



ESPERANCE SENIOR HIGH SCHOOL

*A strong community, creating
opportunities for personal excellence.*

ANNUAL REPORT 2023



Painting by Jennell Reynolds

Acknowledgement

**NGALEL TAUNN-GAK KARDITCH WUDJARI NYUNGAR BRIDYIAS
BOODJA NGALORL KUMBAAL YEY. NGALAK JINANG BOLONG
NGABIN BA BOODJA, WUDARN, BA WARL. DIT GULING
NGALEL NAAN KUTTITCH BOLONG DEMANS BA DEMAN YORKS
KOORA KOORA DWORDAK BA MOORDITJABINY.**

We respectfully acknowledge the traditional custodians of the land on which we stand, the Wudjari Nyungar people, and we recognise their continuing connection to land, sea and skies.

We pay our respects to elders past, present and emerging.



Principal's and Board Chair's Welcome

Esperance Senior High School is a leading Independent Public School in rural Western Australia on the south eastern coast, some 730 km from Perth. With its surrounding national parks, stunning beaches and pristine environment, Esperance is a sought after destination for residents and tourists alike. As a leading agricultural region, a port for the mining hinterland, and a supportive local business and services community, the town of Esperance offers many opportunities to the school to value add to the students' experiences and learning outcomes.

Esperance Senior High School is a Year 7 to 12 comprehensive senior high school with a population in Semester 2 2023 of 845 students, including 130 Aboriginal students. The school is a multi-faceted campus, comprising a partnership of the High School, Esperance Education Support Centre, Esperance Residential College and South Regional TAFE. This partnership extends the educational opportunities for students, particularly in the vocational education and training field in upper school. Support for Aboriginal students from Clontarf, Stars and Follow the Dream programs assist in closing the gap. An industry standard Trades Training Centre, a fully commercial 800-hectare school farm 35km out of town, an agricultural demonstration block on site and an inviting and visually appealing library, all contribute to making Esperance Senior High School a modern, vibrant and welcoming place to be.

In partnership with parents and members of the wider community, our school provides a seamless secondary school education and delivers a curriculum embedded in excellent teaching and learning. We take pride in delivering an excellent education in a caring, nurturing environment. We have a strong focus on numeracy and literacy, and our teachers are committed to helping all students to reach their full potential. We value children and their individuality. Our core values underpin all that we do. The school strives for children to be the best that they can be. The year 2023 provided Esperance Senior High School with an abundance of challenges for staff and students.

With the COVID pandemic over it was with great relief that the school could resume its normal program of activities including the reinstatement of the school ball and country week back onto the school calendar. The school mission is to educate every student through involvement of parents, staff and the community in a caring environment where academic excellence leads to responsible, productive citizens. The school stood solid in 2023 as a strong learning community, creating many opportunities for personal excellence. Teachers worked hard throughout the year to ensure that their instructional practices remained tight and continued to encourage students to share their academic success by learning to collaborate and problem solve.



Planning for a Positive Behaviour Support Strategy began this year which will see a different approach to teachers dealing with inappropriate behaviour where interventions are developed that focus on strengthening and expanding appropriate behaviours with a strong focus on teaching students how to behave appropriately and rewarding them when they do so. This initiative coupled with a more prescriptive approach to organising student pathways will better enable student success. This approach will provide a more tailored and effective learning experience, foster a positive learning environment, optimize teaching resources, and reduce frustration or boredom. It is a strategy that aims to meet the diverse needs of students and facilitate their academic growth and success. 2023 has been an exciting year of planning for improvement and will see opportunities for every student to be successfully engaged in school and achieve a WACE certificate in year twelve.

Community partnerships have continued to thrive in 2023 with strong School Board and Parent and Citizen group advocacy, particularly in the area of school facility upgrades and refurbishment. The relentless pursuit of excellence in all facets of school governance creates the pre-conditions for the provision of quality educational opportunities for the young people of Esperance continues to be the reason behind why Esperance Senior High School is able to deliver on its promise of being a strong community that creates opportunities for personal growth for all students.

IAN MASAREI
Principal

DEBRA SANGER
School Board Chair

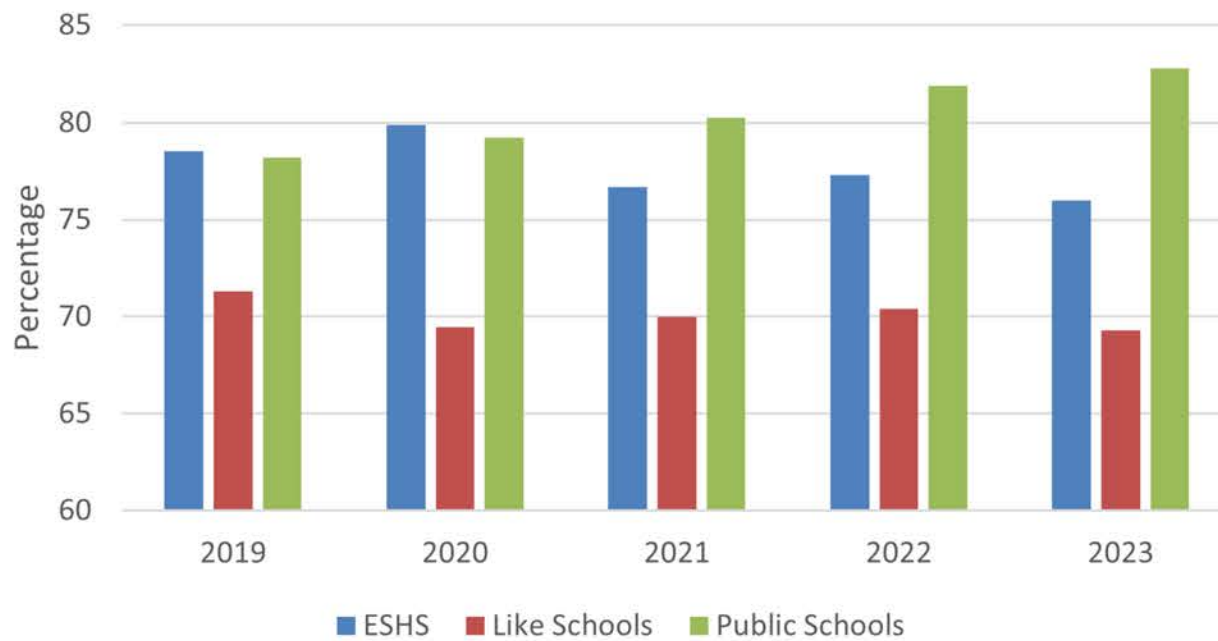
Successful Students

A culture of high standards and expectations supports all students to achieve their own personal excellence.

