

ANNUAL REPORT 2023



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.**

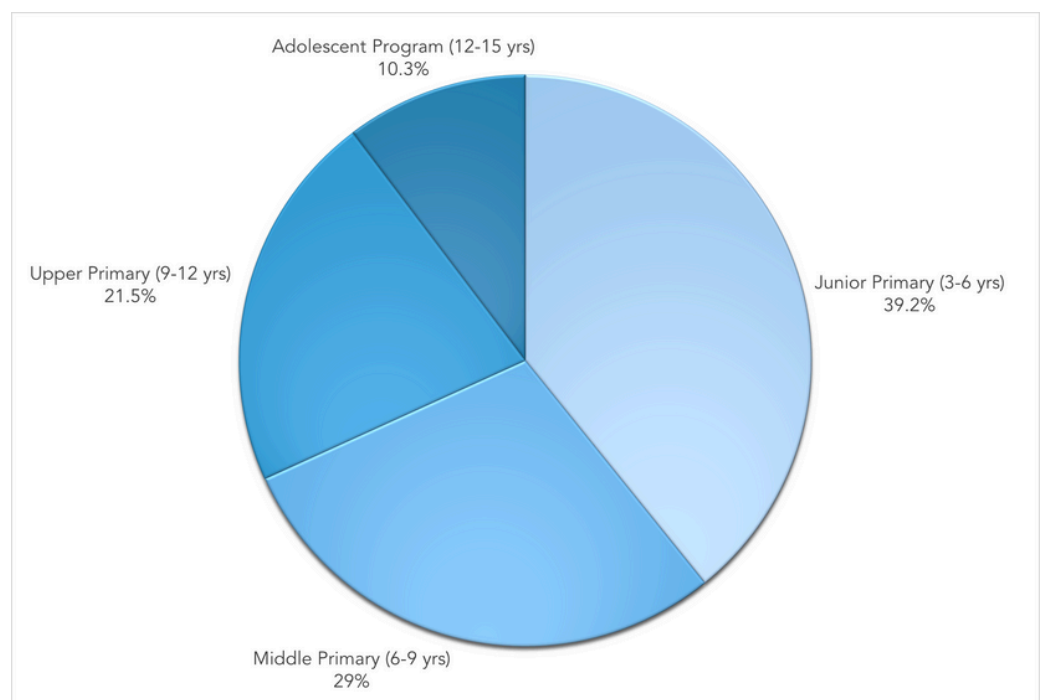
This annual report articulates how we meet these pillars, and continue to work strategically toward this vision.



SECURE FUTURE

Student Numbers

Beehive numbers remained stable during 2023. Our school population at December 2023 reached 214 students (3-15 years old), representing 138 families with an additional 53 children enrolled in our Playgroup (18 months - 3 years old). One of our students identified as Indigenous.



Student breakdown by age grouping Dec 2023

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 2023, 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.

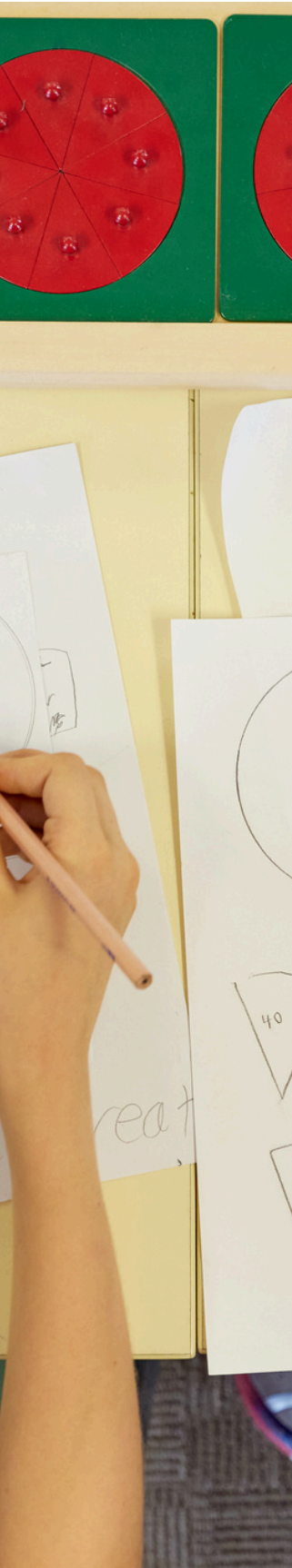
The School prepares annual financial statements that are audited by the accounting firm - Francis A Jones.

