



2024

Annual Report to the School Community



St Joseph's School

367 High Street, NAGAMBIE 3608

Principal: Maree Findlay

Web: www.sjnagambie.catholic.edu.au

Registration: 1173, E Number: E3030

Principal's Attestation

I, Maree Findlay, attest that St Joseph's School is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2024 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 16 May 2025

About this report

St Joseph's School is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report 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. 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 also be obtained from the [My School website](#).

Governing Authority Report

The Catholic Education Week theme for 2024, “Behold I Make all Things New,” invited us to reimagine possibilities to enliven our ministry in Catholic education in innovative and creative ways. The theme challenged us to ensure our educational enterprises were clearly focussed on every student, every teacher, every school, every day.

In 2024, the recognition that Catholic Education Sandhurst Limited (CESL) is a multi-school system found expression in our commitment to streamlined governance responsibilities and enhanced support for our learning centres. This approach allows for unified policies, consistent standards, and centralised support, while still catering to the unique needs of each individual learning centre.

To align the work of Catholic Education Sandhurst Ltd with the CESL Strategic Plan 2023-2027, three “Guiding Lights” have been identified that will shape the work of the organization for the next three years:

- **Authentically Sandhurst Catholic Education**
Recognizing our rich diocesan relationships and commitment to spiritual formation, Sandhurst Catholic Education is living the missionary call to respond to the needs of our young people and our world with an ongoing and Gospel infused process of encounter, deep listening, discernment and courageous action.
- **Outstanding Learner Growth**
Together, across the system, we will invest in educational and allied staff capabilities so that irrespective of personal circumstances, every young person in every school will have access to an equitable, sound, engaging and responsive learning program.
- **Solidarity and Subsidiarity**
Through our commitment to solidarity, in each of our learning centres, our young people have the same opportunity to flourish and grow. Our collective strength will be used for the benefit and growth of all parts of the organisation.

At the same time, subsidiarity allows entities to bloom and thrive under clear parameters, knowing in which circumstances decisions are to be made at the lowest level possible, or the highest level necessary.

In line with these three Guiding Lights and the recognition that CESL is both an evangelizing and educative entity, 2024 saw the groundwork established for Magnify Sandhurst, a transformative learning and teaching program to be rolled out to our 51 Catholic schools across the Sandhurst Diocese. This new learning and teaching program aims to significantly

enhance the learning experience for students and provide teachers with the tools they need to deliver an evidence-based curriculum that boosts student outcomes.

With the support of world-class educational partners such as Steplab, Knowledge Society, MultiLit, and Ochre Education, Magnify Sandhurst is an investment in the future of every child in all 51 schools. With the mantra, 'Every student, every teacher, every school, every day', the program is designed to create a learning environment that challenges and supports students, helping them reach their full potential.

I am extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2024 of our school staff and Catholic Education Sandhurst Office personnel; they continue to work tirelessly for the students and families in our schools and are true bearers of the Mission to which they have been called.

Kate Fogarty

Executive Director, Catholic Education Sandhurst Limited

Vision and Mission

Identity Statement

St Joseph's; a child safe school, is a Catholic Community in the Josephite tradition where we learn and grow in the Spirit together.

Vision Statements

St Joseph's; a child safe school, strives to be an educating community:

Where the total development of each child is nurtured.

Where an environment of trust, respect, hope and safety is built, with direct reference and consideration to child safe standards and policies.

Where families and the school work in partnership sharing the responsibility to educate the child.

Where school life is an integral part of parish and the wider community.

Where the students learn in a challenging, enjoyable and cooperative way.

Where the teachings of Jesus are taught, modelled and lived.

Graduate Outcomes

St Joseph's students learn to become:

Problem solving, inquiring, critical thinkers with high competencies in literacy and numeracy.

Technologically competent and ethical users of technology.

Hope filled, independent, resilient and confident young people.

Knowledgeable and appreciative of the Catholic faith.

Socially adept, respectful, just, environmentally conscious and appreciative of diversity.

At St Joseph's we are being our best when we are...

Being respectful;

Being friendly;

Being positive learners.

School Overview

St Joseph's Catholic School is committed to serve the spiritual and educational needs of the children of the Parish. Its work is to offer these young people an education that will assist them in their full personal development. St Joseph's is the responsibility of the Parish - a community of people brought together by their common Catholic Faith. As such, it forms a vital part of the Parish Community. It is in this spirit of community, that St Joseph's seeks to create an atmosphere where all may experience growth in their own richness, fullness and integrity. The school community becomes an extension of the family, fostering love and concern - thereby acknowledging the need to keep in close contact with parents.

