



St. John's School Euroa



2016 ANNUAL REPORT to the School Community

REGISTERED SCHOOL NUMBER: 1045

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Contact Details

ADDRESS	37 Anderson Street Euroa, Victoria, 3666
PRINCIPAL	Mrs. Gabrielle Downie
PARISH PRIEST	Rev. Fr. Anthony Hill
SCHOOL BOARD CHAIR	Mr Andrew Hill
TELEPHONE	(03) 57952937
EMAIL	principal@sjeuroa.catholic.edu.au
WEBSITE	www.sjeuroa.catholic.edu.au

Minimum Standards Attestation

I, Paul Maher, the new Principal of St. John's in 2017 attest that I have provided all information left to me as the incoming Principal. St. John'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 2007 (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 2016 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

19th May 2017

IDENTITY STATEMENT

St John's Catholic school is a community, inspired by truth, love and service, that challenges and supports each person to be the best they can be.

VISION STATEMENTS

St John's School strives to be a community where...

Students build a relationship with God and Jesus' teachings are modelled and lived.

The total development of each person is nurtured; cultivating mind, spirit, body, character and imagination.

Home, school and parish work in partnership to create a vibrant learning community. Difference is valued, risk-taking is encouraged and achievements are celebrated within a safe and supportive environment.

GRADUATE OUTCOMES

St John's school endeavours to educate students to be...

Life-long learners, open to change, adaptable and willing to question
Capable learners with strong foundations and competencies in literacy and numeracy
Creative, engaged and collaborative
Responsible for their own learning
Compassionate, caring and responsive to social justice issues
Happy, optimistic and hope-filled

School Overview

St John's School is a Catholic primary school in the parish of Euroa, approximately 150 km north of Melbourne. The school was established in 1921 by the Sisters of Mercy and maintains a strong commitment to the Mercy core values of truth, love and service. St John's has an enrolment of approximately 186 students and caters for a variety of needs.

St John's offer a large number of curriculum areas, but at the forefront of our school is our religious education program. We are very proud of our Catholic identity and we encourage all of our students to live by Gospel Values.

Our students participate in the Bluearth program, which teaches discipline, core strength and mindfulness. The year three to six students work with 1:1 laptop, to prepare them for future learning while our foundation to year two students have a 1:2 iPads available for their learning.

St John's provides specialist teachers for foundation to year six in Japanese, Physical Education, and Visual Arts.

The modern facilities, including an open learning space (resource centre), large indoor stadium and synthetic-turf basketball courts/play area enable the students to engage in an active lifestyle during their recess and lunch times. We are situated on extensive grounds with an outdoor learning area and large expanses of play area.

Our student leadership program encourages participation, and encourages all senior students to become leaders in different situations.

Our parent community is very closely involved within our school. Parents support with classroom activities and participate in many events including Mother's Day, Father's Day and sporting carnivals.

Members of the school board take an active role in the future planning and direction of the school, while our Parents and Friends Committee assist with fundraising and building community spirit.

Principal's Report

During 2016, St John's staff, students and families experiences a most successful school year while working with an interim Principal in Mrs. Gabbie Downie.

Fr. Tony is to be thanked for his continued support and dedication to our community. As a Catholic community we are fortunate to have a residing Parish Priest directly supporting our school. We are blessed to have a committed staff, dedicated to providing growth and development of our school and its community.

A big thank you to our School Board who work tirelessly to ensure St John's is always moving forward. This year was particularly difficult year as they worked with the interim Principal to ensure the smooth running of St. John's as well as working through the detailed process of selecting a new Principal.

2016 also saw the School Board, staff and Leadership Team work through a significant number of policies that needed to be developed or reviewed. The interim Principal worked through the new Child Safe Standards with the school community, informing them of the reasons behind this important aspect of school improvement and putting a process in place for all members of the school community to commit to the schools newly developed code of conduct.

Our thanks is also extend to our Parents and Friends, who continued to work tirelessly raising money for our school. The many different events and activities in our school and the wider community helped create a better learning environment. The money raised in 2016 enabled the purchasing of smart TV's for each learning area.

Each family brings a special gift that makes our school community unique and strong, we are indeed blessed. We thank our families for their ongoing support as we embark on 2017 with a new Principal in Mr. Maher to take us into the future.

