



HARVEY SENIOR HIGH SCHOOL 2024

annual report





ACKNOWLEDGEMENT OF COUNTRY

Harvey Senior High School acknowledges the traditional custodians of the land on which our school stands—the Binjareb people, part of the Noongar Boodja. This land has sustained and nurtured the Binjareb people for thousands of years, and we are privileged to learn, work, and grow within this rich cultural landscape. We recognise and honour the enduring connection that the Binjareb people, have with this land, which continues to shape their history, traditions, and customs. We pay our deepest respects to elders past, present, and emerging, who have led, guided, and passed down their wisdom through generations.

At Harvey Senior High School, we are committed to fostering an environment that reflects the rich and diverse cultural heritage of Aboriginal people. We value the unique perspectives and knowledge systems that have developed over countless generations and seek to integrate these insights into our educational practices. By doing so, we hope to create a more inclusive and respectful learning environment for all students, encouraging greater understanding, empathy, and reconciliation between cultures.

..... WELCOME

It is with great pleasure that Harvey Senior High School (HSHS), in partnership with the School Board, presents the 2024 Annual Report to our school community. This report provides a clear and transparent overview of HSHS's strengths, challenges, and areas for improvement, marking the culmination of the 2022–2024 School Business Plan.

We are pleased to report that student numbers remain steady at 273 at the first-semester census, a 30% increase in student population since 2021. This improvement reflects the unwavering commitment of our staff and local community in forging strong connections among students, parents/caregivers, and the school, ensuring that all students are supported in achieving their potential.

In 2024, the school underwent a significant external evaluation to validate our achievements and provide recommendations for future improvement. The Public School Review, conducted by the Department of Education Public School Accountability Directorate, commended our "focus on enhancing collective staff efficacy in meeting the needs of students through a culture in which decisions are data-driven, teaching practices are evidence-based, and resources and processes are aligned to build capacity in an environment of trust and respect." The report further acknowledged "the efforts of the school in creating the conditions for successful students."

We are very proud of this positive review, which validates the dedication of our staff. Moreover, the review process identified several areas for growth that will inform the development of the new School Business Plan (2025–2027), ensuring that our school continues to support the development and success of every student, now and into the future.

In addition to the Public School Review, our financial and resource management were examined during the School Compliance Review (Audit) conducted by the Department of Education Financial Services Directorate. I was extremely pleased with the audit findings, which awarded the school an overall rating of "Good." This positive outcome confirms our sound financial, budgetary, and resource management practices and offers us an opportunity to respond proactively to any recommendations moving forward.

As part of our annual school review processes, we measure the culture and organizational health of our school through an external proprietary diagnostic tool. We have demonstrated significant growth and development in our organizational culture over recent years, progressing from the second quartile in 2022 to consistently ranking in the top quartile against the global benchmark in 2024. This positive trajectory is a direct result of the hard work and dedication of our staff, supported by our broader school community.

On behalf of the staff at HSHS and the School Board, I would like to thank the entire school community for your support, professionalism, and commitment to ensuring every child succeeds. Your engagement guarantees that HSHS will continue to move forward positively in one common direction.



David Gault
Principal



..... OUR CONTEXT

As an Independent Public School, Harvey Senior High School is entrusted by our parents, students, and the broader community to deliver a high-quality education that caters to the individual needs of every learner. Our smaller school size is a strength, allowing us to take a student-centred approach that promotes personalised support and meaningful growth.

The dedication of our staff, combined with strong partnerships with families and the community, fosters deep and lasting relationships. These connections form the foundation of our supportive learning environment, ensuring each student is encouraged and empowered to achieve their full potential. Our strong community ties also enhance the richness of our educational programs and experiences.

While we are committed to academic achievement across all learning areas, we also focus on nurturing the skills, values, and attitudes required for lifelong learning. We aim to develop adaptable, capable young people who make positive contributions to their communities. Harvey Senior High School is a responsive and forward-thinking institution, continuously evolving to meet the changing needs of our students and our community.

