



St Anthony's School Glen Huntly

2022 Annual Report to the School Community

ST ANTHONY'S PRIMARY SCHOOL



2022

advancedlife
photography

Table of Contents

Contact Details2

Minimum Standards Attestation2

Governing Authority Report3

Vision and Mission4

School Overview5

Principal's Report6

Parish Priest's Report8

Catholic Identity and Mission9

Learning and Teaching11

Student Wellbeing15

Child Safe Standards18

Leadership19

Community Engagement23

Future Directions25

Contact Details

ADDRESS	172 Neerim Road Glen Huntly VIC 3163
PRINCIPAL	Margaret Carlei
TELEPHONE	03 9563 6780
EMAIL	Principal@santglen.catholic.edu.au
WEBSITE	www.santglen.catholic.edu.au
E NUMBER	E1079

Minimum Standards Attestation

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

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

29/03/2023

NOTE: The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au

Governing Authority Report

In 2022, Melbourne Archdiocese Catholic Schools (MACS) delivered its inaugural strategic plan, *MACS 2030: Forming lives to enrich the world*.

At the heart of this bold and ambitious strategic plan is a common purpose - "Forming lives of faith, hope and love in the light of Jesus Christ" - that gives MACS and its network of schools a common direction.

This new purpose speaks to the role of our schools as a place for students and their families to encounter the living God who in Jesus Christ reveals his transforming love and truth.

The strategic plan also establishes a common vision, "Every student is inspired and enabled to flourish and enrich the world", and outlines the initiatives that will make our purpose and vision real across four pillars:

- Inspired by faith
- Flourishing learners
- Enabled leaders
- Enriched communities

These four pillars are foundational to the distinctive educational experiences we offer. Our common purpose and vision will guide and sustain the high-quality Catholic education our 16,000 dedicated staff continue to provide to the 113,000 young people in our care.

Alongside the strategic plan, School Advisory Councils are now in place to engage parents, communities and parishes in the life of the school and provide support to principals on school matters. Combined with a strong focus on Working Together in Mission with our Parish Priests, this will ensure that we unite around our common purpose.

Enrolments continue to increase in the growth areas of Melbourne's north and west where MACS opened two new primary schools. MACS was also excited to welcome a well-established combined level primary/secondary school in Malvern into our organisation.

We are very grateful for the support we have received from some 300 school communities throughout 2022. 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

Edward Simons

Acting Executive Director

Melbourne Archdiocese Catholic Schools Ltd

Vision and Mission

Vision Statement

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

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

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

As a learning community, opportunities are presented for all to experience success and to be resilient in diversity.

School Overview

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 ICT, 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, Creative Dance 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 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.

Principal's Report

The focus on personalised learning highlighted the importance of a collaborative approach to teaching. Strategies and tools continued to be used by the teachers to enhance the personalisation of the students' learning. The aim was to ensure that students were engaged in their learning by providing opportunities where activities were meaningful, purposeful and challenging. Whole class and small focus teaching groups have been a vehicle for meeting children's individual learning needs. The English and Mathematics Programs and the focus on Personalised Learning with a focus on intervention have supported the children to become engaged in their own learning. Children are taught at their point of need so that they are challenged and engaged to achieve their learning goals.

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 support the well-being and resiliency of all students while building confidence and self-esteem. All our teachers are trained to implement Circle Time which supports student voice. The Senior Students all have leadership roles within the school, and all students have the opportunity to be part of the Student Representative Council.

2022 proved to be a very busy year with the students participating in many activities that encouraged them to be engaged and focused on their learning. The students from the two campuses were provided opportunities to come together during the year. There was a combined Feast Day with Mass and activities, Inter-school Sports had students representing the school in the various events e.g. Swimming, Football and Netball and the Year 3 & 4 and Years 5&6 attended camp.

