

School Performance Report 2021

Narre Warren South P-12 College

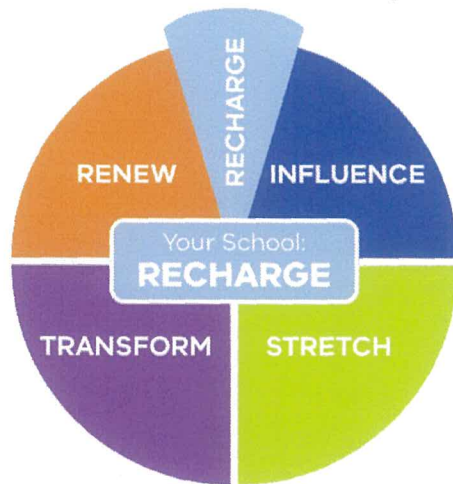
25 November 2021



NARRE WARREN SOUTH P-12 COLLEGE (8839)

Domains: 6 out of 7
Measures: 21 out of 29

Overall Performance Group



Current Level: High

Change Level: Decreased

Schools with strong but declining performance where recharging efforts will lead to improvement.

As an overall performance group, this indicates a number of domains and measures have declining results.

A school's overall performance group represents its combined performance on the Achievement, School Climate, Student Attitudes, Engagement, Participation and Senior Secondary (for secondary, Pri/Sec schools only) domains.

Domain Performance Group

Achievement (Reading)

RENEW

The Achievement (Reading) domain measures performance on NAPLAN assessments in Reading; which includes achievement in top two bands, lifting low performers and positive change in benchmark growth.

Achievement (Numeracy)

RENEW

The Achievement (Numeracy) domain measures performance on NAPLAN assessments in Numeracy; which includes achievement in top two bands, lifting low performers and positive change in benchmark growth.

School Climate

TRANSFORM

The School Climate domain measures staff endorsements of Collective Efficacy and Academic Emphasis from the School Staff Survey.

Student Attitude

NOT GROUPED

The Attitudes to School domain measures students engagements in Stimulating Learning, Learning Confidence and Student Safety from the Attitudes to School Survey.

Engagement

INFLUENCE

The Engagement domain focuses on students attendance.

Participation

TRANSFORM

The Participation domain measures students participation in NAPLAN assessments, responses to School Staff Survey and responses to Attitudes to School Survey.

Senior Secondary

INFLUENCE

The Senior Secondary domain measures students achievement in VCE English subject and VCE/VCAL completion rates.

For a more in-depth look at the data in this report, including five-year trends and comparisons with Similar Schools, see the [Panorama Dashboards](#).



NARRE WARREN SOUTH P-12 COLLEGE (8839)

Domain	Domain Performance Group	Measure	Measure Performance Group	Current Result (Year)	Current Result (Latest year)	Current Level	Change result (Last 3 years)	Change Level
Achievement (Reading)	Renew (Medium, Decreased)	% of students in Top two bands (Year 5)	Renew	2021	27.4%	Low	-1.3%	Maintained
		% of students in Bottom two bands (Year 5) ¹	Renew	2021	10.4%	Medium	1.3%	Maintained
		% of students meeting or above benchmark growth (Years 3 to 5) ²	Renew	2021	76.7%	Medium	-4.7%	Decreased
		% of students in Top two bands (Year 9)	Renew	2021	12.7%	Low	0.8%	Maintained
		% of students in Bottom two bands (Year 9) ¹	Transform	2021	30.2%	Very High	6.8%	Increased Significantly
		% of students meeting or above benchmark growth (Years 7 to 9) ²	Recharge	2021	76.8%	High	-3.4%	Decreased
Achievement (Numeracy)	Renew (Medium, Decreased)	% of students in Top two bands (Year 5)	Transform	2021	21.6%	Low	-3.1%	Decreased
		% of students in Bottom two bands (Year 5) ¹	Renew	2021	9.8%	Medium	3.7%	Increased
		% of students meeting or above benchmark growth (Years 3 to 5) ²	Recharge	2021	82.8%	High	-4.0%	Decreased
		% of students in Top two bands (Year 9)	Transform	2021	12.9%	Low	-6.1%	Decreased Significantly
		% of students in Bottom two bands (Year 9) ¹	Transform	2021	22.9%	High	7.6%	Increased Significantly
		% of students meeting or above benchmark growth (Years 7 to 9) ²	Transform	2021	69.7%	Low	-13.1%	Decreased Significantly
School Climate	Transform (Low, Decreased Significantly)	% of positive endorsement in Collective Efficacy	Transform	2021	46.5%	Low	-9.8%	Decreased Significantly
		% of positive endorsement in Academic Emphasis	Transform	2021	48.5%	Low	-8.7%	Decreased Significantly
		% of positive endorsement in Instructional Leadership	Renew	2021	57.3%	Medium	-12.5%	Decreased Significantly

¹ a low Current Result and a decrease in Change Result is desirable for this measure

² this measure is a weighted average of two years (for Current Result) or more (for Change Result)



NARRE WARREN SOUTH P-12 COLLEGE (8839)

Domain	Domain Performance Group	Measure	Measure Performance Group	Current Result (Year)	Current Result (Latest year)	Current Level	Change result (Last 3 years)	Change Level
Student Attitude	Not Grouped	% of positive endorsement in Stimulated Learning (Years 5-6)	Not Grouped	2021	99.6%	Not Grouped	1.8%	Not Grouped
		% of positive endorsement in Sense of Confidence (Years 5-6)	Not Grouped	2021	96.6%	Not Grouped	0.5%	Not Grouped
		% of positive endorsement in Managing Bullying (Years 5-6)	Not Grouped	2021	96.6%	Not Grouped	-0.3%	Not Grouped
		% of positive endorsement in Stimulated Learning (Years 7-12)	Not Grouped	2021	67.7%	Not Grouped	-8.8%	Not Grouped
		% of positive endorsement in Sense of Confidence (Years 7-12)	Not Grouped	2021	74.0%	Not Grouped	-5.7%	Not Grouped
		% of positive endorsement in Managing Bullying (Years 7-12)	Not Grouped	2021	70.7%	Not Grouped	-8.6%	Not Grouped
Engagement	Influence (Very High, Increased Significantly)	Attendance Rate	Influence	2020	95.7%	Very High	1.3%	Increased Significantly
Participation	Transform (Low, Decreased)	% of students participating in NAPLAN (Year 5, Reading)	Transform	2021	89.1%	Very Low	-0.8%	Maintained
		% of students participating in NAPLAN (Year 9, Reading)	Renew	2021	88.7%	Medium	-2.2%	Decreased
		% of students participating in ATOS (Years 5-6)	Not Grouped	2021	47.6%	Not Grouped	-25.5%	Not Grouped
		% of students participating in ATOS (Years 7-12)	Not Grouped	2021	63.6%	Not Grouped	-17.2%	Not Grouped
		% of staff participating in Staff survey	Transform	2021	50.3%	Very Low	-17.0%	Decreased Significantly
Senior Secondary	Influence (Very High, Increased)	Mean VCE English score (study group)	Influence	2020	31.9	Very High	3.1%	Increased Significantly
		% of VCE and VCAL certificate completions	Influence	2020	100.0%	Very High	0.2%	Maintained

For additional information see: [Frequently Asked Questions](#)



How to read your School Performance Report

Differentiated School Performance Groups

The Differentiated School Performance Groups (Figure 1) complement the revised approach to school review and differentiated approach to school improvement.

Five performance groups are identified.

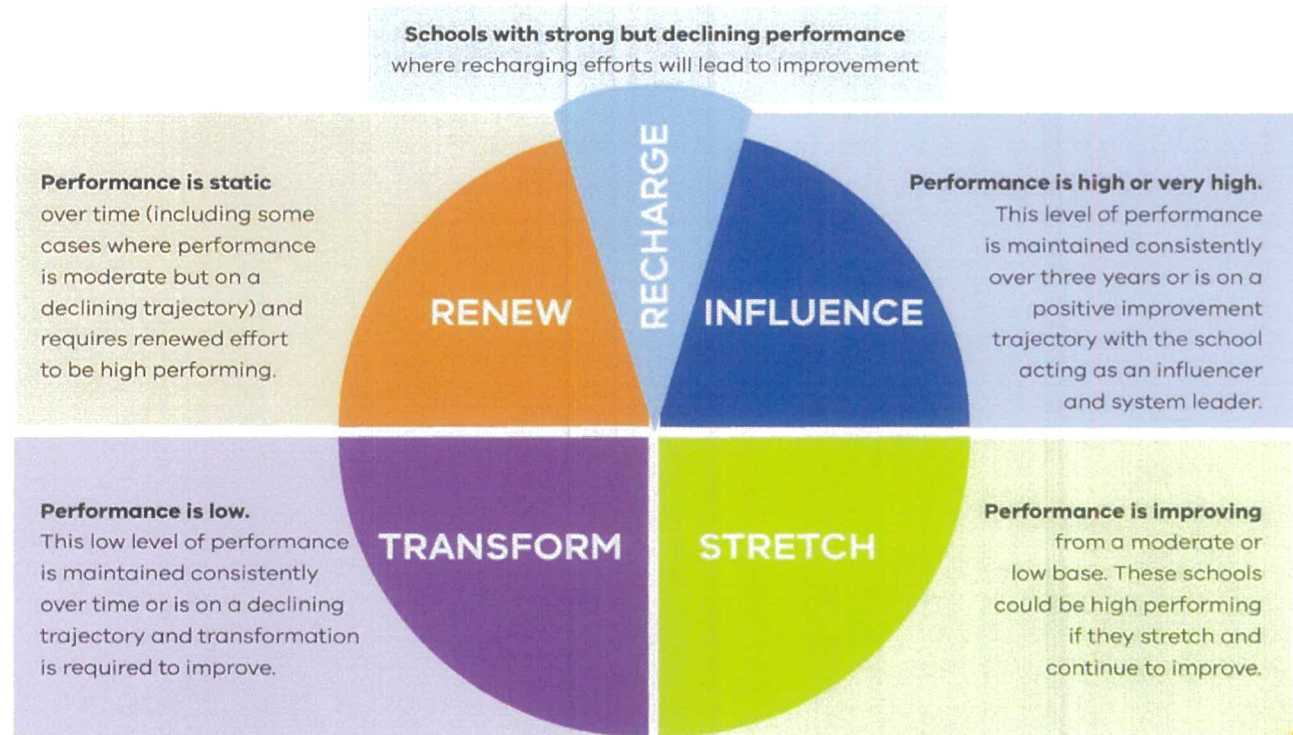


FIGURE 1: THE FIVE SCHOOL PERFORMANCE GROUPS

Determining Your School's Performance Group



		Change Level				
		1 (Decreased Significantly)	2 (Decreased)	3 (Maintained)	4 (Increased)	5 (Increased Significantly)
Current Level	5 (Very High)					
	4 (High)					
	3 (Medium)					
	2 (Low)					
	1 (Very Low)					

FIGURE 2: SCHOOL PERFORMANCE TABLE

- To determine your school's performance group, the 'current level' and 'change level' of all schools in the state are segmented into five performance levels to create a five-by-five table (25 segments) for each measure
- Your school's placement within this table, based on your school's 'current level' and 'change level' for each applicable measure, determines the performance group to which your school belongs
- Measures are aggregated to the domain level and an overall performance group level to provide an overall summary of your school's performance

MEASURES			DOMAINS			
Top two bands of NAPLAN	+	Bottom two bands of NAPLAN	+	NAPLAN Benchmark Growth	=	ACHIEVEMENT (Reading/Numeracy)
Collective efficacy (% of positive survey responses)	+	Academic emphasis (% of positive survey responses)	+	Instructional leadership ¹ (% of positive survey responses)	=	SCHOOL CLIMATE
Stimulated learning (% of positive survey responses)	+	Sense of confidence (% of positive survey responses)	+	Managing Bullying (% of positive survey responses)	=	STUDENT ATTITUDE
Primary to Secondary ² (% of positive transitions)	+			Attendance Rate	=	ENGAGEMENT
Mean VCE English score ³ (study group)	+			Senior Secondary completion ³	=	SENIOR SECONDARY
NAPLAN participation	+	Attitudes to School (survey participation rate)	+	School Staff Survey (survey participation rate)	=	PARTICIPATION

The **six domains** and associated **measures** shown at left form the basis of the differentiation method.

These have been selected based on their alignment to FISO school improvement objectives and Education State targets.

¹ The Instructional Leadership Measure in the School Climate Domain was introduced in 2021.
² The Primary to Secondary Measure in the Engagement Domain will be introduced in the future.
³ Only applicable to schools that offer senior secondary program

FIGURE 3: MEASURES AND DOMAINS

Reading your school performance report: Summary page



The summary page provides a graphical summary of your school's overall performance group and your performance in each applicable domain.