God's Blessings

Paul Maher
(For and On Behalf of Mrs. Gabrielle Downie)
Principal

School Education Board Report

As another school year passes we can be feel quite affirmed with what has been a most productive school year under the leadership of our interim Principal, Mrs. Gabbie Downie. This year we farewell another fine group of young leaders who have represented our school with distinction and we now welcome a new group of Preps and we wish them well as they begin their learning journey at St. John's.

To the school leaders, teachers and staff we say thank you for all your efforts, always giving your best to help develop the education of our students.

To Fr. Tony, we thank you for your leadership, guidance and support. We also thank St John's Parish for your support through the year, this helps build a stronger community.

A special thank you to all our board members, for the time and effort invested into the future planning of our school during what has been very busy for us as a leadership group. Thankyou Libby Hamilton, Louise Frewen, Sally Redfern, Andrea Penman, Mike Adcock, Keesha Stephens Tony Kubeil Rob Haub.

To the Sandhurst Catholic Education Office in Bendigo we thank Paul Desmond (Director of Education) and Helen Ramsdale (Education Consultant) for your ongoing commitment to St Johns Euroa.

The school board has been actively involved in the formation of the schools master plan to accommodate for the future growth and enrolments within the school. We look forward to receiving a positive response to our Catholic Capital Grant application for renovation and construction of new and updated learning spaces for our children.

The school grounds are always looking great and it is good to now be able to host our sports and outdoor activities on our oval. Technology is now an integral part of our learning and teaching in the school and will continue as the children move through their primary school years.

The Parents and Friends Association have work tirelessly through the school year to fundraise and help our families come together on the days such as Mother's Day, Father's Day, the school fete, the sale yard catering and much more. Thank you all for your outstanding efforts.

Best Wishes

Andrew Hill
St Johns School Board Chair

Catholic Identity

Our 2016 school year began with a Whole School Mass, where we welcomed our interim Principal Gabby Downie. As Easter was quite early into our term, this was followed with an Ash Wednesday Mass.

We had an extremely positive approach to our Project Compassion campaign, which along with several fundraising campaigns and our weekly cake raffle, saw a large amount of monies raised for Caritas. A great response also to our annual St Vincent De Paul collection which is based around the Feast of the Sacred Heart.

Seven year 5 students also had the opportunity to attend a 'Social Justice' Day at Our Lady's in Wangaratta. This was facilitated by Kerrie Stone and gave these students some great insights into the work of Caritas. Class Masses continued to be celebrated in our classroom on Thursdays at 12pm. The majority of these saw a large amount of parent and parishioner involvement. Whole School Liturgies were also held around National Reconciliation week, World Environmental Day, Social Justice Sunday & Remembrance Day.

Staff Spirituality saw a focus on the Year of Mercy with Mary Murphy leading staff on a beautiful reflection around the different aspects of Mercy, with some lovely insights into Pope Francis and his teachings. Michael Crowe led us in a reflection on well-being followed by a staff dinner.

Our Parish Sacramental Program saw eleven candidates from St John's prepare and receive the Sacraments of Confirmation and Communion during third term and 17 candidates receive the Sacrament of Reconciliation.

Value Added

- Make available professional and individual spiritual development - Staff
- Audit and plan ongoing professional development for staff on Fire Carrier program-commenced
- Redesign web page, and update information each term
- Reestablish BRCE Benalla Regional Catholic Education - St John's Euroa, FCJ Benalla, St Joseph's Benalla, St Mary's Mansfield - Year 5 and Year 6 Leadership Days.
- Participate in the ECSI Survey
- Continue with class Masses in School
- Support the Parish Sacramental Program
- Develop the Catholic Identity Leaders Role
- Face of Mercy Awards
- Sandhurst Arts On Show
- Founders / Name Day
- Mothers Day Lunch and Pamper Day / Father's Day Breakfast
- Carols on the Deck
- Michael Crowe - Year of Mercy PD
- Accreditation Studies - Louise Frewen and Thomasina Ramsden

- CARITAS fundraising

Learning and Teaching

Staff worked together to review and update St. John's Assessment Schedule to ensure that the most effective assessment tools are utilised and that relevant data is used to drive our teaching.

A whole school assessment data bank was created on Google Drive to allow assessment data to be collated and recorded, with student progress in reading and mathematics being tracked from prep – year 6.

