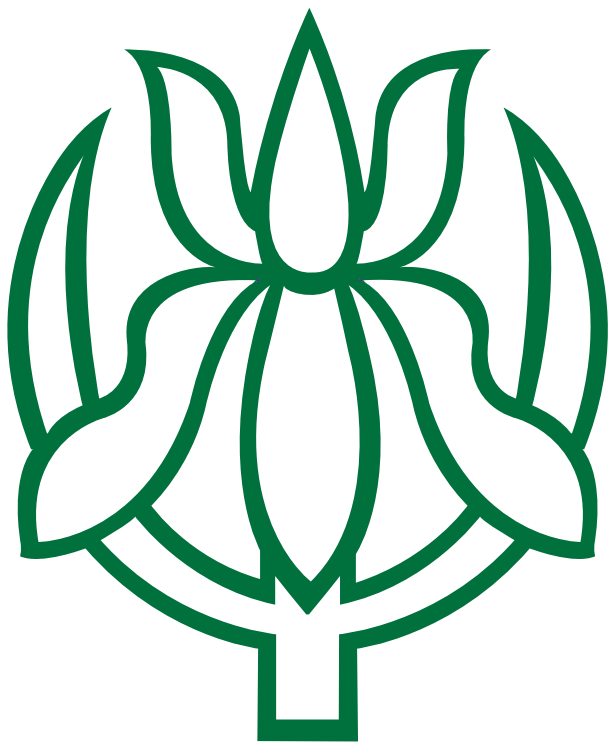


WINIFRED WEST SCHOOLS

Gib Gate



Educational & Financial Report 2008

(1 July 2009)

Area 1: A Message from the key school bodies

Chair of Governors

In his Report to the School community at the close of 2008, Chair of Governors, Mr Tony Carroll noted the strong enrolments of the School and the Board's focus not only on nurturing the values and philosophies of the Schools but also on academic excellence and the need to continue the development of staff and of our existing facilities and infrastructure:

"Winifred West Schools has enjoyed a successful year...and the Board is proud of the achievements of the School(s)... Schools such as ours cannot exist without a dedicated staff. It is the dedication and commitment to the ethos of our Schools by all our staff which make this environment so special."

He also acknowledged the tireless dedication of the Head and staff, of the WWS Foundation and of his fellow Board members, with particular reference to the major property and building achievements of 2008. (The full Report is published in the 2008 Chronicle.)

At the Annual General Meeting of Winifred West Schools Ltd, the Convenor of the Company, Ms Alison Rosenberg was re-elected for 2008-2009. Ms Rosenberg congratulated the Board and the Head, on behalf of the Company, on the strong financial position and achievements of the Schools.

Winifred West Schools Foundation Ltd

In 2008, under the chairmanship of the Hon John Sharp (to May 2008) and the Hon Michael Yabsley (post May 2008), the Winifred West Schools Foundation continued to play an active part in the community life of the School, driving keenly towards realisation of the goals of the '100 years on' Centenary Appeal to mark the centenary of the foundation of the first of the three Schools, in 1913.

Foundation's 2008 programme included involvement of Directors and members of the School Executive in a formal Strategic Review and Planning process specific to Foundation, to clarify the actions to be implemented to realise the financial goals set.

Within the programme of events, in addition to the Annual Golf Day for parents, the major event run by Foundation was a Bush Dance that attracted more than 1000 members of the Frensham and Gib Gate communities and raised substantial funds for the Centenary Appeal. Through the efforts of Foundation Directors and parent committees, membership of the Foundation continued to grow and plans were finalised the appointment of a Director of the Centenary Appeal.

Staff of the School also acknowledged Foundation's ongoing support through their Staff Scholarship programme that funded the Director of Language Arts, Mrs Trish Symons, to attend a Summer School in English Literature at Oxford University.

The Gib Gate (Parent) Advisory Committee, chaired in 2008 by Mrs Katrina Graves, met four times during the year and worked with the Head of Winifred West Schools to discuss policies and procedures within the School. Major areas of focus included but were not limited to:

- Parent Workshops - ideas for further development
- Academic achievement: state-wide testing and School Reports
- Parent – School communication – School request for feedback
- Individualised teaching strategies
- Canteen - menu / provision of healthy choices / allergy awareness
- Fundraising – opportunities sought to raise support from Gib Gate parents
- Car Park – request for feedback on new configuration
- Uniform Shop Processes and procedures - feedback sought

The Head of Gib Gate attended all meetings at the invitation of the Head of WWS and Minutes of Advisory Committee Meetings are provided to the Board of Governors of the School.

