



Melbourne Archdiocese  
Catholic Schools

# 2023

## Annual Report to the School Community



### St Anthony's School

172 Neerim Road, GLEN HUNTLY 3163

Principal: Margaret Carlei

Web: [www.santglen.catholic.edu.au](http://www.santglen.catholic.edu.au)

Registration: 932, E Number: E1079

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## Principal's Attestation

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I, Margaret Carlei, attest that St Anthony's School is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 09 May 2024

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## About this report

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St Anthony's School is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report 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. 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 also be obtained from the [My School website](#).

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## Governing Authority Report

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When Melbourne Archdiocese Catholic Schools (MACS) launched our inaugural strategic plan MACS 2030: Forming Lives to Enrich the World just over a year ago, I spoke about the need for our whole organisation to reflect on the biggest challenges that confront us, and to work at speed to find practical, ambitious, student-centred solutions.

As a relatively new governing authority, 2023 set us on the path to achieving our first goals, as we focussed our efforts on building strong foundations for success. The four pillars of MACS2030 – Inspired by Faith; Flourishing Learners; Enabled Leaders; and Enriched Communities - serve to guide our work on how we achieve our strategic intent.

When we surveyed our teachers in late 2022, over 80 per cent told us that they want access to quality teaching and assessment resources. So in January 2023, we secured a system-wide licence for MACS primary and secondary schools to access the Progressive Achievement Test (PAT) assessment suite. The inclusion of the Social and Emotional Wellbeing Survey allows schools to monitor the wellbeing of their students and target resourcing to specific areas of need. Together, these tools provide a coherent and systematic approach to student assessment.

In partnership with Ochre Education, we began work on F-6 Mathematics curriculum resources, being developed in a phased approach over three years, and delivered the first tranche for F-2. A key consideration in developing the materials is ensuring teachers retain autonomy to tailor curriculum implementation to meet the individual and local needs of students.

This is an exciting development for our MACS community, clearly demonstrating the commitment we all share to delivering the best possible education opportunities for our 120,000 students and supporting our 10,000 classroom teachers to be the very best that they can be.

Archbishop Peter commissioned a comprehensive review of Religious Education curriculum, the first in over a decade. It offers us some challenges, but fundamentally is a hope-filled report that invites a path of ongoing work to develop a new RE curriculum for all Catholic schools. We continued Working Together in Mission with Parish Priests throughout the Archdiocese, including through regular roundtable discussions.

Across greater Melbourne, one in five students attend a Catholic school and 2023 saw steady growth in enrolments across our system, demonstrating the value families place on a Catholic education and the high quality, holistic education MACS schools provide.

As a system of schools, we can be better together, reducing the administrative load on our schools and freeing our teachers and principals to focus on what they do best.

I would like to pay tribute to our MACS school and office colleagues who have worked so hard to achieve our goals. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Dr Edward Simons

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

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## Vision and Mission

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### **School Vision**

Our Catholic school invites families to journey together with their faith, based on the Catholic story and traditions.

We develop a deep understanding of self and others by engaging with the local and global world.

We provide an environment that is safe and secure, which values each person and promotes excellence in learning for the 21st century.

A learning community where opportunities are presented for all to experience success and to be resilient through adversity.

### **Strategic Intent**

“To deliver a high performing learning culture where learning matters and which enables our learners to flourish and thrive in our diverse Catholic school community.”

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## School Overview

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St Anthony's Primary is a Catholic Primary School situated in the south-eastern suburbs of Melbourne that is welcoming, diverse and dynamic. St. Anthony's School was established by the Presentation Sisters in 1912, who ran the school until 1977. Since then, the school has had lay Principals and staff. The school is housed in a two-storey building that aims to provide learning spaces which are modern and inviting to contemporary learning.

As a Catholic school the staff is committed to teaching and living out the faith in a caring community where Christian values are nurtured and celebrated. At St Anthony's School the staff creates an environment which supports the development of all students and where students understand the values and systems which underpin our democracy. The dedicated team of teachers worked collaboratively to provide effective and authentic learning experiences, which provided the basis for school improvement and decision-making.

