



ST MONICA'S SCHOOL, KANGAROO FLAT

REGISTERED SCHOOL NUMBER: 204



2014 ANNUAL REPORT

TO THE SCHOOL COMMUNITY

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Contact Details

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Minimum Standards Attestation

I, Joan Coldwell, attest that St Monica'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 2007 (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 2014 school year under the Schools Assistance Act 2008 (Cth) and the Schools Assistance Regulations 2009 (Cth)

23 May 2014

I, Reuben Johnson as the incoming principal in 2015 for Saint Monica's, Kangaroo Flat, agree that to the best of my knowledge the above attestation is true and correct.

Our School Vision

St Monica's Catholic Primary School Celebrates Learning and Faith Together in the Light of Christ

We believe in a Catholic community that fully develops the whole child and celebrates their faith journey with Jesus.

We believe that parents, teachers and students are partners in the learning process.

We are committed to promoting a curriculum that is diverse, relevant and meaningful to an ever changing society.

We are a welcoming school community that promotes self-worth and recognises the dignity and uniqueness of each individual.

We are stewards of our environment who respect, care for and maintain the resources that God has provided.

School Overview

St. Monica's is situated in Kangaroo Flat which is a suburb of the Victorian Regional town of Bendigo. The school celebrated its 150th year in Catholic Education in 2010. The first school, a building made of vertical slab walls and a bark roof was built for Dr. Henry Backhaus in 1860. The Mercy Sisters were requested to take over the running of the school in 1920 by Bishop McCarthy. The Mercy sisters continued with their dedicated service to the community of St. Monica's until the end of 2002, when the first lay Principal was appointed.

The school is situated in High St. Kangaroo Flat which is on the main highway going through Bendigo. The students who attend the school mainly come from Kangaroo Flat, Golden Square, Maiden Gully and outlying areas such as Lockwood.

The school's enrolment at the February Census was 354.6 (One student attended another school 3 days a week). There were 14 classes last year. These classes were divided into 3 Units across the school-Junior, Middle and Senior.

The school has an active School Board and Parent's and Friends Association. School functions are usually well attended and there is a strong community spirit in the school. After School Care is offered every night at the school and is run by the YMCA.

Graduate Outcomes

At St. Monica's Kangaroo Flat we endeavour students who:

- are able to develop and sustain relationships with a sense of justice and empathy for others.
- follow Christ in their care and respect for life, self, others and the environment.
- have the academic confidence to develop the skills and strategies to undertake and enjoy lifelong learning.
- apply their skills and knowledge to succeed in an ever changing society.
- follow their dreams with confidence and resilience.

A new School Improvement Plan was launched in March at the Annual General Meeting of the School Board and Parents and Friends.

Each year the school develops an Annual Action Plan which highlights the main priorities for the year.

Some of key areas which the school focussed on were:

Catholic Identity	To foster parish involvement and connections.
Leadership	To ensure that mentoring processes were in place for new and Graduate Teachers.
Curriculum	To continue to monitor and evaluate the best practices for assessment and learning.
Pastoral Wellbeing	To deliver a consistent approach across the school to ensure that the overall wellbeing of each is recognised and addressed.
Stewardship of Resources	To implement, monitor, evaluate and revise the different stages of the Schools' Master Plan.

Principal's Report

This Annual Report provides the school community with information about the school during the 2014 year. It includes initiatives undertaken and highlights some of the achievements. It also provides an overall summary of the progress of the school across the many areas of school life.

The school year commenced with the completion of the McAuley Wing. This was the final stage of the School's Master Plan and completed over six years of rebuilding at the school. The school now has modern facilities which are conducive to many different learning styles.

I would like to thank Monsignor Marriott for his continued support of the school. He takes an active role in the life of the school and we are very grateful for his leadership and care. Father Ashley has also played an important role in the life of the school through his celebrations of the School Masses.

The School Board continued to play an active part in the school. Danny Mclean began the year as the chair but had to resign due to relocating due to work. Chris Lightfoot stepped in after Danny left and I would like to acknowledge Danny and Chris for their leadership during 2014.

The Parents and Friends had a year of transition and I am pleased to see that Alice O'Brien and Corinne Scullie have stepped up to lead this group.

The Leadership Team continued to be a key driver across the school. A great deal of time was spent reviewing and evaluating current practises across the school and planning for the future direction. I would like to acknowledge the hard work of the Leadership Team along with all the other teachers, support, administration, cleaning and maintenance staff. Each and every one of them contributes to the life of the school.

To all the children and families who make up our school community, thank you!

As I reflect on my eight years as Principal of the school I would like to thank the community for their support during this time. The school is a vibrant part of the community and I know that the school will be in good hands with the leadership of Reuben Johnson. I wish everyone the best for the future.

