

# Millner School

## Annual Performance Report to the School Community 2022



Acronyms	Full form
NTLC	Northern Territory Learning Commission
RWI	ReadWriteInc
MM	Meaningful Maths
AO	Administration Officer
CT	Classroom Teacher
ST	Senior Teacher
PL	Principal Level
FELA	Foundations of Early Literacy Assessments

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{Questions and prompts in Italics are intended as a scaffold and should be deleted as appropriate}  
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## School Overview

### Our School

Millner School is a proudly diverse and multicultural school situated in the heart of the Millner suburb. The school has a current ICSEA rating of 870. ICSEA is a measure of the relative level of advantage for a school's cohort of students, with 1000 being the benchmark / average rating.

Our teaching and non-teaching staff are the absolute strength of our school due to their high levels of experience, passion and dedication to our students and school community. They have a long-term commitment to Millner School; this is reflected in our whole school approach to student well-being, strategic learning outcomes and an investment in our road to whole school improvement.

A significant strength of our school is the highly diverse make-up of our student cohort. We have well over 30 language speaking backgrounds represented amongst our student group, providing us with a very multicultural environment.

Our school motto, '**Achieving Together and Building Respect**' points to our belief that we are more likely to achieve significant things if we are working *with* other people. Our students engage in opportunities to develop their own skills and experience in working collaboratively with others, while aligning their learning behaviors with our Millner School Learning Circles of being '**Invested, Creative, Unified, Courageous**' from Preschool to Year 6.

### Our Staff

FTE	Classification	Staff Member	Role
0.96	AO	Dawson, Fay	Special Education Assistant; Library; Data Co-ordinator
0.92	AO	Long, Nikita	Classroom Support
0.96	AO	Hopkins, Chantal	Administration Officer – Front Office Leader
1	AO	Moss, Megan	Administration Manager
0.96	AO	Stevens, Deb	Classroom Support
0.96	AO	Parveen Lokpalli, Anisha	Preschool Assistant
1	PH	White, Stuart/Michael Siriotis	Grounds and Maintenance
1	Other - Trainee [TSF Funded]	Pollard, Te-Leah	Classroom Support
1	Other [SC Funded]	Cubillo, Tyla	Classroom Support
1	Other [SC Funded]	Greig, Abbey	Classroom Support
0.2	CT	Harold, Tom	ICT Support
1	CT	Glazbrook, Ella	Class Teacher, Preschool and Special Ed teacher

## Annual Performance Report to the School Community 2022

1	CT	Winfield, Lauren (maternity leave from W5T1)	Roving release teacher
1	CT	Schwarze, Gabrielle	Class Teacher, Year Transition
1	CT	Smith, Leta	Class Teacher, Year 3/4
1	CT	Trainor, Shandell	Class Teacher, Year 1/2
1	CT	Miller, Judy (LSL T3 and retired T4)	Class Teacher, Year 2/3
1	CT	Raico, Marie	Class Teacher, Year 2/3
1	ST1	Arratta, Sheree	Specialist HPE/STEM, Engagement Plan
1	ST1	Mullucks, Sarah	Class Teacher, Year 4/5, RWI
1	CT	Fullbrook, Karin	Class Teacher, Year 5/6
0.4	CT	Lesh, Korin	Art, T-6
0.6	CT	Webb, Gill (T1 only)	Special Education Teacher
1	PL4	Goveas, Jessica Noella	Principal

3 staff members identified as Aboriginal.

All teaching staff met the professional standards for teachers in the Northern Territory, including having obtained appropriate qualifications for teaching and abiding by the Code of Ethics for Northern Territory teachers.

## Our Students

### 2021

#### School facts

School sector	Government
School type	Primary
Year range	P-6
Location	Outer Regional

#### School staff

Teaching staff	11
Full-time equivalent teaching staff	10.0
Non-teaching staff	4
Full-time equivalent non-teaching staff	4.0

#### School links

School website

Millner Primary School

Sector, system or association website

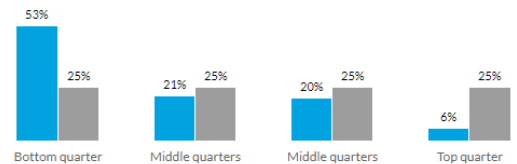
Department of Education Northern Territory

#### Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	870
Average ICSEA value	1000
School ICSEA percentile	6

Distribution of Socio-Educational Advantage (SEA)

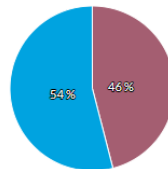


■ School distribution ■ Australian distribution  
Percentages are rounded and may not add to 100

