

ANNUAL REPORT TO THE SCHOOL COMMUNITY



St Liborius Catholic Primary School
Eaglehawk

2018

REGISTERED SCHOOL NUMBER: 0262



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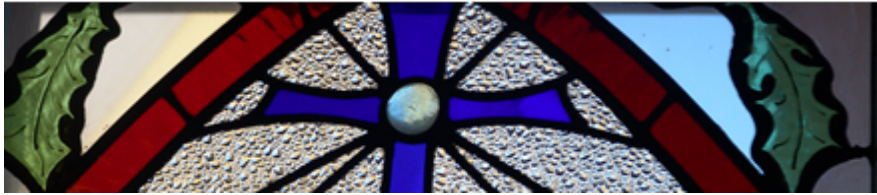
Minimum Standards Attestation

I, Francis Dullard attest that St Liborius 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)*

5 April 2019

Our School Vision



VISION

We believe in developing a strong sense of

Community

between the parish, families and staff and the wider community.

We believe that

Learning

has its foundation in the home,
and is furthered and enhanced by the school which provides a quality teaching and learning environment.

We believe in the

Value

of each person as a gift from God to be respected,
celebrated, nurtured as individuals and supported in their achievements.

We believe our school creates a sense of

Hope

by being a positive and child safe place where children
are happy and secure in their learning and development.

School Overview

St Liborius Catholic Primary School services the educational needs of families within Eaglehawk and surrounding areas. The Sisters of Mercy founded the school in 1904 and in 1920 the Sisters of St. Joseph became responsible for the school until 1978. Today the school continues to maintain the strong commitment to the values and ideals of both these religious orders.

St Liborius School is committed to implementing innovative and contemporary learning programs to ensure students are well equipped to become effective learners, able to work co-operatively with others and to live effectively in a changing world. The school community believes the pedagogical theory of the Walker Learning Approach provides a developmentally appropriate approach to the individuals learning within our school community. The school understands the importance of providing students with a supportive learning environment that has up to date resources and facilities.

St Liborius strives to inspire a sense of hope in each student by being a positive and caring place where children are happy, secure and engaged in their learning. The school seeks to develop positive relationships within the school to ensure that students are safe, happy and balanced in the social context of their schooling. Parents are supported to become active participants in their child's learning and school life.

St Liborius has undertaken an extensive building program and all facilities provide an engaging and practical environment which reflects the alignment between St Liborius' whole school personalised learning pedagogy and the learning climate.

Principal's Report

It is with great pleasure that I present my report for 2018. As a school community we continue to flourish as we strive to be the best we can be in serving our community. We welcomed Wendy Schnider, Jessica Watson, Aminda Polonowita, Jill Abe' and Tracey Roberts to our staff. At the conclusion of 2018 we farewelled Louise O'Connor who had led the admin team for 12 years, Fr Antony who headed back to his homeland of India after providing guidance to our school and parish communities for several years and Alistair Stewart who has taken up a principalship position after 4 years as Deputy Principal at St Liborius. Also Allira Homes move to an ongoing position after 6 months at St Liborius. We wish them all the very best in the next chapter of their lives. We also farewelled Danielle Cameron and Georgia Griffin as they began maternity leave.

Our enrolments continued to stay strong with the February Census coming in at 265 students. With building projects looming, Personalised Learning fully embedded at St Liborius and the natural growth of the Eaglehawk and district population it is predicted that our numbers will gradually increase.

We continued to provide a broad based educational experience at St Liborius with the employment of Specialist Teachers in The Arts (music, visual & performing), PE and Languages. This was also enhanced with Reading Recovery and the work of the Intervention Team.

Professionally we have been presented with a number of opportunities to enhance the Learning and Teaching at St Liborius. During 2018 we consolidated our school wide writing program called VCOP. Since this has been operational we have seen increases of engagement in writing within students, as well as an increased understanding of vocabulary and punctuation use. This was enhanced with the introduction of 'Smart Spelling' as a whole school approach to spelling. We have benefited greatly from the support of the Plus 1 program which has built teacher capacity to utilise data to inform their teaching. This has led to our multi-ability grouping in 2019.

