



# St Justin's School

## Wheelers Hill

### 2022

## Annual Report to the School Community



Registered School Number: 1882

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## Contact Details

ADDRESS	42 Whalley Drive Wheelers Hill VIC 3150
PRINCIPAL	Patrick Torpey
TELEPHONE	03 9561 7644
EMAIL	principal@sjwheelershill.catholic.edu.au
WEBSITE	www.sjwheelershill.catholic.edu.au
E NUMBER	E1337

## Minimum Standards Attestation

I, Patrick Torpey, attest that St Justin's School is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
  - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
  - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

05/04/2023

**NOTE:** The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au)

## Governing Authority Report

In 2022, Melbourne Archdiocese Catholic Schools (MACS) delivered its inaugural strategic plan, *MACS 2030: Forming lives to enrich the world*.

At the heart of this bold and ambitious strategic plan is a common purpose - "Forming lives of faith, hope and love in the light of Jesus Christ" - that gives MACS and its network of schools a common direction.

This new purpose speaks to the role of our schools as a place for students and their families to encounter the living God who in Jesus Christ reveals his transforming love and truth.

The strategic plan also establishes a common vision, "Every student is inspired and enabled to flourish and enrich the world", and outlines the initiatives that will make our purpose and vision real across four pillars:

- Inspired by faith
- Flourishing learners
- Enabled leaders
- Enriched communities

These four pillars are foundational to the distinctive educational experiences we offer. Our common purpose and vision will guide and sustain the high-quality Catholic education our 16,000 dedicated staff continue to provide to the 113,000 young people in our care.

Alongside the strategic plan, School Advisory Councils are now in place to engage parents, communities and parishes in the life of the school and provide support to principals on school matters. Combined with a strong focus on Working Together in Mission with our Parish Priests, this will ensure that we unite around our common purpose.

Enrolments continue to increase in the growth areas of Melbourne's north and west where MACS opened two new primary schools. MACS was also excited to welcome a well-established combined level primary/secondary school in Malvern into our organisation.

We are very grateful for the support we have received from some 300 school communities throughout 2022. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Edward Simons

Acting Executive Director

Melbourne Archdiocese Catholic Schools Ltd

## Vision and Mission

### Vision Statement

*We are St Justin's Parish Primary School.*

*A Catholic faith community of learners,*

*Sustained by the word of God.*

*Our vision is to create a place of openness, respect and action;*

*Striving for individual potential.*

*We believe in success for all,*

*Through faith, learning and partnership.*

*I have come that you may have life and have it to the full. John 10:10*

### Mission Statement

At St Justin's, we are committed to:

- *Developing an understanding of the Catholic Faith and Doctrine*
- *Being models of Christian living, showing how Faith and contemporary life can be integrated*
- *Forgiveness and Reconciliation*
- *Developing an atmosphere of trust and care within the school*
- *Providing an environment that encourages self-esteem and positive interaction*
- *Providing a comprehensive curriculum that covers all Key Learning Areas*
- *Designing the curriculum with the understanding that individuals learn best at their own rate and all efforts should be recognised*
- *Respecting the unique contribution that each child makes as part of the school and society*
- *Welcoming and actively encouraging all members of the community to participate in the life of the school*
- *Recognising and respecting cultural differences*



## School Overview

St Justin's Parish Primary School is situated on a picturesque 3 hectare site in the valley of Wheelers Hill. St Justin's originally belonged to the Good Shepherd Mulgrave Parish which grew rapidly until the 1980's. Land was purchased on our current site and the school was established in 1984.

At St Justin's we want our students to develop a strong sense of their Catholic identity and to feel great about themselves and their achievements. We foster their personal growth as caring and proactive individuals who are ready to have a positive impact on their world.

Our school takes pride in its reputation as a welcoming, friendly, child-centred learning community, where children from diverse backgrounds learn in harmony.

Reflecting on the importance we place on the belief that every student has talents to explore and extend in any endeavour: spiritual, academic, social, personal or emotional, our school motto is "All Children Can Achieve Success."

St Justin's Catholic Primary School is strong in its ethnic diversity and strong sense of community, which contributes to a rich, cultural learning experience and understanding of others. Working in partnership with our families at St Justin's, we encourage our students to reflect on their Catholic identity, values, and cultural identity, whilst celebrating the many benefits of living in our culturally diverse nation.

Our school has a strong tradition of recognising our community as a community of learners. Our exceptional programs for students in all key curriculum areas provide stimulating opportunities for students to build the knowledge and skills for continued learning success. Our staff are committed to ensuring that the students see their learning as exciting and relevant to their life. They employ contemporary teaching and learning strategies in their classroom practice. A range of assessment modes and rigorous data analysis informs our programs so that teaching and learning is tailored to individual student learning needs.

