



2018

ANNUAL SCHOOL REPORT

SERVICE. LEADERSHIP. JUSTICE

Together in Christ



www.mn.catholic.edu.au



St Francis Xavier's Primary School, BELMONT

PO Box 206, BELMONT 2280

Principal: Miss Louise Outram

Phone: 4945 2404 Fax: 4945 8095

Email: admin@belmont.catholic.edu.au

www.belmont.catholic.edu.au

About the Annual School Report

St Francis Xavier'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

Principal's Message

St Francis Xavier's Primary School Belmont is a systemic primary school that values and celebrates the dignity and uniqueness of the individual. Our school is part of Jesus, the Good Shepherd Parish East Lake Macquarie, which comprises the communities of St Patrick's Swansea and St Pius X Windale.

The prime educational focus of the school is embedded in Gospel values based on an inclusive, nurturing environment that encourages everyone to shine the light of Christ in the world. The school achieves its mission by promoting the active partnership of home, school and parish in a shared responsibility of educating the whole child.

As a Catholic school we celebrate our faith traditions, prayer life and actively bear witness to the Gospel.

We embrace the dynamic nature of education and provide quality education in a challenging, nurturing environment that caters for and respects the unique needs of each child. We provide education that helps develop values that will enable individuals to contribute positively to the wider community.

The school prides itself on its academic achievements and the quality of its student welfare, with Buddy Programs, Peer Support and resilience training. Students are given opportunities to participate in Debates, Public Speaking, National Competitions, Water Safety Lessons, Life Education Programs and Sporting Competitions.

St Francis Xavier's is truly a place that encourages and empowers individuals to 'Let Their Light Shine' – it is a school community based on quality relationships – staff, parents and students enjoy relationships that are respectful and genuinely caring of each other, the children are “childlike” and take delight in simple things and they appreciate what is done for them, they are happy.

The parents at SFX are supportive of the staff and what we do and are appreciative of what is done for their children.

The school offers comprehensive education programs that nurture the development of the whole child.

St Francis Xavier's participates in many extra-curricular activities - sporting, cultural and intellectual - we may not always win but we always compete and we do so in good spirit.

So to sum up St Francis Xavier's is like many other schools, an ordinary place where extraordinary things happen. Please take time to read this report as a way of learning more about SFX and the challenges and successes of the 2018 School Year.

Louise Outram Principal

Parent Body

2018 saw the strong commitment from the members of the Parent & Friends Association, with three main groups overseen by an enthusiastic executive. These sub-committees consisted of a Canteen, Fund Raiser and Friend Raiser group and all three worked very hard over the course of the year to raise much needed funds and establish a core of connected parents within the school.

Parents also still remained actively involved as classroom helpers, reading volunteers, weekly sport drivers and helpers etc.

There was a particularly good response to a number of volunteer parents and careers who provided much assistance in special days and events.

Student Body

There are lots of good things about going to school at St Francis Xavier's but in 2018 some of the highlights were ...

Diocesan Catholic Schools Week Mass Project Compassion Launch

Caritas Mission Day

Holy Week Reflection

Simultaneous Storytime

ANZAC Day March

Athletics and Swimming Carnivals Mothers' and Fathers' Day Breakfasts Grandparents' Day

S.A.L.I.D. (Stop And Look In Days) Netball and Soccer Gala Days Christmas Performance

SCHOOL FEATURES

History of the school

St Francis Xavier's (originally known as St Joseph's) Primary School Belmont first opened its doors over 60 years ago on the 31 January 1950 by His Lordship, Bishop Eris O'Brien, with an initial enrolment of 62 children. Most of the children came from Belmont Public School or, as with a smaller number, St Joseph's Charlestown. Enrolments continued steadily with 129 children in attendance by the end of that first school year.

The school was staffed by the Sisters of St Joseph from Lochinvar, hence the original dedication of the school to St Joseph the patron of their Religious Order. The two sisters first appointed were Sister Virgilius as Principal and Sister Callista as Infants Mistress. These wonderful women travelled by row boat across Black Ned's Bay each day.

The original L-shaped building consisted of three classrooms and a verandah. It was built at a cost of £5200 - £2000 over the original estimate which for a very small parish was a huge financial commitment.