The Principal and staff at St Joseph's seek to create a learning environment in which the children will be encouraged to realise their full potential and accept responsibility for their own learning. All students benefit from an integrated curriculum, with class teachers and specialist teachers working in close liaison, to achieve the goals, aims and visions of the school.

Principal's Report

It is my pleasure to submit this report as a reflection on the 2024 school year.

This annual report provides the school community with information about the school during the 2024 year. It includes initiatives undertaken and highlights some of the achievements. It also provides an overall summary of the progress of the school across the many areas of school life.

This year St Joseph's participated in a number of audits and reviews which were a resounding success. Completing VRQA and School Improvement Tool audits was an immense amount of work by the staff and to receive glowing reports and feedback is a true indication of the dedication and commitment of our staff and families. I also participated in the Principal Appraisal process which gave great feedback and suggestions for future growth for myself and St Joseph's.

One major highlight of the year was the very successful St Joseph's Art Show which provided an opportunity for the school and wider community to come and enjoy the amazing talents of our students. It was a wonderful atmosphere and a great opportunity for our students to shine. The staff were amazing in their commitment of this event in the setting up of the Show as well as supervision over the weekend.

Other highlights of the year were:

District Swimming Sports

Weekly visits to Nagambie Aged Care hostel

St Joseph's School Cross Country.

5/6 camp with St Luke's Shepparton to Ballarat

3/4 camp with St Mary's Rushworth to Nilacootie

Visiting Nagambie Library on a weekly basis

Visiting Nagambie kindergarten students

St Joseph's School Athletics

Family working bees to beautify the school's grounds

Mother's Day Raffle and afternoon tea

Father's Day breakfast

Whole School end of year celebration

Having Mackillop ELC use Mackillop Hall for their 3/4 year old kinder groups.

Little Athletics using our school oval for their Saturday morning event

Grandparent's Day

The introduction of Little Joey's Outdoor Playgroup

I can't believe all this happened and it wouldn't have without the dedication and commitment of the staff and families of the school.

If this was the result of one year's work I look forward to seeing what next year brings.

We welcomed Fr Rene Ramirez, based in Shepparton as our Parish Priest (and Fr Ruell as our supporting priest). We enjoyed our monthly masses with our parishioners and building stronger connections with our parish community.

Catholic Identity and Mission

Goals & Intended Outcomes

- To provide faith formation opportunities for the school community.
- To foster a growing understanding of thinking, seeing, feeling and acting to the natural world – God's creation.
- To continue to build a school community where the teachings of Jesus are taught, modelled, nurtured and lived.
- To support for all staff with RE planning and implementation.
- To make the Catholic Identity images around the school more visible and contemporary.
- To continue to develop the faith formation with staff in Scripture and prayer.

Achievements

Our school continued to hold 'Education in Faith' at the forefront of all that we do as a Catholic

Primary School. Our school's Catholic Identity is highly important to us and is the central element to all that we do. Ensuring that being a Catholic School is a visible presence in our school, is also highly important to us, and can be seen through school and classroom displays, maintaining a prayer focus in each classroom, our school's banner and motto and the symbols that distinguish us from the local primary school.

We are continually building on our communication within the school. We have maintained our school newsletter and have continued to incorporate the components on Catholic Identity and Learning & Teaching.

Our Sacramental Program is one that reaches out to our school community and the surrounding areas. We have children from Nagambie Primary School and Avenel Primary School, who join in with our program. We offered the Sacrament of Reconciliation and Confirmation to our year 3/4 students and First Holy Communion to our year 3/4 students. Members of our parish community run the small group meetings and attend the Parent Faith Formation and Information evenings. During 2024, we celebrated the Sacramental Program, with children making their Reconciliation, Sacrament of Confirmation and First Eucharist.

Value Added

During 2024, we were continuing to develop our understanding of school being an important part of building a faith community and in allowing the children to experience church. The children began the year by getting to celebrate the Gospel values and the Catholic Traditions,

by attending Mass, either at the monthly Wednesday Mass or at whole school Masses for special occasions. We celebrated a few masses at the beginning of the year, including our beginning of the year Mass and some later in the year, including our Graduation Mass, The children continued to develop their understanding of prayer through daily prayer celebrations in the classroom. We also have a prayer at each assembly, and our leadership children lead these prayers. They would set up a prayer focus, call us to be ready for prayer and then lead this assembly prayer. We also celebrate prayer in our weekly newsletter and at all staff meetings as well.

