



Education & Communities

# Endeavour Sports High School Annual School Report 2014



8404

## School context statement

Endeavour Sports High School is a comprehensive, co-educational high school of 725 students from years 7 to 12 which offers a selective Targeted Sports Program for talented athletes and a Special Education Unit for students with special needs.

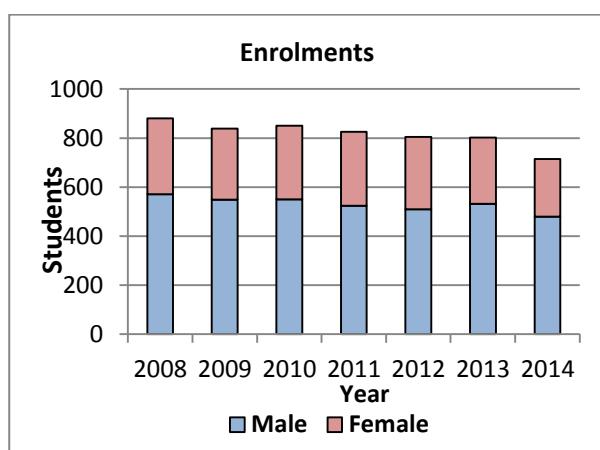
We serve the community to the south of Sydney and have the advantage of a diverse and multicultural student population from over 60 primary schools spread across a wide geographical area.

As well as offering a high quality education to our local students, the school has a strong Targeted Sports Program. Endeavour Sports High School appeals to gifted athletes who seek a quality education in an environment in which their talents are recognised, supported and nurtured.

## Student information

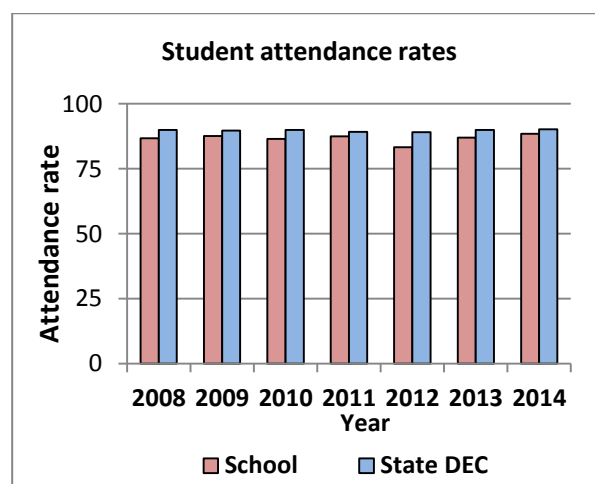
### Student enrolment profile

Endeavour Sports High School's enrolment data indicates 1:2 ratios of girls to boys.



### Student attendance profile

Endeavour Sports High Schools attendance data is just below state average. This can be attributed to students being involved in national and international representative sports events amongst other reasons.



The legal leaving age for students in NSW is 17 unless employment or further training has been pre-arranged. Accordingly, Endeavour offers a diversity of programs which cater for individual abilities and aspirations. Traditional subjects (re. University); VET courses; TVET courses; School based traineeships; School based apprenticeships; a flexible work experience program and individual counselling for subject selection have all contributed to our 2014 Year 11 cohort being suited to their ideal patterns of study. Furthermore, Year 10 students now have the opportunity to participate in Stage V TVET courses and short tasters which enhance their employability skills.

### Post-school destinations

In 2014, 104 students completed their secondary schooling with award of Higher School Certificate. 23 students were successful in gaining entry to University for 2015. ATAR's ranged from mid 70's to low 90's. Our highest achiever was Victoria Wang who secured an ATAR of 94.3. She is currently studying Graphic Design at the University of New South Wales.

47 students are now participating in full time employment. The remaining 34 students are attending Tafe on a full or part time basis. Others are employed on a casual basis whilst 2 students are enrolled with private providers.

All Year 12 students were interviewed individually in 2014 to ensure a smooth transition to post school options. Destination surveys indicate a highly successful outcome.

## **Year 12 students undertaking vocational or trade training**

In 2014, 34 students participated in the TVET program on Tuesday afternoons and several Year 10 students were involved in Stage V courses.

Endeavour delivered Hospitality; Retail; Sports Coaching and Construction VET courses as part of the curriculum. Over the two year period, 65% of the cohort participated in these courses, increasing their employability skills. 6 students were school based trainees which effectively combined part time paid employment with part time schooling whilst still attaining the award of Higher School Certificate.

## **Year 12 students attaining HSC or equivalent Vocational educational qualification**

Vocational educational training (VET) courses are offered at Endeavour Sports High School through two pathways – school delivered VET and TAFE delivered VET. The courses taught at school in 2014 were Hospitality (Food and Beverage), Construction, Retail services, Metals and Engineering and Sport Coaching

All teachers delivering these courses have undergone specialist training and are required to update their qualifications regularly and to participate in Industry activities which may include but not exclusive to industry visits, working in the industry, visits to trade shows and inviting guest speakers to address both teachers and students.

These courses allow students to gain dual accreditation. That is, the course contributes to the HSC, and can be used in the calculation of an Australian Tertiary Admission Rank (ATAR) (with the exception of Sports Coaching). These courses also allow students to achieve a Cert I or Cert II in that course.

