

St Joseph's Primary QUIRINDI
Annual School Report to the Community

2015



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Principal

Mr John Clery

ABOUT THIS REPORT

St Joseph's Primary is registered by the Board of Studies, Teaching and Educational Standards NSW. The Catholic Schools Office, Armidale the 'approved authority' for the Registration System formed under Section 39 of the Education Act 1990 (NSW).

The *Annual School Report to the Community* provides parents and the wider School community with fair, reliable and objective information about School performance measures and policies, as determined by the Minister for Education. The *Report* also outlines information about initiatives and developments of major interest and importance during the year and the achievements arising from the implementation of the School's Annual Improvement Plan.

The *Report* demonstrates accountability to regulatory bodies, the School community and the Catholic Schools Office, Armidale. This *Report* has been approved by the Catholic Schools Office, Armidale in consultation with the Regional Consultant who monitors that the School has appropriate processes in place to ensure compliance with all Board of Studies, Teaching and Educational Standards, NSW requirements for Registration and Accreditation.

This *Report* complements and is supplementary to School newsletters and other regular communications. Further information about the School may be obtained by contacting the School or by visiting the School's website.

Principal's Message

Why can I claim St Joseph's is a good school? I can do this because I have the data to back it up!

NAPLAN

- 100% of Year 3 students above band 3 in reading, writing and Numeracy.
- 80% of our Year 3 students in band 5 or 6 for writing.
- 44% of our Year 5 students had 3 band or greater growth in reading
- 55% of our Year 5 students had 3 band or greater growth in spelling and numeracy

Whole School Learning Targets

St Joseph' set high learning Targets for every grade in 2015. Highlights include:

- 69% of Year 1 students increasing their PM reading by at least 8 levels.
- 100% of Year 2 students reaching 200 sight words.
- 93% of Year 4 students increasing their reading fluency, by 10 words or more per minute
- 80% of Year 6 students increasing their reading fluency, by 10 words or more per minute.

Whole School Targets through St Joseph's Strategic Improvement Plan

St Joseph's 2015 Strategic Improvement Plan listed 54 Priorities or Targets. St Joseph's achieved 85% of these priorities/targets.

St Joseph's demand for improvement will continue in 2016. We will improve by basing our decisions and directions on solid research and current student data.

Parent Body Message

It has been a very exciting year at St Joseph's. In March at the School Board AGM we welcomed

back some familiar faces. With this great group of people we have been discussing many issues regarding our school and have reached what we all feel is the best results for the students, staff and the whole school community.

In June we received extra funding from the Catholic Schools Office which allowed the school to purchase 35 Chromebooks for the students use. This funding also allowed staff to do further training, which is a never ending benefit to our school.

In November the School Board was presented the evaluation of the 2015 Learning Targets. It is very exciting to see great growth in the children across the school over the last 12 months. This is what it is all about, children learning in a happy and safe environment.

School Board President

Student Body Message

The 2015 school year has been a successful one for St Joseph's School. We have had lots of highlights and events which have helped our school grow in many ways. Examples include:

- an increased student population.

- Creation of a new classroom.

- 35 new Chromebooks enabling primary students to access the digital classrooms.

Catholic Year 5 & 6 students have made their confirmation this year. Other students have received the Sacraments of the Eucharist and Penance. Students have also taken active roles in school and children's focus masses throughout the year.

Year 5/6 were the lucky recipients of the new classroom in 2015. Our classroom includes a new television, new desks and chairs and a new whiteboard.

Students of St Joseph's have enjoyed many opportunities to participate in extracurricular events, including:

- Our swimming, athletics and cross-country events.

- Rugby League, Cricket, Tennis, Netball and Gymnastic development officers.

- Diocesan and Polding Carnivals.

- Brain Olympia and Chess days.

We would also like to acknowledge the Parents, Teachers and Friends Association and the School Board, for your assistance and input this year.

2015 School Captains

SECTION TWO: SCHOOL FEATURES

St Joseph's Primary is a Catholic systemic Co-educational School located in QUIRINDI.