Our vision is to be the school of choice in our region—offering relevant, future-focused learning opportunities for students in Harvey and its surrounding areas.



..... BOARD WELCOME & REVIEW

As an Independent Public School, our School Board plays a critical role in the governance and strategic direction of Harvey Senior High School, ensuring that every decision supports the diverse needs of our students. Our vision is for Harvey Senior High School to embody the aspirations and values of our community, and the Board is integral to achieving this goal. Comprised of parents, staff, and community members, the Board brings together a broad range of perspectives, united by a passion for providing the best possible educational opportunities for our students.

I extend my heartfelt gratitude to our School Board members for their active engagement, regular attendance at meetings, and invaluable contributions throughout 2024. Their dedication is vital in shaping our strategic future and in fostering a culture of excellence across the school.

School Board Members:

- Miranda Narducci (Parent – Chair)
- David Gault (Principal)
- John Collis (Parent and P&C Representative)
- Tina Martella (Parent)
- Ellen Miles (Parent)
- Annie Riordan (Community)
- Shane Cavanagh (Staff)
- David Ford (Staff)
- Kelly Servaas (MCS-Ex Officio)

Harvey Senior High School continues to receive positive feedback from our broader community—a testament to our strong performance across all areas. With the strategic oversight provided by our School Board, we are well-positioned to enhance our educational offerings and support every student in reaching their potential.

I am proud to be a member of this vibrant school community and look forward to our continued success together.



Miranda Narducci
Chair HSHS Board



OUR MORAL PURPOSE

All our actions and behaviours focus on student achievement, progress and success.

OUR ASPIRATION

Harvey Senior High School will improve student outcomes in WACE Achievement, Certificate Achievement, NAPLAN, OLN, and improve attendance and behaviour data from matching “like schools” to above “state average” performance.

OUR SCHOOL VALUES

respect

FOR SELF



FOR OTHERS



FOR LEARNING



FOR THE ENVIRONMENT



SCHOOL IMPROVEMENT PLAN 2022 - 2024

Harvey Senior High School will improve student outcomes in WACE Achievement, Certificate Achievement, NAPLAN, OLNA, and improve attendance and behaviour data from matching "like schools" to above "state average" performance.

	Metric used to measure progress	Baseline Performance 2021	2022 Interim Target	2023 Interim Target	2024 Final Target
KPIs for Overall Aspiration	WACE graduation rates (WACE Eligible) will be above 'Like' Schools (82%) striving to remain above 90%.	87%	At or above 90%	At or above 90%	Above 90%
	VET Completion Rate for participating students will be above 90% aspiring to 100%.	90%	Above 96%	Above 96%	Above 97%
	Percentage of Year 12 Students (Sem 2 Census) satisfying the OLNA requirements will be above 75% striving to be above 90%.	77%	Above 80%	Above 85%	Above 90%
	NAPLAN Progress achieved by the stable cohort will exceed 'Like' schools in each test area striving to be above WA Public Schools.	N/A	N/A	Year 9 NAPLAN achievement data will be = > "like schools" aspiring to be above "state average" in 3 out of 5 test areas	Year 9 NAPLAN achievement data will be = > "like schools" aspiring to be above "state average" in 4 out of 5 test areas
	Between 2021 and 2024 HSHS Regular Attendance (>90%) will remain above 'Like' schools striving to be above WA Public Schools.	48.7% = 3.2% Above "like-schools" and 2.3% below WA Public Schools	Above 50%	Above 55%	At or above Public Schools



