



**St Joseph's High School,
ABERDEEN**

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About the Annual School Report

St Joseph's High 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

St Joseph's Aberdeen strives to provide students with a diverse, challenging and stimulating learning environment. At St Joseph's the provision of a safe and supportive community is also at the core of our mission.

St Joseph's students are encouraged to develop and grow as confident, compassionate young adults. Students are committed to "community minded" projects, within the school and our local community.

Once again, the Annual Report will detail many of our school's ongoing programs and achievements which helped make another significant and productive year.

Our 2016 School Improvement Plan focussed on improved practices with the adoption of "Visible Learning" and "Education Impact". These programs will enable staff to analyse their teaching pedagogy and enhance quality education. Our aim is to continually improve both the delivery of teaching and the reception of learning for *all* students, in *every* classroom and sports field of the school.

St Joseph's community provision has once again seen students involvement in the "All Stars" program and community days to raise much needed funds/provisions for the disadvantaged in our community.

To enhance quality teaching as part of PP&D the school has established a mentoring program.

November 2016 saw the announcement of Commonwealth Grant for Stage 2 of our Building Project. This funding, along with Diocesan funding will complete St Joseph's Building Project, providing ultra modern learning spaces.

Our challenge is now to integrate the new facilities with ever-improving strategies for teaching & learning, while simultaneously planning for the next stages of the school's physical, educational and community focused development.

Parent Body

The Parents and Friends of St Joseph's High School work hard to promote and to contribute to our school. Our involvement in our children's education bears witness to our commitment to the role of the school. Every contribution we make goes toward shaping our school. Community is a very important concept at St Joseph's. The Parents and Friends Association at our school comes together in a spirit of collaboration and close cooperation with the school and local community.

The Parents and Friends Association works with the school to offer varied activities each year. Whilst some functions are aimed to raise funds for the school, we also place as much emphasis on building community and providing an avenue for parents to get together to meet and socialise, or parent information nights to support each other and exchange ideas.

Our year began with hosting the Year 7 Welcome Night, offering a chance to put a name to a face for new parents and encourage involvement at our school. April saw our second Celtic Fling; with much dancing and laughter it proved to be a great community event. The Denman Food and Wine Affair in May offers a chance each year to join with one of our feeder schools and work at a large community event. July sees the Parents and Friends working at the Highland Games each year. As our major fundraiser, it again offers a chance to take the school to the community. We meet three times each term to discuss a wide range of issues, to offer advice, feedback and to make decisions, which affect both the daily activities and long term future of our school.

Our meetings provide an opportunity for our Principal to bring parents into the loop of current "happenings" and any proposed changes across a wide range of areas including: Staffing, student assessment, curriculum changes, educational or other requirements of the school.

The slower local economic environment has brought us some difficulties. People are nervous about job security and what the future holds for our area. Those factors will once again affect our ability to raise funds. We need to be mindful of others' ability to contribute too frequently in this economic environment.

The need for new families in the P&F never diminishes and will become more urgent this year as we farewell more long standing families at the end of 2016. Succession planning is paramount in ensuring momentum for this goal.

The drive to engage parents in the school community continues and hopefully presents the positive public face of the school. The community promotion of what we discuss and achieve can continue to let people know it's not all BBQ's and raffle tickets!

Student Body

The community spirit of St Joseph's continued in 2016 with the Student Representative Council working closely with the entire student body to achieve and realise their potential across many area of school life. All students from Years 7-12 played significant roles in community days and school liturgies. Community days have become an integral and important component of school life, with funds being raised to assist many sectors of our community, including schools in Cambodia and Caritas.

A highlight of 2016 was the school walkathon where students worked tirelessly to achieve sufficient funds to purchase the school minibus. This was truly a wonderful sense of community that all students should be deservedly proud of. The minibus provides opportunity for students across all curriculum areas to access resources and travel that was once unachievable.

