

2013

St Joseph's Primary School Benalla



St Joseph's School Community

Registered School Number: 205

School Contact Information

Address:	17 Wedge St Benalla, 3672
Principal:	Mrs. Gabrielle Downie
Parish Priest:	Fr. Peter Taylor
School Board Chair:	Mr. Andrew Welsh
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Minimum Standards

Attestation

I, Gabrielle Downie, attest that St Joseph's Primary School Benalla is compliant with all of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA.
23 May 2014

Our Identity Statement, School Vision And Graduate Outcomes

IDENTITY STATEMENT

St Joseph's is a welcoming, Catholic school community, that nurtures and values each person, knowing God lives in all of us.

VISION STATEMENT

St Joseph's strives to:

Provide a safe, inclusive environment that fosters hope, respect, responsibility and reconciliation.

Promote shared partnerships between home, school, Parish and the wider community.

Educate the whole person – spiritually, socially, emotionally, academically and physically.

Provide a challenging, innovative and comprehensive curriculum that encourages life-long learning.

GRADUATE OUTCOMES

At St. Joseph's we strive to educate students to:

Grow in their personal relationship with God and others

Value the beliefs, rituals and traditions of the Catholic faith

Be committed to social justice

Be engaged and resilient

Be life long learners, open to challenges and opportunities

Be safe, respectful and responsible for themselves others and the environment

Achieve curriculum standards reflective of their individual ability

School Overview

St Joseph's Primary School is located in the heart of Benalla, a town situated on the Broken River in the North East of Victoria.

The population of the township is approximately 9,200 and extends to 14,000 in outlying areas. St Joseph's school has an enrolment of 322 students and 30 either full or part time staff.

The Parish consists of St Joseph's Catholic Church and Primary school and FCJ Secondary College, owned by the FCJ congregation. The school works closely with FCJ Secondary College and now extends its relationship to St John's Euroa, under the guidance of Benalla Education (BRCE), an organization dedicated to promoting Catholic education in the region.

The school is committed to living out the Gospel values and works hard to maintain its very strong Catholic identity and pastoral care programs within the community.

Specialist Catholic Identity, Pastoral Wellbeing and Special Education leaders oversee the Faith Education and welfare of all members of the school community.

Curriculum, Numeracy, Sustainability and ICT coordinators oversee the academic development of students. Staff are highly skilled and embrace current teaching practices in all curriculum areas. The school operates in four units, prep, junior, middle and senior, with each working together in teams to plan administer and assess the curriculum.

In 2013 St Joseph's ran a 1:1 laptop program for students in years five and six, a 1:3 laptop program in years three and four and an Ipad program in years prep to four to support these current teaching practices.

The school employs specialist Physical Education, Performing Arts and Japanese (LOTE) teachers and takes pride in the high achievements of these curriculum areas. Staff are also trained in the Blueearth physical development program, which is conducted in all classes.

In 2013 St Joseph's introduced the Active After School Program, to broaden its services to the community. Other services to our community include Out of School Hours Care program and our Parish Playgroup.

St Joseph's Primary has an active School Board that leads school development and renewal through the Charter of Sandhurst School Improvement (COSSI) - Catholic Identity, Leadership, Learning and Teaching, Pastoral Wellbeing and Stewardship of Resources.

St Joseph's school is a significant contributor to the education of students within the region. With the support of Benalla Regional Catholic Education (BRCE), St Joseph's is working towards building a community that can provide quality education using current effective learning and teaching practices in modern and relevant facilities.

Principal's Report

Each year we are presented with many opportunities to improve and develop our school community and in 2013 a particularly significant opportunity in the history and development of Catholic Education in Benalla occurred. After much negotiating and planning, the Parish and school were able to successfully purchase additional property to extend both the educational and parish facilities within our precinct.



This would not have been possible without the support of St Joseph's Parish and the Sandhurst Land Fund, to which we are truly grateful.

This purchase now leads us into a new phase of development with many possibilities for our community that will be benefited by future generations to come.

With all growth also comes change and in 2013, after over a thirty-seven year association with St Joseph's school as a parent and teacher, we said farewell to our beloved colleague Christine McIntyre. Chris taught in various roles for nineteen of these years and saw many of her student's return as parents themselves. We are indeed grateful for her contribution to our community.

St Joseph's also said farewell to Jane Stock (Sacred Heart Tatura), Catherine Saker (overseas travel) and Cheryl Murphy (twelve months leave) from our staff, further setting the wheels of change in motion.

For the second year in a row St Joseph's has maintained maximum enrolments at nearly every year level, as the wider community continues to patronize our door. This is a blessing and an opportunity, as stewards of this faith filled community we are able to continue to promote the opportunities that Catholic Education offers. This growth is a testament to the wonderful work of our school board, leadership team, staff and parent community, which I sincerely thank.

