

2023

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

Together in Christ



St James Primary School

Vista Parade, KOTARA SOUTH 2289

Principal: Duilio Rufo

Web: <http://www.kotarasouth.catholic.edu.au>

About this report

St James Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and 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.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. 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 be also be obtained from the My School website.

Message from key groups in our community

Principal's Message

We, as a school community acknowledge the Awabakal People as the traditional owners of this land where our learning takes place at St James' school. As a proud Catholic school, founded by the Sisters of Mercy, we take great pride in our Mercy heritage.

Our core values of respect, courage, service, justice, compassion, and hospitality are embedded into our everyday life and formed the basis of our newly implemented Positive Behaviour for Learning (PBL) framework.

We are a school with strong connection to our parish of St Philip's and are committed to an inclusive Catholic education. The positive relationships amongst the staff, students and parents are evident in our community and make working alongside each other for the good of our community harmonious and rewarding.

The staff of St James' are dedicated, hardworking professionals who strive to provide a nurturing environment for students to grow in all facets of their life. Considering and attending to their spiritual, social, emotional, cognitive, and physical needs, establishing a solid and broad foundation for lifelong learning and wellbeing.

St James' is a community with a strong commitment to school improvement. We embrace change and embed up to date pedagogical practises to improve learning outcomes for all students. We have an established culture of continuous professional improvement among staff and the deep understanding of how students learn is shared. We strive to deliver the curriculum using contemporary pedagogy that is research based. At St James', we provide quality support for students with additional needs. As a Gifted Education Lead School, we have been able to identify our gifted learners and implement programs to help meet student needs. St James' is a 'Successful Foundations' school, implementing the Early Years Framework which focusses on the importance of 'play-based' learning to give our students the best transition to school in kindergarten.

Our school is set among the trees which gives us a point of difference and is uniquely supportive of the natural fauna and flora. Students and educators enjoy lessons and opportunities to learn and grow within our outdoor spaces.

Our Parents and Friends Association is an active group. They provide financial and moral support to our school. 2023 saw the return of the Student Disco, a great success for the students and enjoyed by the adults too. We joined together to celebrate community events such as Grandparent's, Mother's, and Father's Day. All that brought that sense of fun, care, and community into our wonderful school.

Reflecting on the past year it is with pride that we saw our students and staff grow and achieve. As we move forward we look to continue the good work and meaningful relationships present at St James', knowing that together we are living our mission, vision and values.

Parent Body Message

The parent body of St James' has enjoyed working positively and productively with school during the year of 2023. We were supported and encouraged to organise activities that enabled us to raise and spend money on the grounds and resources used by the students. We are thankful for the partnership with the school to make things better for our children here.

We held the usual fundraising activities throughout the year, including the easter raffle and our Mothers' and Fathers' day stalls. We also saw the return of the School Disco, an event that was thoroughly enjoyed by the children and staff who attended. These fundraiser's provided opportunities for parents to gather and build networks within our community. We thank all of the parents and carers who gave their time to organising and coordinating the details of such events.

We have also supported the school through the purchase of many resources that revamped the Learning centre. The equipment, which included a sensory swing have provided a place of calmness and learning for all the needs of our students. We have also been able to continue to offer parents the additional school assets of onsite playgroup.

This year was the final year of the School Uniform Shop being on site and we thank the parents who put such an effort over many years to ensure this service was going for our families. The school canteen was so popular that it changed from 2 days of operation to 3 days per week and has gone from strength to strength.

Overall, a hugely successful year was had, and we thank the executive of our Parents and Friends association for their service. We appreciate that the efforts of our parents and recognise the rich fibre of our school community.

Student Body Message

2023 was an exciting year for Year 6 at St James'. A highlight of the year was our excursion to Canberra. It was lots of fun seeing all the different sites and really interesting learning lots of things about the government of Australia. We also really enjoyed having Kinder buddies and doing activities with them. We hope they will always remember us as they go through their primary school years.

It was great participating in our school swimming and athletics carnivals, plus other activities and events throughout the year. A highlight for me personally was being part of the junior drama ensemble for Aspire and playing Bobby in The Pirate Code. Performing at the Civic Theatre was a fantastic experience and it was great to meet lots of new people. We hope next years Year 6 have an even better year with lots of new experiences.

