

# ANNUAL SCHOOL REPORT

# 2017

SERVICE. LEADERSHIP. JUSTICE.

*Together in Christ*



## St Joseph's Primary School, MEREWETHER

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## About the Annual School Report

St Joseph's Primary School is registered by NESAs 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 2017 and gives information about 2018 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

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### Principal's Message

The school year of 2017 at St Joseph's Merewether was a successful year, first and foremost because of the people of the school community and their relationships. The centre of all our relationships at St Joseph's is the child. Our students at St Joseph's make the school a dynamic community.

I acknowledge the devotion and professionalism of staff members. Teachers scaffold philosophy, pedagogy and curriculum on the foundation of relationships. This includes knowing each student and advocating for his/her best interest. There is an enormous sense of community that exists at St Joseph's. There is a tradition of valuing high quality education which is evident in the culture of the school. St Joseph's has a rich history and we pay homage to the people who came before us. We could not achieve this without the support of many hardworking parents. In particular, St Joseph's P & F Association is an invaluable source of support, directing time and energy into many initiatives.

Father Andrew Doohan is our Parish Priest and we are fortunate to work in partnership with him. His leadership and guidance added a new dynamic to St Joseph's. The importance of social justice remains important and many projects were initiated by the students.

The excellent contributions of the School Council in 2017 were powerful. The ten Captains and Councillors represented the students of St Joseph's with pride, demonstrating collaboration. Our Student Representative Council has been

As directed by NESA, St Joseph's recognises that personal and social competence, health and well-being and literacy and numeracy are core areas for children's learning. We educate and care for each child in a meaningful Catholic environment; where the image of the child is of a spiritual, capable and contributing citizen and where new possibilities happen daily. Academic excellence is encouraged, as are cultural and sporting pursuits. The child's learning dispositions also contribute to a holistic education.

We identified learning and improvement goals and invested time and resources into the improvement of mathematics, spelling and enrichment opportunities. The focus of enrichment opportunities were STEM and inquiry based learning. We reflected on the learning environment and made changes to make it more engaging for the students.

I commend the Annual School Report 2017 to our school community and its many stakeholders.

Peter Treloar (Principal)

### Parent Body

2017 was once again a very productive year for the St Joseph's Parent and Friends Association, raising funds books and resources for the classrooms. These funds were raised from the St Joseph's Golf Day, a school disco, Easter egg Raffle, Mother's Day and Father's Day fundraisers and the Entertainment Book.

Due to the fantastic social network of our parents, we were able to have fun and raise money to assist our children through providing greater resources not available through normal school funding. Thank you to all the families who have donated their time in making these events a great success.

Anthony Petersen

P&F President

### Student Body

We the Captains and Vice Captains of 2017 had a great year representing St Joseph's. Some of the highlights of the year included receiving leadership badges at the beginning of the year, attending the Catholic Schools Week Mass at the Sacred Heart Cathedral, organising fundraisers and afternoon of tabloid activities and representing the school at the Caritas Mission Mass.

We are proud of the way our classmates worked and cooperated with each other to assist their buddies make friends and have a great first year at 'big school'. We have had an awesome last year of primary school and would like to wish all of Year 6 the very best as their journey continues to high school.

## SCHOOL FEATURES

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### History of the school

A church/school opened on the corner of Kenrick and Farquhar Street, Burwood (later Merewether) in August 1876 as a Mass station for St Mary's, Newcastle. Before the Sisters of St Joseph arrived in January 1888, a school had been conducted by lay teachers and from 1882-1884 by the Sisters of Mercy, Hamilton. The Sisters of St Joseph moved to a cottage which was rented and later purchased by the Parish in Union Street. In 1909 a timber primary school was built with frontage to Farquhar Street. Extra timber buildings were added as the school grew. A high school was established on the site in 1932. In 1936 a two storey brick school was constructed on the corner on Kenrick and Union Streets. The high school occupied the first floor and four primary classes were located downstairs. In 1947 a large Kindergarten building was opened.

The school undertook a major refurbishment of its administration and staff areas in 2007. 20 rooms were refurbished, the Parish hall was renovated internally and the adjoining canteen was gutted and renewed for use by the school and Parish.

### Location/Drawing Area

The school is located between Union and Farquhar Streets and is on the corner of Kenrick Street. The main entrance of the school is situated on Union Street; however the official address is Farquhar Street. St Joseph's is one of two primary schools in the Newcastle Inner City Parish of St Benedict.

