



St John's Primary School

Annual Report to the School Community

SCHOOL IMPROVEMENT

St John's Annual School Improvement Goals 2015-2016

St John's School in Scarborough is a single stream Catholic primary school catering for 210 students from Kindergarten to Year 6. We also hold two Three Year Old Session Days as a service to our school and the wider community. St John's School forms an educating community that involves students, staff and parents in a welcoming and nurturing atmosphere. The school offers a curriculum which embraces the nine learning areas within an integrated and organised environment as well as social and pastoral programs that enable students to grow towards their full potential. There is an emphasis on literacy and numeracy development and the school is well resourced in the area of ICT. A wide range of learning programs are offered to students, including music, Italian, sport, enrichment and learning support. Staff encourage independent and collaborative learning and are committed to the Catholic values as these underpin how we act, who we are and what we do at St John's.

	Key Goals for 2015	Successful Measures Achieved 2015-2016
1.	<p>LEARNING Staff Appraisal redeveloped to align with the National Quality Standards and AITSL Standards (3.6) to evaluate and improve the teacher programmes in the Early Years.</p> <p>Staff to collaborate to develop a Quality Improvement Plan for the PK-2 Years.</p>	<p>The NQS Audit of the St John's Early Childhood classroom (PK – Year 2) environments was completed and our staff and their classrooms achieved a successful rating. ECE Staff collaborated to create a greater variety of purposeful learning experiences for students, develop better ways to communicate student outcomes with parents and enrich the learning environment.</p> <p>The Quality Improvement Plan was completed with a high level of input and 'ownership' by all staff members throughout the year.</p>
2.	Improvement of teaching programmes	<p>A Whole School focus on Spelling during 2015 resulted in an enhanced capacity to analyse student improvement. This was achieved by use of a resource titled Words Their Way that provided appropriate pre and post tests allowing teachers to plot improvements. The same resource supported teacher development in the way spelling was taught.</p> <p>The purchase of PAT testing in Reading, Vocabulary and Maths resulted in an improved capacity to gain greater insight into student performance.</p> <p>The NAPLAN spelling, writing, reading, grammar and maths tests also supported the analysis of student work and therefore teacher programming and planning for improvement.</p>
3.	Reflection on St John's Gospels and the Charism of the Order of the Dominican Sisters.	One of the Professional Development Days held during 2015 consisted of Sr Margaret Scharff OPSM leading staff in exploration of these areas and this has resulted in staff including the Dominican values and St John's 'way' of evangelising more frequently within Monday morning whole School Prayer Assemblies and school masses and other areas of school life.
4.	<p>ENGAGEMENT Enhancing positive and enriching relationships between staff and parents by providing organisational clarity around</p>	Our Parent Information Evening in February 2016 included an explanation and example of a teaching strategy to support parent, teacher and student engagement in understanding the way teachers teach and the way that students learn best.

	school procedures, practice and expectations.	A review of the Website and school newsletter was conducted to provide clearer methods of communication. The format, of the Newsletter was improved for ease of reading online, the Website provider was changed so the site looked fresher and a Text Message to all parents was installed. These have all enhanced the methods of communication to parents.
5.	ACCOUNTABILITY Conducting of an audit of the school grounds with the aim to evaluate how to provide greater opportunities for students to extend their play experiences.	P&F Committee and School Board collaborate, with staff, to improve the playground facilities for students. P&F and Board share costs for installation of new playground climbing equipment in the Y 1-6 oval area. Additional Sporting equipment supplied by P&F to add to activities provided to students during recess breaks and sports lessons. Students report greater satisfaction with amount of variety in play choices now available.

FINANCIAL and INFRASTRUCTURE REPORT

2016 Budget

Receipts	
Tuition Fees	\$ 295,283.00
Other Operating Activities	\$ 164,875.00
Gov't Grant	\$ 2,052,547.00
Capital receipts	\$ 48,640.00
Total Receipts	\$ 2,561,345.00
Payments	
Salaries & On Costs	\$ 1,720,834.00
Curriculum Expenses	\$ 86,767.00
Administration Expenses	\$ 199,077.00
Building & Operation Expenses	\$ 139,500.00
Other Expenses	\$ 171,299.00
Total Payments	\$ 2,317,477.00
Net Profit	\$ 243,868.00
Capital payments	\$ 705,000.00
Cash Reserves 31/12/2016	\$ 1,252,579.00

