

St Mary's School Rutherglen

2022 Annual Report to the School Community



Registered School Number: 368

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Minimum Standards Attestation

I, Matthew Attwater, attest that St Mary's School is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

21/03/2023

NOTE: The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au

Governing Authority Report

The 2022 Catholic Education Week theme “Tell the Good News” expresses both the joys and challenges of offering Catholic education across the Sandhurst diocese.

We continue to be committed to providing contemporary and innovative learning environments that value diversity, promote care, respect and co-operation. In 2022 our schools diligently responded to the transition back to continued face to face learning against the disruptive backdrop of the previous two years. This transition was exacerbated by staff and student absences due to COVID 19 quarantine requirements. However, school communities demonstrated outstanding resilience to find creative and sustainable pathways to ensure continuity of learning was maintained and the Good News continued to be heralded.

Our changed governance structure continues to mature, with both CES Ltd and SCECEC Ltd committed to ensuring the highest quality student outcomes in a safe and nurturing environment. A future focus that offers direction and solidarity will find expression in the development of a diocesan-wide Strategic Plan, 2023-2027.

Partnerships between schools and parishes remain a priority as parish priests continue their vital leadership role in support of the spiritual and pastoral needs of the school community. The sacramental life of both school and parish expresses and invites participation in the evangelizing mission that brings Good News to all.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

The nation-wide shortage of teachers has had an impact on all schools, demanding new and innovative ways to attract and retain high quality and committed Catholic educators. Strategic initiatives will prioritize workforce placements that are sustainable and ongoing with particular attention given to our remote and smaller communities.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2022 of personnel in our schools and in the Catholic Education Office. They continue to work tirelessly for the students and families, telling the Good News every day.

Yours sincerely,

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

Vision and Mission

Our School Vision

St Mary's is a Catholic Primary School based on the tradition of the Presentation Sisters. Our vision must underpin everything we do here at St. Mary's.

Identity Statement

St. Mary's Catholic school is a community guided by faith and justice that inspires each person to be the best they can.

Vision Statements

St Mary's strives to...

- Model and live the teachings of Jesus
- Encourage and foster collaborative partnership with families, Parish and the wider community
- Educate and nurture the 'whole' person spiritually, academically, socially, emotionally and physically
- Provide a progressive curriculum for a contemporary society in a safe and inclusive environment

Graduate Outcomes

St Mary's school endeavours to teach students who...

- have a sound understanding of Catholic faith and tradition
- are passionate about social justice and are active caretakers of the environment
- are life-long, independent learners, critical thinkers and creative
- have sound literacy and numeracy skills
- are respectful and accepting of difference
- are responsible digital citizens and active participants in society
- have social skills, are adaptable, resilient and open-minded
- feel safe, happy and have a sense of belonging

School Overview

St Mary's Primary school has a rich history, which is drawn on to provide a twenty-first century education to today's students. The Presentation Sisters arrived in 1901 and had a direct association with the school until the end of the 1980's. One Presentation sister still resides in the Parish and is our School Chaplain.

Rutherglen had its origins in the time of the Gold Rush in the 1850's. Gold was mined here and when it died out many turned to farming. Rutherglen is a rural town supporting the wine industry and mixed farming with a focus on cropping cattle and sheep.

Rutherglen is part of the Indigo Shire, which covers the four historic towns of Rutherglen, Beechworth, Chiltern and Yackandandah. Tourism is a major industry in the local community today.

Fortunately as COVID restrictions eased the school was able to again participate in the regular key activities that our school actively promotes within the school, parish and local community.

The school maintains its connection with the Parish through regular weekday class Masses, through the Parish Sacramental program and by being involved in general parish activities.

Building relationships is a key to any community. All children who come to our school have a buddy in their classroom and in the case of Foundation children a buddy from Year 5/6. New families also have a buddy family to assist with their transition into the community. Staff is openly available to families to support their child's development. In addition, families are kept informed through regular parent/teacher meetings, a weekly newsletter and an up-to-date website

The school has a focus on community involvement through regular Masses and visits to Glenview Aged Care, Meals on Wheels, Tidy Towns, Clean Up Australia, Tree Planting, and attending and being involved in community events such as Anzac Day, Remembrance Day, the flower show, the Art show, the Agricultural Show and the Winery Walkabout weekend.

Principal's Report

Thanks for the year from Matt Attwater:

We began the year operating under and around some COVID restrictions but again survived because of the incredible support the whole school community, which included staff, students, parents and our parish. Thankfully the restrictions began easing as the year progressed that allowed the school community to celebrate the Sacraments back in the church again, enjoy significant school celebrations with family & friends and reconnect with community events

Our Students:

Firstly to our students. Well done! They showed us all what was needed to adapt to 'unprecedented' circumstances. Not once did I hear a complaint, or this is not fair or this is all too hard from one of them. They just got on with what was put in front of them and made the best of the situation and finally were rewarded as restrictions began to ease that let us get back to being to a normal school.

