

# 2023

## ANNUAL SCHOOL REPORT



### **St Joseph's Catholic Primary School**

20 Wrigley Street, GILGANDRA 2827

Principal: Mr Geoff Gibbons

Web: <http://www.stjosephsgilgandra.nsw.edu.au>

## About this report

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St Joseph's Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Education Diocese of Bathurst (CEDB). CEDB as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education.

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CEDB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the faith formation, learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented in the School Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the [My School website](#).

## Message from key groups in our community

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### Principal's Message

I would like to say thank you to the students, staff, priests, parents, families and friends that make up the St Joseph's school community. I am grateful that I have been able to join and be accepted as part of St Joseph's this year.

As a Catholic School we are called to serve each other both in and out of the school. This is certainly an ongoing mission that forms the heart of a strong school community. We are blessed at St Joseph's that we are able to witness this each day at Joey's.

I would like to say thank you to both Fr Greg and Fr Nam. We are immensely grateful for the guidance, spiritual support, and wisdom. Their presence in our school community continues to inspire us to live our lives in accordance with our Catholic faith. Through their leadership, they help us foster a deep sense of spirituality, compassion and kindness among our students. Thank you for your unwavering commitment to our school and faith.

Our school would not be the same without the dedicated and hard working staff at St Joseph's. Their commitment to ensuring that every child is educated in a caring and loving environment is greatly appreciated. Every staff member goes above and beyond to provide the best learning opportunities at this school, our students are in very capable hands. Rarely do you see a staff work as one to ensure our students have the best experiences possible. The list is long, from the twilight swimming carnival, athletics carnivals, school socials, concert, parent teacher meetings and much, much more.

The St Joseph's Parents and Friends Association plays a vital role in enhancing our school's sense of community. Running the canteen, organising and supporting huge events like the debutante ball, Mother's Day and Father's Day stalls and the school fete. Their time and effort is greatly appreciated. Through their hard work, dedication, and fundraising efforts, they have contributed to the improvement of our school facilities, including school upgrades, repairs and this year a new infants playground. Their efforts also provide financial support for our students' access to educational programs such as the Life Education Van, knowledge explosion and the eisteddfod.

The support of our families is invaluable. Their dedication to their children's education, faith, and personal development is the cornerstone of our school's success. Their involvement in

our school community, whether through volunteering, attending events, or offering a helping hand, enriches the educational experience of all our students. I thank them for entrusting us with the education and spiritual formation of their children.

I would like to acknowledge our departing Year 6 student leaders. They led by example and embraced what it means to be a leader at St Joseph's. Our school is a better place as a result of their efforts this year. Their work as Kinder buddies, for fundraising events, daily jobs around our school and uniform inspections and general role modelling are valuable contributions that make our school a better place.

Our students are the heart and soul of St. Joseph's. Each day, they bring enthusiasm, curiosity, and a thirst for knowledge to our classrooms. Their smiles, creativity, and acts of kindness remind us of the importance of nurturing the whole child, both academically and spiritually. We are incredibly proud of their achievements and look forward to watching them continue to grow into responsible, compassionate, and well-rounded individuals.

At the end of the year it is a good time to take a moment to look back and to celebrate all that has happened. The successes, the challenges, the learning, the relationships, the questions, the quality conversations, the robust discussions, the decisions, the opportunities to grow and to continue to learn.

In closing, I want to express my heartfelt gratitude to each and every member of our St Joseph's Catholic Primary School community. Together, a lot has been achieved and strengthened our bonds as a school family. As we look forward to the future with hope and enthusiasm, let us remember that it is through unity, faith, and love that we continue to thrive.

Mr Geoff Gibbons - Principal

*'For the Glory Of God We Give Of Our Best'*

### **Parent Body Message**

It has been another great year for our P & F Association.

Firstly, I would like to thank the committee for their ongoing dedication and support throughout the year to ensure that P & F fundraising events ran smoothly. Unfortunately, we farewelled our Treasurer, Jacque Campbell midway through the year as her family relocated to the Central Coast. Thank you to Simone Beaton for stepping up to the plate and taking on

the role for the remainder of the year. Volunteering your time to help out is a rewarding experience and I encourage new and existing members to join in on all the fun next year.