Our school community supports research in the knowledge that teachers are critical to student learning. Ongoing professional development for our teachers is essential therefore in ensuring our teachers are effective educators and leaders. Our professional development is informed by best practice and is provided by both experts from within our organisation as well as experts from external sources. By valuing the performance and building the capabilities of our teachers, we improve education outcomes for our students. We aim to develop the very best staff, ensuring all have a high level of knowledge and skills and an ability to employ evidence based teaching strategies that are most relevant in 21st century education.

St Justin's staff are a highly enthusiastic, positive and committed group of professionals who aim to make a difference to all students in our school. Our Principal has a strong belief in valuing the contributions of all people in our school community and he works continuously on building effective relationships between staff, students, parents and our wider parish community. He has effectively employed and mentored a staff that not only support his vision but also believe in it and are 100% committed to this vision that the people come first which is reflected in all our words and actions.

St Justin's Catholic Primary School is a learning community characterised by student centred learning, high expectations, rigorous professional growth, strong team structures and excellent peer support. We believe that continuous improvement is essential if we are to remain a highly effective educational setting.

## Principal's Report

The 2022 school year was yet another exciting one at St Justin's Parish Primary School. As we moved away from the strict Covid 19 restrictions it was exciting to be able to open our school back up to our community. We commenced the year with an enrolment of 322 students, which remained steady throughout the year. There were 14 classes, including:

- Year Prep DB - Mrs Lucy D'Angelo (Mon-Wed) Mrs Lisa Braybrook (Thurs-Fri)
- Year Prep LI - Miss Laura Leung (Mon-Wed), Mrs Helen Interligi (Thurs-Fri)
- Year 1WM - Mrs Jessica Wickens (Mon-Wed, Fri) Mrs Jen McGrath (Thurs)
- Year 1L - Mrs Samantha Lutgens
- Year 2L - Mrs Angelique Loadman
- Year 2D - Miss Belinda Dalach
- Year 3J - Miss Genieve Jones
- Year 3WI - Mrs Deb Wood (Mon, Tues, Thurs, Fri) Mrs Helen Interligi (Wed)
- Year 4M - Mr Nicholas Mosele
- Year 4SD - Mrs Leanne Snell (Mon, Tues and Fri), Mrs Rachel DeLaHaye (Wed-Thurs)
- Year 5CD - Miss Lisa Chiappalone (Mon-Wed), Mrs Angie Di Ciero (Thurs-Fri)
- Year 5G - Mr Chris Giosis
- Year 6T - Mr Trevor Snelling
- Year 6B - Mrs Belinda Slonim

Specialist programs included:

- Physical Education - Mr Clint Johnson
- LOTE (Italian) - Mrs Silvana Cetrola
- Performing Arts - Mrs Christy Riddiford
- STEAM - Mrs Laura Wegmann and Jen McGrath
- Reading Recovery / Levelled Literacy Intervention - Mrs Louise Skues
- Sustainability and Kitchen Garden - Mrs Anne Deegan
- We were also very fortunate to have on staff:
- School Administrators - Mrs MDonna Coelho and Belinda Rubino
- Learning Support Officers - Mrs Mary Cedro, Mrs Milena DeLillo, Mrs Carmel Sullivan, Mrs Lisa Phillips, Mrs Lisa Stewart Ms Michaela Torpey, Mrs Christina Patti and Mrs Sandra Pascuzzi
- Gardener and School Maintenance - Mr Tony Di Iorio

The Leadership Team consisted of the Principal (Mr Patrick Torpey), Deputy Principal / Director of Learning and Teaching (Mrs Annie Herbison), Religious Education Leader (Mrs Leanne Snell), Literacy Leader and Numeracy Leader (Miss Laura Leung), Student Wellbeing Leader (Miss Lisa Chiappalone) and Digital Technologies (Mrs Jessica Wickens).

*The development of St Justin's Parish Primary School is not possible without the commitment, dedication and support of our Parish Priest, Fr Andrzej Madry, staff, parents, Parents and Friends Committee, Parish Education Board, Parish community, friends of St Justin's and the enthusiasm of our wonderful students.*

*I sincerely thank each person who has contributed to our development in 2022.*



## Catholic Identity and Mission

### Goals & Intended Outcomes

#### Goals

- To enrich and deepen the Catholic identity of St Justin's Parish School community

#### Outcome

- That the community of St Justin's Parish School will continue to value the importance of their Catholic identity
- That student engagement with contemporary RE pedagogy enhances and challenges their Religious understanding

### Achievements

At St Justin's we are committed to providing a full Catholic Education. Our students explore ways of taking the Gospel message into daily life. They are supported to participate in Masses and Liturgies using appropriate symbols, actions and texts. As we moved away from strict Covid 19 restrictions, students were able to gather once again for liturgies and to attend mass. They engage in activities that contribute to social justice in the local and global community. Students are also encouraged to consider choices informed by Church teaching and Scripture reflection.

