



St Brigid's Primary School,
RAYMOND TERRACE

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About the Annual School Report

St Brigid'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 with pleasure I present 2016 Annual Report for St Brigid's Parish School, Raymond Terrace. This report is an overview of the achievements and activities during the past year.

St Brigid's Parish School has a proud history of educational continuity and tradition, serving the community of Raymond Terrace and beyond since 1850. The school is housed on a site mixed with heritage listed and modern buildings. These buildings are surrounded by a garden setting.

St Brigid's Parish School is a Catholic co-educational Year K-6 systemic school in the Diocese of Maitland-Newcastle. Our Catholic identity is the foundation of all we aim to achieve. At St Brigid's we try to nurture every child towards achieving their full potential, recognising that education is a life-long process. This is spelt out in our Vision Statement.

During 2016 the culture of St Brigid's Parish School continued to evolve. The partnership between home and school was healthy and very visible. The attitude of students to 'do our best' was evident in all aspects of school life. These attitudes and desire to do well have contributed greatly to St Brigid's excellent reputation in the Port Stephens community.

Throughout 2016 St Brigid's Parish School has had close and frequent ties with the local parish. This relationship through liturgies and assemblies acknowledge this positive partnership.

The parent body, particularly the P&F Association, continued to support St Brigid's. Their support made educational projects a reality.

The staff of St Brigid's were again the driving force behind the excellence and improvements this year. Their passion and commitment to Catholic education at St Brigid's is very noticeable and appreciated.

This document is a summary of a self-evaluation of St Brigid's for 2016.

Parent Body

President's Report

After the excitement of a Spring Fair last year, it was nice to have a somewhat quiet 2016. I had big shoes to fill this year after Monique Malone decided not to continue as P&F President, and I feel humbled to have been voted in after only two years at St Brigid's. I can honestly say that the experience is very rewarding. The biggest take away from the position is how well the committee works and bonds together. No mountain is ever too big to climb.

The Mother's Day stall and Father's Day stall had a range of new faces more than happy to lend a hand. Brooke Smith opened her home for two 'wrap' nights where many hands really did make light work. There were loads of laughs and new friendships made.

Grandparent's Day was a huge success with all 700 sausages sold out. This was followed by our annual disco. Again I was overwhelmed with the number of volunteers to make tea and handle all the vouchers so that the students could have a great night.

This year a new concept of the 5c challenge was introduced which raised \$1466.40 over the two week period. A great success!

I feel privileged to be part of something very special in the P&F. We have tireless workers for our school and inspire wonderful things.

Thank you to David for coming to our meetings to keep us informed with the events around the school, and make us feel that we are really helping our community by the work that we do.

The benefit of being involved in your child's school, no matter how big or how small, should never be underestimated.

Vannessa Tasker

Student Body

The school parliament consists of twelve (12) Year 6 children who have an individual focus around St Brigid's. The areas of focus are Technology, Environment, Sport, Health and Welfare, Fundraising and Entertainment, and Communication. The school parliament, as well as other Year 6 students, carried out various civic responsibilities such as conducting assemblies, supervising creative play space, attending official functions and welcoming visitors.

The school parliament of St Brigid's supports the Principal and teachers providing a link between the staff and students, and setting a good example.

SCHOOL FEATURES

History of the school

The first Catholic school was built in Raymond Terrace in 1850. In 1890 St Brigid's was then established and administered by the Singleton Sisters of Mercy. Since that time extensions to the building site took place in 1920 and then a major building development of five classrooms occurred in the 1950's.

During the 1990's the school was further developed and expanded due to the area demand for Catholic education. During 2010 the relocation of classes from the hall side to the church side was completed. The new hall was completed early 2011.

The foundation stones of the first Catholic school are preserved in a wall in the current school library.

Location/Drawing Area

St Brigid's is a co-educational K-6 Systemic Primary School in the Diocese of Maitland-Newcastle. We service the community of Raymond Terrace and Port Stephens. The school is housed in a garden setting with many open playgrounds. The buildings are a mixture of heritage listed and modern designs.

Catholic Identity and Mission

Catholic Imagination and Spirituality

St Brigid's School was founded by the Sisters of Mercy. Their faithful commitment to Catholic Education in Raymond Terrace and its surrounds has provided us with the rich heritage of which we are very proud. Even though the demographic of the school population has changed much over the years, grandchildren and great grandchildren of our pioneering families are attending St Brigid's today. The stained glass window from the former convent chapel has pride of place in the new school hall. Being Catholic in St Brigid's School means inspiring each other to the fullness that comes from recognising the wonder and joy of God's world in each other and creation.