The staff use The Source of Life, Religious Education Program to develop the curriculum they

teach. This is supplemented with the Kinship with the Earth program. This is planned on a two-year cycle, with a focus on covering each of the strands as well as a focus on events throughout the church year. It is through our Religious Education program, that we continue to learn about the Gospel values and the importance of putting them into practice as a whole school community.

We always open our Masses to all people in the community, by inviting the local parishioners and school families to school celebrations, Masses and liturgies.

We are fortunate to have Fr. Ruell lead us in these Masses. He has a great rapport with the students.

All staff need to maintain Accreditation to teach or teach RE in a Catholic School. A new platform (TAP – Teacher Accreditation Platform) has been developed to record hours of PD towards this. We have begun to use this platform and will add any PD opportunities to maintain our accreditation.

Learning and Teaching

Goals & Intended Outcomes

Our 2024 aspiration is to provide learning and teaching environments and curriculum provision that is intentional in challenging students to strive for excellence, set high expectations, empowering students to become competent, critical thinking and problem-solving learners.

To build on our knowledge of how to differentiate the curriculum to improve student learning.

To create and promote opportunities for staff to work together.

To seek CES support through Lauren Gould to ensure teaching practices and language used with the students is consistent in numeracy.

To engage in whole school Professional Learning with Arti Shah in the areas of Literacy.

To continue to collaboratively moderate and bench mark student writing samples using the NAPLAN writing criteria guide.

For each class to have a page in our newsletter promoting the learning opportunities and intentions of the week to engage the parents more in their child's learning.

Achievements

Our achievements:

: continuing to develop and expand the reporting format using SIMON that aligns closely to Victorian curriculum

: making the school newsletter more student centred

: using Dojo across the school to communicate with parents and share student learnings and achievements

: using Essential Assessment to track and use data to inform teaching in Numeracy

: the very successful whole school Art Show

: improved data in school attendance

: successfully releasing staff together to work and plan collaboratively

: Data Wall outlining students growth/challenges

:2 year Inquiry planning cycle

Student Learning Outcomes

Student Learning Outcomes:

Improving student outcomes is a priority at St Joseph's Primary School and students are regularly monitored.

Assessment data informs the teaching and learning and helps monitor the growth in individual outcomes and trends across the whole school.

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 3	*	*
	Year 5	*	*
Numeracy	Year 3	*	*
	Year 5	*	*
Reading	Year 3	*	*
	Year 5	*	*
Spelling	Year 3	*	*
	Year 5	*	*
Writing	Year 3	*	*
	Year 5	*	*

*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2024 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

Student Wellbeing

Goals & Intended Outcomes

Aspirations.

Our 2024 aspiration is to continue to foster a safe, inclusive and welcoming St Joseph's school community.

We will aim to achieve this by:

continuing the Mental Health in Primary Schools (MHIPS) initiative to the school community and engage in professional learning in this area

consistently implementing the positive behaviour approach across the school.

using Positive Behaviour Intervention in Schools (PBIS) data to track student incidents and behaviour.

providing educational experiences for all staff, building their understanding of wellbeing.

to encourage and develop student voice in their learning and school life

Achievements

Achievements.

Our main focus for 2024 was continuing to support our families and students

Our main focus was on guiding the students in working with each other appropriately. This was achieved through regular teaching points using our PBIS guidelines.

Student behaviour was closely monitored, recorded and followed up by all members of staff using the platform of SIMON. Parent Support Group meetings were held every term for students at risk. Staff attended professional development sessions on CPR, Mandatory Reporting, Anaphylaxis and Asthma training.

A major achievement was reintroducing the garden as a space of learning and wellbeing for all students. Deb Randles, Pastoral Welfare Officer played a major role in bringing this important part of St Joseph's back to life.

The continuation of the program Mental Health in Primary Schools where a teacher is placed in this role 2 days a week to provide support for all students has continued to be a success. Ebony Anderson continued in her role and worked alongside students and staff to build rapport, develop relationships and create opportunities to engage with students in an environment centred around their needs. Ebony used her time to implement cooking classes

across the school with mixed age groups, allowing students to learn valuable skills and important communication strategies.

Value Added

Community events including Mother's Day afternoon tea, Father's day breakfast and Grandparent's DAY were very well attended.

Stepping Stones kinder to school program was very well received by the community and allowed a smooth transition for our 2024 Foundation students.

Little Joey's Outdoor Playgroup was a successful initiative giving our students the opportunity to be leaders and run small activities with our young learners. It also provided students to have a voice in the activities chosen.

