



Annual Reporting for 2019

St Joseph's School Pemberton

Annual School Improvement Plan



School Improvement Plan for: **Saint Joseph's School, Pemberton** Commencement Year: **2019**

CECWA Strategic Directions	CATHOLIC IDENTITY (Discipleship)	EDUCATION (Learning)	COMMUNITY (Engagement)	STEWARDSHIP (Accountability)				
Focus Area	Informed by Evidence <i>Qualitative and quantitative</i>	Specific <i>Performance & development goal to be achieved (stated simply)</i>	Measurable <i>Evidence that will be used to demonstrate progression and goal</i>	Achievable <i>What actions will I take to achieve the goal?</i>	Relevant <i>How does the goal connect to the school's strategic plan (and/or other plans)?</i>	Time Bound <i>What are the timeframe milestones? Timeframe within which the goal will be achieved</i>	Resources <i>Support/resources that will be required to achieve the goal. Key personnel: who is responsible / ensuring we are on track</i>	Success Criteria <i>How will you know you have been successful (quantitative and measurable)?</i>
Evangelisation Plan Focus School Vision, Mission and Values	Multiple versions of our Mission Statement exist. Our official school values aren't as visible as our PBS pillars and MJR values. These two factors create a lack of clarity around our core identity as a school.	Achieve clarity as to our school Vision, Mission and Values.	Release a clarifying document to the community.	Create regular opportunities for discussion between stakeholders (staff, students and parents).	Connection to Strategic Plan Focus Area 1.	Schedule discussions between stakeholders throughout 2019. Release clarifying document before the end of 2019.	Seek examples of similar processes carried out by other schools. Dedicate time for discussion with all stakeholders.	All members of the community show an increased familiarity with the school's Vision, Mission and Values in 2020.
Aboriginal Education Plan Focus Scope and Sequence- Aboriginal Perspectives in Curriculum	Aboriginal Education Improvement Map (AEIM)- indicates a desire for a greater presence of Aboriginal perspectives in teaching and learning.	Develop an Aboriginal Studies Scope and Sequence document for use in all classes.	The Scope and Sequence to be developed and initial implementation in classes.	Plan to be developed through staff collaboration, with guidance from CEWA and Curriculum.	Relates to our Vision, Mission and Values focus, as outlined in Strategic Plan.	Complete Scope and Sequence by end of 2019. Have time scheduled regularly throughout 2019 for working collaboratively on this focus area.	Leon Ridgeway and other CEWA Aboriginal Team members to provide support. Curriculum documents. Examples from other schools.	The Scope and Sequence to be in place, with evidence of classroom use, in 2020.

Curriculum Plan Focus Writing	NAPLAN and school-based data show that our students' growth in Writing is not as strong as in other areas. Evidence of student disengagement in writing.	Every student to achieve growth in Writing above the mean growth in NAPLAN 2019 and 2020.	NAPLAN data 2019 and 2020. School-based testing data.	Heavy focus on Writing during PLC and PD time in 2019. Implementation of initiatives to improve engagement.	Connects to Focus Area 2 in Strategic Plan- build a reputation of academic excellence.	NAPLAN analysis in September 2019. Monthly PLC check-in as to our progress in our Writing focus for teaching and learning.	Look into programs (e.g. Big Write, 7 Steps to Writing Success). Professional development. Moderation and discussion/ collaboration as a staff and with other schools.	Every student to achieve growth in Writing above the mean growth in NAPLAN 2019 and 2020.
Early Years Focus Inquiry Learning	NQS Audit Internal NQS processes-meetings, reviews etc. indicate that we need to be doing more frequent and effective inquiry learning.	Have evidence of quality inquiry learning experience in planning for teaching and learning- in all year <u>levels</u> , <u>but</u> driven by ECE.	Evidence of inquiry learning in timetables. Structures in place to support inquiry learning in each class.	Focus on inquiry learning during PLC and PD time. Collaboration/ peer learning within our staff and with other schools.	Connects to Focus Area 2 in Strategic Plan- build a reputation of academic excellence.	Strong evidence of inquiry learning as part of the timetable in every class by 2020.	CEWA consultants P.D. professional reading networking with other schools.	Strong evidence of inquiry learning as part of the timetable in every class by 2020.
Promoting our school more effectively to increase student enrolment.	Enrolment numbers have trended down in recent years.	Develop and begin to implement a plan to strategically promote our school to maximise the chances of increasing enrolment.	An enrolment increase, no matter how small, in total student numbers in each of 2020 and 2021.	Schedule collaborative discussions to formulate the plan. Seek advice and expertise from other schools and CEWA staff.	Connects to Focus Area 2 in Strategic Plan- promotion and advertising.	Have the School Promotion Plan in place by the end of 2019.	Budget- allocate money for increased promotional activity. Create time for work to be done to implement the plan.	An enrolment increase, no matter how small, in total student numbers in each of 2020 and 2021.