Family, Parish and Diocesan evangelising and catechesis

St Brigid's has continued to have a rich liturgical life. The school year began with our opening school liturgy. New students, parliamentarians, staff and parents were welcomed and blessed for the journey throughout the year. Our school theme for 2016 was 'Cast Your Net'.

This year we introduced 'Sandwiches for the Soul' as a way of providing spiritual experiences for parents. Bernadette Gibson led the gathering and all who attend expressed positive feedback.

In 2016 the school celebrated as a faith community, and these celebrations included the Opening School Liturgy, Ash Wednesday, Lent, Harmony Day, Holy Week, Easter, St Mary MacKillop, Catholic Schools Week, Mission Week, Year 6 Farewell, and the Closing School Liturgy.

Our ANZAC Day Liturgy has particular meaning as some of our parents at our school are involved in active military services overseas.

This year parents, grandparents and friends were invited to knit poppies. These poppies are for the students to wear for ANZAC Day and Remembrance Day. We were overwhelmed by the response, over 900 poppies from all over the country arrived at St Brigid's. Some poppies were given to the local Aged Care Facility.

Christian Discipleship

Representatives from Year 6 attended the Diocesan Mission Mass and Catholic Schools Week Mass. We attended the launch of the Catholic Schools new Vision Statement. The Vision Song has been used in our liturgical celebrations.

Students in Year 4 to 6 attended Friday morning Mass with the parish on a regular basis. Parents were encouraged to join their children for class Masses and the Liturgy of the Word throughout the year.

Our Year 3 students attended the site of Catherine Macaulay College for the laying of the foundation stone. These students will be the first Year 7 in 2020.

One way to achieve our goal of strengthening school, parish and community links with parents is through the promotion and encouragement of greater participation at school liturgical celebrations.

Parents were encouraged to join their children for class Masses and the Liturgy of the Word throughout the year.

During 2016 St Brigid's School continued to strengthen our links with the St Brigid's Parish by being involved in weekend liturgies. Each grade help coordinate a Sunday liturgy. These liturgies allow for families from the school to celebrate with the wider parish community.

Religious Education and Curriculum

Religion is taught daily through a wide variety of strategies such as dance, drama, research group work (incorporating information technology), art and music. Teaching and learning in Religious Education at our school follows the Diocesan Guidelines. The teaching programs are based on the Diocesan Units of Work. Consistent with other subjects within the curriculum, the program is outcomes-based and seeks to ensure

a breadth and depth of content from Kindergarten to Year 6. The Stage Three students began working with the trial units.

The Year 5 students were involved in a leadership day. This day involved the training for the Mighty Mate Program.

Members of staff are involved in furthering their religious studies through the Masters of RE.

During 2016 the staff attended a spirituality day which was initiated by the CSO Religious Education Team and lead by Richard Leonard. The weekly staff prayer reflection held each Friday morning, allowed for group prayer and discussion.

Bernadette Gibson presented an overnight retreat based around the Beatitudes. This was a wonderful opportunity to share community and spirituality as a whole staff.

Initiatives Promoting Respect and Responsibility

Raising the awareness of the needs of others is an important aspect of our response to the Gospel. Social justice perspectives are developed through:

- Project Compassion
- St Vincent de Paul Gifting Mass
- St Vincent de Paul Competition
- International Children's Day Concert/Mission Day
- Participation in 'You Can Do It' Program
- Mighty Mates Programme
- Catholic Mission Partners
- School support of school in East Timor through Mercy Works

The 'Seasons for Growth' program was once again conducted successfully by a team of staff members. The aim of this program is to give children a chance to understand their grief, which might be a result of the loss of a family member through death, divorce, or separation.

Student Profile

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

LBOTE*	SWD*	Indigenous
43	33	30

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

Enrolment policy

St Brigid'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 2016

Scholastic Year	Number of Students
K	59
Year 1	72
Year 2	62
Year 3	72
Year 4	48
Year 5	57
Year 6	42
Total	413

Student Attendance - K to 6 - PDF

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

K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	School Average
94	92	92	94	95	95	92	94

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

Our approach at St Brigid's is basically to be proactive rather than reactive. We base our policies and procedures around Restorative Justice which focuses on 'Rights, Rules, Responsibilities and Routines'. The children in each grade develop their own rules and responsibilities from these. As well, we have the 'You Can Do It' programme with the key concepts of confidence, communication, getting along, and persistence reinforced. We also have various awards, reward days and stickers to help motivate the children each day. The underlying concept to all these programmes is building resilience in the child.