Year 6 students all had leadership roles in the school and together

demonstrated a strong sense of belonging, honour and ownership to their roles. They were also involved in a Public Speaking Course in support of their leadership roles.

The school Performing Arts program encapsulated the diverse talents amongst our students who proudly took part in the School Production of Alice in Wonderland. The Years 5 and 6 students proudly took the arts of the main characters with the rest of the classes performing their routines to compliment the various scenes of the play.

Our school was privileged to welcome five Ukrainian Refugee families into ur school. The five families came independently of each other but were made to feel part of our school community immediately. . The students were embraced with open arms, and we all communicated the best way possible. Google Translate became our companion as we taught these students the St Anthony's way of life. Our school values were deeply embedded to make sure that the journey started at our school would be embraced with happiness, comfort and solidarity. Their respective parents attended our events when possible and embraced the warmth from our parents.

The school community can celebrate the achievements that were made during 2022 in ensuring that the sense of trust, care and support was always shown during the year. The commitment and passion of the staff and parents joined together to make St Anthony's School a place where the students took pride in their learning and engagement with each other.

Parish Priest's Report

We entered the New Year 2022 with a Vigil Mass and Benediction with the Blessed Sacrament at Midnight of 31st December at Parish level.

It was good to catch up with the school staff on 28th Jan. 2022 as they returned for a new start of the School Year. The Beginning of School Year Mass was held on Friday 11th February on the feast day of Our Lady of Lourdes. The blessing of the Class Prayer Cloths and Candles, Grade Six and SRC Leaders took place on the occasion. The Commissioning of the School Educators and Sunday School Teachers was held during the 11am Sunday Mass on 13th February Fr. Diamond being the main celebrant of the Mass.

The year 2022 was a better year compared with 2021. With COVID 19 gone to the background, everything regarding the life of the Parish and School returned to normal.

The Sacramental programs could be conducted as scheduled, such as the First Reconciliation and the First Eucharist in school level and parish level. The Whole School Masses and Class Masses were held on a regular basis and on special occasions. This year the Sacrament of Confirmation was conducted for the Sunday School children only. Our School has it on alternate years.

The Parish and School's Patron Day was celebrated on Sunday 12th June, Bishop Tony Ireland being the Principal Celebrant at the Mass. The Social event that followed was also a memorable one.

The Safeguarding Committee of the parish meets so very often to make sure that we meet all the safeguarding compliances.

Our Outreaching Program, Tony's Caffé, as always, continues to cater to more than 175 needy people regularly on every Tuesday and Thursday. Its annual feature of providing Christmas Lunch to the needy and the lonely was also held.

Bishop Anthony Ireland made his Official Pastoral Visit to the Parish (includes the school) on Thursday, 24th November, Saturday 26th November and Sunday 27th Nov. 2022.

A big thank you to our Principal, Vice Principal, RE Teacher and other teaching and non-teaching staff, SAC, P&F and the various Sub-committee members and students.

God bless every one of us.

Fr. Leenus Neetany SAC.

Catholic Identity and Mission

Goals & Intended Outcomes

Goal: To build and strengthen relationships within our faith community

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

Goal: To build and strengthen relationships within our faith community

That all community groups work strategically to foster and strengthen relationships within our community

Goal: To engage all members of the community in authentic faith opportunities Achievements
The following achievements are evidence:

Achievements

The school:

- Provided daily Christian Mediation for the whole school at the start of each day
- Ensured two Education in Faith Professional Learning meetings were held each term with a focus on Horizons of Hope, Catholic Social Teachings, Pedagogy of Encounter
- Commissioning Mass for Staff, Year 6 Leaders and students receiving Sacraments
- Ensured the visibility of Icons and Symbols in the school especially in front of foyer displays and on walls
- Religious Education units of work planned in accordance with the Liturgical Seasons and our Integrated Studies. The school continued to work in the collective with St Patrick's School Murrumbena with a focus to continue work in this area
- Students were given the opportunity to give input of prior knowledge and their interests to develop deeper understanding of the catholic faith and tradition in our school context
- School Mass held fortnightly or as per special celebrations
- Social Justice focus: Project Compassion, Mirabel Foundation & Caritas, Vinney's Christmas Appeal
- Ensured relevant learning documents were used by all staff
- Years 3 & 4 students took part in the program of Sacrament of First Reconciliation or First Eucharist with Family Faith Nights and Retreat Days as part of the program
- Celebrated Feast Day for St Anthony with a special Parish Mass and then took part in activities throughout the day
- Provided opportunities for staff to develop and strengthen their faith
- Students were given opportunities to identify way that the gospel and school values could be enacted in everyday life
- Students given explicit and engaging teaching to deepen their knowledge and understanding of the catholic faith (life, death and resurrection of Christ)

- Ensured students were challenged, engaged in and provided opportunities for taking greater responsibility for their faith development
- 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

VALUE ADDED

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

Learning and Teaching

Goals & Intended Outcomes

Goal: To explicitly teach the curriculum using best practice

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

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

That quality feedback will be provided to students, staff and parents

That data is used to drive teaching

Achievements

- Teachers worked with students to devise learning goals related to teacher/ peer feedback.
- Use of evidence based research to inform the best teacher practice
- Provided regular and timely feedback to students in forms that make clear what actions individuals can take to make further learning progress
- Data used in building a culture of self-evaluation and reflection across the school
- Introduction and implementation of InitialLit for Prep to Years 2. Teachers had Professional Learning to understand the delivery of the program
- Introduction and implementation of The Writing Revolution P-6
- Provided PL on Data analysis
- L&T Leader met with Specialists to be informed on current pedagogy and practice and Professional Learning
- Years 3-6 teachers and Literacy Leader took part in MACS Writing Project
- Prep to Year 2 teachers took part in MACS Early Years Numeracy project
- Intervention Team meetings held regularly to discuss progress of students and where adjustments have been made according to NCCD even during Distance Learning
- LSOs met at the start of the school year before students start
- Review the use of Learning Intentions and Success Criteria
- Distance Learning
- Use of Hapara
- Daily Google MEETS for delivery of work. Initially as whole class then for small group and targeted teaching, Social time chats.
- SeeSaw used as delivery of programs and activities and uploaded from students
- Sunday Classroom Bulletin posted each week with outline of the week ahead and any relevant information for the individual class
- Daily Staff MEET during Lock down

- Leadership Team MEETs during Lock down
- Book Week Activities online
- Semester Reporting obligation delivered
- Parent Teacher meeting delivered online

STUDENT LEARNING OUTCOMES

Our NAPLAN results for 2021 reflected the initiatives and support programs that were implemented to support the students to fo their personal best.

The results for 2021:

100% of students in Years 3 reached the benchmark in Writing, Spelling, Reading, G&P and Numeracy

100% of students in Years 5 reached the benchmark in Writing, Spelling, Reading, G&P and Numeracy.

The following were some achievements:

- Level Team planning for consistency allocated during professional learning times, and back to back planning times during the week
- Team teaching practice as part of team approach in class levels
- Annual Review Meetings with a focus on professional development in line with staff directed goals
- Scope and Sequence 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
- School Leaders attend Regional or Head Office Network Meetings when possible
- Learning Intentions articulated by teachers at the start of a unit of work and daily as required Daily timetable for all classes
- Leadership team met regularly with defined agenda for continuous school improvement
- Adjustments to teaching and learning made according to NCCD data
- Personalised Learning Plans devised for students with additional need
- Assessment and Reporting Schedule used across the school
- Public Speaking Course for Year 5 & 6 students online
- 100 days at School celebrated by our Foundation students
- Buddy Program to support the Preps in their learning