Planned 2016 Infrastructure Budget

PROJECT	COST	SOURCE
Furniture & Equipment	\$ 50,000.00	Recurrent / Provisions
Classroom Building Revamp	\$ 200,000.00	Recurrent / Provisions
Early Childhood Playground	\$ 100,000.00	Recurrent / Provisions
Hall /PP / Year 1 / Year 2 Roof cover	\$ 270,000.00	Recurrent / Provisions
IT Equipment	\$ 50,000.00	Recurrent / Provisions
Motor Vehicle	\$ 35,000.00	Recurrent / Provisions
	\$ 705,000.00	

PRINCIPAL & BOARD CHAIR REPORTS

PRINCIPAL'S REPORT *Mary Bizzaca*

I open my report by expressing gratitude to all our dedicated parents for your support, enthusiasm and to all those who put their hands for membership at Board level, on P&F Committees and helping out in any way you can around the school. I also express my appreciation to our staff who work so diligently for the good of the students, the very purpose after all in being here in this environment. Our teachers work extremely hard to cater for every child's individual needs. They also ensure our Education Assistants are well equipped with the information required to supply good support. Our remarkably welcoming and efficient Administration Officers are also an asset to our students and the community.

It is at this time of the year in schools that we report on the progress of the annual focus areas of curriculum and the outcomes of the school improvement planning. This Report provides an opportunity to reflect proudly on what has been achieved in an educational and resource sense for the year. John Donald, our School Board Chair refers below to our continuous attention to the 'growth' of our school structural and IT resources so I 'speak' specifically to the educational side. It is a CEO mandated requirement that schools articulate their progress across specific areas within the Strategic Planning and the Annual School Improvement Planning process. This includes planning for the annual curriculum focus, the Quality Improvement Planning for the ECE years, our Quality Catholic Schooling components, the results of Australian wide assessment, in this case NAPLAN, and our Evangelisation Plans are all part of supporting documents that help the ASIP achieve its hoped for outcomes.

These two umbrella documents are divided into the following four categories: Learning, Engagement, Accountability and Discipleship.

2015 Curriculum Focus

Spelling was selected as the Literacy area of investigation for 2015. Traditionally, we determine our focus, based on a variety of data sources such as class testing results and the analysis of our Yr 3 and 5 NAPLAN data, around about the latter half of Term 3 and early Term 4. We provide Professional Development on the Curriculum Focus and discuss data gathered during our PLCs (Professional Learning Community meetings), held fortnightly. We purchased a *Words Their Way standardised test kit – for Yrs 1 -6* and an interactive *Spelling* resource was selected to support the teaching of spelling for Years 1-6.

Quality Catholic Schooling Components

Those investigated in 2015 as part of our annual **School Improvement Plan** were:

- **307 Differentiated Teaching and Learning**
- **306 Systematic Curriculum Delivery**
- **401 Staff Well Being**

307 Differentiated Teaching and Learning

The school places a high priority on ensuring that, in their day-to-day teaching, classroom teachers identify and address the learning needs of individual students, including high-achieving students. Teachers are encouraged and supported to monitor closely the progress of individuals, identify learning difficulties and tailor classroom activities to levels of readiness and need.

HOW:

- Teachers are constantly conferring with the principal, colleagues, Literacy and Enrichment Support staff, CEWA Consultants, School Psychologists, students, OT, Speech Therapist... School Counsellor... to discuss best process for children's needs.
- Our Learning and Literacy Support teacher (PP – 3 +)
The Enrichment Teacher (Yr 4-6)
Enrichment and Support teacher (Yrs 2, 3, 4 & 5)
Enrichment and Support teacher (Yr 1) all supply additional input to student learning.
All our dedicated Education Assistants in Years K-3.
- Teacher Appraisals: in 2015 a restructured Appraisal format based on the AITSL Standards was developed and one expectation was included where teachers were asked to discuss/show their differentiated planning in their formal appraisal discussions with Leadership Team members.

306 Systematic Curriculum Delivery:

The school has a coherent, sequenced plan for curriculum delivery that ensures consistent teaching and learning expectations with a clear reference for monitoring learning across the year levels. The plan, within which evidence-based teaching practices are embedded, and to which assessment and reporting procedures are aligned, has been developed with reference to the Australian Curriculum or other approved curriculum to provide a shared vision for curriculum practice.