#### Students

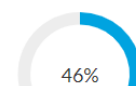
Total enrolments: 145

Boys	79
Girls	66

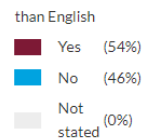


Full-time equivalent enrolments: 144.5

Indigenous students



Language background other than English



## Our Community

Our local community is well represented in the demographics of our school. We have a high Aboriginal and Torres Strait Islander cohort (approximately 40%), as well as a growing and significant population (approximately 70%) of students who speak English as a Second Language or Dialect with new arrivals from South Asia as well as less recent arrivals from other parts of Asia, with the most significant proportions coming from the Philippines and India. There are approximately 40 different language / dialect backgrounds in our student population.

A large proportion of our students live in and around the local Millner area. Our students and families have a transient aspect to their time at Millner- some families move interstate after spending a period of 2-3 years in Darwin, as required by their visa conditions. Other families move to different suburbs as rental prices fluctuate. This has an impact on the school community directly, as families and students change from time to time, at an accelerated rate compared to other school communities. Nevertheless, our school values the relationships with parents, carers and families and have held a number of school-community events in 2022:

- Meet the Teachers/open Classroom day
- Harmony Day celebration
- ANZAC day
- School Concert with community food stalls
- Mother's Day Raffle

- Halloween Disco
- Book Week Parade and week activities
- Science Week
- Jingili Garden Playground Launch
- Fortnightly assemblies
- ReadWriteInc assemblies
- Poetry reading
- End of year awards
- Class parties with parents
- Year 6 Graduation (attended by 90 parents and carers!)
- Preschool graduation
- Parents morning tea
- Sports Days
- Election BBQ
- 100 Days of Transition
- 3/4 Sleepover

The Millner School Council met monthly, on Wednesday morning. The Council has 5 members. In 2022, these positions were filled as follows:

Chairperson: Robert O'Connor

Secretary: Anisha Parveen Lokpalli

Treasurer: Ebonie Pedretti, supported by Megan Moss

Staff Representative: Judy Miller/Sheree Arratta

Principal: J Noella Goveas

Thank you to our Council members for their commitment to improving and advising our school operations and decision making processes. Thank you also to our parents who attended our council meetings this year and provided their input into our decisions.

The Millner School Aboriginal Parent group met in early 2022, led by Nalita Nungarrayi Turner. This group acts as an advisory group to the Principal and leadership team, liaises with Indigenous groups outside the school and notably led the organisation of the Smoking Ceremony for NAIDOC week by liaising with Garramila group.



## Principal's Report

Millner School's focus for Improvement was shaped by the data from Maths assessments (NAPLAN/PAT) from 2019-2021, FELA results and the Early Years Literacy levels in 2021 and school survey responses for managing student behaviours.

These were the 3 goals formed through staff and leadership input:

1. By the end of 2022, students in Transition and Year 1 will show growth in their pre and post RWI assessments. The growth will be a result of engaging in differentiated targeted RWI lessons with an adult 4 days a week. (Linked to 'Strengthen Instruction for Young Territorians'- from Education NT Strategy 2021-25)
2. By the end of 2022, Millner Primary School staff will show evidence of rigorous implementation of the non-negotiables of MM by completing peer observation and feedback sessions internally and with the network leader. (Linked to 'Strengthen Instruction for Young Territorians'- from Education NT Strategy 2021-25)
3. By the end of 2022, there will be a decrease in negative student incidents and increase in attendance for identified target students through the implementation of whole school consistent behaviour expectations in and out of the classrooms particularly- chill out spaces, mindfulness, brain breaks, ready to learn scales. (Linked to 'Engage every student in learning'- from Education NT Strategy 2021-25)

These goals were tracked frequently, regular updates to the school community were provided in our fortnightly newsletters. Staff meetings, actions and measures of these actions were strategically aligned to these three goals so that the work's focus during the year was sharp and narrow.

