

Bakewell

PRIMARY SCHOOL

An Independent Public School
Delivering Excellence in Education



Annual Performance Report 2020

Bakewell Primary Independent Public School Overview

School Context

Bakewell Primary School is a large, innovative school located in Palmerston. The school has an enrolment of just over 900 students from Preschool to Year 6 with 19.2% identifying as Indigenous, 4.31% from Australian Defence Force families and 16.72% as English as a Second Language/Dialect.

Key initiatives at Bakewell Primary School include Explicit Instruction, Advancement Via Individual Determination (AVID), Meaningful Maths, Guided Reading, Environmental Science, Digital Technology, Content and Language Integrated Learning (CLIL), Bakewell School Supported Playgroup, 1:1 iPad Learning Program and Information Communication Learning Technologies. Bakewell Primary is an approved Charles Darwin University Teaching School. Staff at Bakewell reflect on teaching practices and engage in coaching and mentoring within a supportive team environment. Bakewell is committed to delivering 'Excellence in Education' with a focus on positive relationships and high expectations.

School Vision

An Independent Public School Delivering Excellence in Education.

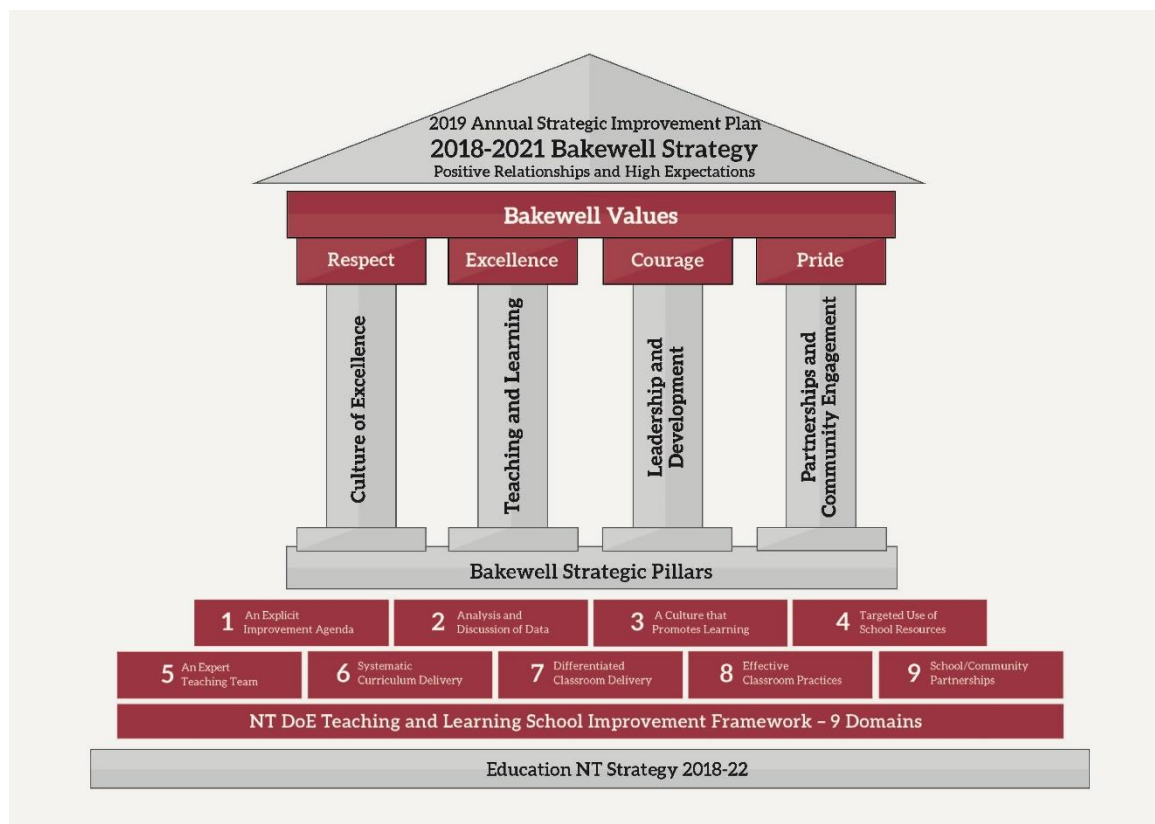
School Mantra

Positive Relationships and High Expectations.

