

ANNUAL REPORT TO THE SCHOOL COMMUNITY



St Patrick's School
Camperdown

2018

REGISTERED SCHOOL NUMBER: 691



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Contact Details

ADDRESS	Dimora Avenue Camperdown, 3260
PRINCIPAL	Michael McKenzie
PARISH PRIEST/ GOVERNING AUTHORITY	Fr Neville Stanislaus
SCHOOL ADVISORY COUNCIL CHAIR	Peter MacDonald
TELEPHONE	(03) 55931962
EMAIL	principal@spcamperdown.catholic.edu.au
WEBSITE	www.spcamperdown.catholic.edu.au
E NUMBER	E2034

Minimum Standards Attestation

I, Michael McKenzie attest that St Patrick's Camperdown 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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

<May 2019>

Our School Vision

St. Patrick's School Camperdown



Vision	Following in the footsteps of Jesus, St Patrick's provides a quality education, enriching the lives of all.						
Desired outcomes	We have Faith	We Respect Others	We believe in justice for all	We are Confident	We are Safe	We embrace Difference	We are successful Learners
Mission	To educate children and support their families in the traditions and teaching of the Catholic faith, leading them to a personal and spiritual relationship with God.	To develop skills that will guide the children to show initiative, tolerance and courtesy towards all members of the school and wider community.	To develop in the children, a sense of justice, morality and respect.	To develop the children's potential and self-esteem through the celebration of their own talents and giftedness of others.	<p>To provide a safe and nurturing culture for all children and young people in our schools through:</p> <p>Upholding the primacy of the safety and wellbeing of children and young people.</p> <p>Empowering families, children, young people and staff to have a voice and raise concerns.</p> <p>Implementing rigorous risk management and employment practices</p>	To encourage awareness of, and a sensitivity to, the cultural, physical, emotional, intellectual and social differences within the community.	To foster in the children a passion to learn and think clearly, independently and critically, enabling them to take their place in the wider community.
Values	Faith	Respect	Justice	Hope	Dignity	Acceptance	Love
Motto	Deeds Not Words Only						

School Overview

St Patrick's school has been providing a quality Catholic education to Camperdown, Cobden and districts in south west Victoria since 1886 and in 2018 we celebrated our 132nd year. Our school draws students from a wide area and feeds into Mercy Regional College, the Catholic secondary school based at the same site. At St Patrick's we provide modern, inviting facilities which consists of our modern 'Sisters of Mercy' library, 15 bright and colourful classrooms, an excellent indoor gymnasium and state of the art technology facilities. All this is set within attractive, well-maintained grounds that allow our children the opportunity to develop wide social relationships.

Central to the education provided at St. Patrick's School is the development of the whole child - academically, socially, spiritually, morally and physically. All aspects of the curriculum are explored, being taught in a professional manner using modern methodology and resources. All this is set within a school community that cherishes offering a diverse, interesting and comprehensive curriculum, whilst fostering a passion to learn and to think independently and critically.

"Deeds Not Words Only" is the motto of St Patrick's School and we strive to live by this on a daily basis. At St Patrick's we believe that even though words are a powerful force for change, it is our deeds that reflect our commitment and desire to transfer our beliefs into action and to live out our school vision to "Follow in the footsteps of Jesus, to provide a quality education, enriching the lives of all.

Other Special Features of our school program for 2018 include:

- In 2018 our school has continued the Professional Learning Community (PLC) initiative. A Professional Learning Community is based around a model that focuses on 3 main ideas: a focus on learning rather than teaching, working collaboratively on matters related to learning and using data to drive our teaching.
- Our annual action plan looked at three key features which came from our last review process:
 1. Developing Essential Learnings for Reading: St Patrick's worked at developing Power Standards for reading in line with the PLC process.
 2. Redeveloping our whole school well-being program: taking on the Resilience Project
 3. Being involved in the Enhancing catholic School Identity project

Other key features for 2018 included:

- Improved Professional Learning Team & Leadership meetings
- A continued multi-age approach to education which builds upon our sense of community as well as catering for those children in need of extension or remediation with an emphasis on developing literate, numerate and articulate students.
- An integrated approach to learning with an emphasis on inquiry learning.
- Specialist Physical Education, Library, Art/Music, Indonesian and new for 2018 Digital Technologies
- A whole school production; Lion King Kids
- Computers, iPads and electronic Smartboards in all classrooms, with one to one access for all grade 5/6 students & 1 to 2 for grade 3/4 students.
- Weekly access to our 32 laptop computers on wheels for grades P-2
- A whole school camps program, culminating in a Grade 6 Camp to Canberra, grade 5 camp to Portsea, Grade 4 camp to Sovereign Hill, Grade 3 camp to Warrnambool & Grade 2 sleepover. .
- A buddy system to promote the development of teamwork, social skills and co-operative learning.
- A comprehensive Religious Education Program (Awakenings) that is lived by staff and students and supported by the Parish Priest, Fr. Neville Stanislaus.
- Support for the Parish Sacramental Program for children receiving the Catholic Sacraments of Reconciliation, Confirmation and Eucharist.
- Access to an extensive bus network to transport students to St. Patrick's including a direct bus from Cobden and Lismore.
- Community service/Social Justice opportunities eg: Meals on Wheels, Visiting elderly, Community Meal Program at the Uniting Church, Caritas Australia, Mercy Works.
- An emphasis on our high values and morals; Faith, Love, Justice, Hope, Acceptance and Respect supported by the Resilience & RE programs.
- A focus on our 6 core values: Love, Respect, Hope, Faith, Justice & Acceptance.
- Continued development of Learning Conversations involving staff, parents and students.