The students of St Joseph's continued to give of their time to assist members of the community and be involved in community activities. This included outstanding representation at ANZAC Day services at every town in our community. Every year students support those in need with a Christmas food drive to help those in need in our community.

Another highly successful All Stars program was conducted during the January holidays with students assisting with disability workshops in dance, music, drama and sport. The week long workshops culminate with a concert that is enjoyed by a variety of people. The senior students also extended their leadership and organisational skills leading a two-day camp for St Pius, Windale. This experience is testimonial to the giving spirit of St Joseph's students.

The students of St Joseph's value the relationships they have established with staff, parents and other members of the community. They continue to develop tolerance, care and compassion and to further the true spirit of community.

SCHOOL FEATURES

History of the school

The Upper Hunter's Catholic educational culture began here in Aberdeen in 1896. At the request of Bishop James Murray, four Josephite sisters from Lochinvar were sent on a mission to the school's current site. At this time public transport for students was essentially non-existent, so a small number of boys began boarding at the Convent. Over time, the boarder population increased and this required the building of specialised boarding facilities. For most of its history then, St Joseph's was a boarding school for primary school-aged boys, and it also served as the local area's Catholic co-education primary school.

1971 saw the closure of the primary school, and the subsequent transformation of St Joseph's, in 1972, into a regional high school with the brief of serving the educational needs of the Upper Hunter Catholic community. It's first Principal, Sister Rosalie RSJ, and a team of four other sisters oversaw the first intake of 53 students in First Form – or Year 7.

Location/Drawing Area

St Joseph's High School, is situated within Aberdeen and overlooks the fertile farmland and picturesque Hunter River. Located in the heart of the Upper Hunter, the School is part of the traditional country of the Wanarua and Kamilaroi people. Aberdeen is part of the Muswellbrook Parish community. St Joseph's accepts students of both genders from Years 7 - 12, from the areas covered by the Parishes of Denman, Merriwa, Muswellbrook, Scone and Murrurundi.

While Aberdeen is a village of less than 2000 people, it is at the centre of the Upper Hunter region which is noted for its strong primary industries of cattle, wool, vineyards and horse breeding, as well as coal mining and electricity power production.

Catholic Identity and Mission

Catholic Imagination and Spirituality

St Joseph's High School is a regional Catholic co-educational school serving the needs of the five parishes in the Upper Hunter. The school takes a strong role in affirming the evangelical goals of the Church and the school actively implements a policy of inclusiveness and welcome to all groups in the community while maintaining a Catholic community identity.

Inspired by the spirituality of St Mary MacKillop, Father Julian Tenison Woods and of the Sisters of St Joseph who founded the school in 1896, the school gives a high priority to addressing the needs of the disadvantaged in the community, frequently reminding students of Mary MacKillop's words, 'never see a need without trying to do something about it.'

The concern for the less privileged in society is not only reflected in the school's enrolment and pastoral care practices but is evident in the frequent community days and special appeals to support charitable and social justice groups and community organisations.

All school assemblies, meetings and special events begin with formal prayer, usually led by students, and a program of Liturgies and Masses are conducted throughout the year.

Family, Parish and Diocesan evangelising and catechesis

St Joseph's is one of eleven systemic high schools in the Diocese of Maitland-Newcastle and it benefits greatly from the leadership and resources that are provided by the Catholic Schools Office in Newcastle, together with the personal interest in our school shown by Bishop William Wright.

The school takes an active role in Diocesan events despite the long distance between Aberdeen and Newcastle. For example, buses were hired to take teachers to the annual "Called to Serve Mass" at the Cathedral at the start of the year and another bus was needed to take the number of students who volunteered to participate in the annual Diocesan "Way of the Cross" Ceremony on Palm Sunday at Kilaben Bay. The school strongly supported the Diocesan fund-raising efforts organised by Caritas and Catholic Mission.