School Mission

Bakewell School is committed to delivering 'Excellence in Education'. With a focus on positive relationships and high expectations we promote a community that is respectful, professional, inclusive and safe. At Bakewell all students have the opportunity to achieve their potential and become lifelong learners.

Strategic Framework



Students

At the end of 2020 the school had an enrolment of 927 students, this consisted of 124 Preschool students and 803 Early Childhood and Primary students. Our student numbers indicate an increase on figures from the previous year. Adhering to Department of Education's (DoE) Priority Enrolment Strategy for Palmerston the school enrolls students from the suburbs of Bakewell, Gunn and Johnston. The student population includes 19.2% (178) Indigenous, 4.31% (40 students) Australian Defence Families, 16.72% (155) English as a Second Language/Dialect. Classes are predominantly single level to allow for the explicit teaching of specific programs at the different year levels and to ensure teaching and learning programs cater for student diversity. The school is committed to delivering Excellence in Education.

Staff

The school's 63 Teaching Staff include the Principal, 3 Assistant Principals, 13 Specialist Teachers, 3 Preschool Teachers and 8 Senior Teachers. The Administration Staff consist of a SA01 Strategic Initiatives, AO6 Business Manager, AO5 Administration Officer, AO4 Administration Officer, 3 AO3 Administration Officers, 10 AO2 staff, School Counsellor and a Maintenance Officer. Support Staff members are funded by Commonwealth Government, DoE or the School Board, these include a Defence School Mentor (DSM), 3 Out of School Hours Care (OSHC) Directors and casual assistants, and in class Learning Support Assistants.

Structure

The overall layout and structure of the school includes an Administration Block, 1 Preschool Block, 5 General Teaching & Learning Blocks (which are organised in clusters of 4 classrooms with a central learning area per block) and 10 demountable classrooms.

We have 31 "State of the Art" classrooms featuring WIFI capability, smart boards and/or CommBox technology. All classrooms are fitted with contemporary furniture which is aesthetically pleasing and conducive to high quality teaching and learning environments. We encourage creative spaces throughout the school. In some classrooms we have agile learning spaces featuring furniture that can be changed easily to suit the style of the learning activity.

Bakewell School Supported Playgroup complements our Early Learning Program and caters for children from birth to 4 years of age. We provide families with an educational environment that delivers the Abecedarian Approach to teaching and learning. This approach is designed to enhance children's cognitive, emotional and communication development and readiness for school. In 2020 Bakewell Playgroup held 17 sessions with an average of 12-21 children participating in each session. In line with the COVID-19 Management Guidelines Playgroup for Term 1, 2 and 3 were cancelled, however sessions commenced in Term 4 of 2020.

Bakewell School Library is a learning centre for all students and teaching staff. With over 11,000 books in our library program it supports and reinforces the educational goals of the school.

Bakewell School Playgrounds are purpose built and designed to promote health and fitness, encourage social interaction, build confidence, develop self-esteem and encourage physical activity. There are two playground areas specifically for the use of the Preschool students, 2 playground areas for Transition students and 3 other playgrounds for students across the whole school.

The Bakewell School Canteen is managed by an external provider and supports healthy options for all students by following the Department of Education Healthy Eating Policy. Our canteen, fundraising

activities, excursions, school sport events, before and afterschool programs involving food and drinks comply with the food and drink categories outlined in the Policy.

Other Bakewell School structures include an indoor multi-purpose area, an outdoor undercover area containing a stage area and 2 basketball courts. The outdoor area is used for assemblies and community events.

The Dental Clinic facility ensures safe and accessible dental services for all students.

Bakewell Primary School has a purpose built Outside School Hours Care (OSHC) room that is used after school and during school holidays. The room is also utilised by our Bakewell School Supported Playgroup and as a Preschool Classroom.

All available spaces in the school are utilised for high quality teaching and learning programs.

In 2020 Bakewell Primary School implemented a COVID-19 Management Plan to ensure cleaning requirements were in place to support a safe school environment during the Pandemic. School cleaning resources were increased to accommodate this need.



Figure 1 Early Years playground

We believe that optimal learning occurs when the school, home and community work together in partnership.

At Bakewell Primary School we appreciate the fantastic support from parents at weekly assemblies, Parent Information Sessions, Student-Led Conferences and various other school activities.

