



St Justin's School

Wheelers Hill

2021

Annual Report to the School Community



Registered School Number: 1882

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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 2021 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 Schools.

31/03/2022

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

Governing Authority Report

2021 has been a momentous year for Catholic education in the Archdiocese of Melbourne, with Melbourne Archdiocese Catholic Schools Ltd (MACS) assuming governance and operations of 290 schools which previously operated under unincorporated structures.

MACS was established to ensure these schools continue the mission of Catholic education to proclaim the Good News while equipping our young people with the education, knowledge, skills and hope to live meaningful lives and enrich the world around them.

Our schools were again asked this year to respond to the challenges of the coronavirus pandemic. Although asked to implement many measures to keep our staff and students safe, our schools were able to continue delivering a high-quality Catholic education through the resilience and dedication of our principals, school leaders and teachers.

Alongside this important work, we were also able to deliver a new policy suite for schools to ensure our students are safe and which enhance the consistency and transparency of school decision-making, while preserving school autonomy and respecting the local context of our schools.

School Advisory Councils have been established to actively support the principal and embed the life of the local Church in the life of each school. It has been wonderful to see so many parents and members of the wider parish community engaged in these critical forums.

Thank you for the support you have given our schools in 2021. We look forward to continuing to work with you as we strive to provide the young people of the Archdiocese of Melbourne with the best kind of education possible, one that fosters a formation of the whole person that is deeply and enduringly humanising.

Yours sincerely

Jim Miles

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

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 2021 school year was yet another exciting one at St Justin's Parish Primary School. Despite the Covid 19 pandemic and students learning remotely, every attempt was made to deliver the highest level of education whilst still trying to maintain a strong sense of community.

We commenced the year with an enrolment of 334 students, which remained steady throughout the year. There were 14 classes, including:

- Year Prep J - Miss Genevieve Jones
- Year Prep LC - Miss Laura Leung (Mon-Wed, Fri), Mrs Sarah Crough
- Year 1WM - Mrs Jessica Wickens (Mon-Wed, Fri) Mrs Jen McGrath (Thurs)
- Year 1X/L -Mrs Belinda Xanthis (Semester 1), Mrs Angelique Loadman (Semester 2)
- Year 2M - Mr Nicholas Mosele
- Year 2D - Miss Belinda Dalach
- Year 3SS - Mrs Leanne Snell (Mon, Tues and Fri), Mrs Rachel DeLaHaye (Wed-Thurs)
- Year 3WS - Mrs Deb Wood (Mon, Tues, Thurs, Fri) Mrs Jen McGrath (Wed)
- Year 4L - Mrs Samantha Lutgens
- Year 4G - Mr Chris Giosis
- Year 5CI - Miss Lisa Chiappalone (Mon-Wed, Fri), Mrs Helen Interligi (Thurs)
- Year 5SS - Mrs Belinda Slonim (Mon-Wed, Fri), Mrs Maria Scandizzo (Thurs)
- Year 6S - Mr Trevor Snelling
- Year 6DB -Mrs Lucy DAngelo (Mon-Wed), Mrs Lisa Braybrook (Thurs-Fri - Term 1-3), Mrs Laura Wegmann (Thurs-Fri - Term 4)

Specialist programs included:

- Physical Education - Mr Clint Johnson
- LOTE (Italian) - Mrs Silvana Cetrola
- Performing Arts - Mrs Christy Riddiford
- Library - Mrs Annette Melenhorst
- 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 Anne-Maree Smith, Mrs MDonna Coelho
- Learning Support Officers - Mrs Trisha Andrew, Mrs Mary Cedro, Mrs Milena DeLillo, Mrs Carmel Sullivan, Miss Lisa Phillips, Mrs Lisa Stewart Ms Michaela Torpey, Mrs Christina Patti and Mrs Sandra Pascuzzi
- 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 (Mrs Leanne Snell),

Literacy Leader (Mrs Belinda Slonim), 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 2021.

Education in Faith

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 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 and Liturgies using appropriate symbols, actions and texts. Due to the Covid 19 pandemic and students learning remotely they were given the opportunity to participate in online school liturgies and prayers sessions. 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 online 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 and prayers however this year due to remote learning it was online. 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.

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 and awareness raising 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.