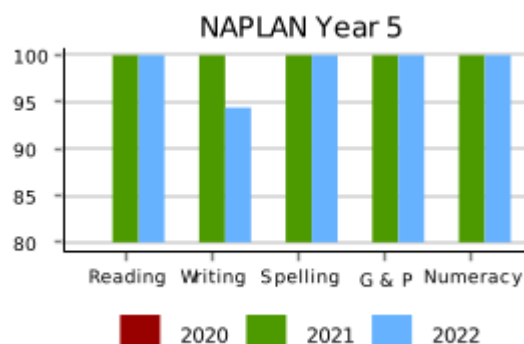
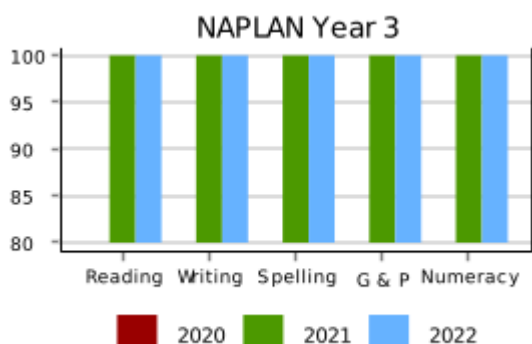
- MultiLit Program continued for children at risk in Years 3-6
- Early Years Intervention in English from students from Year 1 & 2 Tutor Programs

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	100.0	-	100.0	0.0
YR 03 Numeracy	-	100.0	-	100.0	0.0
YR 03 Reading	-	100.0	-	100.0	0.0
YR 03 Spelling	-	100.0	-	100.0	0.0
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	100.0	-	100.0	0.0
YR 05 Numeracy	-	100.0	-	100.0	0.0
YR 05 Reading	-	100.0	-	100.0	0.0
YR 05 Spelling	-	100.0	-	100.0	0.0
YR 05 Writing	-	100.0	-	94.4	-5.6

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



Student Wellbeing

Goals & Intended Outcomes

Goals & Intended Outcomes Goal:

To become proficient in analysing and interpreting data to inform teaching

That quality feedback will be provided to students, staff and parents

Achievements

- Ensured there was an understanding of the Well-being initiatives that have been started and revised the implementation process that is expected
- Monitored student attendance and followed up according to protocol when it was required
- Teaching to the social emotional needs of each child
- Provided opportunities to ensure staff well-being was at the forefront of the school's duty of care
- Updated Child Safe Standards were presented to the staff outlining the obligations and procedures that were to be followed in support of the students
- Regular use of strategies such as Circle Time
- All Year 6 Students held a Leadership role
- Buddy Program with Prep students
- Student Representative Council Membership from Prep-6 at school
- Classroom Culture established at the commencement of the school year and revisited at the beginning of each term
- Personalised Learning Plans in place to support students who were either below or above the standard
- Emergency Management practice and drills
- DISPLAN protocol updated
- Book Week Activities Day held
- Leadership Captains Meetings held at school
- Camp for Years 5 & 6 and Years 3 & 4
- Assembly Awards as recognition of personal achievements in line with School Values
- Sports: Morning Fitness, Inter School Sports Program, Footy Fun Day, Swimming Program
- Anaphylactic, First Aid and CPR Training for staff
- Students encouraged participating in extracurricular activities: Daniel Morecombe Child Safety curriculum explicitly taught to students, Private Music Tuition, Chess Club, Tennis Club

- St Anthony's Feast Day Celebration featuring Kaboom
- Harmony Day events run by SRC across the school
- Daily Meditation at the start of each day
- Provided essential resources to deliver programs and initiatives St Anthony's School
- School Production - Alice in Wonderland. This was the highlight of the year for many students where they were able to excel and shine in an area of fun and expetese

VALUE ADDED

Senior Camp & Middle Years Camp, Buddy Program-Preps students with Year 6 Students, Multi-age activities with a particular curriculum focus, Students encouraged participating in extra curricula activities, Public Speaking Course for Years 5 & 6 students, Day for Daniel awareness day, Cyber safety session, Year 5 & 6 students participated in District Sporting competition, Harmony Day activities, Feast Day activities, School Production, Year 6 Leadership Program

