

St Laurences Primary School Dubbo
Annual School Report to the Community
2014



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Principal

Mrs Pauline Walkom

Principal's Message

It is with pleasure that I present the 2014 Annual Educational and Financial report. St. Laurence's is a K-6 Primary School and has a deep sense of community and shared vision. Our school motto 'Love is The Way' reflects the important values and philosophy of the school. St. Laurence's began in 1953 by the Sisters of Mercy. St. Laurence's is proud to continue the traditions and teachings of this order of sisters with an emphasis on looking forward to a school for the future. It is both our future and our vision to be able to adapt the values and beliefs of the Sisters of Mercy in the context of the world we now live in and the world of the future. We follow the footsteps of Catherine McAuley and the Mercy sisters whose pioneering spirit inspires us to embrace the changes necessary to improve student outcomes. We set high expectations for our students and we encourage them to accept responsibility for their learning and behaviour. We aim to develop students who are confident, independently minded and well placed to contribute to a just society, as well as having a deep understanding of our Catholic faith.

Parish Priest's Message

'St Brigid's Parish is very fortunate to have within its boundaries five Catholic Schools;

- St John's Catholic Primary, Sheraton Road, Dubbo East;
- St John's Catholic Secondary College, Sheraton Road, Dubbo East;
- St Laurence's Catholic Primary, Tamworth Street, South Dubbo;
- St Mary's Catholic Primary, Wheelers Lane, Dubbo North;
- St Pius X Catholic Primary, East Street, West Dubbo.

It is easy to forget the vital role of the Catholic education system which, alone for almost a century, has upheld the right of parents to a faith-based education for their children. Over this time many parents and parishioners have made great sacrifices to build this system.

Catholic schools and institutions must reflect the moral and religious principles on which they were established - universities, schools and hospitals- must be "genuinely Catholic" and conform to official teaching on "respect for human life, marriage and family and the right ordering of public life."

We thank our teachers and staff for taking the Gospel imperative to teach the truth in its fullness. Regards,

Fr Mark McGuigan Parish Priest'

Parent Body Message

2014 proved to be a successful one for the P&F's involvement in the school community. We were able to provide support, services and finances when and where required.

Opportunities included but were not limited to, Involvement in another extremely successful Soccer gala day which is a great fundraiser but also a co-operative effort between the staff and parents of the school. Another working bee was held which resulted in further beautification of the school grounds.

The P&F has made donations to the school, including chrome books, readers and other items in the classroom to help our teachers perform at their best. Some of the school's parents have been instrumental in helping design and plan for the "Engine Room" area and this was brought to fruition with the help of the P&F.

I would like to thank the Pauline Walkom and staff for their support and cooperation of the P&F. Sadly Pauline has left the school in 2014 to be replaced by Miss Susan Byrnes. We look forward to working with Susan. I would like to thank the committee as well as all the hardworking parents and friends who have made contributions throughout the year.

Steve Butcherine 2014 P&F President

Student Body Message

St. Laurence's is a single stream K-6 school situated in Central West of NSW and is growing each year by one grade. St. Laurence's is fortunate enough to be situated next to St. Laurence's Parish Church. Weekly Mass is held here each Wednesday and the school attends with some class(es) each week.

During 2012 our school music program has expanded with our numbers increasing steadily. Our school band continues to thrive and increase in numbers working with St. John's College band. This offers our students the opportunity to pursue their interests and talents in the area of music. Lessons for each instrument are offered by the Macquarie Conservatorium.

As St. Laurence's continues to grow we have been involved in an ever increasing number of sporting opportunities with students representing the Diocese in both swimming and athletics.

SECTION TWO: SCHOOL FEATURES

St Laurences Primary School is a Catholic systemic Co-Educational School located in Dubbo.

St.Laurence's is a single stream K-6 school situated in Central West of NSW.

St Laurence's school motto Love is the Way encapsulates the overall vision and mission of the school.

