

St Joseph's Parish School Gladstone

School Performance Report 2019



Our School is committed to sharing aspects of our school performance with the parent/carer community. All Catholic Schools are required to prepare an Annual Report on school performance for their parents and the community each year as a requirement of the Schools Assistance Act 2088. This requirement is additional to the publication by ACARA of data on the MySchool website. With this in mind, and with our commitment to providing you with information about our school, we are pleased to present this report to you.

St Joseph's Parish School Gladstone

St Joseph's Parish School in Gladstone is committed to helping all children achieve their personal best by offering high quality, faith-centered education programs, with an array of resources, including modern technology and facilities for the arts and sports. Our new school was opened in 2010 thanks to the Building the Education Revolution funding and the hard work of the school community. This facility was built to enable 21st century pedagogy, the use of integrated ICTs and to give the school and community a large gathering space. 'Community' is a strong value within the culture of St Joseph's Parish School. The buildings take advantage of several environmental initiatives, incorporating plenty of natural light and ventilation and using solar panels and rainwater tanks. All learning areas are equipped with interactive televisions or whiteboards, large coloured pin-board display areas and wireless access for laptop computers.

St Joseph's Parish School promotes the values and teachings of Jesus Christ in catering for the educational needs of all children from Reception to Year seven. The school promotes educational excellence and develops the whole child in a caring, safe and welcoming environment. Support is provided by a wide range of people who are enthusiastic about making a difference to the development of each individual student. We encourage the growth of responsible behaviour choices and develop a sense of belonging in our community based upon values of trust and mutual respect.

The school works in partnership with a School Board and Parents and Friends Committee to ensure that every student in our care is given the best possible opportunities to achieve in the future. There is a strong emphasis on Religious Education and while embracing the Catholic tradition, the school is respectful of the beliefs and needs of all students.

St Joseph's has small class sizes and offers extra help to children who need support with their daily program. We provide children in the early and primary years with reading assistance through programs such as Reading Recovery and Reading Doctor. The middle year's students are supported with numeracy through the QuickSmart program. All students' progress is monitored carefully and teachers program according to each student's individual needs and learning style.

School Context Information - 2019

School Type		Primary								
School Sector		Catholic – Non-Government								
SES		88.0								
ICESA Value										
School Card		12								
2019 Enrolments by Year level			Rec	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7
		Boys	3	2	3	2	3	2	2	6
		Girls	10	4	3	1	3	2	3	5
		Total	13	6	6	3	6	4	5	11
2019 Enrolments Catholic/Non-Catholic		Male Catholic		Male Non-Catholic		Female Catholic		Female non-Catholic		
		6		18		9		21		
FTE Enrolments		54								
% Indigenous enrolments		2 = 3.70%								
%Students with disabilities (funded)		5 = 9.26%								
Staffing		Teaching				Non-Teaching				
Male		2 FTE		0 Part Time		0 FTE		1 Part Time		
Female		1 FTE		4 Part Time		0 FTE		5 Part Time		

Teacher Qualifications

Bachelor	7
Graduate Certificate	1
Masters	1 currently completing

Student Attendance

Year Level	Term 1	Term 2	Term 3	Term 4
Reception	94.17%	91.13%	90.97%	92.66%
Year 1	95.60%	92.53%	95.58%	86.74%
Year 2	94.97%	91.84%	91.67%	93.80%
Year 3	93.71%	87.15%	92.86%	91.86%
Year 4	90.57%	93.58%	90.99%	89.53%
Year 5	95.50%	87.70%	86.99%	91.76%
Year 6	97.64%	89.32%	91.46%	89.95%
Year 7	97.17%	87.67%	89.05%	95.25%
Total Average	94.91%	90.12%	91.20%	91.44%
			Total Average School %	91.92%

Managing Attendance

- Parents are requested to either send a note or write a note in the student's diary to the teacher following a student's absence.
- The Office will notify the teacher through the staff trays of any telephone messages received from parents advising of a student's absence.
- If a teacher senses a student is absent for insufficient reason this should be discussed with the Principal.
- Absence notes are to be sent to the Office by the teacher to inform Administration and Principal.
- A note to the student's teacher on the day concerned suffices for doctor, dentist or other appointments when they cannot be made outside of school hours. Students must be collected from the classroom or teacher on duty, signed out as they leave, and signed back in when the child returns.
- Extra-ordinary absences - permission for absence for family holidays, sporting or club commitments should be discussed with the Principal.
- In Term 3 of 2015 we switched student management systems to CeSIS. If students are late for school this is to be marked electronically on Csis and the Principal notified of any consistent lateness. Through CeSIS a text message will be sent to parents
- Arrival at school after 8.50am – parents to bring the student to the Office for signing in. If a student arrives after 9.30am they will be marked as ½ day absent.

