

St Michael's School, DUNEDOO
Annual School Educational and Financial Report
2013



Address: Tucklan St, Dunedoo

Postal Address: P. O. Box 9

Telephone: (02) 63 751387

Facsimile: (02) 63 751490

Email: stmichaelsdunedoo@bth.catholic.edu.au

Website: www.stmichaelsdunedoo.catholic.edu.au

ABOUT THIS REPORT

St Michael's Primary School, Dunedoo is registered by the Board of Studies (NSW) and is part of a system of schools managed by the Catholic Education Office (CEO), Bathurst. The CEO, Bathurst is the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The Annual School Educational and Financial Report for this year provides the school community with reliable and objective information about school performance measures and policies, as determined by the Minister for Education (NSW) in conjunction with requirements of the Minister for Education, Employment and Workplace Relations.

This Report also outlines information about initiatives and developments of major interest and importance to the school community during the year, and the achievements arising from the implementation of the school's Annual Improvement Plan.

Accordingly, this Report demonstrates accountability to the school community and the CEO, Bathurst.

This Report complements and is supplementary to school newsletters, yearbooks and other regular communications. This report will be available on the school and CEO websites by 30 June 2014 following its submission to the Board of Studies.

Further information about the school or this report may be obtained by contacting the school on (02) 63751387 or by visiting the website at www.stmichaelsdunedoo.catholic.edu.au.

PRINCIPAL'S MESSAGE

The Sisters of St Joseph established St Michael's School and the school culture continues to reflect this heritage. The school in collaboration with parents, the parish and the local community strive to ensure quality teaching and learning is provided to all students in a well-resourced, supportive and safe learning environment. I thank them for their contributions to this great school, St Michael's.

We are family school where each child is valued as an individual. We encourage a sense of pride in work and personal achievements endeavouring to have each child develop to their full potential spiritually, intellectually, emotionally, physically and socially.

Our Parish Priest, Father Carl Mackander, has supported the school throughout the year with the celebration of Mass and the Sacraments with the children. These often included the parish community. Once a month the children attended Mass with the residents of Kahkama House, the local Aged Care facility.

The Parents and Friends Association financially and morally support the school by fundraising to purchase needed resources for the school and supplying social functions.

The Staff at St Michael's are very dedicated to educating and supporting students of all ability levels. An additional part-time teaching staff was employed as part of State Action and this enabled us to target a greater number of students who were experiencing literacy and numeracy difficulties within the classroom. The Staff work with me to continually strive to improve all facets of St Michael's School. 2013 saw further development of the Go Maths programme in all classes. St Michael's continued the development of the Quick Smart programme, which assists and improves numeracy skills of our primary students. The continuation of DIBELS and further development of programmes based on the results of this tool across all grades and Jolly Phonics in infants has enabled us to have literacy programme we can be proud of. The school also utilises the PreLit, MiniLit and MultiLit programmes as well as Read Naturally and SpellingCity both online programme to assist in the literacy area.

St Michael's is a school that values the place and importance of family as the basis of life. We also acknowledge parents as the first educators of their children. It is a journey that we take together to support and encourage each child to reach his/her full potential.

Sr Margaret Flood
PRINCIPAL

PARISH PRIEST'S MESSAGE

To Whom It May Concern,

I write in support of the life and experiences offered through education at St Michael's School, Dunedoo, which is part of the Dunedoo/Coolah Catholic Parish and has operated since 1921. The traditions of Catholic education established by the Sisters of St Joseph in that year have developed into the current philosophy of primary education.

An emphasis is given to the pastoral care of students with their individual physical, emotional and spiritual needs and development being met by the diligence and compassion of the teachers and staff.

Academic standards have kept pace with the requirements of the Catholic Education Office of Bathurst Diocese and the parents are happy with their children's overall well-being and enthusiasm for life in the school. The Parents and Friends Association continues to plan ways to raise money for equipment and projects, which add to the quality of education provided to their children. Parents volunteer their time to assist with school hosted events, eg the annual 'billy-cart' derby, and through it support the principal and staff in maintaining a good spirit between families and the school.