Significant liturgies were held on major feasts and events such as Ash Wednesday, Holy Week, the Feast days of St Patrick, St Joseph and St Mary MacKillop and a special Mass was the centre of the Graduation Ceremony for Year 12. Additionally a sense of authentic Catholicism is encouraged through regular masses held for each year group, attended with Religious Education Teachers.

Christian Discipleship

For students in Year 7–10, Spiritual Reflection days are held twice a year which complement the Religious Education program and community service priorities of the school. This allows Student Coordinators and pastoral care teachers of each Form to explore relevant values and issues, centred on faith, outside the normal classroom environment. Related to these programs is participation in the Outward Bound program for all Year 9 students together with its preparation and follow up activities.

Senior students (Year 11–12) participate in residential retreats of three days duration conducted by teams of teachers from the school. The Year 11 Retreat has a strong focus on leadership; social justice and community service and contacts made with an aged care home and a disadvantaged primary school are continued after the retreat. The Year 12 Retreat follows the traditional Marist model, offering valuable time out from studies to consider issues of values, decision making and identity.

Teachers and other staff are also offered the opportunity to participate in spiritual reflection days and related professional development activities.

Religious Education and Curriculum

The classroom teaching of Religion promotes an understanding of Catholic beliefs and practices, and incorporates content with the same systematic demands, creativity and rigour of other Key Learning Areas. There is an emphasis on active learning and creative pedagogy that means that all students should be able to access the learning at a variety of levels and through a variety of learning modes.

The skills acquired by the students in Religion will help them find meaning and excitement in learning about the story, experiences and teachings of the Catholic Christian tradition and will enable students to be more articulate and thoughtful about the Catholic Christian tradition.

In accordance with the Diocesan Policy the school has moved towards a specialist Religion Faculty, where only teachers who are Catholic teach Religious Studies and Catholic Studies, while Studies of Religion may be taught by a wider range of staff.

New teachers are required to do specific Faith Education Accreditation courses. All teachers of religion are required to do programs of professional development in order to keep their qualifications up to date.

Initiatives Promoting Respect and Responsibility

At St Joseph's Aberdeen we are committed to making our school motto, "Have a Care for Justice, Act with Integrity," a creed to live by. Our relationship with the local and broader community is very important and this is evident in our commitment to such initiatives as the annual "All Stars" week for disabled community members, which is organised, catered and administered by over 100 student leaders during the summer school holidays; the Community Days run each term by the Student Representative Council members to build a spirit of community and raise funds for charitable causes, and a close relationship with the other Schools in the region.

The strong Josephite tradition of respect and responsibility is promoted by teachers for students. The Pastoral Care Program, Religious Studies lessons, Community Days, Reflection Days, Assemblies and Form Meetings are all used to promote strong Christian values amongst students.

Other activities include the Trivia Night, Shave for a Cure, Relay for Life, the Aberdeen Highland Games, Sock it to Poverty, St Pius Windale Overnight Stay and the Biggest Morning Tea.

Student Profile

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

LBOTE*	SWD*	Indigenous
30	26	38

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

Enrolment policy

St Joseph's High 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 2016

Scholastic Year	Number of Students
Year 7	108
Year 8	125
Year 9	122
Year 10	120
Year 11	95
Year 12	81
Total	651

Student Attendance - 7 to 12 - PDF

Percentage of student attendance by Year level and school average for 2016

Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	School Average
84.08	88.36	88.7	89.4	85.51	80.9	86.16

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

St Joseph's High School is a safe and equitable community. It's students are encouraged to demonstrate values of acceptance, responsibility and respect for others, regardless of background, gender, creed or cultural tradition. At St Joseph's Pastoral Care is reflected in its healthy, supportive and welcoming community. The pilot program of Positive Behaviour Support with Stage 4 has now become officially embraced in Year 8. After consultation with all stakeholders, formal lessons in well-being and resilience skills were piloted. Greater use is made of the Community Liaison Police Youth Officer in the information of community issues such as drug and alcohol abuse and inappropriate use of social media platforms.