The values instilled by the Sisters of Mercy underpin the work of the school in providing the best opportunities for students' learning and faith development while continuing the Mercy Values in the 21st Century context

We have in 2014, 11 Aboriginal students. St. Laurence's is fortunate enough to be situated next to St. Laurence's Parish Church. Weekly Mass is held here each Wednesday and the school attends with some class(es) each week.

During 2014 our school music program has expanded with our numbers increasing steadily. Our school band continues to thrive and increase in numbers working with St. Johns College band. This offers our students the opportunity to pursue their interests and talents in the area of music. Lessons for each instrument are offered by the Macquarie Conservatorium.

As St. Laurence's continues to grow we have been involved in an ever increasing number of sporting opportunities with students representing the Diocese in both swimming and athletics. St. Laurence's had teams competing in Rugby League, Rugby Union, Cricket,

Years 5 and 6 are part of the catholic primary school's debating competition and in 2014 St. Laurence's won this competition for the first time,an achievement of which we are immensely proud.Students take part in UNSW testing and our results are always of a high standard :

St Laurence's has a strong relationship with St Mary's Villa which enables our students to work together with the residents of the Villa. Once a month students from each class travel to St Mary's Villa to attend Mass and residents also attend the Mass at St Laurence's once a month. With working with the Villa a number of our senior students have the opportunity to work with Villa residents to produce their life stories. These stories are then presented in an Apple Book to each resident and their family

Student Enrolment

The School caters for students in Kindergarten to Year 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2014:

Girls	Boys	LBOTE*	Total Students
101	105	22	206

* Language Background Other than English

Enrolment Policy

The school enrolment policy has been developed in the context of government, system and parish requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment. Total fees are made up of the Diocesan school fee, the Diocesan Family Building Levy and local fees and charges.

Detailed information about enrolment at the school is available from the school administration office.

Student Attendance Rates

The average student attendance rate for 2014 was 94.25%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group	
Kindergarten	92.23%
Year 1	95.05%
Year 2	92.58%
Year 3	95.60%
Year 4	93.03%
Year 5	96.40%
Year 6	94.83%

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 Executive Director of Catholic Schools or designated Catholic Education Office Bathurst officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom School strategies have failed to restore regular attendance.

SECTION FOUR: STAFFING PROFILE

The following information describes the staffing profile for 2014:

Total Teaching Staff*	Total Non-Teaching Staff	Combined Total
13	10	23

* This number includes 8 full-time teachers and 5 part-time teachers.

Percentage of staff who are Indigenous	0%
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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 Education Office Sydney. 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.

The School held the equivalent of five staff developments days this year with areas of focus as follows:

Term 1	Child Protection and CEO Policy Reviews
Term 2	Staff Retreat
Term 3	Professional Learning Communities
Term 4	Literacy Planning

- Professional Learning is always a high priority as part of the School's Annual improvement Plan. Staff were over the past 12 months involved in Professional Learning in the following areas:
 - Reading 2 Learn
 - Collection Of data
 - Co-Operative Learning
 - Multilit Training
 - Staff Retreat
 - Cerebal Palsy-Maunal Handling
 - Google Bootcamp
 - Professional Learning Communities
 - National Consistent Collection of Data for Students with Disabilities
 - Early Intervention-Moving Forward together
 - GST Seminar
 - Compliance-Principal and Assistant Principal
 - QUELI Small School Leadership Program
 - Library Conference

Teacher Standards

The following table sets out the number of teachers who fall into each of the three categories determined by the Board of Studies:

Teacher Qualifications		Number of Teachers
1	Those having formal qualifications from a recognised higher education institution or equivalent.	12
2	Those having graduate qualifications but not a formal teaching qualification from a recognised higher education institution or equivalent.	0

SECTION FIVE: CATHOLIC LIFE AND RELIGIOUS EDUCATION

Catholic Schools have a unique role in the evangelising and educating mission of the Church. As a key ministry of parishes and the diocese, Catholic schools encourage and support parents in their responsibility for the faith formation of their children. This formation is supported by prayer and opportunities to participate in the life, mission and liturgy of the broader Catholic community.

The School follows the Diocesan Religious Education Curriculum and uses the student textbooks *To Know, Worship and Love*, as authorised by the Bishop of Bathurst.

