

# Annual School Report 2019 School Year

St Joseph's Primary School, Warialda



25 Plunkett Street  
Warialda NSW 2402

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<https://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 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 Annual Improvement Plan.

The report demonstrates accountability to the Federal and State Government regulatory bodies, the parish and school community and the CSO. This report, approved by the CSO, 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. It is available on both school and CSO websites by 30 June 2020 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 school's website <https://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 school's student enrolment increase by 50% in 2019. This growth in enrolments can be attributed to the fee relief from the Catholic Schools Office Armidale (CSO), the display of an outdoor banner promoting St Joseph's, a strong focus to promote the school by the School Advisory Council and promotion of school events and the celebration of student success through the school's Facebook page.

During 2019 the Principal underwent the CSO Professional Growth and Development Process and the school experienced the CSO Leadership Team Walk through which followed up on the 2018 school audit.

The school year focused on a number of initiatives as outlined in the school's Annual Improvement Plan (AIP). The school AIP was collaboratively written using SMART Goals guided by the Catholic Schools Office Armidale AIP. The areas targeted were Nurture Our Catholic Identity, Improving Learning and Lead Learning.

In the area "Nurture Our Catholic Identity", the staff of St Joseph's continued to embed the Armidale Diocesan Catholic Principles and Values (CPVs) to their programs and track them across all Key Learning Areas. The CPVs were mentioned at the start of school liturgies and were promoted in the school newsletter.

The Diocesan Faith Formation and Pastoral Care and Wellbeing Framework was introduced to the staff who correlated what the school had been doing under the areas of Spiritual, Academic, Social, Emotional and Physical Pastoral Care. 88% of the staff attended the CSO System Conference in June and 100% of the staff attended a Spirituality Retreat in September.

Improving literacy and numeracy outcomes for all students were the focus areas for the second theme of the AIP, "Improve Learning". At Professional Learning Team (PLT) meetings, the staff ensured that the CSO's Non-Negotiables and Dr Lyn Sharratt's 14 Parameters were being translated into practice in the classroom. The continued embedding of the Gradual Release Of Responsibility Model and the High Impact Instructional Strategy of Accountable Talk were features of Improving Learning in 2019. Support from the school's Cluster Coach saw an improvement in the effectiveness of the Literacy Timeblock. The main drivers of change were the introduction of the Big Write and VCOP (Vocabulary, Connectives, Openers and Punctuation) process, a more explicit focus on small instructional groups and a restructuring of the morning timetable. The focus areas in improving Numeracy outcomes were using assessment data to differentiate learning to meet the needs of the students and the use of stage appropriate mathematical language. This was also a focus of "Lead Learning" for 2019. St Joseph's staff were up skilled in effective literacy practices. The use of contemporary pedagogical practices and new school iPads resulted in the students learning algorithms and coding. The staff used the AITSL Standards For Teachers to develop their Professional Learning Plans (PLPs) and one Early Career Teacher underwent a process of mentoring and lesson observation before successfully submitting her accreditation evidence and gaining her proficiency status.

The effects of the drought became more noticeable as the year progressed. Many families were affected through the loss of income and the school compensated by providing counselling access to students and by promoting mindfulness lessons. There were many opportunities for the students to participate in school, parish, diocesan, local and regional events. Students achieved success in many areas as they worked closely with other small rural schools in sporting, STEAM and cultural activities. A highlight of the year was attending a Sport and Recreation Camp at Lake Keepit with St Joseph's Quirindi and Sacred Heart Boggabri. The decision by the Parents and Friends committee



(P&F) to attend a local camp and support a local bus company was a response to supporting this region in the tough economic reality of the drought. Financial support from the P&F committee and the McIntyre Lions Club helped to offset the camp cost to parents.

