ABOUT THIS REPORT

St Joseph’s Primary School, Manildra 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 63645177 or by visiting the website at stjosephsmanildra.bth.catholic.edu.au
PRINCIPAL’S MESSAGE

St Joseph’s Catholic Primary School, Manildra is registered by the Board of Studies and is part of a system for schools, managed by the Catholic Education Office Bathurst.

On behalf of all involved in our school community, I am happy to present the 2013 Annual School Report that provides information about St Joseph’s School's activities and performance over the past year.

This report is a legislative requirement under the Education Amendment (Non-Government Schools Registration) Act 2004. The report has been prepared based on information you have had throughout the year through the school’s Newsletter and the results of various external assessment methods including the NAPLAN results.

It demonstrates our accountability to the Catholic Education Office Bathurst and other regulatory bodies.

Our Vision, inspired by Blessed Mary MacKillop, is that all children who leave our school have a positive sense of community; they have an appreciation of and respect for themselves as valuable people; that they have respect for other people and the world in which they live; that they have been given the opportunity to attain their academic potential and are aware that learning is a life-long experience.

Following the example of Blessed Mary MacKillop the Mission of our school community is to create a learning environment where children feel the love of Jesus, whilst developing at their own pace and cognitive level.

The staff of St Joseph’s, the Sisters of St Joseph, with the Parish Administrator, Father Paul Devitt and Parish Priest Fr Augustine Mathew and under the direction of the CEO Bathurst and the leadership of Diocesan Director, Mrs Jenny Allen, today seeks to continue to meet the educational and spiritual needs of students in their Primary School years from Manildra and the surrounding district.

The welfare of each child and their families, as well as the development of a deep sense of community, is recognised as the shared responsibility of the priest, staff, students and parents of the school.

The total enrolment is 38 children with ninety seven percent of students baptised Catholics.

Matthew French
Principal

PARISH PRIEST’S MESSAGE

Early each year we have a Mass to celebrate the commencement of the school year. Our Mass serves as a focusing of the task ahead - that all the many elements that constitute our educational endeavours are underpinned by the person of Jesus Christ, the mystery of God, and the strength and guidance of the Holy Spirit. We reaffirm that reality for our school community at each of the Masses we celebrate during the year. These Masses and other liturgies that are celebrated during the year make explicit our recognition of our faith in Jesus Christ and our dependence on his grace and love. This nurturing of the spiritual dimension of students’ lives is also woven into the daily life of our Catholic school. The values of kindness, fairness, compassion, and justice are witnessed to in many ways by all members of the school community. The ongoing struggle for all of us is to be consistent in
our living out of these values. Sometimes we fail, and that other crucial Christian value of forgiveness has to be brought into play. While we can learn a lot about God and how God has been particularly revealed by Jesus, the challenge is always to apply what we have learnt in our relationships at home, school, in the workplace, on the sporting field, in all those places we live and interact with one another.

MESSAGE FROM PARENTS and FRIENDS ASSOCIATION OR PARENT REPRESENTATIVE BODY
On behalf of St Joseph’s Parents and Friends Association, I welcome the opportunity to express our support for such a vibrant and enthusiastic school.

The Parents and Friends Association play an active part in raising funds for countless projects both large and small. The catering of weddings and other functions has enabled us to raise the necessary funds to cover such projects. This year a debutante ball was hosted by St Joseph’s at the Manildra Memorial Hall. We were able to purchase a set of twenty Apple Laptops for St Joseph’s with the money raised.

We raise money to provide many useful resources including, air conditioning, carpet, library books, outdoor shade, fencing, computers etc, which aid in the development of the school’s impressive learning environment.

On behalf of St Joseph’s Parents and Friends Association, I welcome the opportunity to express our support for such a vibrant and enthusiastic school.

The Parents and Friends Association play an active part in raising funds for countless projects both large and small.

Michael Reimer
President P & F Association

STUDENT REPRESENTATIVE’S MESSAGE
We are grateful for the teachers, students, parents, grandparents and friends for supporting our successful school.