Catholic Education began in Quirindi in January 1885 with the arrival from Lochinvar of three Federation sisters of the order of St Joseph's to establish a school. Quirindi was then in the Gunnedah Parish in the Diocese of Maitland. In 1887 following the reorganisation of Diocesan boundaries, Quirindi was incorporated into the Armidale Diocese and the Sisters from Lochinvar withdrew and returned to Maitland. In 1888, following a request to Mother Mary MacKillop from Bishop Torreggiani, a community of four sisters of St Joseph of the Sacred Heart was established in Quirindi to conduct a school with an enrolment of 67 children. Blessed Mary MacKillop was present at the opening and blessing of the new convent in 1895. In more recent times, St Joseph's School has enjoyed an extensive refurbishment and capital works program, revitalising our facilities and enhancing the student's learning environment. Our new library was completed in 2010, in time for our celebrations commemorating 125 years of Catholic Education in Quirindi.

SECTION THREE: STUDENT PROFILE

Student Enrolment

The School caters for students in Kindergarten to Year 6. Students attending this School come from a variety of backgrounds. The following information describes the student profile for 2015:

Girls	Boys	LBOTE*	Total Students
45	49	0	94

* Language Background Other than English

Enrolment Policy

The Diocese of Armidale adheres to the policy as endorsed by the Bishops Commission for Catholic Schools 'Enrolment of Students in the Catholic Systemic Schools of the Diocese of Armidale'. The Catholic Schools Office Armidale monitors the implementation of this policy. The policy has been developed in the context of government and system requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment. A pastoral approach is adopted for parents experiencing genuine difficulty with the payment of fees.

The full text of the 'Enrolment of Students in Catholic Systemic Schools of the Diocese of Armidale', along with any specific enrolment policy for the school, is printed at the end of this document.

Student Attendance Rates

The average student attendance rate for 2015 was 95.16%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group	
Kindergarten	100.00%
Year 1	93.28%
Year 2	93.69%
Year 3	95.79%
Year 4	95.41%
Year 5	93.33%
Year 6	94.60%

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community;
- maintaining accurate records of student attendance;
- recognising and rewarding excellent and improved student attendance;
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance;
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented;
- the Director of Catholic Schools or designated Catholic Schools Office Armidale officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom School strategies have failed to restore regular attendance.

SECTION FOUR: STAFFING PROFILE

The following information describes the staffing profile for 2015:

Total Teaching Staff*	Total Non-Teaching Staff	Combined Total
6	6	12

* This number includes 5 full-time teachers and 1 part-time teachers.

Percentage of staff who are Indigenous	20%
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Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in services, meetings and conferences and a range of professional learning programs provided by the Catholic Schools Office Armidale. The School takes responsibility for planning, implementing, evaluating and tracking of its staff professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

The School held the equivalent of five staff development days this year with areas of focus as follows:

Term 1	Learning and Teaching
Term 2	Catholic Principles and Values and Protective Behaviours
Term 3	No Staff Development Days in Term 3
Term 4	WHS & Child Protection

The school as a learning community encourages all staff to continue to invest in their Professional learning. Some of the professional development undertaken by the staff in 2015 included, though was not limited to: NSW Syllabus for the Australian Curriculum ,Catholic Principles and Values for the Australian Curriculum, Anita Chin Mathematics Consultant, peer observations, staff collaborative days, Personal Learning plans, Google suite, Queensland Education Leadership Institute: Emerging Principals Leadership Program, Work Health and Safety Modules and Child Protection Modules.

Teacher Standards

The following table sets out the number of teachers who fall into each of the categories

determined by the Board of Studies:

Teacher Qualifications		Number of Teachers
1	Those having formal qualifications from a recognised higher education institution or equivalent.	6
2	Those having graduate qualifications but not a formal teaching qualification from a recognised higher education institution or equivalent.	0

SECTION FIVE: CATHOLIC LIFE AND RELIGIOUS EDUCATION

St Joseph's Primary follows the Armidale Diocesan Religious Education Curriculum and uses the student text *To Know, Worship and Love*, as authorised by the Bishop of Armidale, Michael Kennedy.

The liturgical life of the school is healthy and active, with children having numerous opportunities to celebrate the Eucharist as a whole school each fortnight. St Joseph's School is for many students and families the main link they have with the Catholic Church. As a result, the school strived to ensure that the students had regular exposure to prayer, liturgy, the Mass and the Sacraments.

St Joseph's celebrated the commencement of the 2015 school year with a School Mass. Additional Masses and liturgical celebrations were enhanced throughout the year by utilising the talents of the staff and students. Parents are always invited to join us.

