

ANNUAL REPORT TO THE SCHOOL COMMUNITY



**St Mary's Parish Primary School
St Kilda East**

2018

REGISTERED SCHOOL NUMBER: 00107



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Minimum Standards Attestation

I, Gerard Lewis, attest that St Mary's St Kilda East 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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

20th May 2019

Our School Vision

Our Story

St Mary's is a Catholic Parish Primary School educating children from Foundation to Year 6 in the Parish of St Kilda East. We are inspired by the person and teachings of Jesus Christ and we hold a special affiliation to Mary, Jesus' mother, who was his first teacher in love and compassion, and his first disciple.

The Presentation Sisters and their founder, Nano Nagle, have been a significant part of our 160 year history and identity. Their work in educating children and young people in the rich heritage of the Catholic tradition are both enduring and inspiring.

Our Mission

St Mary's is an inclusive community where children are respected, cared for and have a strong sense of belonging. They are enriched in their faith and learning by the relationships nurtured with the Parish of St Mary's, the Presentation Sisters and the neighbouring Catholic schools.

We continue the mission of living, loving and serving in the way of Christ, caring for God's creation, and keeping our hearts and minds open in education and service.

Our Values

Faithful to our mission, we hold the following values to be central to our identity, relationships and endeavours:

- Respect
- Integrity
- Compassion
- Justice.

Our Vision

We aspire to being and building a community of faith and learning that honours and upholds our core commitments. These are:

- The school's Catholic identity will be authentic and meaningful for all members of the school community.
- Children will be engaged in contemporary learning where they are assisted to become curious, creative, reflective and independent thinkers.
- Children will be supported by strong family, school and wider community relationships and collaboration.
- Staff will be highly attuned to each child's distinctive wellbeing and learning needs. All members of our diverse school community will affirm, challenge, support and learn from each other.

School Motto: *Finding the light within.*



School Overview

St Mary's School St Kilda East, the first Presentation School in Victoria, was run by the sisters from 1874-1993. The 2010 Federal Government capital grant provided a new multi-purpose hall, library and meeting rooms to add to all other spacious areas available.

The current enrolment at St Mary's is 279 students from 202 families, most of whom (60.6%) are Catholics (10% Orthodox), (20% Other Christians) and live within the local parishes of East St Kilda, St Kilda, Prahran and Balaclava. Families represent 17 different nationalities, predominantly Greek, with 21% having language backgrounds other than English (LBOTE).

The children are grouped in fourteen straight classes over two campuses, with Years 5 and 6 on the opposite side of Westbury St next to Christian Brothers College. On the Main Campus, there are two Foundations (Preps), two Year 1s, two Year 2s and two Year 3s and a flexible learning space for Year 4s. The Parish Community Centre on the lower floor of the Senior Campus has been converted into a flexible learning space to accommodate the Year 6 class.

St Mary's staff is multi-skilled, innovative and supportive in their provision of well researched and planned programs. In the pursuit of 'best practice', they are extremely professional in both learning and sharing ideas. A full and well-supported curriculum allows for many opportunities for students, teachers and parents alike to be continuous learners. The well-planned and structured learning environment provides for the individual needs of all students and enables excellent student assessment results.

Specialist teachers provide many extra-curricular opportunities in Physical Education, Visual Arts, Italian, Library, Visual and Performing Arts and Swimming. Classroom teachers, Support teachers, and those in positions of leadership, ensure strong learning in the areas of Religious Education, English, Mathematics, Faith Based Inquiry, Science, The Arts, Sports, ICT and Student Wellbeing.

During 2018, the staff Leadership Team provided a Position of Leadership (POL) for each of the five spheres of school improvement. Student Leadership included Year 6 responsibility for several areas including Education in Faith, Student Wellbeing, Literacy and Mathematics, Music and Italian. Parents share in the leadership of the school community through representation on the Parish Education Board, the Parents & Friends Association, 'Classroom Reps' and the classroom helpers program. There is a high level of general parental support for fundraisers and school events.

In 2018 the School continued to strengthen our Inquiry units with the Faith Dimension of Catholicity. Our Faith Based Inquiry Units help us connect Catholic Identity to Learning and Teaching. We will continue to concentrate on: strengthening the catholic identity of the school community; providing a contemporary learning environment and agreed effective pedagogy, improving the wellbeing and connectedness of all students, building a shared culture that is characterised by a shared vision, professional collegiality and continuous improvement and building the capacity of St Mary's as an outward facing community.