Online testing was implemented in term 3, using ACER's Progressive Achievement Tests in Reading and Mathematics for year 2 – year 6, and the corresponding Early Years tests for Foundation and year 1 classes. John Eason and Arn Gorman from the Catholic Education Office provided support for staff in interpreting and analysing data gathered from these online assessments.

The Fountas & Pinnell Benchmark Assessment System was implemented as part of our term 4 literacy testing to provide a measure of student's growth over time. This testing also provides valuable information about each student's independent and instructional reading levels.

In preparation for implementing the new Victorian Curriculum in 2017, Gabby Downie and Briony Clarke attended Victorian Curriculum workshops and supported staff at the school level to become familiar with the new curriculum. The St. John's staff are continuing to work with the Catholic Education Office to implement the new curriculum.

To support students with additional learning needs, staff completed professional development by completing the Abilities Based Learning & Education Support (ABLES) modules. Staff were also supported by CEO staff in developing and implementing Personal Learning Plans (PLP) for students with identified learning needs.

To develop and enhance our learning and teaching, staff engaged in professional development focused on 'making the learning visible'. This was achieved through the use of learning intentions – clear statements communicated to the students so they know and understand what the focus of the lesson/unit is, what they are learning and why. Learning intentions are used throughout the school, from Foundation – year 6 and are often referred as a WALT – we are learning to. Professional development focused on learning intentions was guided by research and practice from John Hattie.

The inquiry focus for each term was:

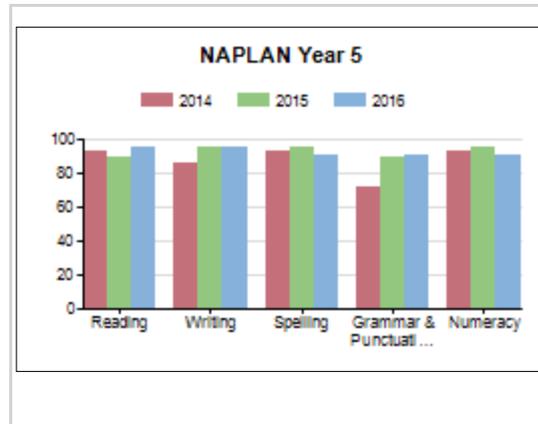
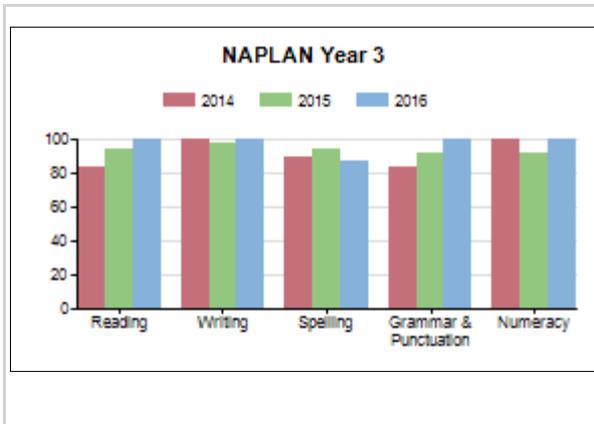
Term 1: The focus for this term was personal learning – How can we be the best learners we can? An important aspect of this is to keep ourselves healthy by looking after our bodies, and this was supported by a visit from the Life Ed Van for each class.

Term 2: The whole school inquiry for term 2 was performing arts (dance, drama, music) with a particular focus on how we can communicate through the arts?

Term 3: In term 3 each unit had a geography focus, looking at where people live in the world, different environments and diverse places.

Term 4: History was the focus our each inquiry unit in term 4 with studies looking at personal histories, community histories and the history of Australian colonies. These studies were supported by a year 3/4 camp to Pioneer Settlement at Swan Hill and a year 5/6 camp to Sovereign Hill.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2014 %	2015 %	2014–2015 Changes %	2016 %	2015–2016 Changes %
YR 03 Reading	84.2	94.7	10.5	100.0	5.3
YR 03 Writing	100.0	97.4	-2.6	100.0	2.6
YR 03 Spelling	89.5	94.7	5.2	87.0	-7.7
YR 03 Grammar & Punctuation	84.2	92.1	7.9	100.0	7.9
YR 03 Numeracy	100.0	92.3	-7.7	100.0	7.7
YR 05 Reading	92.9	90.0	-2.9	95.7	5.7
YR 05 Writing	85.7	95.0	9.3	95.7	0.7
YR 05 Spelling	92.9	95.0	2.1	91.3	-3.7
YR 05 Grammar & Punctuation	71.4	90.0	18.6	91.3	1.3
YR 05 Numeracy	92.9	95.2	2.3	91.3	-3.9