STUDENT SATISFACTION

[SWStudentSatisfaction]

STUDENT ATTENDANCE

- Daily electronic recording of absences are 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

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	85.5%
Y02	86.6%
Y03	90.0%
Y04	84.2%
Y05	90.1%
Y06	86.9%
Overall average attendance	87.2%

Child Safe Standards

Goals & Intended Outcomes

That the school community be informed of the updated Child Safe Standards and the obligations that schools had as a result of the new Ministerial Order No 870 of 7 January 2016.

That VRQA Child Safe requirements were implemented

- The parent community was informed via fact sheets, newsletters and emails of the new obligations, outcomes addressed, and new policies implemented.
- The School Advisory Council was informed of any new requirements through meetings and all new policies
- All Staff have professional learning sessions based on VRQA Regulations, CECV Commitment Statement and Recommendations and Guidelines and AITSL Standards to outline the necessary requirements and obligations that schools had to administer and abide.
- Policies are developed to reflect any new obligations in the Standards & MACS advices
- VRQA obligations were adhered to an implemented

Achievements

Achievements

- The embedding of policies and commitments into every day practice
- Implementation of Ministerial Order 1359 and the new 11 Child Safe Standards
- Professional learning of teachers, non-teaching staff and volunteers
- Continued Implementation of 'PROTECT, Identifying and Responding to all Forms of Abuse in Victorian Schools'
- Student participation and empowerment strategies
- Strategies to establish a culturally safe environment
- Strategies that ensure equity is upheld and diverse needs are respected
- Strategies that promote safety and well-being in the physical and online environments of the school
- Child safety Team / Committee structures and the impact these teams/committees have had in continuing to strengthen the child safe culture of the school
- Engagement and involvement of families and communities in promoting child safety
- Human Resources practices, including volunteers, (recruitment, supervision, performance review)
- Child safety - Risk Management practices and complaints handling processes
- New Medical procedures were set in place in particular when going Camp
- Mandatory Reporting Module completed by all staff
- Documentation to be maintained and registered accordingly

Leadership

Goals & Intended Outcomes

Goal: To explicitly teach the curriculum using best practice

Achievements

- Developed and embedded school values to drive culture of the staff, students and school community
- Staff Culture established at beginning of school year
- Leadership Team members released on the same day to ensure availability to meet and plan
- Weekly Staff Bulletins posted in Google Drive to ensure effective communication
- General Business Meetings held to discuss issues arising and consultation
- Defined goals and new roles of the Leadership Team with clear agendas and minutes taken
- Ensured attendance at Network Meetings and other relevant professional development on-site and online
- Opportunities provided for Staff Voice e.g. General Business Meetings
- Professional Learning meetings in line with our Annual Action Plan and new initiatives
- MACS projects were prioritised, and staff informed of the practice to support students outcomes e.g. The Writing Project 3-6, SWIF and ENA Mathematics in Preps
- Current pedagogy presented to inform practice especially in Learning and Teaching and linking with Education in Faith
- Parent Support Group meetings attended by leadership representative each term
- Consultative Committee Meetings held to discuss Class Structure and Specialists programs
- Anaphylactic Train the Trainer supervisors established
- First Aid & CPR Training for all staff members
- Flu Injections provided for Staff
- Information Nights online and Tours for Prospective Parents
- Maintenance of grounds and services throughout the school
- Provided opportunities for celebration of successes and achievements
- Leadership worked with staff on developing a culture of feedback where staff and students could articulate their learning goals and next steps in learning Distance Learning
- CECV Schools' Operational Guidelines were followed and maintained
- 2022 COVID-19 Safe Plan updated as per Operational Guidelines