Families of Gib Gate (FOGG), chaired in 2008 by Mrs Caroline Wikramanayake, constitutes all parents of Gib Gate. FOGG plays a major role in support of School fundraising and in special School events such as Grandparents' Days, Book Week Fair, Sports Carnivals and Fathers' Day Breakfasts.

Year 6 Monitors

Year 6 students suggest, apply for and are appointed to positions of leadership and service within the School, roles through which they can make a personal contribution to the School.

In 2008 Monitor positions included responsibility for Charity Days, Publications, Library, Younger Children, House Sport, Office Support and Music.

In preparation and ongoing support for their leadership experience, all Year 6 students participated in a Young Leaders' programme implemented by the Head of Gib Gate, Ms Sally Robson.

Area 2: Value-Added Information

Strong value-adding in student performance is evident in comparison of results in the Basic Skills Tests/NAPLAN Tests, [Report on Page 3] for students attending Gib Gate from Year 3, 2006 to Year 5, 2008.

- **Literacy:**

22 students completed both the Year 3 2006 Basic Skills Tests in Literacy and Year 5 2008 NAPLAN Tests

- 1 student gained 5 skill bands
- 2 students gained 4 skill bands
- 11 students gained 3 skill bands
- 8 students gained 2 skill bands

- **Numeracy:**

22 students completed both the Year 3 2006 Basic Skills Test and Year 5 2008 NAPLAN tests

- 1 students gained 4 skill bands
- 6 students gained 3 skill bands
- 8 students gained 2 skill bands
- 6 students gained 1 skill band

In 2008, new programmes implemented to add value to student performance were:

- Maths Olympiad
- Robocop
- Tournament of Minds
- Maths Camp
- Literacy Support K-2
- Mathematics Support K-4
- Hokuriku Gakuin School Cultural Exchange Programme
- Dance Programme K-6
- the Gifted and Talented Music Programme
- Writing workshops for students from Kindergarten to Year 6 facilitated by a visiting Author
- student participation in Writing Competitions
- a skill-development programme for Athletics
- ICT workshops
- Interrelate Personal Development Family Information Sessions
- Extension of the Year 6 Leadership Programme to include the coordination of Community Events such as the ANZAC Day Service, Remembrance Day Service and the support of charities.

Area 3: School Performance in National Tests and Examinations

2008	Year 3 Gib Gate	National	Year 5 Gib Gate	National
	Number & % students achieving Bands 3-6	% students achieving Bands 3-6	Number & % students achieving Bands 5-8	% students achieving Bands 5-8
National Assessment Programme for Literacy and Numeracy (NAPLAN) Overall Literacy	27/29 students = 96%	91%	28/28 students = 100%	87%
NAPLAN Overall Numeracy	27/29 students = 93%	90%	25/28 students = 90%	79%

In Year 3, 96% of students achieved Band 3 or higher in Overall Literacy compared to 91% nationally. This is consistent with results obtained in 2007. In Year 3, 93% of students achieved skill Band 3 or higher in Overall Numeracy compared to 90% nationally.

In Year 5, 100% students achieved skill Bands 5 or higher in Overall Literacy as compared to 87% nationally. This is consistent with results obtained in 2007. In Year 5, 90% of students achieved skill Bands 5 or higher in Overall Numeracy as compared to 79% nationally.

Comparison of the 2008 results with those from previous years indicates that there exists a positive link between years of attendance at Gib Gate and higher NAPLAN test results.

Area 4: Professional Learning and Teaching Standards

Professional Learning

All teaching staff participated in professional development sessions associated with Registration procedures. In addition, the following professional development activities were undertaken by staff throughout 2008.

