



Catholic
Schools Office
DIOCESE OF MAITLAND-NEWCASTLE

ANNUAL SCHOOL REPORT

2015

SERVICE † LEADERSHIP † JUSTICE
Together in Christ



St Joseph's Primary School, KILABEN BAY

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About the Annual School Report

St Joseph's Primary School is registered by the Board of Studies Teaching and Educational Standards NSW (BOSTES) as a member of the Catholic system in the Diocese of Maitland - Newcastle.

The Annual School Report provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. The Report describes achievement of school development in 2015 and gives information about 2016 priorities.

This Report is a legislative requirement under the Schools Assistance Act, 2008.

The information in this Report is complemented by the Catholic Schools Office website and school websites where other publications and newsletters can be viewed or obtained.

Messages from Key School Bodies

Principal's Message

It is my pleasure to present the 2015 Annual School Report for St Joseph's Catholic Primary School, Kilaber Bay. The report presents an overview of the school's achievements, events and activities in the past year.

St Joseph's Catholic Primary School, Kilaben Bay is a Catholic co-educational K-6 systemic school in the Diocese of Maitland - Newcastle. Our Catholic identity is interwoven throughout the curriculum and extra-curricular life of the school.

Our Catholic school focuses on the faith formation of young people and educates them through the use of the diocesan Religious Education curriculum. We recognise parents/carers as the primary educators of their children – in both faith and life – and invite them into a close partnership with the school in maximising the talents and gifts of their children.

The foundation of the Catholic school is based upon developing and promoting knowledge and understanding of our Catholic story, its traditions, rituals, experiences and teachings.

St Joseph's is a well organised school and enjoys a proud reputation in the local and wider community. Clear procedures and regular communication is promoted by myself and staff which is appreciated and affirmed by parents, students, parish and the wider community.

School life is centred on the school's Vision and Mission Statements and the school motto of "Love One Another", which is strongly reinforced in daily life at St Joseph's. Our school's core values are respect, responsibility, honesty and learning. These values are displayed prominently around the school. We value rich learning, not only in an academic sense, but in the growth and development of the whole child. We strongly profess Gospel values for our students, parents, staff and all who make up our community. The school reflects a strong commitment to social justice.

Quality teaching and learning is our core business. Our school enjoys an outstanding reputation as an environment of high quality learning and teaching. The school is embracing learning technologies as tools of the digital age and encourage students to take responsibility for their own learning in a supportive and nurturing partnership with parents. We strive to resource our classrooms as innovative and supportive learning environments that reflect contemporary and differentiated teaching and learning. As we believe each child is different, we work towards nurturing and enhancing the unique gifts and talents of each child. Academically the school continues to reflect excellent results and the children continue to give their personal best.

The extent of our school's successes and achievements will be evident to you as you read this report. I commend the 2015 Annual School Report to you, copies of which are available from the school website.

Leigh Peacock

Principal

Parent Body

The school is fortunate to have an active and dedicated P & F team. Our goal is to work in unison with the Principal, teachers and families of St Joseph's Primary School and Parish.

The P & F communicate with the school community via monthly meetings, regular updates in the school newsletter, separate P & F newsletters and the school notice board. Communication with the parish was via the monthly meetings with a delegate of the parish attending.

In the past year the P & F has remained focused in improving the school environment and strong sense of school community spirit. We have had some great social activities for the children and families. We have committed funds to improving school resources and support all school policies.

The P&F welcomes all new Kindergarten parents on their child's first day with a welcome morning tea in the school hall. We arranged social events such as fundraising discos for the children. The canteen also holds BBQs and supplies catering for special events, such as the Father's Day Breakfast, St Joseph's Day and the Year 6 Farewell, which this year coincided with the School Disco at the end of the year.

In the past year the P&F Executive has constantly liaised with our Principal, Mr Leigh Peacock, who has always been supportive and enthusiastic and dedicated to the P&F reaching realistic goals. The P&F held a number of fundraisers during the year, such as Bunnings BBQ, Entertainment Book and school discos. We also coordinated fundraising events such as the school's Easter Raffle and Mother's and Father's Day Stalls and the morning tea for the Kindergarten Orientation in November.

