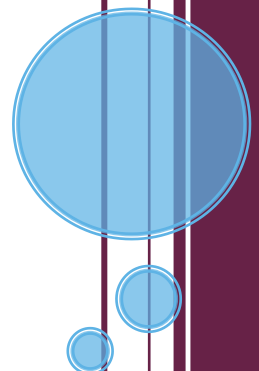




BIBRA LAKE PRIMARY SCHOOL

2024 Annual Report

Be Inspired Be Respectful Achieve



Acknowledgement

At Bibra Lake Primary School, we respectfully acknowledge the Wadjuk people of the Noongar Nation as the Traditional Custodians of the land on which our school stands. We honour their enduring connection to this country—its lands, waters, skies, and communities—and pay our respects to Elders past and present.

We recognise that the Beeliar Boodja has been a place of teaching, learning, and cultural knowledge for countless generations. We acknowledge the rich traditions of learning shared through language, story, song, and connection to Country.

We recognise that Aboriginal families, Elders, and communities are the first educators of their children, and we value the strengths, identities, and cultural knowledge that Aboriginal children bring to our classrooms. We are committed to fostering a learning environment that honours these contributions and builds meaningful partnerships with our Aboriginal students, families, and community.

At Bibra Lake Primary School, we strive to walk together in respect, connection, and learning as we build a future grounded in understanding and shared responsibility.

The word Aboriginal is taken to mean Aboriginal, Aboriginal and Torres Strait Islander, and Indigenous. When referring to individuals, use the term Aboriginal person.

Our Vision

Providing a safe environment for every student to be inspired, curious, creative and respectful in enabling them to become successful lifelong learners and contribute positively to society.

Our Values

Respect

Responsibility

Learning

Connection

Our Beliefs

We believe students learn best when:

- They feel a sense of belonging,
- They are valued and their learning, health and wellbeing and social needs are met,
- They are in a safe environment,
- They are supported and engaged in their learning and encouraged to take risks,
- Parents and carers are active partners in their child's wellbeing and learning and
- They have the opportunity to explore and make sense of their world through play and inquiry.

Message from the School Board Chair

It takes a committed and proactive school community to be a successful Independent Public School. At Bibra Lake Primary School, we are incredibly fortunate to have dedicated families who continually support and promote the school in such a positive and constructive manner.

Our School Board is composed of parent and teacher representatives, each bringing valuable perspectives. Parent members contribute their lived experience within the school, representing the wider community's views and aspirations. Staff and Department of Education representatives provide deep educational insight. Together, we engage in complex and sometimes robust discussions, always grounded in mutual respect and a shared commitment to improving outcomes for students. I would like to sincerely thank all parent and staff representatives for their dedication and contribution to what has been a productive and successful year.

The School Board plays a vital role in guiding the school's strategic direction. One of our key responsibilities is helping to establish and uphold a vision that reflects the aspirations and needs of our community. This vision is articulated through the school's strategic planning process.

In 2024, the School Board, in collaboration with staff and students, invested significant time and effort into developing the 2025–2028 Business Plan. This process involved:

- Reviewing the previous Business Plan to identify successes, challenges, and key lessons learned;
- Refining the school's vision, beliefs, and values;
- Understanding the aspirations of staff, students, and families;
- Analysing school performance data;
- Setting clear improvement targets;
- Defining the new focus areas;
- Identifying major strategies to drive progress;
- Establishing milestones, timelines, and resource requirements; and
- Constructing operational plans and budgets to support implementation.

Thank you to everyone who contributed to this process. Your insights, ideas, and feedback were invaluable and played a critical role in shaping a plan that is both ambitious and achievable.

Looking ahead, the School Board will maintain oversight of the implementation and progress of the 2025–2028 Business Plan. We remain committed to ensuring the goals outlined in the plan are pursued with purpose and aligned with the values of our school community.

Michelle Burnett
School Board Chair

Our School

At Bibra Lake Primary School we provide your child with a learning environment that caters for your child's needs and supports their academic, physical, social and creative skills. As such, staff are committed to providing excellent standards of teaching and learning in all programs. We select tools and resources that are reflective of best practice and provide your child with a range of opportunities to become a successful learner.