HOW:

- **Quality Improvement Plan for Early Years**, researched and developed over past two years with input predominantly from Early Childhood staff yet with additional input from Yrs 4-6 teachers.
- **Research and analysis of Spelling results and resources**
- **PAT tests - analysis, discussions – sharing and comparing**
- **Professional Learning Community (PLCs) fortnightly meetings...**
- **Newly devised Teacher Appraisal format based on the AITSL standards**

Our Evangelisation Planning. A strong area of development this year was a focus on staff developing their knowledge and awareness of the charism (or values) of the Dominican order and of St John the Evangelist – the patron saint of our school. Sister Margaret Schaffe, the presenter, led us through activities to develop this awareness.

We had a strong focus on raising money for the Archdiocesan charities and areas of service to the community through our support of Lifelink Day and our Yr 5 and 6 students and parents from all classes have formed cleaning groups to contribute generously to our parish through the Church Cleaning roster. We are very proud of these types of projects and the capacity they have to instil empathy for others and a social conscience within our students.

The **P&F Committee** is to be commended for the successful social and fundraising events organised this year. The Playground Equipment installation was a particular highlight for 2015. All the resources supplied to the school are always greatly appreciated by staff and students.

The School Board of 2015: the areas of expertise that all members bring to the Board are greatly valued. Effective *Strategic Planning* and the improvement of facilities make a positive difference to the school environment. I extend a thank you to John Donald for his role as Board Chair and for working closely with me in such areas as the Maintenance and Asset building. Our Community and Communications Sub Committee updated the School Newsletter, the Website and most recently introduced an Online Ordering programme.

We appreciate and highly value our Parish Priest, Father Benedict Lee for his support of St John's students, staff and parents and for his good humoured ministry, in all areas of our faith, within our school and parish.

Board Chair Report 2015 John Donald, St John's School Board Chairperson

As I mentioned in last year's Board Chair report, the role of the school Board is a diverse one but with the primary role being the sound management of our school's finances and to support the Principal, Mrs Bizzaca and our teachers with the best possible resources for the physical, emotional, spiritual and academic development of our students.

This is my second year as the Board Chair and I am delighted to advise that in 2015 we have been able to complete several significant projects that have substantially improved the school facilities and also the safety of students and staff.

In 2015 the School Board oversaw the implementation and completion of the following:
New Sports equipment and gardening sheds: During the summer holidays of 2014-15, sport equipment and gardening sheds were installed which significantly improved the storage capacity of both.



Scarborough Beach Road Fence: The completion of this project was one that we are all proud of as a Board because it not only improved the safety of staff and students but also improved the look and feel of the school as a whole.



Upgrade of the school website: The Board approved a change in Website provider and also reviewed the functionality to improve the look of the site and make it easier to navigate.

Audit of the schools IT systems: It came to the attention of the Board that our IT systems were vulnerable particularly from a backup perspective with the potential loss of data being a driver for change. We decided to partner with Catholic Educ. Office ICT Dept. due to their expertise in working with Catholic schools system.

New Playground equipment: In conjunction with the P&F, who made a very generous contribution to this project, we installed some state of the art play equipment over the sandpit area which was a great hit with the students.



Technology: The Board continues to build upon the “Technology Leap” of 2012-13 into 2015 and beyond and will continue to commit significant resources to maintaining and upgrading the schools hardware and software requirements.



Updated Data Projectors



Library System



Oliver V Library System

Oliver V Library system: The Board approved a new library system which was recently installed. This is a vast improvement on the previous system with students now able to conduct their own resource search when working in the library.

Emergency Evacuation Procedures: The school engaged a company to update and manage the schools emergency evacuation procedures. A 2 hour PD program was held at the commencement of the school year for all staff.



General Maintenance – throughout the year we have ensured the ongoing maintenance of the schools assets including the improvement of the school oval, painting, plumbing...

Ongoing Projects: There are a number of major projects that the Board has looked at some of which have carried over for a couple of years now. These include:

- The proposal to improve and cover the area outside the Pre-primary, Yr 1 & Yr 2 classrooms. While this project has been on the table for some time the Board is now making better progress toward a final decision on this project.
- The Board has commenced the planning for the re-development of the Early Childhood Outdoor play area. We are currently tendering for design services and assessing the investment required. This is an exciting project and we hope to be able to progress this further early in 2016.

SCHOOL INCOME Information related to St John’s income may also be found on the *My School Website*: www.myschool.edu.au