We are fortunate to have a resident Parish Priest in times where many communities do not and our community is blessed with the support of our Parish Priest Fr. Peter Taylor. Along with Fr Peter we are also ably supported by our School Board Chair Andrew Welsh. I thank them both for their leadership and valuable contribution to our school community.

I thank each and every member of the school community who makes this place the success that it is.

Yours Sincerely

Gabrielle Downie
Principal

Parish Priest's Report

Dear Members of St. Joseph's School Board.

It is with delight I present the Parish of St. Joseph's, Benalla annual report to you. I say with delight, because our School of St. Joseph's is critical to the Catholic Identity of who we are in our relationships between our Church with our school and homes.

Recently, we celebrated the feast of St. Joseph, our patron and part of the inspiration we share is as builders and collaborators with each other. As part of my reflection on our School, Joseph was a man who was firstly involved with carpentry; he had vision and enabled his child Jesus to see work and faith going together. The other part of Joseph's life was that he protected and provided shelter, a home life.

The life of teaching, learning and living through St. Joseph's School is that each person who involves themselves in our school is doing as Joseph did. No matter how great or small our contribution!

This year I have created a new initiative in our school of providing a gift bag from our parish to each grade prep child. The purpose of which is to enable new families, those who have children starting school, to see their way of being invited into our Church and hopefully to accept the information contained in each bag. This is a way of seeing our Catholic Identity as vital to who we are and an opportunity to share with our wider Church the community of St. Joseph's, Benalla. It's about GOD, WHO LIVES IN US!!! This same God who calls us to be a people united in our common dreams and all we want for our children in their primary, formative year's in Catholic education. Opportunities like altar serving at weekend masses are important in creating a ministry for children after their First Communion from grade three to grade six.

Speaking of weekend Masses, it would be most encouraging to see families of our children attend our Sunday Masses. There are three weekend Masses offered in our Church. Saturday evening at 6.30pm and Sunday mornings at 8.30am and 10.30am.

I wish the School Board well for this year, and for the directions we can create in keeping our relationships, between Church and School together through this year. The Parish sees great potential for ongoing visions and hopes after having purchased the old School 31 site, next to St. Joseph's Church. The School and FCJ College are important to this. This site is about further developing our Catholic precinct where our Catholic Identity is being celebrated.

We are offering a vital and engaging form of educational opportunity here in Benalla through St. Joseph's School, which comes from our Sandhurst Diocese and through the Catholic Education Office from Bendigo. This year we are following a common direction...Sharing The Story, One in Christ Jesus.

My sincere good wishes to you in the efforts we undertook this year.

Yours Sincerely,

Education Board Report

We have arrived at the end of the year for the school board, which has gone so fast. This year we had Chris Hayes join us on the school board; Chris' help has been most welcomed. Also the end of this year sees Travis Mullavey leaving the school board. Travis joined us in 2012 and his contribution to the running of the school during this time has been most valued with his points of view highly appreciated. Thank you Travis for your input to our school.

The appearance of the school continues to improve with the installation of a new front fence, which looks great and helps with increased security. We also have a new, very modern looking front entrance and Principal's office. Due to some of our trees in the schoolyard not passing safety checks through bad health, we had to have them removed. This however allowed us to plant new trees along Goomalibee St. in their place; a job that was carried out by students as part of Tree week.

One of the big changes to St Joseph's is that we have been able to purchase part of the grounds and buildings that was once the Benalla 31 school. Moving into the future, this will allow the school to grow and continue to improve our facilities.

The guidance and support that we receive from Fr. Peter Taylor continues to be of the highest level and helps us in the decision making and direction of the school.

Thank you to Gabby Downie and Leigh Symons for the passion that they give toward our school, in the way that they commit to the students and the school community. Walking into the school, you can feel the warmth and family atmosphere that is very present and that is due to the depth of care and compassion of all who work here.

Last of all, thank you to all of the parents and staff who make up the school board at St Joseph's Primary School. Without your contribution and dedication to our school and students, the direction and development would be significantly hindered.

Yours sincerely,

Andrew Welsh
School Board Chair.

Parents and Friends Association

My many thanks go to a wonderful committee Debbie Cook, Narelle Ryan, Monique Hamann and of course Gabby Downie. It was a great year of fundraising from a fantastic group of coordinators and helpers. A special thank you goes to our outgoing member Debbie Cook for taking on the Secretary job and for all the time she has given to our fundraisers. We wish her well in her new employment.

Food Theme Days are always popular and over the year we raised \$6969.99 Thanks goes to Deb Cook, Deb Pearce and Narelle Ryan for helping with the organising and the collection of the food. A special thanks goes to all the families who also helped on these days, without your support it would not have been possible.