Principal's Report

In 2018 we started with 319 students across 15 classrooms and we welcomed Marlee Snaauw (3/4 area) Tom Sinnott (5/6 area) and Hannah Jackson (1/2 area) as new teachers, Mrs. Jeanette Fraser as a school councilor one day a week and Stella Baker-Campbell as our trainee in the Foundation area. We also welcomed 32 new families to the school over the course of the year, which equates to 79 new children. We hope everyone enjoys their time as a part of our St Patrick's community.

Highlights for the year are once again many & varied. All the wonderful school camps & excursions, the successful athletics, basketball, cross country team and mixed netball wins at district level were all a tribute to both the great work done in PE and the talent of our students. The mixed netball was a standout, with the team making it through to Melbourne only to lose in the grand-final. A fantastic result to be the state runners-up- well done to all involved.

Other highlights included the biennial school production. This year it was the 'Lion King Kids' directed by Michael Saunders. Once again our show was an absolute standout in all areas; the acting/singing, costumes (OMG-unbelievable!), timing –only an hour, including performing arts as a subject, the lot. Many thanks to staff & students for their dedication in ensuring the performing arts are well and truly on the agenda at St Patrick's. Our annual Mother's & Father's Day breakfasts, our annual and amazing school fete, the Life Ed van, Bike Ed, an Open water swim for the grade 6's and our grade 6 graduation night. So many activities across the year always make it go so fast and this year has been no exception.

In 2018 St Patrick's began the Resilience Project in conjunction with Mercy Regional College. This project is focusing on improving the overall resilience of the students under our care and emphasises the pillars of Gratitude, Empathy, Mindfulness and improving resilience. As a school we will continue to make this a priority into the future.

In any year there are also a few downers and this year it was certainly the St Patrick's Day fires around our own local area. With many of our school and community families affected, some extremely through loss of house, land, income or their family being threatened. As the year progressed it has been like a consistent grey cloud hanging around and this has impacted families and our community not only financially but emotional, physically and spiritually as well.

I am extremely thankful for all the work that many people did during this time to ease the suffering of others, and while I am not going to single names out, I truly believe that they have perpetuated the greatest gift of all, 'doing unto others' and hopefully in turn received the greatest gift back unto themselves. We continue to work through the rebuild of our community and I pray that we can do so as quickly and effectively as we can.

Thanks once again to all the staff at St Patrick's. They really are invested in this school and everything they do continues to improve our school as a whole. Special thanks to the leadership team who have certainly helped direct St Patrick's along the PLC path and have given many hours of devoted service.

During this year, we said goodbye to Mrs Pru Darcy & Mrs Claire Powling who are on maternity leave and at the end of the year we say goodbye to more staff than usual with many heading off on new adventures. Mrs Shandell Moloney is working at St Colmans Mortlake, Mrs Georgia Copeland is



having a year at MRC teaching year 7 & 8 maths, Mrs Elise Darcy is having a year off without pay and Mrs. Vanessa Marshall's will be teaching at St Thoms' Terang. Even though we will see some of these names again at St Pats, we wish all of them the best for their year.

At the helm of our School Advisory Council has been Michael Kavenagh and he has ably led a conscientious group who met monthly to assist in delivering the vision and mission of St Patrick's. Can I thank Mick as well as Kathy Hallyburton, Greg Conheady, Brad Collins, Bree Huggins, Peter MacDonald, Kellie Duynhoven, Fr Neville and Paula Atkins who all have dedicated much time and effort to ensuring our school remains at the forefront of educational excellence. We say goodbye to Mick, Kathy & Brad as their time concludes at St Patrick's. They have certainly given so much to the direction of our school and for that I am very grateful.

Thanks also to Fr Neville for all his support as canonical administrator. He is a real source of calm support for our community and I really appreciated his counsel and advice and the way he has interacted with our school community.

Thank you to our Parents Association members who regularly support our meetings. Special thanks to the executive of; President Scott Carbury, Vice President Robyn Johnstone, Secretary Cheryl Conheady, Treasurer Janine Swayn, fete coordinator Tash Swayn & SAC rep Peter MacDonald. All have given the extra time that these positions demand and it is greatly appreciated by the whole school community. The Parents Association is primarily a fund raising arm but it is also so much more and many friendships are made along the way. Thanks to long-time meeting supporters Tash Swayn & Kathy Hallyburton as they move on from this group. Once again they will be missed.

Leaving us this year as their children move out of grade 6 for the last time are the following families:

Alberts, Anderson, Baker, Baker, Baker, Collins, Conheady, Conheady, Gill, Hallyburton, Heath, James, Johnstone, Kavenagh, Kealley, Mahony, Penry, Smith, Stephens, Swayn and Trega-Copeland, We thank these families for all their efforts during their time here at St Patrick's. All of them have contributed in many ways to make our school a better place and we will miss them but wish them well into the future. Thanks also to other families that have left St Patrick's during the year or will be leaving at the end of the year before their children conclude grade 6; the Kleinhenz, Carse, Illingworth & Stankovic families. Once again we are grateful for all their contributions over the years and wish them well for the future in their own adventures, always knowing that their efforts have been appreciated. .

As always I couldn't do what I do without the love & support of Kim, Monique, Toby, Martinique, Demby, Madidi & Matea. Thank you all once again for being there for me.

Michael McKenzie

Principal

Parish Priest's Report

St Patrick's School provides quality education in a Christ-centered faith community.

Our school values its strong links with the local parish. Students every week come as a class in turns to celebrate Mass with the parish community and the whole school community regularly comes to celebrate Mass for special occasions. This year we had a sacramental program for Eucharist, Confirmation and Reconciliation. This sacramental program is a family centered one and supported by the school team in leading the sacramental preparation.

In my experience at St Patrick's School, it is a great school which provides a high standard of education with personal development of the students. It has a strong catholic ethos and values. With the dedicated staff and the leadership of Michael McKenzie, who plays an instrumental role in maintaining and developing the school's identity, St Patrick's school community is a n energetic and vibrant place to be involved with. It is a pleasure and an honor in working with the staff at St Pats.

