



Our Lady's School Wangaratta

2022 Annual Report to the School Community



Registered School Number: 1591

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Minimum Standards Attestation

I, Cassie Lynch, attest that Our Lady'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.

28/03/2023

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

Identity Statement

'Embracing a compassionate and dynamic community, through strong gospel values, quality education and promoting respect for all.'

'Our Lady's is a faith community built on the Brigidine traditions to provide quality education and respect for all.'

Vision Statement

We firmly believe that Our Lady's is a school in which:

The values of Jesus Christ touch the personal life of the child, where he/she is able to experience people who manifest qualities of love, forgiveness, patience, compassion, tolerance and justice.

A strong foundation of faith is honoured; reflecting the teachings of the Gospels and the Brigidine charism.

A strong Catholic community is fostered where respect for ourselves, others, environment, heritage and Church is created and nurtured.

Each individual is given the opportunity to develop to their full potential through quality teaching and learning experiences with consideration of differences between individual needs and aspirations.

School Overview

Our Lady's Primary School was established in 1958 to serve the families of the newly formed Parish Of our Lady Mother of God in Wangaratta south.

The school is administered from St Patrick's parish as Our Lady's has no resident priest.

The formative years of the school were successfully guided by the caring hand of the Brigidine Sisters. It was a time of great growth in this part of Wangaratta and the enrolments at the school grew to well over two hundred students.

In the 1980s the numbers slowly declined and at one point in the mid 1990s enrolments fell into the 60s. In recent years enrolments have grown to over 100.

The area around Our Lady's has been identified as a low socioeconomic area and many of the children present with challenges with some aspects of their learning.

Support programs are in place to deal with developing oral language, addressing positive behaviours, speech therapy, occupational therapy, development in reading and gathering supportive information about the growth in student learning.

In 2015 a major refurbishing of the school was undertaken with all learning areas being redeveloped.

Our Lady's operates out of six learning areas foundation, year one and two, two groups of year three and four and year five and six.

Principal's Report

The 2022 school year was an amazing year of development for Our Lady's Primary School. As the new Principal at Our Lady's I was able to observe the amazing community in action, reviewing processes as the year developed.

Term 1 was a challenge for our school community as we were initially impacted by COVID-19 with many positive cases identified throughout the school. A number of students and staff were impacted by the virus and restrictions continued to impact on daily life at school. The ever-changing landscape of COVID-19 and easing restrictions meant that week by week were adjusting to the changes, ensuring our school community were safe. Unfortunately, we had to reschedule many Term 1 events. By the end of Term 1, the impact of COVID-19 began to settle and allowed us to begin to gather as a school community for outside activities. School staff were able to adapt and overcome, adjusting to these changes and thinking outside the square to make sure our special celebrations could continue. We enjoyed a lovely Beginning of Year Mass on our oval in the sunshine, presenting our Grade 6 leaders with their leadership badges and welcoming our Foundation students to our school.

By Term 2, restrictions eased, so we were able to continue with our normal community activities such as our Mother's Day Presentation (Term 2), Celebration of Learning (Term 2 & 3), Grandparents & Special Friends Day (Term 3), Book Week (Term 3) and many more community events.

As a staff, 2022 was all about getting to know each other and exploring processes that existed within the school. We spent time discussing SWPBS and how this program was implemented school wide and began the important task of beginning to track student behaviour. The new child safety standards allowed us as a staff to unpack current procedures and embed changes as we went.

In professional learning, feedback from the 2021 NCCD review had given direction for 2022. Templates for both personalised learning plans and student adjustment plans were amended to reflect changes made in previous years. Whole school data collection allowed us to review the adjustments that were in place for students and also increase the number of students who were in reality receiving additional support. As a school we have a high number of students on the NCCD list but 2022 saw a significant increase in this as staff undertook professional learning in this area, shifting understandings and adjusting to advice given.

Catholic Identity and Mission

Goals & Intended Outcomes

In 2022 the following actions from our annual plan were completed

- Continue to develop staff faith formation with CEO staff with a focus on understanding scripture.
- Using data from ECSI and school surveys develop our planning for 2023.
- Establishment of a Feast Day for the school.

Achievements

- Staff have engaged with CES staff in breaking open scripture relevant to their teaching needs, exploring CES resources and engaging in professional learning around what is available through CES to support the needs of students and teachers.
- Staff participated in a spirituality retreat facilitated by Maria Ford to reconnect in our relationship with God.
- Leadership staff have engaged with CES to unpack ECSI data in order to establish relevant goals moving forward in the area of Catholic Identity.
- Re-establishing links with our Parish community following COVID restrictions.
- Celebrating together many events including Beginning of Year Mass & Graduation Mass.
- Successful appointment and restructure of the Senior Leader: Catholic Identity position.

VALUE ADDED

Our school offers a Value Added education across the Domains of the Victorian Curriculum supported by:

- The Catholic Identity and Culture of our school
- Our Religious Education program ~ Source of Life;
- Maintaining close links with our Parish and the reestablishment of the Catholic Education Wangaratta network of schools.