The level of parent participation in the life of the school was also impacted this year. The School Advisory Council met throughout the year and the P&F began as an ad hoc committee at the start of the year with a P&F committee being formed in Term 3. A number of successful fund raising events were held following this. A "How To Make Your Own Homemade Pasta" night was a great success with parents, staff, parishioners and townsfolk attending. With the increase in student numbers came four new families and these parents indicated that they would to be involved in committees and working bees in 2020.

The students enjoyed many incursions and excursions in 2019. Among these were visits from the Rural Fire Service, the NSW Department of Fisheries, University of New England Discovery Program, Shell Questacon Science Circus, Life Education, a visit to a theatrical production in the Roxy Theatre in Bingara, the Stage 3 excursion to the Courage To Care exhibit, Beat Of The Bush incursion and participation in Bust The Dust in conjunction with St John's Trangie and Rural Aid. St Joseph's students supported various church appeals and provided outreach through St Vincent de Paul and by visiting the town nursing home, Naroo. They developed dance skills in Term 2 with the support of Dance Fever Multisport and performed at a showcase afternoon. The school year was capped off with the graduation of Year 6 students and a successful Presentation Evening. St Joseph's is grateful for the continuing sponsorship from individuals and community organisations from Warialda.

Joseph Dimech  
Principal

## 1.2 A Parent Message

I would like to thank the new families who chose to enroll their children at St Joseph's Warialda. We may be a small school but we are a part of a big family and we thank everyone who supported us during the year and for attending our Presentation Night to help celebrate the children's year of learning.

The P&F committee had a pretty quiet fundraising year. We tried to have the canteen open as often as we could with the help of volunteers such as mums and nans. In Term 3 we formed a Parents and Friends Committee and held a chocolate fundraiser and our in house MasterChef Sam Quarello volunteered her time to host a "Homemade Pasta Cooking Class". Both of these were very well supported by the school and the community. The funds raised from these events helped subsidise the Years 4 to 6 children to go to Lake Keepit, which I am sure all the children enjoyed. I know I did! The children pushed themselves to the limit by achieving things they never thought they would do, so well done to them for going out of their comfort zones. We can say that we had a pretty successful Camp and it was nice to see our fundraising pay off.

This year has been a very trying time for a lot of families and community members with the ongoing drought. The Parents and Friends Committee thanks everyone who has helped support these events to ensure our children were able to participate in opportunities thrown their way.

Hopefully next year we will see the drought break and with an increase in families the P&F can come up with some new ideas and great fundraisers to continue their support for the children.

Lisa Moore  
Parents And Friends Member  
St Joseph's Warialda Parents and Friends Committee

## 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 115 years of Catholic education.

The parish priest, Fr Thaddeus Ike, 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.

### Liturgical Life

#### Masses And Other Liturgies

St Joseph's students attended school masses and school led Liturgies of the Word each term. Masses were planned in consultation with Fr Thaddeus and the Ordo. This year the students celebrated the following masses: Opening School Year, Ash Wednesday, St Patrick, St Joseph, Our Lady Help Of Christians, The Feast of the Assumption, St Vincent de Paul, All Saints' Day and End of Year and Year 6 Graduation.

The following Liturgies of the Word were celebrated: Holy Week and Easter, Marriage and Family Week, Grandparents, NAIDOC Week, Father's Day, Mother's Day, World Mission Month and Remembrance Day.

Mini Vinnies students visited Naroo, Warialda's nursing home, to participate in the St Vincent de Paul conference led prayer services. St Joseph's students also attended First Friday Rosary, alternating with First Friday Mass on alternate months.

Feast Days are an important part of the faith life at St Joseph's. The school honours and maintains the traditions established by the Sisters of St Joseph and maintains a strong relationship with St Patrick's Parish. Masses were held in St Patrick's Church and liturgies held in the school hall, classroom and under the covered outdoor learning area (COLA).