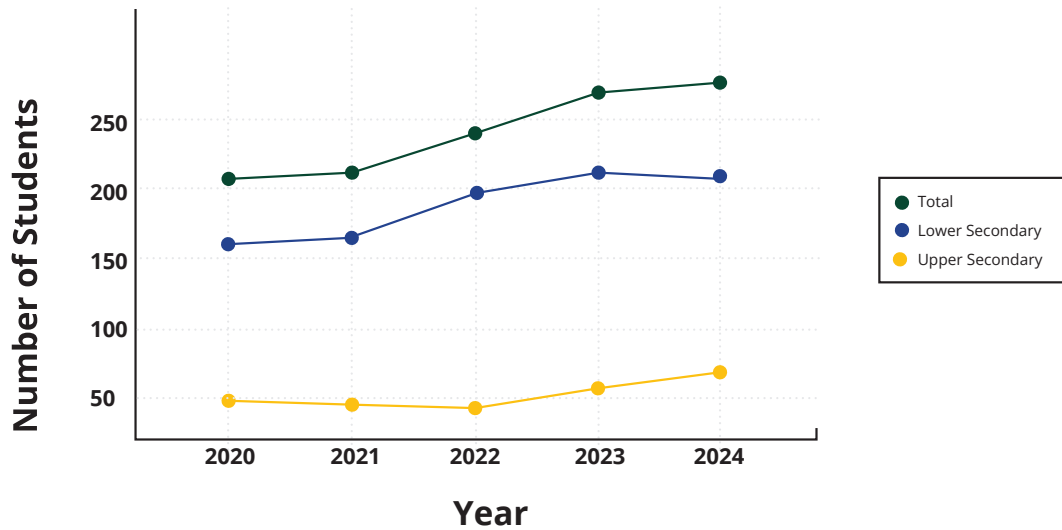
STUDENT NUMBERS & CHARACTERISTICS

STUDENT NUMBERS (AS AT 2024 SEMESTER 2)	
SECONDARY	FULL TIME
Y07	44
Y08	48
Y09	65
Y10	52
Y11	36
Y12	32
TOTAL	277

	SECONDARY	TOTAL
MALE	154	154
FEMALE	123	123
TOTAL	277	277



Semester 2 Student Numbers



SEMESTER 2	2020	2021	2022	2023	2024
Lower Secondary	161	165	199	212	209
Upper Secondary	48	46	42	57	68
Total	209	211	241	269	277

Total student numbers at Harvey Senior High School continued to grow in 2024, reaching 277 in Semester Two. This reflects a 32% increase in student population since 2020 (up from 209 students), marking a steady upward trend over the past four years. This growth includes sustained increases in both Lower Secondary (Years 7–10), which now totals 209 students, and an encouraging rise in the Upper Secondary (Years 11–12) cohort to 68 students—a notable improvement from just 42 in 2022. The strengthening of our Senior School numbers is particularly positive, as it reflects greater retention and engagement of students as they progress through their schooling. We believe these figures are a testament to the growing confidence of our community in the quality of education offered at Harvey Senior High School and the increasing relevance of our senior secondary pathways.



WORKFORCE COMPOSITION

	No	FTE	AB'L
ADMINISTRATION STAFF			
Principals	1	1.0	0
Associate/Deputy/Vice Principals	1	1.0	0
Heads of Departments and Learning Areas	2	2.0	0
Total Administration Staff	4	4.0	0
TEACHING STAFF			
Other Teaching Staff	25	23.6	0
Total Teaching Staff	25	23.6	0
SCHOOL SUPPORT STAFF			
Clerical/Administrative	9	5.4	0
Gardening/Maintenance	2	1.7	0
Other Allied Professionals	8	6.5	0
Total Allied Professionals	19	13.6	1
TOTAL	48	31.3	1

The overall staffing profile at Harvey Senior High School continues to align closely with the priorities and programs offered across the school. As of 2023 Semester 2, total student enrolments have grown to 277, marking a 32% increase since 2020.

To support this growth, the school employs 48 staff across administration, teaching, and support roles, equating to 41.3 full-time equivalent (FTE) positions. The leadership structure includes four administration staff (4.0 FTE), ensuring sufficient oversight across all areas of school operations. A total of 25 teaching staff (23.6 FTE) deliver quality learning experiences, while 19 support staff (13.6 FTE) provide essential services across administration, maintenance, and student support.

With enrolment numbers trending upward, long-term workforce planning is underway to ensure that staffing levels and capabilities remain responsive to student needs and aligned with the school's strategic direction.