The school has undertaken several building projects since it first opened leaving us with the site as we know it now. But buildings aside the school is best typified by its strong sense of Catholic identity and heritage.

Location/Drawing Area

St Francis Xavier's Primary School is situated behind the Belmont Central Business District on the eastern side of Lake Macquarie nestled between the Lake and Belmont Lagoon in the City of Lake Macquarie. This unique positioning places us in a site of extreme beauty and easy accessibility to many local attractions and sporting facilities which are within easy walking distance - Barton and Cahill Ovals, Lakeside Netball Courts, Tennis Courts and a local Gym.

Our school is part of Jesus, the Good Shepherd Parish East Lake Macquarie which also comprises the communities of St Patrick's Swansea and St Pius X Windale. All three have both active Church communities and parish primary schools. St Francis Xavier's is part of Lakes Region, one of the six geographic regions that makes up the Diocese of Maitland-Newcastle.

The enrolment drawing area comprises Belmont, Belmont North, Belmont South, Marks Point, Pelican, Valentine, Croudace Bay, Jewells and Floraville.

St Francis Xavier's Primary School belongs to the feeder area for St Mary's Catholic College Gateshead.

Catholic Identity and Mission

Catholic Imagination and Spirituality

St Francis Xavier's Primary School is situated close to Belmont Lagoon, an important site for the Awabakal people, traditional owners of the land upon which the school stands. Familiarising the children with the Awabakal Dreaming Story –*When the Moon Cried and Formed Belmont Lagoon*– is one way we acknowledge the heritage of this area and cultivate respect for the legacy of the Awabakal people. Each Monday morning and at other significant occasions during the year we begin assemblies with an Acknowledgement of Country read, if possible, by a child of Aboriginal heritage.

The school reflects the ethos of the founding Sisters of St Joseph through our core values of Faith, Dignity, Respect and Responsibility, which are proudly displayed around our school. The feasts of both St Joseph and St Mary of the Cross MacKillop are observed by the school community each year with special celebrations for the feast of the school patron St Francis Xavier, whilst at Morning Prayer we call upon the intercession of Mary McKillop in the routine of our day.

Our educational focus is based on Gospel values embedded in an inclusive, nurturing environment which encourages all to shine Christ's light.

Family, Parish and Diocesan evangelising and catechesis

Teachers from our school assist the Parish Sacramental Team, volunteering as group leaders, so that the children in our school can prepare for and receive the Sacraments of Confirmation, Communion and Reconciliation. Senior Primary students attend Masses of Healing and Anointing and visit a nearby Nursing Home.

As a school community we have several other opportunities during the year to attend Mass and we also celebrate major feasts of the Church with Liturgies of the Word that take place at Morning Assembly. Each class has the opportunity to prepare at least one of these liturgies so that all teachers share the responsibility of developing and nurturing the prayer life of the school and all children learn that prayer should be no stranger to their daily lives.

Our school participates in Diocesan Catholic Schools Week celebrations, Caritas launch, Catholic Mission and St Vincent dePaul events, through established social justice initiatives.

Parish, School and Family Masses are celebrated each term with each Stage preparing and fulfilling the various ministries at a Sunday Mass.

Christian Discipleship

The staff at St Francis Xavier's realise that they must nurture their own faith if they are to successfully nurture that of the children within their care. With this in mind Staff Prayer is an important aspect of our formal time together with teachers exploring varieties of form to enhance how we pray. This sharing of form and substance is reflected in the quality of individual class and whole school prayer, especially our Sunday Gospel reflection.

Our students are encouraged to live their call to discipleship through participation in our Values Program and Peer Support Program. These programs assist our students to know and live Gospel values and foster good Citizenship. Our senior students are trained as Peer Support Leaders and benefit from the positive skills, attitudes and understanding incorporated in this Positive Behaviours Program.

There is a Religious Staff Development Day organised each year by the Religious Education Coordinator to either assist staff spiritual formation or develop contemporary pedagogy in Religious Education.