External Courses:

No. of Staff	Course Name	Course Organiser	Course Start Date	Course End Date	Benefit
2	Everyday Challenges for the Modern School Nurse	School Nurses Association	21 January 2008	22 January 2008	Latest treatments for a range of diseases. And adolescent mental health advice per presenter Michael Carr-Gregg
2	Programming and Documentation	Simpson Early Childhood Services	16 February 2008	16 February 2008	Ideas for programming and documenting to support requirements for Registration.
1	Leading Learning....into the research	ASLA (Australian School Library Association)	23 February 2008	23 February 2008	Increased facility in use of Web 2.0 and other latest technology.
3	Unpacking Possibilities of Representation	Institute of Early Childhood Macquarie University	15 March 2008	15 March 2008	Ideas for Programming and Documentation to support Reggio Emilia emerging curriculum while still meeting requirements for rigorous programming.
2	JSHAA Gifted and Talented Umbrella Group	JSHAA	14 May 2008	14 May 2008	Shared understanding of G and T education and programming - opportunity to share experience with professional colleagues.
1	A Digital Education Revolution	ACER	26 May 2008	26 May 2008	Familiarisation with technological innovations designed to support student learning and school administrative processes to inform school decision making.
1	Total Assessment Conference	EAS	2 June 2008	2 June 2008	Learning about the latest approaches to educational assessment and measurement - with exploration of diagnostic assessment in particular.
2	Planning and Teaching Powerful Integrated Units	Scholastic Seminars	4 June 2008	4 June 2008	Background information about programming style and philosophy used at Gib Gate for HSIE and Science units integrated with English, CA and PD.
1	Summer School in Literature at Exeter College	University of Oxford	29 June 08	10 July 08	In-depth studies at the highest level to support teaching of this new HSC area of study - Romanticism.

No. of Staff	Course Name	Course Organiser	Course Start Date	Course End Date	Benefit
2	Celebrating Ability - Hobart	AAEGT	9 July 2008	11 July 2008	Opportunity to engage with a number of the internationally renowned "experts" to increase knowledge and understanding of Gifted and Talented students. Exhibitions and Trade Fairs provided new ideas and latest research.
2	AIS Executive Conference: Today's Learner in Years 5-10: Challenge, Connect and Engage. Presenters included: Dr Carol Ann Tomlinson, Dr Michael Nagel, Dr Andrew Fuller	AIS (Association of Independent Schools)	10 August 2008	11 August 2008	Frensham and Gib Gate recognise that meeting the needs of each learner requires a customised approach to each child. The keynote speakers were experts in curriculum and wider school innovation.
1	LIEN Learning in Early Numeracy AIS NSW	AIS	22 August 2008	11 September 2008	Increased ability to implement the LIEN Framework used at Gib Gate across Kindergarten to Year 6.
1	Mindful Leadership Programme	Melbourne Business School	25 August 2008	28 August 2008	Opportunity to engage with and apply the latest international research in cognitive and neuro-sciences approaches to leadership, enabling executive staff to work in meaningful, effective, transformative ways leading major change in groups and organisations
2	Early Childhood Meeting	JSHAA	1 September 2008	1 September 2008	Shared understanding of Early Childhood education and programming - opportunity to share experience with professional colleagues
1	OHS Management Systems Training Science Labs	DET/AIS	1 September 2008	1 September 2008	Training in provision of a safe environment for students and staff in the Science Laboratories and relevant documentation.
2	Gifted & Talented Meeting	JSHAA	4 September 2008	4 September 2008	Shared understanding of G&T education and programming - opportunity to share experience with professional colleagues
1	The stress resistant personality - how to develop one. Dr Michael Carr-Gregg	ABSA	4 September 2008	4 September 2008	Dr Carr-Gregg is recognised as an international expert on teenage mental health.

No. of Staff	Course Name	Course Organiser	Course Start Date	Course End Date	Benefit
2	NSW Ombudsman Child Protection Investigation Course	AIS	9 September 2008	9 September 2008	Refresher accreditation course
1	Animals & Agriculture Teaching. NSW Department of Education and Training	DET	10 September 2008	10 September 2008	Gaining information and strategies on managing the school farm, teaching ethical issues related to animal production and compliance requirements in accordance with animal welfare guidelines.
1	Teaching Handwriting, reading and spelling skills	THRASS	6 November 2008	7 November 2008	Gaining information and strategies on the teaching methodology of explicit phoneme-grapheme awareness. Assisting classroom teachers of English to understand why children make errors, and provides a practical, multisensory approach, addressing both prevention and correction.
1	Combined meeting with ACT Catholic / Independent Schools Teacher Librarians organised by The Association of Independent Schools	AIS	14 November 2008	14 November 2008	Feedback re: computers in education and AGQTP Guided Inquiry Project report plus visit to National Archives and Australian War Memorial.

