

# St Joseph's Primary School

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Parish Priest: Father Roel Llave

Parish: St Brigid's, Quirindi

Principal: Mr John Clery



## Annual School Report 2012

### Mission/Vision Statement

We, the Quirindi St Joseph's School family, strive to promote the holistic growth and development of each child, through meaningful relationships with God and each other. At St Joseph's we endeavour to:- Create and nurture an environment that embraces Christian values as reflected in the Gospel; Recognise the uniqueness of each child and through a variety of learning experiences, develop their potential, acknowledge their gifts and prepare them for life; Provide excellence in all curriculum areas, with the Catholic ethos being paramount in the child's education; Through positive reinforcement, encourage the child to take responsibility for decisions made, within a secure and caring environment. Our School Mission Statement reflects this: "St Joseph's School is committed to providing Catholic Education embodying the Gospel values of love, faith, respect, friendship, forgiveness, peace, justice and acceptance. Thus we invite all to 'Come! Share the Spirit!'

### About this Report

St Joseph's Primary School is registered by the Board of Studies (NSW) and managed by the Catholic Schools Office, Armidale, the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990. The annual report provides parents and the wider school community with fair, accurate and objective information about various aspects of school performance and development. The report describes achievement of school development priorities in 2012 and gives information about 2013 priorities. This Report complements and is supplementary to school newsletters and other regular communications. This Report is sent to the Catholic Schools Office, Armidale for validation with the requirements of the Education Act 1990 before being forwarded to the Board of Studies. Following its submission to the NSW Board of Studies the report will be presented to the parent body and be available on the CSO website by 30 June 2013. The school consultant also validates that the school has in place appropriate processes to ensure compliance with all NSW Board of Studies requirements for Registration.

### Principal's Message

It is with great pride I write my Principal report for the Annual School Report after another successful year at St Joseph's.

2012 has consistently presented opportunities which have shown the closeness of our school community. We have come together celebrate progress, accomplishment, and held out a helping hand to those in need.

This sense of school community has seen St Joseph's grow in many ways throughout 2012. Our student population is up to 57. 39 students at the start of 2011 now distant memory!

2012 could be titled the "Year of the Grant". \$50 000 worth of solar panels, from the National School Solar Program, now sit proudly on our school roof significantly reducing the ever increasing electricity prices. A new infants playground valued at over \$36000 is set to be installed, thanks partly to a significant grant from BHP Billiton. Quota International, Quirindi's branch, have signed on to help with the implementation of our MultiLit program for 2013. There are too many highlights throughout the year to mention, though no one at the Tamworth TREC, whether they were aligned to St Joseph's or not, will forget our children's performance in Catholic

School Celebrate. They were simply outstanding. Our Year 5 and 6 have fantastic also have memories of the inaugural Sydney excursion.

In 2012 St Joseph's aimed to provide a strong focus on Literacy and Numeracy by instigating an uninterrupted block of lessons till 12.00pm each day. This ensured learning was not interrupted by other extracurricular activities which frequently arise in schools. Consequently, well planned Literacy and Numeracy programs have been implemented thoroughly. Smaller class sizes have enabled teachers to revise, teach and extend all students at their own level of need. Schools satisfaction surveys in 2012 showed how highly valued these sessions were by both staff and parents. I am delighted that this can continue in 2013. 2012 has seen two very successful sacramental programs run at St Joseph's. Our Catholic Year 2 children received the Sacrament of Penance, First Reconciliation. Our Catholic Year 3 children celebrated their First Holy Communion. 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 Parish Priest, Father Roel, for his support and encouragement in making these programs such a great success.

One of the special things about a Catholic School is its pastoral care program, this is no different at St Joseph's. In 2012 St Joseph's have touched the lives of many who needed a helping hand. This started with our friends from St Philomena's in Moree who were devastated by the January floods. It has been bookended by a generous Christmas appeal for St Vincent de Paul, with countless fundraising in between.