We thank the teachers for being there when we need them the most, and the students for being well-mannered and helpful at all times. Also we thank the parents for supporting the school in all areas, especially in working bees around our school and the new school hall.

Our Religious Education is learning about Jesus and sharing what we learn every day at home and at school.

The Student Representative Council (SRC) gives us a chance to be responsible students, to be role models for other students, to raise money for extra resources in our school and to help make our school a happy one.

Year Six SRC
CATHOLIC IDENTITY

St Joseph’s School Manildra is a Catholic School, which forms part of the Molong Parish. 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.

St Joseph’s has a rich tradition of prayer and liturgy.

Faith formation for students and staff include; School Masses, Retreats, School Prayer; Christian Living Camp and events that encompass our whole school living our ‘Mission Statement’. These events include Assembly, Singing for Seniors, Mission Appeals, St Joseph’s Day and Anzac Day.

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.

They are continually encouraged to act in accordance with Christian Values and be sensitive to the dignity of each person.

Students in Year Two are prepared for the Sacraments of Reconciliation and Eucharist and Confirmation in Year Six in collaboration with the parents.

Liturgies are held regularly to celebrate Sacramental Celebrations and the Liturgical Year of the Church. The Graduation Mass concludes the year and allows us to celebrate as a school community. During this Mass our new Kindergartens are welcomed and blessed.

Our School song entitled “All For the Heart of Jesus” is sung at Masses and school assemblies and flag raising ceremonies.

Mission Statement
Saint Joseph’s strives to create a learning environment where children feel the love of Jesus whilst developing at their own cognitive level.

Vision Statement
St Joseph’s Catholic School of Manildra believes it should:
Offer quality education within a well-balanced academic environment, catering for a wide range of learning abilities, so that each child can achieve his or her full potential.

Foster and support the spiritual development of each member of the school community within a Catholic context, by encouraging a personal relationship with Christ.

Promote a happy and harmonious environment where children can interact in a positive way, which respects the rights of others through developing good social attitudes, skills and relationships.

Develop respect, acceptance and tolerance through broadening students’ horizons, by providing a variety of cultural experiences and an awareness of other cultures.

Provide a safe, clean environment promoting a healthy lifestyle, which encourages respect for the school, home, local and global environments.

The following core values are promoted in our school community: Faith in Christ, valuing ourselves, valuing others, trust, worthiness, forgiveness, justice, truth and fulfilling our potential.
**Students and Staff**

Students and staff formation is ongoing and includes students;
- Christian Living Camp at Lake Burrendong.
- Excursion to Mary MacKillop place at North Sydney.
- Preparation of school Masses and prayers.
- Daily classroom prayer and Religious Education lessons.

Staff have a sound knowledge of the Catholic faith and personal belief and relationship with God. To support this we have:
- RE updates with RE Coordinator.
- Preparation of School Masses.
- Staff prayer.
- Staff retreats.
- Actively promoting the Vision and Mission of Catholic Education through Masses, special days, newsletter.
- Access to upgrading RE qualifications.

All classes follow “To know, worship and love” program which underpins the school Mission and Vision Statement and Catholic Identity.

**Contacts**

Sisters of St Joseph’s Convent Molong: 02 6366 8188 (P) 02 6366 9147 (F)
Presbytery Molong: 02 6366 8010 (P) 02 6366 9401 (F)
St Joseph’s School Manildra: 02 6364 5177 (P) 02 6364 5383 (F)
St Joseph’s School Email: stjosephsmanildra@bth.catholic.edu.au

**SCHOOL FEATURES**

St Joseph’s is a small Diocesan Catholic Primary School situated in a rural community in the Central West of NSW. St Joseph’s was established in 1928 by the Perthville Sisters of St Joseph to provide Catholic education for the growing community.

The school consists of three composite classes;

- Infants Class K, 1, 2
- Primary (Upper) 3, 4, 5, 6

On completing Year Six the children further their education at local high schools in Orange at James Sheahan Catholic High School or Molong High School.

The school promotes and sustains a safe and supportive environment for students and staff where the inherent dignity and worth of each person is valued and protected.