#### Staff and Student Faith Formation

##### Prayer Life In The School

School prayer is an integral part of daily school life at St Joseph's, with formal and informal prayer times taking place within the classroom and at staff and family events. Formal prayers are taken from the *To Know, Worship and Love* student text books (Kinder to Year 6). Monday morning school assembly begins with the St Joseph's school prayer and Prayer for Rain. Each day begins with Morning Prayer and throughout the day, class and individual prayers are recited as per the prayer scope and sequence. Throughout the week, Stage 3 students lead prayer from the text *Children's Daily Prayers Under The Southern Cross*.

##### Sacramental Programs

St Joseph's supports the parish-based sacramental programs. A team of parishioners is led by Fr Thaddeus to inform parents and prepare the parish children for the sacraments. Each program begins with a parent information session run by Fr Thaddeus and four catechesis sessions. Confirmation is preceded with a talk by the bishop and Reconciliation.

In 2019 three students asked to be baptised. After a series of catechesis lessons, the students and a younger sibling were baptised during Sunday morning Mass on the 30th of March. First Reconciliation and First Holy Communion catechesis took place in June with the children making their Reconciliation on the Feast of the Assumption. First Holy Communion was received on the 25th of August during the 10am Mass.



Confirmation takes place every odd ending year. Catechesis lessons began in August with Bishop Michael Kennedy conferring the Sacrament on the 27th of October.

### **RE Staff Days**

All the staff attended a Staff Prayer Retreat in Term 3. The theme was "Different Ways To Pray: The Prodigal Son - The Merciful Father". This was conducted in lieu of the evening Twilight Prayer meetings. Staff explored and used the Armidale Diocese staff prayer template for prayer during staff meetings.

### **Expression Of The School Motto**

The St Joseph's school motto is "Christ Is Our Model". All children are given the opportunity to learn about Christ and the Catholic Church through Religious Education lessons and regular participation at school masses and liturgies. Prayer centred on Jesus Christ is an integral part of school life. Although the Sisters of Saint Joseph are no longer present in town, St Joseph's maintains regular contact with Sr Petra from Barraba who is the school's living connection with the Josephite tradition.

### **Social Justice and Catholic Charities**

St Joseph's Warialda maintains a strong and active Mini Vinnies team. The outreach, awareness and fundraising programs are founded on the diocesan Catholic Principles and Values as well as Catholic Social Teaching. During Lent the students support Caritas' Project Compassion. Mini Vinnies students promote the St Vincent de Paul Winter and Christmas Appeals at school and through the parish. In October the school focuses on Catholic Mission's World Mission Month. Mini Vinnies visited Naroo, Warialda's nursing home, once a term and the whole school visits in December for a combined churches Christmas Prayer Service.

### **Involvement In Local Community Groups Such As Legacy**

St Joseph's students actively participate and take on leadership roles in local community events. In 2019 the school attended ANZAC Day and Remembrance Day ceremonies and two Stage 3 students represented St Joseph's at the Inverell Legacy President's Lunch. The school also supports Legacy through their colouring in competition.

### **Parish Links**

The school maintains a strong relationship with St Patrick's Parish Warialda and Priest Fr Thaddeus Ike. Fr Thaddeus is an ex officio member of the school's School Advisory Council and he regularly visits the school on his way from morning Mass. The school principal meets with Fr Thaddeus regularly throughout the week and is a member of the Parish Council and Parish Finance Committee. Staff also volunteer to take part in the parish Lenten and Advent programs. St Joseph's offers use of its facilities to the parish, in particular the school hall.

Students in Year 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.

<b>Our School's average result (as a mark out of 50)</b>	
Year 6	24

## **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:

	<b>Year K</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>TOTAL 2019</b>	<b>TOTAL 2018</b>



<b>Male</b>	1	0	0	1	0	0	1	3	4
<b>Female</b>	1	1	2	1	1	1	2	9	10
<b>Totals</b>	2	1	2	2	1	1	3	12	14

## 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 2019 is shown in the following table.

	<b>Year K</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>All Years</b>
<b>Average Student Attendance Rates</b>	86.0%	89.0%	92.0%	86.0%	95.0%	87.0%	93.0%	89.7%