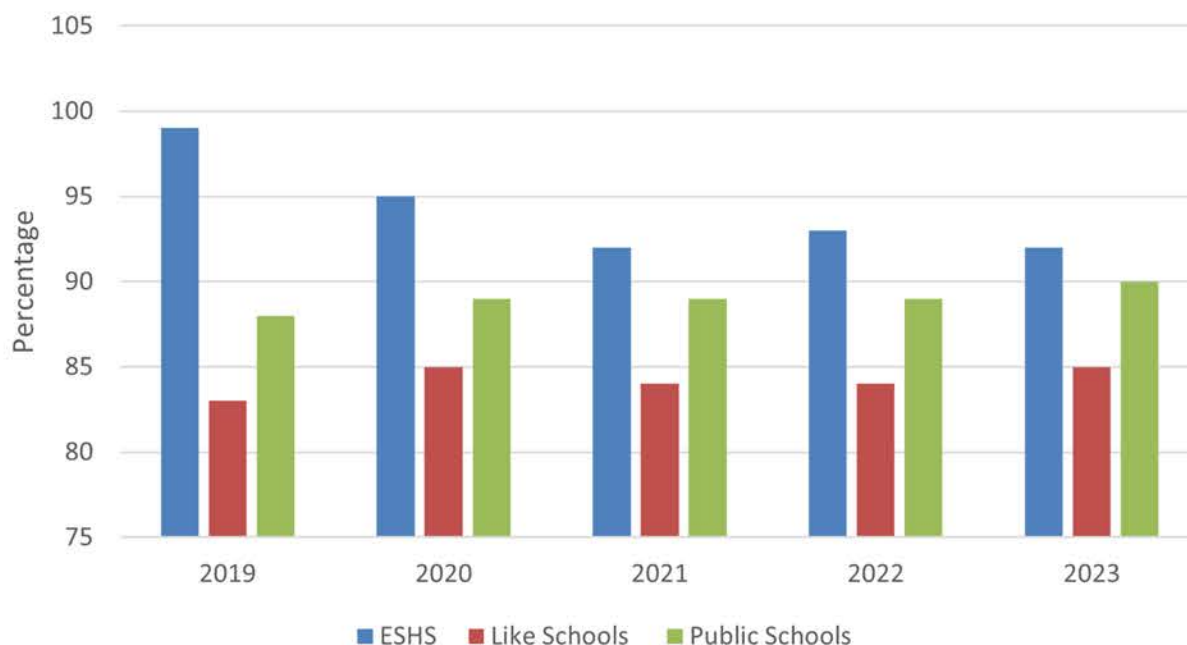
Year 12 results

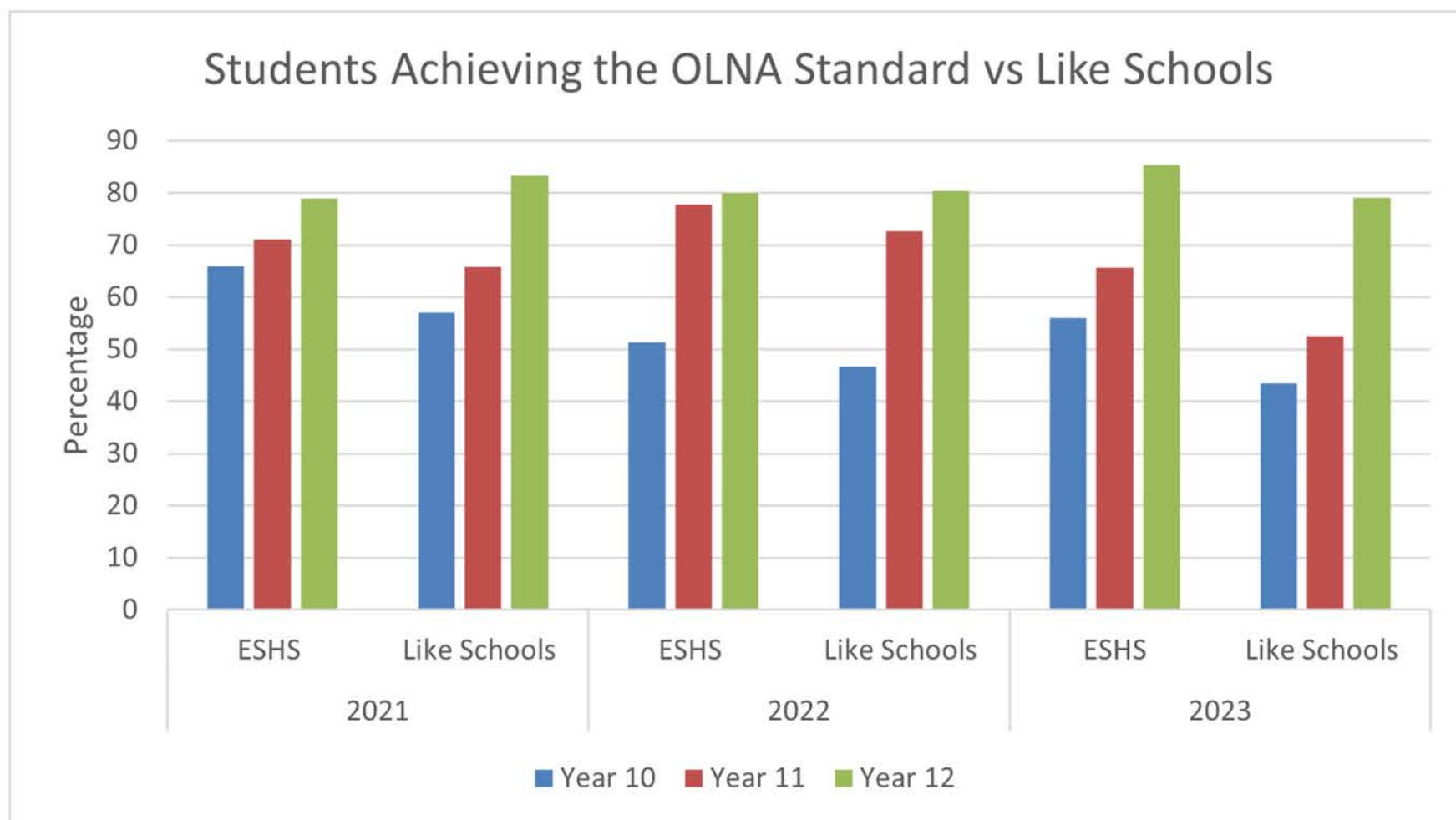
- Six Year 12 students completed the rigorous nomination process for the School Curriculum and Standards Authority 2023 VET Outstanding Achievement Awards.
- Four Year 12 students were shortlisted for School Curriculum and Standards Authority Awards for Outstanding Achievement in VET.
- Alex Menderson was awarded a Certificate of Excellence in Automotive, Engineering and Logistics
- Jade Campbell was awarded a Certificate of Excellence in Primary, Environmental and Animal Care Industries.
- Ruby Davies-Mele and Caleb Shipp were awarded Certificates of Distinction.
- Year 12 students received 15 School Curriculum and Standards Authority Awards.
- Five students achieved a Certificate IV, 14 students achieved a Certificate III and 29 students achieved a Certificate II.
- Nine Aboriginal students achieved their Western Australia Certificate of Education.
- The median ATAR score was 75.98 compared to like schools 69.3 and Public Schools' 82.8. Twenty-six per cent of ATAR students received an ATAR greater than 90.
- Forty seven per cent of ATAR students received an ATAR greater than 80.
- Esperance Senior High School recorded a Western Australian Certificate of Education achievement rate of 92 per cent. While marginally below our aspirational business plan target of 95 per cent, it was very pleasing when compared to Like Schools' 85 per cent and Public Schools' 90 per cent.

Median ATAR vs Like and Public Schools



WACE Achievement





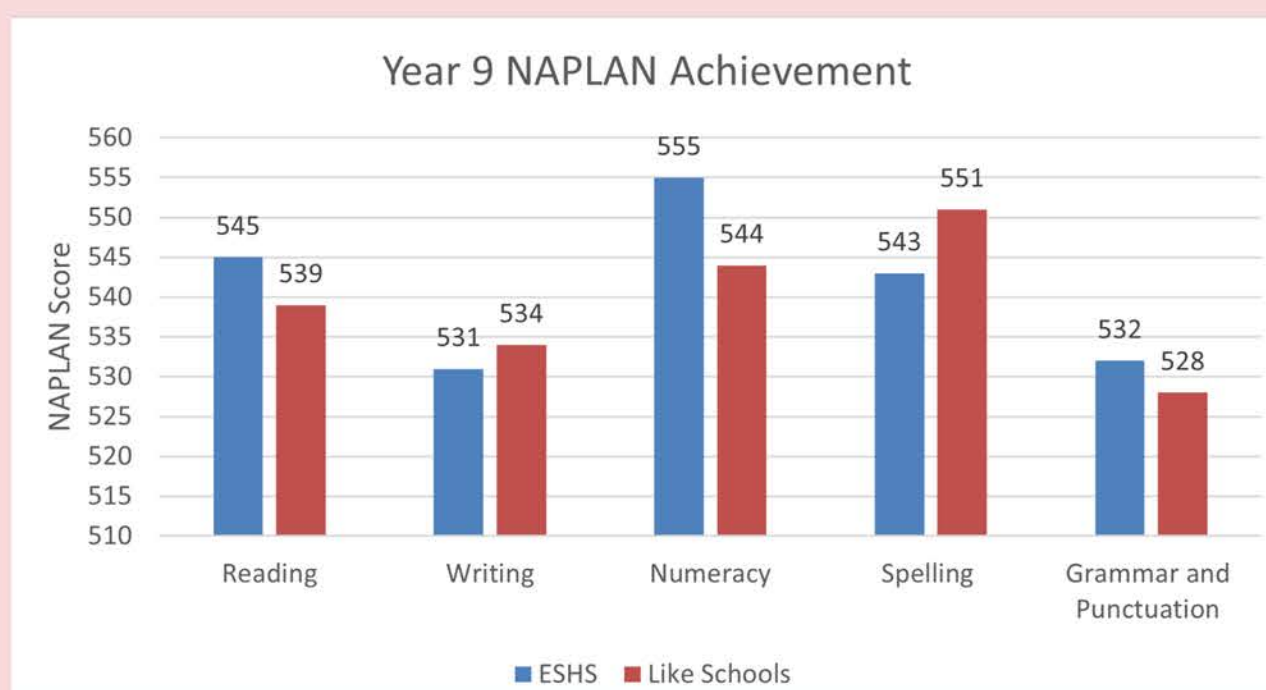
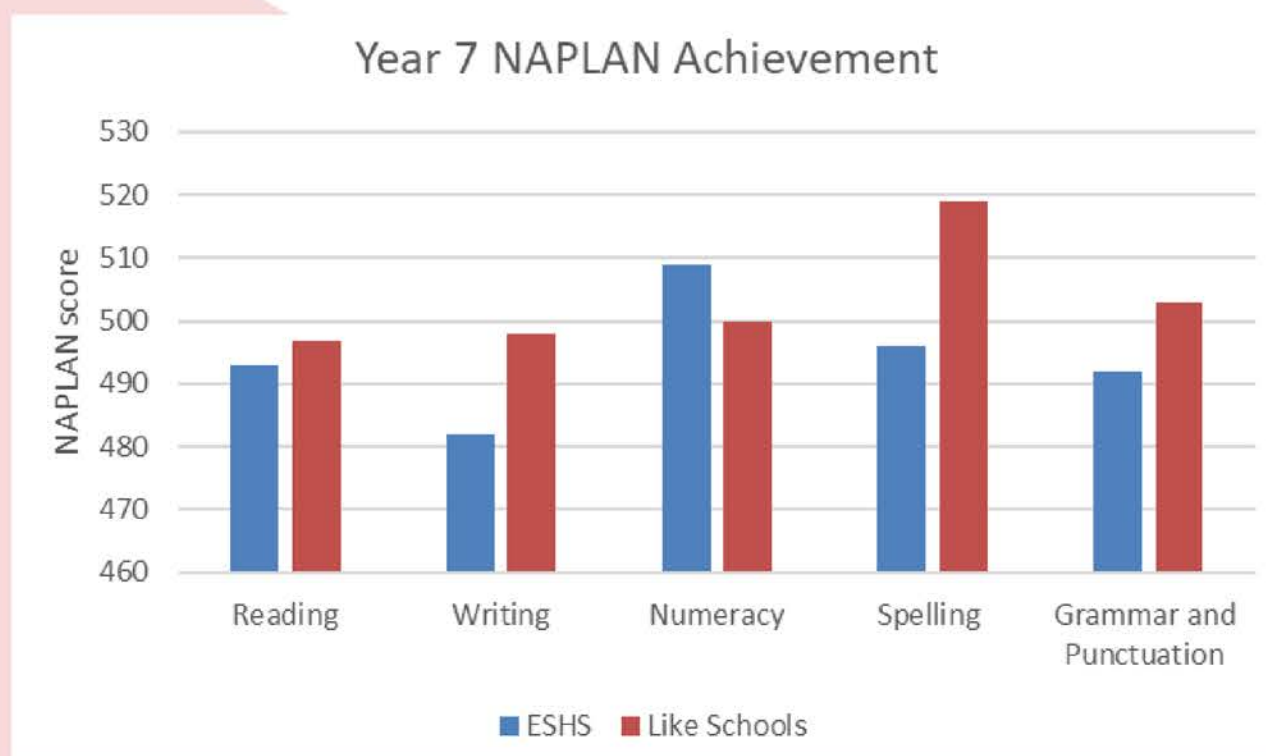
Online Literacy and Numeracy (OLNA) results

