



Perth Waldorf School

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Annual Report 2016

About the School

Perth Waldorf School (PWS) is set in natural bushland at Bibra Lake, a 20 minute drive from the centre of Perth. In 2016, PWS offered Playgroup, Kindergarten, Primary and High School classes approximately 2 to 18 years of age.

The primary aim of PWS is the provision of high quality education based on the insights of Rudolf Steiner.

1. Overview

2016 was a year of growth culminating in the completion of the high school science building and craft extension which opened to classes in term 4. In addition, planning began in earnest for several new building projects including a High School Woodwork building due for commissioning for Term 1 2018.

In meeting this growth, recruitment in the high school was active in the latter half of the year to secure staff for 2017. However staff changes during 2016 were modest with some structural changes in Administration area to support the growth and development of the school as well as a change in leadership with the departure of the School Administrator.

A new position of School Development Coordinator was created to support the Administrator in overseeing the non-educational aspects of the school including the school office, maintenance & grounds, human resources and legal requirements. Dale Collins was appointed to this position in early 2016.

Bruce Uchiyama Lee resigned from the school after 5 years as the School Administrator, departing at the end of term 4. The role has been filled by Jean-Michel David who commenced at the start of 2017. Jean-Michel David's career in education spans 30 years and is deeply connected to Steiner's anthroposophy. More recently he held positions at Melbourne Rudolf Steiner School and Little Yarra Steiner School in Victoria.

Other staff movements included 3 new positions, 5 appointments to existing positions and 5 corresponding departures and 1 other cessation. The details appear in Section 2: Staff Movements.

A current organisational chart is available on the school website.

Finally, the school's program and operations were endorsed without qualification in the non-government school registration review resulting in the school receiving 5 years registration (the maximum possible period) from the Department of Education Services.

2. Staff movements

Nicole Brooks commenced as the Class 1 Teacher.

Isla Jacquet resigned and was replaced by Val Ashman as the class 3 teacher.

Bruce Thurgood resigned and Patricia Crook is the teacher for Class 7A .

Cheryl Draper was replaced by Tina Kokott as Chemistry Teacher.

Claire Williamson commenced in a new position as High School Music Teacher.

Mick Guagliardo's position of Operations Coordinator was made redundant in light of structural administrative changes above.

Jessica Williamson resigned and was replaced by Ashley Baker as a junior administration assistant.

Maria Price was appointed in late 2016 as an Administration Officer.

3. School Characteristics 2016

School Facts 2016

School sector	Non-government
School type	Co-Educational
Year range	Pre-Kindergarten to 12
Total Enrolments	425
Location	Metropolitan

Students 2016

Total enrolments	425
Girls	225
Boys	200
Full-time equivalent enrolments	425
Indigenous students	2
Language background other than English	15%

School Staff 2016

Teaching Staff	44
Full-time equivalent teaching staff	29.4
Non-teaching staff	39
Full-time equivalent non-teaching staff	23.6

4. Teacher Standards & Qualifications

All teachers are registered with the Teachers Registration Board of Western Australia.

Qualifications	Staff Numbers
PhD	
Masters Degree	5
Honours	8
Bachelor Degree	40
Grad Diplomas	11
Diploma & Certificates	36
Steiner based Diploma & Certificates	17

There are a number of staff both teaching and non-teacher holding qualifications in Steiner Education and Anthroposophy.

5. Attendance Rates 2016

Class	% Average attendance in 2016
Class 1	89.02%
Class 2	91.05%
Class 3	93.58%
Class 4	93.82%
Class 5	92.80%
Class 6	94.78%
Class 7	95.84%
Class 8	93.50%
Class 9	93.23%
Class 10	87.60%
Whole School Average	92.52%

Management of attendance, including non-attendance is as per School's Attendance and Absences Policy and procedures found on the school website.

6. NAPLAN Results 2016

As part of the National Assessment Program – Literacy and Numeracy (NAPLAN), national tests are conducted in May each year for students in years 3, 5, 7 & 9. All eligible children at Perth Waldorf School sit the NAPLAN. Many parents chose to withdraw their children from sitting the test due to philosophical objections to the testing methods for their age group.

The school results where statistically significant can be found at <http://www.myschool.edu.au>

7. Feedback

Parent and community feedback is received through a variety of forms including parent nights, meetings with Faculty Coordinators and the School Administrator and through the school's Parents and Friends Association. There is also a "Class Carer" network which is supported by the school's Community Support Officers.