Discipline Policy

During 2016 the 'Warning Slip' programme was continued and revised. This programme directly impacts on negative behaviour. Fundamentally, it is to track the behaviour of children both frequency and specific area of concern. If a child receives 2/3 warning slips, parents are contacted. If a child receives 5 warning slips, they are placed on a Level 2 contract which monitors the child over one week. We also have a Level 3 contract for more serious incidences.

At St Brigid's, we hope the discipline fostered at this school is an extension of what is expected at home, and we encourage our parents to support it. Parents are welcome to view our discipline policies in the school library and obtain copies from the administration office.

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

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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 Brigid's Primary School Anti-Bullying Policy* is reviewed regularly and is available on the school website.

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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

The 2016 School Improvement Plan focused on the following areas:

- Improved student achievement in literacy and numeracy as part of the State Action Plan (SAP)
- Continue to support teacher collaboration with a focus on using student data to improve outcomes
- Review, modify and implement effective intervention strategies as required
- Implementation of new syllabus - HSIE: History & Geography
- Implementation of 'Professional Practice and Development' for teachers
- Provide whole school support structures for student wellbeing and pastoral care
- Begin to plan for and set up creative play spaces in the playground

School Academic Priorities

Key improvements achieved this year	Key improvements for next year
<ul style="list-style-type: none"> ■ Improved student achievement in literacy and numeracy. ■ Improvement has been supported by teacher collaboration, with a focus on using data to provide quality teaching programs and effective and timely interventions. Trends in NAPLAN results over the last three years indicate increased percentages of students in top two bands and a decrease in the percentage of students in the bottom two bands for Years 3 and 5. 	<ul style="list-style-type: none"> ■ During 2017 St Brigid's will continue to target improvement in writing through collaborative planning, reviewing agreed practices and planning for effective strategies ■ Professional development opportunities will support implementation of effective curriculum adjustments to support student achievement. This will include a school wide approach to gifted and talented students as per CSO guidelines ■ Using data to assist student improvement in literacy and numeracy for ATSI students
<ul style="list-style-type: none"> ■ Planning for the future growth of St Brigid's. ■ Review of ideas for improving playground options for student eg garden play areas, fairy garden, construction for creative play area on the Infants Playground ■ Early Learning: review of Kindergarten transition and orientation process to include Pop up play opportunities for Kindergarten transition 	<ul style="list-style-type: none"> ■ Begin to implement CSO guidelines for Early Learning; inquiry/play based learning K-2 and Kindergarten transition ■ Continue plan to equip playgrounds with more creative play options

<ul style="list-style-type: none"> ▪ Student support mechanisms that promote wellbeing and mental health ▪ Use of Kids Matter framework ▪ Teacher Learning Team to support academic, emotional and social needs of students ▪ Trial of 'Mindfulness in Education' program with Year 5 ▪ Pastoral Care Worker and 'Reading with Ruby' program supporting students with emotional needs 	<ul style="list-style-type: none"> ▪ Include mindfulness activities in timetables K-6 ▪ Implementation of new intervention program (MacqLit) through Learning Support for Years 3-6 at risk in Literacy
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Academic Achievements

St Brigid's continues to focus on student achievement in Literacy and Numeracy. Being a part of the State Action Plan during 2016 enabled a Leading Teacher to work in classrooms to support learning in Literacy and Numeracy, with a focus on delivering timely and effective interventions.

NAPLAN testing results have shown continued high growth in both Numeracy and Literacy areas over the last four years. We continue to analyse and use this data to inform our daily teaching and identify focus areas for further improvement. 2016 results identify good improvements in Spelling, Grammar and Punctuation. Writing improvement continues to be a focus for 2017, as well as consolidating and extending previous gains made in Numeracy.

St Brigid's also actively encourages student participation in educational competitions such as International Competitions and Assessments for Schools and the Newcastle Permanent Mathematics Competition. Merit, Credit and Distinction awards were received by a number of students for these competitions.

Students participate in Diocesan and Lion's Club Public Speaking. During 2016 four students participated in Diocesan Public Speaking final. Year 6 participate in Diocesan and Lion's Club Debating competitions.

Students participated in ASPIRE coordinated by the Catholic Schools Office.

Cultural achievements

During 2016 the children participated in a variety of excursions and incursions. These had a direct link to the learning activities being taught in the classroom.

A number of children were successful in gaining places in Aspire 2016. the school choir, both Primary and Infants, performed at special occasions around the Raymond Terrace community.

Sporting achievements

During 2016 St Brigid's participated in various sport competitions and knockouts. St Brigid's is proud of the varied opportunities it can provide the children. Our aim is to allow maximum participation and combine this with good nutrition as a way of life.