Our Naplan results reflect some very positive growth in all areas in Year Three except spelling so this will form the basis of further professional learning in 2017. In Year Five reading, writing and grammar and punctuation saw slight improvement while spelling and numeracy data was down on 2015 results. With St. John's applying for participation in the Sandhurst Diocese Inquiry Mindset Project in 2017/18 we hope to address our deficiencies through a process of professional learning and deeper analysis and response to our data trends.

Pastoral Wellbeing

St John's community is continually working towards supporting the wellbeing of each of its members. As the school recognises the increased need for enhanced wellbeing practices at St. John's we are moving to establish a pastoral wellbeing Team including the Principal, Wellbeing Leader and Learning Diversity Co-ordinator. It is our goal to share the workload of the wellbeing portfolio across a team rather than an individual.

Students with Special needs

In 2016, St John's sought funding to support students with special needs. This funding was used to supplement the employment of Educational Support staff within the school.

Personalised Learning Plans (P.L.P.s)

Personalised Learning Plans for children students with needs (funded or not) were used to ensure each child's learning journey is tailored to their specific needs.

Speech Therapist

St John's employed Richelle Wells (term 1-3) and Sherryn Long (term 4) on a fortnightly basis to assess and develop speech programs for students with special needs. Our therapists also assisted parents and staff with learning and teaching.

Family Support

Parents are supported at St John's in times of difficulty or stress. We provide a casserole bank, which gives families a meal and a break when parents are ill or a family crisis is experienced. Support has also been provided for those families who are experiencing financial hardship, through fee subsidies.

Teacher Advisory Meetings

Teacher advisory meetings were held at the beginning of each term to enable parents, teachers and children to discuss concerns and needs and set goals for the term ahead.

Transition

Our transition program assisted new students settle into school life. The buddies from year five built a relationship with our newest students to help them feel secure. Year sixes participated in transition activities with both FCJ College and Euroa Secondary College.

Bravehearts

Junior students (Years F-2) were visited by Ditto the mascot for Bravehearts. Bravehearts is a fantastic program that covers stranger danger, staying safe and reporting unwanted attention to a trusted adult.

Value Added

Support for children with learning difficulties – provision of teacher assistants for all classrooms but more time for classes with funded chn

PD for staff- all staff completed ABLES Online modules- Sue King presented about preparation of PSGs- Sally completed online PD focussing on the importance of Oral Language.

Professional reading- Sue Larkey, Liz Dunoon articles shared and distributed
 Preparation of PLPs for all children with Special Needs (whether or not they meet criteria for funding) then filed in Special Needs Filing Cabinet and stored on Google Docs
 Speech Pathologist Arti Shan provided by CEO- fortnightly visits worked with small groups with articulation concerns but generally language building with Classes F, 1, 3, and 5 where the need was greatest. Arti also presented at staff meeting re colourful semantics and developing oral language.
 Preparation of Data for submissions for SWD funding.
 Craig Wilson- Psychologist attended St John's on weekly basis and worked with children needing support- this was funded by Medicare but facilitated by school
 Time at PLTs and some staff meetings to work together to find solutions to some challenging learning problems experienced by some students.
 Work with Alechia Felconio from Ronald McDonald Learning Centre at RCH to support Chloe Perry while she was undergoing surgery and her subsequent re-entry into school. Monkey in my Chair used to communicate with Chloe.
 PSGs each term for all students on PLPs.
 Sally and Gabby attended Dan Petro behaviour modification PD
 Inclusion On-Line learning- all staff completed (8hours)
 Special Needs leaders Virtual Meeting each term with Joy Ready
 Life Education

SCHOOL MANAGEMENT OF STUDENT NON-ATTENDANCE

If a student is absent from school, it is the parent's responsibility to contact the school and give an explanation. This can be done by a written note, email or phone call.
 If the school does not hear from the family within three days of the first absentee, our principal or administration officer makes a call to the family to follow up on the student.
 All attendance is recorded electronically and total days absent are recorded on student semester reports.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y05	92.50
Y01	92.99
Y03	92.30
Y04	93.73
Y06	92.29
Y02	92.18
Overall average attendance	92.67

STUDENT SATISFACTION

Data from the Student Insight SRC surveys revealed the following:

Students at St. John's feel:
 Positive and energised about their school life and feel like they belong to the school community although overall data revealed a drop in student engagement. Specific questions in the survey revealed that disruptions and student behaviour can impact on their learning. The school will address this as they continue their move into 'open plan' learning and as they focus more on PBIS in 2017.

