

ANNUAL REPORT 2023



Newton Moore
EDUCATION SUPPORT CENTRE

PRINCIPAL'S MESSAGE

Welcome to Newton Moore Education Support Centre's (ESC) Annual Report.

As Principal, I am extremely proud to share information about our school with you. Newton Moore ESC is a school specifically designed to meet the needs of students with intellectual disabilities and autism with high needs.

Our year was one of growth as we took part in the Leading Cultures of Teaching Excellence, one of 40 schools selected across the state to partake in the program, aimed at building strong cultures to grow teaching excellence in classrooms.

The three-year program target learning at Principals first, then extends to deputies and leaders of curriculum and included the School Culture Survey, some results are shared further in this report. One piece of data was that of those that responded, 100% agreed that they are a better teacher for working at this school.

Our School Development Days have focused on providing opportunities for staff to grow in their roles with training such as

- Team Teach
- Classroom Management
- Quality Teaching Strategy
- SECCA
- Epilepsy

Our Act, Belong Commit committee have been working hard to establish a culture of wellbeing for staff with planned activities aimed at bringing staff together in a relaxed manner.

We had some long term staff leave our community including Giana Julian, who was a crucial driver of our retail program at iTem for 16 years. We recognise and thank her for the work and dedication put in to making our community work program a success. Vaughan McDonald, our music and drama teacher has left after his long association with Newton Moore ESC. He has worked across the school in many roles, including music. He has given many students the opportunity to explore their interests and unearth unknown talents., We wish them both success in their next adventures.

SCHOOL BOARD

Newton Moore ESC has an active School Board which met throughout the 2023 school year. Our long term community representative, Stephanie Tucker, resigned her position as Board Chair with parent representatives Rebecca Jacob taking on the role. She is joined by Misty Garrett and Sally Morgan as parent representatives, Martin Dooling joined us as a Community Member and representing the school are Jodi Collins, Abby Dixon and Claudine Deering. The School Board plays an active role in endorsing our annual report, financial budget and supporting our community, bringing parent and carer voices to ensure school operations are assessed and improved.

NMESC has been working with the School Board to try and raise the profile of the school within the community and finding ways to engage with our parents/ carers.

The board members undertook School Board training modules offered by the Education Department, which helped us to understand our role and how we can support the growth of the school.



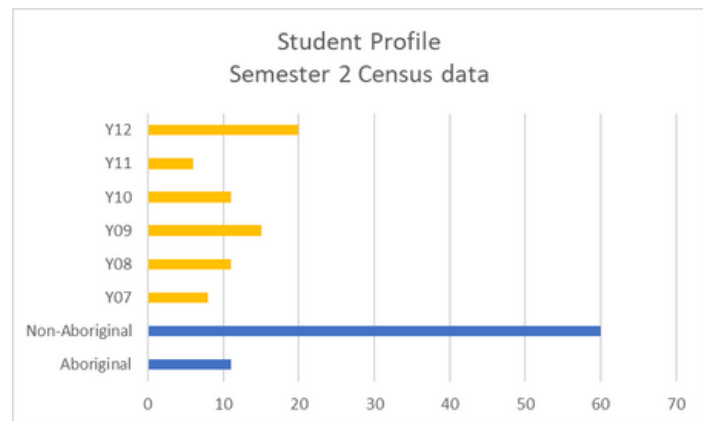
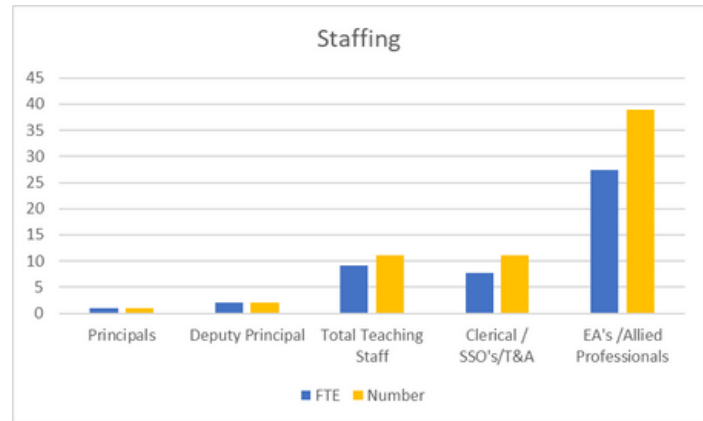
School Context 2023

The school context in 2023 continued to follow a similar model as it has in the past, although with a slight downturn in upper secondary enrolments. There was an increase in lower secondary enrolments, a reversal of the previous years' pattern

We invest in staffing to ensure that we meet the requirements to run our individualised, student-centred programs. In 2023 we recruited and employed education assistants to renew the pool of talent within the school as well as prepare for staff turnover in 2024. Towards the end of the year we ran a recruitment process for teachers with good success in appointments.

We also recruited Trainer and Assessors to support delivering our Community Work centres.

One of our teachers has stepped up into a deputy role as our substantive deputy was supporting in another school. The substantive deputy has since resigned her position at the end of the year and we will run a recruitment process in 2024 to recruit a placement.



Business Plan Outcomes

Our Business Plan was established at the beginning of 2023 with voice from staff, community and students. We drew on feedback given via the Schools Survey and the Culture Survey. Our Business Plan is centred around The Public School Review Standard which outlines the expectations of school performance.

We grouped our goals around; Our People and Place, Excellence in Teacher and Student Achievement and Effective Leadership and Planning. Our focus has been to continue to build on the strengths we have including relationships and partnerships and build on the foundations already laid in teaching quality, achievement and progress.