- Pleasingly the percentage of Esperance Senior High School students passing the OLNA assessment by the end of 2023 exceeded Like Schools in Years 10, 11 and 12, therefore meeting the relevant 2022 - 2024 Business Plan target.
- There was a significant improvement in the percentage of Aboriginal students achieving the OLNA standard by the end of Year 12. The Department's Schools Online data indicated that 63 per cent of students achieved the standard compared with only 40 per cent in 2022. While Aboriginal students' achievement continues to be below the Year 12 cohort achievement rate, it compares very well with Like Schools where 40 per cent of Year 12 students achieved the standard.
- The percentage of Year 11 students achieving each of the OLNA domains in 2023 was lower than previous years. This maybe reflective of the lower attendance rates associated with COVID-19. The progress of these students will be closely monitored throughout 2024.
- Writing continued to prove the most difficult domain for students to achieve and will therefore remain an area of focus during 2024.



NAPLAN RESULTS

- National changes to the timing and reporting of the 2023 NAPLAN has resulted in schools being unable to calculate student progress. As a result, many of the NAPLAN targets established in the 2022- 2024 Business Plan are no longer valid.
- OLNAs prequalification is determined by the following minimum scores rather than the achievement of Band 8 as was previously the case.
- Based on these minimum scores 45 per cent of students prequalified for the following OLNAs domains; numeracy 45 per cent, reading 39 per cent and writing 15 percent. While the prequalification rate was lower in 2023 than previous years, especially in relation to the literacy domains, it needs to be noted the NAPLAN assessment was conducted much earlier in 2023.
- Like School comparison of OLNAs pre-qualification is no longer available due to the changes in NAPLAN reporting.
- Year 9 NAPLAN achievement exceeded like schools in three of the five NAPLAN domains. Numeracy was 13 NAPLANs above Like Schools.
- Numeracy was the only domain in which Year 7 achievement exceeded Like Schools.
- The percentage of Year 9 Aboriginal students at ESHS who recorded strong or above numeracy proficiency, was 35.7 per cent, compared to Like Schools 23.3 per cent.
- The percentage of Year 9 Aboriginal students at ESHS who recorded strong or above reading proficiency, was 21.4 per cent, compared to Like Schools 27.5 per cent.
- The percentage of Year 9 Aboriginal students at ESHS who recorded strong or above writing proficiency, was 14.3 per cent, compared to Like Schools 21.9 per cent.





EXTRA-CURRICULAR ACHIEVEMENT

- The school continued its tradition of success at the prestigious Tournament of Minds. The school had two teams compete in two separate divisions. The Language Literature team just missed out on the State final and received a commendation. The Social Sciences team made it through to the State finals and received honours.
- Esperance Farm Training Centre students won several ribbons at Agricultural Shows throughout the State.
- The Esperance Senior High School surf team won the body board final and came runners up in the surfing final at the zone qualifying round of the School Surfing Championships.
- Country week returned in 2023 and the following teams won their divisions, boys hockey, netball and touch rugby.
- Keenan Rymer was selected in the Western Australian Clontarf State of Origin team.
- Aiden Finlay Mulligan was selected in the Western Australian Squash WA Junior State Team.
- Sixty-eight students participated in the Education Minister's Running Challenge. This State wide initiative, aimed at raising awareness of the importance of physical activity and its positive impact on health and wellbeing, saw Esperance Senior High School Students run or walk over 700 kilometres.

Community

Opportunity

Excellence

Excellence in Teaching and Leadership

High quality teaching and leadership are underpinned by a common understanding of effective teaching and learning practice and a culture of collaboration.

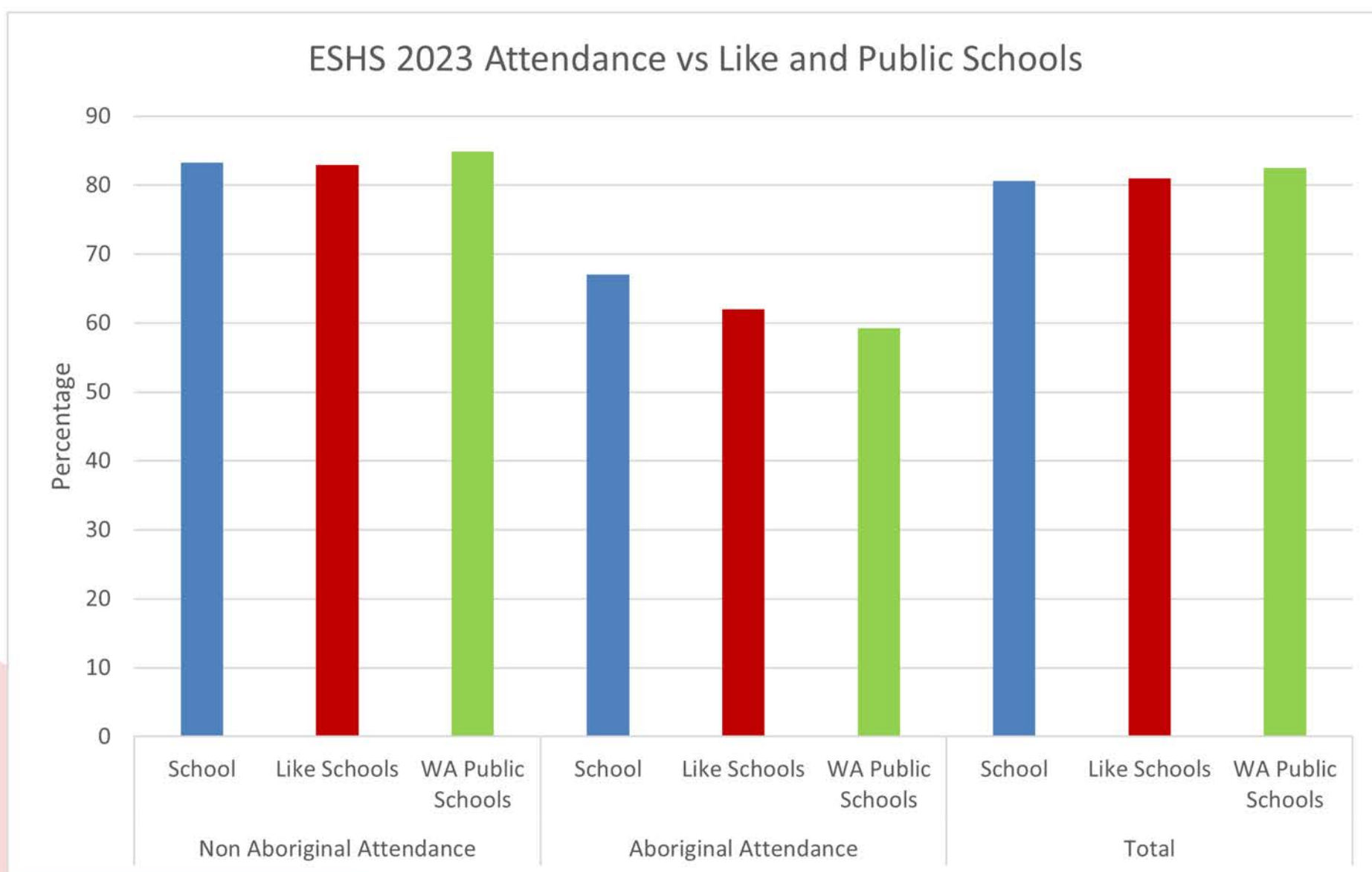
- The school's continued focus on teaching excellence saw the targeted implementation of the Esperance Senior High School Instructional Framework. This evidence based, collaboratively developed framework, establishes a shared understanding of what effective teaching looks like at the school.
- Staff engaged in professional learning unpacking the Department of Education's Teaching for Impact initiative. Teachers and support staff used the Teaching for Impact documentation to align the school's Instructional Framework with the Teaching for Impact statements, foregrounding what effective teachers believe, know, and do to have high impact on student outcomes.
- The implementation of the Instructional Framework was supported by a targeted whole school professional learning program throughout 2023. This included sessions on cognitive load theory, supporting students with Dyslexia, developing critical and creative thinking skills and explicit teaching.
- The strategies employed by the school to develop and implement the Instructional Framework are proving successful with the School Culture Survey reporting 85 per cent of staff agreeing or strongly agreeing to the question "We have a whole-school pedagogical framework designed to help promote student achievement, well-being and engagement".
- This high percentage is even more pleasing given the significant staff turnover since the initial development of the Framework and reflects the schools strong staff induction processes.
- Staff collaboratively used the Aboriginal Cultural Standards Framework to reflect on faculty and whole school progress towards becoming culturally responsive. Very high levels of staff turnover and a change in the methodology in conducting the self-reflection, prevented the school from meaningfully comparing the 2023 data with previous years. Pleasingly however, the teaching standard was identified as the area of greatest capability.
- The whole school literacy coordinator continued to support staff to explicitly teach literacy across the curriculum by leading evidence based professional learning at school development days and staff meetings.
- Members of the literacy and numeracy committee met each term to implement and review the whole school literacy and numeracy plan.
- The findings of the 2022 review into the school's literacy and numeracy support program were implemented in 2023. This included renaming the program Rise, doubling the number of sessions to four hours a week and increasing the focus on literacy through the implementation of the evidence based Direct Instruction Corrective Reading program.
- After significant consultation and planning throughout 2022 the school implemented a bring your own device program into Years 11 and 12.
- Staff participated in professional learning sessions targeted at supporting students to achieve OLNA writing success.
- During 2023, building work commenced on the STEM classrooms. This \$1.5 million dollar project, funded by the Western Australian Government, will provide the facilities to deliver best practice STEM teaching and learning. It is envisioned that the classrooms and associated facilities will be operational in early 2024.
- Throughout 2023 a review of the lower school timetable was conducted. The review recommendations, including more focused pathways and contemporisation of tasters and options, will be implemented in 2024.
- There are currently 17 Senior Teachers in the in the school. These are experienced teachers committed to high quality teaching and ongoing professional learning.
- The school continued to support the development of beginning teachers through the appointment of a graduate teacher mentor.
- Two Esperance Senior High School teachers successfully achieved their Level 3 Classroom Teacher accreditation. The school now has four Level 3 Classroom Teachers. These are exemplary teachers who play an important role in supporting high quality teaching and learning.
- Five teachers completed Classroom Management and Instructional Strategies training.
- Two teachers began Classroom Management Strategies conference accredited training. This will equip them to support teachers grow their professional practice.