The Bakewell School Community is positive and supportive of events that take place throughout the year. 2020 was delivered differently to our normal school year with many events either postponed or cancelled in line with the COVID-19 Management Guidelines.

During Term 3 we increased our efforts to deliver fundraising events following COVID-19, it was great to see the community understanding and support for our school through these changes.

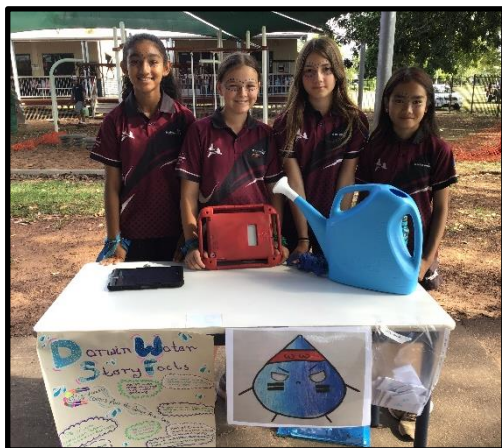
The School Board has an ongoing commitment to community engagement and values input from Bakewell School parents. We look forward to the many activities and events that will be organised and raise funds in 2021.

Major Community Events:

- Book Character Parade
- Coin Trail
- Bakewell Fair
- NAIDOC Week
- Bakewell That's My Water Expo
- End of Year Awards Assembly

Sports Day

This popular event was held during Term 3 over three days Transition to Year 2, Year 3 - 4 and Year 5 - 6. Students dressed in their House Team colours ready to participate in the annual Sports Carnival. Students always try their best, cheer for their team and enjoy the 'friendly competitive' atmosphere of the event.



School Fundraising

In 2020 Bakewell Primary School hosted a number of smaller events including the annual Coin Trail, Book Fair, Easter and Christmas Hamper Raffles, Funky Sock Day and Superhero Day.

The Student Leadership Council (SLC) and Bakewell Primary Independent Public School Board determine project priorities and how these monies are spent. This year students raised funds and donated to the RSPCA and Starlight Foundation.

Throughout 2020, student leadership groups including Student Leadership Council (SLC) and Student Voice Positive Choice (SVPC) were actively involved in a number of initiatives, community events and programs that enhanced our school community. SLC students participated in the Bombing of Darwin Ceremony early in the year, provided structured support to students in the playground and hosted a number of assemblies in person and virtually in line with COVID-19 Management Guidelines. They worked alongside the SVPC student leaders to host and facilitate events such Science Week, Book Character Parade, Superhero Day, a school-wide AVID competition and the Coin Trail where students raised \$328.50 for the RSPCA.

SVPC representatives created a library display and short vignettes on Facebook to spread positivity and laughter during the beginning of the COVID-19 outbreak. They continued to facilitate 'Choice Shots', a lunchtime game promoting positive choices, they promoted the Palmerston Young Writers Festival and volunteered time to assist in the Bakewell school garden. The SVPC group participated in summits and workshops to develop their skills in Media Arts and Technology and worked towards their global, local and school initiatives by hosting Funky Sock Day where students raised \$322.00 for the Starlight Foundation and recycled bread clips. Towards the end of 2020, two students were selected to participate in a workshop with Australian singer-songwriter, Sara Storer to write and record a SVPC theme song, which will be turned into a film clip in 2021.



Principal Report

The 2020 school year at Bakewell was once again exciting, innovative and very rewarding. As an Independent Public School, we continued to strengthen our commitment and vision to be a '**School of Excellence**'. Our school vision remains underpinned by our school mantra '**Positive Relationships and High Expectations**'.

The 2020 Bakewell Strategic Priorities focused on ongoing school improvement and included:

- **Leadership and Development - *Teacher Excellence***
 - Strong and effective leadership is critical to the performance and success of any organisation. At Bakewell we continue to invest in the development and growth of current and aspiring leaders.
 - We also recognise that 'teacher efficacy' is the most significant factor influencing student achievement. As a result, in 2020 we continued to prioritise professional learning aimed at building the professional practice and capacity of all teaching staff.
 - In 2020 we continued to recognise outstanding teachers at Bakewell through our 'Teacher Excellence' awards which are presented once a term.
- **Data**
 - The notion of 'student achievement data' has been an emerging priority in recent years. We focused on using student data to inform our curriculum delivery and particularly our focus in English and Maths. This approach resulted in the narrowing of the gap between Bakewell's mean and the Australian mean in all assessment areas. A particular achievement is that we were able to surpass the Australian mean in Year 5 Writing.
 - Student achievement data provides critical information specific to student learning, as well as programming and teacher effectiveness.
 - In 2020 we continued our data conversations. Every classroom teacher at Bakewell engages with the Executive Leadership Team to present a 'data conversation'. This involved the presentation of classroom student achievement data as well as an interpretation of the data and teaching actions resulting from the data.
- **Innovations**
 - Bakewell remains committed to being an innovative school providing comprehensive and contemporary education services.
 - Fountas and Pinnell Reading benchmarking resources/system used to support LLI rolled out to the whole school in Term 4 2020.
 - Innovations include but are not limited to the following:
 - 1:1 iPad Learning Program for all students in Years 1-6
 - Student Voice Positive Choice (SVPC)
 - Homework Centre
 - Bakewell Extra Curricular Activities (BECA)

To really achieve our vision of excellence we must be able to show progress and achievement in terms of student achievement data. This will be our ongoing focus in 2021.

In 2020 we continued to engage positively with all stakeholders. We are committed to capturing the 'voice' of our community inclusive of parents and students. As the Principal of Bakewell, I consider the voice and input of our students and parents in the decision-making process, and a means to consistently strive for improvement and excellence. I would like to acknowledge our School Board and in particular the service and support of our Board Chair, Mrs Rebecca Trimble.

At Bakewell our teaching and learning teams ensure that a systematic approach to the curriculum is shared across the school and the wider school community through professional dialogue, common and collaborative planning and the exchange of resources, programs and ideas. Teachers clearly understand what they should teach and when, and show a level of commitment and activity that is reflected in a culture of shared responsibility.

This is reflected through the implementation of the following key practices, pedagogies and programs:

AVID – Advancement Via Individual Determination

AVID is a framework that enables educators to develop academic and social skills in students. Bakewell implemented AVID across the whole school in 2013. Bakewell Primary is proud to be the only AVID distinguished site school in the NT and one of the first AVID distinguished sites in Australia.

There is an expectation that teachers establish and maintain the 'best' conditions for learning and that all students are organised and applying AVID strategies in their learning.

AVID's mission is to close the achievement gap for all students through the implementation of a methodology and framework that promotes best practices for teaching to develop **consistency in thinking** and **embraces the delivery of information** by both teachers and students.

AVID is designed to be integrated into the daily routines and curricula of all primary classrooms across all grade levels to impact student school wide structures.

The consistency is accomplished through the implementation of:

- Successful Learner traits
- AVID Strategies through WICOR
- Partnerships

Victoria Institute and AVID Australia facilitate AVID Summer/Winter Institutes delivering ongoing professional learning to AVID educators.

Guided Reading

The Guided Reading program was successfully consolidated in 2020. We continued to have all students from Transition to Year 6 engage in an explicit Guided Reading Program. Guided Reading is small-group reading instruction designed to provide differentiated teaching that supports students in developing reading proficiency. This program facilitates high quality first teaching, in which lessons are targeted at individual needs of students, based on their current reading data. Since its initial implementation, teachers and students have been able to measure a significant improvement in student's reading outcomes.

1:1 iPad Learning Program

In 2016 Bakewell Primary School introduced a 1:1 iPad Learning Program for all Year 4 students. The program was successful in providing quality teaching and learning and allowing Bakewell Primary School to continue delivering 'Excellence in Education'. The level of student engagement in learning was a major outcome.

The 1:1 iPad Learning Program is designed to motivate and inspire students through learning experiences requiring investigation, creation, communication and working collaboratively with their peers. It also allows for greater individualised learning, increased independence and encourages self-initiated learning beyond the classroom.

In 2020, the program included all students in Years 1 - 6. Students whose parents had participated in the Parent Contribution Plan were eligible to take their devices home to extend their learning beyond the classroom and to strengthen the partnership between school and home.

The 1:1 iPad Learning Program is critical to our students as it develops their Information Communication Learning and 21st Century and enterprise skills, equipping them for the future.

