



Mr Rodney Simeons
Principal
Anne Hamersley Primary School
16 Dunnett Drive
ELLENBROOK WA 6069

Dear Rodney

I have been provided with a copy of the report of Anne Hamersley Primary School's recent independent review. As you would be aware, the review occurs in the final year of each Independent Public School's Delivery and Performance Agreement (DPA).

As part of your professional review, I am pleased to provide you with feedback on your performance as principal of Anne Hamersley Primary School on the basis of the review report and other information available to me.

You should consider this feedback as one component of the feedback you have received over the three year term of the school's DPA. Other components include feedback from the National School Opinion Survey and confidential 360 degree feedback process and data available from the Schools Performance Monitoring System.

I am pleased to note that the report on your school included the following areas of strength:

- The guidelines provided to teachers by the leadership of the school, together with ongoing support, to ensure they can operate effectively.
- The implementation of whole-school processes in literacy and numeracy ensuring consistency of approach across all areas.
- The broad range of opportunities for staff to take up leadership roles.
- The strong focus on the collection of data and the way it is used to assess overall school progress, identify strengths and weaknesses in classroom programs and those individual students who need support, and guide the implementation of the next stage of school improvement.
- The overview of student achievement gained by the school leadership team through strong performance monitoring processes.
- The provision and maintenance of the Connected Assessment File which clearly profiles each child's progress and the interventions used for the duration of their enrolment in the school.
- The commitment in time by staff to various meetings and collaborative groups to ensure the curriculum and supporting programs in the school are delivered efficiently and effectively.
- The strong leadership and willingness of staff to take on leadership roles in all aspects of school life.
- The structures put in place in the school to ensure maximum collaboration, support and communication between staff and between the school and home.
- The array of specialist teacher programs which allow the classroom teacher to concentrate on the key curriculum areas relevant to all learning.
- The use of technology for the teaching of LOTE.
- The safe and inclusive learning environment.

- The effective use of financial resources to ensure curriculum and teaching materials essential for teaching and learning programs are available as needed.
- The care taken to ensure new staff members match the needs of the school.

The report also included the following areas for improvement for you to consider during the next business planning cycle:

- Include input from the Board and wider community, as the school community stabilises and the Board establishes its governance role, in the next iteration of the business plan.
- Ensure the Business Plan 2019–21 is a more focused document with measurable targets based on the findings of the school's self-assessment of student achievement.
- Undertake Board training offered by the Department of Education.
- Implement measures to raise the Board profile within the school.
- The Board establishes succession planning processes.

In reflecting on your effectiveness as a school leader, I have considered the independent review findings as they relate to the expectations of the DPA in four key areas:

- the maintenance of appropriate standards of academic and non-academic achievement;
- effective educational leadership, operation and management of the school;
- delivery of programs that meet the needs of students within a safe environment; and
- operating within the specified parameters, ensuring financial, human and physical resources are managed effectively and efficiently.

Based on all the evidence available to me I am highly satisfied with your performance as principal.

The next stage of the Principals' Professional Review process is for you to incorporate the findings from the independent review; feedback from the confidential 360 degree feedback process and the National School Opinion Survey into your Leadership Action Plan (LAP). The LAP will need to be available to me should I request it.

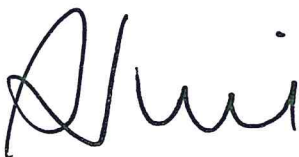
I will continue to be interested in your performance in relation to the challenges and opportunities offered to you as the principal of an Independent Public School. I encourage you to make full use of the resources and expertise of our Department to support you to do so.

I congratulate you on the role you have played in the completion of the school's latest DPA and I have confidence that, over the term of the next three years, you will continue to develop your leadership in ways that support autonomy and the delivery of further benefits for students and the school community.

Please ensure that a copy of the review report is made available online to the school community.

I look forward to our continued relationship in the year ahead.

Yours sincerely



SHARYN O'NEILL
DIRECTOR GENERAL

18 MAY 2018