2014 was the first year that Metals and Engineering was offered as part of the senior curriculum. It has proven to be a popular subject and has provided many opportunities for students to learn and experience the skills required for working in this industry.

Hospitality students have also gained valuable skills which will articulate into future employment opportunities. Besides

competencies gained in class, students have been responsible for catering for a number of school functions including Principal's and Sport Director's meetings and the school's annual "Biggest Morning Tea". The Coffee Bound Café, run by Hospitality students, continues to be popular with students and staff.

The Construction students make a valuable contribution to the school community by constructing a variety of projects around the school and in 2014 were responsible for constructing seating at the front of the school. All Construction students must complete their Work Health and safety White Card which is a compulsory requirement before they are allowed on any work site.

Sports Coaching is popular among Endeavour's elite athletes and provides these students with opportunities to organise and run sporting events. The Sports Coaching teachers have established strong links with local Primary Schools as part of the Teaching and Assessment Program.

Work Placement is a mandatory component of all VET courses. Approximately 100 places were organised by Southern Sydney BEN, our work place partner. These experiences were extremely successful with a number of students being offered part time employment.

## **Workforce information**

It is a requirement that the reporting of information for all staff must be consistent with privacy and personal information policies.

The teaching and support staff, at Endeavour Sports High School are highly professional and dedicated to achieving quality educational and welfare outcomes for all our students. They work collectively and believe that all students have the ability to succeed.

The school continues to involve students in many state recognised extra-curricular programs and offers many opportunities for students to achieve their full potential under the guidance of experienced and intrinsically motivated staff.

All teaching staff meet the professional requirements for teaching in NSW public schools.

## Workforce composition

Position	Number
Principal	1.0
Deputy Principal(s)	2.0
Head Teachers	9.6
Classroom Teacher(s)	44.0
Learning and Support Teacher(s)	1.6
Teacher Librarian	1.0
Teacher of ESL	.4
School Counsellor	1.0
School Administrative & Support Staff	14.682
Total	75.282

The Australian Education Regulation, 2014 requires schools to report on Aboriginal composition of their workforce.

There are two staff members of Aboriginal heritage at Endeavour Sports High School. One is experienced the other is A New Scheme Teacher. They are both active members of the staff body and play key roles in the school as Mentors of our Aboriginal students.

## Teacher qualifications

All teaching staff meet the professional requirements for teaching in NSW public schools.

Qualifications	% of staff
Degree or Diploma	100
Postgraduate	0

## Professional learning and teacher accreditation

Professional Learning was undertaken by all staff members. Staff attended in-services relevant to the Australian Curriculum, Stage 6 specific syllabus implementation and leadership development. There are fifteen new scheme teachers at Endeavour Sports High School. These members undertook training to meet their accreditation requirements. The professional development they attended was specifically related to growth in their profession.

## Beginning Teachers

There were no Beginning Teachers at Endeavour Sports High School in 2014.

## Financial summary

This summary covers funds for operating costs and does not involve expenditure areas such as

permanent salaries, building and major maintenance.

Date of financial summary	30/11/2014
<b>Income</b>	\$
Balance brought forward	424,836.98
Global funds	504,634.34
Tied funds	534,620.18
School & community sources	716,978.61
Interest	17,447.21
Trust receipts	51,887.25
Canteen	0.00
Total income	<u>2,001,758.34</u>
<b>Expenditure</b>	
Teaching & learning	
Key learning areas	97,965.39
Excursions	78,765.01
Extracurricular dissections	343,313.61
Library	2,927.18
Training & development	7,408.93
Tied funds	483,527.82
Casual relief teachers	118,493.38
Administration & office	259,916.43
School-operated canteen	162,570.71
Utilities	131,138.57
Maintenance	46,158.72
Trust accounts	51,066.06
Capital programs	36,000.00
Total expenditure	<u>1,819,251.81</u>
<b>Balance carried forward</b>	607,343.51

A full copy of the school's 2014 financial statement is tabled at the annual general meetings of the School Council and/or the parent body. Further details concerning the statement can be obtained by contacting the school.

## School performance 2014 Academic achievements

Results of external test measures in NAPLAN, ESSA an HSC demonstrated steady student, value added growth.

## NAPLAN

In the National Assessment Program, the results across the Years 3, 5, 7 and 9 literacy and numeracy assessments are reported on a scale from Band 1 to Band 10.

The achievement scale represents increasing levels of skills and understandings demonstrated in these assessments.

Year 7: from Band 4 (lowest) to Band 9 (highest for Year 7).

