

Annual School Report 2018 School Year

St Joseph's Primary School, Walgett



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Principal
John Phillips

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 6828 1060 or by visiting the website at stjosephswalgett.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.

St Joseph's Primary School strives to provide a quality education for its students in a caring environment within the Catholic Tradition. The differences, richness and beauty of all children and cultures are respected and valued. Our prayer is that every child be enabled to learn to the best of their ability and grow to their full potential in the knowledge that God loves them and has created them in his image. We continue to improve in our work as a Learning Community to provide a wide range of academic and cultural activities to give our students the opportunity to achieve in all areas of the Curriculum. Teaching and learning methods are continually evolving as our world changes, and advances in communication and technology place greater demands on the way we provide education. We have school facilities that support these changes and will take us well into the future, as we strive to provide the best Catholic education for our children, particularly in our core learning areas of religious education, literacy and numeracy. I am grateful for the dedication of the staff, the commitment of our families and the support of the parish and wider community.

John Phillips
Principal

1.2 A Parent Message

The St Joseph's School Advisory Council was formed during 2018 to provide the opportunity for parent representatives to support the mission of Catholic education, and to work with the Principal and Parish Priest to provide guidance and support to the wider school community. The Council has provided valuable feedback about the ongoing improvements at St Joseph's, in student learning, wellbeing and the provision of school facilities. The Council looks to forming committees in 2019 to build better networks of support and foster community building.

Sarah Wickman
Chairperson
School Advisory Council

2.0 This Catholic School

2.1 The School Community

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

Last year the school celebrated 100 years of Catholic education.

The parish priest Fr Joe Adriano 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.

The St Joseph's School community came together to celebrate a number of liturgies throughout the year. Whole school Masses were held to celebrate the beginning and end of the school year. We celebrated the feast days of St Joseph, St Mary of the Cross MacKillop, Our Lady Help of Christians, All Souls Day, as well as other important celebrations around Lent, Easter, Advent and Christmas. The Sacramental Programmes were conducted for students to receive Confirmation and the Eucharist. Prayer is a regular part of the school day both in the classroom and at whole school assemblies.

St Joseph's participated in a number of outreach activities involving Caritas, Project Compassion, Catholic Missions, White Ribbon Day and NAIDOC Week activities.

Our Parish Priest regularly visited the school and the school works closely with the parish.

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	21

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	7	8	12	9	11	10	11	68	79
Female	7	12	8	16	13	11	9	76	90



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	86.0%	89.0%	86.0%	85.0%	84.0%	84.0%	82.0%	85.1%

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.	3
2.	Those teachers at the NESA Teacher Accreditation Proficient level.	9
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.	11
6.	Number of staff identifying as Indigenous employed at the school.	5
7.	Total number of non-teaching staff employed at the school.	8

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.

At St Joseph's we promote Gospel Values to act justly, love tenderly and to walk humbly with our God. Throughout the year a number of services promoting the importance of community involvement were attended by the school staff and students. Students take pride in being involved in community events such as World Day of Prayer, ANZAC Day Services, Remembrance Day Services, NAIDOC Week, Harmony Day and White Ribbon Day.

The Yuwaalaraay Language Program helps promote respect and pride for the Aboriginal culture. The program is embraced by all staff and students and has pride of place in our curriculum. Aboriginal students were given an opportunity to participate in cultural identity workshops. Workshops were presented to the students and parents on using social media safely and responsibly.

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

An independent organisation was engaged to survey parents with regards to their level of satisfaction within the key areas of Catholic Ethos, Leadership, General, Teaching and Learning, Resources and the Improvement Process. The School Advisory Council (SAC) was also a source of informative feedback especially in the second half of the year. There was strong agreement that the school is a safe place for the students; that staff take a high interest in the children's wellbeing and learning; and that learning for students is really satisfying and engaging.



Catholic religious identity is seen to be highly promoted in the school. The establishment of the SAC was established in the latter half of the year after the survey was taken and has become an effective body to represent the parents of the school. Support for a renewed positive approach to acknowledge and encourage student achievement and behaviour is on the school's agenda for 2019.

Student Satisfaction

An independent organisation was engaged to survey students with regards to their level of satisfaction within the key areas of Catholic Ethos, Leadership, Teaching and Learning, Resources and the Improvement Process. Students' views are also gathered informally throughout the year. Students expressed strong pride in the school and very positive comments across the areas of learning, safety, pastoral care and the school staff. Students indicated that they would like to see more celebration of student achievements and did not value homework as a way to improve their learning. This feedback will be used to inform planning in 2019.

Staff Satisfaction

An independent organisation was engaged to survey teachers with regards to their level of satisfaction within the key areas of Catholic Ethos, Leadership, Staff Engagement, Resources and the Improvement Process. Teachers' views are also gathered through meetings throughout the year. All areas of teaching and learning, collegiality, professional development, and school leadership, received very positive feedback indicating a high level of satisfaction working at St Joseph's. Teachers agree that it is time to review pastoral care strategies for students who have challenging behaviours and to explore ways to further encourage high student achievement.

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 main focus is building strong skills for literacy and numeracy. Differentiation of the curriculum is a priority so that all students are being catered for at their ability level. Quality learning strategies have been employed to achieve our learning targets.

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. The programs to support Early Stage 1 and Stage 1 learning include Best Start, Pre Literacy, InitialLit, Minilit, and Multilit.

The local Aboriginal language, Yuwaalaraay, is taught to all students. Students are given opportunities to enter national academic competitions including Mathematics, Science and Computing Studies. Aboriginal children have the opportunity to participate in the Wii Gaay Camp which identifies individual students with particular strengths and provides educational experiences that caters for their individual learning styles. A selection of our students participated in the Brain Olympia Workshops held in Narrabri. Students were also selected to be part of the Moorambilla Voices.



