



2025 Annual Report for Academic Year 2024

The Montessori School, Kingsley Inc.

**Annual General Meeting
24 June 2025**



ANNUAL REPORT 2024

Under the Australian Government Programmes for Schools Quadrennial Administrative Guidelines, all schools are required to make a commitment to ensure that School Performance Information is made publicly available within six months of the completion of the programme year.

This is the School's Annual Report for the 2024 school year and has been compiled with content provided by the Board, Administration Staff and Co Principal's of The Montessori SchoolKingsley Inc.

SCHOOL PROFILE

The Montessori School Kingsley is committed to providing a child-safe environment and promoting practices that provide for the safety, wellbeing and welfare of our children and young people at school and in the wider community. The Montessori School expects all school community members including staff, volunteers, students, visitors, and contractors to share this commitment.

The Montessori School is a not-for-profit school, which serves the diverse needs of children from 3 years to 18 years of age. We aim to create and sustain a nurturing, multi-cultural and classic Montessori environment where children are respected as self-directed individuals.

Through the Montessori and International Baccalaureate education, we guide our students to embrace challenges with confidence and become compassionate global citizens.

The Montessori School is an independent, non-denominational and co-educational school, offering Montessori education for children aged from 3 to 18 years. In 2024, August Census, there were 195 students with:

- Three Pre-Primary groups - 3 to 6-year-old students
- Three Lower Primary groups - 6 to 9-year-old students
- Two Upper Primary groups - 9 to 12-year-old students
- One Lower Secondary Advisory (two lower secondary classes) - 12 to 16-year-old students
- One Upper Secondary group - 17 and 18-year-old students, undertaking International Baccalaureate courses.

The Montessori National Curriculum has been approved by the School Curriculum and Standards Authority until December 2025.

The Montessori School's Alternative Method of Reporting has been approved by the School Curriculum and Standards Authority until December 2025.

The Montessori School is a member of Montessori Schools and Centres Australia as well as Montessori Australia.



The Montessori School is a member of the Association of Independent Schools of Western Australia (AISWA).

The Montessori School is registered by the Department of Education Services, and actively implements the School's Child-safe organisation framework: "Creating Child Safe Institutions".

STAFF INFORMATION 2024

Staff Numbers		
Teaching Staff incl. EA	Full-Time and Part-Time Positions	36
Principal	Full-Time Position	1
Administration	Full-Time and Part-Time Positions	7

Staff Attendance	
The average number of days absent per staff member over the year was 3.7 days. Long Service Leave was taken by six staff.	

Staff Retention	
Average years of service	5.74 years
Maximum years of service	26 years
Minimum years of service	0.58 years

Staff Qualification	
Our staff are very well qualified and among them, they have attained:	
PhD	1
Master's Degrees	4
Graduate Diplomas	10
Bachelor's Degree	28
Diplomas and Others	16
All teachers are academically well qualified.	
All Education Assistants are either Montessori qualified or participating in Montessori Professional Development.	
All teachers are registered with the Teacher Registration Board of Western Australia.	
All staff members hold a Working with Children card.	
All non-IB teaching staff are either Montessori qualified or participating in Montessori Professional Development.	



PROFESSIONAL DEVELOPMENT 2024

The staff have undertaken various Professional Development courses in the areas of:

Sounds Write Training
Autism Awareness and Neurodiversity Workshop
Positive partnerships - autistic students
MTA Neurodiversity workshop
Visual Arts IB DP (Cat 1)
Chemistry DP (Cat 2)
IB CP Personal and Professional Skills (Cat 2)
Reflective Project (Cat 2)
Health & Physical Education P-10 Curriculum Training
Child Abuse Reporting including Mandatory Reporting
Youth Mental Health First Aid
Collaborative Meeting with IB staff at Treetops
Reportable Conduct Scheme Workshop with the Ombudsman
Gatekeeper Suicide Prevention Workshop
Communicating in a Crisis Workshop
TMS Code of Conduct
HLTAID009 - Provide Cardiopulmonary Resuscitation
HLTAID011 - Provide First Aid
Keeping Safe Curriculum Training
Early Years Learning Framework v2.0
The SDGs and Beyond (Purposeful Pedagogies Masterclass)
Meeting in the Middle
Business Managers – Funding for Students with a Disability & Industrial Relationships Update
GST Refresher
Payroll Update webinar
Introduction to Montessori Philosophy Workshop
AMI Montessori 6-12 Orientation

STUDENT INFORMATION 2024

Student attendance supplied for the Census in Term 3, 2024 was 85.91%.

