



# Annual Performance Information 2021

**St Joseph's Primary School, Pemberton**



# PART ONE

## 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 maximise 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.

## TEACHER STANDARDS AND 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.

QUALIFICATION	NUMBER OF TEACHERS
Diploma of Teaching	1
Bachelor of Education	4
Master of Education	1

## WORKFORCE COMPOSITION

	Male	Female	Indigenous
Teachers	1	4	
Education Assistants		2	
Administration		1	
Groundskeeper			
Cleaner	1		
Principal		1	

## STUDENT ATTENDANCE AT SCHOOL

Year Group	Average Rate
Kindergarten	89.97%
Pre-Primary	92.08%
Year One	96.02%
Year Two	94.68%
Year Three	91.02%
Year Four	90.10%
Year Five	91.46%
Year Six	93.16%
School Average	92.31%

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.

## NAPLAN INFORMATION

Please refer to website <https://www.myschool.edu.au/>

## PARENT, STUDENT AND TEACHER SATISFACTION

Visitors to our school often comment on the friendly and warm welcome they receive. During enrolment and exit interviews, an overwhelming majority of parents expressed gratitude, happiness, and satisfaction with the way the school operated in 2021.

Parent satisfaction is also indicated through:

- Strong support in all school functions and activities
- Strong level of parental involvement in the education program
- Strong school/home partnerships
- Positive parental interaction with staff
- Recommendations from current parents to prospective parents.
- Excellent attendance at Parent/Teacher meetings
- Good response when assistance for school events is requested

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 through the implementation 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. Staff retention is indicative of the satisfaction that our teaching and non-teaching staff have with St Joseph's School.

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

## SCHOOL INCOME

The school income for the previous year is available in the Finances section on the My School website <https://www.myschool.edu.au/>

## 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.

2022 Destination School	Number of Students
Kearnan College, Manjimup	8



# ANNUAL SCHOOL IMPROVEMENT 2021

School Improvement Plan (SIP) for

Saint Joseph's Primary School, Pemberton

Commencement Year:

2021

## CECWA Strategic Directions

*Catholic Education Western Australia is a Christ-centred community of engaged learning environments, inspiring all to actively live the Gospel.*

### 1 Catholic Identity

Inspiring  
Christ-centred  
Leaders

### 2 Education

Catholic Schools  
of Excellence

### 3 Community

Catholic Pastoral  
Communities

### 4 Stewardship

Accessible, Affordable  
and Sustainable  
System of Schools

The School Improvement Plan (SIP) is not intended to capture all the strategic activities of a school but rather prioritise the key areas of focus that will have the highest impact on realising sustained and relevant improvement. Schools are encouraged to limit the number of goals established to maximise depth and impact of strategy. Similarly, the SIP is an iterative document that aligns with the ongoing nature of change that occurs in a school in order to embed processes and practices that lead to a quality Catholic education. Regular monitoring, review and updating of the SIP is encouraged and schools may find the addition of notes and/or appendices to capture significant milestones and achievements useful in celebrating success and establishing the next iteration of improvement goals.

Focus Area	Informed by Evidence	Specific	Measurable	Achievable	Relevant	Time Bound	Resources	Success Indicators	Monitoring Process and Progress
<b>Evangelisation Plan Focus</b> <u>School Vision, Values and Mission</u>	Multiple versions of our Core Values and Mission Statement existed. There has been a lack of clarity around our core identity as a school.	Maintain and improve awareness (staff, students and parents) of our revised 'School Values' document, making it a 'living' document through promotion and visual cues.	PBS data collection process.	Develop new graphic for display on signage/posters/website. Incorporate it into our teaching, assemblies etc. Launch at parent information night and regular reminders in the newsletter	Strategic Priority 6	Term 1- principal to launch at Parent Information Night. Term 1- Visual cues to be in place. Teaching of values ongoing throughout 2021.	Posters and visual cues. PBS/MJR timeline document, where we can ensure our values are focused on sufficiently.	PBS data should indicate an increased awareness.	Ashlee and Ruth, as they plan PBS/MJR for throughout the year.
<b>Aboriginal Education Plan Focus</b> <u>Cultural Competency</u>	Aboriginal Education Improvement Map (AEIM) indicates a need for improved cultural competency of staff and students.	Increase the cultural competency of staff and students.	Compare results of AEIM from beginning of 2021 with results from end of 2021.	Leon Ridgeway to assist in leading a PLC early in 2021 to set a roadmap for our learning journey (cultural competency) in 2021, for staff and students.	Relates to a key goal in our Aboriginal Education Plan.	Early 2021- Leon Ridgeway to visit. Devote PLC time frequently throughout 2021 for our focus of cultural competency. End of 2021- AEIM assessment.	Leon Ridgeway and other CEWA Aboriginal Team members to provide support.	AEIM data- growth should be evident. Anecdotal observations of staff and student growth in cultural competency.	Ashlee to ensure that opportunities and exposure occurs as planned for staff and students throughout 2021.