Religious Education and Curriculum

At St Francis Xavier's we are committed to best practice, and Religious Education is no exception. Assisted by staff skilled in writing the new RE Units, we have been proactive in the sharing of DEEP pedagogy teaching practices and assessment ideas. We share our pride and confidence in our locally created Diocesan Religion Teaching Units, endorsed by Bishop William Wright as the most up to date and

educationally sound teaching units available. The staff commitment and skill set positions our school well in this new pedagogical era of Religious Education.

We are encouraging and supporting new ways of teaching Religion as a priority KLA, with learning tasks that require students to use all four quadrants of the brain. We are looking at ways of integrating Religion with other KLAs such as English, History, Geography, Creative Arts and PDHPE. Our REC attends Assembly Days to keep up to date with CSO initiatives on curriculum, pedagogy, programming and assessment. These days are also valuable networking and spirituality development opportunities.

Initiatives Promoting Respect and Responsibility

As a Catholic school, we aim to develop a deeper understanding of spirituality and explore ways we can consciously nurture and enhance the Spirituality of our students. The school provides opportunity for all students to participate in a reflection day on one of our key Catholic values of Faith, Respect, Dignity and Responsibility.

Students focus on a Gospel story that demonstrates the specific value, study and respond to this text and its message, complete an artwork that reflects the chosen value, learn a song to celebrate it and join together in prayer. A Y-chart is used to identify what this key Catholic value might Look like, Sound like and Feel like in our school community.

We promote the active partnership of home, school and Parish in the shared responsibility of educating the whole child.

We celebrate our faith traditions, prayer life and actively bear witness to the Gospel. We embrace the dynamic nature of education.

Student Profile

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

LBOTE*	SWD*	Indigenous
9	14	2

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

Enrolling at a Catholic School

Enrolment Policy and Enrolment information

Parents considering a Catholic school for their children are invited to complete the Enrolment Application form. Please contact your primary school of interest or designated secondary school (see Enrolment Boundaries for Secondary Schools on the website at <https://www.mn.catholic.edu.au/enrolment>) to enquire about enrolment procedures.

Please be advised that if schools have reached their full capacity for enrolments they may have to place children on a waiting list.

Completed applications are considered carefully and parent/carers will be informed as quickly as possible regarding acceptance. Finalisation of school fee payments in previous diocesan schools is a condition of enrolment in another diocesan school.

Catholic schools offer a unique educational experience which forms the child as a person of integrity, compassion, faith and wisdom. Catholic schools also work closely with their local parish to enhance in students a capacity to make sense of their world, to make judgements and to recognise the uniqueness of others within a faith community. Above all, they offer a comprehensive religious education program. Catholic schools don't just teach religious studies, they seek to develop spirit, mind, body and character and cultivate Gospel values that support lives filled with joy, endeavour and hope in the future.

To contact your local Catholic school, please visit <https://www.mn.catholic.edu.au/schools/view-full-school-list/>

Enrolment Policy and Procedure in Brief

To view the Enrolment Policy and procedures in full please visit

<https://www.mn.catholic.edu.au/media/48207/enrolment-policy-2018.pdf>

<https://www.mn.catholic.edu.au/media/48208/enrolment-procedure-2018.pdf>

Student Enrolment

Students attending the School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2018. Additional information can be found on My School website.

Actual Enrolments 2018

Scholastic Year	Number of Students
K	17
Year 1	21
Year 2	10
Year 3	21
Year 4	24
Year 5	14
Year 6	23
Total	130

Student Attendance - K to 6 - PDF

Percentage of student attendance by Year level and school average for 2018

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

Managing Student Non-attendance

In order for students to reach their full potential it is of paramount importance that they attend school regularly. While it is the parents' legal responsibility under the NSW Education Act (1990) to ensure that their children attend school regularly, our staff as part of their duty of care, monitor all absences and work in partnership with parents to support and promote the regular attendance of students. The new Compass platform enables all stakeholders, inclusive of parents to directly account for and monitor the Attendance of students online.

In doing so, the School, in partnership with parents, under the leadership of the principal:

- provides a caring environment which fosters in students, a sense of wellbeing and belonging, maintains accurate records of student attendance implements policies and procedures to monitor student attendance and to address nonattendance issues as and when they arise
- communicates to parents and students, the School's expectations with regard to student attendance and the consequences of not meeting these expectations
- recognises and rewards excellent and improved student attendance.

