



# St Joseph's School Nagambie

2020

Annual Report to the School Community



Registered School Number: 1173

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## Contact Details

|                    |                                      |
|--------------------|--------------------------------------|
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| PRINCIPAL          | Leo Jones                            |
| PARISH PRIEST      | Rev F Anthony Hill                   |
| SCHOOL BOARD CHAIR | Ms Nicola McKeown                    |
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| E NUMBER           | E3030                                |

## Minimum Standards Attestation

I, Leo Jones, attest that St Joseph's School is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2020 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 - Child Safe Standards, Managing Risk of Child Abuse in School.

15/03/2021

**NOTE:** The School's financial performance information has 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](http://www.acnc.gov.au)

## Our School Identity and Vision Statements

### **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 and 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

The word unprecedented has been used a great deal this year. It certainly has been that type of year. When we started back to school this year the big thing on everyone's mind was the recent and ongoing bush fires that had burnt and were still burning many parts of the country.

Little did we know what was to come. By the end of term one we were all talking about and worried about this new virus.

It certainly created a challenging year for everyone. We as a school coped well. I would like to especially thank the staff for how they adapted to remote learning. They adapted, changed and modified as they learnt new ways of working. It wasn't easy but it was done without complaint. We came back to school and then the beginning of term 3 it happened all again. Without a word all the staff adapted again, implemented changes they had learnt from the first time and rose to the challenge. We at St Joseph's are very fortunate to have the staff we have. They work well together, are very supportive of one another and feel very much part of the school. I think now there is increased respect and appreciation for what teachers do. Then into fourth term, the children were back at school, with everything in full swing. Settling the students into school routine, testing, report writing and planning for 2021. Again the staff adapted to where the children were at and have done an amazing job in settling the children, especially the new students into school routine.

To Fr Tony, like the rest of us, probably never in his wildest dreams imagined that the churches would be closed. I thank you for your support throughout the year. You have had to keep your distance, like the rest of us, but you have always been but a phone call away. With the new Governance structure I hope your involvement with the school will continue the way we have.

To the parents. You did a stellar job of being teachers at home. It wasn't easy but you managed. You supported what the teachers provided and some even extended that work. I didn't hear complaints, just appreciation of what the staff were doing for the students. The testing we have done across both Literacy and Numeracy has shown, on the whole, that students are working at the level where they need to be. Again that is a testament to what you as parents and the staff have done.

To you the parents, grandparents, carers. I would like to thank you for your contribution to the school this year. Yes, this year has seen minimal opportunities for parents being on sight, but every opportunity helps, I thank you, as it all contributes to our school life.

To lastly, the students. Thank you for your patience, perseverance and hard work thought out the year, especially through the remote learning time. You have adapted well to the many changes we have had to make throughout the year. To the grade 6's, your leadership opportunities have been curtailed, no camps, inter-school sports and very few excursions. You took this on without complaining and accepted the changes. I wish you all the best for your move to secondary school.

I look forward to the challenges and achievements we have in store for our school in 2021. We will have a continued focus on writing, reading and numeracy. Next year we will have ongoing external support in our classrooms in literacy and numeracy. Maree Findlay from St Luke's Shepparton will support us with our literacy program, and starting 1st term we will have Bernadette Pearce from our Catholic Education Office working with us with our Numeracy. We will focus on delving into the testing we do with all the children and how that directs our teaching. We will continue with an uninterrupted timetable until lunchtime, so we will have a few interruptions as possible to maximize our learning time.

We welcome Millie, Hunter, Noah, Chasey and Gabe to our foundation year and Brodie to our year 3 class. We say a big welcome to their families and friends and may they feel very much a part of our school family.

In closing, I again thank all involved in our school for their contribution throughout this past year and look forward to 2021 with enthusiasm and all the exciting learning we will do.

Thank you.

Leo Jones

## Parish Priest's Report

### Parish Report

After being the Canonical Administrator of the schools in the Parishes I've been in as Parish Priest, that comes to an end on 1 January 2021. As you're aware all of the schools in the Diocese will now be administered by Catholic Education Sandhurst and will no longer be accountable to a Parish Priest or a Religious Order.

Depending on who the Parish Priest is at the time, a school won't necessarily be able to make demands on his time. However, since I have been reappointed as Parish Priest of Euroa and Nagambie for six years, I can't foresee that any commitment I've made personally won't continue. In a real way the transition of governance will be fairly seamless as long as I hold the position of Parish Priest in the two Parishes. When it comes time for me to leave a future Principal may have to negotiate with a new priest about his role and involvement in the school.