<b>Early Years Focus</b> <u>Planning and Documentation</u>	NQS Audit ECE Meeting discussions SEED Network meetings	Develop processes for effective planning of inquiry learning experiences. Develop processes for effective documentation of student involvement in inquiry learning and how it relates to the curriculum.	Moderating meeting in Semester 2, involving all key personnel.	Trial the 'floor journal' as a means of recording and tracking student ideas and understanding. Take information from floor journals to ensure that we are satisfying curriculum requirements.	Strategic Priority 3	Trial floor journals Semester 1. Review effectiveness semester 2.	Professional learning. Sharing of resources at our ECE meetings. SEED network. CEWA ECE resources.	Our programming will change to more directly link to the curriculum.	All ECE staff to monitor progress through our weekly ECE meetings.
<b>Focus Area</b>	<b>Informed by Evidence</b> Qualitative and quantitative	<b>Specific</b> Performance & development goal to be achieved (stated simply)	<b>Measurable</b> Evidence that will be used to demonstrate progression and goal achievement	<b>Achievable</b> What actions will we take to achieve the goal?	<b>Relevant</b> How does the goal connect to your school's strategic plan (and/or other plans)?	<b>Time Bound</b> What are the timeframe milestones? Timeframe within which the goal will be achieved	<b>Resources</b> Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.	<b>Success Indicators</b> How will we know we have been successful (quantitative and measurable)?	<b>Monitoring Process and Progress</b> Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/ how regularly will this be done? How will this be done?
<b>Curriculum Plan Focus</b> <u>Grammar and Punctuation</u>	School-based testing data. Classroom observation	Improve student achievement in grammar and punctuation.	NAPLAN results School-based assessments Teacher observation	Make grammar and punctuation a major focus of our PD/PLCs in 2021 Classroom teachers to target grammar and punctuation in daily lessons.	Strategic Priority 4	By the beginning of Term 2, review how we approach instruction in grammar and punctuation. Implement changes in approach from Term 2.	CEWA and external consultants Research on best practice Examples from other schools	NAPLAN results to show significant growth in grammar and punctuation achievement in 2022- more than two years growth Year 3 2019- Year 5 2021	Brett to schedule and arrange relevant PLCs and PD. All staff to track student progress through assessment results.
<b>Additional Focus</b> <u>Work Standards</u>	Teacher observation	Maintain and embed work standards (quality, accuracy and presentation) in each year level, using our agreed 'Work Standards and Expectations' documents that were first introduced in 2020.	Teacher observation Comparison of work samples at intervals throughout the year	Embed and reinforce agreed work standards expectations for students.	Strategic Priority 4	Remind students Term 1 as to the expectations. Monitor and reinforce throughout the year.	Teaching and Learning Handbook outlines expectations. Posters to make expectations visible and explicit in each class.	Comparison of work samples at various intervals throughout 2021 to show clear improvement.	All staff to monitor and enforce.
<b>Additional Focus</b> (optional)									

## 2021 School Improvement Plan Progress

### Evangelisation Plan Focus

- Staff continued working with the school community to complete the school's Vision, Mission and Values document with an accompanying visual. The completion of this work has been communicated to the school community at school assemblies and through the school newsletter.

### Aboriginal Education Plan Focus

- Staff has spent time exploring and purchasing new resources to support Aboriginal education topics that are studied in our classrooms.

### Early Years Focus

- Early Years staff attended SEED network meetings each term, refining their knowledge in inquiry learning practices.
- Upgrades to the Early Childhood Classroom space with a new indoor play loft installed, walls painted and new flooring installed in 2021.

