

2025

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

TOGETHER IN CHRIST



St John's Primary School

Dickson Street, LAMBTON 2299

Principal: Shannon McGregor

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

About this report

St John'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

It is with pleasure that I write the 2025 Annual School Report on behalf of the community of St John's Lambton. The completion of an Annual School Report is a requirement of the NSW Education Act (1990). This report is an opportunity to provide all stakeholders with a summary of St John's educational and financial performance and policies, for the past school year. It provides a detailed account of the progress the school has made to provide quality educational opportunities for all students, as set out in the school plan. It outlines the findings from school, system and national assessment programs, all of which reflect the impact of key school strategies for improved learning and their benefit to all students. The Annual School Report is a balanced and genuine account of the school's achievements throughout the year, with a view to areas for development. As a Catholic school, the teachings and doctrines of the Catholic tradition are central to our actions and interactions. St John's strives to meet the needs of the children, providing a rigorous academic curriculum as well as a quality Religious Education program. St John's 2025 School Improvement Plan encompassed a clear and systematic approach to raising student levels of achievement, building teacher capacity, further strengthening the staff collaborative learning community and improving outcomes for every student. St John's is committed to ensuring quality literacy and numeracy teaching and encourages all students to strive for excellence. St John's is well resourced, with the provision and access to a wide variety of technologies and excellent learning environments for both staff and students.

Parent Body Message

What a truly special year 2025 has been at St John's Primary School. None of the many successes we have celebrated this year would have been possible without the care, dedication and heart shown by every member of our St John's staff.

Each morning, our students are greeted with warm smiles and genuine hellos that help them feel safe, known and valued. These small but powerful moments set the tone for the day and reflect the strong sense of belonging that makes our school such a special place.

We are deeply thankful for the way our staff continually go above and beyond for our students. So much happens behind the scenes, often in personal time, to ensure our children have rich, meaningful and joyful experiences. From ongoing communication through Compass and weekly class newsletters to swim school, athletics carnivals, sporting days, excursions, school liturgies and masses, the Christmas concert, Sacraments of Holy Communion and Confirmation, and transition days — every opportunity is thoughtfully planned with our students at heart.

Student Body Message

St. John's is a unique and small school with a tight community and an exceptional staff. At St. John's we learn how to show our Positive Behaviour 4 Learning (PB4L) values of compassion, respect and courage and how to share them with the world to make it a better place.

Students at St. John's have the opportunities to participate in creative and sporting activities such as Dio Sounds, ASPIRE, sport and swimming carnivals and a debate team. We also have many clubs and extracurricular lunchtime activities such as games club and chess club, which are managed and organised by our exquisite Student Representative Council (SRC). Students also receive the opportunity to have incursions, such as a water safety talks, and zoom sessions with Kids Helpline and Headspace.

The SRC meets once a fortnight to discuss major and minor issues in our school that effect everyone. Our SRC takes time and effort out of their schedule to implement things such as new soccer goals, a new canteen ordering system and a variety of lunchtime clubs.

Our school is managed by a group of intelligent and inspiring adults. All of the staff at our school contributes in their own small ways. From giving that extra bit of help, like the Learning Support, to giving messages out at assembly like our assistant principal, all staff do their bit to make our school amazing.

In 2025, we started our well-being program, Grow Your Mind, this program helps us with our social and mental. It teaches us to learn how to recognize and understand our emotions in a safe and well-mannered way. In semester 1, we learnt about the different part of the brain such as the Amygdala (guard dog), Prefrontal Cortex (Wise Owl), Hippocampus (Elephant), Insular Cortex (Sensitive Octopus) and R.A.S (Sifting Sootie) and all the different types of emotions. In semester 2, we are learnt about our Strength Characteristics such as Respect, Teamwork, Courage, Love, etc. Learning about these helps us regulate our emotions and learn strategies to cope.

We have so many amazing things at St. John's, Lambton it is what makes us unique and welcoming for children of all shapes and sizes.

From the 2026 school leaders.

