Plan and a Workforce Management Plan. These plans will confirm the direction and vision of the school. These documents should be read in conjunction with the Annual Report as they provide more detail about our vision, values and the aims of our school.

Please do not hesitate to provide your feedback regarding this Annual Report, as it would be greatly appreciated. This feedback can be sent to newtonmore.shs@education.wa.edu.au. This will give us an opportunity to improve in this area of communication. We believe we are a self-reflective school, a school who is always trying to improve.

School Overview
At Newton Moore Senior High School we provide students with a personalised, but globally aware, educational experience.

One of our main goals is to provide students with a holistic education. We aim to prepare students to be global citizens who are innovative, critically consider choices and ideas, and communicate effectively. Our students also develop essential life skills to succeed.

Our students accomplish significant academic achievements. However, we recognise that academic success is only one dimension of preparation at a school. To complement our students’ academic success, the school community enhances the social, emotional and personal development of our students.

We have a long and proud tradition of achieving a balanced education which enables our students to become active and productive members of a global community. Our students live the vision: ‘Achieving Today, for Tomorrow’.

We have strong links with a range of partners within the education community, parents, government and non-government agencies, industries and other local schools. We share our knowledge and work with these groups to improve student outcomes.

At our school, we ensure that we have stimulating and innovative educational programs. We have an unwavering commitment to thoroughly prepare our students for their future.
Well, after a year of leave it is a pleasure to be back at this wonderful school and even more pleasurable to provide the 2014 Annual Report to our school community.

We are very proud of our school’s many achievements, in particular the fantastic school review that the school received because of all the work that has happened over the last three years.

The reviewers commended the school for excellence in the following areas:

- The entrench positive culture that underpins the excellent teaching and learning environment of the school.
- The structures and processes that have been established to enable the whole of staff engagement in school performance review.
- The range of innovative and special programs in place to meet the diverse educational needs of students.
- Staff commitment to collaboration, innovative practice and extracurricular activity to optimise the learning outcomes of students.
- The extent of community partnerships supporting the teaching and learning environment at the school.

The school staff in 2014 chose to have two main priorities, being Quality Teaching and Learning and Relationships and Partnerships.

Embedded within this plan is the vision of the school Achieving Today for Tomorrow and the focus on NMSHS being a ‘school of choice’. Our aim is to provide a safe and welcoming learning environment which supports all students in their academic, sporting, social and cultural endeavours.

Our student population continues to grow and is estimated to be 980 students by 2016. We continue to provide our students with a quality curriculum and a world-class learning environment, state of the art technology and a very high level of post education care.

It is important to acknowledge the professionalism of our staff and thank them for their continued commitment to improving and enhancing the learning outcomes of our students.

It would be remiss not to also recognise the enthusiasm and dedication our students display on a daily basis, embracing the opportunities presented to them. As a school, we believe in a culture of continual improvement and look forward to 2015 being another year of growth and success.

As the information presented shows, 2014 was another very successful year for students at NMSHS. This success is only possible due to the motivated, caring and talented staff of our school. The strength of our results is based around quality teaching.

Susan Kerr
M.Ed.Admin, B.Ed, Dip.Teach

2014 was a big year for Newton Moore, and for its Board.

The year marked the end of our first cycle as an Independent Public School. As part of that process, Government-appointed auditors (who were actually lovely people) visited our school to see how we operate. Over the course of a few days the auditors spent time with students, teachers and the Board members. The Principal and I spent an afternoon with them, mostly going over the Business Plan.

Long story short: the Government is very happy with what is going on at Newton Moore. Sharyn O’Neill, Director General of the Department of Education, sent me a letter to congratulate the school and the Board. She commended us on many aspects of the school performance.

The Director General confirmed what we already know: staff are at the heart of Newton Moore’s success. Even the points that don’t mention staff – the special programs, the community partnerships – were initiated by staff, and are driven by staff. We are very fortunate to have so many quality people at Newton Moore.

However, the review was not all sunshine. For example, for the Board, we need to make the Business Plan more intelligible, and more ‘strategic’ for the next cycle. We have some quality Board members who can help make that happen.

2014 was big for other reasons, too. We saw a half-year cohort graduate, and we transitioned to a new, larger community that now includes Year 7s. Further, the State Government announced changes to our funding more than once. The end-state is that we have less money, and will continue to have less over coming years.

All of these challenges were met by a team led by Gail Allen, who was our Principal while Sue Kerr was on leave. Gail is an exceptional Principal and a great person. On behalf of the Board, I thank her for the fantastic contribution she made to Newton Moore in 2014.

Finally, I sincerely thank our past and present Board members for their hard work and dedication to Newton Moore. Thank you to departed members Gwen Stapleton (a founding Board member, who previously sat on the School Council), Jim Brosnan, Sue Gledhill, Chris Lane, and of course, Gail Allen.

