

# Annual School Report 2019 School Year

St Nicholas Primary School, Tamworth



143-149 Carthage Street  
Tamworth NSW 2340

Phone 02 6766 1462  
<https://stnicholastamworth.catholic.edu.au>

Principal  
John Clery

## **About this report**

St Nicholas 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 6766 1462 or by visiting the school's website <https://stnicholastamworth.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 Nicholas Primary School is indeed blessed to have such dedicated and enthusiastic people supporting the school.

St Nicholas Primary School is a community that places Jesus at the forefront of everything it does which creates:

- A school community which is proud to relentlessly focus on student learning.
- A school community which understands that if we want students to reach their potential, staff must be lifelong learners and commit to being better at their job tomorrow than they were today.
- A school community with a results orientation.
- A school community which believes a collaborative culture is an essential ingredient to success.
- A school community which is committed to the wellbeing of all and through its Manners Matter initiative is determined its students will graduate not just as academic learners with 21st century skills, but as value adding citizens we can be proud of.
- A school community which can rightly claim to being an authentic Catholic Professional Learning Community.

In 2019 the St Nicholas Leadership Team made enormous strides in bringing the school Annual Improvement Agenda to life. It became far more than a document created at the start of the year and reviewed at the end. By consistently challenging each other to provide evidence of goals, targets and strategies, it has led to achievements that the school community can be very proud of. Five of which I will share with you:

- The new St Nicholas Mission Statement, launched on the 6th December keeps our Catholic identity at the forefront, ensuring connections between Jesus, the Kingdom and the daily life of the school. It reflects a school that believes a quality education involves far more than the acquisition of knowledge. It reflects a school that is committed to working with parents and experts, to provide each child with the greatest opportunity to reach their vast potential. Our mission statement reflects a school which has bravely embraced change and acknowledges we must educate children for a world that is their future, not the world their parents have experienced.
- The school continues to tighten the 120 minute uninterrupted literacy block. Improved timetabling provided us with the opportunity to cover the crowded English curriculum. The focus on the learning delivery of spelling and guided reading ensures students are provided with the very best pedagogical practices.
- The introduction of a more consistent approach to oral language and writing in Years 1-4 has led to students creating pieces of writing with far greater depth and creativity. Students are now writing for enjoyment. They are supported to eloquently express their ideas and beliefs in their own critical and creative way. We look forward in 2020 to the Big Write and VCOP methodology being rolled out school wide.
- 2019 saw the barrier of the Peel River broken, with staff encouraged to work collaboratively and alongside their peers from St Joseph's West Tamworth and St Edward's South Tamworth. Not only is this approach far more productive, it is to the benefit of all three schools.
- The creation of the St Nicholas School Band and employment of a specialist Music teacher for all our students. All St Nicholas students deserve the opportunity to not only learn and enjoy music to a high level, but also to perform. This is now a reality.

St Nicholas Primary School has every right to be proud of a wonderful 2019!



John Clery  
Principal

## **1.2 A Parent Message**

As we draw to the end of the decade, St Nicholas still looks the same from the outside. Inside, school change is welcomed and unending. Whilst the curriculum, pedagogy, human resources and physical appearances of the buildings change, the function of the school in providing the best learning opportunities for our children remains. The School Advisory Council (SAC) now replaces the School Board and works with Fr Chris, the school executive, teacher and parent representatives to actively discuss the strategic direction and financial position of the school. The SAC continues to assist the school in striving to deliver our goals including a love of learning ('veritas'). The newly released mission statement will guide the delivery of quality education into the next decade.

This year brought significant change to the operation of St Nicholas with John Clery taking up the role of school Principal from Stefan van Aanholt. We welcome John into the role and are very grateful for the service and leadership Stefan offered during his tenure. With gratitude we farewell Felicity Penman, retiring from active service and Lisa McSweeney obtaining a role in the executive at St Edward's Primary School. Teachers are a key asset for the St Nicholas community and we, through the SAC, thank all the teachers at St Nicholas for their service and wish them the best in their endeavours not only within the school but beyond.

