

Annual School Report 2018 School Year

St Joseph's Primary School, Warialda



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Warialda NSW 2402

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stjosephswarialda.catholic.edu.au

Principal
Joseph Dimech

About this report

St Joseph's Primary School is registered by the NSW Education Standards Authority (NESA) and managed by the Diocese of Armidale Catholic Schools Office (CSO), as the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The *Annual Report to the School Community* for this year provides the 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 to the school community information about initiatives and developments of major interest and importance and the achievements arising from the implementation of the school Improvement Plan.

The *Report* demonstrates accountability to the Federal and State Government regulatory bodies, the parish and school community and the Catholic Schools Office (CSO). This *Report* has been approved by the CSO which monitors school processes to ensure compliance with all NESA requirements for Registration.

This *Report* complements and is supplementary to school newsletters, and other regular communications. The *Report* is available on the school's and CSO's website by 30 June 2019 following its submission to NESA.

The contents of this *Report* may be tabled for discussion at various parent forums, including the School Advisory Council meetings, and all information is public.

Further information about the school or this *Report* may be obtained by contacting the school on 02 6729 1328 or by visiting the website at stjosephswarialda.catholic.edu.au.



1.0 Messages

1.1 Principal's Message

There were many people who assisted in the development of the school as a Catholic learning community. In particular, special thanks are extended to the parent body and the school staff for all their generous efforts. St Joseph's Primary School is indeed blessed to have such dedicated and enthusiastic people supporting the school.

The primary purpose of St Joseph's Primary School is to support the members of the parish community in providing a faith formation for their children. The school fosters a commitment to the individual person and provides opportunities for academic, cultural and sporting achievement. St Joseph's Primary School offers students a quality Catholic education based on the teaching of the Church and within the context of a strong faith community.

The school year focused on initiatives from our 2018 AIP. In the area of Formation & Collaboration, we continued to embed the Catholic Principles and Values through all KLAs, through programs and explicit teaching.

In Learning, the school worked on strategies to improve reading, writing, comprehension and numeracy. The staff was informed by data to improve learning outcomes for all students.

In Capacity Building, collaborative planning, teaching and assessment was a focus. Through support of the CSO, St Joseph's staff undertook professional development opportunities which built their capacity as members of the wider learning community. Two new support staff were also provided professional development and mentoring.

St Joseph's students participated in many local and regional events and worked closely with other small rural schools in sporting, STEAM and cultural activities. We were strongly supported by our School Advisory Council, P&F, parish and local community. We use a Sporting Schools grant in Term 4 to provide swimming lessons for all students. Our Year 6 graduation and successful Presentation Night were great successes and we were grateful for the support from our community.

Joseph Dimech
Principal

1.2 A Parent Message

There have been many memorable activities and achievements that have again made 2018 at St Joseph's School a successful and wonderfully enriching year. The SAC met each term for planning and operational matters and to ensure that our school remained in a strong financial position.

Our parents, friends, staff and students attended our working bees, donating their time, equipment and resources. These working bees gave us a chance to come together socially and to build community. The P&F and their helpers continued to provide much appreciated and valuable support to our school through funding activities and by representing the school at social and sporting events. Our Principal, Joe Dimech, has shown strong leadership and a deep commitment in ensuring the needs of our students are met. I commend the teachers on their passion and commitment to improving learning and we are very fortunate to have such wonderful and caring teaching and support staff.

The SAC would like to acknowledge the CSO for their continued confidence in our wonderful school. It is with this support that we are able to provide a quality education for our current and future student of St Joseph's School.

Mr Colin Cuell
Chairperson
School Advisory Council



2.0 This Catholic School

2.1 The School Community

St Joseph's Primary School is located in Warialda and is part of the St Patrick's Parish which serves the communities of Warialda, from which the School families are drawn.

Last year the school celebrated 114 years of Catholic education.

The parish priest Fr Joseph Armah is involved in the life of the school.

2.2 Catholic Life and Religious Education

St Joseph's Primary School 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.

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Liturgical Life

Students attend school Masses and liturgies each term. The students celebrated Ash Wednesday, Holy Week, St Joseph's Day, Mothers and Fathers Day, Grandparents Day, Mary MacKillop's feast day, Opening Mass, Year 6 Graduation Mass and End of Year Mass and Holy Days of Obligation.

Sacramental Program

The school supports the parish-based sacramental programs. First Holy Communion takes place in June each year, Confirmation every odd ending year and first Reconciliation in Term 4 each year. Each program begins with a Parent Information Evening and three to four week's catechesis. No St Joseph's students received the Sacraments in 2018.