Informed by evidence from:

- CECWA Strategic Directions (when finalised)
- Evangelisation Plan
- Aboriginal Education Plan / AEIM: Aboriginal Education Improvement Map
- Curriculum Plan
- Student data analysis: e.g. Appraise & other achievement data, attendance, wellbeing etc.
- National Quality Standard (NQS) Audit
- Quality Catholic Schooling Tool
- School Cyclic Review
- School Climate Survey
- Technology Integration Matrix (TIMS) / Technology Uses and Perceptions Survey (TUPS)

Report on progress towards the school's ASIP goals for 2019

- Work has begun on clarifying the school's Vision, Mission and Values, with this work to be completed before the end of 2020.
- Aboriginal Scope and Sequence document not completed yet, as our focus has shifted to developing cultural competency of staff, which will then influence students and community members.
- Due to the cancellation of NAPLAN for 2020, we are unable to use that assessment as tool to measure student growth in writing. As 2020 progresses, we will use Brightpath and other assessment tools to measure student growth in Writing. Our feeling is that our school-wide focus on writing has generally increased student growth in this area.
- We have successfully introduced 'inquiry learning' models into the program for each class. We will continue to monitor and enhance these models of inquiry learning throughout 2020.
- In analysis how to best market our school, we have made the strategic decision to target our early childhood environment for physical enhancement. As we are typically able to retain students once we get them here, our focus is on attracting as many of the kindy age enrollees as possible each year.

Publication of Information Relating to St Joseph's

This information contains contextual information about St Joseph's School, key student outcomes, levels of satisfaction and other requirements.

1. Contextual Information

St Joseph's School is a Catholic primary school located in Pemberton. The school is comprised of mixed age classes, allowing opportunities for extension and consolidation whilst providing a family atmosphere, where children learn from older students and consolidate understandings through mentoring younger students.

The collaborative environment strengthens community in the school and creates a positive ethos. The school's focus is on the needs of the whole child: spiritual; physical; intellectual; social and emotional. Individuality is encouraged through developmental practice to allow each child to learn at their own pace.

The school's Early Learning Centre offers students the opportunity to work in a play-based environment consolidating skills and understandings necessary for abstract learning in later years. Both staff and students are skilled in using digital technologies to enhance the learning process. Skills are continuously developed to maximize motivation, learning potential and effective delivery. Gospel values continue to underpin the vision at St Joseph's to develop a sense of peace, security and dignity throughout our school.

2. Teacher standards and qualifications

Teaching qualifications

All teaching staff members are registered with the Teacher Registration Board (TRBWA) and qualifications include Masters Degrees, Bachelor of Education Degrees and Diplomas/ Graduate Diplomas of Teaching. All staff members are required to undertake the relevant Accreditation requirements for teaching, leading or working in Catholic Schools as well as ongoing renewal.

- Three year trained teachers – none
- Four year trained teachers – seven
- Higher awards (Honours or Masters) – one

3. Workforce composition

Staff demographics and composition

Number of teaching staff – 7

Number of Education Assistants -2

Administration officer – 1

Groundsperson – 1

School cleaner – 1

Indigenous staff - 0

Non-indigenous staff – 12

Male – 3

Female - 9

4. Student Attendance at St Joseph's

In 2019, the average attendance rate for the entire school was 91%. Attendance rates for each year group were as follows:

Grouping	Average rate of attendance
K/PP/1	91%
Year 2/3	93%
Year 4	94%
Year 5/6	89%

Overall, the attendance rate is high and absences are due to genuine illness.