On reflection, St Nicholas does look better from the outside. The addition of the parent and friends funded synthetic grass is a great example. The facilities have also been renewed, refreshed, refurbished, developed, expanded and modernised. Thank you all for your support.

The SAC will continue in 2020 to discuss, debate and deliberate on the options and direction of the school, supporting our executive, parish, parents and school pupils. Finally, a special thanks to all who contribute to the education of our children.

Brendan George  
Chairperson  
School Advisory Council

## **2.0 This Catholic School**

### **2.1 The School Community**

St Nicholas Primary School is located in Tamworth and is part of the St Nicholas Parish which serves the communities of Tamworth and surrounding areas, from which the school families are drawn.

Last year the school celebrated 80 years of Catholic education.

The parish priest, Fr Christopher Onuekwusi, is involved in the life of the school.

### **2.2 Catholic Life and Religious Education**

St Nicholas 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 school continued to incorporate the Catholic Principles and Values statements mandated by Bishop Michael Kennedy into the programs for all Key Learning Areas. The Parish Priest Father Chris Onuekwusi visited the school on a weekly basis. Father Chris administered Reconciliation to Years 3 to 6 once a term and regularly spent time in all classrooms engaging with students.



Throughout the year the Sacramental Programs of Penance, First Holy Communion and Confirmation were offered and delivered to students in Years 3 and Year 6. Parents and other family members participated through meetings and home programs. The Sacrament of Confirmation was supported with a retreat that was attended by St Nicholas Parishioners, Bishop Michael Kennedy, teachers and candidates.

With the support of Father Chris, the school celebrated four Feast days and special events. These included the Opening School Mass, Ash Wednesday Mass and the Feast of Saint Joachim and Anne for Grandparents Day. All parents, families and friends were invited to attend these masses and parents, students and staff participated in a variety of ministry roles.

Each term there were opportunities for families to attend Family Mass on the first Sunday of the month at St Nicholas Parish.

Daily prayer continued for staff, students and parents with school leaders leading the school community in prayer at assemblies and special events. Weekly memo meetings, staff meetings, term School Advisory Council meetings and Parents, Teachers and Friends meetings also began with prayer. Another part of the prayer life of the school was the opportunity offered to pray the Rosary during the month of October. Prayer was included in each edition of the school's newsletter.

On the 6th December 2019 the school launched a new Mission Statement. The St Nicholas Mission Statement keeps our Catholic identity at the forefront, ensuring connections between Jesus, the Kingdom and the daily life of our school. It reflects a school that believes a quality education involves far more than the acquisition of knowledge. It reflects a school that is committed to working with parents and experts, to provide each child with the greatest opportunity to reach their vast potential. Our mission statement reflects a school which has bravely embraced change and acknowledges that children must be educated for the world that is their future, not the world their parents have experienced.

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 Nicholas 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 2019	TOTAL 2018
<b>Male</b>	43	46	41	51	43	40	38	302	285
<b>Female</b>	41	42	47	32	33	50	43	288	260
<b>Totals</b>	84	88	88	83	76	90	81	590	545

### 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.

	Year K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	All Years
<b>Average Student Attendance Rates</b>	93.0%	93.0%	92.0%	92.0%	92.0%	92.0%	92.0%	92.3%

### **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**



<b>Teacher Qualifications / Staff Profile</b>		<b>Number of Teachers</b>
1.	Those teachers at the NESA Teacher Accreditation Provisional or Conditional level.	1
2.	Those teachers at the NESA Teacher Accreditation Proficient level.	35
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.	26
6.	Number of staff identifying as Indigenous employed at the school.	0
7.	Total number of non-teaching staff employed at the school.	19

## 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:

St Nicholas promotes respect and responsibility by focusing on Catholic Principles and Values. This is particularly evident through the 'Manners Matter' initiative, ensuring students are taught, encouraged and reminded on a regular basis to display behaviour that is polite and courteous. This includes though is not limited to:

- standing up to let an adult or elderly person sit down.
- looking a person in the eye when you shake hands.
- saying 'excuse me' when you walk in front of someone.
- addressing people by name.
- saying "please" and "thank you".
- being patient and selfless - letting someone go in front of you or picking up something for another person.
- holding a door open for another person and saying thank you to another person when they hold a door open for you.

