



Annual Report 2022

OUR MISSION

"Nurturing independence so that our children find their place in, and contribute to, a better world."



INTRODUCTION

Established in 1977, the Beehive Montessori School is now recognised as one of Australia's most well respected and authentic Montessori schools. Beehive is situated in modern purpose-designed premises beside the sea in Mosman Park, Western Australia. We are a co-educational learning environment catering to children from 18 months to 15 years.

At Beehive Montessori School we believe that education is a lifelong process of self-discovery, that learning should be a joyful experience, and that Montessori pedagogy is the most effective and successful model of education available today to meet this end. It is a sophisticated and ingenious method of responding to the developmental needs of children in order to make education an enjoyable, effortless and meaningful experience.

OUR VISION

TO PROVIDE EXCELLENCE IN MONTESSORI EDUCATION

Our board members at Beehive through strategic planning have developed a clear structure for how we can best attain this vision, and how this occurs is described under four pillars;

**SECURE FUTURE,
EDUCATIONAL EXCELLENCE,
EDUCATIONAL ENVIRONMENT
& COMMUNITY CITIZENSHIP.**

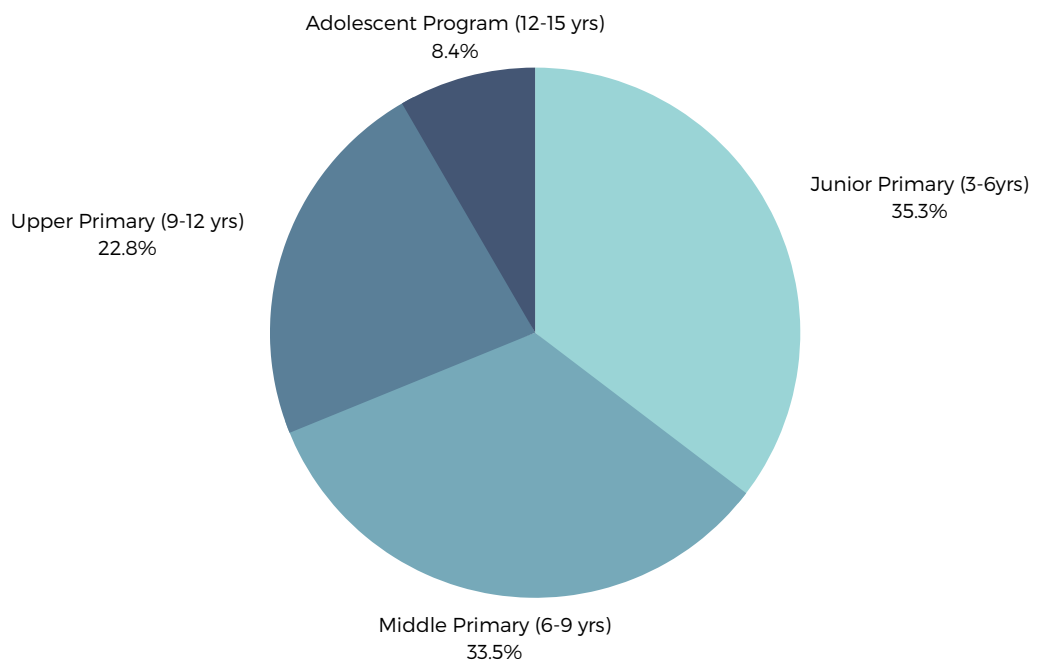
This annual report articulates how we meet these pillars, and continue to work strategically toward this vision.

SECURE FUTURE



Student Numbers

Beehive numbers remained stable during 2022. Our school population at December 2022 reached 215 students (3-15 years old), representing 139 families with an additional 53 children enrolled in our Playgroup (18 months - 3 years old). None of our population identified as Indigenous.



Student breakdown by age grouping Dec 2022

Financial Security

The Beehive Montessori School Finance Committee currently comprises of one external member - Mr Andrew Hull, as well as the Treasurer of the Board - Mr Aaron Whitelaw, the Principal - Mrs Bronwyn Hope and the Finance Manager - Ms Elisa Main. In 2022, Mr Aaron Whitelaw chaired the Committee.

The Committee meets formally 10 times a year, has direct responsibility for overseeing the financial operations of the School, and undertakes:

- the review of the School's annual budget for submission to the Board for adoption;
- the review of the management accounts and monitoring of the budget reporting every 3 months to the Board;
- the review of the School's longer term forecast of financial performance in relation to the strategic plan and position and the School's capacity to fund expenditure;
- approval of the annual financial statements.

The Committee reports to the School Board and provides rigorous and regular monitoring of all financial operations of the School.