2024 has been a year of significant growth and achievement. Our school has successfully implemented several key initiatives, including the InitialLit program across junior and early years, enhanced our digital learning capabilities through expanded BYOD programs, and strengthened our community connections through events like the NAIDOC celebrations.

We are committed to providing a healthy and safe learning environment. Appropriate behaviour is a top priority and there is consistent behaviour management across the campus. We believe that staff have the right to teach, students have the right to learn, and classroom and playground rules exist to ensure your child feels safe.

We are an Independent Public School and our sense of tradition is embedded in a strong community culture. Our values of Respect, Responsibility, Learning and Connection are clearly articulated by all members of the Bibra Lake community, including students, staff and parents/carers.

Please feel free to read our school's [Business Plan](https://www.bibralakeps.wa.edu.au) and discover more from our website at www.bibralakeps.wa.edu.au.

The following report provides a further insight into the actions and outcomes for our school across 2024, another successful year which we hope to build upon in 2025.

Aaron Young
Principal



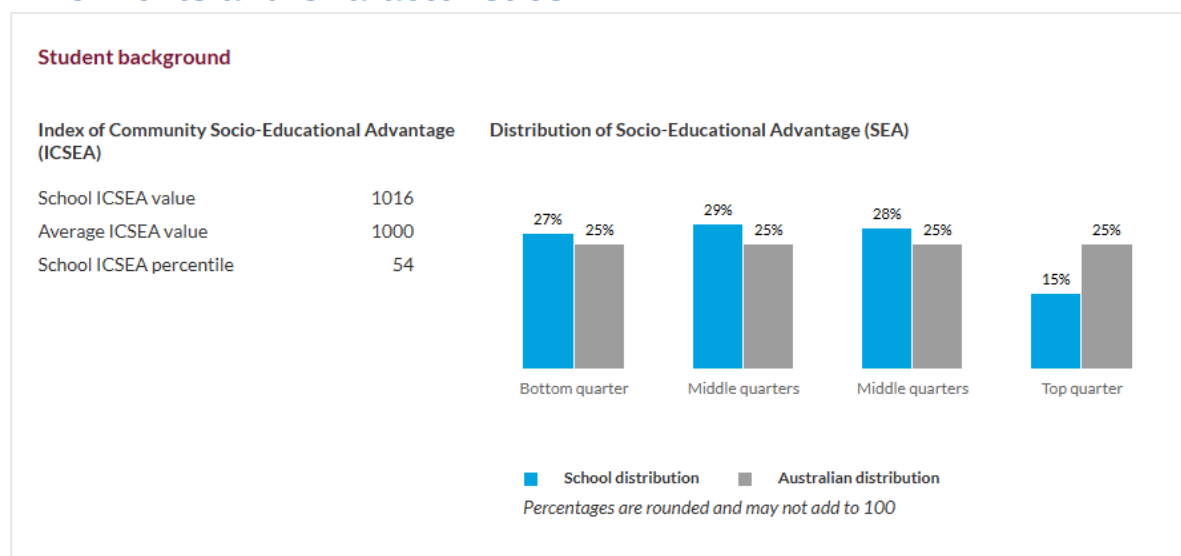
Progress against our School Priorities

Bibra Lake Primary School has made significant progress in achieving its 2021–2024 school priorities, fostering a vibrant, inclusive, and supportive community. Our focus on social-emotional health and well-being has been strengthened through the implementation of whole-school approaches and trauma-informed practices, ensuring students and staff feel valued and supported. The familiarisation with the Aboriginal Cultural Standards Framework has enhanced cultural awareness and community connections, promoting inclusivity and respect for diversity.

In learning environments, we've embedded purposeful use of ICT and integrated STEM learning to provide real-world problem-solving opportunities. Our early intervention strategies, including introducing whole school literacy programs have ensured a strong foundation for future success. Staff leadership development has been prioritised through professional learning teams, fostering collaboration, mentoring, and continuous improvement in teaching practice. These efforts have contributed to stronger literacy and numeracy outcomes, with students matching or exceeding WA Like Schools in key assessments.