The students at St Liborius need to be commended for their dedication to their studies and the way they bond together to create a lively and creative community. This along with the support from parents through their learning and social & emotional development creates a fantastic partnership between school and home.

Thank you to Louise O'Connor for her expertise and professionalism in the area of finance and pays. It is much appreciated. St Liborius financial position remains strong and the financial audit will be conducted for the 2018 year in the coming weeks.

Our partnership with the YMCA After School Care Program is a strong aspect of the service we provide for our families. This along with the community breakfast each Monday was much appreciated by families. This along with the support of Food Share, coordinated by Louise Trehwella has allowed our community to look out for each other and endeavour that all students are at their best when at school.

Throughout 2018 preparation work was completed for Stage 3 of our Master Plan which will provide our school with refurbishment of all remaining classrooms and the extension of the covered area in the school. Works began at the conclusion of the year and will continue throughout 2019.

We are blessed with an incredible staff who are dedicated, innovative and relational. Once again St Liborius had many requests from colleagues nationally to come and experience the learning and teaching at St Liborius. The St Liborius staff are to be commended for their commitment to our school community and the way they lead by example. I am also very grateful for the wonderful leadership demonstrated by the Leadership Team, Alistair Stewart, our Deputy Principal, Carmelina Scalora, Learning and Teaching, Vincent Ryan, Pastoral Wellbeing and Hollie Webster, Religious Education, for all their work behind the scenes. We also welcomed our new Learning Leaders who began their journey of leading the Year level teams. These team worked alongside each staff member as another level of support in assisting them to refine their learning and teaching practices.

I would like to acknowledge the commitment of each School Board member for their interest and involvement in helping to provide positive direction for us all at St Liborius PS. Thank you to Matt Shanahan for his leadership as School Board Chair, providing an inclusive forum for all to be heard & valued and for his attendance of diocesan days. With the representation of the St Liborius Parish on the school board and the PPC input into the future directions of the school, we are forming strong ties between the two.

Fr Antony Joseph finished as Parish Priest of St Liborius and was a regular visitor to our school forming relationships with students, staff and parents particularly through the unit masses throughout 2018. It has been a pleasure to work closely with Fr Antony throughout his time at St Liborius and wish him all the best for the future.

We appreciate the many hours of volunteer work given by members of our school community throughout the school including Meg Ferrie the tuck shop coordinator, James & Jo Margetts, the uniform shop coordinators, Free Fruit Friday volunteers, netball club and the various fund raising events that required our parent body to run. Taking on the Dahlia Arts Gala Fair 4 years ago has proved to be very challenging but truly rewarding for our whole community. The hard work put into this in previous years paid dividends for the fair in 2018.

I thank you all for your on-going commitment and support that you provide in ensuring our St Liborius School community remains strong and vibrant.

Regards

Frank Dullard

Principal

Education in Faith

Goals & Intended Outcomes

- Renew and review the school vision and mission and Graduate Outcome with staff, parents, students and the school Board.
- To analyse, interpret and enact ECSI data.
- To develop our staff formation and understanding of outreach and our place in the community to better apply it to our own school community context.
- Develop a strong and active partnership among home, school and parish.
- Continue development of staff and students understanding of St Liborius school Charism.

Achievements

The community came together for the 150th celebration of the St Liborius Church. This was combined with the annual Founders Day and the students gained an understanding of the history of the church and what schooling was like many years ago.

The school Vision Statement, Identity Statement and Graduate Outcomes were reviewed and recontextualized in a timely manner, with all staff and board members taking an active part in this process.

Staff were involved in unpacking ESCI data, with the support of members from the CEO. They participated in spiritual enrichment and faith development, in preparation for the whole staff pilgrimage in 2019. This involved breaking open scripture and gaining an understanding of interfaith dialogue.