Shows your school's overall performance group.

Shows your school's performance group for each domain.

Indicates the number of domains and measures that have been used to determine your school's performance group.

Domains: 6 out of 7
Measures: 23 out of 29

Overall Performance Group

A school's overall performance group represents its combined performance on the Achievement, School Climate, Student Attitudes, Engagement, Participation and Senior Secondary (for secondary, Pri/Sec schools only) domains.

Shows your school's current level and change level for the overall performance group.

Current Level: Medium
Change Level: Maintained

Performance is static over time (including some cases where performance is moderate but on a declining trajectory) and requires renewed effort to be high performing.

As an overall performance group, this indicates a mix of results at the domain and measure level.

Domain Performance Group

- Achievement (Reading)**
STRETCH
The Achievement (Reading) domain measures performance on NAPLAN assessments in Reading; which includes achievement in top two bands, lifting low performers and positive change in benchmark growth.
- Achievement (Numeracy)**
RENEW
The Achievement (Numeracy) domain measures performance on NAPLAN assessments in Numeracy; which includes achievement in top two bands, lifting low performers and positive change in benchmark growth.
- School Climate**
RECHARGE
The School Climate domain measures staff endorsements of Collective Efficacy, Academic Emphasis and Instructional Leadership from the School Staff Survey.
- Student Attitude**
RENEW
The Attitudes to School domain measures students engagements in Stimulating Learning, Learning Confidence and Student Safety from the Attitudes to School Survey.
- Engagement**
RENEW
The Engagement domain focuses on students attendance.
- Participation**
INFLUENCE
The Participation domain measures students participation in NAPLAN assessments, responses to School Staff Survey and responses to Attitudes to School Survey.
- Senior Secondary**
RECHARGE
The Senior Secondary domain measures students achievement in VCE English subject and VCE/VCAL completion rates.

Provides an overview of what is measured in each domain.

Text describes your school's overall performance.

How to read your school performance report: Detail pages



Your school's domain performance group, current level and change level for each domain.

The measures that are used to determine your school's performance in each domain.

Your school's performance group for each measure.

Your school's most recent performance result for each measure.

Shows your school's current level for each measure.

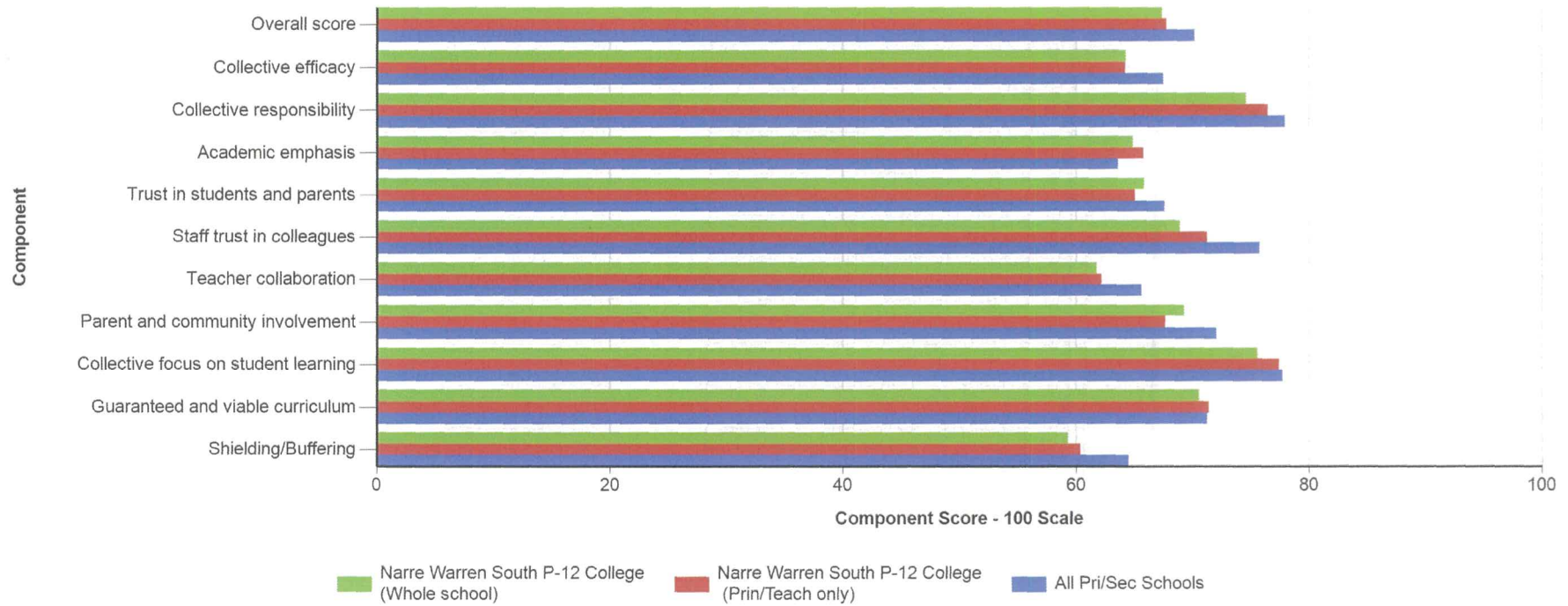
The change in your school's performance over the last 3 years for each measure.

Domain	Domain Performance Group	Measure	Measure Performance Group	Current Result (Year)	Current Result (Latest year)	Current Level	Change result (Last 3 years)	Change Level
Achievement (Reading)	Recharge (High, Decreased)	% of students in Top two bands (Year 9)	Influence	2021	45.4%	Very High	1.3%	Increased
		% of students in Bottom two bands (Year 9) ¹	Recharge	2021	12.7%	Low	2.1%	Increased
		% of students meeting or above benchmark growth (Years 7 to 9) ²	Recharge	2021	77.6%	High	-2.2%	Decreased
Achievement (Numeracy)	Renew (Medium, Decreased)	% of students in Top two bands (Year 9)	Recharge	2021	51.7%	Very High	-2.4%	Decreased
		% of students in Bottom two bands (Year 9) ¹	Influence	2021	2.5%	Very Low	-1.8%	Decreased
		% of students meeting or above benchmark growth (Years 7 to 9) ²	Transform	2021	67.7%	Low	-7.6%	Decreased Significantly
School Climate	Renew (Medium, Maintained)	% of positive endorsement in Collective Efficacy	Renew	2021	57.1%	High	-0.7%	Maintained
		% of positive endorsement in Academic Emphasis	Renew	2021	60.8%	High	0.9%	Maintained
		% of positive endorsement in Instructional Leadership	Stretch	2021	37.1%	Very Low	3.2%	Increased
Student Attitude	Transform (Low, Decreased)	% of positive endorsement in Stimulated Learning (Years 7-12)	Renew	2021	55.6%	Medium	-0.8%	Maintained
		% of positive endorsement in Sense of Confidence (Years 7-12)	Renew	2021	62.2%	Medium	-3.9%	Decreased
		% of positive endorsement in Managing Bullying (Years 7-12)	Transform	2021	54.3%	Very Low	-2.6%	Decreased

Shows your school's change level for each measure.

School Staff Survey - Summary of Module Component Means - 2021

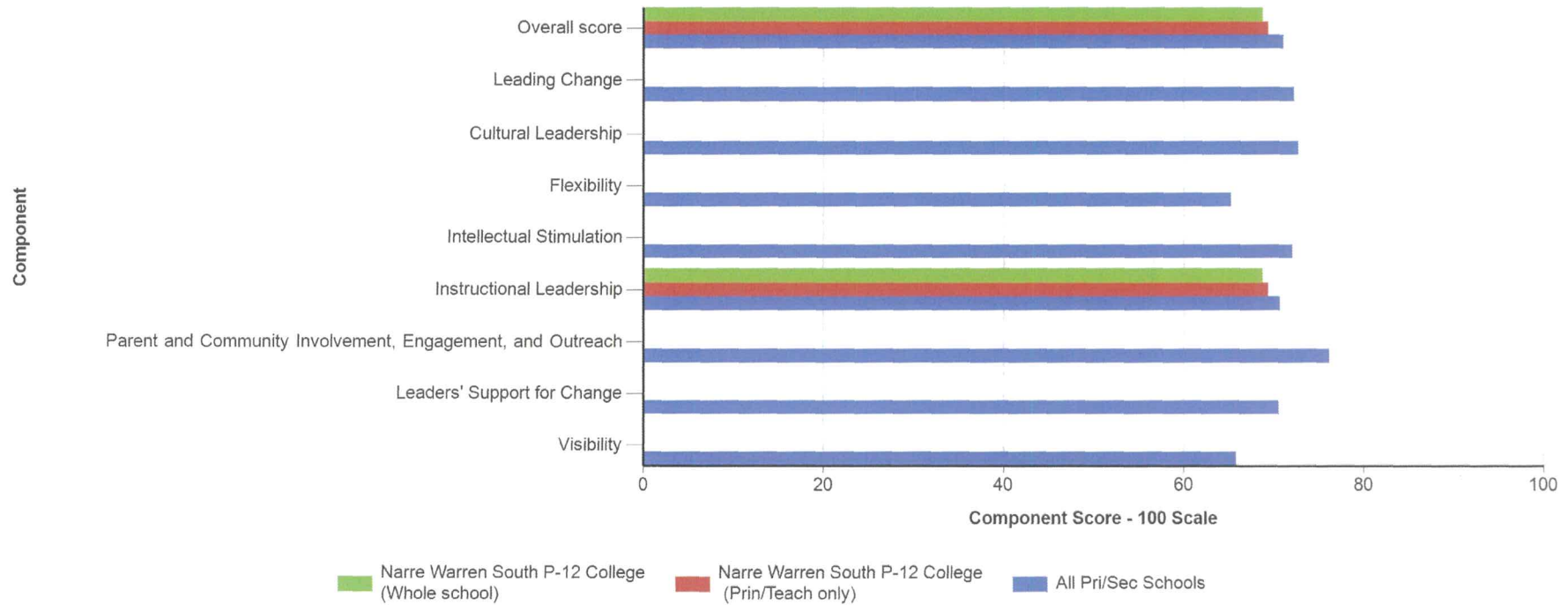
School Climate summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	67.40	70.18	67.76	69.85
25th Percentile		66.86		66.31
75th Percentile		74.94		75.16
Percent Endorsement	53.3%	58.0%	55.3%	57.8%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for School Climate. Please see Report Help for more details.

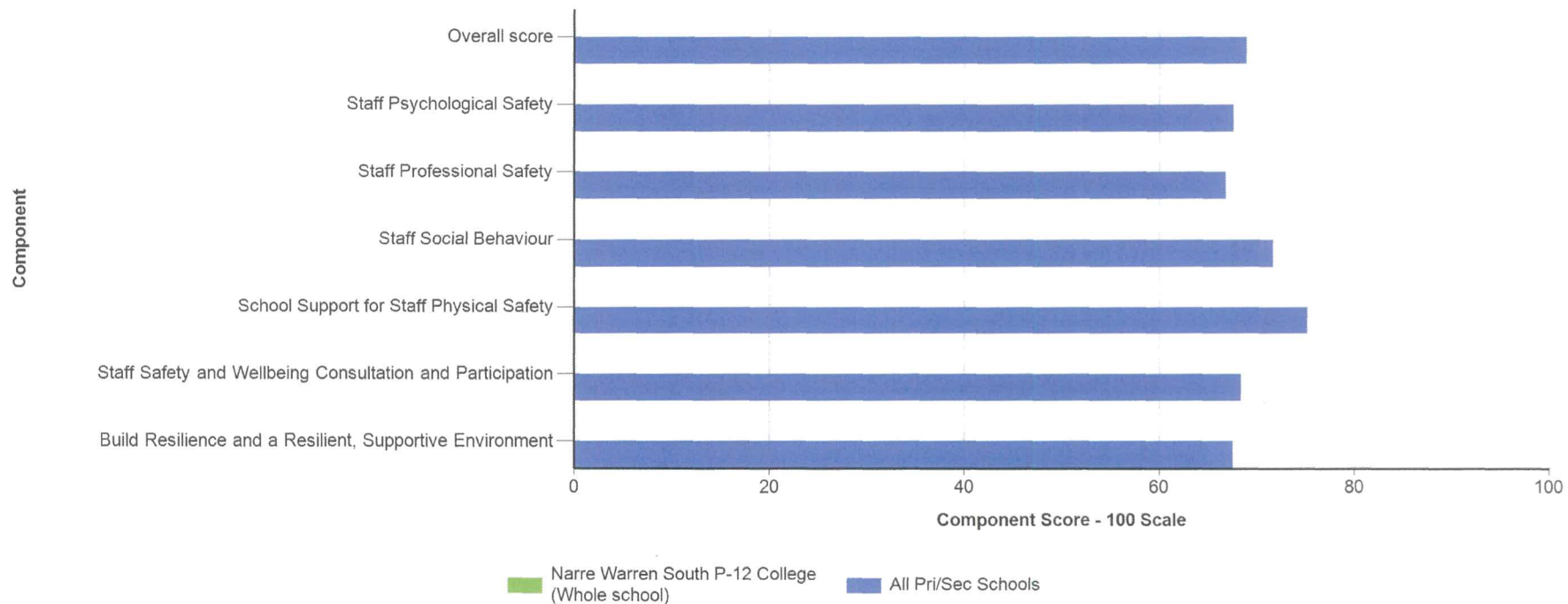
School Leadership summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	68.78	71.07	69.39	70.39
25th Percentile		66.95		65.15
75th Percentile		75.56		74.71
Percent Endorsement	57.3%	60.2%	58.3%	59.5%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for School Leadership. Please see Report Help for more details.