These are just a few of 'life's little lessons', but they are taught and modeled each day by teachers and students.

St Nicholas Primary School regards good manners as showing respect for other people. It also shows how we demonstrate respect for our own good standards of behaviour. Manners are a habit and so become part of the makeup of the school. They are a thread intentionally woven throughout the fabric of St Nicholas Primary School.

An extensive student leadership program is in place at the school which seeks to support students develop their skills and sense of responsibility.

The school continued an association with Real Talk, educating and supporting students and families with the dangers of the internet and social media. This was well supported by the school community.



Throughout the year students and staff contributed generously to social justice appeals, including St Vincent de Paul and Caritas. Citizenship awards were presented at fortnightly whole school assemblies, while outstanding citizenship was recognised at the Annual Presentation Evening.

## **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**

Of the parents surveyed, 313 completed the survey, a 52% completion rate which is considered excellent. In all areas of the survey parents rated the school in the 2-3 point scale range which was very pleasing. The highest commendations from the parent community were for:

- The school is a safe place for my child
- I would recommend this school to others
- I am happy with the school facilities
- The school is well maintained

Parents were also given the option to expand on their commendations and express concerns, through a written response. This data is important in helping the school plan for the following year as well as addressing pressing concerns as soon as possible.

### **Student Satisfaction**

Of the students surveyed, 137 completed the survey, a 55% completion rate which is considered excellent. In all applicable areas of the survey, students rated the school in the 2-3 point scale range which was very pleasing. The highest commendations from the student community were for:

- I would recommend this school to others
- All of my teachers encourage me to do my best
- I regularly use technology at my school
- I am encouraged to care for others

Students were also given the option to expand on their commendations and express concerns, through a written response. This data is important in helping the school plan for the following year as well as addressing pressing concerns as soon as possible.

### **Staff Satisfaction**

Of the staff surveyed, 53 completed the survey, a 98% completion rate which is considered excellent. In all areas of the survey, staff rated the school in the 2-3 point scale range which was very pleasing. The highest commendations from the staff community were for:

- I get a lot of satisfaction from working in this school
- I would recommend this school to others
- The school is well maintained
- My school encourages a climate conducive to staff professional learning and improvement in practice





- I am provided with opportunities to improve my teaching practice
- I participate in professional learning conversations
- I have opportunities to enhance my students' learning through the use of technology

Staff were also given the option to expand on their commendations and express concerns, through a written response. This data is important in helping the school plan for the following year as well as addressing pressing concerns as soon as possible.

### **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 Nicholas Primary School is committed to providing a quality education that meets the needs of all students.

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The school provides an educational program based on and taught in accordance with the New South Wales Education Standards Authority (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 is a mandatory KLA for Catholic schools and is included in the curriculum for students in each grade.

#### **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, 82 students presented for the tests while in Year 5 there were 90 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 Nicholas 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 Nicholas 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	16.5	4.9	26.2	34.6	18.5	24.7	15.5	14.8	6.7	4.9	1.8	0.0
Writing	15.1	16.3	38.7	37.5	28.7	28.8	12.1	15.0	3.8	0.0	0.8	1.3
Spelling	24.3	11.1	26.3	37.0	17.0	27.2	6.1	11.1	3.1	3.7	0.9	0.0
Grammar and Punctuation	4.1	16.0	10.9	25.9	18.7	25.9	12.0	12.3	6.3	2.5	2.4	0.0
Numeracy	12.8	16.0	24.3	25.9	29.4	27.2	19.8	19.8	6.7	6.2	2.6	1.2