The parish and the school work together to ensure opportunities are provided to the students to celebrate the liturgical events to develop and deepen their faith. The school community is rich in culture with families originating from different countries across the world and this diversity is seen as strength within the school.

The numbers fluctuated slightly during the year with families either moving into the area or leaving to join new communities. The school community is friendly and welcoming to all new families and ensures that the spirit of the community is felt by all within it. The school works in partnership with families based on trust and collaboration and our focus is on ensuring that the needs of all students are at the forefront at all times.

St. Anthony's follows the Victorian Curriculum and explicitly teaches strategies to ensure core learning is developed in English and Mathematics, while adopting an Inquiry Approach to learning across the wider curriculum. We provide specialist subject teachers for Digital Technologies, Physical Education, The Arts and Chinese - Mandarin. Children also have the opportunity of participating in extra curricula activities such as our Instrumental Music Program, Chess and professional Tennis coaching. Students in Year 3 - 6 participate in Outdoor Education programs and Inter School Sports occur throughout the year offering students the opportunity to participate in a range of sports.

Religious Education permeates the life of the school and is enriched through the curriculum. Catholic Social Teachings and the Religious Education Curriculum become embedded into the units of works for each term. We celebrate the Sacraments of Reconciliation and Eucharist yearly and Confirmation every two years. Our children participate in Social Justice Programs in particular the parish based Tony's Cafe which is an outreach program, which provide links to support those in need and recognise the importance of reaching out to others both in our own community and the wider community.

At St. Anthony's student well-being and engagement is a fundamental part of developing the whole student. Student voice and participation is encouraged in the life of the school through leadership programs and an active School Representative Council (SRC) from Prep - Year 6. The children are encouraged to care for others by understanding that they are all individuals who are cared for and valued. Our children have a safe, supportive and happy school environment.



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## Principal's Report

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It was with great privilege that I continued in the role of Principal of St Anthony's Parish Primary School. Through the partnership with Fr Leenus Neetany, the Staff, the Students, the Parents, Carers and the Parish community of St Anthony's Glen Huntly, the School worked together to ensure we set the example for the school community to be living out the Gospel values and the teachings of Jesus.

St. Anthony's School motto is "Seek and you will find." The words of Christ inspire the dedicated staff to develop each child's potential in a safe and positive learning environment.

St Anthony's School is a caring, happy and safe community where the staff know all the children in our care and are committed to the development of the whole child. The dedicated team of teachers believe that children learn best when they are active participants who develop the attitudes and skills for lifelong learning.

The Leadership Team lead the focus on the School Review Process. Melbourne Archdiocese Catholic Schools (MACS) appointed Mrs Patricia Rowling to work with our school and follow the process of reflecting on practices, programs and data from assessments results and surveys to set directions for school improvement. The process took several months to complete and involved all staff, students, the School Advisory Council members and parents. The staff divided into working parties where they looked at specific investigations and provided insights and further directions which would lead to the development of the School Improvement Plan (SIP).

The Leadership Team then compiled the SIP 2024-2027 setting Goals, Intended Outcomes and Targets for the four years. These would then set the direction for the school to ensure the Strategic Intent would be fulfilled: "At St Anthony's School we strive to deliver a school wide culture of powerful teaching informed by data and professional development to provide a rich learning environment for all."

Victorian Registration and Qualifications Authority (VRQA).

As part of the four yearly cyclical assessment of all schools, St Anthony's were assessed and continued to comply with the Minimum Standards to maintain school registration (including the Child Safe Standards).

The Leadership Team worked together throughout the year to ensure that students were engaged in their learning by providing opportunities where activities were meaningful,

purposeful and challenging by maintaining quality teaching with high expectations so the students were encouraged to strive for their personal best.

The Liturgical Year started with the Opening School Mass and throughout the year the students actively became involved with prayer celebrations that were embodied with Catholic Social Teachings and the Liturgical Year. The SRC students enthusiastically prepared and delivered Harmony Day Activities with each class holding activities that were created and delivered by the students. This was a highlight for all the children as they celebrated the diversity within our school community.