### 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 non attendance 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.	4
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.	4
6.	Number of staff identifying as Indigenous employed at the school.	0
7.	Total number of non-teaching staff employed at the school.	4

## 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. The school models and teaches students about respect and responsibility in a number of ways:

In 2019 St Joseph's staff explored the CSO Armidale Pastoral Care and Wellbeing Framework. They identified the initiatives that the school provides to promote respect and responsibility for all its members. Students at St Joseph's Warialda review and sign their acceptance of the Class Charter at the start of the year, therefore taking responsibility for their own learning. The school provides many opportunities for students to show respect and act responsibly through providing leadership opportunities and performing daily class jobs.

The weekly school awards assembly and flag raising ceremony was used to instill civic pride and a weekly learning reflection on Friday afternoons allowed the students to reflect on their learning and behaviour. This was also used to set the forthcoming week's goals. Promoting Respect and Responsibility was promoted by the Personal Development and Health units as well as through The Catholic Principles and Values.

## 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**

The Parent Satisfaction Survey at St Joseph's Primary, Warialda was undertaken in August 2019. 8 of the 10 parents contacted completed the survey with an 80% completion rate. This is very high considering the size of the school. Parents were asked to express their satisfaction in response to a number of statements, rating them from 0 (low satisfaction) to 3 (high satisfaction). The school average for the Parent Survey was 2.4

The strongest areas of satisfaction were:

- The school is a safe place for my child.
- I would recommend this school to others.
- I am happy with my child's learning progress.
- Catholic religious identity is a high priority in the school.
- This school is well maintained e.g. clean, buildings painted etc.

Parents noted the state of the grass playground as an area for improvement. This is understandable given the situation with drought and water restrictions.

### **Student Satisfaction**

The Student Satisfaction Survey at St Joseph's Primary, Warialda was undertaken by all students in Years 4 to 6 in August 2019. 100% of these students completed the survey. They were asked to express their satisfaction in response to a number of statements, rating them from 0 (low satisfaction) to 3 (high satisfaction). The school average for the Student Survey was 2.7

The strongest areas of satisfaction were:

- I feel accepted by other students at this school.
- I would recommend this school to others.
- The school Principal and other leaders in the school are approachable.
- Our teachers tell us what we are learning and why.
- My teacher helps me to set specific targets to improve my learning.
- I am encouraged to care for others.

In terms of areas for improvement, most students commented that they would like new playground equipment. This area was discussed at a School Advisory Council meeting throughout the year and will be raised as a strategic agenda item for 2020.

### **Staff Satisfaction**

The Staff Satisfaction Survey at St Joseph's Primary, Warialda was undertaken in August 2019. 6 of the 9 staff contacted completed the survey with a 67% completion rate. This is very high considering the size of the school. Staff were asked to express their satisfaction in response to a number of statements, rating them from 0 (low satisfaction) to 3 (high satisfaction). The school average for the Staff Survey was 2.5.

The strongest areas of satisfaction were:



- I get a lot of satisfaction from working in this school.
- I would recommend this school to others.
- I get feedback that helps me to be a better teacher.
- I have opportunities to enhance my students' learning through the use of technology.
- Parent/teacher conferences are helpful at this school.
- There is adequate time for staff to gather and analyse information about students' progress

The staff commented on the need for continual promotion of St Joseph's Warialda to attract more enrollments and grow the school's numbers.

### **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.

Religious Education in Catholic schools is a mandatory KLA included in the curriculum for students in each year group. St Joseph's Primary School is committed to providing a quality education that meets the needs of all students.

St Joseph's Warialda timetables Literacy in the morning time block, Mathematics and Religious Education in the middle time block then all other KLAs in the afternoon time block. The students work in ability based groups for literacy and numeracy and in a K-2 and Years 3-6 group in Religion. They work as a whole group for the other KLAs with a differentiated curriculum. History and Geography are taught for a semester each as multi-staged units.