The Fathers Day, Mothers Day, Easter and Christmas raffles made a combined profit of \$3207.20. The winner of the Christmas raffle, Georgia O'Brien donated her prize of \$500 to St Vinnie's to support families less fortunate.

The Mother's and Father's Day stalls raised \$2335.72 combined. Thanks to the many helpers in the wrapping of the gifts and the selling on the day.

The Chocolate Drive raised \$4156.07 Thanks to Deb Cook for ordering and organising this event and thanks to the many packers on the day.

The Trivia Night was again a success thanks to Rebecca Guy, Tanya Boyle, and Erin Parmansche. The night raised \$1842.65. Thanks also goes to the students who helped out with the babysitting, making this a great family night.

The Prep beginning of the year photos raised \$246.10.

We organised a walk-a-thon to help support Mental Health Week and we made a profit of \$1918.68.

We had the chance to provide the catering at an Open Garden during the Benalla Festival at Ross and Judy Davis' home. It was a wonderful success with lots of great comments and feedback. Many thanks go to all who helped organise and for the wonderful helpers on both days. We are very grateful to Judy and Ross for their generosity with this wonderful fundraising opportunity. A profit of \$3918.56 was made over the weekend, which includes the raffle.

The funds raised in 2013 enabled the school to purchase new outdoor tables and seating at a cost of \$18,238. These will be installed during the term one holiday break. We have a total of \$7901.39 left in the account to start the new year. Funds for 2014 will go towards the development of our Outdoor Interactive Maths Garden.

Sharon Teichert
President

Catholic Identity

Goals and Intended Outcomes

Benalla Regional Catholic Education (BRCE) Formation of this group

- To redefine relationships and set strategic plans to incorporate St. John's, Euroa, St. Mary's, Mansfield, FCJ, Benalla and St. Joseph's, Benalla.

Continue to build a relationship with Ride Avenue Kindergarten

- Continue to seek opportunities to expand relationships and learning possibilities.

Provide staff spirituality/faith evenings and link with professional development plan

- Deepen staff spirituality/faith
- Whole staff professional learning in MJR (Making Jesus Real).

Publish and launch Identity Statement, Vision Statement and Graduate Outcomes

- Launch as whole school community through consultation and input from students, staff, board and families.

Achievements and Value Added



Fire Carriers

In 2013 approximately sixty students and five staff were commissioned as Fire Carriers, including 5 staff members - great interest shown by parents who attended.

Confirmation / Eucharist

During 2013 we had fourteen children via Parish based program, receive the sacraments of Confirmation / First Eucharist. Bishop Les Tomlinson visited our parish to celebrate this special event.

Nearly 30 children also received the sacrament of Reconciliation. The school

worked closely with the parish to support families through this special journey.

Launch of Identity Statement

After much preparation in 2012 we were able to start the year with our new Identity Statement, revised Vision Statement and Graduate Outcomes. This work formed the basis of our new direction in Catholic Education and will hopefully guide us for many years to come.

Staff Spirituality Evening

Staff convened in Wangaratta for an evening of faith development with CEO Faith Formation Education Officer Michael Crowe. This was an opportunity for staff to reflect and develop their own spirituality. The evening was well received by all staff.

2013 Annual Report to the School Community

Study Leave

Last year I was fortunately given the opportunity to travel to Boston to study theology at Boston College. The Sandhurst diocese has a great working relationship with Boston College, making it affordable for its staff to travel and study to develop in the area of spirituality and renewal.

School Masses and Liturgies

The strong connection to the Parish community continued in 2013. The school participated in various parts of three Sunday Parish masses throughout the year to enhance and develop our Catholic community identity.

Along with these special Sundays, students frequented mass several times each term within their class groupings as part of their morning prayer.

Other liturgical celebrations included Beginning of Year Mass, Ash Wednesday, St Joseph's Day, Mother's Day, Sorry Day, Feast of the Sacred Heart, St Mary of the Cross MacKillop, Assumption, Assembly prayer by each class, Graduation and End of Year Mass.

Through a variety of liturgies and activities we continued to maintain a strong connection with staff and students of FCJ College throughout the year. Students participated in the Passion Liturgy and shared a Eucharistic celebration for Pentecost, while staff commenced the school year with a liturgy.

St Joseph's Parish Playgroup

St Joseph's Parish playgroup (established in 2011) continues to be supported by young families within our community. The group, which is registered with the Victorian Playgroup Association, meets every Thursday in St Joseph's hall.

St Joseph's Parish After School Care

St Joseph's Parish After School Care continues to run as a service to our families. Numbers are slowly increased in 2013 making it viable to maintain in 2014. This will be reviewed each year.

The service runs from Monday to Friday from 3.30 until 6pm.