The leadership offered by the principal, Sr Margaret Flood, has the teachers and school staff motivated to bring about the best results for the students in sport, academic subjects and extra-curricular activities.

I am happy with the continual reviewing by the school staff of their practices and the time and energy they give to their career development as well as to the needs of the students and families whom they educate.

Yours sincerely,



Fr Carl Mackander
Parish Priest & School Chaplain
St Michael's Parish
Coolah, Dunedoo, Elong Elong & Mendooran

MESSAGE FROM PARENTS and FRIENDS ASSOCIATION PRESIDENT

It has been a pleasure to work together to achieve many positives for the St Michael's School community in 2013.

We can now boast improved air conditioners, updated technology, new resources, and a basketball court that is the envy of many schools...making the statement that we are here to stay! This has all been made possible by the generosity of spirit of the parents and friends of this school.

Some of the major activities of the association during the last year are:

- Purchase of new air conditioners
- Meet and Greet BBQ Bush Poetry Weekend
- Billy Cart Day
- Working Bee to improve Top Oval
- Mum's Night Out dinners organized for each term
- Cattle Trading Group Formation (purchase of 10 steers)
- Assistance at all school sporting carnivals
- ANZAC Day Wreath laying
- Financial contribution to local radio station
- Financial contribution to each class for needs
- Purchase and Erection of basketball/netball posts
- Air conditioning 'Frog Protection' cage (Mick Inder)
- Horse Sports Day BBQ
- Spring Fair Produce Stall, Chocolate Wheel and raffles
- Financial assistance for school excursions eg Years 5 & 6 to Sydney, K-4 to Dubbo Zoo
- Financial assistance for End of Year Family Night
- 'Medway' Clearing Sale BBQ

A special thank you must be extended to those who regularly came along to our monthly meetings. The positive manner in which all the meetings were conducted reflects the spirit of the school.

To the committee members, our departing secretary, Dani Rouse, you certainly kept the meetings on track. Your efficiency, your organization and your humour will be missed. Thank you Dani. To Janelle Deutscher, with beautiful Angus on hip, thank you for doing such a good job keeping the money flowing out. Thank you to the Vice Presidents, Mick Inder, Paul O'Connor, David Brennan who supported me and did so much in a physical way through the year. Thank you to Peta Brennan, Will Gaden and Mark Dent, our publicity officers for your constant support. There are not too many schools that can boast of a P and F with **three** vice presidents and **three** publicity officers!

To Father Carl, Sr Margaret and the staff of this wonderful school, on behalf of all the parents a sincere thank you for your commitment to educating our children and to your genuine care in helping our children to develop into the best people they can be.

As I depart this position I have no doubt that the new P and F Executive, along with the parent body will continue to work together with the staff to build St Michael's into a great school.

With Thanks

Anthony Jones

CATHOLIC IDENTITY

Vision Statement: St Michael's Catholic Primary School is a Christ centred community, which challenges students to develop their unique gifts and talents through a supportive partnership of school, parents and parish.

St Michael's Catholic Primary School is an integral part of St Michael's Parish, Dunedoo. It is a place of quality learning and teaching where young people are supported in developing their awareness and acceptance of their personal strengths in the Catholic tradition.

Prayer & Liturgy: The whole school prays the school prayer each morning at assembly and classroom prayers are prayed before recess, lunch and afternoon dismissal. The school celebrated the opening and closing of the school year, the feast day of St Mary of the Cross MacKillop and days related to the liturgical year eg Ash Wednesday.

Faith formation for students and staff include: School and Parish Masses, Retreats, School Prayer, Sacramental preparation, Christian Living Camp and events that encompass our whole school living our Mission Statement. These events include Anzac Day, Remembrance Day, visiting Kahkama House – Aged Care Facility, celebrating Senior Citizen's Week, Mission and Project Compassion Appeals.