I'm afraid I've not been a good attendee at Board Meetings, and few will notice my lack of attendance from 1st January 2021. As I will no longer be the Canonical Administrator, I don't have a position on the Boards. I probably would come occasionally if invited.

At the same time, the Governance Committee in the Diocese is keen that the clergy are still involved in the schools and things like Opening/Beginning of Year Masses, Sacramental Celebrations, Graduation Masses, Family Masses, Class Masses etc. will go ahead seamlessly as they have before.

There's a certain grief I think in that St. John's Euroa and St. Joseph's Nagambie will no longer be Parish Schools in spite of being established by the Parishes. Hopefully this is acknowledged in the future. It wasn't just the Sisters of Mercy in Euroa or the Sisters of St. Joseph in Nagambie who came to teach; it was the Catholic Parishioners who banded together and built the schools at a time when governments would give us nothing.

I don't intend to go on about COVID19, you can read the papers for that, but it's had a devastating effect on the Parishes. We had Mass in Euroa on 17th March for St. Patrick's Day and were planning on having it again for St. Joseph's Day on 19th March, but we didn't get to that because we were instructed to close our churches (and all faith's places of worship) on 18th March. Our Churches have been effectively closed now for eight months, though in recent months we've been allowed a slight reprieve though with a limit of 20 people attending, but that's not allowing many regular attendees access to the Eucharist.

There have been no Baptisms or Weddings celebrated in either Parish since March because of the numbers permitted under the government restrictions.

There have been funerals but very few in the churches as the limit was 20 mourners in the churches but 50 at a graveside service (these restrictions applied to regional Victoria (they were much stricter in metropolitan Melbourne and the Mitchel Shire).

We haven't been allowed into nursing homes or hospitals and our outreach of taking Holy Communion to the sick and the elderly was discontinued from March.

There have been good things happening too, however. The two Parishes (Euroa and Nagambie) of which I'm the Parish Priest have come together to a greater extent by having a shared weekend Bulletin. Currently we have 98 recipients across the Parishes who receive the Bulletin by email each week, as well as distribution points in Euroa, Nagambie and Avenel where people can collect printed versions of the Bulletin each week - this is great for our senior parishioners who don't have access to the internet or email.

Bishop Shane has been live-streaming a Mass each Sunday from the historical church, St. Kilian's, in Bendigo, so those who feel that their lives are empty with no Masses can go online to watch that. Others are getting up at 6:00am on Sundays to watch "Mass for You at Home" on Channel 10 each week.

Because of the retirement of Monsignor Frank Hickey in Nagambie, I now have to go there or to Avenel each Sunday for Mass. Monsignor actually retired from South Shepparton Parish and moved to a unit in Nagambie about 18 years ago, and has been celebrating the Nagambie Sunday Mass each week. He is 94 and has been advised by a doctor to stop doing this. At 94 I think he's done a marvellous thing.

There will be a new Mass Schedule which will begin on the weekend of 28/29 November. There will be a Mass or a Word and Communion Service in each of the five churches in the two Parishes every weekend.

#### Masses and Communion Services in the Two Parishes

The Bishop was very insistent that I only celebrate 3 Masses each weekend. I've had four for the past twelve years. Under the new schedule I'll reach that goal of only 3.

At Christmas there will be a Vigil Mass on Christmas Eve in Nagambie at 6:00pm and in Euroa at 8:00pm. There'll be a 9:00am Mass on Christmas Day in Euroa. Each of these will be outdoors, weather permitting. There won't be Masses in Violet Town, Longwood or Avenel for Christmas as they'll have a Service of Mass on the Sunday, two days later.

It's probably time to rule a red line and finish here.

I will be at both Board Meetings - Euroa on Tuesday and Nagambie on Wednesday.

With every good wish,

Yours sincerely in Christ,

Fr. Tony Hill

Parish Priest, St. John the Evangelist Parish, Euroa

Parish Priest, St. Malachy's Parish, Nagambie

## School Education Board Report

Board Report - 2020

By Nicky McKeown - Chairperson

It has been a pleasure to be Chairperson during the transition of the St Joseph's Nagambie Board to School Advisory Council over the past twelve months. The parent and parish representatives, and the teaching and administrative staff, in consultation with Father Tony, have ensured a smooth and transparent transition to the new working framework. This process was managed well with leadership from the Catholic Education Office Sandhurst and our school leader, Leo Jones. The additional challenge of remote meetings was managed with ease, but we did appreciate the opportunity to get together face-to-face, when allowed.

In actuality, the members of the group understand that their roles have not changed significantly. As a group, we have a clear direction and role clarification moving forward.