School attendance records also contain information regarding student absences including reasons for absence and documentation to substantiate reasons for absences. Teachers are required to monitor non-attendance diligently on a student by student basis and to bring to the attention of the Principal immediately any unexplained absences, non-attendance of a chronic nature, or reasons for non-attendance that cause concern. Matters of concern are referred to the Principal, the CSO and the relevant Department of Education officers where appropriate. Where a student is not able to attend school for a prolonged period of time due to a medical condition or illness, the School in collaboration with parents, provides resources to contribute to the student's continuum of learning where possible.

The CSO monitors each school's compliance with student attendance and management of non-attendance as part of the system's Continuum of School Improvement (COSI) processes. The School's attendance monitoring procedures are based on the [Guidelines for the Management of Student Attendance 2017](#).

Pastoral Care and Wellbeing

Student Welfare Policy

The emotional and physical well-being of our students is at the heart of what we do at SFX. Regardless of the quality of teaching programs, or a teacher's expertise, if a child does not feel secure, if they do not feel valued as individuals and happy within themselves, then all else is for naught. We focus on the child; we take the time to really know each one and to nurture each according to their needs.

An active buddy system, Peer Support program and Values Education also enhanced student care at SFX in 2018. Our strong anti-bullying philosophy goes hand in hand with the continued development of resilience within the children.

A number of programs and initiatives were undertaken in 2018 to support our beliefs and stance on student welfare, one of the most successful was Lunch Club. The Lunch Club runs twice a week for about 30 minutes in the Library during the lunch break. The purpose of Lunch Club is to provide a safe place for quiet activities as an alternative to playground areas.

Pastoral Care and Anti-Bullying Policies reviewed in 2016. Policy available from the School Office.

Discipline Policy

At St Francis Xavier's discipline is formative rather than punitive. The aim is to not only maintain a high standard of behaviour but to also assist in the development of the children's acceptance of responsibility for, and the consequences of, their actions. Our Discipline Policy is found within the broader Pastoral Care Policy with clearly stated guidelines for equitable practices and procedural fairness. In the management of unacceptable student behaviour society is best served when individuals accept accountability for their actions, the ideal being an individual who regulates their behaviour from a moral sense of what is right and not from fear of reprisal. We believe that consistent and effective behaviour management practices and procedures will help to develop a sense of self-worth, accountability and responsibility. We aim to nurture a climate of justice, reconciliation, compassion, tolerance and community as a result of positive and effective reinforcement and affirmation of student behaviour.

All policies relating to discipline are based on procedural fairness.

Pastoral Care and Anti-Bullying Policies reviewed in 2016. Policy available from the School Office.

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

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

St Francis Xavier's Anti-Bullying Policy 2012 is reflective of the Diocesan Policy.

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

Our School Improvement Plan was focused on developing student achievement in the areas of Literacy and Numeracy. A lead teacher in Literacy was appointed 1 day a week to work with staff collaboratively in the areas of Literacy, particularly reading and writing, and assessment. Staff attended Professional Development opportunities in the area of Mathematics to assist in enriching teacher knowledge, skills and classroom practice. In addition to these priorities the staff participated in Professional learning focusing on the identification of Gifted students across grades. Identification of these students allows for teachers to plan for a diverse range of needs with the classroom. Gifted Education is a system wide initiative and will be part of our School Improvement Plans in the future.