In 2021 we commenced professional Development session for staff in developing a deeper understanding of the Catholic Faith. Most staff attended three web-based sessions in this area. 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 - although limited
- Class Masses - although limited
- 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
- Whole school Social Justice fundraisers

Learning & 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, 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. Unfortunately in 2021 we were limited as to the support we were able to receive from parents

within classrooms, due to lockdowns. Parents did, however play a huge role in supporting their children during COVID lockdowns where they engaged in Continued Online Offsite Learning. Learning sessions were planned and delivered by St Justin's staff and parents were able to guide and support students through the use of the Seesaw and Google Classroom tools for education. St Justin's staff communicated with parents regularly throughout the year to provide support to parents, tools, resources and advice. Feedback from parents about the communication and the learning provided for the students during this time was very positive.

Students who require additional support in Literacy are supported through intervention programs such as Reading Recovery and the Levelled Literacy Intervention System. Throughout 2021, we were also granted additional Federal funding to provide Tutoring sessions for students who were affected by the Pandemic. St Justin's instituted professional staff across all year levels to meet the learning and well-being needs of these students.

After the introduction of the SMART Spelling program in 2020 to our Literacy approach, we were able to continue the use of this strategy in 2021. We were fortunate enough to have held parents sessions in this strategy in 2020 so they were able to assist their children through all lockdown periods.

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 PAT-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. We introduced Number Talks from P-2, which are short, daily exercises aimed at building number sense. Number sense is the ability to use and numbers meaning students can visualise problems, quickly perform calculations, and are flexible in their use of mathematical strategies.

Students who required additional support in Mathematics were offered small group online tutoring during Continued Online Offsite Learning with LSO staff. Students in Years 3-6 operating above standard had 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 2021, 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.

- 2020 - Responsibility, Connections, Culture, Discovery
- 2021 - Identity, Change, Relationships, Creativity

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 2020 and 2021.

Throughout 2021, areas of learning were still covered through an Inquiry based approach, even throughout lockdowns. Inquiry processes were taught and encouraged by staff through online learning and parents were enabled to support student learning as many engaged in the Design Thinking process with their children. Prototypes of student designs could be constructed at home and students were able to record their thinking and design ideas through Seesaw to communicate with classmates and the teacher.

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 Cyber safety program is supported by Martin McGauran and his 'Inform and Empower' program for schools. Resources are provided for classroom learning, and support was offered during Online Learning due to COVID-19.

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. 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 to purchase and introduce a 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 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.

Staff were continuously upskilled in the use of online platforms including Screencastify, in order to allow for the preparation, recording and editing of lessons, to be sent out to students during online learning for COVID-19. Professional Development in Google Meet also took place, supporting staff and students in meeting online and running whole class lessons, small group work and meetings during online learning.

The Year 6 Digital Technology leaders met regularly with the Digital Technologies School Leader to explore new software and devices 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. The Year 6 students were taught how to live stream assemblies through Google Meet and were able to facilitate whole class assemblies and activities for students.

e-LEARNING

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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 contemporary world.

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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 to support and enhance student learning, particularly with coding, robotics and media arts.

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STUDENT LEARNING OUTCOMES

NAPLAN data showing relative growth between Year 3 and 5 from 2019 to 2021 indicate the following:

- 84% of students made medium to high growth in Reading
- 68.45% of students made medium to high growth in Writing
- 72.5% of students made medium to high growth in Numeracy
- 86% of students made medium to high growth in Grammar and Punctuation.

These results indicate that programs and strategies we have put in place during 2019 - 2020, particularly in Reading and Numeracy, are yielding excellent results for students.

A focus on SMART Spelling strategies and decoding texts throughout 2019 and 2020, even whilst students completed Continued Online Offsite Learning, supported this growth. The strategies were also shared with parents and they were encouraged to practise them whilst reading and writing with their children at home.