Our increased focus on environmental sustainability education has further enriched student experiences and engagement with the world around them. As we celebrate these successes, we look forward to launching our new [Business Plan in 2025](#), building on this strong foundation and setting new goals for continued growth and success.

Enrolments and Characteristics



What is the ICSEA?

The Index of Community Socio-Educational Advantage (ICSEA) is a national scale that helps compare schools by looking at the educational and social backgrounds of students. It's based on factors like parents' education levels, occupation, and the school's location.

- Our School's ICSEA Value is 1016. This is slightly above the national average of 1000, suggesting our students, on average, come from backgrounds with slightly higher educational and occupational advantage.
- The ICSEA Percentile is 54. This means Bibra Lake PS is in the 54th percentile, right around the middle when compared to schools across Australia.

What is SEA (Socio-Educational Advantage) Distribution?

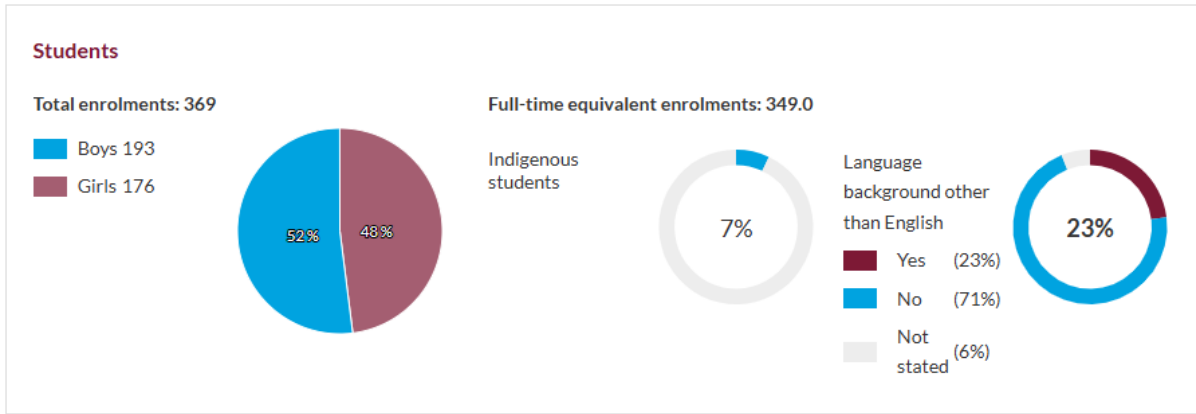
This shows what percentage of our students come from each socio-educational band—bottom, middle, and top quarters—compared to the national average.

- Our Distribution:
 - 27% of students are in the bottom quarter (vs 25% nationally)
 - 29% + 28% are in the middle quarters (combined 57% vs 50% nationally)
 - 15% are in the top quarter (vs 25% nationally)

This tells us that Bibra Lake Primary has a diverse school community, with a higher proportion of students in the middle range of socio-educational advantage, and slightly fewer students from the top quarter compared to the national average.

What Does This Mean for Learning?

These figures help education systems and schools ensure students are supported according to their needs. While our school community is varied, we are proud of the inclusive and supportive learning environment we foster, and we tailor our programs to support every child's growth—no matter their background.



Data source: ACARA My School Website <https://www.myschool.edu.au/school/48684>

The school community reflects a vibrant and diverse learning environment that celebrates inclusivity and opportunity. Our balanced gender distribution and rich cultural tapestry, including 23% of students from language backgrounds other than English and 7% Indigenous students, creates an environment where different perspectives and experiences enhance learning for all. Our ICSEA value of 1016 demonstrates that we sit comfortably within the Australian average, while our broader distribution across socio-educational quarters shows we are truly representative of our local community. This diversity is one of our greatest strengths, fostering an environment where students learn not just from their teachers, but from each other's varied experiences and backgrounds. Our school continues to embrace and nurture this inclusive atmosphere, ensuring every student has the opportunity to thrive and reach their full potential.