The 2015 school year has seen three very successful Sacramental Programs. Children have received the Sacraments of Penance, First Holy Communion and Confirmation. Thank you to the teachers, Parish catechists and parents for preparing and supporting the children through this very special time. Thank you also to our wonderful Parish Priest, for his support and encouragement in making these programs such a great success.

The children's focus at one Sunday morning Parish Mass each Term continued in 2015. This provided the chance for both the Parish and school to come together and celebrate the Eucharist.

Students in Years 6 in Catholic schools in the Diocese of Armidale undertake the Diocesan Religious Education (RE) Test annually. The test consists of fifty multiple-choice questions. Results of the test are analysed by teachers and are used to inform teaching and learning in Religious Education.

Our School's average result (as a mark out of 50)	
Year 6	27.70

SECTION SIX: CURRICULUM

The school provides an educational program based on, and taught in accordance with the Board of Studies, Teacher and Educational Standards, NSW syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education. In addition, the school implements the curriculum requirements of the Catholic Schools Office Armidale.

St Joseph's Primary School follows the Board of Studies syllabus for each subject offered (as required for registration under the Education Act 1990) and implements the curriculum requirements of the Catholic Schools Office.

St Joseph's has under the NSW Literacy and Numeracy Action Plan (LNAP), received an proportionate allocation of teacher time to support and monitor the implementation of the K-2 Diocesan Learning Enhancement Strategy.

SECTION SEVEN: STUDENT PERFORMANCE IN STATE-WIDE TESTS AND EXAMINATIONS

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. An analysis of these results assists School planning and is used to support teaching and learning programs.

The tables below show the percentages of students who achieved particular skill bands in numeracy and the aspects of literacy. The School results shown are compared to students nationally. Literacy is reported in four content strands (aspects): Reading, Writing, Spelling, Grammar and Punctuation. Numeracy is reported as a single content strand.

NAPLAN RESULTS 2015		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	40.00%	48.20%	0.00%	11.00%
	Writing	80.00%	46.80%	0.00%	7.40%
	Spelling	20.00%	41.10%	13.00%	14.50%
	Grammar	53.00%	51.80%	7.00%	10.70%
	Numeracy	40.00%	33.60%	0.00%	15.20%

NAPLAN RESULTS 2015		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	22.00%	33.40%	33.00%	18.20%
	Writing	0.00%	19.10%	11.00%	17.50%
	Spelling	11.00%	32.60%	0.00%	15.30%
	Grammar	0.00%	36.20%	33.00%	16.20%
	Numeracy	11.00%	27.50%	33.00%	15.80%

Student Welfare Policy

St Joseph's Primary School seeks to provide a safe and supportive environment which minimises risk of harm and ensures students feel secure. The environment supports the physical, social, academic, spiritual and emotional development of students and provides student welfare policies and programs that develop a sense of self-worth and foster personal development.

The school's Pastoral Care Policy is based on the Bishop's Commission Policy Pastoral Care in 'The Catholic Systemic Schools' of The Armidale Diocese.

Various pastoral care initiatives were put in place in 2015 to further build positive relationships within the school community and to enhance staff and student learning and wellbeing.

The full text of school and diocesan policies are available from the School Office upon request.

No changes were made to the School's Pastoral Care Policy in 2015.

The full text of the School's Pastoral Care Policy may be accessed on the School's website or at the administration office.

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Discipline Policy

Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School.

The Discipline Policy is based on procedural fairness and the rights and responsibilities of all.

Students and staff have a clear understanding of the expectations articulated through this policy. Open communication is promoted and a clear set of rules, expectations and procedures to protect the rights of every individual is established and enforced. The policy promotes a safe and caring learning environment. The Discipline Policy contains school rules, safety and supervision procedures, management of classroom behaviour, playground management and procedures for student management.

The full text of the School's Student Discipline Policy may be accessed by contacting the principal.

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Anti-Bullying Policy

The Catholic Schools Office, Armidale has established a *Student Anti-Bullying Policy* which is implemented by our school and all systemic schools in the Diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The Catholic Schools Office (CSO) monitors the implementation of this policy. No changes were made to the policy this year.

The full text of the *Anti-Bullying Policy* may be accessed on the School's website, the administration office or at the CSO website.