Internal Professional Development Activities:

Date	Activity	Presenter	Duration	Staff Involved
19/2/08	Stop Motion Pro Demonstration	Mr John Clear, AIS	2hrs	14
19/2/08 and 20/2/08	Coaching in the use of newly installed presentation technologies	Mr John Clear, AIS	2 days	7
19/3/08	Senior staff workshop on building trust and giving and receiving feedback	Mr Guy Williams, Management Consultant	3 hours	32
20/3/08 and 25/3/08	ICTs including display technologies, scanning, audio recording, animation and mind mapping tools in basic office.	Mr John Clear, AIS	2 days	16
20/3/08	Motivating Teenage Girls – a framework for building motivation based on research	Dr Andrew Martin, Associate Professor Education, USyd.	1 day	64
25/3/08	Refinement of MULTILIT literacy support programme.	Kyle Pitt, Macquarie University Special Education centre	1 day	2
27/6/08	Responding to Risk of Harm	Ms Cate Pinnington, AIS	4hrs	75

Date	Activity	Presenter	Duration	Staff Involved
26/9/08	Analysis of National Assessment Plan results	Ms Sally Robson	2hrs	16
26/9/08	GG Speech Therapist Briefing	Ms Kate Psarakis	1.5 hrs	16
26/9/08	Building teachers' skills in individualising curriculum with Mathletics online tools	Ms Kellie Baker, 3P Learning	1.5 hrs	7
26/9/08	Executive staff exploring models for meeting the needs of gifted learners	Ms Bronwyn MacLeod, Gateways Education	3hrs	8
26/9/08	Peripatetic and Sport - Child Protection	Ms Cate Pinnington, AIS	4hrs	23
8/12/08	Whole Staff sessions on Identifying and Meeting the Needs of Gifted Learners	Ms Bronwyn Macleod, Lecturer in Certificate of Gifted Education, UNSW	1.5 hrs	74
8/12/08	Meeting the needs of Gifted Students in Primary	Ms Bronwyn MacLeod	1.5 hrs	16
8/12/08	Collecting and Analysing Work Samples for Music	Ms Linda Magson	6hrs	3
10/12/08	Occupational Therapy Briefing	Ms Sophie Stephens, Occupational Therapist	1.5 hrs	16

The average expenditure per teacher on professional learning, including the special mentoring programmes was \$1,767.99 (2007: \$1,768.45)

Teaching Standards

	Category	Number of Teachers
(a)	Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National office of Overseas Skills Recognition (AEI-NOOSR) guidelines.	15
(b)	Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	0
(c)	Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching content.	1

Area 5: Teacher attendance and retention rates

In 2008 the average daily teacher attendance rate was 99%.
The proportion of teachers retained from 2007 was 100%.

Area 6: Student attendance and retention rates in secondary schools

Not applicable to Primary Schools

Area 7: Post school destinations

Not applicable to Primary Schools

Area 8: Enrolment policies and profiles

Gib Gate is a co-educational School for students from Pre-Primary to Year 6* providing an education based on the School's ethos and operating within the policies of the NSW Board of Studies. The application process takes into account siblings already attending the School, former-student and family connections and date of registration with the School.

** Frensham accommodates girls in Years 4-6 who enrol as boarders and travel to and from Gib Gate each day.*

Once enrolled, students are expected to adhere to the School's ethos and comply with the School rules to maintain the enrolment.

Procedures

1. All applications are processed in accordance with the School's Enrolment Policy, with the student and family invited to interview, which also includes a tour of the campus.
2. Each applicant, with a parent or guardian, is interviewed by the Head of School and the responses regarding the student's ability and willingness to support the School's ethos are considered.
3. Each applicant's educational needs are considered at the time of interview through discussion with the student and family and with the student's most recent School Report being made available at the time of interview, if applicable. Further information may need to be gathered from an appropriate source.
4. In some instances, prior to an offer of a place, any necessary strategies which may be required are discussed and considered.
5. A letter offering a place is sent to the parent/guardian with the Enrolment Form. The return of the form with the requisite Enrolment Fee [non-refundable] confirms the place.

Student population

At December 2008 Gib Gate had 29 full-time-equivalent Pre-School students and 172 students from Kindergarten to Year 6. There are approximately 60% girls and 40% boys throughout the School.