School Features

St John's is a single stream school with children from Kindergarten to Year 6. The school was established in 1883 by the Sisters of Mercy. St John's works in partnership with families to provide a quality education, supporting wellbeing, engaging students in purposeful learning; monitoring, sharing and celebrating learning; and connecting students with others to learn within and beyond the classroom. St John's Vision, "In the tradition of Mercy, Inspiring Minds, Growing in Christ," reflects the past, present and future direction of a school that is committed to learning, working and praying together. St John's is a community that welcomes and reaches out, striving to bring the Mercy message of welcome, courage, inclusion, compassion and justice into the lives of all. Upgrades to the school buildings over the past decade have resulted in the provision of modern classrooms. A generous school library and refurbished St John's Hall complement the classroom areas and provide further teaching and learning spaces. The development of a Creative Play and playground area within the school confines has further provided students with opportunities to learn with and through each other in a variety of play based environments. The school is part of the parish of Holy Trinity, Blackbutt North. Students participate in all aspects of school life, being active in learning and development programs, sport activities, leadership programs, wellbeing initiatives, parish worship and the buddy program, as well as incursions and excursions. Across the course of 2025, students completed a wide variety of activities in addition to classroom teaching and learning. These included gymnastics lessons; Mathematics Olympiad and Games; robotic challenges, and experiences as well as some school, regional and diocesan sporting competitions. St John's students celebrated special events including liturgical feasts and celebrations across the course of the year. St John's school continues to support social justice initiatives, both locally and in the broader global community. St John's encourages both individual and team participation in sporting, cultural and academic activities. Parents support the ethos and operation of the school through involvement in the Parent Engagement Group PEG, fundraising and when able, assisting at school level with activities such as canteen. St John's is a school which focuses on faith, community, innovation and excellence.

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
97	103	59	200

* 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 90.49%. 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
91.93	91.83	90.24	90.84	87.46	89.99	91.16

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/carers 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	29
Number of full time teaching staff	7
Number of part time teaching staff	14
Number of non-teaching staff	8

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 John's Primary School in 2025:

Conditional Teachers	1
Provisional Teachers	2
Proficient Teachers	16

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)

At St John's Primary School we are proud of our Catholic Identity and seek to live our vision, in the tradition of Mercy, inspiring minds and growing in Christ, every day. An education in the Mercy tradition invites all children to develop their own unique gifts and talents. As a school with a diverse population we celebrate all cultures, remembering we are all children of God. This belief is exemplified by our motto "Love One Another" (John: 13:34). We strive to create an inclusive environment, honouring the dignity, cultures and faith traditions of all. Our core values of respect, compassion and courage support us in this endeavour. We acknowledge and celebrate the Awabakal people at meetings, assemblies and liturgies, as the traditional owners of the land on which the school is built.

Our commitment to our Catholic Identity is also evident in the daily life of our school community. Classrooms each have a dedicated sacred space reflecting the Church calendar and the prayer intentions of each classroom.

We are united in our pursuit of living gospel values and promoting social justice. The Mercy Student Leadership group work with the wider school community to help those in need locally, nationally and internationally. Student led initiatives include Project Compassion, Catholic Mission and St Vincent de Paul projects. These are opportunities for students to be active in the wider community and make a tangible difference in the lives of others. St John's has strong connections to Holy Trinity Parish Blackbutt North. Staff, students and families participate in parish life through various ministries and the Sacramental program.

Our Religious Education Curriculum has priority in the timetable. In 2025 students of St John's achieved outstanding results in the Religious Literacy Test, including first place in the Diocese. Staff have regular professional development in the area of Religion and implement the Pedagogy of Encounter with passion and clarity.

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 John's Lambton is a community of learning, characterised by high expectations for learners to achieve excellence, academic growth, innovation and purpose within an environment that engages, empowers and enables. The key aspect of St John's improvement focus is student learning. To maintain this focus, St. John's develops and refines processes consistently to ensure that both a clear understanding of students' needs as individual learners, and meaningful learning experiences are informed by an understanding of each one of our students. Learning environments at St John's are reflective of the Catholic identity and life of the school, with a strong commitment to pastoral care and student wellbeing for learning.

With an understanding of what students already know and can do, teachers design learning experiences that matter for students, where the content and scope and sequence of these learning experiences is informed by the NSW curriculum. Children who need assistance in a particular area of learning are identified by both norm-referenced tests and teacher constructed assessments. Selected students are given assistance on an individual and/or small group basis within the cohort.

In 2025, students were given opportunities and participated in a variety of enrichment activities both in school and online, across several KLA's. Students with special needs were supported, both in classrooms and on the playground, and provided with opportunities to develop their potential. Programs such as Lexia, MiniLit, supported students in literacy. The role of Gifted Education Mentor was maintained with students identified as gifted in an area of learning, participating in enriched classroom experiences and the diocesan established Virtual Academy. Students in Years 3-6 who were identified as gifted in Mathematics focused on higher order problem solving strategies including Maths Olympiad and Games. The school's technology base and ICT teaching programs were further developed with the 1:1 laptops in Year 3, Year 4, Year 5 and Year 6. Students in Year 5 and Year 6 also participated

in the Annual University of Newcastle STEM Design & Challenge Day. Year Six attended the annual Sport & Cultural Day as too, the Transition to Trinity High School Day, Adamstown.