The staff at St Joseph's Warialda identified the following areas of the 2019 Annual Improvement Plan on which to focus during the year:

- Provide ongoing professional learning for staff, students and parents on Catholic Principles and Values.
- Continued embedding of the CSOs Non-Negotiables, 14 Parameters and Collaborative Inquiry Process.

The refinement of the morning literacy block was the biggest change for staff. Through the support of the school's Cluster Coach, the staff were able to continually monitor and modify its components and focus on improving literacy outcomes of all students. The introduction of the Big Write and VCOP (Vocabulary, Connectives, Openers and Punctuation) process provided more face to face time for the teachers to work with students in small instructional groups. The staff also used the Writing Criterion Scales to moderate the students' writing and they used the data to continually update the Data Wall.

The purchase of new Chromebooks and iPads enabled students to access appropriate technology across all KLAs and was used widely in Mathematics for independent work.

#### **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 1 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 are 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.

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



NOTE: Year 3 has five or less students, consequently the NAPLAN information has been withheld to protect the privacy of the students.

NOTE: Year 5 has five or less students, consequently the NAPLAN information has been 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.

Whole staff development day professional learning activities in 2019 were:

Staff Professional Learning Activity	Date	Presenter
Catholic Schools Office System Conference	11/06/2019	CSO Armidale and Guest Speakers
Staff Spirituality Retreat	06/09/2019	Carmel McCosker
CPR & First Aid Update	12/12/2019	Geraldine Chapman
Literacy Big Write and VCOP PD	05/02/2019	Kerrie Priddis

### 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 Bishops Commission for Catholic Schools 'Enrolment Policy' for schools in the Diocese of Armidale. This policy is available on the school's website <https://stjosephswarialda.catholic.edu.au> and the Armidale Catholic Schools Office website <https://www.arm.catholic.edu.au>.

#### 4.2 Pastoral Care Policy

Jesus Christ and his teachings are the basis of all that occurs at St Joseph's Primary School. Christ's teachings therefore should relate to how staff develop student self-discipline. The school community believes 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. Staff aim to bring this about in the 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 <https://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 <https://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 the 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 <https://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 this 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 the contemporary world. The Catholic Schools Office monitors the implementation of these policies.

*No changes were made to the 'Complaints Handling Policy and Guide' this year.*

*The full text of the school's 'Complaints Handling Policy and Guide' may be accessed on the school's website <https://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 Schools 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.

<b>Key improvements achieved this year</b>	<b>Key Improvements for 2020</b>
<p><b>Nurture Our Catholic Society</b></p> <ul style="list-style-type: none"> <li>• Evidence of the Catholic Principles and Values in teacher programs.</li> <li>• The Catholic Principles and Values embedded in faith formation experiences for students, staff, parents and parishioners.</li> <li>• Exploration of the Faith Formation and Pastoral Care and Wellbeing Frameworks.</li> </ul>	<p><b>Nurture Our Catholic Society</b></p> <ul style="list-style-type: none"> <li>• Catholic Principles and Values made accessible to all staff and parents and explicitly known and understood by all members of the school community.</li> <li>• Wellbeing of staff, students and families.</li> </ul>
<p><b>Improve Learning</b></p> <ul style="list-style-type: none"> <li>• Refined the morning literacy time block to maximise explicit teaching.</li> <li>• Embedded the VCOP process and Big Write method into the literacy block.</li> <li>• Used the Gradual Release Of Responsibility to develop student independence in learning.</li> <li>• Focus on oral communication and reading comprehension.</li> </ul>	<p><b>Improve Learning</b></p> <ul style="list-style-type: none"> <li>• Weekly Big Write tasks and student learning goal setting.</li> <li>• Focus on reading fluency and comprehension.</li> <li>• Use of Critical and Visible Thinking as high impact instructional strategies.</li> </ul>
<p><b>Lead Learning</b></p> <ul style="list-style-type: none"> <li>• The Principal, as instructional leader of the school, built the leadership capacity of all staff.</li> <li>• Used high impact instructional strategies such as Accountable Talk and contemporary pedagogical practices.</li> </ul>	<p><b>Lead Learning</b></p> <ul style="list-style-type: none"> <li>• Use of multi-staged and differentiated units of work to implement the NSW Curriculum,</li> <li>• Year focus on Aboriginal Education through the support of the school's Aboriginal Education Assistant.</li> </ul>
<p><b>Sustain Our People</b> Not identified in 2019.</p>	<p><b>Sustain Our People</b></p> <ul style="list-style-type: none"> <li>• Recruitment of suitably qualified staff.</li> </ul>
<p><b>Create the Right Environment</b> Not identified in 2019.</p>	<p><b>Create the Right Environment</b></p> <ul style="list-style-type: none"> <li>• Migrating from office administration package SAS to Compass.</li> </ul>

