

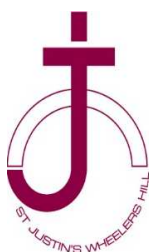
ANNUAL REPORT TO THE SCHOOL COMMUNITY



**St Justin's Parish Primary School
Wheelers Hill**

2019

REGISTERED SCHOOL NUMBER: 1882



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Contact Details

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E NUMBER	E1337

Minimum Standards Attestation

I, Mr Patrick Torpey, attest that St Justin's Parish Primary School, Wheelers Hill, 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 2019 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

Date: 22 May 2020

Our School Vision

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



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 2019 school year was yet another exciting one at St Justin's Parish Primary School.

We commenced the year with an enrolment of 338 students, which remained steady throughout the year. There were 14 classes, including:

- | | |
|---------------|--|
| • Year Prep J | Miss Genevieve Jones |
| • Year Prep Z | Mrs Cleo Zabic |
| • Year 1D | Ms Belinda Dalach |
| • Year 1IW | Mrs Helen Interligi / Mrs Laura Wegman |
| • Year 2M | Mr Nicholas Mosele |
| • Year 2SD | Mrs Belinda Slonim / Mrs Lucy D'Angelo |
| • Year 3SS | Mrs Leanne Snell / Mrs Maria Scandizzo |
| • Year 3W | Mrs Debbie Wood |
| • Year 4KC | Miss Donna Kirk / Miss Lisa Chapalone |
| • Year 4O | Miss Belinda Orrico |
| • Year 5H | Miss Jessica Harvey |
| • Year 5S | Mrs Jess Wickens / Mrs Sarah Crough |
| • Year 6J | Mr Luke Farrelly / Mrs Shari Correlje |
| • Year 6SD | Mrs Samantha Lutgens |

The programs with support staff were:

- Deputy Principal, Director of Learning and Teaching – Mrs Annie Herbison
- Religious Education Leader - Miss Donna Kirk
- Learning Diversity Leader / Student Wellbeing - Miss Anne Livera
- Mathematics Leader – Mr Luke Farrelly
- Digital Technologies – Mrs Jessica Wickens
- Intervention / Classroom Support – Mrs Louise Skues
- Reading Recovery / Levelled Literacy Intervention – Mrs Majella Shiel
- Physical Education - Mr Clint Johnson
- IT Support – Mr Anthony Holahan / Mr Mathew Trethewey (PlexusIT)
- LOTE (Italian) - Mrs Silvana Cetrola
- Performing Arts - Mrs Christy Riddiford
- Library - Mrs Annette Melenhorst
- Sustainability and Community – Mrs Deborah Butler

We were also very fortunate to have on staff:

- School Administrators - Mrs Anne-Maree Smith, Mrs Milena DeLillo and Mrs Chris Ellem
- Learning Support Officers – Mrs Trisha Andrew, Mrs Mary Cedro, Mrs Milena DeLillo, Mrs Carmel Sullivan, Miss Lisa Phillips, Mrs Lisa Stewart and Mr Paul Anderson
- School Support: Miss Rebecca McDonough, Mr Ponciano Aguilar and Mrs Maria Sabatino
- Gardener and School Maintenance - Mr Frank Davis

The Leadership Team consisted of the Principal (Mr Patrick Torpey), Deputy Principal / Director of Learning and Teaching (Mrs Annie Herbison), Religious Education Leader (Ms Donna Kirk), Learning Diversity Leader / Student Wellbeing Leader (Miss Anne Livera), Level Leaders: Miss Genevieve Jones (Junior), Mrs Leanne Snell (Middle), Mr Luke Farrelly (Senior and Numeracy Leader) and Mrs Jessica Wickens (Digital Technologies).

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 2019.



Education in Faith

Goals & Intended Outcomes

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

- 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 improves

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 using appropriate symbols, actions and texts. Students are given opportunities to plan and lead parts of the classroom and whole school liturgies. 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.