Staff always ensure they developed a close liaison with parents so that the school experience for all children was positive at all times. St. Anthony's appreciates the strong partnership between the School and Parish that enhances the faith development of the students in fostering the Gospel values of compassion, understanding and respect as the basis for all relationships.

Child Safe Standards continued to be a priority for the safety of the students and the obligations that the school had to meet.

Our students are highly motivated and engaged in learning and display high levels of personal responsibility for goal setting and continued progress. The range of modern digital devices enabled rich learning to take place in a stimulating and bright environment.

We supported the well-being and resiliency of all students while building confidence and self-esteem. All our teachers implement Circle Time which supports student voice and develops positive relationships between children. The Peaceful Kids Program continued to give extra support to the children's well-being under the guidance of the Well-being Teacher. All students have the opportunity to be part of the Student Representative Council where they met fortnightly to voice their ideas and recommendations often ending in special events.

As part of our Senior program, all Year 6 students had leadership roles in the school and together demonstrated a strong sense of belonging, honour and ownership to their roles. They became active participants in the Parish's Outreach Program of Tony's Café by volunteering to serve and give out lunches and food supplies each Tuesday. They were also involved in a Public Speaking Course in support of their roles.

The school's Visual Arts program encapsulated the diverse talents amongst our students who proudly displayed their work at the biannual Art Exhibition and Soiree Evening. The event was a celebration that parents and the wider community participated in by viewing the art work displayed in the theme of Australian Artists. Everyone was impressed with the high caliber of the work on display. Needless to say the children were extremely proud of their achievements.

Parents were invited to school events so that they see the importance of the partnership between home and school such as, Sports Program, giving assistance with Cooking, taking part in Excursions and actively supporting the Environmental Garden. The school has an active Parents & Friends' Association which works hard to ensure that all families are involved in the life of the school. The School Advisory Council (SAC) works together with the school to open up communication through engaging, vibrant and meaningful processes.

The school community can proudly celebrate the achievements that were made during 2023 in ensuring that the sense of trust, care and support was shown at all times during the year. The commitment and passion of the staff and parents joined together to make the school a place where the students took pride in their learning and engagement with each other.

Margaret Carlei

Principal

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## Catholic Identity and Mission

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### Goals & Intended Outcomes

Goal: That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school.

Intended Outcomes:

- That all community groups work strategically to foster and strengthen relationships within our community
- To engage all members of the community in authentic faith opportunities

### Achievements

Achievements

The school:

Daily Christian Meditation for the whole school at the start of each day

Education in Faith Professional Learning meetings for staff were held each term

Icons and Symbols in the school especially in front of foyer displays and on walls

Focus on Catholic Social Teachings and Pedagogy of Encounter

#### FAITH FORMATION CELEBRATIONS

Celebrations of Lent, Holy Week, Easter, Advent, Nativity Play and Christmas Carols

ANZAC Day and Remembrance Day Prayer celebration

Celebration of Feast Days for St Mary of the Cross, St Anthony, St Patrick, The Assumption, The Ascension, All Soul's and Remembrance Day

Social Justice Focus: Project Compassion, Caritas, Vinney's Christmas Appeal

School Mass held fortnightly or as per special celebrations

Celebrated Feast Day for St Anthony with a special Parish Mass and then took part in activities throughout the day

## TEACHER

Religious Education units of work planned in accordance with the Liturgical Seasons and our Integrated Studies

Relevant learning documents were used by all staff

Staff development and strengthening of faith

Commissioning Mass for Staff

Participation in Religious Education professional development sessions

## STUDENT

Students identify ways that the gospel and school values could be enacted in everyday life

Students give input of prior knowledge and interests to develop deeper understanding of Catholic faith and tradition in our school context

Students received explicit and engaging teaching to deepen their knowledge and understanding of the Catholic faith (life, death and resurrection of Christ)

Students were challenged, engaged in and provided opportunities for taking greater responsibility for their faith development

Years 3/4 students received First Reconciliation or First Eucharist

Years 3/4 students participated in Family Faith Nights and Retreat Days

Years 5/6 students received the Sacrament of Confirmation

Commissioning Mass for Staff, Year 6 Leaders and students receiving Sacraments

## Value Added

Caritas Appeal for Project Compassion, Vinney's Winter Appeal, Vinney's Christmas Appeal, Retreat Day for students celebrating First Reconciliation, First Eucharist and Confirmation, Prayer celebrations for liturgical events, Feast Day celebrations, School Masses, Prayer celebrations according to the Liturgical calendar, Carols event

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## Learning and Teaching

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### Goals & Intended Outcomes

Goal: To explicitly teach the curriculum using best practice

Goal: To become proficient in analysing and interpreting data to inform teaching

Goal: That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school.