The following effective structures, services and programs are in place to ensure the care, welfare and safety of students.

- Policies and procedures for staff and student support.
Pastoral Care documents, Peer Support, Buddies and SRC.
Sacraments, Special Masses, Mothers'/Fathers' Days.
Communication – Newsletters.
Differentiation of teaching and programs.
Bullying policies and procedures.
Parent education events.
Open days for parents and community.
Teacher involvement in parish.
Parent involvement in school liturgies.
Programs to support parent education in RE.

ENROLMENT POLICIES AND PROFILES

Gender Balance: Female Students 17 and Male Students 20.
Classes: St Joseph’s had 2 composite classes.
Indigenous children: St Joseph’s had 4 indigenous students

Priority of Enrolment

- Catholic children of practising Catholic parents.
- Non-Catholic children whose brothers and/or sisters are presently enrolled in the school.
- Non-Catholic children whose brothers and/or sisters once attended the school.
- Non-Catholic children who are enrolled at a Catholic school in another Parish.
- Non-Catholic children of practising Christian families who are prepared to allow their children to take part in all religious activities at the school.
- Cases of special need. Special consideration may be given to children with disabilities to the extent to which the school is able to meet their needs. In this regard, the policy of the Catholic Education Office is to be observed.

Enrolment Procedure

School Enrolment Policy and Application Form can be accessed from the School Office.

The enrolment procedure for new children follows this process:

1. Each June/July the school advertises for enrolment applications for Kindergarten the following year.
2. Application forms are to be given to interested parents.
3. Applications, references and copies of Baptismal/Birth Certificates are forwarded to the school.
4. In consultation with the Parish Priest, applications are listed in order of priority.
5. Parents may be interviewed by the Principal.
6. Parents informed of the enrolment decision.
ENROLMENT POLICY

Selection Criteria

Entry into Kindergarten
1. Catholic students from church attending families and/or Catholic students from non-attending Church families who understand the teaching and practices of the Catholic Church who have brothers/sisters already members of the School Community.
2. Catholic students from non-attending Church families who understand the teaching and practices of the Catholic Church.
3. Non-Catholic students who are Christian who have brothers/sisters who are members of the School Community.
4. Christian students from families practising their religion.
5. Christian students from non-practising families.

Entry into Other Grades or During the Year
1. Criteria as above.
2. Class population set at twenty five students with a tolerance of plus three students.
3. 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.
4. Students with behavioural/attitudinal needs will be treated as individual cases on student, class, teacher School needs.

Students with severe behavioural needs may not be accepted into the School, unless a sincere change of heart is expressed and demonstrated. In these cases previous School/s will be contacted to gain a fuller perspective of the students’ problems.

In all cases of behavioural/attitudinal needs provisional enrolment will be granted for a period of four weeks to one term (10 weeks).

The parents and student/s will be kept informed of their progress during temporary enrolment.

* NB All enrolments full or provisional will be discussed with the Parish Priest.

5. The ratio of Catholics to non-Catholics is three to one, as the Catholic character of the School must be maintained. Numbers of non-Catholics will be discussed and a decision made in consultation with the parish Priest.

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

STUDENT ATTENDANCE AND RETENTION

Attendance Rates

STUDENT ATTENDANCE AND RETENTION

Attendance Rates
This percentage was calculated for 20 school weeks at the end of Term 2 and lodged with DEEWR.
The attendance rate for students at St Joseph’s Primary School for 2013 was 96.48%.
Year Group | Attendance Rate
---|---
1 | 98
2 | 98
3 | 100
4 | 95
5 | 97
6 | 91
**Whole School** | **96.48%**

Written notes signed by the parent on a proforma supplied by the school, are required for each absence within seven (7) days. A note explaining the nature of the child’s absence must be forwarded to the school within seven days of the day/s absent. If a note is not received by the school within seven days a letter is sent to the parents requesting a note for day/s absence. If a note is then not received within the following seven days parents will be contacted by phone. Unexplained absences in the Diocese of Bathurst are dealt with in accordance with the Guidelines for Habitual or Unexplained absences in the Catholic Education Office Attendance Policy.