School Features

St James' Primary School, Kotara South is a Catholic co-educational Kindergarten to Year 6 systemic school in the Diocese of Maitland-Newcastle. It forms part of the Central Region of schools. St James' student often proceed to St Pius X High School, Adamstown at the conclusion of their primary schooling. St James' neighbouring schools are St Columba's, Adamstown, and St Kevin's, Cardiff. We are part of the All Saints Blackbutt South Parish, belonging to St Philip's community.

St James' Primary School had its origins in Garden Suburb where it began on 31st January, 1961. Two Sisters of Mercy ran the school in a building which was originally the operating theatre from the Greta Migrant Camp. During that year, the rest of the hospital was transported to Garden Suburb to form more classrooms and a temporary church. In 1963, the Parish of St Philip's was named with a disused colliery building in Kotara South being converted into the church. In 1974, twenty-four acres of land was purchased by the parish, opposite the church grounds, as the new site for St James' Primary School. It wasn't until 1981 that the school opened in its present setting. Our school continues to expand and grow.

St James' has a very proactive P&F. Our parents enthusiastically run events throughout the year including Mother's Day and Father's Day stalls, and the Easter raffle. 2023 also saw the return of the Infants and Primary disco, which was well attended and a huge success. The school community enjoyed a Christmas concert where the students and staff entertained our families through music, dance, and drama. Our P&F meet the first Monday of every month at 7pm.

The school was able to host a number of celebrations including Holy Week liturgy, an ANZAC service, liturgies for Easter, Grandparents liturgy, End of Year whole school liturgy and more. Inviting the community to share with us these celebrations continues to build the faith and strength of our school community.

The students of St James' had opportunities to attend incursions, excursions and camps in 2023. Year 6 thoroughly enjoyed their 3 day camp experience in Term 4. Year 4 thoroughly enjoyed their excursion to Murrook Indigenous Culture Centre near Williamstown. And Year 5 learnt a lot about Leadership through Leadership Day workshops and excursions.

St James was excited to be able participate in the Regional Public Speaking and Spelling Bees in 2023. All stages were involved. It was wonderful to be able to highlight these talented students within our school population. We are still very proud of one of our Year 4 students who became the Diocesan Winner of the 2023 Public Speaking competition.

Sporting events were just as prominent on our school calendar and included our school cross country, school athletics and swimming carnivals. We regularly represented St Jame's at Regional, Diocesan and Polding level. We also happen to have a State Champion for Swimming among our students. It was wonderful to be able to welcome parents and carers back to these events and to celebrate the talents of the children who excel in this space.

During 2023 we hosted two guitar concerts featuring our resident guitarists who were supported by their tutors from Ricky's Music Tuition. The school Band also performed for us as we welcomed new and existing families on our Open Night in Term 3.

Student Profile

Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023: Additional information can be found on My School website.

Girls	Boys	LBOTE*	Total Students
167	173	37	340

* Language Background Other than English

Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy and accompanying [Enrolment Procedures](#). It aims to:

- Set direction for school procedures and practices for enrolling students into Catholic primary and secondary schools within the Diocese of Maitland-Newcastle.
- Establish a common, consistent approach in enrolment practices.
- Assist the system of Catholic schools to:
 - provide schooling, where possible, for children of Catholic families who seek enrolment
 - cater for the individual needs of each child equitably within the constraints of the available teaching and material resources
 - encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

Student Attendance Rates

The average student attendance rate for 2023 was 91.89%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
93.79	91.97	91.83	92.51	92.26	90.51	90.33

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the designated CSO officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	41
Number of full time teaching staff	13
Number of part time teaching staff	14
Number of non-teaching staff	14

Total number of teaching staff by NESA category

Teachers at this School are either accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocesan Schools System (systemic schools) at these levels is as follows:

- Conditional 107 teachers
- Provisional 69 teachers
- Proficient 1887 teachers
- 4 Highly Accomplished teacher
- 1 Lead teacher

Additionally, there are approximately 10 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in services, meetings and conferences and a range of professional learning programs provided by the Catholic Schools Office (CSO). The School takes responsibility for planning, implementing, evaluating and tracking of its staff professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

Summary of professional learning at this school

Staff at St James participated in a variety of professional learning experiences.

We continued to participate in the Leading Learning Collaboration, LLC professional learning.

Our Pedagogical Mentors continued to support staff in embedding the 14 Parameters and Case Management meetings across all stages.