Michael Douglas (BA(Hons), LLB, LLM(Dist) W.Aust)
Board Chair
Once again a very successful year with lots of opportunities presented to our students:

- Newton Moore SHS was reappointed as a TDS (Teacher Development School) in Science to deliver Professional Learning for Year 7 – 12 to schools across the state.
- Science received a BP grant of $10,000 for the Engineering Specialist Program.
- City of Bunbury Habitat Grant of $10,000 was received for the Science Horizon Program.
- BHP Billiton Worsley Alumina provided $5,000 towards the Science Specialist Programs.
- Newton Moore SHS gained WaterWise status.
- Head of Department, Lorraine Ellis was selected as one of the nine teacher finalists in the Australian 2015 BHP Billiton Science and Engineering Teacher Award.
- Alcoa selected six Science Horizons girls to participate in the Chantelle Carter Memorial Fund Program.
- Donelle Mcnemey was successful in becoming a Level 3 Teacher and was shortlisted for a Teacher in Excellence Award.
- Kate Nightingale received her Senior Teacher Status and was appointed Acting Head of Learning of Society & Environment.
- MASH introduced external programs in Basketball and Hockey to further enhance the program.

- The Newton Moore Runners Club was introduced into the PhysEd Courses.
- The school continued to be actively involved in interschool cross country.
- Newton Moore Senior High School came runner-up at the Winter Carnival.
- Another very successful Battle of the Knights was held.
- The whole school participated in a rally on the National Bullying Day of Action and created anti bullying flags now displayed in the IRC.
- Students performed a highly entertaining pantomime “Sleeping Beauty in the Wood” in a whole school production.
- A number of successful transition and orientation sessions were run for our Year 6 students into Year 7 and our Year 7 students into Year 8.
- The Singapore Chinese Girls School visited in March and worked with Newton Moore Senior High School students.
- Year 10 Living and Learning students presented an environment project at the International Kids Teaching Kids conference and the City of Bunbury Dolphin festival.
- Girls Academy (Role Models) conducted an Art Awareness program with Edith Cowan University students.
- The Girls Academy conducted Fitness Club activities every Tuesday.
- Students participated in the Tournament of the Minds competition and workshops.
- The school established a partnership with a Japanese School: Kawanishi Hokuryou High School.
- Cody Melvin won the Future Leaders Australian Environmental award.
- Carlee Brien was selected as the Zonta Young Women in Public Affairs district winner.
- Some of our Indonesian students visited Indonesia on a study tour.
- The Drum Beat program was reinstated in the school.
- A Chess Club was established where students competed across all year groups.
- The school coordinated Fathers as Role Models workshops at the school.
- An Ethnic Gaming Goodness Club was held in the Information Resource Centre.
- The school continued its Breakfast Club in the school cafeteria.
Lower School Achievement

NAPLAN 2014

The National Assessment Program Literacy and Numeracy (NAPLAN) program tests all students across the country. The tests are administered in Years 3, 5, 7, and 9.

This year Western Australia also introduced a series of statewide tests called Online Literacy and Numeracy Assessment (OLNA) for all Year 10 students. These tests are in the areas of Reading, Writing and Numeracy. Students who achieved Band 8 in NAPLAN 9 are pre-qualified thus are not required to sit OLNA. Students who are required to sit OLNA must pass all of the three tests to graduate from high school.

Our NAPLAN performance for our Year 9 cohort continues to be above like schools. Our performance is close to the state average and we continue to aim for improvement in our students’ achievement.

Numeracy

Our students are well represented in the top category of Like Schools and 2% under all schools.

<table>
<thead>
<tr>
<th>Year 9 Numeracy</th>
<th>School</th>
<th>Like Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Top 20%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Middle 60%</td>
<td>66%</td>
<td>60%</td>
</tr>
<tr>
<td>Bottom 20%</td>
<td>17%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Reading

In Reading we are well above Like Schools at 21%, and 1% above the State in the top category. In the bottom 20% we are 1% lower than Like Schools.

<table>
<thead>
<tr>
<th>Year 9 Reading</th>
<th>School</th>
<th>Like Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Top 20%</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td>Middle 60%</td>
<td>59%</td>
<td>57%</td>
</tr>
<tr>
<td>Bottom 20%</td>
<td>20%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Writing

Our students are over represented by 1% in the bottom category. The trend shows an increase. We have been evaluating the strategies this year and will be implementing strategies to improve our students’ writing skills in 2015 and beyond.

Year 9 Writing

<table>
<thead>
<tr>
<th>Year 9 Writing</th>
<th>School</th>
<th>Like Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Top 20%</td>
<td>20%</td>
<td>14%</td>
</tr>
<tr>
<td>Middle 60%</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td>Bottom 20%</td>
<td>20%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Grammar and Punctuation

Our 2014 Grammar and Punctuation results were extremely good. We had 6% more students in the top percentile than like schools. We have 4% less students in the bottom percentile as compared to like schools.

Year 9 Grammar & Punctuation

<table>
<thead>
<tr>
<th>Year 9 Grammar &amp; Punctuation</th>
<th>School</th>
<th>Like Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Top 20%</td>
<td>16%</td>
<td>18%</td>
</tr>
<tr>
<td>Middle 60%</td>
<td>63%</td>
<td>67%</td>
</tr>
<tr>
<td>Bottom 20%</td>
<td>21%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Spelling

Newton Moore Senior High School results have been very steady over the last five years. Our longitudinal data indicates that we are still continuing to value add with our students. We continue to have a strong focus on literacy and have explicit teaching in all our English classes.

