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**Casa Mia Montessori Community School Inc.**

**ANNUAL REPORT 2022**



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OUR MISSION

*“ To provide a sustainable, safe, and caring school”*

OUR VISION

*“ A school where the children are supported to learn and encouraged to think independently and responsibly.”*

OUR PHILOSOPHY

*We believe in the education of the whole child to enable them to reach their full potential physically, emotionally, intellectually, socially, and spiritually.*

*To achieve this, the children, parents, and staff work collaboratively to create a dynamic learning environment underpinned by the values of:*

***Individual responsibility***

***Community Spirit***

INTRODUCTION

Casa Mia Montessori School was established in 1999 by parents who were wanting to provide a Montessori Education for their children. The school started as an early years’ programme with the primary years classes added at a later time and to this day, 24 years later, Casa Mia proudly offers a well-respected and authentic Montessori Education programme from 18 months to 12yrs old. Casa Mia is situated in the beautiful town of Bassendean, Western Australia.

The School is governed by the Chair and Board of Casa Mia Montessori Community School Association and led by the School Principal. At Casa Mia 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.

**IN ORDER TO PROVIDE EXCELLENCE IN MONTESSORI EDUCATION**

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

**GOVERNANCE AND FINANCE,**

**PREMISES AND ENROLMENT,**

**COMMUNITY AND CULTURE**

**EDUCATION AND SERVICES &**

**WORK ENVIRONMENT.**

A group of children in clothing

Description automatically generated with low confidenceThis annual report articulates how we meet these pillars and continue to work strategically toward this vision.

BOARD CHAIR REPORT 2022

On behalf of the board, I am pleased to present to you the Annual General Report for our 22/23 operating year. Last year was a mammoth year for our board. We said goodbye to our longstanding board Chairperson Natalie, our general member Carrie, and our independent members Joan and Jan. We also welcomed Patrick to the position of board Secretary and our existing member Andrew stepped up into the role of Deputy Chair. I also embarked on my new role as Chairperson from my previous position as Secretary. While it has been an exciting and at times challenging learning experience, I have felt encouraged by the acceptance and affirmation I have received from members of the Casa Mia community, and I am eternally grateful for the support you have given me.

This year, we say goodbye to our longstanding members Andrew and Jacob. We are also saying farewell to our general members Daniel and Tony. On behalf of the rest of the board, I would like to express my deep gratitude for the time and effort these three members have dedicated to our board. Without devoted members of our community stepping into these volunteer roles, the school would not be able to operate, so we are grateful for everything you have given to the school.

Last year saw our board finalise and submit its proposal to the Town of Bassendean for the purchase of 11 Hamilton Street, with some help from our community member Chantal. Despite the proposal being unsuccessful, it opened up new possibilities for our community to consider, including the potential for growth at a new and larger site. Following this news, we conducted a successful vision meeting that involved our community stakeholders, including our parents and staff, to ensure their active participation and contribution in shaping the future of Casa Mia.

This year our board has been prioritising members professional development through the completion of mandatory reporting and governance training, provided by the Association of Independent Schools of Western Australia (AISWA). This training has ensured that as board members, we are all continuing to maintain a high standard of governance and accountability for the betterment of our school. I also recently undertook a course designed for Board Chairs, both to enhance my leadership skills and also, to gain a better understanding of the role from some very experienced professionals in the governance space. This was a rewarding experience for me, and I have since developed some very useful skills that I can’t wait to implement with our board going forward.

As part of our continued operations, the board undertook reviews of its governance policies, including:

* Risk Management
* Delegations
* Conflict of Interest
* Board structure and roles

The purpose of these reviews was to align our existing policies with the evolving needs and activities of our school. We have also reviewed and updated the boards Rules of Association for ratification by the community at this upcoming AGM.

As of the 31th of May, our principal has successfully completed the first part of the re-registration process, ensuring our school is compliant with all necessary legal and regulatory requirements as outlined by the Governments standards of education. This process will be finalised later in the year, when members of the department will attend our school.

Looking to the coming year, the board is excited to embark on its strategic planning process for the 2024-2029 period and we highly value the involvement of our community throughout this journey. To do this, the board is planning on facilitating some strategic planning workshops. These workshops will be similar in nature to our earlier vision meetings, but with a greater focus on community interaction and engagement. Your insights and feedback at these meetings will be crucial in shaping our future direction as a school.