SCHOOL CURRICULUM

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

Inservice this year was aimed at English. The use of Learning Technologies is embedded in classroom practice to enhance student outcomes.

Schools are supported by the Catholic Education Office and the Board of Studies with innovative and proactive approaches to curriculum provision, which responds to the diverse needs of learners. We strive to ensure the programs are effective, efficient and accountable.

Core curriculum subjects are in line with the Board of Studies requirements include:

* English
  * Science & Technology
* HSIE
  * Maths
* Creative Arts
  * PDHPE
* Religious Education
  * Gifted & Talented

Learning Support Programs

* DIBELS
* MULTILIT

Learning Academic programs

* Gifted & Talented
Co-curricular Programs
* Active After Schools Communities (Sporting Program)
* Life Education Van

Extra Curricular Activities
- Excursion to the Nations Capital
- Excursion to Manildra Group Flour Mill

Community Service
* Lions Club Units – Bin collections
* Lions Christmas Carols
* Altar Service
* ANZAC - Commemoration Service
* Clean-up Australia
* Manildra Agricultural Show – Display & entries

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

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<th>1</th>
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<th>6</th>
<th>%at/above National Minimum</th>
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**Band Distribution (%) - YEAR 5**

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<th>% at/above National Minimum</th>
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</table>

St Joseph’s has made solid improvements in Reading where 33% of children scored in Band six in year five compare to 25% in 2012. In writing 16.7% of children scored in band six whereas 0% scored in this band in 2012. In 2012 25% of children scored in band six in spelling, however this increased to 50% in 2013. In 2014 St Joseph’s has gained teaching hours as part of the State Action plan. This is giving us the opportunity to concentrate more intensely on Literacy and Numeracy by allowing smaller groups of children and more 1:1 teaching.

**PROFESSIONAL LEARNING AND TEACHER STANDARDS**

**Professional learning**

The total number of days in professional learning activities for 2012 was 23

Teachers were involved in the following professional learning activities in 2012: NAPLAN Analysis, Dibels Inservice, MULTILIT, ICT, Religious Education, iPad training, Mathematics, Contemporary Learning, and First aid

**Teacher Standards**

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

<table>
<thead>
<tr>
<th>Number of Teachers</th>
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<tbody>
<tr>
<td><strong>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</strong></td>
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<tr>
<td>4</td>
</tr>
<tr>
<td><strong>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</strong></td>
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<tr>
<td><strong>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:</strong></td>
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<tr>
<td>- to ‘teach’ in NSW before 1 October 2004 (either on a permanent, casual or temporary basis), and</td>
</tr>
<tr>
<td>- as a ‘teacher’ during the last five (5) years in a permanent, casual or temporary capacity.</td>
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</table>

**Teacher Attendance and Retention Rates**

<table>
<thead>
<tr>
<th>Teacher Attendance</th>
<th>97%</th>
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</thead>
<tbody>
<tr>
<td>Teacher Retention</td>
<td>80%</td>
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</table>

**WORKFORCE COMPOSITION**

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**SCHOOL POLICIES: STUDENT WELFARE, DISCIPLINE, COMPLAINTS and GRIEVANCES**

**Student Welfare Policy**

St Joseph’s School has developed a comprehensive Pastoral Care and Discipline 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. The staff continually monitors this policy throughout the school year and is always ready to discuss the application of the policy with all who are affected by it.

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 policy can be accessed through the parent handbook or by contacting the school secretary.

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

**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.

The full text of the school Discipline Policy may be accessed via staff handbook or contacting school secretary.

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

**Complaints and Grievances Policy**

Our school has both a desire and a responsibility to ensure that high standards of conduct are maintained by staff and students at all times and that complaints are managed and resolved fairly, efficiently, promptly and in accordance with relative legislation.

**Aims:**

1. To provide a harmonious, positive and productive school environment.
2. To resolve complaints fairly, efficiently, promptly and in accordance with relative legislation.