Beehive Montessori School has built on its strong financial position through continued prudent financial management including the ongoing reviews of its operating procedures and by conducting regular tenders for goods and services.

The School prepares annual financial statements that are audited by the accounting firm - Francis A Jones.

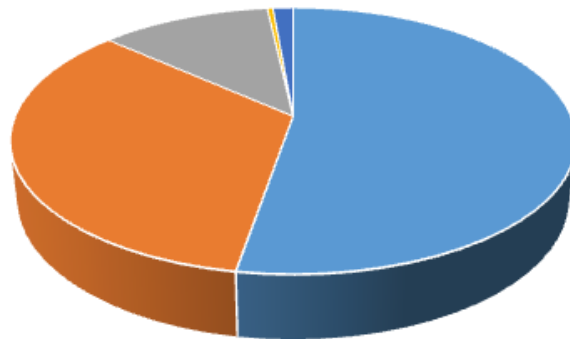
These accounts include the revenue and expenses of the School.

The School's derives the majority of its operating revenue from tuition fees to fund the annual operations of the School. When setting the annual budget, the School seeks to minimise increases in tuition fees and to operate with a modest operating surplus (after depreciation costs).

The surplus or deficit naturally varies from year to year depending on enrolment numbers and expenditure incurred.

Income

Sources of Income

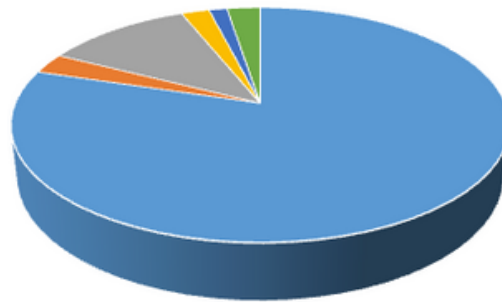


- Fees by parents
- Commonwealth Grants
- State Grants
- Interest Income
- Other

Source of Income	2022		2021	
Fees by parents	\$ 2,389,617	55.3%	\$ 2,266,700	53.0%
Commonwealth Grants	\$ 1,357,825	31.4%	\$ 1,352,199	31.6%
State Grants	\$ 420,687	9.7%	\$ 448,395	10.5%
Interest Income	\$ 22,677	0.5%	\$ 61,288	1.4%
Other	\$ 130,164	3.0%	\$ 149,054	3.5%
Total Income	\$ 4,320,970		\$ 4,277,636	

Expenditure

Areas of Expenditure



- Employee benefits expenses
- Administration
- Technology
- Maintenance
- Furniture/Improvements
- Interest & Principal

Expenditure	2022		2021	
Employee benefits expenses	\$ 3,096,762	75.9%	\$ 3,120,863	77.9%
Maintenance	\$ 168,194	4.1%	\$ 130,858	3.3%
Administration	\$ 497,277	12.2%	\$ 470,817	11.8%
Furniture/ Improvements	\$ 62,143	1.5%	\$ 29,939	0.7%
Technology	\$ 56,511	1.4%	\$ 56,805	1.4%
Interest & Principal	\$ 198,978	4.9%	\$ 194,651	4.9%
Total Expenditure	\$ 4,079,865		\$ 4,003,933	

Governance & Compliance

Beehive continues to work hard to ensure that we comply with all legislative and regulatory requirements. We most recently gained reregistration status in 2019 for a further 5 years, which represents the highest level of registration possible for an independent school. This registration will carry us through until 2024.

Chairperson	Ronald Crichton
Deputy Chairperson	Samantha Owen
Treasurer	Aaron Whitelaw
Secretary	James Townsend
Board Member	Serena Grant
Board Member	Don Surjan
Board Member	Lindsay Boladeras
Board Member	Sam Medway
Principal	Bronwyn Hope
Staff Representative	Lucy Clarkson Fletcher

There were 8 Board meetings and 1 meeting of the Executive Board held during the year and the AGM was held on Monday 28th March in an online format where the Financial Audited Statements and the Schools Annual Report for 2021 were tabled.

The Board Strategic Planning meeting day for 2022 took place on the 13th of August to inform our future planning directions.

EDUCATIONAL EXCELLENCE



Beehive Montessori School is recognised for its commitment to a high quality Montessori education in accordance with Association Montessori Internationale (AMI) principles. This is achieved through a highly trained, dedicated, passionate and experienced team of Montessori educators and support staff, and our adherence to the Montessori National Curriculum which has been recognised by national and state regulatory organisations. The Beehive staff also undertake continuous professional development, and we maintain ongoing subscriptions to various educational associations in order to stay abreast of ongoing developments in education.