With goals being set early in the new year, we spent the year working towards achieving them, with the implementation and impact being established in 2024.

Goals already achieved are:

Learning Environment

- Embed PBS Tier 3 practices to support students most at risk

Student Achievement and Progress

- Routinely collect school-based data around student achievement using school specific tools that support the plan-teach-assess circular model.

Leadership

- Grow opportunities for a distributed leadership team that supports the key areas of priority in the school, including PBS, High Quality Learning and our Upper School Programs.

Most other goals are in progress and will be routinely reviewed as we work through 2024. The impact on our school community will be assessed through the School Culture Survey.

Purpose

Our PURPOSE is to grow and enrich the educational, social and vocational potential of students by providing a caring and supportive specialised learning environment.

High Quality Learning

In 2023, the HQL committee expanded by three additional staff members from upper school to ensure a balanced learning approach throughout the school, particularly focusing on preparing for Workplace Learning programs in upper school.

We were invited to take part in the inaugural Leading Cultures of Teaching Excellence program through the Leadership Institute. Through expressions of interest our school's submission was selected to be one of the 40 schools selected from 200 applications.

Leading Cultures of Teaching Excellence is a professional learning program to support leaders to lead high performance and development culture in their school that strengthens teaching excellence.

As a participant in this program we were challenged to think deeply about our understanding of cultures of teaching excellence, how culture manifests in our school context, the clear distinction between leading change and leading improvement, and what this means for our leadership.

The program provided us with an understanding of:

- the critical elements of a high performance and development culture
- how to design and lead a culture of teaching excellence in our school
- how to measure our school's culture
- how to plan to improve and enhance our school's culture
- how to lead school improvements to maximise the impact of quality teaching on student progress and achievement.

From these discussions we have worked with the teaching team to define what it means to be a teacher in our school and what we hold as important for our classrooms, work that will continue into 2024.

The High-Quality Learning team also worked with data collected from teacher and standardised assessments to identify gaps in learning and provide opportunities to increase engagement in the classroom. Teaching resources were regularly assessed and updated, with purchasing of Paul Swan resources to create individual classroom mathematics boxes as well as decodable readers to enhance phonics and reading skills. Feedback from classrooms was that the boxes supported teachers in engaging students in fun, relevant learning in math.

Assessment was continually revisited to determine what needed to be taught in the classroom, supporting teaching staff to deliver engaging lessons, we introduced a new standardised test format; PAT. The tests are Australian based, aimed at providing teachers with a range that the individual student is working at and areas of strength for potential growth. During our October school development day, staff teams were given an opportunity to look closely at the data to help set semester two learning and IEP goals.

The school's Protective Behaviours program received recognition and the runner-up RSE Secondary School award at the 2023 Growing and Developing Healthy Relationships Symposium, leading to increased opportunities for students to engage in Respectful Relationships and Consent Education.

Vision

Our VISION is to see young people with disabilities living a life of their choice, embraced and supported by the community around them.

Community Work Centres

In 2023 Newton Moore ESC celebrated one of its biggest ever graduating classes! Students participating in the Community Work Centre (CWC) program achieved 43 ASDAN certificates across a range of courses including My Future Choices, Independent Living and Out in the Community. A further nine students earned a nationally recognised Certificate I in Manufacturing (Pathways), Certificate I in Workplace Skills or Certificate I in Retail Skills. Four students achieved dual qualifications of varying discipline combinations.

Newton Moore ESC's retail store, ITEM, benefitted from increased foot traffic and improved annual sales figures following its move to 109a Victoria Street at the start of the school year.

Stocking bespoke gifts and homewares, this year's must-haves at ITEM included the best-selling worry pets; playing card holders and paper roses.

Students also enjoyed regular opportunities to engage with local businesses and community facilities including the City of Bunbury Libraries and the Bunbury Regional Art Gallery.

The CWC Workshop continues to manufacture exquisite jarrah cutting and grazing boards for ITEM.

After nearly ten years at 46 Strickland Street, Newton Moore ESC closed the door on its workshop near the Bunbury Homemaker Centre. In 2024, the CWC Workshop will be relocated to the old Harvey Agricultural College. Staff and students will drive-in and drive-out each day until an alternative location, closer to Bunbury, is found.

At CWC Work Crew teams work hard each week to maintain lawns and gardens at Dardanup Heritage Park, Childside School in Boyanup as well as Glen Huon Primary School and College Row School.

Finally, CWC Office helped organise Newton Moore ESC's most successful School Expo yet! More than 25 disability and community service providers exhibited, with 250 guests attending the annual event in the NMSHS Performing Arts Centre.

The purpose of the four CWCs is to provide students with opportunities to build skills and capabilities for the work environment while also working towards qualifications in the industry.



Vision

Our VISION is to see young people with disabilities living a life of their choice, embraced and supported by the community around them.

Workplace Learning

Work Experience at Newton Moore Education Support Centre is embedded in our Upper School Curriculum. This program assists students to develop employability skills. Placements enable students to gain an understanding of different work environments, career options and pathways to work and/ or volunteer.

Students attend one day per week, for one semester before attending a second host employer for the following semester, each student has a Supervising WPL Education Assistant attend the placement to support them.

The following local businesses enabled the program to be successful, offering our students placements each week. This support is very much appreciated by our Centre.

Activ, Big W, City Auto Gas, Bunnings Australind, BVA Metal Fabrications, Coles Centrepoint and Parks Centre, College Row School, Good Sammies, GT Fabrication, Jackson Drawing Supplies, Nola Marino, Piacentini & Son, Proudly Productive, Rebel Sport, Salvos Store Treendale, Southwest Pets, Australind Spud Shed, Vinnies Depot Store, Vinnies Treendale store and Thommos Community Gardens.