CATHOLIC IDENTITY

School Vision Mission and Values

St Laurence's original church school was officially opened by Bishop Norton in 1954 which is the present Year 5 and Year 6 building. It was staffed by Sisters of Mercy. In the 1970s a further building was added where the present Year 3 and Year 4 rooms are situated. In the 1990s a new building was erected. It incorporates the present administration block, library and three more classrooms. With the development of the school from an "Infants only" school to a K-6 school, a further classroom was completed late in 2009. A new hall was constructed in 2009/10 completing the building projects for St. Laurence's. Our hall is named Catherine McAuley Hall in honour of the Sisters of Mercy. Catherine McAuley was the founder of this order of nuns.

St Laurence's school motto 'Love is the Way' encapsulates the overall vision and mission of the school.

The values instilled by the Sisters of Mercy underpin the work of the school in providing the best opportunities for students' learning and faith development while continuing the Mercy Values in the 21st Century context.

Prayer and Liturgy

St Laurence's is in a unique situation in Dubbo having access to St Laurence's Church next to the school grounds. This enables different classes to attend the weekly Wednesday morning Mass with the parishioners and to use this sacred space for other prayer and liturgical experiences regularly throughout the year. Significant liturgies celebrated during the year include the Opening and End of year Masses, Feast days of Mary, National Aboriginal and Torres Strait Islander Week, Feast Day of Blessed Mary MacKillop, and St Laurence's Day.

Students also have the opportunity to celebrate the Eucharist with students from the other three Catholic Primary Schools in Dubbo at St Brigid's Church for Ash Wednesday and the Feast of the Assumption.

Parents are always invited to be part of the liturgical life of the school.

Students in Years 6 and 8 in Catholic schools in the Diocese of Bathurst undertake the Diocesan Religious Education (RE) Test annually. The test consists of fifty multiple-choice questions. Results of the test are analysed by teachers and are used to inform teaching and learning in Religious Education.

Our School's average result (as a mark out of 50)	
Year 6	28.90

Further information about the Archdiocesan Religious Education Curriculum and the RE Tests may be accessed at the [Religious Education and Evangelisation](#) site on the Catholic Education Office Sydney website.

SECTION SIX: CURRICULUM

The school provides an educational program based on, and taught in accordance with the BOSTES 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. In addition, the school implements the curriculum requirements of the Catholic Education Office Bathurst. School effectiveness is monitored by the Quality Catholic Education self review process and through regular school reviews conducted by CEO personnel. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

St. Laurence's offers a diverse curriculum that includes Religious Education, Mathematics, English, Science and Technology, Human Society and Its Environment and Creative and Performing Arts. In addition to the Board of Studies requirements St. Laurence's also offers students the opportunity to learn a musical instrument, to be part of the School band, as well as individual and group opportunities for students to access other educational opportunities such as Eisteddfod, Regional and Diocesan level sporting events. The St Laurence's School Staff are committed to continuous improvement of teaching and learning in all areas of the school curriculum.

With the Board of Studies introducing the new English Syllabus in 2014 this area of the curriculum offered some significant changes for staff whom embraced the up to date learning and teaching. The new and improved Mathematics Syllabus was also available to teach in 2014 but was not compulsory. St. Laurence's is always very willing to take on new challenges and the Maths was no exception. This new syllabus was embraced by teachers who are now very well prepared for the compulsory teaching of this syllabus in 2015.

St. Laurence's has a Support Teacher who is employed to assist in the assessment of and planning for students with additional needs. Each of these students once identified have an Individual Education Plan implemented. Special learning programs are implemented with the assistance of the Support Teacher to meet the needs of individual identified students. Meetings with all persons involved in the student's education are held throughout the school year.

Due to an increase in student numbers over the past few years St. Laurence's was given an additional 0.5 teaching allocation and this was used to assist in the delivery of programs for targeted students to assist in the improvement in learning outcomes.

St Laurence's has a Kindergarten Teacher Assistant and three additional Teacher Assistants who contribute to the learning of students in Years One to Six.

