

# ANNUAL REPORT TO THE SCHOOL COMMUNITY



## St Colman's Primary School Mortlake

2017

REGISTERED SCHOOL NUMBER: 1501



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<b>PRINCIPAL</b>	Tim Bourke
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<b>ABN</b>	[Insert ABN if school has one]
<b>E NUMBER</b>	E 2051
<b>FEDERAL DET NUMBER</b>	1004

## Minimum Standards Attestation

I, Tim Bourke, attest that St Colman's Primary School Mortlake 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 2017 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

15<sup>th</sup> March 2018

## Our School Vision

*We Welcome*

*We Learn*

*We have Faith*

*We Care*

## Our School Mission

We believe the Mission of St Colman's School is to be:

### **A place of welcome:**

Where children, families, staff and community actively reach out to each other and share in the work of the school.

### **A place of learning:**

Where the St Colman's community is supported, challenged and empowered on their educational journey.

### **A place of faith:**

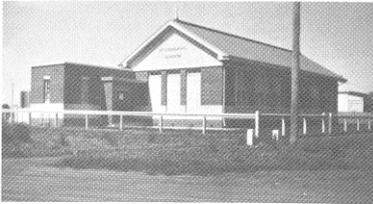
St Colman's is a Catholic School where Christian values underpin our relationships and the St Colman's community encounters the Catholic Faith in prayer, mission and celebrations.

### **A place of caring:**

Where we care for the wellbeing of all in the St Colman's community and respect each individual for what they bring.

## School Overview

Catholic Education in Mortlake dates back to 1951, when Fr. Martin Gleeson, Parish Priest at the time, coordinated the development of a School to meet the needs of the families who settled in and around Mortlake following the Second World War. Fr. Gleeson also made arrangements for the school to be staffed by the Sisters of Mercy from Ballarat East. The commitment of the Mortlake Catholic community in erecting both a School and Convent placed an enormous financial strain on the parishioners who responded through organising and supporting working bees, street stalls and race meetings.



The school opened in 1951 with 54 students from Grade Prep to Form 2 and grew by year's end to 74 and in subsequent years saw the school educate children through to Form 4. The first Principal was Mother M. Carmel and her staff comprised; Sr. Rose, Sr. Christina and Sr. Celine.

St Colman's was led by the Sisters of Mercy from its beginning until 1989 with Sr. Geraldine Mugavin being the last Sister of Mercy Principal. Since 1990 lay teachers have staffed St Colman's although the "Mercy" philosophy of reaching out to those in need with care and compassion is something that is still a feature of St Colman's School.

The original School building which incorporates the present day Art Room and Administration area was added to in 1959 when the classrooms to the east of the original building were added.

<b>School Improvement Framework Priorities (SIP)</b>		
1 At St Colman's we will build teacher capability to implement sound pedagogical practices that lead to high levels of student engagement and learning.	2 At St Colman's we will embrace a pedagogy that encourages staff students and wider community to bring their lives to their faith and their faith to their life.	3 At St Colman's we recognise that wellbeing is an integral factor in effective teaching and learning so we will ensure the culture reflects positive relationships and a strong connection with school community.
<b>Annual Action Plan Strategies (AAP) for 2017</b>		
1 Continue the process of implementing PLC across the school. Plan PLTs on pedagogical practices in reading. Creating a essential curriculum	2 Understanding the terminology used in the ECSI survey. Exploring ways to reach a deeper, symbolic understanding of the scripture.	3 Create implement a Wellbeing curriculum using PBIS Kid Matters and Bounce Back.

## Principal's Report

After completing a year of review in 2016, this year has been an opportunity to put in place strategies for change and improvement to implement the recommendations of the school review. Our review highlighted three major priorities for us to focus upon:

1. Improved individual and collaborative teaching across the school to create greater student growth in Numeracy and Literacy across the school.
2. Allow staff members to deepen their insights into their own faith and the teaching of our church beliefs and traditions in a manner that is relevant to our world today.
3. Developing a school wide wellbeing approach to allow the students to feel safe, confident and empowered. This will create an environment where students actively engage in their own learning.