In the upcoming year we look forward to reviewing and renewing our Strategic Plan for the school. As always, we welcome all contributions from our school and parish communities and encourage parent engagement in all aspects of the school's operations. St Joseph's Nagambie prides itself on this special quality, and for this, I am incredibly grateful.

## Catholic Mission and Identity and Education in Faith

### Goals & Intended Outcomes

#### 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.

Service Agreement for School Improvement - 2019 - 2021

Support for all staff with RE planning and implementation.

Ongoing support for Megan, Chris and Tim with their accreditation.

Continued Policy review and enactment.

Faith formation with staff in Scripture and prayer.

### Achievements

#### 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 a priority. This 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.

Our P & F committee has been re-established and one of the main functions of this committee is to put together a social calendar of events that incorporate the wider school community. Together, with the staff, they are also trying to build capacity to promote the school through positive dialogue between parents and those they interact with in the community.

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. To enhance our communication with parents, we have continued the use of sending text messages and maintained the school app for important notices and updates. (We are currently evaluating the value of the school app) We have also introduced a Facebook page, where events and messages can be promoted within the school community. We have a phone tree in place, for all staff members, which can be enacted in the event of a critical incident. The staff also have buddies (amongst other staff members) to ensure that information is passed on and communication is maintained, as we have a large number of part-time staff members.

During 2020, we had a staff member visit the kindergarten, once a week, during term 3. The aim was to promote the school and provide an activity for the children to complete, which enabled the children to get to know the teacher. We also began the year with a weekly visit with the local hostel/aged care group who use the facilities of the school hall. This was then put on hold, due to Covid restrictions. We have in the past, made use of the town library for weekly library visits to supplement our own library needs and hope to re-establish this routine during 2021. We had been

involved in community celebrations in the town to celebrate special events like Anzac Day and Remembrance Day. During 2020, we encouraged all families to take part in the 'End of Driveway', dawn celebration for Anzac Day. We also had a small group of our leadership students attend the Remembrance Day service.

A lot of our other community activities, that the school is usually involved in, were all put on hold due to Remote School Learning or Covid restrictions. Some of these activities usually include: Mother's Day Afternoon tea, Catholic Education Week activities including Grandparent's Day and the Father's Day breakfast.

We continued to try and put a focus on sustainable practices with work in our school's garden, curriculum work and the use of the Kinship with the Earth program, as best we could during 2020. We promoted with the children, the idea of helping out: in their home gardens, in the preparation of meals, in supporting social justice issues and through curriculum related work.

Our Sacramental Program is one that reaches out to our school community and the surrounding areas. We usually have children from Nagambie Primary School and Avenel Primary School, who join in with our program. We offer the Sacrament of Reconciliation and Confirmation to our year 3 students and First Holy Communion to our year 4 students. Members of our parish community usually run the small group meetings and attend the Parent Faith Formation and Information evenings. During 2020, we began our Sacramental Program, but unfortunately did not get to celebrate any Sacraments, due to Covid restrictions. We plan to have a catch-up year during 2021.

We had planned a staff retreat to focus on RE during 2020, but this had to be postponed. It is now planned for May 2021.

Megan completed her Accreditation during 2020. Chris has received her accreditation to teach in a Catholic School and Tim is still continuing his course work.

## VALUE ADDED

### VALUE ADDED

During 2020, 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 celebrating the Gospel values and the Catholic Traditions, by attending Mass, either at the weekly Wednesday Mass or at whole school Masses for special occasions. This was a short-lived experience during 2020. We celebrated a few masses at the beginning of the year and just a couple at the end of the year, due to Covid restrictions. We were able to celebrate some occasions with special liturgies, such as 'The Locking Away of the Alleluia' and 'St. Joseph's Feast Day', during 2020. We plan to implement and celebrate masses and liturgies again during 2021. So far we have celebrated our Beginning of the Year Mass, a Belated Ash Wednesday Mass, the Locking Away of the Alleluia, a belated Pancake Tuesday to raise funds for Caritas, St. Joseph's Mass, prayer and special activity day and our 'Walk Through Holy Week'.

The children continued to develop their understanding of prayer through daily prayer celebrations in the classroom. When restrictions allowed we also had a prayer at assembly led by our leadership children. The children would set up a prayer focus, call us to be ready for prayer and then lead this assembly prayer. We also celebrated prayer in our weekly newsletter

and at all staff meetings as well, sometimes these were online. Prayer was encouraged to be continued at home, through the Religious content of the curriculum that the children were given to complete during their remote learning.

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, and our weekly PBIS session, that we continue to learn about the Gospel values and the importance of putting them into practice as a whole school community.

