

2023

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# About this report

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St Joseph's Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning

## Message from key groups in our community

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### Principal's Message

St Joseph's is a Catholic co-educational K-6 systemic school in the Diocese of Maitland-Newcastle. Our Catholic identity is interwoven throughout the curriculum and extra-curricular life of the school. Our school motto "Love One Another" reflects our vision and mission statements and our Positive Behaviour for Learning (PBL) focus across ~~our whole school~~.

School life is centred on the school's Vision and Mission Statements and the school motto which is strongly reinforced in daily life at St Joseph's. Our school's core

The Parents and Friends Association communicate with the school community via monthly meetings and we are always encouraging all members of the school community to come along and have input into what they are wanting from the association and to make suggestions on different fundraising opportunities that will allow our school community to continue to come together.

We also have updates in the school newsletter, the school notice board and Compass app.

### Student Body Message

Student voice is important in the learning journey here at St Joseph's. There are regular opportunities for students to contribute to and facilitate learning. Our School leaders take a prominent role in the community, leading assembly each morning and assisting with other events to ensure they are a success.

The Peer Support program that takes place during Term 2 is a key aspect of the school. The Stage 3 cohort take mixed age groups and teach lessons related to our PBL framework, with a focus on supporting learning of every child across the school.

There are plenty of opportunities for students to exercise their agency and make a difference in the local community. The school has an active Mini Vinnies program regularly raising money for local disadvantaged people and regularly visiting the nursing home to make a real difference in the community. Being in a beautiful scenic bushland setting, stewardship of creation is an important part of the overall educational program.

Wellbeing with the school is a priority. Through the PBL approach to learning, there is always a positive focus with

## School Features

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St Joseph's Primary School, Kilaben Bay is a K-6 co-educational school in the Toronto district and surrounding suburbs. In 1984, the church and adjacent primary school were relocated from Toronto to our new site at Kilaben Bay.

Our school is clearly identified as a Catholic School in the local community and also welcomes and caters for non-Catholic families. Our Catholic identity is reflected in all areas of curricula and every aspect of school life. The sense of community present at St Joseph's is evident by the caring and supportive attitude of staff members and a willingness to promote the school motto "Love One Another" in everyday school life.

Many visible signs in the school also identify St Joseph's values and quality Catholic education centred on the school's Vision and Mission Statement. Children educated at our school will grow in understanding and appreciating the core values of respect, responsibility, honesty and learning. Our Positive Behaviour for Learning is represented by our acronym "SJKB" - Strive High, Making Jesus Real, Keep our environment clean and Be an Excellent Learner at St Joseph's Kilaben Bay!

A beautifully painted school cross with indigenous themes is displayed along with two foundational Catholic banners of the Josephite and Mercy orders. Wandana indigenous group worked with our school community and has

We celebrate many special days here at St Joseph's including St Joseph's Feast Day, Mother's Day, Father's Day, Book Week, Catholic Schools Week, Grandparents' day, Easter celebrations and Christmas. The children will take part in our end of year awards ceremony.

Bi-annually we perform at our local high School, St Paul's Catholic College for our drama night. We celebrate Harmony Day and 100 days of Kindergarten. We welcome our community at our Welcome BBQ and invite our community to celebrate our many feast days with our Toronto Parish.

This year we are blessed with many small classes Kindergarten to Year 6 taught by experienced and enthusiastic teachers and learning support assistants. Our feeder high school is St Paul's

celebrate

# Student Profile

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## Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023: Additional information can be



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# Staffing Profile

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## Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	34
Number of full time teaching staff	8
Number of part time teaching staff	11
Number of non-teaching staff	15

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Summary of professional learning at this school

St Joseph's have participated in a variety of Professional Learning experiences over 2023. This learning has happened as a whole school, within learning teams and as individuals.