### Curriculum Plan Focus

- Staff spent time exploring at a variety of teaching practices around Grammar & Punctuation during PLCs and Professional Learning Events.
- Brightpath has been used as a tool to measure students' ability in Grammar and Punctuation with staff seeing suitable improvements.
- Staff have explored assessment tools to assist in measuring growth in Grammar and Punctuation, with decisions around this made in 2021.

### Additional Focus

- Staff reviewed work standards expectations and communicated this clearly to students. Documents are on display in all classrooms and referred to regularly during lessons.
- Observed improvement has been noted by staff.

## PART TWO

### SCHOOL ADVISORY COUNCIL CHAIR REPORT TO THE SCHOOL COMMUNITY 2021

*When we reflect on what has been achieved this year, there is much to celebrate. Once again, our school community has worked together in many ways to continue making St Joseph's Primary School a great place to be for all students.*

*We started our year by welcoming our new school Principal, Miss Ashlee De Campo, back to Pemberton. We have enjoyed working with Ashlee this year and look forward to closely working with her on many exciting projects in the future.*

*This year the St Joseph's Parents and Friends Association has been strongly supported by a fantastic team of parents. Much of our fundraising success can be*

*attributed to the generosity of our fabulous school families. Our major fundraisers this year have included cattle agistment on several family farms, the Containers for Change initiative, the Mother's Day raffle, our Family Astronomy Night and the Winter Carnival Canteen. I would like to thank everyone who has contributed in some way to these fundraisers – we couldn't have done it without you.*

*As our Year 6 students finish their primary years at St Joseph's, so do five of the families in our community. I would like to acknowledge the Ebsary Family, Omodei family, Sawyer/Bendotti family, Henderson/Van der Putten family and Van Hazendonk family who will be concluding their time at St Joe's this year. Thank you to each of you for your commitment to our school throughout the years you have been connected with us. Your support and efforts have seen many projects through and there is much that we couldn't have done without you. More specifically, I would like to thank Kylie Bendotti for managing our canteen and Jodie Omodei for being our uniform shop manager. The ease in which both of you have covered these roles has ensured school operations have run smoothly throughout the year. We wish departing families all the best and hope to see you back visiting sometime soon.*

*The P&F is very proud to have financially contributed to a couple of projects this year, including a donation that covered half the costs of the fantastic play loft in the early childhood classroom and the new book trolleys in the library. These additions to our school have continued to transform our learning environments into modern and dynamic spaces for our children to thrive.*

*The School Advisory Council was pleased to support the revitalisation of the Early Childhood classroom. The fresh white walls and wooden floors combined with the recent addition of the play loft, has transformed the space over the year. In addition to this, our focus in 2021 has also been on our school's promotion with the goal to increase enrolments at the school. Given this, we were proud to announce the 20% fee discount and first year free incentive for 2022.*

*St Joseph's continues to see good financial management. Thank you to Mrs Rose Moyle for expertly managing our school finances alongside Lisa Beck, our SAC Treasurer.*

*I would like to extend a sincere thank you to the staff of St Joseph's, whose tireless efforts create a positive learning environment for our children. They continue to give up much of their own time to provide a quality curriculum and a range of extracurricular activities throughout the year. The dedication they have displayed within their roles should be commended and is very much appreciated by all.*



*Father Edwin Ocho has once again played a pivotal role in the spiritual development of our whole community and while Father Edwin was away, Father John Finlayson was a great support to our parish. Thank you to both Fr Edwin and Fr John for your dedication to our school community.*

*Our P&F and School Advisory Council is made up of a few dedicated individuals who I am proud to sit alongside in this role. Thank you to Marion Fuge, Lisa Beck, Liz Collins, Glenn Ebsary and Lisa Ebsary for your commitment to our school. Your ideas and vision have contributed to some exciting projects and developments in our school this year.*

*Finally, I would like to wish you all the best for the festive season and look forward to a safe and prosperous new year.*

*Kirby Bendotti  
School Advisory Council Chair and P&F President*

## **PRINCIPAL'S REPORT TO THE SCHOOL COMMUNITY 2021**

*Returning to St Joseph's as principal this year has been a milestone in my career that I will never forget. It didn't take long to be reminded of the very committed and hardworking community that we have here. Thank you to everyone for welcoming me back this year, each moment I have shared with you all reminds me of the reasons why we all love what St Joseph's is all about.*

*I can't believe we are coming to the end of the year! As usual, the busy activities in the school terms have made it feel as though this year has sped by. Students, staff and parents have all enjoyed another wonderful year at St Joseph's with lots of learning, celebrations and events that have brought us together as a school community.*