The end of 2017 has provided evidence that the implementation of Professional Learning Communities (PLC) process in our school has produced marked progress in the Literacy and Numeracy data for our students. This year we have finalized our guaranteed curriculum in all areas of Numeracy. We have streamlined our monitoring of student progress and the establishing of the individual learning needs for each child. We have worked collaboratively to seek out the best teaching strategy for the students needs and we have structured our intervention to provide the additional support needed for success. The standardized testing used as a benchmark has shown a considerable increase in the number of students at or above standard in Numeracy displaying growth of two or more years in this school year. With the implementation of a similar process for spelling and now the beginning of Reading, we are also seeing growth in our Literacy results across the school. By the end of 2018 we aim to have fully implemented our own Literacy curriculum and anticipate continued growth in this area.

This year the staff have been involved in several opportunities to explore the faith element of teaching in a Catholic school and how they personally respond to this. We are now exploring the implementation of a new diocesan curriculum across the school to ensure that the traditions and teachings of the Church are shared in a way that make them relevant to the world of our students today.

We know that achieving greater growth requires the students to be responsible for their own learning and to be fully engaged in the tasks. To provide a structured approach to the wellbeing of the school we have begun the introduction of "School Wide Positive Behaviours Support" and look forward to seeing the results of this next year.

Our staffing for 2018 will see some changes. Jy Rantell is moving to St Joseph's in Peshurst to take up a classroom teaching position there, Emily Battistello has completed her traineeship and Nicole Moulden will begin maternity leave at the end of Term 1 2018. We thank them for their dedication and wish them every success next year. The remainder of the staff will be back next year and we appreciate the stability and continuity this provides.

Our enrolments will rise slightly next year as we move from 54 students in 2017 to 56 next year. A large group of 10 foundation students is pleasing to see and strong basis for future numbers.

Parental involvement in the life of the school and the education of the students has continued to be a strength of St Colman's. We enjoy this support and recognize the impact it has on educational outcomes. Participation in the Parents and Friends, however has waned greatly and the coordination of fundraising events has been left to just a few. We must address this as those giving of their time may also become less generous with their time in the future. Our School Advisory Council remains a strong aspect of the school as it continues to reflect the community and educational expectations of St Colman's

I would like to thank the staff for their dedication and tireless pursuit of improvement and growth in 2017. Their ability to work collaboratively is a recognized feature of our school and responsible for the improvement we have witnessed. I would also like to recognize the role of Fr Gerry and thank him for his leadership and support. 2017 has been a year of many challenges and successes at St Colman's and I hope that this is reflected in a great start to 2018.

Tim Bourke



School Principal

## School Advisory Council Report

Firstly thank you to all on the school advisory council for taking time out to assist in helping the school to run smoothly. To Tim on behalf of board thank you for your leadership. It must feel like a thankless job sometimes but be so rewarding to see the children grow and develop. To Father Gerry thank you for your guidance and support, the children enjoy seeing you at school events and activities.

It has been another big year with lots of exciting events. Many children have participated in several sporting events representing St Colman's like the big bash cricket, Tri sports, hoop time and many more, and I think we were even represented in horse riding in Queensland. There are other sporting events that happened in late September that we don't need reminding of. The children have also enjoyed camp and excursions, which have helped to open their minds to what is out there in the big wide world. We have some families that are finishing their time with us as they move on to high school. Thank you for all your help over years.

The teachers have had a busy year with weddings, engagements and a pending birth, sadly we will be losing one teacher in Miss Rantell who was much loved by the children. I think her help with the children one on one has been a big benefit so thank you to all teachers. To Jane thank you for keeping the office running smoothly.

The P & F have also been busy with Mortlake Cup, the saleyards this week, the footy tipping and several other fund raising events. I think they would have raised a lot of money this year so thanks to them.

I hope everyone has enjoyed the school year. I wish all a merry Christmas and a safe new year and look forward to seeing everyone next year.

Paul Neal

## Catholic School Culture

### Goals & Intended Outcomes

Understanding the terminology used in the Enhancing Catholic School Identity survey.  
Exploring ways to reach a deeper, symbolic understanding of the scripture.

### Achievements

The school staff had the opportunity to participate in two professional development sessions focused on the terminology used in the ECSI survey and are now able to use this knowledge when discussing student learning

#### VALUE ADDED

Staff now use the terminology of the ECSI survey when planning curriculum, preparing lessons, discussing student progress and providing feedback to the children and one another.