With this in mind, each of our classes is involved in attending 3-4 midweek Class Masses during the school year. This is combined with many other opportunities when we come together as a school community for whole school Masses and various prayer services.

Students participate in whole school liturgical celebrations such as the Feast of St Justin, Holy Week prayer service, Ash Wednesday, etc. Parents within our school community continue to be invited to actively participate and engage in school liturgies and prayers by attending school masses and assemblies. 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. Class sets of To Know Worship and Love texts are used by students in every classroom to support student learning and our students are involved in prayer sessions within their classrooms each day.

Our Year 5 students are involved in regular visits to Cumberland View Aged Care and Retirement Village to participate in a brief prayer service conducted by our Parish Priest. The Year 5 students also participate in planned social visits with the residents of Cumberland View and attend an annual 'Healing Mass' after which they serve food and drinks to the elderly.

Other ways we involve our students in liturgical celebration within the wider community include the opportunity for students in Year 4 to 6 to be involved in Altar Serving roles. They are prepared and actively participate in various Liturgical Celebrations in regards to Sacraments (Commitment and Medal Masses). Our students are also involved in providing ongoing support for various Catholic agencies (St Vincent de Paul 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.

We believe that St Justin's is a Catholic school that strives to create a welcoming Catholic community where the values, teachings and life of Christ are lived.

VALUE ADDED

Following is a list of curricular and extra-curricular activities that have been successful at our school in the Education in Faith Sphere.

- 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
- Cumberland View Retirement Village visits with Parish Priest
- Confirmation preparation activities led by Nazareth College students
- Whole school Social Justice fundraisers
- Christmas cards to Cumberland Retirement Village



Learning & Teaching

Goals & Intended Outcomes

To improve student learning so that all students are successful in achieving their potential.

- That student engagement in learning increases

Achievements

At St Justin's, contemporary learning enables every young person to be a successful, engaged and purposeful learner.

At St Justin's, 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).

We see learning as endless possibilities for all our students 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 is central to the development of all students. It helps create confident communicators, critical thinkers and informed citizens. It encompasses the strands of Language, Literature and Literacy. Student data is continually analysed to teach students at their point of need.

Our Literacy program consists 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.

We value the support of parents during Literacy learning. Parents are required to attend a Parent Helper session to gain the necessary knowledge to support learners in the classroom. Students who require additional support in Literacy are supported through intervention programs such as Reading Recovery and the Levelled Literacy Intervention System.

This year students across all levels learnt spelling through the SMART Spelling Approach. This approach equips students to analyse the letters and sounds in words. A parent session was run to inform parents about the way we teach spelling at St Justin's. We reviewed our Literacy testing schedule to determine which assessments are most effective in capturing student learning. This schedule was then updated to reflect the changes.

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 we explored the use of formative assessment and the Mathematics Proficiencies in particular problem solving. To support teachers with the learning and teaching in this area, we investigated the use of problem solving to drive a lesson and capture student engagement. We reviewed our assessment tools and began implementing the Pat Maths Early Years for year Prep and 1 and PAT-M in Years 2-6 to support student learning. We also moved to test at grade level within the PAR-M testing module to fit in line with the testing norms and the way in which we use the data. Years 2-6 implemented the use of Essential Assessments to individualise student learning, helping with the gathering individual data to drive teaching.

Students who require additional support in Mathematics are supported through a Maths Intervention Program in Years 1/2. Students in Years 3-6 operating above standard have the opportunity to participate in extension mathematical activities.

INQUIRY LEARNING

At St Justin's we promote a culture of inquiry based learning ensuring that all students gain the knowledge, skills and deep understandings required for future success. Our students are involved in Inquiries which 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 them to use a range of tools and strategies that are empowering for independent discovery and learning. This 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.

Our students explore Inquiry Learning through units of work. We believe the best units are built around "Big Ideas", concepts which aim to expand students' knowledge of themselves and the world around them. During 2019, 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.

2019	2020
Identity Change Relationships Creativity	Responsibility Connections Culture 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.