These accounts include the revenue and expenses of the School.

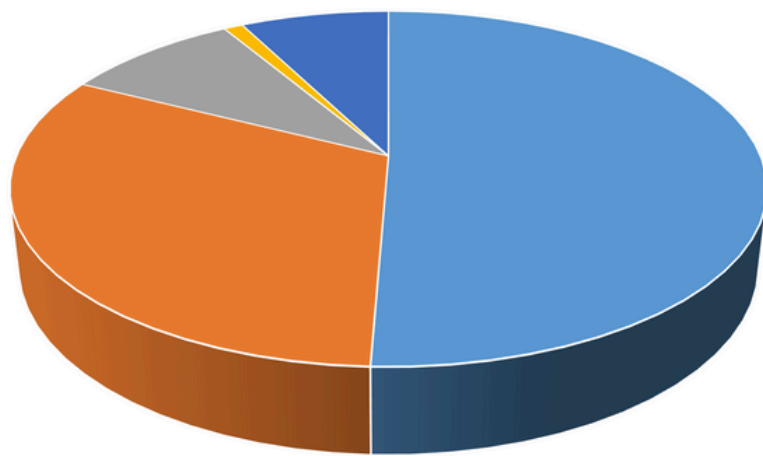
The School's derives the majority of its operating revenue from tuition fees to fund the annual operations of the School. When setting the annual budget, the School seeks to minimise increases in tuition fees and to operate with a modest operating surplus (after depreciation costs).

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

Income



Sources of Income



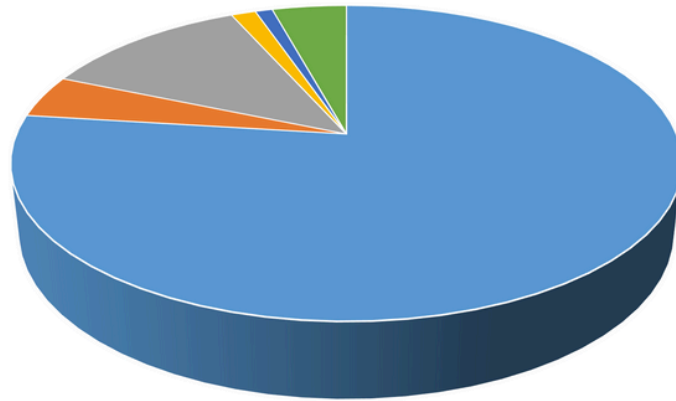
- Fees by parents
- Commonwealth Grants
- State Grants
- Interest Income
- Other

Source of Income	2023		2022	
Fees by parents	\$2,396,348	50.6%	\$2,389,617	55.3%
Commonwealth Grants	\$1,507,285	31.8%	\$1,357,825	31.4%
State Grants	\$425,275	9.0%	\$420,687	9.7%
Interest Income	\$46,091	1.0%	\$22,677	0.5%
Other	\$358,105	7.6%	\$130,164	3.0%
Total Income	\$4,733,104		\$4,320,970	

Expenditure



Areas of Expenditure



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

Expenditure	2023		2022	
Employee Expenses	\$3,396,232	77.0%	\$3,096,762	75.9%
Maintenance	\$192,779	4.4%	\$168,194	4.1%
Administration	\$527,781	12.0%	\$497,277	12.2%
Furniture Improvements	\$62,418	1.4%	\$62,143	1.5%
Technology	\$43,606	1.0%	\$56,511	1.4%
Interest & Principal	\$188,608	4.3%	\$198,978	4.9
Total Expenditure	\$4,411,424		\$4,079,865	

Governance & Compliance

Beehive continues to work hard to ensure that we comply with all legislative and regulatory requirements. We most recently gained re-registration 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	Jes Boyd
Board Member	Kazia Klopper
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 1st May where the Financial Audited Statements and the Schools Annual Report for 2022 were tabled.

The Board Strategic Planning meeting day for 2023 took place on the 12th 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)
Association Montessori International (AMI)
Montessori Schools and Centres Australia (MSCA)
Montessori Australia (MA)
Montessori Teachers Association of WA (MTA)
Teachers Registration Board WA (TRBWA)
Dyslexia-Speld Foundation (DSF)
Narragunnawali Reconciliation in Education (RAP)
Department of Primary Industries & regional Development -
(DPIRD)

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 33.45 full time staff members. No staff members identify as Aboriginal or Torres Strait Islander.