This year we are also continuing the process of finding a site for relocation, and we are actively engaging with project managers to ensure a smooth and efficient transition. To all the community members who have reached out to the board and the school regarding the upcoming relocation, please know that we are working diligently behind the scenes to ensure the process is moving forward. We understand that this is a significant transition, and we remain dedicated to keeping the community informed throughout the process.

In the coming months, the board will be conducting a comprehensive appraisal of the principal, assessing their performance, and providing support for their professional growth. This process will ensure that we maintain strong leadership at Casa Mia and uphold our commitment to overseeing effective governance of the school.

At this AGM, we will have some new members joining us on the board at Casa Mia. We are delighted to welcome Jaron De Klerk as an independent member. Jaron has a background in finance and has over 10 years of experience in the not-for-profit sector. As an independent, his expertise and diverse perspectives will contribute significantly to our board decision-making processes. Luciana Achilli will also be joining us as an independent member at this AGM. Luciana has a wealth of governance experience and has also previously worked in both the education and Montessori space. As an independent, Luciana’s valuable experience and insights will be a great addition to the board. Brendan McGrath, a valued member of our Casa Mia community, has joined our board. Brendan has a background in strategic planning and stakeholder engagement, two skills which will be crucial during our strategic planning process. We appreciate his dedication and passion for the betterment of our school and look forward to working with him over the next two years.

In conclusion, I would like to extend my sincere appreciation to all the staff of Casa Mia for their commitment and hard work in ensuring our students receive a quality education in a supportive environment. I would like to give special thanks to our Principal Sam, whose dedication and passion for education and our children are at the heart of Casa Mia’s continued success. Furthermore, I would like to express my gratitude to our existing board members for their tireless efforts, expertise, and guidance. Your collective commitment and shared vision have been instrumental in driving the growth and progress of Casa Mia.

Thank you once again for your continued support and trust in Casa Mia. Together, we will navigate the challenges ahead and continue to provide an exceptional educational experience for our students.

Sincerely,

Amy Tiberio  
Casa Mia Chairperson

BOARD TREASURER REPORT 2022

I am pleased to present the Financial Statements of Casa Mia Montessori Community School Inc. for the financial year ended on 31 December 2022.

**Role of the Treasurer**

I have been volunteering as the Casa Mia Treasurer since February 2019. My main tasks include reviewing the monthly general ledger, approving bank transfers, and assessing the cash flow position of the school. I also reviewed the 2022 year end financial statements before they were finalised.

**Audit**

Our Financial Statements have been audited by our new auditors, AMW Audit. Our auditor issued an unqualified audit opinion, confirming that the Financial Statements give a true and fair view of the financial position of Casa Mia Montessori Community School Inc. as at 31 December 2022 (i.e. balance sheet – asset, liabilities and equity), and of the financial performance of the organisation for the year then ended (i.e. profit and loss account – income and expenses).

**Financial Statements**

Casa Mia ended the 2022 financial year with a **net profit of $226k**, resulting in its **net asset position** increasing to **$862k** as at 31 December 2022. Our profit increased by $123k as compared to the 2021 financial year.

Our **total income** for the year increased from $989k in 2021 to **$1,204k** in 2022, which is mainly due to the increase in the enrolment numbers, and to a smaller extent due to the increased per capita Commonwealth Government grant and tuition fees paid by families (the per capita WA State Government Grant decreases every year).

|  |  |  |  |
| --- | --- | --- | --- |
| **Revenue categories** | **Dec-2022** | **Dec-2021** | **Movement** |
| **$k** | **$k** | **$k** |
| Commonwealth Government Grants | 517 | 439 | 78 |
| WA State Government Grants | 143 | 118 | 25 |
| Tuition fees paid by families | 446 | 338 | 108 |
| Other recurring fees paid by families | 42 | 33 | 9 |
| Other non-recurring fees paid by families | 8 | 12 | -4 |
| Playgroup fees | 9 | 8 | 1 |
| Other income | 39 | 41 | -2 |
| **Total Revenue** | **1,204** | **989** | **215** |

Our total **expenses** increased from $866k in 2021 to **$978k** in 2022. Our most significant expenses continue to relate to employee expenses. We saw an increase due to:

* an extra education assistant in Maali employed in terms 3 and 4 in 2022,
* an extra education assistant employed in Karak starting in term 3 2021 (expenses for 2 terms in 2021, and for the full year in 2022), and
* increased relief expense, mainly due to COVID and other sickness.