Pastoral Care and Social Justice Activities: Pastoral Care is the responsibility of everyone in the school community. Teachers, parents, support and ancillary staff and especially students are just some of the groups who contribute to Pastoral Care. Being a small school the older children become natural carers of new and younger students. The students are continually encouraged to act in accordance with Christian values and be sensitive to the dignity of each person.

Sacramental Program: Catholic students in Year Two receive the Sacrament of Penance, Catholic students in Year Three receive First Eucharist and students in Year Six receive the Sacrament of Confirmation. Non-Catholic students in these classes participate in the units of work being studied in the classroom and with their families, are invited to be involved in the celebration of the sacrament.

SCHOOL FEATURES

St Michael's is a small Diocesan Catholic Primary School situated in rural community. St Michael's was established by the Sisters of St Joseph, Perthville in 1921 to provide Catholic education for the growing community.

The school consists of three composite classes – Kinder / Year 1, Years 2 / 3, and Years 4, 5, 6. The classes are organised this way due to the numbers in each class.

On completing Year 6 the students further their education at St John's College Dubbo, Dunedoo Central School, or attend Boarding School in Sydney, Bathurst or Tamworth.

Each year in accordance with the School Plan, we focus on a specific area, which then relates to our policy review, purchase of resources and Professional Development.

In 2013 the focus was on

- Raising the literacy and numeracy levels of students experiencing difficulties in class
- Improving the comfort of classroom with the installation of new air conditioners

A wonderful initiative at our school is the Buddy System. At the beginning of each year a Year 5 / 6 student is assigned a Kindergarten buddy. The responsibility of the Year 5 / 6 student is to assist their Kinder buddy to settle into 'big school'. They have morning tea and lunch together, go to the tuck shop, help them and just show them how things 'work' at St Michael's. It is fantastic for both the Kinder and Year 5 / 6 students.

ENROLMENT POLICIES AND PROFILES

School Profile:

St Michael's School is a Catholic School situated in the township of Dunedoo (population 600). We belong to St Michael's Parish of Dunedoo/Coolah and administered by the Diocese of Bathurst. The school enrolment for 2013 was 36 students from K-6 in three classes. Students come from outlying farms, the township of Dunedoo and the village of Mendooran. The school was founded by the Sisters of St Joseph in 1921. Classes began in the Convent in 1921 and the school's current buildings were opened in 1961 with improvements made in recent years, particularly due to the Building Education Revolution.

General Composition of Student Population: At the time of the School Census (August 2013) there were 36 students enrolled at St. Michael's Primary School, 18 girls and 18 boys, one comes from an ESL background.

Kindergarten	5	Year 2	5	Year 4	4
				Year 5	3
Year 1	7	Year 3	5	Year 6	7
Total K/1	12	Total 2/3	10	Total 4/5/6	14

There were no Indigenous students enrolled at St Michael's in 2013.

Enrolment Policy:

St Michael's School accepts Catholic children from kindergarten to Year 6

Children must turn five before June 30th of the year starting school, to be eligible to enter Kindergarten.

There is one Kindergarten intake at the commencement of each school year.

Parents of children are expected to support the school both financially and through involvement in school activities.

Non-Catholic children are accepted at St Michael's where the parents display commitment to Christian values, accept the philosophy of the Catholic school and agree to support the school both financially and through involvement in school activities.

Children with older siblings already enrolled at St Michael's School will be accepted in Kindergarten. Parents of non-Catholic children must agree to allow their children to participate in daily religious education lessons with the class and in class and school liturgies.

Selection Criteria

1. Brothers and sisters of students already attending the school or whose brothers or sisters are ex-students of St Michael's.
2. Children of staff members.
3. Children baptised Catholic and whose parents are involved in St Michael's Parish, (including weekend Mass and the Parish Planned Giving Program).
4. Other Catholic children living within the Parish boundaries.
5. Catholic children living outside the Parish boundaries.
6. Non-Catholic children with a Catholic parent or guardian.
7. Non-Catholic children whose parents wish them to have a Christian education and are happy for them to participate in all activities (including daily Religious Education and prayers, Masses and other celebrations).