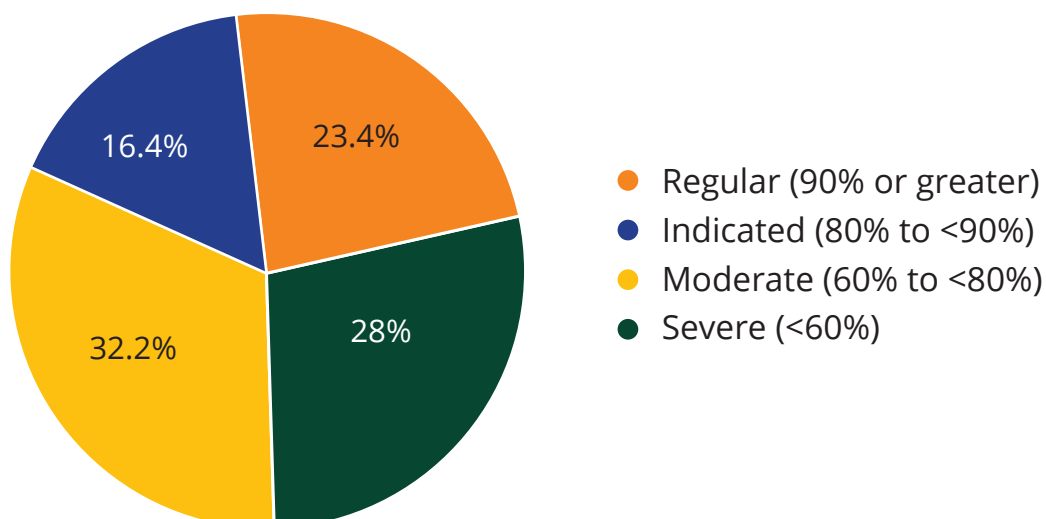
STUDENT ATTENDANCE

	NON-ABORIGINAL			ABORIGINAL			TOTAL		
	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools
2021	78.4%	78.1%	83%	69.4%	58.8%	55.2%	77.8%	75%	80.4%
2022	80.8%	80.8%	84.9%	75.9%	62.4%	59.2%	80.1%	77.7%	82.5%
2023	79.7%	79.7%	84.7%	66.7%	56.8%	57.6%	77.8%	76.7%	82.2%

	ATTENDANCE CATEGORY			
	Regular	At Risk		
		Indicated	Moderate	Severe
2022	25.2%	36.6%	23.6%	14.6%
2023	32.0%	30.6%	26.5%	11.0%
2024	29.5%	29.8%	25.1%	15.6%
Like Schools 2024	37.5%	23.5%	19.1%	19.9%
WA Public Schools 2023	48.0%	25.0%	15.0%	12.0%

Note: attendance rates are provided in respect of the first semester each year.

Attendance Profile 2024 Semester 2 Compulsory



KPIs for Overall Aspiration	2021	2022	2023	2024	Progress
Between 2021 and 2024 HSHS Regular Attendance (>90%) will remain above 'Like' schools striving to be above WA Public Schools.	48.7% Regular Attendance (>90%) 3.2% > like-schools 2.3% < WA Public Schools	Target: Above 50% 25.2% Regular Attendance (>90%) 1.3% < Like Schools 14.8% < WA Public Schools	Target Above 55% 32.2% Regular Attendance (>90%) 3.0% < Like Schools 15% < WA Public Schools	Target Above Like Schools 29.5% Regular Attendance (>90%) 8% < Like Schools	Not Achieved

Student attendance remains an ongoing area of focus for Harvey Senior High School. While still impacted by lingering effects of the COVID-19 pandemic and broader social disengagement trends, 2024 data indicates continued efforts to stabilise and improve attendance patterns across all cohorts.

In 2024, overall school attendance sits at 77.8%, slightly below the WA Public School average of 80.4%, but above the Like Schools average of 75%. Encouragingly, Aboriginal student attendance at Harvey SHS is 69.4%, which is significantly higher than both Like Schools (58.8%) and the WA Public Schools average (55.2%)—reflecting the success of targeted engagement strategies and community partnerships.