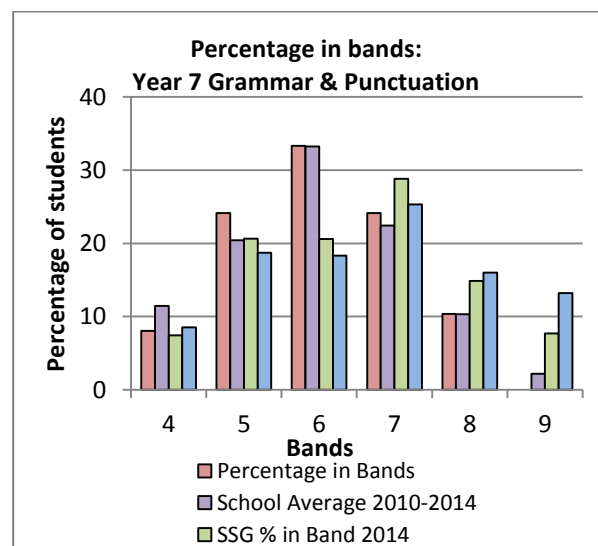
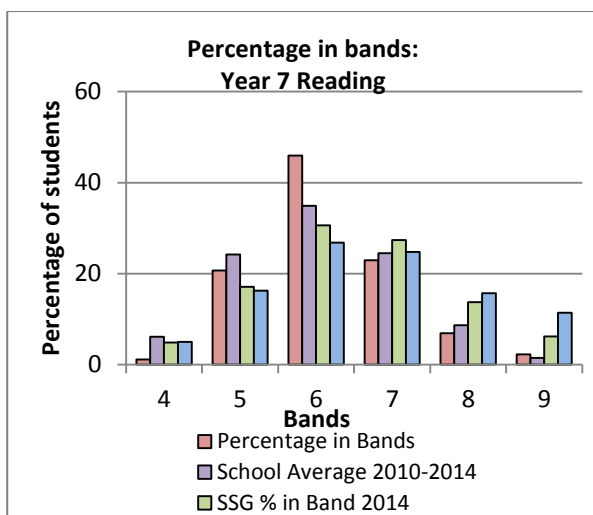
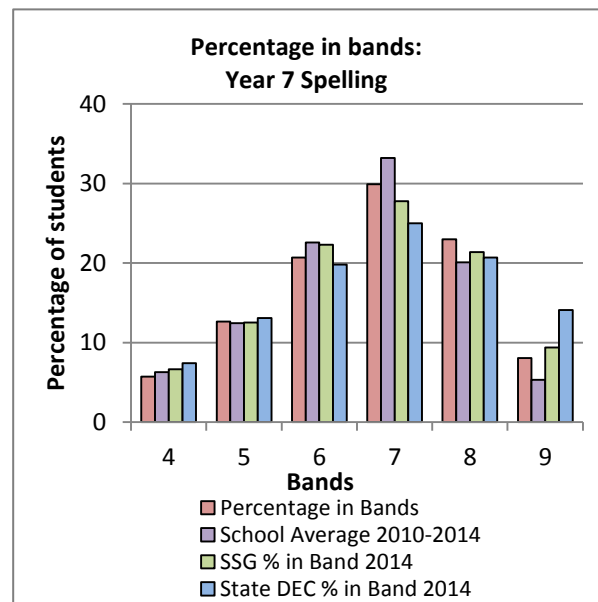
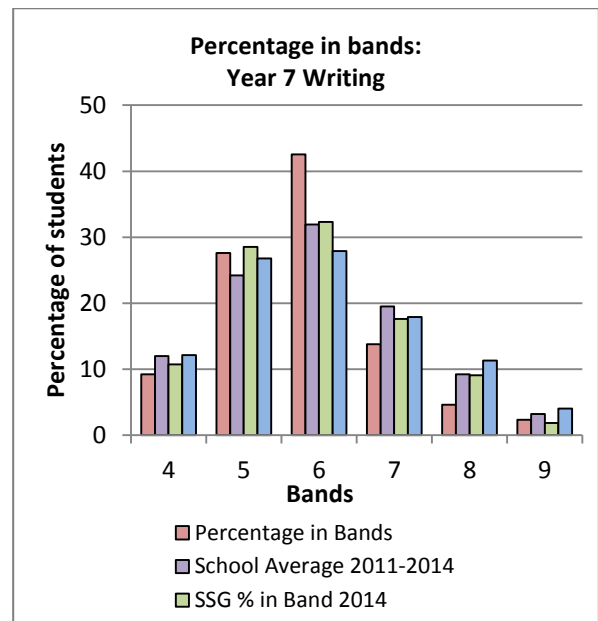
Year 9: from Band 5 (lowest) to Band 10 (highest for Year 9).

The *My School* website provides detailed information and data for national literacy and numeracy testing (NAPLAN).

Click on the link <http://www.myschool.edu.au> and enter the school name in the *Find a school* and select *GO* to access the school data. Alternatively:

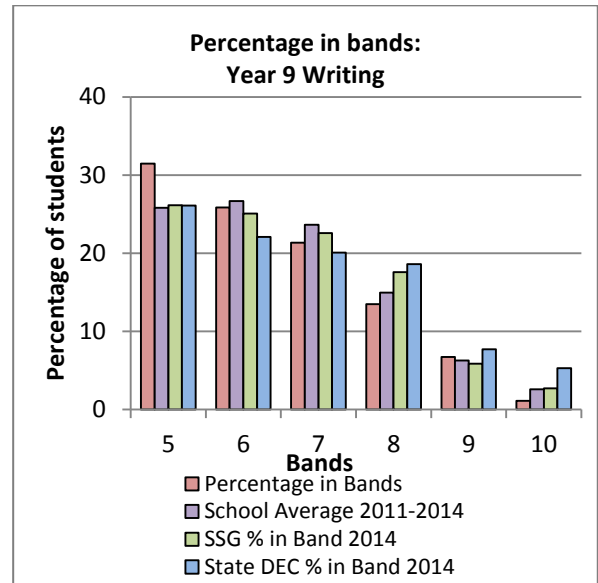
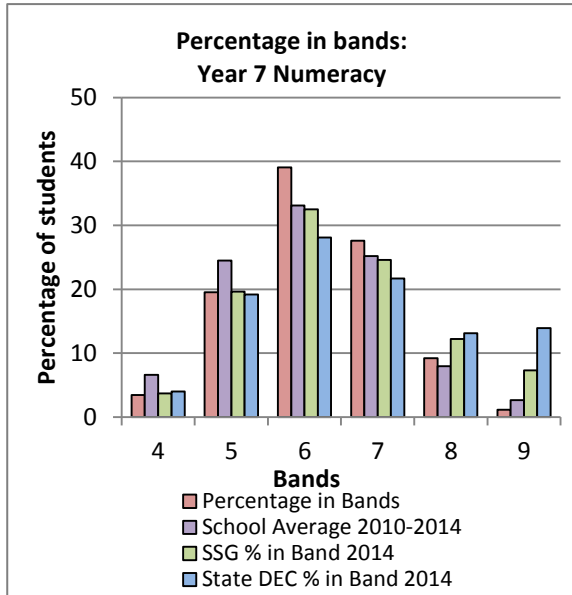
### NAPLAN Year 7 - Literacy