## Community Engagement

### Goals & Intended Outcomes

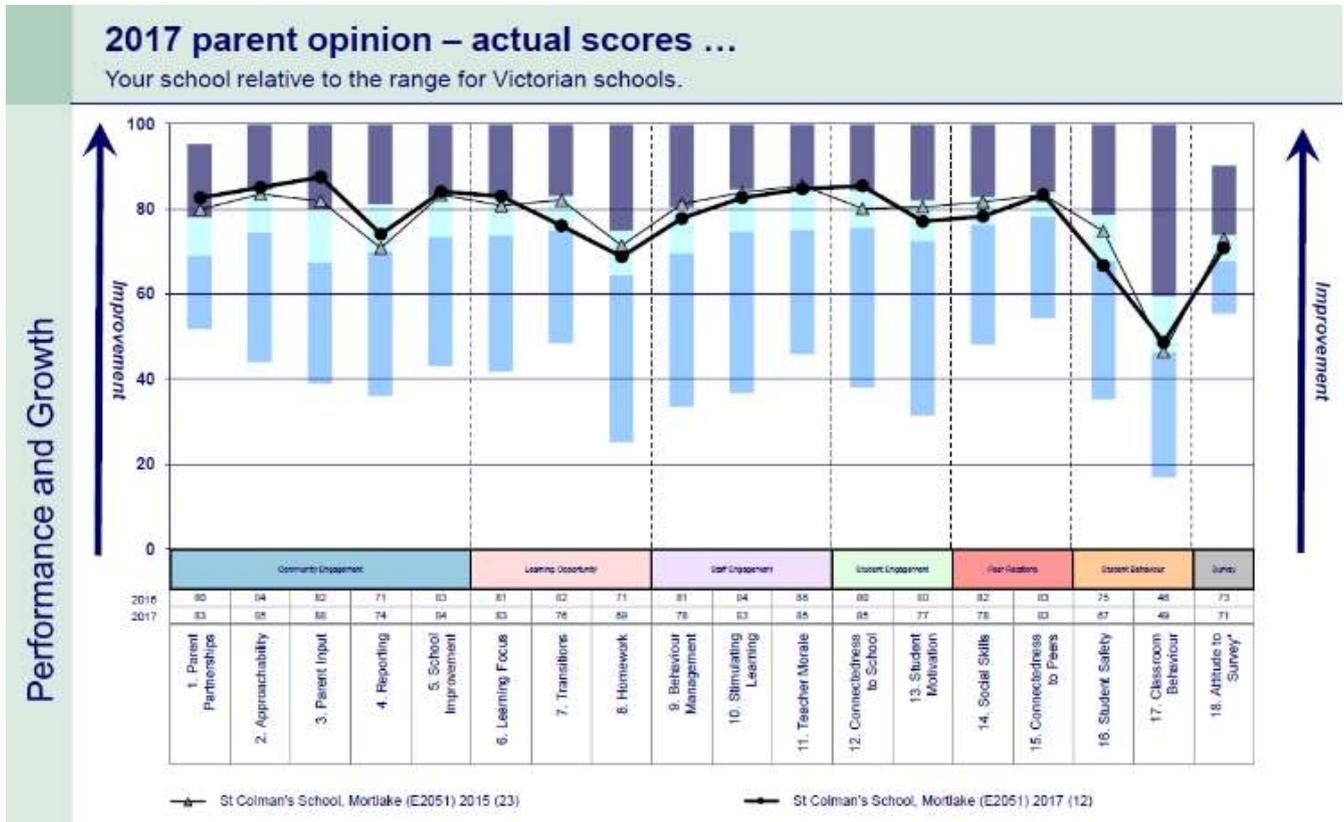
- The parental engagement in St Colman's has always been very high and parents and careers are heavily invested in their children's learning.

### Achievements

This investment is evident in the table below which shows an increase in the, already very high, results in the survey

**PARENT SATISFACTION**

- Two notable areas of improvement in this survey are "Parent Input" and "Connectedness to school". This may be due to greater sharing of the individual progress of each student before and after each learning cycle.



## Leadership & Stewardship

### Goals & Intended Outcomes

To wisely allocate resources to ensure that appropriate resources were provided to best facilitate student learning across the school.