Various sporting days were organised and implemented throughout the year for all grades including Intensive Swimming, Soccer, Touch Football and Netball Gala Days, Athletics and Swimming carnivals. All students at St. John's are highly encouraged to participate in all aspects of learning to promote a well-rounded understanding of the world in which we live and engage in society confidently. Providing such opportunities as stated allows this to occur.

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 John'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	68%	54%
	Reading	77%	66%
	Writing	90%	76%
	Spelling	58%	62%
	Numeracy	77%	64%
NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	81%	63%
	Reading	85%	73%
	Writing	93%	65%
	Spelling	81%	69%
	Numeracy	78%	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

The school continues to enjoy a high level of parent support and participation. Parents have a positive perception of the school's Catholic Identity, the care that is displayed, the quality of teaching and learning taking place, the administration of the school and the partnership they experience. Parents acknowledge that St John's School is friendly, supportive and community orientated.

"St John's is a very warm and welcoming community with strong and compassionate leadership and an excellent team of teachers. It has been an ideal school for our children, offering them a wealth of opportunities, both academic and extracurricular. The teachers are all supportive and strive to create a positive environment in the classroom. We cannot praise the school principal highly enough, she makes a positive difference every day and we would not hesitate to recommend St John's to any prospective parents".

"I like the fact that it's a smaller school and so each child feels seen and heard. The fact that it is a school of faith is important as the school's values align with our own".

Student satisfaction

The students at St John's felt safe at school and further worked to grow positive relationships with each other. They understand the school motto to "Love One Another" and accept responsibility for their words and actions. The students valued the multicultural nature of the school population and found the school events and celebrations that went ahead, both valuable and fun. The catholicity of St John's school is acknowledged by students who demonstrated a commitment to social justice through fundraising.

"I love our playgrounds and our teachers and I love the friendly students that are really welcoming to us and supportive of us and help us if we need help in our subjects or if we just need someone to talk to, they are always there, ready to be there for you".

"I really enjoy my school because I feel safe around anyone and comfortable. I enjoy the teachers and the principal. I get to have many activities to do as well".

Teacher satisfaction

The staff of St John's agree that the school has a strong Catholic Identity, that teaching and learning is of a high quality, that there are ample opportunities for professional learning and that the school is well administered. The staff further express satisfaction with the expectations, support and current direction of the school. The staff team works together to improve outcomes and provide for the learning and growth of all the students at the school.

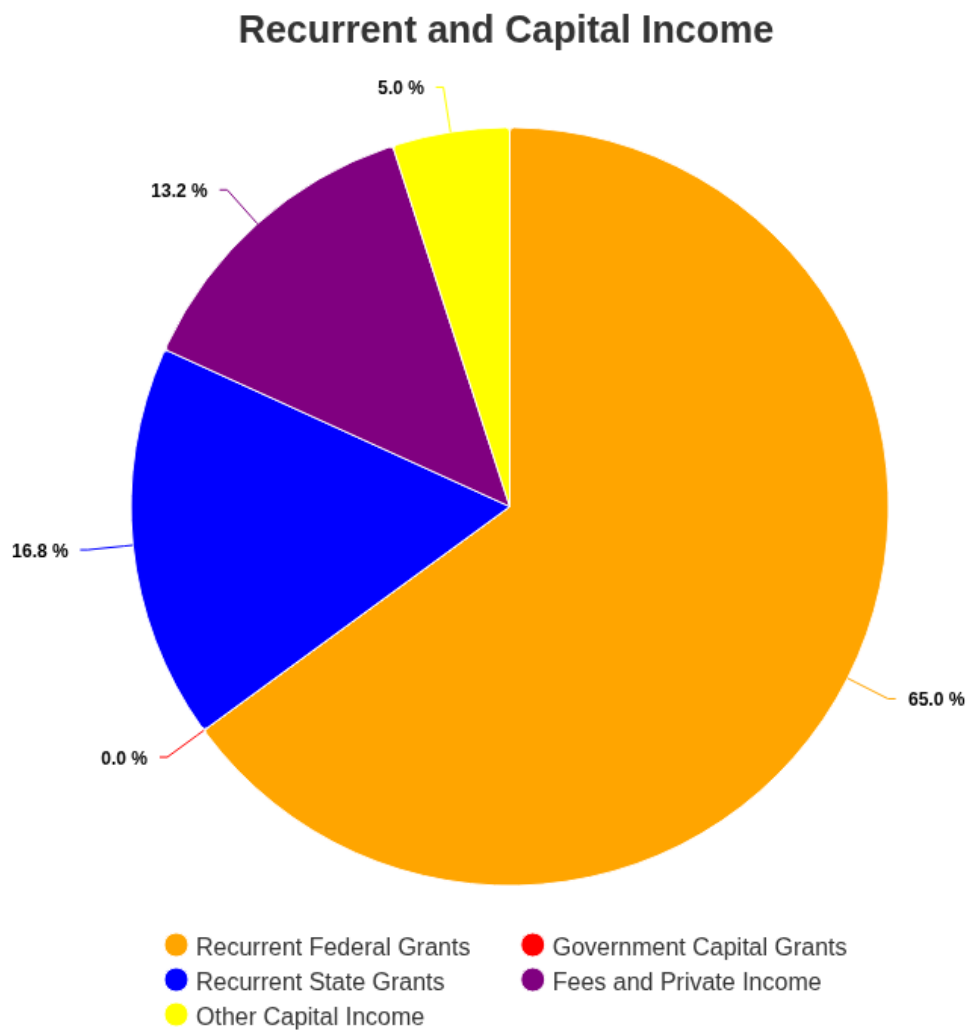
"I really love the supportive and caring leadership team of our school as well as the incredible staff who are genuinely interested in you as a person and then as an educator. The school has a wonderful play area that has been worked hard on by our principal over the previous few years"