St Pat's family is a caring, welcoming family. The staff of this school is expert, committed and dedicated to the service of educating our children. They are also concerned for each individual student and do all they can to support the students. St Patrick's School could not function effectively without the passionate staff and the excellent parents who are actively involved in the school in a variety of ways to keep our school well above the standard.

I take this opportunity to express my sincere thanks to all members of the staff, the School Advisory Committee and the Parents and Friends Association for the ongoing support and commitment that you demonstrate in sharing your knowledge, time and talents which gives sustenance to our students and their welfare.

May God continue to bless you all and in the ministry of educating our children. Let us thank the Lord for all the blessings we have been receiving in this current year. We hope to have many more blessings from God for the next year, 2019.

Sincerely yours in Christ,

Fr Neville Stanislaus.



School Advisory Council/ Board Report

Another year at St Patrick's school has passed so quickly and it's time to reflect on the year from the School Advisory Council point of view.

The year started with the news that Fr. Matthew Thomas was to leave our parish after nearly 10 years' service, to be transferred up to Swan Hill. Fr. Matt has been an everlasting presence at St. Patrick's and the wider community with our students, staff and families. With his hands on approach to anything he will be sorely missed but I'm sure Fr. Neville will have the same impact on our community but in a different way. From an Advisory Council point of view, I welcome and look forward to working with Fr. Neville in the year ahead and thank Fr. Matt for his guidance and support in our meetings and to our school community. This year we also welcomed 26 prep children to our school to have our numbers at 320 for the year.

It is my first year as chairperson and it is a position that I take much pride in fulfilling with a close knit group of parents who dedicate their time in these roles to benefit the school. We had a number of new faces this year and they have quickly made an impression with their ideas and views on relevant issues. I feel going forward with these parents on the Advisory Council, the school is in great hands. Some small changes made in certain areas will hopefully develop students and staff in the years ahead and with other topics on the agenda we will further work towards school improvement.

It is great that we can participate in a combined Catholic Schools Advisory Council dinner with parents from St. Thomas's Terang and St. Coleman's Mortlake Advisory Councils, and with the Mercy Regional College Board. This year, the guest speaker Josh Hose was a real highlight. Josh's story of the events that he has been through, to what he has been able to achieve to date shows exactly what the values of our school can provide for our students and what hopefully we, as an Advisory Council, can further encourage. I take this opportunity to thank Michael McKenzie and my fellow members for the privilege of this role and look forward to working with them all next year.

St Patrick's has a proud tradition in the sporting arena and this year has been nothing short of exceptional with a large number of students representing the school at district, regional, state and national titles in a variety of sports. Having seen some events first hand, it made me very proud of ALL St. Patrick's children on their attitude, compassion and sportsmanship to their fellow students and competitors and shows the values of the school in action. We thank all St. Pats sports teachers and parents for their help in these areas.

The academic side has also had some great achievements which is a reflection of the learning process put together by a dedicated team of leaders. With many hours of leadership meetings the hard work pays off when children achieve what they strive for. The school had a number of reports tabled of previous year's results and while the results showed improvement more hard work is required to achieve better results in the future.

Our students are very lucky the school provides them many opportunities to gather a range of life skills with the school masses, camps, excursions and community gatherings. The class masses are a great opportunity for the community to see our future leaders and with the support of our priest and parents I hope this continues. Our school has proudly been involved again this year in the Anzac Day march. For our grade 6 children this leads into the grade 6 camp to Canberra at which the children are embroiled in the rich experience of history particularly at the Australian War Memorial. The respect shown here by the children again shows the values of our school. The meals on wheels and community meals are another opportunity for our students to help and show compassion to the less fortunate and elderly of our town and hopefully this will continue.

The support of the Parents Association at St. Patrick's is a vital part of the school community and this year is no exception. With the guidance of the hard working committee, our annual fete was a huge success even though the attendance numbers were down a little on previous years. This is an important event on the school calendar and hopefully it can gain some extra support in the lead up to the 50th fete year in 2019. Our children all benefit from the extra equipment and facilities that the funding from the Parents Association provides.

The school has a number of our valued teachers who have decided to take new directions and challenges in their teaching careers and family life and I wish them all the best in these adventures. I look forward to meeting the new teachers and making them welcome at St. Patrick's School and in our community.

In concluding, a big thank you to Michael McKenzie, Fr. Matt, Fr. Neville and the staff and parents of St. Patrick's Primary School for providing an excellent environment for our children to live and learn in, and I wish them all the success in the future years. Michael Kavenagh

Catholic School Culture

Catholic School Culture				
Aspect Specific Strategies	Targets	Evidence	Responsibility	Value Added
Deepen understanding of our School Catholic Identity through Participation in the Enhancing Catholic Identity Project Survey.	90% of staff, 90% of students 30% of parents	Figures of those who actually completed the survey 97% of students 100% of staff 12.3% of parents	Principal: Michael McKenzie REL: Mel Fox,	The surveys were completed by 54% of the school population. Excellent results from the school with work to be done with the parents for next time. Report generated
Introduction of New Awakenings document for RE curriculum	New Awakenings being planned in all classrooms and implemented as the RE program	All teachers are currently planning using the new Awakenings planner. A number of PD sessions on how to do this most effectively.	Mel Fox Classroom teachers Jim Waight: RE advisor	New Awakenings Planner is being used by all teams throughout the school. A number of PD sessions have been given to staff to assist with this transition.
New Parish Priest Time has continued to be invested into developing a relationship with our new parish priest	Staff, students and parish Priest	Relationship built with our new parish priest. Quality time spent at school, parish/school masses continued,	Principal, Mel Fox REC Parish Priest All staff Students	With the assigning of a new parish priest in 2017, for our parishes, we will need to spend quality time ensuring we continue improving the connectedness between the parish and the school.