Work experience hours completed in 2023 by NMESC students totalled 2882.

Two students gained positions in supported employment at the end of the year.

Year 10 students accessed ASDAN Work Readiness in 2023. This program, run weekly by our Work Readiness Trainer and Assessor, supported our students to learn work readiness skills and helped them to decide what types of employment they would like to try in 2024.



Purpose

Our PURPOSE is to grow and enrich the educational, social and vocational potential of students by providing a caring and supportive specialised learning environment.

Schoolwide Positive Behaviour Support

Throughout 2023, Newton Moore ESC students continued to learn, practice, and exemplify our PBS expectations of respect, responsibility, and safety.

Students saw amazing success in achieving PBS rewards with a total of 121,896 PBS points being awarded to students as 'free and frequent' recognition for positive behaviours.

'Shining Knights' rewarded students with high attendance and low instances of 'unexpected' behaviours. For 2023 students achieving Shining Knights status each term were:

Term One	Term Two	Term Three	Term Four
27	25	21	25

PBS Fun Days continued to be a hit, with students enjoying an excursion to ten pin bowling, a day of 'Summer Fun' and laser tag. Our end of year fun day saw Bush Ranger Cadets and PBS collaborating on a whole school excursion to Perth Zoo.



The PBS Tier Two team provided targeted supports for behaviour and engagement, attendance, and pastoral care for approximately 10% of Newton Moore ESC students. These supports include data analysis, 1:1 mentoring and small group social skills. The Tier Three team provided intensive support for three students throughout 2023. Supports include modified timetables, access to external agencies, and regular case conferences.

Heading into 2024, the PBS teams look forward to more amazing fun days, a redesign of our PBS logos and aim to provide more information around our PBS program to families and the community.

Intensive
Targeted
Universal

Tier Two/Tier Three Teacher: _____


Year level and age: _____
Review Date: _____

Student Name: _____

Modified Timetable	Risk Assessment	<u>SSEN:B</u>
Modified Environment	CAMHS	SSEN:D
Psychologist	Waratah	SIDE
Risk Management Plan	Emergency Services	

CICO	Independent Program	Regulation Support Plan	iLab
Small group Social Skills	Check and Connect	Case Conferencing	Home Visits
Mentoring	Behavioural Data Analysis	Attendance Plan	Positive Handling Plan
Modified Timetable	Modified Environment	Breaktime Supervision	Self-Monitoring

PBIS Points System	Aussie Optimism	Protective Behaviours
Regulation Strategies	5 is Against the Law	Social Stories
Team Teach 95%	Zones of Regulation	Classroom Visuals
CMS Strategies	IEP	Break time Activities



PBS

POSITIVE
BEHAVIOUR
SUPPORT

Other Supports or Interventions:

Key:

Classroom

SWB

None

Purpose

Our PURPOSE is to grow and enrich the educational, social and vocational potential of students by providing a caring and supportive specialised learning environment.

School's Culture Survey

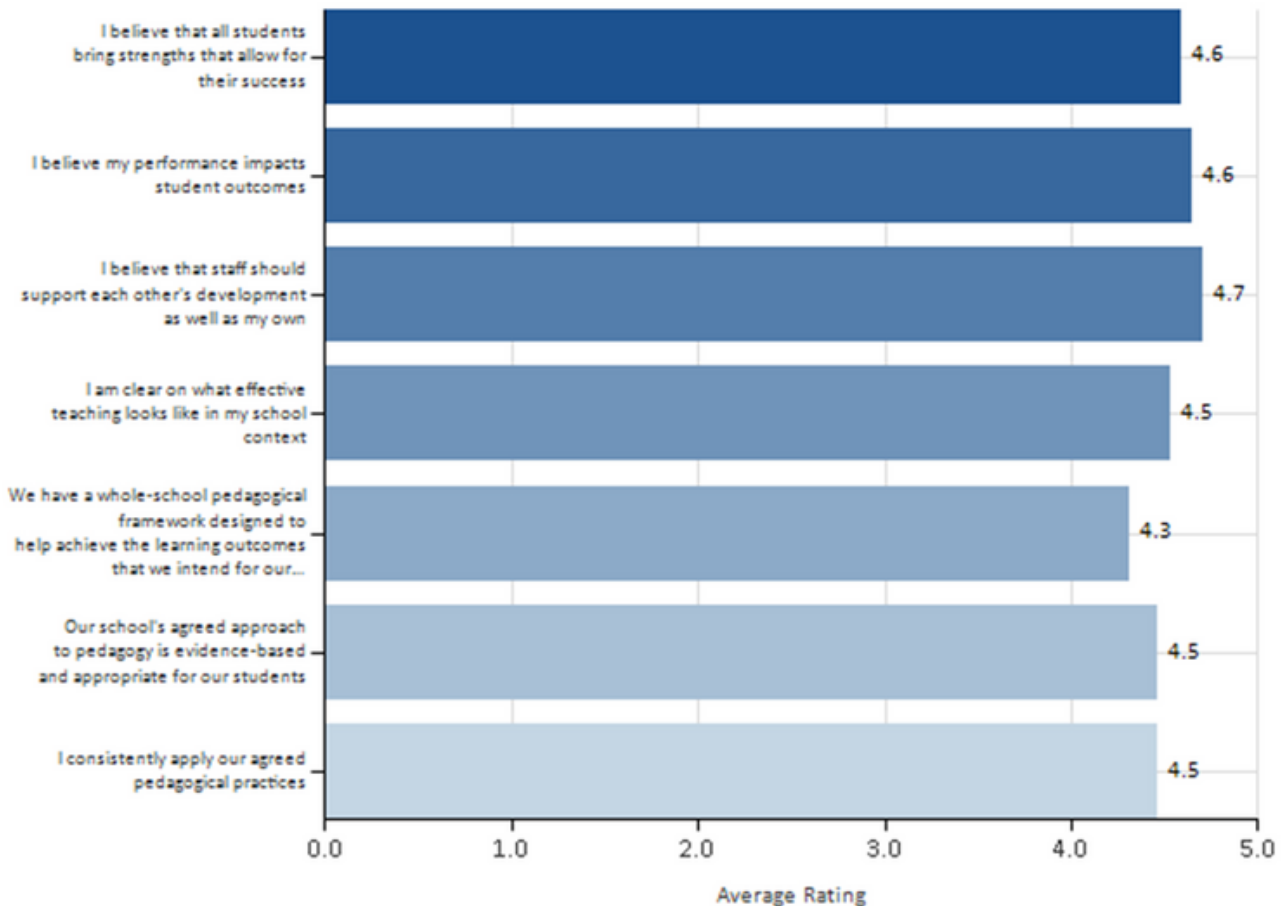
As part of our reflection schedule and seeking feedback from our community, in 2023 we undertook a survey of students, families and staff. The School Culture Survey information was useful in identifying our strengths as well as areas we should prioritise.