# Catholic Identity and Mission

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## Catholic Imagination and Spirituality

St Joseph's is a Josephite school and is guided by the rich heritage and values that the Sisters of St Joseph initiated. Our Catholic Identity is evident through this history and also through the daily life of the school. The whole school community prays together daily and each class includes prayer throughout the day. A sacred space is present in each classroom and religious items or other objects of religious significance are displayed on the sacred space. Modern religious artworks are visible throughout the school including an Aboriginal depiction of the Stations of the Cross. The school motto 'Live the Truth' is a constant reminder of the call to live the Gospel message in the interaction with others. The awareness for social justice is highlighted with the acknowledgement of the traditional landowners, the Awabakal people and through our regular fundraising activities. St Joseph's Merewether endeavours to embrace the Gospel values and to create a culture and climate in which all feel welcome and valued.

## Family, Parish and Diocesan evangelising and catechesis

The School Principal and Parish Priest regularly met in 2017 to further strengthen the relationships between the school and parish. The parish-based Sacramental program is enhanced by the school's Religious Education Program. The staff of St Joseph's assisted with preparing the children for the Sacraments through the teaching of their Religious Education Programs at a class level.

Our student leaders represented St Joseph's at the Diocesan Catholic Schools Week Mass, The Diocesan Mission Week Mass, parish masses and at the local ANZAC Dawn Service. A number of children also participated in the diocesan Aspire program. The school continued to support the St Vincent de Paul Society through its Mini-Vinnies Group. The children organised a variety of fundraisers and gave donations to Project Compassion and to the St Vincent de Paul Winter and Christmas appeals. The work of Catholic Mission was also supported through Mission Days held throughout the year.

## Christian Discipleship

Our school parish, student and staff representatives undertook a review on our Catholic Identity and Mission led by REC, Renata Powell. Through consultation we formed our new Vision Statement *Through Jesus Christ we Learn, Love and Live the Truth* we could then unpack it with the Mission Statements. What does Learn the Truth, Love the Truth and Live the Truth really mean?

Our mission here at St Joseph's, Merewether is to Learn the Truth, Love the Truth and Live the Truth. The *Truth* in these statements is more than just being honest. Truth refers to our faith, faith in God our Father. It encapsulates the very mission of who we are as the body of Christ and how we are invited to live that call as church today.

Our mission here at St Joseph's is to;

### LEARN THE TRUTH

Nurture the growth of the whole child

Promote academic excellence through quality education

Include all and celebrate diversity

### LOVE THE TRUTH

Are part of a Christ-centred Catholic community

Value justice, integrity and peace

Encourage positive relationships through respect and belonging

### LIVE THE TRUTH

Are a witness and a seeker of the truth

Demonstrate faith in action through social justice

Are committed stewards of creation

## Religious Education and Curriculum

The teaching of Religion receives priority in regards to time and resources. The school follows the Diocesan K-12 Religion Syllabus which promotes the knowledge and understanding of the story, experiences and teachings of the Catholic Community. Religion lessons involve exploring the Catholic Community through the four strands of Jesus and Scripture, History and Beliefs, Celebration and Prayer and Justice and Morality. The children's Religious Education programme is built on as they progress through primary school and the goal is for students to integrate the Gospel values into their daily lives. Year 6 students participated in the Religious Education Literacy Test held state wide. There was a clear reflection of the quality teaching of Religion at St Joseph's with the results that were obtained.

## Initiatives Promoting Respect and Responsibility

St Joseph's reflected the value of Social Justice through raising money for St Vincent de Paul, Catholic Missions and other community appeals. Financial and material support was also provided for Catholic Mission. These fundraising activities were organised by staff, students and parents. The St Joseph's Care Team, established in 2011, continues to provide practical, emotional and spiritual support to families within the St Joseph's school community who are in need of care.

St Joseph's promoted respect and responsibility through using the "You Can Do It Program" and provided students with the opportunities to improve these skills through excursions to Aussie Bush Camp (Year 5) and Canberra (Year 6).

## Student Profile

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

LBOTE*	SWD*	Indigenous
58	3	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 2017

Scholastic Year	Number of Students
K	50
Year 1	54
Year 2	44
Year 3	52
Year 4	60
Year 5	54
Year 6	55
Total	369

### Student Attendance - K to 6 - PDF

Percentage of student attendance by Year level and school average for 2017

K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	School Average
94.6	94.1	94.1	94.4	96.2	94.5	94.8	94.8

## 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

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### Student Welfare Policy

Student welfare policies are found within the *St Joseph's Pastoral Care and Discipline Policy*. The school uses a number of programs to cater for student welfare and pastoral care. The "You Can Do It" program is taught throughout the school as part of PDHPE. Through "You Can Do It," concepts such as getting along with others, persistence, confidence and resilience are explored and developed. A buddy system operated to support Kindergarten students, new families and the Kindergarten teachers. This system also assisted in developing friendships and encouraged leadership skills within the senior students. All members of the St Joseph's community are treated with care and respect. The school prayer sets the tone for the day - one of mutual respect. It is recited daily at morning assembly and states "...bless our school and all who come to it, our teachers, parents and students. Help us to be happy, peaceful and caring as we try to live the truth."

