Annual Report of Progress against School Strategic Goals

NAMBOUR - St Joseph's Primary School

Priority 1
The Religious and Evangelising Mission of School: St Joseph's School will provide an experience of an authentic Catholic Christian community working towards Christ's mission in our world.

Current Goals:

Provide resources that enhance the religious life of the school.

Further develop the quality and effectiveness of teaching and learning in classroom religious education lessons.

Continue to provide faith development and formation opportunities for staff and students.

Strengthen staff, parent and parish community's understanding of and support for the school's Catholic identity and role within the mission of the Church.

Promote involvement of staff and students in activities that demonstrate the Catholic commitment to justice and options for the poor.

Achievements for 2011:

All students in Year 4-7 attended the parish Wednesday masses on a rotational basis throughout the year.

Staff attended a workshop on 'Praying with Children' run by Beth Nolen (BCE).

Opportunities were provided for Year 4-7 students to participate in the celebration of Reconciliation each term.

Staff prayer was held weekly with all staff encouraged to participate.

Students in Prep - Year 3 attended whole school liturgies.

Staff participated in professional development opportunities as determined by their individual Professional Development Plan.

The two-year overview of the Religious Education units was revised to ensure all strands are covered within each outcome level.

The school community responded to disaster appeals as needs arose, including the Queensland Floods Appeal.

Various fundraising events were held to support annual charitable commitments, eg. Relay for Life and Project Compassion.
Students from St John's College worked at the school, completing their social outreach unit requirements.

Visits to local nursing homes occurred during 2011, to interact with and entertain the residents.

The religious life of the school was enhanced by the purchase of appropriate resources and access to professional development for staff.

Weekly meetings between the Parish Priest, Principal and APRE occurred throughout the year.

Celebration of the school's charism and history when ritualising the community's farewell to the old library building prior to its demolition in September.

There was regular focus on the school’s Catholic identity and mission within the weekly newsletter.
### Priority 2

**Student Learning Outcomes:** St Joseph’s School will be a Community of Life Long Learners that provides the optimum environment for high quality teaching and learning.

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<tr>
<th>Current Goals:</th>
<th>Achievements for 2011:</th>
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<tr>
<td>Continue to use and develop student data to inform teaching and learning.</td>
<td>The APRE with the LNIT team reviewed all class and specialist teaching and learning programs each term.</td>
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<td>Continue to develop a whole school approach to programming and curriculum implementation with the introduction of the Australian Curriculum.</td>
<td>Year level planning meetings occurred each term with class teachers being released to plan with the Learning Support team and CST.</td>
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<td>Implementation of the LNIT program so as to continue instructional core development, strengthen teacher capacity and improve student outcomes.</td>
<td>Teachers planned class programs according to identified students’ learning needs.</td>
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<td>Annual standardised testing of all students was completed in late Term 4 which informed directions for 2012.</td>
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<td>Student Folios contents were reviewed and again compiled for each student, a record which tracks learning and achievement throughout the year.</td>
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<td>NAPLAN results of 2009 &amp; 2011 (same cohort of students) were compared and analysed in order to identify areas of strength and need in teaching and learning.</td>
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<td>There was continued use of the confidential student files containing school, medical and allied health reports in case-managing students.</td>
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<td>'Frist Steps:Maths' was introduced to staff with its diagnostic tools enabling the identification of individual student grasp of key mathematical concepts.</td>
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<td>Teacher's knowledge and skills were enhanced through coaching in the core instructional elements of guided writing, shared writing and number.</td>
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Priority 3
Student Support: St Joseph's School strives to be an inclusive community, supporting the needs of all students.

Current Goals:

Develop a whole of school response to student protection, personal and social development, and behaviour support in keeping with system expectations.

Strengthen capacity in providing for the diverse needs of all students.

Achievements for 2011:

The ‘ Feeling Safe’ strategy was reviewed throughout the school during Child Protection Week.

Aspects of the ‘You Can Do It!’ program was used in Prep to Year 2 as a means of promoting resiliency, having a go and developing confidence.

The Student Protection refresher workshop was held by the Guidance Counsellor for continuing staff with the full course completed by new staff.

Ongoing weekly Student Support Team meetings of Principal, ST:IE’s, Guidance Counsellor and SCIPS facilitator were held.

A database was continued, recording all behavioural incidents that required administration intervention.

’Circle Time’ was introduced into the Years 4 and 5 class routines as a proactive strategy in promoting social emotional well-being.

The school again participated in the ‘Supporting Children in Primary Schools’ program, sponsored by the Sunny Kids organisation.

The school became part of the ‘Better Buddies’ community partnership program with the Preps and their Year 6 buddies having weekly activities together.
Priority 4
Staff Support: St Joseph's School strives to be a professional learning community where members enhance their knowledge and skills enabling personal and community growth.

Current Goals:
- Provide processes that enable individual performance management, induction, professional learning and review of staff.
- Provide professional learning opportunities for staff to collaboratively plan, with strong links to the improvement of student learning outcomes.
- Develop the skills and capacities of all staff to enhance professional growth.
- Provide a safe, productive and healthy workplace environment.