Whole school professional learning includes:

- Diocesan lead learning for the 'Leading Learning Collaborative'
- Participation in the Diocesan LiFT Learning program, specifically in Effective Pedagogical Strategies for Teaching Numeracy
- First Aid and CPR

Professional Learning Teams:

- K-2 Syllabus redevelopment and understanding the curriculum
- New 3-6 Syllabus learning and development of new programs and scope and sequences.
- Early Learning and Successful Foundations
- Leading Learning Collaborative
- Data triangulation for Teaching
- CogAT Implementation and Data analysis

Individuals

- Leading Expert Teaching - Micha175 0 0 0.755p/F34 Tm75 s5 231.65 392.41 Tm(ImplERZOOGDOV)
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nursing home to play games with the residents. St Joseph's implements the Diocesan K-12 Religion Syllabus. Religion is timetabled for 150 minutes per week and units include curriculum differentiation and a variety of learning activities to encourage deep knowledge and thinking and creative responses. New resources have been purchased to support new units of work this year and will continue to be purchased as required with the RE budget in 2024.

## Curriculum, Learning and Teaching

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The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education.

The Curriculum is structured around the outcomes and content for each learning area and general capabilities for learning across the curriculum including literacy, numeracy, information and communication technology, critical and creative thinking, ethical behaviour, personal and social competence and intercultural understanding.

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St Joseph's Kilaben Bay is always evolving as a community where learning is valued and expected by all stakeholders. As such, the school's curriculum is directed by NESA expectations and class timetables reflect the allocated times for each Key Learning Area. To fulfil NESA expectations, all classes engage in the Key Learning Areas including Religious Education as part of the students' Catholic faith development.

The school has implemented several key strategies designed to enhance student learning. A focus on rich differentiated tasks to deepen the learners understanding of Mathematical concepts and engage them in deeper understanding of the curriculum. Number Talks are included in daily maths warmups encouraging students to develop a variety of thinking strategies to solve Mathematical problems.

There is a school-wide focus on Numeracy as reflected in our School Improvement Plan. To enhance the student's understanding in Numeracy we have focused on

Our Pedagogical Mentors and Leadership Team have continued to lead staff in implementing new innovative pedagogical practices. Staff at St Joseph's have implemented aspects of 'Learning, Leading Collaborative' a diocesan approach to discover and implement what matters most in Learning, Leading and Teaching. This includes Learning intentions and Success Criteria in Maths and English. Teachers also give descriptive feedback and set student goals to promote student learning and provide quality assessment.

The school Learning Support Program is designed to target those students with particular learning and behavioural needs. Vulnerable students are identified and are assisted mostly in class by Class Teachers and Learning Support Assistants. There are a number of students on the NCCD and they are supported according to their individual needs. These students have a learner Profile which identifies areas of strengths and development and is created by their classroom teacher and Learning Support Teacher. Intervention Programs such as MiniLit and MacLit, address targeted needs in the area of English.

A pastoral Care worker also supports students with social, emotional and behavioural needs. She works one on one and with small groups. This year she has run the Seasons for Growth program to help some of our students deal with loss and change. Lunch Club is provided most days and offers students with the opportunity to engage in quiet, small group games.

Kindergarten continues with Success Criteria in their classrooms

## Student Performance in Tests and Examinations

### NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but
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NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	87%	64%
	Reading	87%	74%
	Writing	72%	66%
	Spelling	57%	69%
	Numeracy	80%	68%



## Pastoral Care and Student Wellbeing

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### Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

### Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School. Further information about this and other related policies may be obtained from the School's website.

### Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or at the CSO website.

## Complaints Handling Policy

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic schools in the diocese. The rationale for the policy is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world. CSO monitors the implementation of this policy.

The full text of the [Complaints Resolution Policy](#) may be accessed on the School's website, the administration office or at the

Our student leadership team also lead our weekly assemblies, organising PBL and merit awards, birthday certificates and special announcements. They are excellent role models for our school community. They also provide care for our newly enrolled Kindergarten students within our buddy program. All kindergarten children are buddied with a year 6 child during their extensive transition program and into the new year.

This year we have facilitated social programs across selected grades to improve social interactions. The pastoral care worker has also run social groups and the Seasons for Growth program.

2023 also saw the implementation of a community partnership program involving Toronto Men's Shed. This saw weekly sessions of building, gardening and no bake cooking. Involvement was for targeted children for a variety of reasons. This saw attendance and behaviour improve for the children involved.

## School Improvement

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The School implements the system's review cycle of improvement which outlines the processes and benchmarks for creating the culture and practice of continuous improvement with students as the focus. Strategic Improvement Plans are future focused documents that map the School's directions, aimed specifically at improving educational and wellbeing outcomes for all students through the following areas:

- Catholic Identity and Catholic Curriculum
- Learning and Wellbeing

Each year, the School develops a Strategic Improvement Plan indicating the intended key improvements for student learning outcomes. A copy of the school's Strategic Improvement Plan may be obtained from the School administrative office.