Safe and Supportive Learning Environment

Through the provision of a breadth of opportunities, we aim to develop resilient and responsible young people who are prepared to take on challenges in pursuit of personal excellence.

- The number of suspensions at Esperance Senior High School was 8 per cent lower than the average number of suspensions at Like Schools.
- The school's total attendance rate in 2023 was 80.6 per cent. This result was marginally below the Like Schools' total attendance rate of 81.0 per cent and WA Public Schools 82.5 per cent. As a result, the school did not achieve the attendance target established in the 2022-2024 business plan.
- Unfortunately, the total attendance rate of Aboriginal students was 16.3 per cent below non – Aboriginal attendance rates which is a marginal improvement of 0.7 percent over 2022. However, the attendance rate of Aboriginal students at Esperance Senior High School is 5 per cent above Aboriginal student attendance at Like Schools and 7.8 per cent above Aboriginal student attendance at WA Public Schools.
- Concerningly, there has been a significant increase in the number of students in the severe at-risk attendance category. The percentage of students classified at severe at risk has jumped from 8.5 per cent in 2021 to 13.3 per cent in 2023. This is higher than both Like Schools at 12.5 per cent and WA Public Schools 11.0 per cent.
- The school continues to work to restore attendance levels to pre COVID – 19 levels using a multifaceted promotion, prevention, and response approach.



- During 2023 extensive work was undertaken by the Positive Behaviour Support (PBS) Committee to develop the schools' Positive Behaviour Framework. Throughout 2023 the PBS Committee led school staff, students and parents through a collective and collaborative approach to improving student learning, behaviour and wellbeing. As a result, the school community has developed a PBS behaviour matrix based around the values of safety, persistence, achievement, respect, and kindness.
- The Career Practitioner role continued to evolve throughout 2023. This has resulted in several new career education and development activities being afforded to students, ensuring they are exposed to current and future work requirements, as well as being supported to plan their pathway once they finish school.
- The school's breakfast program continued to support students throughout 2023.
- Year 7 and 8 students attended sessions presented by Kaylene Kerr from eSafeKids. Students learnt about online dangers and how to keep themselves safe.
- Forty-nine Year 10 student attended the University Aspirants' Camp.
- The school continued to raise awareness of the importance of well-being through initiatives such as, Do it For Dolly Day and RU OK? Day.



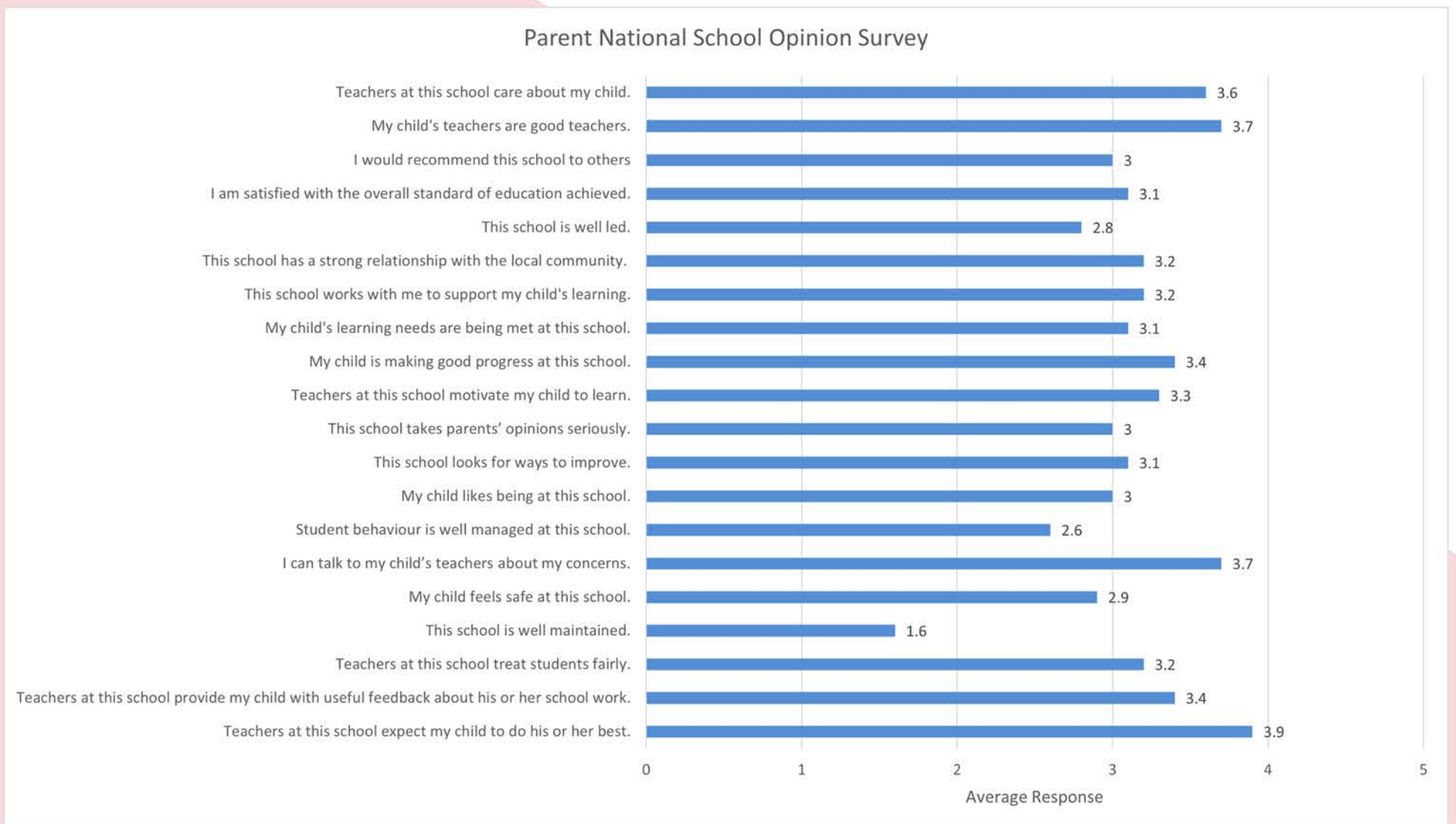
Community Engagement and Educational Partnerships

Extending relationships into the school and local community to enhance learning opportunities at the school.

