

ANNUAL REPORT TO THE SCHOOL COMMUNITY

**ST FRANCIS SCHOOL
NATHALIA**



2018

REGISTERED SCHOOL NUMBER: 1823

Contents

Contact Details.....	2
Minimum Standards Attestation	2
Our School Vision.....	3
School Overview	4
Principal’s Report.....	5
Education in Faith.....	9
Learning & Teaching.....	11
Child Safe Standards	18
Leadership and Management	19
School Community.....	22
School Performance Data Summary.....	24

Contact Details

ADDRESS	Chapel St Nathalia VIC 3638
PRINCIPAL	Matthew Knight
PARISH PRIEST	Fr Michael Grace
SCHOOL BOARD CHAIR	Monique Bryant
TELEPHONE	(03) 5866 2271
EMAIL	principal@sfnathalia.catholic.edu.au
WEBSITE	http://www.sfnathalia.catholic.edu.au
E NUMBER	3051

Minimum Standards Attestation

I, Matthew Knight, attest that St Francis School, Nathalia 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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

20 March, 2019

Our School Vision

Identity Statement:

St Francis Catholic School, in the Franciscan tradition,
educates the whole child for today and tomorrow.

Our school community believes learning is natural, creative and ongoing and
provides opportunity for every child to excel.

Vision Statements:

We strive to be a community where we live:

PEACE AND JOY

Embracing our Catholic Identity through the fostering of Christian values.

Nurturing a welcoming, compassionate and caring environment that draws
together children, parents, teachers and community.

INTEGRITY

Developing a sense of responsibility and self-esteem in each individual.

JUSTICE

Building and nurturing a stimulating learning community where all are
supported in reaching their full potential.

CREATION

Respecting and taking action to sustain our natural environment.

School Overview

St. Francis School provides a dynamic, student-centred approach to education for children living in and around the Nathalia area.

From our foundation in 1961 by the Missionaries of the Divine Motherhood, St Francis School has provided an education, which has at its heart the Franciscan values of peace and joy, justice, integrity and respect for all creation. With a focus on the development of the whole person; intellectual, spiritual, social, physical and emotional development, St. Francis' school seeks to create an environment which enhances learning, nurtures young people and empowers them to live the Catholic faith in the spirit of Jesus Christ.

St. Francis' school is committed to providing our young people, our future, with exemplary educational experiences and opportunities that foster their many and diverse gifts and talents and meet their many and diverse developmental needs.

In meeting this challenge, we seek to engage all children in developing a hunger for the learning journey through our commitment to:

- High expectations that promote learning and responsibility;
- Learning which caters for the uniqueness and giftedness of the whole person;
- Each person having an innate and continual capacity to learn;
- Ensure learning is meaningful, purposeful and relevant to our lives;

And most importantly,

- Maintaining close relationships between students, teachers, parents and parish community.

As a Catholic school, at St Francis we are proud of our heritage and faith traditions.

Principal's Report

This year I was privileged to take up the position of principal at St Francis Primary School under the leadership of Fr Michael Grace and I personally thank Father for his unwavering support throughout the year. I would like to acknowledge and thank Fr Michael Grace for his dedication and service to our school community and support of all initiatives and plans being presented.

The success of any organisation depends on the support of its established Leadership Groups. I feel privileged to have the support of a very active, dynamic and committed School Board and School Leadership Team. The 2018 school year has been successful in so many different ways due to the dedication of staff, the support of parents and wider community and the enthusiasm of our students.

Catholic Identity

St Francis Primary School and Parish has a proud Catholic tradition. We pride ourselves on being welcoming to the wider community and treating all with dignity and respect. We are committed also to the spiritual development of our children and participate in Masses, liturgy and the Holy Sacraments and programs of the church.

Catholic Identity leadership: Veronica Williams is our Catholic Identity Leader and works closely with the St Francis staff to deliver Religious Education throughout the school.

Assisi Pilgrimage: Veronica Williams participated in the Assisi Pilgrimage with members from St Mary of the Angels and the St Mary's Parish. The aim on the pilgrimage was to further understand our school's Charism, reflect on the values and teachings of our founding orders and gain a deeper awareness of how to embrace our school's vision and charism to continue to grow Catholic education in Nathalia. This pilgrimage will run again in 2019.