To our Parish Priest, the School Board and the St Joseph's PT & F, thank you for your amazing support in 2012. It is enjoyable to work with people who have a dedicated commitment to success. Our meetings have been extremely positive and productive- looking to the future. I thank you for your time away from your families and desire to see St Joseph's succeed.

Thank you to St Joseph's parents. St Joseph's is a school that looks to work with our parents in partnership in developing students to become lifelong learners. As the first and foremost educators of their child, parents have an integral role to play in this educational journey.

A recent report, by the Australian Research Alliance for Children and Youth, claims a child with an engaged parent had an advantage equivalent to an extra \$1000 in resources, and improved results are equivalent to a student whose parents had an additional four to six years education. Results included higher grades, making advanced classes, lower dropout rates and greater chance of territory study.

As Minister for School Education Peter Garrett stated when speaking on the research "Teachers are, and will always be, the most important people inside the school gates but parents have a hugely important role to play in shaping their child's education."

The role of the parent, take an interest and facilitate a love of learning in their child's education. This is what kids need most. While claiming parents are the 'missing link in education', he comments "Not everyone has the time to join the P&C but, it's not just about dropping the kid off at the school gates and picking them up.

What a parent can take from this report, it to never second guess the role they play in their child's future by continuing to support them at St Joseph's. As leader of this school I want each and every parent to feel welcome, valued and understand the staff want to work with you in achieving every possible success for your child.

This leads me to the staff of St Joseph's! As a school community we are so very fortunate to have such dedicated staff. I have great respect, faith and belief in each and every St Joseph's staff member. These feelings and values come easy to a principal when they know every staff member always puts the children before themselves. I am inspired by their work ethic and moved by their generosity in both their time away from the families and putting their own hand in their pocket for St Joseph's children.

It is refreshing to work with staff who are up to a challenge and not content to take the easy road. It is refreshing to find a staff who are willing to try something new. It is refreshing to find staff who receive constructive feedback as opportunity to improve, rather than moaning because 'big brother' is watching over their shoulder. It is refreshing to see staff seek each other out to ask for guidance and help- rather than believe they have all the answers.

St Joseph's would not be what it is today without our amazing students. I am so very proud to be your principal. When people ask why St Joseph's is a great school- I am so very proud and to quickly respond- "because we have great kids". The students are not just our greatest asset, but our greatest advertisement.

Finally, The St Joseph's School community can look back with great pride on 2012. It has been a year of many highlights which has seen St Joseph's grow and allow us to look forward with great optimism.

I look forward to leading the school community again in 2013 and wish you all to 'Come! Share the Spirit!'

## Parental Involvement

In 2012 St Joseph's welcomes Emily Ryan to its teaching staff. Emily has been a great addition to the school community and we are delighted she has been employed on a permanent contract from 2013. Throughout the year St Joseph's has been hard at work fundraising for new playground equipment. The site has now been cleared, orders taken and we look forward to having the equipment install and ready to go day one 2013. Another great addition to St Joseph's! At the conclusion of the 2012 school year an order was also placed for a new set of iPad's, two docking stations, which each hold 10 iPad's, and devices which throw Ipad image onto a Smartboard. This will help in the delivery of lessons involving this new technology. Just another way St Joseph's is ensuring it is a conventional education site. 2012 also saw the installation of 90 solar panels reducing the schools carbon footprint. Reduced electricity costs and an educational component are an added bonus. Throughout the year it has been fantastic to see St Joseph's grow educational and in students. 60 students are now enrolled for the commencement of the 2013 school year. Along way form 39 at the start of 2011! Finally, it would be remiss of me not to mention the great staff and parents of St Joseph's who always go above and beyond to make our kids school a great place to learn. St Joseph's School Board Chairman