We have now implemented all areas of the Victorian Curriculum, which is mandated as in all Victorian schools. We continue to build our learning of the Victorian Curriculum as we re-enter and teach all the Learning Areas and Capabilities through 2019 and 2020.

During 2019 the staff strengthened their knowledge of the Inquiry Process through professional learning with Catholic Education, Melbourne staff. This learning included ways in which the Pedagogy of Encounter can align with the teaching of Inquiry and how various curriculum areas can be integrated to enhance the overall learning of students.

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.

All classrooms are equipped with Interactive Whiteboards, desktop computers, 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 contemporary world.

We believe the use of contemporary tools enhances learning across all of the domains (Literacy, Numeracy, Religious Education, Inquiry, Arts). Digital Technologies is often embedded among these learning areas and facilitates deeper engagement in the learning.

This year the school has continued to purchase and introduce a one to one Chromebook model for the Middle and Senior school, laptops in the Year 2 classrooms and iPads in Prep and Year 1 levels. Shared iPads were also supplied to the Middle and Senior school 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.

This year a Robotics and Coding Expo was designed for the Senior school students to explore new devices and implement critical and creative thinking skills. The Senior students then explored these workshop areas in greater detail and designed their own Coding and Robotics workshops for the Middle and Junior students to attend. The Senior students became the leaders and facilitated a day of exploration and problem solving for the younger students.

STUDENT LEARNING OUTCOMES

In Year 3, 100% of our students met the National Minimum Standard in all areas of NAPLAN testing. In Year 5, 100% of the students met the National Minimum Standard in all areas, except in Grammar and Punctuation for which 98% of students achieved the National Minimum Standard.

NAPLAN data in both the Year 3 and Year 5 cohorts indicate improvements since the 2018 NAPLAN testing period. This coincides with our Year 3 and 5 attendance rates which indicate more than 92% in each case.

Our consistent data would suggest that we are able to maintain high standards. Overall St Justin's NAPLAN data continues to compare favourably with like schools

Student Wellbeing

Goals & Intended Outcomes

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

- 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/Learning Diversity leader leads 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 to 'Play Pals', a bi weekly lunchtime activity which further supports students' social/emotional needs on the playground. This initiative was continued in 2019. The feedback received from staff, students and parents has been really positive. 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...

Social Skills

- Student Wellbeing Support
- Values Education
- Student Representative Council
- Prep-Year 6 Buddy Program
- Play Pals
- Social Justice Team
- Sustainability Team
- Liturgy Team

Health and Fitness Programs

- Athletics Carnival
- Inter school sports
- Swimming program
- Cross country- school and district
- Physical Education Program F – 6
- Life Education Van
- Running Club

School Camps and Excursions/Incursions

- Year 5/6 camp
- Year 3/4 camp (overnight)
- Class excursions
- Whole school Incursions

Music /Arts Programs

- Foundation - 6 Music Program
- Art Show
- Guitar Program
- Drumming Club
- Rock Band
- Choir / Keyboard

Education Programs

- Bridges program
- Levelled Literacy Intervention
- Reading Recovery
- Year 5/6 Literacy Extension
- Maths Intervention
- Year 3-6 Maths Extension
- Cross age Reading program
- Before and After School Program
- Gateways
- SMART Spelling
- LitSTEM collaborative project with Nazareth College

e-Learning

- Laptops connected to Interactive Whiteboards in every classroom
- Desktop computers in Junior classrooms
- Library lab of computers available for class use
- Laptop Trolleys (Year 2)
- Chromebook Trolleys (Year 3-6)
- iPad Trolleys (Whole School)
- School Digital Camera available to staff and students
- Digital Technologies Leaders
- GAFE: Google Drive, Google Classroom
- Hapara
- Student access to email and internet use (monitored)
- Green Room

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 nine domains, our CEMSIS data indicates that overall, students responded with a positive endorsement of the school, similar Catholic Education Melbourne average.