Students in grades one to six that were identified with reading difficulties were targeted to participate in varied programs such as PreLit, MiniLit, MultiLit and QuickSmart programs.

Students identified with additional needs prior to entering school may be offered a transition to school program during the year prior to commencing school. All pre-school students are involved in a school orientation program in term 4 of the year prior to entering school.

A diverse and challenging curriculum is a core part of the part of the St. Laurence's school community.

SECTION SEVEN: STUDENT PERFORMANCE IN STATE-WIDE TESTS AND EXAMINATIONS

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. An analysis of these results assists School planning and is used to support teaching and learning programs.

The tables below show the percentages of students who achieved particular skill bands in numeracy and the aspects of literacy. The School results shown are compared to students nationally. Literacy is reported in four content strands (aspects): Reading, Writing, Spelling, Grammar and Punctuation. Numeracy is reported as a single content strand.

NAPLAN RESULTS 2014		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Grammar and Punctuation	34.00%	50.00%	24.00%	12.00%
	Reading	28.00%	46.00%	17.00%	13.00%
	Writing	45.00%	39.00%	7.00%	11.00%
	Spelling	28.00%	44.00%	28.00%	15.00%
	Numeracy	36.00%	36.00%	21.00%	14.00%

NAPLAN RESULTS 2014		% of students in the top 2 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Grammar and Punctuation	32.00%	37.00%	16.00%	16.00%
	Reading	29.00%	34.00%	25.00%	16.00%
	Writing	19.00%	16.00%	10.00%	21.00%
	Spelling	23.00%	33.00%	23.00%	16.00%
	Numeracy	16.00%	26.00%	16.00%	18.00%

Student Welfare Policy

St Laurence's school community perceives its responsibility to create conditions that respect the dignity of others by meeting others' needs and promoting social justice. All members of staff share the responsibility of responding to the pastoral needs of students in our care. In the same way the school responds to the needs of the wider community in its outreach to the poor and marginalised. During 2014 we have supported Catholic Mission and Project Compassion, Life Education Van and Mercy Works.

No changes were made to the policy this year

The full text of the School's Pastoral Care Policy may be accessed on the School's website or at the administration office.

Discipline Policy

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.

Discipline Policy

St. Laurence's has developed a comprehensive Pastoral Care and Discipline Policy based on the core Catholic values of respect, hope, justice, service and celebration. Student management is based on a series of rights and responsibilities. Students are rewarded for their positive contributions to the School through an Awards System. There are consequences for students in breach of their responsibilities. It is emphasized that it is the act that is wrong not the child themselves. Bullying is not tolerated in any form. An Anti-Bullying Policy is part of the Diocese Policy. Corporal Punishment is not used as a form of discipline. This policy is monitored throughout the year at staff meetings and any relevant changes are made.

For a copy of the complete Pastoral Care and Discipline Policy please refer to our School Policies. An abridged version can be found in the Parents' Handbook.

No changes were made to the policy this year

The full text of the School's Student Discipline Policy may be accessed on the School's website or at the administration office.

Anti-Bullying Policy

The Diocese of Bathurst has established a *Discrimination, Harassment and Bullying Policy* which is used to guide the school's Anti-Bullying Policy. 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 Catholic Education Office (CEO) monitors the implementation of this policy as part of school compliance requirements. No changes were made to the policy this year.

The full text of the *Anti-Bullying Policy* may be accessed at the administration office.

Complaints and Grievances Resolution Policy

The Diocese of Bathurst has established *Guidelines for the Management of Complaints* which is implemented by our school through the Complaints Policy. 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. The Catholic Education Office (CEO) monitors the implementation of this policy. No changes were made to the policy this year.

The full text of the *Complaints Policy* may be accessed on the School's website, or the administration office.