Principal's Report

It is with great delight that I write about the 2018 school year. Whilst it has been a very busy year we have achieved a lot. We continued this year as an outward facing community where we made greater connections to the St Kilda / Windsor Communities in the first instance and then to the outer community as a whole. We have continued to connect closer to Christian Brothers College (CBC) and Presentation College Windsor (PCW).

We have continued our Parish Mass connections. Children in all year levels have been able to participate in a Sunday parish mass. We celebrated the Sacraments of Confirmation and Eucharist and it was great to see so many parishioners join us with these celebrations. For the first time in many years the children had the opportunity to participate in the Sacrament of Reconciliation. The Year Four students participated in the Sacrament. On all occasions Fr Joe Caddy spoke with inspiration to the Parish Community of the children making their Sacraments.

We are privileged to have so many enthusiastic, happy children at the school and it is an absolute pleasure to see their smiling faces each day. Results once again from national and school testing indicate that the children are learning very well at St Mary's and many children bring a high level of enthusiasm to this learning.

The dedicated team of teachers constantly provide very rich and challenging learning experiences for the students who attend St Mary's. The teachers are always evaluating the opportunities that they provide to the students to enable the children to receive learning at their point of need.

Specialist programs of Library, Italian, Physical Education, Visual Arts and Choir enable the children to experience many facets of education. We continued to provide children with a broad range of musical instruments that they can learn. Many children learn saxophone, violin, flute, trumpet, clarinet, trombone, percussion/drum kit as well as keyboard / piano and guitar. These are some of the features of the extended curriculum at St Mary's. Other supportive programs that we have continued are Reading Recovery, Number Intervention and Peaceful Kids. We introduced Speech Therapy for the first time. We continued with Mathletics in our Mathematics Curriculum.

I wish to thank all the parents who have participated in the Parents and Friends Association especially Jane Leroi and Trinity Farrell who have been the Management Team this year as well as the parent representatives, classroom helpers and excursion and sport helpers. The support that you have provided for each class has been invaluable and highly appreciated. Without your enthusiasm and assistance, it would be difficult to provide the high quality learning experiences for your children.

Some of the highlights this year have been: the School Concert, Fathers - Day Breakfast and Liturgy, Mother's Day Liturgy and International Morning Tea, Mother's Day gifts, Footy Day, Inter School Sport, Walk and Ride to School Days, Swimming, School Camps, St Mary's-Twilight Sports Athletics Carnival, Book Fair, School Masses and Para liturgies. We concluded the year with the Christmas Carols, Year 6 Graduation and Disco and Carols with CBC and PCW.

We commenced the development of a Master Plan for our school facilities. It will be important to plan for the future and think about what education will look like in the precinct of St Kilda East in 2040 and plan for it. The Architect firm Hayball is helping us with this important process.

Thank you to Fr Joe Caddy, all students, teachers and parents / carers for their work and support this year. Whilst it has been a very busy one there have been many highlights that we have shared.

Parish Priest's Report

Discovering Christ today: St Mary's School as centre for inquiry and dialogue

The religious profile of Australia has changed enormously over the past few decades. According to census data from the Australian Bureau of Statistics, in 1991, 74% of people declared themselves Christian, 2.6% belonged to another faith group and about 13% stated that they had no religious affiliation. By the time of the 2016 census 52% were Christian, 8.2% belonged to other faith groups and 30% had no religion.

In 1991, Catholics made up 27.3% of Australia's population, by 2016 that has declined to 22.6%. Of course, there are many complex reasons for these declines:

- the culture of the western world has changed dramatically and is more secular;
- the terrible scandal of institutional child hood sexual abuse and the subsequent cover-ups;
- changes to migration patterns and the cultural background of many Australians as well as a host of other factors.

The interesting question for us as a Catholic community today is, how do engage with the wider community. Do we retreat into an ever-diminishing remnant of pure Catholics, convinced that we have all the right answers to the entire world's problems- our way or the highway?

Do we, on the other hand water down all that we hold in faith and tradition and just try to fit in with the rest of the world?

