



Catholic Schools
DIOCESE OF MAITLAND-NEWCASTLE

2025

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

TOGETHER IN CHRIST

St. Joseph's Primary School
Charlestown



St Joseph's Primary School

Shelton Street, CHARLESTOWN 2290

Principal: Ms Kathryn Hill

Web: <http://www.charlestown.catholic.edu.au>

About this report

St Joseph's Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Diocese of Maitland-Newcastle (CDMN) which forms part of the broader system of schools governed by Catholic Schools NSW. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the My School website.

Message from key groups in our community

Principal's Message

This report reflects on the progress St Joseph's has made over the past year and celebrates a period of significant growth and achievement. In 2025, our school community continued to flourish, with a steady rise in enrolments across multiple year levels; an encouraging affirmation of the trust families place in our mission, learning culture, and the strength of our collective vision for the future.

We remain committed to providing a high-quality Catholic education that nurtures the faith, academic, personal, and social growth of every child. By fostering a positive, inclusive, and supportive environment, we strive to ensure that all students have the opportunity to reach their full potential.

Situated within the MacKillop Parish, St Joseph's continues to offer a Catholic education distinguished by excellence in teaching and learning from Kindergarten to Year 6. Grounded in the tradition of the Sisters of St Joseph, we take great pride in upholding the Josephite charism. Our values of Striving High, Living Like Jesus, and Care for the Environment remain central to our identity and continue to guide our daily actions.

This year has seen tremendous progress in student learning outcomes. Our staff have embraced evidence-informed practices, expanded the use of data to drive instruction, and strengthened support structures to cater for the diverse needs of learners. Our focus on high-impact pedagogy and engaging curriculum delivery has ensured that students experience learning that is meaningful, relevant, and deeply connected to real-world understanding.

2025 also marked notable achievements across the school; from academic growth and Creative Arts celebrations to sporting success, enriched wellbeing programs, and strengthened student voice. Our whole-school musical, community partnerships, and student-led initiatives have further enriched school life, fostering confidence, collaboration, and leadership in our young people.

The involvement of our community has been instrumental in these successes. We deeply value the strong partnerships we share with parents, parish, and local organisations. Our volunteers, FACE committee, and community supporters have played a vital role in creating diverse opportunities for students, reinforcing our commitment to a well-rounded and vibrant education.

Looking ahead, we aim to build on this year's achievements by continuing to strengthen learning programs, expanding wellbeing supports, and advancing our facilities plan to ensure our environment matches the high expectations we hold for teaching and learning.

Strengthening communication and collaboration with families will remain a priority, as we work together to ensure St Joseph's continues to be a place where every student is known, valued, and able to thrive.

Parent Body Message

In 2025, our parent community continued to play a vital and deeply valued role in the life of St Joseph's. This year marked the introduction of our new FACE model (Family and Community Engagement), which has strengthened the partnership between home and school. FACE has provided a clear structure for building meaningful, purposeful connections with families, ensuring that parent voice, collaboration, and shared decision-making remain central to our community culture.

Through this model, we have seen increased parent participation across learning, wellbeing and community initiatives. Families engaged in new opportunities to contribute, whether through volunteering, consultation or supporting school-wide projects, demonstrating once again their unwavering commitment to our students and staff.

Parent involvement continues to enrich the educational experience for all children. Many families generously offered their time and talents in the canteen, fundraisers, classroom support, and uniform shop, helping to create a welcoming and vibrant school environment. Their contributions directly enhance student learning, build community spirit, and strengthen the sense of belonging that defines St Joseph's.

Traditional events such as the Easter Raffle, Mother's Day and Father's Day celebrations, along with a variety of school fundraisers throughout the year, were again supported through the FACE committee and were highly successful. In addition, families played a significant role in major fundraising initiatives. Through collective effort, the parent body contributed funding towards upgraded facilities, supported students attending representative sporting events, purchased vital literacy and sporting resources, and committed to supporting the construction of our much-anticipated Ninja Fitness Circuit; a project that will have lasting benefits for student wellbeing and physical development.

The collaboration between parents, staff, and students has been central to the school's continued growth. Working together, we have ensured that students are supported academically, socially, and emotionally through a community that cares deeply for their development. The FACE model has already strengthened communication pathways, increased transparency, and created more opportunities for parents to be active participants in school life.