Analysis of attendance categories shows that 29.5% of students are attending regularly, a slight decrease from 2023 (32.0%), yet our rate of severe at-risk attendance (15.6%) remains better than Like Schools (19.9%). While we remain below the WA Public Schools benchmark for regular attendance (48.0%), our school continues to perform better than Like Schools in several risk categories, including lower percentages in the moderate and severe risk bands.

In response, the school has undertaken a comprehensive review of its attendance policies and practices, embedding streamlined procedures and enhancing student engagement strategies. Regular communication with families emphasises the critical connection between attendance and learning progress. The school remains firmly committed to improving attendance across all categories working in partnership with parents, caregivers, and support agencies to promote consistent student attendance across all year levels.



STUDENT ACHIEVEMENT & PROGRESS

NAPLAN Relative Achievement						
Test	Y07			Y09		
	School	Like Schools	WA Public Schools	School	Like Schools	WA Public Schools
Numeracy	504	494	526	537	536	565
Reading	504	489	517	518	538	566
Writing	493	496	527	512	531	569
Spelling	530	507	535	522	545	565
Grammar & Punctuation	497	488	524	492	523	550

KPIs for Overall Aspiration	2021	2022	2023 Interim Target	2024	Progress
NAPLAN Progress achieved by the stable cohort will exceed 'Like' schools in each test area striving to be above WA Public Schools.	Not Available	Not Available	Year 9 NAPLAN achievement data will be = > "like schools" aspiring to be above "state average" in 3 out of 5 test areas	Year 9 NAPLAN achievement data will be = > "like schools" aspiring to be above "state average" in 4 out of 5 test areas	In Progress

Harvey Senior High School continues to track student achievement and progress through stable cohort data and comparative analysis against Like Schools and WA Public Schools. The 2024 NAPLAN results indicate solid achievement in several areas, particularly in Year 7 Spelling (530), which was well above Like Schools (507) and aligned closely with the WA Public Schools average (535). Similarly, Year 7 Numeracy (504) and Reading (504) were above Like Schools (494 and 489 respectively), showing strength in foundational learning for lower secondary students.

In contrast, the Year 9 results highlight areas for improvement. Students performed below Like Schools and WA Public Schools in all five assessed areas: Numeracy, Reading, Writing, Spelling, and Grammar & Punctuation. For instance, Year 9 Reading was 518, compared to 538 in Like Schools and 566 in WA Public Schools, while Numeracy (537) was just behind Like Schools (536) but significantly below the state average (565). These results suggest a need to strengthen engagement and progress in middle secondary, particularly in literacy-related domains.

While the school did not meet its 2024 KPI of equalling or exceeding Like Schools in at least four out of five areas in Year 9, the Year 7 cohort's strong performance presents a promising foundation for future improvement. To address these challenges, Harvey SHS will continue to invest in targeted literacy and numeracy support programs, enhanced instructional strategies, and staff development. The goal remains to support all students to achieve expected progress from Years 7 to 9, and to close the achievement gap with both Like Schools and WA Public Schools.

STUDENT ACHIEVEMENT & PROGRESS - OLN

Online Literacy and Numeracy Assessment (OLNA) Number of students who met the standard: count (%) Source: SCSA data files						
	2024	2023	2022	2021	2020	2029
Met literacy and numeracy requirement						
School (Semester 2 census)	30 (93%)	15 (83%)	12 (80%)	17 (77%)	14 (78%)	19 (68%)

KPIs for Overall Aspiration	2021	2022	2023	2024	Progress
Percentage of Year 12 Students (Semester 2 Census) satisfying the OLN requirements will be above 75% striving to be above 90%.	77%	80%	83%	(Target: Above 90%) 93%	Achieved

Harvey Senior High School has continued to make strong progress in supporting students to meet the literacy and numeracy requirements of the Online Literacy and Numeracy Assessment (OLNA). In 2024, 93% of Year 12 students met the OLN standard, a substantial increase from 83% in 2023, and well above the school's target of 75%, achieving the school's aspirational goal of exceeding 90%.