Complaints and Grievances Resolution Policy

The Diocese of Armidale has established a *Staff Grievance Policy* which is implemented by our school in the Diocese. Each school also has an individual Grievance Policy and Procedure for dealing with matters at a school level. The rationale for these policies is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world. The Catholic Schools Office monitors the implementation of these policy. No changes were made to the policy this year.

The full text of the individual policies may be accessed on the School's website, the administration office or at the CSO website.

Initiatives Promoting Respect and Responsibility

St Joseph's School addressed the areas of Respect and Responsibility in a number of ways. These included: a Peer Buddy system, with our Year 6 students acting as a buddy for our Kindergarten students, a proactive Student Representative Council and classroom Codes of Cooperation. The St Joseph's Vision and Mission Statement is displayed in every classroom and other prominent places around the school. Students are constantly exposed to values and expectations through

our pastoral care and discipline procedures.

Throughout 2015 the school played an active role in the Quirindi community by supporting services such as St Vincent de Paul where items were raised for the annual Christmas appeal.

The school took an active part in the community ANZAC Day service by marching through town. The Quirindi Show is a highlight of the local community and the school made a substantial contribution to the exhibitions and the events.

Each year, the School develops an Annual Improvement Plan indicating the intended key improvements for student learning outcomes. The plan is drawn from the School's Strategic Improvement Plan and informed by the Catholic School's Office Annual Improvement Plan. The School engages in an annual evidence-based evaluation of its effectiveness against these external standards in collaboration with the Schools Consultant.

Key Improvements Achieved in 2015

Whole School Learning Targets

St Joseph' set high learning Targets for every grade in 2015. Highlights include:

- 69% of Year 1 students increasing their PM reading by at least 8 levels.
- 100% of Year 2 students reaching 200 sight words.
- 93% of Year 4 students increasing their reading fluency, by 10 words or more per minute
- 80% of Year 6 students increasing their reading fluency, by 10 words or more per minute.

Whole School Targets through St Joseph's Strategic Improvement Plan

St Joseph's 2015 Strategic Improvement Plan listed 54 Priorities or Targets. St Joseph's achieved 85% of these priorities/targets. Highlights Include:

- The inaugural School Board and PT&F Spiritual retreat
- 3 teachers undertaking postgraduate study
- 3 quality parent Information Nights
- Successful Gymnastics and Tennis programs through Australian Sporting Schools
- Creation of a new classroom for Year 5&6 students

- Inspiring quotes displayed in every learning and working space at St Joseph's
- Stage 2 of our 5 year painting and maintenance plan completed.
- New contemporary furniture
- 35 Chromebooks allowing them to access the digital classroom
- Employment of a Speech Pathologist targeting language concerns.

Priority Key Improvements for 2016

St Joseph's Priorities for 2016 include, though are not limited to:

1. Improve student performance:

- Increased student engagement
- Improve Year 6 RE Test results
- Greater differentiation in student learning
- Improve expressive and receptive language of students
- Provide the students with access to a 21st century digital classroom
- Improve targeted areas from 2015 NAPLAN
- Meet 2016 learning targets
- Successful implementation of the Australian Curriculum

2. Increase staff capacity:

- Further graduate studies
- staff meetings changed to Professional Development Meetings
- Student and staff access to Google suite
- Staff target individual areas for development
- staff professional learn through collaboration with each other
- Principal to lead instructional walks
- Prioritising teacher time to leading the learning of students and personal learning.

3. Tighten partnerships between key stakeholders:

- Google Classroom Parent Information Nights
- Access each term to Sporting Australia grants
- Creation of St Joseph's Volunteer Policy
- New roll statements reflecting the 2015 Enterprise Agreement
- Implementation of Comply Space
- Language Partnership with Kindergarten screeners between St Joseph's and Hunter New

England Health

SECTION TEN: PARENT, STUDENT AND TEACHER SATISFACTION

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers.

Parent Satisfaction

Surveys have reaffirmed that St Joseph's has achieved an enormous amount in 2015 with an outstanding overall satisfaction score of 88% (4.4 out of 5). St Joseph's Primary School (Quirindi) provides educational services to students from 55 families. Best practice areas include: General, Leadership, Teaching and Learning, Improvement Processes, Resources, Catholic Ethos.

Survey responses were received from 27 out of a total of 59 eligible respondents. This equates to a response rate of 45.8.