## Student Leadership

We have been lucky enough to be the School Captains of St Josephs throughout 2012. We would like to thank everybody for the guidance they have given us and the skills that we have learnt that we will never forget. This year has been especially busy with events like Brain Olympian, sports carnivals, cross country, Diocesan Sports, Horse Sports, Catholic Schools Celebrate, Interschool Sports Day, visiting the nursing home, going to Sydney, our mini fete, our book week disco, Melbourne Cup Day, parish masses, crazy sock week, NAIDOC week celebrations and the list goes on and on. We thank the teachers and parents who have made all this possible. There were many highlights this year such as when we were able to attend the Ordination of Bishop Michael, I can still smell the incense. The Student Leadership Day was amazing and helped us improve our confidence when thanking special guests. Although my confidence levels have improved my dancing still needs work. We have really enjoyed running Friday assemblies and giving out the student of the week award. We are grateful for the times we have gotten to represent the school especially at Anzac Day and Father Roel's Citizenship ceremony. We absolutely love our new blazers. We wish the new school captains and

prefects all the best for their special year. We know they'll do an amazing job. School Captains 2012.

## School Profile

### School History

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.

### Location/Drawing Area

St Joseph's School is located in Quirindi, which is best known as the gateway to North-West New South Wales. Quirindi is a township of approximately 3000 nestled in a valley and surrounded by picturesque hills. The name Quirindi, which is derived from the Kamilaroi Aboriginal language, means 'nest in the hills.' The town and its surrounding region are blessed by some of the richest soil in Australia, the Liverpool Plains. Quirindi is primarily a farming community with a balanced mix of beef, grain and cereal cropping. In recent times, Quirindi has become a popular destination for those moving into retirement.

### Enrolment Policy

St Joseph's Primary School follows the Bishop's Commission for Catholic Schools policy Enrolment of Students in Catholic Systemic Schools in the Diocese of Armidale 2002. This document can be obtained from the school office or is available on the Catholic Schools Office web site: <http://www.arm.catholic.edu.au>.

## Student Enrolment

Year	Boys	Girls	Total
2010	27	21	48
2011	21	23	44
2012	28	29	57

## Student Mobility

During the 2012 school year St Joseph's has had 11 children enrolled while five children have left St Joseph's. Four of these departures were due to the family relocating away from Quirindi and one moved to another school in Tamworth.

## Student Attendance

Average daily attendance for 2012	
Kindergarten	89%
Year 1	88%
Year 2	92%
Year 3	92%
Year 4	90%
Year 5	95%
Year 6	93%
All students	91%

## Management of Non-Attendance

School attendance is managed in accordance with the Catholic Schools Office Guidelines for the Management of Student Attendance.

In line with the St Joseph's 'Attendance and Role Marking Policy', the parents of students who have failed to arrive at school for three consecutive days without notice will be contacted. Non-attendance is also followed up by letters to parents, extra phone calls and where necessary face to face, meeting to deal with higher levels of absenteeism.

## Staff Profile

The staff of nine consisted of five teachers and four ancillary staff. These included: a teaching Principal / Religious Education Coordinator/ Additional Needs teacher; one full time classroom teacher; three part-time teaching staff; a secretary; two education assistants and a cleaner. The teaching experience of staff ranges from 1 to more than 30 years. One teacher holds a Graduate Certificate in Special Education, another holds a Graduate Diploma in Religious Education while a third a Graduate Certificate in Theology.

The average daily staff attendance rate for 2012 was 96.77%.

## Teacher Standards

Teacher qualifications fall into 1 of 3 categories for all teaching staff responsible for delivering the curriculum.

Teaching qualifications from a higher education institution within Australia or as recognised by AEI - NOOSR\* 100%

Have qualifications as a graduate from a higher education institution within Australia within AEI-NOOSR\* guidelines but lack formal teacher qualifications 0%

Do not have qualifications as above but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context 0%

\* Australian Education Institution - National Office of Overseas Skills Recognition

Percentage of teachers accredited to teach Religious Education 100

Percentage of teachers undertaking accreditation to teach Religious Education 0

## Staff Professional Learning

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 2012 included, though was not limited to, ICT and Technology, NAPLAN Data Analysis, Additional Needs Training, Team Leadership School Improvement MiniLit Supervisor and facilitator days, NSWIT Supervisors Day, Spirituality reflections, EPI Pen Training, Asthma Awareness Training and Bolus training.