This consistent improvement over the past four years—from 77% in 2021 to 93% in 2024—reflects the sustained impact of targeted interventions, structured OLN Support programs, and early identification of at-risk students. These strategies have enabled timely assistance and greater confidence among students completing the assessments.

The 2024 achievement is not only the highest recorded in recent years but also demonstrates that the school's literacy and numeracy support systems are effectively embedded and responsive to student needs. Moving forward, continued focus on early intervention and consolidation of support structures will be essential to maintaining this momentum and ensuring every student is positioned for success in their post-school pathways.



WACE ACHIEVEMENT

WESTERN AUSTRALIAN CERTIFICATE OF EDUCATION (WACE)						
Number of Students Eligible for WACE: count (%) Source: SCSA data files						
	2024	2023	2022	2021	2020	2019
WACE Achievement Rate: count (% of eligible students) Source: SCSA data files						
School (WACE eligible)	24 (96%)	11 (92%)	10 (100%)	13 (87%)	11 (92%)	17 (94%)
Like Schools (%)	83%	81%	78%	82%	82%	80%
Public Schools (%)	90%	90%	89%	89%	89%	89%
WACE: Breadth and depth - units include equivalents: count (%) Source: SCSA data files						
Breadth and Depth requirement met WACE Eligible	25 (100%)	12 (100%)	10 (100%)	15 (100%)	12 (100%)	18 (100%)
WACE: Achievement Standard - units include equivalents: count (%) Source: SCSA data files						
C Grade requirement met WACE Eligible	24 (96%)	12 (100%)	10 (100%)	14 (93%)	12 (100%)	18 (100%)
English requirement met WACE Eligible	25 (100%)	12 (100%)	10 (100%)	15 (100%)	12 (100%)	18 (100%)
ATAR or Cert II requirement met WACE Eligible	25 (100%)	12 (100%)	7 (70%)	13 (87%)	12 (100%)	18 (100%)
WACE: Literacy and numeracy standard – Number of students who met the standard: count (%) Source: SCSA data files						
Literacy and numeracy requirement met WACE eligible	24 (96%)	11 (92%)	10 (100%)	13 (87%)	11 (92%)	17 (94%)
KPIs for Overall Aspiration	2021	2022	2023	2024	Progress	
WACE graduation rates (WACE eligible) will be above ‘Like’ Schools (82%) striving to remain above 90%.	87%	100%	92%	(Above 90%) 96%	Achieved - Exceeding Target	

In 2024, Harvey Senior High School achieved a WACE achievement rate of 96%, with 24 of 25 eligible students meeting all requirements—well above the Like Schools average of 83% and exceeding the WA Public Schools average of 90%. This result meets and surpasses the school's aspirational KPI of maintaining WACE achievement above 90% and reflects the school's continued commitment to supporting all students through to successful graduation.

A detailed review of achievement standards shows outstanding performance across all components of the WACE. All students met the Breadth and Depth, English, and ATAR/Cert II/General pathway requirements (100%). The C grade requirement was met by 96% of students, and 24 of 25 students (96%) satisfied the literacy and numeracy standard, consistent with OLN results.

These strong outcomes demonstrate the success of the school's tailored academic and vocational pathways, early intervention strategies, and close tracking of student progress. The sustained improvement over the past four years underscores Harvey Senior High School's effective approach to preparing students for life beyond school.

VET COMPLETION

VOCATIONAL EDUCATION AND TRAINING (VET)					
VET Participation Rate (count; enrolled in VET as % of Cohort) Source: Department data					
	2024	2023	2022	2021	2020
	92%	89%	92%	90%	-
Level of highest qualification achieved (of VET enrolled students)					
Certificate IV	1 (3%)		1 (5%)	3 (14%)	
Certificate III	1 (3%)	5 (24%)		2 (9%)	4 (15%)
Certificate II	24 (67%)	9 (43%)	12 (60%)	14 (64%)	16 (59%)
Students with more than one qualification (% of VET enrolments)					
3+ qualifications	1 (3%)	3 (14%)		2 (9%)	1 (4%)
2 qualifications	3 (8%)	3 (14%)	2 (10%)	13 (59%)	12 (44%)