School Prayer

School prayer is an integral part of daily school life, with formal and informal prayer taking place each day. Our school assembly begins with the school prayer and this year we prayed for the Year of Youth and Prayer for Rain. A prayer unit in Term 4 and hosting the Year of Youth Cross presented opportunities to experience Christian Meditation, Lectio Divina and Contemplative Prayer.

Parent And Staff Faith Formation

Staff attended two Twilight Retreats run by the CSO Faith Formation Team in Terms 3 and 4 with the latter open for parents and parishioners. Special liturgies held throughout the year were well attended.

Social Justice

Our Mini Vinnies raised awareness of Social Justice in our community during Lent, the St Vincent de Paul Winter and Christmas Appeals and Catholic Mission's World Mission Month. They raised money for Catholic Mission's Socktober, supported St Vincent de Paul's Drought Appeal and visited Naroo, our town's nursing home, each term.

Parish Links

St Joseph's Primary School continued to strengthen relationships with St Patrick's Parish. Children are involved in liturgies and school and Family Masses. Father Joseph has worked with the School Advisory Council and P & F to build community and we held a Family Masses with a shared meal at a restaurant afterwards. In 2016 the Sisters of St Joseph were withdrawn from Warialda. A celebration to mark the 113 years of service by the Sisters of St Joseph was held in June to great success with 12 Sisters who lived and worked in Warialda attending.



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. Results of the test are analysed by teachers and are used to inform teaching and learning in Religious Education.

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Our School's average result (as a mark out of 50)	
Year 6	29

2.3 School Enrolment

St Joseph's Primary School caters for children from Years K to 6. The following table indicates the student enrolment characteristics:

	Year K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	TOTAL 2018	TOTAL 2017
Male	0	1	1	0	0	2	0	4	5
Female	1	2	1	2	0	2	2	10	10

2.4 Student Attendance

In order for students to reach their full potential it is important that they attend school regularly. Whilst it is the parents' legal duty to ensure their children attend school regularly, our staff as part of their duty of care monitor attendance each day. The Class Roll is marked every day and rolls are checked each week by the principal or their delegate. The school uses the attendance coding system adopted in all NSW schools. Unexplained absences are followed up promptly by staff. Parents are requested to provide a satisfactory explanation for an absence by means such as a written note, telephone call, sms message or email to the school preferably on the first day of absence, and certainly within seven days. The principal is made aware of sustained student absences or absences reflecting a pattern. In these situations, the principal or delegated staff member contacts the parent/guardian. Parents are encouraged to arrange medical and other necessary appointments outside school hours. Prolonged periods of absence occur from time-to-time for various reasons. In these cases, students and their parents meet with the principal to discuss the leave request.

The average student attendance rate for the school during 2018 is shown in the following table.

	Year K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	All Years
Average Student Attendance Rates	84.0%	94.0%	90.0%	95.0%	88.0%	94.0%	92.0%	91.0%



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;
- monitoring engagement of individual students in their learning and identifying strategies to enhance engagement;
- 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;
- intervention strategies for students with unsatisfactory attendance may include academic case management, social case management, referral to counselling and parent/carer involvement;
- 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 previous strategies have failed to restore regular attendance.

When the Catholic Schools Office Armidale is notified of a student for whom chronic nonattendance is an issue and previous strategies have failed the Principal and the School Consultant will convene a meeting with the family, the student, and other agencies, if required, to develop a Return to School Plan.

2.5 Staff Profile and Teacher Standards

Teacher Qualifications / Staff Profile	Number of Teachers
1. Those teachers at the NESA Teacher Accreditation Provisional or Conditional level.	0
2. Those teachers at the NESA Teacher Accreditation Proficient level.	3
3. Those teachers at the NESA Teacher Accreditation Highly Accomplished level.	0
4. Those teachers at the NESA Teacher Accreditation Lead level.	0
5. Teachers with recognised qualifications to teach Religious Education.	2
6. Number of staff identifying as Indigenous employed at the school.	1
7. Total number of non-teaching staff employed at the school.	2



2.6 Initiatives Promoting Respect and Responsibility

The school ensures that at every available formal and informal opportunity the values of respect and responsibility are promoted. We want every student to understand and appreciate that they are part of both the school and the local community.

During 2018 St Joseph's Primary School continued to promote respect and responsibility through a number of school initiatives as well as through the Personal Development and Health units. These initiatives included weekly school assemblies where the flag is raised and Australian National Anthem sung, special events such as ANZAC Day, Remembrance Day, NAIDOC week and the Kindergarten Transition Program where older students inducted newly enrolled students in the life of the school. Students take responsibility for their school by performing class and school jobs.