Year 9 Spelling

<table>
<thead>
<tr>
<th>Year 9 Spelling</th>
<th>School</th>
<th>Like Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Top 20%</td>
<td>20%</td>
<td>12%</td>
</tr>
<tr>
<td>Middle 60%</td>
<td>60%</td>
<td>67%</td>
</tr>
<tr>
<td>Bottom 20%</td>
<td>20%</td>
<td>21%</td>
</tr>
</tbody>
</table>

NAPLAN - Year 9 Writing

NAPLAN - Year 9 Grammar & Punctuation

NAPLAN - Year 9 Spelling

NAPLAN - Year 9 Numeracy

NAPLAN - Year 9 Reading
At Newton Moore Senior High School, one of our many strengths is our student leadership which comes to the fore in our students’ senior years. They become the positive role-models for our younger students, working hard and connecting with the school community to develop their social skills. This supports them to demonstrate their extraordinary achievements, and 2014 was no exception. Our students qualified, grew in confidence, socially and emotionally and achieved today for tomorrow.

In 2014, our graduation rate was, once again, excellent as was the high number of students who attained an ATAR and/or Certificate II. Our students continue to perform better than expected with important participants in our School Review.

Socially and emotionally and achieved today for tomorrow. In Newton Moore Senior High School, one of our many strengths is our student leadership which comes to the fore in our students’ senior years. They become the positive role-models for our younger students, working hard and connecting with the school community to develop their social skills. This supports them to demonstrate their extraordinary achievements, and 2014 was no exception. Our students qualified, grew in confidence, socially and emotionally and achieved today for tomorrow.

In 2014, our graduation rate was, once again, excellent as was the high number of students who attained an ATAR and/or Certificate II. Our students continue to perform better than expected with important participants in our School Review.

We continue to try and have as many students as possible complete a Certificate II qualification. In 2014 we had 82% of our students being accepted into their first choice of university course. We were ranked as the eighth highest school across the state in students receiving their preferred university courses.

In March 2014 Newton Moore Senior High School underwent a full audit as part of the Training Accreditation Council process to re-register our status as a Registered Training Organisation. We were found to be fully compliant in all areas we are scoped to deliver. These include qualifications in Aquaculture, Metals, Business, Childcare and Community Activities. We are currently in the process of extending our delivery scope to include qualifications in Sport and Recreation and Outdoor Education.

Delivery for our VET programs in 2014 ran on Mondays to Wednesdays, whilst the school investigated alternatives to suit changes to the New WACE in 2015.

During 2014 Newton Moore trialled various qualifications in new fields. Approximately 60% of the Year 12 cohort were enrolled in a Certificate II Qualification which enabled students to have a wider choice while creating better career pathways. The following Certificate II courses were offered across five days, outside the normal school VET programs: Aquaculture, Sport and Recreation, Outdoor Education, Visual Arts, Hospitality, Information Technology and Digital Media. There are approximately 57% of all year 12 students involved in Certificate II qualifications or higher.

We continue to try and have as many students as possible complete a Certificate II qualification. In 2014 we had 82% of our students being accepted into their first choice of university course. We were ranked as the eighth highest school across the state in students receiving their preferred university courses.

At Newton Moore Senior High School, one of our many strengths is our student leadership which comes to the fore in our students’ senior years. They become the positive role-models for our younger students, working hard and connecting with the school community to develop their social skills. This supports them to demonstrate their extraordinary achievements, and 2014 was no exception. Our students qualified, grew in confidence, socially and emotionally and achieved today for tomorrow. They embraced their bright futures. Our student leaders were important participants in our School Review.

In 2014, our graduation rate was, once again, excellent as was the high number of students who attained an ATAR and/or Certificate II. Our students continue to perform better than expected with important participants in our School Review.

Socially and emotionally and achieved today for tomorrow. In Newton Moore Senior High School, one of our many strengths is our student leadership which comes to the fore in our students’ senior years. They become the positive role-models for our younger students, working hard and connecting with the school community to develop their social skills. This supports them to demonstrate their extraordinary achievements, and 2014 was no exception. Our students qualified, grew in confidence, socially and emotionally and achieved today for tomorrow.

In 2014, our graduation rate was, once again, excellent as was the high number of students who attained an ATAR and/or Certificate II. Our students continue to perform better than expected with important participants in our School Review.

We continue to try and have as many students as possible complete a Certificate II qualification. In 2014 we had 82% of our students being accepted into their first choice of university course. We were ranked as the eighth highest school across the state in students receiving their preferred university courses.

In March 2014 Newton Moore Senior High School underwent a full audit as part of the Training Accreditation Council process to re-register our status as a Registered Training Organisation. We were found to be fully compliant in all areas we are scoped to deliver. These include qualifications in Aquaculture, Metals, Business, Childcare and Community Activities. We are currently in the process of extending our delivery scope to include qualifications in Sport and Recreation and Outdoor Education.

Delivery for our VET programs in 2014 ran on Mondays to Wednesdays, whilst the school investigated alternatives to suit changes to the New WACE in 2015.

During 2014 Newton Moore trialled various qualifications in new fields. Approximately 60% of the Year 12 cohort were enrolled in a Certificate II Qualification which enabled students to have a wider choice while creating better career pathways. The following Certificate II courses were offered across five days, outside the normal school VET programs: Aquaculture, Sport and Recreation, Outdoor Education, Visual Arts, Hospitality, Information Technology and Digital Media. There are approximately 57% of all year 12 students involved in Certificate II qualifications or higher.
In 2014, the four Professional Learning Communities continued and developed. These communities provided every staff member with an opportunity to target improvements in each of the focus areas, to plan, instigate, and follow through with strategies and to evaluate the successes.