Initiatives Promoting Respect and Responsibility

- St. Laurence's undertakes many initiatives to promote respect and responsibility. Actions taken in 2014 included:
 - Peer Support Program involving students from Kindergarten to Year 6 Student Representative Council - Years 1-6
 - Year 6 Leadership Day
 - Community visits to St. Mary's Villa undertaking the Life Story Program Daily Prayer
 - The Gospel values are a focus of our school and are actively promoted at a classroom and whole school level.
 - Children are given responsibilities at a classroom and whole school level.
 - Each term. · Merit Awards, Student of the Week Awards
 - The school's participation in ANZAC Day Celebrations.
 - Students participated in charity events such as the Vinnies Winter Warm Appeal, Catholic Mission Appeals, Caritas and Project Compassion.

SECTION NINE: QUALITY CATHOLIC EDUCATION

The School implements the Catholic Education Office Bathurst Quality Catholic Education Framework which outlines the processes and benchmarks for creating the culture and practice of continuous improvement with students as the focus.

Each year, the School develops an Annual Improvement Plan indicating the intended key improvements for student learning outcomes. The plan is drawn from the School's Strategic Improvement Plan. The School engages in an annual evidence-based evaluation of its effectiveness against standards in collaboration with the School Consultant.

Key Improvements Achieved in 2014

During 2014 St. Laurence's targeted the following areas as part of its involvement in State Action Plan :

An emphasis was placed on improvements in K-2 with the employment of a teacher for two and a half days per week. The improvements were targeted in the areas of Numeracy and Literacy. This will continue in 2015 as part of State Action Plan continues to support improved student learning outcomes targeting K-2.

Improved use of ICT in all learning and teaching with the purchase of additional Chrome books and Ipads for use in the classrooms. This has improved access to the internet for all students.

Improved student engagement and learning and teaching aligned with a contemporary learning framework. Our stage 3 teachers trialled 21st Century learning within their stage with the 2 teachers working together to improve student learning.

Further development and promotion of SPBL4L. SPB4L is Schoolwide Positive Behaviour for Learning. This is a framework St. Laurence's uses for student behaviour and management. Within the school there is only three rules: To be safe be respectful, be responsible.

Improved understanding of WH&S across whole school. These targets were all achieved.

Priority Key Improvements for 2015

The following areas are Key Improvements targeted for 2014:

Learning and Teaching

- Focus on core strategies to improve reading and writing skills such as Reading to Learn, Reading Fluency to consolidate professional development and improve learning outcomes.
- Coordinate PLC's to ensure that teaching and learning is driven by ongoing assessment
- Review and update roles - executive / support teacher

Leadership for School Improvement

- Assessment and reporting- provide professional development to ensure that assessment for as and of learning is strategic and targeted.
- School wide Positive Behaviour 4 Learning - continue to evaluate and align the processes and practices of this model across the school
- Ensure that IT is being used to enrich and complement learning and teaching that is aligned with contemporary learning practices.
- Quality Catholic Education- align with school plan to enable reflective practices and promote school improvement and align with Diocesan Improvement plan.

Strategic Resourcing

- Review of IT
- Review of school server to ensure that students have access to IT that is functional.
- Align maintenance plan with Condition Assessment Report
- Development of a passive play area.

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving 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.

Parent Satisfaction

- 100% of parents surveyed strongly agreed or agreed with, and are satisfied with the Catholic Ethos of the school.
- 90% of parents surveyed strongly agreed or agreed with, and are satisfied with the Curriculum of the school.
- 100% of parents surveyed strongly agreed or agreed with and are satisfied with the Organisation and management of the school.
- 100% of parents surveyed strongly agreed or agreed with, and are satisfied with the Resources and facilities of the school.

As a result of a survey of Parents within the community in the areas of Catholic Ethos, Curriculum, Organisation, Management and Resources and Facilities the majority of parents returned a strongly agree or agree response to all areas. The areas noted for improvement were continued use of technology and further expansion of the infrastructure to support this within the school. From comments received from parents there was a strong sense of community within the school and this is very much valued by the parent body. Parents particularly commented on the caring nature of families and staff for each individual student who forms part of our community. Comments also affirmed the inclusive nature of the school