At St Mary's, through our school and through our other key parish activities we are attempting to walk a very different path to either of the options outlined above. We do not accept that we have the answers to all the world's problems but we do believe that we have a tradition that, in dialogue with all people of good will, from whatever faith group or none, can shed some light on the mystery of human existence and the flourishing of human communities.

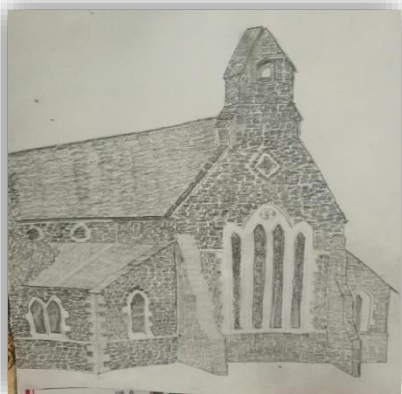
In his recent publication, "Engaging with the Hopes of Parishes", Melbourne Priest, Dr Brendan Reed, presents an argument that Catholic engagement with our pluralist culture is a challenge that also provides a tremendous opportunity.

*"Being confronted with another position, whether Buddhist, Hindu or atheist does not only challenge the Christian to inquiry and into dialogue, at the same time, it invites the Christian to rediscover his or her own position and distinct features."*¹

It is this same spirit of inquiry and dialogue that we are seeking to promote throughout our parish and in a very particular way through St Mary's school.

I take this opportunity to thank Donna Martin and the Parish Education Board, Principal Mr Gerard Lewis and all teachers and support staff as well as families and children for all that they contribute in a variety of ways to this great and important project.

Fr Joe Caddy



School Education Board Report

We commenced the 2018 school year with a level of uncertainty regarding our school's funding and while we were heartened by various funding announcements during the election campaign, we ended the year still concerned about meeting the cost of operating our school and of educating our children. Like parents everywhere, we want the very best for our children and so the Board is working to ensure our school has an equitable and fair share of funding. In a wealthy developed country like Australia, it is only right to expect that all schools should receive sufficient government funding. In 2018, under the stewardship of our principal Gerard Lewis and our parish priest, Fr Joe Caddy, the Parish Education Board kept a level head amidst the ups and downs of the funding debate and quietly got on with the task of providing an environment where children are nurtured and supported.

I want to acknowledge our dedicated teachers - a team of professionals devoted to delivering the highest possible standard of education to each and every child at St Mary's' East St Kilda while at the same time instilling in our children the values of compassion, respect and social justice. This is fundamentally why we are here. In return, hopefully all our teachers feel respected and nurtured by our parish and by the Catholic Church in general.

I want to also acknowledge the wonderful generosity of our school families and the assistance they have provided to the work of the wider parish. Much would not be possible without it.

I want to thank all the Parish Education Board members - Mary Brown who with her third child finishing grade six in 2018 resigned from the Board in December after more than ten years on the Board, Laura Bunn, Angela Clelland Alan Dormer, Abby Mirani, Penny Richards Fowler and Lisa Wheeler.

Donna Martin



Education in Faith

Goals & Intended Outcomes

To Strengthen the Catholic identity of the school community.
That students' understanding of faith-based values are deepened and connected to real life.

Achievements

The 2018 school year commenced with Mass celebrated together with the staff from St. Mary's, CBC and PCW.

The St Mary's school community gathered to celebrate the School Commencement Mass. This was well attended by families across all year levels.

We continued to support prayer life at St Mary's through regular whole school liturgical celebrations, such as Ash Wednesday Mass, ANZAC Day liturgy, Holy Week Liturgy, Mother's Day Mass, Father's Day Mass and Graduation Mass.

Individual classes attended the weekly Parish Mass each Friday of the school year and families were invited to attend.

The Education In Faith leader met weekly with the Parish Pastoral Worker to plan for children and parents' Faith Development and build closer links between the Parish and School. This included planning Masses, Liturgies and Sacraments.

The Education in Faith sphere team worked in collaboration to discuss curriculum and school issues pertaining to Education in Faith.

The Education in Faith Leader worked with teachers to support them in planning level masses and liturgical events.