NAPLAN Results

Students in years 3, 5 and 7 participated in the NAPLAN Testing. Due to our small numbers in each year level the results are not always indicative of major trends or patterns. We are generally pleased with the students' progress. The NAPLAN Test is one way of collecting data. We also use a variety of other ongoing assessment tools which provide us with relevant and meaningful data of student performance.

YEAR 3	No. of Students Participating 2019	2017 % who achieved the National Minimum Standard	2018 % who achieved the National Minimum Standard	2019 % who achieved the National Minimum Standard	Mean Score 2017	Mean Score 2018	Mean Score 2019
Reading	3	100	100	Na	371	426.9	Na
Writing	3	100	100	Na	385.4	376.3	Na
Spelling	3	100	100	Na	349.6	422.2	Na
Grammar and Punctuation	3	100	100	Na	385.1	412.4	Na
Numeracy	3	71	100	Na	348.6	410.6	Na

YEAR 5	No. of Students Participating 2018	2017 % who achieved the National Minimum Standard	2018 % who achieved the National Minimum Standard	2019 % who achieved the National Minimum Standard	Mean Score 2017	Mean Score 2018	Mean Score 2019
Reading	3	60	Na	Na	443.7	Na	Na
Writing	4	70	Na	Na	409.2	Na	Na
Spelling	3	60	Na	Na	408.3	Na	Na
Grammar and Punctuation	3	70	Na	Na	406.5	Na	Na
Numeracy	3	80	Na	Na	433.2	Na	Na

NAPLAN Results (continued)

YEAR 7	No. of Students Participating 2019	2017 % who achieved the National Minimum Standard	2018 % who achieved the National Minimum Standard	2019 % who achieved the National Minimum Standard	Mean Score 2017	Mean Score 2018	Mean Score 2019
Reading	11	100	100	82	551.3	556.5	521.5
Writing	11	100	89	64	520	547.7	447
Spelling	11	100	78	73	535	527.2	471
Grammar and Punctuation	11	100	89	82	569.6	564.5	486.8
Numeracy	10	100	100	70	587.1	586.6	521.8

Parent Satisfaction

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
St. Joseph's gives daily witness to Christian values	12	3			
St. Joseph's shows compassion and understanding for individual circumstances	12	3			
Teachers at St. Joseph's expect my child to do their best	10	5			
Teachers at St. Joseph's provide my child with useful feedback about their school work	11	4			
Teacher's at St Joseph's treat students fairly	9	6			
I can talk to my child's teacher about my concerns	9	6			
Teachers at St Joseph's motivate my child to learn	12	3			
My child is making good progress at St Joseph's	11	4			
My child's learning needs are being met at St Joseph's	8	7			
St Joseph's supports my child's social and emotional development	10	5			
My child feels safe at St Joseph's	9	5	1		
St Joseph's facilities and grounds are well maintained	11	3	1		
My child likes being at St Joseph's	9	6			

Student Satisfaction

	Strongly Agree	Agree	Disagree	Strongly Disagree	I don't know
I like coming to St Joseph's	20	14			2
My teachers expect me to do my best	25	11			
My teachers provide me with useful feedback about my progress at school	19	13		1	3
Teachers at St Joseph's treat students fairly	16	13	3	1	3
St Joseph's is well maintained	20	10			6
I feel safe at school	19	13	4		
I can talk to my teachers about my concerns	16	17			3
St Joseph's takes students' opinions seriously	14	15		2	3
My teachers motivate me to Learn	21	12			1
St Joseph's gives me opportunities to do interesting things	21	10			5

Staff Satisfaction

Staff attend weekly staff meetings to discuss matters and raise issues to be dealt with. Staff also have a contact officer who they may approach with concerns. Staff participate in ongoing performance appraisals where they can share their professional challenges and successes. This is also an important part of their professional development as part of our school. In 2018 anecdotal notes were kept after principal and staff interviews as an indication of staff satisfaction.