A small number of students come from backgrounds with languages other than English and a small number of students have special needs. The majority of students come from the local area of the Southern Highlands.

Area 9: School Policies

Student Welfare

Gib Gate seeks to provide a safe and supportive environment which:

- minimises risk of harm and ensures students feel secure;
- supports the physical, social, academic, spiritual and emotional development of students;
- provides student welfare policies and programmes which develop a sense of self-worth and foster personal development.

To ensure that all aspects of Gib Gate's mission for providing for a student's welfare are implemented, the following policies and procedures were in place during 2008:

Policy	Changes in 2008	Access to full text
<p>Accident Management Procedures This policy grades injuries into categories and outlines the steps to be involved at each level. It is based on the principle that the safety and welfare of students are paramount.</p>	Reviewed 2008	Staff Handbook
<p>Behaviour Management Policy In accordance with the School's motto 'Gib Gate Cares' Gib Gate aims to encourage students to take responsibility for their own behaviour and assist each other to do the same.</p>	Reviewed 2008	Staff Handbook Overview of Policy included in Parent Information Book
<p>Boarding Manual for Staff This document seeks to explain how community life works for boarders.</p>	Reviewed 2008	Boarding Manual
<p>Child Protection Policy, encompassing: Information and instruction sessions are held once per year.</p> <ul style="list-style-type: none"> • definitions and concepts • legislative requirements • preventative strategies • reporting and investigating "reportable conduct" • investigation and documentation processes 	Policy takes into account current legislation Reviewed 2008	Available on request by contacting the School
<p>Communications Policy Communication with parents is achieved through:</p> <ul style="list-style-type: none"> • Term & Yearly Calendar • Newsletters • Reports • Letters, e-mails, phone calls • Parent/teacher meetings [formal and informal] <p>Protocol for communications is outlined in the Parent Information Book.</p>	Reviewed 2008	Parent Information Book Staff Handbook
<p>Curriculum Policy is prepared as a guide to Staff regarding policy and practice at Gib Gate. It encompasses:</p> <ul style="list-style-type: none"> • Differentiated learning • Curriculum scope and sequences • Class Programming • Approach to learning for each KLA • Assessment Policy 	Reviewed 2008 and changes made	Curriculum Handbook Overview of policy included in Parent Information Book

Policy	Changes in 2008	Access to full text
Daily Routines including <ul style="list-style-type: none"> • Student absence • General movement • Maintenance • Supervision 	Updated in 2008	Staff Handbook Overview available in parent handbook
Dealing with Critical Incidents This policy outlines a procedure to help prioritise responses and develop a management plan to effectively address the immediate, short term and long term needs of those affected by a 'traumatic incident' involving School staff and students.	Reviewed 2007	Staff Handbook
Fire Regulations Policy Information and instruction sessions are held once per semester.	Reviewed 2008 and changes made	Staff Handbook Fire Log
Occupational Health and Safety Policy In order to implement the general provisions of the policy, a programme of activities and procedures is in place, continually updated and acted upon.	Reviewed 2008	Staff Handbook
Policy on School Uniform Details School uniform options and expectations re wearing of School uniform.	Updated in 2008	Parent Information Book
Policy on the use of ICTs Refers to all computer hardware, software, systems, databases, telecommunications and electronic data transmissions used in gaining access to information, locations and people.	Updated in 2008	Staff Handbook Curriculum Handbook
Positive Peer Relations Policy encompassing <ul style="list-style-type: none"> • all members of the community • promotion of personal growth and self-esteem • building of positive relations by managing and eliminating unacceptable behaviour 	Reviewed in 2008	Staff Handbook Overview of policy included in Parent Information Book
Security Policy Outlines the security arrangements for the campus including procedures involving excursions.	Updated in 2008	Staff Handbook
Sexual Discrimination Policy Gib Gate is committed to providing all staff and students with a working environment free of sexual harassment.	Reviewed 2007	Staff Handbook Summary and explanatory notes of the "Act" are available from the Head.

Student Discipline

Students are required to abide by the School's rules and to follow the directions of teachers and other people with authority delegated by the School. Where disciplinary action is required, penalties imposed vary according to the nature of the breach of discipline and a student's prior behaviour.

Corporal punishment is not permitted under any circumstances.