We warmly encourage all families to remain engaged as we continue building this model in 2026. The collective efforts of our parents enrich our school in countless ways, ensuring St Joseph's remains a place where children feel supported, connected, and inspired to thrive.

We are sincerely grateful for the ongoing partnership and look forward to working together in the year ahead.

Student Body Message

The Student Leadership Team, elected each year by students from Years 2 to 5 alongside staff, continued to make a significant impact on school life throughout 2026. In alignment with our commitment to strengthening student voice, all Year 5 students were once again provided with the opportunity to nominate and apply for formal leadership positions. This inclusive and transparent process empowers students to express their aspirations, participate in decision-making, and contribute meaningfully to the direction of their school.

Our School Councillors played an active role in shaping the rhythm and culture of school life. They confidently led weekly assemblies, supported whole-school communication, and worked closely with the Mini Vinnies team to design and deliver a range of charitable initiatives. Through these roles, students exercised genuine agency, selecting focus causes, promoting events, and leading awareness campaigns for Project Compassion, the SVDP Winter Appeal, Catholic Mission, and other community-based outreach efforts. Their leadership demonstrated compassion, collaboration, and the living out of our Josephite values.

Throughout the year, our Year 6 students continued to shine as leaders and advocates for others. They served as peer mentors during key events such as the National Day of Action Against Bullying, Harmony Day, and other whole-school celebrations where their voice helped promote inclusion, respect, and a positive culture. Their role as Kindergarten buddies remained a highlight, with students showing exceptional kindness, patience, and attentiveness as they helped our newest learners feel safe, welcomed, and heard.

Beyond these formal roles, Year 6 students consistently contributed to the smooth running of school life, assisting teachers with daily routines, supporting sporting events, and modelling respectful behaviour. Their willingness to listen to younger students, support peers, and offer feedback to staff strengthened our culture of mutual respect and collective responsibility.

As we look ahead, St Joseph's remains deeply committed to cultivating student leadership and elevating student voice. We believe every child has the right and the capacity to influence their school environment, develop confidence, and take pride in contributing to the life of their community. These opportunities not only prepare students for future challenges but also enrich the daily experience of every learner in our care.

School Features

St Joseph's Catholic Primary School, nestled within the MacKillop Parish, welcomes students from Kindergarten to Year 6. Established in 1927 by the Sisters of St Joseph, the school originally operated on Milson Street before relocating to its current bushland setting in 1975 to support a growing community. Proud of our Josephite heritage, St Joseph's continues to embody the spirit and values of the Sisters of St Joseph. Situated on Shelton Street, we are an integral part of the Lakes Region of Catholic schools and a feeder school to St Mary's Catholic College, Gateshead.

Surrounded by natural bushland, our school provides a nurturing and engaging environment where students grow academically, socially, and spiritually. In 2025, we completed major upgrades to our front gate, gardens, play equipment and technology infrastructure, creating safer and more contemporary spaces for student learning. The construction of our new Ninja Parc fitness circuit and installation of an outdoor screen have also been finalised and will be ready for use in 2026, further enhancing physical wellbeing, outdoor learning and whole-school events.

Throughout 2025, St Joseph's demonstrated strong growth and continued excellence in teaching and learning. Classrooms operated as dynamic environments characterised by inquiry, creativity and challenge, led by skilled and dedicated educators. The school further embedded open classroom structures and team-teaching models, providing students with broader expertise, increased differentiation and richer collaborative learning. These approaches strengthened flexibility, learning continuity and collective responsibility for student outcomes, ensuring each learner is known, valued and supported. St Joseph's also offers contemporary learning spaces with access to interactive screens, laptops, green-screen technology, a 3D printer, podcasting equipment and a range of digital tools.

A key element of our outdoor learning program is the student vegetable garden, where children grow and harvest produce while learning about sustainability, healthy living and care for creation, an authentic expression of our Josephite values.

Strong partnerships with families remain central to our mission, and we work closely with parents to ensure every child reaches their full potential.

Alongside academic excellence, St Joseph's provides a wide range of sporting and extracurricular opportunities, including representative pathways and Creative Arts programs such as ASPIRE, band, choir, drama, chess and debating.