Catholic Education Week And Our Identity within the Wider Community

We continued to promote Catholic Education within the region with a combined television commercial with FCJ College and St John's Euroa during Catholic Education Week. Along with our inquiry days, information package and local advertising, our school is able to be visibly present within our community. Participating in events such as 'Sandhurst Switches Off', the Benalla Festival, The Benalla Show, Festival of the Sacred and Remembrance ceremonies are just some of the many examples St Joseph's extends its identity to the wider community.

St Joseph's continued to raise money for Caritas through our mini fete on St Joseph's Day. Last year saw us raise over \$2600 from the fete and Project Compassion boxes combined.

Learning and Teaching

Goals and Intended Outcomes

Staff Professional Development in AusVels and implementation in the Curriculum

- Embed understandings and implement into planning.

To analyse data through a range of mediums to drive our Learning and Teaching.

- Build staff capacity to analyse a range of mediums as a tool to drive learning and teaching throughout the school using consistent professional dialogue.

Improve learning outcomes in Numeracy, Literacy (writing) and ICT.

- Build teacher capacity in the area of Numeracy teaching using First Steps Numeracy
- Continue to build staff capacity and student learning outcomes in the area of writing through the use of the First Steps program.
- Professional learning for staff and students with 1:1 laptops and I pads

Achievements and Value Added

St. Joseph's Primary School had an extremely busy year in the area of Learning and Teaching.

The school hosted Kath Murdoch on behalf of the Ovens Cluster in Term 1 as part of our Professional Development day focus. Kath has been working with the Sandhurst Diocese for a number of years educating staff in the area of Inquiry Learning. Staff used this amazing experience to deepen their understandings and knowledge and were able to develop Inquiry units of work with Kath.



Staff at St. Joseph's embedded their understandings and use of First Step Writing. Staff participated in a range of Professional Learning opportunities to embed the First Steps Writing practices.

Staff also continued to embed their use of First Steps Numeracy as a driving tool for Numeracy curriculum. This was initiated through the National Partnership Program several years ago and is now showing improved results by the analysis of our

data in the junior grades.

Staff continued to analyse student material to drive the learning and teaching for the classrooms, unit and school. Staff participated in a range of Professional Development analysing data ranging from Naplan, samples of work, and assessment material. This deep analysis and conversation of data enabled staff to target the specific learning needs of each and every student.

St. Joseph's participated in the rewarding journey of our Learning and Teaching Review. All staff participated in the analysis of our Learning and Teaching at St. Joseph's, which gave the school a fantastic springboard of direction for future focus. The Review was well received by Catholic Education Office staff.

2013 Annual Report to the School Community

Proportion of Students meeting National Minimum Standards

	Year 3			Year 5		
	2011	2012	2013	2011	2012	2013
Reading	100%	100%	100%	97.9%	97.4%	100%
Writing	100%	100%	100%	100%	94.4%	96.7%
Spelling	100%	97.7%	93.9%	100%	97.3%	97%
Grammar & Punctuation	100%	97.7%	90.9%	97.9%	97.3%	100%
Numeracy	100%	100%	100%	100%	100%	91.2%

Change in Proportion meeting National Minimum Standards

	Year 3			Year 5		
	2010-11	2011-12	2012-13	2010-11	2011-12	2012-13
Reading	0%	0%	0%	-2.1%	-0.5%	2.6%
Writing	3.1%	0%	0%	3.4%	-5.6%	2.3%
Spelling	0%	-2.3%	-3.8%	0%	-2.7%	-0.3%
Grammar & Punctuation	0%	-2.3%	-6.8%	-2.1%	-0.6%	2.7%
Numeracy	0%	0%	0%	0%	0%	-8.8%

Physical Education

St. Joseph's Primary School places a large emphasis on the health and wellbeing of students by providing a specialist teacher Jenny Muller to take all classes for a one hour Physical Education class each week. In 2013 Jenny not only coordinated the Physical Education program at St. Joseph's Primary, but had the responsibility of coordinating the Benalla and District School Sports Association events.

Teachers were also responsible for taking their own class for a one hour BluEarth session per week. Along with the Sandhurst commitment to physical and mental wellbeing of students, St. Joseph's is continually training teachers to become BluEarth coaches. In 2013 we had Jane Stock, Lisa Everitt and Andrew Cook gain their accreditation as coaches of BluEarth.

Events that students at St. Joseph's Primary School participated in 2013 were:

State Team Trials - Swimming, Tennis, Cricket, Football, Netball, Soccer, Basketball

Benalla Athletics- Years three to six with divisional, regional and state competitors

Benalla Cross- Years three to six with divisional, regional and state runners

Junior Athletics-Prep to year two

Junior Cross Country- Prep to year two

Winter Sports Day – Years five and six participated in football, netball and soccer

Girl's soccer - team through to regionals

Interschool Sport Days- Years five and six - football, newcombe, soccer, basketball and netball

Swimming Program-Whole School

Kanga Cricket Carnival- All year five and six girls and boys

Clinics – tennis, cricket and football



2013 Annual Report to the School Community

Performing Arts

St. Joseph's Primary again was able to offer a high quality Performing Arts Program to all students for one hour per week. Our Specialist Performing Arts teacher Debbie Pasztor coordinated our program.