The School has a grievance and concern policy and procedures. The procedural flowchart and forms are available on the school website.

Staff feedback is received via faculty meetings, whole staff meetings, once-a-year Teacher employment intention forms, resource requests, meetings with the Faculty Coordinators and the School Administrator. The school remains small enough that issues of concern become clear relatively quickly and can be dealt with in a timely manner.

A formal satisfaction survey was conducted in June 2016 of parents and staff.

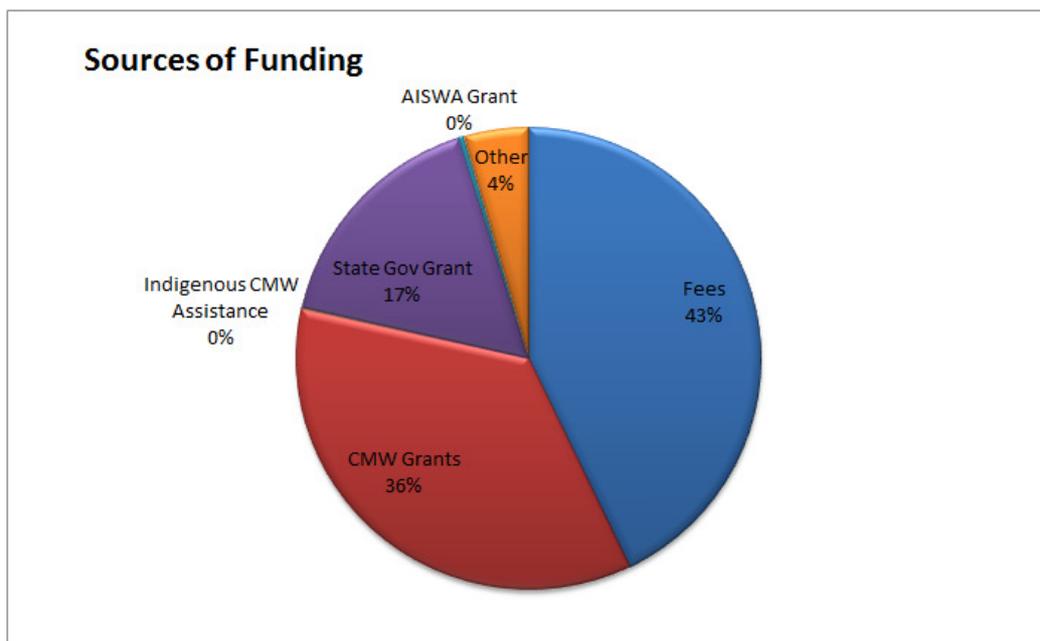
There was a 33% family uptake of the survey which is statistically significant and most likely a result of advertising on the school's Facebook and the user friendly survey tool. A snapshot of survey results to date:

- Responses: Early Childhood: 11%, Primary 49% and High School 40%
- 6 of 7 questions rated higher than 85% in the combined strongly agree/agree responses (favourable)
- Top 3 questions relate to students enjoying being at school, being safe & supported and the school being an environment that helps children to learn.

For school staff there was a 35% response rate

- 4 from 6 questions rated above 75% in staff satisfaction.

8. Funding Sources 2016



9. Senior Secondary Outcomes & Post School Destinations 2016

Class 12 increased from 18 students in 2015 to 25 students in 2016. All students graduated and proceeded along the following pathways:

University via the Special Tertiary Admissions Test (STAT) – 17

Training in a Trade & TAFE – 2

Employment – 4

Overseas Travel or Gap Year - 2

Where possible, the school has tracked the post school destinations of graduates. Contextual information of where students go and what they are undertaking after leaving the school is presented at the school's annual High School Journey information evening and the 2016 cohort's destinations are summarised below.

Physiology - University of W.A

Physics / History – University of W.A

Nursing – Curtin University & University of Notre Dame

Health Sciences – Melbourne University

Bio Medicine – University of Notre Dame

Marine Biology – Murdoch University

Media – Curtin University

Fine Arts – Curtin University

Film – Edith Cowan University

Commerce - Curtin University & University of Notre Dame

Computer Science – Murdoch University

Cabinet Making - TAFE

Childcare – TAFE

Australian Army