Learning and Teaching

Goals & Intended Outcomes

In 2022 the following actions from our annual plan were explored;

- Review the application of adjustments as part of our evidence for the Nationally Consistent Collection of Disability Data funding model.
- Alignment of student adjustments to the support programs across the school.

Achievements

The following were some of our achievements in 2022;

- Further work on assessment data and adjustment of practice in the area of 'student adjustments'
- Audit of adjustments as part of our evidence for the Nationally Consistent Collection of Disability Data funding model.
- Initial exploration into whole school data collection processes
- Review of data sets needed to inform teaching and learning with particular focus on the junior school.
- Investigation into evidence based teaching and learning processes that aligned with data collection of our school community.

STUDENT LEARNING OUTCOMES

In general, our NAPLAN data from 2021 to 2022 shows, on average an overall downward trend in relation to Year 3 data, in literacy. Our Grade 5 data indicates improvement in numeracy as a highlight.

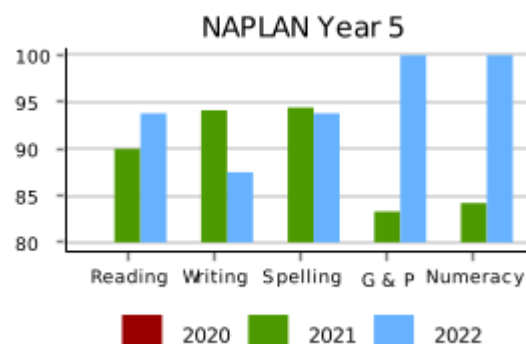
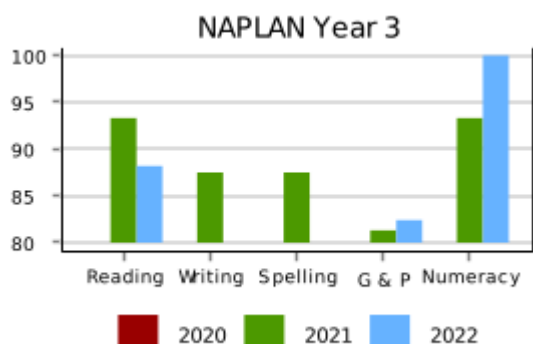
Our Lady's is responding to this data by exploring teaching practice across the whole school and exploring evidence based teaching and learning practices.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	81.3	-	82.4	1.1
YR 03 Numeracy	-	93.3	-	100.0	6.7
YR 03 Reading	-	93.3	-	88.2	-5.1
YR 03 Spelling	-	87.5	-	64.7	-22.8
YR 03 Writing	-	87.5	-	80.0	-7.5
YR 05 Grammar & Punctuation	-	83.3	-	100.0	16.7
YR 05 Numeracy	-	84.2	-	100.0	15.8
YR 05 Reading	-	90.0	-	93.8	3.8
YR 05 Spelling	-	94.4	-	93.8	-0.6
YR 05 Writing	-	94.1	-	87.5	-6.6

* 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

In 2022 the following actions from our annual plan were explored;

- Began to review the philosophy and actions behind the student safety plans
- Began to re-establish a whole school process that was understood by all in relation to handling student behaviour and intervention.
- Included SIMON within our process for tracking information on the behaviour of students.
- Explored in depth our evidence for the Nationally Consistent Collection of Disability Data funding model and began to make appropriate adjustments to ensure all students were receiving the adjustments required to be successful learners.

Achievements

The following were some of our achievements in 2022

- With support from CES, ensured our processes were in place for the termly review of student safety plans including the training of all staff members in this process.
- Establishment of a team for reviewing SWPBS, processes and procedures.
- Establishment of a school wide process for the documentation and review of student behaviour tracking.
- Explored in depth our evidence for the Nationally Consistent Collection of Disability Data funding model and began to make appropriate adjustments to ensure all students were receiving the adjustments required to be successful learners.
- Undertook professional learning in the area of learner adjustment.

VALUE ADDED

- Maintaining close links with our Parish and re-establishment of Catholic Education Wangaratta

- Pastoral Wellbeing approaches that recognise the diversity in the student population and across our families.
- Positive Behaviours and Making Jesus Real
- Whole School planning
- Adjusted programs for identified students
- Integrated Curriculum inquiry experiences
- Playground support programs
- Caring and supportive staff
- Promotion of Student Leadership & Leadership teams
- School Assemblies and Liturgies

STUDENT SATISFACTION

Data collected from our Grade 5/6 cohort of students indicated great engagement with the school community. Caring & compassionate staff, engaging learning and student community were among the strengths listed by the 48 students surveyed.

STUDENT ATTENDANCE

Attendance data is collected twice daily via an electronic platform SIMON.

Parents can notify the school of their child's absence via the phone, school app, email, or in a written note. These absences are recorded on the electronic roll by the admin officer or class teacher. Parents are required to provide reasons to account for a child's absence from school.