Committed to nurturing confident, compassionate and capable young people, St Joseph's looks forward to building on these strong foundations as we enter 2026 and continue to enhance the educational experience for every student.

Student Profile

Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2025: Additional information can be found on My School website.

Girls	Boys	LBOTE*	Total Students
164	197	42	361

* Language Background Other than English

Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy.

Student Attendance Rates

The average student attendance rate for 2025 was 91.54%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
93.41	90.59	92.52	90.89	92.05	91.46	89.84

Managing Student Non-Attendance

All schools maintain an accurate register of their student's attendance. Any absences (part or full day) from school are recorded on this register and appropriate intervention strategies are implemented if required.

While parents/carer are legally responsible for the regular attendance of their child at school, school staff, as part of their duty of care, play a vital role in providing a continuum of active support including universal, targeted, and individualised strategies when supporting students with attendance concerns. Documented attendance plans may be developed to address the needs of students whose attendance is identified as being of concern.

Staffing Profile

Staffing Profile

Note: The data presented reflects the most current information available at the time of reporting. Variations in data currency may occur where staff updates are pending. Differences between tables are due to variations in staff inclusion criteria; therefore, minor discrepancies in reported numbers may occur.

The following information describes the staffing profile for 2025:

Total number of staff	47
Number of full time teaching staff	14
Number of part time teaching staff	19
Number of non-teaching staff	14

Total number of teaching staff by NESA category

Teachers are either accredited as conditional, provisional or proficient as defined by the Teacher Accreditation Act 2004 (NSW). Accreditation at the levels of Highly Accomplished and Lead teacher is voluntary.

The following table describes the accreditation status of teachers at St Joseph's Primary School in 2025:

Conditional Teachers	4
Provisional Teachers	0
Proficient Teachers	30

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

This year, our school embraced the Jubilee Year theme Pilgrims of Hope. Many staff members attended the official launch at the Cathedral in March, and our own staff formation day, along with a series of liturgical events throughout the year, reflected this significant milestone.

Our 2025 School Improvement Plan focused on strengthening staff capacity and confidence in teaching Religious Education to create meaningful and positive learning experiences. Professional learning opportunities emphasised strategies such as incorporating religion-based vocabulary through word walls, enhancing student engagement, and fostering reflective teaching practices. These initiatives were informed by self-reported data and classroom observations.

St Joseph's continued its active involvement in the Parish's Catholic Praise and Worship events, assisting in planning three gatherings that drew participants from across the Diocese. Looking ahead, we aim to expand opportunities for youth engagement within the Diocese.

Within our school community, we celebrated key liturgical occasions including Ash Wednesday, St Joseph's Feast Day, Grandparents Day, Mother's Day, Holy Week, Easter, and Christmas. These celebrations were well attended by parents and grandparents, strengthening our sense of community and shared faith.

Our Stage 3 students demonstrated leadership and compassion through their involvement in the Mini Vinnies group. Throughout the year, they inspired the school community to

contribute to initiatives such as Caritas, the St Vincent de Paul Winter Appeal, Catholic Care, and the Christmas Appeal, collecting funds, food, and clothing for those in need.

Curriculum, Learning and Teaching

The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education and Languages.

The Curriculum is structured around the outcomes and content for each KLA and provide multiple opportunities for students to demonstrate their understanding through assessment. The curriculum embeds capabilities and priorities within curriculum content points in all KLAs. These include literacy, numeracy, digital literacy, critical and creative thinking, ethical understanding, intercultural understanding, and personal and social capability.

St Joseph's provides an educational program taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) include English, Mathematics, Science and Technology, Human Society and Its Environment, Creative Arts, Personal Development, Health and Physical Education, and Religion.

Our curriculum is built around clear outcomes and meaningful learning sequences, offering students multiple opportunities to demonstrate understanding. Literacy, numeracy, digital literacy, critical and creative thinking, ethical understanding, intercultural understanding, and personal and social capability remain embedded across all Key Learning Areas.

In 2025, St Joseph's continued its focused improvement journey in Mathematics, maintaining an emphasis on place value as a foundation for numeracy growth. This targeted approach enabled teachers to deepen content knowledge, strengthen assessment practices, and refine high-impact strategies linked to our school improvement goals. Staff engaged in ongoing professional learning through the Numeracy Teachers Academy, further enhancing their capacity to deliver evidence-based, data-informed instruction.