Students participate in school liturgical celebrations such as the Feast of St Justin and St Mary MacKillop, Holy Week and prayer services around The Annunciation and The Ascension. Parents within our school community continue to be invited to actively participate and engage in school liturgies, masses and prayers. Parents are also involved in formal Parent Information Nights for Sacramental programs facilitated by members of the Presentation Family Project. They are invited to support the Sacramental Program through various home activities.

The Religious Education Leader supports teachers, parents, students and liaises with the Parish Community in preparation for the Sacramental Celebrations. Our students are involved in prayer sessions within their classrooms each day.

Other ways we involve our students in liturgical celebration within the wider community include the opportunity for students in Year 3 to 6 to be involved in Altar Serving roles. They are prepared and actively participate in various Liturgical Celebrations in regard to Sacraments (Commitment and Medal Masses). Our students are also involved in providing ongoing support and awareness raising for various Catholic agencies (St Vincent de Paul Society and Caritas).

Staff have been involved in Professional Development to strengthen our collaborative planning practices. This has included level input into arrangement of units, employing a team approach when selecting assessment pieces and incorporating the Religious Education curriculum into our Inquiry units.

In 2022, we commenced professional Development session for staff in developing a deeper understanding of the Catholic Faith. Staff attended a closure day led by MACS Staff, where they gained a deeper understanding of the Catholic Social Teachings and how to effectively implement prayer in their classrooms. We also delved into the benefits of 'Dialogue' in our

Christian faith and how this aids clearer understanding of Catholic Values and our Catholic Vision.

#### VALUE ADDED

- Building Catholic Identity
- Father Andrew, Parish Priest - making closer and stronger connections to Parish
- School Masses
- Class Masses
- Classroom Liturgies
- Altar Server Training
- Celebrations of Sacraments: Reconciliation, First Eucharist, Confirmation
- Sacramental information night for parents
- St Justin's Day
- Harmony Day
- Catholic Education Week
- Religious Education Program Foundation-Year 6
- Mini Vinnies Leaders
- Whole school Social Justice fundraisers

## Learning and Teaching

### Goals & Intended Outcomes

#### Goals

- To build a collaborative professional learning culture characterised by targeted evidence based practice.

#### Intended Outcomes

- That teaching practice improves and leads to improved student outcomes.
- That collaboration improves through the development of knowledgeable others.

### Achievements

At St Justin's, our students strive to become successful, engaged and purposeful learners.

Our Vision for learning extends from the Horizons of Hope Framework for the Archdiocese of Melbourne, enabling the flourishing of all students into the fullness of Life (Archbishop Dennis Hart, Catholic Education, Melbourne, Strategic Plan 2015-2019).

Learning provides endless possibilities, where students are energised and guided to seek meaning and explore questions about the world around them. Our Inquiry Learning approach gives students this opportunity.

It is our aim that the St Justin's School community develops learners who:

- honour the sacred dignity of each person
- search for truth
- embrace difference and diversity
- build a culture of learning together
- engage with the deep questions of life
- honour equitable access and opportunity for all
- commit achieving the highest standards possible; and
- make a difference in the world. (Horizons of Hope)

### LITERACY

Literacy includes the strands of Language, Literature and Literacy, and is central to the development of all students. It helps create confident communicators, critical thinkers and informed citizens.

Our program is composed of reading, writing and oral language sessions. Teachers engage in whole class modelling and instruction followed by student engagement in small groups and individual work, concluding with reflection time.

Student data is continually analysed and work is differentiated to teach students at their point of need. Students set learning goals each term, which is based on their data, and evidence of their learning is shared with parents using Seesaw and Google Classroom. Our staff communicates

with parents regularly throughout the year to provide support and guidance in relation to their child's learning.

Students who require additional support in Literacy are supported through intervention programs such as Reading Recovery and the Levelled Literacy Intervention System. Throughout 2022, we were also granted additional Federal funding to provide tutoring sessions for students whose learning was affected by the pandemic. St Justin's instituted professional staff across all year levels to meet the learning needs of these students.

To improve the writing skills from P-6, staff participated in a series of professional development sessions using the Teaching and Learning Cycle, with a focus on mentor texts and genre writing, to improve their pedagogical knowledge and to develop students' capacity to create their own texts.

Parents are invited to assist the students during Literacy lessons, and we value their support. They are required to attend a Parent Helper session coordinated by our Literacy Leader and Reading Recovery Teacher, to gain the necessary knowledge to support learners in the classroom.