In the areas of Rigorous Expectations, School Engagement, School Climate, Student Safety, Student Voice, and Catholic Identity, students at St Justin's rated our school as the same or higher as other schools in the Archdiocese of Melbourne. Whilst in the domains of Teacher-Student Relationship, School Belonging and Learning Disposition, we were slightly lower than the CEM average.

As a community, we continue to work on all domains.

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.

Child Safe Standards

Goals and Intended Outcomes

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

Achievements

- Review and update implementation of a Child Safe Policy and practices
- All members of the community have signed the St Justin's Code of Conduct
- Volunteer screening process embedded
- Term updates in the newsletter regarding Child Safe Standards
- The review, development and implementation of policies
- Liaising and informing the staff and the school community of child safe expectations and policies
- Implementation of PROTECT signage and language around the school as part of the school culture
- The development of a Child Safety team
- Embedded Reportable Conduct through training for staff
- Sound practises on Risk Management and implement a volunteer protocol for excursions and camps
- Child Safe Standards policy and documentation is easily accessible on school website
- Child friendly code of conduct developed
- Inform and Empower Cyber Safety Education - Marty McGruan



Leadership & Management

Goals & Intended Outcomes

To strengthen and embed a professional learning culture

- That the organizational Climate Aggregate improves

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 A.R.Ms (Annual Review Meetings) have continued to demonstrate this. There is a strong sense of teamwork and staff work well together.

As a school staff we work very closely together. Communication amongst staff takes place in the form of Professional Learning Teams, Leadership Teams, staff meetings, staff weekly newsletter and the whiteboard in the staffroom.

Staff at St Justin's attend network and cluster meetings supported by Catholic Education Melbourne. 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 hour's meetings, extra-curricular activities and attending School and Parish functions throughout the year.

It has also been recognised by our School Accountant 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.

The updating of school buildings, the library, staffroom and administration buildings (2003) as well as the establishment of the Performing Arts Centre in 2007 have all added to the physical and learning environment of the school. Facilities for all staff and students have been improved with the Building Education Revolution Stimulus package where eight new classrooms were built and the remaining six classrooms were refurbished in 2010. In 2014 we enhanced our facilities further with a library, staffroom and meeting room extension. The staff facilities were greatly improved in 2014/2015. In 2015 an outdoor Kitchen Garden was built as part of our new Sustainability Program and has had an immediate impact on learning.

St Justin's staff undergo an Annual Review Meeting with the Principal and Deputy 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 collected 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 extra support from a team of Integration Aides who offer support to students who have special needs.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2019

In 2019, approximately \$12 554 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; Curriculum; Literacy; Numeracy; Library; Student Wellbeing; e-Learning
- Reading Recovery
- Simply Mathematics (Place value, 4 operations, Growth Mindset)
- Levelled Literacy Intervention
- Deputy Principal Conference
- Leadership for Learning & Teaching in the Eastern Region
- Digital Technologies - Anthony Holohan, HAPARA introduction
- First Aid and Anaphylaxis Training
- OH&S and Child Safe Standards with Martin Tennant
- Child Safe Standards - PROTECT CEM
- Juvenile Diabetes
- Effective Writing PD
- Berry Street
- Phonics in Context
- Digital Technologies - OneNote and
- Google Classroom
- Stephanie Alexander Kitchen Garden
- SWEP
- Mandatory eLearning modules

Sustainability - Recycling Monash City Council

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	40
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$313.85

TEACHER SATISFACTION

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

In the areas of Student Safety, Staff-leadership Relationships, Instructional Leadership, Feedback, Staff Safety, Psychological Safety, Professional Learning, Collaboration around an improvement strategy, collaboration in teams, Collective Efficiency, and Catholic Identity, our school positive endorsement was above the Catholic Education Melbourne school average.

In the areas of School Climate and School Leadership, we were slightly behind the CEM school Average.

Whilst our CEMSIS 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.



