



St Joseph's Catholic Primary School Mackay

2019 Annual School Report



Catholic Education
Diocese of Rockhampton

System

Catholic Education Diocese of Rockhampton

Principal

Bianca Hodges

Address

4 Canberra Street
North Mackay
QLD 4740

Total enrolments

316

Year levels offered

Prep – Year 6

Type of School:

Co-educational

Curriculum Offerings

Distinctive Curriculum Offerings

St. Joseph's offers a holistic, varied and integrated curriculum for students from Prep to Year 6. Students engage in Technology, Music and HPE as specialist disciplines delivered by specialist teachers, a 1:1 iPad program, a variety of school sporting and cultural opportunities and meaningful prayer experiences. Lunchtime clubs are also offered for students to engage in structured activity during lunch times, including Lego, Gardening, Coding and Maker Space.

Extra Curricula Activities

Extra-curricular activities at St. Joseph's include sporting, academic and cultural pursuits. Our students are encouraged to 'aim higher and achieve more every day'. A particularly strong sports' culture exists at St. Joseph's, with the school participating in swimming, athletics and cross country. School sporting teams include Rugby League, Hockey and Netball. Opportunity to participate in Swimming, Athletics, Tennis, Dancing and Aussie Rules are offered throughout the year.

St Joseph's participates in the Mackay and District Netball Competition and Vicki Wilson Cup. The St Joseph's Rugby League and Netball teams participate in the 'Challenge Cup' at Yeppoon, a Diocesan Catholic Primary School competition held every year for Junior Rugby League and Netball.

At St. Joseph's, we believe that cultural experiences allow children to develop self-confidence and cooperation in an exciting and dynamic environment, while building discipline and perseverance skills. Speech & Drama lessons are offered after school, by a private teacher, to students from Prep to Year 6. All students are given the opportunity to participate and perform at numerous school and community events including Assemblies, Masses and the Mackay Eisteddfod. Students are given the opportunity to be involved in our school instrumental program, with offerings in percussion and piano.

Every three years, St Joseph's presents a whole school musical, which is one of the highlights of a child's cultural experience at St. Joseph's. These musicals are directed by the dedicated staff of St. Joseph's and brought to life by the students.

Students from Years 5 and 6 participate in the Mackay Mathematics Challenge, hosted by St Joseph's with over 50 teams competing from across Mackay and the Whitsundays. Each term, students from Year 6 are selected to participate in an Extended Learning Program which offers challenging activities aimed to extend their knowledge and experience.

St Joseph's participates in the Mackay Regional Eisteddfod and attends the Whitsunday Voices Literature Festival. Students participate in several community fundraising activities for charity including Project Compassion and Catholic Mission fundraising, Mercy Works, Shave for a Cure and Biggest Morning Tea. Students from Prep-Year 6 march annually in the Mackay Region Anzac Day Parade.

How Information and Communication Technologies are used to assist learning

All learning spaces at St Joseph's have SMART screens and these are used to enhance the teaching and learning process. Teachers also have laptops, desktop computers and iPads for each class that are utilised to help with planning and implementing pedagogy in the presentation of their units of work with the children.

At St Joseph's, Prep-Year 6 students participate in the 1:1 iPad program and specialist Technology classes, accessing individual devices to participate in the curriculum, supported by our well-equipped Maker Space. These resources are also utilised by classes outside of Technology lessons.

The school also has access to secure Diocesan Links and Portals that provide safe access to educationally approved platforms for learning. Teachers are constantly engaging in training in the use of iPads to assist with the implementation of our 1:1 device program to support the use of ICTs in enhancing the teaching and learning process.

Social Climate

Strategies to Promote a Positive Culture

St Joseph's is committed to a quality, inclusive, Catholic Education. We share in the Mission of the Church, providing through our Religion program knowledge and rich experiences that will inspire and empower the children and families in our care, guided by our Mercy charism. Our Behaviour Management Policy and Procedures reflect our school values of Respect, Justice, Compassion, Service and Excellence, with a commitment to a restorative approach to discipline and correcting behaviours.