During 2015 the P&F donated funds contributing to the purchase of new classroom desktop computers across the school. P&F also contributed financially to the Year 2 Swimming Program and the Year 6 Farewell.

The P & F is financially responsible for the running cost of our school canteen, embracing a healthy canteen policy and our canteen is allergy friendly.

Bradley Fuller

President

St Joseph's Parents & Friends Association

Student Body

In 2015 our school continued our student leadership model with the election of six school captains and eight sports captains. These leadership roles were recognised with each student receiving a respective badge at the 2015 Student Leaders Induction Liturgy early in Term 1. The captains organise and lead the school assembly every Monday and every Thursday fortnight. They also represented the school at official functions. In 2015 this included community events such as Catholic Schools Week Mass, St Paul's School Opening Mass, ANZAC Day. Mission Mass, Year 12 Graduation Mass at St Paul's High School Booragul and the Diocesan Primary Young Leaders Day at St Patrick's Primary School Lochinvar.

The student leaders are an important link in communication between students, teachers and parents. They discuss school issues with the Principal and present ideas to communicate the needs of the children.

SCHOOL FEATURES

History of the school

St Joseph's Primary School, Kilaben Bay is a K-6 co-educational school in the Toronto district and surrounding suburbs. In 1984, the church and adjacent primary school were relocated from Toronto to a new site at Kilaben Bay, a few kilometres to the south, ensuring that children and teachers at St Joseph's enjoyed the advantages of modern classrooms in an environment conducive to learning.

The culture of St Joseph's Primary School is one of shared values and a commitment to quality Catholic education. School life is centred on the school's Vision Statement and the school motto of "Love One Another", which is strongly reinforced in daily life at St Joseph's. Children educated at our school will grow in understanding and appreciating the core values of respect, responsibility, honesty and learning.

Our school is entering an exciting phase of planning to completely rebuild our school on our current site in the near future.

Location/Drawing Area

St Joseph's Catholic Primary School is located at 140 Wangi Road, Kilaben Bay on the western shores of Lake Macquarie in the Diocese of Maitland-Newcastle. We are situated in the Lower Hunter region of New South Wales. St Joseph's is in the Lakes region of Catholic schools in the Maitland Newcastle Diocese along with ten other Catholic schools in the region.

We cater for Kindergarten to Year 6 students in the Toronto district and surrounding suburbs. Our children are drawn from our parish of St Joseph's Toronto including the local suburbs of Toronto, Kilaben Bay, Carey Bay, Coal Point, Arcadia Vale, Wangi Wangi, Buttaba, Rathmines, Awaba, Woodrising, Blackalls Park, Fishing Point, Bolton Point, Fennell Bay and Teralba.

At the completion of their primary schooling students progress onto St Paul's High School, Booragul to complete their secondary education.

Catholic Identity and Mission

Catholic Imagination and Spirituality

St Joseph's is clearly identified as a Catholic School in the local community. Our Catholic identity is well known and is foundational to who we are in our community. It is woven into the fabric of school life here at St Joseph's. Our Catholic identity is reflected in all areas of curricula and every aspect of school life. The sense of Christian community present at St Joseph's is evident by the caring and supportive attitude of staff members and a willingness to promote the school motto of "Love One Another" in everyday school life.

Many visible signs in the school also identify St Joseph's as a Catholic School. Our school proudly displays a sacred space in the school entrance foyer. A beautifully painted school cross with indigenous themes was proudly hung in our new school hall in 2010, commemorating 25 years at Kilaben Bay. Every classroom creates a visible sacred space with religious icons and symbols. Our Core Values and School Motto are displayed proudly on banners, boards and posters throughout the school.

Our religious celebrations and services incorporate the creation of a sacred space through story and symbol.