In 2014 we re-negotiated the Business Plan priorities. The four professional learning communities have now evolved into two groups for the 2015-2018 Business Plan:

• Quality Teaching and Learning
• Relationships and Partnerships

21st Century Learning

In 2014 the 21st Century Learning PLC focused upon ways the school could provide better student access to the school's network through allowing the use of portable, personal devices. This included investigating the Bring Your Own Device process (BYOD) to enhance the teaching and learning program.

• The PLC developed a whole school IT vision.
• Supplied effective technical infrastructure and support through school technician support and a school based e-coach.
• Provided structured IT professional learning opportunities for staff.
• Coordinated a Facebook page and investigated how Facebook should be used in our school and how to monitor its use across the school.
• Built on staff knowledge of MOODLE and fostered its integration into their everyday practices.

Networks & Partnerships

Throughout 2014 the Networking and Partnership Learning Community worked on a number of projects.

The focus was on:

• Extension of the primary partnership programs and liaising with local primary schools about across school planning and moderation activities.
• Promotion of NMSHS as a ‘School of Choice.’
• Development of promotional material for the school for presentation to visitors and guest speakers.
• Development of new signage for around the school and for advertising purposes.
• Developing partnerships with international schools.
• Investigating the development of school alumni and integrating this on the school website.
• Developed expected standards for the Facebook page.
• Promotion of school events with opportunities for the involvement of the wider school community.

Pastoral Care

The Pastoral Care Professional Learning Community has played a significant role in the implementation and sustainability of whole school strategies that have focused on a positive school culture throughout the implementation of the 2012-2014 Business Plan. Our focus has been on establishing strong relationships that ensure students have success at Newton Moore Senior High School. Our You-Knighted framework has been developed to summarise and link all pastoral care programs and initiatives that are implemented across the school.

Particular achievements in 2014 included:

• Review and continued implementation of the School’s Pathway to Success behaviour matrix.
• Completion and implementation of the school’s You-Knighted Anti-bullying Policy
• Whole school involvement in the ‘Bullying No Way’ campaign
• Awareness raising of the ‘Friendly Schools Plus’ tool and continued involvement in the state-wide Beyond Bullying trial in partnership with UWA
• Review of the Social and Emotional Learning programs implemented across the school
• Continued commitment to the Positive Behaviour Learning framework and educative approach to improving student behaviour
• Continued commitment to the Classroom Management Strategies Professional Learning opportunity for staff
• Review and implementation of attendance procedures – including electronic attendance processes.

Quality Teaching & Learning

Throughout the year, the Quality Teaching and Learning PLC has reviewed and refined the school’s homework policy and expectations. This was timely given the introduction of the Year 7 students in 2015. A particular focus has been on preparing students in Year 10 for the rigour of Year 11 studies. The changes to the WACE for graduating students in 2016 has placed greater emphasis on VET studies and the importance of students completing a full qualification by the end of Year 12. We reviewed our Year 10 curriculum offerings to enable students to try more than one certificate course in Year 10 and therefore make an informed commitment to the certificate they would study as part of their Year 11/12 studies.

With the introduction of two year groups in 2015 there was a great desire to have quick and easy access to system and school data on individual student achievement to provide staff with the information necessary to plan learning experiences before meeting students for the first time. This was worked on in 2014 providing data for all students in Years 7-10 in 2015.
**Special Programs**

**Literacy and Numeracy**

Given we are all teachers of literacy and numeracy, all staff utilise the whole-school Learning Guide to promote consistent practice and are upskilled in NAPLAN and OLNA to assist students’ preparedness. Our Literacy Extension program remedies below benchmark students utilising Direct Instruction. The BASS program is implemented in Lower School English and is being redeveloped to incorporate explicit teaching of grammar skills as per the Western Australian Curriculum. Enrichment programs extend our more able students.

- Literacy Extension program - remediation of students identified as below benchmark using Direct Instruction programs Spelling Through Morphographs, Corrective Reading and Expressive Writing.
- Explicit teaching of spelling using principles from Spelling Through Morphographs in BASS (becoming a Super Speller) program delivered in Year Eight.
- Explicit teaching of grammar and functional literacy in English programs Years Eight and Nine.
- Whole School Literacy - refocused on delivery of professional learning using strategy of “little and often” - presenting short sessions during General Staff Meetings and Student Development Days to upskill staff with understandings of areas of focus/approaches recommended.
- Availability of school’s Learning Guide in hard copy in all classrooms, via Staff Intranet and student access via Get Work folder in electronic form.

**Department of Education Approved Specialist Academic Programs**

The school has two endorsed Specialist Science Programs: Science Horizons and Engineering Specialist Program. These comprehensive programs are designed to support students who have a passion for the sciences.

**Science Horizons Program**

Science Horizons has been accredited by the Department of Education as a recognised program that gives students the opportunity to develop skills, expertise and knowledge far beyond those students in mainstream programs. The Science Horizons Program extends the curriculum beyond normal classroom delivery. It equips and prepares students with the skills to take up further study and a career in the science fields. Students in this program participate in state and international excursions, compete in various competitions and collaborate with universities and industry concerning ongoing relevant research projects.