Attendance

	Non-Indigenous			Indigenous			Total		
	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools
2022	86.3%	87.5%	88.3%	70.5%	80.3%	69.5%	84.9%	87.2%	86.6%
2023	89.3%	90.5%	90.3%	78.1%	81.5%	74.3%	88.2%	90.1%	88.9%
2024	90.8%	90.9%	91.0%	73.0%	85.5%	74.3%	89.5%	90.7%	89.4%

Data Source: Schools Online Website https://www.det.wa.edu.au/schoolsonline/attendance_overall

Bibra Lake Primary School has demonstrated resilience and steady improvement in student attendance throughout 2024, with our overall attendance rate reaching 89.5%. We are particularly encouraged by the increase in regular attendance to 60.6%, showing positive momentum from previous years. Our school community's commitment to attendance is evident in the reduction of unauthorised absences and the strengthening of our attendance monitoring systems. The growing proportion of authorised absences reflects improved parent communication and engagement with our attendance procedures.

While we celebrate these improvements, we recognise the opportunity to further enhance our attendance rates, particularly for students at moderate to severe risk. Our focus for 2025 will be implementing a comprehensive early intervention program to support students as soon as they drop below the 90% attendance threshold, ensuring every student has the opportunity to maximise their learning potential through regular attendance.

Year 6 Destination School

Destination Schools	Male	Female	Other	Total
4143 Leeming Senior High School	11	6		17
1368 Seton Catholic College	1	2		3
4002 Applecross Senior High School		2		2
1432 Emmanuel Catholic College		1		1
4206 Fremantle College	1			1
4166 Halls Head College		1		1
4025 John Curtin College Of The Arts	1			1
1396 Kennedy Baptist College		1		1
4150 Lakeland Senior High School	1			1
1319 Perth Waldorf School		1		1

Data Source: Schools Online Website https://www.det.wa.edu.au/schoolsonline/destination_schools



Our Year 6 student destination data for 2024 shows a continued strong relationship with Leeming Senior High School as the preferred transition school, despite a slight reduction in numbers. We also observed greater individualisation in high school choice, with families selecting a broad mix of schools including new entries such as Applecross SHS and Perth Waldorf. The data reflects a diverse and well-informed parent community considering academic, cultural, and social needs when selecting secondary pathways.

National School Opinion Survey Results (2023)

The 2023 National School Opinion Survey highlights a strong and supportive school community at Bibra Lake Primary School. Across the parent, staff, and student surveys, a consistent theme of high satisfaction and positive experiences is evident.

Parents overwhelmingly agree that the school is well-led, fosters a safe environment, and supports their children's learning journey. A notable 84% of parents agree or strongly agree that teachers care about their children, and 85% would recommend the school to others. Additionally, 82% of parents believe their child's learning needs are being met, reflecting the school's commitment to individual student success.

Staff feedback reinforces this positive sentiment. Most staff rate the school's leadership highly, with 89% agreeing that the school is well-led and actively seeks to improve. Staff feel supported and proud of the work being done, with nearly all agreeing that teachers motivate students to learn and provide high-quality instruction. Relationships with the local community also received strong ratings.

Students expressed pride in their school, with 86% agreeing that their teachers expect them to do their best. The majority feel motivated and cared for by their teachers, with 78% agreeing they receive useful feedback and have opportunities to engage in interesting activities.

One area for potential improvement is around opportunities for students to have their voices heard. While many students feel their opinions are valued, 41% neither agree nor disagree or believe the school could take their ideas more seriously. Strengthening student leadership initiatives and increasing opportunities for student input could help address this.

Overall, the 2023 survey results reaffirm the school's ongoing dedication to providing a safe, inclusive, and high-quality learning environment, with continuous improvement being a core focus moving forward.