*This time of the year can bring many mixed emotions for those in our community who are leaving us. Our year six graduation will see us farewell eight very special students. Many of these students began their schooling with us in 2014 when they arrived as enthusiastic and incredibly cute kindy students. Felicity, Joshua, Adrienne, Alexis, Charli, Jayden, Sebastian and Edge will all continue to Kearnan College next year as confident and capable learners and we can't wait to hear what their exciting futures bring. I hope that you look back on your time at St Joseph's with many fond memories.*

*We will also farewell five families this year. I would like to thank each of these families for their ongoing support and commitment to the school. We couldn't have done the many things we have done over the years without you!*

*The St Joseph's School community can be very proud of the many things that we have achieved this year. Staff have continued to refine their teaching programs and approaches in order to deliver a high-quality education for all. A highlight has been the re-introduction of the Accelerated Reader reading program, which has been a fabulous motivator for our students to engage in reading as regularly as they can. We have seen some initial upgrades in our Early Childhood classroom with fresh paint and new floors which have modernised the space. With additional plans for this learning space, we are excited to see how it transforms in the coming years. Contributions from the P&F have allowed us to purchase new furniture in the library and a new play loft in our early childhood classroom. Mr Hill also assisted us with the installation of swings on the school oval. All of these additions have been extremely popular with the students. Highlights of the year have included community events such as Sacramental Masses, The Big Bash event, The P&F Astronomy Night and various sporting and academic events. Many people coming together has ensured the success of all these projects and events.*

*I would like to extend a heartfelt thanks to all the parents of St Joseph's. Thank you for always being willing to give up your time to help in our canteen, pick avocados or just support where you can when it is asked of you. Collectively, our parent body, effortlessly accomplishes amazing things. – which is very impressive given the size of our school. I would particularly like to thank those who form our School Advisory Council and our Parents and Friends Association: Kirby Bendotti, Lisa Beck, Liz Collins, Marion Fuge, Lisa Ebsary and Glenn Ebsary. To Kylie Bendotti who has managed our canteen and Jodie Omodei who has been our uniform shop coordinator, thank you to each of you for giving up your time and for always being so supportive throughout the year. To Kylie, Jodie, Lisa and Glenn, it has been such a privilege having each of you on board and assisting in your different areas. We wish you all the best as you finish in your roles.*

*St Joseph's school is blessed to have such a strong relationship with Sacred Heart Parish as we collectively strive to provide students with the opportunities to come to know and love Jesus in all we say and do to one another. I would like to thank Fr Edwin Ocho for his gentle guidance and support throughout the year and Fr John Finlayson for his insight and advice while Fr Edwin was on leave.*

*To our dedicated, professional and committed staff – thank you! The efforts of our teachers, education assistants, office and grounds staff have not gone unnoticed and help to ensure we continue to provide a safe and enjoyable environment for*

*our students to succeed and thrive in. Each of you hold different roles in our school and many of you go above and beyond what is expected to ensure St Joseph's remains the special place it is. The supportive team environment is one that I am very proud to be part of and I have appreciated your patience as I have navigated my way through many events and traditions this year. As a group, we continue to develop professionally and strive to ensure we provide students with high quality learning experiences in a positive and supportive learning environment. We are sadly farewelling a beloved member of our school community, as Mrs Veronica McRae is looking forward to an exciting retirement at the end of the year. Ronnie has been on staff at St Joseph's for over ten years and has been such a valued colleague, educator and friend to us all. We will miss her bubbly personality and creative ideas but wish her all the best as she begins this very exciting new chapter of her life.*

*Finally, I would like to acknowledge our fabulous students who are the heart of our school. It is the students who make St Joseph's the wonderful place it is. Thank you for being you and giving everything a go. I love working with students who are committed to their education and show pride in their school. We are truly blessed to know every one of you. I look forward to continuing working with you next year.*

*St Joseph's Primary School in Pemberton was established by the Josephite Sisters in February 1952 and next year we will be celebrating our 70<sup>th</sup> anniversary. Our school has a rich history, and connections with many wonderful people in our community. I look forward to the many celebrations to come, as we have much to celebrate and acknowledge over the past 70 years.*

*May God bless you all and keep you safe over the holidays. I look forward to your continued support and involvement next year and wish you a peace filled Christmas.*

*Ashlee De Campo*