2.7 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

Parents were asked to express their satisfaction in response to a number of statements with a ranking from 0 to 3. The average score for all questions in the survey was 2.5.

The following areas received the highest rating amongst the parents:

- I would recommend this school to others.
- The school is a safe place for my child.
- Most teachers in the school make learning really satisfying and engaging for my child.
- The school communicates clearly that it has high expectations for students.
- This school is well maintained.
- Communication between the home and school is effective.
- The school responds quickly to my concerns.
- This school celebrates student achievements.
- I feel welcome to contribute to school events and initiatives.
- Catholic religious identity is a high priority in the school.
- The School Advisory Council is effective at this school.

Other comments ...

- I like the small caring learning environment. It is like one big family.
- It upholds Christian values and teaches the students to respect themselves and others.

ONE thing at our school it would be...

- increase student numbers.
- encourage new enrollments.



Student Satisfaction

All six students in Yrs4-6 completed the survey with a 100% completion rate which is considered excellent.

Students were asked to express their satisfaction in response to a number of statements with a ranking from 0 to 3. The average score for all questions in the survey was 2.8.

The following areas received the highest rating:

- All of my teachers encourage me to do my best.
- The school Principal and other leaders in the school are approachable.
- My teachers try to make lessons interesting.
- My teachers tell us what we are learning and why.
- My teacher helps me to set specific targets to improve my learning.
- I receive feedback from my teacher to improve my learning.
- This school celebrates student achievements
- My school takes students' opinions seriously.
- My school encourages me to be a good community member.
- Religious Education is taught well at the school.
- The school helps me to be more involved in prayer.

One thing that I particularly like about our school is...

- the teachers are nice, kind & amazing.
- that the children are very active.
- that we have many opportunities.

If I could improve ONE thing at our school it would it be to get more children at our fantastic school.

Staff Satisfaction

8 of the 9 staff completed the survey with 89% completion rate (considered excellent).

Staff were asked to express their satisfaction in response to a number of statements with a ranking from 0 to 3. The average score for all questions in the survey was 2.4

The following areas received the highest rating

- I would recommend this school to others.
- Catholic religious identity is a high priority in this school.
- Core Catholic Principles and Values are explicitly taught.
- The use of data to improve student learning is strong and consistent.
- I get feedback that helps me to be a better teacher.
- There are clear expectations concerning the use of effective teaching strategies.
- The school's Agreed Practices on curriculum, assessment and learning are followed.
- School leaders at this school know me as a person and support my wellbeing.
- I get a lot of satisfaction from working in this school

One thing that I particularly like about our school is...

- our strong pastoral care, tradition & warm, family-focused environment.
- the children are enthusiastic.
- the respect and support I receive from the Principal.

If I could improve ONE thing at our school, it would it be the number of children at our school.



3.0 Teaching and Learning

3.1 School Curriculum

The school provides an educational program based on, and taught in accordance with the NESA 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.

As a Catholic School, Religious Education is a mandatory key learning included in the curriculum for students in each grade. St Joseph's Primary School is committed to providing a quality education that meets the needs of all students.

The school provides an educational program based on registration requirements of Education Act 1990 and taught in accordance with the New South Wales Education Standards Authority (NESA), Australian Curriculum for NSW. In 2018 the following Key Learning Areas (KLAs) were taught: English, Mathematics, Science and Technology, History, Geography, Creative Arts and Personal Development, Health and Physical Education. In addition, the school implements the curriculum requirement of Religious Education from the Catholic Schools Office Armidale. The curriculum is delivered in a multi-stage setting and Literacy, Numeracy and Religious Education are given primacy, being taught blocks at the same time each day.

In June 2018 the school underwent an Education Audit and this affirmed the regular school reviews conducted by Catholic Schools Office personnel. Staff members are committed to the continuous improvement of teaching and learning for all students in all facets of the curriculum.

During 2018 the students continued to have 1:1 access to technology via Chromebooks, iPods and iPads. They continued to collaborate with each other and the teachers using Google Cloudshare. Our Presentation Night in Term 4 was the culmination of an intensive Aboriginal Cultural Immersion. The immersion team assisted the students in understanding local aboriginal folklore about our town Warialda being named after the "warrul", the local native honey bee. The students created a dance to demonstrate the collection of honey from the bee. This was also an opportunity for the students to showcase their learning in music and dance.