### Discipline Policy

The school's *Pastoral Care and Discipline Policy* outlines procedures for classroom and playground behaviour. Corporal punishment is not permitted. Parents are not permitted to exercise corporal punishment within the school boundaries. The *Pastoral Care and Discipline Policy* was reviewed in May 2011. An *Anti-Bullying-Harassment Policy* also supports discipline in the school. This policy evaluated and updated in 2015-16. A full copy of the school's *Pastoral Care and Discipline Policy* and the *Anti-Bullying-Harassment Policy* are both available in the school foyer.

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

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### School Improvement Plan

Gifted Education:

At St Joseph's we have spent 2017 exploring various aspects of Gifted Learners. We have catered for students through differentiation when teaching and created provisions for our students to participate in a variety of experiences, with the opportunity to work with like minded students both in and out of the classroom. Some of these experiences beyond the classroom included:

- Newcastle Writer's Festival Workshops for Stage 2 and 3
- Inquisitive Minds Mathematical Workshops for Stage 2 and 3
- Science and Engineering Challenge for Stage 3
- Future Lego League – Stage 3
- Whole School Musical Extravaganza
- Various Competitions in Writing, Art, Mathematics, Public Speaking, Chess and Sport

### School Academic Priorities

Key improvements achieved this year	Key improvements for next year
All members of staff at St Joseph's are encouraged to participate in professional learning opportunities throughout the year. Many of these professional learning opportunities were provided by the Catholic Schools Office. Professional learning on a school level continues to be greatly valued. Priorities in professional learning for 2016 centred on Religious Education, Mathematics, Science and Technology, NAPLAN Analysis and medical updates. Such PD opportunities took place through Cluster Days, Inservice Days, staff meetings and stage meetings. Professional learning in Mathematics was a major focus at St Joseph's in 2016.	Mathematics Whole Number Learning Team meetings focus on assessment data to drive improvement
NAPLAN Analysis Focus on Mathematics. Agreed practice in Math lessons. Professional Learning Teams focus on improving student growth based on assessment data.	English Focus on Reading - implement Focus on Reading across Kindergarten to 6.
As always, the focus continues to be centred on current research and best practice in the teaching and learning of Mathematics. NAPLAN analysis was also a priority with the analysis of NAPLAN data at staff meetings. As in previous years, professional learning in Information, Communication and Technology was a focus.	Assessment and Curriculum Differentiation to challenge students at their level of development.

### Academic Achievements

At St Joseph's we endeavour to provide an enthusiastic and friendly environment for learning which  
Annual School Report to the Community 2017

supports but challenges children to achieve their full potential. We encourage positive interactions between students, parents and the parish to meet the spiritual, academic, social and physical needs of the children in our care. It is evident that 2016 was a year of academic success. The practice of assessment was carefully considered in all that we did as teachers and we strived to ensure that assessment opportunities catered for the range of skills, talents and abilities of children. Open-ended assessment opportunities were highly valued and utilised but other forms of assessment continued to include national testing and standardised testing. Children in Years 3-6 again had the opportunity to participate in the University of NSW English and Mathematics competitions. Parent Assisted Learning (PAL) continued in 2016 providing support for students from Year 1-6 with reading fluency and comprehension activities.

### Cultural achievements

The St Joseph's Choir continued its long-standing reputation consisting of 60 students from Year 3-6 performed at the Easter, Mothers' Day and Grandparents' Liturgies as well as at the Kindergarten Orientation. Students from Year 5-11 who were gifted in a specific area of Dance, Drama or Music were given the opportunity to be part of Aspire, an initiative of the Maitland-Newcastle Catholic Schools Office. Aspire is a creative and performing arts program that seeks to provide positive experiences for students. Four students in Year 6 from St Joseph's were fortunate to be chosen for Aspire 2016. Students were able to participate in extra-curricular activities before and after school hours. The school's concert band performs weekly at morning assembly and also performs at two band concerts throughout the year. Art classes and drama lessons continued throughout 2016. Private keyboard and piano tuition were also offered in 2016. School leaders represented the school at ANZAC day, liturgies, masses, assemblies and ceremonies.

### Sporting achievements

Annual swimming and athletics carnivals identified students who represented the school at higher levels reaching NSW Catholic Primary School (Polding). The school supported all Diocesan Carnivals including Cross Country, Rugby League, Rugby Union and Netball; achieving excellent results. Teachers were released to attend Regional and Diocesan sports days as well as local carnivals and gala days in Winter and Summer sports. The teachers worked one day each week to teach skills and techniques as well as raise the fitness levels of the students.