It also allows us to look at how our school is performing against the standards from different perspective in relation to Relationships and Partnerships, Leadership, Teaching Quality, Student Achievement, Learning Environment and Resources.

From parents, we were able to identify that they are looking for more ways to engage in their child's learning journey and to be a voice in school future planning. The opportunity for parents to come into the school last year was increased and continues to be something we offer. We are seeing increased participation in whole school open events such as our expo and in parent / teacher IEP meetings.

Staff identified that the Cultural Framework and supporting Aboriginal students and culture was an area for growth, which we are seeking to improve and grow with our community in 2024.

One piece of information gathered from the survey is that staff have a strong commitment to learning in our school and work together to ensure that students are given the best possibilities for growth. Staff are aware that they are the integral piece in the learning journey of our young people and support each other to grow.



Priority

Our PRIORITY is to equip students with the skills they need to meet the challenges (and succeed) in our fast paced world.

IEP Goal Achievement

Each semester, students at Newton Moore ESC receive an Individual Education Plan. Each IEP is written by the student's classroom teacher, with input from parents, and sometimes therapists, to ensure students receive the appropriate adjustments and strategies to achieve positive educational outcomes.

IEP goals at Newton Moore ESC centre around personal and social capabilities, developing independence, attendance, and engagement. They are a terrific way to capture and celebrate the individual progress of each student in their educational goals, particularly where these are not able to be measured by other reporting and assessment tools.

IEP goals that are not yet achieved are evaluated, refined where necessary, and will usually continue with the student into the following semester.

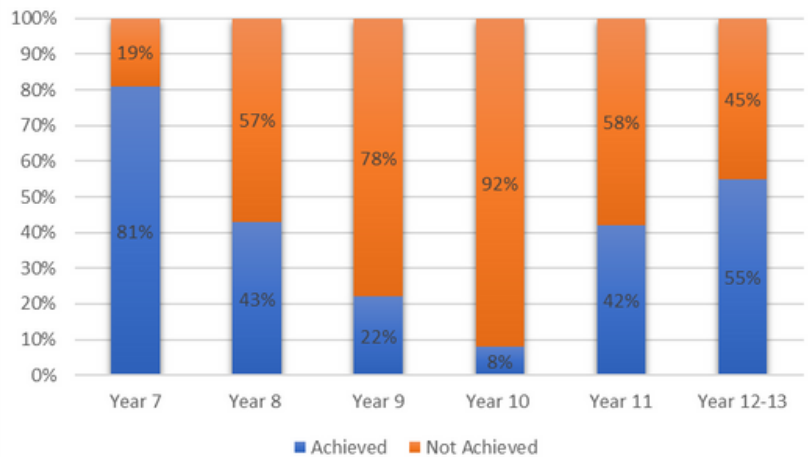
For Semester One 2023, 59% of all students were deemed to have achieved 'excellent' or 'good' effort with 40% of IEP goals reported as achieved.

For Semester Two, 51% of students gave 'excellent' or 'good' effort, with 44% of all goals being achieved by the end of semester.

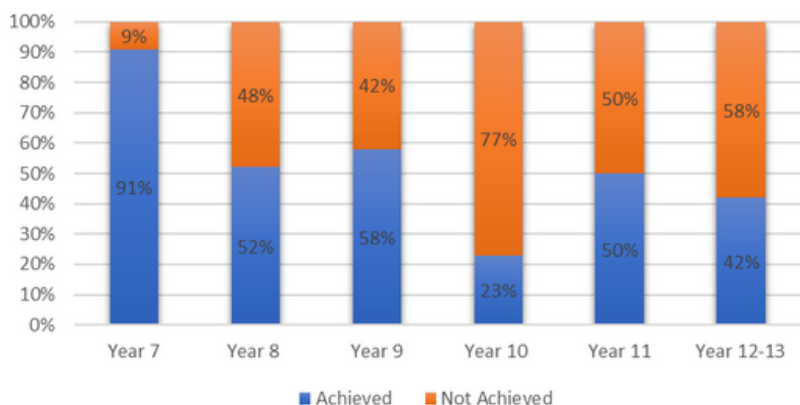
Our year seven cohort had an amazing start to high school, achieving 81% of their goals in Semester One and 91% in Semester Two.