Students participated in a wide range of Performing Arts activities in 2013 including:

- **Festival of the Sacred** – St. Joseph's received four visits from the A3 company, teaching singing, dancing and drama to year fives and six students to build a performance celebrated with all schools in the North East Deanery.
- **Harmony Day Concert** – with a variety of performances from each unit including Small World song and Dance (prep), American folk song and Dance (juniors), Beethoven Ode To Joy on recorder (middles) and an African song 'Siyahamba' on instruments with a dance (seniors).
- **Andrew Chinn Concert**- Students played instruments and sang and danced with Andrew Chinn during workshops throughout the day. This day culminated in a concert for our families that highlighted our Catholic identity.
- **Year Five and Six Music Camp**- Students from five local Primary Schools in the region, supported and facilitated by St Joseph's attended our annual Music Camp. Twenty students from St Joseph's participated in a range of activities from the use of instruments (marimba, percussion, recorder, guitar, ukulele), singing, dance, drama and the making of instruments.
- **End of year Nativity Play** – Students from Prep through to Year two participated in the annual Nativity Play. Students participated in dramas, singing and dancing to a large parent audience.
- **Choir** – Students in years three to six participated in the St. Joseph's Choir. Students practiced singing a range of songs throughout lunchtimes and performed during whole school Masses, St. Joseph's Primary Sunday Masses, FCJ Easter Liturgy and St Joseph's Day.
- **Workshops** – A weekend marimba workshop with Heather McLaughlin was offered to interested families and community members, extending learning opportunities to the wider community.
- **Music Appreciation** - Staff and students of both FCJ and St Joseph's were given the opportunity to attend the musical, Legally Blonde in Melbourne.
- **Awards** – The recipient of the 2013 Music Award was Zarah Gloria.



Japanese (LOTE – Language Other Than English)

St. Joseph's Primary school is able to offer a comprehensive Japanese program from prep to year six due to the expertise of our LOTE teacher Monique Francis. Each year this program becomes more integrated into the culture and events of school life.

Such areas include:

- **Harmony Week 'Everyone Belongs'**. Students engaged in activities to deepen their understanding and appreciation of other cultures. The activities included
 - A multi-cultural breakfast sampling foods prepared by families in our school community.
 - Japanese Art exhibition
 - Excursion to Benalla migrant exhibition (senior school)
 - Aboriginal spiritual reflection
 - Presentation at assembly from all units (Prep, Junior, Middle and Senior)
- **Sacred Heart, Tokyo**. St. Joseph's hosted a school visit for Japanese students from Sacred Heart, Tokyo (sister school of FCJ). This was a great opportunity for our students to put their Japanese language skills to real life practice in communicating with these students.
- **Presentation at Governor's Luncheon**. St. Joseph's Primary students were invited by the Benalla Shire to showcase their talents and understandings of the Japanese language and culture at the regional luncheon visit of the Victorian Governor, Alex Chernov.
- **Japanese Excursion**. The middle unit was able to take their learning beyond the classroom by participating in an excursion to the Shepparton Art Museum to view the Golden Age of Japanese Woodblock prints exhibition.
- **Japanese Competitions**. Students were given the opportunity to showcase their skills by entering in both the Japanese Speech Competition and the JLTAV Calligraphy Competition.
- **Ipads**. Students are able to compliment their learning and understanding of the Japanese language through the use of Ipads. Japanese language apps have been used across all year levels.

Pastoral Wellbeing

Goals and Intended Outcomes



Continue to implement Positive Behaviour Intervention Systems (PBIS)

- Matrix building by staff and students to define behaviour expectations and procedures
- Staff professional learning on behaviour management and PBIS
- Trialling methods of collecting data (SWISS) for behaviour analysis
- Staff professional development in 'Circle Time'

Provide professional development for staff in the area of KEAPs (Kids Early Action Program) program

- Implement program in 2011 & 2013

Parenting professional learning opportunities for families

- Run a Parenting Information night with guest speaker Craig Wilson, for families and the wider community

Develop Mental Health

Achievements and Value Added

Kids Early Action Program (KEAPS)

St Joseph's again ran the ten-week KEAPS program in term four. This program is designed to support families and students who have difficulties with behavioural or anxiety issues. The program involved professional development with staff on behaviour management, and separate and combined workshops for parents and students. This program proved to be extremely valuable to both parents and students.