## **MATHEMATICS**

Students at St Justin's are engaged in a range of learning experiences that will develop skills, understanding and confidence to be successful with Mathematics today and in the future. Teachers understand the importance of Mathematics being purposeful and relevant to everyday life.

Through our Mathematics program students are taught skills and how to apply these in everyday situations. Students are provided with a range of tasks, including open-ended tasks and personal investigations, where they are able to experience success. Students are challenged in their Mathematical thinking and taught according to their individual needs. By learning through games, hands-on activities and technology, students are encouraged to pursue their personalised investigations whilst enjoying their experiences and learning in Mathematics.

This year, our Foundation teachers were part of the Early Number and Algebra Program (ENA), which was funded by the Melbourne Archdiocese of Catholic Schools. Teachers took part in eight professional development days, where they developed their mathematical content knowledge, assessed student learning and analysed their data. The data was used to inform their teaching and differentiate learning in the classroom. The teachers conducted several sprints as part of their lessons, where they focused on particular mathematical skills with small groups of students, and then assessed the effectiveness of their teaching.

We used PAT Maths Early Years for Year Prep and 1 and PAT-M in Years 2-6 to create a whole-school data wall to track student learning. In addition, the Foundation teachers created digital data walls to track their students' results from their ENA testing. The students set learning goals each term, which is based on their data, and evidence of their learning is shared with parents using Seesaw and Google Classroom.

Students who required additional support in Mathematics were offered small group tutoring which was possible from Federal funding as a result of the pandemic. Students in Years 3-6 operating above standard had the opportunity to participate in extension Mathematics activities.

## INQUIRY LEARNING

At St Justin's we promote a culture of inquiry learning, with faith being at the centre of all learning. We integrate various subject areas, engaging students in learning which is meaningful and purposeful, encouraging them to make connections between themselves and the world. This approach requires the students to use a range of skills, tools and strategies for independent discovery and learning. It engages and challenges students to use their learning to take action.

Science, History, Geography, Economics, Civics and Citizenship, Health and Technology are the content areas that contain the rich concepts that drive effective learning. English, Mathematics and The Arts are processes to inquire, gather information, analyse and communicate our understandings to others.

We find that the best units are built around 'Big Ideas' and 'essential questions', concepts which aim to expand students' knowledge of themselves and the world around them. During 2022, we continued work on our two-year scope and sequence that enabled many of the learning areas from the Victorian Curriculum to be integrated through an inquiry approach.

- 2022 - Responsibility, Innovation, Culture and Discovery

Teachers plan each unit of work in stages allowing student voice to direct and personalise their learning, as well as incorporating their understanding of Catholic Identity.

The students have specialist subject teachers who teach weekly and/or fortnightly lessons in Health, Physical Education, Italian, Performing Arts, which includes Dance, Drama and Music, as well as STEAM, where the students learn Science, Technology, Engineering, Art and Maths.

## e-LEARNING

St Justin's Primary School is committed to creating a 21st century learning environment and recognises the importance of Digital Technologies (formerly ICT) in preparing students for the world in which they live. Digital Technologies are an integral part of our curriculum; safe and confident use of technology is a high priority. At St Justin's, we acknowledge the need to have in place rigorous and effective cyber-safety practices which are directed and guided by our cyber-safety policy. Our Digital Safety and Wellbeing program is supported by Martin McGauran and his 'Inform and Empower' program for schools. Resources are provided for classroom learning, and support was offered to parents to assist them with conversations with children at home.

All classrooms are equipped with Interactive Whiteboards, laptops, desktop computers (in the library), and Chromebook or iPad trolleys, encouraging access to the world beyond the classroom. Students use many different devices for communicating, creating, presenting, researching and collaborating within the classroom. Our flexible, open learning areas encapsulate our belief in building the capacity of students to interact in this ever-changing world.

We believe the use of contemporary tools enhances learning across all the domains (Literacy, Numeracy, Religious Education, Inquiry, Arts). Digital Technologies is often embedded among these learning areas and facilitates deeper engagement in the learning. In addition, the STEAM has been introduced to all levels in the school focusing on robotics and coding. St. Justin's strive to ensure up-to-date digital technologies and robotics are available for students to experience and explore, constantly developing student skills and innovative thinking.

This year the school has continued with our one-to-one Chromebook model for the Year 2-6 students, and iPads in Prep and Year 1 levels. iPads were also available to the Middle and Senior school and the STEAM classroom to support and enhance student learning, particularly with coding, robotics and media arts. Our Digital Technologies Leader worked with teaching staff to improve and enhance their ICT skills and their understanding of Digital Technologies to enable quality teaching and learning to occur. This included the navigation and implementation of Seesaw; software designed to share learning between the classroom and the home environment and allow for the documentation of student learning. Parents/carers have the opportunity to view and comment on student work and regularly interact with class events and units of learning through the use of this platform.