Achievements & Value Added

- Whole school PD completed with all staff from the Ballarat Diocese with presented Thomas Groome.
- Regular visits from CEO RE staff member, Jim Waight, working with staff teams to both introduce and implement the New Awakenings document.
- Enhancing Catholic Identity Project surveys completed for the first time since 2011.
- Survey completion rate was up for all groups and overall from 38.9% to 54%. School staff up from 75% to 100%
- The school has continued a strategic and effective approach to ensure students participate in weekly Masses as a class group, whole school celebrations throughout the liturgical calendar and an annual Year level parish Mass. This is designed to build relationship between the school and parish which has been vital due to a new parish priest being appointed for 2017.
- Many social justice activities completed for 2018: Coins for Kids, Project Compassion, Meals on Wheels, Mini Vinnies, Peace Poster, Community Meal Project.
- Insight SRC results for 2017 show that percentile results for staff & teachers were in the top tier for 10 out of the 12 indicators, with improvement in 9 of these.
- Staff behaviour showed a significant increase

Community Engagement

Goals & Intended Outcomes

Goals	Aspect Specific Strategies	Targets	Evidence	Responsible	Value added
Continue to develop awareness of the PLC initiative to our school community	Use newsletter, surveys & targeted meetings to inform community about PLC and school initiatives/ developments.	Regular spot on newsletter for PLC information.	Newsletters containing extra information on PLC	Principal Admin PLC coordinator	The PLC process has continued to gain momentum over the year with continued regular discussions on newsletters at Parents Association and School Advisory Council level.
Changes to Reporting to parents	To change our reporting structure to make reports simpler and to introduce a 3 way Learning conversation involving parent teacher and student.	New report form introduced 3 Way Learning Conversations introduced	New school wide report form Learning Conversations happening across the whole school	Leadership Team School Advisory Council School staff	Our school now has a simpler report form going home which is then followed up with a 3 way Learning Conversation, all within a week of each other.
Introduction of Parent Assessment Model (PAM) through SIMON	Parents can now book their own interview times for Learning Conversations through PAM. They can also notify the school, access notes and receive bulletins.	Bookings are taken through PAM for Learning Conversations and all correspondence home is also through PAM	Less frequency of office staff having to manually do these bookings	Admin staff Principal Leadership team	Our school has worked hard to reduce the workload on school admin staff in regards to taking bookings for Learning Conversations and fielding enquiries for school events as the information is now online.
School Production	To run a school production promoting the performing arts	A whole school production displaying student performing arts skills.	3 performances of the production 'Lion King Kids'	Performing arts teachers Michael Saunders-director Principal Staff	The production nights were a great success and a wonderful opportunity to showcase the performing talent of the school through acting, dancing & singing. As well as back stage, promotion etc. It was extremely well supported with over 1000 viewing the 3 shows.

Achievements

We have instigated a range of initiatives over the course of the year to improve the connectedness between the school & the community.

- School Production of 'The Lion King Kids' was held involving every student in the school and the majority of families.
- A school Face Book page was re-developed and is being used to upload information and to promote our school.
- New format for our school reports was introduced
- New 3 way learning Conversations involving parents, teachers and students held twice a year as a follow up to reports sent home.
- Parents were invited to be a part of a review and development of strategies to move forward at improving wellbeing within our school community. A wellbeing team developed and strategies and decisions made to implement in 2018.
- Newsletter was revamped and the decision made to send newsletter home as an electronic copy only accessible through Facebook, Skoolbag app, website and email.

Leadership & Stewardship

Goals & Intended Outcomes

Goals	Aspect Specific Strategies	Targets	Evidence	Value Added
To continue to manage the PLC process within the school.	Redevelopment of timetable from feedback from previous year to include planning time on one day	All teams are released from the classroom for Professional Learning Team planning, individual planning, professional development and looking at team data	Published timetable with all team areas now having release on the same day. This has also helped specialist areas to have the same level children on the same day as well.	Our refined timetable has allowed for 4 hours of release from the classroom so as teams can use this time to effectively collaborate, plan & analyse data.
Leadership Team Improvements	To continue to emphasis a shared leadership team approach to leadership across the school.	Leadership team to consist of PLT leaders from Foundation, 1/2, 3/4,5/6, Deputy, Teaching & learning REL and specialist. Leadership executive Principal, Deputy, Principal, REL and teaching & learning coordinator.	Regular meeting occurring with minutes produced and acted upon.	Our leadership team has re-imagined itself so as to provide input from all teams throughout the school to look at improving student learning. Executive are to meet to look at non -teaching & learning matters.
Compliance Officer	Employment of a Compliance Officer to manage compliance issues across St Patrick's and the other HCSN schools.	Compliance Officer to manage our VRQA audit as well as Child Safe policy implementation and to keep abreast of information via Esort	Paul Brown compliance Officer Principal Michael McKenzie	Our school has certainly benefitted from this compliance officer position and there is now a structured and adhered to schedule to ensure we are compliant in all areas at all times