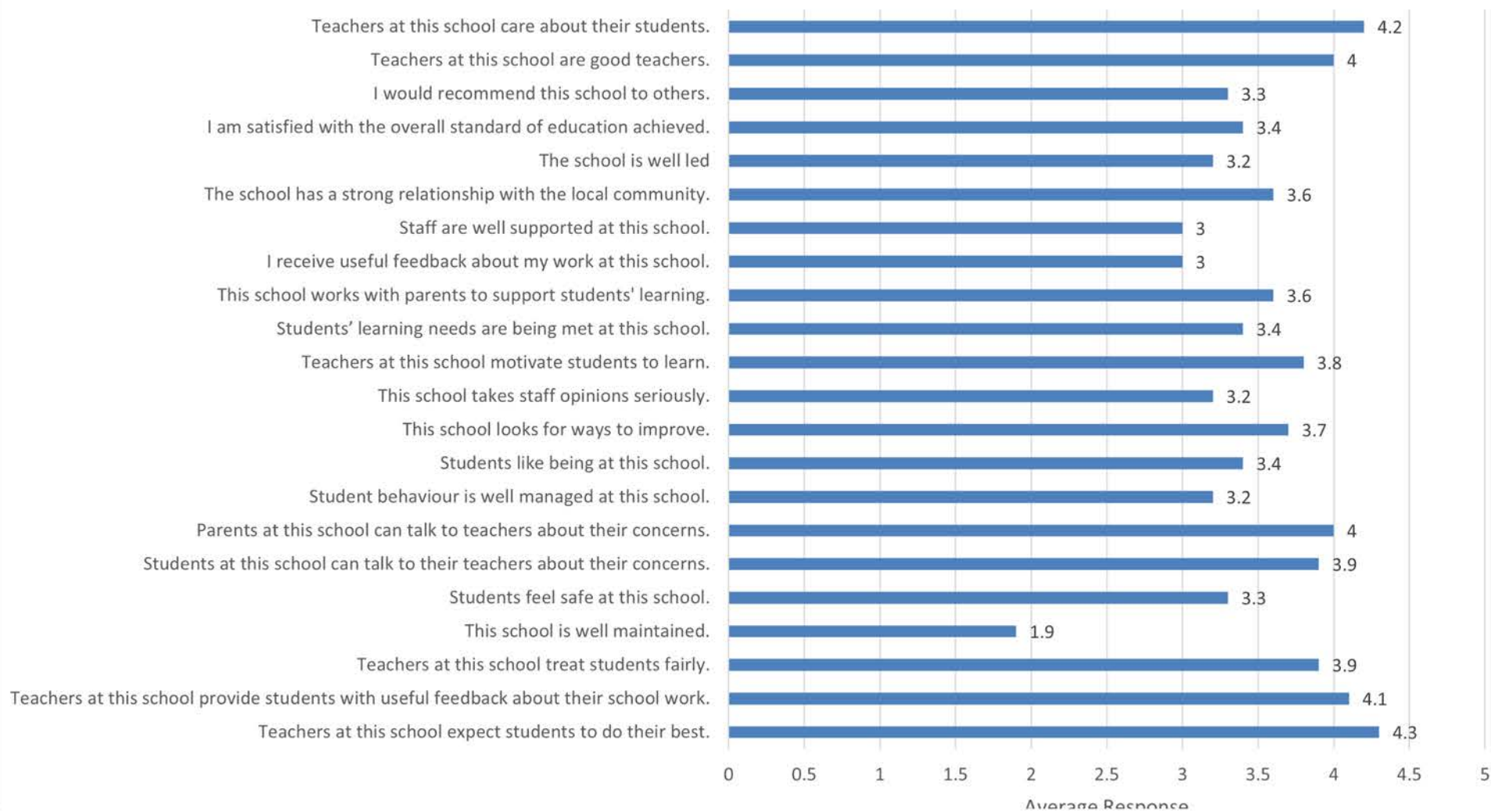
- As a school we strive to be culturally responsive and foster authentic relationships and partnerships with Aboriginal students, families, and the wider Aboriginal community. During 2023 the school strengthened its relationship with the Wudjari Nyungar traditional owners by continuing to develop positive participation, communication, and interaction with Dabungool and Tjaltrjaak.
- Dabungool Cultural Experiences presented bush tucker incursions to over sixty Year 7 students, giving them a hands-on experience of local bush tucker and medicine.
- Cultural competency training, run by Indiji-Corp, was attended by six members of staff. This training supported staff to understand the impact of historical injustices on Aboriginal people.
- Two members of staff participated in the local Koodjal Kadditji project. This program involves schools from across the Esperance District working alongside local Native Title organisation Tjaltrjaak to develop Wudjari Nyungar teaching resources. This exciting initiative will continue in 2024.
- The school recognised past injustices and their continuing impact on Aboriginal people by conducting a whole school “Walk for Reconciliation” around the oval.
- Aboriginal students, staff and families shared their amazing knowledge and culture with the school community through a remarkable NAIDOC. In keeping with 2023 NAIDOC theme of “For our Elders” the day began with a morning tea for Esperance Elders. This was followed by a smoking ceremony conducted by Doc Reynolds, dance performances and cultural experiences.
- In 2023 the Esperance Senior High School Board welcomed four new members including student representatives Keanu Ngapo and Megan Stockdale and staff representatives Jamie Pearce and Matt Lovejoy. Debra Sanger re-joined the Board for her second term and Annette Hanson was reappointed as a co - opted member to provide cultural advice to the Board.
- The literacy coordinator continued to share resources and strategies between the high school and local feeder primary school through the network literacy committee.
- School communication and promotion practices were reviewed during 2023. As a result, a new website has been designed. It is expected this website will be live by the end of Term 1 2024.
- The Career Practitioner collaborated with Curtin University and the ESHS Humanities department to embed career education activities into programs through the Curtin Ahead Humanities High School outreach program.

- The school partnered with Mindflight7 to deliver virtual reality-based careers experiences to Year 9 students.
- South regional TAFE extended opportunities for ESHS students through a Year 9 Careers expo, an Agriculture expo and Try a Trade days.
- The partnership between Stars Foundation and the school continued to strengthen, providing opportunities for 67 Aboriginal girls to achieve their personal excellence.
- Over 150 local Esperance employers continued to partner with the school by providing opportunities for students to participate in work experience and VET Workplace Learning.

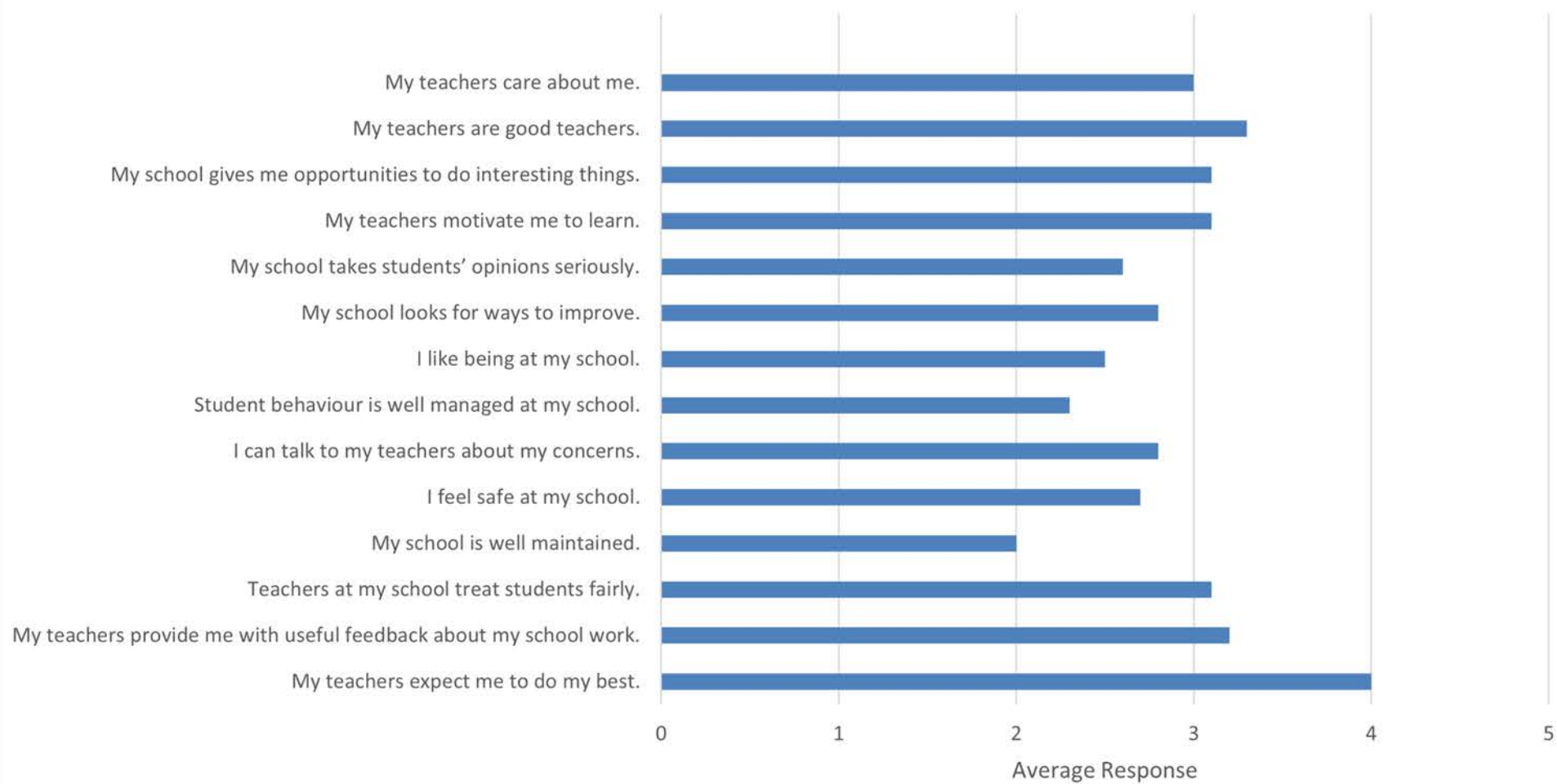
- The school continued to provide opportunities for 52 Aboriginal Boys to achieve their personal excellence through the school's partnership with the Clontarf Foundation.
- IGO Mining partnered with the school to provide an opportunity for six Year 10 students to attend a live-in excursion. This exciting partnership allowed students with an interest in mining related professions to experience, first hand, what it is like to live and work on a remote mine site.
- Esperance Senior High school continued to promote itself as the school of choice in the district by providing opportunities throughout 2023 for Year 5 and 6 students and their parents.
- The school continued to build upon existing, as well as develop new, relationships with local agencies to support students and their families.