Semester One Achievement By Year Group



Semester Two Achievement By Year Group



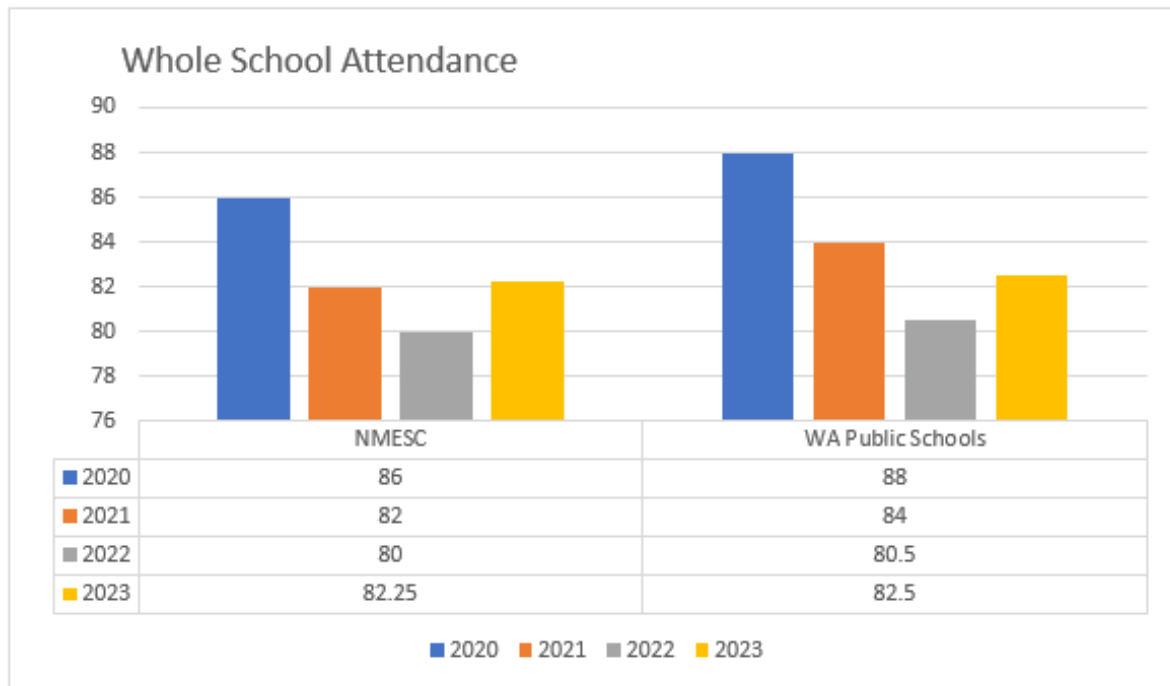
Priority

Our PRIORITY is to equip students with the skills they need to meet the challenges (and succeed in) in our fast paced world.

Attendance

In 2022 attendance was one of the priorities for The Department of Education. The focus being on restoring attendance to pre-COVID levels of 88%.

Although we are yet to achieve pre-COVID levels of attendance, we have seen an improvement in the whole school attendance. At the beginning of 2023 the Student Well Being team looked at ways to build the profile of increased attendance across the school. Many strategies were implemented, these included introducing a weekly award at assembly, which was randomly drawn, to acknowledge one student who had attended 100% in the week prior. Another strategy that was implemented was a 'Diamond Knight' award, for students who had maintained an attendance level of 90% or above for the year. These students were able to attend a very special excursion at the end of the year to a local cafe' and have lunch purchased for them.



When analysing the data from the previous 3 years, and reflecting on what we wrote in the 2022 annual review...

“The student wellbeing team have implemented a whole school strategy, which is currently having the desired effects on student attendance. We are hopeful that our data will now start to trend upwards”

...we can see that these strategies are having the desired impact on attendance. We are finally seeing an upward trend of attendance and expect this to continue in 2024.

Priority

Our PRIORITY is to equip students with the skills they need to meet the challenges (and succeed in) in our fast paced world.

Social and Emotional Growth

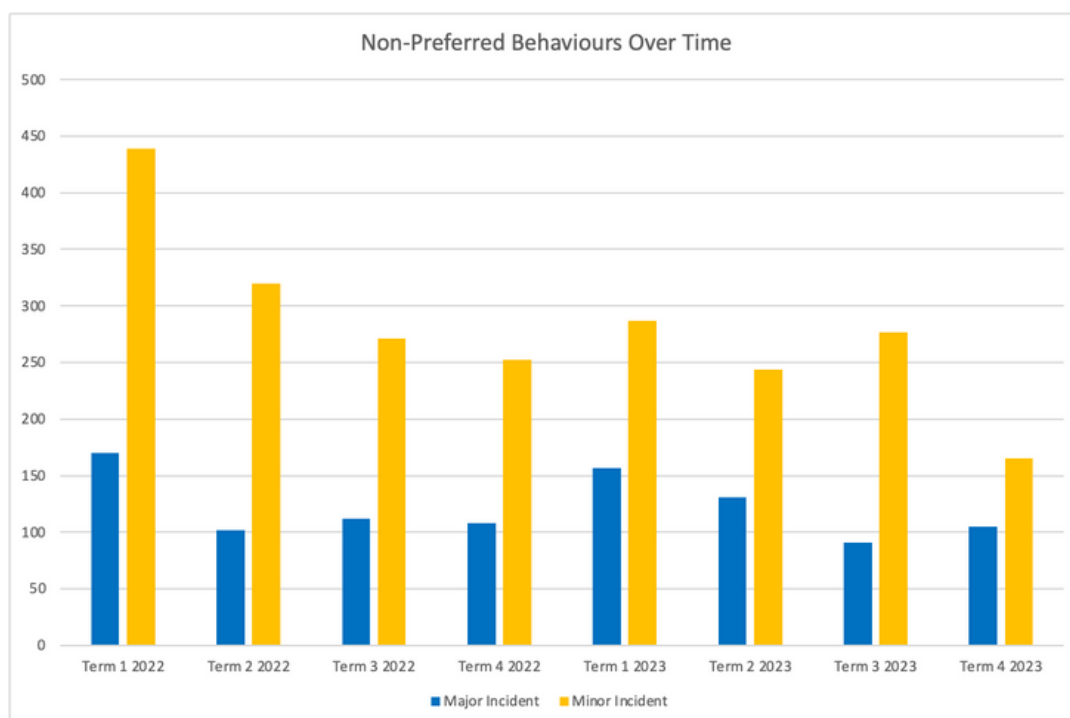
Social and emotional growth of our students was once again a priority in 2023. Teaching and classroom staff were supported by the Student Wellbeing team to make sure students were being supported through life's challenges.