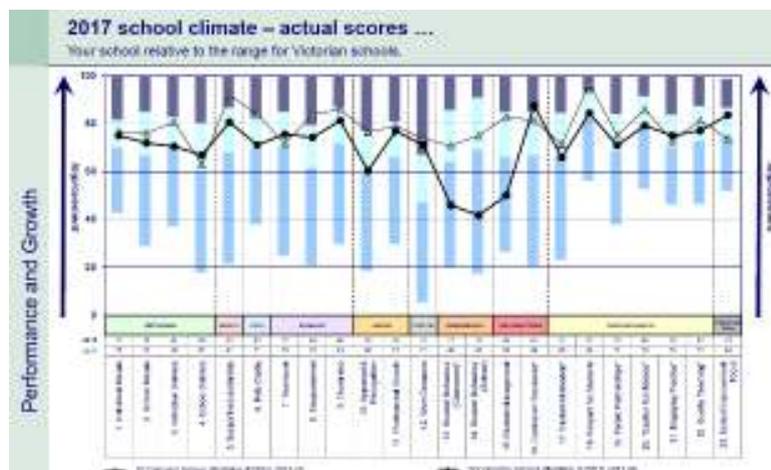
To utilise student data to guide decision making and planning for school improvement.

### Achievements

The school now has a new guaranteed and viable curriculum for Numeracy, Spelling and Reading. Teachers have been fully involved in this process and have a very thorough knowledge of these documents.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING	
DESCRIPTION OF PL UNDERTAKEN IN 2017	
<ul style="list-style-type: none"> <li>The development of a guaranteed and viable curriculum for Reading</li> <li>Regular review and refining of the Numeracy curriculum and a focus on action research in to best pedagogical practices.</li> </ul>	
NUMBER OF TEACHERS WHO PARTICIPATED IN PL	5
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$1 590

TEACHER SATISFACTION
<p>The staff at St Colman's have fully adopted the challenge of greatly improving the learning outcomes of the children in their care. As a result our survey data now reflects that they are not satisfied with the current reality of the school and are seeking marked improvement in almost all areas.</p>



## Learning & Teaching

### Goals & Intended Outcomes

- Continue the process of implementing Professional Learning Communities across the school. Improve pedagogical practices in reading by creating and implementing an essential curriculum.

### Achievements

- We have developed a guaranteed and viable curriculum in Reading and are exploring best pedagogical practices to effectively implement this.

### STUDENT LEARNING OUTCOMES

- Our Reading Data in NAPLAN has remained consistent over the last three years but now with greater focus on our guaranteed curriculum and pedagogical practices, we anticipate immediate results in our 2018 data.



## Wellbeing

### Goals & Intended Outcomes

Create implement a Wellbeing curriculum using SWPBS, Kid Matters and Bounce Back.

### Achievements

The staff have completed preliminary professional development on this aspect of school and have begun the process of developing and implementing a new wellbeing program across the school.

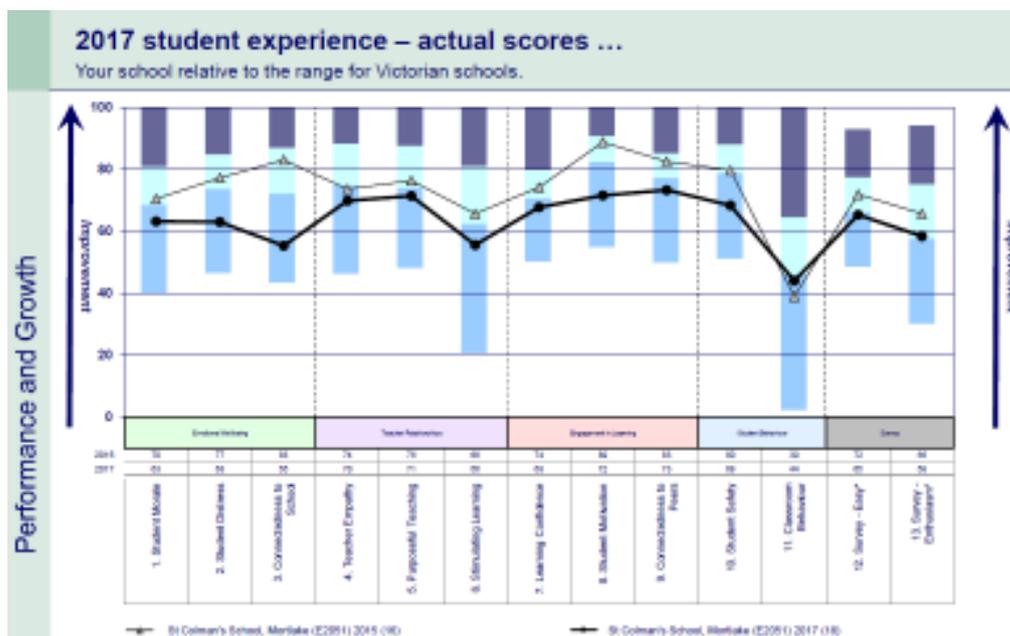
St Colman's has a remarkably high level of school attendance with no problem from regular absences that are not health or family related. In cases where an extended period of absence was to exist, the school would make enquiries to the family as to the reason and then present the expectations of the school to them if necessary.