As the Specialist Science Program is a DOE recognised program, application for entry is open to all students in Western Australia. Successful entry into these programs guarantees enrolment at Newton Moore Senior High School. The program’s success is supported by its’ sponsors. Their contribution is highly valued by the school community.

A number of students were awarded scholarships in 2014.

**Scholarship winners:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Program</th>
<th>Student Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 8</td>
<td>BHP Billion Worsley Alumina</td>
<td>Ethan Arena</td>
</tr>
<tr>
<td>Year 9</td>
<td>Doral Mineral Sands</td>
<td>Kelley Roberts</td>
</tr>
<tr>
<td>Year 10</td>
<td>Pathways: Bunbury Port Authority</td>
<td>Reuben</td>
</tr>
<tr>
<td>Year 10</td>
<td>Bunbury Leschenault Rotary Club</td>
<td>Pemberton-Ovens</td>
</tr>
<tr>
<td>Year 11</td>
<td>NMHS Parents &amp; Citizens</td>
<td>Regan Deegan House</td>
</tr>
<tr>
<td>Year 12</td>
<td>NMHS Parents &amp; Citizens</td>
<td>Jaydon Wilson</td>
</tr>
</tbody>
</table>

**Indigenous Scholarship Winners**

<table>
<thead>
<tr>
<th>Year</th>
<th>Program</th>
<th>Student Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 8</td>
<td>Lowes Churchill &amp; Associates</td>
<td>Aysha Heri</td>
</tr>
<tr>
<td>Year 10</td>
<td>GHD</td>
<td>Shaylee Taranto</td>
</tr>
</tbody>
</table>

**Achievements**

- International exchange with Singapore Chinese Girls School
- Presentation at International Kids Teaching Kids Conference, Mandurah, WA.
- Selection at Chantelle Memorial Camp
- Cody Melvin announced as the Australian Future Leader Environmental Award winner 2014.
- Participation in Big Science Competition, Crest Awards.
- Marine Managers Program at Bunbury Dolphin Centre
- Workshop in school wetlands with visiting Primary Schools.
- Year 10 exposure to careers in Science through an excursion to UWA and Curtin University.
- Successful Community Science and Engineering Fair during National Science Week sponsored by Edith Cowan University. Key note speaker WA Young Scientist of the Year Tristan Clemons.

**Engineering Specialist**

The Engineering Specialist Program was officially endorsed in 2014. This comprehensive program is designed to support students who have a passion for engineering.

The Engineering Specialist Program prepares students with the skills to take up further study and a career in the engineering fields. Students in this program participate in excursions, compete in various competitions and collaborate with Universities and Industry. They are involved in ongoing relevant research projects such as F1 in Schools, Arencore Bridge and Human Powered vehicles. Engineering Specialist lessons also included robotic and electronic engineering, chemical, mechanical, electronics, programming, solar car models, materials and structures. The resources for this program have been improved by the acquisition of a laser cutter, CNC router and NXT and EV3 Robotics kits.

As the Engineering Specialist Program is a DOE recognised program, application for entry is open to all students in Western Australia. Successful entry into these programs guarantees enrolment at Newton Moore Senior High School. Our sponsors are to be thanked for their contribution to the scholarships and program.

A number of students were awarded scholarships in 2014. Thank you to our sponsors.

**Scholarship winners:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Program</th>
<th>Student Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 8</td>
<td>BHP Billion Worsley Alumina</td>
<td>Aaron Copeland</td>
</tr>
<tr>
<td>Year 9</td>
<td>Lowes Churchill &amp; Associates</td>
<td>Kara Lawlor</td>
</tr>
<tr>
<td>Year 10</td>
<td>Simcoa</td>
<td>Damon Barron</td>
</tr>
<tr>
<td>Year 12</td>
<td>GHD</td>
<td>Bowen Yan</td>
</tr>
</tbody>
</table>

**Indigenous Scholarship Winners**

<table>
<thead>
<tr>
<th>Year</th>
<th>Program</th>
<th>Student Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 9</td>
<td>Bunbury Port Authority</td>
<td>Breeanna Patrick</td>
</tr>
<tr>
<td>Year 9</td>
<td>GHD</td>
<td>Tyrone Winder</td>
</tr>
</tbody>
</table>

**The MASH Program 2014**

The MASH program has gone from strength to strength in 2014 with applications doubling. The partnerships formed with The South West Slammers and former state level hockey players have seen the standard of our students sporting abilities increase dramatically. The introduction of the Certificate 2 in Sport and Recreation for Year 10 students in the MASH program has allowed our students to engage in community and primary schools sporting programs and improve their coaching, officiating and administrative capabilities, which has the added benefit of giving students a career path in future years. WA Country Builders have joined our list of supporters by offering two sporting scholarships.