In 2014, 95% of all students who sat the NAPLAN exam achieved growth in one of the four disciplines of Literacy. Above state average growth in the areas of Reading and Writing was achieved.



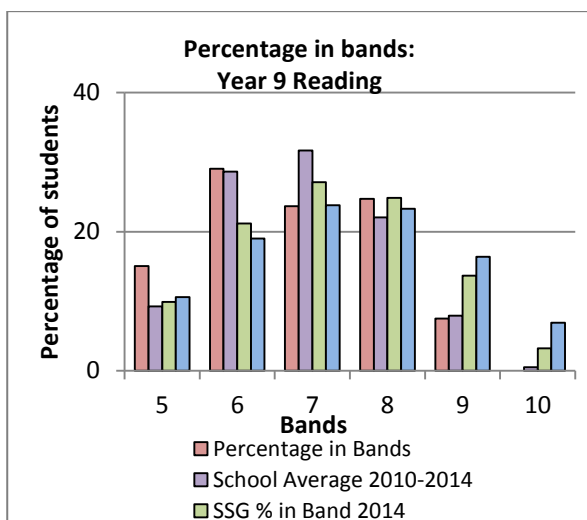
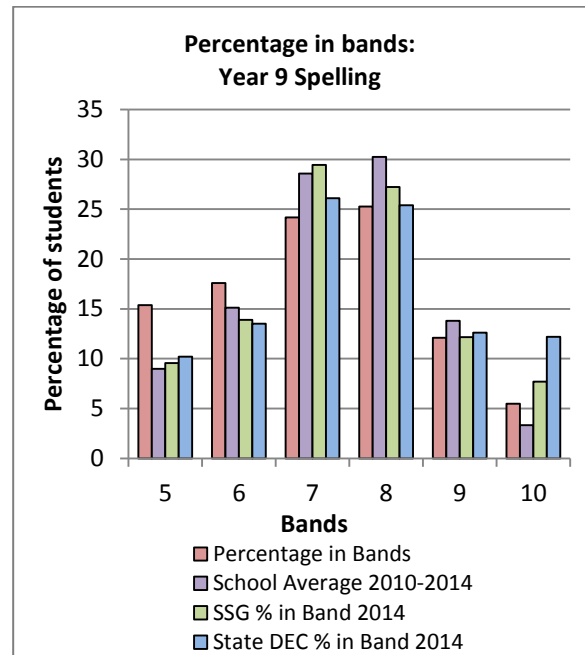
## NAPLAN Year 7 - Numeracy

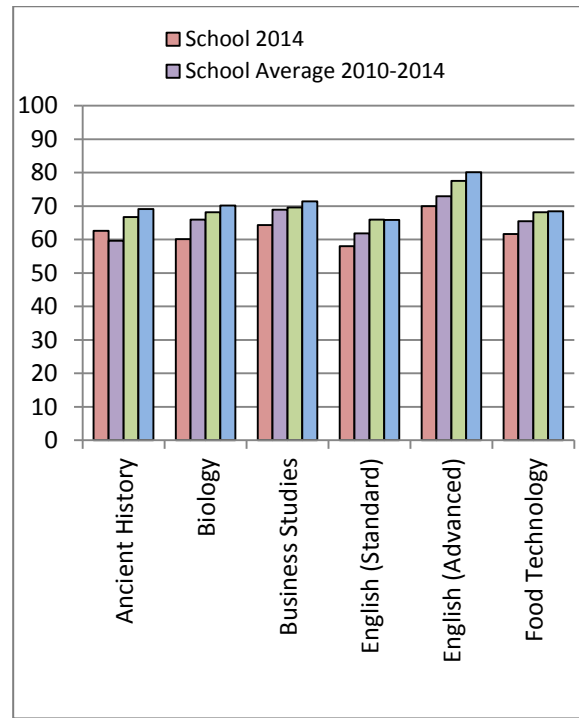
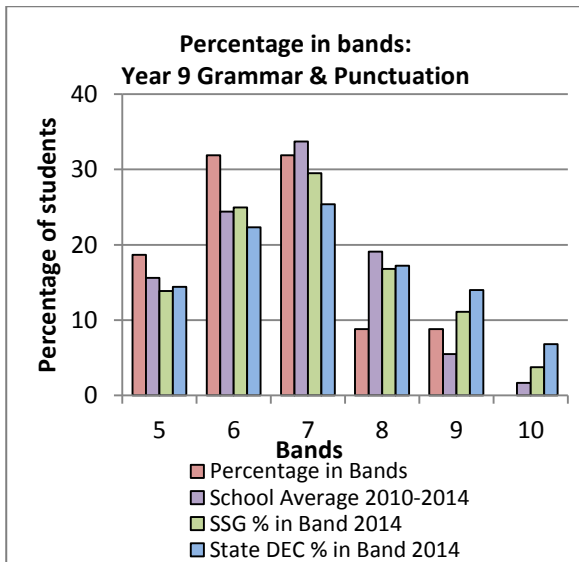
In 2014, 82% of students achieved growth with 38.7% of students achieving growth equal to or better than the state average. 11.2% of the student population achieved a mark in the top two bands. Endeavour caters for Year 7 students with an extra period allocated into the Mathematics curriculum.