Copies of the Pastoral Care policy are available from the school.

Discipline Policy

At St Joseph's High School Aberdeen, the use of corporal punishment is strictly prohibited. No staff member, employee, volunteer or other person in any capacity will administer this form of discipline in the name of, or on behalf of, the school.

Our policy acknowledges Christ as our inspiration and our help. He supports our efforts to care for, to affirm, to welcome and to be open to life enhancing relationships with all members of the community. In particular, our focus is the student body. We promote in our young people Gospel values such as tolerance, compassion, honesty, forgiveness, hope, justice and integrity.

This policy promotes a quality of life for the wider community itself which is consistent with a balanced and just expectation, the hallmark of authentic Catholic education in keeping with the beliefs of the Sisters of St Joseph.

The full text of the College's Student Discipline Policy may be accessed on the College'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 High School Anti-Bullying Policy* is reviewed regularly and is available on the school website.

Our school seeks to affirm each student's worth, dignity and vocation. Bullying strikes at the foundations of these values and prevents students reaching for excellence in every dimension of life. Students are entitled to receive their education free from humiliation, oppression and abuse. Bullying affects everyone, not just the bullies and the victim. It also affects those who may witness violence, intimidation and the distress of the victim. It can damage the atmosphere of a class and even the climate of a school. St Joseph's High School's 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.

Special Provisions

St Joseph's has a motivated Learning Support Team actively developing programs for special needs

students. These include placing students in individual and small group support sessions which enable students to complete assessments while improving their organisational skills. Students who meet eligibility requirements for SWD - NSW State Criteria Funding are supported by a Learning Support Assistant. The school complies with the Disability Standards for Education (2005) and Diocesan policies requirements in delivering education on the same basis as those without disability.

The school has in place clearly defined and well established policies and procedures for differentiated examinations for the Higher School Certificate. All applications are processed by the Learning Support Team and the Learning Support Coordinator, who is responsible for checking all applications for Board of Studies approval. These policies and procedures can be requested from the school office. Provisions are also available for students with learning and behaviour difficulties in Years 7 to 11. Students are supported by separate or small group supervision, extra time, reader, writer or rest breaks.

School Improvement

School Improvement Plan

Quality teaching practices are being used in every classroom to improve the learning for every student at St Joseph's Aberdeen, ensuring appropriate, innovative and contemporary pedagogies are developed at all levels Year 7 – 12, and in all faculties while analysing current data to make informed decisions.

Build a school culture and practice which respects and responds to every student's needs, aspirations, culture, gender and learning potential.

Strengthened teacher capacity to improve student learning outcomes. Teaching and learning strategies to be strengthened through the implementation of quality evidence based programs and initiatives.

Enhanced school leadership for school improvement through the appropriate supervision of the Learning Enhancement Coordinator

Increased levels of literacy and numeracy achievement for every student

Innovation in the use of interactive technologies for learning, teaching and for teacher professional learning

Developing appropriate professional partnerships and collegiality within and outside the school.

Prudent planning and administering of professional learning resources

School Academic Priorities

Key improvements achieved this year	Key improvements for next year
<p>Catholic Identity 2016:</p> <p>During 2016 St Joseph's implemented the strategies set up at the end of 2015 for a specialised Religious Studies Faculty, with allocated teachers having relevant accreditation. Timetabling changes were made thus enabling specialist teachers to have more than one Catholic Studies/Religious Education class. Student involvement in preparation and preparation of Liturgical Masses and Assembly Prayer continued enthusiastically.</p> <p>Staff professional development opportunities were paramount in fulfilment of their own Faith Accreditation to not only enable them to teach in the Catholic School but also to teach Religious Education. This was done by attendance at Diocesan Programs and participation in personalised study programs.</p>	<p>Catholic Identity 2017 and beyond:</p> <p>A priority key improvement for 2017 will be to continue to build and strengthen the Religious identity in the school by continuing the formation of the Religious Education faculty and promoting staff to take on the role of specialist RE teachers. In 2015 this initiative was started with several staff teaching multiple RE classes, then in 2016 a few staff chose to specialise in teaching RE with their teaching load almost exclusively teaching Religious Education.</p> <p>in 2016 St Joseph's managed to attract enough students to study the HSC 2 Unit Studies of Religion course, thus promoting religion as an academic subject at St Joseph's and hence continuing to build and strengthen the Religious identity in the school. This will be continued to be strongly promoted in 2017.</p>