This year we also saw a changing of the guard with our Ball Committee. Thank you to Tracey Riley, Sarah Adams and Bek Howard for coming forward and volunteering to coordinate the Ball with the help of Ash and Lib Walker in the bar and kitchen. It was a wonderful success, with 5 debutantes, their partners and many family and friends enjoying the evening. Thank you also to Morgan Adams and Jess Howard for once again being our Mother's Day and Father's Day Stall coordinators. The success of the school fete this year could be measured by the exciting amount of funds raised or the many happy smiling faces throughout the wonderful afternoon. The new attraction, "Kiss the Pig" was rather entertaining for some but maybe not for others! Thanks go to our Fete Coordinators, Prue Starr and Claire Harvey. Our school canteen continues to contribute significantly to our annual income. Thanks to our families and volunteers for the ongoing support and use of the school canteen and if it wasn't for parents volunteering their time, we wouldn't be able to have a canteen. This year saw the introduction of 'Flexischools' – an online ordering system, which has proved to be very beneficial to both the helpers in the canteen and also parents when ordering lunches.

It was the beginning of a new era this year at St Joey's, as we welcomed Mr Gibbons to the principal's role and I must say it has been a pleasure to work with him.

The P & F has once again made many wonderful contributions over the 2023 school year ranging from the Hear Our Heart Bus, to supporting talented students in their sporting journeys. We were also able to purchase a new BBQ, contribute to the production of the year book, contribute to the students travel to the eisteddfod, assist with students attending Moorambilla and helped with the purchase of the new play equipment that was installed recently.

Before I close my report I really want to thank again those mentioned above who have been the driving force behind the Mother's and Father's Day stalls, Deb Ball committee and Fete Organisers. Without these people offering their time the P&F wouldn't be so successful. Also a special mention to those who assist in the setting up and packing away before and after these events, many hands do make light work.

Finally, I believe we have a fantastic P & F Association that works well, and that is because of the many great people involved. The P & F meet on the third Tuesday of every month. See you there in 2024!

Damien Jordan – P & F President

## Student Body Message

- The following quotes were taken from some of the 2023 Year 6 Student Profiles which were read out at their Graduation Mass:
- Joey's is a great school because of the fun activities that are organised and we have great teachers.
- The amazing events that are hosted like the fete, school socials and concerts are what makes St Joey's a wonderful school.
- Joey's is a great school because we treat each other with respect and kindness and all the teachers lend a helping hand when we need it.
- Joey's is a good school because everyone feels included and we have great teachers.
- Joey's is a great school because of the education each child receives, the fun events and activities organised and most importantly the people who look out and take care of each other.
- Joey's isn't a great school because of the playground or the buildings, but the people who surround it.
- Joey's is a great school because we have kind teachers, the world's best playground, lovely students and a great principal.
- The teachers, students and the numerous opportunities given to each and every child are what makes Joey's a fantastic school.
- Joey's is a great school because the teachers offer you so much support and help you stay positive, the excursions are always fun and I have made life-long friends.
- Our school is great because the teachers are helpful and everyone greets each other with a friendly smile and a hello.
- I believe Joey's isn't just a school, it's a community and I love this community.  
Joey's is a great school because of the wonderful people who treat each other with respect and we are just like a big family.
- Joey's is a great school because of the fun events and activities that are organised and the people involved in our school are kind and generous.

## School Features

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St Joseph's Primary School is a Catholic systemic co-education school located in Gilgandra.

Staff members at St Joseph's are continually looking at ways of improving the teaching of all key learning areas to ensure a rewarding education for all students. Every child is a unique individual and the school endeavours to ensure each child is given the opportunity to develop in all aspects of life with Christ as the guiding light.

All Year 6 students are considered leaders of the school and each receive a badge and duty statement at the beginning of the year. The school is very proud of all the Year 6 students and how they lead by example. The students of St Joseph's School have a wonderful reputation for being polite and friendly.

Major excursions are arranged for various classes including the Years 5/6 Sydney and Canberra/Snowy Excursions, Year 4 Lake Burrendong/Wellington Caves Excursion, the Year 3 Taronga Western Plains Zoo Excursion and various smaller infants excursions. These excursions are not only an integral part of the syllabus but they provide additional stimuli for writing and speaking. Students attend a school performance once a term and all students from Years 1 to 6 participate in verse speaking choirs at the annual City of Dubbo Eisteddfod.