## NAPLAN Year 9 - Literacy

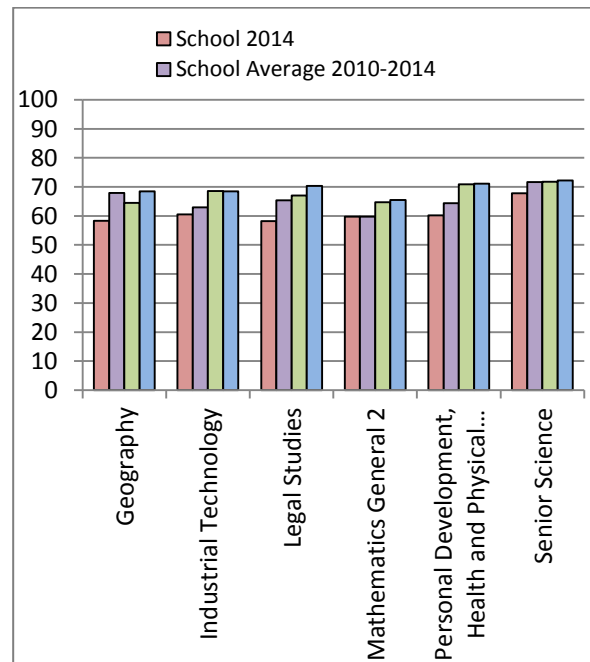
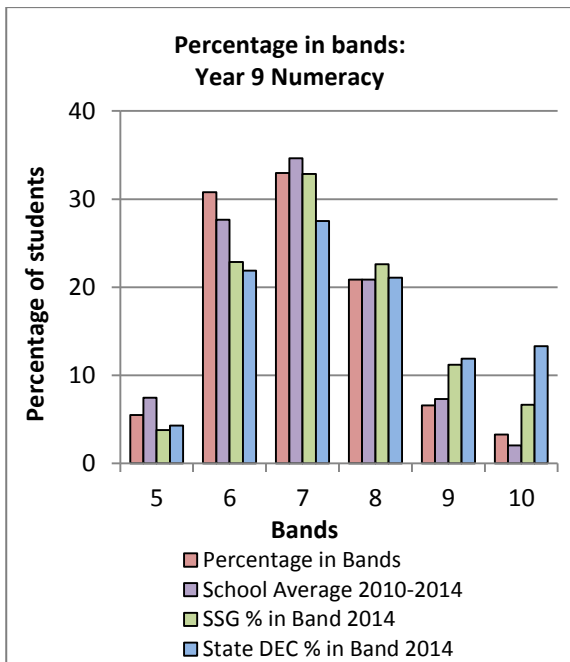
The 2014 data was similar to that of previous years with a positive shift occurring in our top bands. Our emphasis on Reading has produced pleasing results with a number of students receiving a top bands increasing significantly. Our percentage of students in the bottom two bands in this area also decreased which is a direct result of the programs put in place to improve this area.





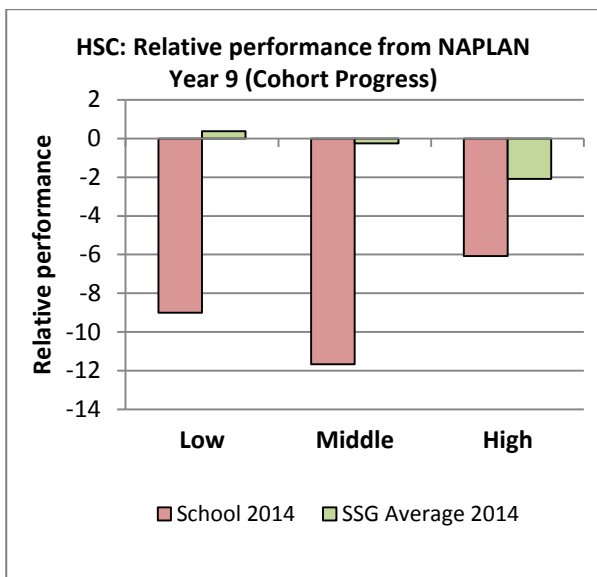
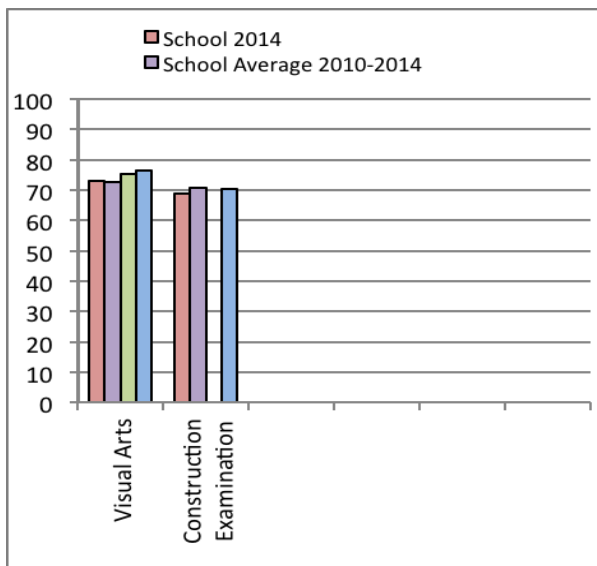
### NAPLAN Year 9 - Numeracy