The 'Before School' morning sport programme continued and was extended from traditional summer/winter sports to other movement disciplines.

The school had student representation at Regional, Diocesan and Polding levels in many 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 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 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	42.65%	49.40%	13.24%	13.30%
	Writing	38.24%	48.80%	11.76%	8.10%
	Spelling	51.47%	46.40%	14.71%	14.20%
	Grammar	45.59%	52.50%	2.94%	11.40%
	Numeracy	34.78%	35.60%	11.59%	15.20%

NAPLAN RESULTS 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	40.68%	35.30%	15.25%	17.30%
	Writing	5.08%	17.20%	11.86%	19.90%
	Spelling	13.56%	29.80%	15.25%	19.00%
	Grammar	47.46%	36.30%	8.47%	16.80%
	Numeracy	32.76%	28.30%	12.07%	18.30%

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).	0
II. Teachers with qualifications from a higher education institution within Australia or as recognised by NOOSR but lacking formal teaching qualifications	28

Workforce Composition

Number of Staff	
Total teaching staff	28
Total non-teaching staff	14
Grand total	42
Percentage of teachers who are indigenous	0

Teacher Attendance

94%

Teacher Retention

Teacher retention rate from 2015 to 2016 was 100%.

Professional Learning Undertaken

During 2016 the staff of St Brigid's were involved individually and whole school professional development. These included:

- Teacher Accreditation
- ICT Framing
- Child Protection
- CPR/Emergency Care
- State Action Plan
- MiniLit
- Literacy/Numeracy - Continuum
- Reading Comprehension
- Student Wellbeing/Positive Behaviour
- Recycling

- Staff Wellbeing retreat
- Governance training
- Leadership coaching
- Reframing Learning
- COSI focus days
- Risk Management
- SAP Showcase

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

The partnership between home and school is a feature of St Brigid's. We make it a priority to create and maintain good constructive relationships. Regular communication with formal and informal is encouraged. We see good schools creating common goals, home and school, for the children to aim for.

Throughout 2016 St Brigid's had numerous opportunities for parents to be involved in the life of the school.

St Brigid's has a wonderful name in Port Stephens. Many enrolments travel over 30 minutes to attend.

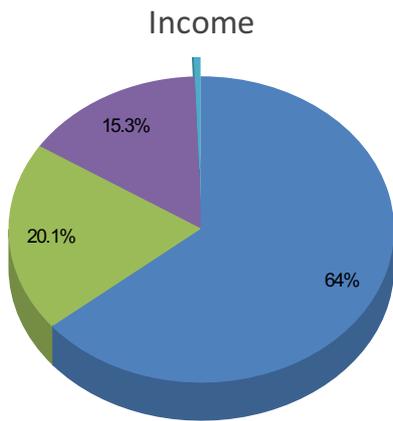
Student Satisfaction

St Brigid's is a happy place, where students are happy and feel safe. The caring, supportive nature of all staff is a feature.

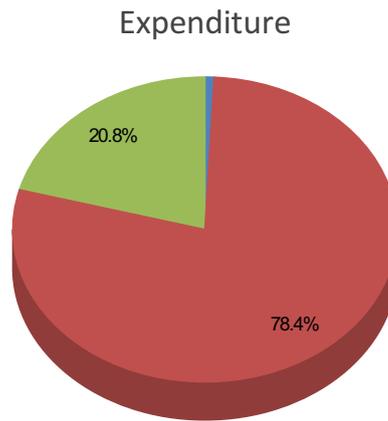
At St Brigid's we have a mindset among the staff "we treat the children as if they were our own".

Staff Satisfaction

St Brigid's has a quality, happy staff. Very few staff have transferred over the years due to the positive culture present. Staff feel they are supported and given many opportunities to develop their skills.



- Commonwealth Recurrent Grants (64%)
- Government Capital Grants (0%)
- State Recurrent Grants (20.1%)
- Fees and Private Income (15.3%)
- Other Capital Income (0.6%)



- Capital Expenditure (0.8%)
- Salaries and Related Expenses (78.4%)
- Non-Salary Expenses (20.8%)

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	\$3,115,440
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$977,966
Fees and Private Income ⁴	\$743,935
Other Capital Income ⁵	\$29,517
Total Income	\$4,892,498

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure ⁶	\$35,751
Salaries and Related Expenses ⁷	\$3,642,502
Non-Salary Expenses ⁸	\$966,220
Total Expenditure	\$4,644,473

For the 2016 year the St Brigid's Primary School received \$25,640 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:

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St Brigid's Primary School

RAYMOND TERRACE

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