TEACHER SATISFACTION

Data from the Staff Insight SRC surveys revealed the following:

Very positive movement has taken place in all areas of the survey with significant increases in the four pillars of clarity, work demands,
 There is an agreed philosophy on student management and that the responsibilities are well understood by both parents and students.
 The students are generally encouraged to experience success, are well behaved and treated with respect.
 The staff at St. John's challenge each other to improve their learning and teaching practice. The staff believe they would like to have more input into decision-making process and this will be addressed through the continued work that will be completed on the school improvement plan in 2017 and beyond.
 The staff believe there are more frequent times of anxiety and stress within the workplace. The staff value the opportunity to participate in prayer life and celebrate mass and liturgies.

STAFF RETENTION RATE

STAFF RETENTION RATE	
Staff Retention Rate	92.86%

TEACHING STAFF ATTENDANCE RATE

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	90.89%

Leadership

Student Leadership.

Our senior students continued to fulfil their role as a Leadership group in our school. Collectively and individually they have undertaken many Leadership responsibilities such as: buddies for the new Foundation students, hosting whole school assemblies, representing the school in our community, accepting lead roles in our masses and liturgies and being able to be called upon to fulfil any task with respect and pride.

Staff Leadership

Our staff continued to encourage our students to be leaders by being leaders themselves. Our positions of leadership in 2015 were;

Principal Sonia Jones

Co Principal /Deputy Principal - Libby Hamilton

Religious Education Co-Ordinator - Louise Frewen,

Special Needs - Denise Holt,

Information and Communication Technology - Katherine King and Brenton Noye

Learning and Teaching - Briony Clarke.

The Leadership structure varied through the second half of 2015. While the Principal Sonia Jones took long service leave during term three, Libby Hamilton took on the role of Acting Principal. Louise Frewen assumed the role of Deputy Principal, in addition to her role as Religious Education Co-Ordinator. To accommodate Sonia's illness the leadership structure again changed. A Co-Principal position between Sonia and Libby was established in term four which allowed Sonia to work part time. Denise Holt joined the Leadership Team as a regular member later in the year to support the running of the school. The Catholic Education Office continued to provide support and guidance during these changes.

School Board Membership

Parish Priest Rev	-	Fr. Tony Hill
Principal	-	Gabbie Downie
Deputy Principal	-	Libby Hamilton
School Board Chair	-	Andrew Hill
Deputy Principal	-	Libby Hamilton
Catholic Identity Leader		Louise Frewin
Staff Representative	-	Sally Redfern
Parent Representatives		Rob Haub, Tony Kubeil, Mike Adcock, Keesha Stephens,
Secretary	-	Andrea Penman

Parents & Friends

The Parents and Friends Association elected a new committee from an eager group of volunteers, who continued to be an effective fundraising group for our school. St John's thanks these parents for their valuable contribution to the building of our school community. A special thanks goes to the executive team and Sally Kubeil for her ongoing work as uniform coordinator.

Parents and Friends Membership

President Lynn Smith

Treasurer Melinda Anderson

Secretary Melissa Waite

Members Magie Asquith, Sally Kubeil, Keesha Stephens, Di Marin, Stacey Reid, Bec Rieusset, and Narelle Walker

Value Added

- Develop Student Leadership Service Groups
- Reestablishment of the Leadership Team
- Develop role descriptions for the Leadership Team and Support Staff
- Review and Update Staff Handbook
- Establish compliance in all VRQA areas (still to be ratified by Phil Bretherton)
- Establish Google Doc processes for School Calendar, Planning, VRQA, School Improvement Planning, Meetings and Assessment.
- Conduct a Leadership Review
- Review, update and have ratified by the CEO the School Board Constitution
- Twelve month interim Principal - Gabrielle Downie
- Successful process for employment of new ongoing Principal - Mr Paul Maher