The school is most fortunate to have a very supportive and hard working parent organisation in the St Joseph's Parents and Friends Association. The P & F raises a considerable amount of money each year for the school through its annual debutante ball, fete and mother's and father's day stalls.

*'FOR THE GLORY OF GOD WE GIVE OF OUR BEST'*

# Student Profile

## Student Enrolment

The School caters for students in Years K-6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023:

Girls	Boys	LBOTE*	Total Students
86	83	5	169

\* Language Background Other than English

## Enrolment Policy

Catholic Education Diocese of Bathurst has an Enrolment Policy for Systemic Catholic Schools in the diocese. The policy has been developed in the context of government and 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 a Single School Fee (which incorporates local costs), the Capital Works Levy and Subject Specific Costs. A pastoral approach is adopted for parents experiencing genuine difficulty with the payment of fees. Information about enrolling may be accessed through the [Diocesan website](#) under the About Us drop down menu - see Policies tab or by contacting your local Catholic School.

## Student Attendance Rates

The average student attendance rate for the School in 2023 was 90.16%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
89.54	92.32	92.88	91.39	87.15	87.93	89.89

## 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 Schools and designated CEDB Safeguarding Officer are provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

## Staffing Profile

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### Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	22
Number of full time teaching staff	6
Number of part time teaching staff	8
Number of non-teaching staff	8

### Total number of teaching staff by NESA category

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

- 45 Conditional teachers
- 35 Provisional teachers
- 712 Proficient teachers
- 1 Highly Accomplished and Lead (HALT) Teacher
- 1 Lead Teacher
- 8 HALT Candidates

Additionally, there are 13 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

### Professional Learning

The ongoing Professional Learning of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific professional learning, meetings and conferences, and a range of programs provided by CEDB. The School takes responsibility for planning, implementing, evaluating and tracking staff professional learning. Individual staff members take responsibility for their ongoing professional learning. All teachers have been involved in professional learning opportunities

during the year related to improving student outcomes. The following information provides specific details relating to the focus of these professional learning sessions.

### **Summary of professional learning at this school**

Staff Development Days:

- Planning for the implementation of the new Maths syllabus in 2024
- Planning for the implementation of the new English syllabus in 2024
- Staff Retreat with Fr Rob Galea

Professional Learning Activities:

- Child Protection
- CPR & First Aid skills update
- Compass and Google Drive
- Update Behaviour Management Policy
- Analysis of the 2023 NAPLAN results

## Catholic Identity and Mission

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Catholic Schools have a unique role in the evangelising and educating mission of the Church. 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 resources *To Know, Worship and Love*, and *Understanding Faith*, as authorised by the Bishop of Bathurst.

Students in Years 6 and 8 in Catholic schools in the Bathurst Diocese undertake the Diocesan Religious Education Test annually. The test consists of multiple-choice questions with the results analysed by CEDB to inform diocesan teaching and learning in Religious Education.

The school follows the Diocesan Religious Education Curriculum and uses the student resources, *To Know, Worship and Love*, and *Understanding Faith*, as authorised by the Bishop of Bathurst.

Students in Year 6 in Catholics schools in the Bathurst Diocese undertake the Diocesan Religious Education test annually. The test consists of multiple-choice questions with the results analysed by CEDB to inform diocesan teaching and learning in Religious Education.

St Joseph's School offers a caring and loving environment in which Christ is the centre of all we do. We strive to educate the whole child in an atmosphere that values excellence in all areas of endeavour in a climate of love and acceptance.

A wonderful initiative at our school is the Buddy System. At the beginning of each year, a Year 6 student is assigned a Kindergarten buddy. The responsibility of the Year 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 to the toilet and bubblers and just show them how things 'work' at St Joey's. It is fantastic for both the Kinder and the Year 6 student. During first term the Year 6 students interview their buddy about various likes and even some dislikes. Then at the Kinder Welcome Liturgy we all hear about the newest members of the Joey's family and we officially welcome our Kinder class. The Year 6 student also makes a special badge for their buddy as a memento of this day.