One of our most successful programs was ChooseDay - a time every Tuesday afternoon where staff and students came together in multi age groups to share, learn and enjoy new experiences. These activities centred around Wellbeing, Community and Learning. Students had voice in choosing the activity that they would participate in for 4-5 weeks and then share their reflections and learning with the school. Activities ranged from fishing, yoga, macrame, board games, construction, aged care visits, skateboarding (to name a few).

Home school communication with families continued to be a priority. The school continued paperless permission forms for excursions which was very successful and the ability for parents to mark their child absent using PAM/SIMON app was recognised as a successful tool for the parents.

Assemblies led by the students every week were an opportunity to celebrate the successes of our students. Parents attendance at these events increased dramatically.

A variety of lunchtime programs were offered to students throughout the year. This included opening the library for puzzles and passive activities and gardening.

Student Satisfaction

The student data collected from Orima surveys indicated positive feelings from the students in all areas of the survey.

In such a small setting where only 14 students completed the survey, it is difficult compare and analyse the data accurately. In saying that, the student satisfaction survey produced some fantastic results. Our students scored higher than the CES average in all of the 10 domains. The overall school positive endorsement was 88% compared to the CES average of 57%.

Areas of significantly positive results were:

- The strength of the social connection between teachers and students, within and beyond the school

- Student's mindset about themselves as learners.
- How much students feel they are valued members of the community.
- Perceptions of student physical and psychological safety while at school.
- Student perceptions of access to and quality of staff support in order to feel connected, safe and respected while at school.
- Student perceptions about the Catholic identity of the school.

Anecdotal evidence suggests children are happy and feel cared for. The classrooms are calm places and students have commented on how this helps their learning. Students also comment on how much they enjoy the variety of learning experiences and extracurricular activities.

Student Attendance

The school uses an online attendance/absence notification system. Student attendance is recorded twice daily. For a student who is absent, and where we have not received information about this absence the family is contacted to find out the reason why. This is done by 9:30 each day.

The majority of our students maintain acceptable attendance records. Regular attendance helps children to develop social skills such as friendship building, teamwork, communication skills and healthy self-esteem. Parents of students who miss large amounts of school are contacted and discussions are held to improve this rate. With individual cases, structures are put in place to assist the family to maintain regular student attendance.

The students' attendance is presented to the parents on the mid-year and end of year report. Again, non-attendance was followed up as per our procedures.

We are working with families to promote the importance of attendance for all students as we enrolled a number of students who have previously been 'school refusers'. We are also trying to encourage families to not take extended holidays during the school term where possible.

Average Student Attendance Rate by Year Level:

Foundation - 92%

Year 1 - 92%

Year 2 - 93%

Year 3 - 74%

Year4 - 95%

Year 5 - 82%

Year 6 - 91%

Average Student Attendance Rate by Year Level	
Y01	89.4
Y02	93.6
Y03	87.0
Y04	91.2
Y05	80.3
Y06	90.1
Overall average attendance	88.6

Leadership

Goals & Intended Outcomes

Our 2024 aspiration is to nurture our parent partnerships, engage our families and communicate our clear school wide improvement agenda.

- To continue to utilise local media outlets to promote St Joseph's school in the wider community.
- To continue to improve communication avenues within the wider community.
- To explore ways to utilise the skills and expertise of our parents in our learning programs.

Achievements

Everyone is considered a leader at St Joseph's. This is what we promote and encourage in all staff, children and parents. Below are some of the main aspects of our year.

As a school, we have 2 P.O.L. positions. These positions are in the form of Religious Education Leader held by Ebony Anderson and Learning and Teaching and Learner Diversity Leader (Senior Leader/Deputy Principal) held by Madelyn Blackwood.

These roles are designed to support the Principal in their leadership role.

The continuation of our PLC process has assisted in shared leadership and responsibility for student learning.

Each P.O.L. has been given a role description, with aspects to support the Principal in their role.

Our Advisory Council continued to show their support to the school.

We consider our Year 4/5/6 group to be a leadership team and these students are called upon to fulfil many roles in leadership throughout the year. These include: hosting and running

assemblies, contributing to fortnightly articles for the local paper, performing captain roles at school sporting events, conducting tours through the school for visitors, being seen as key people for younger students to seek help from in the yard if needed, contributing to and participating in community events like Anzac Day and Remembrance Day events and taking

on thank you speeches for visitors to the school.

Our 'Buddy' program continued to be a huge success in the transition of our new Foundation students into the school. The senior students in the school are the leaders in a group of 3 or 4

students who form a Buddy Group. These Buddy Groups get together throughout the year to participate in activities and to get to know each other. This enables the younger students to associate with one older student that they can turn to when in need. In periods of transition, this is particularly successful.