**Scholarship winners:**

**MASH Award Winners:**

- Year 10 Candiday Anderson
- Year 10 Sam Fossilo
- Year 9 Louise Bradford
- Year 9 Ryan Bennell
- Year 8 Hailey Burrows
- Year 8 Zach Rankin

**Sportsperson of the Year sponsored by Brecken Health Care**

- Year 8 Hailey Burrows
- Year 9 Louise Bradford
- Year 10 Candiday Anderson

**Basketball Player of the Year**

- Year 8 Ella Smith
- Year 9 Kyle Jones

**Hockey Player of the Year**

- Year 8 Austin Kennedy
- Year 9 Jack Harrington

**WA Country Builders Awards**

- Isiah Winder
- Jordan Neill
Aboriginal Education 2014

Newton Moore Senior High School has strong relationships with the broader community to implement programs and activities to improve the outcomes of our Aboriginal Students. In 2014 our Aboriginal students had the opportunity to be a part of the following programs:

- Role Models Academy for Girls
- Clontarf Academy for Boys
- Follow the Dream – Polly Farmer Foundation
- Aboriginal Tutor Assistance Scheme

In 2014 the Aboriginal Education Team focused on attendance. We had success in improving student attendance and continue this as a focus into 2015.

From 2011 to 2014 attendance of our Aboriginal students improved by nearly 10%:

- Attendance is above like schools.
- 60% school cohort attends 90% and above, however only 28% of our Aboriginal students are in this category.
- 32% of our Aboriginal students are in the 80 – 90% attendance group.

Focus: to move at least 2 students from the 80 – 90% attendance into the above 90% attendance.

Role Models Academy – Newton Moore Senior High School - 2014

The Role Models and Leaders Girls Academy is a unique program specifically developed for Aboriginal girls aged 12-17 years. The Academy uses sport and extra-curricular activities, intensive mentoring and counselling, and a structured reward system to keep the girls engaged in their education and their future. The Academy is also providing a focus on work readiness, work placements, traineeships and employment.

We have achieved successful outcomes in attendance, engagement in learning, standards in behaviour, Year 12 Graduation rates, work placement and further education. Some of our highlights in 2014 were:

- Successful placement of all 2013 Graduates into employment or further studies
- Winning 3 games at our Basketball Showcase at Role Models Tournament
- Just a bit of Art Project & Exhibition
- Achieved successful outcomes with our BHP Billiton Worsley Partnership
- Secured a powerful advisory committee with community Representatives
- Held three camps and nine excursions
- Recorded Dreamtime stories with the ABC Radio and filmed conversations with our Elders
- Played off in the Footy Grand Final at Winter Carnival
- Commenced our “volunteer work and fundraising program”
- Sourced fifteen work experience placements and secured four School Based Traineeships

The Academy finished the year off with an overall average attendance of 78%. Two School Based Traineeships in progress, three scholarships and two graduating Year twelve students, one who was recognised for being the top student in two subjects.

Clontarf Foundation – South West Academy

The South West Academy commenced in 2007 at Newton Moore Senior High School. The Academy uses the passion that Aboriginal boys have for Australian Rules Football to attract the boys to school and keep them there.

A regular stream of Indigenous boys now graduate with their WACE through Newton Moore Senior High School and many transition smoothly into employment.

Highlights in 2014 include:

- 6 more Year 12’s graduating with their WACE
- A record 11 senior school boys attended our Newton Moore SHS Ball. They all looked fabulous and took out some of the best dressed awards!
- Ryan Bennell (Year 9) selected in the Under 15’s State Schoolboys’ team
- Jake Watts was the first Academy boy to be voted onto the Student Executive
- A highly successful Reward Trip was held in Darwin for our Year 11 and 12 boys
- One of our Year 11 boys Stephen Taylor was awarded South West Youth of the Year at Bunbury NAIDOC celebrations!
- Year 11 boy Clinton Yarran was successful with one of the “Raise the Bar” Athletics scholarships to travel to Melbourne with 36 other young Indigenous athletes from around Australia.

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal men and by doing so, equips them to participate more meaningfully in society.

50 boys were in the South West Academy!

Performing Arts

Performing Arts at Newton Moore provides students with a rich variety of choices to express themselves through Performance Art. The Drama program caters for students with a stage presence and this year reintroduced a whole school production. The Music program caters for students who play instruments and students generally interested in music. In 2014 NMSHS provided class music, instrumental lessons through SIM (School of Instrumental Music) and two Bands, the Concert Band and Stage Band. Newton Moore SHS also hosts a budding specialist Dance program for interested students who rehearse after school and during lunch times, showing true dedication to Performing Arts.

Languages

The Languages department at Newton Moore continues to grow and develop. In 2014 students had the opportunity to choose between two Asian languages, Indonesian and Japanese. We are currently the only local school offering two Asian languages and are recognised as an Access Asia School. Indonesian was available for students to study at an ATAR level on site at Newton Moore in 2014. During 2014 Newton Moore students also visited Indonesia for the school’s second Indonesian study tour.
Transition Programs

In 2014 we continued to develop partnerships within our region which included intensive orientations for students who will be attending Newton Moore Senior High School for their secondary schooling. This positive step towards the students’ success in high school is valuable in ensuring that students are well prepared for the change from primary to high school.

The programs include Flying Start which is designed for students who are most at risk of not achieving their potential. Over a six week period, a target group of Year 7 students come to our school to gain understanding of the life in a secondary environment.

As a Science Specialist School we engaged our Year 6 and Year 7 students in specialist activities and lessons, so that we support and challenge them to appreciate this subject area and what can be explored through their learning.