Family, Parish and Diocesan evangelising and catechesis

St Joseph's is a vital part of the parish. The partnership between the parish and school supports student faith formation in the Catholic tradition. The school communicates with the parish through parish bulletins, school newsletters, formal meetings between REC, Principal and School and Parish Leadership Team. The principal is a member of the Parish Pastoral Council and attends meetings once a month and members of the executive attend Parish planning sessions and an annual School/Parish Executive lunch. The school staff regularly attend parish events and the parish are invited to school liturgies, Masses and special events. The REC liaises with the Parish staff in planning Parish/School liturgical celebrations. Our student leaders and the Principal/REC attend Diocesan Masses and ANZAC Day /Remembrance Day Community Services. Mar parishioners assist with the LAP program facilitated by our Pastoral Worker. Our school and parish host the annual Ecumenical Way of the Cross in our parish grounds. "Conversations about Catholics" will be introduced in 2016 for parents/parishioners to meet informally to talk about Catholic tradition and rituals, the sacraments and prayer.

Christian Discipleship

St Joseph's staff has regularly and enthusiastically participated in Staff Spirituality Days.

Staff participated in a Spirituality Day at Souths Leagues Club, facilitated by Father Richard Leonard, SJ. The focus of the day was "Why Bother Praying". Weekly staff prayer takes place every Friday morning. The annual Regional Principals' Regatta retreat was held this year during Term 2 and executive members took part in Spirituality Retreats during 2015.

In Term 1 our school captains, accompanied by a staff member and parents, attended the Diocesan Primary Young Leaders Day at St Patrick's Primary School Lochinvar.

Staff are rostered on to prepare Staff Prayer each Friday morning. Regular updates of Spirituality courses and retreats are advertised in staffroom. Each year we invite Richard Cootes to the school for our Mission Fun Day presentation. Our Year 6 students are vitally involved in organising stalls for this day, with all fundraising going to Catholic Mission.

In addition, our school community raised \$3901.50 to support two members of our diocesan community who were experiencing life changing health issues.

Religious Education and Curriculum

St Joseph's implements the Diocesan K-12 Religion Syllabus. Religion is timetabled for 150 minutes per week and units include curriculum differentiation and a variety of learning activities to encourage deep knowledge and thinking and creative responses. Stage 3 have implemented the new RE units and all teachers in Stage 3 and ES1 have been inserviced. Year 6 students participated in the CEO Religious Literacy Test. After analysis of the data the areas in need of development were identified and following consultation with staff at staff meetings some strategies to improve Religious Literacy results have been

implemented. New bibles and resources have been purchased and new resources will be purchased with the RE budget in 2016. The children enjoy sharing quality work in Religion and successes are celebrated. Posters, crucifixes and visuals to develop Religious Literacy are displayed in class and are available on staff share. Prayer is a focus in every class. Students participate actively in Liturgy and are taught the responses and the order of the Mass.

Initiatives Promoting Respect and Responsibility

An integral part of our “Positive Behaviours for Learning” framework is the integrating of our four school core values: respect, responsibility, honesty and learning. Safety is an additional value that is focused on. Every week there is a theme based on our core values that the school community focuses on. The school reinforced these core values and statements by creating professional message boards around our school campus.

Catholic Mission is the main focus of our school’s social justice initiatives. The children initiate and organise fundraising activities with an emphasis placed on giving in order to help those less fortunate. In 2015 the school raised \$4628 for charities - Catholic Mission, Caritas Project Compassion and St Vincent de Pau Society. The school has developed a reputation for its outstanding generosity and fundraising. This is demonstrated by assistance, both financial and practical, to members facing difficult circumstances. In 2015 our school community responded wholeheartedly in supporting a number of families in times of need. Our school community raised \$3901.50 to support two members of our diocesan community experiencing life changing health issues.

Student Profile

The table below shows the number of students in each of the categories listed.