School Income

GOVERNMENT	
STATE GOVERNMENT	\$223219
FEDERAL GOVERNMENT	\$838544
OTHER	
TUITION (incl. LEVIES)	\$83975
OTHER (interest, donations, Catholic Ed.)	\$26708



2019 ANNUAL SCHOOL IMPROVEMENT PLAN

(Using Continuous Improvement Framework for Catholic Schools)

St Joseph's Parish School

PRINCIPAL ENDORSEMENT: _____

BOARD CHAIR ENDORSEMENT: _____

This Key Direction focusses on: Domain 1 – Catholic Identity			Targets: By the end of 2019: <ul style="list-style-type: none"> We will have developed a strategy for revitalising Staff Spirituality We will have more of an understanding of “Laudato Si” with possible implication for our school 		
Goals	Strategies	Responsibility	Resources	Success Indicators	Evidence
<i>(What are we trying to achieve?)</i>	<i>(What actions will we take to achieve our goals and targets?)</i>	<i>(Who will lead this?)</i>	<i>(What human and financial resources will we need?)</i>	<i>(How will we know we have been successful?)</i>	<i>(What data will we need to measure achievement of our goals?)</i>
1.2 Catholic Social Teaching The school demonstrates a commitment to ecological conversion	-Commitment to reading “Laudato Si”	-Principal -REC	-Helen McKeough -Laudato Si		-Did not occur
1.4 Religious Education Teachers will receive in-service on the new “Crossways” document	-REC to receive information and pass on to staff. -Devote Staff Meeting time to Crossways.	-Principal -REC	-Crossways Document -Helen McKeough - RE team in Adelaide		-Crossways implementation has begun
1.5 Faith Formation Provide opportunities for staff to build their knowledge and understanding of the Catholic Faith, Including Scripture and Theology.	-Work with Kate Ordon - develop a “Where to from here strategy?”	-Principal -School Staff -School Board -REC	-funds for Kate -work with Helen McKeough	-there will be a plan developed for future	Worked with Kate Ordon again Plan for future PD to be developed

This Key Direction focusses on: Domain 3 – Strong Leadership			Targets: By the end of 2019: <ul style="list-style-type: none"> A culture of high expectations, innovation, inquiry and improvement is developed 		
Goals	Strategies	Responsibility	Resources	Success Indicators	Evidence
<i>(What are we trying to achieve?)</i>	<i>(What actions will we take to achieve our goals and targets?)</i>	<i>(Who will lead this?)</i>	<i>(What human and financial resources will we need?)</i>	<i>(How will we know we have been successful?)</i>	<i>(What data will we need to measure achievement of our goals?)</i>
3.2 Setting Directions A culture of high expectations, innovation, inquiry and improvement is developed	-teachers are committed to the improvement of teaching through professional development, collaboration, ongoing review and feedback.	-principal -leadership team -teachers	-professional development costs - release time for staff -collaboration with nearby Catholic schools	- we will have a plan/structure/methodology developed for how to best teach at St Joseph's Parish School, Gladstone	-Engage with Asia -Mark LeMessurier – resilience School Chaplaincy -Nurturing Well Being in School Communities -Sounds Write -First Aid -PASMAT maths -NCCD Training -Naplan Coordinator training -Inquiry Learning

This Key Direction focusses on: Domain 6 – Effective use of Data.			Targets: By the end of 2019: <ul style="list-style-type: none"> Data analysis for all individual children 		
Goals	Strategies	Responsibility	Resources	Success Indicators	Evidence
<i>(What are we trying to achieve?)</i>	<i>(What actions will we take to achieve our goals and targets?)</i>	<i>(Who will lead this?)</i>	<i>(What human and financial resources will we need?)</i>	<i>(How will we know we have been successful?)</i>	<i>(What data will we need to measure achievement of our goals?)</i>
6.2 Analysis and interpretation of data -Teachers build their skills in analysing and interpreting a broad range of student achievement, wellbeing, assessment and achievement data	-continue with “Well-Being survey” -Capabilities of Scorelink further explored -Pat and Naplan data utilised better	-Principal -Teaching Staff	-Staff Meeting time		Improvements and learnings have occurred – an ongoing process though