Our Sacramental Program is a focus of each year, but was hard to implement during 2020. Reconciliation and Confirmation were to be celebrated with the children in Year 3 and First Holy Communion, with the children in Year 4. During 2020, we had to put a hold on all Sacrament celebrations, but plan to have a catch-up year during 2021. This program usually follows the Steps in Faith Program. There is usually a parent faith development and information evening held at the school and then small group meetings which are run by volunteer parishioners. The Sacraments themselves are usually celebrated at Parish Masses at St. Malachy's Church. Children from the local Nagambie Primary School and nearby, Avenel Primary School are invited to be a part of the program. We will celebrate Reconciliation at the end of term 1 and Confirmation and First Holy Communion during term 4, which will then catch us up on Sacraments from 2020.

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, but again, found this difficult to do during 2020. We had continued to attend the weekly Mass that was offered in the parish, at the start of the year. Our children didn't get the chance to experience church very often at all, during 2020. We plan to reintroduce weekly mass attendance during 2021, which we have already begun.

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

Unfortunately, Mons. Hickey had to retire from his contribution to the Nagambie community and parish, during 2020, due to ill health. We thank him for the wonderful contribution that he gave to St. Malachy's Parish and to St. Joseph's School.

All staff need to maintain Accreditation to teach or teach RE in a Catholic School. A new platform (TAP — Teacher Accreditation Platform) is being developed to record hours of PD towards this. This will be introduced during 2021.

## Learning & Teaching

### Goals & Intended Outcomes

Our 2020 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 implement Fountas and Pinnell and Benchmark all students in comprehension.
- To ensure the timetable across the school honours the required teaching time in literacy and Numeracy.
- To seek CEO support to ensure teaching practice consistency within the Literacy and Numeracy teaching blocks.
- To utilize CEO support in using the NAPLAN writing criteria guide in teaching elements of different writing genres.
- To continue to collaboratively moderate and benchmark student writing samples.

### Achievements

Our achievements:

2020 was a challenging and interesting year. During the lock down periods our school used a range of approaches to cater for the students learning. The junior area provided learning packs to supply the families with their materials. These were provided on a weekly basis.

The middle area had a combination of learning packs and online learning using video conferencing. This was modified for the second lock down to make the video conferencing more flexible with students given the option of opting in or out depending on their needs.

The senior area was all online learning with 3 opportunities during the week for video catch up times.

We also had a cohort of students who attended school for part or all the day. This depended on their individual needs or circumstances. This was modified or adapted according to student's needs.

The buy in from families varied from full commitment to the minimum.

The commitment from staff was to be commended. The school community was extremely appreciative of the staff's commitment and dedication.

When the students returned in the last part of the year, there was a period of adjustment as the students adapted to the routine of school.

Our end of year testing indicated that we had managed to maintain and in some cases increase the learning growth of the students.

**STUDENT LEARNING OUTCOMES**

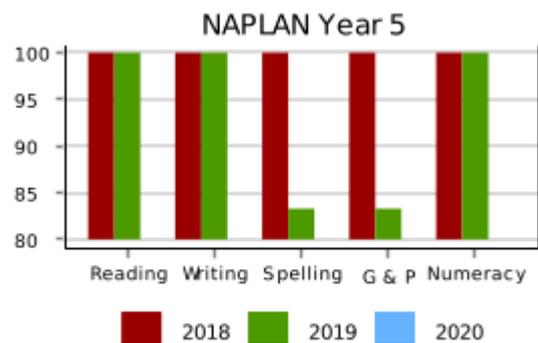
[StudentLearningOutcomes]

| PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS |       |       |                     |      |                     |
|--|-------|-------|---------------------|------|---------------------|
| NAPLAN TESTS   | 2018  | 2019  | 2018 – 2019 Changes | 2020 | 2019 – 2020 Changes |
|  | %     | %     | %                   | %    | %                   |
|  |       |       |                     | *    | *                   |
| YR 03 Grammar & Punctuation                          | **    | 85.7  | **                  |      |                     |
| YR 03 Numeracy                                       | **    | 100.0 | **                  |      |                     |
| YR 03 Reading  | **    | 100.0 | **                  |      |                     |
| YR 03 Spelling                                       | **    | 85.7  | **                  |      |                     |
| YR 03 Writing  | **    | 100.0 | **                  |      |                     |
| YR 05 Grammar & Punctuation                          | 100.0 | 83.3  | -16.7               |      |                     |
| YR 05 Numeracy                                       | 100.0 | 100.0 | 0.0                 |      |                     |
| YR 05 Reading  | 100.0 | 100.0 | 0.0                 |      |                     |
| YR 05 Spelling                                       | 100.0 | 83.3  | -16.7               |      |                     |
| YR 05 Writing  | 100.0 | 100.0 | 0.0                 |      |                     |

\* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

\*\* Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

\*\*\* No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



## Pastoral Wellbeing

### Goals & Intended Outcomes

Aspirations.