The Year 6 Digital Technology Leaders met regularly with the Digital Technologies School Leader to explore new software and devices, such as virtual reality technology, and learn new skills in order to support classroom teachers and students in digital technology. They were then invited to create resources for modelling of software use and also assist in classrooms with groups of students.

### STUDENT LEARNING OUTCOMES

Our 2022 NAPLAN results indicate that of our Year 5 students:

- 98% were working at or above the national standard in Reading
- 100% of Year 5 students were working at or above the national standard in Writing
- 100% of Year 5 students were working at or above the national standard in Spelling
- 95% of Year 5 students were working at or above the national standard in Grammar and Punctuation
- 98% of Year 5 students were working at or above the national standard in Numeracy

These results indicate that the programs and strategies we have in place are yielding excellent results for students. Students who performed below the national standard in any area were offered support based on their individual needs.

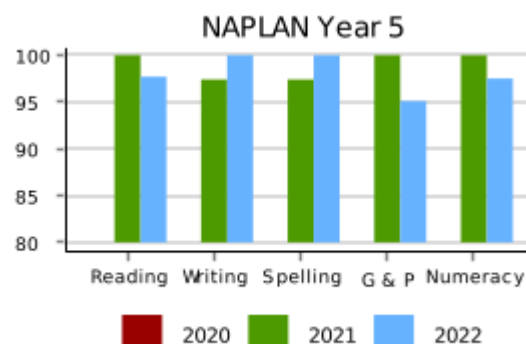
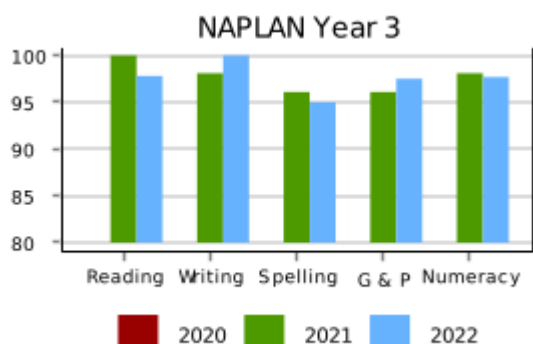


PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	96.1	-	97.5	1.4
YR 03 Numeracy	-	98.1	-	97.7	-0.4
YR 03 Reading	-	100.0	-	97.8	-2.2
YR 03 Spelling	-	96.1	-	95.0	-1.1
YR 03 Writing	-	98.1	-	100.0	1.9
YR 05 Grammar & Punctuation	-	100.0	-	95.1	-4.9
YR 05 Numeracy	-	100.0	-	97.5	-2.5
YR 05 Reading	-	100.0	-	97.7	-2.3
YR 05 Spelling	-	97.4	-	100.0	2.6
YR 05 Writing	-	97.4	-	100.0	2.6

\* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

\*\* Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

\*\*\* No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



## Student Wellbeing

### Goals & Intended Outcomes

#### Goal

- To maximise students' sense of wellbeing and connectedness to school, community and their learning

#### Outcome

- That student learning, engagement and motivation increases

### Achievements

St Justin's Catholic Parish Primary School endeavours to provide a respectful, inclusive and safe learning community in which both the academic and social/emotional needs of its students are met. The school's motto, 'All Children Can Achieve Success', encompasses this ethos and through the domains of Student Wellbeing and Learning Diversity, provides a range of programs, resources and strategies to enhance students' engagement in and resilience for their learning. The Student Wellbeing and Learning Diversity leaders lead a range of personnel who share a united belief in and commitment to developing confident, engaged and independent learners who are encouraged to reach their full potential, both academically and in social emotional competencies. The sphere itself is twofold in that it caters to the domains of Wellbeing and Welfare, both of which aim to support and enhance students' learning utilising two different approaches.

Learning Diversity assists and supports those students through intervention, who require additional remediation and/or extension support on the academic learning continuum. Student Wellbeing on the other hand, encompasses a range of preventative measures which support and enhance students' social/emotional learning and mental health outcomes.

Values Education incorporates the teaching and learning of 16 important life values intended to be enriched through Inquiry. Through the inquiry process and the Religious Education program, values education has had a significant impact in addressing our intended goals and outcomes, in addition student led "Clubs" are held on a regular basis which further supports students' social/ emotional needs on the playground. Future directions will include working with parents and carers and providing early intervention for students who may be experiencing mental health difficulties.

#### VALUE ADDED

St Justin's School provides a number of school activities and programs that have a positive effect on the wellbeing and achievements of students and the school community.