The Junior Joeys is a voluntary organisation that is offered to Years 5 and 6 students at St Joseph's School. The aim of the organisation is to follow the example of Mary MacKillop – St Mary of the Cross, in word and deed. The Junior Joeys meet monthly at school and organise

ways to become involved in our local community. One way of doing this is by visiting the residents of the Cooee Lodge Retirement Village on a regular basis.

## Curriculum, Learning and Teaching

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The School provides an educational program based on, and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for primary education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The school provides an educational program based on, and taught in accordance with, the NESA syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Geography, History, Creative Arts, and Personal Development, Health and Physical Education. In addition, the school implements the curriculum requirements of the Catholic Education Diocese Of Bathurst. School effectiveness is monitored by the Quality Catholic Education self review process and through regular school reviews conducted by CEDB personnel. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The support teacher at St Joseph's supports the teachers in the additional needs education and gifted and talented areas. This involves assisting in the identification of additional needs children through teacher conferencing and/or testing, sourcing appropriate programs for identified additional needs, and gifted and talented children, and the monitoring of these children and programs to ensure achievement. It also involves setting a timetable for the school assistants to work with these targeted children. The support teacher has regular conferences with classroom teachers and school assistants to discuss those children on current programs and those children with whom they may have concerns. Meetings with the principal are also held on a regular basis, whereby the principal is kept informed of all that is happening in the Support area. The support teacher contacts, refers and liaises with visiting professionals, ie, psychologist, speech pathologist, occupational therapist, Diocesan Special Education Consultants etc and provides feedback to the relevant teachers. As whole school testing is completed in March and November, results of the tests are evaluated by the support teacher and in consultation with the classroom teacher and principal, recommendations are made.

# Student Performance in Tests and Examinations

## NAPLAN

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

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

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

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

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	74%	54%
	Reading	78%	67%
	Writing	100%	76%
	Spelling	70%	61%
	Numeracy	74%	65%

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	88%	64%
	Reading	88%	74%
	Writing	90%	66%
	Spelling	91%	69%
	Numeracy	85%	68%



## Pastoral Care and Student Wellbeing

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### Pastoral Care Policy

The School's Pastoral Care and Student Wellbeing policies, guidelines and procedures are underpinned by the guiding principles from The Australian Student Wellbeing Framework (ASWF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a pre-requisite for effective learning in all Catholic school settings.

Catholic Education Diocese of Bathurst Pastoral Care and Wellbeing Framework provides a vision and guiding principles that assist school communities to develop positive school cultures that promote student wellbeing and develop respectful relationships. It assists schools to identify priority areas and measure progress in the development of safe school communities. The diocesan Pastoral Care and Wellbeing Framework assists schools in:

- planning, implementing and maintaining a safe, supportive and protective learning community that promotes student safety, pastoral care and wellbeing
- creating teaching and learning communities where all members of the School community are safe from harassment, aggression, violence and bullying
- responding to new and emerging pastoral care and student wellbeing challenges.

The Diocese of Bathurst Pastoral Care and Wellbeing Framework revision began in 2021 and will continue into 2024. The Framework can be accessed at the [Pastoral Care and Wellbeing Framework](#).

The full text of the School's Pastoral Care and Wellbeing Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

### Behaviour Management and Student Discipline Policy

The School's Behaviour Management and Student Discipline policies and procedures are aligned to the diocesan Pastoral Care and Wellbeing Framework. The School's policy operates within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning for all students. It supports the development of positive social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of

each person is promoted at all times along with positive student behaviours while ensuring respect for the rights of all students and staff.

The full text of the School's Behaviour Management and Discipline policies and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

### **Anti-Bullying Policy**

The School's Anti-Bullying Policy and procedures are based on and informed by Catholic Education Diocese of Bathurst policies for Diocesan Schools and are aligned to the Pastoral Care Policy and Wellbeing Framework. All students, their families and employees within Catholic education have a right to a learning and work environment free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying.