We maintained an awareness of our responsibility to care for and support those less fortunate than ourselves and continued to find new ways to express our Catholic faith in action. With an emphasis on social justice, our children participated in fundraising to support the work of local and overseas missions, including Caritas through donations to Project Compassion, support for the Winter Coat appeal helping the Homeless and St. Vincent de Paul Society through the donations of Christmas hampers.

Professional learning for staff involved supporting teachers with planning and implementation of Faith Based Inquiry.

Level teams met with the Education in Faith Leader and Principal each term to plan Faith Based Inquiry units.

The Principal and Education in Faith Leader continued to work with the CEM leaders to further support the development of Faith Based Inquiry.

Sacramental Preparation Nights were held for Reconciliation, Eucharist and Confirmation. Thirty-two students received the Sacrament of Eucharist, twenty students received the Sacrament of Reconciliation and twenty-six students received the sacrament of Confirmation.

VALUE ADDED

- Whole staff professional learning in Faith Based Inquiry.
- Implementation and reporting of the renewed Religious Education Policy.
- Building the capacity of teachers in planning and use of scripture and Catholic Social Teachings in Faith Based Inquiry.
- Emphasis continued to be placed upon the charism of the founders of St. Mary's school the Presentation sisters and the life and mission of Nano Nagle.
- The Sacrament of Reconciliation was introduced for Year Four students.



Learning & Teaching

Goals & Intended Outcomes

To further develop a contemporary learning culture in which students are challenged and supported to achieve ongoing success.

- That student outcomes improve in Writing.
- That student outcomes improve in Mathematics.
- That teachers will explore concepts of contemporary practice.

Achievements

In 2018 Learning and Teaching focused on a number of areas. These included supporting teachers with Faith Based Inquiry, developing a new report format for the Mathematics and Specialist Curriculum areas, consolidating support programs and providing Professional Learning for staff in English, Mathematics and Capabilities.

- Teachers received Professional Learning on the Victorian Curriculum Capabilities and used this information to plan learning activities and rich assessment tasks to collect evidence on student progress for Reporting.
- School Reports were revised and adjusted to include the Capabilities. As well as this, a new reporting format was introduced for Mathematics, Visual Arts, Health and Physical Education, Library and Italian Curriculum in line with the reporting format introduced for English in 2017.
- Staff were involved in a School Closure Day facilitated by a Mathematics Consultant from Catholic Education Melbourne to enhance teacher knowledge of the Victorian Mathematics Curriculum. A whole school yearly Mathematical overview and unit planner were developed.
- Years Three - Six classroom teachers worked with a Mathematics consultant in Professional Learning Teams to develop a greater pedagogical knowledge around fractions, decimals, multiplication and division.
- Foundation to Year Two classroom teachers participated in three professional learning days as part of a Mathematics Collective to explore Learning Framework in Number.
- Foundation to Year Two teachers participated in three professional development days implemented by Catholic Education Melbourne focusing on Spelling. Some teachers completed Phonics in Context which enhanced teacher knowledge and understanding of developing phonological awareness through the context of reading and writing.
- Teachers who participated in this professional learning in 2017 completed Words in Context to improve teacher knowledge in linguistics and how to use this to support the teaching of spelling.
- Staff were involved in Professional Learning opportunities to enhance their understanding of NCCD expectations and data collection.
- Varied support programs continued to be available to a variety of students. These included – Reading Recovery and Number Intervention.

STUDENT LEARNING OUTCOMES

- Our NAPLAN Data shows we are consistently at or above State and National Benchmarks.
- More than 90% of students in both Years 3 and 5 were above National Minimum Standards in all NAPLAN assessments.
- Over the last three years of NAPLAN, in Year 3 our writing results remain constant at 100% of students reaching minimum standards. In the other areas of reading, spelling, grammar and punctuation and numeracy our results fluctuate between 95-100% of students reaching the minimum standards.
- In Year 5, over the last three years our reading results remain constant at 100% of students reaching minimum standards. In the other areas of writing, spelling, grammar and punctuation and numeracy our results fluctuate between 95-100% of students reaching the minimum standards.