Student Satisfaction

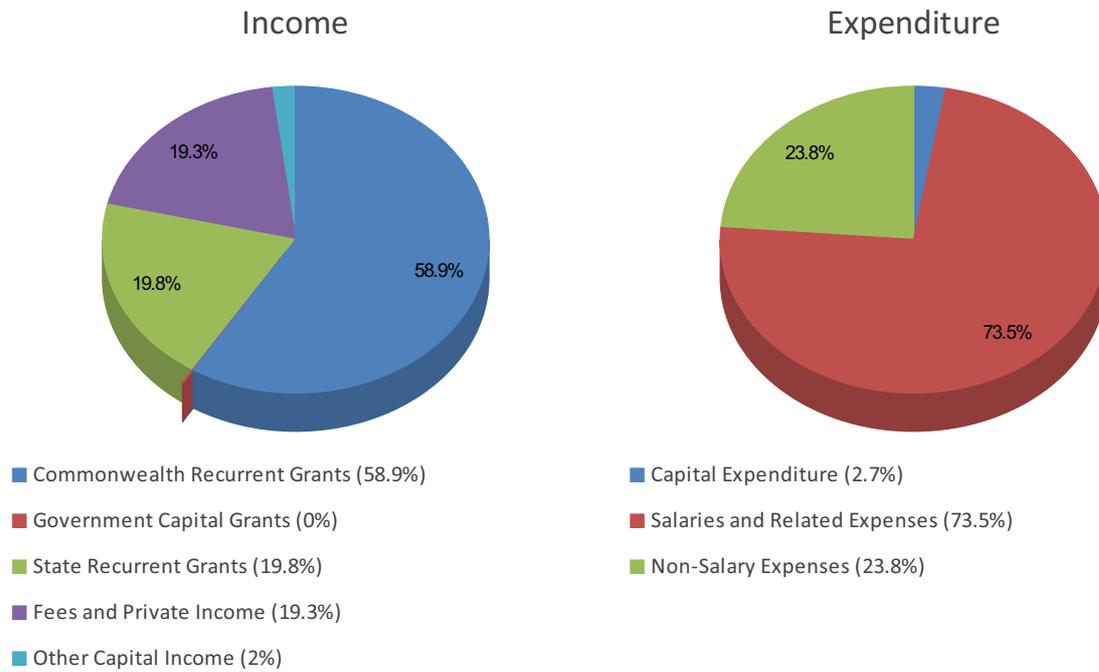
- 84% of students surveyed strongly agreed or agreed with and are satisfied with Catholic Ethos of the school.
- 100% of students surveyed strongly agreed or agreed with and are satisfied with the Curriculum of the school.
- 89% of students surveyed strongly agreed or agreed with and are satisfied with the Organisation and Management of the school.
- 84% of students surveyed strongly agreed or agreed with and are satisfied with the Resources and Facilities of the school.

The majority of students surveyed either agreed or strongly agreed with the four areas from the survey. Students commented on the strong sense of support and commitment offered by staff to all students and families within the school. Students made very positive comments in regards to the strong connection St. Laurence's has with the wider Parish community which is strengthened by weekly Parish mass attendance by classes and the strong connection St. Laurence's has with St. Mary's Villa.

Teacher Satisfaction

- 100% of staff surveyed strongly agreed or agreed with and are satisfied with Catholic Ethos of the school.
- 100% of staff strongly agreed or agreed with and are satisfied with the Curriculum of the school.
- 95.5% of staff surveyed strongly agreed or agreed with and are satisfied with the Organisation and Management of the school.
- 100% of staff surveyed strongly agreed or agreed with and are satisfied with the Resources and Facilities of the school.

The results of the survey indicate that staff overall are very satisfied with all areas of the survey. Staff commented on the strong connection St. Laurence's has with the parent body of the school as well as the inclusive nature of the school.



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

Notes

1. Commonwealth Recurrent Grants include 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 and special purpose grants.
4. Fees and Private Income include school based fees, excursions and other private income.
5. Other Capital Income includes capital funded through the central Capital Fund.
6. Capital Expenditure includes expenditure on School Buildings, and Plant, Furniture and Equipment.
7. Salaries and Related Expenditure include 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.