School Staff Safety and Wellbeing summary of module component means for Narre Warren South P-12 College (8839)

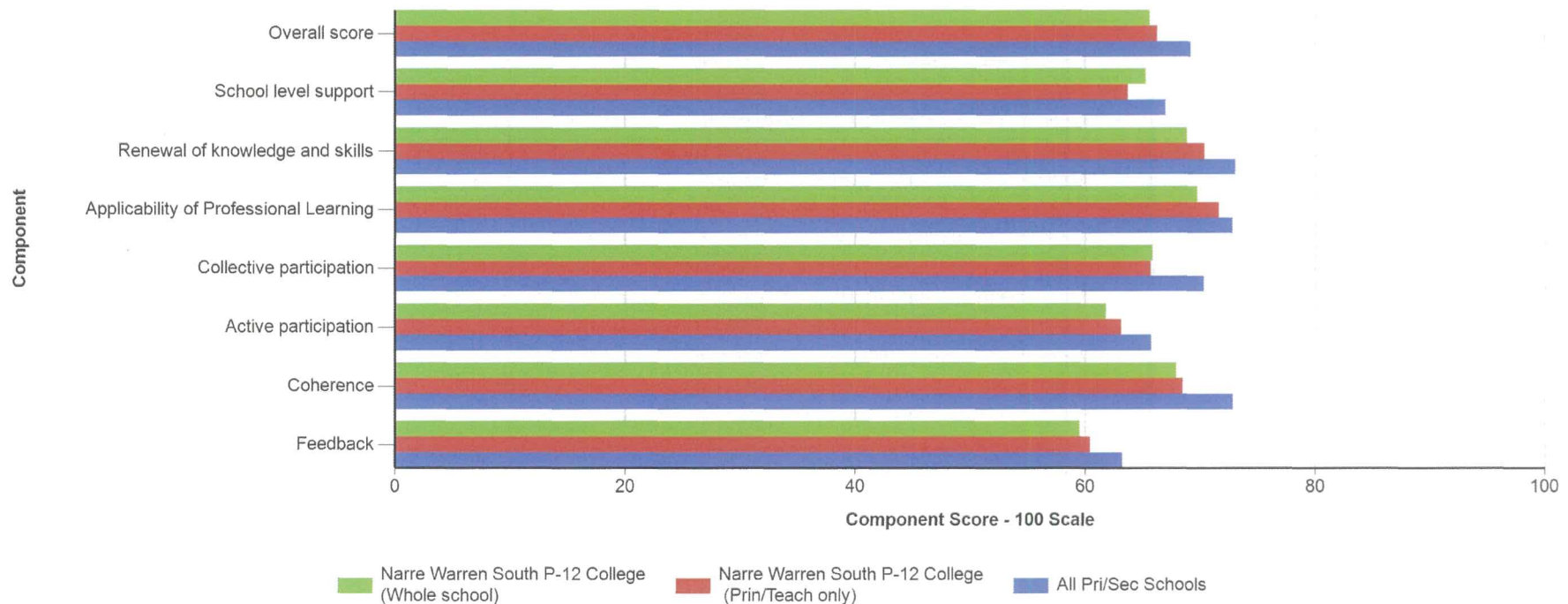


	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	ND	68.94
25th Percentile	ND	65.19
75th Percentile	ND	74.69
Percent Endorsement	ND	55.5%
Number of respondents	ND	

* The overall score (mean) combines all of your school's component scores for School Staff Safety and Wellbeing. Please see Report Help for more details.

NDP - Not displayed for privacy reasons
 ND - No data

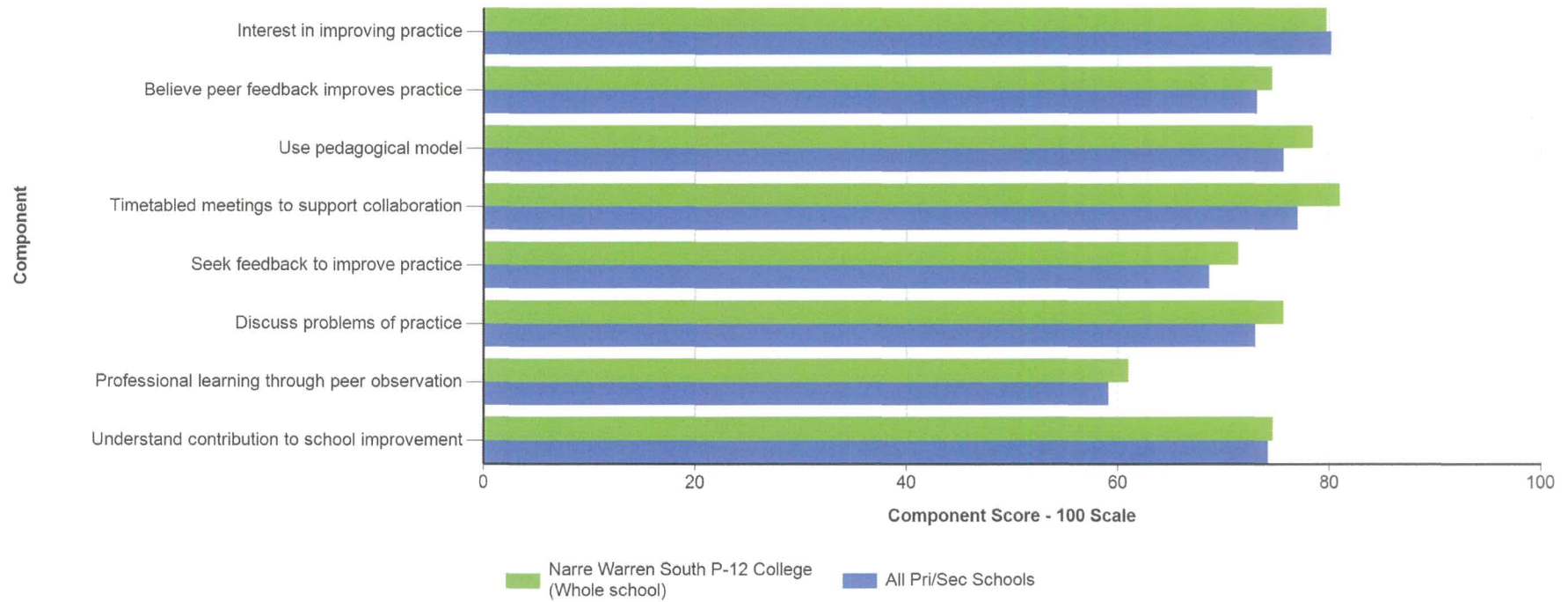
Professional Learning summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	65.64	69.23	66.27	69.20
25th Percentile		65.56		66.08
75th Percentile		75.54		75.89
Percent Endorsement	48.8%	55.8%	50.8%	56.9%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for Professional Learning. Please see Report Help for more details.

Teaching and Learning - Practice Improvement summary of module component means for Narre Warren South P-12 College (8839)

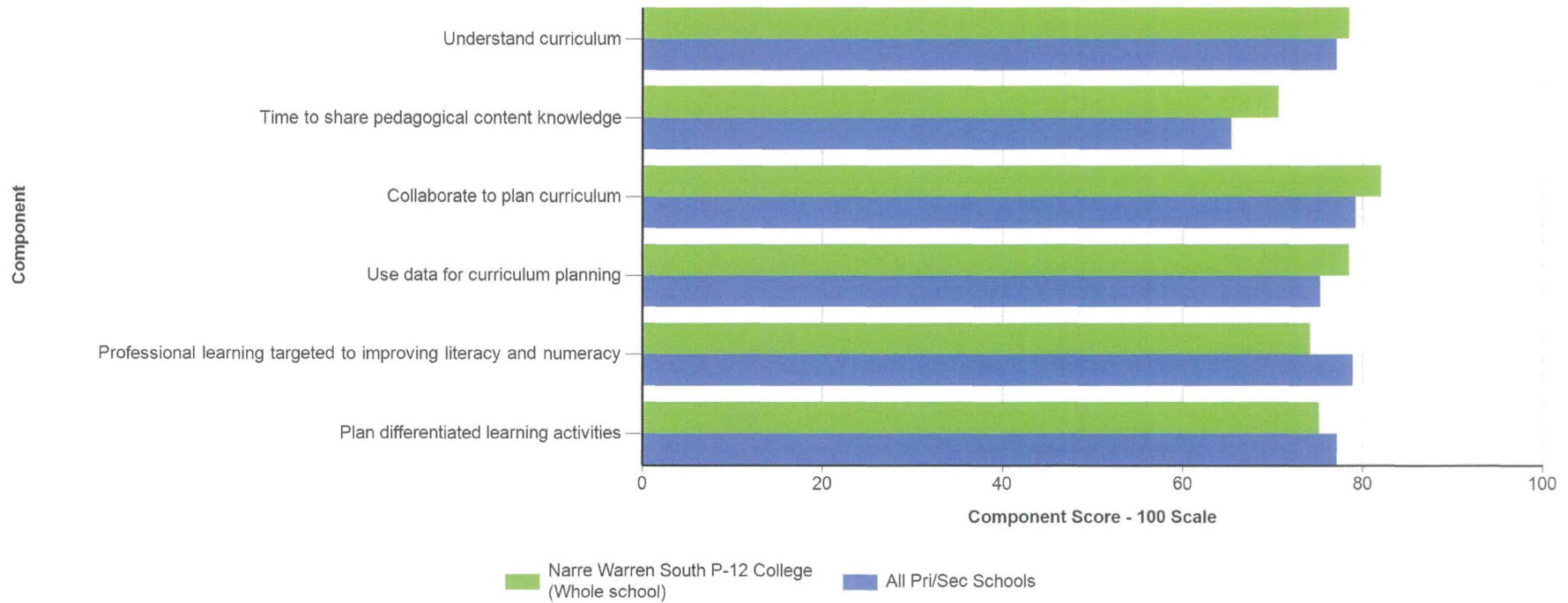


School scores

	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

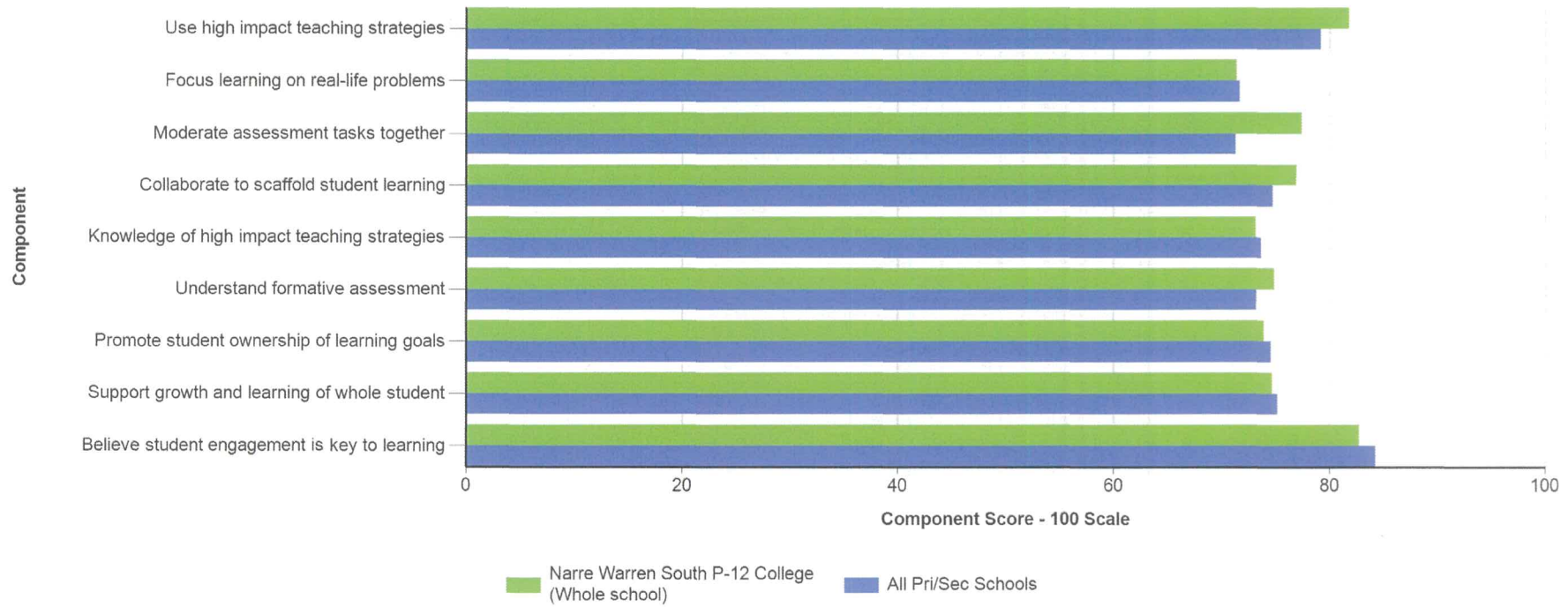
Teaching and Learning - Planning summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