Students were supported in Literacy through the Diocesan Learning Enhancement Strategy (DLES) with the running of the Mini Lit programs St Joseph's has under the NSW Literacy and Numeracy Action Plan (LNAP), received a proportionate allocation of teacher time to support and monitor the implementation of the K-2 Diocesan Learning Enhancement Strategy.

3.2 Student Performance in National Testing Programs

3.2.1 NAPLAN

The school participated in the National Assessment Program Literacy and Numeracy (NAPLAN) with students in Years 3 and 5 tested. In Year 3, 2 students presented for the tests while in Year 5 there were 4 students.

In Literacy there were four elements tested. These were reading, writing, spelling and grammar and punctuation. In Numeracy, students were tested in number, patterns and algebra, measurement, data and space and geometry.

In both Year 3 and Year 5 there are six achievement bands with Band 6 being the highest level of attainment in Year 3 and Band 8 the highest in Year 5.



The Commonwealth Government has set minimum acceptable standards for reading, writing and numeracy at particular ages.

At St Joseph's Primary School, school and student performance is closely monitored. These tests are one means of gathering data on individual student and school achievement. School staff have participated in Catholic Schools Office information sessions on NAPLAN and Data Analysis workshops.

The following data indicates the percentage of St Joseph's Primary School students in each band compared to the State percentage.



Year 3 NAPLAN Results in Literacy and Numeracy												
Percentage of students in Bands 1 to 6												
BAND	6		5		4		3		2		1	
	State	School										
Reading	30.3	-	23.9	-	22.5	-	13.8	-	5.9	-	2.0	-
Writing	15.2	-	30.0	-	29.5	-	15.6	-	5.4	-	2.9	-
Spelling	27.2	-	23.6	-	21.9	-	14.8	-	7.6	-	3.2	-
Grammar and Punctuation	32.1	-	24.4	-	18.2	-	13.2	-	7.4	-	3.0	-
Numeracy	18.4	-	23.7	-	26.6	-	18.8	-	8.6	-	2.3	-

Year 5 NAPLAN Results in Literacy and Numeracy												
Percentage of students in Bands 3 to 8												
BAND	8		7		6		5		4		3	
	State	School										
Reading	16.7	-	22.4	-	26.6	-	20.0	-	9.5	-	3.3	-
Writing	4.0	-	12.3	-	30.4	-	30.3	-	14.5	-	7.3	-
Spelling	15.2	-	23.4	-	28.2	-	19.2	-	8.8	-	3.6	-
Grammar and Punctuation	15.7	-	22.3	-	28.1	-	18.5	-	9.3	-	0.0	-
Numeracy	11.6	-	19.2	-	29.0	-	25.0	-	11.1	-	2.6	-

NOTE: Where a year level has five or less students the information is withheld to protect the privacy of the students



3.3 Teacher 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 the areas of focus as follows:

Term 1	Literacy Block and Learning Environment
Term 2	Catholic Principles and Values (Common Good)
Term 3	First Aid Training
Term 4	Annual Improvement Plan

4.0 School Policies

4.1 Enrolment Policy

The Diocese of Armidale adheres to the policy as endorsed by the Bishops Commission for Catholic Schools 'Enrolment Policy' 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.

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 *School's website* stjosephswarialda.catholic.edu.au and the Armidale Catholic Schools Office website at <https://www.arm.catholic.edu.au>

4.2 Pastoral Care Policy

Jesus Christ and his teachings are the basis of all we do at St Joseph's Primary School Christ's teachings therefore should relate to how our staff develop student self-discipline. We believe in a holistic approach to individual development. Such an approach aims to develop the intellectual, physical, emotional, social, aesthetic, moral and spiritual dimensions of a child. We aim to bring this about in our school by promoting self-worth and by encouraging each individual to answer to one's self for one's own actions.

All people attending St Joseph's Primary School have the right to be treated:

- justly
- respectfully
- fairly



No changes were made to the 'Pastoral Care Policy' this year.

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

4.3 Student 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.

No changes were made to the 'Student Discipline Policy' this year.

The full text of the School's 'Student Discipline Policy' may be accessed on the School's website stjosephswarialda.catholic.edu.au or at the administration office.

4.4 Bullying Prevention and Intervention Policy

The Catholic Schools Office, Armidale has established a 'Bullying Prevention and Intervention 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 'Bullying Prevention and Intervention Policy' this year.

The full text of the School's 'Bullying Prevention and Intervention Policy' may be accessed on the School's website stjosephswarialda.catholic.edu.au, the administration office or on the CSO website.

4.5 Complaints Handling Policy and Guide

The Diocese of Armidale has established a 'Complaints Handling Policy and Guide' which is implemented by our school. The rationale for this policy 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 policies.