LBOTE*	SWD*	Indigenous
16	21	7

*Language Backgrounds Other Than English (LBOTE); Students With Disabilities (SWD)

Enrolment policy

St Joseph's Primary School follows the guidelines provided by the Catholic Schools Office *Enrolment Policy 2013*. This Enrolment Policy has been devised in order to accommodate the needs of families seeking a Catholic education. It aims to set direction for school procedures and practices for enrolling students into Catholic Primary and Secondary Schools within the Diocese of Maitland-Newcastle and to establish a common, consistent approach in enrolment practices and assist the system of Catholic schools to provide schooling, where possible, for all Catholic children who seek enrolment, cater for the individual needs of each child equitably within the constraints of the available teaching and material resources and to encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

Copies of the Policy are available from the school, or from the Catholic Schools Office website. Parents concerned about school fees should ensure they make contact with the school. Diocesan provisions (including standard discounts for those with a Health Card) exist to help in this area, and the Principal can also exercise discretion where genuine need exists.

Actual Enrolments 2015

Scholastic Year	Number of Students
K	39
Year 1	36
Year 2	43
Year 3	43
Year 4	38
Year 5	46
Year 6	57
Total	302

Student Attendance - K to 6 - PDF

Percentage of student attendance by Year level and school average for 2015

K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	School Average
94	92	92	90	93	91	90	92

Managing Student Non-attendance

Regular attendance at school is essential if students are to maximise their potential. Schools, in partnership with parents and guardians, are responsible for promoting the regular attendance of students. The compulsory years of schooling is age 6 to 17. Principals and school staff, in consultation with students and their parents, will usually be able to resolve issues relating to non-attendance. While parents should be reminded of their legal obligations under the Education Act, (1990), the welfare of the student must be the focus of this consultation. The most effective means of restoring and maintaining regular school attendance includes sound attendance monitoring practices and regular follow-up of unexplained absences by contacting parents promptly. Resolution of attendance difficulties may require a range of additional school based strategies including student and parent interviews, reviewing the appropriateness of the student's educational program, development of a school-based attendance improvement plan, referral to the school counsellor or outside agencies and support from school - based personnel. If a range of school-based interventions has been unsuccessful, support may be requested by referring individual cases of unsatisfactory attendance to the Catholic Schools Office.

Pastoral Care and Wellbeing

Student Welfare Policy

Student Welfare is incorporated into the school's Pastoral Care, Bullying, Child Protection and Special Needs Policies.

Class teachers play a key role in the care and support of students. Strategies such as weekly Merit Awards, Courtesy Awards, Principal's Awards and Birthday cards at Assembly and in the school newsletter promote positive opportunities and recognition for both academic and extra-curricular achievements.

During the year staff updated their CPR qualifications.

The school's Pastoral Care Worker (PCW), continued in 2015 with the aim of continuing to strengthen and nurture the relationship between families and the school, especially students with identified needs through the Class Parent Network (CPN) and Learning Assistance Program (LAP). In 2015 we launched the Kids Matter initiative to support mental health and well being.

The school also has a comprehensive Kindergarten Orientation process. The Kinder and Year 6 "buddy system" is an integral part of the assimilation of new students to the school.

In 2015 the "Good for Kids, Good for Life" program continued in the school. This program initiated and promoted healthy eating and physical activity in children at St Joseph's.

Discipline Policy

St Joseph's Primary School continued to adopt a Whole School Approach to bring about positive behaviour, using the "Positive Behaviour for Learning framework [PBL]. This approach has a strong emphasis on *teaching appropriate behaviours* and providing systems of support to bring about these positive behaviours.

PBL is focused on proactive strategies for defining, teaching, and supporting appropriate student behaviours to create a positive school environment. The aim of PBL is to actively teach and reinforce desired behaviour while implementing consistent, reasonable, mostly positive intervention to address challenging behaviours. Preserving and building child's self-esteem and image as well as encouraging self-monitoring of behaviour are vital components of the positive approach.

The Principal and staff clearly inform students and parents of student expectations and school rules. Parents work closely with the teaching staff through effective communication, consistency of approach and positive reinforcement, including weekly "Courtesy" Awards, with the 'Act of Kindness' Awards Program continuing.

St Joseph's aims to provide a safe and supportive environment for student learning.

The full text of the School's Student Discipline Policy may be accessed on the School's website or at the administration office.