All staff participated in a Meaningful Mathematics PL facilitated by Mr Rob Vingerhoets. This supported our SIP goal of improving Mathematical practises across the school K-6. The whole staff also began the school year attending the Peter Sullivan professional Learning organised by the Catholic Schools Office.

In 2023 Professional Learning Experiences offered were a combination of face to face and we worked heavily during our Twilight PD's on the two new syllabuses for Mathematics and English.

Early Stage 1 and Stage 1 begun implementing the new Religious Education units. This was supported by our RE and Spirituality team from the Catholic Schools Office.

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

St James' is a proud Catholic school. We acknowledge the Awabakal People as the traditional owners of this land, forming a foundation for the Catholic life of our school. The Acknowledgement of Country at Monday assemblies, emphasises the school's respect for the Awabakal People and has become part of the culture of the school.

Our school values were adopted from the Mercy Educational Values, which are reinforced and embedded through Positive Behaviour for Learning across the school. Students are encouraged to articulate and model the school values through their everyday actions.

St James' forms an integral part of the All Saints Blackbutt South Parish. The school is held in high regard within the parish. Parish involvement in school life is highly valued and a great sense of community exists. Each grade attends the Parish Mass on a Friday on a rotational basis throughout the year.

The Parish Sacramental Program is always supported through the school with RE programs being taught concurrently and various teachers volunteering as group leaders and as members of the Parish Sacramental Team. This year we had 27 students who were part of the parish sacramental program to complete their initiation into the Catholic Church.

As a school community we had several opportunities to attend Mass and celebrate major feasts with liturgies and masses in our school hall. A number of other celebrations across the

year included Catholic Schools Week, Holy Week, ANZAC Day, Mother's Day, NAIDOC Week, Grandparent's Day and Father's Day. We were able to finish our year celebrating the gifts of everyone in our community with liturgy and awards ceremony.

Our school and parish share a common mission to educate and form students as disciples of Jesus. We offer students experiences that develop them as members of the Catholic community. We do this in partnership with our staff, our parents, Parish Priest and the Diocese. There is a focus on practical community outreach and support for Catholic agencies such as Caritas Australia, St Vincent de Paul Society and Catholic Mission. The school fully supports the work of the St Vincent de Paul Society, led by the Year 6 Social Justice team, through fundraising efforts, evidenced by the generous support of fundraisers for Project Compassion and Socktober as well as the amazing food hampers put together during the Winter Appeal and prior to Christmas. As well as supporting the parish, the Year 6 Social Justice team raise awareness of people who are marginalised and supported by Caritas and Mission Australia.

Curriculum, Learning and Teaching

The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education.

The Curriculum is structured around the outcomes and content for each learning area and general capabilities for learning across the curriculum including literacy, numeracy, information and communication technology, critical and creative thinking, ethical behaviour, personal and social competence and intercultural understanding.

Last year a focus for St James' was set around improving student Mathematics skills with a focus on the Number and Algebra strand including understanding the language of Mathematics. The walks and talks conducted focused on this KLA and ensured feedback was given to staff around Learning Intentions and Success Criteria. We also ensured our regular Case Management Meetings and PLT's had a focus on Mathematics and the new Syllabus.

As a school to compare the growth over the 2023 school year we had teachers construct a Number and Algebra assessment that was strongly aligned with the new syllabus outcomes. This was administered at the start of each term and formed and informed our data wall. This ensured time for student improvement to occur and a comparison of scores after the students once again completed the termly test.

Our pedagogical mentors' (PM's) conducted a number of 15-20 minute skill snacks at the start of most staff meetings. Engaging staff in new resources, ideas, pedagogy and time to refine their programs and skills around the science of reading, Mathematics assessment and vocabulary across KLA's.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but reasonable expectations at the time of testing.
- Developing: The student's result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St James Primary School for 2023 is reported in the table below.

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	82%	54%
	Reading	91%	67%
	Writing	93%	76%
	Spelling	73%	61%
	Numeracy	85%	65%

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	87%	64%
	Reading	87%	74%
	Writing	87%	66%
	Spelling	89%	69%
	Numeracy	77%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School. Further information about this and other related policies may be obtained from the School's website.

Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or at the CSO website.

Complaints Handling Policy

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic schools in the diocese. The rationale for the policy is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world. CSO monitors the implementation of this policy.