No changes were made to the policy this year.

The full text of the policy may be accessed on the School's website stjosephswarialda.catholic.edu.au or the administration office.

5.0 School Review and Improvement

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 2018

Formation and Collaboration:

- Consolidation of learning programs to embed the Armidale Diocese Catholic Principles and Values through all Key Learning Areas and through explicit teaching.
- Strategies to increase participation in faith formation experiences for students, staff, parents and parishioners.

Learning:

- Staff working collaboratively as a Catholic Professional Learning Team to use data for improved learning outcomes.
- Staff assessing and tracking student growth.
- Staff team teaching in uninterrupted literacy and numeracy blocks and the development of strategies to improve reading, writing, comprehension and numeracy.

Capacity Building:

- Collaborative planning, teaching and assessment of students in our flexible learning spaces.
- Professional development opportunities to build teacher capacity.

Participation in STEAM and sports events with other small rural schools.

Priority Key Improvements for 2019

- Pastoral Care and Wellbeing for students, parents and staff.
- Communicating Catholic Core Principles and Values to the parents and wider community.
- Improving of writing through the “Big Write” process.
- Supporting the implementation of the Science and Technology and PDHPE syllabi.

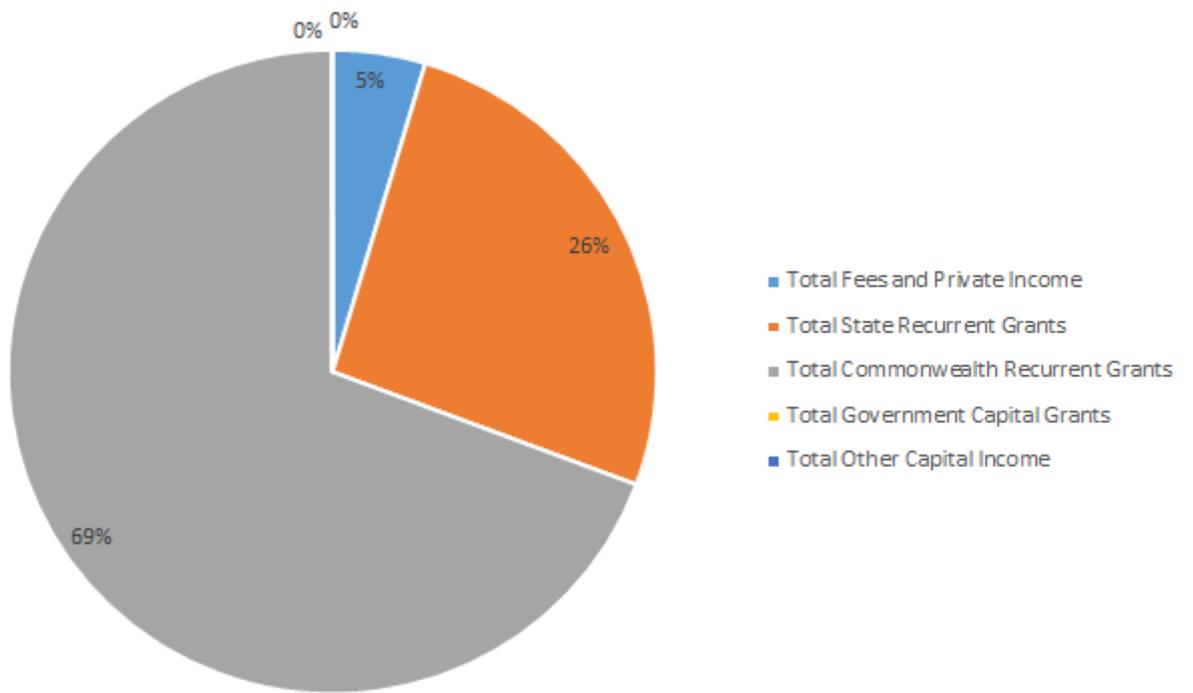
6.0 Financial Information

Catholic schools are accountable for all monies received. Each year, the Diocese of Armidale Catholic Schools Office submits to the Commonwealth Government a financial statement on behalf of the parish primary schools, K-10 schools and secondary colleges. This statement details the income and expenditure of each school. In addition, the financial accounts for each school and for the Catholic Schools Office are audited annually.

A visual summary of the income and expenditure reported to the Commonwealth Government for 2018 is presented below:



2018 Income - St Joseph's Primary School, Warialda



2018 Expenditure - St Joseph's Primary School, Warialda