The team which includes the Deputy, four Student Services Officers and the School Chaplain have worked incredibly hard offering the students a safe place to be able to talk, rest and regulate when needed. This has allowed our students to return to the classroom ready to learn.

Many of our students find social interaction challenging during break times and this can become a source of anxiety. To support students during this time, the SSO's have daily 'clubs' running. These include, Uno club, Lego club, Finska club and Wii club. The groups are supported by a Student Support Officer, have helped the students make and maintain meaningful friendships with their peers. The implementation of these clubs have also seen a reduction in breaktime escalations.

Mentoring sessions in 2023 were once again in high demand, with over 20 students accessing the program. The SWB team liaise with the classroom teacher and parents to facilitate consistency for the students. One of the tools used is a mentoring plan, where goals are identified and then worked towards. Weekly notes are sent to the classroom teacher to keep them informed on the students progress. Students also have a scrapbook that they work in, which are then able to be taken home and share with their parents / carers at the end of the year.

The students have been very proud to share their learning with their families and also the progress they have made.

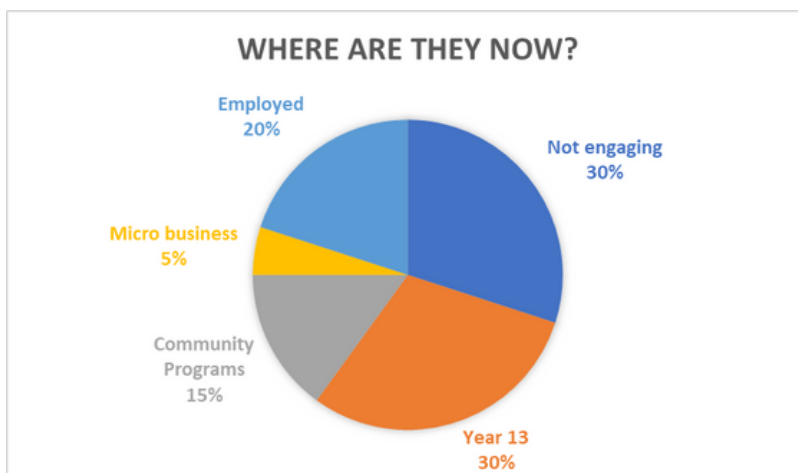


Success

Our SUCCESS is to ensure our students are empowered to live the life of their choice.

NMESC Alumni

This year we have made contact with our past students to establish what their post school activities are. By knowing this, we are able to identify how our school program can compliment and prepare students for when they graduate. We have an increased involvement in community programs for this cohort, as well as students who return for a thirteenth year of schooling to embed their learning and continue setting themselves up for success.



Bush Ranger Cadets

During 2023, our Bush Ranger Cadets programme included students from Years 7 to 12 with students engaging in a variety of activities throughout the year with a focus on conservation and sustainability.

To begin the year, students participated in team building activities including tent building and marshmallow towers. Students engaged in activities to learn about flora and fauna of the Southwest of Western Australia by participating in a wildlife survey and conducting scavenger hunts. Many of our activities had a focus on environmental awareness including World Bee Day, Plastic Free July and World Environment Day.

The highlights of the year were our incursions and excursions. We were privileged to have Discover Deadly, Critters Up Close and Birds of Prey visit our school and provide engaging experiences with native wildlife for our students to enjoy. The grand finale for our Bush Ranger Cadets programme in 2023 were our visits to the Dolphin Discovery Centre and Perth Zoo.



