



Catholic
Schools Office

DIOCESE OF MAITLAND-NEWCASTLE

2023

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

Together in Christ



St Mary's Primary School

2 Bayview Street, WARNERS BAY 2282

Principal: Liz Starling

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About this report

St Mary's 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

St Mary's is situated in the suburb of Warners Bay on the shores of beautiful Lake Macquarie. Our large grounds have two playing fields, three hard-surfaced undercover playing areas, a large fixed playing area with an adjoining sandpit, 3 cricket nets, an imaginative playground, a fairy garden, a prayer garden, a yarnning circle and bush tucker garden, a herb garden, a veggie garden and landscaping with native flora and fauna.

As a Catholic school, we strive to create a loving, caring and compassionate environment in which the teachings of Jesus are evident and community members treat each other with kindness and respect. The school enjoys a fine reputation for academic excellence, performing arts, cultural and sporting achievements and learning technology innovations. In Years 4-6, laptops are used on a 1:1 basis for all students as part of a contemporary learning approach.

St Mary's is an extremely well-equipped school, educating students in the 21st century. St Mary's aims to provide students with a well-balanced education across all Key Learning Areas. We place great importance on social-emotional learning and wellbeing, and also focus on educating our community to employ sustainable environmental practices.

We strive to develop discerning students who are able to use knowledge and skills gained, not only for themselves, but for the good of society as a whole. Cultural experiences are very important, as is developing a love of learning so that all students become life-long learners.

Parent Body Message

Saint Mary's Primary School provides a nurturing and secure environment to ensure the well-being of all students. As parents, we appreciate the emphasis on involvement, as well as the easy access to open and transparent communication channels. Our children have developed strong, positive relationships with their teachers and eagerly await each school day. The school actively promotes academic excellence in all subjects, consistently acknowledging and applauding its students' achievements in the community. The remarkable whole school musical at the Civic Theatre was a standout example of community involvement, as it allowed every student to showcase their creative flair on stage through song and dance. We would strongly recommend Saint Mary's to any new prospective families and are extremely grateful for the education they are receiving.

Student Body Message

St Mary's is a welcoming and inviting school with a positive atmosphere. This is due to our fantastic teachers and other staff, and friendly students. In 2023 we were awarded the Diocesan Emmaus Award for School Community. We have many areas in which to participate and excel. There are many opportunities to represent St Mary's in academic and sporting events at school, regional, diocesan, state and national levels. We are proud of our creative talents, with our whole community performing our school musical at the Civic Theatre this year. We also have two choirs and a concert band.

Our school excels at 21st-century learning – we have robots, interactive smart hub screens, computers and iPads, and Years 4-6 work on individual laptops.

At St Mary's we value our environment – we are proudly a 'rubbish-free school', we compost and use our vegetable garden for our canteen. In 2023 we won the Lake Macquarie City Council School Sustainability Award. We have a beautiful school – modern buildings, plenty of fields and three Covered Outdoor Learning Areas. We have a variety of play spaces for children to choose from in our school, and we are encouraged to be creative and use our imagination.

Our school has a close connection with our parish. We are happy to be able to celebrate liturgies with Fr Greg Barker (Parish Priest), Fr Priyantha (Assistant Priest) and our families on our COLA and in our church. We enjoy being involved in many social justice opportunities.

There are several student leadership teams at St Mary's, including School Leaders, Sports Leaders, Mini Vinnies, Wellbeing Leaders and Sustainability Leaders.

School Leaders

School Features

St Mary's is part of the Boolaroo-Warners Bay Parish and was opened in 1958 with 41 students from Kindergarten to Year 4. The school was staffed by the Sisters of St Joseph. In 1960 the school was extended to include Years 5 and 6. In 1968, St Mary's became the Infants School, while Our Lady Help of Christians, Boolaroo, catered for the Primary classes.

This continued until 1975 when the decision was made to phase out one of the parish schools because of declining enrolments and the increasing cost of maintaining the two schools. In 1976 Our Lady Help of Christians School was moved from Boolaroo to Warners Bay. In 1981 the Sisters of St Joseph relinquished charge of the school and a lay principal was appointed. Due to increasing enrolments, extensions were completed over the years and the school became 2 stream. In 2008-9 the school was completely rebuilt. The school now has an administration block, library and computer room, 15 permanent brick air-conditioned classrooms, extensive landscaping and three covered outdoor learning areas.