All unexplained absences are followed up by our administration officer in a timely manner on the day of the absence. If contact cannot be made with the primary carer of the child, emergency contacts are called to ensure the safety and well being of our students.

Data is regularly reviewed by the Principal to explore data trends and low attendance data.

In the case of unsatisfactory attendance, a meeting will take place between the Principal & parents/guardians.

Strategies are discussed and implemented with parents/guardians to ensure school attendance. Any further action including seeking support the CES will be decided upon after consultation with the Principal.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	84.0%
Y02	81.5%
Y03	83.8%
Y04	82.6%
Y05	85.7%
Y06	83.0%
Overall average attendance	83.4%

Child Safe Standards

Goals & Intended Outcomes

Our goals for 2022 was to focus on:

- Maintaining our current approach to the seven standards & implementation of the new Child Safe Standards
- Training for all staff and volunteers
- Explore the child safe expectations into processes for planning camps and excursions

Achievements

The following were some of our achievements in 2022;

- Further implementation of CES Child Safety framework,
- Review of the code of conduct, ensuring all staff were aware of the requirements of the standards in a practical sense.
- Exploring and embedding the new Child Safe Standards throughout the school community.
- Review Child Safe Standards and everyday practice throughout the school including a review on how to best utilise our work spaces to ensure the safety and well-being for all learners & staff.
- Staff completed training on the new Child Safe Standards through CES support, breaking these open into practical applications throughout the school in a variety of settings.

Leadership

Goals & Intended Outcomes

Our goals for 2022 was to focus on;

- Review processes throughout the school to ensure compliance in a range of areas including Student Well being, Duty of Care, Child Safety, Learner Diversity, Teaching & Learning, Leadership & Management.
- Implementing staff training modules for Child Protection, Mandatory Reporting, OHS, Duty of Care, VIT Code of Conduct, school policies and procedures.

Achievements

The following were some of our achievements in 2022;

- Establishment of the leadership team in order to share decision-making included all aspects of school life.
- Early in 2022, the immediate restructure of the Learner Diversity position to cater for the changing landscape of our student community.
- Re-connection with CES staff to support and implement change across the school in many areas of school life.
- Review of staff files to ensure all staff information including contracts were included and in place for all staff members.
- Establishment of a Consultative Committee to ensure better improve decision-making processes as a school community.
- Development of Senior Leader positions including Learner Diversity, Catholic Identity and Teaching & Learning.
- Review of Position Descriptions including a restructure of the Leadership team in preparation for 2023.
- Continual review of policies and practices throughout the school to ensure compliance with the VRQA.
- In preparation for 2023, review whole school timetabling, teacher workload, learning support officer timetabling and workplace practices to ensure compliance with 2018 Enterprise Agreement.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

In 2022, staff participated in the following professional learning activities;

- CES provided professional learning in Child Safe, Seclusion and Restraint, Religious Education, Workplace Conduct, Code of Conduct, VIT Code of Conduct, Teaching & Learning.

- Sounds Write (Junior Staff)
- Critical Incident Training
- Spirituality Retreat facilitated by Maria Forde (all staff)
- School facilitated professional learning in order to support NCCD documentation processes
- Traffic Jam in my Brain (Junior Staff, Speech Therapist & Occupational Therapist)

Number of teachers who participated in PL in 2022	10
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Average expenditure per teacher for PL	\$500
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TEACHER SATISFACTION

Teaching staff have spoken at length about feeling fatigued following the past few years in education. Data collected from staff indicate that the teaching staff at Our Lady's are looking for change in the way they collectively approach teaching and are looking for a consistent approach to teaching and learning in general.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	88.8%
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ALL STAFF RETENTION RATE

Staff Retention Rate	92.0%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
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Masters	0.0%
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Graduate	9.1%
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Graduate Certificate	0.0%
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Bachelor Degree	18.2%
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Advanced Diploma	18.2%
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No Qualifications Listed	9.1%
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STAFF COMPOSITION	
Principal Class (Headcount)	1.0
Teaching Staff (Headcount)	15.0
Teaching Staff (FTE)	10.6
Non-Teaching Staff (Headcount)	13.0
Non-Teaching Staff (FTE)	9.4
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

In 2022, Our Lady's aimed to re-engage with our parent, parish & wider community. Term 1 was incredibly challenging to do this as we were still restricted by COVID-19.

Achievements

- Beginning of Year Mass (immediate student community only due to restrictions)
- Shrove Tuesday (immediate student community only due to restrictions)
- Re-establishment of School Assemblies
- Classroom based celebrations including Celebration of Learning (Term 2 & 3)
- Graduation Mass
- End of Year Mass
- Mother's Day Presentation
- Christmas Play

PARENT SATISFACTION

Feedback from the School Advisory Council indicate that the community wellness and spirit is lacking within the school. Parents and students are keen to socialise again following the distance that COVID-19 caused. The School Advisory Council has taken this information on board to begin planning for more engaging activities for 2023, engaging our whole community where possible.