In 2014 there continued to be an increase in students achieving a band 7 and beyond in numeracy



### Higher School Certificate (HSC)

In the Higher School Certificate, the performance of students is reported in performance bands ranging from Performance Band 1 (lowest) to Performance Band 6 (highest).



## Other achievements

### Arts

Throughout 2014, outstanding results were achieved consistently by a range of students. These results were achieved within all year groups.

In terms of creative arts, students performed in school spectacular and our school bands toured South East Queensland.

### Sports

2014 was yet another highly successful year in Sport. The level of student commitment and achievement was commendable. Sport at Endeavour Sports High School has long been an

invaluable avenue for our students to find success and self-confidence.

The Annual Athletics, Cross Country and Swimming Carnivals were major achievements. This year Endeavour Sports High School competed in the Port Hacking Zone swimming carnival. This added another layer of competition for our elite swimmers. In 2014 Targeted Sports Program catered for 14 sports ranging from Athletics, Baseball, Dance, Golf, Rugby League, Union, Soccer through to Tennis. We are proud of the fact that Endeavour Sports High School has one of the largest component of Targeted Sports Students in NSW Sports High Schools with 420 active participants.

Highlights in 2014 include a number of National representatives from Endeavour they include: Luciano Leilua, Jayden Walker and John Olive who toured Europe and played against England and France. Nathan Clarke and his sister Chelsea playing Waterpolo at the Pan Pacific games for the NSW all schools teams in New Zealand.

Endeavour were undefeated all year in their campaign in the GIO Schoolboy cup and were crowned GIO National Rugby League Champions for 2014.

Our Tennis team won the NSW Stan Jones Trophy which is two years in a row for tennis and at the recent Nationals tournament they were ranked seventh in the country.

At the recent NSW Combined High Schools blues awards three students from Endeavour received a CHS blue - Aitor Lasa for tennis, Luciano Leilua and Ali Allouche for rugby league. This is an outstanding achievement considering there are 299,000 students enrolled in 400 public schools across NSW and only 70 awards given on the night.

We were very fortunate to be a pilot school for TEAN the elite Athlete Network in which current Sydney University sport scholarship students are dedicating their time to our elite athletes who are pursuing a tertiary education. The program shows our students how they can transfer their sporting skill set to the academic rigours of university life. Sport at Endeavour is a key ingredient in student welfare as it encourages physical fitness, the development of social skills, the fostering of



school spirit and making school a positive experience for students and staff alike.

## **Significant programs and initiatives - policy**

At Endeavour Sports High School we have a myriad of programs. SHAPE is our gifted and talented transition to high school program. Within Endeavour we have a school support program that operates every Tuesday and Thursday afternoon.

Our welfare programs are unique to our school and are recognised across the state. We are a White Ribbon school and as part of our Boys To Men Program our students pledge to “Not be Violent, Not be Silent “ in regards to women and violence. Our students mentor students from Sans Souci and Laguna St Public in regards to this vital contemporary issue.

The promotion of Girls Education features prominently in our school as does girls welfare. Our programs such as Health and Self True 2U are uplifting and empowering.

### **Aboriginal education**

#### **Personalised Learning Plans**

Personalised Learning Plans are designed to assist students to identify areas for self-improvement, set realistic goals for the following year and discuss their learning. All Aboriginal students completed a Personalised Learning Plan and specifically set attendance goals to achieve greater than 90%. Student attendance was systematically monitored to ensure achievement of individual goals.

#### **Targeted support for students below the National Minimum Standards**

This provides in class support to improve targeted Aboriginal students’ literacy and/or numeracy achievements. Tutors supported students in Years 8 and 9 in English, Maths, HSIE and Science.

#### **Senior Tutorials**

Students in Years 11 and 12 receive individual subject-specific tuition from a qualified tutor before, after school and during their study periods through the Norta Norta program. The tutorials target senior students to enhance their

engagement and improve their academic achievement in the HSC.

### **Multicultural education and anti-racism**

Endeavour Sports High School prides itself on our multi-cultural inclusive nature. Students are accepted and treated equally and with respect within all stages, and regardless of interests, academic or sporting ability.

## **Significant programs and initiatives - equity funding**

### **National Partnerships Funding**

In 2014 there was continued focus on Literacy in the continued implementation of our Extended Reading Program. This multifaceted approach to whole-school improvement in reading, included rigorous teacher professional development in the Focus on Reading, Super Six Reading strategies, additional support for targeted students, the expansion of our cross faculty literacy team, the creation of significant and relevant literacy material. Our Year 9 students moved up a level in the continuum and achieved a growth of 4.6 in reading as opposed to 3.2 the state average.