Enrolment and Attendance

The average Bakewell student enrolment from Preschool to Year 6 during 2020 was 927. Student attendance continues to be positive with the school's average attendance for the year being 91%. The school achieved this above average attendance target as a result of the continued focus on the importance of regular attendance at school, being on time and notification of absences. Indigenous Student enrolment was 178 with an average attendance rate of 89.4%. Attendance strategies to demonstrate the importance of regular attendance at school will continue in 2021.

Student Wellbeing

Student Wellbeing is a major focus at Bakewell, there are high expectations on student behaviour with the understanding that all students have the right to be safe at school. In 2020 Student Wellbeing was a strategic priority.

In 2016 Bakewell appointed a full time counsellor as part of our Wellbeing Support Program. We are the only primary school in the Northern Territory to have this valuable resource. Following a full program evaluation which included seeking feedback from teachers and parents the Bakewell Primary School Board has endorsed the continuation of the School Counselling Program until the end of 2021.

Bakewell has continued implementing a number of proactive strategies that clearly outline processes and procedures for managing student wellbeing including:

- Code of Conduct
- Pyramid of Interventions
- Poor Choice Slips
- 'Golden Gotcha'
- RECiPe for Success – School Values
- Wellbeing Choice Chart
- Individual Behaviour and Support Plans developed for identified students
- Introduction of the Focus Room

Bakewell Extra-Curricular Activities (BECA)

Throughout 2020 Bakewell students had the opportunity to engage in a variety of extra-curricular activities. BECA was available for students in Transition – Year 6. Bakewell held 28 activities with over 319 students enrolled, 28 staff members providing extra skills to contribute to the program.

Other Extra Curricular Activities included:

- Year 5 Camp to Batchelor
- Music Instrumental program
- Graduation function for Year 6 students
- Leadership opportunities - Student Leadership Council for Year 6 students, School Captains, School Vice Captains, House Captains and Vice House Captains for Years 5 & 6 students
- Book Week with the very popular Book Character Parade and Bring Back the Book Day
- Early Years Swimming Program (Transition and Year 1)
- Sports Carnival, covering a wide range of sports over three days.
- Life Education
- Defence School Mentor program
- Assembly Performances
- Student Voice Positive Choice
- Year 6 Excursion Activities

Stages of Schooling

The school's physical layout and class structures support both the Early Years and Primary Years Stages of Schooling. The school has well defined areas and facilities for the Early Learning Team (Preschool and Transition), Early Childhood (Years 1 to 2), Middle Primary (Years 3 to 4) and Upper Primary (Years 5 to 6).

The school follows the Early Age of Entry guidelines with children turning 5 by June 30 beginning Transition in a single intake in January. Children turning four by June 30 are eligible to enrol from the beginning of the year in Preschool. Children turning 4 in Term 3 are eligible to commence Preschool if spaces are available. Students enrolling in Term 3 will spend 18 months in Preschool. Bakewell Preschool operated a full day program in 2020 in order to meet the national requirement of 15 hours of Preschool per week. Interviews for Preschool were held in Term 3 and 4 so that parents could be informed early about Preschool placements for 2021. An orientation program was also conducted to assist students and their families with the transition to school.

Transition Orientation information sessions were held at the end of 2020 so that parents and students were well informed about programs. Student orientation was held at the end of Term 4. This provided all 2021 Transition students with the opportunity to meet teachers and explore their new learning environment. Students not yet attending Bakewell were also invited to attend and participate in this initiative.

Bakewell Primary School has a well-established Early Learning Team with Preschool and Transition teachers interacting and working collaboratively to plan and implement programs. Teaching and Learning programs reflect quality and consistent teaching practices appropriate to developmental age/stages. The Preschool adopts the principles imbedded in the Early Years Learning Framework (EYLF) and the Preschool Curriculum. A safe learning environment continues to be a strong focus and the teachers work hard to ensure a seamless pathway for students from Preschool through to the commencement of more formal learning in Transition.

In 2020 Bakewell School communicated 2021 class allocation information to all parents. Students then participated in an orientation program which involved them attending their 2021 class, meeting teachers and making connections with their new peers.

Retention

At the end of 2020, 99 Year 6 students left Bakewell Primary, 6 enrolled at Palmerston College, 28 enrolled at MacKillop College, 1 at Taminmin College, 8 at Darwin Middle School and 56 enrolled at a range of other Northern Territory and interstate Middle Years and High Schools.