Workforce Composition

	No	FTE
Administration Staff		
Principals	1	1.0
Associate Principals	2	2.0
Total Administration Staff	3	3.0
Teaching Staff		
Level 3 Teachers	1	0.4
Other Teaching Staff	23	17.0
Total Teaching Staff	24	17.4
Allied Professionals		
Clerical / Administrative	4	2.4
Gardening Maintenance	1	0.6
Other Allied Professionals	19	11.2
Total Allied Professionals	24	14.2
Total	51	34.6



Data Source: Schools Online Website <https://www.det.wa.edu.au/schoolsonline/staff>

Bibra Lake Primary School maintains a comprehensive staffing profile that effectively supports our educational mission. Our workforce comprises 51 dedicated professionals, including a strong leadership team of three administrators, and 24 teaching staff members who bring diverse expertise to our classrooms. The school benefits from the support of 24 allied professionals, including specialised support staff and maintenance personnel, who ensure the smooth operation of our learning environment. This well-balanced staffing structure enables us to provide high-quality education while maintaining effective support services for our school community.

Student Achievement

LITERACY & NUMERACY (NAPLAN)

Our 2024 NAPLAN results demonstrate significant progress and achievement across both literacy and numeracy domains. Year 5 performance has been particularly impressive, with students exceeding like-school averages across all assessment areas. The data shows remarkable growth in Reading, with Year 5 students achieving a substantial improvement from 485 in 2023 to 514 in 2024, placing them well above like schools (486). Similarly, Year 3 students have shown consistent improvement across all domains, with particularly strong growth in Reading and Writing.



Writing continues to be a strength across both year levels, with Year 5 students demonstrating exceptional performance as 80% achieved in the 'Strong' category, significantly outperforming like schools at 59%. Our Year 3 cohort has also shown impressive development in Writing, with 79% of students achieving in the 'Strong' or 'Exceeding' categories.

The school's focus on literacy has yielded positive results in Spelling and Grammar & Punctuation, with both year levels showing steady improvement. Year 5 Spelling results are particularly noteworthy, with 28% of students achieving in the 'Exceeding' category, compared to 20% in like schools.

In Numeracy, while showing improvement with Year 3 scores moving from 390 to 399 and Year 5 from 476 to 486, our results indicate this as an area for continued focus. We are pleased that 69.6% of Year 5 students are performing at 'Strong' or 'Exceeding' levels, though we recognise the opportunity to further enhance these outcomes.

Looking ahead, our priority will be to strengthen our numeracy program, particularly in the early years, while maintaining our strong literacy performance. We will implement targeted strategies to support students requiring additional assistance while providing enrichment opportunities for those demonstrating high achievement. Our focus will be on maintaining growth trajectories from Year 3 to Year 5, ensuring consistent progress across all learning areas.

NAPLAN Comparative Performance Summary

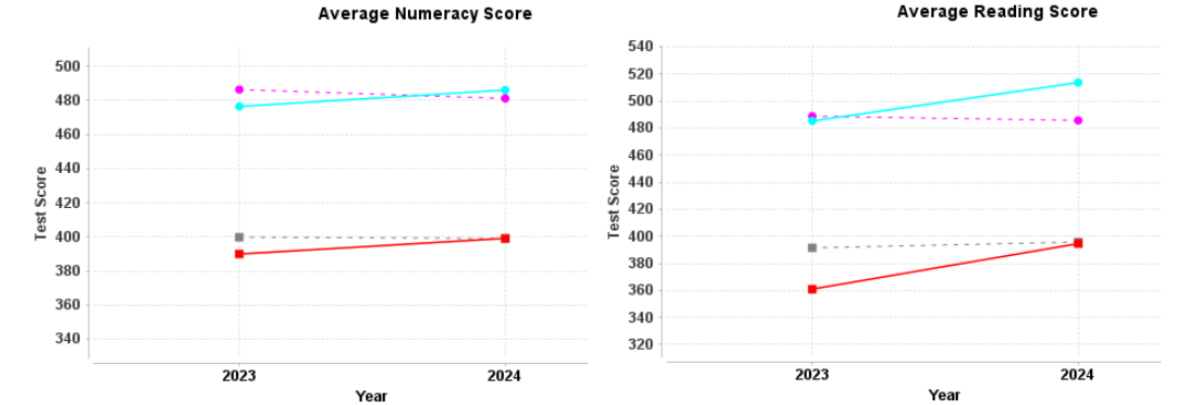
Our 2024 NAPLAN results demonstrate strong comparative performance against students with similar backgrounds, particularly in Year 5. Reading, Writing, and Spelling show outstanding growth, with our students achieving significantly above expected levels at 1.4, 1.4, and 1.1 standard deviations respectively. While Year 3 performance has improved across all domains to meet expected levels, there's still room for growth. The Year 5 cohort's exceptional results reflect the effectiveness of our teaching strategies and support programs in promoting sustained academic progress.