Families/Carers

To our families and carers thank you once again for the fantastic support you always give our staff and the school. As we know it has been a very difficult and challenging last few years trying to operate a school around COVID restrictions, but we managed to jump every hurdle because of the genuine support we received from every family.

Staff:

Again the staff have worked as a real team in 2022 particularly at the beginning of the year when challenged with a COVID start. It is obvious that they have a real commitment to every student in the school. I feel privileged that our students have them as their teachers. I would particularly like to thank my Deputy Principal, Libby Dickinson, who worked tirelessly on our curriculum development in another challenging year. So on behalf of our parents and students, I would like to thank the staff for the magnificent job they have done again in supporting our students in another COVID affected year.

Fr. Carey

Again Fr. Carey has been wonderfully supportive of myself and the school staff and students throughout the entire the year. A highlight of the year was being able to get back into the church as COVID restrictions eased to celebrate of the Sacraments of Reconciliation, the Eucharist and our School Feast Day Mass. The school is blessed to have Fr. Carey as our Parish Priest.

Parent Team:

I would like to thank the Parent Team again for coordinating the fundraising and social activities during the year. Our School Community calendar still remains as one of our major fundraisers of the year whilst also providing us with a vital engagement link with our local community and community.

School Council:

Thank you to the School Council for another supportive year in COVID circumstances whilst operating under the new CES governance model. I would particularly like to thank our Council Chair, Emily Morris, for keeping us on track and always making sure we had our eyes firmly on task.

Amanda (School Administration Officer)

You don't need me to tell what a wonderful job Amanda does for our school. Amanda is a wonderful support for me on a daily basis and there is no doubt our school would not run as smoothly as it does without her professionalism and expertise. Thank you, Amanda!

I congratulate the 2022 community at St. Mary's for always placing the child at the centre of the work we do. 2022 was another challenging year, but again we have remained flexible and addressed the needs of our whole school community. Together we have achieved a great outcome.

Catholic Identity and Mission

Goals & Intended Outcomes

Catholic Identity:

1. To provide opportunities for staff and students to develop and participate in meaningful spiritual prayer.
2. To rebuild school community face to face relationships, post COVID restrictions

Achievements

1. Thankfully in 2022 we were able to celebrate all Sacraments in the church as COVID restrictions eased.
2. Each staff member lead prayer at staff meetings during the year (Staff Prayer Roster)
3. Students lead prayer at school assemblies.
4. All staff participated in adult spiritual sessions lead by Kevin Lawlor (Adult Faith Education: Theology & Mission)
5. All staff explicitly taught the weekly PBIS focus each day. Students were acknowledged daily by staff and Principal for their achievements in demonstrating positive behaviour around the PBIS focus.

VALUE ADDED

- **LOTE Movie:** Senior students made a movie for the Diocesan film making competition
- **Sports** - Students participated in the BlueEarth Discovery program online
- **Visual Arts** – All students participated in Visual Arts lessons over the year.
- **Specialist P.E.** - lessons are taught each week.
- **LOTE** – Gina Nero teaches Italian each week and also provides a cultural program for the school.
- **Swimming** - The school provides a specialised swimming program each year.
- **Cultural Program:** Students participated in an Italian day during the year.
- **Junior Council:** Senior students represented our school on the Indigo Shire Junior Council via Zoom meetings.
- **5/6 Buddy program** for new Foundation students is run by the Seniors.
- **Fire Carriers:** All senior students participated in the Fire Carriers program.
- **Aboriginal Day:** All students participated in a cultural Aboriginal Immersion day

Learning and Teaching

Goals & Intended Outcomes

Learning & Teaching:

1. **Learning & Teaching:**

1. To ensure our PLC focus will be aligned with our Literacy & Numeracy focus.
2. To continue to further develop and use technology to support student learning & outcomes.

Achievements

- **Professional Learning Community:** A high level of professional dialogue occurred during every PLC. There were weekly focused meetings exploring data to determine learning that were supported by professional reading and student data. The gatherings consistently built teacher capacity. Our PLC's have had a direct and positive impact on student's learning.
- **Team Planning:** Both teaching teams, Junior & Senior teams, were released to meet weekly for focused planning. Again, all planning revolved around student data and collaboration.
- **Technology:** Regular staff PD on how to use technology to best support student learning.
- **School Production:** A highlight of the year was the students and staff using film making technology to make a movie and presented it to the school community on an outdoor screen on the school oval. A huge success!

STUDENT LEARNING OUTCOMES

These are the assessment tools used to track student progress over the year.