Joan Coldwell
Principal

School Board Chairperson Report

2014 was an interesting year, for many reasons!

It started with a fascinating presentation at the Annual General Meeting by Paul Chapman from Australian Turntable Company Pty Ltd, "The business at the top of Collins St.... Kangaroo Flat!" It is pleasing to hear about local manufacturers developing original ideas with international recognition.

During April, Joan Coldwell and Stuart Craig (school board representative) visited Santé Fe and New Mexico with George Otero to study parental engagement. The information they gathered has been filtering across the board and Parents and Friends through on-going development of strategies to broaden the school community, as well as strategies that have engaged more parents in school activities.

July saw the previous School Board Chair, Mr Danny McLean, resigned his position due to ongoing work commitments, and I accepted the position of Acting Board Chair in Danny's absence.

In August, Joan Coldwell announced her resignation to take up a position at Marist College in Maiden Gully. The board were involved in the discernment process, that is, board members were asked to identify priority actions they believed the new principal needed to address from six professional practices of leadership and then combined this with the strategic directions from the School Improvement Plan. This then formed the criteria for the new principal to address. Mr Reuben Johnson was appointed the new principal of St Monica's in September.

October saw the final stage of building completed and planning for landscaping the area made vacant by the removal of the portables. The McAuley Wing of St Monica's was officially opened and blessed by Senator the Honourable Michael Ronaldson, Liberal Senator for Victoria and Bishop Leslie Tomlinson. This was the refurbishment of the old library into open learning areas for the Prep / One students. St Monica's has undergone significant change over the past seven years, with the school board being involved in every step. The results are wonderful learning environments for the current students and many future students to benefit from.

We joined the school community in sadly farewelling Mrs Joan Coldwell at the end of the year and extending a warm welcome to Mr Reuben Johnson. The appointment of Mr Johnson was opportune, as he also attended the George Otero study tour and his

experience and knowledge will be invaluable.

The board would also like to warmly welcome our new Parish Priest, Fr Tony Shallue. Fr Tony is our Canonical Administrator and is ably supported in this role by Fr Ashley Caldow. I would like to thank all board members for their support through the second half of 2014, which turned out to be a lot busier than expected. I would also like to thank Danny McLean for his excellent leadership and guidance at the beginning of the year.

Through 2015 the board will be working on a facilities and management plan for all the buildings, supporting the new principal Mr Reuben Johnson, continue to follow the priorities identified in the School Improvement Plan and the Parent Leadership and Family Engagement Strategy, and supporting the school as they implement new technology for learning.

Mr Chris Lightfoot

Catholic Identity

Goals and Intended Outcomes

- To provide opportunities for staff, students and families to explore and learn about the history of the Sisters of Mercy.
- To review current liturgical celebration practices.

Achievements

- The school maintained a positive relationship with the Parish through the attendance of the students at the parish mass at St. Monica's on Friday mornings.

Value Added

- The staff attended a Professional Development day in Melbourne with Sister Mary Duffy rsm. She outlined the history of Catherine McAuley and provided us with wonderful insights as to the current work of the Sisters of Mercy.
- The children celebrated many liturgies and masses throughout the year. Special feast days such as the Feast of St. Monica and the Feast of the Sacred Heart continue to provide opportunities for the children to deepen their understanding of the Catholic traditions and rituals. The beginning and end of the year masses are always a wonderful community celebration.
- The links between the parish and school community continue to be a focus. A highlight of this is the involvement of the Parish Companions in the sacramental program.

Pastoral Wellbeing

Goals and intended outcomes

- Provide an inclusive environment that encourages and promotes positive behaviour and resilience.
- Foster community engagement.

Achievements

- The Principals and a member of the School Board, Stuart Craig participated in the study tour to Sante Fe in New Mexico. The focus of this tour was to build on the current work the community had begun with George Otero in the area of parental engagement.
- PBIS (Positive Behaviour Intervention Support) continued to be a focus in the school.
- A buddy family system was introduced to assist new families with their transition into the school community.

Value added

- A pupil free day was allocated for the staff to work through the self-review for the Pastoral Wellbeing Validation Day. This gave the staff the opportunity to gain a deeper understanding of Pastoral Wellbeing. A heightened awareness of the shift from a welfare model to a salutogenic model of wellbeing was a focus of the day.
- Learning walks and community conversations were held. This involved parents, students and staff.
- Active supervision was focus for the staff. This involved a heightened awareness and monitoring about children's behaviour in the yard.

Student Satisfaction

- Children are positive about their time at school and appear to enjoy a stimulating learning environment.
- Student safety and classroom behaviour have improved from the previous year.