Under normal circumstances complaints and grievances can be noted in the Complaints Register and directed to:

- the School Principal
- any other Staff member
- Parish Priest
- The Catholic Education Office in Bathurst or Dubbo.

There no changes made to the Complaints and Grievances Policy during the year. Complaints and Grievances School Policies may be assessed from the office.

Please note that the school’s P & F Association does not play an official role in the complaints and grievances practices employed in the school.
The P & F constitution may be assessed from the CEO Policies and Procedures Manual available from the school office.

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 via staff handbook or contacting school secretary.

**Anti-Bullying Policy**

of others. They have the responsibility to respect the authority of teachers, parents and community members in and out of school. The school monitors behaviour on a daily basis in and out of the classrooms.

There were no changes made to the Bullying Policy during the year. The full text of the school Bullying Policy may be accessed in the School Office.

The full text of the school Anti-bullying Policy may be accessed via staff handbook or contacting school secretary.

**SCHOOL DETERMINED IMPROVEMENT AND TARGETS**

During 2014 the school will undertake a range of professional learning activities related to improving student outcomes in Religious Education and in all key-learning areas.

Targets will include:

* Implementation of new catechetical series “To Know, Worship and Love” (K-6)
* REC Assembly 2014.
* Continually develop traditional prayer.
* Involvement of students in weekend liturgy.

**INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY**

**Respect**

Students are taught the importance of treating others with consideration and regard and respecting another person’s point of view.

The following initiatives are used to promote respect for others:

- **Building Social Skills**
  
  In emphasising standards of politeness, which develop the skills and dispositions of students, so they can enact particular values as individuals, within and beyond the classroom.
- **Merit Awards**
  Children are acknowledged for their values which reflect our Mission Statement, in whole school assemblies.

- **SRC Awards**
  Year Six SRC present awards to their peers for explicit values observed in everyday school life and an “Aussie of the Month” award.

- **Weekly Newsletter**
  Students are acknowledged for showing respect in the weekly newsletter.

- **Catholic Schools’ Week**
  Students assume the role of hosts to the parents, friends and community.

- **CEMMY & EMY**
  Develop intra-school relations with sporting, cultural and social values.

- **St Joseph’s Day Celebrations**
  Activities and celebrations with Eugowra, Molong and Yeoval.

- **Combined School Activities**
  Combine with the Manildra Public School for cross country events, swimming, athletics and extra curricular activities which promote community and interschool relations.

**PARENT, TEACHER AND STUDENT SATISFACTION**

**Responsibility**

Students are taught to be accountable for their own actions, resolve differences in constructive, non-violent and peaceful ways, to contribute to society and civic life and to take care of the environment.

Strategies include:

- **Clean Up Australia**
  Involved with “Clean Up Australia”.

- **Anti-Bullying Program**
  Anti-social behaviour management issues are addressed through the whole-school approach Bullying program.

- **Class Errands**
  Children take messages between classes and the office.

- **Assembly**
  Children take turns in organising and running whole school assemblies and daily flag raising.

- **Friday’s Jobs**
  Every Friday the children come together, each taking on particular areas to maintain the presentation of their school.

- **Community Events**
The children join in community events such as, Christmas Carols, Anzac Day, Australia Day, Annual Show, CWA Speeches.

- **Community Deeds**
  Each year for Seniors Week children sing and mime to entertain the seniors in our community. They put out and bring in garbage bins for elderly people in the Lions Club units. They invite community members to special Masses/Liturgies to involve them and make them feel needed.

- **Leadership Program**
  Year Six students attend the Halogen Leadership Forum in Sydney each year.

- **Cultural Shows**
  Travelling shows that enhance the teaching learning programs.

**Student Representative Council (SRC)**

Year Six students meet weekly to organise fundraising, identify areas of concern with their peers and OH&S issues, organise fun activities for specific celebrations, eg Easter Hat Parade and Christmas Disco. At the beginning of each year they organise a Buddy system where senior students are then responsible for ensuring the younger child is safe and happy. They conclude their meeting by awarding points for “Aussie of the Month” to students they deem worthy of recognition for Christian living.
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.