Following is a list of curricular and extracurricular activities that have been successful at our school...

- Student Wellbeing Support
- Wellbeing Days
- Student Representative Council
- Prep-Year 5/6 Buddy Program
- Mini Vinnies Team
- Sustainability Team
- Liturgy Team
- Health and Fitness Programs
- Athletics Carnival
- Inter-school Sports
- District Sports
- Swimming program
- Cross Country - school and district
- Physical Education Program, F-6
- Health Program, F-6
- Running Club
- School Camps and Excursions/Incursions
- Year 5/6 Camp
- Class excursions
- Whole school Incursions Music /Arts Programs
- Foundation - 6 Music Program
- Guitar Program
- Drumming Club
- Choir / Keyboard Education Programs
- Levelled Literacy Intervention
- Reading Recovery
- Year 5/6 Literacy Extension
- Maths Intervention
- Cross Age Reading program
- Before and After School Program
- SMART Spelling

- Laptops connected to Interactive Whiteboards in every classroom
- Library lab of computers available for class use
- Chromebook Trolleys (Year 2)
- Chromebook Trolleys (Year 3)
- Chromebook Program (Year 4-6)
- iPad Trolleys (Whole School)
- Digital Technologies Leaders
- GAFE: Google Drive, Google Classroom
- Hapara
- Student access to email and internet use (monitored)
- Support Dogs (Bear and Lulu - trained therapy dogs)

Many of these activities and programs are reported to parents via newsletters, annual reports, the Intranet and special promotions.

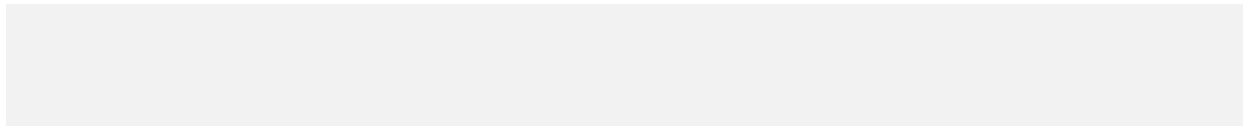
## STUDENT SATISFACTION

According to the student responses to the ten domains, our MACSSIS data indicates that overall, students responded within a similar range to the Catholic Education Melbourne average.

As a community, we continue to work on all domains, with a focus on school climate, school belonging and teacher-student relationships.

## STUDENT ATTENDANCE

St Justin's has a high student attendance rate of over 90% in all year levels. The student attendance roll is marked twice daily. Parents ring the school or use the Skoolbag app on the morning of a student's absence and provide written communication explaining their child's non-attendance on the child's return to school. Reasons for a student's absence are recorded on the attendance roll and kept as a record at the school. If no communication is made by the parent/career to the school, then a call is made by school administration to determine reason for absence. The student's attendance rate is reported twice yearly on each student's report and is marked at a satisfactory or unsatisfactory attendance rate.



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	89.3%
Y02	88.6%
Y03	90.3%
Y04	90.4%
Y05	88.6%
Y06	89.4%
Overall average attendance	89.4%

## Child Safe Standards

### Goals & Intended Outcomes

- To ensure that the care, safety and wellbeing of children and young people are central and a fundamental responsibility of Catholic education.

### Achievements

Throughout 2022, St Justin's community continue to make child safety a priority. We continued with the implementation of 'PROTECT, Identifying and Responding to all Forms of Abuse in Victorian Schools'. We also implemented and embedded the new 11 Victorian Child Safe Standards, with presentations to all staff and School Advisory Council, and the update and implementation of MACS policies and practices.

Families continue to be provided with support material on a regular basis, promoting student digital safety and well-being. Whilst often the material is provided by staff, outside presenters are also used eg: Marty McGauran and Carley McGauran from Inform and Empower - their workshops included:

- Starting in school 2023: How you and your family can thrive & not just survive
- Raising kids in a Digital World

Staff continue to monitor risk management practices both at school and online, making the necessary arrangements and support when required.



## Leadership

### Goals & Intended Outcomes

#### Goals

- To build a collaborative professional learning culture characterised by targeted evidence based practice.

#### Outcomes

- That teaching practice improves and leads to improved student outcomes.
- That collaboration improves through the development of knowledgeable others.

### Achievements

The St Justin's staff feels that they are valued, supported and acknowledged in their various roles within our school. Survey results and anecdotal records along with ARMs (Annual Review Meetings) have continued to demonstrate this. There is a strong sense of teamwork and staff work well together. Staff comment that they find working in year levels teams or specialist areas helps them to feel more confident about their role and they are supported in what they are aiming to achieve.

As a school staff we work very closely together. Communication amongst staff takes place in the following ways:

Weekly Memo (Word on the Hill) which contains everything that is coming up and tasks staff need to complete.