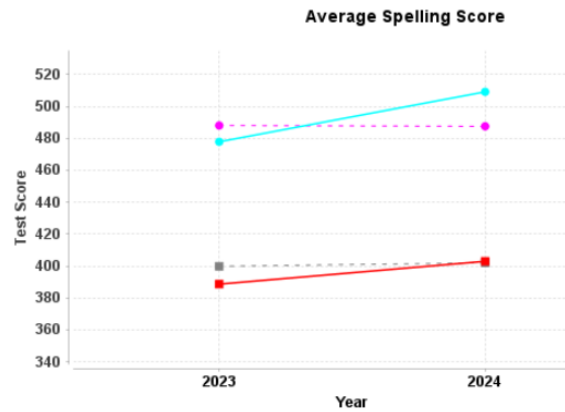
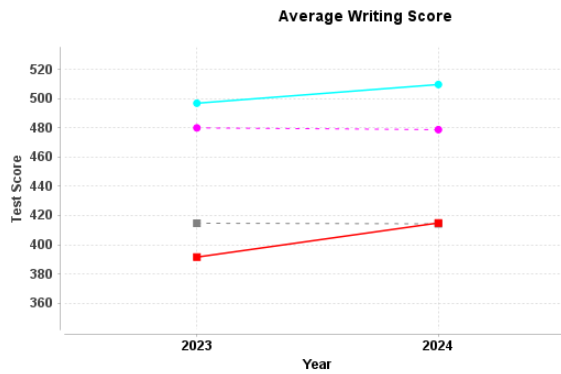
	2023	2024					
Compare to	Students with similar background		All Australian students				
	Reading	Writing	Spelling	Grammar	Numeracy	Interpreting the table	
	Selected school's average when compared to students with a similar background						
							Well above
							Above
							Close to
							Below
							Well below
							No comparison available
Year 3	395	422	403	402	399		
Year 5	514	510	509	499	486		

Data source: ACARA My School Website <https://www.myschool.edu.au/school/48684/naplan/results>

Longitudinal Summary

Our longitudinal NAPLAN data shows a compelling pattern of improvement from 2023 to 2024. Year 5 performance is particularly noteworthy, with substantial gains across all domains - Reading improved from 485 to 510, Writing from 497 to 510, and Spelling from 478 to 509, consistently surpassing like-school averages. Year 3 results also demonstrate steady growth, with all areas showing positive trajectories. The most significant improvements are seen in Reading, where Year 3 scores increased from 361 to 395, and Year 5 results now exceed like schools by 28 points. While Numeracy shows consistent improvement, with Year 3 moving from 390 to 399 and Year 5 from 476 to 486, it represents our smallest margin of growth, identifying an area for focused development in our ongoing improvement strategy.





Data Source: Schools Online Website https://www.det.wa.edu.au/schoolsonline/naplan_5yrSummary_submit

School Highlights for 2024 included:

Academic Excellence and Innovation

- Successful implementation of InitialLit program across early and junior years education
- Strong NAPLAN results demonstrating significant improvement across all domains
- Introduction of enhanced BYOD program supporting digital literacy
- Positive behaviour trends across all year levels, with a notable reduction in major incidents and increased use of restorative practices.
- Consistent improvement in student attendance, with whole-school attendance rising year-on-year and narrowing the gap for Indigenous students.
- Successful rollout of whole-school behaviour expectations refresh, aligned to school values: Connection, Learning, Respect, and Responsibility.
- Extension programs including Talented Young Writers workshops (Terms 1-4)
- Science Week activities and STEM challenges
- Participation in Lakeland SHS Math & Science Challenge



Cultural and Community Engagement

- NAIDOC Week celebrations including Aboriginal lunch and cultural activities
- Harmony Day celebrations promoting inclusivity and diversity
- Strong parent participation in Open Night and P&C Sundowner events
- Popular Book Week celebrations/parade
- Parent education sessions including cyber safety and BYOD information sessions