Students acknowledge the purpose of ERP and work productively. ERP had an immediate settling affect on the school and has contributed to the shift in learning. Re-structuring the school day, in order to cement within the school timetable a timeframe for focused programs, has added an impetus for sustainability.

### **Aboriginal background**

There were 64 Aboriginal students enrolled in 2014.

It is critical that our students have a strong sense of belonging and feel safe to express their identity at Endeavour SHS. We have a comprehensive range of programs that support students in learning, welfare and transition. Students participate in a wide range of cultural performances and ceremonies. They have attended leadership camps and university open days.

### **Socio-economic background**

Endeavour Sports High School operates a students assistance program. Families apply for assistance with school resources and uniform. The Learning Support panel meets to distribute funds and discuss and implement support for these particular students in terms of learning needs within the classroom, in addition to the monitory support. The Year Advisor of students is also part of this equity-based process.

### **English language proficiency**

In 2014 there was .6 allocation of ESL support to students. This was highly successful with students supported achieving student outcomes in all KLAs.

### **Learning and Support**

The Learning Support team provides additional in-class tuition for students across stages in Key Learning Areas to support students to maximize educational outcomes through the explicit teaching of literacy and numeracy. In addition to this they operate a Homework Support Program where students self-refer and are able to access teacher support to enhance their learning for up to three hours per week. Students use this additional support to improve their subject-specific reading comprehension and research skills. They are supported to understand, plan, edit and write their assessments. They have access to computers and the Internet.

### **Other significant programs and initiatives**

#### **White Ribbon**

White Ribbon is the symbol of the anti-violence towards women campaign. Our school has pledged to never be 'violent or silent' regarding the issue of violence and mistreatment towards women. Endeavour has supported the White Ribbon concept since its inception in 2009 and was a pilot school. Ms Roditis and the SRC held a White Ribbon B.B.Q. and sold the white ribbons and bracelets. The welfare 'Boys 2 Men' and 'Reclaiming the Playground' - two programs that strongly reinforce our dedication to the 'White Ribbon' concept. We also had a White Ribbon Gala Day with two of our local primary schools — Laguna Street and Sans Souci.

Our involvement in White Ribbon is an investment in the future of Australian society, a

society where being a woman should not be a risk factor.

#### **Boys to Men**

The *Boys to Men* program is a key initiative of the school's strategic approach and dedication to the White Ribbon Initiative. Endeavour Sports High School's proactive approach to White Ribbon aims to promote a deeper understanding and awareness of the roles Australian men play to prevent violence against women. The Boys to Men program is a series of workshops for all year 10 students designed to raise awareness and explore key issues in relation to social values, antisocial community behaviour and appropriate behaviours at school and in the workplace. The Boys to Men program is a proactive program that delivered a powerful and explicit message within the context of White Ribbon, underpinned by the core values of care, responsibility and respect. Post program feedback strongly indicates that students value the program and have an increased understanding and commitment to the White Ribbon initiative.

#### **True 2U and I LUV ME**

True 2U and I LUV ME have been developed to raise self –efficacy and resilience in the female body of Endeavour Sports High School. Girls participated in various of up-tempo sessions aimed at making them feel empowered.

A focus of the program is the importance of self talk. Various pragmatic strategies that they can use on a daily basis are discussed. Students have the opportunity to analyse their personality and chunk their concerns. Students are then able to see the specific strategies they can then put in place to become more resilient and motivated to succeed. The aim of the program is to give our young women life long strategies to able to deal with the problems of tomorrow and be positive with a healthy self - esteem - ALWAYS.

#### **Student Support Officer**

In 2014, a Student Support Officer was appointed to the school and he is employed five days per week. He supports and mentors students who are having difficulties engaging with school. He has developed and delivered workshops on anti-bullying, internet safety, anger-management, social skills and developing resilience. He works collaboratively with the school welfare team attending year camps and delivering whole school welfare programs.

- 1.1 Improved student attendance
- 1.2 Improved transition processes both into and out of the school.
- 1.3 Innovative practices and a quality curriculum to engage students in all KLAs, particularly in the top two Bands in NAPLAN and the HSC.

### **Special Education**

The school has a support unit to meet the needs of students. We have three classes for students with a moderate intellectual disability and two classes for students with a mild intellectual disability.

Enrolments in 2014 were 30 in the intellectually mild (I.M.) classes and 23 in the intellectually moderate (I.O.) classes.

The unit has a Head Teacher, five classes with five full-time teachers, and five School Learning Support Officers, one attached to each class.

The junior class attends mainstream lessons for PDHPE, Design and Technology, Music and Art. In addition, students in the junior class participate in community access activities.

The senior class attends mainstream lessons for Design and Technology and PDHPE. Eight students were integrated into mainstream classes in areas of interest and ability. Six students were members of the Targeted Sports Program. In addition students in the senior class access work experience placements, TAFE, community college and community access activities.

During 2011 a group of parents formed a committee called Endeavour SKWAD (Special Kids With a Disability) to support the Special Education Unit at Endeavour Sports High School. These parents meet regularly to discuss issues including fundraising. The SKWAD team also provides a supportive network for the parents of Special Education students at Endeavour. They continued to support Endeavour Sports High School with a number of successful fundraising events.