### VALUE ADDED

- School garden program
- Additional supervision in the school yard
- Planning and Timetabling the teaching of content from the "Bounce Back" program
- Developing a new wellbeing program based on SWPBS

### STUDENT SATISFACTION

- The results of the survey below show a marked drop in student satisfaction with the school. We believe that this is due to the increased demands placed on the students to achieve greater results. The challenge is to create a culture in the school where students are engaged in their own learning.



## Child Safe Standards

### Goals and Intended Outcomes

- Now with documentation in place we need to ensure that our practices reflect these beliefs in the everyday operation of the school.

### Achievements

Our school Mission statement has been edited to reflect the need to provide a safe learning environment for all at St Colman's.

Our Child Safe Documents have become part of our staff induction process

Our school advisory Council have been very active in the drafting and implementing of these standards.

The employment of a compliance officer has given the school a means of regular oversight of the implementation of the standards.

The students have articulated that they feel more empowered to discuss their safety and that of others in the school.



**Future Directions**

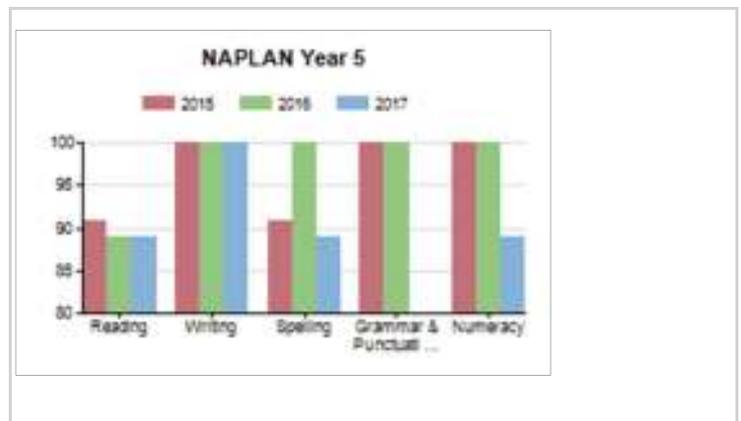
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VRQA Compliance Data

**E2051**  
**St Colman's School, Mortlake**

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2015 %	2016 %	2015 - 2016 Changes %	2017 %	2016 - 2017 Changes %
YR 03 Grammar & Punctuation	100.0	100.0	0.0	100.0	0.0
YR 03 Numeracy	100.0	87.5	-12.5	85.7	-1.8
YR 03 Reading	100.0	100.0	0.0	100.0	0.0
YR 03 Spelling	100.0	87.5	-12.5	100.0	12.5
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	100.0	100.0	0.0	77.8	-22.2
YR 05 Numeracy	100.0	100.0	0.0	88.9	-11.1
YR 05 Reading	90.9	88.9	-2.0	88.9	0.0
YR 05 Spelling	90.9	100.0	9.1	88.9	-11.1
YR 05 Writing	100.0	100.0	0.0	100.0	0.0



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y1	94.10
Y2	91.06
Y3	94.13
Y4	97.15
Y5	96.80
Y6	95.73
Overall average attendance	94.83

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	95.75%

STAFF RETENTION RATE	
Staff Retention Rate	66.67%

TEACHER QUALIFICATIONS	
Doctorate	0.00%
Masters	0.00%
Graduate	0.00%
Certificate Graduate	20.00%
Degree Bachelor	100.00%
Diploma Advanced	20.00%
No Qualifications Listed	0.00%

STAFF COMPOSITION	
Principal Class	1
Teaching Staff (Head Count)	7
FTE Teaching Staff	4.135
Non-Teaching Staff (Head Count)	5
FTE Non-Teaching Staff	3.933
Indigenous Teaching Staff	0

**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](http://www.acnc.gov.au)