The year 6 and 7 orientation days in 2014 were essential in ensuring preparation for high school. Parents and carers participated in many information nights, school tours and morning teas.

The purpose of these diverse opportunities within the intensive transition program is to ensure that students and parents/carers are comfortable and are welcomed into the secondary environment at Newton Moore SHS.

Partnerships with Providers

In 2014 we formed partnerships with surrounding schools to share expertise. This included a memorandum of agreement with the Bunbury Regional Trade Training Centre. This enabled a range of quality courses being on offer for students to engage in. Whilst we are the School of Choice, by collaborating with other schools we can share ours and other school’s expertise.

As well as building strong partnerships across schools within the local area, Newton Moore Senior High School continued to develop successful partnerships with various organisations to increase opportunities and options for students.

These include—

a. SWIT where our students are able to engage in numerous training opportunities on Thursdays and Fridays. SWIT have also supported us with our own delivery of Certification of Hospitality, Digital Media and IT.

b. Challenger TAFE, enabling Newton Moore Senior High School to deliver Cert II Aquaculture.

c. South Metro Youth Link working with staff and students to provide a range of training opportunities in the workplace. This occurs through school based traineeships.

b. CCI Apprenticeship solutions ensuring students are supported with understanding how traineeships and apprenticeships work where working with employers and the school to sign students up on SBT’s.

e. YMCA – enabling Newton Moore Senior High School to effectively deliver qualifications in Sport and Recreation and Outdoor Education.

f. Active Foundation where a large number of students have been able to earn while they learn in disability services in the form of a number of school based traineeships.

g. 100’s of local employers who provide outstanding opportunities for students on work placements.

h. Jobs South West providing support to engage students in a range of options.

i. ECU where we had the University choice program and where our students and staff attended a number of workshops and special events.

Japanese Sister School – Kawanishi Hokuryou High School

Through an international exchange opportunity.

Newton Moore Senior High School began a journey of establishing a ‘sister school’ relationship with a school in Japan. With Hyogo prefecture being the accepted sister state for Western Australia, communication was made with Kawanishi Hokuryou High School resulting in a short visit from our international colleagues. It was established that the aim of the program was to promote intercultural understanding and educational opportunities for students from both high schools through a biannual exchange. Students will engage in relevant school activities and have the chance to stay with a host family.

As part of the program our Principal Mrs Susan Kerr had the opportunity first hand to visit some schools in Japan to gain a better understanding of their education system. Many ideas, initiatives and highlights of this trip were shared with students studying Japanese. As a result Kawanishi Hokuryou High School is expected to visit Newton Moore Senior High School in July 2015.
This year the focus was upon evaluation based on data and consultation and feedback processes to re-negotiate the Business Plan. All staff engaged in providing feedback to formulate an understanding of the strength of the school values and vision. The feedback from the surveys revealed that we have strong student leadership that needs to continue to be fostered and developed, especially because of the Year 7 move to high school in 2015 and beyond. It also demonstrated the enduring passion of the staff to ensure that we continue to show the importance of these values and our vision, for our students and their individual needs.

The feedback from the staff survey clearly delineated the strength of the core values of the school: inclusivity, global awareness, happiness, teamwork and success. The understanding of the school vision to achieve today for tomorrow, Knights of the Moore, we can, we will - was motivating and supported the many positive changes that have occurred over many years.

Staff engaged in the National Survey. Key outcomes from the survey were that we were well above average in all categories. The areas that were of most concern to staff were that:

- The school is well maintained. [3.4]
- I receive useful feedback about my work at this school. [3.6]

We have taken this feedback on board and in 2015 we have school environment and grounds as a focus.

The 2015 leadership group will be reviewing our performance management processes and the way we provide feedback to staff. The anticipated outcome will be to provide more meaningful feedback to support improvement.

Strengths from the survey were that:

- Teachers at this school expect students to do their best. [4.6]
- Teachers at this school treat students fairly. [4.5]

In 2015 we will continue to run National School Opinion Surveys seeking feedback about our school from our Parent and Community bodies.
Staffing Highlights for 2014

* Maintenance includes technician support and our e-coach.

Newton Moore Senior High School is a sought after school for teachers. As a consequence there is a relatively stable, experienced and highly committed teaching body. In addition to the Principal, there are two Deputy Principals, a Business Manager, and a Human Resources Manager. A VET coordinator and six Heads of Learning Areas were responsible for the collective management of the various curriculum areas in the school.

Pastoral care under the leadership of the Student Services program coordinator, is an ongoing priority and a strong Student Services team promoted and monitored student welfare. The team consists of four year coordinators, a school chaplain, an attendance officer, a student support officer, a school psychologist, Aboriginal and Islander Education Officer’s and five Education Assistants.

As an Independent Public School all our school teaching staff are selected on merit. Teaching staff and school leaders undergo professional learning which takes into account their individual needs and aspirations. Our school continues to focus on having all our staff complete the Classroom Management Strategy Professional Development with some staff becoming CMS Level 2 trainers. Every staff member at Newton Moore SHS is required to develop a detailed professional learning and development plan which also takes into account the School Business Plan, school priorities and evidence based on student voice surveys and their teaching performance.