- Leadership team meeting (minimum 4 times per term)
- 2 Professional Learning Teams each week - to discuss recent research in areas of learning, to view and analyse most recent data and make decisions about how to assist students to move forward.
- Weekly level meetings
- Communication whiteboard in the staff room
- Digital whiteboard communication on WOTH
- Weekly newsletter to families

In 2022, Year Level Leaders were instituted and met with the Principal on a fortnightly basis in order to facilitate communication to all staff and enable more staff voice in decision-making.

Staff at St Justin's attend network and cluster meetings supported by Melbourne Archdiocese Catholic Schools. The Staff attend weekly Professional Learning Team meetings which provide an opportunity for development of current educational practices.

The Staff of St Justin's demonstrate a high level of commitment by their involvement in school camps, excursions, after hours meetings, extra-curricular activities and attending School and Parish functions throughout the year.

It has also been recognised by our School Business Manager that St Justin's has a low rate of sick leave in comparison to other schools. We believe that this is largely due to strong collegiality and morale at St Justin's.

Minor works to the school grounds and buildings have included the following:

- Refurbishment Prep classrooms
- Refurbishment of the portables
- Rebuilding the retaining wall on the North Side
- Replacing the front stairs

Please note that all the above projects have commenced in 2022 and are due for completion in early 2023

As always, great attention is paid the maintenance of the school grounds with support from the Parents and Friends.

St Justin's staff undergo an Annual Review Meeting with the Principal towards the end of each year. They are recognised for their work via the staff newsletter, assemblies, staff meetings and school newsletters. Work programs are reviewed from time to time by the Principal and Deputy, giving staff the opportunity to receive positive feedback and recognition for their achievements.

Students and parents feel that the school provides a safe and effective learning environment. Working bees, maintenance plans and safety audits ensure well maintained resources. Daily and weekly cleaning services are provided for regular maintenance of the school buildings and safety checks on school playground equipment is ongoing.

Classroom teachers receive additional support from a team of Learning Support Officers who offer support to students who have special needs.

Throughout 2020, 2021 and 2022, St Justin's staff have engaged in the Melbourne Archdiocese Catholic Schools regional professional learning entitled The Learning Collaborative. This has been led by Dr Lyn Sharratt through the Eastern Regional Office and focusses on system and school leaders building collective capacity, creating new knowledge and moving to purposeful, strategic practice to improve student outcomes. The focus for St Justin's staff was specific to our Maths learning. While our data shows students are making the requisite progress, staff believed they could improve practice and work to build a consistent, research based approach that would better support the learning and facilitate even better growth in results.

The following data is provided through the annual Student, Staff and Parent surveys completed through Orima Research. Some of the staff data is provided here as evidence in this area.

\*The Collaboration in Team domain showed improvement from 73% positive in 201 to **79% in 2022**

\*The Professional Learning domain showed improvement from 57% positive in 2021 to **63% in 2022**

## EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

In 2022, approximately \$16500 was spent on Professional Development of all staff at St Justin's. This figure includes replacement costs of staff when attending in-services and guest speakers who attend our school. Some of the Professional Learning activities were, as follows:

- East Central Zone Networks: Principal, Deputy Principal, Education in Faith, Learning and Teaching, Literacy, Numeracy, Library, Student Wellbeing, e-Learning and Learning Diversity
- Reading Recovery
- School Improvement Learning Collaborative with Professor Lyn Sharratt, Dr Simon Breakspear and Dr Simon Dunn - Eastern Region Initiative
- Case Management
- Digital Technologies - Anthony Holohan
- SMART Goal setting and feedback
- Data Analysis
- Early Number and Algebra Program - Foundation
- Maths Online Interview 1-6
- Faith-Based Inquiry Learning
- Sacraments - Religious Education Leader
- First Aid and Anaphylaxis Training
- OH&S and Child Safe Standards
- Religious Education - Curriculum Standards; Planning RE for the classroom
- Writing using the Teaching and Learning Cycle P-6

Annual Student, Staff and Parent surveys completed through Orima Research indicate that staff members have shown confidence in the **collaborative efforts of the school around an improvement strategy with 74% positive result** in the survey for 2022. **Collaboration in Teams** shows a result of **79% positive** also in the survey for 2022, up from 73% in 2021.