## Catholic Identity

### Religious Education Program

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, Luc Matthys.

## Liturgical Life

The liturgical life of the school is healthy and active, with children having numerous opportunities to celebrate the Eucharist at 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 2012 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.

2012 has seen two very successful sacramental programs run at St Joseph's. Our Catholic Year 2 children received the Sacrament of Penance, First Reconciliation on the 5th September. Our Catholic Year 3 children celebrated their First Holy Communion on Sunday 3rd June. 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 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 2012. This provided the chance for both the Parish and school to come together and celebrate the Eucharist. The Mass was so successful due to the support of the St Joseph's parents.

## Staff and Student Faith Formation

St Joseph's Staff Development Day in Term 3 2012 was devoted to Spiritual reflection.

Time was devoted at staff meetings for development and reflection on the Year of Grace. The diocesan Year of Grace Icon also made a visit to Quirindi in 2012.

Prayer reflection and Retreat opportunities were offered to staff and students during 2012. A variety of prayer services and experiences provided children with many opportunities for Faith formation. Prayer celebrations were included as part of every Religious Education unit in addition to whole school prayer services. All staff were invited to participate in the Staff Retreat Days offered through the Catholic Schools Office along with staff, parent and parish community being invited to and participated in the reflection program conducted by Diocesan Spirituality Team.

## Year 6 Religious Education Test

Average score	Diocesan (%)	This School (%)
2010	70	74.2
2011	69	72
2012	51	68.4

## Social Justice

St Joseph's School community supported a range of fund raising activities including, though not limited to, Project Compassion, Children's Mission and an appeal for those affect in Moree by the January Floods. Student Leaders accepted responsibility to coordinate some of these projects throughout the year, which allowed students the opportunity to develop and exercise their leadership skills.

Throughout the year students from St Joseph's were involved in fund raising activities for Children's Mission, Caritas and St Vincent de Paul. At various stages throughout the year students' attention was drawn to social issues throughout the world, this was particularly evident during Mission Week, NAIDOC Week and on Harmony Day. Students, parents, and staff also supported the St Vincent de Paul Christmas Appeal. Social Justice Units form an integral part of the RE curriculum in the school.

## Parish Links

St Joseph's School and St Brigid's Parish work hand in hand in a variety of aspects of school and Parish life. Members of the parish are represented on the School Board and regularly attend PT&F meetings, where they present a Parish Report. The Principal is also a member of the Parish Pastoral Council, Chairman, and is involved in making decisions and planning for the future of the Parish. Staff are active members of the Parish and are key members of the Parish Sacramental Team, involved in all Parish sacramental programs. Staff are involved in Church and Parish activities with teachers encouraged to join the roster for proclaiming the word and/or become Eucharistic Ministers. Our Parish Priest visits our classrooms to talk with the students.

St Joseph's once again welcomed volunteers from our Parish community who generously gave their time to help with our Reading Tutor program.

## 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 was displayed in every classroom and other prominent places around the school. Students were constantly exposed to values and expectations through our pastoral care and discipline procedures.

Throughout 2012 the school played an active role in the Quirindi community by supporting services such as St Vincent de Paul. 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.

## **School Curriculum**

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.

### **Features of the School Curriculum**

St Joseph's School is committed to providing an education that meets the needs of all students. This is achieved through the delivery of a curriculum that is focused on Literacy and Numeracy, with adjustments made to cater for individual differences. St Joseph's aims to help each child reach their full potential and become lifelong learners.

Teaching Programs go beyond compliance to reflect the best teaching practices and ensure all curricula requirements, including Aboriginal, Information Technology and other cultural perspective are catered for.