Quality Learning 2016:

In 2016 St Joseph's embarked on a relationship with a number of Professional Learning Communities to help us facilitate and improve quality learning.

The Australian Mathematical Sciences Institute (AMSI) and BHP "Choose Maths" program works with students, parents and teachers over five years through a program of professional development, awareness and reward to turn around community attitude to participation in mathematics, especially for girls and young women.

Education Perfect is an online learning management system that helps students improve their learning and staff can monitor their progress through the collection of live data. In 2016 the Science Faculty trialled this program in a few junior science classes.

Visible Learning using Professor John Hattie's research - helping educators make the greatest impact, to continuously improve the best, evidence-based practices that establish and support lifelong learning at St Joseph's.

"Where there's a Will" program became a key partnership in the school embarking on a Wellbeing Program in late 2016, initiating the development of Positive Education at St Joseph's.

Quality Learning 2017 and beyond:

Through a partnership between St Joseph's and Visible Learning, which is an in-depth school change model of professional learning and development based on the research of Professor John Hattie, staff will adopt a practical self-review model to ask questions of themselves about the impact they are having on student achievement.

Simultaneously, St Joseph's staff will work with Educator Impact, which is an innovative, evidence-based feedback tool that provides teachers and leaders with individualised professional development plans to help improve teaching and leadership practice and enhance student outcomes.

In 2017 the staff will attend a lecture by Tom Hierck from Hawker Brownlow on Creating a positive classroom learning environment. By teachers establishing clearer expectations, enhancing instruction and assessment practices, and fostering quality relationships with students, the potential of all students will be maximised.

<p>Communication within the school and wider community.</p> <p>A key priority improvement in 2016 is for the school to become a more technologically effective communicator with staff, students and parents. The introduction of "SENTRAL" to record and then share an understanding of students learning, behaviour and achievements within the school, as well as a means for communication with the parent body has been initiated.</p> <p>The introduction of the Skoolbag app has been an extremely useful tool as a means of alerting parents of upcoming events, returning notes and paying for excursions and sporting events. This application is not only a more efficient use of school staff and parent time but also a more effective means of communicating quickly and efficiently in this ever increasing pace that families must function under.</p> <p>The fortnightly school newsletter will continue to be the main source of written communication with families. However, the document will become 100% digital. It will be available from a number of different digital mediums such as the Skoolbag app, website and email and will cease to be printed document.</p>	<p>Communication within the school and wider community.</p> <p>In 2017, St Joseph's will continue to further develop Sentral as a communication tool.</p> <ul style="list-style-type: none"> ■ Using the Sentral Parent Portal as a means of booking Parent/Teacher Interviews. ■ Student Review Grades and Academic Reports will be uploaded to Sentral giving parents digital access to their students progress at school. ■ The attendance module in Sentral will be made visible for parents to view their child's attendance data from the Parent Portal.
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Academic Achievements

Academic achievements of students from St Joseph's in 2016 include:

- Academic achievement is acknowledged in each school newsletter. There are regular inserts from teachers and the Principal including study skills and goal setting.
- Student representatives participated in the Diocesan Debating Competition.
- Students participated in all International Competitions and Assessments for Schools (ICAS) in 2016.
- One senior student entered the Lions Youth of the Year competition and went on to win the Regional Event and is still continuing to higher levels of competition.
- Students participated in the Law Society of NSW Mock Trials. The competition helps students to increase basic skills in listening, speaking, writing, reading and analysing. The initial interaction was held at the Scone Court House with commendation from the Magistrate upon the students professionalism and ability to prepare a case.
- iSTEM remained a priority in the school's curriculum in 2016.
- In 2016 three students were awarded with the Diocesan ROSA Award for attaining 6 or 7 Grade A's in the core subjects: English, Mathematics, Science, Australian History, Australian Geography, PDHPE and Religion.
- Year 12 2016 Diocesan Academic Awards are awarded to students who achieve the best HSC mark in the Diocese of Maitland-Newcastle, in a given subject. Students from St Joseph's were recipients of these awards in the following:
 - Primary Industries
 - Community and Family Studies

- Visual Arts
- Metals and Engineering
- Japanese Continuers
- Agriculture
- English Extension 1
- Music Extension
- Five Year 12 students in 2016 achieved an ATAR of 90+
- One student was recorded on the NSW Educational Standards Authority All-round Achievers list achieving band 6 in 10 or more units studies for the HSC.
- The Agricultural Department benefited from a new school farm called "The Olive Grove" which was a joint project involving a local coal mine and other companies.
- In other events the Agricultural Department successfully competed in local and interstate shows and judging competitions.
- Our students attended Experiment Fest, Encore, Sydney Theatre Company tours and HSC Seminar days, as well as benefited from touring groups such as The Bells Shakespeare Company.
- The range of music opportunities available to students expanded with the establishment of the school's Pipes and Drum Band and a Male Vocal Ensemble. The school continued its association with the Upper Hunter Conservatorium of Music with approximately 40 students undertaking individual music tuition programs.
- As part of Catholic Schools Week the St Joseph's Technology and Applied Studies Department conducted a Skills Competition with students showcasing their manual dexterity and crafting talents.
- In association with BHP, St Joseph's participated in the "Choose Maths" program. Targeting girls in mathematics related occupations.

Cultural achievements

St Joseph's High School has an active co-curricular program allowing students to engage in a variety of experiences. Students had opportunities to attend the Upper Hunter Shire and Kia-Ora Youth Music Camps, Diosounds, the Shortland Wetlands Centre, and the UWS Rural Indigenous visit. Year 9 attended Outward Bound, and 9 students were accepted into the Diocesan ASPIRE program for gifted and talented Creative Arts students.

In 2016, our school community's generosity resulted in donations for school projects, CARITAS and Cambodia. Once again we supported the St. Vincent de Paul Christmas Appeal.

A Walkathon was held in 2016 which raised in excess of \$40,000 sufficient funds to purchase a mini bus, allowing opportunities for students to attend a wider variety of cultural and sporting events.

The school Creative and Performing Arts department organised exhibition evenings and regular school assembly performances displaying student talents in music, drama, visual arts and dance. Displaying also their organisational and hospitality skills.

The Chess club continued again in 2016 participating in inter-school competitions.

Sporting achievements

In 2016 St Joseph's continued to be successful across many sports. Students participated in both internal and external sport. At Diocesan level, students were selected in representative sports such as Rugby League, Football, Touch Football, Cross County, Athletics, Swimming and Netball. Success came in a number of competitions at local and Diocesan levels. Notably our 14 years old Cochrane Cup Rugby League Team advanced to the State semi-finals. This is an admirable achievement in a state competition. Students were selected from National Futsal tournaments to represent Australia in both male and female teams to tour Europe. This sport continues to grow in our School.

Our Horse Sports team saw awards at both individual and team levels.

SJA continues to provide opportunities for success in individual and team sports.