Millner School had particular highlights in 2022 (aligned to the goals above) and I was very grateful to be able to collaboratively lead these events/actions with the support of a highly competent and capable team:

- **Year 4/5 and 5/6 School Camp:** It was fantastic to re-start the tradition of having a school camp, working with the leadership team to organise and empower our families and students to go to Base Camp Wallaroo for their 2 day camp. Karin Fullbrook, Sarah Mullucks, Tyla Cubillo, John Clarke Senior (parent) and pre-service teacher Miss Stella accompanied the students.
- **ReadWriteInc:** a reading program for Transition and Year 1 was started in week 5, Term 2, with senior teacher, Sarah Mullucks leading the program as Reading Leader. This program resulted in significant growth for all students who were below or way below reading levels at the start of the program and finished at or above level at the end of the year. A fantastic investment in our students! This program will continue and expand as an intervention program as well in 2023.
- **Everyone Can Read:** run by the Rev Bill Crews Foundation; this program is a not for profit, free service that started at Millner School in Term 3, targeting at-risk readers in Years 2-6. 16 students participated in the program, 5 days a week, for 1 hour each day. 4 students completed the program at the end of the year. A big thank you to the Foundation and its Darwin based educators Robyn Luter and Fiona Daun. This program will continue and expand in 2023.
- **Gradexpert reports:** All year levels transitioned to Gradexpert reports in Semester 2 2022. Teachers have the opportunity to be direct, specific and targeted in their reporting; at the same time, work smarter, not harder on communication growth and progress in student achievement.
- **Millner School Engagement Plan:** led by senior teacher, Sheree Arratta; this program was designed by and for students at Millner School who have specific interests, may be on the cusp of disengagement or passive engagement and need an extra nudge to achieve their potential. The engagement plan had many activities including sport, cooking, collaboration with Menzies School of



Health Research, SEDDA. The Engagement plan provided opportunity for case by case management of student needs like conflict resolution, coaching younger students, problem solving and creating a sense of belonging within the school. In 2023, there will be large scale collaboration with Deadly Science, Inpex and Svitzer to engage students through Digital Tech and STEM.

- **Professional Learning in MM:** teachers undertook surveys and highlighted their areas of strength and challenge to receive differentiated professional learning in the delivery of a rigorous Meaningful Maths approach in the classroom, under the guidance of peers and the network leader- Simone Timms.
- **Excursions:** students attended events hosted by the Darwin Symphony Orchestra, Bell Shakespeare, Darwin Entertainment Centre, City of Darwin and Millner School. Most of these excursions had a creative aspect to it and linked in with literacy text studies.
- **Collaboration with and support from Joel Bowden- Member for Johnston:** Support from Mr Bowden and his team was a notable highlight for 2022. The support received was exceptional as generous donations were made for the following:
  - Mother's day raffle
  - Hall of Fame events (movie tickets and movie snacks)
  - All inclusive School camp catering
  - Teacher's day celebrations
  - Financial support for all BBQs throughout the year
  - Attendance at school council meetings and assemblies
  - Ongoing support and advice when needed
- **Northern Territory Learning Commission:** Millner School's first involvement year, 10 students from Year 4, 5, 6 participated in their year long commitment, analysing and using data from school surveys about how to receive and give meaningful feedback between teachers and students. Thank you to Sarah Mullucks and the NTLC team in the DoE for the first year of success.

It was exciting to celebrate Mrs Karin Fullbrook's nomination for Teacher of the Year in the Teaching in the Territory excellence awards and Mrs Lauren Winfield and Mrs Leta Smith's nomination in the Hot 100 Apple for the Teacher award.

Throughout the year, Millner School has worked with numerous external and Department agencies (NT Music School, Brother to Another, Territory Families, Melaleuca Australia, Sound Connections, Darwin Languages Centre, The Smith Family, Charles Darwin University, University of Sydney and many more) that we are grateful for—as our school's philosophy stands- Achieving Together and Building Respect- really rings true.

It has been a fruitful and rewarding first year at Millner School, despite the challenge of COVID-19 impacting the well-being and health of our staff, families and students. I look forward to 2023 equipped with lessons learnt from 2022 and a growth mindset that I am privileged to model for my team.

(Jessica) Noella Goveas

## School Council Report

Chairperson's report to School Council. 1 March 2023.

I am pleased to provide a brief overview of the activities of the Millner Primary School Council through last year. In 2022 the Council consisted of the principal, chair person, 2 staff members who also had children at the school and they performed the roles of Secretary and Treasurer, a teacher's representative and 1 parent. Other parents did attend the meetings and while not elected Council members, they provided input. During the year the local member, Joel Bowden joined as an invited member. Eight meetings were held roughly on a monthly basis and had a quorum for each meeting.

The Council was involved in the following activities during the year.

Millner School was a voting centre for the Territory elections and a BBQ was held to raise funds.

Smoking ceremony.

Easter raffle.

Mother's Day raffle where local businesses gave the school support.

End of Year awards.

The following items were discussed at the meetings.

The School Improvement Plan 2022

The changing of the school enrolment boundaries with Nightcliff Primary School.

Fees for the hiring of school facilities.

Minor New Works programme for the school.