Number of teachers who participated in PL in 2022	44
Average expenditure per teacher for PL	\$375

TEACHER SATISFACTION

*According to the staff responses to the fourteen domains, our MACSSIS data indicates that overall, staff responded with a positive endorsement of the school.*

*In the areas of School Climate, Staff-leadership Relationships, Feedback, Instructional Leadership, School Leadership, Staff Safety, Psychological Safety, Professional Learning, Collaboration around an improvement strategy, Collaboration in Teams, Support for Teams, Collective Efficiency, and Catholic Identity, our school positive endorsement was above the MACS average.*

*Whilst we performed on average better than MACS, we did experience a slight drop in some areas and growth in others, including:*

- Collaboration in teams - How well teachers work together in teams to improve teaching and learning. 73% in 2021 - 79% positive in 2022*
- Professional learning - Perceptions of the quality and coherence of professional learning opportunities. 57% in 2021 - 63% positive in 2022*

*It was also pleasing to see a significant positive response amongst non-teaching staff, especially in the areas of:*

- Instructional leadership - The extent to which the school leaders set the conditions for improving teaching and learning at the school. 78% positive in 2022*
- Feedback - Perceptions of the amount and quality of feedback staff receive. 63% positive in 2022*
- School leadership - Perceptions of the school leadership's effectiveness.*
- 79% positive in 2022*

*Whilst our MACSSIS data indicates a positive response from staff, the Leadership Team will continue to explore ways in which we can better support other teams to collaborate effectively.*

**TEACHING STAFF ATTENDANCE RATE**

Teaching Staff Attendance Rate	82.4%
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**ALL STAFF RETENTION RATE**

Staff Retention Rate	81.0%
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<b>TEACHER QUALIFICATIONS</b>	
Doctorate	0.0%
Masters	25.0%
Graduate	10.0%
Graduate Certificate	0.0%
Bachelor Degree	85.0%
Advanced Diploma	15.0%
No Qualifications Listed	5.0%

<b>STAFF COMPOSITION</b>	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	30.0
Teaching Staff (FTE)	21.1
Non-Teaching Staff (Headcount)	14.0
Non-Teaching Staff (FTE)	8.0
Indigenous Teaching Staff (Headcount)	0.0

## Community Engagement

### Goals & Intended Outcomes

#### Goal

- To strengthen and grow authentic, collaborative partnerships Intended

#### Outcome

- That the Community Engagement Aggregate Index improves

### Achievements

At St Justin's our school endeavours to involve the whole community in the education of our children. Consequently our parents are encouraged to participate as frequently as possible in the daily activities of the school. Parents are often invited to assist in daily Literacy and Numeracy programs, attend assemblies, sporting activities and school excursions. Due to the COVID 19 Pandemic restrictions continuing into 2022, this wasn't able to happen as much as we would have liked. We look forward to things returning to normal as soon as possible.

Our School Advisory Council welcomes new parents to the school at the beginning of each School Year with the Prep BBQ. The School Advisory Council has an active role in school direction and is representative of the wider school community. Our Parents and Friends Committee actively encourages parents to become involved in the social life and fundraising activities of the school community.

Ties are strengthened between school and Parish by staff and parents participating in School Fair, Parish Events and class weekday/weekend Masses. Throughout 2022, we were fortunate to be able to hold our Sacramental Services again for families, with students preparing at a school and parish level.

Further community links have been established with Cumberland View (a local Retirement Village) where students in Year 5 visit several times throughout the year. This community service has reciprocal benefits for both the students and the residents in the village. Again, we haven't been able to continue this program in 2022, but look forward to when this can resume.

Our feeder secondary schools, such as Mazenod, Avila College and Sacred Heart College have also made connections with our school by inviting students to view their Performing Arts programs and/or performing at our annual Fair on the Hill. Our ties with Nazareth College have strengthened with the sharing of many joint activities, especially the Year 4 and Year 5 Taster Days.

We believe that children directly benefit from their parents' involvement in the school and Parish community; therefore we encourage and welcome parent participation wherever possible. Throughout 2022, this has been limited with more opportunities being presented in the later half of the year.



## PARENT SATISFACTION

According to the MACSSIS Parent Survey, St Justin's families continue to perform above the MACS average in all Domains. It was pleasing to see that in 5 of the domains, St Justin's experienced positive growth in 6 of the domains including:

- *Family engagement - The degree to which families are partners with their child's school: 48% in 2021 - 54% positive in 2022*
- *School fit - Families' perceptions of how well a school matches their child's developmental needs: 77% in 2021 - 90% positive in 2022*
- *School climate - Families' perceptions of the social and learning climate of the school: 88% in 2021 - 93% positive in 2022*
- *Student safety - Perceptions of student physical and psychological safety while at school: 78% in 2021 - 85% positive in 2022*
- *Communication - The timeliness, frequency, and quality of communication between the school and families: 80% in 2021 - 87% positive in 2022*
- *Catholic identity - Families' perceptions of and engagement with the overall Catholic identity of the school: 72% in 2021 - 74% positive in 2022*

Steady enrolments would indicate that the school continues to have a good reputation within the wider community.