Buddy Classes are determined at the beginning of the school year, with a lower year level class being 'buddied' with an upper year level class. These classes participate together in everyday school activities and contribute to building a sense of community between classes and across the school. In 2019, our theme was "Together" and students participated in pastoral groups each fortnight, focused on Making Jesus Real and developing their strengths.

Our School Counsellor works two and half days a week and is very well-utilised throughout St. Joseph's, implementing individual, small group and class wellbeing programs in addition to formal counselling services. St Joseph's has a commitment to enhancing wellbeing, with our Wellbeing PLT working on the development of our School Wellbeing Framework.

Regular School Assemblies celebrating individual and class achievement and the celebration of Faith/Feast Days and significant public events are an important part of developing the social and cultural life of the school. Liturgy and prayer form a consistent part of our school life, with our school gathering each morning to celebrate our faith.

Cyber Safety and Anti-Bullying Strategies

Our school has implemented CEO policies on Acceptable Use Agreements for students and staff. The school regularly communicates to parents and the school community about Cyber Safety issues. We implement the Child Safety Curriculum and engage guest speakers to present to students, staff and parents on an annual basis to support awareness in this area. St Joseph's actively promotes and participates in Day for Daniel activities annually. We also have appropriate policies in place to deal with the use of mobile phones and other electronic devices and engage guest speakers to address students, staff and parents annually on Cyber Safety and Anti-Bullying strategies. In 2019, Internet Safe Education Founder, Brett Lee, presented to staff and students from Years 3 – 6 and a parents' workshop to support good digital citizenship, internet safety and appropriate boundaries and online behaviour.

Our school has a number of social/emotional learning programs in place to assist students in guarding against bullying at school. The school community is kept up to date about developments in this area. All CEO and school policies are reviewed on a regular basis. St Joseph's also participates in the National Day of Awareness Against Bullying and Violence annually.

Strategies for involving parents in their child's education

Our St. Joseph's School Board and P&F Association (renamed to the Joey's Supporters in 2019) are two organisations that contribute in very positive ways towards engaging parents and building community in our school. Our School Board works very effectively in relation to school policy, budgeting and the maintenance of school facilities. The Joey's Supporters are a tireless group within our school who build parent engagement and raise much needed funds for a variety of resources. In 2019, community building events including a trivia night, welcome BBQ, Community Market and Family Fun Day and contributions to our Art Show and Carols Night. Parents also offer valuable assistance in our tuckshop and library.

A family school, St. Joseph's utilises our parents within classrooms through Learning Support programs such as reading groups. Parents are also involved in everyday class activities, special celebrations, coordination of sporting teams and cultural performances. Our school encourages parents to attend parent information sessions at the beginning of each school year and, when necessary, the school further communicates curriculum initiatives to parents through information evenings and workshops, which include our Out-of-the-Box Night, Prep transition visits and ICT workshops.

Student progress is reported via annual parent/teacher and three-way (parent/teacher/child) interviews and twice-yearly written reports. Communication with parents is encouraged and supported by weekly newsletters and our school website, Facebook page and Class Dojo app.

Reducing the school's environmental footprint

In 2019, improving sustainable practices was a significant school goal. The St Joseph's Sustainability Project Committee involving administration, teachers, support staff, parents, students and community partners implemented a number of initiatives to improve waste management and sustainable practices. These include becoming a Reef Guardian School, planning and resourcing the introduction of a new waste management system, the introduction of composting and worm farm involving community partnerships with Mackay Regional Council and Bunnings. St Joseph's also reduced printing paper consumption through greater monitoring using the Paper Cut program.

St Joseph's is a fully refurbished school and therefore old buildings with a 'heavy environmental cost' in terms of maintenance and servicing have been replaced by new, more energy-efficient design features. The school continues to look for ways to reduce energy costs, with the use of solar panels to greatly reduce energy consumption and the continued replacement of existing lights with LED bulbs. Most communication with parents is now done electronically, greatly reducing the paper used by the school.

Characteristics of the Student Body

St. Joseph's has students enrolled from a variety of cultural and social backgrounds. Our socio-economic status is wide and varied, as is our cultural impact, with professional and government assisted families, as well as a mix of Filipino, Maltese, German, Indian, South African, Egyptian, Aboriginal and Torres Strait Islander backgrounds.