Staff National School Opinion Survey



Student National School Opinion Survey





Highlights

AGRICULTURE

- Successful participation of Esperance Farm Training Centre students at agricultural shows throughout the State.
- Participation in the Esperance Christmas Pageant.
- The success of students who participated in the Australian Wool Industries Shearing School.
- Jade Campbell receiving a VET Certificate of Excellence in Primary, Environmental and Animal Care Industries.

THE ARTS

- Visual Arts students successfully participated in community arts competitions and exhibitions.
- In school Performing Arts workshop were held with industry professionals through a collaboration with Bijou theater.
- Successful musical performances including a French arts day, a performing arts night and Christmas in the quad.
- Significant improvement on Visual Arts ATAR average scaled scores.

CLONTARF

- A successful Year 7 induction program.
- The Year 12 leadership camp to Busselton.
- Providing Clontarf Academy students with the opportunity to visit the IGO Minesite.
- The Clontarf State of Origin trip to Melbourne.
- Annual awards night.
- Year 12 Major trip to Gold Coast.
- End of year reward camp to Duke of Orleans.
- Overall academy attendance of 82%

DESIGN AND TECHNOLOGY

- Improvements to the Technical Graphics courses.
- Upgrades to equipment and facilities.
- The incorporation of 3D printing and laser cutting tasks across Design and Technologies learning programs.
- The professional learning of Design and Technology staff to ensure the safe and efficient use of the latest teaching and learning technologies.



ENGLISH

- Conducted an audit of all Year 7 to 10 lower-school programmes, revising the course and assessment outlines to better articulate key literacy skills required for each unit. Programmes now feature a Daily Review column which identifies critical content to be taught using explicit instruction pedagogy.
- Worked with a range of stakeholders to determine the English Department approach to pathways for 2024. Met with coordinators from Carine SHS and Mt Lawley SHS to gain insights into various approaches to curriculum, identification, reporting and assessing.
- Conducted a full audit of the lower school book room, removing previously unused, damaged or dated texts. All new teacher and student resources are now processed by the library before entering circulation.
- Ran a successful Year 8 foreshore excursion which saw the students venture to the Esperance foreshore to film their promotional videos.
- Year 12 ATAR English course differential improving from -8.03 in 2021 to -1.82 in 2022 and -1.05 in 2023. Raw exam mark (59.52) well above like (53.67) and only slightly below state (62.75).

FOLLOW THE DREAM

- The number and variety of on-country, cultural learning experiences enjoyed by the students.
- The Year 12 Perth induction camp.
- Follow the Dream students led and participated in activities during the whole school NIADOC celebrations.
- The careers camp to Perth.

HEALTH AND PHYSICAL EDUCATION

- Successful return to the Country Week Sporting Competition after a three year break due to COVID.
- Implementation of an Interschool Touch Rugby carnival at ESHS.
- Outdoor Education, Bush Ranger and Phys Rec camps and day trips held at Lucky Bay, Duke of Orleans, Woody Island and the beaches and lakes around Esperance.
- Three of the six students who studied ATAR Phys Ed Studies obtained an ATAR above 89 and used Phys Ed studies as one of their four ATAR subjects.
- Successful whole school Swimming & Athletics carnivals.

HOME ECONOMICS

- Adapting programs and assessments for non-trained Home Economics teachers.
- New methods for the collation and organisation of class food ordering system.
- Providing Year 12 Hospitality students with a modified timeline and TAFE lecturer to complete their Cert II in Kitchen Operations.
- Year 12 Hospitality students catering for staff, students, parents and the community.
- Successful transition classes for Years 5 and 6 students.

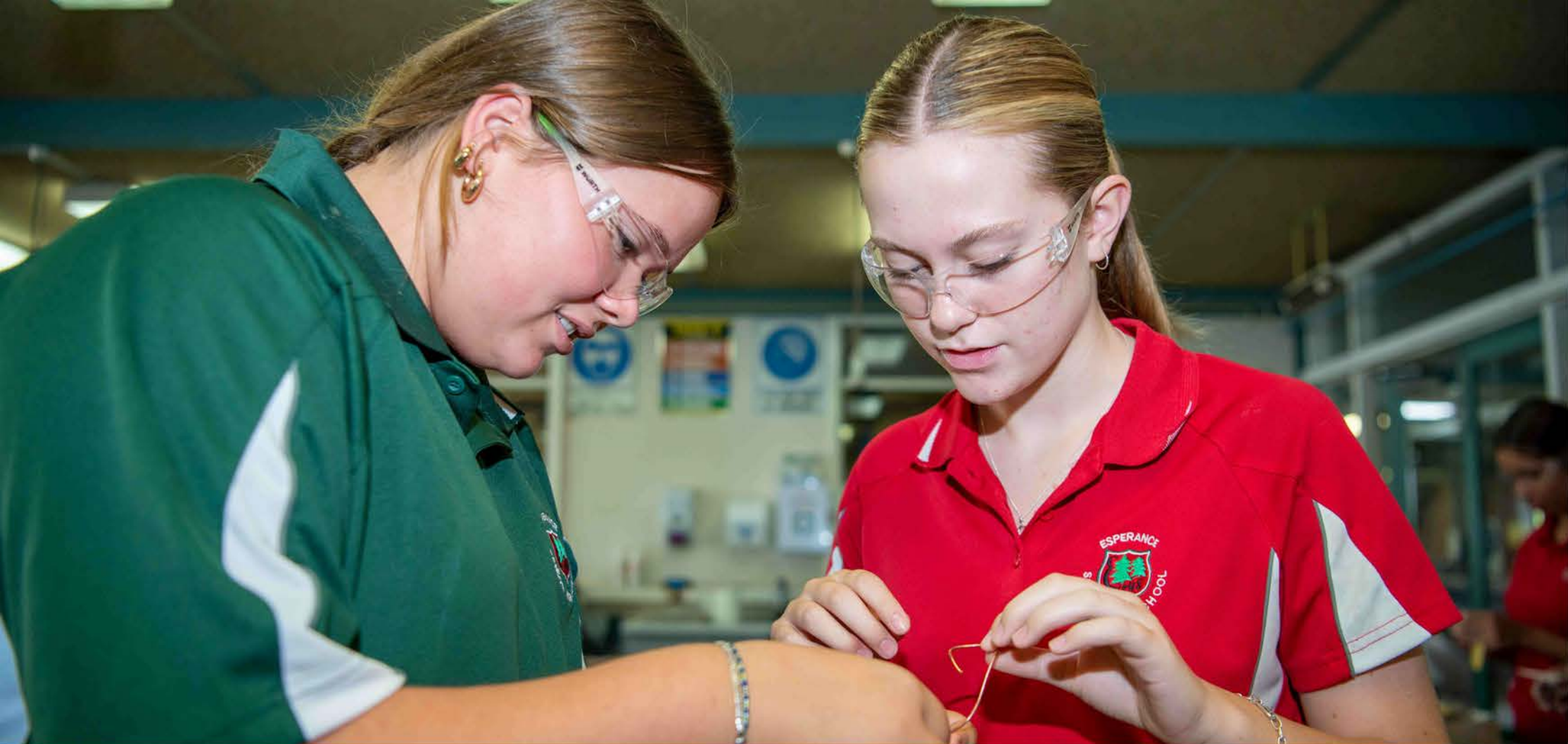


HUMANITIES AND SOCIAL SCIENCES

- Supporting the development of future teachers by providing placements for two final year teaching students.
- ATAR results continue to be of a high quality.
- Continued success of students in the Curtin UniReady course.
- The History incursion with Guy de la Bedoyere and the Esperance Community Library.
- The immersion of Year 7 Aboriginal Culture classes through bushtucker incursions delivered by Dabungool Cultural Experiences.
- Year 11 Economics students participated in the Australian Stock Exchanges Sharemarket game.
- Growth of Year 11 and 12 Career and Enterprise classes to support the future career prospects of students.

MATHEMATICS

- Mathematics Specialist Final Scaled score above Like Schools.
- Mathematics Methods Final Scaled Score above like schools and WA public schools. school assessment and raw exam correlation coefficient 0.98.
- Mathematics Applications final scaled score above Like Schools. School assessment and raw exam correlation coefficient 0.94.
- The percentage of students at exceeding and strong proficiency levels is higher than that of Like Schools for Year 9 Numeracy.
- The percentage of Year 9 students at the developing proficiency level was lower than Like Schools.
- The comparative performance for NAPLAN Year 9 Numeracy was 0.6 of a standard deviation above expected performance.
- An average numeracy score of 555 compared to Like Schools 544.
- Approximately 30 students were awarded the Mathematician of the Week, a prestigious award that recognises effort, achievement and attitude.
- A member of the Maths Department achieved Level 3 Classroom Teacher status.



SCIENCE

- The Year 11 Biology field trip to Lake Monjilup.
- The IGO/NOVA mining excursion for six ATAR bound Year 10 students.
- Celebrating Science Week with a variety of fun and engaging activities.
- The annual science fair with Year 8 students.
- Year 12 Chemistry students participating in the “King of the Lab” competition.
- Year 6 students from Nulsen Primary school having their science lessons for the whole year in Esperance SHS labs.
- Year 5 and 6 students from feeder primary schools participated in high school science lessons.
- The Integrated Science excursions to the Esperance Jetty with remote underwater video (BRUV)
- All four ATAR Science subjects achieved a mean higher than the State mean.