Our Professional Learning Team (PLT) teachers again played a significant role by providing release time for collaboration, data analysis, goal setting, and instructional planning. This structure has strengthened consistency across classrooms and supported sustained professional growth.

A key strength in 2025 was the consolidation of High Impact Teaching Strategies (HITS) across English and Mathematics. Teachers engaged in learning walks, professional dialogue, and analysis of student work to refine practice. Data-informed planning and clear learning goals enabled staff to identify gaps, monitor progress, and design targeted interventions to support every learner.

Strong community partnerships continued to enrich school life. Our annual Writing Fair once again celebrated student achievement and showcased the collaborative efforts of staff, families, and St Mary's Catholic College.

St Joseph's is proud of the solid foundations built in recent years. Our continued focus on high-impact strategies, effective data analysis, clear goal setting, and collaborative professional learning ensures we remain committed to excellence in teaching and learning. We look forward to further strengthening this culture, so every student continues to experience growth, achievement, and a deep love of learning.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participate in the National Assessment Program Literacy and Numeracy (NAPLAN).

NAPLAN is a nationwide measure through which parents/carers, teachers, schools, education authorities, governments and the broader community can determine whether or not young Australians are developing critical literacy and numeracy skills. NAPLAN results allow parents/carers and educators to see how students are progressing in literacy and numeracy over time - individually, as part of their school community, and against national standards. NAPLAN is made up of four domains of:

- reading
- writing
- conventions of language (spelling, grammar and punctuation)
- numeracy.

NAPLAN results are reported against proficiency standards with four levels of achievement to give parents and carers, teachers and schools clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but reasonable expectations at the time of testing.
- Developing: The student's result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Joseph's Primary School for 2025 is reported in the table below.

NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	59%	54%
	Reading	69%	66%
	Writing	85%	76%
	Spelling	71%	62%
	Numeracy	79%	64%
NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	85%	63%
	Reading	79%	73%
	Writing	79%	65%
	Spelling	72%	69%
	Numeracy	85%	69%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's approach to pastoral care and wellbeing is guided by the [Student Wellbeing and Pastoral Care Policy](#).

This policy provides a framework for the development and implementation of policies, programs, resources, and practices at all school levels. Its purpose is to support and enhance the wellbeing of students and all members of the school community, fostering a climate of care within a Catholic educational context.

The School is committed to creating a safe, inclusive, and academically rigorous environment. A strong emphasis is placed on nurturing and maintaining positive, respectful relationships among staff, students, and parents, with the wellbeing of all at the forefront.

Behaviour Management and Student Discipline Policy

The School's behaviour management and student discipline procedures align with the Catholic School's [Student Wellbeing and Pastoral Care Policy](#) and to the [Schools Behaviour Management Policy](#). These policies uphold the dignity and responsibility of each individual, promote positive student behaviour, and ensure respect for the rights of all students and staff. Corporal punishment is expressly prohibited at the School. The School does not permit or condone the use of corporal punishment by any School personnel or non-School individuals, including parents, as a means of discipline in the School. Further information about this and other related policies may be obtained from the School's website.

Anti-Bullying Policy

The School implements the Catholic Schools [Anti-Bullying Policy](#) which is adopted by all schools within the Diocese. This policy provides a framework for school communities to collaboratively prevent and address bullying, fostering respectful relationships and responding to individual needs with sensitivity and care. The Catholic Schools Leadership team monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or on the Catholic Schools Maitland-Newcastle website.

Complaints Handling Policy

The Diocese of Maitland-Newcastle [Complaints Resolution Policy](#) is implemented by the School and all schools in the diocese. This policy acknowledges that misunderstandings and differences of opinion may arise and provides a structured process for resolving such matters respectfully and constructively. By addressing concerns within a framework of dignity, respect and truth, the policy reflects the values of the Catholic faith and offers opportunities to model the love of Christ in contemporary contexts. The Catholic Schools Leadership team monitors the implementation of this policy in our schools.

The full text of the [Complaints Resolution Policy](#) may be accessed on the School's website, the administration office or on the Catholic Schools Maitland-Newcastle website.

Community Satisfaction

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of 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 teachers. The school undertakes extensive surveying of all stakeholder groups every 2 years. This data is shared with the school community and contributes to the priorities for future planning.