St Mary's is part of the Lakes Region of schools within the Diocese of Maitland-Newcastle. The school draws students from Warners Bay, Speers Point, Boolaroo, Booragul, Cardiff South, Croudace Bay, Eleebana, Hillsborough, Lakelands, Macquarie Hills, Mount Hutton, Teralba, Tingira Heights and Valentine.

Students from St Mary's go on to either St Paul's High School, Booragul or St Mary's Catholic College, Gateshead.

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
197	197	49	394

* 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 90.10%. 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
91.21	89.83	90.67	90.35	88.86	91.06	88.71

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	37
Number of full time teaching staff	16
Number of part time teaching staff	10
Number of non-teaching staff	11

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

This year St Mary's staff participated in a wide variety of face to face and online professional learning opportunities including, but not limited to, Faith Formation and Encounter, James Nottingham's 'The Learning Pit' and growth mindset for learning, Cultures of Thinking and Making Thinking Visible, Mathematics – with a focus on pre/post assessment and problem solving, creating engaging liturgical celebrations, English – with a focus on the science of reading and comprehension strategies, utilising digital learning tools in the classroom, performing arts – with a focus on the school musical, NESA compliance, religious literacy, assessment and data literacy, early learning, Lyn Sharratt's Clarity 14 Parameters, Michael McDowell's 'Expert Teaching for Expert Learning', 'Empowering Through Education' (Aboriginal perspectives), the new English and Mathematics Syllabus, High Impact Teaching Strategies, School Culture, Safe and Supportive Learning Environments, Supporting Students With Disabilities, Cognitive Ability Test Data Analysis, NAPLAN Data Analysis, Responsible Digital Citizenship and eSafety, Mindframes and Learning Dispositions for Success, Be You, WHS, Governance, Child Protection and Safeguarding.

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)

At St Mary's we live out our Vision: ***Learning Together, Enriching Lives***, and Mission:

St Mary's is a Christ-centered community founded on the Josephite tradition of faith in action through service.

We are partners in *learning* in our pursuit of excellence.

We use our head, heart and hands to live life to the full and *enrich* our world.

St Mary's caters for students from the Parish of Boolaroo-Warners Bay and has a history built on the traditions of the Sisters of St Joseph. We acknowledge the traditional owners of the land, the Awabakal people, upon which the school is built. St Mary's celebrates its Catholicity through regular morning prayer assemblies and liturgies, with Monday morning being another celebration of the Sunday Gospel readings.

St Mary's School is fortunate to be situated on the same site as St Mary's Church and our Parish Priest, Father Greg Barker, celebrates Mass and liturgies on special school occasions. Special celebrations this year included Mass for Our Lady Help of Christians, St Mary of the Cross MacKillop, the Assumption of Mary, Beginning of School Year, Year 6 Graduation, and End of School Year Mass. We held many special liturgies for events such as Catholic Schools Week, Harmony Day, Easter, ANZAC Day, Remembrance Day, Mothers' and Fathers' Day and Grandparents' Day. Our liturgical celebrations are always very well-attended by parents and extended family members.

Children from Years 3-6 received the Sacraments of Reconciliation, Confirmation and Eucharist through the Parish Sacramental Program, which is supported by the school.

Our staff and students designed and established a special prayer garden to allow for quiet prayer and reflection. We also established a yarnning circle and bush tucker garden to enhance our connection with Aboriginal spirituality.

The St Mary's School community has a close relationship with the Parish community and actively participates in the Parishes of Warners Bay and Boolaroo on a number of levels. During Lent, the school supported Caritas' Project Compassion. Our Year 5 students organise a whole school Mission Fun Day to raise funds for Catholic Mission every October. Each Christmas the school assists St Vincent de Paul by donating food and gifts for the needy.

A number of staff members are active worshippers in our Parish. At the beginning of the school year, at a Sunday Mass, the Year 6 School Leaders and school staff are introduced to the Parish community at a Commissioning Mass. This year we introduced Parish Family Masses, where each Stage assists with preparing and leading a Sunday Mass for the community. In November each year, preschool children who have enrolled for Kindergarten at St Mary's the following year are invited to a Mass led by their Year 6 Buddies. Parishioners provide morning tea after these Masses, which are well-attended by everyone in the community.