Management of Non-Attendance:

Student attendance is marked every morning and every afternoon by the teacher.

Parent/Carer must provide either a written or verbal explanation for the absence or lateness for a child. The explanation must clearly indicate the date and time of the absence or lateness as well as the reason for the absence or lateness.

Teachers record student attendance electronically, any students whose absence are marked as unexplained; unexplained absences are followed up through the Office and parents of these students are contacted to verify their absence.



The school has a sign-in system for late attendance. A late note is picked from the office, by the student and is handed to the class teacher, by following this procedure the teacher is aware that School's policy and protocol has been adhered to. Excess late arrivals and absences are discussed in a parent-teacher meeting. Continued absences are referred to the Principal.

In the event of a child being absent for extended periods of their schooling, please inform the school as early as possible. A meeting may be arranged between the Principal and the family to discuss minimum disruption to the child's education.

All attendance details are recorded in the Civica Education Suite Database.

The Montessori School's Attendance Policy is available on the School's website <https://www.themontessorischool.wa.edu.au/>

NAPLAN

The Montessori School believes in the Montessori approach of supporting the full development of the child. The scientifically designed and self-correcting materials provide feedback on developmental progress to the child and teacher in the primary years. The Montessori education is based on student centred lessons and activities based on the teacher's observations and the individual needs of the child.

While The Montessori School complies with ACARA's assessment process and all our students, except those withdrawn on parent request, sit the annual National Assessment Program – Literacy and Numeracy (NAPLAN), we conduct the tests in a very relaxed atmosphere to avoid causing unnecessary stress or concern to our children.

The IB and NAPLAN results vary from year to year as the children undertaking the assessment have varying abilities.

NAPLAN results for the school were as expected, with a few outliers. These results are handed to the teachers and provided to the relevant parents. All year groups achieved within the expected norms and no areas of weakness were identified in any year levels.

These NAPLAN results may also be viewed at the My School website at www.myschool.edu.au.

International Baccalaureate Achievements:

The International Baccalaureate (IB) figures are provided to show results over the last five years IB – Year 12 results and post-school destinations for 2024.

Due to our small numbers, we must take care not to provide information that may lead to a breach of privacy of a student's results. The IB achievements are therefore presented for a period of five years.

2020-2024	All students who graduated Y12 at TMSK	All students who graduated plus those who left after Y11
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Total Enrolments 2020-24	14	18
Number of students enrolled in IB DP	9	11
Number of students awarded the IB DP	7	7
Number of students awarded the IB CP	1	1
Number of students enrolled in IB Course (Certificate)	1	1
Number of students awarded the IB Course (Certificate)	6	6
Number of students leaving after Y11	4	4
Post School Destinations Total Enrolment		
Direct University Entry	3	5
University prep/ Bridging Course, then University	0	0
TAFE or equivalent Tertiary Institution	3	3
Work training/Apprenticeship	3	3
GAP Year	7	7



INCOME 2024 (as per audited accounts December 2024)

Income for the Year 01/01/2024 to 31/12/2024	
Grant (operating)	
Comm. Govt. Non-Government Schools recurrent grant	1,838,588
Dept Ed Services WA –per capita recurrent grant	418,432
Other Commonwealth Grants	791,735
Other State Grants	33,578
COJ Bushland Grant	2,904
Total Grant (Operating)	3,085,237
Fees and charges	
Application Fees	10,168
Bdg Fund/Capital Contributions	59,906
Enrolment Fees	69,850
Fundraising	7,774
Gross Fees	1,707,420
Art Levy	300
Maintenance Levy	26,625
PayWay Visa Surcharge	1,492
Bad Debt Recovered	207
Total Fees and Charges	1,883,742
Total Income	4,968,979
Other Income	2,859
Interest earned	41,768
Donations	5