Other teaching related costs increased significantly by $24k. The school invested more in classroom equipment and the teaching staff’s professional development than in previous years. Significantly more funds were spent on excursions and incursions as well.

Other admin expenses and overheads increased by $23k. The school incurred an increased gardening contractor rate, increased insurance expenditure, increased software and subscription expenses, and a general inflationary increase across all cost categories.

Depreciation for the year increased due to the capital upgrades on the premises, i.e. new fence, paving, blinds between the Karak and Maali buildings, and artificial lawn in front of the playgroup area.

|  |  |  |  |
| --- | --- | --- | --- |
| **Expense categories** | **Dec-2022** | **Dec-2021** | **Movement** |
| **$k** | **$k** | **$k** |
| Salaries, contractors, oncosts | 781 | 730 | 51 |
| Other teaching related costs | 46 | 22 | 24 |
| Playgroup expenses | 14 | 14 | 0 |
| Advertising | 2 | 2 | 0 |
| Cleaning | 28 | 23 | 5 |
| Repair and maintenance | 9 | 9 | 0 |
| Other admin expenses and overheads | 81 | 58 | 23 |
| Depreciation | 17 | 8 | 9 |
| **Total Expenses** | **978** | **866** | **112** |

Our total **cash** balance at the end of the year was **$1,010k**. $138k represents bonds held on behalf of our families, hence the unrestricted cash balance as at Dec-2022 was **$872k**. The strong cash position will allow the school to continue operating in the foreseeable future.

|  |  |  |  |
| --- | --- | --- | --- |
| **Balance sheet categories** | **Dec-2022** | **Dec-2021** | **Movement** |
| **$k** | **$k** | **$k** |
| Cash | 1,010 | 818 | 192 |
| Accounts receivable | 2 | 8 | -6 |
| Prepayments (expenses relating to the next financial year already paid for) | 18 | 15 | 3 |
| **Total Current Assets** | 1,030 | 841 | 189 |
| Fixed assets at cost | 389 | 354 | 35 |
| Fixed assets - total accumulated depreciation | -306 | -288 | -18 |
| **Total Non-Current Assets** | 83 | 66 | 17 |
| Payroll related liabilities | -46 | -39 | -7 |
| Refundable bonds | -138 | -126 | -12 |
| Fees in advance (income relating to the next financial year, already received) | -4 | -24 | 20 |
| GST receivable / payable | -14 | -14 | 0 |
| Other payables | -13 | -28 | 15 |
| **Total Current Liabilities** | -215 | -231 | 16 |
| Payroll related liabilities non-current | -36 | -40 | 4 |
| **Total Non-Current Liabilities** | -36 | -40 | 4 |
| **Total Net Assets** | 862 | 636 | 226 |
| Net assets at the beginning of the year | 636 | 513 | 123 |
| Profit / (Loss) for the year | 226 | 123 | 103 |
| **Total Net Assets** | 862 | 636 | 226 |

**Outlook for 2023**

We have a waitlist for Koomal, and our principal Samantha is continuing to work on retaining students across all three classrooms. The majority of our costs (for example, salaries, rent, cleaning) are fixed, no matter how many students we have in a classroom. If we operate with the current student numbers across all classrooms, the expectation is to have another profitable year in 2023.

**Bernadett Bovari**

Treasurer

PRINCIPAL REPORT 2022

Change is hard at first, messy in the middle and gorgeous at the end.

Firstly, I would like to start by thanking each and every member of our community for welcoming me into the Casa Mia community and embracing all of the changes that took place over the year. Any time there is a leadership change it can bring about a range of emotions, sometimes excitement and hope at all of the new possibilities, and at other times fear and anxiousness over the unknown changes that may lay ahead. There is an article that I often think about and refer to with our teachers and other colleagues called ‘Building the Bridge of Trust’ by John Snyder and it says this:

*I like to think about the Bridge of Trust. Between any two people, there can be a bridge of trust. The bridge is either strengthened or weakened by every interaction you have with the other person. The earliest interactions lay the foundations for the bridge. If the bridge is new (“still under construction”), even a small negative interaction can damage it or break it down altogether so that it can no longer bear the weight of the relationship. On the other hand, a very strong bridge can withstand many little bumps and bruises and tremors without significantly weakening. It takes time and focused effort to build a very strong bridge.*

It is not always easy when a new leader comes in and the bridge of trust is yet to develop, so I appreciate and thank everyone for the support over the year and the willingness to work on forging and developing new partnerships together.