School Academic Priorities

Key improvements achieved this year	Key improvements for next year
At St Francis Xavier's this year significant resources were put into providing opportunities for staff to evaluate our pedagogical practice in Literacy and how we engage students in reading and writing tasks. We provided release time for class teachers, reallocated meetings and sought opportunities during the normal course of the week, term and year for teachers to meet and plan with Stage partners. We ensured that the focus on Literacy remained a priority by appointing a Lead Teacher one day per week to assist teachers in providing rich and engaging literary experiences within their classroom.	Staff will collaboratively work together to develop agreed practices to gather data in the area of Literacy and Numeracy. Analysis of a range of assessment data will be conducted to establish individual and class targets for students K-6. Teachers will engage with CSO personnel to establish action plans and best practice in achieving improvement across these Key Learning Areas.
St Francis Xavier's also saw significant changes in the process used to identify and engage Gifted students across all KLAs. Time was set aside at staff meetings for PD in this area and assessment data was broken down to assist in identifying talented students.	Implementation of Initial Lit Kinder and Year 1 with whole class and small group instruction of Phonics and Reading across Years K-1. Teachers will be trained in the implementation of Initial Lit and implement during Term 1. As the year progresses investigation into the possibility of Year 2 taking on this program upon its release.
The staff from St Francis Xavier's moved from simply using assessment data to inform reporting, to using it as a tool to inform teaching and Learning. Teachers reviewed what was assessed and how learning was monitored to ensure that we were providing a variety of opportunities for students to demonstrate their skills and understanding and ability to apply their knowledge in class and group tasks.	Teachers K-6 will participate in professional learning focused on developing a deeper understanding of mathematical concepts. Teachers will plan and reflect in teams with the aim of strengthening pedagogical content knowledge and improving their capacity in the area of numeracy.

Academic Achievements

In 2018 our school achieved improved results across all the areas of Numeracy and Literacy which are assessed in NAPLAN. Over the last few years the academic growth trend from Years 3 – 5 indicated improvement across these grades. The School Improvement Plan focused on achieving numeracy and Literacy growth across all stages. In addition to the sustained academic improvement that our students

attained in NAPLAN, we also gained commendable results in the Newcastle Permanent Maths Challenge.

We continued to achieve excellent results in the areas of problem solving and the 'Out of The Box' Maths challenge for Stage 3. The 'Out of The Box' Mathematical challenge involves students working as a team and individually to solve problem based Mathematical challenges. To do this the children must be able to not only think mathematically but to apply mathematical reasoning to solve the problems.

Our school also has an excellent participation and completion record in the Premier's Reading Challenge.

Cultural achievements

Our school places a high priority on ensuring that all children are given the opportunity to showcase their talents across all aspects of school life. In 2018 we had an end of year cultural event where the students re-enacted the Nativity through drama, music and dance. In addition to this cultural event we had numerous outside artists and performers visit the school as well as our children going on real and virtual excursions to a variety of cultural events.

Sporting achievements

As a school community we believe that education extends beyond the classroom and the school and is about experiences and opportunities. Therefore, we endeavour to provide a variety of rich experiences across as many areas as we can. The children participate in a Gymnastics Program for 8 weeks, inter-school competitions in a variety of sports as well as Swimming and Athletics Carnivals. In addition to these, the school also provides opportunities through one day and short term program experiences. This year we saw our children achieve success across a variety of sports including Swimming, Athletics, Netball and Soccer. Our soccer teams experienced success in the Macquarie Cup Soccer Tournament and the Diocesan Soccer Gala Day.

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 2018		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	90.00%	75.70%	5.00%	8.70%
	Writing	70.00%	71.70%	0.00%	0.00%
	Spelling	90.00%	69.60%	5.00%	12.50%
	Grammar	90.00%	73.10%	10.00%	11.30%
	Numeracy	65.00%	66.80%	10.00%	11.50%

NAPLAN RESULTS 2018		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	69.20%	65.50%	0.00%	0.00%
	Writing	46.20%	43.70%	7.70%	23.40%
	Spelling	69.20%	63.90%	15.40%	13.50%
	Grammar	84.60%	64.40%	7.70%	14.30%
	Numeracy	61.50%	57.50%	15.40%	14.10%

Staffing Profile

Teacher Accreditation Status

All teachers employed to teach NSW curriculum in the school are accredited to teach with NESA

Throughout the year teachers have participated in a variety of professional learning including school based, system based and external professional development courses and a school based professional practice and development process.

Qualifications and Experience	Number of Staff
I. Teachers at Graduate/Proficient.	11
II. Teachers at Highly Accomplished/Lead	

Workforce Composition

Number of Staff	
Total teaching staff	11
Total non-teaching staff	6
Grand total	17
Percentage of teachers who are indigenous	0

Teacher Attendance

93%

Teacher Retention

100%

Professional Learning Undertaken

Teachers attended a variety of Professional Development opportunities utilising the expertise of CSO personnel and other qualified professional organisations. In addition to sourcing outside agencies we also completed a number of professional development sessions as part of our Staff Meeting routine. This was facilitated by a variety of staff members and quite often followed on by system professional development opportunities. Our major focus was in Mathematics and therefore a high percentage of our Professional Development was targeted in this area. However, staff also attended in services related to new syllabuses, unpacking NAPLAN data and Faith Accreditation.