Intended Outcomes:

- That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school.
- That quality feedback will be provided to students, staff and parents
- That data is used to drive teaching

### Achievements

TEACHER

2023 - 2024 Curriculum Map developed and implemented

Use of evidence-based research to inform the best teacher practice

Data used in building a culture of self-evaluation and reflection across the school

Teacher collaboration with students on learning goals

Introduction and implementation of InitialLit for Prep to Year Two

Prep to Year 2 teachers' participation in MACS Early Years Numeracy project

Review of the use of Learning Intentions and Success Criteria

Teacher Professional Learning regarding the Writing Revolution program

Regular meetings with all staff including Learning Support Officers

Use of Hapara, Classroom management software

Use of nForma attendance and reporting system and Parent Portal

Semester Reporting obligations delivered

Parent Teacher meetings

Parent Support Group meetings

Book Week Activities

## LEADERSHIP

Intervention Team meetings discussing student progress

Intervention meetings for student of adjustments made according to NCCD

MACS Southern Zone and School Wide Improvement Framework (SWIF) meetings

Provided PL on Data analysis

Introduction and implementation of The Writing Revolution P-6

L&T Leader meeting with Specialist teaching staff on current pedagogy and practice and Professional Learning

## Student Learning Outcomes

### STUDENT

Public Speaking Course for Year 5 & 6 students online

100 days at School celebrated by our Prep students

Buddy Program to support the Preps in their learning

Public Speaking Course for Year 5 & 6 students

Book Week Activities and Parade

Science incursions

Assembly Awards as recognition of personal achievements in line with School Values

St Anthony's Feast Day Celebration featuring Kaboom Kids Sports

The following were some achievements:

## STUDENT

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## TEACHER

Team teaching practice as part of team approach in class levels

Learning Intentions articulated by teachers at the start of a unit of work and daily as required

Level Team planning for consistency allocated during professional learning times, and back to back planning times during the week

Curriculum Planning 2023-2024 for units of work with integration of RE Units where possible

Professional Learning meetings held each week with a focus on specific learning centred around continuous school improvement in practice and pedagogy both in person and online

Annual Review Meetings with a focus on professional development in line with staff directed goals

Semester Reporting obligations delivered

Parent Teacher meeting delivered online or in person

## LEADERSHIP

School Leaders attended Regional or MACS Network Meetings when possible

Daily timetable for all classes

Leadership team met regularly with defined agenda for continuous school improvement



Assessment and Reporting Schedule used across the school

## DIVERSITY

Adjustments to teaching and learning made according to NCCD data

Personalised Learning Plans devised for students with additional needs

<b>NAPLAN - Proportion of students meeting the proficient standards</b>			
<b>Domain</b>	<b>Year level</b>	<b>Mean Scale score</b>	<b>Proficient</b>
Grammar & Punctuation	Year 3	454	77%
	Year 5	510	84%
Numeracy	Year 3	418	69%
	Year 5	488	74%
Reading	Year 3	456	100%
	Year 5	518	84%
Spelling	Year 3	437	77%
	Year 5	514	84%
Writing	Year 3	444	85%
	Year 5	531	89%

\*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

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## Student Wellbeing

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### Goals & Intended Outcomes

Goal: To become proficient in analysing and interpreting data to inform teaching

Intended Outcomes:

- That quality feedback will be provided to students, staff and parents
- That data is used to drive teaching