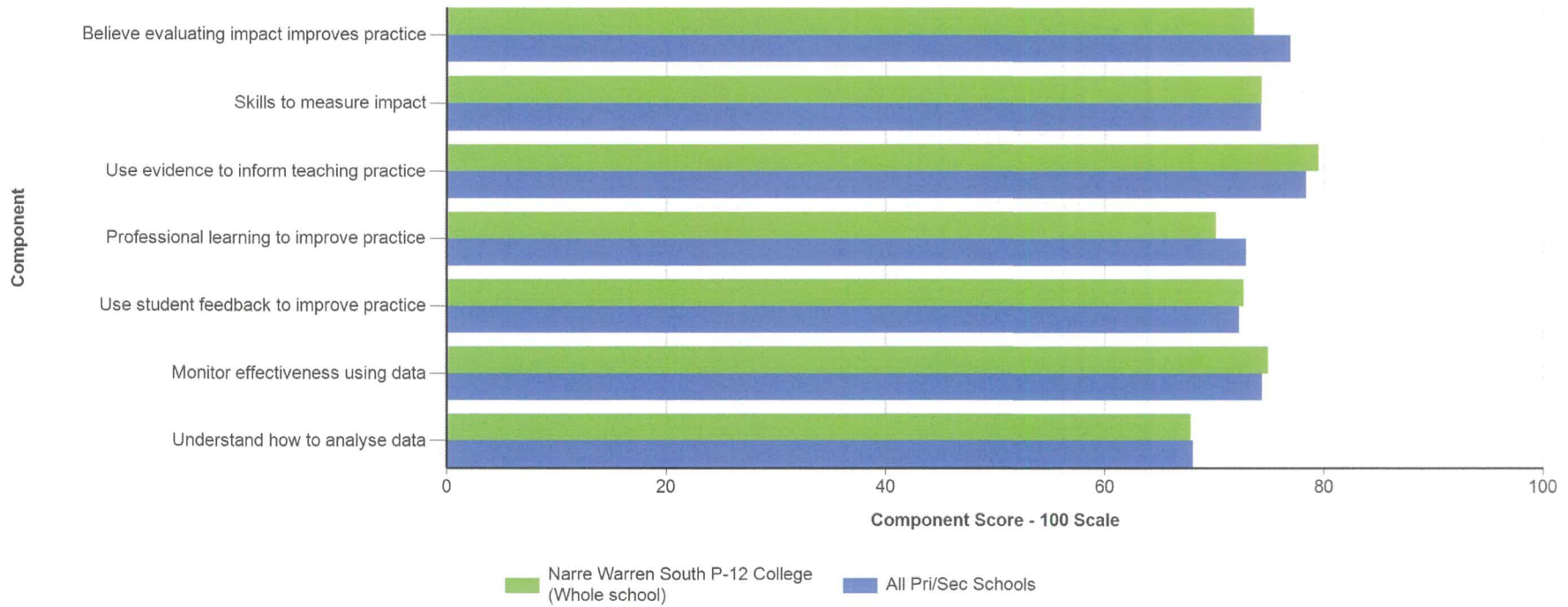
Teaching and Learning - Implementation summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

Teaching and Learning - Evaluation summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

School Staff Survey - Summary of Module Percent Endorsement Scores - 2021

School Climate: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Climate		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Collective efficacy	School staff believe they have the necessary skills expertise and resources to successfully educate students.	46.5%	48.6%
Collective responsibility	Staff view the success of all students as their shared responsibility.	70.7%	76.4%
Academic emphasis	Emphasis is placed on the importance of academic success and school norms support learning.	48.5%	49.3%
Trust in students and parents	Staff trust the students and parents of the school community.	45.6%	44.9%
Staff trust in colleagues	Staff in schools trust and understand one another.	54.9%	62.0%
Teacher collaboration	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	46.9%	48.7%
Parent and community involvement	Parents and the wider community are involved in school activities and programs.	55.5%	54.3%
Collective focus on student learning	All of the school's activities are organised to promote student learning.	70.9%	75.3%
Guaranteed and viable curriculum	The curriculum is coherent across year levels and is delivered adequately in the time allotted.	63.4%	65.2%
Shielding/Buffering	Staff are protected from intrusions that distract from learning and teaching.	44.2%	45.3%
Overall Percent Endorsement for module		53.3%	55.3%

NDP - Not displayed for privacy reasons
ND - No data

School Leadership: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Leadership		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Leading Change	Is able to facilitate change including those that challenge the status quo and manage their impact on teachers	ND	ND
Cultural Leadership	Can build a culture of well-being cohesion and shared vision	ND	ND
Flexibility	Adapt leadership behaviour to the needs of the current situation and are comfortable with dissent	ND	ND
Intellectual Stimulation	Ensures that staff are aware of the most current theories and practices regarding effective schooling and make discussions of those theories/practices a regular part of the school culture	ND	ND
Instructional Leadership	Is directly involved in the design implementation and monitoring of curriculum instruction and assessment; hands-on support for instruction	57.3%	58.3%
Parent and Community Involvement, Engagement, and Outreach	Advocates for the school to parents and community members to meet the needs of students and support their learning	ND	ND
Leaders' Support for Change	Supports staff to grow and improve	ND	ND
Visibility	Has frequent contact and interacts with teachers students and parents	ND	ND
Overall Percent Endorsement for module		57.3%	58.3%

NDP - Not displayed for privacy reasons
ND - No data

School Staff Safety and Wellbeing: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Staff Safety and Wellbeing		Number of Respondents	
		All Staff	Prin/Teachers
		-	-
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Staff Psychological Safety	Supports the psychological health and safety of staff members.	ND	ND
Staff Professional Safety	Supports professional learning problem solving and experimentation with new strategies.	ND	ND
Staff Social Behaviour	Fosters a positive work environment that supports student learning productivity and professionalism.	ND	ND
School Support for Staff Physical Safety	Supports physical safety such as acting quickly to resolve matters that might result in physical misconduct.	ND	ND
Staff Safety and Wellbeing Consultation and Participation	Encourages staff participation in fostering an environment that supports safety and wellbeing.	ND	ND
Build Resilience and a Resilient, Supportive Environment	Fosters the use of effective strategies to handle stress difficult students and work load management.	ND	ND
Overall Percent Endorsement for module		ND	

NDP - Not displayed for privacy reasons
ND - No data

Professional Learning: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Professional Learning		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
School level support	The school leadership team promotes supports and encourages professional learning opportunities for staff.	50.4%	49.8%
Renewal of knowledge and skills	Professional learning activities improve instructional strategies and teaching skills.	51.3%	54.0%
Applicability of Professional Learning	Professional learning activities are relevant to learning and teaching strategies in the school.	54.0%	57.6%
Collective participation	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	46.0%	45.7%
Active participation	Professional learning activities provide opportunities to develop review or practice learning and teaching strategies.	46.1%	50.7%
Coherence	Professional learning activities align with school wide agendas.	51.1%	52.2%
Feedback	Feedback is seen as crucial to the professional learning process.	41.1%	43.0%
Overall Percent Endorsement for module		48.8%	50.8%

NDP - Not displayed for privacy reasons
ND - No data

Teaching and Learning - Practice Improvement: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Practice Improvement		All Staff 154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Interest in improving practice	Teachers in this school have a genuine interest in improving their practice.	69.0%
Believe peer feedback improves practice	Teachers in this school believe peer feedback can improve their practice.	53.6%
Use pedagogical model	Teachers in this school use an explicit pedagogical model to guide their practice.	69.0%
Timetabled meetings to support collaboration	This school has timetabled meetings for teachers to support collaboration aimed at improving teaching and student learning.	76.2%
Seek feedback to improve practice	Teachers in this school seek regular feedback from colleagues in order to develop their teaching practice.	59.5%
Discuss problems of practice	Teachers in this school regularly discuss problems of practice.	65.5%
Professional learning through peer observation	Teachers in this school regularly engage in professional learning through peer observation.	35.7%
Understand contribution to school improvement	Teachers in this school understand how their teaching practice supports achievement of the school's improvement priorities.	67.9%
Overall Percent Endorsement for module		62.1%
NDP - Not displayed for privacy reasons ND - No data		

Teaching and Learning - Planning: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Planning		All Staff 154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Understand curriculum	Teachers in this school have a deep understanding of the curriculum they teach.	73.8%
Time to share pedagogical content knowledge	This school prioritises time for teachers to share pedagogical content knowledge.	56.0%
Collaborate to plan curriculum	Teachers in this school work collaboratively to plan and document the curriculum they teach.	75.0%
Use data for curriculum planning	Teachers in this school routinely use student learning data to inform curriculum planning.	72.6%
Professional learning targeted to improving literacy and numeracy	In this school there is a focus on professional learning targeted to improving student literacy and numeracy outcomes.	67.9%
Plan differentiated learning activities	Teachers in this school plan differentiated learning activities based on student learning needs.	66.7%
Overall Percent Endorsement for module		68.7%
NDP - Not displayed for privacy reasons ND - No data		

Teaching and Learning - Implementation: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Implementation		All Staff
		154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Use high impact teaching strategies	Teachers in this school use evidence based high impact teaching strategies in their daily practice.	72.6%
Focus learning on real-life problems	Teachers in this school focus on developing learning programs that relate to real-life problems.	60.7%
Moderate assessment tasks together	Teachers in this school work together to moderate student assessment tasks.	66.7%
Collaborate to scaffold student learning	Teachers in this school collaborate to scaffold student learning (for example by collaboratively developing worked examples, exemplars and models).	70.2%
Knowledge of high impact teaching strategies	This school provides opportunities for teachers to build knowledge and skills in the use of high-impact teaching strategies.	58.3%
Understand formative assessment	Teachers in this school have a deep understanding of how to use formative assessment.	63.1%
Promote student ownership of learning goals	Teachers in this school promote student ownership of learning goals and learning progress.	63.1%
Support growth and learning of whole student	Teachers in this school work together to support the growth and learning of the whole student.	64.3%
Believe student engagement is key to learning	Teachers in this school believe that student engagement is a key component for learning.	78.6%
Overall Percent Endorsement for module		66.4%