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

St Francis Xavier's is seen by the wider community as a quality Catholic school, where Catholic values are embedded across the curriculum and the children learn in a safe and happy environment. The intimate nature of the school makes it family friendly, a fact that is appreciated by the parent community. Teachers and parents work together for the good of all children and we share in their successes - big and small. Many children think fondly of the school continuing to return to catch up with past teachers and to keep us informed of their progress. The retention of current staff, and the merit based selection of new staff is highly regarded by the parents. Another indicator of parent satisfaction and connectedness is attendance at school functions - with all events being well attended. Overall, parents are very satisfied with what the school achieves and strives to improve on. This was clearly articulated in the Community Feedback in the COSI self-review survey at the beginning of 2016.

Student Satisfaction

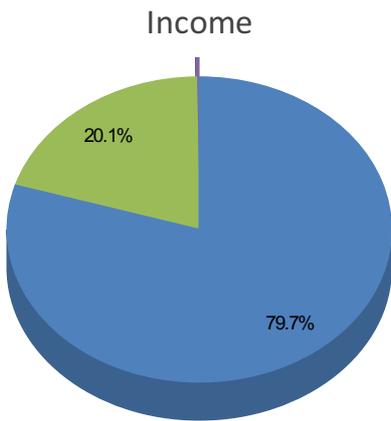
St Francis Xavier's has a wonderful student population who personify the key values upon which the school is built. An indicator of their satisfaction is the very low rate of unacceptable behaviour that occurs both within the classroom and the playground. The children demonstrate a high respect for the staff and the school which is a reflection of how they feel and react to the learning environment. The students respect the physical environment of the school and we have zero incidence of vandalism or intentional damage of property. Past students often return to not only visit their past teachers but to catch up with the friendships they have made during their time at St Francis Xavier's.

The children at St Francis Xavier's really 'Let their Light Shine'.

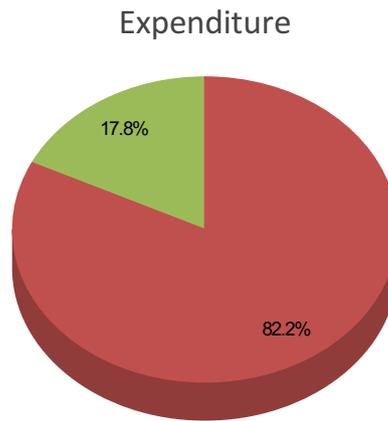
Staff Satisfaction

Staff participation in community events and the low rate of staff absences are indicators of staff satisfaction at St Francis Xavier's Primary School. The staff collaborate frequently and are part of the decision making process through consultation and opportunities for feedback. The staff feel that their opinions and educational experience are highly rated and they are respected by the school community and seen as professionals who can be trusted to provide the best educational opportunities for the students.

The staff enjoy collegial relationships which contribute much to the sense of community at SFX. We share professionally and care personally for all those fortunate enough to call St Francis Xavier's home.



- Commonwealth Recurrent Grants (79.7%)
- Government Capital Grants (0%)
- State Recurrent Grants (20.1%)
- Fees and Private Income (0.2%)
- Other Capital Income (0%)



- Capital Expenditure (0%)
- Salaries and Related Expenses (82.2%)
- Non-Salary Expenses (17.8%)

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 2018 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants ¹	\$1,648,250
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$414,956
Fees and Private Income ⁴	\$5,080
Other Capital Income ⁵	\$21
Total Income	\$2,068,307

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure ⁶	\$150
Salaries and Related Expenses ⁷	\$1,629,896
Non-Salary Expenses ⁸	\$352,769
Total Expenditure	\$1,982,665

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, 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 Francis Xavier's Primary School

BELMONT

Phone: 4945 2404

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