All disciplinary action which may result in any sanction against the student, including suspension, expulsion or exclusion provides processes based on procedural fairness.

The full text of the School's discipline policy and associated procedures is provided in the Staff Handbook and an overview is provided to parents through the Parent Information Book.

Policy	Changes in 2008	Access to full text
<p>Behaviour Management Policy encompassing</p> <ul style="list-style-type: none"> • A process for managing unacceptable behaviour • A process that aims to develop self-discipline in students - therefore discipline is based on a trust system • A general expectation that students will be polite, punctual and tidy at all times • An understanding that all drugs, including alcohol and cigarettes are forbidden • An understanding that School property will be treated with care 	Reviewed in 2008	Staff Handbook Overview included in Parent Information Book
<p>Positive Peer Relations Policy encompassing</p> <ul style="list-style-type: none"> • all members of the community • promotion of personal growth and self-esteem • building positive relations by managing and eliminating unacceptable behaviour 	Reviewed in 2008 and changes made	Staff Handbook Overview included in Parent Information Book

Complaints and Grievances

Gib Gate's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness.

The full text of Gib Gate's policy and processes for complaints and grievances resolution is provided in the Staff Handbook.

Policy	Changes in 2008	Access to full text
<p>Grievance Handling – Best Practice Policy</p> <p>This policy sets out the procedure for handling discrimination/harassment grievances at Gib Gate. In summary, grievances are handled:</p> <ul style="list-style-type: none"> • Confidentially • Impartially • As quickly as possible • According to clear policy/procedure 	Reviewed 2008	Staff Handbook
<p>Grievances and Disputes Policy</p> <p>This document sets out the procedures to be followed at Gib Gate where a problem arises with respect to a teacher's performance of duties.</p>	Reviewed 2008	Staff Handbook
<p>Privacy Policy</p> <p>This policy outlines how Gib Gate uses and manages personal information provided to or collected by the School. Gib Gate is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.</p>	Reviewed 2008	Staff Handbook
<p>Recruitment Policy</p> <p>Gib Gate is an Equal Opportunities employer. All staff must consent to employment according to the conditions in the Child Protection legislation.</p>	Reviewed 2007	Staff Handbook

Area 10: School-determined improvement targets

Achievement of Priorities for 2008

Area	Priorities	Achievements
Teaching and Learning	<ul style="list-style-type: none"> • Mathematics - Learning in Early Numeracy [LIEN] training • Kindergarten to Year 2 Mathematics Support • Continued provision of support for low-progress readers in Years K-2 classes • Teaching of Mathematics time allocation - increase • Continued improvement of quality in programming for PDHPE teaching and learning • Gifted and Talented Education –programming • Use of new ICT software to enhance teaching and learning • School Policy on Programming K-6 reviewed and updated 	<ul style="list-style-type: none"> • LIEN training completed by all new classroom teachers • Continued implementation of MULTILIT programme for low-progress readers • Implementation of additional one-to-one support for Kindergarten students identified as at risk in Literacy and Numeracy through PIPS assessment • Parent Information workshop on Maths in Action • Additional Staff members employed K-4 to support students at risk in mathematics • K-6 whole school timetable reviewed and the teaching of Mathematics scheduled to morning time slot and overall teaching minutes increased. Timetabling to allow for vertical grouping/partial acceleration • Additional training sessions in Athletics and Cross Country • Partial acceleration of students in Mathematics • Vertical groupings for the teaching of literacy skills • Vertical grouping: Mathematics Olympiad • Gifted and Talented Education: Mentoring of G&T students, the development of specific multi-age G&T programmes • Training of staff in use of new software and IWBs • Stage 3: Students attended workshop on use of Video Editing and skills imbedded in HSIE/English units • Robocup Team participated in NSW competition • Assessment: Increased use of self and peer assessments and teacher conferencing with students
Student Welfare	<ul style="list-style-type: none"> • Enhancement of resilience and 'anti-bullying' education for all students • Strengthening of parent understanding of the School's positive approach to student discipline / enhancement of parenting skills 	<ul style="list-style-type: none"> • Bounce Back programme and Stop/Think/Do programmes implemented • Interrelate Parent/Family workshop for students in Years 3-6 • Year 6 leadership programme: Kindergarten Buddies programme • Vertical groupings Preschool to Year 6