Positive Behaviour Intervention Strategies (PBIS)

St Joseph's continued on its journey developing and implementing processes to enhance its positive environment and improve its behaviour management strategies. This year saw continued professional development for staff, and the commencement of assessing data through the SWISS program. PBIS is a long-term project for the school community.

2013 Annual Report to the School Community

St Joseph's also continues to provide significant areas of support to staff student and families. These include the following:

Program Support Group Meetings (PSG)

- St Joseph's continues to provide Individual Learning Plans and meet regularly in PSG's with parents, specialists, class teachers and teacher aides for students with special needs, to provide the best possible learning environment.

Students at risk

- The school continued to review and update the procedure and record collection of students at risk regardless of funding eligibility, to ensure that assistance where possible is made available to all those in need.

Occupational Therapy

- St Joseph's continued to provide assessments and run programs for fine and gross motor skills for students with special needs, with the support of the occupational therapist.

Speech Therapy

- St Joseph's employed a speech therapist, Brooke Carson, on a fortnightly basis to assess and develop of speech programs for students with specific needs. Brooke also assisted parents and staff with the language learning and teaching.

Counselling

- St Joseph's used the services of Craig Wilson Psychologist to meet the emotional needs of students. This service also extended to meeting the needs of parents from time to time. Craig was also able to run a parent information night to skill our families in the area of empowerment.

Breakfast Club

- A weekly breakfast club was established to promote and establish sound eating practices. This has been a tremendous success and supported by many students. St Vincent de Paul, the staff of St Joseph's and FCJ students, have in the past supported the running of the Breakfast club. 2013 saw this support extend to sponsors within the local community. We are truly grateful for their contributions.

Today, Tomorrow Foundation

- St Joseph's distributed quite a large number of Target vouchers from the Today, Tomorrow Foundation to families in need. Families found this a most valuable and timely support.

Life skills

- St Joseph's continues to offer a program designed to assist specific students in the development of life skills such as money, cooking, banking, hygiene etc. These opportunities develop the most needed of skills for some of our students.

Flu Vaccination

- The school provided staff with the opportunity to receive Flu vaccinations as a preventative measure for health and wellbeing.

Anti-Bullying Policy

2013 Annual Report to the School Community

- Our school continues its commitment to implementing the Anti-Bullying Policy. The program 'Bully Busters' continues to improve the culture of the playground and the quality of relationships among our students.

Seasons for Growth

- The 'Seasons For Growth' program was offered to support students experiencing grief and loss. This program was conducted after school each week for a period of eight weeks. Trained volunteers ran this program.

Transition

- An extensive transition program took place in 2013 for our year five and six students to create a smooth transition to FCJ. Staff from both schools worked collectively to ensure all students' needs would be met.
- Similarly St Joseph's provided transition for our new families and students. This included inquiry tours, enrolment information packages, two parent information days, four student visits, a buddy system, welcoming letter and much more.

Meal Bank

- A Meal Bank Register continued in 2013. Families are called as required to provide meals for other families in need. The Meal Bank is used frequently by many families for a variety of reasons such as illness, financial stress, absenteeism of a parent, single parent support etc.

Unit Welfare Meetings

- Each term staff met within their units to update and report feedback on welfare issues of any student within their class. These meetings ensure constant communication between all staff who come in contact with students in need.

Student Attendance Rate in 2013 is 96.8%

Student Attendance Management

Parents must notify the school if students are absent from school and indicate the reason why, and the anticipated date of return. Parents are able to either ring the office or complete St Joseph's absent slip. Absenteeism are recorded in the roll manually and transferred to the SAS electronic database.

Staff are to contact families who have not notified school if a child is not present for two consecutive days. Staff are to notify the principal if they are unable to contact families after three consecutive days. The principal contacts the family after three consecutive days of unknown absence.

Student Parent, Teacher and Staff Satisfaction

Data collected from our insight SRC survey, along with supporting evidence from our Chaplaincy Survey, Naplan Data and Periodic School Reviews indicate the following:

The school had a high satisfaction rating amongst all stakeholders with an increase on 2012 data in all area – Organisational Climate, Teacher Climate, Student Engagement and Community Engagement.

Leadership

Goals and Intended Outcomes

Benalla Regional Catholic Education (BRCE)

- Formation of this group *Also in Catholic Identity

Review the student leadership groups and expand opportunities for middle and junior school students

- Audit and review students leadership programs role and procedures

Review and re-write role leadership and POL role descriptions

- Leadership team formation in the role of the leadership positions
- Review role description of leadership team members and team as a whole
- Leigh to attend Aspiring Principals PD

Provide leadership formation opportunities for staff

Achievements and Value Added

School Board

Our school board membership for 2013 is as follows

Fr. Peter Taylor (Parish Priest), Mrs. Gabrielle Downie (Principal), Mr. Andrew Welsh (Chair)
Mrs. Dianne Muller (Minute keeper), Leigh Symons, Stuart Pritchard, Travis Mullavey, Roslyn Howard, Chris Hayes, Ann-Maree Challis, Luke Tweedale and Brett Davies.