This Key Direction focusses on: Domain 8 – Strong home, school, community engagement.			Targets: By the end of 2019: <ul style="list-style-type: none"> A clear plan for ongoing community engagement 		
Goals <i>(What are we trying to achieve?)</i>	Strategies <i>(What actions will we take to achieve our goals and targets?)</i>	Responsibility <i>(Who will lead this?)</i>	Resources <i>(What human and financial resources will we need?)</i>	Success Indicators <i>(How will we know we have been successful?)</i>	Evidence <i>(What data will we need to measure achievement of our goals?)</i>
8.2 Community Engagement Schools establish ongoing strategic relationships with the parish, government and non-government agencies, community groups, businesses and other educational providers to enhance learning opportunities and outcomes for all students	-set up consistent visits to Willochra Home -engage with St Vincent De Paul more	-REC -Principal -teachers			Have continued these visits, not consistent yet

This Key Direction focusses on: Domain 9 - Effective administration and resourcing.			Targets: By the end of 2019: <ul style="list-style-type: none"> • 5 yr. plan developed • Our back building development completed 		
Goals <i>(What are we trying to achieve?)</i>	Strategies <i>(What actions will we take to achieve our goals and targets?)</i>	Responsibility <i>(Who will lead this?)</i>	Resources <i>(What human and financial resources will we need?)</i>	Success Indicators <i>(How will we know we have been successful?)</i>	Evidence <i>(What data will we need to measure achievement of our goals?)</i>
9.2 Infrastructure and Physical Resources The school demonstrates effective stewardship of finances, resources and facilities focused on meeting identified needs and future demands	-5yr plan developed	-Judy/finance officer -Principal			5 year financial plan has been completed
9.3 Infrastructure and Physical Resources The school uses its physical environment and facilities to inspire and maximise learning	-Developing back building. -Having been through the approval process. Now time to get the building works commencing and completed	-Principal -School Staff -School Board	- to be determined	-building completed	The building development has been held up with building quotes being higher than expected and change of CEO overseer.

ST JOSEPH'S PARISH SCHOOL COMMUNITY GLADSTONE

**Mr. Martin Hayes
PRINCIPAL REPORT
SCHOOL BOARD & PARENTS AND FRIENDS**

18th March 2020

To the community of St Joseph's Parish school, I take this opportunity to present my School Board Annual General Meeting, Principal's report for the 2019 year.

To Jason Hanley, Fr Brian Mathews, Monsignor Arthur Hackett, and the members of the School Board, thank you for your continued support, leadership, guidance, wisdom and patience.

To Kristy Hanley and the members of the Parents and Friends Committee, thank you for your time, talents, hard work and contributions in the many aspects of daily school life as well as local community events. The parents who donate their time for our Parents and Friends are very dedicated and passionate about St Joseph's and we are lucky to have you.

As a school community we experienced so much throughout 2019 and I will now reflect on some of the highlights.

FAITH AND RELIGIOUS EDUCATION

At the end of 2018 Mrs Ellie Stacey resigned as a staff member of St Joseph's so with very little options I resumed the position of Religious Education Coordinator (REC) and did this for the whole year.

In 2019 the Port Pirie Diocese chose the theme "Peace Be With You". This theme was reflected upon in prayer, liturgies and Masses throughout the year.

At St. Joseph's Parish School, we continue to embrace opportunities to celebrate our Catholicity. There have been many times throughout the year that we have come together as a Catholic community to celebrate and share our faith. As a community we have participated in class masses and celebrated special

feast days such as St Joseph's day and the Feast of Saint Mary of the Cross MacKillop. It is through the coming together as a community of believers that we are able to strengthen our relationships with each other and with God and build a strong faith community here at Gladstone.

There has been continued support from parents through the attendance of families at whole school masses and class masses. As a Catholic School, our Religious Education Programs focus on giving children practical knowledge of the Catholic religion through scripture and teachings of Catholic traditions. The children experience stories of Jesus as a model of how we can witness the Word of God in our lives.

Throughout the year there have been a number of occasions in which our school has been asked to show generosity to those in need. As always, the response from members of our community has been one of generosity. Project Compassion continued to be a strong focus for our school during Lent, St Vincent DePaul were overwhelmed with the gifts we were able to provide from our "Giving Tree" and during Catholic Education Week we were able to raise funds for Catholic Missions. All of these experiences gave great attention to the importance of 'giving' rather than 'receiving'.