If a student is absent from school, a parent is required to contact the school by 9.30 am. A written note must also be supplied to the class teacher explaining the absence on the day the student returns. If a parent does not contact the school when their child is absent, the school will contact the parent/guardian via a written letter. If a student has a high number of absences, then a parent is required to attend an interview with the Principal.

5. NAPLAN Information

The tables below shows the NAPLAN performance of St Joseph's students, relative to other students, in 2019:

Mean Score Comparison for selected Year Level

Year 3

Year	School	CEWA	State	National
2019				
Numeracy	435	409	404	408
Grammar	420	445	433	440
Spelling	425	423	411	419
Writing	444	432	420	423
Reading	487	439	425	432

Year 5

Year	School	CEWA	State	National
2019				
Numeracy	498	498	490	496
Grammar	485	510	496	499
Spelling	463	511	499	501
Writing	449	487	472	474
Reading	508	516	502	506

Please note – class numbers are very small. One student in a class of four who is below the minimum standard can bring the percentage down to 75%.

6. Parent, student and teacher satisfaction

Visitors to our school often comment on the friendly and warm welcome they receive. An overwhelming majority of parents expressed gratitude, happiness and satisfaction with the way the school operated in 2019, which was reflected in the data we received in our School Climate Survey.

Students are happy, eager learners who are proud to be at this school. They treat each other with respect and dignity and truly reflect the *vision* of the school in this way. The pastoral care demonstrated by the students for each other in St Joseph's is very evident and has been a priority with the introduction of the MJR (Making Jesus Real) program.

Our teachers are very satisfied with the school and this is confirmed through the high retention rate of staff is indicative of the satisfaction that our teaching and non-teaching staff have with St Joseph's School. This was also confirmed by the data in our School Climate Survey.

All parents, students and teachers are continually encouraged to raise issues or concerns with the appropriate personnel within the school.

7. Post-school destination

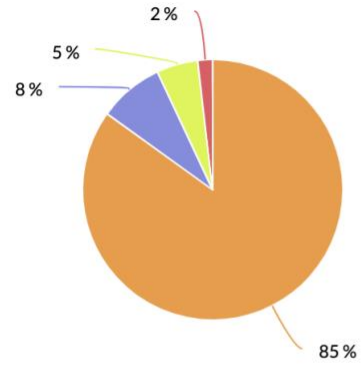
Students from St Joseph's usually move on to Kearnan College, Manjimup, with some attending Pemberton District High School and some attending Manjimup District High School. We are a 'feeder school' for Kearnan College for those families who choose to continue in Catholic Education.

8. School Income

Net recurrent income		\$ Total	\$ per student
Australian government recurrent funding		1,001,989	23,857
State / territory government recurring funding		95,656	2,278
Fees, charges and parent contributions		60,434	1,439
Other private sources		21,898	521
Total gross income		1,179,977	28,095
Less deductions		14,507	345
Total net recurrent income		1,165,470	27,749

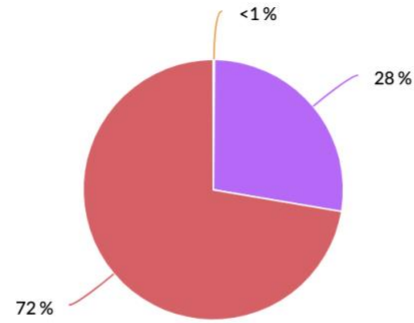
Capital expenditure		\$ Total	\$ Accumulated ¹
Australian government capital expenditure		83	247
State / territory government capital expenditure		0	0
New school loans		0	0
Income allocated to current capital projects		14,507	25,421
Other		38,124	77,205
Total capital expenditure		52,714	102,873

Total gross income



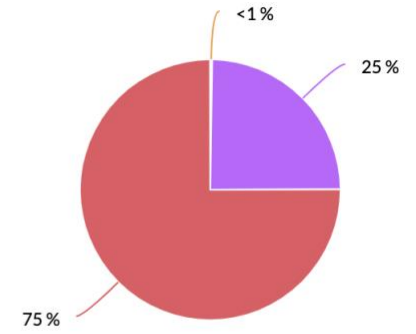
(excluding income from government capital grants)

Total capital expenditure



Percentages are rounded and may not add up to 100%

Total capital expenditure accumulated¹



¹ Accumulated capital expenditure is the sum of three consecutive years.