Anti-Bullying Policy

Catholic schools have the responsibility to promote cultures of trust, cooperation and respect in the lived experience of the Catholic Christian setting. Bullying in a school mitigates such a culture and inhibits the development of positive relational outcomes for the common good of students, teachers and caregivers. *St Joseph's Primary School Anti-Bullying Policy* is reviewed regularly and is available on the school website.

Complaints and Grievances

The school has formal written protocols in place to address complaints and grievances. These protocols are in line with the Complaints and Grievances Resolution Policy (2013), developed to provide a consistent approach for all Diocesan schools. This policy aims to address the concerns of Parents / Carers and the wider community. These concerns may include children's learning, behaviour and welfare, school organisation and management, student health and safety issues.

A copy of this policy and the informative parent brochure is available from the school office, school website or is available on the Catholic Schools Office website.

School Improvement

School Improvement Plan

Below were the focus areas for St Joseph's Kilaben Bay 2015

- Implementation of the the RE Curriculum Units ES1.
- To develop, finalise and implement whole school Scope and Sequence documents for English, Mathematics and ICLT.
- To develop a collaborative PLC environment with Staff Meetings that focus on professional development and schedule frequent PLT meetings to embrace effective planning, assessment and programming.
- To improve student outcomes in Literacy and Numeracy with a focus on Comprehension and Writing.
- To prioritise the implementation of the BOS Science and History Syllabus Documents.
- Provide professional learning using the Focus on Reading Strategies to implement strategies to improve the area of Comprehension.
- Assessment Data to be recorded on Staff Drive and used to articulate targets for informed teaching and student tracking.
- Develop teachers Professional development in Co-Coaching and other areas to promote High Quality Teaching and Learning and develop the capacity to lead.
- Develop teachers awareness of the AITSL Standards for Proficient Teachers.

School Academic Priorities

Key improvements achieved this year	Key improvements for next year
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<p>Staff worked with Leading teacher in Maths and English in collaboration with CSO Teaching and Education Officer to establish whole school Scope and Sequence documents. Staff have used these documents to successfully map learning across the curriculum K-6. The Maths Scope and Sequence is detailed and new terminology or focus areas were highlighted to distinguish differences between old and new syllabus documents. The English Scope and Sequence document encompasses a balanced approach to literacy instruction throughout the Grades K-6.</p> <p>CSO ICT Education Officer worked in collaboration with staff to establish an ICT Software Scope and Sequence which complements Curriculum Maps K-6 to develop ICT skills. Staff members participated in rich, quality discussions with the CSO ICT Education Officer. Staff were up-skilled in software requirements for software relating to programs assigned to their grades/stage.</p>	<p>To implement tracking of students along the Learning Continuum. In the area of Literacy we will the focus on the area of Comprehension for 2016. Teachers will plan and incorporate Focus on Reading Strategies to assist students in achieving outcomes and moving along Continuum clusters. Teachers will work with the Leading teacher and in PLT's to create quality teaching and learning activities and assessment tasks. In particular, addressing students at risk and/or achieving at high levels and not progressing further. Future professional development and PLT dialogue will focus on differentiation to meeting the learning needs of such students.</p>
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<p>Staff established regular Professional Staff Meetings and PLT Meeting times with the focus on improving student outcomes in the areas of Literacy and Numeracy with a focus on developing consistent approach to planning and assessment.</p> <p>Literacy</p> <p>Five staff members were trained in Focus on Reading through out 2014 and 2015. This knowledge was then passed on the staff members during a dedicated Professional Development Day with the goal of all staff implementing strategies in class programs and with the intention to improve comprehension results across the school. This was evident in the PAT Comprehension Assessment results conducted in November, with many students achieving a consistent level of improvement by One- Two Stanines across grades 1-6.</p> <p>Numeracy</p> <p>A number of staff attended professional development days facilitated by CSO personnel, Catherine Attard and Doug Clarke. From this valuable learning, information was delivered to staff members during Wednesday Professional Development Meetings with the goal to include strategies into class programs and pedagogical instruction.</p>	<p>Improved student achievement in the area of English with particular focus on Spelling and improved student achievement in Maths all areas as per NAPLAN analysis. During 2016 St Joseph's will look at establishing a Spelling and Grammar and Punctuation Scope and Sequence K-6. Teachers will work with CSO personnel, and in PLT's to review current Spelling resources and Syllabus documents to create a Scope and Sequence that caters for all grades across the school.</p> <p>The Leader of Maths and other staff members will attend a variety of Professional Opportunities to develop the pedagogical practice of delivering the Mathematics curriculum. Staff will review NAPLAN results to establish areas of concern. Particular attention will be given to catering for high achievers in the areas of Numeracy.</p>
<p>Teachers were given the opportunity to enhance knowledge around the AITSL Standards. Teachers engaged in professional dialogue relating to standard requirements. CSO Personnel conducted a Professional development session to inform teachers requirements. A number of staff participated in the GROWTH Coaching Course at a Leadership and Peer level. Staff Meeting time was allocated to inservice all staff members and introduce the Co-Coaching and other areas to promote High Quality Teaching and Learning and develop the capacity to lead. Staff members were introduced to the practice of Co-Coaching to improve teacher planning and instruction.</p>	<p>Preparation and Professional Development for the COSI (Continuum of School Improvement) review of English and Mathematics in Term 3. Work with CSO Personnel to prepare documentation. During 2016 staff will collaboratively plan and instruct from the new History and Geography Syllabus documents and align with the School Scope and sequence in this area. CSO will provide HSIE Syllabus professional learning during Term 1. Throughout Term 2 teachers will work through programming and COSI requirements.</p> <p>School Principal, Assistant Principal and selected staff members will attend Gifted and Talented Professional Development opportunities in order to address the needs of catering for students identified as gifted. All staff will attend the Re-framing Learning Conference in July. This Professional Development opportunity will facilitate staff in developing areas of need in planning and curriculum delivery with the intention to improve student achievement across the school.</p>