NDP - Not displayed for privacy reasons
ND - No data

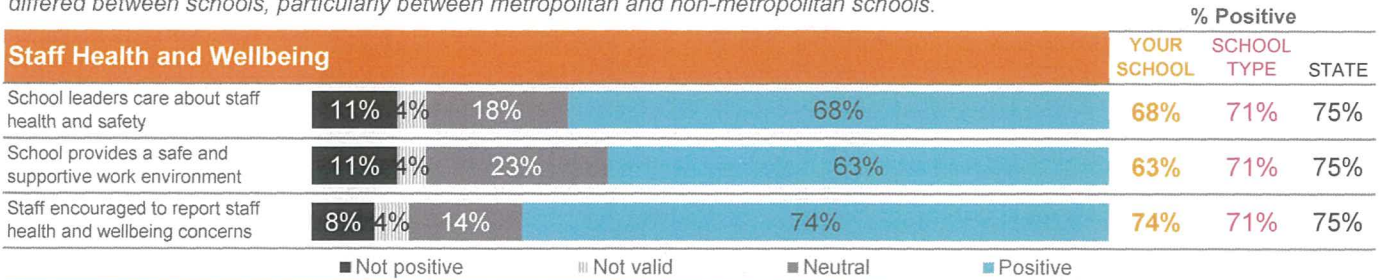
Teaching and Learning - Evaluation: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Evaluation		All Staff
		154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Believe evaluating impact improves practice	Teachers in this school believe evaluating the impact of their teaching can improve practice.	65.5%
Skills to measure impact	Teachers in this school have the skills to measure the impact of their teaching on student learning.	59.5%
Use evidence to inform teaching practice	Teachers in this school use evidence to inform decisions about their teaching practice.	77.4%
Professional learning to improve practice	Teachers in this school regularly engage in professional learning to improve teaching practice.	53.6%
Use student feedback to improve practice	Teachers in this school use student feedback to inform their teaching practice.	64.3%
Monitor effectiveness using data	Teachers in this school continually monitor the effectiveness of their teaching practice through analysis of student learning data.	65.5%
Understand how to analyse data	Teachers in this school have a deep understanding of how to analyse data.	52.4%
Overall Percent Endorsement for module		62.6%

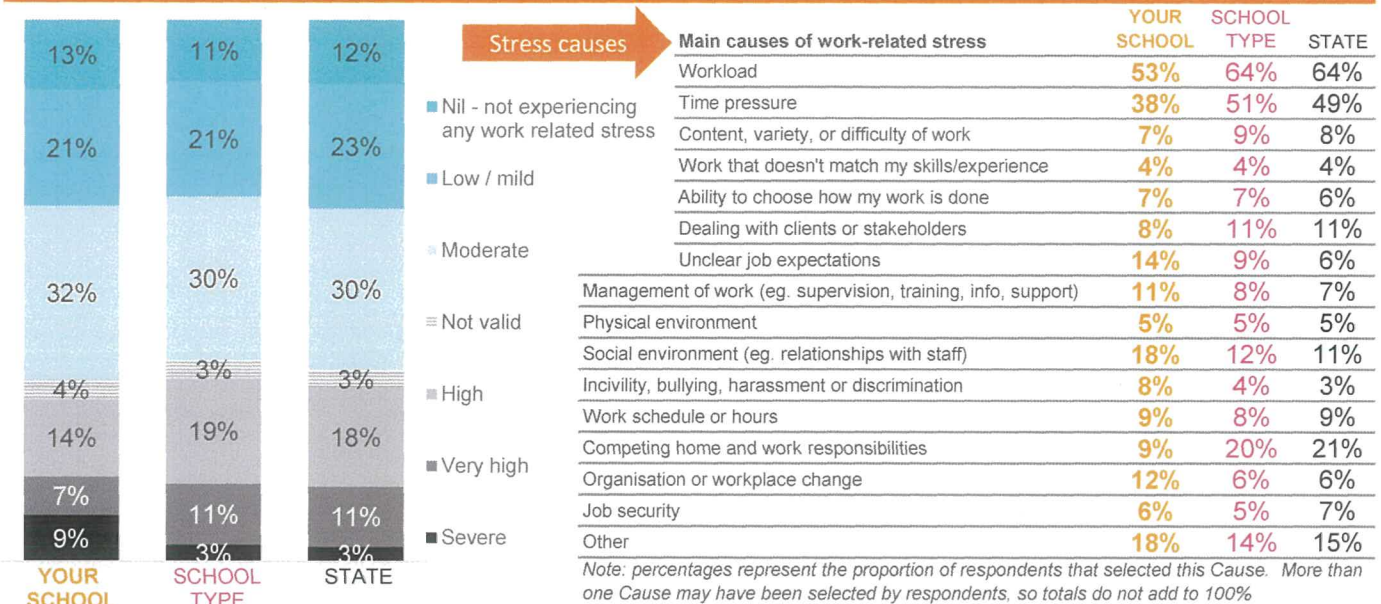
NDP - Not displayed for privacy reasons
ND - No data

Additional Items: Staff experience of remote and flexible learning during COVID-19

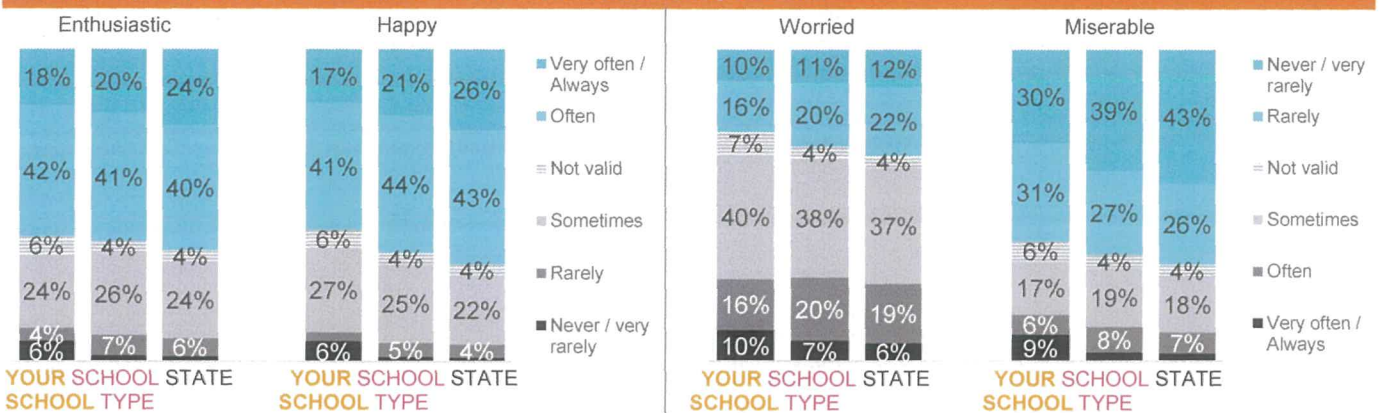
In 2021, a period of remote learning was required to combat the COVID-19 virus. The period and intensity of remote learning differed between schools, particularly between metropolitan and non-metropolitan schools.



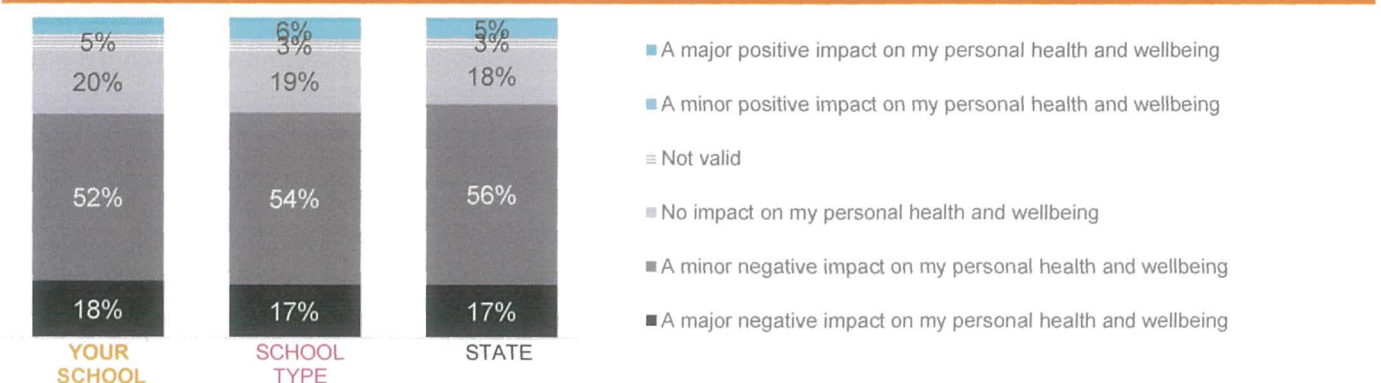
Work-related stress level



During July-September of 2021, how often has work made you feel:



Changes and uncertainties associated with COVID-19 in my school have had:



School Staff Survey - Summary of Module Percent Endorsement Scores - 2021

School Climate: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Climate		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Collective efficacy	School staff believe they have the necessary skills expertise and resources to successfully educate students.	46.5%	48.6%
Collective responsibility	Staff view the success of all students as their shared responsibility.	70.7%	76.4%
Academic emphasis	Emphasis is placed on the importance of academic success and school norms support learning.	48.5%	49.3%
Trust in students and parents	Staff trust the students and parents of the school community.	45.6%	44.9%
Staff trust in colleagues	Staff in schools trust and understand one another.	54.9%	62.0%
Teacher collaboration	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	46.9%	48.7%
Parent and community involvement	Parents and the wider community are involved in school activities and programs.	55.5%	54.3%
Collective focus on student learning	All of the school's activities are organised to promote student learning.	70.9%	75.3%
Guaranteed and viable curriculum	The curriculum is coherent across year levels and is delivered adequately in the time allotted.	63.4%	65.2%
Shielding/Buffering	Staff are protected from intrusions that distract from learning and teaching.	44.2%	45.3%
Overall Percent Endorsement for module		53.3%	55.3%

NDP - Not displayed for privacy reasons
ND - No data

School Leadership: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Leadership		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Leading Change	Is able to facilitate change including those that challenge the status quo and manage their impact on teachers	ND	ND
Cultural Leadership	Can build a culture of well-being cohesion and shared vision	ND	ND
Flexibility	Adapt leadership behaviour to the needs of the current situation and are comfortable with dissent	ND	ND
Intellectual Stimulation	Ensures that staff are aware of the most current theories and practices regarding effective schooling and make discussions of those theories/practices a regular part of the school culture	ND	ND
Instructional Leadership	Is directly involved in the design implementation and monitoring of curriculum instruction and assessment; hands-on support for instruction	57.3%	58.3%
Parent and Community Involvement, Engagement, and Outreach	Advocates for the school to parents and community members to meet the needs of students and support their learning	ND	ND
Leaders' Support for Change	Supports staff to grow and improve	ND	ND
Visibility	Has frequent contact and interacts with teachers students and parents	ND	ND
Overall Percent Endorsement for module		57.3%	58.3%

NDP - Not displayed for privacy reasons
ND - No data

School Staff Safety and Wellbeing: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

School Staff Safety and Wellbeing		Number of Respondents	
		All Staff	Prin/Teachers
		-	-
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
Staff Psychological Safety	Supports the psychological health and safety of staff members.	ND	ND
Staff Professional Safety	Supports professional learning problem solving and experimentation with new strategies.	ND	ND
Staff Social Behaviour	Fosters a positive work environment that supports student learning productivity and professionalism.	ND	ND
School Support for Staff Physical Safety	Supports physical safety such as acting quickly to resolve matters that might result in physical misconduct.	ND	ND
Staff Safety and Wellbeing Consultation and Participation	Encourages staff participation in fostering an environment that supports safety and wellbeing.	ND	ND
Build Resilience and a Resilient, Supportive Environment	Fosters the use of effective strategies to handle stress difficult students and work load management.	ND	ND
Overall Percent Endorsement for module		ND	

NDP - Not displayed for privacy reasons
ND - No data

Professional Learning: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Professional Learning		Number of Respondents	
		All Staff	Prin/Teach
		154	100
Component	Definition: The degree to which....	Percent Endorsement Whole School	Percent Endorsement Prin/Teach
School level support	The school leadership team promotes supports and encourages professional learning opportunities for staff.	50.4%	49.8%
Renewal of knowledge and skills	Professional learning activities improve instructional strategies and teaching skills.	51.3%	54.0%
Applicability of Professional Learning	Professional learning activities are relevant to learning and teaching strategies in the school.	54.0%	57.6%
Collective participation	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	46.0%	45.7%
Active participation	Professional learning activities provide opportunities to develop review or practice learning and teaching strategies.	46.1%	50.7%
Coherence	Professional learning activities align with school wide agendas.	51.1%	52.2%
Feedback	Feedback is seen as crucial to the professional learning process.	41.1%	43.0%
Overall Percent Endorsement for module		48.8%	50.8%

NDP - Not displayed for privacy reasons
ND - No data

Teaching and Learning - Practice Improvement: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Practice Improvement		All Staff 154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Interest in improving practice	Teachers in this school have a genuine interest in improving their practice.	69.0%
Believe peer feedback improves practice	Teachers in this school believe peer feedback can improve their practice.	53.6%
Use pedagogical model	Teachers in this school use an explicit pedagogical model to guide their practice.	69.0%
Timetabled meetings to support collaboration	This school has timetabled meetings for teachers to support collaboration aimed at improving teaching and student learning.	76.2%
Seek feedback to improve practice	Teachers in this school seek regular feedback from colleagues in order to develop their teaching practice.	59.5%
Discuss problems of practice	Teachers in this school regularly discuss problems of practice.	65.5%
Professional learning through peer observation	Teachers in this school regularly engage in professional learning through peer observation.	35.7%
Understand contribution to school improvement	Teachers in this school understand how their teaching practice supports achievement of the school's improvement priorities.	67.9%
Overall Percent Endorsement for module		62.1%