The full text of the School's Anti-Bullying Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

### **Complaints Handling Policy**

Catholic Education Diocese of Bathurst has a Complaints Management Policy which is implemented across the diocese. The policy recognises that at times misunderstandings, differences of opinion, and complaints and grievances will occur, and that these need to be resolved. 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 Policy and procedures reflect the legislative responsibilities and demonstrate our diocesan commitment to protect the safety and wellbeing of students while supporting our employees and volunteers working with children and young people in our educational context.

The full text of the Complaints Management Policy may be accessed on the [CEDB website](#) or by contacting Catholic Education Diocese of Bathurst.

The full text of the Complaints Management Policy may be accessed on the school website also.

In addition to this policy, there are also policies and procedures related to Child Protection, Code of Conduct and Whistle Blowers. All of these are available through the CEDB website and the school website.

## **Initiatives promoting respect and responsibility**

It is clearly stated in the School Policy and Staff Handbook that all at St Joseph's School have rights and responsibilities and all have the right and responsibility to be treated with respect and to respect others. This is achieved through the day-to-day interactions of the school community. Special activities that are used to promote respect and responsibility include:

- Year 6 Leadership Program.
- Year 6/Kinder Buddy Program.
- Clean Up Australia Day.
- Kinder students visit Cooee Lodge and the elderly at Easter and Christmas.
- Participation in ANZAC Day and Remembrance Day services.
- Grandparents' Day
- NAIDOC Week activities.
- Junior Joey's.

Fundraising for various organisations and those in need. In 2023 these fundraising ventures included:

- Crazy Hair Fundraiser for the victims of earthquakes in Turkey and Syria - \$542.00
- Project Compassion - \$580.90
- Pyjama Day Fundraiser for Vision Australia- \$590.00
- Hot Dog Day Fundraiser for Angel Flight Australia - \$566.00
- Jeans for Genes Day - \$427.00
- Staff Christmas Fundraiser for Royal Flying Doctor Service - \$320.00

## School Improvement

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Catholic Education Diocese of Bathurst has collaboratively revised and implemented Quality Catholic Education (QCE) in all schools. The QCE framework supports the continuing focus on school improvement and transformation. Cyclical processes in CEDB and schools underpin the framework ensuring alignment and coherence.

Strategic Improvement Plans (SIP) are future focused documents that map the Diocesan and School's directions, focused specifically at improving outcomes for all students and staff through the areas of:

- Faith
- Learning
- Stewardship

Each year, the CEDB and School develops an Annual Improvement Plan (AIP) indicating the intended key strategic intent across these areas for the coming year.

A copy of the school's Strategic Improvement Plan and the Annual Improvement Plan may be viewed on the school website or obtained from the School office.

### Key Improvements Achieved

Key Improvements Achieved 2023

#### Faith:

- Continued the Junior Joeys mission and investigated other outreach opportunities.
- Organised Staff and Year 6 Retreat – outside school using the Formation for Mission opportunities.
- Systematically, updated and revised all Masses, liturgies, music, powerpoints, sacramental programs, altar serving roster and requirements and stored them digitally.

#### Learning:

- Programmed and taught units of work from the English K-2 syllabus and Mathematics K-2 syllabus.
- Undertook professional learning to assist in the implementation in 2024 of the English 3-6 syllabus and Mathematics 3-6 syllabus.

### Stewardship:

- Continued annual QCE school review for the following areas:
  - 2.1 Students and their Learning
  - 1.2 Witness and Service
  - 2.4 Professional Learning Communities
- Continued to work in collaboration with Aboriginal families to develop wider relationships and enhance the learning of Aboriginal students through Personal Learning Plans
- Reflected on and create SMART Goals

### **Priority Key Improvements for Next Year**

#### Faith:

- Update and review all Religious Education resources and store them digitally to make them easily accessible i.e., Masses, liturgies, music, powerpoints, sacramental programs, altar serving rosters and requirements.
- Provide early career and new staff support to develop understanding of requirements and expectations of the Religious Learning Area.

#### Learning:

- Fully implement the English K-6 syllabus and the Mathematics K-6 syllabus.
- Develop a whole school approach to writing that matches the new K-6 English Syllabus.
- Develop a new spelling scope and sequence to be more inline with the new syllabus requirements.

#### Stewardship:

- Teachers will work collaboratively to develop their teaching strategies.

## Community Satisfaction

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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 2023, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers.