Academic Achievements

St Joseph's values and encourages academic achievement through participation in a variety of tests and competitions. The Year 6 Debating Team participated in the Lakes Regional competition. Opportunities were also provided for children in grades 3-6 to enter various national academic English, Maths and Writing competitions with some outstanding results. In 2015, strong achievements were reflected in NAPLAN with imminent growth in a number of areas. The results were indicative of the emphasis that the school has placed on Literacy and Numeracy. The results indicate a high standard of academic excellence at St Joseph's.

In Term 3, a group of children from grades 4-6, participated in 'Tournament of the Minds', at the University of Newcastle, receiving the 'Spirit of TOM Award'. Another group of senior students took part in The Science and Engineering Discovery Day at the University of Newcastle. This group achieved the Championship Award. Book Week, the theme being "Books Light Up Our World", was celebrated during Term 3 across the whole school with a Book Fair, Character Parade, shared class activities and morning tea.

Students across all grades participated in the Premier's Reading Challenge under the guidance of the Teacher-Librarian. In 2015, the school continued its technology plan to embrace learning technologies as tools of the digital age and to encourage students to take responsibility for their own learning. Our school's Technology Centre has continued to be a valued resource centre, with students and their teachers utilising the facility on a regular basis.

Cultural achievements

A variety of excursions were undertaken by classes. These included visits to the Hunter Life Education Centre, Newcastle Harbour, Glenrock State Recreation Area, Wetlands, Fighter World, The Australian Reptile Park and the Civic Theatre. The Year 5 Camp was held at Outdoor Education, Morisset, and Year 6 had an excursion to Canberra visiting Old and New Parliament House, the Electoral Education Centre National Science and Technology Centre (Questacon), Institute of Sport and the National Museum of Australia.

Several incursions also occurred in 2015. Aaron Blabey, author & illustrator, visited the school prior to Book Week, presenting various workshops to the school K-6, Brainstorm Productions presented 'The Protectors', an anti-bullying presentation for Grades K-6. A presentation for Year 5 studying Antarctica was conducted by Chris Olsen, an Antarctic explorer. Stage One completed Term 4 units of work with a visiting clown performer and Early Stage One enjoyed a visit from Joel the Magician.