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, 25 students presented for the tests while in Year 5 there were 19 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	State	School	State	School	State	School	State	School	State	School
Reading	30.3	16.0	23.9	8.0	22.5	20.0	13.8	8.0	5.9	28.0	2.0	12.0
Writing	15.2	4.0	30.0	28.0	29.5	28.0	15.6	28.0	5.4	8.0	2.9	4.0
Spelling	27.2	8.0	23.6	16.0	21.9	36.0	14.8	12.0	7.6	8.0	3.2	12.0
Grammar and Punctuation	32.1	20.0	24.4	16.0	18.2	8.0	13.2	12.0	7.4	32.0	3.0	8.0
Numeracy	18.4	0.0	23.7	12.5	26.6	25.0	18.8	29.2	8.6	29.2	2.3	4.2

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	State	School	State	School	State	School	State	School	State	School
Reading	16.7	10.5	22.4	5.3	26.6	31.6	20.0	15.8	9.5	21.1	3.3	5.3
Writing	4.0	5.3	12.3	0.0	30.4	10.5	30.3	57.9	14.5	15.8	7.3	10.5
Spelling	15.2	5.3	23.4	15.8	28.2	36.8	19.2	26.3	8.8	10.5	3.6	5.3
Grammar and Punctuation	15.7	0.0	22.3	0.0	28.1	36.8	18.5	26.3	9.3	31.6	0.0	0.0
Numeracy	11.6	5.6	19.2	11.1	29.0	16.7	25.0	44.4	11.1	22.2	2.6	0.0

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	The guaranteed and viable Religious Education curriculum. Student well-being 3. Professional learning teams
Term 2	The Common Good
Term 3	The Literacy Block and differentiated teaching
Term 4	No staff development held this term.

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* stjosephswalgett.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 stjosephswalgett.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 stjosephswalgett.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 stjosephswalgett.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 stjosephswalgett.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

- Daily sustained focus on Literacy including a whole school agreed English Block
- Better tracking of student progress in reading and using data to inform programming
- More explicit teaching of comprehension strategies, vocabulary and fluency
- Improved understanding and practice of modelled, shared, guided and independent reading lessons
- Reading levels in all stages have shown significant improvement, as indicated by assessments, PAT Testing and NAPLAN data
- School Advisory Council has been established
- Scope and sequence of Prayer developed

Priority Key Improvements for 2019

- Whole staff professional learning on Writing using *Big Write* strategy
- Word Study - whole school focus
- Implementation of new NSW Science and Technology syllabus
- Support program to engage at risk students in their learning
- Rich Task - instructional learning strategy
- Pastoral Care and positive behaviours
- Celebrating and encouraging student achievement
- Guaranteed and viable Religious Education curriculum.

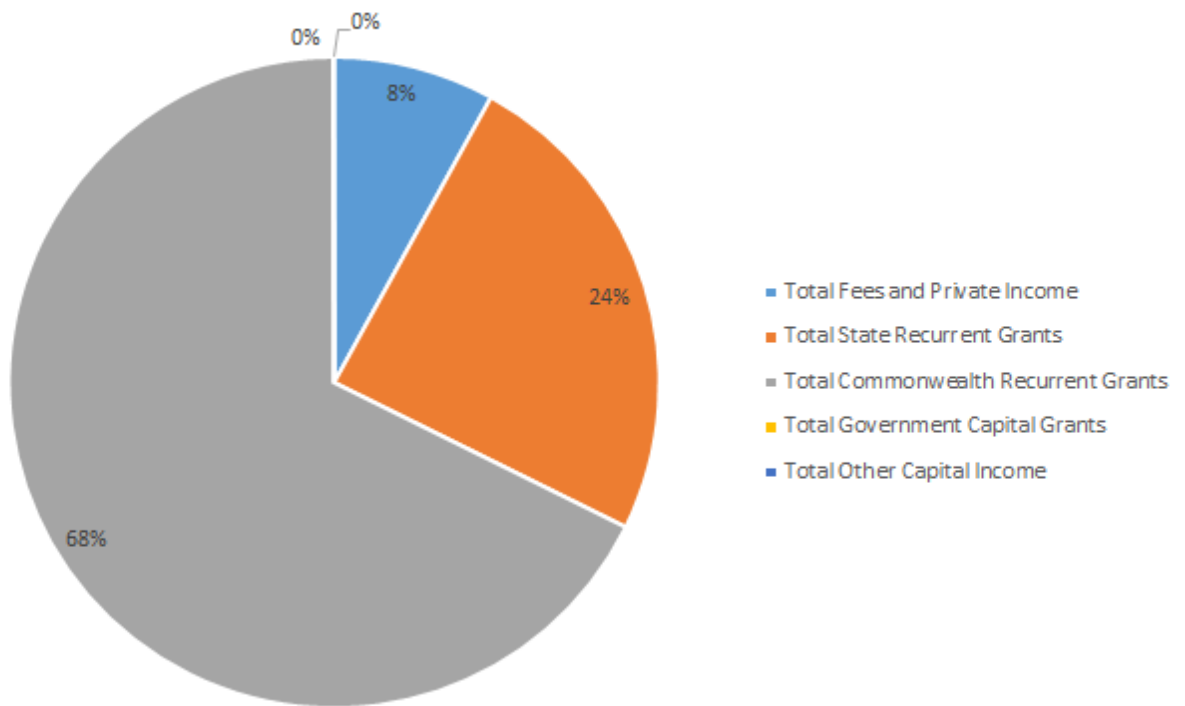
6.0 Financial Information

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, Walgett



2018 Expenditure - St Joseph's Primary School, Walgett