Expenditure And Teacher Participation in Professional Learning	
List Professional Learning undertaken in 2024	
Asthma First Aid for School all Staff Mandatory reporting module all staff Anaphylaxis training all staff CPR training Learner Diversity Network Day x 3 sessions REL Network Day x 3 sessions Numeracy Leaders Network Days x 3 sessions Festival of the Sacred Network Day Language Skill Development PD with Arti Shah Working with Gradey Rowe on the development of NCCD program and PLP Professional Learning with Lauren Gould - Numeracy Restraints and Seclusion Training Child Safe Standards School visit and PL Woodline PS on Wellbeing x 3 teachers	
Number of teachers who participated in PL in 2024	8
Average expenditure per teacher for PL	\$300.00

Teacher Satisfaction

There has been very little change in staffing at St Joseph's this year due to the positive environment and supportive culture that we have been working on this past year. Individual morale is high and staff love coming to work. Supportive leadership grew and is very positive. Staff feel they have the opportunity to grow as educators.

In such a small setting where only 8 staff completed the survey, it is difficult compare and analyse the data accurately. In saying that, the staff satisfaction survey produced some pleasing results.

Our staff scored higher than the CES average in all of the 14 domains. The overall school positive endorsement was 88% compared to the CES average of 64%

Particular areas that showed great results were:

- Perceptions of the overall social and learning climate of the school.
- Perceptions of the quality of relationships between staff and members of the leadership team.
- The extent to which the school leaders set the conditions for improving teaching and learning at the school.
- How well teachers work together in teams to improve teaching and learning.
- Teachers' perceptions of how well school leadership sets the conditions for teams to collaborate effectively.
- Teachers' perceptions that staff at the school have what it takes to improve instruction.

Teacher Qualifications	
Doctorate	0
Masters	1
Graduate	1
Graduate Certificate	0
Bachelor Degree	3
Advanced Diploma	1
No Qualifications Listed	3

Staff Composition	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	9
Teaching Staff (FTE)	6.2
Non-Teaching Staff (Headcount)	7
Non-Teaching Staff (FTE)	2.86
Indigenous Teaching Staff (Headcount)	0

Community Engagement

Goals & Intended Outcomes

Provide a community that promotes the safety, well-being and inclusiveness of all students at St

Joseph's School.

Provide and maintain stimulating and engaging learning spaces to meet the needs of all learners.

Continue to build strong connections with families, parish and the local community.

Achievements

One major highlight of the year was the very successful St Joseph's Art Show which provided an opportunity for the school and wider community to come and enjoy the amazing talents of our students. It was a wonderful atmosphere and a great opportunity for our students to shine. The staff were amazing in their commitment of this event in the setting up of the Show as well as supervision over the weekend.

Other highlights of the year were:

District Swimming Sports

Weekly visits to Nagambie Aged Care hostel

St Joseph's School Cross Country.

5/6 camp with St Luke's Shepparton to Ballarat

3/4 camp with St Mary's Rushworth to Nilacootie

Visiting Nagambie Library on a weekly basis

Visiting Nagambie kindergarten students

St Joseph's School Athletics

Family working bees to beautify the school's grounds

Mother's Day Raffle and afternoon tea

Father's Day breakfast

Whole School end of year celebration

Having Mackillop ELC use Mackillop Hall for their 3/4 year old kinder groups.

Little Athletics using our school oval for their Saturday morning event

Grandparent's Day

The introduction of Little Joey's Outdoor Playgroup

I can't believe all this happened and it wouldn't have without the dedication and commitment of the staff and families of the school.

If this was the result of one year's work I look forward to seeing what next year brings.

We welcomed Fr Rene Ramirez, based in Shepparton as our Parish Priest (and Fr Ruell as our supporting priest). We enjoyed our monthly masses with our parishoners and building stronger connections with pir parish community.

Parent Satisfaction

The parent data collected from Orima surveys indicated positive feelings from the families in all areas of the survey.

In such a small setting where only 13 families completed the survey, it is difficult to compare and analyse the data accurately. In saying that, the parent satisfaction survey produced some excellent results.

Our parents scored higher than the CES average in all of the 7 domains.

The overall school positive endorsement was 84% compared to the CES average of 69%

Particular areas that showed great results were:

- Families' perceptions of how well a school matches their child's developmental needs.
- Families' perceptions of the social and learning climate of the school.
- Perceptions of student physical and psychological safety while at school.
- The timeliness, frequency, and quality of communication between the school and families.

Financial Performance

The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au.

For more detailed information regarding our school please visit our website at www.sjnagambie.catholic.edu.au