Board Chair Report to the School Community 2019

As we reach the end of another successful year at Saint Joseph's, it is incredible to stop and think about how many different things happen in our little school in just one year! 2019 has seen many highlights, with so many people contributing in so many ways.

I would firstly like to thank the staff, led by Mr. Wilkie, for their dedication and work that they do in teaching our children. The staff are consistently professional and dedicated and show a genuine care and affection for our children. So many of our children love coming to Saint Joseph's each day, which can be largely attributed to the warmth and encouragement that is extended to them by the staff each day. Thank you for the very important work that you do. On top of your important work as educators, you have supported so many community events throughout the year- an effort that has not gone unnoticed or unappreciated.

For such a small school, it is always impressive to see the response we get from so many generous parents, when a call is put out by the P&F seeking assistance with the numerous events and activities of the school year. Thank you to all of our parents, who rearrange their own busy schedules to pitch in with whatever requires doing in our school and community. As a small school, we should be very proud of what we are able to achieve as a parent community.

There have been a number of great events that have been led by the P&F in 2019. We had a fantastic School Disco, celebrations for Sacraments and Mothers and Fathers Day, and a 'Big Bash Sundowner' amongst other events. These events are great for building community and I encourage all parents to continue to support these events in the coming years.

From a School Board perspective, we have once again enjoyed a productive year as we have made many decisions to help move the school forward in a positive direction. We remain financially healthy and can be proud of the learning environment that we continue to create and shape for our students. Thank you to the Board members for making themselves available. Thanks especially to Mrs. Rose Moyle, who always ensures that we have the information that we need for our meetings. Through the work of the Board, we can look forward to the future with optimism, as Saint Joes continues to be a thriving community that meets the needs of the future.

Saint Joseph's is such a special place with so much to offer. I have enjoyed being so heavily involved with the school this year, with the support of many other parents. We look forward with anticipation to another successful year in 2020.

Vanessa Roche

School Board and P&F President

Principal's Report to the School Community 2019

"If we have no peace, it is because we have forgotten that we belong to each other."

Saint Teresa of Calcutta

Throughout this school year, I have frequently emphasised to the students the importance of being unselfish people. The above quote from Mother Teresa hit home to me, as I feel it captures something about what makes Saint Joseph's such a special community. There is a very distinctive spirit and ethos in this school, that we are all 'in it together' - each staff member, student and parent does not only what's good for them, but happily does what's best for our whole community. It is this generosity of spirit, so prevalent in our community, that has enabled us to achieve so much in 2019.

What an amazing year 2019 has been; full of so many exciting events and significant achievements. Educationally, we have continued to evolve in an effort to provide the best possible learning experiences for our students, in a contemporary context. We have increasingly explored project-based and inquiry learning, offering students greater ownership over the curriculum, with significant success. We have completed the process of developing a Whole School Writing approach and have been able to track student improvement in Writing over the course of the year. Our NAPLAN results continue to reflect the tremendous progress that the vast majority of our students make each year at Saint Joe's. Through such events as the TREE Talks competition and Mathademic, we have actively sought opportunities to extend and challenge our students in their learning.