Professional Learning

Teaching and non-teaching staff participated in professional learning during 2014. The full time teaching staff attended a minimum of 7 days professional learning. This included:

- Hazardous Substances - attended by a range of teaching and non-teaching staff
- Laser Cutter and Occupational Health & Safety use of machinery.
- All HPE staff attended Surf Rescue Accreditation.
- Some Physical Education staff participated in Swiftwater Rescue Professional Learning.
- Several teaching staff attended the SDERA (School Drug Education and Road Aware) and Keys for Life courses over the year.
- A number of Professional Learning associated with mental health issues (Mental Health First Aid was attended by teaching and non-teaching staff)
- The School Development Days focus was on staff working collaboratively on our whole school planning and strategic directions in particular the development of our Business Plan

• The School Development Days focus was on staff working collaboratively on our whole school planning and strategic directions in particular the development of our Business Plan

Staffing Highlights for 2014

• Donelle McInerney became a Level 3 Classroom Teacher.
• Kate Nightingale received her Senior Teacher status and was appointed HoLA of HASS for Semester 1 2015.
• Steve Pursell was appointed Teacher in Charge for LOTE for 2015.
• Jessica Moore was appointed Teacher in Charge for The Arts for 2015.
Attendance continues to be a priority because absences from school have the potential to negatively impact on student engagement and learning achievements. The latest findings indicate that “every day counts” and it is critical to minimise absences. The causes of poor attendance are diverse and complex. Addressing them is the mutual responsibility of our school in partnership with parents and carers.

In 2014 we continued to focus on improving student attendance through the work of our school attendance officer, the year coordinators and the Student Services program coordinator. Strategies have included contacting parents of absent students, our SMS system which notifies parents of students who are not at school, development of individual attendance plans, liaising with outside agencies and communicating regularly with our parents about the importance of attendance.

Our attendance data indicates we are starting to make improvements with the overall attendance rates improving, matching or being higher than all WA public schools. However, we remain determined to further improve these rates. In 2014 we attended training on how to conduct attendance panels. This is a growing initiative to address minimal attenders and to encourage parents to engage with the school.

<table>
<thead>
<tr>
<th>Attendance Rate</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>School</td>
<td>WA Public Schools</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>84.5%</td>
<td>87.7%</td>
</tr>
<tr>
<td>2013</td>
<td>85.7%</td>
<td>87.4%</td>
</tr>
<tr>
<td>2014</td>
<td>86.1%</td>
<td>86.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Attendance Rate</th>
<th>Yr8</th>
<th>Yr9</th>
<th>Yr10</th>
<th>Yr11</th>
<th>Yr12</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>88%</td>
<td>84%</td>
<td>77%</td>
<td>80%</td>
<td>93%</td>
</tr>
<tr>
<td>2013</td>
<td>88%</td>
<td>84%</td>
<td>82%</td>
<td>84%</td>
<td>91%</td>
</tr>
<tr>
<td>2014</td>
<td>90%</td>
<td>86%</td>
<td>83%</td>
<td>82%</td>
<td>91%</td>
</tr>
<tr>
<td>WA Public Schools</td>
<td>89%</td>
<td>86%</td>
<td>85%</td>
<td>87%</td>
<td>88%</td>
</tr>
</tbody>
</table>
School Budget and Annual Accounts

Finances

In 2014 there were reductions in income coming into the school because of a decline in government spending. Thus the Finance Committee had to make reductions to budgets across the board.

The Department of Education introduced a new model of spending “The Student Centred Funding model”. The aim of the model is so our school can examine ways that we could distribute funding based on the learning needs of individual students and to provide increased flexibilities.

The new funding model is based on weightings according to:

- Each student enrolled in a school being worth different amounts depending on the year level of the student.
- Aboriginal students, students from the most socially disadvantaged backgrounds, students with English as an additional language and students with a disability to address their specific learning needs.
- School characteristics such as where a school is located.
- Targeted initiatives in schools providing specific services and programs

This funding model supports greater control at the school level.

Current Year Revenue Source

The majority of our funding for 2014 is from the Department of Education Grants. Our locally generated revenue includes parent voluntary contributions and charges, as well as payments for optional extra activities. We received our payments from the Department of Education through gateway payment twice a year Contingencies Revenue - Budget vs Actual

Contingencies Expenditure

In 2014 our actual expenditure fell within budgeted targets. Our unspent funds at the end of the calendar year are allocated for our special educational programs unique to Newton Moore SHS. Examples include, Follow the Dream, Indonesian Language Hub and Teacher Development School - Science.

Revenue

In 2014 the average collection rate for all contributions and charges was 55%. As a school we are always trying to improve on this rate. However, we have a considerable number of families who do not pay and make no effort to make a payment plan. Unfortunately it is not possible to enrol students in expensive programs that attract a compulsory charge when the contributions and charges are not paid. This is consistent with the Education Act.

Cash Position

Newton Moore SHS is a large and complex school. We are very committed in our planning and very careful in monitoring our reserve funds. Our reserve funds are used for replacement of assets and/or resources when they are worn out or damaged. This includes computers and expensive school equipment.

In 2014 we developed a plan for whole school furniture replacement over a 10 year period. As a focus for us, each year a learning area will have furniture replaced in each class room providing the students with a modern learning area.