The full text of the [Complaints Resolution Policy](#) may be accessed on the School's website, the administration office or at the CSO website.

Initiatives promoting respect and responsibility

Year 5 Leadership day

We held a Year 5 Leadership Day in Term 4 and framed it as a day of reflection of God's creation and our world and the idea of 'Servant Leadership'. The creation story from Genesis, reminds us of our responsibility and place in creation as servant leaders of our earth and our School, St. James'. Leadership model used in 2023 was refined in regard to Year 6 leaders. In 2022, all Year 5 students nominated to be a part of a Leadership team for the 2023 school year. The teams going forward for 2023 were:

Environmental Stewardship

Health and Well-Being

Social Justice

Creative and Critical Thinking

Once students were in their self-nominated teams they then elected two students to be the Team Leaders of each. This process involved students writing and presenting a 1 minute profile to their teams and a voting process was conducted. All of the students were involved in the Leadership process and were supportive and enthused to lead our school community.

Some of the 2023 ideas that the Year 6 Leadership teams created were well-being water runs, winter and Christmas appeal hampers, Fun Friday sport activities, Lego Masters, chess competitions and gardening in the school.

Sport

2023 was full of sporting 'gala' days, representative sport, carnivals, cross countries and clinics held as incursions at school. We sent teams to Netball, Rugby League, Touch Football and entered the Futsal competition where we completed in the Grand final. All children that participated had a wonderful time and parents appreciated attending these days. We also saw several senior students excel in their chosen sports through the pathways provided to them at a school, Regional, Diocesan, Polding and State level. St James' also participated in the National Walk Safely to school day and recognised Bike safety awareness week.

We also offered families and students the first afterschool All Stars Rugby league skills clinic. This was taken up by some 90 families and the students had a ball.

PBL

Our school framework for the PBL was implemented fully and we initiated the positive reward of the "Kiara" sticker for those students who were displaying the school values daily. Focusing on our values and the positive behaviours in our school have given students the drive to succeed and to be the best version of themselves, all places and all the time.

The learning center was supported by the P and F to be refurbished and new resources purchased, which included sensory items such as a swing chair. This room and outdoor area were created to ensure all students could access this space should they need to. Our PBL workshops were also held in this space and students recognised it as another safe place within our school environment.

Creative and Performing Arts

The school choir, organised by staff, was a great success and enjoyed by a large group of students. Their highlight was to perform at whole school events and masses as well as our end of year celebrations. We were blessed to listen to children who had learnt the guitar throughout the year and who had the chance to perform twice for the whole school community.

The school band again amazed us all with their level of talent under the guidance of Mr Ward. We had new and existing members in the band who enjoyed playing at our school assemblies and other celebrations throughout the year. The many musical performances here at St James' build a culture of fun, love and enjoyment to all.

Digital Well-being

Stage 3 teachers and students worked a lot on the importance of valuing themselves and others when using technology. The students celebrated Internet Safety week at the start of the school year by attending a Statewide webinar, learning about privacy, their digital footprint and safety when engaging online. Classes participated in mindfulness mediation sessions to help students during the day.

School Improvement

The School implements the system's review cycle of improvement which outlines the processes and benchmarks for creating the culture and practice of continuous improvement with students as the focus. Strategic Improvement Plans are future focused documents that map the School's directions, aimed specifically at improving educational and wellbeing outcomes for all students through the following areas:

- Catholic Identity and Catholic Curriculum
- Learning and Wellbeing

Each year, the School develops a Strategic Improvement Plan indicating the intended key improvements for student learning outcomes. A copy of the school's Strategic Improvement Plan may be obtained from the School administrative office.

Key Improvements Achieved

In 2023 our focus areas were:

- Providing high quality Religious Education that engages students meaningfully in their Faith journey. To achieve this staff engaged in faith formation: namely the Pedagogy of Encounter, which built the understanding of teachers in the new RE Curriculum, with a particular emphasis in Stage 1. The Pedagogy of Encounter enabled staff to build their knowledge and confidence in leading the students to encounter God.
- Ensuring every student is known as a person and learner and demonstrates growth in their learning every year. We set the expectation that every teacher embed Agreed Practices which included every class displaying Learning Intentions and Success Criteria. Teachers developed their capacity to use a variety of sources of data to identify the learning needs and strengths of students and to set learning agendas based on student achievement levels.
- Capacity of every teacher & every leader through collaborative professionalism and relevant, contemporary professional learning. Sessions were timetabled twice a term to discuss specific targeted students for input from staff.

