



tarremah steiner school

School Performance Information 2017

Our School

In 2017 we had to undertake a challenging restructure of staffing at Tarremah to ensure the school's long-term financial health. While this has been a painful process for everyone concerned, we are experiencing a steady step-by-step improvement in our financial health over the past twelve months. This has been reflected in an unmistakable reawakening of the cultural and community life at Tarremah – we now seem to be emerging into more expansive vistas, full of fresh possibilities. Our financial and administrative procedures and protocols have been extensively and thoroughly restructured, restoring management and governance's confidence in our financial transparency and integrity.

Our new Class 9 and 10 facilities have served our senior students well this year, enhancing their programs in an exemplary way. 2017 saw a review of all our current policies and development of a number of new Policies to ensure compliance with all current legislation and improved consonance with our Steiner educational ideals. A fresh schedule of cyclic review for all policies has been put in place to further refine these and to update the template to provide a more contemporary, user-friendly and uniform format.

Tarremah's 2018 School Improvement Plan was developed to continue capturing the strategic goals from our *Strategic Plan 2016-2021* and the key indications from the Parent and Student Surveys conducted in October 2017. This integrating approach which we have just introduced in 2016, is now beginning to bear fruit but will continue to benefit from improved integration into our calendar schedule and systems. Despite the tighter budget, due to our straitened circumstances, many staff continue to attend the National Steiner Teachers' Conference and the Primary and Secondary Steiner Teacher Intensives and other Steiner seminars and colloquiums interstate to maintain their professional learning in this inspiring pedagogical movement.

2017 has demanded of us that some difficult decisions and new directions be implemented, the fruits of which we look forward to in 2018 and beyond.

Our Staff

In 2017 Tarremah employed 29 teachers and 26 part time non-teaching staff. All teachers are registered with the Teachers Registration Board which has strict regulations regarding the qualifications of teachers. The average employee attendance for the year was 92%

At Tarremah, professional learning is conducted in a manner to include all staff. The average expenditure on professional learning in 2017 was \$326.07 per staff member.

The following programs are a sample of the year's professional learning program:

- Eight employees attended dedicated Steiner Education programs
- Three employees attended Governance, Management and Leadership Conferences
- All employees were given the opportunity to visit the Hobart Human Library
- One employee is completing his Certificate IV in Information Technology Support

School Satisfaction

Tarremah conducted an online school survey in late 2017 for all members of the community. Three key areas for improvement were identified and have informed key strategic responses.

Our Students

There were 226 students enrolled in Prep – Year 10 at the time of the 2017 Census. The average attendance of students was 90%.

Literacy and numeracy benchmark tests are offered to students in classes 3, 5, 7 and 9. In some cases parents choose to withdraw their children from participating in these tests. Some students are withdrawn for educational reasons, others for philosophical reasons. According to government guidelines students withdrawn for non-educational reasons are deemed to have sat the test and scored zero.

The figures below are statistics derived from the results of students who sat the literacy and numeracy monitoring tests and those who were withdrawn for non-educational reasons. Tarremah School was one of approximately 30 schools Tasmania-wide where a marked improvement in the 2017 NAPLAN scores was formally recognised by ACARA.

NAPLAN Results 2017

		Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	Tarremah	437	371	351	430	392
	National Average	431	414	416	439	409
Year 5	Tarremah	534	455	493	523	480
	National Average	506	473	501	499	494
Year 7	Tarremah	566	501	543	552	554
	National Average	545	513	550	542	554
Year 9	Tarremah	624	602	588	608	611
	National Average	581	552	581	574	592

	Substantially above the national average
	Above the national average
	Close to the national average
	Below the national average
	Substantially below the national average

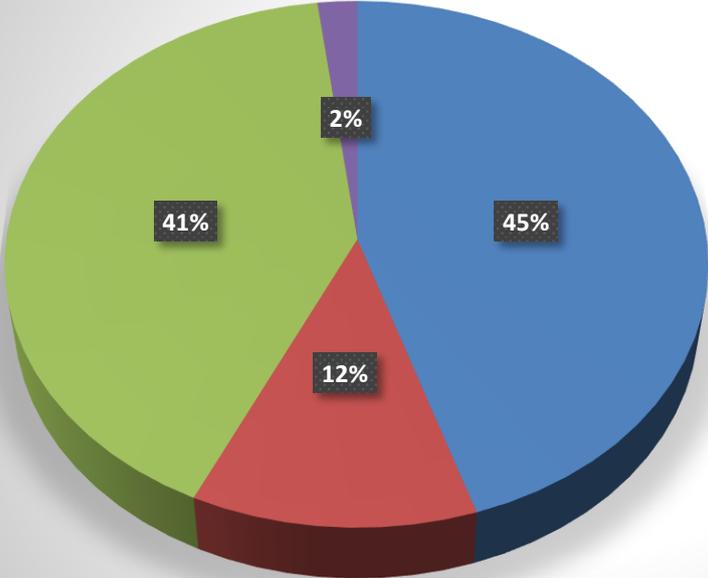
Our NAPLAN results show a consistent improvement from the early years, where the emphasis is on play based learning, to Class 9, where our students perform above the national average in all areas except spelling.

All our Class 10 leavers in 2017 progressed to full-time further education.

School Income 2017

Fees:	45%
State Government Grants:	12%
Commonwealth Government Grants:	41%
Other:	2%
Total Income for 2017:	\$3,475,301

School Income 2017



- Fees
- State Government Funding
- Commonwealth Government Funding
- Other