There is regular contact between the school and the Parish Priest through meetings, enrolment processes, staffing interviews and pastoral visits to the school. St Mary's children are fortunate to be able to utilise the Parish hall, situated next to the Church, for Music lessons, Concert Band, Drama lessons, French and Spanish lessons, special assemblies, parent meetings and concerts.

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.

St Mary's honours its commitment to providing a quality Catholic education in which each Key Learning Area promotes a Catholic worldview. Through the curriculum, students receive a holistic Christian education that develops every aspect of their potential. At St Mary's, we are a learning community characterised by high expectations, in an environment that engages, empowers and enables students to achieve excellence, academic rigour, innovation and purpose.

This year, St Mary's continued to implement 'The Learning Pit' to encourage students to approach learning with a growth mindset. We deepened our understanding and commitment to supporting and challenging children in their learning, by engaging with the creator of The Learning Pit, James Nottingham. James provided professional learning for all staff on several occasions, led classroom demonstrations with students and presented a parent workshop to enable parents to understand and support this style of learning at home. We also have continued to engage in 'Visible Learning' and Lyn Sharratt's 14 Parameters to promote students becoming life-long learners. Staff strengthened their knowledge and understanding of 'high impact' strategies and implemented them in learning experiences. High impact strategies implemented across the school include learning intentions, co-constructed success criteria, effective and timely feedback, goal setting, and building and maintaining a growth mindset. We believe all students can and will learn. Staff utilise a wide variety of thinking routines in line with Cultures of Thinking to help students think and talk about their learning.

Students are regularly challenged to take risks in their learning, make mistakes and try different ideas which help them to learn and achieve their goals.

Since 2019 St Mary's has been a 'Successful Foundations' school, collaborating with Catholic Schools Office Education Officers - Early Learning and Dr Cathie Harrison (Australian Catholic University) in response to the growing evidence, both nationally and internationally, that the first years of life, play and the transition to school have significant impact on education, wellbeing and subsequent life trajectories (Dockett & Perry, 2014). All

staff at St Mary's have had extensive professional learning on meeting the needs of Early Learners and we look forward to continuing to promote and endorse Successful Foundations in the future.

St Mary's challenges every student in a supportive learning environment and values each student's different abilities. We acknowledge that students learn in different ways, therefore learning programs must contain different options for learning. A wide range of support is provided for students who need assistance with learning academically and socially, and academic strengths are challenged during classroom learning. The Learning Support Team at St Mary's continued to assist the teaching staff in meeting the diverse needs of students. We consulted with students, their families and specialist services to understand individual needs, and to determine the adjustments required. The Learning Support Team collaborated with teaching staff to develop and deliver a variety of programs and intervention.

In 2019, St Mary's became a Gifted Education Lead (GEL) school. Being a GEL school provides staff with opportunities to engage in a range of professional learning to strengthen their understanding of gifted education. We focus on identifying gifted learners and providing appropriate educational programs and interventions to enable the development of 'talent' to achieve potential. Gifted education at St Mary's allows teachers to focus on differentiation and catering for the needs of our gifted students. We understand the importance of supporting our students on their educational journey, as we recognise students' potential and foster their talents. Each year, several of our highly gifted students are selected to participate in the Diocesan Virtual Academy.

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 Mary’s 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	80%	54%
	Reading	85%	67%
	Writing	92%	76%
	Spelling	76%	61%
	Numeracy	81%	65%

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	77%	64%
	Reading	93%	74%
	Writing	89%	66%
	Spelling	87%	69%
	Numeracy	89%	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

The Anti-Bullying Policy, along with the Wellbeing and Pastoral Care Policy, form the basis of our care of students. The St Mary's School Prayer and Acknowledgement of Country, recited daily during morning assembly, uphold the values of respect for all people. Respecting the land, people, environment and the spirituality of others is integrated into all subject areas. This respect is also highlighted through our Catholic Social Teaching and Catholic Principles included in our teaching and learning programs.