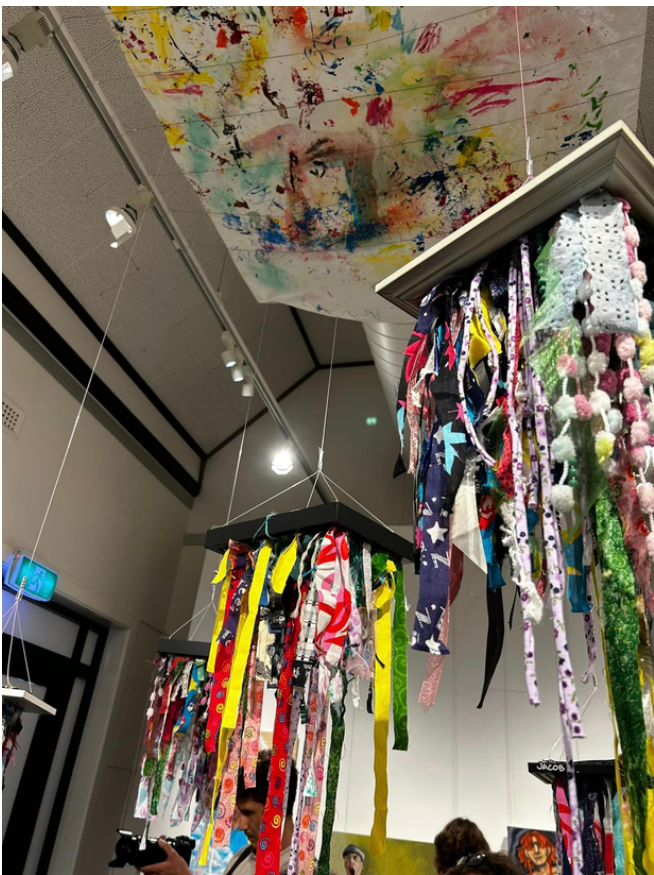
Success

Our SUCCESS is to ensure our students are empowered to live the life of their choice.

Iluka Visions

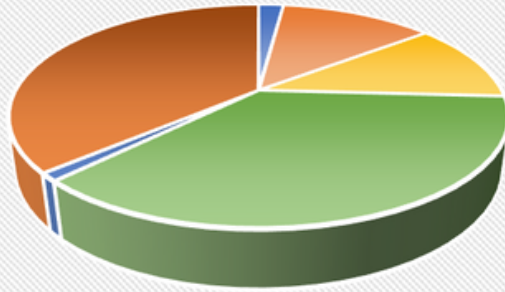
For a fourth year the school has entered artwork into the Iluka Visions art competition. Aimed to showcase the depth of talent and creativity in the visual arts across schools of the South West, entries come from schools across the region.

Our entry was a beautiful rainbow created by using recyclable rubbish and glue into 15x15cm squares of the one colour. We also had five individual weaving pieces that were displayed together in an art installation. Both creations are beautiful, perfectly imperfect and completely interesting.



Finance

Locally Raised Funds



- Voluntary Contributions
- Charges and Fees
- Fees from facility hire
- Fundraising/ Donations / Sponsorships
- Commonwealth Govt Revenues
- Other state Govt/Local Govt Revenues

Student Centred Funding



- Per Student
- School and Student Characteristics
- Disability adjustments
- Targeted Initiatives
- Operation Response Allocation

INCOME - Dec 2023 (Verified Dec Cash)

	Current Budget (\$)	Actual YTD (\$)
Carry Forward (Cash)	110,349	110,349
Carry Forward (Salary)	447,677	447,677

STUDENT-CENTRED FUNDING

Per Student	691,949	691,949
School and Student Characteristics	3,477,959	3,477,959
Disability Adjustments	184,753	184,753
Targeted Initiatives	123,862	123,862
Operational Response Allocation	351	351
Total Funds:	4,478,874	4,478,874

TRANSFERS AND ADJUSTMENTS

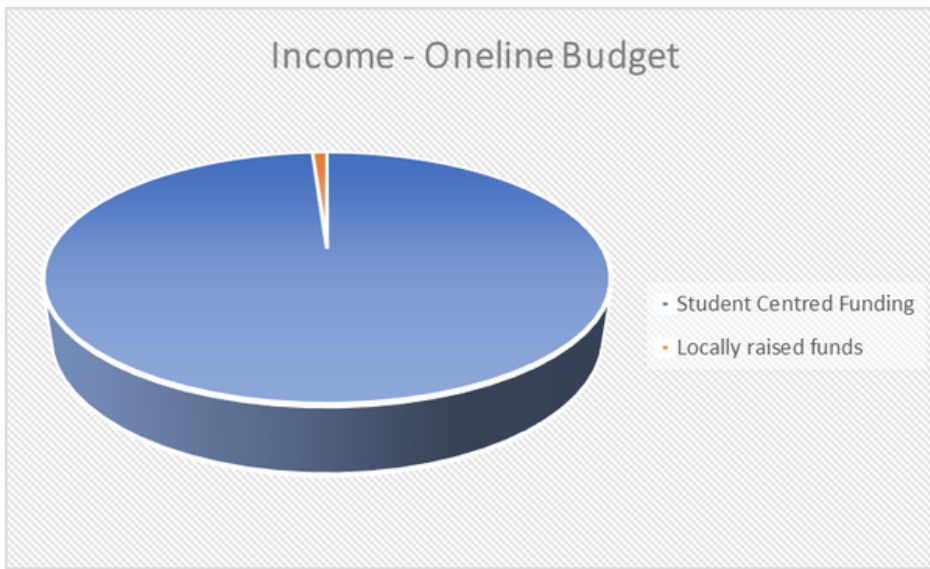
Regional Allocation	15,000	15,000
Transition Adjustment	0	0
School Transfers – Salary	(221,054)	(221,054)
School Transfers - Cash	144,788	144,788
Department Adjustments	0	0
Total Funds:	(61,266)	(61,266)

LOCALLY RAISED FUNDS (REVENUE)

Voluntary Contributions	3,866	1,925
Charges and Fees	5,433	11,817
Fees from Facilities Hire	0	0
Fundraising/Donations/Sponsorships	3,671	11,007
Commonwealth Govt Revenues	0	0
Other State Govt/Local Govt Revenues	15,243	34,858
Revenue from CO, Regional Office and Other scho	944	1,084
Other Revenues	17,704	34,975
Transfer from Reserve or DGR	0	0
Residential Accommodation	0	0
Farm Revenue (Ag and Farm Schools only)	0	0
Camp School Fees (Camp Schools only)	0	0
Total Funds:	46,861	95,666