Future of the old preschool building in Robinson Road.

Approaching local businesses for support to replace old playground equipment and to create extra play areas for students as some areas were lost when the preschool was moved.

School cleaning contract, the chairperson was on the interview panel.

As Chairperson I also attended several of the COGSO meetings.

I will not be seeking re-election this year as I no longer have grandchildren attending the school. The last few years have been interesting and challenging period especially with the impact of Covid which fortunately did not impact the school too much.

Robert O'Connor

Chairperson

## School Priority 2022

- Engage: Increase the number of students attending school more than 80 per cent (applies to preschool, Transition - Year 12)

	2021				2022			
	Indigenous		All		Indigenous		All	
	Avg Enrolment	Attendance	Avg Enrolment	Attendance	Avg Enrolment	Attendance	Avg Enrolment	Attendance
Preschool	10	50.6%	30	68.5%	8	61.6%	23	72.5%
Transition	13	76.9%	25	81.5%	9	54.4%	24	70.2%
Year 1	13	69.0%	18	74.9%	13	70.8%	22	77.0%
Year 2	8	79.4%	25	88.0%	12	64.7%	17	72.3%
Year 3	10	62.4%	23	77.9%	6	74.4%	18	83.7%
Year 4	8	70.8%	21	84.3%	9	55.1%	18	73.6%
Year 5	9	61.8%	21	81.2%	5	62.8%	15	77.2%
Year 6	11	62.4%	20	73.9%	12	63.3%	23	77.3%
Millner Primary School	82	67.7%	183	79.5%	74	63.7%	161	75.5%

There was a system wide drop in attendance rates due to the impact of COVID. The area of concern continues to be the declining enrolments over time at Millner School due to reasons outlined at the start of this report.

## Identified signature strategies for 2022 school year

These were the 3 goals formed through staff and leadership input:

- By the end of 2022, students in Transition and Year 1 will show growth in their pre and post RWI assessments. The growth will be a result of engaging in differentiated targeted RWI lessons with an adult 4 days a week. (Linked to 'Strengthen Instruction for Young Territorians'- from Education NT Strategy 2021-25)

### Actions:

- RWI training for all EC staff and support staff, rigorous teaching 4 days a week in differentiated groups
- Termly diagnostic assessments and fortnightly assessments to enable movement of students when growth achieved
- All students in the RWI program achieved growth!
- FELA was conducted in Term 1 and Term 4 for all Transition students. Results as below, with more than 50% of students achieving required benchmark of 'Comptent' at Subtest 6 at the end of the year.

## Annual Performance Report to the School Community 2022

UPN	Assessment Date	Subtest 1: ...	Subtest 2: ...	Subtest 3: ...	Subtest 4: ...	Subtest 5: ...	Subtest 6: ...	Advanced Probe	Subtest 7: ...	Subtest 8: ...	Subtest 9: ...	Subtest 10: ...
B002002122009	13/10/2022	5	3	6	3	5	0	0	1	0	0	0
X002002122016	13/10/2022	6	5	16	8	8	6	4	14	14	21	14
P002002121020	13/10/2022	8	2	13	0	2	4	0	4	0	0	0
B002002121010	13/10/2022	4	5	16	1	4	6	1	9	0	6	0
L002002121016	13/10/2022	8	8	16	3	6	6	3	14	14	14	5
R002002121029	21/02/2022	3	0	2	0	0	2	0	Not Appli...	Not Appli...	Not Appli...	Not Appli...
E002002121012	21/02/2022	1	0	0	0	0	0	0	Not Appli...	Not Appli...	Not Appli...	Not Appli...
D002002121021	13/10/2022	8	8	15	6	7	6	0	5	9	2	0
L005015618005	13/10/2022	1	0	12	2	4	6	1	0	0	0	0
K002002121025	13/10/2022	8	5	16	8	7	6	3	11	13	11	3
F002002121003	13/10/2022	8	8	16	8	8	6	4	14	14	29	17
Y002002122036	13/10/2022	8	5	10	1	7	6	2	7	0	7	0
J002002121034	13/10/2022	8	5	14	8	8	6	3	1	4	16	6
V002002121033	13/10/2022	8	7	16	8	8	6	3	14	14	10	14
M002002121007	13/10/2022	8	7	16	8	8	6	4	6	14	22	11
Y002002121006	13/10/2022	8	8	16	8	8	6	3	14	14	28	20
H003003518199	13/10/2022	8	8	14	3	7	6	2	9	13	10	5
T001080520016	13/10/2022	8	8	13	0	6	6	0	3	6	0	0
X002002121015	13/10/2022	8	7	16	8	8	6	3	12	14	13	12
C002002122002	13/10/2022	4	0	16	8	8	6	2	14	13	14	13
Z001004221039	13/10/2022	7	4	15	3	7	6	1	5	0	1	0
Z002002121055	13/10/2022	8	6	15	6	8	6	3	13	12	22	11