### Achievements

WELLBEING LEADER

Peaceful Kids Program and a Wellbeing Leader for children identified at risk

Ensured understanding of Well-being initiatives started

Social and Emotional needs Program implemented

Monitored student attendance with principal

Follow up of student attendance according to protocol

TEACHER

School Art Exhibition and Soiree evening held

Regular use of strategies such as Circle Time

Opportunities for staff well-being is at the forefront of the school's duty of care

Essential resources to deliver programs and initiatives St Anthony's School

Classroom Culture statements established and revisited throughout the year

STUDENT

Leadership Captains meetings held regularly

Camp for Years 5 & 6 and Years 3 & 4

Private Music Tuition, Chess Club, Tennis Club

Sports: Morning Fitness, Inter School Sports Program, Footy Fun Day, Swimming Program

Harmony Day events run by SRC across the school

Daniel Morcombe Child Safety curriculum taught

Year 6 Students have a Leadership position

Student Representative Council (SRC) Membership from Prep-6 at school

SRC regular meetings

#### ADMINISTRATION

Emergency Management practice and drills

DISPLAN protocol updated

Anaphylactic, First Aid and CPR Training

Updated Child Safe Standards presented to staff

Child Safe Standards outline of obligations and procedures followed in support of all students

#### Value Added

#### WELLBEING LEADER

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## Student Satisfaction

### MACSSIS

The students took part in the 2023 MACSSIS surveys and their responses reflected their thoughts and sentiments at the time. The Leadership Team analysed the data and shared this with the staff to ensure that the students' responses are taken on board for continual school enhancement.

Rigorous Expectations – 72% and Student Voice – 53%. The staff continue to ensure that their students are engaged in their work by having a greater voice in the curriculum choices.

This was evidenced in the recent School Review where the School Improvement Plan addressed the Intended Outcome to enhance student voice for the students.

Student Safety – 52%. The safety of the students has become a stronger focus to have an increase in the students' perception of being safe at school. They were reminded of the School Values and how they impacted on the Learning Culture of each classroom. This will be ongoing focus especially targeting the students that need extra support to understand the impact their behaviour has on other students. A focus on online safety has also been addressed and the parents alerted to what was happening away from school.

Catholic Identity - 70%. The students perceived that the identity of the school's Catholicity was a strength of the school. During a focus group with the students, they felt proud with the number of ways the school engages them with the traditions, customs and rituals that are part of our school and parish.

## **Student Attendance**

Daily electronic recording of absences collated via NForma Roll

Phone calls are made with parents if a student is absent and parent hasn't contacted school by 9.15am on the day of absence

Phone calls made with the parents if repeated absences occur without an explanation

Letter of concern is sent out to parents

Principal is informed of absences where a meeting is held with the parents to discuss and make aware of the necessity to attend school regularly

School keeps records of all attempts to contact parents or students and any information obtained

<b>Average Student Attendance Rate by Year Level</b>	
Y01	91.9%
Y02	89.6%
Y03	90.8%
Y04	91.6%
Y05	88.3%
Y06	91.7%
Overall average attendance	90.6%

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## Leadership

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### Goals & Intended Outcomes

To deliver a high performing learning culture where learning matters and which enables our learners to flourish and thrive in our diverse Catholic school community.

#### Intended Outcome

- That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school.

### Achievements

School Review: The Leadership Team worked with MACS Staff and the Reviewer appointed for the school to work through the process of review and then implemented a new School Improvement Plan 2024-2027 and a new 2024 Annual Action Plan. This was presented to all staff so that implementation could start in 2023

#### STAFF

Weekly Staff Bulletins posted in Google Drive to ensure effective communication

Professional Learning meetings in line with our Annual Action Plan and new initiatives

General Business Meetings held to discuss issues arising and consultation

Opportunities provided for staff voice e.g. General Business Meetings

MACS projects prioritised and staff informed of the practice to support students' outcomes

Programs included: The Writing Project 3-6, SWIF and ENA Mathematics in Prep

Current pedagogy presented to inform teacher practice; linking with Education in Faith

Provided staff celebration of successes and achievements

Consultative Committee Meetings held to discuss Class Structure and Specialists programs

#### LEADERSHIP

Developed and embedded school values to drive culture of the staff, students and school community