Staff Personal Professional Development.

- Staff continued to implement the BYOD Policy across Years 4, 5 and 6 in 2023. With the Year 4 BYOD program to begin in Term 3 of 2023.
- Engaging in a knowledgeable other to work with all staff in the Key Learning Area of Mathematics. Staff continued to work on the importance of vocabulary and used the new syllabus and the language of Mathematics to work on both of these focus areas.

Priority Key Improvements for Next Year

Priority areas for 2024 are:

In Religious Education:

By the end of 2024 staff and students will have a deeper understanding of the Mercy Charism that underpins the culture of St James as evidenced through practice and prayer.

Key Learning Areas:

- At the end of 2024, there will be a student growth of 5% in the Number and Algebra strand of Mathematics.
- Continue to embed the work of Lyn Sharratt through LLC.
- Upskilling teachers and implement PLD K – 4 and reflect on the implementation of this program by analysing data.
- Build teacher capacity and the use of ICT into teaching and learning opportunities.
- Continue with embedding of PBL throughout the St James' community.
- Implementing the Become program for Stage 3.
- St James' will be involved in the well-being MAT program – a combination of martial arts and positive talk for students.
- The introduction of the Pivot program that focuses on the well-being of all stakeholders within the school community.

Community Satisfaction

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups annually. This data is shared with the school community and contributes to the priorities for future planning.

Parent satisfaction

During 2023 the "Tell Them From Me" survey was not made available for Parents to have their say, this was a Diocesan decision.

Indicators of parent satisfaction however could be gauged by the attendance at events held here at school. We had very high attendance rates for our Holy Week liturgy, our Mother's Day celebration, Grandparent's Day, Christmas concert Gathering and our End of Year whole school liturgy and awards ceremony.

Parents, grandparents, and family friends enjoy coming to the school for special events. They are invited and made welcome on arrival. It was heartening in during the 2023 school year to be able to welcome visitors to our school.

Our opening school evening that was open to current and new students to St James' was a great success and at this community event we were able to showcase our school and extend an invite to new families.

The school's Kindergarten orientation program was a great success and led by the school executive, Leadership team, Infants staff and an Early Learning Project officer from the CSO. Families who were beginning their child's education journey here at St James' reported feeling welcomed, valued, and listened to.

Our school Parents and Friends association was well represented, and the monthly meetings were always productive and students/school focused. These members reported a keenness to help the school with purchasing resources and organising school events.

Student satisfaction

Students involved in the Year 6 Leadership team reported the 2023 school year to be productive, happy and fun. They felt their ability to run assemblies and talk in front of an audience had improved and enjoyed the chance to lead their school. Students in other grades were given surveys via Microsoft 'forms' to gauge what children thought about their learning inside the classroom. Student feedback was then shared with staff to ensure student voice was given and heard.

Students were given further educational opportunities should they wish to engage with opportunities such as ICAS testing, chess teams, Lego masters to name a few. Play spaces were looked at to cater for all student needs and the library open daily for quieter play and activities.

Learning walks and talks conducted throughout the year reported that student's (K – 6) knew what they were learning across Key Learning Areas and how they were going to be successful in the task they were given. Students communicated that their peers, parents, and teachers would help them if they needed it.

Teacher satisfaction

St James' is blessed to have such a highly motivated, dedicated, professional staff. The high level of pastoral care amongst staff members is to be admired and helps support the great reputation the school has in the Diocese.

The staff value the professional development opportunities offered to them and are always seeking ways to enhance their teaching practice and pedagogy to improve student outcomes and wellbeing. The staff work as a team and support each other when challenges arise.

St James' staff value the partnership between home and school and recognise the important role that parents and carers play in the education of their children.

Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed below:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants ¹	\$3,403,748
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$907,251
Fees and Private Income ⁴	\$937,573
Interest Subsidy Grants	\$9,551
Other Capital Income ⁵	\$258,338
Total Income	\$5,516,461

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$227,518
Salaries and Related Expenses ⁷	\$4,082,086
Non-Salary Expenses ⁸	\$1,527,991
Total Expenditure	\$5,837,595

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2023 REPORT