The School Board comprised of five sub committees, each responsible for an area of the School Improvement Plan. Members of each sub committee are:

Leadership - Gabby Downie, Leigh Symons Anna Greenhalgh

Stewardship of Resources: Gabby Downie, Fr. Peter Taylor, Andrew Welsh

Pastoral Wellbeing - Ann-Maree Challis, Luke Tweedale, Brett Davies

Catholic Identity - Stuart Pritchard, Travis Mullavey, Roslyn Howard, Chris Hayes

Staff Leadership

The staff Leadership Team for 2013 consisted of:

The Principal – Gabrielle Downie

Deputy and Curriculum Leader – Leigh Symons

Catholic Identity Leader– Roslyn Howard

Special Education Leader – Janene Humphries

Well-being Leader – Ann-Maree Challis

ICT Leader – Lisa Everitt

Membership of Sandhurst Leadership Teams:

Lisa Everitt – Sandhurst Technology Learning Team (STLT)



Barb Carroll Numeracy Coordinator

Maureen McLarty Environmental Sustainability coordinator

2013 Learning Unit coordinators

Prep Unit Maureen McLarty

Middle Unit Clare O'Brien

Junior Unit Rhona Rose

Senior Unit Tammie McLean

2013 Annual Report to the School Community

Student Leadership

Students were provided with many opportunities in 2013 to develop their leadership skills.

These included:

- The year five students attending the Ovens Cluster Day Leadership hosted at St Joseph's Benalla. The day was run by the GLO organization designed to develop leadership within students. The day included liturgy, listening to our guest speaker Steve Moneghetti and involvement in a number of workshops.
- Twenty-two of our year six students participated in the Rotary Young Leaders Project. This ten-week project is designed to build leadership and community involvement.
- Once again our year six students took on the role of 'buddy' for our incoming preps, developing our sense of community and responsibility to one another. This program is greatly valued by our parent community.
- All year six students participated in one of the following service groups – Outreach, Social Justice, ICT, Lunchtime Activities, Environmental and Sustainability group.
- Our student leadership team members visited Coinda and Alkoomi to attend masses and mingle with the residents.
- Students represented our school at Remembrance day ceremonies
- Five year five students attended the 'Just Leadership' day at St Mary's Mooroopna.

House Captain 2013

	CAPTAIN	VICE-CAPTAIN
KEARNEY	Mitchell Welsh	Zarah Gloria
SCANLON	Paddy Cooke	Isabella Bertalli
CHAMBERLAIN	Hamish Teichert	Maeve McGann
HANNAN	Josh Kubeil.	Macey Matthews

Winner of the House Shield—Hannan

School Excellence Awards

Parish Award – Brady Cook

English – Caitlyn Boyle

LOTE – Zara Gloria

Performing Arts – Zara Gloria

All Around Excellence – Josh Kubeil

Mathematics – Rebecca Waters

Physical Education – Hamish Teichert

Weary Dunlop Award – Rachel Smythe

Teacher Qualifications	
Degree - Doctorate	0%
Degree - Masters	0%
Diploma - Graduate	38.89%
Certificate - Graduate	0%
Degree - Bachelor	61.11%
Diploma - Advanced	38.89%
No Qualifications Listed	0%

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Number of Staff who Participated in Professional Learning - 29

Average Expenditure Per Teacher for Professional Learning - \$497.00

Staff Attendance Rate

Teaching - 93.3%

Non Teaching - 98.06%

All Staff - 95.12%

Staff Retention Rate

85.71%

Stewardship of Resources

Goals and Intended Outcomes

Development of Master Plan

- Have discussions and input of representatives from St. Joseph's (staff & student), parents, School Board, Parish and Ken Woodman to develop master plan.
- Development of new Cyclical Maintenance Plan in light of recent refurbishments
- Purchase adjoining land to expand facilities
- Expand office area to improve staff workspaces



Continue to work towards attaining five star sustainability rating for school

- To establish procedures and protocols to gain our 5 star sustainability rating with the continual educating of our staff, parents and students.

Continue to develop the capacity of staff to improve learning and teaching outcomes

Build the capacity of the parent community through professional development

Achievements and Value Added

Purchase of land in Arundel St – We were fortunate to be able to finally extend our grounds with the successful purchase of land in Arundel Street. This land will serve to enhance not only the school but also the parish community.

Office Extension - With funds of our own, the much needed extension to the office was completed. The three spaces now include a universal meeting room, office space for staff in leadership positions to have an uninterrupted area to work in and a new principals office. All spaces are fully utilised.