Catholic Partnerships: We are proud to have such a close working relationship with St Mary of the Angels College (SMOTA) and the St Mary's Parish as we grow together to pass on our Catholic Traditions to future generations. We value the support we received this year from SMOTA at our joint Beginning of year mass, Easter Liturgy, St Francis Feast Day celebrations and End of year mass and hope these successful partnerships continue long into the future.

Charism @St Francis: Charism provides a faith-based vocabulary to define its core vision and direction. Charism is the spiritual energy that permeates a particular Catholic school based on significant people, values and stories. This year staff worked with Catholic Education Office personnel to focus on developing a Units of work on our school's Charism.

The specific purpose of these units are to;

- Identify how our charism is currently expressed in our school community
- Identify how we can improve/further embed our charism through current practice
- Identify new ways that we can celebrate and live out our charism

Leadership

Student Leadership: Our students are offered opportunities to develop their unique leadership skills through opportunities such as; Goulburn Valley Leadership Day, Lion's Public Speaking, Remembrance Day ceremonies, 5/6 Leadership teams and the Youth Engagement, Mentoring Program (YEMP). We value the relationships we have built with local community groups throughout Nathalia. It is evident that St Francis has prepared many students to be strong leaders for the future.

Child Safe: Practices have been identified and enacted at St Francis; a specific focus on safeguarding children and young people at St Francis primary School against sexual and physical abuse or neglect. It is intended to complement other professional and/or occupational codes.

Volunteers Induction Program: All staff, volunteers, contractors, clergy and board/school council members at St Francis Primary School are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children. All volunteers are now expected to participate in a volunteer Induction Program before assisting with students of St Francis.

Pastoral Wellbeing Team: We have established a Pastoral Wellbeing school team this year who has led our staff through a number of professional development sessions to further understand the behaviour management processes to ensure all students are aware of and can enact our school expectations. Our rebranded Positive Behaviour Interventions and Supports (PBiS) school expectations of *"At St Francis we are Safe, Responsible and Caring learners"* were launched during the year with students. The explicit teaching of the school expectations were carried out by classroom teachers. The Pastoral Wellbeing team was also responsible for updating our Behaviour Management Framework, introducing the Resilience, Rights and Respectful Relationships program, developing an action plan and developing a scope and sequence for teaching this across the school.

Extra-curricular Activity: We continue to aim to expose our children to as many real life experiences as possible, whether within the school or outside in the wider community. Our children learn social skills such as resilience, tolerance, respect for others and relationship building by being immersed in different situations and settings.

School Improvement

Complispace: The Diocese of Sandhurst and Catholic Schools within have employed the services of 'Complispace' – an online management system for school policies & procedures, OH&S requirements, governance etc. Louise Robertson oversees the operation of Complispace.

SIMON: We introduced SIMON, a Learning Management Software solution for primary schools that saves time, is easy to use and allows the collection of school data in a central location. SIMON streamlined our attendance recording and ensured we fulfilled new

government requirements introduced in 2018. In 2019 St Francis will introduce the Parent Access Module (PAM) as well.

Reporting: Staff moved to SIMON for reporting student achievement this year. This system provides clear evidence of student achievement to parents and streamlines the reporting process for teachers.

Building/Refurbishments: A school Master Plan was created in 2017. The plan involves (Stage 1) redesigning the school entrance and moving the Front Office administration area, staff and meeting rooms into our current library. Stage 2 would then allow for larger classroom learning spaces for students and a new kitchen to support our Stephanie Alexander Kitchen Garden program in the main building. The specific aims and objectives are to:

- Create learning environments, which are flexible, cater for personalised learning and reflect the best practice learning and teaching.
- Encourage collaborative practices including responsibility and accountability for the learning areas.
- Include a functional kitchen for our SAKG program and create an outdoor covered learning environment to share meals and provide a space for social functions.
- To bring staff facilities up to standard - toilets, meeting spaces and rooms to gather.
- To expand the First Aid area to better cater for students, staff and emergency services as needed.

The School Board endorsed beginning Stage 1 building works (Redevelop Administration Building) in 2019.

OH&S: As a result of the increased demand and pressure in the area of OH&S, we have engaged an external company (Eastman & Lynch) to assist our schools with OH&S procedure and compliance. The OH&S team have been briefed on the protocols, compliance etc.. schools require to guard against loss and injury, litigation etc. for staff, families and external contractors etc. As a result of this briefing, the OH&S team has been firmly established and has implement necessary changes to practice.