Staff Culture statements established at beginning of the school year

Leadership Team members released on the same day to ensure availability to meet and plan

Defined goals and new roles of the Leadership Team with clear agendas and minutes taken

Leadership worked with staff to develop a culture of feedback

Staff and then students could articulate learning goals

Ensured attendance at Network Meetings and other relevant professional development on-site and online

#### ADMINISTRATION

Anaphylactic 'Train the Trainer' supervisors established

First Aid & CPR Training for all staff members

Flu Injections provided for staff

Tours for Prospective Parents

Maintenance of grounds and services throughout the school

Submission of Commonwealth and State Governments Grants for Smart Grants



## Expenditure And Teacher Participation in Professional Learning

### List Professional Learning undertaken in 2023

The staff were provided opportunities to develop their professional knowledge that was in line with the school's strategic intent. Opportunities for self-directed learning were also provided.

The staff took part in the following Professional Learning sessions:

#### SCHOOL CURRICULUM DAYS FOCI

Protocols and expectations, shared understandings, AAP, ARMs, Sprints, Data analysis - DIBELS (early literacy skills)

Anaphylactic Training, NCCD ELearning modules, Feast Day activities

Learning Diversity - Executive function, Student Behaviour protocol. Wellbeing

School Review Management

Planning for 2024, Curriculum Mapping, ICT & MACS, Student Handover

English, Mathematics and Religion Networks

#### RELIGION

Education in Faith

Personal Spiritual Development

Developing Gratitude and Positive thinking for staff

Encouragement of Social Justice and implementing this across the school

Using the MACS TAP platform to log regular staff PL

Unpacking and celebrating important events in the Catholic calendar as a Parish community such as Holy Week and Lent

Unpacking resources with staff such as Together at One Altar and other RE Source Resources

Using the Religious Education Curriculum to plan units of work with synergy with other learning areas such as Integrated

## Expenditure And Teacher Participation in Professional Learning

### ENGLISH

MultiLit Program

Facilitated planning in English

Data sharing and feedback across year levels

English Support

InitialLit training (Grade Prep to Grade Two)

English EOI data

EAL skills, reporting expectations, and types of assessment

NAPLAN expectations and management

School initiatives for Reading and Writing such as the My Brother Jack Awards

Book Week initiatives and expectations school wide

Spelling programs and testing

### MATHEMATICS

Mathematics MOI PL

Facilitated planning in Mathematics[1] across all grade levels

### LEARNING DIVERSITY

Student Diversity including PLP (Personalised Learning Plans) Student Diversity-NCCD

PSG Meetings termly (Parent Support Group Meetings)

eLearning Modules (Part 1 and 2) for the NCCD Nationally Consistent Collection of Data on Schools

Diversity Feedback and 2024 Plan for students with diverse learning needs

Moderation for reports across all areas

## **Expenditure And Teacher Participation in Professional Learning**

### DIGITAL TECHNOLOGIES

Webinars in ICT

Digital Technologies Networks

Professional Development for staff in digital technologies including AI

Weekly lunchtime STEM club activities for students

### WELLBEING

Peaceful Kids program

Student Well-being programs for individuals and small group

Students at risk program

Social Skills Program

Wellbeing management for selected students

### ADMINISTRATION

ICON workshops (Office Staff)

CPR & First Aid Training

Anaphylaxis Training

Dynamic Emergency Modules

Class lists and Handover to 2024

Student files

### SCHOOL REPORTS

Report Writing

<b>Expenditure And Teacher Participation in Professional Learning</b>	
Reports shared with parents/guardians via an online portal Assessment timeline School Review Process: SIP 2023 - 2027 & AAP 2024	
Number of teachers who participated in PL in 2023	23
Average expenditure per teacher for PL	\$919.00

## Teacher Satisfaction

### Teacher Satisfaction

The staff at St Anthony's school have always promoted collegiality, professionalism and trust as some of their core characterises that drive the group each year. The year started with great enthusiasm and all staff ensured to maintain a positive outlook for the year ahead. The Leadership Team ensured they always supported all staff and addressed their professional and emotional needs. The teams were paired up so that collaboration and shared work would be carried out in support of each other. The programs and resources were revisited to ensure that what was in place would be effective for the delivery of student outcomes.