## 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 2017		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	98.08%	73.90%	0.00%	10.00%
	Writing	96.15%	74.40%	0.00%	7.50%
	Spelling	88.46%	68.80%	0.00%	13.10%
	Grammar	92.31%	75.00%	3.85%	10.50%
	Numeracy	92.31%	67.10%	3.85%	11.40%

NAPLAN RESULTS 2017		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	88.68%	63.00%	3.77%	14.60%
	Writing	58.49%	47.90%	5.66%	19.40%
	Spelling	86.79%	63.00%	0.00%	14.10%
	Grammar	90.57%	59.90%	5.66%	17.50%
	Numeracy	84.62%	57.60%	0.00%	14.60%

## Staffing Profile

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### 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).	21
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	21
Total non-teaching staff	6
Grand total	27

Percentage of teachers who are indigenous	0
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### Teacher Attendance

96%

### Teacher Retention

100% staff retained in 2017.

### Professional Learning Undertaken

All members of staff at St Joseph's are encouraged to participate in professional learning opportunities throughout the year. Many of these professional learning opportunities were provided by the Catholic Schools Office. Professional learning on a school level continues to be greatly valued. Priorities in professional learning for 2017 centred on Religious Education, Mathematics, Science and Technology, NAPLAN Analysis and medical updates. Such PD opportunities took place through Cluster Days, Inservice Days, staff meetings and stage meetings. Professional learning in Mathematics was a major focus at St Joseph's in 2017. As always, the focus continues to be centred on current research and best practice in the teaching and learning of Mathematics. NAPLAN analysis was also a priority with the analysis of NAPLAN data at staff meetings. As in previous years, professional learning in Information, Communication and Technology was a focus.

## Parent, Student and Teacher Satisfaction

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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

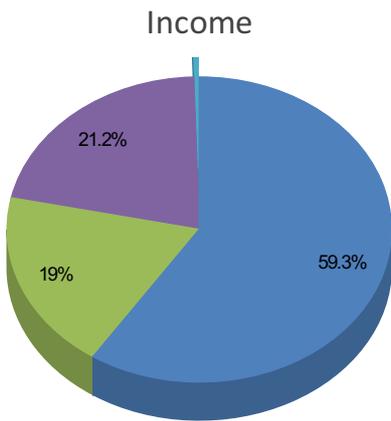
Our parents are very proud of our school community. They like the warm and friendly family environment and the quality of education provided. They also love to be involved and have many opportunities to assist the school at P&F level, as well as assisting in the classroom in very practical ways. The P&F have been very supportive of changes in the school. Kids Connect Australia to run the OOSH Services and are fully booked most afternoons.

### Student Satisfaction

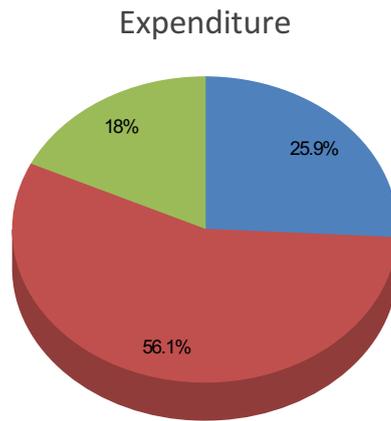
The children of St Joseph's Merewether really enjoy attending their school. They are proud of their achievements and community interaction. They also enjoy the wide variety of academic challenges, sporting and cultural opportunities that are provided. The children are involved in developing the Creative Play spaces on the playground area.

### Staff Satisfaction

St Joseph's has a very stable, hard working staff. They love their school and are justifiably proud of their role in the education of the children.



- Commonwealth Recurrent Grants (59.3%)
- Government Capital Grants (0%)
- State Recurrent Grants (19%)
- Fees and Private Income (21.2%)
- Other Capital Income (0.5%)



- Capital Expenditure (25.9%)
- Salaries and Related Expenses (56.1%)
- Non-Salary Expenses (18%)

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 2017 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants <sup>1</sup>	\$2,558,659
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$820,458
Fees and Private Income <sup>4</sup>	\$914,847
Other Capital Income <sup>5</sup>	\$20,191
<b>Total Income</b>	<b>\$4,320,410</b>

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure <sup>6</sup>	\$1,366,415
Salaries and Related Expenses <sup>7</sup>	\$2,964,858
Non-Salary Expenses <sup>8</sup>	\$950,255
<b>Total Expenditure</b>	<b>\$5,281,528</b>

For the 2017 year the St Joseph's Primary School received \$6,255 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

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This report is available to members of the school and wider communities. Copies will be supplied to the Catholic Schools Office, NESAs, 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:

**St Joseph's Primary School**

**MEREWETHER**

**Phone: 4961 2827**

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