Leadership

Bakewell Primary School has established clear and transparent team and leadership structures which seeks to build the capabilities of all teachers and educators. These line management structures ensure matters are followed through in a timely and effective manner and allow for Senior Teachers (ST1s) to be instructional leaders within their respective teams.

Line Management Structure

2020 Structure							
Early Learning Unit ↓	Year 1 ↓	Year 2 ↓	Year 3 ↓	Year 4 ↓	Year 5 ↓	Year 6 ↓	Specialist Teachers ↓
ST1 ↓	ST1 ↓	ST1 ↓	ST1 ↓	ST1 ↓	ST1 ↓	ST1 ↓	ST1 ↓
Assistant Principal Early Childhood			Assistant Principal Primary				

Staff Retention and Attendance

At the end of 2020 the school had a staffing allocation of 80 with an average attendance rate of 92.5%. The staffing retention rate for 2020 was 90.3%. Staff reasons for leaving Bakewell included Special Leave without pay, promotion and moving interstate with family. Bakewell increased our support staff for a trial program to support English and Maths.

Professional Development

In 2020 staff engaged in a number of formalised Professional Development programs, school based professional learning aligned to improve priorities and instructional leadership through formal and informal coaching programs.

The Professional Learning priorities for 2020 were AVID, ICLT with Apple Professional Learning Specialists, Guided Reading, Data Collection and Analysis and the Explicit Teaching of Phonics in the Early Years. Staff engaged in Spelling for Life, Cultural Awareness as well as a number of health and wellbeing professional learning experiences. In August 2020 Teaching professionals from the Top End Region collaborated to partake in a rotational professional learning. This included 4 site visits to meet and work with professionals across the network.

Teacher Excellence

Bakewell School has a strong focus on student achievement and learning outcomes, to achieve this we are committed to maintaining a high performing learning community.

One of the initiatives we implemented to achieve this was the Bakewell Teacher Excellence Award, Learning Support Excellence Award and Leadership Excellence Award. The awards aim to recognise exceptional teachers who are engaged and knowledgeable on professional teaching and learning practices, is recognised as exhibiting contemporary best practice across recognised standards of performance and who embrace professional learning.

Teachers who demonstrated these standards and received the Bakewell Teacher Excellence awards in 2020 were Andrea Hatton, Amber Fowler and Brianna Grazioli. Nikki O'Gorman received the Bakewell Learning Support Excellence Award.

Nicole Miller was nominated and awarded the Northern Territory Leadership in Schools for the Top End Region at the Teaching in the Territory Excellence Awards, presented at the World Teachers Day event. Donna Gaynor was shortlisted as Support Person of the Year for 2020.

Financial Management

A budget which is prepared at the commencement of the year is approved by School Board. An End of Month Record Keeping Audit is prepared by the Business Manager and signed off by the Principal. As required by DoE, the school accounts were audited in January 2020. The Auditor made the following comments:

- The report is prepared under the terms of our engagement solely for the information of Board members and management of Bakewell Primary Independent Public School Board.
- The auditor noted that 'your internal controls and records management are excellent with no recommendations for improvement'.

Bakewell Signature Strategies for 2021:

- Personalised Learning (AC4)
- Triangulation of Data (R1)



Bakewell Primary Independent Public School Board

In 2016 we were successful in our application to become an Independent Public School and a requirement of this is to have a School Board. The School Board was established in 2016 in accordance with the Education Act 1999 under the Governance model including a Constitution, protocols, procedures and Terms of Reference.

During 2020, the School Board and Executive Team have developed and driven a continuous school improvement agenda focused on initiatives and projects that support Bakewell's strategic priorities. In 2020 the Board undertook governance training and supported the school through the COVID-19 Management Response.

The Board convenes at 6pm on the third Wednesday of the month.

Charles Darwin University

Bakewell School continues to partner with Charles Darwin University to offer all Preservice teachers practicum placements.

Dundee Beach School – Community Partnership

Bakewell Primary School and Dundee Beach School formed a community partnership in 2019. This initiative is to strengthen, support and transform individual partners, this can include improved program quality, more efficiency with resources and an alignment of goals.

In Term 3 2020, Bakewell's Year 4 classes participated in class excursions with Dundee Beach School.



Bakewell Primary School

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