Sports and Physical Activity

- Comprehensive Edu Dance program throughout the year
- Successful faction and interschool athletics carnivals
- Swimming lessons program
- Cross-country events with strong participation
- Winter carnival participation



Arts and Performance

- Two successful Music Assemblies showcasing student talent including IMMS students
- Edu Dance concert performances
- School choir performance
- Visual arts displays throughout the year

Student Wellbeing

- Implementation of social and emotional learning initiatives
- Regular assembly presentations by all classes
- "Funky Fun Fridays" promoting student engagement
- RU OK? Day activities promoting mental health awareness

Community Partnerships

- Active P&C involvement in fundraising and community events
- Strong School Board governance
- Successful Mother's and Father's Day stalls
- Community participation in sports carnivals and special events

Educational Excursions

- Year 6 excursion to Woodman Point and Point Walter
- Zoo excursions for selected classes
- Science excursions to Sci-Tech
- Various local excursions supporting curriculum
- Student Leaders excursion to Halogen Young Leaders Conference

Special Programs and Events

- ANZAC Day service and commemorations
- Book Fair events
- National Simultaneous Storytime participation
- End of year graduation ceremonies and celebrations



Bibra Lake Primary School Financial Summary as at Dec 2024

At Bibra Lake Primary School, we are committed to transparent financial management that supports quality learning environments and long-term planning. The following provides a brief overview of our 2024 financial position and how we use our resources to support students and the school community.

Income and Expenditure Overview

In 2024, the school received \$4.57 million in total funds, which includes:

- Student-Centred Funding (from the Department of Education),
- Carry forward funds from 2023 (both cash and staffing),
- Locally raised funds (e.g. fundraising, contributions, hire of facilities).

Our total expenditure for the year was \$4.43 million, which covered:

- Staff salaries (the majority of the budget),
- Goods and services (e.g. curriculum resources, utilities, maintenance, student programs).

How Surplus Funds Are Used

Any unspent funds at the end of the year are not lost, they roll over into the next year's budget and play an important role in:

- Reserves planning to ensure financial sustainability.
- Minor works and infrastructure projects, such as facility upgrades, improved learning spaces, and outdoor developments.
- Forward staffing to help maintain continuity of programs, provide support staff, or plan for growth in enrolments or learning needs.

We aim to balance prudent financial management with future-focused investment that enhances student learning, safety, and wellbeing.

One Line Budget

	Current Budget	Actual YTD	Variance
Carry Forward (Cash):	\$ 132,198	132,198	0
Carry Forward (Salary):	\$ 64,079	64,079	0
INCOME			
Student-Centred Funding (including School Transfers & Department Adjustments):	\$ 4,253,510	4,253,510	-0
Locally Raised Funds:	\$ 119,185	158,424	-39,239
Total Funds:	\$ 4,568,972	4,608,210	-39,239
EXPENDITURE			
Salaries:	\$ 3,977,943	3,977,943	0
Goods and Services (Cash):	\$ 485,247	456,293	28,954
Total Expenditure:	\$ 4,463,189	4,434,235	28,954
Variance:	\$ 105,782	173,975	-68,193

Student-Centred Funding		
Per Student	\$	3,203,650.00
School and Student Characteristics	\$	807,501.79
Disability Adjustments	\$	42,958.74
Targeted Initiatives	\$	118,616.74
Operational Response Allocation	\$	80,632.00
Regional Allocation	\$	0.00
Total	\$	4,253,359.27

Minimum Expenditure Requirement Summary		
Current Budget - SCFM and Locally Raised Funds	\$	4,411,934
Minimum Expenditure Requirement		
96% of current budget	\$	4,235,456
10% of carry forward	\$	
Total Minimum Expenditure	\$	4,235,456
Current Forecast Expenditure		
Salaries	\$	3,977,943
Goods and Services (Cash Expenditure)	\$	438,993
Total Forecast Expenditure (cash and salaries)	\$	4,416,935

Data Source: [Oracle BI Interactive Dashboards - 20 - Operational](#)