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2018

- PLC overview day: 5 staff x 1 day
- PLC Leaders Day: 1 staff x 1 day
- Resilience project 3 hours x all staff
- Maths PD 2 hours x all staff
- Dyslexia Online module 12 staff x 6 2 hour sessions
- ERIK training: 1 staff x 1 day
- ICT Leader's Day 3 days x 1 staff
- RE cluster meeting: REL x 4
- RE Awakenings PD: all staff x all staff
- REL conference 1 staff x 2 days
- OLSEL Update: 5 staff x 2 days
- Relationships PD 1 staff x 1 day
- NCCD briefings 2 staff x 1 day
- Numeracy leaders day 1 staff x 1 day
- Reading Recovery 1 staff x 20 ½ days
- Governance Forum 1 staff x 1 day
- Level 2 first aid including CPR update & anaphylaxis : all staff
- Thomas Groome PD all staff x 1 day
- Thomas Groome leaders day: 1 staff x 1 day
- Colloquium: 4 staff x 2 days
- ECSI steering committee 5 x ½ days x 1 staff
- School Improvement Facilitators Team 5 days x 1 staff
- Accesit Library PD x 1 day x 1 staff
- BDSAC 10 days x 1 staff
- Principals meetings 9 days x 1 staff
- Zart Art 1 staff x 1 day
- 1st, 2nd & 3rd year teachers day 3 staff x 2 days
- Admin meetings 2 staff x 3 ½ days
- ECSI Conference 1 staff x 1 day
- Special Ed coordinators day 2 days x 13 staff
- Admin conference 2 staff x 3 days
- Accrual Accounting PD 1 staff x 3 days
- Deputy Principals conference 1 staff x 2 days

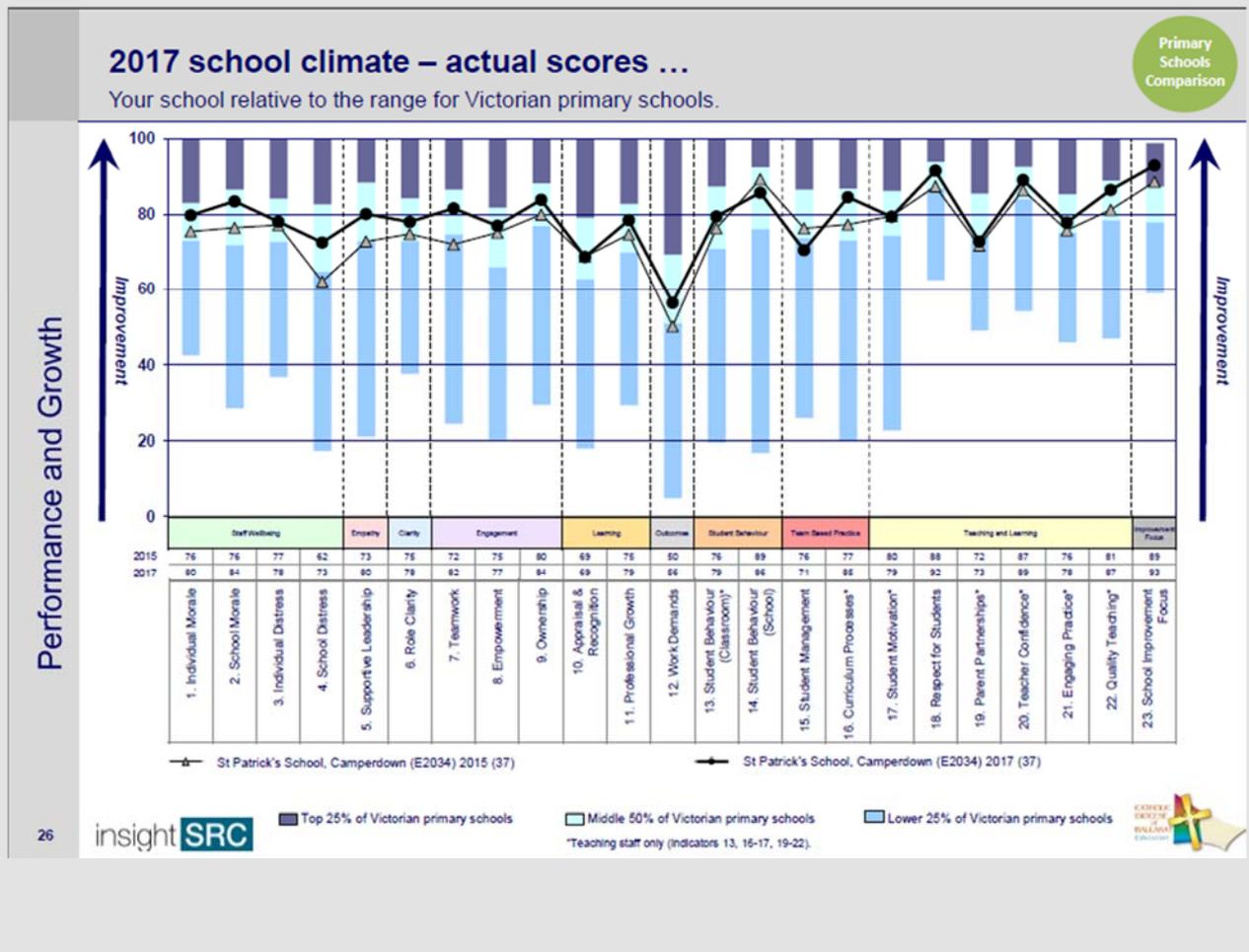
NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018

42

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$1652.58

TEACHER SATISFACTION



We have no Insight SRC data to use for 2018, however after consultation with staff at one of our meetings it was generally considered that the 2017 results were still accurate. This combined with high attendance rates at staff meetings and excellent participation rates in PD and out of school functions and the positive comments from the parent community which come through our School Advisory council, Learning conversations and other opportunities for Leadership to gauge parental feedback meant that our staff teacher satisfaction results were considered to be high.

I also meet with staff 4 times a year to discuss Professional Learning Plans and to offer a one on one opportunity to discuss how each teacher's year is going. At these meetings there has been a high level of positive feedback for how both they and the school is going with staff being very satisfied that their concerns are both listened to and acted upon.

The Insight SRC survey will once again be completed in 2019.