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2016

CEO Facilitated Network Days

- ⇒ Leading Learners Diocesan Network Days
- ⇒ Irene Gilliland- Reading Recovery Network Meetings
- ⇒ Rachel Timperley Indigenous Network Meetings
- ⇒ Principal Meetings- Gabbie Downie
- ⇒ DP Meetings/Days- Libby Hamilton
- ⇒ Autism- Positive Behaviour PD
- ⇒ Observation Survey PD
- ⇒ REC Days- Louise Frewen
- ⇒ Oral Language Virtual Meeting

Professional Development facilitated at St John's

- ⇒ Arti - Speech Pathology on-going support
- ⇒ Religious Education PD - Michael Crowe (CEO)
- ⇒ Bluearth PD- Matt Dillon
- ⇒ Anaphylaxis / First Aide – whole staff
- ⇒ Bluearth Physical Education

Number of staff who participated in Professional Learning - 23

Average expenditure per teacher for Professional Learning - \$845

School Community

Throughout 2016 St. John's conducted an Insight SRC survey to gain feedback from families on their perceptions of school performance. The statements below are derived from this survey.

PARENT SATISFACTION

The parents at St. John's School feel:

The educational standards at school provide adequate challenge and the subjects taught meet the needs of their child.

The changes in Leadership has led to some disruption at the school and that the employment of the new Principal needs to be resolved as soon as possible.

Overall data was slightly down on previous years and that communication in the school requires further work.

There is good two-way communication between school and staff and the school takes parent concerns seriously.

That while school student reports are reasonably helpful, there could be more clarity in this area.

That their child attending a Catholic school and reflection on their faith holds higher priority than attending mass and liturgies.

That they are overall satisfied with the education provided.

Stewardship of Resources

The development of the School Master Plan is ongoing and will be pivotal to future directions of the sub-committee. The plan will put us in a position to enable us to meet the growing needs of our school.

Hard work has resulted in the rejuvenation of the oval, school gardens, watering systems and improvement to the drainage around the school. We now reap the benefits of this, by now being able to enjoy using the oval for our Athletics carnival.

Classroom renovations and modifications were completed where 'sliding doors' were constructed to enable learning spaces to have a dual role. Learning spaces can now be completely open for whole group, multi-class activities or can be closed to enable smaller group, single class activities.

An Occupational health and safety Audit was completed and indicated that significant work was required to be completed in this area for St. John's to be fully compliant with its OH&S obligations..

Value Added

- Develop PD budget & schedule
- Develop curriculum, PD & departmental budgets
- Develop staged Master Plan & submit application for a state grant
- Develop Cyclical Maintenance Plan on a yearly basis to make adjustments
- Employ Maintenance Officer & develop role description
- Extend cleaners hours in line with demands of the role
- Conduct a full school external OH&S audit
- Asbestos Audit
- Establish suitable Sports Shed
- Establish suitable cleaning and maintenance room
- Establish chemical Store
- Streamline P & F activities
- Update locking system within the school
- Update outdoor furniture
- Update of Smart Boards with TV's and Apple TV's
- Update of laptop and iPad storage
- Renewal of photocopy leasing arrangements to save costs
- Update of Office Computer
- Improve and extend Wi Fi service throughout the school
- Update of Mac Mini for faster operations.
- Staff on leave in 2016 - Brenton, Sally, Karen, Annette, Irene, Ayako, Chris

TEACHER QUALIFICATIONS	
Doctorate	0.00%
Masters	0.00%
Graduate	25.00%
Certificate Graduate	0.00%
Degree Bachelor	75.00%
Diploma Advanced	25.00%
No Qualifications Listed	0.00%

STAFF COMPOSITION	
Principal Class	2
Teaching Staff (Head Count)	14
FTE Teaching Staff	11.970
Non-Teaching Staff (Head Count)	10
FTE Non-Teaching Staff	5.286
Indigenous Teaching Staff	0

Future Direction

St John's has now employed a new Principal in Mr Paul Maher so the school will be able to move forward with its 2017-2019 school Improvement Plan with confidence and certainty.

2017 will see the school requiring to address its obligations in regard to Occupational Health and Safety.

The master plan for improved facilities will hopefully be finalised with grant applications being submitted later in 2016. If successful, it is hoped building will commence the following year.

The school is hopeful for a successful result in its application for Capital Funding to begin works on the newly formed Master Plan.