Our 2020 aspiration is to continue to foster a safe, inclusive and welcoming St Joseph's school community.

We will achieve this by:

- To consistently implement the positive behaviour approach across the school.
- To use PBIS data to track student incidents and behaviour.
- To provide educational experiences for all staff, building their understanding of wellbeing.

### Achievements

Achievements.

Our main focus of 2020 was supporting our families through a difficult year. During the lock-downs our Pastoral Wellbeing Officer worked closely with our vulnerable families. This was done via constant phone contact.

When the students were on site, 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.

#### VALUE ADDED

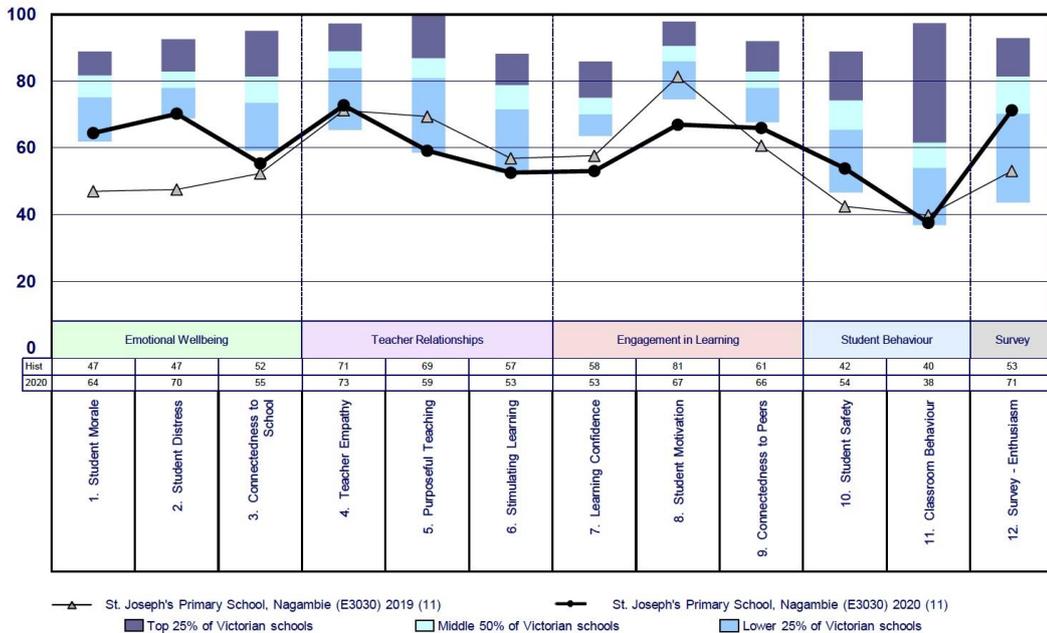
We were able to participate in a limited number of activities because of the year it was.

These included:

- Opening school Mass and gathering.
- School swimming sports.
- Five-day swimming program.
- We submitted art work for the Mary MacKillop Art Exhibition which was conducted online.
- End of year whole school excursion to the Bendigo Discovery Centre and the Bendigo Splash Park.
- Community Remembrance day ceremony
- Whole school fun day including fishing in the Nagambie Lake.
- Year six fun day to Fun Fields, Whittlesea
- Year six Graduation.
- Whole school Graduation Mass and Gathering.