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	10.5	12.5	27.4	27.3	32.6	33.0	16.0	18.2	8.5	4.5	2.3	2.3
Writing	3.5	5.7	10.9	19.3	30.8	29.5	36.7	29.5	11.6	9.1	6.5	6.8
Spelling	7.9	14.8	21.6	29.5	30.4	36.4	24.7	14.8	9.1	3.4	3.0	0.0
Grammar and Punctuation	8.4	11.4	17.5	19.3	27.5	22.7	24.9	30.7	11.9	8.0	3.7	3.4
Numeracy	4.0	8.0	13.0	12.5	37.8	43.2	30.4	25.0	10.0	5.7	2.1	1.1



### 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
System Conference: Mission, Learn, Care	12/06/2019	Catholic Schools Office: Armidale
System Conference: Mission, Learn, Care	11/06/2019	Catholic Schools Office: Armidale
Learning spaces designed to support the Gradual Release of Responsibility: Thornberg's Theory	19/12/2019	Shelly O'Sullivan and Amanda Doyle
Curriculum Direction for 2020: Literacy Block, Big Write & VCOP and PDHPE	20/12/2019	Shelly O'Sullivan & Amanda Doyle
Making Learning Visible: How are we going? How do we know? Where to next?	29/01/2019	John Clery

### 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://stnicholastamworth.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 Nicholas 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 Nicholas 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://stnicholastamworth.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://stnicholastamworth.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://stnicholastamworth.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://stnicholastamworth.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.



Key improvements achieved this year	Key Improvements for 2020
<p><b>Nurture Our Catholic Society</b> Faith formation:</p> <ul style="list-style-type: none"> <li>• Deepened Catholic Identity and Culture</li> <li>• Up-skilled staff in their capacity to teach Religious Education</li> <li>• Implemented of the Faith Formation Framework</li> </ul>	<p><b>Nurture Our Catholic Society</b> Under the School Improvement pillar of Faith Formation, St Nicholas will have three sandstone blocks of school improvement:</p> <ul style="list-style-type: none"> <li>• Implementation of revised Mission Statement throughout the school community</li> <li>• Engaging Religious Education Teaching &amp; Learning Programs (Deepen Catholic Identity and Culture: Looking at our Founders)</li> <li>• Continued implementation of the Faith Formation Framework</li> </ul>
<p><b>Improve Learning</b> A Relentless Focus on Learning:</p> <ul style="list-style-type: none"> <li>• Student demonstrated growth in their learning and identify areas for improvement</li> <li>• All teachers maximised the delivery of curriculum specifically within the Literacy Block</li> </ul>	<p><b>Improve Learning</b> Under the School Improvement pillar of A Relentless Focus on Learning, in 2020 St Nicholas will have three sandstone blocks of school improvement:</p> <ul style="list-style-type: none"> <li>• Implement teaching &amp; learning methodologies to improve student reading and writing</li> <li>• Structure learning spaces to support the Gradual Release of Responsibility</li> <li>• Upskill teacher capacity (through professional dialogue and engagement with data) to improve student literacy results</li> </ul>
<p><b>Lead Learning</b> Collaboration:</p> <ul style="list-style-type: none"> <li>• Enhanced a deeper understanding of education through collaboration both within St Nicholas Primary School and the Diocese</li> </ul>	<p><b>Lead Learning</b> Under the School Improvement pillar of A Relentless Focus on Learning, St Nicholas will have three sandstone blocks of school improvement:</p> <ul style="list-style-type: none"> <li>• Implement teaching &amp; learning methodologies to improve student reading and writing</li> <li>• Structure learning spaces to support the Gradual Release of Responsibility</li> <li>• Upskill teacher capacity (through professional dialogue and engagement with data) to improve student literacy results</li> </ul>
<p><b>Sustain Our People</b> Wellbeing:</p> <ul style="list-style-type: none"> <li>• Continued to foster the wellbeing of staff and students at St Nicholas Primary School for optimum teaching and learning</li> </ul>	<p><b>Sustain Our People</b> Under the School Improvement pillar of Wellbeing, St Nicholas will have three sandstone blocks of school improvement:</p> <ul style="list-style-type: none"> <li>• Create an inclusive environment for staff and students that fosters wellbeing in the work and learning spaces</li> <li>• Staffroom refurbishment and creation of designated PLT Room</li> <li>• Enhancement of learning spaces to maximise learning, student and teacher capacity and enjoyment of learning</li> </ul>



