

2023

St Joseph's PS

About this report

St Joseph's PS (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the My School website.

Message from key groups in our community

Principal's Message

St Joseph's provides a quality Catholic education in a caring learning environment. At the heart of the school is the charism of the Sisters of Mercy. The school's

The 2023 topics included What is Deep Learning, The NAPLAN results, How to support my child's reading and understanding Learning Support. The Parent Engagement Group ran a successful Mother's Day and Father's Day stall online via QKR. The Parent Engagement Group also organised a successful Mango Fundraiser and supported the school organisation of the colour run. Parents always volunteer and support the school when asked to assist.

The school is grateful for the work done by this dedicated group of parents.

Student Body Message

The student leaders of 2023 were excited to be leaders and provided wonderful student leadership in at the school. The student leaders to demonstrate their leadership and school spirit in a variety of ways. The fortnightly school assembly was run by the leaders, ensure all student birthdays were acknowledged. The student leaders represented the school at Anzac Day Marches at both East Maitland and Morpeth.

All the Year 6 students participated in supporting the new Kindergarten students as "Buddies" to help settle them into school life and routines. The annual School Swimming Carnival and Athletics Carnival was led by the sports captains and enjoyed by all. Parents assisted on the day. Sports leadership at these events was outstanding. The annual Swimming and Athletics Carnivals were highly successful days. Many of the students in Stage 3 nominated to participate in a Leadership Roles in a "Mercy Value" group to support and lead the school. These groups include The Enviro Warriors, Kids Care, Games Gurus and the Gotcha Group. The leaders were able to attend the Catholic Missions Mass and Catholic Schools Week Mass, Caritas Fundraising day, Anzac Day Ceremony and Remembrance Day Ceremony. The student leaders lead the school in the March at East Maitland and Morpeth.

All the Year 6 students leaders led the peer support program "Joey's Squad. The student leaders were commended for the wonderful way they demonstrated leadership during a most difficult year. The Year 6 students ran an outstanding Mission Day, providing exciting activities for the student body to enjoy.

We set high expectations for our students and encourage self-regulation.

Student Profile

Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information

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Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	48
Number of full time teaching staff	17
Number of part time teaching staff	13
Number of non-teaching staff	18

Total number of teaching staff by NESA category

Teachers at this School are either accredited or provisionally accredited by the NSW Teacher Accreditation Board (NESA). Accreditation at the levels of Provisionally Accredited, Accomplished and Lead Teacher is required for employment in the Diocesan Schools System (system-wide accreditation). The number of teachers within the Diocesan Schools System (system-wide accreditation) at these levels is as follows:

- Conditional
- Provisionally Accredited
- Proficient
- Highly Proficient
- Lead Teacher

Additionally, the school maintains a register of teachers who are currently actively engaged in the submission process for accreditation. Teacher status at individual schools can be sourced directly from the NESA website.

Professional Learning

The ongoing professional development of each teacher is a key focus of the school. The school provides a range of professional learning opportunities for its staff. (NESA 2015, Provisi. 9.7)

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality

school foyer and staff areas. As part of the Chisholm Region, a roster has been developed so that each school is allocated a monthly mass, liturgy or priest visit for their students to attend.

During Term 1 we had many opportunities to celebrate through prayer and liturgy: a Liturgy of Light to bless the school and class candles and induct our school leaders; an Opening school liturgy to welcome new students and families; Ash Wednesday Liturgies were held in each classroom; St Joseph's Day and Harmony Day were combined to highlight the life of St Joseph as an example of living in Harmony with all; the students presented through prayer, song and drama the events of Holy Week.

When we returned to school in Term 2, we celebrated an Easter liturgy, Catholic Schools Week and Mother's Day. Towards the end of the year we were able to celebrate an Advent Mass and farewell our Year 6 students with a School Mass. Significant Feast Days, such as the Feast of Saint Mary MacKillop, the Annunciation, Ascension of the Lord, Our Lady Help of Christians, Pentecost, Assumption were celebrated through prayer in each classroom or at Friday Assemblies.

Student Leaders attended the Diocesan Project Compassion Launch at Sacred Heart Cathedral in February and Mini Vinnies reps attended the Socktober Liturgy at MacDonald Jones stadium in October.

The school is part of the Chisholm Region, and our school parish is St Joseph's East Maitland. A number of staff are actively involved in parish ministries. One of our teachers is involved in

for these organisations. Our school also recognises Indigenous Australians and cultural events during Reconciliation Week & NAIDOC Week, Harmony Day, ANZAC Day and Remembrance Day.

school improvement plan and focused on developing evidence-based pedagogy across the whole school in the teaching of Mathematics, developing the launch, explore, summarise pedagogy. The whole school focused on developing anchor charts to support students understanding of the Learning Intentions, Success Criteria and to provide increased feedback to support learning.

As part of the whole school approach to lifting the performance of students all teachers met each fortnight as a stage at Professional Learning Team meetings to focus on data analysis to tiering learning and develop differentiated specific and targeted learning programs.



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NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	95%	64%
	Reading	92%	74%
	Writing	89%	66%
	Spelling	84%	69%
	Numeracy	95%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School. Further information about this and other related policies may be obtained from the School's website.

Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or at the CSO website.

Complaints Handling Policy

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic

Deep Learning.

Smart Goal

By the end of 2024, we will see a 20% increase in the Top 2 bands for our PAT and Naplan Data in Mathematics.

Incremental achievement goals – End 2023 10% growth in the 2 Top Bands as above.

Priority Key Improvements for Next Year

School Priorities 2024

DOMAIN 1: Catholic Identity and Catholic Curriculum

For teachers to develop high levels of efficacy in Religious Education to improve student learning outcomes

Smart Goal:

By the end of 2025, there will be an improvement in the priority of Religious Education as evidenced by improved student results in the Year 6 Religious Literacy test, there will be a 10% increase from the 2022 results, in the average number of students achieving the minimum standard.

By the end of 2025, there will be an improvement in the priority of Religious Education as evidenced by classrooms reflecting the third teacher in Religious Education.

DOMAIN 2: Learning

To build the capacity of educators to ensure that all students are known, their strengths are recognised and accommodated, diversity is celebrated, and each learner demonstrates growth. To equip learners with the analytical, cognitive, digital, and social competencies that enables them to fully engage with and contribute to our changing world.

Mathematics:

Specific Area: Pedagogy, Inquiry-based Problem Solving, Critical and Creative Thinking, making connections across strands, and cross curricular connections, incorporating 6C's of Deep Learning.

Smart Goal

By the end of 2024, we will see a 10% increase in student growth in Mathematics measured through PAT and Naplan, with a particular focus on moving students into the top proficiency levels.

All Professional learning required to achieve these goals is mapped in the school Professional Learning Plan for the year.

Community Satisfaction

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain

the school which

The staff at St Joseph's are dedicated to achieving positive student outcomes. They work hard and are to be commended for their dedication and professionalism.

Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed below:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants ¹	\$4,199,345
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$1,131,482
Fees and Private Income ⁴	\$1,234,783
Interest Subsidy Grants	\$0
Other Capital Income ⁵	\$352,328
Total Income	\$6,917,938

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$27,422
Salaries and Related Expenses ⁷	\$4,675,493
Non-Salary Expenses ⁸	\$2,084,806
Total Expenditure	\$6,787,721

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