In 2022, it was a year of change and we saw some very exciting new developments around our school and a lot of new faces. With a new Principal, Karak and Maali teacher at the start of the year, we also saw a new Administration Officer mid-term and toward the end of the year we saw a new Finance Officer, we had a lot of new faces. Thank you to Lynette, Lee, Madhu, Sarah, Robyn, Kirsty and James for being the pillars of Casa Mia knowledge and helping all of the new staff feel settled and welcome.

In Term 3, we saw another change with the development of our Auslan program. Jamie-Lee our Auslan teacher, worked with AISWA to develop a rigorous program and has been guiding the children through some fun and exciting lessons on the basics of Australian Sign Language, it has been a joy to watch the children learning to sign ‘Wanjoo’ for our term assemblies. Our teachers have been learning alongside the children and integrating more non-verbal communication into the week, we look forward to watching the children’s skills grow and develop as time goes on.

We were also thankful to see the upper primary camp go ahead, with Covid restrictions in 2021 and then Covid again pushing it back from the start of 2022, getting the green light to start camps up again was fantastic. This is a learning experience that enriches the teaching and learning of the classroom by providing opportunities for the children to learn and practice their life skills, increasing their independence by offering a couple of nights away from their parents in a safe and controlled environment. The Maali children went to Wellington Forrest and were immersed in activities covering sustainability and care of wildlife.

The end of the year concert was a huge success and we had so much positive feedback around the event and the community dinner. We saw our three graduates Phoebe Lehrer, Nova Donnelly and Lisa Nowack deliver beautifully put-together speeches recapping their journey through Casa Mia and we wished them well on their high school journeys ahead. We said goodbye to retiring staff members Robyn See and Lynette Bosch, saw our playgroup coordinator Emilie welcome the birth of her son Lincoln and wished Anna Edwards, Sarah Perotti and Brendan Dwyer good luck on their new adventures.

The board worked hard on a proposal to the Town of Bassendean to secure the land on which the school sits, however, as we know, the culmination of years of working with the Town on this matter proved unsuccessful and encouraged the school to start looking at other opportunities that would support the growth of our community and the sustainability of the school. In 2023, we are excited to work with the community to develop our new strategic plan and start working on what our beautiful community will look like 5 years from now. We welcome you all to be an active part of this process. Thank you again to all of the parents, staff and children for a hugely successful 2022 and we look forward to the future partnering with you.

GOVERNANCE AND FINANCE

Casa Mia continues to work hard to ensure that we comply with all legislative and regulatory requirements. We most recently gained re-registration status in 2018 for a further 5 years, which represents the highest level of registration possible for an independent school. The school is currently undergoing the re-registration process in 2023 and will update you with the results.

Chairperson Amy Tiberio

Deputy Chairperson Andrew Bickley

Treasurer Bernadett Bovari

Secretary Patrick Eijkenboom

Board Member Jacob Leher

Board Member Daniel Kasatchkow

Board Member Tony Pountney Cheshire

Board Member Jan Matthews *(retired Dec 2022)*

There were 11 Board meetings held during the year and the AGM was held on Monday 29th March at Casa Mia Montessori where the Financial Audited Statements for 2021 and the Schools Annual Report for 2021 were tabled.

The Board Strategic Planning meeting will take place in 2023 to inform our future planning directions.

PREMISES AND ENROLMENTS

Casa Mia numbers increased in 2022 and we saw our largest waitlist for Koomal class, with over 20 children waiting for a place. Had we had the classroom space, we may have been able to add another classroom, which is an exciting place for us to be. Our waitlist enabled us to ensure that our priority places were given to siblings and families that were passionate about the Montessori philosophy. Our school population at December 2021 reached 67 students (3-12years old) with an additional 16 children enrolled in our Playgroup (18 months - 3 years old). Two families from our community identified as Indigenous.