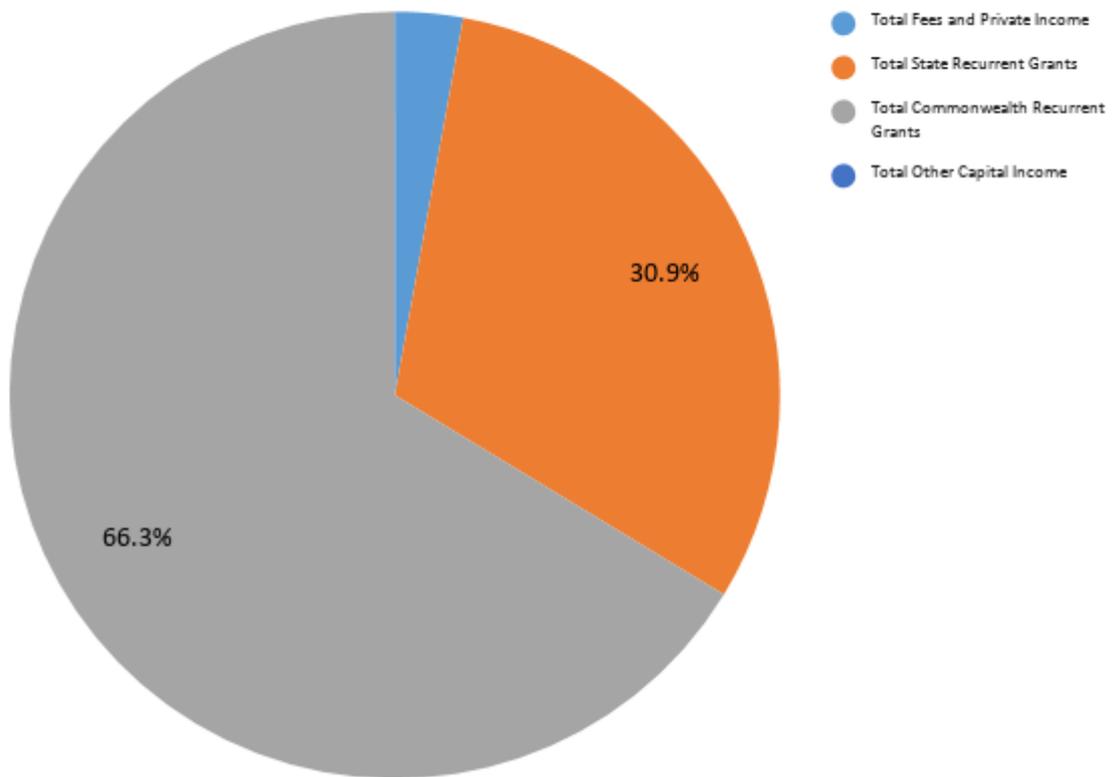
## 6.0 Financial Information

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 2019 is presented below:



2019 Income - St Joseph's Primary School, Warialda



2019 Expenditure - St Joseph's Primary School, Warialda