Students across all stages studied six Key Learning Areas in accordance with the syllabus of the NSW Board of Studies. These being: English; Mathematics; Human Society and It's Environment; Science and Technology; Personal Development, Health and Physical Education; and, Creative Arts. Students also studied the Religious Education syllabus 'Celebrating Our Journey.'

In 2012 classes were structured to allow for smaller staged groups in Literacy and Numeracy. This enabled more one on one time with the teacher, to cater for the needs of all students through revision and extension. Literacy and Numeracy were also a blocked periods with no interruptions.

Technology continued to play a crucial role in teaching and learning to ensure St Joseph's classrooms reflected the 21st century. Each classroom has access to a smartboard, desktop computers, iPad's and a digital camera.. All classrooms are connected to wireless broadband internet and all computers are networked to the school server.

After consultation with teachers and the additional needs consultant, students presenting with learning difficulties were identified and additional support given throughout the year. This included the development of individual learning programs for each of these students.

In 2012 the school has received support from "Making Every School a great School – More Support for Students with Disabilities" funding from the Commonwealth Government. The purchase of an I-Pad allowed students to be supported at and during transition. The purchase of this equipment has enabled students' transition to be specifically supported through visual and story scripts. The equipment provided awareness and reduction of anxiety and stress for students at transition.

The final project accessed by the school from this Commonwealth Grant in 2012 was the use of I-Pads in year 2 to improve student outcomes for Literacy and Numeracy. Students were trained in the use of Apps which supported acquisition of literacy and numeracy skills. The development of automaticity in number and sound recall was a focus and also included recognition of sight words.

Sporting opportunities continued to be offered throughout the year. This year we were represented at the Diocesan Swimming Carnivals, Diocesan Cross Country, Diocesan Winter Trials, Diocesan Athletics Carnival and Diocesan Summer Trials. Children also represented the school at local horse sports competitions.

Throughout the year Professional Development opportunities have readily been available to staff. Examples of these opportunities include, though are not limited to: ICT and Technology, NAPLAN Data Analysis, Additional Needs Training, National Partnership Team Leadership Development, MiniLit Supervisor and facilitator days, NSWIT Supervisors Day, Spirituality reflections, EPI Pen Training, Asthma Awareness Training and Bolus training.

## **Student Performance**

St Joseph's Primary School uses a variety of assessment strategies at key points in the learning framework. These include teacher observation, portfolios, projects and presentations. The school also participates in the nation-wide literacy and numeracy testing program for the purposes of

diagnosing individual learning needs and reviewing whole class teaching programs. Information on student progress is communicated on a regular basis and opportunities exist for external assessment results to be discussed with parents on an individual basis annually.

## Literacy and Numeracy

The National Assessment Program Literacy and Numeracy (NAPLAN) was introduced for students in Years 3 and 5 in May 2008. NAPLAN replaces the previous State-based Basic Skills Test and the results provide valuable information about student achievements in Literacy and Numeracy. Analysis of the results is used at school level to support the enhancement of Literacy and Numeracy outcomes for all students. Year 3 results are reported in Bands 1 to 6 with Band 6 representing the highest achievement and Year 5 results are reported in Bands 3 to 8 with Band 8 representing the highest achievement. **Please note: Figures have been rounded to the nearest whole number.**

Year 3 % in Bands		1&2	3&4	5&6
Reading	School	14.3	57.1	28.6
	National	13.8	37.2	47
Writing	School	0	85.7	14.3
	National	7.7	43.8	46.6
Spelling	School	14.3	57.1	28.6
	National	12.9	41.3	43.8
Grammar & Punctuation	School	14.3	57.1	28.6
	National	13.1	35.2	49.7
Numeracy	School	28.6	57.1	14.3
	National	15.5	49.2	33.4

Year 5 % in Bands		3&4	5&6	7&8
Reading	School	0	71.4	28.6
	National	17.8	49.00	31.3
Writing	School	14.3	28.6	57.1
	National	18.5	60.2	19.3
Spelling	School	14.3	42.9	42.9
	National	16.9	49.7	31.4
Grammar & Punctuation	School	14.3	71.4	14.3
	National	19.8	47.5	30.6
Numeracy	School	14.3	71.4	14.3
	National	18.2	53.1	26.7

The school uses the NAPLAN data as a diagnostic tool to inform our teaching and learning and the needs of individual students. We have also adopted a research and data based approach using SMART Data that allows us to identify and address areas of concern in our literacy and numeracy program, with a focus of individualizing the learning students.