In recent years, significant time was dedicated to collaboratively revising and updating our School Expectations, our School Consequences and Reflection Sheet. These were formulated with the student body to assist children to identify their rights and responsibilities as members of the St Mary's community. Families were also consulted as part of this process. Responsibility is promoted through our very successful Kindergarten and Year 6 Buddy Program, and our K-6 Wellbeing Groups.

The Australian, Aboriginal and Torres Strait Islander flags are raised each morning. We also have a dedicated Aboriginal Education Teacher.

St Mary's participates in Mini Vinnies and other social justice initiatives advocating for fairness for all groups in our community. We continue to have Wellbeing Week each term and encourage wellbeing and mindfulness to be an ongoing and daily part of the classroom routine. Our whole school focus on the You Can Do It! Program assists in encouraging self-respect and, in turn, understanding of others. The award system that supports the YCDI! program gives targeted feedback to students on how they are progressing with their Social and Emotional Learning skills. Our fortnightly newsletter and Home Learning tasks have a focus on family and wellbeing inside the family home. Staff are regularly encouraged to read articles and participate in professional learning opportunities based on wellbeing, mindfulness and self-care strategies.

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

Our Strategic Improvement goals for 2023 were:

CATHOLIC FORMATION AND MISSION – to ensure school liturgical celebrations are engaging, meaningful and understood by all in our community. This is an ongoing goal in our three-year plan, and we are making good progress with liturgies becoming more engaging for students and higher attendance by families at school liturgical celebrations.

LEARNING – to ensure all students show growth in problem solving and working mathematically, AND to ensure all students show growth in phonemic awareness and comprehension. These are ongoing goals in our three year plan. They are is being achieved by continued focus on building confident and persistent learners, with a focus on mathematical problem solving skills, and early reading skills (hearing, recognising and manipulating sounds to decode words). All staff have participated in professional learning for teaching staff on Numeracy, with an intense focus on the Launch, Explore, Summarise approach, and Literacy, with an intense focus on reading and comprehension skills. Professional learning has also been engaged in to explore and implement the new English and Mathematics Syllabuses.

Regular, uninterrupted time was allocated to PLC meetings, and teaching staff participated in Case Management Meetings as a Stage with the school Leadership Team, focusing on ensuring children were achieving to their full academic potential, in literacy and numeracy. We continued our professional learning and implementation of 'The Learning Pit', Visible Learning, and best practice in Early Learning and Gifted Education. We also continued to embed Cultures of Thinking, and utilised a wide variety of thinking routines to assist students in making their visible thinking.

WELLBEING - to improve student, family and staff understanding of the importance of cybersafety and how to be responsible digital citizens. This is also an ongoing goal in our three year plan. With children spending more and more time online, we have ensured a focus on teaching children safe online behaviours. This is done in Library lessons and classrooms, and includes participating in a variety of esafety commissioner webinars. Parents are provided relevant information and helpful tips on how to support their children online in each newsletter, and they are regularly invited to online parent workshops on esafety. Our Wellbeing Student Leaders have a voice in cybersfatey issues, and assist staff in promoting positive online behaviours in the community.

Priority Key Improvements for Next Year

In 2024, the St Mary's community is committed to continuing to focus on our three year strategic improvement plan goals:

CATHOLIC CULTURE AND MISSION

- ensuring school liturgical celebrations are engaging, meaningful and understood by all in our community to reflect the Catholic Identity of the school

LEARNING

- ensuring all students showing growth in problem solving and working mathematically
- ensuring all students showing growth in phonemic awareness and comprehension

WELLBEING

- ensuring student, families and staff understanding of the importance of cybersafety and how to become responsible digital citizens

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

Through informal consultation with parents and carers, feedback was overwhelmingly positive and indicated a very high level of satisfaction.

Staff received a high volume of positive feedback from parents, such as:

Parish Family Mass

You need to be congratulated on such a lovely morning yesterday.

Your school is such a wonderful example to all the new parents and children coming along starting next year, they could feel so satisfied with their decision to send their little ones to St Mary's.

Such a fabulous school with such faithful and caring teachers and Principal.

You give so much of your time and energy to what you do, it showed yesterday.

School Culture

We just wanted to send an email to share how happy our family is with your wonderful school.

Our child's transition to kindergarten and first year of schooling has been such a positive experience for us all. He has learnt so much and grown in confidence tremendously. We know he feels safe, cared for and supported at school, and that is the most important thing to us.