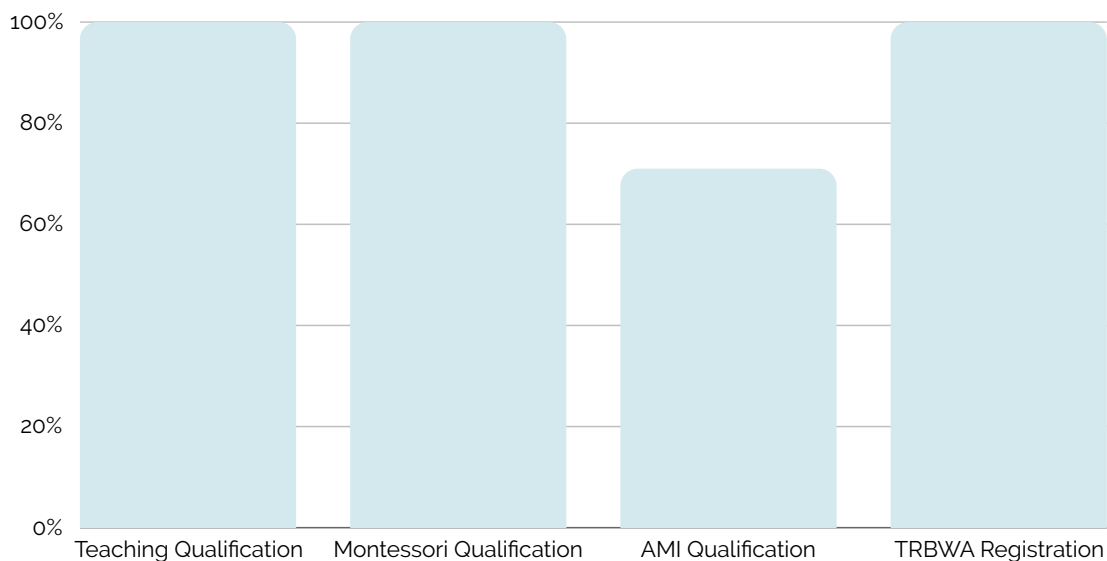
	Female		Male		Total	
	No	FTE	No	FTE	No	FTE
Principal	1	1	0	0	1	1
Deputy Principal	1	0.8	0	0	1	0.8
Teaching	11	11	1	1	12	12
Specialist Support	6	3.12	0	0	6	3.12
Educational Support	12	11	0	0	12	11
Admin & Operations	5	4.4	2	1.13	7	5.53
Total	36	31.32	3	2.13	39	33.45



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 2023 year came to \$13,850.

Formal professional development included the following;

ADHD - WA ADHD CONFERENCE
 AISWA - MASTERING THE MEDIA
 AISWA - REGISTRATION SEMINAR
 AISWA - NATIONAL QUALITY STANDARDS FOR PRINCIPALS
 AISWA - CHILD DEVELOPMENT & MANDATORY REPORTING
 AISWA - ANAPHYLAXIS E TRAINING FOR CHILDREN
 AISWA - ABORIGINAL STORYTELLING IN EARLY CHILDHOOD
 AISWA - STRATEGIC PLANNING WORKSHOP
 AISWA - REGISTRATION SEMINAR
 AISWA - A1 LEADERSHIP & GOVERNANCE
 AISWA - KEEPING SAFE CHILD PROTECTION
 AMI - 3-6 REFRESHER
 AMI - THE MONTESSORI METHOD WITH CHILDREN IN LANGUAGE LEARNING
 AMI - 29TH INTERNATIONAL MONTESSORI CONGRESS IN BANGKOK, THAILAND

ASBA - BURSARS CONFERENCE
 DSF - SPELD SOUNDS WRITE & GENDER
 ESAFE - TALKING ABOUT PORNOGRAPHY
 FIRE TRAIN - FIRE EXTINGUISHER TRAINING
 KIDD CLINIC - COLLABORATIVE AND PROACTIVE SOLUTIONS WITH DR ROSS GREENE
 LAW SENSE - SCHOOL EMPLOYMENT LAW 2023
 MONTESSORI INSTITUTE - INTRODUCTION TO MONTESSORI THEORY & PHILOSOPHY WORKSHOP 6-12 COSMIC EDUCATION
 MSCA - H2H FORUM FOR MONTESSORI PRINCIPALS
 SCSA - PRIMARY PRINCIPALS WEBEX PRESENTATION
 SPELD - SOUNDS WRITEP
 SUE LARKEY - VIRTUAL WORKSHOP - UNDERSTANDING AUTISM & NEURODIVERSITY
 SMTC - 3-6 ASSISTANT WORKSHOP
 TASS - ADMINISTRATION TRAINING
 TONI TOMLIN - COLOUR MY WORLD
 CYBER SAFETY & DIGITAL AWARENESS
 CHILD CARE FIRST AID
 RELATIONSHIPS AND YOU