The majority of the school population is drawn from the local urban community. However, some students still come to us from more rural areas. A range of cultures is reflected in the school population, with these and other cultures celebrated at our school.

Average student attendance rate (%)

93.87 %

Management of non-attendance

At St Joseph's parents are required to contact the office when students are absent. Following our roll marking procedures each morning, a text message is sent to families who have not reported an absence. Extended absences must be informed in writing to the office or class teacher. When students are absent without notification for longer than three days, the office will contact the parents. At St Joseph's, we try to handle the complex nature of student absence pastorally, which include support for families through our school counselling services.

Staffing Information

Workforce Composition

Workforce Composition	Teaching Staff	Non-Teaching Staff	Indigenous Staff
Headcounts	25.00	20.00	1.00
Full-time equivalents	21.60	12.65	0.47

Qualifications of all teachers

Qualification – highest level of attainment	Percentage of staff with this Qualification
Doctoral / Post-doctoral	

Masters	4.00 %
Bachelor Degree	96.00 %
Diploma	
Certificate	

Major Professional Development Initiatives

In 2019, staff at St Joseph's engaged in Professional Learning to support our whole school improvement goals, including the development of a Teaching and Learning Framework, enhanced through the introduction of a model of Professional Learning Communities, coaching and feedback. This was supported by attendance at Professional Development in January on Professional Learning Communities.

Staff also engaged in goal setting and strength analysis and were assigned peer mentors. Support staff engaged in Professional Learning supported by webinars and online tutorials through the Australia Teacher Aide portal.

Staff also participated in faith formation and Bishop's Inservice Day workshops to support the teaching of Religion. An "MJR Champion" was also nominated on staff to drive staff learning and implementation of the MJR program at St Joseph's. Key staff also participated in the Resilience Project Workshop, with a view to implementing this program in 2020. Erin Sheldrick, Project Officer – Student Wellbeing, also presented to all staff a workshop on Trauma Informed Schools and contributed to the review of Behaviour Management processes at St Joseph's to inform new Behaviour Management Guidelines and Procedures to be implemented in 2020.

The percentage of teacher participation in professional development was
100 %

Total funds expended on Professional Development

The total of funds expended on teacher professional development was
\$ 105,500

Average Staff Attendance and Retention

94.80 %

Percentage of teaching staff retained from the previous school year was
89.16 %

School Income

<http://www.myschool.edu.au>

(The School information below is available on the My School website).

Find a school

Search by school name

GO

Search by suburb, town or postcode

Sector Government Non-government

SEARCH

National Assessment Program – Literacy and Numeracy Results

Our reading, writing, spelling, grammar and punctuation, and numeracy results for Years 3 and 5 are available via the My School website at www.myschool.edu.au.

If you are unable to access the internet, please contact the school for a paper copy of our school's NAPLAN results.

Key Student Outcomes and Value Added

Data is used to drive quality teaching practices. In 2019, PAT Testing was introduced for the collection of comparable data in the areas of Reading, Spelling and Numeracy. Students at St Joseph's have continued to make pleasing progress, and our recent results reflect growth across each of the assessed year levels above the national average in Reading, Writing and Spelling using matched data. St Joseph's continues to use the external data to identify areas for further growth within the school to assist with strategic planning, resourcing and for the provision of relevant and targeted professional development.

Further use of data has seen the implementation of the writing analysis data tool, to ensure consistent practice across the school from Prep to Year 6 in writing. This whole school tool will create more effective collaboration across year levels, increased opportunities for professional learning amongst colleagues and greater consistency in use of the data to inform practice and use of explicit and effective teaching strategies, to improve student outcomes.

Spelling has been identified, through the use of both external and internal data, as an area for development. Through whole staff collaboration, professional learnings on best practices and effective teaching strategies, a whole school spelling scope and sequence was developed for use in 2020.

Strategic Improvement Progress and Next Steps

Strategic progress in 2019

Our Strategic Priorities in 2019 were based on feedback and data from our progress towards 2018 goals and we made the following progress:

CATHOLIC IDENTITY GOAL: Create visible links between our Catholic tradition and our school values to enhance our Catholic identity throughout our school community.