STUDENT SATISFACTION

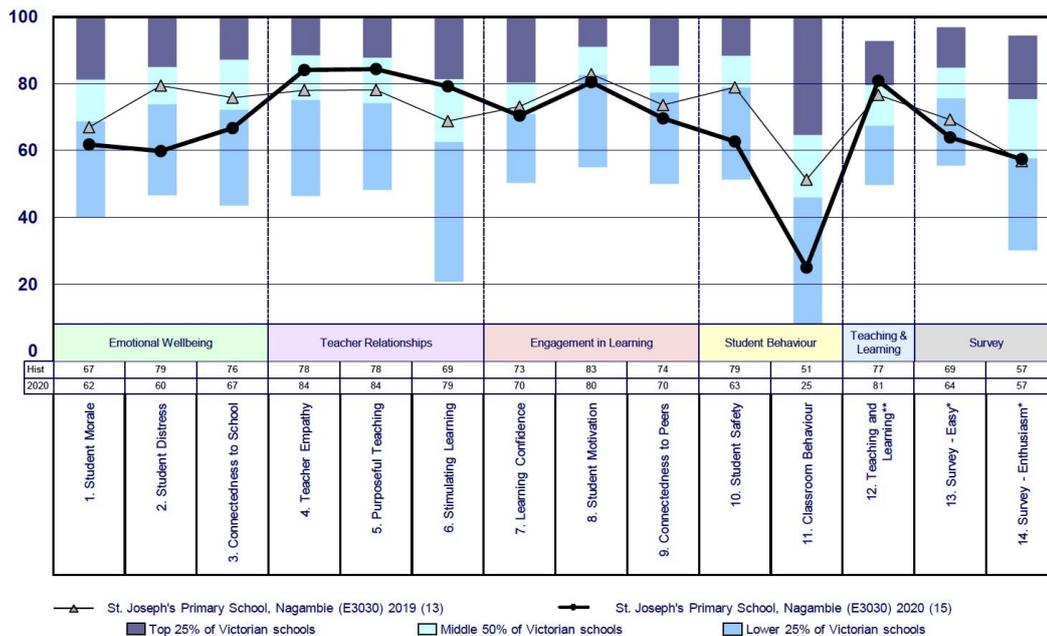
Students' socio-emotional experience (years 3 & 4) – actual scores ...



16

insight SRC

Students' socio-emotional experience (years 5 & 6) – actual scores ...



\* Comparisons based on Victorian Catholic schools only  
 \*\* Module specifically developed for CEO Sandhurst, based on questions used in other educational systems.

17

insight SRC

**STUDENT ATTENDANCE**

Student attendance is recorded twice daily. For a student who is absent, and where we have not received information about this absence, then 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. Class attendance is also included in the newsletter.

During the COVID lock down periods the junior and middle year student's parents emailed or text their child's attendance.

The senior student's filled an online form to indicate their attendance. This was completed once a day and the time was modified to cater for the class group.

Again, non-attendance was followed up as per our procedures.

**AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL**

|                            |       |
|----------------------------|-------|
| Y01                        | 93.3% |
| Y02                        | 92.8% |
| Y03                        | 93.5% |
| Y04                        | 93.5% |
| Y05                        | 95.1% |
| Y06                        | 97.0% |
| Overall average attendance | 94.2% |

## Child Safe Standards

### Goals & Intended Outcomes

#### Goals

- To ensure St Joseph's is compliant as directed by the VRQA and prescribed minimum standards for schools.
- Ongoing review of VRQA Child Safe practices.
- Continual familiarisation of the Child Safe policies, School Child Safety Code of Conduct and the PROTECT documentation.
- Successful completion of Child Safe practices and procedures as part of the VRQA review
- To ensure strategies to embed an organisational culture of child safety and understood by all key stakeholders within the school.
- Volunteer induction programs established and communicated.

### Achievements

#### Achievements

Practices have been identified and enacted at St Joseph's.

A specific focus on safeguarding children and young people at St Joseph's School against sexual and physical abuse or neglect. It is intended to complement other professional and/or occupational codes. Throughout the year staff developed their understanding of changing legislation and continued to maintain V.R.Q.A requirements in line with the Child Safe standards.

We actively promoted our school requirements to families via the newsletter, website and through digital and printed materials.

Additionally, 2020 required St Joseph's School to ensure our child safe and cyber safety practices were well understood by all staff, students and families, as we engaged with our students during in the Remote Learning environment.

This included frameworks around Video Conferencing sessions (Google Meet / Zoom) which outlined the way these would be carried out to meet our requirements.

## Leadership & Management

### Goals & Intended Outcomes

Our 2020 aspiration is to nurture our parent partnerships, engage our families and communicate our clear school wide improvement agenda.

- To continue to utilize 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 utilize 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 main aspects of our year.

As a school, we have 3 P.O.L. positions. These positions are in the form of Senior Leader, Religious Education Coordinator and Learning and Teaching Coordinator.

Bridgette Haysom has continued in the role of Senior Leader, Deputy Principal, Liz Tang continued her role as Religious Education Coordinator and Megan Flynn continued in the role of Learning & Teaching Coordinator.

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.

We continued to develop the formation of the School Board and prepare the School Board in the move to a new governance structure. Catholic Education Sandhurst Ltd will become the employer with the Parish Priest handing this responsibility over.

We consider our Year 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.

Many of these events and ceremonies did not happen in 2020 due the effects of the COVID Pandemic

## PROFESSIONAL LEARNING

### Description of Professional Learning undertaken in 2020

Professional Learnings 2020.