Parent satisfaction

At St Joseph's, meaningful consultation with parents, students and staff remained central to school improvement in 2025. Feedback was actively sought and used to guide planning, with parent voice continuing to shape key decisions.

Our third annual Writing Fair highlighted student creativity and progress, drawing strong family support. Communication also remained a priority, with regular sharing of learning goals and student work keeping families engaged.

The FACE (Family and Community Engagement) Committee strengthened community connections through fundraising and events that fostered a strong sense of belonging.

Parent-teacher interviews further supported positive relationships. In response to parent feedback, St Joseph's expanded participation in sporting gala days, supported by dedicated volunteers whose assistance ensured safe and successful involvement.

Through ongoing collaboration, communication and engagement, St Joseph's continues to build strong partnerships that support student success.

Student satisfaction

In 2025, St Joseph's continued to prioritise student voice as a central part of school life. Students feel deeply connected to our community, knowing they are supported, valued and encouraged to reach their full potential. They take pride in their learning environment and enjoy the natural outdoor spaces that enhance their wellbeing.

Student voice featured strongly in the 2025 school musical, where students contributed ideas and took ownership of the creative process. Their leadership and collaboration showcased the importance of student involvement in shaping school initiatives.

This year, students also helped establish a school-wide recycling program, demonstrating leadership in sustainability and living out our Josephite values. Their input further informed

discussions about future fundraising priorities, ensuring decisions reflect what students see as most beneficial to their learning.

Students consistently report feeling safe, supported and engaged, embracing the wide range of academic, sporting, cultural and leadership opportunities offered. This positive and inclusive environment allows every learner to thrive at St Joseph's.

Teacher satisfaction

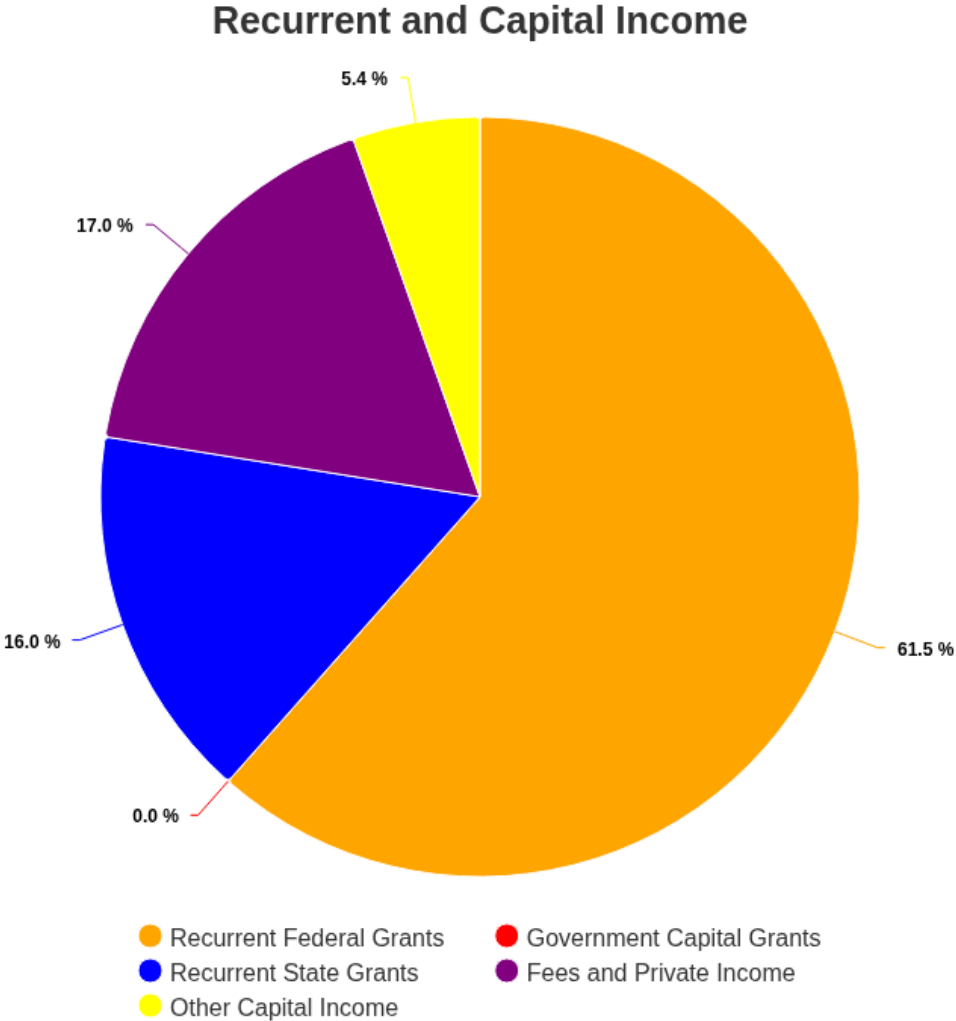
In 2025, St Joseph's continues to thrive with a highly skilled and dedicated teaching staff committed to excellence. Working collaboratively, they create learning environments that meet the diverse needs of all students, contributing to strong outcomes across the school. Throughout the year, staff engaged in a range of professional learning opportunities, sharing expertise to refine practice and strengthen student achievement. Their involvement in extracurricular events, community activities and school improvements further demonstrates their passion for our school. Staff at St Joseph's prioritise collaboration, foster a positive learning culture and use data-informed strategies to enhance teaching effectiveness.