<p>Staff Development [See summary of professional learning programmes in Area 4 of this Report]</p>	<p><u>Highlights include:</u></p> <ul style="list-style-type: none"> • Training of staff in identification and support of Gifted and Talented students: Development of appropriately differentiated units of work from K-6 in consultation with G&T consultant • Work with individual staff on the areas of Teaching Standards and Professional Accreditation 	<ul style="list-style-type: none"> • Classroom programmes differentiated • Workshop completed by all class teachers, with programming implemented to consolidate understanding • Individual staff commitment made to attainment of professional accreditation goals
<p>Facilities and Resources</p>	<ul style="list-style-type: none"> • Upgrade of networked computers in classrooms • Further improvement of teacher-support for students requiring learning support and extension • Completion of central courtyard / paved area 	<ul style="list-style-type: none"> • Computers for Years 1-6 upgraded to facilitate operation of appropriate software • Purchase of resources to support teaching of guided reading and MULITLIT and also of Mathematics resources to support teaching programme • Paving area completed and railings installed on step area outside Assembly Hall

Area 11: Initiatives Promoting Respect and Responsibility

At Gib Gate, the ethos and values underpinning the operation of the School are based on the belief that all have a right to work and live in a secure environment where they are treated with respect, through the development of positive relationships between students, teachers, parents and other members of the School community. Our practices reflect the School motto: *Gib Gate Cares*

Undertaken annually:

- Staff reviewed the Code of Conduct devised by the School, detailing the respect that must be observed by teachers in all aspects of their work with students and colleagues.
- Weekly Prayer Assemblies and formal Performance and Line-up programmes, provide regular opportunity for promotion of the School's Christian values
- Students share responsibility for many aspects of the School's operation: Year 6 are Buddies for Kindergarten and all members of Year 6 share overall responsibility with teachers for special areas of the school and whole-school activities

Area 12: Parent, Student and Teacher Satisfaction

Teachers:

Informal feedback from teachers and discussions with Co-ordinators indicates that during 2008 staff were generally very satisfied in all areas of their work in the School, particularly in terms of relationships with parents and colleagues, support of the Head of Gib Gate, involvement in policy decisions, sharing of responsibilities and professional development opportunities.

Gib Gate staff speak positively to others about the high quality of the School.

Parents:

The Gib Gate Advisory Committee met four times during 2008 and discussed issues of policy and procedure with the Head of Winifred West Schools. The Head of Gib Gate attended all meetings at the invitation of the Head of WWS. Practice within the School is that matters of parent concern are directed to the School immediately by the individual parent, for response by staff or by the Head of Gib Gate. Additionally, matters are raised at the Advisory Committee Meetings for discussion or action, including clarification of policies with individual parents, change of procedure and / or communication of outcomes to the School community. Minutes of Advisory Committee Meetings are provided to the Board of Governors of the School.

The umbrella group of all parents, Families of Gib Gate [FOGG] met each term to discuss ways in which parents could support the School. Within this group, Class Parent Representatives for all classes worked energetically with the School throughout the year, in support of special events.

Written Reports documenting student progress were provided at the end of each semester, with an invitation to parents to contact the School for further explanation or to raise a concern.

Parent/Teacher discussions were held for each year group, with full attendance by parents. Subsequent parent meetings were scheduled on request of parents or the School.