Entry into Other Grades Or During Year:

1. Criteria as above.
2. All educational needs of prospective students assessed by gathering background material such as reports from previous school(s), other assessment reports and by contacting previous school.
3. Students with behavioural / special needs will be treated as individual cases

Figures from the past official census reports indicate that almost all students who enrol at St. Michael's complete their schooling here except those who move for work reasons.

The school's enrolment policy, included in the school's information handbook, establishes the school's primary role in providing a Catholic education to Catholic families and therefore gives enrolment priority to parents who are members of the Parish Community. Non- Catholic students are welcome.

There were no changes made to the enrolment policies during the year.

A full Enrolment Package and Parent Handbook may be obtained from the school office or on the St Michael's website -www.stmichaelsdunadoo.catholic.edu.au

STUDENT ATTENDANCE AND RETENTION

Attendance Rates

<i>Year Group</i>	<i>Attendance Rate</i>
1	89.05%
2	96.01%
3	94.25%
4	90.4%
5	95.3%
6	88.9%
Whole School	91.63%

Absentee Follow-up: Parents/Guardians are asked to send a note when children are absent. These notes are kept with each class roll. If a note is not received the school issues an "Absentee form" to be completed by the parent/guardian. The form has the dates the child was absent and notification that the school has received no note. If a child is absent from school for more than five days, without the parents contacting the school, the Principal will make contact with the parent/guardian. Our pupil record cards also keep records of absences.

SCHOOL CURRICULUM

St Michael's School is registered as compliant with government legislation and Key Learning Areas are taught from the NSW Board of Studies Syllabus. The school teaches from the Diocese of Bathurst Religious Education Curriculum.

Support is provided for the delivery of high quality education, with all staff knowledgeable about emerging national curriculum and the national statements of learning through Catholic Education Office, in-services and learning programs.

The school provides vital learning support programs in Literacy (MiniLit, MultiLit) and Numeracy (QuickSmart) to assist students who need extra help. In Literacy, the school also uses the whole school approach of Reading to learn. The infants also use Jolly Phonics. In Numeracy, the school utilises the Go Maths Program in all classes. Some of the Units taught in Science and Technology use the Primary Connections Program, which has a literacy focus. Many of the Curriculum areas are integrated.

Students are invited each year to audition for the Moorambilla Choir, which includes students from schools throughout northwest NSW.

All Students from K – 6 participate in 'Speak Out', which was adjudicated by local Public Speaking adjudicator. As well all students participated in the Gulgong Eisteddfod.

Community Service activities included students being involved in raising much need funds for Diabetes Australia, Caritas and Missions as well as taking part in Clean up Australia, Anzac Day and Remembrance Day Services.

STUDENT PERFORMANCE IN NATIONAL ASSESSMENT PROGRAM IN LITERACY AND NUMERACY (NAPLAN)

Literacy and Numeracy

Students in Years 3, 5, 7 and 9 around Australia sat the National Assessment Program- Literacy and Numeracy (NAPLAN) Tests in May 2013. Individual student reports were provided in September 2013. Analysis of these results assists the school in planning and is used to support teaching and learning programs.

Detail on school performance is provided in the following tables. Band distributions and percentages of students achieving the national minimum standard are outlined separately for Years 3 and 5.

Points to note are:

- In Year 3 students placed in Band 1 are below national minimum standard. Students in band 2 are achieving national minimum standard and students in bands 3 and 4 are "at proficiency"
- In Year 5 students placed in Band 3 are below national minimum standard. Students in band 4 are achieving national minimum standard and students in bands 5 and 6 are "at proficiency".