Student Outcomes

LITERACY & NUMERACY ASSESSMENT

NAPLAN testing took place in 2023 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	404	417	404	409	406
	State Mean	394	411	399	400	401
	Beehive School Mean	473	463	421	462	460
5	National Mean	496	483	490	496	488
	State Mean	490	478	488	491	484
	Beehive School Mean	563	464	499	549	543
7	National Mean	536	534	539	539	538
	State Mean	534	531	542	536	539
	Beehive School Mean	594	584	583	620	575
9	National Mean	565	567	567	556	568
	State Mean	575	573	573	563	581
	Beehive School Mean	669	647	631	636	676

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 each semester 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 2023 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	88.56%	88.16%	88.36%
Year 2	91.51%	88.45%	89.98%
Year 3	89.66%	87.74%	88.70%
Year 4	89.14%	86.40%	87.77%
Year 5	91.72%	91.02%	91.37%
Year 6	89.37%	90.16%	89.76%
Year 7	89.57%	93.62%	91.59%
Year 8	81.39%	78.01%	79.70%
Year 9	80.82%	71.63%	76.22%

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.

\$6,000 was spent on new Montessori equipment for use by the whole school population. New classroom furniture was also purchased for both Upper Primary and our Education Support classrooms.

During 2023 the building committee continued to advance in terms of building new facilities for those classes still housed in old buildings. Completion of the new playgroup building occurred in Term 3 of 2023, and construction began on both the Middle Primary toilet block and new Adolescent Program building. Demolition of the old buildings, and construction of a new playground space occurred over the December holidays.



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

In 2023 Beehive hosted a wide variety of social events for our community, which all helped to build a sense of belonging. These included weekly school Corroborees, band, choir & primary music concerts, Family Fun Day, *Romeo & Juliette*- The Adolescent Program drama production, *Pinocchio* - the inaugural parent drama performance, Grandparents' morning tea, the school Disco, Working Bee, the Bush dance, JP and Primary Sports Days and the End of Year Concert.



School Fundraising

In 2023 The Beehive community took part in The World's Greatest Shave for the second 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 1 staff and 3 students took part in a 'shave off', and other students participated in a 'Crazy Hair Day' with gold coin donations. A student shaved their hair and raised \$4,747 for Kids Cancer Support Group. A Quiz night which raised \$6,000 (\$3,000 was donated to Sister Kate's and \$3,000 used for the new playground). Art Sale for Turkiye raised \$1,230 and Pinocchio Play by the Parent Theatre Group raised \$7,000, which was also donated to the Kids Cancer Support Group.



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 2023 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
- Museum of Montessori Materials - Language
- e-safety (Digital Wellness & Let's Talk about Pornography)
- Home Room Meetings



Wider Community Engagement

Beehive were again able to take part in many events which linked us to the larger community through a variety of incursions and excursions.

Our Adolescent students were also lucky enough to welcome the Italian Consulate to our school to celebrate Italian language and environmental and social sustainability.

We celebrated NAIDOC with a music workshop delivered by Gina Williams and Guy Ghouse, and also in our music program, our school choir performed for our grandparents in the hall for grandparents day, and our school bands again had the opportunity to perform at Clancy's Fish Pub in Fremantle. Our Adolescent Program also welcomed members of the Shine community for a matinee performance of their annual production which in 2023 was Romeo and Juliette.

Camps in 2023 included a visit to the Swan Valley (MP), Dwellingup (UP), and Coral Bay (AP) and Graduates (Yr 9) to Tasmania.

We benefited again in 2023 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 11 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.

Formal incursions which took place in 2023 included a visit from Riccardo, an Italian Patisserie who gave cooking lessons in Italian to our Upper Primary and AP students, A Waste Wise interactive incursion, A Talk on sharks from a marine biologist for World Ocean Day, A Musica a Viva performance and an eSafeKids talk.

We also hosted a delegation of 15 Montessori teachers from Brainy Bunch Malaysia for a half day visit and tour of our school, as they were keen to better understand the different models of Montessori education on offer.

Once again, we donated our hall for the important work done by the philanthropic group Impact 100, as well as hiring our hall out for private functions.

Beehive is proud to be able to welcome the wider community into the school to utilise the fantastic facilities we are lucky enough to have on offer.