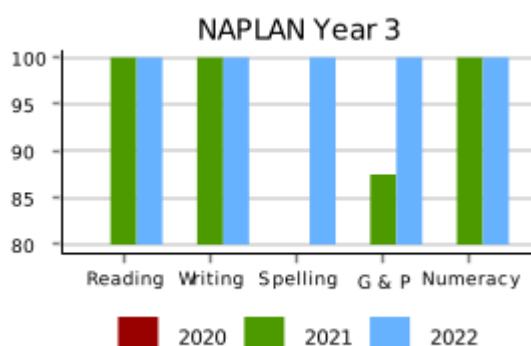
- P-2 Literacy Assessment
- Fountas & Pinnell Benchmarking
- PAT R whole school
- MAI maths interview whole school

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021	2022	2021 – 2022
	%		Changes	%	Changes
	*		*		
YR 03 Grammar & Punctuation	-	87.5	-	100.0	12.5
YR 03 Numeracy	-	100.0	-	100.0	0.0
YR 03 Reading	-	100.0	-	100.0	0.0
YR 03 Spelling	-	75.0	-	100.0	25.0
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	78.6	-	100.0	21.4
YR 05 Numeracy	-	100.0	-	100.0	0.0
YR 05 Reading	-	94.1	-	100.0	5.9
YR 05 Spelling	-	92.9	-	100.0	7.1
YR 05 Writing	-	100.0	-	83.3	-16.7

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

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

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



Student Wellbeing

Goals & Intended Outcomes

Student Wellbeing:

1. To continually ensure that St. Mary's is compliant with all Child Safe VRQA requirements.
2. To continue a 'post Covid' Wellbeing focus as a school community.
3. To ensure that PBIS practices continue to be embedded across the entire school community.
4. That the School Learning Diversity Team has a major focus of inclusion for all school community members each year.

Achievements

- Student well-being is still a major focus post COVID. Constant communication and school support with all stakeholders is still the key to ensure we are continually all supporting each other.
- VRQA standards updated
- Behaviours tracked on SIMON to gather data on student behaviour.
- PBIS and Child Safe on agenda at every staff meeting and Board Meeting
- Weekly PBIS focus is published in the school newsletter.
- PBIS students award winners photo published in newsletter.
- Students to demonstrate positive PBIS behaviours at school assembly.
- PBIS and Child Safe signage throughout the whole school.
- Individual learning programs for students.
- Regular meeting of the Learning Diversity Team to discuss issues and strategies.
- Staff meeting and PLC time dedicated to student welfare.
- Home visits are conducted through our Chaplaincy Program.
- Weekly student social and emotional sessions conducted by school wellbeing teacher.

VALUE ADDED

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STUDENT SATISFACTION

The staff conducted regular student feedback surveys and sessions. Pleasingly student feedback and surveys largely showed that the students feel connected, engaged and challenged in their 2022 learning. Staff were extremely conscious of putting student mental well-being to the forefront post COVID

STUDENT ATTENDANCE

Children are expected to attend school every day that the school is open unless there is a reasonable excuse for their absence. The roll is marked each day on SIMON our online roll marking system.

When a child is absent parents are to notify the school via PAM (Parents Access Module), or ring the school or provide a written note explaining the absence. If the school is not notified by 9.30am on the day of absence the school will contact the family for an explanation for the absenteeism. This procedure is clearly outlined in the school information book and in school newsletters each term.

Ongoing absenteeism is managed through a student management plan with the support of the Catholic Education Office Attendance Officer.

During remote learning the roll was marked each day during the daily online Google Meet by each class teacher. Daily attendance for students onsite were sent into the Sandhurst CEO.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	91.8%
Y02	89.9%
Y03	84.9%
Y04	91.0%
Y05	84.4%
Y06	83.0%
Overall average attendance	87.5%

Child Safe Standards

Goals & Intended Outcomes

Child Safe Standards

Goals and Intended Outcomes

1. To continue to be Child Safe compliant.
2. To keep informing all students of the Child Safe Standards.
3. To keep informing the whole school community of the legal requirements of all Child Safe Standards.
4. To agenda Child Safe Standards on all staff and school meetings.
5. To update Child Signage around the school.
6. To review all Child Safe VRQA requirements.
7. To update our student friendly Child Safe Policy.
8. Child Safe procedures are communicated in school information enrolments packs.

Achievements

Achievements

- Child Safe Policies and procedures reviewed, updated and shared with the whole school community.
- Ministerial Order 1359 and the new 11 Child Safe Standard has been outlined to all staff.
- A child-friendly Child Safe Policy has been developed and shared with the students.
- Policies are published on school website and school newsletters.
- Updated Child Safe signage is posted in all rooms in the school.
- New child safe signage displayed at entrances of the school.
- All school community members are updated with Working With Children Check requirements when needed.
- All staff revisited their commitment to the Staff Code of Conduct
- All staff completed their Mandatory Reporting Module early in first term
- All required people signed a Child Safe Code of Conduct, including all tradesmen and volunteers who work on site during a school year.