In 2019 we officially named our Sporting Houses – McAuley (Green), Coolock (Gold) and Mercy (Red) to align with our Mercy charism. More visible links to our values, Mercy charism and Catholic tradition were identified linking bible references, Catherine McAuley sayings with our values to be displayed alongside our values in 2020.

WELLBEING GOAL: Develop and implement a consistent school-wide wellbeing framework, prioritising embedding consistent practices, explicit introduction of strengths language across the school, contributing to a positive environment for all members of our school community.

A wellbeing Professional Learning Team was established, and engaged in research into best practice in wellbeing, including engagement with Be You modules, the Resilience Project and consultation with key Catholic Education Staff. The development of the Catholic Education Student Mental Health and Wellbeing Framework delayed writing of our framework, allowing us to ensure when this is completed in 2020 it will align with Catholic Education priorities.

SPELLING GOAL: Develop a whole school approach to spelling, through prioritising embedding consistent classroom practices and establishing shared language across the school.

In 2019, the spelling scope and sequence was developed and trialed across Prep to Year 6, with full implementation a priority in 2020.

DATA GOAL: Full implementation of school wide processes for the collection and regular analysis of data in writing, reading and spelling to inform teaching and learning programs and as a basis for feedback and improvement.

In 2019, a data Professional Learning Team was formed to investigate best practice in data collection. Case management processes were also researched, using the work of Lyn Sharratt and Michael Fullan, to assist us to develop school wide practices to be established in 2020.

PROFESSIONAL DEVELOPMENT GOAL: Engage all staff in targeted professional learning to further develop the capacity of all staff to enhance our teaching and learning community.

In 2019, staff at St Joseph's engaged in Professional Learning to support our whole school improvement goals, including the development of a Teaching and Learning Framework, enhanced through the introduction of a model of Professional Learning Communities, coaching and feedback. Key staff also participated in the Resilience Project Workshop, with a view to implementing this program in 2020. Following from the staff workshop on Trauma Informed Schools, the Behaviour Management processes at St Joseph's were reviewed and new Behaviour Management Guidelines and Procedures will be implemented in 2020.

Strategic Priorities for 2020

CATHOLIC ETHOS GOALS 2020:

To enhance our Catholic Identity by creating visible links between our Catholic tradition and Mercy story
To review the School Prayer to align with our values and Mercy charism to ensure students understand their meaning and application within our school
To embed MJR language and practices, especially Greet, Treat and Speak in whole school and classroom environments to enhance our connection with Jesus.

EFFECTIVE TEACHING AND LEARNING GOALS 2020:

To develop school wide processes for pedagogy, assessment, collection and regular analysis of data to inform teaching and learning programs, and as a basis for feedback and improvement
To develop a scope and sequence of Grammar and Punctuation skills from Prep to Year 6 to ensure school-wide consistency for improved student outcomes
To implement consistent pedagogy in teaching Spelling from Prep to Year 6 for improved student outcomes.

PASTORAL SUPPORT AND WELLBEING 2020:

To implement school-wide behaviour management guidelines, aligned to the school wellbeing framework, to support positive behaviour, enhance positive relationships and improve engaged learning time in classrooms for all students
To improve student wellbeing by developing our School Mental Health and Wellbeing Guidelines aligned to CEO policy and framework.

LEADERSHIP, PARTNERSHIP AND RESOURCING GOALS 2020:

To increase parent engagement to support improvement in student learning
To identify school and wider community partnerships in the areas of sustainability and service, that will provide richer, real-life and relevant learning opportunities to enhance student outcomes.

Parent, Teacher and Student Satisfaction

In 2018 all members of our school community were invited to provide feedback via an externally moderated survey as part of our school improvement processes. The results of our survey were overwhelmingly positive, with feedback from staff, parents and students giving an excellent satisfaction rating in all four result areas (Catholic Ethos and Identity; Pastoral Support and Wellbeing; Leadership, Partnership and Resourcing; and, Effecting Teaching and Learning). This survey will be repeated in Semester 1, 2020.

St Joseph's recognises the important contribution of parents and the members of our community in the teaching and learning process, and we are proud to have strong engagement through our Parents and Friends Association (known as the St Joey's Supporters), our School Board and in creating and strengthening partnerships with the wider community. In 2020, enhancing parent engagement and broadening our community partnerships continues to be a priority.