Asthma First Aid for School all Staff

Mandatory reporting module all staff

Anaphylaxis training all staff

CPR training

VRQA review training

NCCD PART 1 and PART 2

OPL training

RE Accreditation x 8 sessions

Reaching All Learners iPad Accessibility

Living with ASD

Readers Workshop with Deb Surkana

Learner Diversity Network Day x 3 sessions

Festival of the Sacred Network Day

Reaching All Learners iPad Accessibility

Simple View of Reading

F - 2 Testing PD

Language Skill Development PD with Sheryn

REL Meetings x 3 sessions

Working with Maree on Literacy development & understanding F & P testing

Working with Michelle on the development of NCCD program and PLP

VRQA - development of processes and policies

ESSL1958 Education Support Staff - working with students with ASD

ESSL1960 Education Support Staff - developing classroom communication skills

ESSL1959 Education Support Staff - working with students with dyslexia

ESSL1957 Education Support Staff - working with EAL students

ES Staff - Working one to one with students with ASD - SIEU2023

ES Staff - Working one to one with students with ADHD - SIEU2024

ES Staff - Working one to one with students with dyslexia - SIEU202

Completed Certificate IV Education Support

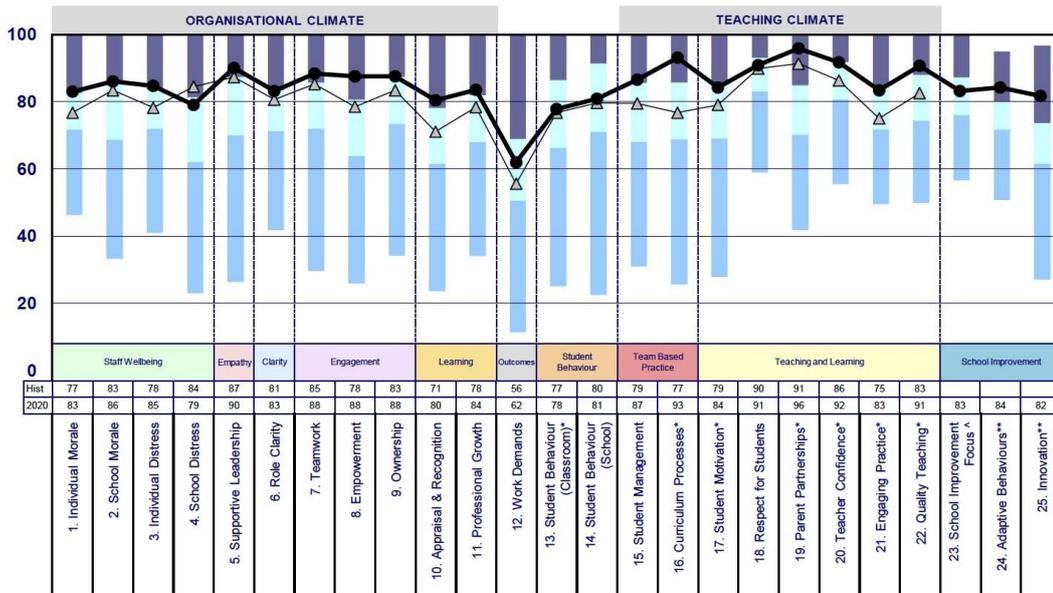
Total amount of funds used for PL in 2020

Number of staff who accessed professional learning funds - 11

Total amount of funds per person

## TEACHER SATISFACTION

### School climate – actual scores ...



St. Joseph's Primary School, Nagambie (E3030) 2019 (9)
  St. Joseph's Primary School, Nagambie (E3030) 2020 (10)

Top 25% of Victorian schools
  Middle 50% of Victorian schools
  Lower 25% of Victorian schools

\* Teaching staff only (Indicators 13, 16-17, 19-22). ^ Benchmark based on Australian Catholic schools  
 \*\* Benchmarked against teams in Australian organisations (Indicators 24-25).

## TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate

98.2%

| <b>ALL STAFF RETENTION RATE</b> |        |
|---------------------------------|--------|
| Staff Retention Rate            | 100.0% |

| <b>TEACHER QUALIFICATIONS</b> |       |
|-------------------------------|-------|
| Doctorate                     | 0.0%  |
| Masters                       | 0.0%  |
| Graduate                      | 25.0% |
| Graduate Certificate          | 0.0%  |
| Bachelor Degree               | 50.0% |
| Advanced Diploma              | 50.0% |
| No Qualifications Listed      | 25.0% |

| <b>STAFF COMPOSITION</b>              |     |
|---------------------------------------|-----|
| Principal Class (Headcount)           | 1.0 |
| Teaching Staff (Headcount)            | 6.0 |
| Teaching Staff (FTE)                  | 3.5 |
| Non-Teaching Staff (Headcount)        | 5.0 |
| Non-Teaching Staff (FTE)              | 2.5 |
| Indigenous Teaching Staff (Headcount) | 0.0 |

## School Community

### Goals & Intended Outcomes

Our 2020 aspiration is to continue to foster a safe, inclusive and welcoming St Joseph's School Community.