We have been so blessed for our child to have (name) as his teacher. She has been wonderful throughout the entire year and has been everything we hoped our son would have in a kindergarten teacher. Her collaborative approach, excellent communication and nurturing but still firm nature has been very much appreciated.

Our family has all felt very welcomed by yourself and the St Mary's community as a whole, your presence in the school does not go unnoticed and is lovely to see. I can't forget to mention my son's wonderful buddies, (names), who have been absolutely fantastic with the boys and really made a positive difference in their kindergarten experience.

Thanks again to yourself and your team for such a wonderful year. We are beyond happy with our choice of St Mary's for our children and are looking forward to many more years to come.

Pastoral Care

I just wanted to drop you an email to say thank you to the St Mary's staff for looking out for my child. It has been really hard on her with her Grandad passing away overseas as she is very family orientated and had only seen him recently. She had even made a prayer table for him at home. She also misses her mum greatly whilst she is away for the next couple of weeks.

The care and compassion from the staff have been great, the extra photos from the musical and all the little bits the staff have done has not gone unnoticed and is very much appreciated. We know she is in safe hands at St Mary's.

Inclusivity

I just wanted to congratulate you all for an amazing musical. I know what it takes to stage events and how many moving parts there are from planning to execution and all the behind the scenes work that goes into that... but to orchestrate a production for every student from Kinder to Year 6, well that just makes it all the more challenging to pull together! We sat in the front row full of pride (and some tears), not just for our boys but for all the children. It was cute, fun and endearing all at the same time. I saw the confidence in grow some students, and the conquering of fears in others. Big thanks to everyone who worked on the project to bring it to life and give our kids an experience they'll never forget.

Staff Commitment

We are so grateful to you and the staff of St Mary's for the wonderful entertainment provided by your students in the musical 'Rediscovered' last night. Of course, our hearts burst with pride as we watched our grandchildren conquer their nerves and enjoy the experience of performing. It is so good to see such energy and joy from all of the children. What a valuable experience for the students! Thank you to your devoted staff for the amount of work and number of extra hours involved in such a successful production. Once again, the teachers at St Mary's go above and beyond what any family can expect. May God continue to bless your work.

Student satisfaction

Student representatives from Years 1, 3 and 5 participated in Student Focus Groups in Term 3, 2023.

All students believed teachers have high learning expectations for them.

Most students recognised that teachers use Learning Intentions and Success Criteria to help children know what they are learning, why they are learning it and how they will know when they have succeeded in learning it.

Students reported they talked with their teacher about their learning and how to improve, and were able to link this to goal setting.

Students understood that making mistakes is part of the learning process.

They discussed the variety of positive rewards used in their class and the school, and expressed satisfaction that they were recognised for their efforts and achievements in academics, behaviour and community citizenship.

Students gave many examples of their satisfaction with how staff care, support and challenge them, including in their learning, when they are hurt or unwell and during social issues. They reported that the staff want them to be the best they can be and won't give up on them.

Teacher satisfaction

Staff completed a diocesan engagement survey in Term 4 2023 which reported very high levels of staff satisfaction.

Survey results showed:

- school staff firmly believe that there is a collective responsibility to nurture the school's faith life. They incorporate Catholic beliefs and values into all school activities, including policy implementation. Furthermore, they see social justice initiatives within the school as having a uniquely Catholic purpose, rooted in Catholic Social Teaching.
- staff job satisfaction and commitment to the school were very high
- staff expressed extremely high levels of satisfaction with the school's performance and success in delivering outcomes
- 100% of staff believed St Mary's is innovative, is achieving its goals and is a positive environment.

Overall, staff recognise and foster a strong collective culture at the school, in which staff collaborate to achieve shared goals and support one another throughout the process, and staff cultivate collective efficacy to improve our students' educational experiences.

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	\$3,556,504
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$941,730
Fees and Private Income ⁴	\$1,070,270
Interest Subsidy Grants	\$24,837
Other Capital Income ⁵	\$305,655
Total Income	\$5,898,996

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$44,159
Salaries and Related Expenses ⁷	\$4,033,349
Non-Salary Expenses ⁸	\$1,837,203
Total Expenditure	\$5,914,711

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