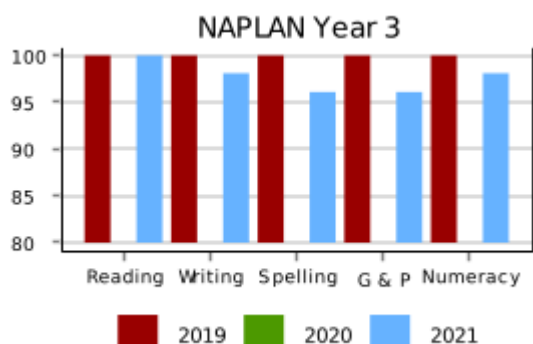
St Justin's engagement in the School Improvement Learning Collaborative in the Eastern Region of Melbourne has supported our growth in Numeracy results. Whilst overall Numeracy results were not as strong as other areas, 36% of students who made low growth between 2019-2021 are still operating at their expected level in Numeracy.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	100.0	-	-	96.1	-
YR 03 Numeracy	100.0	-	-	98.1	-
YR 03 Reading	100.0	-	-	100.0	-
YR 03 Spelling	100.0	-	-	96.1	-
YR 03 Writing	100.0	-	-	98.1	-
YR 05 Grammar & Punctuation	98.1	-	-	100.0	-
YR 05 Numeracy	100.0	-	-	100.0	-
YR 05 Reading	100.0	-	-	100.0	-
YR 05 Spelling	100.0	-	-	97.4	-
YR 05 Writing	100.0	-	-	97.4	-

* 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 maximize 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...

Social Skills

- Student Wellbeing Support

- Online Wellbeing Sessions / Days during remote learning
- Values Education
- Student Representative Council
- Prep-Year 5/6 Buddy Program
- 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
- Running Club
- School Camps and Excursions/Incursions
- Year 5/6 Camp
- Class excursions
- Whole school Incursions Music /Arts Programs
- Foundation - 6 Music Program
- Whole School Production
- Guitar Program
- Drumming Club
- Rock Band
- 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
- Desktop computers in Junior classrooms

- 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)

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 with a positive endorsement of the school, similar to the Catholic Education Melbourne average.

In the areas of School Climate, School Belonging, Student Safety, students at St Justin's rated our school significantly higher than other schools in the Archdiocese of Melbourne. Whilst in the domains of Teacher-Student Relationship and Enabling Safety were slightly lower than the MACS 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.

During Covid-19, students were expected to show evidence of activity either through a Google Meet or the completion and submission of work.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	86.6%
Y02	95.6%
Y03	95.8%
Y04	94.9%
Y05	96.5%
Y06	93.9%
Overall average attendance	93.9%

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 2021, 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'

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

- Starting School 2023: How you and your family can thrive & not just survive
- Melbourne in Lockdown 4.0
- Raising kids in a Didgital World

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

Leadership & Management

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 staffroom
- Weekly newsletter to families

In 2021, 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 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.

Minor works to the school grounds and buildings have included:

- **refurbishment of the Library and Prep classrooms**

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 and 2021 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 **School Climate** domain showed improvement from 75% positive in 2019 to **82% positive in 2021**

*The **Support for Teams** domain showed improvement from 54% positive in 2019 to **77% positive in 2021**

*The **Collective Efficacy** domain showed improvement from 76% positive in 2019 to **89% positive in 2021**

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2021

In 2021, approximately \$11247 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; Learning Diversity
- Reading Recovery

- School Improvement Learning Collaborative with Professor Lyn Sharratt - Eastern Region Initiative
- High Impact Teaching Strategies
- Case Management
- Digital Technologies - Anthony Holohan
- SMART Spelling
- Google Classroom
- SMART Goal setting and feedback
- Data Analysis
- Running Records refresher course
- Numeracy - Closer look at the Proficiencies
- Inquiry Learning
- Sacraments - Religious Education Leader
- Online Learning - effective strategies for online learning during COVID; online meeting protocols; Cybersafety; Screencastify; Seesaw Online Communication Tool
- Wellbeing - Growth Mindset; strategies for building resilience; Family-School partnerships
- Wellbeing - Return from lockdown
- First Aid and Anaphylaxis Training
- OH&S and Child Safe Standards
- Religious Education - Curriculum Standards; Planning RE for the classroom

Annual Student, Staff and Parent surveys completed through Orima Research indicate that staff have shown increased confidence in the **collaborative efforts of the school around an improvement strategy** with **76% positive result** in the survey for 2021. **Collaboration in Teams** shows a result of **73% positive**.

Number of teachers who participated in PL in 2021	40
Average expenditure per teacher for PL	\$281

TEACHER SATISFACTION

Throughout the COVID19 Pandemic and resultant lockdowns in 2021, St Justin's continued to provide professional learning and support to staff members in their quest to teach our students, whether online or face-to-face. We continued the work begun in 2020 with a large focus on digital technologies, using the platforms of Seesaw and Google Classroom as vehicles of the learning for students and of informing parents. Professional learning time was spent navigating these platforms and strengthening skills in preparing suitable learning tasks for students.