- To build a school community that will nurture the continued growth of all its members.
- The continued building of the P & F committee and building the social capacity within the school.
- Continued social functions that make people feel that they are a part of the school community.
- Promote the school through positive parent talk in the community.

### Achievements

Achievements.

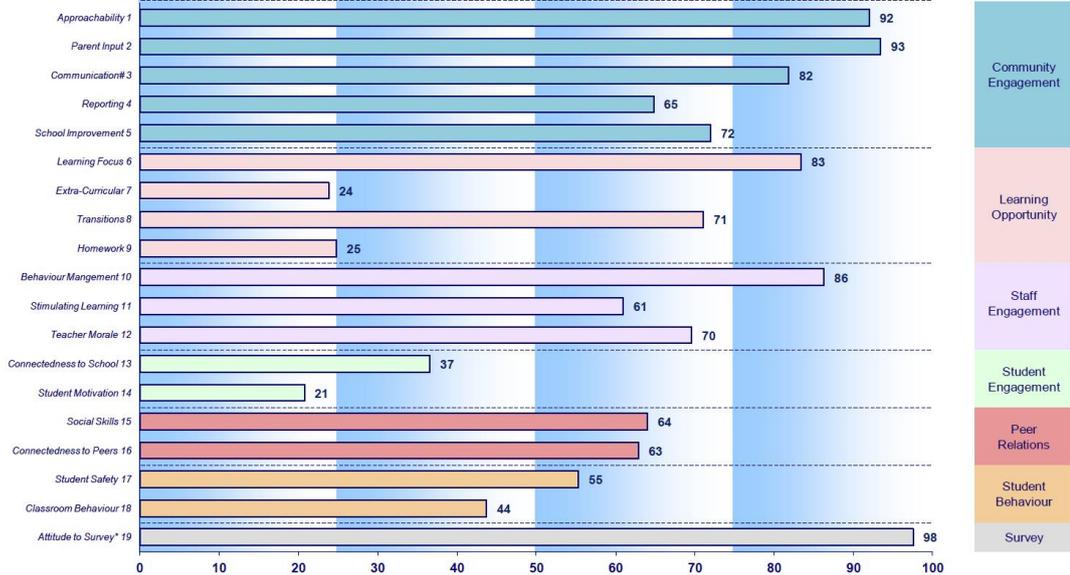
In 2020 the School Board operated well within the school despite the conditions. The Board meets twice a term. The Board consists of Parent representatives, a Parish representative, Staff representatives, the Parish Priest and Principal. Each meeting reports are tabled from the Principal, Staff, financial and Parish. Policies are presented and discussed and endorsed. This was Nicola Mckeown's first year in the role as chair person. As a result of the COVID pandemic many of our School Board Meetings were held remotely due to restriction around meetings and gathering sizes.

The P and F had one meeting at the beginning of the year before the restrictions around movement and meeting numbers came into effect. Our main fund-raiser, catering at the rowing regatta was cancelled.

We did gather as a school community at the conclusion of the school year for our graduation Mass.

PARENT SATISFACTION

Parent opinion– percentiles ...



St. Joseph's Primary School, Nagambie (E3030) 2020 (15)

Your school's strengths & areas for improvement relative to Australian schools

# Comparisons based on CEOS schools only (indicator 3)

\*Comparisons based on Victorian Catholic primary schools only

## Future Directions

The main future directions for 2021 are:

Continued Literacy focus on writing and reading.

- Developing an alliance with St Luke's Primary School Shepparton to source Literacy expertise
- Developing a profile for the scope of support inclusive of Literacy coaching, mentoring, feedback, classroom observations and modelling and strengthening PLC process

Numeracy focus with Bernadette Pierce. MAI data and what it tells us. How can this data direct our teaching?

Embedding of the Fountas and Pinnell reading test. Using the data to direct our teaching.

Completion of the implementation of our 2019 - 2021 Strategic Plan.

Development of a new Strategic Plan

The transition from the Parish Priest as the employer to the Catholic Education Sandhurst Ltd.

The transition from the School Board to an Advisory Council.

Continued promotion of the school