SCHOOL MEMBERSHIPS

Association of Independent Schools of WA (AISWA)
Montessori Schools and Centres Australia (MSCA)
Montessori Australia (MA)
MSDS
DPIRD -Agriculture (Bees)
Dyslexia-Speld Foundation
Independent Private School Heads of Australia (IPSHA)
Montessori Teachers Association of WA (MTA)
Reconciliation Action Plan (RAP)
Teachers Registration Board WA (TRBWA)

Staffing

Beehive aim to attract, promote, mentor and retain AMI trained teachers across all areas of the school to maintain educational excellence in accordance with the Montessori Method and AMI Guidelines.

Workforce Composition

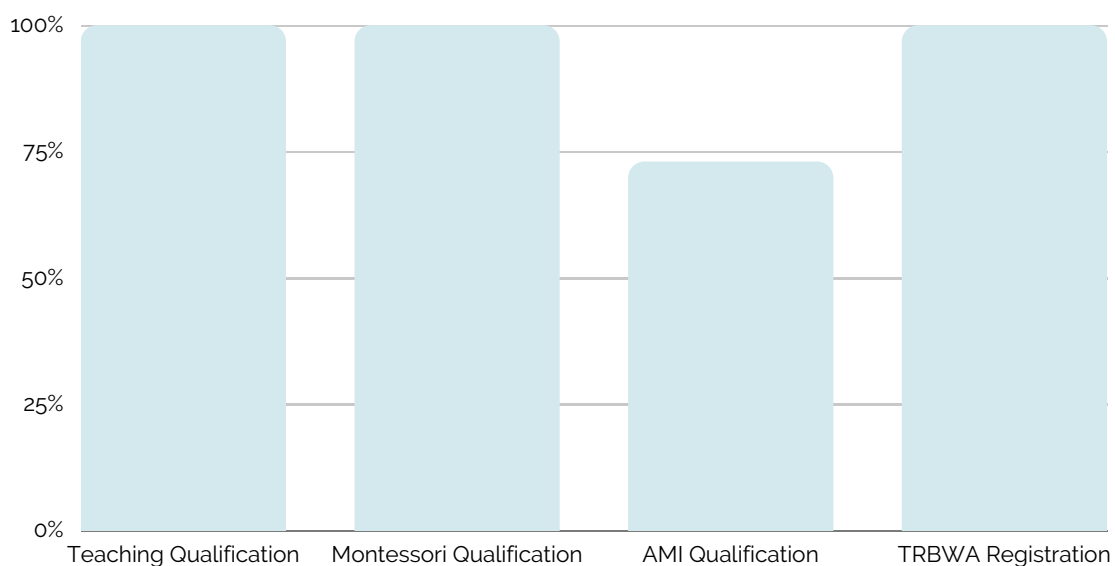
Beehive has a total number of 39 staff members, equivalent to 31 full time staff members. No staff members identify as Aboriginal or Torres Strait Islander.

	Female		Male		Total	
	No	FTE	No	FTE	No	FTE
Principal	1	1	0	0	1	1
Deputy Principal	1	1	0	0	1	1
Teaching	10	9.8	1	1	11	10.8
Specialist Support	6	3.02	0	0	6	3.02
Educational Support	11	9.6	0	0	11	9.6
Admin & Operations	6	4.64	2	1.13	8	5.77
Total	36	29.06	3	2.13	39	31.19

Teacher Qualifications

Beehive aim to attract, promote, mentor and retain AMI trained teachers across all areas of the school to maintain educational excellence in accordance with the Montessori Method and AMI Guidelines.

All teachers are registered with the Teacher's Registration Board of WA and all have current Working with Children registration. All teachers are academically well qualified with strong Montessori qualifications and/or experience. All teachers have completed training in Child Protection and Mandatory Reporting.



Full time classroom teacher qualifications

Professional Development

Continuous professional learning in our staff is integral to professional growth and improved student outcomes. Total costings for the 2022 year came to \$20,255.