Facilitated planning time was allocated for staff in year levels to work with each other and the Digital Technologies Leader to create learning tasks.

In addition to this, St Justin's staff continued their work with the Eastern Region Office (ERO) in the School Improvement Learning Collaborative. The leadership team continued to attend online forums led by ERO staff and Dr Lynn Sharratt in unpacking the practices and strategies which research shows are best practice for optimum student learning. The area of Feedback with students was one which staff indicated they needed further investigation. As a staff we allocated professional learning time to effective forms of feedback, acknowledging it as a high yield strategy for growth in learning. We practised various forms of feedback in the classroom, as well as through online platforms, to which parents could also view staff feedback and provide their own.

As lockdowns continued and community anxiety peaked, as a staff we acknowledged the need to take greater care of each other and be mindful of student wellbeing. Throughout the year, we focused on weekly learning time and tasks that could assist students with noticing and monitoring their own and others' wellbeing. The Social / Emotional focus on Growth Mindset featured in many of the tasks was we worked with both students and parents to grow in self awareness and to find various ways to find calm and to reset when anxieties and fears flared. Each term we also held a **Wellbeing Day** during which the whole school focused on wellbeing tasks and activities throughout the day. The leadership team monitored staff also with regular check ins at team meetings, individual phone calls throughout the year and engaging in some uplifting online games as well as a staff.

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.

I feel comfortable approaching members of the school leadership team for support - 83% positive in 2019 to **94% positive in 2021*

Working with my school leadership team at my school motivates me in my role - 61% positive in 2019 to **81% positive in 2021*

How much do your school leaders care about you as an individual? - 72% positive in 2019 to **94% positive in 2021*

How collegial are relationships between staff members at this school? - 86% positive in 2019 to **94% positive in 2021*

How easy is it to speak up about what's on your mind? - 65% positive in 2019 to **84% positive in 2021*

To what extent is making mistakes considered part of the learning process at this school? - 69% positive in 2019 to **81% positive in 2021*

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	92.7%
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ALL STAFF RETENTION RATE

Staff Retention Rate	85.0%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	23.8%
Graduate	14.3%
Graduate Certificate	0.0%
Bachelor Degree	85.7%
Advanced Diploma	23.8%
No Qualifications Listed	4.8%

STAFF COMPOSITION

Principal Class (Headcount)	3.0
Teaching Staff (Headcount)	34.0
Teaching Staff (FTE)	24.1
Non-Teaching Staff (Headcount)	14.0
Non-Teaching Staff (FTE)	12.1
Indigenous Teaching Staff (Headcount)	0.0

School Community

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 continuing into 2021, 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 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.

During 2021, we were able to hold some of the Sacramental Services for families in smaller settings and with COVID restrictions in place. Whilst this was at times challenging, we were delighted that families and particularly students could still receive their Sacraments as they had spent time preparing for these in classes and with evening family sessions.

Our Prep Orientation program this year was able to go ahead, although a little differently to usual. We invited all new Prep parents to attend an outdoor Morning Tea, with foods provided by students undertaking the Kitchen Garden program this term. 2022 Preps were able to meet their fellow students and teachers and begin the process of becoming familiar with the St Justin's community. Anecdotally, parents expressed their gratitude for the children being allowed to come on-site in some format for orientation.

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 2021, but look forward to when we can resume this.

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.

Whilst activities were limited throughout the year, we were still able to maintain a presence within our wider community.

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

* School Climate - Families' perceptions of the social and learning climate of the school - **85% positive in 2019 to 88% positive in 2021**

* Communication- The timeline, frequency and quality of communication between the school and families - **69% positive in 2019 to 80% positive in 2021**

*Catholic Identity - Families' perceptions of an engagement with the overall Catholic identity of the school - **74% positive in 2019 to 72% positive in 2021**

PARENT SATISFACTION

According to the MACSSIS Parent Survey, St Justin's families continue to perform above the MACS average. This is particularly evident in the area of Communication, which has greatly improved (*The timeliness, frequency, and quality of communication between the school and families. 69% in 2019 to 80% in 2021*).

There is no great variation in the other domains between 2019 and 2021 - we expect that this may be due to the limited opportunities families have had to be on the school site.

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