VALUE ADDED

- Our Intervention Programs – Reading Recovery and Number Intervention continued to have an impact on our data.
- There was continued support from Catholic Education Melbourne for Leaders in Faith Based Inquiry, Literacy, Mathematics and Learning and Teaching.
- Junior school staff participated in Literacy Professional Learning.
- All staff participated in Mathematics Professional Learning.
- A yearly Mathematics overview and unit planner was developed.
- The school reports were refined and adjusted to enhance learning connected to the Victorian Curriculum and to provide accurate and clear information to parents.
- Teachers gained a greater understanding of the Capabilities and how to teach and assess them through Literacy.



Student Wellbeing

Goals & Intended Outcomes

To further develop a positive, respectful and safe school climate which empowers students to be responsible, confident and resilient members of the school community.

Intended Outcome

That students' social skills and emotional capacity are strengthened.

Achievements

Empowering students to develop lifelong skills to journey through life's success and challenges is key to the work that occurs at St Mary's. Students are given many learning opportunities to develop their resilience, positive thinking skills and empathy towards those around them. The school norms of Be Respectful, Be Safe & Be Responsible continue in all classrooms. A developed understanding by all children about what these norms looked like, sounded like and felt like within the contexts of their classroom and playground was highlighted.

The 2018 focus was on creating calm and effective classroom environments. Teachers began the year with exploring current research and publications to create protocols and points of focus to create classroom environments that were calm and supported all students to engage and feel confident to learn and do their best. Teachers continued to reflect on their practice and classroom strategies throughout the year which enabled all classrooms to establish positive classroom learning environments.

Families were well supported through the delivery of a parent information night presented by Georgina Manning from Peaceful Kids. The presentation outlined key areas for families to support their children from anxiety, sleep time and enabling children to do things for themselves which impacts positively on their ability to be independent and resilient. Parent surveys from the night indicated an extremely positive experience.

VALUE ADDED

- Enhancing of Restorative practices to strengthen Social and Emotional Learning.
- Development of Behaviour Management Protocol to provide a guide to support student behaviour.
- Developing staff professional understanding of Mindfulness through staff meditations.

STUDENT SATISFACTION

In the 2018 School Improvement Survey, students indicated their highest responses in student connectedness to peers (42%) and classroom behaviour (41%).

STUDENT ATTENDANCE

A student's non-attendance is recorded electronically on the schools' attendance records. If a child has more than fifteen absences, then a letter is sent to the parents advising them of the high number of days that are absent. A letter is also sent to Catholic Education Melbourne (CEM) to inform them of this issue. If continual absences occur then a meeting is conducted between the school principal and representative, CEM and the parents to identify the issues that the student is having and developing a workable solution to the situation.

Child Safe Standards

Goals and Intended Outcomes

- Promoting Child Safety throughout St Mary's
- Implement a safer connection, approach and alignment with the senior campus.
- Inform the whole school community of the expected behaviour for the school's leadership team, staff, contractors and volunteers
- To promote Child Safety on the school's web site and in employment advertisements and contracts

Achievements

- Changing the safety practices of our senior students as they travelled from one campus to the other.
- Securing the gates on the Senior Campus so that the building is a lot safer during learning time.
- Adjust the number of staff to two on duty at all times on both the Senior and Main Campus.
- Teaching Assistants perform duty so that all children with specific disabilities are catered for.
- Visible vests are worn by all teachers on duty so that children can locate an adult very easily.
- All visitors to St Mary's who work with the children must sign the St Mary's Code of Conduct and present their Working with Children's check.
- The embedding of policies and commitments into every day practice.
- Engage with the Students on empowerment strategies for Child Safety.
- The development of Risk Management approaches.



Leadership & Management

Goals & Intended Outcomes

- To build a school culture that is characterised by a shared vision, professional collegiality, and continuous improvement.
- That leadership capacity is developed to lead deep professional learning for improved student outcomes.

Achievements

- The Leadership Team reflected each sphere of the School Improvement Framework and continued to work towards a more distributive leadership model.
- Clearer staff expectations have been provided through staff induction procedures.
- The Leadership Team implements the following vision statement - To lead with vision, vitality, purpose and in communion with others.
- Maintenance and use of all learning areas, including the Berchmans Centre and ICT lab.
- Continued to update the ICT infrastructure.
- Professional learning for all teachers on Faith Based Inquiry and mathematics education.
- School Leadership team continued to meet and address the goals in the school's annual action plan.
- The staff appraisal process continued and staff met with the principal regularly to discuss future, personal and professional goals.
- Professional learning for all staff continued to be a high priority that complements our School Improvement Plan.



EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2018

The following Professional Learning was undertaken by staff in 2018:

- P-6 Literacy Leaders Cluster Southern CEM
- Reading Recovery Professional Learning CEM
- Italian Language Professional Learning
- Administration Conference CEM
- Administration Network PD CEM
- Principal Network
- Deputy Principal Network
- Student Services Network
- Learning and Teaching Network Meetings
- Religious Education Leader Network Meetings
- LNSLN Online Briefing CEM
- Student Wellbeing Leaders
- First Aid and Anaphylaxis
- Emergency Management
- Finance Education meeting
- Mandatory Reporting
- CEM Restorative Practices
- Number Intervention P-4
- F-8 Learning Literacies
- Flexible Open Learning Environments
- Peaceful Kids
- Mathematics Collective F-2
- Whole school Mathematics professional learning
- Marketing that works
- Gifted and Talented (Professor Gagne)
- Phonics in Context
- Words in context
- RE Conference – 'Open New Horizons for Spreading Joy'
- Mathematics and Literacy Middle Leaders network
- Graduate teacher network
- Exploring National Numeracy Learning progression
- Leading Wellbeing for learning

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018

30

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$ 2,890

TEACHER SATISFACTION

The 2018 School Improvement Survey results indicate a slight variation in teacher climate.

Student Behaviour (Classroom) – 55% a decrease of 3% from 2017.

Student Behaviour (School) – 67% an increase of 3% from 2017.

Student Motivation – 71% a decrease of 2% from 2017.

Teachers indicated that they value learning, teamwork, empowerment and participation in decision making processes.

School Community

Goals & Intended Outcomes

To strengthen collaboration with parents and the wider community to support student learning and wellbeing.

That parents will have a greater understanding and be more actively engaged in their child's learning.

Achievements

The St Mary's community continues to be a place of welcome, support and safety. Many events run throughout the year provide rich experiences for our students, parents and teachers to come together as a community and celebrate what is special about the school and its members. The participation of our community in each of these events is tremendous and the hours put in behind the scenes in the planning and organising of each event ensures that each event achieves its desired outcome.

The Parents & Friends Association continues to engage families with the school and provide a platform for parents and guardians to get "hands on" in running the successful events that occurred in 2018. The Association continues to welcome families both new and old as well as it supports the school throughout the year. Parent Class Representatives work tirelessly to make strong connections between the classroom teacher and the class community. The school community understands that the school is partnering with them to provide high quality, personal, social and academic outcomes for their children.

St Mary's continues to investigate ways to grow the partnership between Presentation College Windsor and Christian Brother's St Kilda. Each year, the girls and boys from both schools make valued impacts on the students of St Mary's. Activities such as the Bright Sparks Program, Sports Program, Community Service initiatives and combined school masses help to enhance the connection between the three schools. The bi-annual school concert 'Hits and Flicks' dazzled the school community and showcased the wonderful talents of our students on stage as they danced to songs from well-known movies. Kindergartens from around the community visited the concert during the day show and expressed how impressed the students performed on stage. The day session provided an opportunity for families to view the show which was well supported by the school's families. The night session was a sell out and the atmosphere energized the room and supported the children to again put on a terrific display of dance moves, timing and expression. Thank you Christian Brother's St Kilda for your ongoing support in allowing St Mary's the use of the hall for the school concert.

PARENT SATISFACTION

Current parent survey data shows that St Mary's has areas of opportunity to improve Community Engagement. Through the implementation of new initiatives in the 2015 – 2018 School Improvement Plan, we as a team hope that the area of School Connectedness and Parent Input continue to improve. Parents indicated a warm and welcoming school culture where all members feel a sense of belonging and welcome.



Future Directions

Education in Faith

Develop stronger Faith Based Inquiry units.

Use the Catholic Social Teaching principles and the new Religious Education Policy to help develop stronger Faith Based Inquiry Units.

Build stronger capacities of teacher's use of scripture.

Learning and Teaching

Build teacher's knowledge and capacity within the use of the Victorian Curriculum.

Develop stronger processes on assessment and how to use data to inform Learning and Teaching.