Five Star Sustainability Rating - Last year we undertook an audit to reassess our one star rating. Many of the facets of a greater rating were recognized as being in place and therefore we will pursue our higher rating in 2014.

Parent Professional Development – A successful parenting night was held in 2013 and led by our guest speaker Craig Wilson (psychologist). The theme of the night was 'It is OK to say NO – Empowering Parents'. The feedback from the parent evaluation sheet was extremely positive with requests for more opportunities in the future. St Joseph's will continue to pursue parent information nights in 2014.



2013 Annual Report to the School Community

Professional Learning Undertaken in 2013 included:

- Principal's Leadership Conference
- Staff Leadership formation with consultant Mary Amohanga
- Leadership Team Formation
- Sustainability formation
- KEAP's – (Kids Early Action Program) Behaviour Management Professional Development
- BluEarth training of three staff members
- First Aide, CPR and Anaphylaxis Training
- Autism Spectrum Disorder Professional Learning – Sue Larkey
- Theology – Boston College
- Inquiry Learning – Kath Murdoch
- Source of Life religious education curriculum training
- Positive Behaviour Intervention Systems (PBIS)
- Aspiring Principals course
- Responsible Reporting
- ICT in the classroom
- ILearning – I pads in the classroom
- First Steps Writing
- Oral Language
- School Review Validations Training
- Finance and Administration Training
- Cert 3 Business
- Cert 3 Child care
- FIRE Carriers professional learning
- George Otero – Engaging Parents
- Making Jesus Real
- Performing Arts Curriculum
- JVTAV (LOTE) Japanese Conference
- Extending Mathematics Understandings EMU training
- Chaplaincy network days
- Learning Leaders network days
- Assessment programs



Financial Performance

Financial Performance for the year ended 31 December 2013

Reporting Framework	Modified Cash	\$
Recurrent income	Tuition	
School fees		
Other fee income		97 261
Private income		38 799
State government recurrent grants		587 056
Australian government recurrent grants		1 985 902
Total recurrent income		2 709 018
Recurrent expenditure	Tuition	
Salaries, allowances and related expenses		2 041 882
Non salary expenses		319 123
Total recurrent expenditure		2 361 004
Capital income and expenditure	Tuition	
Government capital grants		0
Capital fees and levies		206 748
Other capital income		29 887
Total capital income		236 635
Total capital expenditure		184 951
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	Tuition	
LOANS - Total opening balance		599 098
LOANS - Total closing balance		517 394

Note that the information provided above does not include the following items:
 System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. The Department of Education, Employment and Workplace Relations (DEEWR) is in the process of reviewing the Financial Questionnaire (FQ) that may ultimately change the method of reporting these exclusions.

Future Directions

The school community is in the final year of its four-year strategic plan for school improvement (2011-2014). Our major goal for 2014 will be to commence the development of our new school improvement plan for the next four-year cycle (2015-2018). This will involve evaluating our data collected through NAPLAN, School Reviews, Insight SRC (School Culture and climate) ECSIP Survey (Catholic Culture 2015) and consultation with the school community.



Some of our major foci include:

- Continue to explore opportunities and viability of expanding Catholic education to include pre kindergarten, kindergarten – The direction and purpose of Early Childhood Development has been a current topic of discussion both at a local and state level. St Joseph's is working closely with Ride Avenue Kindergarten together to ensure both organisations can benefit from changes within the broader educational community.
- Provide Parenting Education opportunities, such as information evenings, for the parent community e.g. Behaviour management, Cyber Safety (ICT), Building Resilience, Sleep Strategies
- School Board Formation – To ensure that our school board functions to the highest possible level, St Joseph's intends to provide opportunity for board members to attend professional development in the understanding of the role of school boards in Catholic schools.
- Faith development opportunities for families – Increasingly families are asking for information and opportunities to increase knowledge about the Catholic faith. St Joseph's aims to provide avenues for families to seek such knowledge and thus support faith development.
- Review and development of (BRCE) – This group is still in its infancy and while much work has been done on formation to enhance its role as a support for Catholic Education Benalla, it is now ready to develop its own strategic plan
- Continue implementation of Positive Behavioural Interventions and Support (PBIS) – While St Joseph's is proud of the welcoming and supportive culture within its community, this program will ensure coherent and consistent practices are in place. This is a long-term project.
- Curriculum development in the areas of writing and oral language – These are identified areas through the NAPLAN data for improvement. St Joseph's aims to put strategies in place to improve learning and teaching in these areas.
- Implementation of AusVels – With the changes in the curriculum to be implemented St Joseph's looks towards the implications this will have on current practices, the modifications required and the processes involved in implementing these changes.
- Development of the new school Master Plan
- Review of school policies and procedures