Effective outreach activities continued to be put into place to a broad cross section of the community, including staff volunteering at the Saltworks community meals and distributing food parcels to families who choose to take up the opportunity through Food Share.

Six staff members were involved in the RCIA (Rite of Christian Initiation of Adults) program. Together with leaders from the parish, these staff members undertook two months of preparation to become Catholics. A special Mass with the parish community finalised all their work together.

At the end of the year we said goodbye to Father Antony and thanked him for his involvement in the Parish and school.

VALUE ADDED

Many celebrations allowed students, parents and members of the parish to collaborate, including the Beginning of Year Mass, burning of the palms for the Ash Wednesday Mass, Holy week activities and the feast days of St. Liborius, St. Mary MacKillop and the Assumption of Mary. Class Masses occurred each Friday and it was wonderful share this special occasion with many parents and grandparents.

A number of students celebrated their Reconciliation, First Communion and Confirmation after much preparation. The St. Liborius Parish Sacramental team provided excellent formation for both the children and their families. Congratulations to the children involved for their dedication and commitment to the program.

Our Social Justice Leaders represented the school at the launch of Project Compassion and the Just Leadership days. They were also busy organising a number of social justice awareness and fundraising events.

A number of students were trained as altar servers and were actively involved in whole school and class Masses.

Student awards were launched again, which are designed by our Year 6 leaders and are based on the charism of St. Liborius Primary School.

Learning & Teaching

Goals & Intended Outcomes

- Extension of Walker Learning mentoring to include mentoring in all areas of Teaching and Learning practice reflected through collaborative planning teams and school wide structures
- Professional Learning for all staff focused on refined Literacy practices - specifically in the area of Spelling
- Implementation of Learning Leaders to enhance team capacity to interpret, use and plan using data

Achievements

- Teaching staff feeling supported to receive regular feedback on teaching practice
- A new wave of staff working towards Walker Learning Accreditation
- Implementation of school wide consistent spelling practices enhancing teacher and student confidence
- Evolution of the Plus One model in Reading and Numeracy to enhance team and staff ability to collaboratively plan and utilise assessment
- The introduction of Learning Leaders enhancing the Leadership structure at St Liborius in order to implement a multi-levelled approach
- The introduction of a school wide consistent approach to recording student observation and learning on the whole child

STUDENT LEARNING OUTCOMES

Through analysis of the NAPLAN data over the last 3 years at St Liborius, the school has seen a consistent improvement in Years 3 and 5 in Grammar and Punctuation. The Big Write and VCOP initiative and implementation at the school has enhanced the time spent on explicit teaching in these areas.

The data demonstrated that 2018 was the first year over the 3 year period that 90% or greater of all students in Years 3 and 5 met the

minimum standards in all test areas, reflecting a significant improvement in school wide processes around planning and collaboration of the teaching and learning in these areas.

Building on the data and evidence from the last 3 years, Literacy continues to be a dedicated focus with an extra level of coaching being implemented in 2019 as well as introducing more rigorous assessment from Years 3-6 to provide detailed information on student ability and need.