### Enrolment numbers (as of August)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** |
| Total Enrolments | 61 | 54 | 53 | 45 | 42 | 48 | 54 | 67 |
| 3-6 years | 30 | 23 | 19 | 19 | 30 | 28 | 30 | 30 |
| 6-9 years | 17 | 17 | 18 | 15 | 8 | 14 | 14 | 22 |
| 9-12 years | 14 | 14 | 16 | 11 | 4 | 6 | 10 | 15 |
| Number of families | 40 | 35 | 36 | 36 | 34 | 37 | 46 | 56 |

STAFF WORK ENVIRONMENT

Casa Mia aims to attract, promote, mentor and retain trained teachers across all areas of the school to maintain educational excellence in accordance with the Montessori Method.

**Workforce Composition**

Casa Mia has a total number of 15 staff members, equivalent to 9.3 full time staff members.

No staff members identify as Aboriginal or Torres Strait Islanders.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Female | | | Male | | Total | |
|  | # | FTE | # | FTE | # | FTE |
| Principal | 1 | 1.0 | 0 | 0 | 1 | 1.0 |
| Teaching | 3 | 2.7 | 0 | 0 | 3 | 2.7 |
| Specialist Teachers | 2 | 0.4 | 1 | 0.6 | 3 | 1 |
| Education Support | 5 | 3.2 | 0 | 0 | 5 | 3.2 |
| Admin and Operations | 3 | 1.4 | 0 | 0 | 3 | 1.4 |
| **Total** | **14** | **8.7** | **1** | **0.6** | **15** | **9.3** |

**Teacher Qualifications**

Casa Mia aims to attract, promote, mentor and retain trained teachers across all areas of the school to maintain educational excellence in accordance with the Montessori Method.

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.

**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 a total of $9607***

Formal professional development included the following;

CODE OF CONDUCT – ALL STAFF

INTRODUCTION TO MONTESSORI THEORY AND PHILOSOPHY

MONTESSORI LANGUAGE WORKSHOP (3-6 YEARS)

HLTAIDO012 EMERGENCY FIRST AID RESPONSE CERT & PRACTICE

EMBEDDING ABORIGINAL PERSPECTIVES, HISTORIES, AND CULTURES IN THE CLASSROOM: RECONCILIATION THROUGH THE CLASSROOM

SEXUAL BEHAVIOUR IN CHILDREN AND YOUNG PEOPLE/ CHILD PROTECTION & MANDATORY REPORTING

TALK FOR WRITING - 2 DAY WORKSHOP

AISWA – SUPPORTING NEURODIVERGENT CHILDREN IN THE CLASSROOM (FOCUS ON ADHD)

MONTESSORI – WRITING 6-12 WORKSHOP

AUSLAN – DEAF AWARENESS TRAINING AND BASIC AUSLAN SIGNS

AMI – INCLUSION: MEETING THE NEEDS OF ALL CHILDREN IN THE CLASSROOM

**Parent Education**

Parent Education sessions form an important part of the Casa Mia 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:**

A new 10-week email series for new parents – laying the foundations on Montessori Principles

Mathematics through the years - a guided walkthrough of each classroom, which Mathematics material presentations by each guide.

EDUCATION AND SERVICES

Casa Mia Montessori School is recognised for its commitment to a high quality Montessori education in accordance with Montessori Principles. This is achieved through 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 Casa Mia 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.

Association of Independent Schools of WA (AISWA)

Montessori Schools and Centres Australia (MSCA)

Montessori Australia (MA)

Independent Private School Heads of Australia (IPSHA)

Montessori Teachers Association of WA (MTA)

Teachers Registration Board WA (TRBWA)

ADHD Western Australia (ADHDWA)

**Literacy and Numeracy Assessment**

NAPLAN testing was able to take place for our Year 3 and 5 students, 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 |
| Casa Mia School Mean | 450 | 418 | 440 | 437 | 392 |
| 5 | National Mean | 510 | 485 | 505 | 499 | 489 |
| State Mean | 505 | 480 | 505 | 496 | 487 |
| Casa Mia School Mean | 549 | 468 | 493 | 541 | 484 |

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 Childrens 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 usually followed by a meeting with the classroom teacher. Formal reporting occurs semesterly in the form of Term 2 and 4 official reporting, and Term 1 and 3 parent teacher conferencing. This occurs for all students from Pre Primary through to Yr 6. The children’s work samples 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 or against their individual learning goals if on an Individual Education Plan. 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 at any time to view their child’s progress.