School Community

Goals & Intended Outcomes

To strengthen and grow authentic, collaborative partnerships

- 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 & Maths programs, attend assemblies, sporting activities and school excursions.

Our Parish Education Board welcomes new parents to the school at the beginning of each School Year with the Prep BBQ. The Parish Education Board 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.

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.

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.

Our ties with Nazareth College have strengthened with the sharing of many joint activities: Year 4 Taster Day, LIT-Stem Project, school productions and sustainability initiatives.

Other 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.

PARENT SATISFACTION

Our Family Response Data via the CEMSIS survey, through the seven domains of Family Engagement, Barriers to Engagement, School Fit, School Climate, Student Safety, Communication and Catholic Identity, indicate that we are on par other Catholic Schools in the Archdiocese of Melbourne, except for the domains of Student Safety and Catholic Identity, which had a higher percentages compared to other Catholic schools in Melbourne.



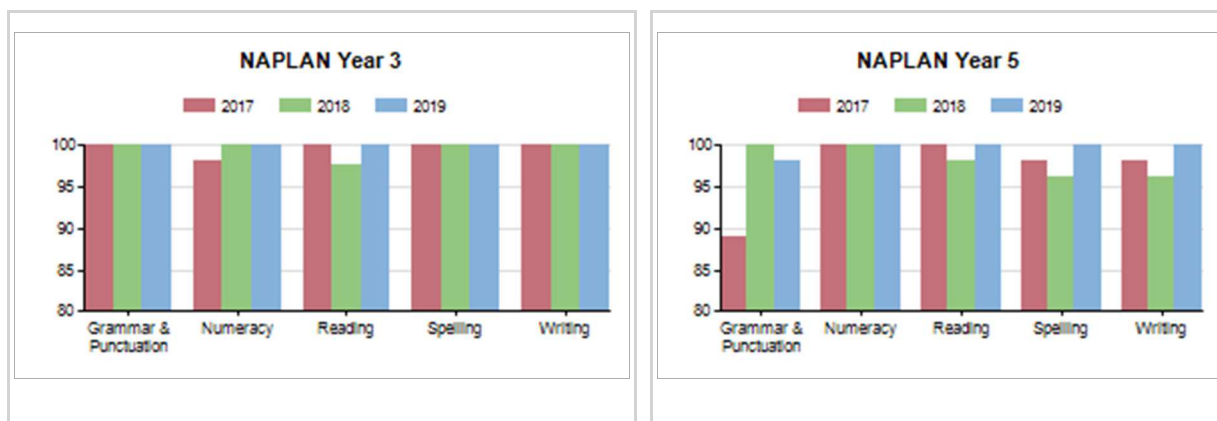
School Performance Data Summary

E1337

St Justin's School, Wheelers Hill

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 03 Grammar & Punctuation	100.0	100.0	0.0	100.0	0.0
YR 03 Numeracy	98.0	100.0	2.0	100.0	0.0
YR 03 Reading	100.0	97.7	-2.3	100.0	2.3
YR 03 Spelling	100.0	100.0	0.0	100.0	0.0
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	88.9	100.0	11.1	98.1	-1.9
YR 05 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 05 Reading	100.0	98.0	-2.0	100.0	2.0
YR 05 Spelling	98.1	96.1	-2.0	100.0	3.9
YR 05 Writing	98.1	96.2	-1.9	100.0	3.8



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	91.8
Y02	93.5
Y03	93.8
Y04	93.6
Y05	92.5
Y06	92.9
Overall average attendance	93.0

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	91.8%

ALLSTAFF RETENTION RATE

Staff Retention Rate	83.3%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	9.1%
Graduate	13.6%
Graduate Certificate	0.0%
Bachelor Degree	86.4%
Advanced Diploma	27.3%
No Qualifications Listed	4.5%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	31
Teaching Staff (FTE)	22.2
Non-Teaching Staff (Headcount)	13
Non-Teaching Staff (FTE)	6.0
Indigenous Teaching Staff (Headcount)	0