- Online resources: program, Apps, platforms kept for continued delivery of curriculum to students
- Daily Staff Meets for up-to-date information to be passed on; these were recorded for all staff who were unable to attend online
- Sunday emails were sent to parents with outline of the work the students needed to accomplish for the week
- Personal PPE maintained for all staff members
- Ensured all staff had the necessary tools and devices to work from home
- The school went through a process to engage K2LD to take on a Master-Plan for the school to upgrade school facilities.
- Submission to both the Commonwealth and State Governments Grants for Smart Grants

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

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

Some Professional Learning activities were:

The staff of the school took part in the following Professional Learning sessions:

Principal, Education in Faith, Student Well-being, Student Diversity, Mathematics, English Leaders, Digital Technologies, English Support, ICON Finance and Administration Networks, Report Writing, Student Diversity-NCCD , NAPLAN results analysis, PLP Writing, Students at risk, eLearning Modules, Reports, Curriculum Days, Personal Spiritual Development, Networks, Digital, MultiLit Program,CPR & First Aid Training, Anaphylaxis Training, Social Skills Program, Webinars in ICT, Peaceful Kids program, ICON workshops, InitialLit training, The Writing Revolution training and workshops

Staff 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 continued throughout the year. There was always a wonder of any further lock-downs but as the year progressed it was obvious that the year had returned to some normality. The well-being of the staff was always paramount to be at the forefront of the daily tasks at hand. The staff were exhausted by the end of the year but were able to have a great sense of achievement in having been together. Wherever possible activities were held to bring the staff together and celebrate achievements together.

School Climate rose from 2021 to 96%

Staff Leadership Relations rose from 88% to 93%
 Collective efficacy was at 100%
 School's overall positive endorsement was at 78%

The staff were always informed of the support they could seek if needed through EAP.

Number of teachers who participated in PL in 2022	22
Average expenditure per teacher for PL	\$1167

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 when the Lock-downs started nata the beginning of the year the staff ensured to maintain a positive outlook to the year ahead. Once the lock-downs were imposed on us the majority of staff worked from home.

The Leadership Team ensured they always supported all staff both on school site and at home. Whenever possible celebrations and social interaction took place online e.g. Birthdays.

Once staff returned to school the enthusiasm was at an all-time high. Even though social distancing prohibited staff gathering together the courage, determination and commitment that had driven the staff through the lock-downs kept everyone together as one.

The staff were always informed of the support they could seek if needed through EAP as the well-being of staff was paramount at all times.

Teacher satisfaction- MACSSIS Results 2022:

Collaboration around an improvement strategy: Perceptions of the coherence of the school's improvement strategy- 84%

Teacher Efficacy: Teachers' perceptions that staff at the school have what it takes to improve instruction - 100%

School Climate: Perceptions of the overall social and learning climate of the school -96%

Feedback: Perceptions of the amount and quality of feedback staff receive - 55%. This is the area of focus for staff professional learning so that there is overall improvement.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	68.1%
--------------------------------	-------

ALL STAFF RETENTION RATE	
Staff Retention Rate	72.0%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	[staffQualifications.Masters]%
Graduate	36.4%
Graduate Certificate	0.0%
Bachelor Degree	81.8%
Advanced Diploma	36.4%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	20.0
Teaching Staff (FTE)	13.4
Non-Teaching Staff (Headcount)	12.0
Non-Teaching Staff (FTE)	7.0
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

Goal: To build and strengthen relationships within our faith community

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

The year started with many positive intentions to have as many as possible events to bring the community together.

Term One started well but came to an abrupt end when the Lock-Downs for Victoria and the COVID-19 restrictions continued throughout the year. The Co-Presidents of the PFA continued to be positive and postponed and changed dates for events that did not eventuate. Through their determination meetings were held online and the committee continued to plan for 2022.