**Student Attendance**

At Casa Mia, there is a strong emphasis on the development and maintenance of a nurturing, safe and positive learning environment that promotes student wellbeing, engagement and participation, and this impacts positively on the management of regular school attendance. 2022 was a challenging year for attendance across the state, our families did a great job balancing supporting their children’s education and trying to keep their children home when they showed signs of symptoms. We saw two waves of COVID go through the school, closed the Maali classroom for a week and supported families with home learning opportunities via Seesaw. Thank you to our teachers for persevering through the additional workload of catering for a classroom, as well as individuals at home and thank you to all our community members for supporting our staff and the children, whilst also managing your own work and life commitments.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Average**  **attendance rate** | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|  | 94.01% | 96.16% | 93.05% | 91.87% | 92.73% | 94.19% | 92.91% | 80.50% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Average**  **attendance rate**  **by Year Level** | Semester 1 | Semester 2 | Average |
| PKG | 90.8 | 82.61 | 86.70% |
| K | 84.78 | 92.7 | 88.74% |
| PP | 83.40 | 93.9 | 88.65% |
| Yr01 | 87.26 | 81.94 | 84.60% |
| Yr02 | 93.77 | 88.10 | 90.94% |
| Yr03 | 87.13 | 87.76 | 87.45% |
| Yr04 | 93.24 | 92.86 | 93.05% |
| Yr05 | 90.10 | 93.15 | 91.63% |
| Yr06 | 92.31 | 94.44 | 93.38% |

**Management of non-attendance and punctuality**

Parents are required to inform the school when their child will be absent or late from school by 9.00am that day. This year the school upgraded the website and made it accessible to provide absentee notice via the link on the website. Parents can also inform the school by email, or by providing a handwritten note. If a student is absent and we have not received notification by 9am, the teachers inform the administration officer, who then rings the parent, records the contact in the absentee register and requests a written notification of the absence.

**Montessori Prepared Environment**

At Casa Mia we work hard to ensure classrooms, outdoor spaces and general facilities provide a learning environment that facilitates well-being, safety and belonging, and meets the developmental needs of students across all age ranges. We aim to create and maintain engaging and inviting environments that spark curiosity and a passion for learning in each of our children.

To this end, **$3267** was spent on new classroom Montessori equipment for use by the whole school population. The board have allocated $10,000 towards new classroom materials in 2023, which is very exciting for the staff and children and will ensure we have classrooms full of our core materials.

**COMMUNITY AND CULTURE**

Casa Mia asks for feedback from all stakeholders annually- the parent body, staff and students. The information provided helps to inform our operations and future planning for the school community. The following pages outline some of the results from these surveys, which speak to our healthy school culture in 2022.

**Parent Survey**

Parents were asked the following questions via Survey Monkey, a total of 18 families returned a survey. Thank you to everyone who took the time to complete the survey, we would love to hear from more of our community next year, as your feedback and comments support us in making positive change within our school.

**Parent Comments**

*Casa Mia is a small and personal school, which has a very warm feeling - The grounds and learning spaces are calming and definitely conducive to learning - the mixed age classrooms provide social learning opportunities which is a very big positive.*

*The emotional support given to my child when it's needed, the strong sense of community and following the Montessori method in the classroom and outside of it, particularly not seeing the children as 'less than' are three things I love about Casa Mia.*

*The school community is amazing. I can't compare to other school's as such because this is xxxx first but the events so far have been fantastic and the community feel more like a family. It's such a wonderful thing to see and be a part of and I feel very grateful that xxxx will grow up around this type of environment and influence.*

*The educators understand my child needed time to adjust and gave my child a personalised approach. We are very grateful.*

**Student Survey**

The student survey was conducted with all students Pre-Primary and up. Koomal children were verbally asked the questions, and Karak and Maali children completed either a paper copy or online via SurveyMonkey. A total of 43 children completed this survey.

**Staff Survey**

The 2022 staff were asked a series of questions related to their views on the communication, staff relationships and opportunities at Casa Mia.

**Community Building**

***(P&F blurb)***