The School Band continues to grow in numbers and performed at the local Nursing Homes towards the end of the year and received heartfelt thanks from the residents.

Sporting achievements

St Joseph's has an active sports program that begins at class level through compliance with mandatory requirements for Physical Education each week. The infants had a skill based program in 2015 involving circuits, gross motor and fitness activities.

The school had an annual swimming and athletics carnival that provided pathways to representative level. Opportunities are also provided for skilled athletes to reach representative level in a variety of sports. Opportunities were provided for senior primary children to participate in a number of district skill and sports days including rugby league, football and netball.

A visit from the Rugby Union and AFL provided opportunities for skills development. A Senior Boys and Junior Boys team participated in the Lakes Football Gala Day. A team of Senior Girls, Senior Boys, Junior Girls and Junior Boys were also involved in the Netball Gala Day.

A whole school approach to gymnastics was continued as a priority this year. Weekly 40 minute lessons were provided during the first eight weeks of Term 1. In Term 2, the SMASH Program was implemented K-6 as was a Dance program in Term 3. Year 2 participate in a two week intensive swimming program.

Student Achievements

Performance in National Testing

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for student in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. An analysis of these results assists School planning and is used to support teaching and learning programs.

The tables below show the percentages of students who achieved particular skill bands in numeracy and the aspects of literacy. The School results shown are compared to students nationally. Literacy is reported in four content strands (aspects): Reading, Writing, Spelling, Grammar and Punctuation. Numeracy is reported as a single content strand.

NAPLAN RESULTS 2015		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	90.70%	71.10%	0.00%	12.90%
	Writing	86.05%	75.80%	0.00%	9.30%
	Spelling	83.72%	65.20%	2.33%	16.70%
	Grammar	88.37%	73.20%	4.65%	12.60%
	Numeracy	69.77%	60.80%	6.98%	16.80%

NAPLAN RESULTS 2015		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	77.78%	57.90%	13.33%	20.00%
	Writing	73.33%	52.40%	8.89%	19.50%
	Spelling	57.78%	60.80%	13.33%	14.60%
	Grammar	84.44%	60.90%	4.44%	18.60%
	Numeracy	68.89%	55.80%	6.67%	17.60%

Staffing Profile

Staff Qualifications

Qualifications and Experience	Number of Staff
I. Teachers with teaching qualifications from a higher education institution within Australia or as recognised by National Office of Overseas Skills Recognition (NOOSR).	20
II. Teachers with qualifications from a higher education institution within Australia or as recognised by NOOSR but lacking formal teaching qualifications	0

Workforce Composition

Number of Staff	
Total teaching staff	20
Total non-teaching staff	11
Grand total	31
Percentage of teachers who are indigenous	0

Teacher Attendance

95%

Teacher Retention

82%

This percentage reflects three teachers leaving at the end of 2014 - two of those teachers secured permanent jobs at other diocesan Catholic schools whilst the third temporary teacher decided to pursue overseas travel and teaching.

Professional Learning Undertaken

The school's identified key areas for the Professional Development Plan for 2015 focused on Literacy, Numeracy, Learning Technologies and Spirituality. Whole staff professional development included:

- Spirituality Faith Accreditation: Staff participated in a Spirituality Day at Souths Leagues Club, facilitated by Father Richard Leonard, SJ. The focus of the day was "Why Bother Praying".
- Cardio-Pulmonary Resuscitation
- Anaphylaxis

Staff continued to be supported through a wide range of professional development. Other significant professional learning days for staff included:

- Executive Development Course

- English: Focus on Reading (Teaching Reading 3-6 Comprehension)
- Leadership Co-Coaching- Assistant Principal, Primary Coordinator
- Learning Support Assembly Days
- Smart Data NAPLAN Analysis
- Teacher/Librarian Meetings
- Executive Leadership/ Assembly Days
- PAT Assessment
- Liturgy Preparation
- Faith Story Witness
- SMART Data Analysis Workshop
- SKLAN
- MANTLE Teacher-Librarian Conference 2015
- Autism Spectrum & Positive Behaviour Supports
- WHS Workshops
- Kids Matter
- One Note Training
- Child Protection Training
- Making Sense of Fractions and Decimals and Problem Solving
- Leaders of Mathematics Day
- Early Career Teacher's Induction Day

The school executive also attended professional development days pertaining to their role of Principal, Assistant Principal, Religious Education Co-ordinator and Primary Co-ordinator.