KPIs for Overall Aspiration	2021	2022	2023	2024	Progress
VET Completion Rate for participating students will be above 90% aspiring to 100%.	90%	At or above 90%	89%	(Above 97%) 92%	In Progress

In 2024, 92% of VET-enrolled students successfully completed their certificate qualifications, surpassing the school's minimum benchmark of 90% and reflecting a strong and consistent performance across recent years. Although the aspirational target of 97% or higher was not reached, the current result represents continued success in delivering vocational education opportunities that are both accessible and relevant to student interests and career pathways.

The data also shows an encouraging distribution across certificate levels, with 24 students (67%) achieving a Certificate II, another achieving a Certificate III and one student achieving a Certificate IV. Furthermore, several students demonstrated exceptional engagement by completing multiple qualifications—11% of students completed two or more Certificates, including one student who completed three or more. Students continue to access a wide range of VET opportunities through diverse and flexible pathways. These include school-based delivery through the Senior School Engagement Program, external partnerships via VET Delivered to Secondary Students (VETDSS) with South Regional TAFE, the Bunbury Regional Trade Training Centre (BRTTC), and school-based traineeships with local industry partners. These strategic partnerships and multiple access points ensure that students are developing industry-relevant skills while working towards meaningful post-school outcomes.



SCHOOL INCOME BY FUNDING SOURCE

At Harvey Senior High School, financial operations are overseen by the Finance Committee, comprising the Principal, Manager Corporate Services, and four additional staff members. This committee is responsible for approving, monitoring, and reviewing the school's finances to ensure transparency and alignment with strategic goals. Funding priorities are identified through school planning and review processes and are embedded in the school's Business Plan, which is endorsed by the School Board.

The annual school budget is developed to ensure that expenditure directly supports the priorities outlined in the Business Plan. The Finance Committee also makes formal recommendations to the School Board regarding contributions and charges, which are reviewed and approved accordingly. Asset replacement schedules are maintained and updated regularly to ensure forward planning for essential equipment that supports student learning.

The School Board receives regular financial reports, including detailed accounts of both cash flow and staffing expenditures, as well as any approved use of reserve funds.

In 2023, the school underwent a Compliance Review (Audit) by the Department of Education's Financial Services Directorate. I was very pleased with the outcome, which resulted in an overall rating of "Good." This positive evaluation affirms the school's sound financial, budgeting, and resource management practices, and provides a valuable opportunity to respond proactively to any recommendations for further improvement.