Results from the 2025 Staff Pulse Survey reinforce these strengths, with 96% of staff reporting high engagement, 88% indicating strong wellbeing and 96% expressing confidence in the school's progress and direction. These results reflect a culture where professionalism, care and mutual respect enable both students and staff to flourish. The dedication and expertise of St Joseph's staff continue to shape a vibrant, supportive and high-performing school community.

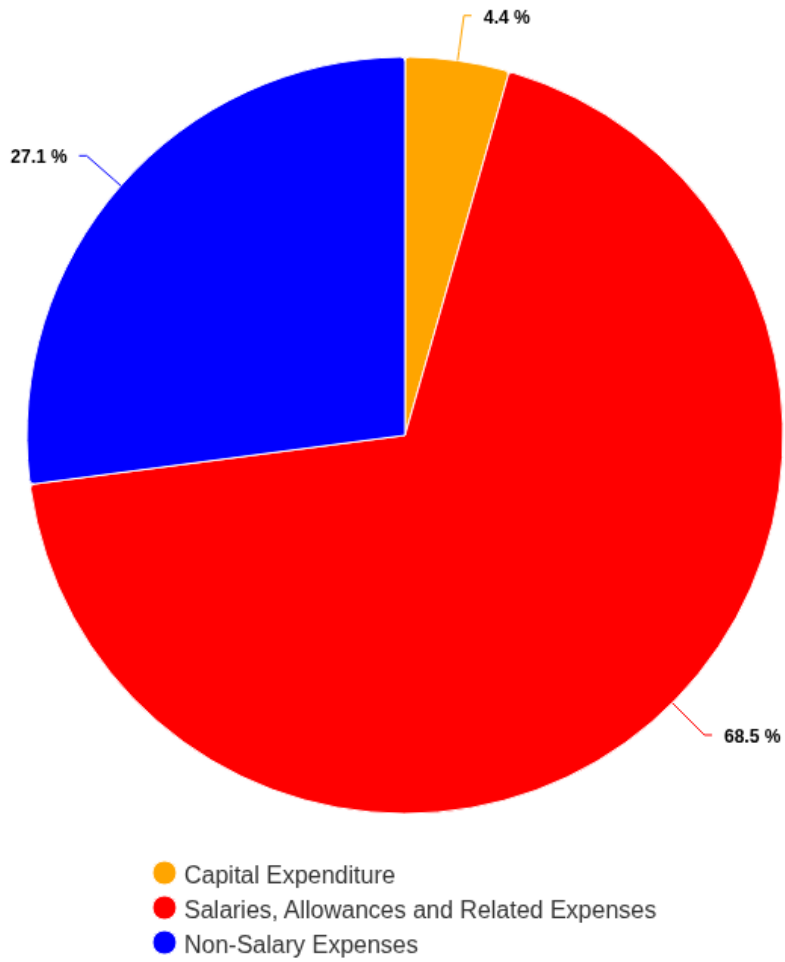
Financial Statement

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 2025 year is detailed below:



Recurrent and Capital Expenditure



END OF 2025 REPORT