Band Distribution (%) - YEAR 3

	Band	1	2	3	4	5	6	%at/above National Minimum
Reading	School	0	0	0	60	40	0	100
	Diocese	2	7	17	25	21	27	98
	State	3	10	16	25	19	28	97
Writing	School	0	0	20	0	60	20	100
	Diocese	1	5	16	27	39	12	99
	State	2	6	15	23	37	17	98
Spelling	School	0	0	0	80	20	0	100
	Diocese	3	6	20	27	24	21	97
	State	4	6	18	23	24	25	96
Grammar & Punctuation	School	0	0	0	80	20	0	100
	Diocese	2	7	14	22	27	28	98
	State	3	8	14	21	24	31	97
Numeracy	School	0	0	0	40	60	20	100
	Diocese	1	6	19	33	31	10	99
	State	3	8	22	29	25	14	97

Strengths of Year 3 Cohort

All students achieved above Benchmark in all Literacy and Numeracy areas. 100% of students were in the top 3 bands in Reading, Spelling, Grammar and Punctuation and Numeracy. 80% of students were in the top 2 bands in Writing.

The school was well above (more than 20 points), State and Diocesan means in Writing, Grammar and Punctuation and Numeracy. In Reading the school was just above State and Diocesan and in Spelling the school were 5 points above Diocesan means.

Through State Action Plan initiatives the school has been able to employ staff to work on Literacy and Numeracy.

Literacy

Our main focus has been on improving fluency rates and comprehension by differentiating students into cross-stage reading groups. Whilst some groups are working on intensive phonic work, others have been participating in Read Live Online program to develop fluency and comprehension..

Numeracy

In 2012 the Year 2 students were withdrawn from the 3 way composite class to work intensively with a teacher 3 days per week. All classrooms teachers value automaticity in Numeracy and

incorporate some of the QuickSmart strategies into their classrooms. Students have been withdrawn to work on QuickSmart.

Year 5 Cohort

There were only 3 students in Year 5, so it is too small to comment, but results were pleasing. The school was above State and Diocesan means in Reading and Writing and at Diocesan mean in Numeracy.

Band Distribution (%) - YEAR 5

	Band	3	4	5	6	7	8	%at/above National Minimum
Reading	School							100
	Diocese	1	8	23	32	25	13	99
	State	2	9	23	29	22	15	98
Writing	School							100
	Diocese	3	7	23	23	25	19	97
	State	5	9	22	22	23	19	95
Spelling	School							100
	Diocese	4	7	25	33	23	8	96
	State	5	8	21	27	25	13	95
Grammar & Punctuation	School							100
	Diocese	3	7	23	23	25	19	97
	State	5	9	22	22	23	19	95
Numeracy	School							100
	Diocese	2	12	30	32	15	9	98
	State	5	15	26	26	13	15	95

Year 3 to Year 5 Growth in Spelling and Numeracy were below State means and this is an area of concern. Following further investigation 2014 will see the introduction of Spelling Mastery for all students Year 1 – 6.

Attempts are also being taken to move some of our students into higher bands in Literacy and Numeracy.

The appointment of a Literacy and Numeracy Focus person through the State Action Plan initiative will prove to be very beneficial in improving our literacy and Numeracy results by employing Staff to work with individual or small groups. The introduction PAT Maths Assessment for students will assist us to target students who need this extra assistance.

PROFESSIONAL LEARNING AND TEACHER STANDARDS

Professional Learning

All staff participated in a range of professional learning activities throughout 2013. Professional learning is most effective when it is meaningful, based on recognised need and there is a long-term commitment by those involved.

The professional learning at St Michael's supports this process. The staff participated in various learning opportunities throughout the year.

On a diocesan level, staff were engaged in experiences such as strategies for teaching and planning religious education, occupational health and safety training; child protection training, and various technology related professional opportunities including ICT, Ipad training, Google Bootcamp and Jabber Vidoo Conferencing.

Other Professional Development opportunities for whole staff included further development of using the DIBELS results to enhance teaching & learning within the classroom, Contemporary Learning Conference, National English Curriculum Day with inter school sharing, Anaphylaxis training and CPR update.

Individual staff attended Spelling PD, Contemporary Learning Working Party, Godly Play, Website Creation, Engaging with New National Maths Curriculum, Christmas Art Project, Principal Conferences, Support Teachers Conference, and Love, Learning Conference.