Learning & Teaching

Goals & Intended Outcomes

Goals	Aspect Specific Strategies	Targets	Evidence	Outcome
The school will implement a guaranteed, engaging and viable curriculum	Development of Power Standards in all grade levels in reading.	All areas will develop power standards & CFATS for their year level in reading.	Power standards & CFATS published for reading.	Power standards completed for writing and developed in reading.
To continue the Professional Learning Communities journey.	The school timetable reflects extra support for students and time for team planning.	Working support teachers timetable re developed	Teacher support groups working effectively. All teams have 4 hour PLT time.	2 extra teachers employed as assistance teachers to work in classrooms as designated.
Changes to Reporting to parents	To change our reporting structure to make reports simpler and to introduce a 3 way Learning conversation involving parent teacher and student.	New report form introduced 3 Way Learning Conversations introduced	New school wide report form Learning Conversations happening across the whole school	Leadership Team School Advisory Council School staff

- Essential Learning statements completed for reading.
- Timetable revamped to allow for greater flexibility for teams to work together in their PLT's
- Boost teachers employed to assist teachers and to help provide tier 2 & 3 intervention programs.
- Reporting system was restructured to include easier to read reports which were followed up with a parent/teacher/student Learning Conversation.

STUDENT LEARNING OUTCOMES

STUDENT LEARNING OUTCOMES

NAPLAN Relative Cohort Growth for St Patrick's School

	Year 3					5 Year Average	Year 5					5 Year Average
Reading	2014	2015	2016	2017	2018		2014	2015	2016	2017	2018	
No of Students	53	49	59	44	38		37	38	49	49	57	
National	419	426	426	431			501	499	502	506		
State	433	441	438	446	448		511	510	511	516	521	
School	429	432	431	429	423		500	514	509	509	518	
State Variance	-4	-9	-7	-17	-25	-12.4	-11	4	-2	-7	-3	-3.8
Cohort Growth												
									2	2	4	
Writing	2014	2015	2016	2017	2018		2014	2015	2016	2017	2018	
No of Students	53	49	58	41	39		37	37	49	49	55	
National	402	416	421	414			468	478	476	473		
State	417	432	436	428	422		482	491	491	486	479	
School	437	439	442	420	418		468	480	480	494	475	
State Variance	20	7	6	-8	-4	5.4	-14	-11	-11	8	-4	-6.4

St. Patrick's School Camperdown

Cohort Growth

-31	1	-10
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Spelling

2014	2015	2016	2017	2018
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2014	2015	2016	2017	2018
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No of Students

53 49 59 41 40

37 38 49 50 55

National

412 409 420 416

498 498 493 501

State

420	420	428	423	426
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501	505	499	504	508
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School

417	407	420	414	402
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494	501	494	501	496
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State Variance

-3 -13 -8 -9 -24 **-11.4**

-7 -4 -5 -3 -12 **-6.2**

Cohort Growth

-2	10	-4
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Grammar

2014	2015	2016	2017	2018
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2014	2015	2016	2017	2018
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No of Students

53 49 59 41 40

37 38 49 50 55

National

426 433 436 439

504 503 505 499

State

437	444	448	450	441
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509	511	510	506	512
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School

422	416	429	434	431
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504	501	509	500	488
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State Variance

-15 -28 -19 -26 -10 **-19.6**

-5 -10 -1 -6 -24 **-9.2**

Cohort Growth

14	22	-5
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Numeracy	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018		
No of Students	50	49	59	41	38	36	38	49	50	56		
National	402	398	402	409		487	493	493	494			
State	415	411	415	421	419	498	504	504	503	504		
School	404	394	412	395	425	484	504	495	515	499		
State Variance	-11	-17	-3	-26	6	-10.2	-14	0	-9	12	-5	-3.2
Cohort Growth								2	25	-2		

Results from our 2018 NAPLAN show we still have lots of work to do in regards to our overall scores especially compared to the state & national mean, however our scores in Gr 3 are all still in the very good range with excellent results in grammar & punctuation.

In Grade 5 reading is a strength with the other areas are in the good range.

The highlights overall are that our cohort growth for 2018 was good for reading and our results for grade 3 numeracy and writing results growth were good.

Wellbeing

Goals & Intended Outcomes

Goals	Aspect Specific Strategies	Targets	Evidence	Value Added
implement an evidenced based social and emotional learning program.	Implement the Resilience Project throughout the school.	Whole school implementation of the Resilience project. Info session run for parents, students and staff.	Resilience project timetabled into regular classroom time as a whole school.	Resilience project is running at our school (& also at MRC secondary school next door. Seen as a P-12 initiative).
Improve student & staff wellbeing	A meditation session introduced on a daily basis across all	Meditation session run	All classrooms will introduce a meditation	This meditation session has given the opportunity to be implemented to

	classrooms.	on a daily basis.	session. This will initially run at the same time but once going will move to classroom specific times.	calm children down, especially after their lunch break, before continuing with their work.
Ensure a smoother transition from intervention activity to classroom activity should improve self-efficacy of already vulnerable students.	Be more aware of how we can integrate our intervention activities more into the classroom	Improve tier 1 core teaching of teachers Intervention programs being offered to targeted students based on data	Teacher PD more targeted Better use of data to ensure students are taught more individualised programs MultiLit, MiniLit, Reading Recovery, GEMS offered Boost teacher groups working alongside teachers in the classroom	Our school has certainly benefitted from a more targeted approach to assisting those students in need of more support.
Improve access to allied health services at St Patrick's.	Continue access to visiting psychologists and an Occupational Therapist as extra services offered	Psychologist in the school every week for a designated period of time	Psychologist employed for the year for a day per week OT employed for 4 weeks per term	The additional services provided by the visiting psychologist & OT have meant we have been able to offer a much more comprehensive service to our students.