Teacher satisfaction- MACSSIS Results 2023:

Collaboration around an improvement strategy: Perceptions of the coherence of the school's improvement strategy- 92%

Teacher Efficacy: Teachers' perceptions that staff at the school have what it takes to improve instruction - 93%

School Climate: Perceptions of the overall social and learning climate of the school dropped to 86 %

Feedback: Perceptions of the amount and quality of feedback staff receive - 41%. This is the area of focus for staff professional learning so that there is overall improvement.

<b>Teacher Qualifications</b>	
Doctorate	0.0%
Masters	8.3%
Graduate	25.0%
Graduate Certificate	0.0%
Bachelor Degree	41.7%
Advanced Diploma	25.0%
No Qualifications Listed	0.0%

<b>Staff Composition</b>	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	18
Teaching Staff (FTE)	11.2
Non-Teaching Staff (Headcount)	7
Non-Teaching Staff (FTE)	4.8
Indigenous Teaching Staff (Headcount)	0

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## Community Engagement

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### Goals & Intended Outcomes

Goal: That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school.

Intended Outcome:

- That staff will have implemented a coherent curriculum sequence which promotes consistent teaching and learning expectations across the school

### Achievements

Achievement

Main achievements:

Regular meetings with the School Advisory Council, Parents and Friends' Association

Meet 'n Greet Sessions at the start of the school year for parents and teachers

PFA Welcoming Picnic

Fortnightly communication via iNewsletter; emailed to parents and on St Anthony's School website, WhatsApp instant messaging

Use of Social Media - Instagram and Facebook - to promote the school

Weekly Classroom Sunday Bulletin and What's Happening This Week

Maintenance of Operoo facility for health updates and communication to parents

Mass and Assemblies held each fortnight with classes hosting the events

Year 5 and 6 students Public Speaking Course undertaken

Years 5 & 6 students volunteer at the Parish Based Tony's Cafe food relief program

End of Year Mass for students and only Year 5 & 6 parents

Year 6 Graduation dinner hosted by the Year 5 parents

End-of-year Guard of Honour for Year 6 students leaving the school

Church attendance at class hosted Masses

Staff and School Leaders Commissioning Mass

100 Days in Foundation celebrations

Weekly Cake Raffles

Footy Dress-Up

Book Week activities

Morning Fitness sessions lead by Sport Captains

Ride to School Day & Walk to School Day

School Nurse for Foundation students

School Camps for Years 3 - 6 students

Netball, tennis, chess, soccer and creative music classes

Board games in a quiet space during lunchtimes

Art Exhibition

Mother's Day and Father's Day Breakfast and Gift buying stalls

Easter Egg Raffle

Vinney's Appeal

Working Bees

### **Parent Satisfaction**

Parents were continually informed of the teaching and learning at the school:

Parent emails were replied to within 24 hours

Classroom bulletins issued every Sunday evening at 4.00pm outlining the week's work

'What's Happening This Week' posted each Sunday on Social Media and emailed

Parents received calls if teachers were concerned with their child's involvement or participation with work issued

Feedback was taken on board and where possible enacted upon

School Advisory Council had robust discussions to ensure that the school was on top of the delivery and platform of the curriculum

The following are the results from the MACSSIS surveys 2023:

Family Engagement -The degree to which families are partners with their child's school - 61%

Barriers to Engagement - Families' perceptions of how well a school matches their child's developmental needs - 81% increase to 94%

School Fit: Families' perceptions of how well a school matches their child's developmental needs - 81% to 94%

School Climate: Families' perceptions of the social and learning climate of the school - increase to 95%

Student Safety: Perceptions of student physical and psychological safety while at school - 84% Communication: The timeliness, frequency, and quality of communication between the school and families. - 89%

Catholic Identity: Families' perceptions of and engagement with the overall Catholic identity of the school. - 73%



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## Financial Performance

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The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have 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](http://www.acnc.gov.au).

For more detailed information regarding our school please visit our website at [www.santglen.catholic.edu.au](http://www.santglen.catholic.edu.au)