There have been too many highlights to mention all of them here, but some stand out from a busy 2019. In April, we were so fortunate to enjoy a visit from Sisters Dora and Frances Maguire, who were able to inspire us all, students and staff alike, by reinforcing our role in continuing the great tradition of the Josephite sisters. On the athletics fields, we continued to give our best throughout 2019, always showing impressive team-spirit, determination and sportsmanship at the different carnivals our students have competed in. Our older students have once again impressed us with their maturity on the Year 6 Camp to Perth and the Year 4/5 Camp to Bridgetown. Our students have demonstrated a generosity of spirit, with their determination to raise money for a water pump for a community in need, through such endeavours as the Water-Carrying Challenge and the Car Wash Fundraiser. From a community perspective, we enjoyed some wonderful celebrations including, but not limited to, Grandparents Day, Saint Joseph's Day, Mary MacKillop Day, the Sacraments (Reconciliation, First Communion and Confirmation) as well as our always-popular 'Options' program. We have continued to engage with other schools in our region, through the SEED network and the TREE Conference. Through all of this, our students have consistently modelled the values of Jesus through our 'Making Jesus Real' program, with several students having their turn with Joseph the Bear during the year.

We are very fortunate at Saint Joseph's to teach students who are so enthusiastic, caring and positive in their demeanour each day. This makes coming to work so rewarding and it is such a pleasure to watch these students develop into the impressive young people that they are becoming. Like any children, they have their ups and downs, but through it all, those wonderful values that have been instilled in them from their families and community become evident. I would like to thank each student for their hard work in 2019 and for the way they consistently try to put others before themselves. I particularly acknowledge our graduating Year 6 students, Sienna Vesela, Gaia Kelly, Rhiannon Gibbs, Elyssa Brown, Peter Chamoun, Samuel Ebsary and Kayne Flick. I thank them for their contribution to the culture of our school and wish them well for their future endeavours.

I would also like to sincerely thank and acknowledge our dedicated and talented group of staff members at Saint Joseph's. These people are truly a pleasure to work with- never before have I worked with a group of people who are so cohesive and genuinely dedicated towards going above and beyond in the best interest

of our school and your children. We welcomed two new staff members this year- Miss Teagan Dallimore and Miss Milie Charlton. Both have added so much to our community and they have each done an amazing job with those students in their care. We have been very blessed to have them join our school. Sadly, we officially farewelled Mrs. Leanne Mazzarolo and Mr. Arthur 'Ollie' Olsen, who have both resigned from their positions at the school. Both of them have made enormous contributions to our school over many, many years and I thank them for their service. While they are no longer staff members of Saint Joseph's, they will certainly continue to be valued members of our community. We also wish Mrs. Rose Moyle well next year, as she enjoys a well-earned year of leave and welcome Mrs. Lyn Byrne as her capable replacement for 2020.

We also enjoy at Saint Joseph's a wonderful parent group, who do so much to ensure that our students arrive at school each day loved and cared for and ready to learn. I honestly believe that parenting is the most difficult job in the world and I thank each and every one of our parents for what you do. In particular, I would like to acknowledge and thank those many parents who have volunteered in so many different ways this year- School Board/P&F membership, canteen, uniform and assisting with the running so many great events. I would like to acknowledge in a special way those families who leave us at the end of 2019, some after a very long association with the school. To the Vesely, Flick, Brown and Chamoun families, we wish you all the best- you will always be a special part of our Saint Joes family. I should also acknowledge our P&F for supporting the school so strongly, through funding such items as new furniture and reading resources throughout the year- these contributions have been greatly appreciated.

It was with great excitement that we welcomed our new priest, Father Edwin, in 2019. Thank you, Father Edwin, for the way you have always accommodated our little school so willingly. This year, we have seen a number of successful Sacramental and School Masses, but have also introduced termly 'Class Masses', to ensure that our school has a regular presence in the Church. We have also offered increased opportunities for students to receive the Sacrament of Reconciliation frequently throughout the year. We look forward to continuing to strengthen our parish-school relationship in the coming years.

Through working together, we have achieved so much at our great school in 2019. With the recent completion of our Strategic Plan for 2020-2022, we can move forward with confidence that many great opportunities lay ahead for Saint Joseph's. We approach 2020 with confidence that we will continue to be a place where students, strengthened through Christ, can continue to flourish in all that they do. Have a happy and safe Christmas and holiday break.

God bless,

Brett Wilkie

Principal