VALUE ADDED

- Resilience Project implemented throughout the whole school
- Information session for parents, staff & students in regards to Resilience Project
- Alignment of the Resilience Project across both St Patrick's School and Mercy Regional College having a P-12 impact on students in our Catholic schools.
- Implementation of a whole school meditation program
- Visiting psychologist for one day per week for the whole year to work with students, parents and staff in a range of mental health areas.
- Visiting OT for 4 weeks per term
- Greater emphasis on improving classroom teaching and offering tier 2 & 3 programs to those students who require them
- MultiLit, MiniLit, Reading Recovery, GEMS offered
- 2 staff employed as support teachers to work alongside teachers in the classroom and to run intervention programs.
- Employment of a trainee Learning Support Officer to work in the Foundation area

STUDENT ATTENDANCE

Attendance Procedures

- Teaching Staff at St Patrick's will record a student's attendance twice a day, firstly by 9.30 and secondly by 2.15.
 - Whilst recording attendance it will be noted if any absences are explained or unexplained, any late entry to school is recorded and daily attendance of each child monitored.
 - This record is completed using the SIMON software system.
 - Any child coming to school late or being taken out of school during the day will need their parent/guardian to fill in a Removal/Arrival of students form at the office.
 - Administration staff will print out an attendance report by 10.00am stating absences and reasons. Any unexplained absences will be followed up with a text to parents or a phone call if the first contact is not responsive.
 - All unexplained absences longer than 3 days will be followed up by a phone call from the principal notifying parents and guardians that this is unacceptable.
 - A note will be recorded on the child's file.
 - Further unexplained absences will result in a meeting with the parent/s or guardian.
 - An official letter will be sent home if further unexplained absences continue and this letter cc'd to the Catholic Education Office in Ballarat
 - *In 2018 we continued to improve the communication services between school and home through the introduction of the Parent Assessment Module in SIMON to allow parents to register their child's absence.*
- Continued absences are always followed up by contact with parents being made by the principal.

Child Safe Standards

Goals and Intended Outcomes

In 2018 the school employed a compliance officer to take on the role of ensuring the school remains compliant in all matters, including Child Safety Standards.

The school reviewed & updated the following standards which were ratified during their VRQA compliance review.

Child Safety Standard 1: Organisational Culture of Child safety

Child Safety Standard 2: Child Safe Policy

Child Safety Standard 3: St Patrick's Code of Conduct & Behaviour management Plan

Child Safety Standard 4: Staff Selection processes

Child Safety Standard 5: Mandatory Reporting Procedures & Obligations

Child Safety Standard 6: Child Safe Standard

Child Safety Standard 7: Strategies to promote the participation and Empowerment of children (the school will implement 'Keeping Safe' program to address child abuse awareness to children. This will be implemented in second semester, 2019).

Achievements

Child Safety practices at St Patrick's have become second nature and everything we implement has ensured we remain not only compliant but pro-active in ensuring the safety of the children under our care.

The employment of a compliance officer who is working across the 4 Hampden catholic Schools Network has also ensured that we remain up to date and compliant with ministerial orders and changes to the guidelines and in 2018 we successfully completed our 4 yearly VRQA review process.

All policies have been reviewed at School Advisory Council, staff, student and community level, with all stakeholders having access via the web page, newsletter updates or direct passing on of policies.

Child Safety is discussed at a School Advisory Council and staff level on a regular basis as a standing topic on the agenda and from this regular communication has ensued with the community.

Staff have all completed the mandatory reporting modules as decreed by the Catholic Education Office and we have put in place procedures to ensure that when working with individual students that there are safeguards for all. Staff have also completed anaphylaxis online modules as well.

As a part of improving awareness, children have talked in their classrooms about child safety and the school has reviewed many of its practices, policies; especially behaviour, social media vision & mission and wellbeing.

Risk factors within the school are regularly discussed and solutions put in place to mitigate these risks.

Future Directions

Reflecting on what we believe we need to achieve in each of the aspects, there are **three key priorities** we believe we need to address over the next three years.

Priority and Goals	Links to relevant Key Aspects of Schooling	Proposed Strategies/Actions
<p>In order to improve staff wellbeing, family connectedness and student engagement we will implement a range of researched base social emotional initiatives.</p>	<p>Leadership & Stewardship</p> <p>Wellbeing</p> <p>Community Engagement</p>	<p>Ensure that St Patrick's has embedded practices that allow for staff, student and families voices to be heard and respectfully and appropriately responded to.</p> <p>Research and implement an evidence based social and emotional learning program.</p> <p>Engage with our families and our community to enhance student and family connectedness.</p> <p>Maintain and improve communication between classroom and intervention/support teachers so that the student's learning and progress is enhanced to its full potential.</p> <p>Ensure a smoother transition from intervention activity to classroom activity should improve self-efficacy of already vulnerable students.</p> <p>Devise a school wide approach to prevent and respond to social and emotional issues.</p> <p>Ensure that staff are informed of current student wellbeing issues and concerns.</p> <p>Investigate other forums which allow staff opportunities to discuss staff wellbeing issues in a way that allows their voice to be heard, supported and encouraged.</p> <p>Allow children to integrate their interests into their learning more. Free up the curriculum to allow children more time to engage in self directed learning.</p> <p>Refine how we target and allocate resources, both human and physical and to address and resource the areas of greatest need.</p> <p>Develop a more structured and routine induction process for new and returning staff, including casual relief teachers (CRTs) and ensuring all staff are aware of the different processes used throughout the school.</p> <p>Refine the management of the administrative, planning and reporting processes of PLTs.</p> <p>Implement initiatives to build a sense of shared leadership amongst all staff.</p> <p>Develop more space to work and improve flexibility in the timetable to enable us to engage with the local community for excursions and incursions.</p> <p>Connect with local news services to promote St Patrick's community partnerships</p>