- By the end of 2022, Millner Primary School staff will show evidence of rigorous implementation of the non-negotiables of MM by completing peer observation and feedback sessions internally and with the network leader. (Linked to 'Strengthen Instruction for Young Territorians'- from Education NT Strategy 2021-25)

### Actions:

- Professional Learning for all staff dependent on area of need
  - Modelled lessons by Network leader Simone Timms
  - Peer observation sessions between teachers for feedback and forward planning
  - Targetted staff meetings to review non-negotiable documents for correct implementation in the classroom
  - Professional Learning for support staff
- By the end of 2022, there will be a decrease in negative student incidents and increase in attendance for identified target students through the implementation of whole school consistent behaviour expectations in and out of the classrooms particularly- chill out spaces, mindfulness, brain breaks, ready to learn scales. (Linked to 'Engage every student in learning'- from Education NT Strategy 2021-25)

### Actions:

- Millner School Engagement Plan
- Decrease in negative student incidents for targeted students
- Increase in evidence of implementation of 4 elements as required in goal-captured by student surveys
- Multiple engagement strategies as outlined in Principal's report.

**Overall reflection: how has your school's work in 2022 informed your focus for improvement in 2023?**

Our 2022 work will inform 2023 actions in the following ways:

- Continue and expand RWI implementation to include Year 2 students and for ALL support staff to be trained in RWI, so that an interventional model in all classrooms can be started
- Branch into an exploration year for the teaching of writing as a whole school
- Focus on an explicit oral language program in Preschool- this will feed into the RWI work that begins in Transition.
- Build on parent involvement through the School Council and the Aboriginal Parent group, so that parent input is encouraged and heard.
- Establish and embed peer observation to keep MM on track in all classrooms T-6.
- Collaborate with external stakeholders to build the brand of Millner School and offer Digital Tech and STEM opportunities for all students.

**Student Enrolment, Attendance and Learning**

	2021				2022			
	Indigenous		All		Indigenous		All	
	Avg Enrolment	Attendance	Avg Enrolment	Attendance	Avg Enrolment	Attendance	Avg Enrolment	Attendance
Preschool	10	50.6%	30	68.5%	8	61.6%	23	72.5%
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Year 2	8	79.4%	25	88.0%	12	64.7%	17	72.3%
Year 3	10	62.4%	23	77.9%	6	74.4%	18	83.7%
Year 4	8	70.8%	21	84.3%	9	55.1%	18	73.6%
Year 5	9	61.8%	21	81.2%	5	62.8%	15	77.2%
Year 6	11	62.4%	20	73.9%	12	63.3%	23	77.3%
Millner Primary School	82	67.7%	183	79.5%	74	63.7%	161	75.5%

## National Assessment Program – Literacy And Numeracy – Reading, Writing, Spelling , Grammar And Punctuation, And Numeracy Results 2022

NAPLAN results are to be published in the School Annual Report by as required by the Australian Education Act 2013, 77(2) (f):

2021		Below NMS		At NMS		Above NMS	
		No of Students	% of Students	No of Students	% of Students	No of Students	% of Students
Year 3	Reading	6	29	4	19	11	52
	Writing	6	25	5	21	13	54
	Spelling	7	35	3	15	10	50
	Grammar	3	15	5	25	12	60
	Numeracy	7	37	4	21	8	42
Year 5	Reading	6	32	2	11	11	58
	Writing	4	22	5	28	9	50
	Spelling	5	28	1	6	12	67
	Grammar	7	39	3	17	8	44
	Numeracy	5	28	5	28	8	44

2022		Below NMS		At NMS		Above NMS	
		No of Students	% of Students	No of Students	% of Students	No of Students	% of Students
Year 3	Reading	3	17	6	33	9	50
	Writing	2	13	4	25	10	63
	Spelling	4	22	4	22	10	56
	Grammar	2	11	7	39	9	50
	Numeracy	2	11	6	33	10	56
Year 5	Reading	3	23	1	8	9	69
	Writing	8	57	1	7	5	36
	Spelling	4	33	1	8	7	58
	Grammar	3	25	1	8	8	67
	Numeracy	2	17	3	25	7	58

## School Survey Results

*See attached School Survey results for 2022.*



## Audited Financial Statements