1 **STAFF ATTENDANCE**

During 2015, the average attendance rate of staff at Dandenong Ranges Steiner School exceeded 95%. Teachers at this and other Steiner Schools work with students in a committed, dedicated way and rarely take time off.

2 **STAFF RETENTION**

All teachers who commenced at Dandenong Ranges Steiner School at the beginning of 2015 remained at the school at the end of the year, with the exception of one teacher who resigned for personal reasons.

3 **TEACHER QUALIFICATIONS**

All teachers employed at Dandenong Ranges Steiner School are appropriately qualified. All teachers are registered with the Victorian Institute of Teachers.

4 **EXPENDITURE AND PARTICIPATION IN PROFESSIONAL LEARNING**

Staff members make every effort to attend seminars on relevant topics. An annual amount is allocated to each staff member for this purpose, and is expended each year. Teachers have attended a number of conferences organized by Steiner Education Australia.

5 **PROPORTIONS OF YEAR 3, 5, 7 AND 9 STUDENTS MEETING NATIONAL READING, WRITING, SPELLING AND NUMERACY BENCHMARKS**

Few parents with students in the relevant years chose to have their children participate in NAPLAN testing. Each student is encouraged to develop their skills at a rate appropriate to the individual. However, teachers aim to ensure that the majority of students will be at or above the national benchmark, with assessment through bookwork, oral discussion, class projects and regular literacy and numeracy assessment.

6 **CHANGES IN BENCHMARK RESULTS FROM PREVIOUS YEAR**

See above.

7 **VALUE ADDED**

The vision of the Dandenong Ranges Steiner School is to provide Steiner Education to as broad a range of students as possible within the location of the Dandenong Ranges and surrounding areas. The school provides a rich variety of curriculum areas including instrumental lessons, class orchestra, drama and movement, LOTE, craft and eurythmy.

A new library and classroom was completed in 2011, funded principally by a grant from the Commonwealth Government under the Building the Education Revolution scheme Primary Schools in the 21st Century. New purpose built class rooms for Years 5 and 6 are scheduled for completion by the end of 2016.
9 POST SCHOOL DESTINATIONS

Since Dandenong Ranges Steiner School is a Primary School and likely to remain as such, the vast majority of students progress to a Steiner School that has a secondary stream.

10 PARENT, STUDENT AND TEACHER SATISFACTION

Regular parent/teacher meetings take place in each class during the year at which parents are encouraged to express any concerns they may have. All feedback made by parents is seriously considered and addressed by the College of Teachers, and remedial steps taken where necessary and appropriate.

11 SCHOOL INCOME

The income of the school for 2015 was derived from the following sources:

- Commonwealth Government recurrent grants: 44.7%
- State Government recurrent grants: 18.2%
- School Fees: 35.0%
- Bank Interest: 0.6%
- Other Income: 1.5%

Total: 100.0%

12 RATE OF STUDENT ATTENDANCE PER CLASS

The percentage attendance for each class during 2015 is as follows:

- Prep: 95.0%
- Class 1: 95.7%
- Class 2: 93.7%
- Class 3: 96.9%
- Class 4: 96.9%
- Class 5: 96.5%
- Class 6: 95.4%

13 NON-ATTENDANCE MANAGEMENT

The school has both an Attendance Policy and Attendance Record Keeping Guidelines, which together ensure that student absences are recorded and followed up with parents.