Leadership Report

In 2014 the Leadership Team was:

Joan Coldwell	Principal/Stewardship of Resources/Leadership
Max Lamb	Deputy Principal/ Learning and Teaching Leader
Trish Adams	Pastoral Wellbeing
Mick Cruise	Catholic Identity
Catherine Cardoso	Learning and Teaching Leader

Achievements

- The Leadership Team met regularly throughout the year and planned staff meetings, engaged in professional reading and was involved in the strategic planning of the school.
- The Leadership Team worked on the Annual Implementation Plan which covered the key areas of school life.
- The Leadership Team are members of the School Board.
- The new School Improvement Plan was launched at the Annual General Meeting of the School Board and Parent's and Friends.

Value added

- As a result of feedback from parents, the school purchased a school app. Feedback from the parents indicated an improvement in the communication between the school and families.
- The Annual Implementation Plan was the focus for Leadership meetings and provided directions for the school.

Learning and Teaching

Goals and Intended Outcomes

- Provide students with the necessary academic and social skills, so they value learning and are motivated to achieve their best.
- Provide students with the skills to adapt to changes in their future education.
- Provide academic excellence.

Achievements

- The senior children in the school were involved in the successful musical production Aladdin.
- The Leadership team worked with Helen Timperley as part of the More Support with Students with a Disability (MSSD) Inquiry Cycle Project.
- The ongoing use of data and associated dialogue in Professional Learning Communities (PLC's).
- Set targets from the MSSD project were met in Grade 2.

Value added

- Two learning and teacher leaders were appointed to share the role of leading the teaching and learning across the school. They attended unit planning, coordinated the testing schedule and were responsible for the LNSLN application process and associated documentation of the students who were eligible for funding.
- Professional Learning Communities were once again a key part of the school's teaching and learning focus. The use of data to inform teachers and to drive these meetings resulted in more focussed teaching across the school.
- The focus from the MSSD project was to accelerate the reading levels of the children in Grade Prep and Grade 2. As a result of a change in the planning and delivering of the reading hour, the data from the students has shown consistent growth.
- Literacy support continued to happen across the school. The results showed an increase in the children's literacy skills. In partnership with their classroom teachers, some children achieve a year's growth in their level of reading.

Professional Learning/Community Satisfaction

Staff participated in the following Professional Learning during the year:

- All staff were trained in CPR and the use of an Epi pen.
- The Principal completed the Senior Leaders Coaching Course.
- All staff were trained in Emergency Management.
- Staff attended Diocesan Network Days which included special Education, Religious Education, Curriculum, Occupational, Health and Safety, Deputy Principal, the Arts, Indigenous and Wellbeing meetings.
- All staff attended a Professional Development Day in Melbourne with Sister Mary Duffy rsm. This gave the staff an insight into the life of Catherine McAuley.
- The Principal and a member of the School Board were part of a study tour to New Mexico. The focus of this tour was parental engagement.

The average expenditure per teacher on professional learning activities was \$1556.28. The number of teaching staff who participated in the Professional Learning was 25.

Community Satisfaction

- Results from the insight SRC School Improvement Survey.

Parent Satisfaction

- Overall parents are extremely satisfied with the climate and performance of the school.
- Parent input, approachability, stimulating learning and teacher engagement were seen as particular strengths.
- reporting was again identified as an area which requires improvement. This will need to be a focus for the School Board in 2015.

Teacher Satisfaction

- Overall the teachers' results indicate that they are satisfied with their work demands and that there was a positive sense of teamwork.
- The curriculum processes were a particular strength.

Stewardship of Resources

Goals and Intended Outcomes

- Ensure that resources, including personnel, are well managed and sustainable.
- Establish and well budgeted cyclical Maintenance Plan.
- Continue to investigate ICT across all school operations.

Achievements

- Stage 5 of the master plan was completed in time for the commencement of the school year. This was the final stage of the school's master plan for buildings.
- A master plan for the school grounds was developed.
- The school's budget was well managed.

Value added

- A school app was purchased. The feedback from families about improved communication was positive.
- A committee which included members from the School Board prioritised the work from landscape plan.
- Ongoing maintenance was a priority around the school.

Student Learning Outcomes

Student Learning Outcomes for 2012, 2013 and 2014

- The 2014 NAPLAN results were once again varied across the two year levels.
- There was improvement in Year 5 Spelling.
- There was a decrease in all other areas of the NAPLAN results.