Teacher Standards

The NSW government requires that this report detail the number of teachers in each of the following categories:

Teacher Qualifications	Number of Teachers
1. Those having teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	8
2. Those having qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	0
3. Those not having qualifications as described in 1 or 2 but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed: - to 'teach' in NSW before 1 October 2004 (either on a permanent, casual or temporary basis), and - as a 'teacher' during the last five (5) years in a permanent, casual or temporary capacity.	0

Teacher Attendance and Retention Rates

Teacher Attendance	98%
Teacher Retention	100%

WORKFORCE COMPOSITION

	Male	Female	Male Indigenous	Female Indigenous
Principal		1		
Assistant Principal				
Teachers/Coordinator		7		
Teacher Assistants		2		
Librarians		1		
Ancillary Staff		2		

SCHOOL POLICIES: STUDENT WELFARE, DISCIPLINE, COMPLAINTS and GRIEVANCES

Student Welfare / Discipline Policy

St Michael's School developed a comprehensive one Welfare Policy, which includes the two main components of Pastoral Care – Anti Bullying and Discipline. The Welfare Policy based on the Gospel values of justice and respect for the individual. This policy deals with bullying, classroom behaviour, the merit system, rewards, respect for others and overall attitude and conduct. 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. The staff continually monitors this policy throughout the year in staff meetings and is always ready to discuss the application of the policy with all who are affected by it.

A Parent Meeting to discuss the Policy was held during 2013.

Contacting the school secretary may access the full text of the school Student Welfare Policy.

There were no changes made to the Welfare Policy during the year.

Complaints and Grievances Policy

St Michael's has a Complaints and Grievances policy in place. Reference can be made to this through the school Office. A register is kept in the Principal's Office.

Under normal circumstances complaint and grievances can be directed to:

- The School Principal
- Any other staff member
- The school's Parish Priest
- The Catholic Education Office in Bathurst or Dubbo

There were no changes made to the Complaints and Grievances Policy during the year.

The full text of the school Complaints and Grievances Policy may be accessed by contacting the school secretary

Anti-Bullying Policy

At St Michaels we believe it is essential that our school promote a supportive learning community where all students feel and are safe, secure and valued.

- The school strives to be a community that promotes care, concern and respect for others and acceptance.
- St Michaels school community believes all members of the community have a right to be dealt with in a sincere and respectful manner
- The school acknowledges its responsibility to support the care and protection of students while they are at school, involved in school organized activities or interacting with other members of the school community.

The full text of the school Anti-bullying Policy may be accessed by contacting the school secretary

There were no changes made to the Anti-Bullying Policy during the year.

SCHOOL DETERMINED IMPROVEMENT AND TARGETS

During 2013 a number of targets were worked towards

- **Catholic Life & RE**
 - Further development of skills required to implement RE curriculum 'To Know, Worship & Love' eg Godly Play
 - Further education for parents & students with regard to Bullying Program.
 - Continue the celebration of Mass with the Parishioners and residents at Kahkama House
 - Involvement of school students in Parish Sunday Mass eg Catholic Schools' Week, Mother's Day & Father's Day
 - Participate in Parish Sacramental Program including preparation of children for the Sacraments as well as celebration of the Sacraments

- **Teaching and Learning**

- Further develop MultiLit program
- MiniLit program – development of staff in the program and the implementation of the program after identifying students with needs.
- PreLit program – development of this program to be used with Kinder students
- More Gifted and Talented opportunities for students eg Debating, Speak Out
- Gross Motor Program for K/1 in conjunction with Speech and Occupational Therapists
- Begin implementation of the National English Curriculum
- Emphasis of more explicit teaching of literacy and numeracy with a more structured timetable.