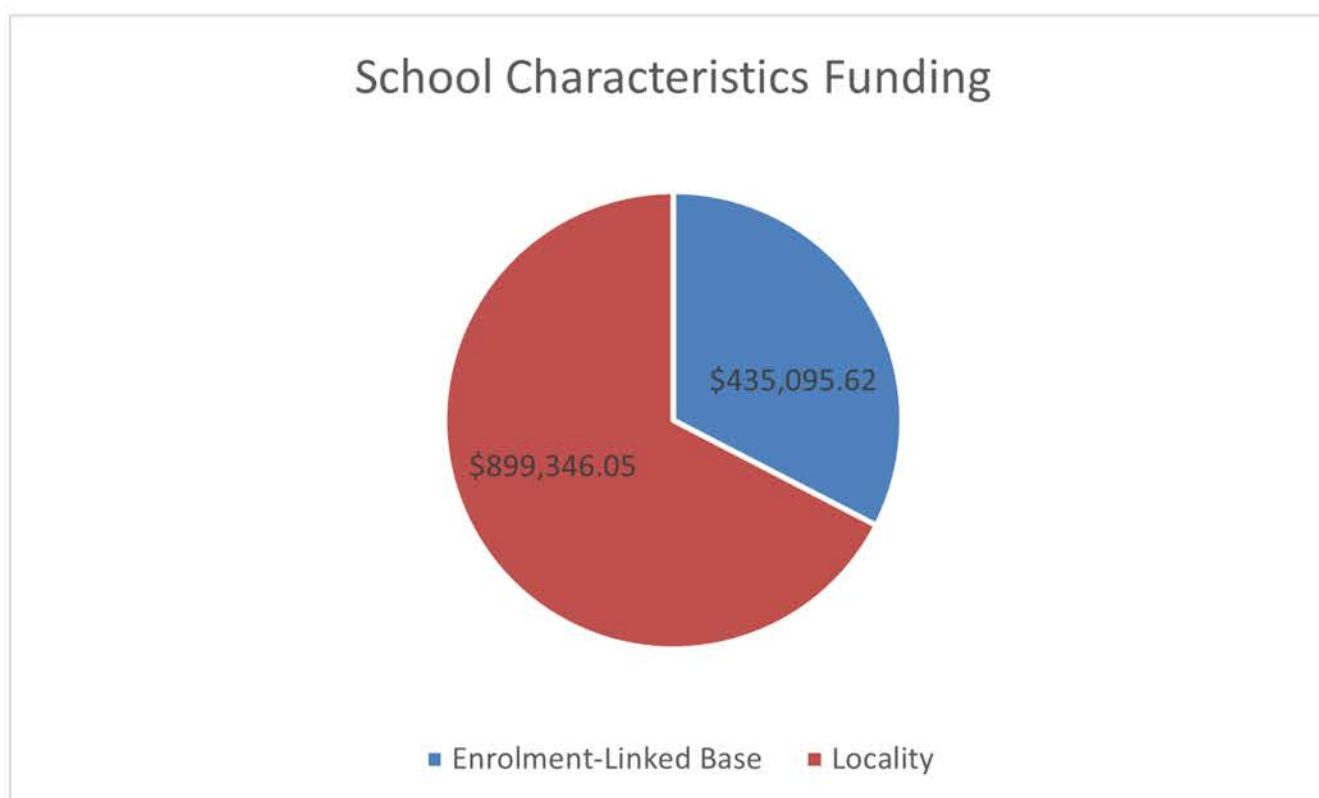
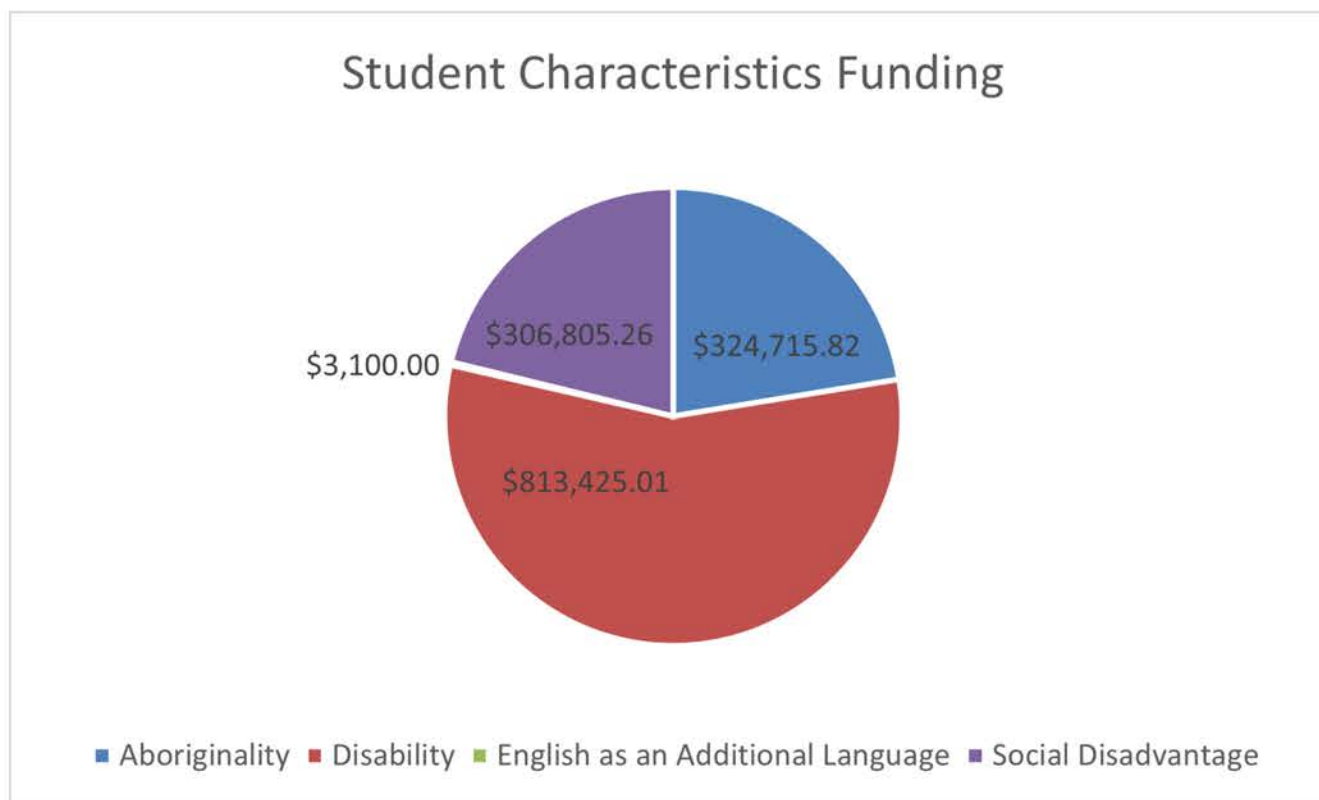
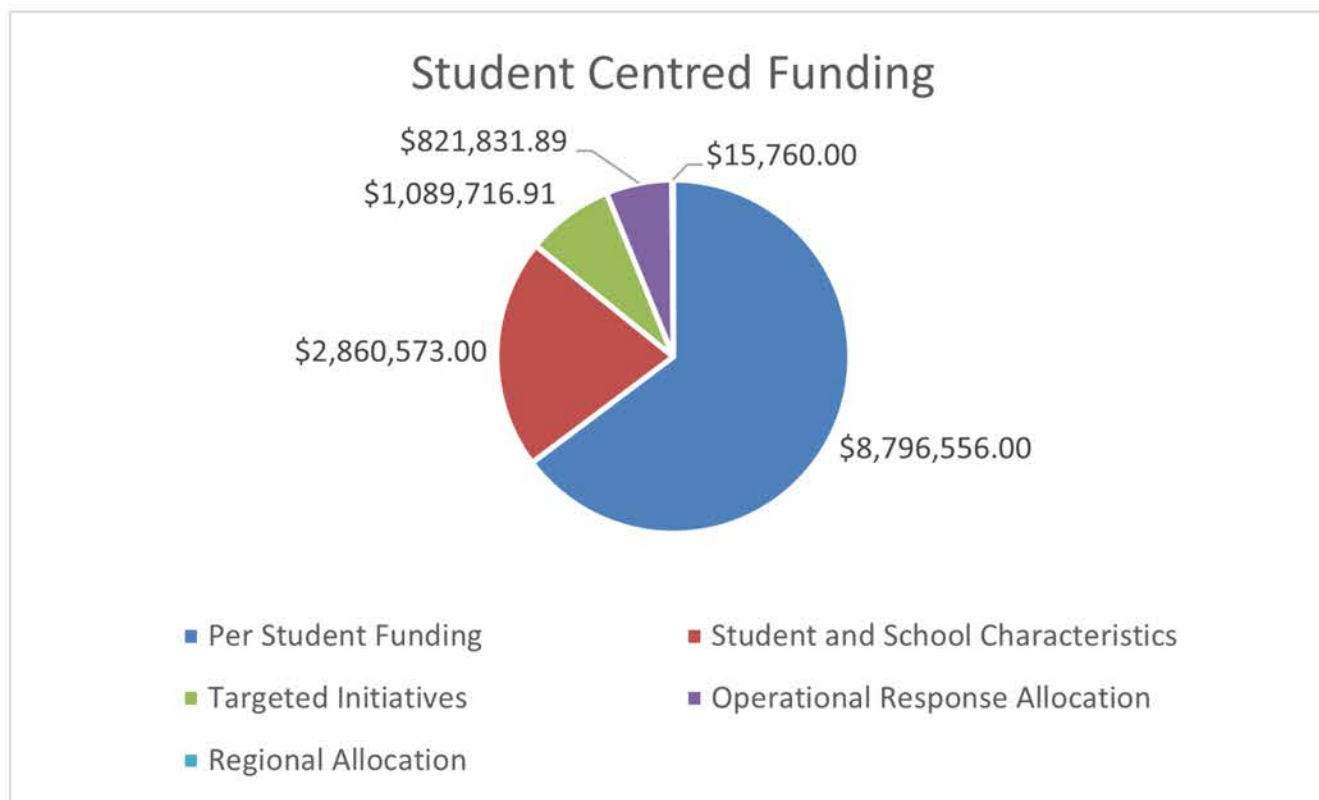
STARS FOUNDATION

- The Year 12 induction camp to Perth.
- The leadership shown by the girls during NAIDOC week.
- The variety of cultural incursions and excursions the girls engaged in.