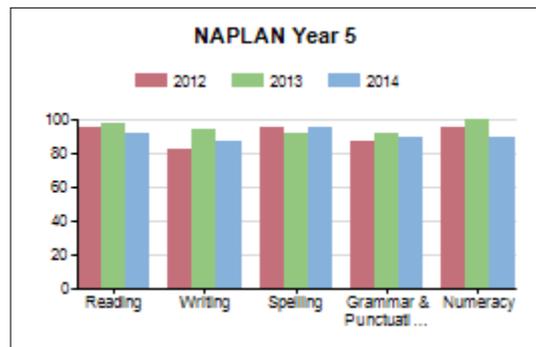
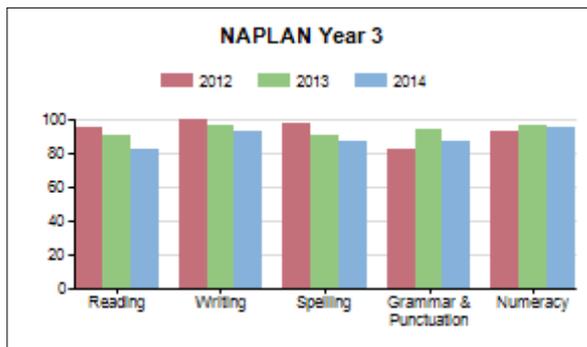
Value Added

The school addressed these issues by the following:

- After working with Helen Timperley as part of the More Support with Students with a Disability (MSSD) Inquiry Cycle Project, the school looked closely at the targets in reading in Year 2 and Prep. The Learning Coordinator worked in these classrooms for four sessions a week. The reading results from these groups after 6 months showed improvement.
- The Leadership Team was restructured to include 2 Senior Learning Leaders who worked across the school in the areas of Literacy and Numeracy.
- The Assessment Schedule included some online testing for the first time.
- The school continued with professional development for all teaching staff through Professional Learning Team Meetings which were held once a week.

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St Monica's School, Kangaroo Flat

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS						
NAPLAN TESTS		2012	2013	2012-2013	2014	2013-2014
		%	%	Changes	%	Changes
				%		%
YR 03	Reading	95.3	90.6	-4.7	82.2	-8.4
YR 03	Writing	100.0	96.9	-3.1	93.3	-3.6
YR 03	Spelling	97.6	90.6	-7.0	86.7	-3.9
YR 03	Grammar & Punctuation	82.9	93.8	10.9	86.7	-7.1
YR 03	Numeracy	93.0	96.9	3.9	95.3	-1.6
YR 05	Reading	95.2	97.4	2.2	91.8	-5.6
YR 05	Writing	82.9	94.7	11.8	87.2	-7.5
YR 05	Spelling	95.1	92.1	-3.0	95.7	3.6
YR 05	Grammar & Punctuation	87.8	92.1	4.3	89.4	-2.7
YR 05	Numeracy	95.5	100.0	4.5	89.4	-10.6



Student Attendance

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Year1	94.97
Year 2	94.71
Year 3	93.85
Year 4	95.64
Year 5	96.09
Year 6	96.10

Student non-attendance

Student non-attendance has been addressed through the promotion of the 'Cool Cats' program. Awards are presented to students who have shown improvement with their attendance. Children's attendances are monitored and parents are contacted when there are concerns.

The average attendance rate across the school was 95.19%.

Teaching Data

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	91.07%

STAFF RETENTION RATE	
Staff Retention Rate	91.67%

TEACHER QUALIFICATIONS	
Doctorate	0.00%
Masters	4.76%
Graduate	23.81%
Certificate Graduate	0.00%
Degree Bachelor	85.71%
Diploma Advanced	33.33%
No Qualifications Listed	0.00%

STAFF COMPOSITION	
Principal Class	2
Teaching Staff (Head Count)	27
FTE Teaching Staff	25.010
Non-Teaching Staff (Head Count)	15
FTE Non-Teaching Staff	12.698
Indigenous Teaching Staff	0

Financial Performance

REPORTING FRAMEWORK	MODIFIED CASH \$
Recurrent income	Tuition
School fees	212,787
Other fee income	92,389
Private income	73,043
State government recurrent grants	741,434
Australian government recurrent grants	2,412,346
Total recurrent income	3,532,000
Recurrent Expenditure	Tuition
Salaries; allowances and related expenses	2,408,097
Non salary expenses	423,058
Total recurrent expenditure	2,831,155
Capital income and expenditure	Tuition
Government capital grants	177,520
Capital fees and levies	159,627
Other capital income	2,882
Total capital income	340,029
Total capital expenditure	300,559
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	
Total opening balance	413,990
Total closing balance	337,288

Note that the information provided above does not include the following items:
 System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. This VRQA template is not comparable to the ACARA school-level income reporting requirements which are to be reported on the MySchool website. ACARA school level reporting requirements will require system level income from Government grants and some private income to be allocated by school. This will be a small adjustment in relation to the total level of school resources. At this stage, recurrent income from Government sources, school generated income and capital expenditure are to be reported by schools. Additionally when assessing the private income of the school include both recurrent and capital school fees.