TOTAL	5,022,495	5,071,300
--------------	------------------	------------------

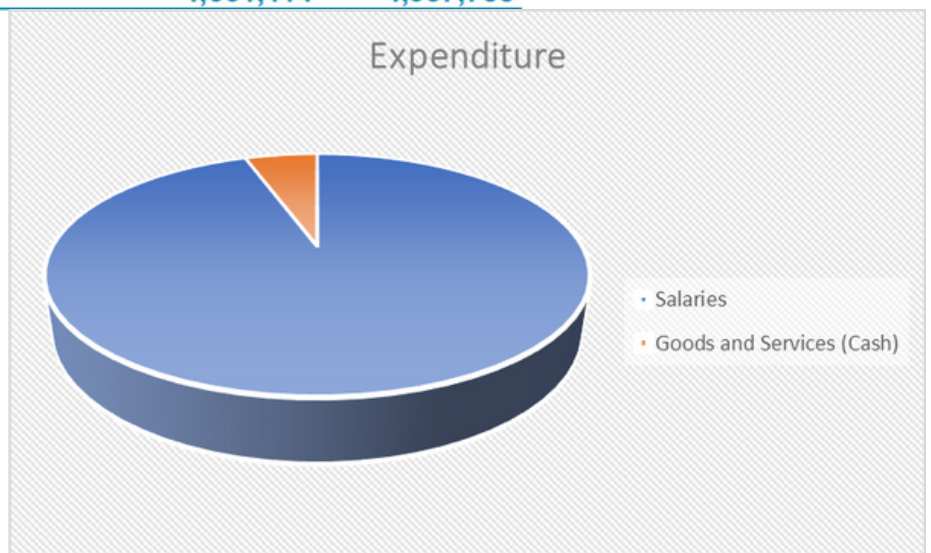
Income - Oneline Budget



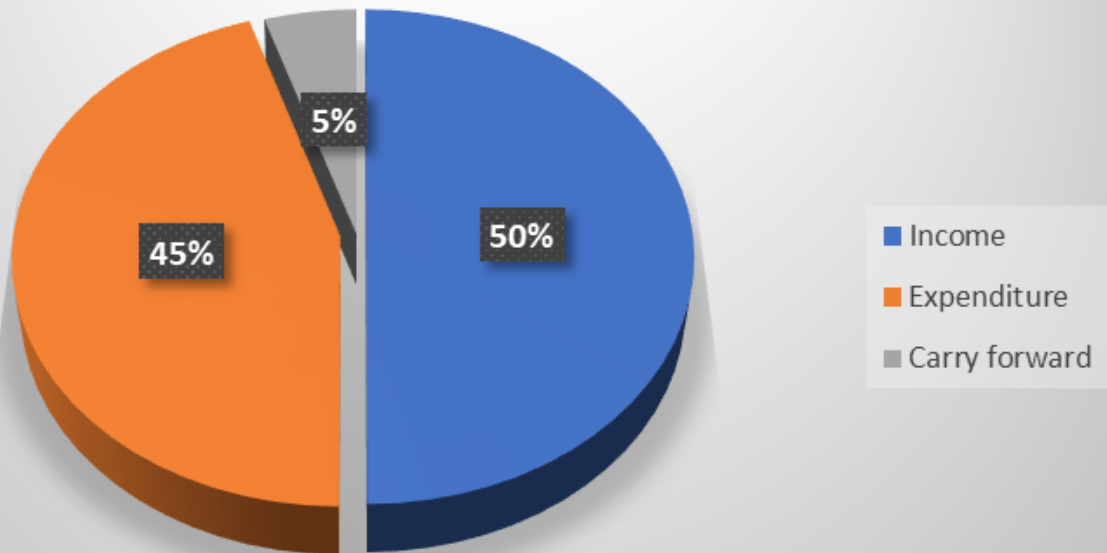
EXPENDITURE - Dec 2023 (Verified Dec Cash)

	Current Budget (\$)	Actual YTD (\$)
SALARIES		
Appointed Staff	3,957,391	3,957,391
New Appointments	0	0
Casual Payments	362,005	362,005
Other Salary Expenditure	1,929	1,929
Total Funds:	4,321,325	4,321,325
GOODS AND SERVICES (CASH EXPENDITURE)		
Administration	19,858	14,559
Lease Payments	22,785	18,561
Utilities, Facilities and Maintenance	41,225	23,309
Buildings, Property and Equipment	51,174	38,076
Curriculum and Student Services	169,480	136,942
Professional Development	20,100	5,886
Transfer to Reserve	0	0
Other Expenditure	4,273	8,995
Payment to CO, Regional Office and Other schools	11,194	135
Residential Operations	0	0
Residential Boarding Fees to CO (Ag Colleges only)	0	0
Farm Operations (Ag and Farm Schools only)	0	0
Farm Revenue to CO (Ag and Farm Schools only)	0	0
Camp School Fees to CO (Camp Schools only)	0	0
Total Funds:	340,089	246,463
TOTAL	4,661,414	4,567,788

Expenditure



Summary



ONE LINE BUDGET - Dec 2023 (Verified Dec Cash)

	Current Budget (\$)	Actual YTD (\$)
Carry Forward (Cash):	110,349	110,349
Carry Forward (Salary):	447,677	447,677
INCOME		
Student-Centred Funding (including Transfers & Adjustments):	4,417,607	4,417,607
Locally Raised Funds:	46,861	95,666
Total Funds:	5,022,494	5,071,299
EXPENDITURE		
Salaries:	4,321,325	4,321,325
Goods and Services (Cash):	340,089	246,462
Total Expenditure:	4,661,413	4,567,786
VARIANCE:	361,081	503,513