FINANCIAL SUMMARY

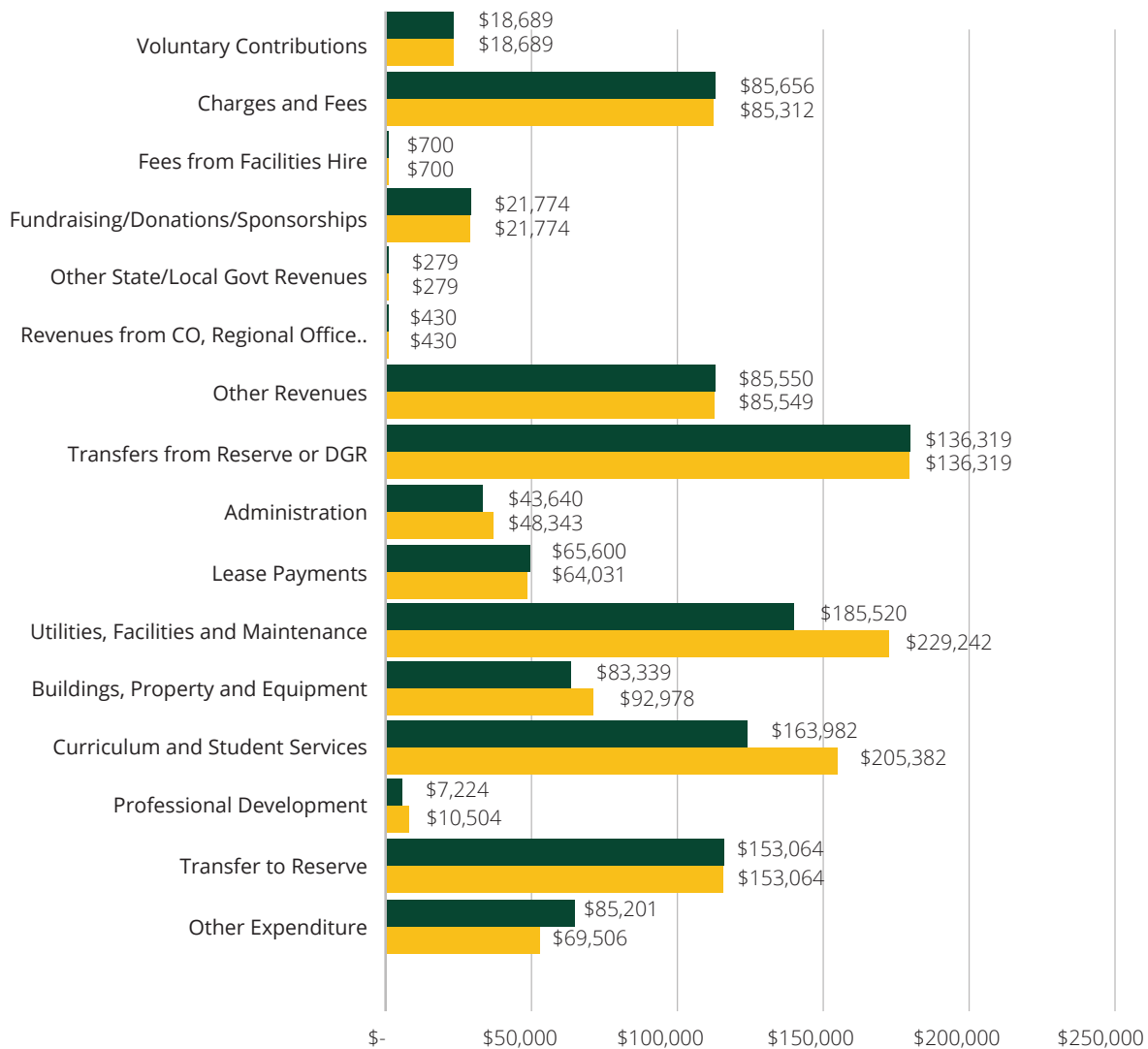
INCOME - DEC 2024 (VERIFIED DEC CASH)		
	Current Budget (\$)	Actual YTD (\$)
Carry Forward (Cash):	109,282	109,282
Carry Forward (Salary):	575,724	575,724
STUDENT - CENTRED FUNDING		
Per Student	2,881,424	2,881,424
School and Student Characteristics	1,390,099	1,390,099
Disability Adjustments	94,290	94,290
Targeted Initiatives	535,226	535,226
Operational Response Allocation	30,046	30,046
Total Funds	4,931,085	4,931,085
TRANSFERS AND ADJUSTMENTS		
School Transfers - Salary	(653,757)	(653,757)
School Transfers - Cash	657,192	657,192
Total Funds	3,435	3,435
LOCALLY RAISED FUNDS (REVENUE)		
Voluntary Contribution	18,689	18,689
Charges and Fees	85,312	85,312
Fees from Facilities Hire	700	700
Fundraising/Donations/Sponsorships	21,774	21,774
Other State Govt/Local Govt Revenues	279	279
Revenue from CO, Regional Office and Other schools	430	430
Other Revenues	85,549	85,550
Transfers from Reserve or DGR	136,319	136,319
Total Funds	349,052	349,397
Total	5,958,578	5,968,923



FINANCIAL SUMMARY

Dec 2024 (Verified Dec Cash)

● Actual YTD (\$)
 ● Current Budget (\$)





HARVEY SENIOR HIGH SCHOOL

51 South West Highway, Harvey WA 6220
harveyshs.wa.edu.au