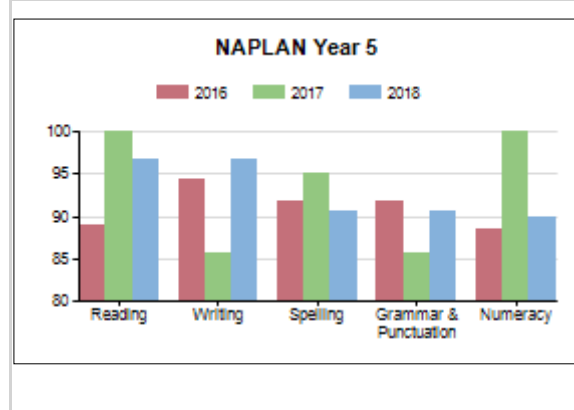
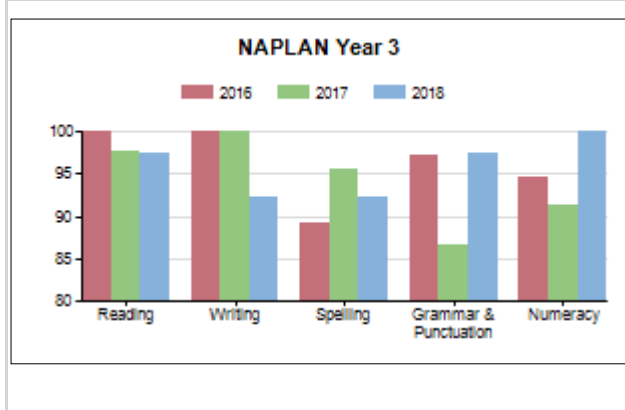
After continuing to address Numeracy needs through our Inquiry Mindset processes in previous years, the school will look at research based evidence in Psychology Education and Neuroscience to include these principles in school wide planning of Numeracy in supporting students to better be able to recall and retrieve previously taught learnings and apply this to any form of assessment.

E3006
St Liborius' School, Eaglehawk

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2016	2017	2016 - 2017	2018	2017 - 2018
	%	%	Changes	%	Changes
			%		%
YR 03 Grammar & Punctuation	97.3	86.7	-10.6	97.4	10.7
YR 03 Numeracy	94.6	91.3	-3.3	100.0	8.7
YR 03 Reading	100.0	97.8	-2.2	97.5	-0.3
YR 03 Spelling	89.2	95.6	6.4	92.3	-3.3
YR 03 Writing	100.0	100.0	0.0	92.3	-7.7

YR 05 Grammar & Punctuation	91.7	85.7	-6.0	90.6	4.9
YR 05 Numeracy	88.6	100.0	11.4	90.0	-10.0
YR 05 Reading	88.9	100.0	11.1	96.7	-3.3
YR 05 Spelling	91.7	95.2	3.5	90.6	-4.6
YR 05 Writing	94.4	85.7	-8.7	96.8	11.1



Student Wellbeing

Goals & Intended Outcomes

- Access to services such as; Children's Psychologist, counsellor, nurse, dental and optometry.
- Professional Development and implementation of social and emotional education.
- To promote student leadership and voice within the school.

Achievements

- Consolidation of emotional intelligence practice – RULER.
- Implementation of social and emotional practice – Rights, Resilience and Respectful Relationships.
- Community trust and engagement through professional conversations, family celebrations and assemblies.
- Greater community involvement and assistance through the construction and implementation of school social media pages.
- The construction of the community/school fitness track and fitness equipment. This coincided with the walking school bus and daily 20-minute walk to promote physical activity and greater opportunities for conversation.
- Fresh fruit Fridays to offer students healthy eating options throughout the day.
- Collegial meetings, parent meetings and updates to ensure that all students are being catered for.

VALUE ADDED

- Year 6 leadership groups to form the SRC and have a voice within the school.
- Year 6 peer mediator training to promote their leadership around the school.
- Education and guest speakers to present to students and families around Cyber Safety and awareness.
- Families to access school councillor, child psychologist and Food share during times of need.
- Year 5 and 6 leadership opportunities to attend days for inspiration and development.
- School camps and excursions.

STUDENT SATISFACTION

Through our St Liborius whole school community survey, students indicated:

- Students had a sense of ownership of their own learning
- Students feel safe and valued at school

STUDENT ATTENDANCE

- *All recorded non-attendances are logged on line at the commence of the day and after lunch. Students who are late or leave the school grounds throughout the day are required to sign in and out at the front office. If a child is marked absent, the family is contacted via SMS.*

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	89.8
Y02	89.7
Y03	90.8

Y04	90.5
Y05	89.0
Y06	89.9
Overall average attendance	89.9

Child Safe Standards

Goals and Intended Outcomes

Child Safe embedded within the culture of the school.