Student Achievements

Performance in National Testing

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students 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 College 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 College 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 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 7	Reading	21.15%	26.20%	18.27%	18.90%
	Writing	6.60%	15.50%	28.30%	28.60%
	Spelling	17.76%	28.20%	24.30%	19.20%
	Grammar	14.95%	27.60%	24.30%	21.50%
	Numeracy	14.29%	30.30%	14.29%	16.80%

NAPLAN RESULTS 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 9	Reading	14.55%	20.60%	28.18%	23.20%
	Writing	8.11%	12.30%	36.94%	39.50%
	Spelling	14.41%	21.80%	31.53%	24.60%
	Grammar	14.41%	16.20%	35.14%	28.90%
	Numeracy	9.35%	22.50%	15.89%	19.30%

Higher School Certificate

The results of the College's Higher School Certificate (HSC) candidature are reported for particular subjects. The table provided shows the percentage of students who achieved in the top two bands and shows comparison with results from previous years.

Higher School Certificate	<i>Percentage of students in top 3 bands</i>	
	2016	
	School	State
Agriculture	80	60
Biology	62	65
Community and Family Studies	81	65
Drama	100	83
English (Advanced)	95	90
English (Standard)	50	50
Legal Studies	100	71
Mathematics General 2	56	52
Music 1	100	89
PDHPE	83	63
Software Design & Development	100	68
Studies of Religion 1	73	76

During 2016 St Joseph's undertook a variety of initiatives to support our HSC students. We continued our association with the Upper Hunter Education Fund Incorporated (UHEF), offering a series of school holiday workshops. Ex-students from St Joseph's were employed by the UHEF to work with the 2016 HSC students. The HSC students benefited from the refurbishment of the Tenison Woods Learning Centre to provided a dedicated study area.

In 2016 we had a student named on the NESAs All-Round Achievers List gaining Band 6 in 10 or more of their units studied for the Higher School Certificate.

The RoSA is a cumulative credential that allows students to accumulate their academic results until they leave school. It is of specific use to students leaving school prior to HSC.

The RoSA records completed Stage 5 and Preliminary Stage 6 courses and grades participation in any uncompleted Preliminary Stage 6 courses.

The number of students issued with a RoSA for 2016 was 36

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).	59
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	59
Total non-teaching staff	20
Grand total	79
Percentage of teachers who are indigenous	2.53

Teacher Attendance

95% attendance

Teacher Retention

Teacher Retention was 100%.

Professional Learning Undertaken

Professional Learning Undertaken

The priorities for professional learning included:

- Learning Support PD
- Religious Studies & Ministry Coordinators Mentoring day
- Secondary RAP Analysis
- Teacher Accreditation 1st Year Induction Day
- ME Program
- Teacher Accreditation Institute Mentor Training Day
- Seven Steps to Writing Inservice
- Training for PP&D Leaders

- SKLAN
- Careers Advisory Group Meeting
- Grad Certificate & Master of Theology RE Seminar Day
- Choose Maths Professional Learning Session
- Faith Story Witness Accreditation
- Business Studies Professional Development Day
- Inclusivity Training Workshop
- Mandatory Due Diligence WHS
- 21 Century Learning Design Training
- OneNote Training
- Connect with Country Inservice
- Year 8 Literacy Working Party
- CSO History Association Day
- Student Coordinators Assembly Day
- Retreat Training Program
- COSI Curriculum Focus Day
- K-12 Faith Education Accreditation
- Newcastle Mathematics Educators Conference
- MN Connect training
- Pedagogy Planning & Programming Day
- CAD Training
- HSC Marking InService
- Health & Safety Committee Training
- BOSTES Inservice on Mandatory Technology
- Core Classroom Behaviour Management Skills
- Closing the Gap Indigenous Program
- 2016 BBE eConference Mercy: Way of Being in the World
- Online Dyslexia Training
- Tailor-Made Teacher Development
- Religion Education Coordinators/Ministry Coordinators Retreat
- Commonwealth Agricultural Conference
- Health First Aid 'Where there's a Will' Training
- MODFAB 3D Printing Design and Basic Cad Workshop

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 College has used a variety of processes to gain information about the level of satisfaction with the College from parents, students and staff.