From the survey's it is recognised the school community is very impressed with the school's leadership and commitment to improvement processes .

Parents however would like to see St Joseph's being more proactive in encouraging parents to think and talk about faith.

Student Satisfaction

Surveys have reaffirmed St Joseph's students believe 2015 has been a great success with an outstanding overall satisfaction score of 90% (4.5 out of 5). St Joseph's Primary School provides educational services to students from 55 families. Best practice areas include: Catholic Ethos, Leadership, Teaching and Learning, Resources, Improvement Processes.

Survey responses were received from 92% of Year 4, Year 5 and Year 6 students.

From the survey's it is recognised students are impressed with St Joseph's Improvement processes and Teaching and Learning..

Teacher Satisfaction

Surveys have reaffirmed St Joseph's staff belief 2015 has been a great success with an outstanding overall satisfaction score of 93% (4.64 out of 5). St Joseph's Primary School provides educational services to students from 55 families. Best practice areas identified by the staff

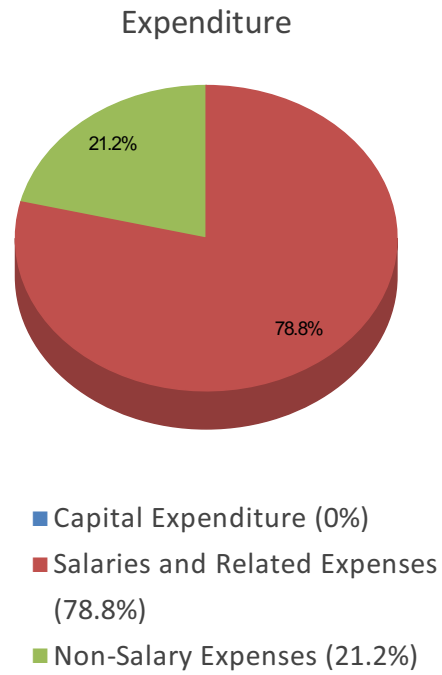
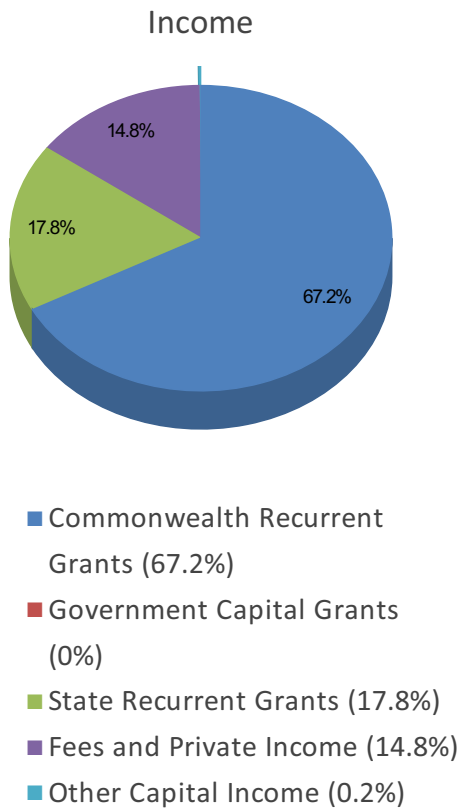
include: General, Leadership, Resources, Catholic Ethos, Staff Engagement, Improvement Processes.

Survey responses were received from 10 out of a total of 11 eligible respondents. This equates to a response rate of 91%.

From the survey's it is recognised staff are impressed with St Joseph's staff engagement and improvement processes.

New staff however would like to be provided with a more effective induction program in 2016.

SECTION ELEVEN: FINANCIAL STATEMENT



This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire. School Financial Information for the 2015 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants ¹	\$905,355
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$239,588
Fees and Private Income ⁴	\$199,232
Other Capital Income ⁵	\$2,400
Total Income	\$1,346,575

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure ⁶	\$149
Salaries and Related Expenses ⁷	\$951,948
Non-Salary Expenses ⁸	\$255,731
Total Expenditure	\$1,207,828

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.

3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

Enrolment Policy

This school does not have any enrolment policies or support documents in addition to the Bishop's Commission for Catholic Schools 'Enrolment Policy' for schools in the Diocese of Armidale. This policy is available on the Armidale Catholic Schools Office website at; <http://www.arm.catholic.edu.au> .
document.