- Continual updating of staff understanding of the Child Safe standards.
- Development of policies to comply with Child Safe legislation.
- Implementation of Rights, Resilience and Respectful Relationships to empower children.
- Staff capacity and confidence to respond to disclosures of abuse.

Achievements

Embedding policies into everyday practice.

- Staff, volunteer and parent briefed and signed the Code of Conduct.
- WWCC for all adults who come into contact with students.
- Training for all staff on how to respond to disclosures of abuse.
- Updating of the PROTECT package and Mandatory Reporting modules.
- Development of the Child Safety Team.
- Students and family Cyber Safety information sessions.
- Child Safety action plan for future.
- Staff recruiting practices
- Staff sign in and sign out practices
- Child Safe signage and promotion for the community.
- Detailed risk assessments prior to all excursions and camps. Section dedicated to Child Safety.

ENTER YOUR SCHOOL NAME AND LOCATION HERE

Leadership & Management

Goals & Intended Outcomes

- Leaders endeavour to build the leadership of all staff and empower parents to be active partners in learning
- Continuous leadership development of Walker Learning
- Explore new avenues for student leadership
- Foster and support each individuals ability to lead in the image of Christ.

Achievements

- Effective stewardship of resources indicate the alignment between pedagogy and the learning climate
- Learning Leaders - Leadership program focusing on middle leadership development
- Active efforts by Board Chair and members to educate parents about the work of the Board and inviting them to come and see a meeting and / or consider joining the Board.
- Staff participate in goal setting sessions with leadership and review these every term.
- Opportunities to participate in social justice - Saltworks, Food Share, CARITAS awareness and fundraisers, St Vinnies.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2018

- Complispace
- RE Accreditation
- Behavioural Management
- Walker Learning PD & Study Tour
- Critical Incident Training
- Enhancing C/R management
- Victorian Curriculum
- PBIS
- Graduate Conference
- Diabetes
- Resource Smart Workshop
- GAFE in-service
- Recontextualization workshop
- Visible Learning – John Hattie
- Early Learners Literacy
- Arts and Technology Workshop
- Respectful Relationships
- Reading Recovery
- ACPHER
- Emergency Management
- Anaphylaxis Training
- First Aid Training
- Smart Spelling Training
- Country Diocese Leadership Program

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018

26

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$1858

TEACHER SATISFACTION

- *Teachers indicated that they had the opportunity to participate in effective Professional Development Goal setting processes.*
- *Staff indicated that they were encouraged and had clarity in regards to leadership opportunities*

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	83.4%

STAFF RETENTION RATE	
Staff Retention Rate	88.0%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	9.1%
Graduate	22.7%
Graduate Certificate	0.0%
Bachelor Degree	77.3%
Advanced Diploma	22.7%
No Qualifications Listed	9.1%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	29
Teaching Staff (FTE)	24.5
Non-Teaching Staff (Headcount)	15
Non-Teaching Staff (FTE)	12.1
Indigenous Teaching Staff (Headcount)	0

ENTER YOUR SCHOOL NAME AND LOCATION HERE

School Community

Goals & Intended Outcomes

- Construction of community/school fitness track and fitness stations
- Engage, educate and communicate the role of parents in the essential running of a contemporary school.
- Develop the understanding of the school's Charism by staff, students and the wider school community.

Achievements

- Celebration of 150 Year anniversary for the St Liborius Church.
- Introduction of Parent Code of Conduct
- Development of child safe processes regarding volunteers

PARENT SATISFACTION

- *Parents at St Liborius feel that the school is focused the transformation of the school environment to reflect the learning climate of the school.*

Future Directions

- Development of Coaching and Mentoring training and processes
- Completion of Stage 3 of master plan
- Investigation of Early Childhood provision
- Reshape Student Leadership through innovative practices
- ICON development and training
- Engage in outreach services
- Complete Child Safe Review
- Embed emotional literacy and trauma informed practice

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*