## National Minimum Standards

The lowest Band for each year (Band 1 in Year 3 and Band 3 in Year 5) represents students who are achieving BELOW the National Minimum Standard (NMS) in each aspect of NAPLAN. Students in the second Band for each year (Band 2 in Year 3 and Band 4 in Year 5) represent students who are achieving at the NMS. Students in all other Bands are achieving ABOVE the NMS.

The percentages of students in this school achieving the national minimum standard are reported below.

		Year 3	Year 5
Reading	School	100	100
	National	93.6	91.6
Writing	School	100	86
	National	95.3	92.1
Spelling	School	100	100
	National	94.0	92.8
Grammar & Punctuation	School	100	100
	National	92.9	90.5
Numeracy	School	100	100
	National	93.9	93.3

While pleased with the percentages of students reaching National Minimum standards St Joseph's priority still remains that all students are working to their potential and proficiency.

## School Policy Summary

### Student Welfare

St Joseph's Primary School seeks to provide a safe and supportive environment which:

- minimises risk of harm and ensures students feel secure
- supports the physical, social, academic, spiritual and emotional development of students
- provided 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.

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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 2012 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 2012.

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## **Discipline Policy**

St Joseph's Primary School bases its Discipline Policy on the Bishop's Commission Policies Pastoral Care In The Catholic Systemic Schools Of The Armidale Diocese, Policy On Suspension, Expulsion Or Exclusion Of Students In Catholic Schools In The Diocese Of Armidale and Management Of Drug Related Issues In Catholic Schools In The Diocese Of Armidale. These policies are based on procedural fairness and are discussed with students on a regular basis. In compliance with the NSW Education Reform Act 1990, corporal punishment is banned in ALL Armidale Diocesan schools.

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

No changes were made to the School's Discipline Policies in 2012.

## **Anti-Bullying Policy**

St Joseph's Primary School bases its Anti-Bullying policy and procedures on the Catholic Schools Office operational policy "Student Anti-Bullying Policy". The full text of this policy is available on [www.arm.catholic.edu.au](http://www.arm.catholic.edu.au).

St Joseph's anti-bullying policy was removed for the introduction of the Catholic Schools Office operational policy "Student Anti-Bullying Policy".

## **Enrolment Policy**

St Joseph's Primary School bases its Enrolment Policy on the Bishop's Commission Policy Enrolment of Students In Catholic Systemic Schools in the Diocese of Armidale.

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

No changes were made to the School's Enrolment Policies in 2011.

## **Complaints and Grievance Resolution Policy**

St Joseph's Primary School procedures for resolving concerns and complaints is based on the Bishop's Commission Policy Complaints & Suggestions Policy for the Diocese of Armidale. This policy is based on procedural fairness and recognises that members of the school community must have access to processes that allow them to resolve concerns in a supportive, conciliatory environment. The full text of school and diocesan policies are available from the School Office..

## **Parent, Student and Staff Satisfaction**

Surveys have reaffirmed that St Joseph's has achieved an enormous amount in 2012 with an overall satisfaction score of 84% (4.4 out of 5). St Joseph's provides educational services to students from 39 families. 47.9% of families responded to the survey. From the survey's it is recognised the school community is very impressed with schools focus on Literacy and Numeracy in 2012 and believe St Joseph's has a very bright future. While parents are happy to see the significant recent growth in school enrolments, they would like this to continue so that classes can be taught in stages for longer periods of each day.