Formal professional development included the following;

AMI - ADMINISTRATORS CERTIFICATE
AMI - INTRODUCTION TO ADOLESCENCE

AISWA - FINANCIAL GOVERNANCE
AISWA - NCCD ASSURANCE
AISWA - SOMERSET FINANCIAL GOVERNANCE
AISWA - BUSINESS MANAGERS NETWORK
AISWA - MANDATORY REPORTING AND STAFF CODE OF CONDUCT

BE YOU - MENTAL HEALTH

MSCA - HEAD2HEAD PRINCIPALS FORUM
MSCA - MEETING IN THE MIDDLE
MSCA - GRASSROOTS CONFERENCE

SMTC - 3-6 ASSISTANTS WORKSHOP
SMTC - 3-6 REFRESHER
SMTC - 6-21 REFRESHER
SMTC - BIG WORK IN COSMIC EDUCATION
SMTC - INCLUSION AND MEETING THE NEEDS OF ALL CHILDREN

DEFINITIV- SOFTWARE TRAINING
CATALYTIC - MULTIFACTOR AUTHENTICATION
TASS - SOFTWARE TRAINING

SCSA - NAPLAN COORDINATOR TRAINING

DSF - SOUNDS WRITE PHONICS PROGRAM
DSF- TALK FOR WRITE LITERACY PROGRAM

LAVAN LEGAL - BULLYING, DISCRIMINATION & HARASSMENT

SUE LARKEY - TEACHING STRATEGIES AND BEHAVIOUR SUPPORT FOR CHILDREN WITH AUTISM

WA POSITIVE SCHOOLS CONFERENCE

OTITIS MEDIA IN INDIGENOUS STUDENTS

RHYS PADDICK - ACKNOWLEDGE THIS

Student Outcomes

LITERACY & NUMERACY ASSESSMENT

NAPLAN testing took place in 2022 for our Year 3,5,7 and 9 Students, and our students performed above almost all state and national benchmarks.

Year		Reading	Writing	Spelling	Grammar/ Punctuation	Numeracy
3	National Mean	439	423	418	433	400
	State Mean	428	419	414	424	395
	Beehive School Mean	493	436	442	450	448
5	National Mean	510	485	505	499	489
	State Mean	505	480	505	496	487
	Beehive School Mean	573	481	474	552	530
7	National Mean	543	531	548	534	547
	State Mean	541	527	549	532	549
	Beehive School Mean	604	582	596	576	625
9	National Mean	578	561	577	574	585
	State Mean	586	565	581	580	595
	Beehive School Mean	643	643	644	662	606

All students of primary schooling age also take part in PAT standardised testing in literacy and numeracy each year as part of our internal assessment program.

Communicating Children's Progress

The School records and communicates all students' progressive achievement within the School for the purpose of reviewing curriculum delivery and teaching strategies, and reporting to parents in a manner that is both meaningful and consistent with the ideals of the Montessori Method.

Throughout the year, at their own discretion, parents and guardians are encouraged to book an observation within their child's classroom, to see their child in action, at work. This is always followed by a meeting with the classroom teacher before or after the school day. Parents are also free to view their child's portfolio of work samples at the end of each school day.

Formal reporting occurs semesterly in the form of mid-year portfolio reporting and more formal report meetings with classroom teachers, parents/guardians and students at the end of the year. This occurs for all students from Pre Primary through to Yr 6. In 2022 our Adolescent Program students received both first and second semester reports, and had formal report meetings both mid and end of year, as an alternative to portfolios.

Portfolio Reporting occurs at the end of Term 2 where the classroom teacher is available to answer questions. The portfolios of children's work are evaluated using the achievement standards described in the Western Australian Curriculum and Assessment Outline.

The end of the school year reporting provides parents with a written report on progress in all learning areas, student attributes such as attitude, behaviour and effort, and an overall teacher and student comment. These reports show student progress in relation to the Western Australian Achievement Standards as required by SCSA.

In addition to all of the above, student records are kept on 'Transparent Classroom', an online record keeping and reporting platform, which is accessible for parents any time to view their child's progress.

Student Attendance

At Beehive there is a strong emphasis on the development and maintenance of a nurturing, safe and positive learning environment which promotes student wellbeing, engagement and participation, and this impacts positively on the management of regular school attendance.

Year Group	Semester 1	Term 3	Average
Year 1	91.2%	90.3%	90.7%
Year 2	89.2%	81.3%	85.2%
Year 3	88.8%	83.5%	86.1%
Year 4	89.1%	90.2%	89.6%
Year 5	90.4%	86.0%	88.2%
Year 6	90.3%	86.3%	88.3%
Year 7	91.6%	90%	90.8%
Year 8	94.0%	89.3%	89.8%
Year 9	90.9%	81.9%	86.4%

Management of non-attendance & punctuality

Parents are required to inform the school when their child will be absent or late from school by 9.00am that day.

Parents can inform the school by using the school communication application, school stream, via email, or by providing a hand written note. If a student is absent and we have not received notification by 9am, the teachers inform the receptionist, who then rings the parent, records the contact in the absentee register and requests a written notification of the absence.