		<p>and activities.</p> <p>Review our <i>Community Partnership</i> events to ensure that they are still relevant and meaningful.</p> <p>Link local excursions to Inquiry topics.</p> <p>Develop more explicit wording to regularly communicate to the wider school community the effort put in to ensure the many wonderful events and activities take place successfully.</p> <p>Create a display page on the School Bag app or a Facebook page could be established for parents to connect all of the events that the school is involved with in the school, parish and community.</p> <p>Implement a more individualised and personal reporting system.</p> <p>Improve the connectedness between school, children and parents through explicit communication practices.</p>
<p>In order to ensure that student outcomes are maximised, staff will implement a guaranteed, engaging and viable curriculum.</p>	<p>Learning & Teaching</p> <p>Leadership & Stewardship</p>	<p>Empower and further develop teacher skills and pedagogical knowledge in tier 1.</p> <p>Improve the way students receiving consistent and valuable feedback from teachers to improve their learning, accuracy and engagement.</p> <p>Refine the management of the administrative, planning and reporting processes of PLC.</p> <p>Properly analyse the English curriculum to develop a guaranteed and viable curriculum for the areas of literacy, which will include writing, spelling, grammar, oral language and reading. There is also scope into the future to develop priorities in other curriculum areas.</p> <p>Maintain quality data collection for summative purposes and implement further assessment tasks to gauge what students know - and what they need to know next - in Writing.</p> <p>Develop a scope and sequence to guide teachers on how to offer consistent, valuable and developmentally appropriate feedback.</p> <p>Focus more on Individualised and personalised professional development opportunities to upskill our staff. Opportunities such as coaching and mentoring, using existing staff to upskill others and utilising experts to facilitate knowledge to improve tier 1 teaching skills</p>
<p>In order to enhance the Catholic Identity of the staff, students and parents we will improve our theological</p>	<p>Catholic Culture</p> <p>Community Engagement</p>	<p>St. Patrick's staff see the need to properly analyse the English curriculum to develop a guaranteed and viable curriculum for the areas of literacy, which will include writing, spelling, grammar, oral language and reading. There is also scope into the future to develop priorities in other curriculum areas.</p> <p>Increased Professional Development in both Shared Christian Praxis and the</p>

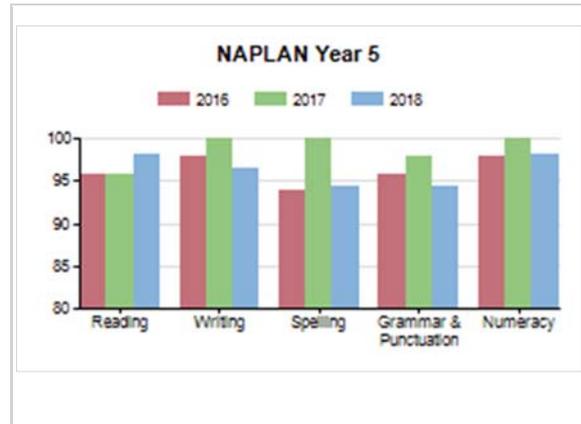
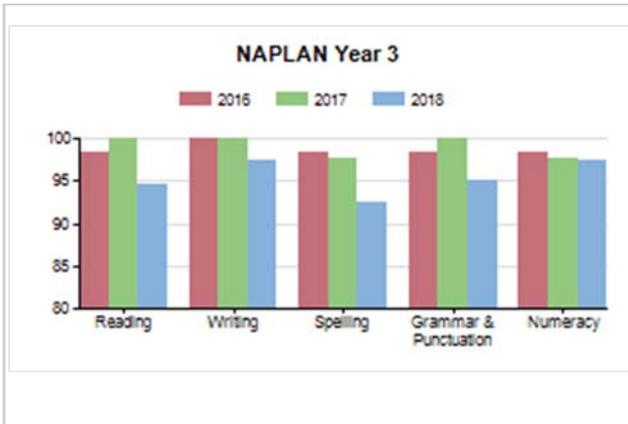
<p>understandings.</p>		<p>Dialogue School Model.</p> <p>Implement the ECSI Survey to gain an insight into our school community and to guide our Religious Education Program.</p> <p>Build upon our Social Justice successes by further engaging with families, parish and our world through an ecological, environmental and human dignity perspective.</p>
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School Performance Data Summary

E2034
St Patrick's School, Camperdown

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 03 Grammar & Punctuation	98.3	100.0	1.7	95.0	-5.0
YR 03 Numeracy	98.3	97.6	-0.7	97.4	-0.2
YR 03 Reading	98.3	100.0	1.7	94.7	-5.3
YR 03 Spelling	98.3	97.6	-0.7	92.5	-5.1
YR 03 Writing	100.0	100.0	0.0	97.4	-2.6
YR 05 Grammar & Punctuation	95.9	98.0	2.1	94.5	-3.5
YR 05 Numeracy	98.0	100.0	2.0	98.2	-1.8
YR 05 Reading	95.9	95.9	0.0	98.2	2.3
YR 05 Spelling	93.9	100.0	6.1	94.5	-5.5
YR 05 Writing	98.0	100.0	2.0	96.4	-3.6



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	90.2
Y02	90.5
Y03	93.6
Y04	93.5
Y05	91.6
Y06	92.0
Overall average attendance	91.9

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	86.3%

STAFF RETENTION RATE	
Staff Retention Rate	80.0%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	0.0%
Graduate	25.0%
Graduate Certificate	0.0%
Bachelor Degree	50.0%
Advanced Diploma	28.6%
No Qualifications Listed	25.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	35
Teaching Staff (FTE)	23.9
Non-Teaching Staff (Headcount)	18
Non-Teaching Staff (FTE)	11.0
Indigenous Teaching Staff (Headcount)	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