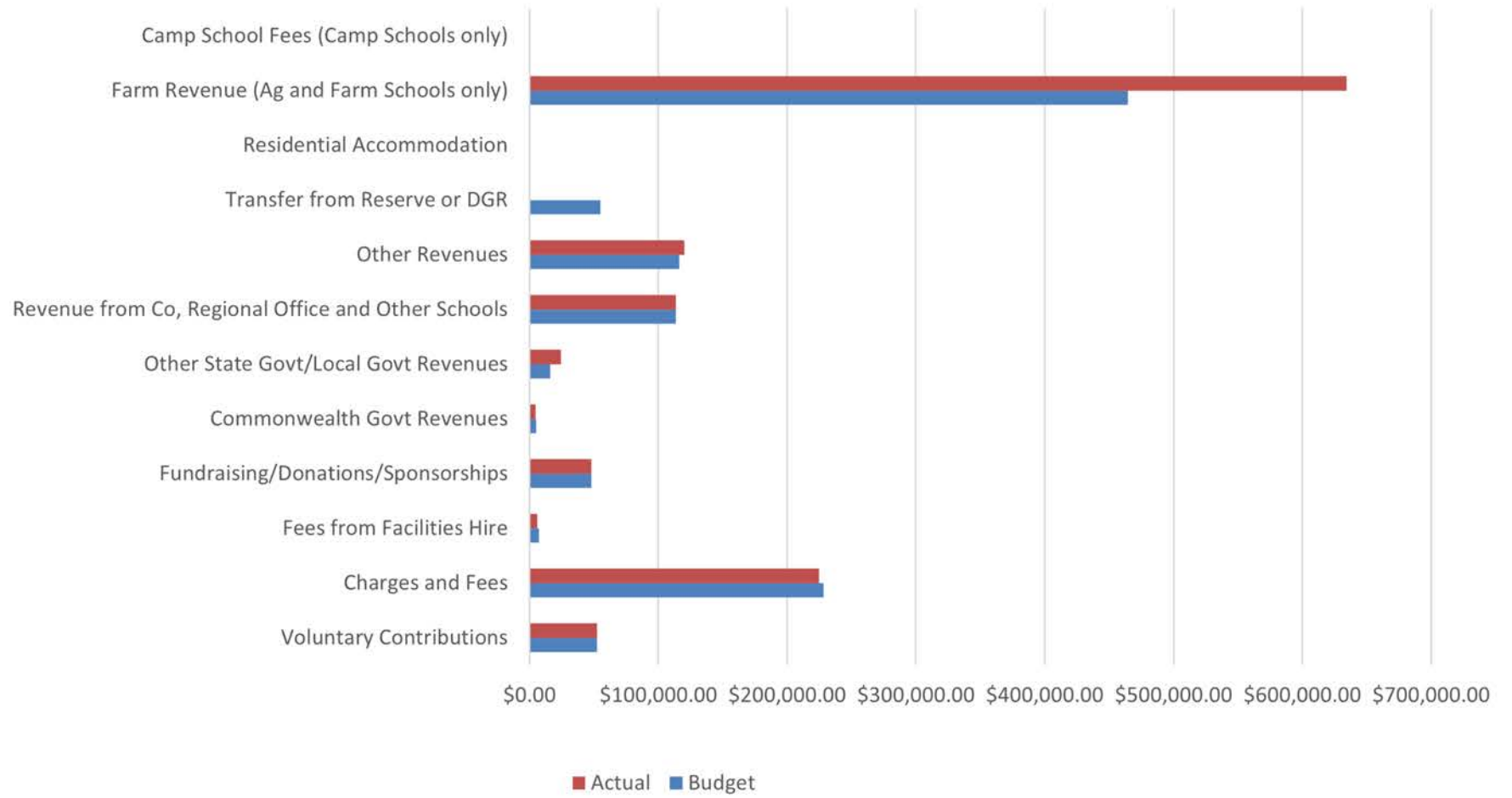
VOCATIONAL EDUCATION AND TRAINING

- Six students nominated for SCSA VET Awards with four being shortlisted and two receiving Certificates of Excellence.
- Ninety-three per cent achievement of Certificates for Year 12 profile students.
- One hundred per cent achievement of Certificates for Year 12 auspiced students in Business.
- One hundred per cent achievement of Certificates for Year 12 auspiced students in Performing and Visual Arts - Music.
- Ninety-three per cent achievement of Certificates for Year 11 profile students.

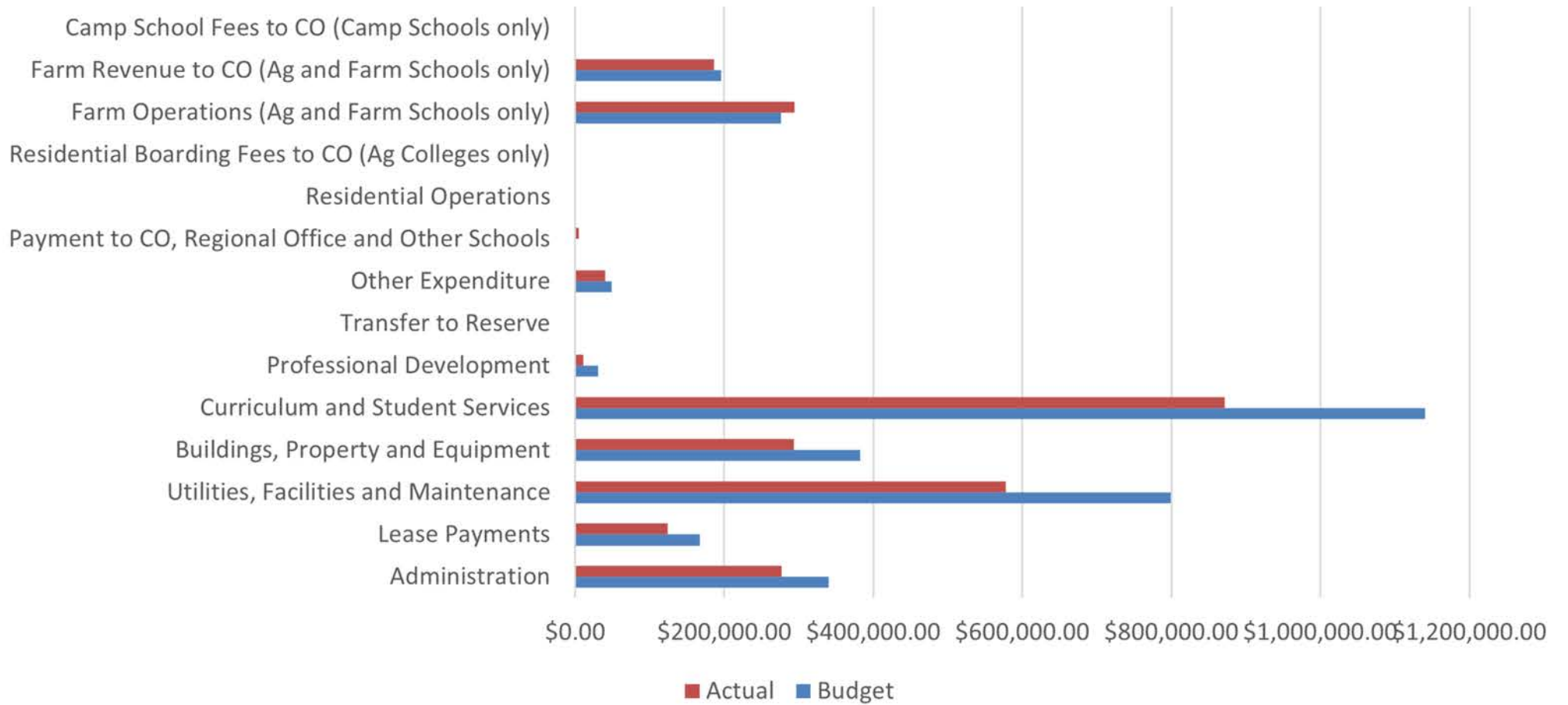
Financial Summary



Locally Generated Revenue - Budget vs Actual



Goods and Services Expenditure - Budget vs Actual





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Pink Lake Road
PO Box 465
Esperance, WA 6450

(08) 90719 555 (Main Office)
(08) 90719 503 (Junior Campus)
Esperance.SHS@education.wa.edu.au

WWW.ESPERANCE.WA.EDU.AU