Parent Satisfaction

St Joseph's High School strives to maintain a close relationship with its parent community. A number of formal occasions in which parents are invited into the school to meet with teachers and coordinators, as well as the school executive, take place throughout the year.

Additionally, parents are welcomed into the school on informal occasions and receive contact from teachers and coordinators throughout the year via verbal and written correspondence, review grades, and semester reports.

Significant numbers of parents support fundraising and social events organised by the Parents & Friends Association and parents in each of the towns and villages in the school catchment area are appointed as contact people to assist with the dissemination of information and feedback.

The consistent message received from parents is that they feel welcome at the school and provided with opportunities to express their opinions and assist in the organisation of the school. This is reflected in the level of school enrolments which continue to rise steadily.

Student Satisfaction

St Joseph's values promoting the Catholic value of servitude and as such, places a high priority on the development of student leaders, with approximately 180 recognised leadership and service positions available to students. These highly competitive roles emphasise ownership, stewardship and involvement in all facets of school life.

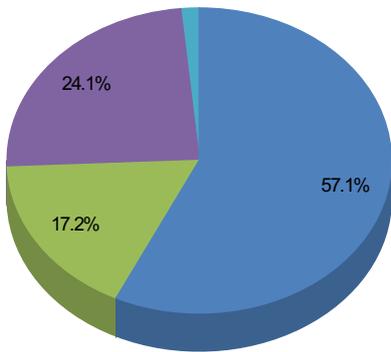
Feedback from the Student Representative Council (four elected students per class, plus a senior executive) indicates a high level of student satisfaction with the school and very high levels of participation in school sporting, cultural, academic, community service and cultural events. This furthers the school aim of fostering the potential of each and every student.

Staff Satisfaction

St Joseph's has a dynamic blend of beginning and veteran teachers, which results in a young, energetic and committed staff. The staff is recognised throughout the Diocese as a hard working and generous one, which is reflected in the wide range of activities and experiences provided to students which would not be possible without the willingness of staff to contribute time and guidance above and beyond the industry norm.

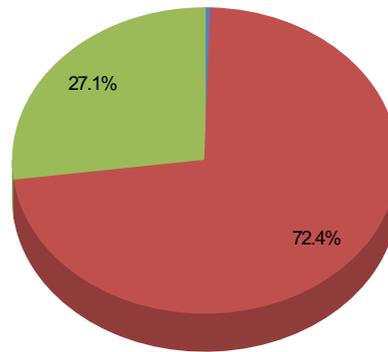
The overwhelming majority of staff in leadership roles, began their teaching careers at St Joseph's Aberdeen and have remained in the school, indicating high levels of fidelity and identification with the school community.

Income



- Commonwealth Recurrent Grants (57.1%)
- Government Capital Grants (0%)
- State Recurrent Grants (17.2%)
- Fees and Private Income (24.1%)
- Other Capital Income (1.5%)

Expenditure



- Capital Expenditure (0.5%)
- Salaries and Related Expenses (72.4%)
- Non-Salary Expenses (27.1%)

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 2016 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants ¹	\$6,672,873
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$2,009,621
Fees and Private Income ⁴	\$2,821,981
Other Capital Income ⁵	\$180,990
Total Income	\$11,694,178

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure ⁶	\$55,906
Salaries and Related Expenses ⁷	\$8,067,437
Non-Salary Expenses ⁸	\$3,016,301
Total Expenditure	\$11,139,644

For the 2016 year the St Joseph's High School received \$8,713 as Interest Subsidy. Our school community is appreciative of the support it received from the NSW State Government under the Interest Subsidy Scheme

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 Parents 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:

Mr Tobin John

St Joseph's High School

ABERDEEN

Phone: 6543 7444

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