Main achievements:

- Regular meetings with the School Advisory Council, Parents and Friends' Association online
- Meet n Greet Sessions at the start of the school year for parents and teachers
- PFA Welcoming Picnic
- Communication via new iNewsletter; emailed to parents and on St Anthony's School website
- Weekly Classroom Sunday Bulletin
- Maintenance of Operoo facility for health updates and communication to parents
- Assemblies held each fortnight
- Year 5 and 6 students Public Speaking Course undertaken
- End of Year Mass for students and only Year 5 & 6 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 and Fun Day online
- Book Week activities online
- Nativity Play and Carols

- Morning Fitness sessions lead by Sport Captains
- Ride to School Day & Ride 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
- School Production
- Mother's Day and Father's Day Breakfast and Gift buying stalls
- Easter Egg Raffle
- Vinney's Winter Appeal

PARENT SATISFACTION

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

- Parent emails were replied within 24 hours
- Classroom bulletins issued every Sunday evening at 4.00pm outlining the week's work
- 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
- Lunchtime Meets in groups for social interaction

The following are the results from the MACSSIS surveys 2022:

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

To what extent does your child feel they belong at this school? - 100%

School Climate: Families' perceptions of the social and learning climate of the school. - 88%

Student Safety: Perceptions of student physical and psychological safety while at school. 86%

Communication: The timeliness, frequency, and quality of communication between the school and families. - 88%

Catholic Identity: Families' perceptions of and engagement with the overall Catholic identity of the school. - 75%

Future Directions

As a Catholic school the Staff shall continue to be committed to teaching and living out our School Values of Respect, Empathy, Inclusion and Excellence. We will provide a faith-filled, rich learning and teaching environment that will support the growth of each individual student. We believe the culture of the school should reflect its Catholic identity and that through practice and personal experience the development of the children's skills, knowledge, values and attitudes will enable them to take an active role in the faith community.

The implementation of the Annual Action Plan 2023 will become the focus for achieving higher student outcomes and enhancing teacher knowledge and performance. Explicit teaching of reading and writing through The Science of Reading Methodology using evidence-based data and knowledge, and InitialLit program will be the main sources as the mode of delivering the content. The Reading Revolution Methodology will provide sound basis to explicit teach all Preps to Year 2 students. The Writing Revolution will continue to be the base for writing development and best practice for all students.

Personalised learning processes, scaffolding, learning tools and protocols will support the students to be actively involved in their own learning, and engaged in meaningful research and learning. Resources will be made available, so that staff has the tools to support learning outcomes of the students and incorporate them into all key learning areas. A whole school approach to integrated studies incorporating the Religious Education Units through an Inquiry approach will aim to provide the delivery of an authentic curriculum.

The Student Well-being Program will continue to be a priority providing the necessary outcomes so that students come to school feeling happy, knowing that they are in a caring and safe environment. The building of their emotional health will be actively encouraged in the activities that will be based for the whole school. The well-being of the students will be prioritised so that they feel engaged and safe at school ready to face the diversity that they are confronted with. The safety of all students will be supported by the staff understanding the importance of the Child Safe Standards that are mandated to follow and have in place.

The school will ensure that the necessary resources will be maintained and updated to ensure that the students are technologically equipped for the future. These will be incorporated into all areas of the curriculum and will work alongside other resources. There will be added focus on STEAM with the allocation of a teacher to focus this area. Health Education and curriculum. Physical awareness will continue to be promoted in the life of the school. The students will be provided with a variety of opportunities and activities that will challenge and develop their abilities and support their personal and physical development. 2023 will see that continuation of regular intensive Swimming Program for all students which will enhance their safety around water development.

The school will continue to apply for Government Grant to support the building upgrades according to the stages of the Master Plan which was developed in 2021.

In conclusion, St Anthony's School will continue to focus on providing high quality education ensuring that each student is taught to their point of need in an environment where they are nurtured, feel happy and are safe. The size of the school has a great advantage to ensuring that every child in the school is catered for so that learning is fun and with real life experiences.