## **School planning and evaluation 2012 - 2014**

### **School evaluation processes**

NSW public schools conduct evaluations to support the effective implementation of the school plan. The processes used include:

- Improve student levels of engagement and retention.
- Improved Numeracy outcomes for all students
- Improved Literacy outcomes for all students

### **School planning 2012 - 2014:**

#### **School priority 1**

- Improve student levels of engagement and retention.

#### **Outcomes from 2012 - 2014**

- Improved student attendance
- Improved transition processes both into and out of the school.
- Innovative practices and a quality curriculum to engage students in all KLAs, particularly in the top two Bands in NAPLAN and the HSC.

#### **Evidence of achievement of outcomes in 2014:**

- Improved student application and achievement across all KLAs
- Decreased number of welfare referrals
- Increased proportion of students completing either Year 12 or a recognised vocational training.
- Improved whole school retention data

#### **Strategies to achieve these outcomes in 2014:**

- Review processes for monitoring attendance.
- Improve liaison with parents to reinforce good attendance patterns
- Implementation of curriculum differentiation across all KLAs
- Refine backward mapping for assessments and programs

#### **School priority 2**

- Improved Numeracy outcomes for all students

#### **Outcomes from 2012–2014**

- A greater representation of students in the top three bands in NAPLAN.

- A minimum of 50% of students achieving above the minimum standard in NAPLAN numeracy

#### **Evidence of achievement of outcomes in 2014:**

- Increased teacher participation in Professional Learning in numeracy as indicated in Professional Learning Plans
- Targeted students participating in Quicksmart Program to improve numeracy outcomes
- Program registers reflect explicit teaching of numeracy across all KLAs and coded accordingly in line with the QT Framework via TARS and EARS

#### **Strategies to achieve these outcomes in 2014:**

- Professional Learning of teachers in explicit teaching of numeracy across all KLAs
- Develop stimulus posters for display in classrooms in all KLAs
- Adjust faculty programs to account for explicit teaching of numeracy

#### **School priority 3**

- Improved Literacy outcomes for all students

#### **Outcomes from 2012 - 2014**

- Improved teaching practice through increased understanding of the QT framework and PL opportunities to ensure all teachers are teachers of Literacy
- Improved literacy outcomes for all students through explicit, systematic, balanced and integrated teaching so that 50% of students fall in the top 3 bands in NAPLAN Literacy
- Increased student achievement and growth in reading and writing.
- Increased capacity of all staff to use evidence to inform literacy planning and teaching.

#### **Evidence of achievement of outcomes in 2014:**

- Year 8 teachers across KLAs used SMART to compile their class group's strengths and weaknesses to inform teaching practice
- Increased number of teachers across KLAs participating and up skilling. Incorporated literacy tasks (2) into semester reports in all KLAs

- Devised common rubric using the meta-language of persuasive writing that is subject specific

#### **Strategies to achieve these outcomes in 2014:**

- Analysed and engage SMART data to develop needs-based programs
- Provided professional learning for teachers in KLA groups on criteria used in assessing persuasive writing referred to the Literacy continuum.
- Implemented a structured Extended Reading Program and re-organised structure of school day to enable the explicit teaching of the Super Six Reading strategies.

#### **Parent/caregiver, student and teacher satisfaction**

In 2014, the school sought the opinions of parents, students and teachers about the school. Their responses are presented below.

In preparing for Endeavour Sports High School's School Plan, the school has used a multifaceted approach to determine Endeavour Sports High Schools future directions. A Situational needs analysis was carried through in which school EMSAD and attendance data was reviewed. The 5 P process was implemented within faculties to promote reflection and discourse at this level. This process was then replicated at a whole school level at which a SWOT analysis was also carried through.

Student focus groups were held and student and parent surveys were carried out, the data being collated and considered in relation to the planning process.

Evidenced base current educational research; the viewing of multimedia clips, use of professional readings and data as sources of intense professional discourse and teacher reflection were also strategically drawn upon in order to shape our collaboratively derived the strategic directions and specific processes we are implementing in the 2015 - 2017 school plan.

## **Future Directions**

### **2015 - 2017 School Plan**

NSW DEC is implementing a new school planning process for 2015-17. The new plan will be published on the school's website from the beginning of Term 2 2015.

The following are our three strategic directions:

- Raise intellectual and instructional intensity in the classroom.
- Accomplish an outstanding school ethos through high expectations and high responsiveness of staff and students alike.
- Streamlined systems and policies for whole school coherence.

### **About this report**

In preparing this report, the self-evaluation committee has gathered information from evaluations conducted during the year and analysed other information about the school's practices and student learning outcomes. The self-evaluation committee and school planning committee have determined targets for the school's future development.

Ross Dummett- Deputy Principal  
Sofia Kapsimalis - Deputy Principal  
Dave Davids - Targeted Sports Coordinator  
Brenda Pyett - HT Special Needs  
Rob Jones - Careers Coordinator  
Coula Stavropoulos - Senior Admin Manager  
Sandra Martin - P & C President

### **School contact information**

#### **Endeavour Sports High School**

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Web: [www.endeavoursports.nsw.edu.au](http://www.endeavoursports.nsw.edu.au)  
School Code: 8404

Parents can find out more information about Annual School Reports, how to interpret information in the reports and have the opportunity to provide feedback about these reports at: <http://www.schools.nsw.edu.au/asr>