- **Leadership for School Improvement**

- Ensure the school timetable allows for blocks of teaching/learning time for Literacy and Numeracy.
- The introduction of school spelling bee at each stage has highlighted the importance of spelling to the whole school community as well as students wanting to be good spellers.
- Work Health & Safety – ongoing development and review of WHS issues and procedures
- Environmental Plan – Continue to develop an approach to Environmental Safety
- Budget –Implement annual budget. Updating on the use of SAS2000 functions
- Implement ICT based procedures for staff including email addresses

- **Strategic Resourcing**

- Specify standards for Classroom presentation and tidiness
- Compiling an asset register of items in the school and budget for the purchase of new resources.
- Updating the air conditioner in one classroom
- Compliance Procedures – ongoing development and review of Compliance procedures and focus areas
- Continue to improve physical appearance of school by organising physical resources, tidying surroundings and removal of unsafe equipment.

- **State Action Plan**

- Cross-school grouping in reading & spelling. Extra staff employed through partnership money, allowed these groups to be smaller in number and each child to be taught at their instructional level.
- One on one instruction for those children who were not meeting Benchmarks. Training of staff in various programs eg Read Live, MiniLit has enabled staff to gain explicit teaching methods.
- Conducting Numeracy interviews with students not reaching benchmarks have given staff more defined starting points for instruction.
- Numeracy classes kept as small as possible to allow for students to have intensive tutorial time.

The 2013 targets were met and have formed the foundation of an ongoing emphasis on explicit teaching in Numeracy and Literacy.

Our School Plan aims to work towards the following target in 2014:

- **Catholic Life & RE**

- Further develop the Josephite Charism to support the spiritual formation Staff and Students
- Review of assessment in Religious Education
- Cultural awareness and an Aboriginal perspective integrated into prayer, liturgy and cultural life of the school.

- **Teaching and Learning**

- Engage in Professional dialogue using the Contemporary Learning Framework and the Quality Catholic Education Framework.
- Continue to review NAPLAN, DIBELS, PAT Maths, ACER Spelling & Comprehension results to support student learning
- Further develop cross stage groupings for Reading & Spelling based on test results

- **Leadership for School Improvement**

- Compliance Procedures – ongoing development and review of Compliance procedures and focus areas
- Promote collaborative planning in Literacy and Numeracy

- **Strategic Resourcing**

- Develop a plan and budget for the purchasing of new resources

INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

St Michael's School runs a range of activities, which promote respect and responsibility. These may be community-based activities such as ANZAC Day Ceremonies, Remembrance Day, or Church based activities such as fundraising for Caritas Australia, Missions or visiting the local Hostel- Kahkama House for Mass once a month. The most successful program is our Buddy Program whereby Kindergarten students are matched with a buddy from Year 4, 5, 6. These buddies are there to assist them specifically in the early weeks of school but throughout the year. They show them so much of the culture and ethos of the school by their behaviour, the way they treat each other and the activities they undertake together. Other examples of ways respect and responsibility are undertaken would include our Ministry Program of Leadership, fundraising activities and in the daily way we treat each other and the positive and responsive way issues are dealt with both in the classroom and on the playground.

PARENT, TEACHER AND STUDENT SATISFACTION

Parents are encouraged to speak with staff regarding issues of concern or to make suggestion that may improve the organization, the surroundings or the teaching and learning that occurs at St Michael's. The Parents and Friends Association is an excellent forum to provide input into school decision-making and to work with the school to provide the best education for the children. The school newsletter is published each week and keeps parents informed of events.

Positive parent comments include – consistent discipline, religious education lessons, student participation in Masses and school culture reflect family values, as well as welcoming, approachable staff, structured and consistent routines, caring and nurturing environment, and additional programs catering for a variety of interests.

Parents comment that it is a safe and secure place for their children. One parent's comment was "This is a great little school and we have made the right choice."

FINANCIAL STATEMENT (2013)

Catholic Schools are accountable for all monies received. Each year, the Catholic Education Office, Bathurst submits to the Commonwealth Government a financial statement on behalf of the 33 primary, K-10 and secondary schools. In addition, the financial accounts for each school and for the Catholic Education Office are audited annually.