EDUCATIONAL ENVIRONMENT

The Montessori Prepared Environment

At the Beehive we work hard to ensure classrooms, outdoor spaces and general facilities provide a learning environment which facilitates well-being, safety and belonging, and meets the developmental needs of students across all age ranges.

There was specific focus in 2022 on ensuring our outdoor spaces could be maximised as learning spaces, due to the impact of COVID-19.

\$12,000 was spent on new Montessori equipment for use by the whole school population. New classroom furniture was also purchased for both Junior and Middle Primary classrooms.

During 2022 the building committee continued to advance in terms of planning for building new facilities for those classes still housed in old buildings, and move towards demolishing the old buildings for further playground space. Construction began on the new playgroup building in term 4 of 2022.



School Culture

Open lines of communication play an important part in maintaining Beehive's positive school culture. All stakeholders have multiple avenues to give feedback throughout the year. Student voice is particularly important, and in-class meetings happen weekly throughout the primary school and Adolescent Program, and this information is fed into student council meetings which are also held weekly with student representatives and the principal. There is also an open door policy throughout administration whereby parents and other stakeholders are welcome to meet and discuss any issues with classroom teachers, the deputy principal or principal whenever the need arises.

Formal weekly teaching staff meetings and administration meetings provide opportunities for staff to provide valuable feedback, and staff appraisal and goal setting meetings occur at the end of the year. The board also interviewed a wide variety of Beehive community stakeholders; staff, parents and students, when they conducted the principals appraisal.

COMMUNITY CITIZENSHIP

Community Building

During 2022, Although many events from our term 1 calendar were cancelled due to COVID -19, Beehive were fortunate enough to be able to host a variety of social events for our community, in the latter part of the year.

These included weekly school Corroborees, band, choir & primary music concerts, Family fun day, the Adolescent Program annual drama production, grandparents morning tea, the school Disco for MP, UP and AP students, a Working Bee, the Bush dance, and the End of Year Concert.



School Fundraising

In 2022 The Beehive community took part in The World's Greatest Shave for the first time as a way to support families impacted by a Leukemia diagnosis. The school raised over \$5,000 which was donated to The Leukemia Foundation, as 2 staff and 2 students took part in a 'shave off', and other students participated in a 'Crazy Hair Day' with gold coin donations. This was a heart warming community event which we will continue to support and integrate into our future calendar of events.



Parent Education

Parent Education sessions form an important part of the Beehive calendar, as they provide opportunity to unpack Montessori pedagogy, as well as hear from relevant specialist external speakers.

Formal Parent education sessions in 2022 included;

- Beehive Prospective Parent Tours – What is Montessori?
- Orientation to Junior Primary (0-6 developmental theory & practice)
- Orientation to Primary (6-12 developmental theory and practice)
- Orientation to Adolescent Program + IDEA
- Museum of Montessori Materials - Maths
- Museum of Montessori Materials - Geometry
- Home Room Meetings





Wider Community Engagement

Again in the latter half of 2022, Beehive were able to take part in many events which linked us to the larger community through a variety of incursions and excursions.

We welcomed local artist Kyle Hughes-Odgers as artist in residence to work with our upper primary students in creating a new mural on our school premises. This was made possible through the commission the school made as a part of the Arte Ricca art exhibition in 2021.

Our Primary students were also lucky enough to welcome the Australian author Morris Gleitzman to our school to mark book week.

We celebrated NAIDOC with a music workshop delivered by Gina Williams and Guy Ghouse, and also in our music program, our school choir performed locally for seniors week at the Mosman Park Bowling Club, and our school bands again had the opportunity to perform at Clancy's Fish Pub in Fremantle. This performance also included our Alumni bands, and represents a great opportunity for our Alumni families to maintain their connection with the Beehive Community.

Fortunately in 2022, camps were able to go ahead, and so our students were able to visit Ern Halliday in Hillarys (MP), The Swan Valley (UP), and Denmark (AP).

We benefited again in 2022 from ongoing visits from DPIRD

Department of Agriculture and Food WA who visit our beehives that are managed by the Adolescent Program students.

Our dedicated and experienced classroom teachers also took the time to 'pay it forward' by hosting 10 teachers in training as practicum students from AMI and MWEI over the course of the academic year.

We also continued to maintain engagement through our sporting school grants, which allowed us to connect with local sporting groups and specialists in our weekly sport lessons throughout the school.

The school facilities were also used in 2022 for a weaving workshop as part of the larger Reclaim the void art installation.

Bush Inventors Club was also available to our students as an after school activity and once again we donated our hall for the important work done by the philanthropic group Impact 100.

Beehive is proud to be able to lend our facilities to community groups such as this.