### Key Improvements Achieved

There has been a huge focus on greater communication with parents, staff, students and Parish. More effective use of the Compass platform has driven the growth in this area. Constant communication with local schools through parent groups and open houses.

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solve the most challenging issues in moving all students' forward. The Gifted Education Mentor (GEM) works with teachers and students to improve student performance for those who show talent in curriculum areas. This has included beginning to investigate effective use of data to enhance learning through data triangulation.

#### Priority Key Improvements for Next Year

In 2024 the School will be continuing to focus from on Numeracy as our Key priority for school improvement. This will include whole staff participation in targeted professional learning focusing on improving pedagogical practice. To ensure this translates to improve student results, the staff will also be undergoing learning related to improving data literacy and setting personal goals for each student's learning. The data wall will be continue to be refined to ensure it is useable, by showing growth and development of all students across the school in the priority area of numeracy. This will ensure that that all staff take responsibility for all students across the

## Community Satisfaction

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Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups annually. This data is shared with the school community and contributes to the priorities for future planning.

### Parent satisfaction

A parent forum was offered in February K-6 to speak with the Principal, Assistant Principal and Religious Education Coordinator. A number of parents attended to discuss their vision for St Joseph's and for their own child's learning. All in attendance were very honest and provided open and constructive feedback. This information was collated and shared with the wider community.

Parents receive a Compass post each week titled "Week at a Glance". This clearly outlines all events happening at the school during the week. This along with a paper copy of a Term planner, has improved parent engagement. The school has received many positive comments and emails regarding this initiative. Parents also receive emails letting them know if their child is receiving a weekly award. Regular Compass notifications are sent throughout the week keeping all parents and carers up to date and all emails and telephone calls are replied to in a reasonable time frame.

Parents have sent emails stating their satisfaction and gratitude after we have hosted events with children's participation. Parents and carers have the opportunity to visit our website and our Facebook page for further connection with our school events.

All parents and carers receive fortnightly newsletters. Our newsletters provide information of upcoming events and also acknowledgement and recognition of past events, good news stories, awards and birthdays.

Term planners and a yearly calendar are available and updated on our Compass app which is provided to our families containing upcoming events and reminders and notifications are regularly shared through this app and email.

### Student satisfaction

"We always have an opportunity to learn in different ways."

"St Joey's maximises our education through a variety of opportunities."

"We are fortunate to be situated in a quiet bushland setting with excellent play equipment"

"The quality of teachers who care about learning is great"

"We always have everything we need to be able to learn in different ways."

"We have lots of sport opportunities."

"It is clear that the whole community wants each of us to achieve our potential and have great success."

### Teacher satisfaction

#### Teacher 1

What a wonderful learning environment there is here at St. Joseph's, both for staff and students. The students benefit from the very latest in innovative teaching pedagogy, and the staff are very well catered for with professional development being a high priority. I personally value the relationships that I have formed both with my colleagues, including our hardworking LSAs, the office staff and my students. It is certainly a school that has a high focus on the well being of every person and I am very thankful for that.

#### Teacher 2

I consider myself truly blessed to have been a member of the St Joseph's teaching team for the past 16 years. St Joseph's is a wonderful learning community that is set in a peaceful and verdant bush environment. The staff at St Joseph's genuinely care for every child's spiritual, social, emotional, cognitive and physical needs. The staff are a supportive team with varying talents who make each day special at St Joseph's. There is a fantastic community spirit where parents, the first educators, are valued and respected.

## Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed below:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants <sup>1</sup>	\$2,784,738
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$775,338
Fees and Private Income <sup>4</sup>	\$550,816
Interest Subsidy Grants	\$0
Other Capital Income <sup>5</sup>	\$178,931
<b>Total Income</b>	<b>\$4,289,823</b>

Recurrent and Capital Expenditure 2023	
Capital Expenditure <sup>6</sup>	\$65,799
Salaries and Related Expenses <sup>7</sup>	\$3,242,828
Non-Salary Expenses <sup>8</sup>	\$1,075,551
<b>Total Expenditure</b>	<b>\$4,384,178</b>

### Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.



END OF 2023 REPORT