Key improvements achieved this year	Key Improvements for 2020
<p><b>Create the Right Environment</b> Wellbeing:</p> <ul style="list-style-type: none"> <li>Continued to foster the wellbeing of staff and students at St Nicholas Primary School for optimum teaching and learning</li> </ul>	<p><b>Create the Right Environment</b> Under the School Improvement pillar of Wellbeing, St Nicholas will have three sandstone blocks of school improvement:</p> <ul style="list-style-type: none"> <li>Create an inclusive environment for staff and students that fosters wellbeing in the work and learning spaces</li> <li>Staffroom refurbishment and creation of designated PLT Room</li> <li>Enhancement of learning spaces to maximise learning, student and teacher capacity and enjoyment of learning</li> </ul>

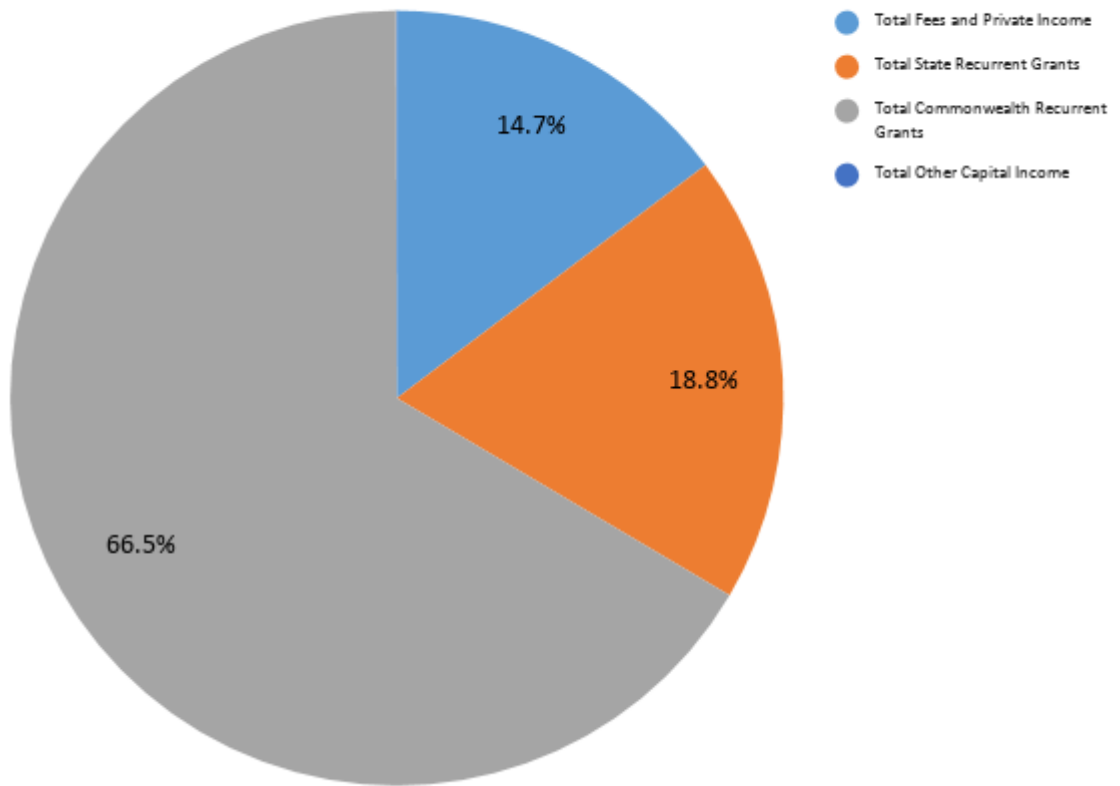
## 6.0 Financial Information

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 Nicholas Primary School, Tamworth



2019 Expenditure - St Nicholas Primary School, Tamworth