Leadership

Goals & Intended Outcomes

Leadership:

1. For school leadership to continue to empower parents to be 'partners' with the school and community to foster their child's learning.
2. To rebuild school community face to face relationships, post COVID restrictions.
3. To operate in line with the new Sandhurst Governance Model.
4. To develop a new 3 Year School Improvement Plan.

Stewardship of Resources:

1. Plan for refurbishment of rooms 1-4 to begin in 2023
2. To update the school website.
3. To focus on school beautification & sustainable garden area.

Achievements

Once again a challenging year for face-to-face for school leadership and School Council meetings who were still working around COVID restrictions at various times

1. Progress was made on developing a new interim school improvement plan to see us through until NSIT review 2024.
2. Finalisation of the plans for the classrooms 1-4 refurbishments.
3. Providing opportunities for families to reconnect with various activities on school grounds. e.g out door movie night

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

All staff PD was done online with no face to face PD including:

- Mandatory Reporting
- Sounds Write Workshop

- Smart Spelling PD
- Maths PD
- Extended Maths Understanding
- iPad: Reaching
- Help Your Child to Read & Write PD
- AFS Financial Workshops
- iPad PD session 2
- Literacy Observation PD
- Victorian Principal's Primary Schools Conference
- Catholic Accreditation Course

Number of teachers who participated in PL in 2022			13
Average expenditure per teacher for PL			\$400

TEACHER SATISFACTION

As part of their ARM all staff reflected on their post COVID years. Feedback showed they staff were still challenged from their experiences in 20/21 especially with mental health.

Again working with the data gathered from school surveys, staff meetings, Professional Learning Team meetings Principal Appraisals comments and PBIS data sets for student we were able to establish an overall pleasing level of satisfaction for staff. Pleasingly staff saw that there was continued improvement in student behaviour in the classroom since we had relaunched PBIS. The school had identified this as an area of concern back in 2017, and it's great to see that a concerted effort in relaunching and rebadging PBIS is paying off.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	70.4%
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ALL STAFF RETENTION RATE

Staff Retention Rate	80.0%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	12.5%
Graduate	50.0%
Graduate Certificate	0.0%
Bachelor Degree	50.0%
Advanced Diploma	50.0%
No Qualifications Listed	12.5%

STAFF COMPOSITION	
Principal Class (Headcount)	1.0
Teaching Staff (Headcount)	12.0
Teaching Staff (FTE)	9.7
Non-Teaching Staff (Headcount)	10.0
Non-Teaching Staff (FTE)	8.0
Indigenous Teaching Staff (Headcount)	2.0

Community Engagement

Goals & Intended Outcomes

Goals & Intended Outcomes

- Continuing to provide an environment of positive relationships amongst staff, students and families where all members feel respected.
- For school leadership to empower parents to be 'partners' with the school and community in their child's learning.
- Provide opportunities to engage in practical learning opportunities with the local community throughout the year.

Achievements

It was still extremely difficult to achieve our school community outcomes in early 2022 as there were still COVID gathering restrictions about. Pleasingly as restrictions were eased we were able start reconnecting with our local community, and particularly our parent community.

Thankfully we were able to be part of an Indigo Shire initiative with other local primary schools during term 3 focusing on student mental health. The program employed local artists, circus performers, dancers etc to work with students in workshops focusing on mental health and well-being. At the end of the program the students performed all the new skills they had learnt to their wider community

We are received very positively in our local community as a caring and value driven environment. Our school promotion continues to have a leading role in positively promoting our school in the local community, and it is pleasing that many new families who enrol at our school are still hearing very positive comments about our school and how actively we are involved in local community events.

PARENT SATISFACTION

During the 2021/22 COVID years the school has again received positive feedback from the parent community on how professionally and pastorally the school supported families through the impact of COVID.

Regular, effective and timely communication from the school received strong positive feedback by many parents.

Data gathered from school surveys, staff meetings, Professional Learning Team meetings, Principal Appraisal comments, Council Meetings, Parents Team meetings and PBIS student feedback, reinforced that there is an overall positive level of satisfaction from parents. Pleasingly, parents saw that there was an improvement in student behaviour in the classroom.

Our School Strives:

- To recognise and reinforce the importance of relationships based on mutual respect.

- Focus on the growth and development of the whole unique child.
- To do stimulating and satisfying work.
- To make the entire community feel physically safe and secure at work.
- To provide a clear set of values and standards to guide behaviour.

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