## **School Review and Development**

### **Annual School Priorities 2012**

School Priorities for 2012 included:

Support all students to meet the Kindergarten-Year 2 literacy and numeracy targets and always seek to improve the performance of St Joseph's NAPLAN results. •Although St Joseph's finished its SSNP (Literacy and Numeracy) partnership with the

Federal Government, the school believed it was very important to continue the "Multilit" program. The program supported students experiencing difficulty in reading and has been very well received by the school community. The school could not afford to run the program in the same capacity, but still provided funding for 8 hours per fortnight.

- The implementation of the TAC-P program: An oral language program which has had tremendous reviews and outcomes from another school in the diocese. Money from the schools Literacy and Numeracy plan was budgeted for the kindergarten teacher to work with a diocesan colleague to gain a stronger understanding of the program, to test St Joseph's children and to have the student's results analyzed by a speech pathologist. The continued establishment and timetabling of protected literacy and numeracy blocks. The continued class structure of teaching Literacy and Numeracy in stages. Continued participation in a children's liturgy at Sunday Parish Mass. The implementation of Solar Panels under the Federal Governments NSSP scheme, organised by Penny Wong. Through providing quality education for the children of the Quirindi district the school aimed to grow student numbers in 2012. School Policies and Procedures were reviewed regularly to reflect and guide current practices: In June 2012 St Joseph's was randomly picked by the NSW Board of Studies for a spot audit. At staff meetings throughout the year the staff had reviewed many policies. A few policies were altered to reflect today's students, new policies were created while the majority were viewed as still very relevant to the needs of today's students. Creation of a new School Improvement Plan: In term 4 a new School Improvement Plan for Years 2013-2105 was created. After further consultation with the school community at the start of 2013, this plan will be implemented.

### Projected School Priorities 2013

School Priorities for 2013 include, though are not limited to:

- Implementation of MiniLit program to identify students with reading concerns and provide early intervention.
- Diagnostic Testing: Work closely with Anne Sullivan from the Catholic CSO to create a whole school Diagnostic Tests Scope and Sequence.
- MultiLit: Commit funding from budget to accommodate the MultiLit Program
- 'Read-on'
- Implement tracking of units for all KLA's, not just Religious Education
- Implementation of staged based "Uninterrupted Literacy Numeracy Blocks". Blocks to run from 9.00-12pm 4 days a week.
- Oral Language: Staff meeting facilitated by Joan Shanahan (CSO) to expand on Oral language PD provided in 2012.
- Allocated \$1000 to each 'teaching' staff member from the School Budget to

- use on Professional Development.
- Introduction of BART: Behaviour Analysis and Reporting Tool
- A tool that enables:
  - o Collection and usage of behaviour information (positive and negative behaviours)
  - o Easy data entry
  - o Easy reporting and analysis of data
  - o Recording and monitoring
- Staff to be in serviced in PBL. PBL to be introduced to St Joseph's.
- Professional Development from Diocese for Australian Curriculum (English) Refer to Anne Sullivan Implementation Plan
- Use SMART Data from NAPLAN to review areas of strength and locate areas where consolidation and improvement are required from St Joseph's in Literacy and Numeracy
- Improve Numeracy levels to: 60% of Year 5 children found at band 6 or above.
- Improve Spelling levels to: 75% of Year 5 children found at band 6 or above.
- Improve Reading levels: 60% of Year 5 children found at band 6 or above.
- Improve Writing levels: 75% of Year 5 children found at band 6 or above.
- Improve Grammar and Punctuation levels: 75% of Year 5 children found at band 6 or above

### Major Achievements from the 2012 Annual Plan

School Priorities for 2012 included:

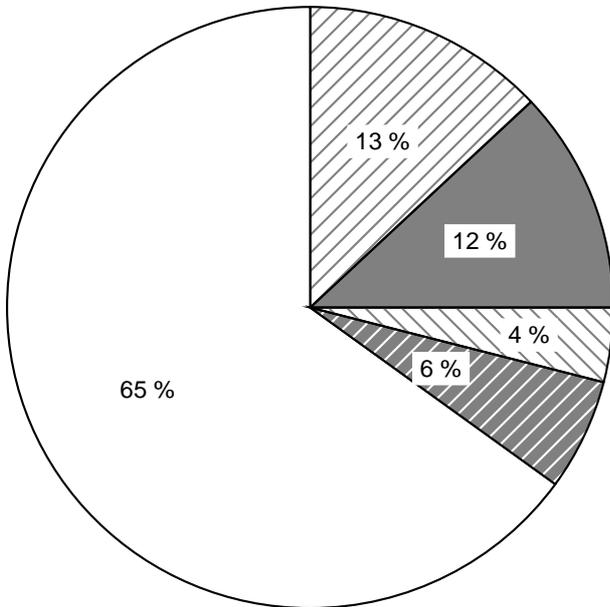
- Support all students to meet the Kindergarten-Year 2 literacy and numeracy targets and always seek to improve the performance of St Joseph's NAPLAN results. Priority met!
- Although St Joseph's has finished its SSNP (Literacy and Numeracy) partnership with the Federal Government, the school believes it is very important to continue the "Multilit" program. The program supports students experiencing difficulty in reading and has been very well received by the school community. The school will not be able to afford to run the program in the same capacity, but sees it as imperative to still provide this program to our struggling children. Priority met!
- The implementation of the TAC-P program: This is an oral language program which has had tremendous reviews and outcomes from another school in the diocese. Money from the schools Literacy and Numeracy plan has been budgeted for the kindergarten teacher to work with a diocesan colleague to gain a stronger understanding of the program, to test St Joseph's children and to have the student's results analyzed by a speech pathologist. Priority met!
- The continued establishment and timetabling of protected literacy and numeracy blocks. Priority met!
- The continued class structure of teaching Literacy and Numeracy in stages. Priority met!
- Continued participating in a children liturgy at Sunday Parish Mass. This was introduced in term 4 2011 and St Joseph's plans to have a children's focus at one Parish Mass each term for 2012. Priority met!
- The implementation of Solar Panels under the Federal Governments

scheme, organised by Penny Wong. St Joseph's has applied for this grant and is confident of succeeding and installing solar paneling in 2012. Priority met! • Through providing quality education for the children

of the Quirindi district the school aims to continue to grow student numbers in 2012. Priority met!

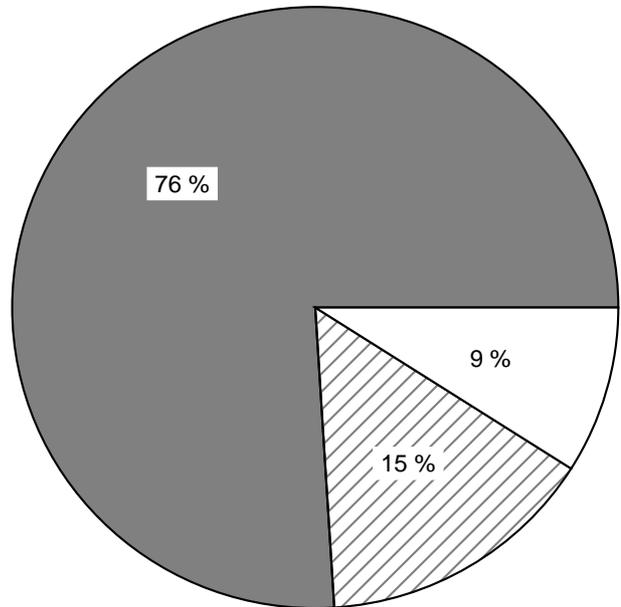
## Financial Statement

### Income



- fees and private income
- ▨ state recurrent grants
- commonwealth recurrent grants
- ▩ government capital grants
- ▧ other capital income

### Expenditure



- salaries, allowances and related expenses
- ▨ non-salary expenses
- capital expenditure

The information in this report has been verified and the priorities endorsed by the Director of Catholic Schools and the school consultant.