NDP - Not displayed for privacy reasons
ND - No data

Teaching and Learning - Planning: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Planning		All Staff 154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Understand curriculum	Teachers in this school have a deep understanding of the curriculum they teach.	73.8%
Time to share pedagogical content knowledge	This school prioritises time for teachers to share pedagogical content knowledge.	56.0%
Collaborate to plan curriculum	Teachers in this school work collaboratively to plan and document the curriculum they teach.	75.0%
Use data for curriculum planning	Teachers in this school routinely use student learning data to inform curriculum planning.	72.6%
Professional learning targeted to improving literacy and numeracy	In this school there is a focus on professional learning targeted to improving student literacy and numeracy outcomes.	67.9%
Plan differentiated learning activities	Teachers in this school plan differentiated learning activities based on student learning needs.	66.7%
Overall Percent Endorsement for module		68.7%

NDP - Not displayed for privacy reasons
ND - No data

Teaching and Learning - Implementation: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Implementation		All Staff
		154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Use high impact teaching strategies	Teachers in this school use evidence based high impact teaching strategies in their daily practice.	72.6%
Focus learning on real-life problems	Teachers in this school focus on developing learning programs that relate to real-life problems.	60.7%
Moderate assessment tasks together	Teachers in this school work together to moderate student assessment tasks.	66.7%
Collaborate to scaffold student learning	Teachers in this school collaborate to scaffold student learning (for example by collaboratively developing worked examples, exemplars and models).	70.2%
Knowledge of high impact teaching strategies	This school provides opportunities for teachers to build knowledge and skills in the use of high-impact teaching strategies.	58.3%
Understand formative assessment	Teachers in this school have a deep understanding of how to use formative assessment.	63.1%
Promote student ownership of learning goals	Teachers in this school promote student ownership of learning goals and learning progress.	63.1%
Support growth and learning of whole student	Teachers in this school work together to support the growth and learning of the whole student.	64.3%
Believe student engagement is key to learning	Teachers in this school believe that student engagement is a key component for learning.	78.6%
Overall Percent Endorsement for module		66.4%

NDP - Not displayed for privacy reasons
ND - No data

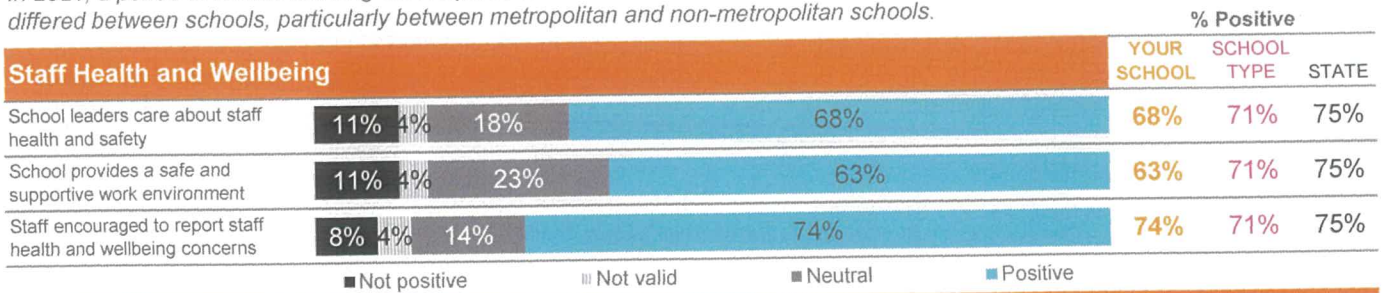
Teaching and Learning - Evaluation: Summary of module Percent Endorsement scores for Narre Warren South P-12 College (8839)

Teaching and Learning - Evaluation		All Staff
		154
Component	Definition: The degree to which....	Percent Endorsement Whole School
Believe evaluating impact improves practice	Teachers in this school believe evaluating the impact of their teaching can improve practice.	65.5%
Skills to measure impact	Teachers in this school have the skills to measure the impact of their teaching on student learning.	59.5%
Use evidence to inform teaching practice	Teachers in this school use evidence to inform decisions about their teaching practice.	77.4%
Professional learning to improve practice	Teachers in this school regularly engage in professional learning to improve teaching practice.	53.6%
Use student feedback to improve practice	Teachers in this school use student feedback to inform their teaching practice.	64.3%
Monitor effectiveness using data	Teachers in this school continually monitor the effectiveness of their teaching practice through analysis of student learning data.	65.5%
Understand how to analyse data	Teachers in this school have a deep understanding of how to analyse data.	52.4%
Overall Percent Endorsement for module		62.6%

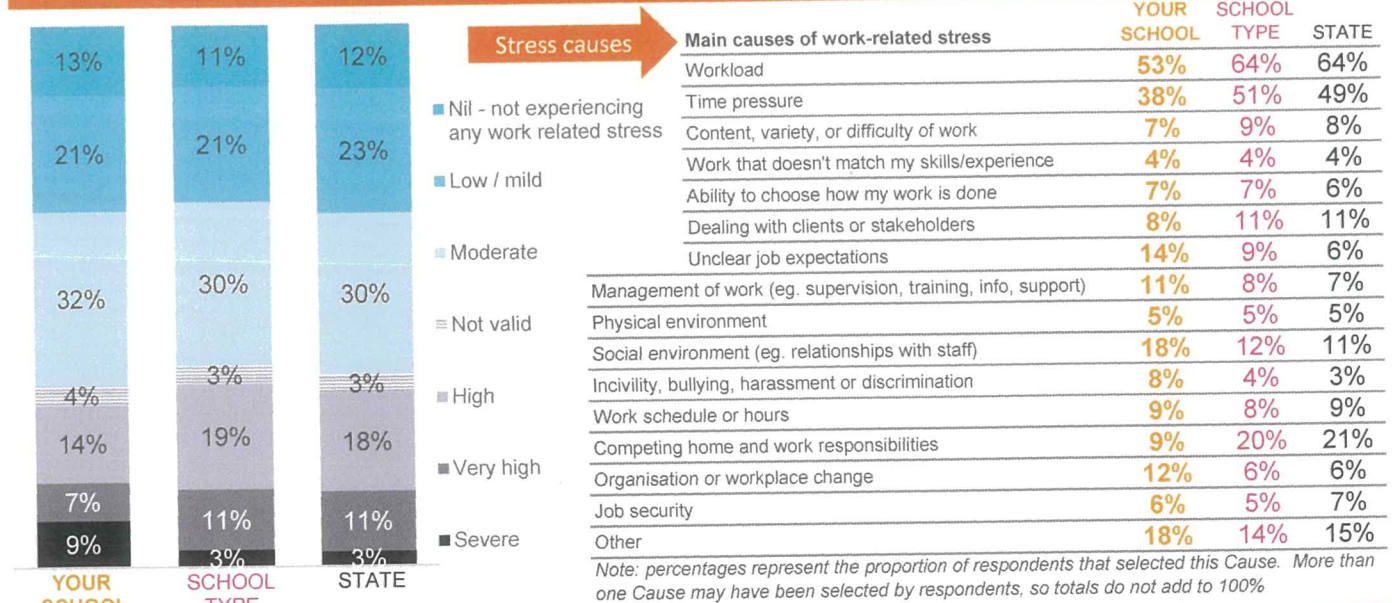
NDP - Not displayed for privacy reasons
ND - No data

Additional Items: Staff experience of remote and flexible learning during COVID-19

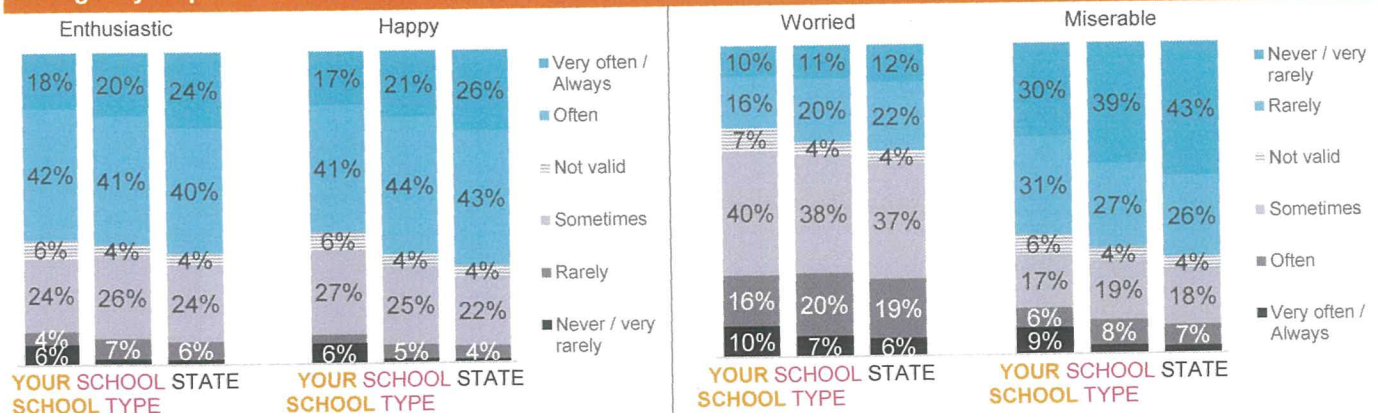
In 2021, a period of remote learning was required to combat the COVID-19 virus. The period and intensity of remote learning differed between schools, particularly between metropolitan and non-metropolitan schools.



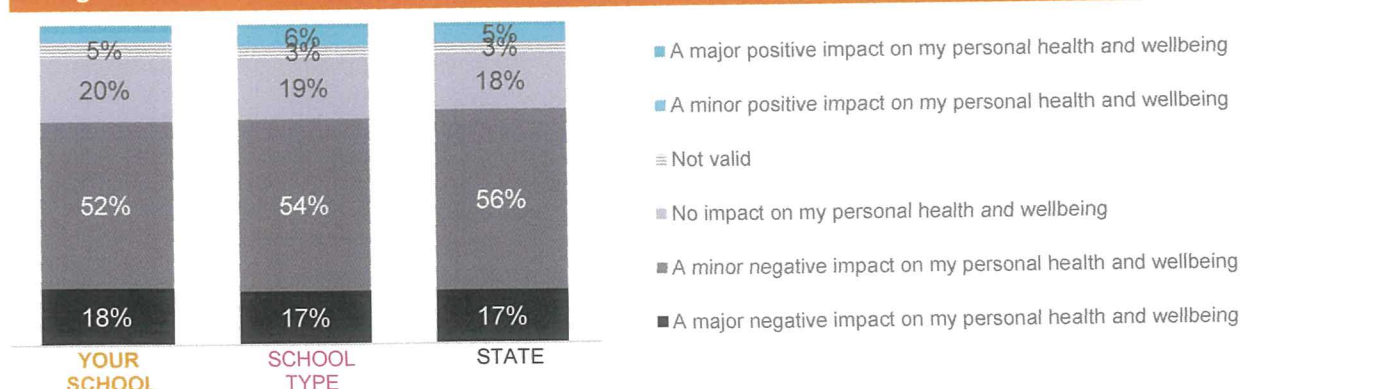
Work-related stress level



During July-September of 2021, how often has work made you feel:

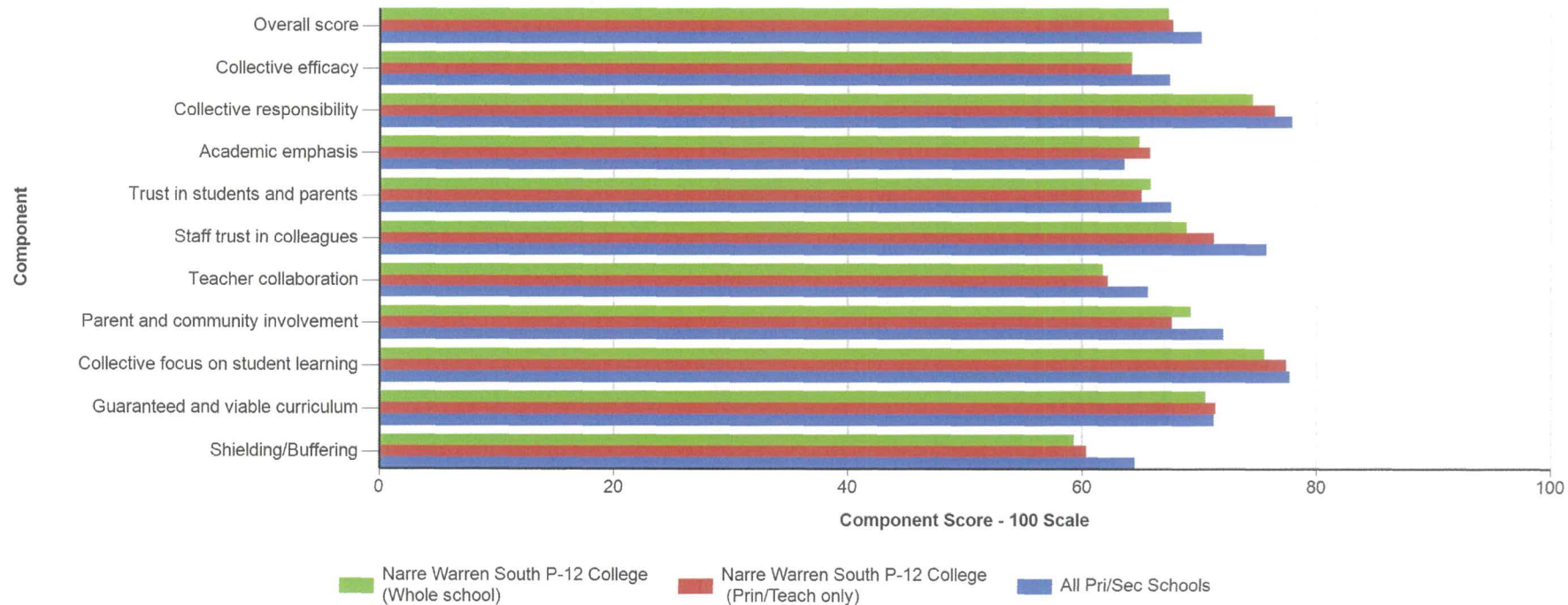


Changes and uncertainties associated with COVID-19 in my school have had:



School Staff Survey - Summary of Module Component Means - 2021

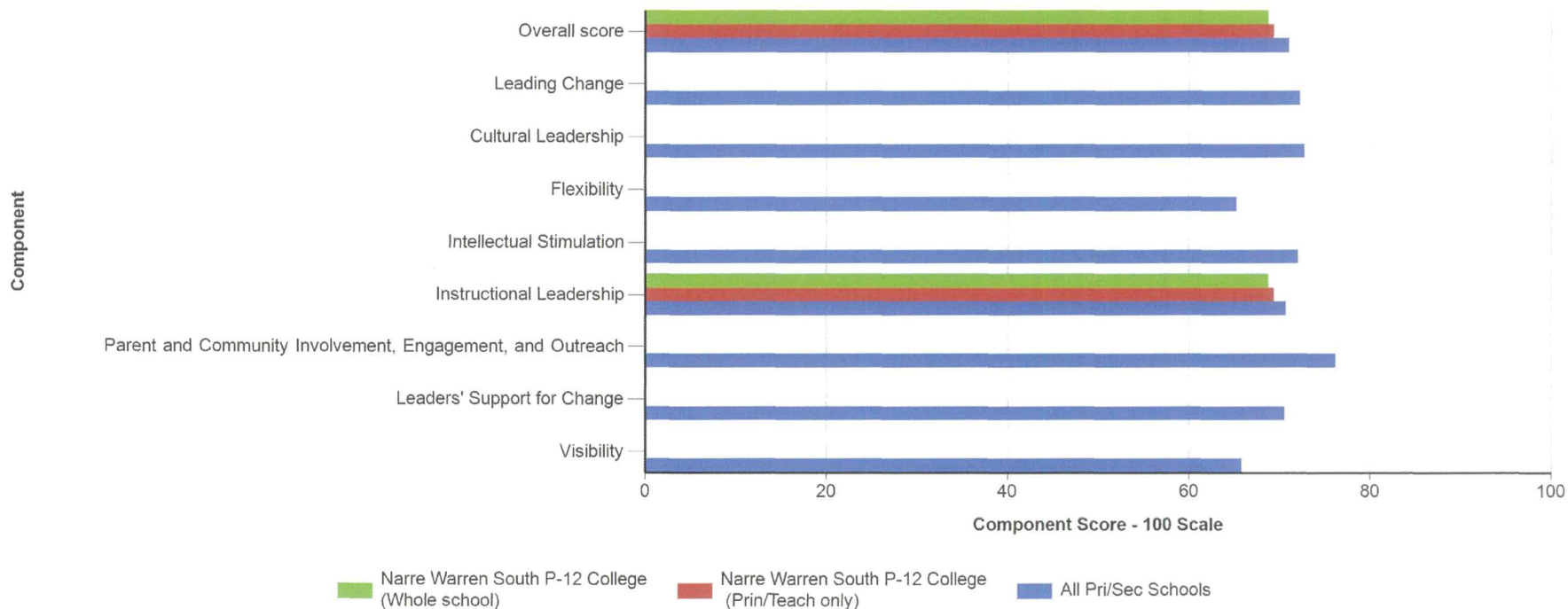
School Climate summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	67.40	70.18	67.76	69.85
25th Percentile		66.86		66.31
75th Percentile		74.94		75.16
Percent Endorsement	53.3%	58.0%	55.3%	57.8%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for School Climate. Please see Report Help for more details.

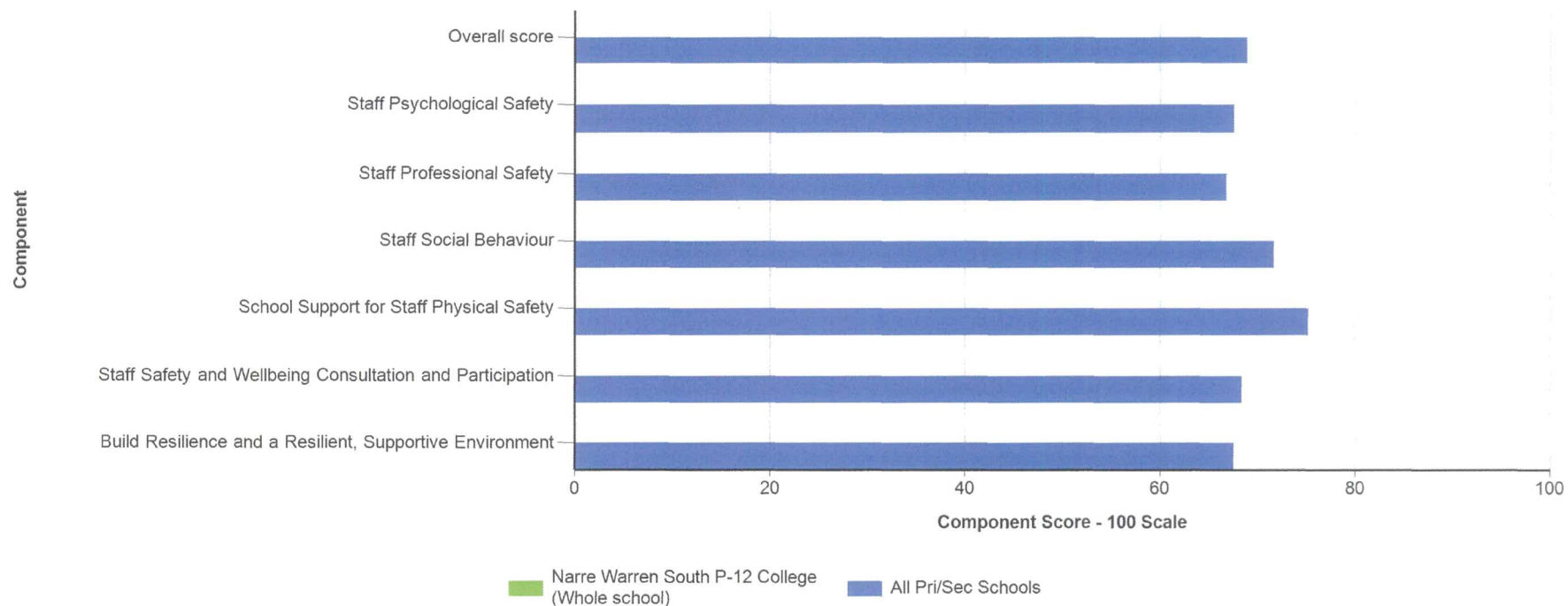
School Leadership summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	68.78	71.07	69.39	70.39
25th Percentile		66.95		65.15
75th Percentile		75.56		74.71
Percent Endorsement	57.3%	60.2%	58.3%	59.5%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for School Leadership. Please see Report Help for more details.

School Staff Safety and Wellbeing summary of module component means for Narre Warren South P-12 College (8839)

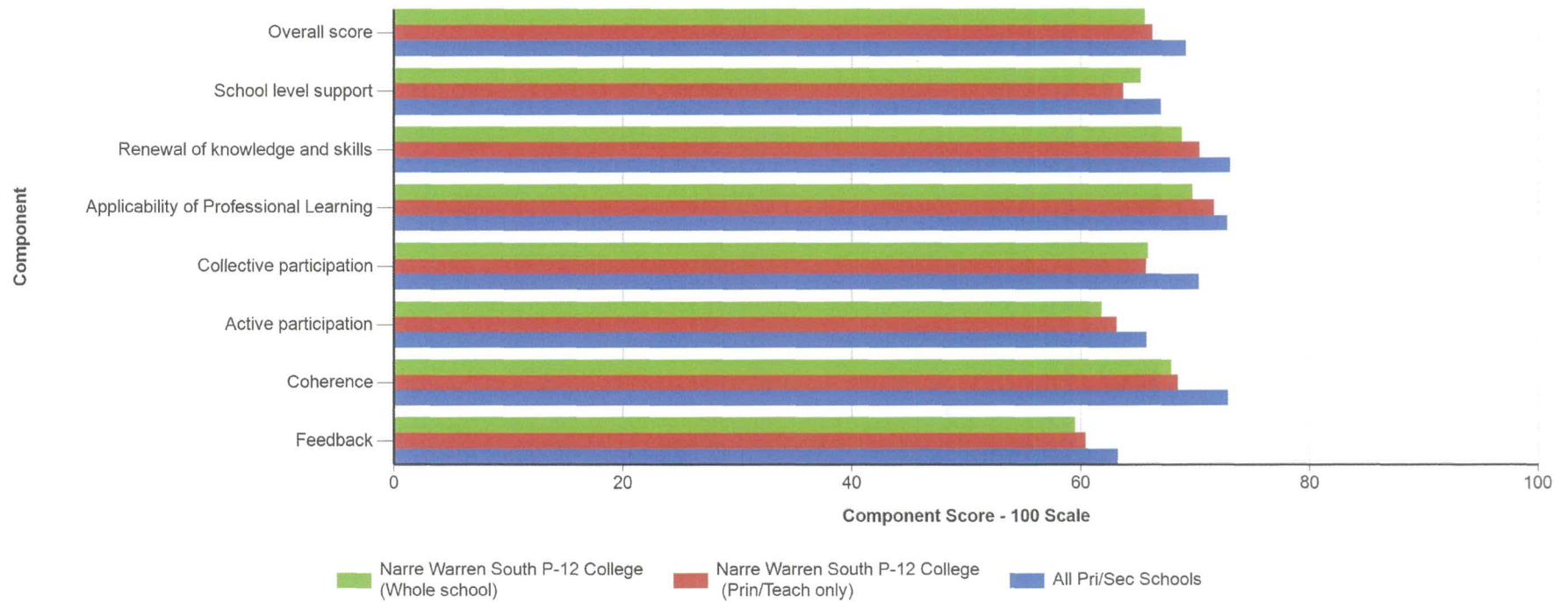


	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	ND	68.94
25th Percentile	ND	65.19
75th Percentile	ND	74.69
Percent Endorsement	ND	55.5%
Number of respondents	ND	

* The overall score (mean) combines all of your school's component scores for School Staff Safety and Wellbeing. Please see Report Help for more details.