Parent, Student and Teacher Satisfaction

The opinions and ideas of parents, students and staff 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 staff.

Parent Satisfaction

Parents were very supportive of our school community, with responses during the year highlighting a high level of satisfaction with the communication between home and school. The implementation of the skoolbag smartphone app has been a wonderful tool for the school.

Parents endorse the extra-curricular opportunities offered by the school- for example, choir, band and debating, Tournament of Minds, Science and Engineering Discovery Day, ICAS Competitions Enrichment sessions at St Paul's High School

Parents acknowledged the high standard of teaching and learning that takes place at St Joseph's.

Student Satisfaction

Students highlighted a sense of belonging, respect and care from staff and other students, strong friendships, and receiving a good education.

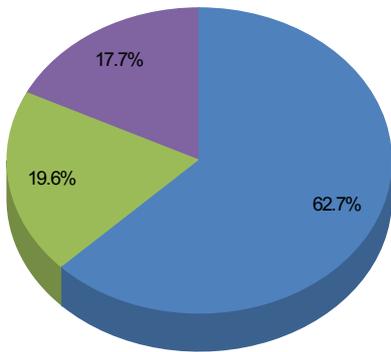
Staff Satisfaction

The staff retention rate indicates that staff are happy with the school. Staff have indicated that the school's strengths are the feeling of welcome and community, quality relationships nurtured between staff, students and parents, and the continued school improvements, particularly learning technology equipment and resources. Students highlighted a sense of belonging, respect and care from staff and other students, strong friendships, and receiving a good education.

All staff continually support the school community by attending the many school and parish events throughout the year.

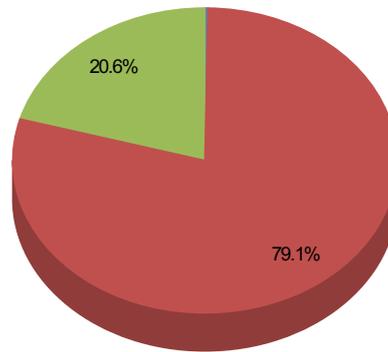
Staff attendance remains high and the completion of programs, assessments and the willingness of staff to attend Professional Development indicate staff satisfaction in their positions.

Income



- Commonwealth Recurrent Grants (62.7%)
- Government Capital Grants (0%)
- State Recurrent Grants (19.6%)
- Fees and Private Income (17.7%)
- Other Capital Income (0%)

Expenditure



- Capital Expenditure (0.3%)
- Salaries and Related Expenses (79.1%)
- Non-Salary Expenses (20.6%)

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire. School Financial Information for the 2015 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants ¹	\$2,039,217
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$639,482
Fees and Private Income ⁴	\$576,208
Other Capital Income ⁵	\$0
Total Income	\$3,254,907

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure ⁶	\$8,274
Salaries and Related Expenses ⁷	\$2,494,857
Non-Salary Expenses ⁸	\$649,720
Total Expenditure	\$3,152,851

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private

income.

5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

Report Access and Publication

This report is available to members of the school and wider communities. Copies will be supplied to the Catholic Schools Office, The Board of Studies Teaching and Educational Standards NSW, The Parent and Friends Association, the Parish Priest and to all parents.

Copies of this school's Annual School Report are available to the general public. Persons wishing to access a copy of the report should contact:

Mrs Julie Mulhearn

St Joseph's Primary School

KILABEN BAY

Phone: 4959 1355

For further information relating to the Diocesan Policy please refer to: <http://mn.catholic.edu.au>