I would also like to acknowledge the work that our parish priests do for our school. Fr Leon Quinn and his replacement Fr. Brian Mathews and to our priest in residence, Monsignor Arthur Hackett.

Some of the events of 2019 include the following:

- Engaging the services of Kate Ordon to spend a day with the staff discussing Scripture.
- We celebrated St Joseph's Day with a mass and shared lunch to which family were invited.
- We were able to raise a considerable amount of money (considering the size of our school) for Caritas Australia and Catholic Missions – These were as a result of the hard work of our staff, students and families
- We sent senior students to the Chrism Mass in Port Pirie
- We celebrate beautiful Class and School Masses
- We celebrated Catholic Education Week with the rest of the Port Pirie Diocese.
- Martin continued "Building Nests in the Mustard tree".
- Introduced the New Crossways Curriculum.

TEACHING AND LEARNING

Our teaching staff for 2019 were Principal/REC – Mr. Martin Hayes, Upper Primary – Mr. Shane Arbon, Middle Primary – Miss Camilla Growden, Junior Primary – Mrs. Jaimie Clark and Mrs. Alex Flannery, Specialists – Mrs. Jo Harslett, Mrs. Alanna Wardle and Mrs. Gay Growden

In 2019 we continued to improve our planning and programming with particular focus on the needs of teachers working with the Australian Curriculum in a school with composite classes of up to three year levels. We have continued to look at our pedagogical practices and built upon our understandings of Inquiry Learning and how that assists our staff in delivering the curriculum to our students. We continued to utilise the “Seesaw” app, a tool that gives families a great insight into how their child/ren’s learning is going in real time.

The highlight of the year was again our production “Robin and the Sherwood Hoodies” – always a fantastic experience for staff and the community.

Some of the other highlights of the year include:

- Our children experienced a wide variety sporting opportunities, including: SAPSASA sports, Catholic Carnivals, MNSEC, Gladstone High School Sports Day, use of the Southern Flinders Sporting Complex and our own Sports Day.
- We had a visual presence in the Gladstone Art exhibition and Laura Folk Fair.
- We continued with a specialist Science teacher
- We took the school on a whole school excursion to see the musical “Aladdin”

COMMUNITY AND PASTORAL CARE

St. Joseph’s is very fortunate to have so many people who have contributed to our many achievements during 2019. I extend my sincere thanks and gratitude to all School Board members, Fr Leon Quinn and then Fr Brian Mathews, Greg Page, Jo Harslett, Craig Mitchell, Charlotte Rushworth, Andrea Scott, Kim Barberien, Kristin Nicolson, Abbie Arbon, Jason Zohs and led by the Board Chair Mr Jason Hanley. I take this opportunity to thank all our Board members for their support and dedication to our school. In particular I would like to make special mention of Greg Page who served on the Board from 2010. Thank you all for your wonderful contribution to our Board, your time involvement and particular skills have been much appreciated.

Our Parents and Friends Committee were again very productive and active in their fundraising efforts last year, raising approximately \$10000, this amount is so very much appreciated. I would like to express my appreciation to the small group of regular parent representatives; Kim Barberien, Andrea Scott, Phillipa Davidson, Abbie Arbon, Monica Richards, and led by Kristy Hanley. All of the fundraising and catering events organised last year are due to the commitment of such a dedicated and hardworking group and to the parents that support them through providing goods and/or services.

I thank all our parents for their commitment to our school and for their crucial support of our home/school partnership. Everyone who has volunteered throughout the year demonstrated commitment to our school through action and service. Without this support we would not be able to achieve all that we do with our students.

OPERATIONS AND MANAGEMENT

In 2019 we had plans drawn up for redesigning the brick building. This went to tender but the price came back a lot higher than expected. The progress on this development has slowed due to pricing and change over of Catholic Education team members, but we are hoping to see something develop in 2020.

Some of the highlights in our Operation and Management for 2019 include:

- Continuing internal painting schedule
- Relaced all laptops in Upper Primary class

In closing I would like to thank our students. It is our students who remind us of why we come to our school each day. They have provided us with many memories and brought much joy into our days. It is the students that we put at the centre of all decisions being made at St Joseph's and I feel we do this well.

I thank all of the St Joseph's Parish community for helping to make this past year a positive and memorable one. I thank you all for your support, understanding, cooperation and patience.

God Bless

Martin Hayes

“Thriving people, capable learners, leaders for the world God desires”