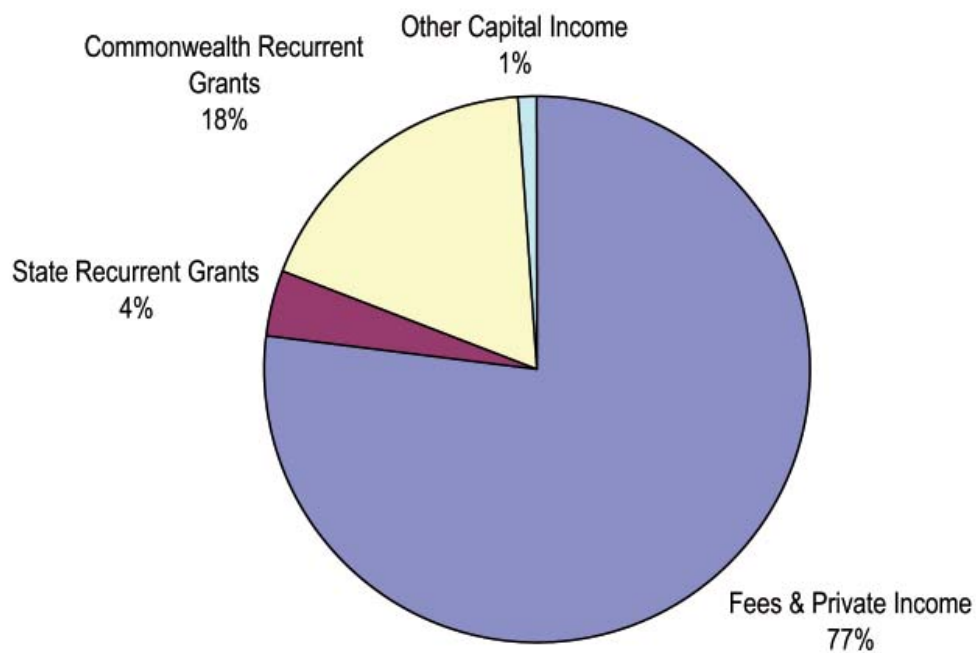
From formal and informal feedback, including comments to the Head and letters to the School, through very high retention rate and through informal feedback, parents appeared, in general, to be very satisfied with the School.

Students:

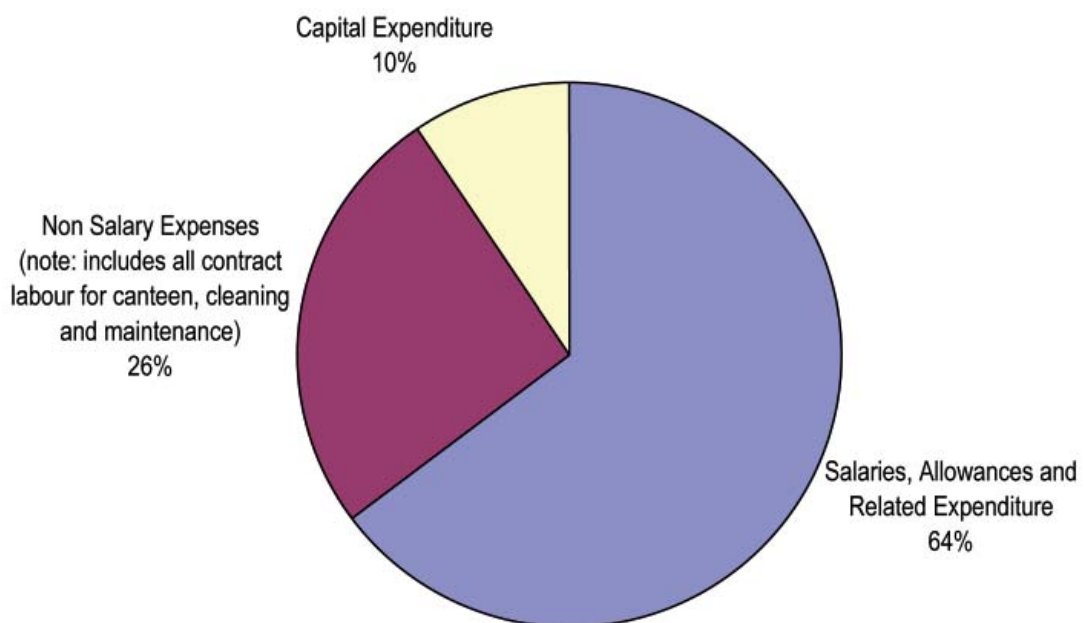
Student retention rates and overall involvement in School activities and events, in addition to formal and informal feedback from parents and teachers reflect general satisfaction with the School by students.

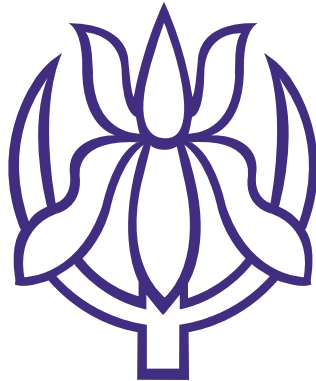
Area 13: Summary financial Information

Gib Gate – 2008 Summary Financial Information (a) Recurrent/Capital Income



Gib Gate – 2008 Summary Financial Information (b) Recurrent/Capital Expenditure





GIB GATE . FRENHAM . STURT
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