"Our school is a special community - one whereby individual successes are celebrated and support given when needed. St John's has had many improvements over the last few years. There is a level of trust throughout the staff and concerns are handled in a calm and equitable manner. Staff wellbeing is prioritized; leadership has engaged with the diocese to continue this journey. To me, this is a major area of improvement".

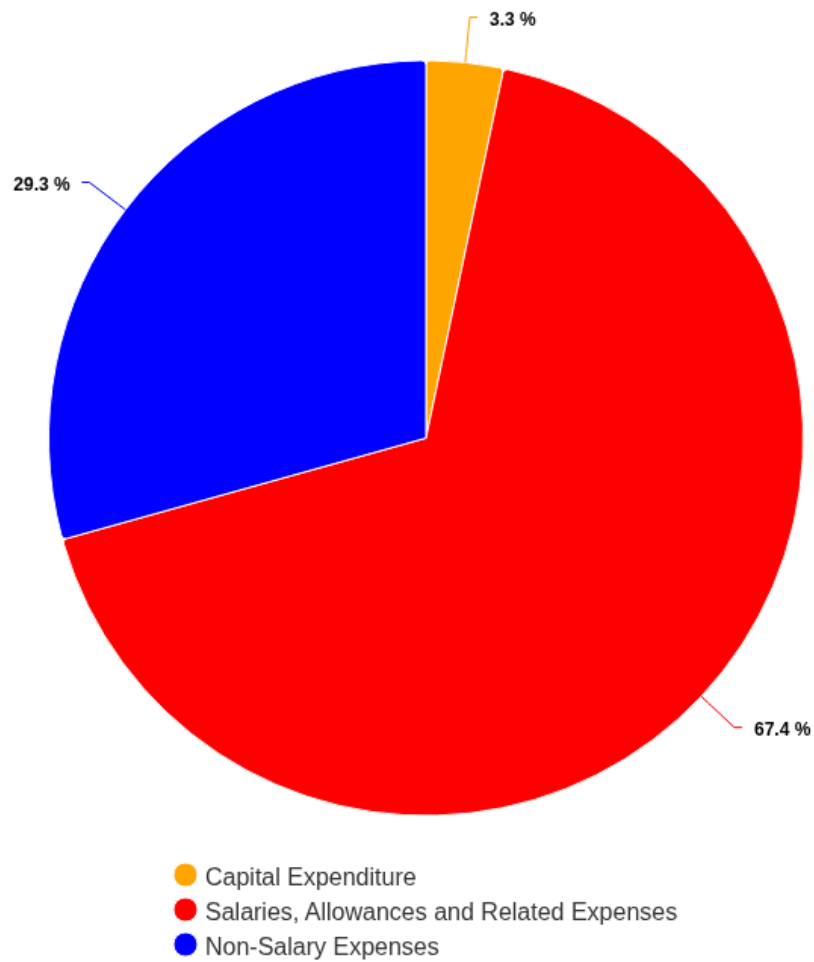
Financial Statement

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