Additionally CEDB undertakes extensive surveying of all stakeholder groups through annual School Improvement Surveys. This data is used to further inform school improvement.

Both Data and Comments from these School Improvement Surveys are summarised here.

### Parent satisfaction

During 2023 parents completed a School Improvement Survey regarding three key elements of the school. These elements were:

- Faith
- Learning
- Stewardship

The vast majority of parents indicated that they were pleased with the standard of education at St Joseph's School.

Below is a sample of comments received:

- The students, staff and extended community of St Joseph's school Gilgandra show great pride and passion in the school. The school is well maintained, the teachers are approachable and friendly and the school being small makes for a very close knit community in which I have found to be positive. The kindness and polite children are a credit to both the school and parents in the community and I am very proud to have my child enrolled as a student. Every day I thank God for Mary Mackillop and Tension Woods! We are very lucky to have a great school to send our children to in our small town.
- Feeling of community within the school.
- St Joey's Gilgandra is the highest standard of quality and I am both proud and feel lucky my child has the opportunity to get her education with that absolutely wonderful staff at this amazing school.
- The teachers at St Joseph's work very hard and their commitment and dedication are apparent.
- Fantastic literacy program; thorough bench marking of students.
- Great school and great teachers.
- Encouraging environment for children to grow both socially & academically.

- Great teachers who are devoted and go above and beyond to make sure all students have a great time.
- Excellent school, very happy with all aspects of it.

### **Student satisfaction**

During 2023 students completed a School Improvement Survey regarding three key elements of the school. These elements were:

- Faith
- Learning
- Stewardship

The vast majority of students indicated that they were pleased with the standard of education at St Joseph's School.

Below is a sample of comments received:

- St Joseph's is amazing in giving students great opportunities.
- I strongly think that our school takes care of the students and makes everyone feel included and special.
- If someone is new to the school, students and teachers are polite and smile at them and don't bully them or anything like that.
- It has lots of sporting opportunities and a great amount of respect.
- Helping others, showing that we care for others.
- I like how my teachers put a lot of effort in for us.
- The school loves to give out many opportunities: eisteddfod, athletics, gala days, etc.
- Keep us safe and alive, make things easy to learn. Very well keeping us educated, good friends, all the competitive sports.
- They always give you a go and help people if we need it, also encourage people to give of their best.
- The school does well in teaching me and helps me make friends.
- Looking after each other.
- Participation in all learning activities and being kind to everyone.
- Good playground
- It provides us with good education and opportunities for all people no matter what they are interested in.
- The school gives kids equipment to do well in class, they equip us with good stuff to play with in the playground. All the staff are respectful and kind.

## Teacher satisfaction

During 2023 staff completed a School Improvement Survey regarding three key elements of the school. These elements were:

- Faith
- Learning
- Stewardship

The vast majority of staff indicated that they were pleased with the standard of education at St Joseph's School.

Below is a sample of comments received:

- It is a pleasure to attend work each day at this wonderful school. The manners and respect the children have is second to none. The staff go out of their way to keep the school running at a high level and they are all wonderful to work with.
- St Joey's continues to be a great place to work. Geoff has quickly become part of our Joey's family and leads in a quiet, respectful and gentle manner.
- St Joseph's School is an amazing place to work and learn. The students and staff are friendly and welcoming and the school has an overall happy 'feel' to it. The teaching staff strive to accommodate all students in their learning and extra-curricular activities. The school motto - "Give Of Your Best" is evidenced in all areas - academic, spiritual, cultural and sporting.



# Financial Statement

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

School Financial Information for the 2023 year is detailed here:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants <sup>1</sup>	\$2,406,074
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$662,767
Fees and Private Income <sup>4</sup>	\$378,514
Interest Subsidy Grants	\$0
Other Capital Income <sup>5</sup>	\$65,641
<b>Total Income</b>	<b>\$3,512,996</b>

Recurrent and Capital Expenditure 2023	
Capital Expenditure <sup>6</sup>	\$78,319
Salaries and Related Expenses <sup>7</sup>	\$2,476,663
Non-Salary Expenses <sup>8</sup>	\$826,136
<b>Total Expenditure</b>	<b>\$3,381,118</b>

### Notes

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

END OF 2023 REPORT