Achievements for 2011:
- Participation in annual Consistency of Teacher Judgement (CTJ) processes.
- Teaching staff developed individual Professional Development Goals that met both QTC registration requirement and contributed towards achieving the school's annual goals.
- Biannual conversations between teaching staff and the principal were had to monitor Personal Professional Development Plans.
- Staff meetings were designated as professional development workshops (for both teachers and school officers).
- Ongoing training of the school's Workplace Health & Safety Officer occurred.
- The Workplace Health & Safety Committee met each term to address issues of concern around the school facilities.
- There was regular monitoring and prioritisation of maintenance issues.
- The school's evacuation and lock down procedures were reviewed and practised.
- Induction meetings were held for all new staff.
- Teaching staff completed an 'Personal Professional Development Plan 2011' thus establishing their own professional goals.
- Annual individual meetings of support staff with the principal occurred.
- Coaching was provided for teachers with provisional registration status.
- Staff committees were formed to take the lead in the Internal Review process.
- A co-teaching focus occurred in all classes with the ST:IE's working in class with the teachers.
- A release schedule for professional learning teams to dialogue and plan together was completed.
- Attendance at conferences or workshops was determined by either personal professional needs or an identified need of a particular class grouping or individual student.
Priority 5
Partnerships and Relationships: St Joseph’s School strives to build relationships which enable partnerships with parents, care givers and the local community.

Current Goals:

- Build strong partnerships amongst staff, students, parents and parish
- Effectively partner with and engage our parent communities in school renewal and policy development
- Establish links with community organisations that further support members of the school community.
- Further develop collaborative partnerships and links with schools within the local area.

Achievements for 2011:

- Weekly meetings of Parish Priest, Principal and APRE were held throughout the year.
- Collections were made from the school community during Lent and Advent for the local St Vincent de Paul chapter to distribute to the wider community in need.
- Whole of school community celebrations occurred including on the Feast of St Joseph, school Discos, Parent Information meetings, individual parent/teacher interviews, Book Week Parade and participation in the town’s ANZAC Day march.
- The Staff Portal was used as a hub for information sharing amongst staff.
- An Orientation Evening for new parents of Prep students 2011 was held after an informal Sunday breakfast gathering for both parents and students.
- A Parent Contact group was again established with a parent rep from each class coordinating pastoral responses and facilitating communication for that class. Meetings of the Parent Contact group were held each term with the Principal.
- The use of email as a means of promoting information sharing between home and school occurred.
- The weekly Newsletter was used as a source of information about the life of the school as well as about emerging educational trends.
- The Principal and APRE hosted a ‘Welcome’ breakfast for all new students in Year 1 to 7.
- Parents were invited to contribute in the review of the different components focused on in the Internal School Review process.
- The School Board consulted with the parent community on the development of four key policy statements during 2011.
- The school partnered with Sunnykids in the ‘Supporting Children in Primary School’ program.
- The school participated in the ‘Better Buddies’ community partnership program with NAB.
- Staff participated in local professional networks including TL’s, GC’s, Principal’s, APRE’s, and ST:IE’s.
- Staff participated in the process of Consistency of Teacher Judgement including CTJ Day with three local school staff.
Priority 6
Information, Communication and Learning Technologies: St Joseph’s School strives to provide information, communication and learning technologies that enhance student and staff engagement with learning and teaching, and school operations.

Current Goals:
- Embed information, communication and learning technologies in learning and teaching processes by improving access and the ongoing provision of hardware, software, training and support.
- Enhance the ICLT competencies of staff members.
- Develop on-line processes to more effectively communicate within our school community.

Achievements for 2011:
- The use of Class Portals was introduced.
- The Staff Portal was introduced as the hub of on-line staff communication including the school calendar.
- Budget expenditure was prioritised so as to fulfill the three year ICLT Plan priorities.
- On-line licence subscription fees was embedded into the school's annual budget.
- Encourage the use of the CTC tool as a source of personal ICLT professional development.
- Staff were assisted in identifying their confidence and skill levels in engaging with ICLT in teaching and learning.
Priority 7
Resourcing Catholic Schooling: St Joseph's School's resource plan provides and equitably supports quality learning and teaching, enhancing its capacity to be good stewards of all resources.

Current Goals:
- Ensure that school fee and levy policies and processes are consistent with principles of justice, equity and accessibility.
- Consult as appropriate on the allocation of resources and report transparently to appropriate authorities on their use.
- Continue the implementation of the Master Plan in upgrading the school's facilities.
- Promote and encourage environmental sustainability in policies and practices.

Achievements for 2011:
- The Annual Report was distributed to the school community.
- Staff were consulted about budget priorities with funds allocated accordingly.
- The School Board reviewed the school's income/expenditure reports on a monthly basis.
- The BER project and Stage 1 of the BGA project were completed, with the commencement of Stage 2 begun.
- The 'second' playground was upgraded including new access, bubblers, grassed area and junior play equipment.
- The School Board again reviewed the student fee and levy structure taking into account the impact of school fee concessions and bad debts in accordance with BCE recommendations.
- Solar panels were installed on the Prep building (NSSP Grant)
- Electrical and hydraulic infrastructures are included in the new buildings so as to achieve sustainable practices.
Priority 8
Renewal and Quality Assurance: St Joseph's School strives to implement renewal and quality assurance processes that are transparent and informed by appropriate authorities, promoting its Vision and Mission.

Current Goals:

Effectively implement school renewal, internal review and compliance processes.

Implement strategic, qualitative and quantitative processes for monitoring, developing and reporting on Religious Education and the curricula.

Achievements for 2011:

All designated components for 2011 of the Internal School Review were validated by the Area Supervisor.

The annual compliance audit was completed.

The annual financial audit was successfully completed with all recommendations implemented.

The 2011 'Action Plan' was published and distributed to the school community.

The 2010 School Report was published on the school's website in June 2011 documenting the achievements against the goals of 2010.

The annual WH&S Planning & Compliance Report was completed.

All census were successfully completed by their due dates.

The school's Religious Education scope and sequence of units, Prep to Year 7, was reviewed to ensure all strands are taught on a cyclical basis.

The on-line Student Reporting tool (SRS) was introduced in semester 2.

A student achievement database was developed and located on the Staff Portal, to enable tracking of student achievement throughout enrolment at St Joseph's.