Strengthen the teaching of Mathematics through aligning the learnings from Number Intervention into the classroom teaching in Years Foundation to 6.

Continue to update our reports so that they reflect the learning of students with the Victorian Curriculum.

Student Well Being (SWB)

Continue to focus on Restorative Practices, in particular Behaviour Management so that classrooms are peaceful and students are totally engaged in their learning.

Continue to promote a relationship with City of Port Phillip and the 'Walk to School' initiative.

Continue to foster the Seasons (Grief) program.

Build on Peaceful Kids so that children with anxiety are given strategies to help alleviate their worries.

School Community Relations

Support and develop closer links to the Parents and Friends committee.

Explore stronger opportunities for St Mary's as an outward facing school especially connecting with Christian Brothers College (CBC) and Presentation College Windsor Melbourne (PCW).

Students participate more in Sunday liturgies on a more regular basis. Juniors (F-2) to organise and participate in a Mass in Term 1, Years 5 - 6 to organise and participate in a Mass in Term 2, Years 3 - 4 to organise and participate in a Mass in Term 3 and all year levels participate in the Christmas Eve Mass.

Leadership and Management

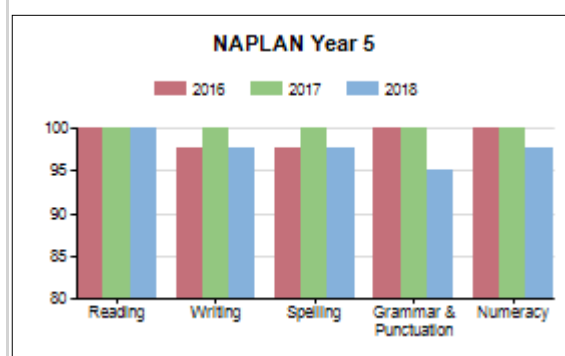
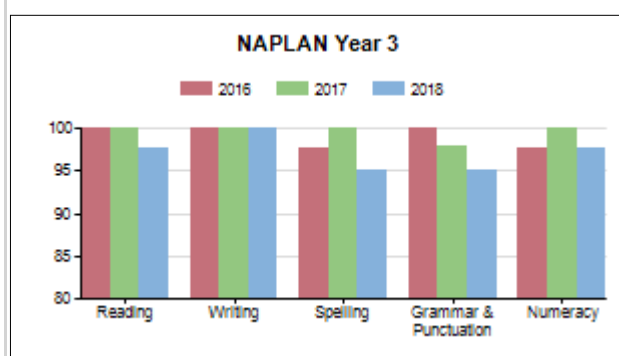
Build the Leadership capacity of all Leadership team members.

Introduce School Action Learning Teams so that teachers provide expert input to key learning areas within the school

Implement the St Mary's Vision Statement to ensure that it is enacting Gospel Values.

School Performance Data Summary

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 03 Grammar & Punctuation	100.0	97.9	-2.1	95.1	-2.8
YR 03 Numeracy	97.7	100.0	2.3	97.6	-2.4
YR 03 Reading	100.0	100.0	0.0	97.6	-2.4
YR 03 Spelling	97.8	100.0	2.2	95.1	-4.9
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	100.0	100.0	0.0	95.1	-4.9
YR 05 Numeracy	100.0	100.0	0.0	97.6	-2.4
YR 05 Reading	100.0	100.0	0.0	100.0	0.0
YR 05 Spelling	97.7	100.0	2.3	97.6	-2.4
YR 05 Writing	97.7	100.0	2.3	97.6	-2.4



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	92.6
Y02	92.2
Y03	92.2
Y04	92.1
Y05	92.9
Y06	94.8
Overall average attendance	92.8

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	91.5%
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STAFF RETENTION RATE

Staff Retention Rate	84.0%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	4.8%
Graduate	19.0%
Graduate Certificate	0.0%
Bachelor Degree	85.7%
Advanced Diploma	42.9%
No Qualifications Listed	0.0%

STAFF COMPOSITION

Principal Class (Headcount)	2
Teaching Staff (Headcount)	30
Teaching Staff (FTE)	24.0
Non-Teaching Staff (Headcount)	11
Non-Teaching Staff (FTE)	6.4
Indigenous Teaching Staff (Headcount)	0