NDP - Not displayed for privacy reasons
 ND - No data

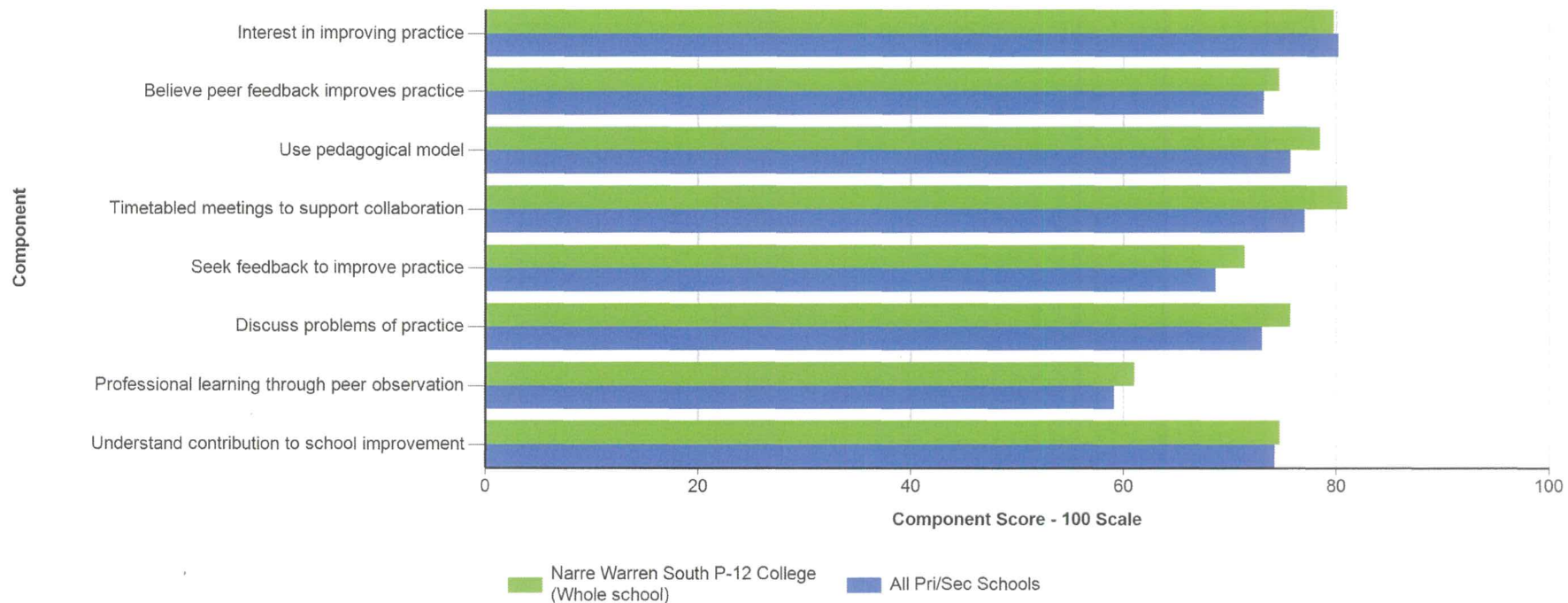
Professional Learning summary of module component means for Narre Warren South P-12 College (8839)



	School scores		Prin/Teach scores	
	Your whole school	All Pri/Sec Schools	Your school Prin/Teach	All Pri/Sec Schools Prin/Teach
Overall score (mean)*	65.64	69.23	66.27	69.20
25th Percentile		65.56		66.08
75th Percentile		75.54		75.89
Percent Endorsement	48.8%	55.8%	50.8%	56.9%
Number of respondents	154		100	

* The overall score (mean) combines all of your school's component scores for Professional Learning. Please see Report Help for more details.

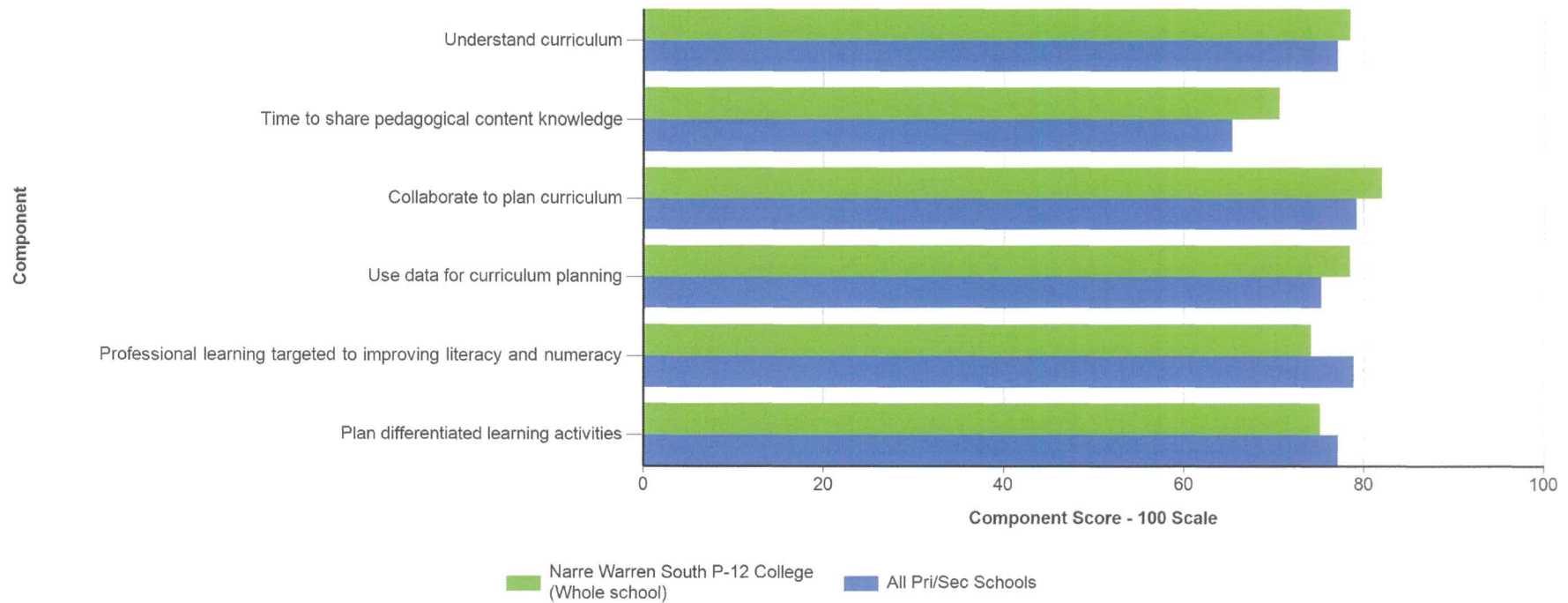
Teaching and Learning - Practice Improvement summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

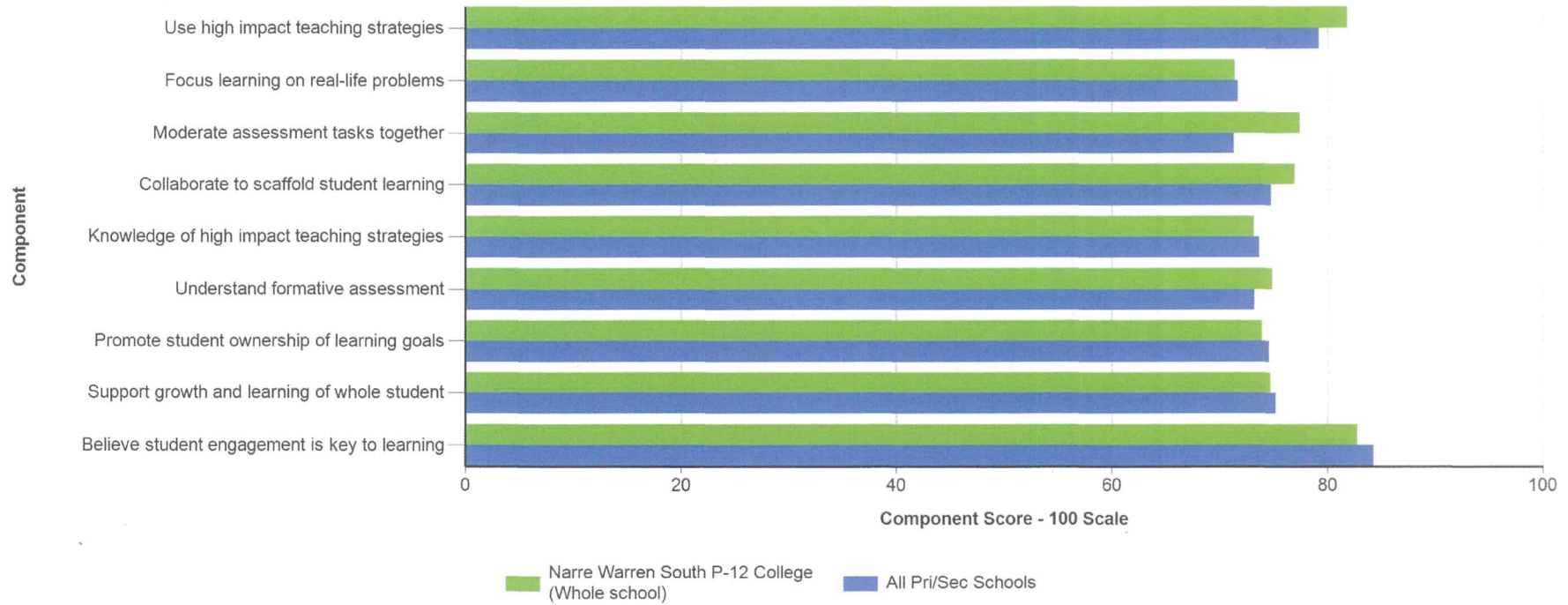
Teaching and Learning - Planning summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

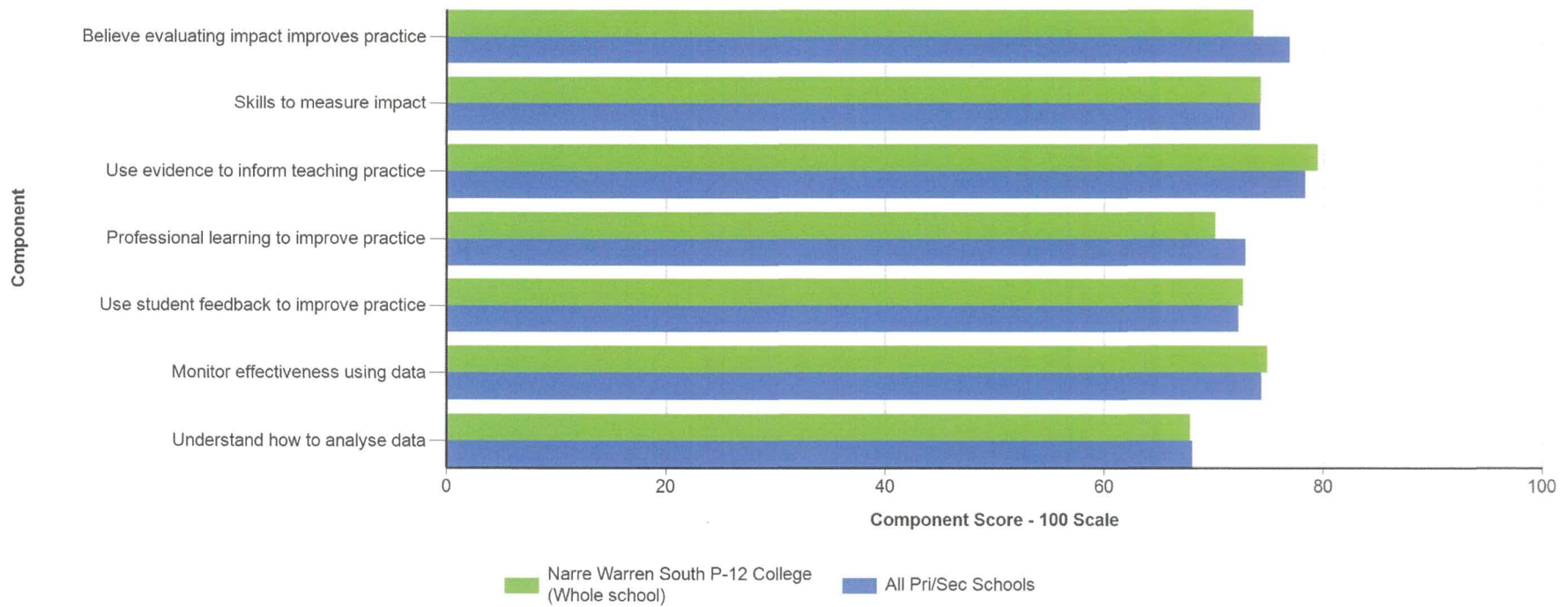
Teaching and Learning - Implementation summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.

Teaching and Learning - Evaluation summary of module component means for Narre Warren South P-12 College (8839)



	School scores	
	Your whole school	All Pri/Sec Schools
Overall score (mean)*	75.19	74.31
Percent Endorsement	64.8%	64.0%

* The overall score (mean) combines all of your school's component scores for Teaching and Learning. Please see Report Help for more details.