Governance

Threat to School Funding: Catholic Schools will continue to campaign for a fair share of government funding while highlighting the importance of providing a choice to families that wish to provide their child a Catholic education.

Fees & Levies collection: 'Overdue fees Notices' were sent out throughout the year, prompting families to pay their fees, move on to a payment plan or talk to the School about future contributions.

Sustainability: We have continued our commitment to sustainability this year with initiatives such as the Stephanie Alexander Kitchen Garden (SAKG), the chicken coup, composting and recycling. The SAKG program continues to provide students with an alternative learning environment, developing their cooking and life skills while also learning valuable literacy, numeracy and social skills during each session. We are fortunate to have generous volunteers to sustain programs and work with the children.

St Francis Community Group (P&F) Contribution - All schools (Catholic in particular) rely heavily on their P&F to contribute both physically and financially throughout the year. Our incredible team has raised substantial amounts of funds through events such as Waaia Tractor Pull, Easter Raffle and many more ventures to contribute significantly to the resourcing of the school.

Education in Faith

Goals & Intended Outcomes

- To provide a Catholic Education through prayer and liturgy in the spirit of St Francis.
- To deepen our understanding of our Catholic story, Catholic traditions and the Franciscan charism.
- To promote prayer and liturgy as a natural part of everyday life.
- To build and develop content knowledge in Religious Education.
- To engage families in liturgies, prayers and rituals.
- To become more aware of the charism of St Francis

Achievements

- Staff Faith Development staff meetings
- Staff Spirituality Day run by Kylie Smith (CEO)
- Catholic Identity/ Faith Development Support from Kylie Smith (CEO) including an inquiry project on the understanding of our school charism, which lead to the beginning of charism units being developed.
- Participation in Easter, Feast day and Reconciliation Week liturgies with SMOTA
- Ongoing commitment to CARITAS during Lent, inclusion of Kerry Stone School visits to promote learning.
- Commitment to welcome to country included in masses and assemblies.
- Fire Carrier's commitment to providing support to Open Door Foundation during term 4 and the Fire Carrier Covenant enacted and supported throughout the school.
- Continued commitment to fly both Australian and Indigenous flags each day.
- Changes to our end of year celebrations to have our end of year Mass during the day and outside was a huge success.
- Classes attending masses on a Thursday with the parish- when able.
- Catholic Identity leader participated in the network days offered by the Catholic Education Office.
- We purchased new religious education and prayer resources for the classroom.

VALUE ADDED

- 3 students received the Sacrament of Confirmation and First Communion, 7 students received the Sacrament of First Reconciliation
- Continued links into community programs such as Youth Engagement Mentoring Program.

- Continued visits to Barwo and Banawa– promoting personal development and social justice.
- Leadership groups in the grade 5/6 area included a Social Justice, Fire Carriers and Sustainability teams
- Veronica Williams participated in the Franciscan Pilgrimage to Rome and Assisi and then presented to staff and students.

Learning & Teaching

Goals & Intended Outcomes

- Continue to deepen our staff's understanding of the Inquiry Mindset process to drive student learning (Reading Comprehension)
- Continue to promote the Nathalia Learning Community (NLC) Model.
- Development of staff use of data to drive student learning.

Achievements

The educational program is based on the Victorian Curriculum. The school's curriculum also encompasses Religious Education with faith development, social justice and developing knowledge. The literacy and mathematic programs emphasise explicit teaching and focused group activities planned from data gained from ongoing assessment. Students explore science, visual arts and French (Languages).

The school is committed to individual student's learning where they are both supported and challenged in all key learning areas and where the students experience ongoing success as learners. The school caters for all learning styles and encourages the students to take responsibility for their own learning and to think deeply.

Student's who require additional support are identified and supported both in the classroom and with intervention programs that are monitored. Technology at St Francis supports the 21st Century learning pedagogy and has been developed throughout the school with the implementation of the 1:1 laptop program in the senior area. The remainder of the school is provided with the opportunity of 1:2 with classrooms fully equipped with multi media tools and staff engaged in professional development to support current best practice. Further to this, the school has programs such as social skills through the Positive Behaviour Intervention and Support (PBIS) and Rights, Resilience and Respectful Relationship programs.

There was a shift to using a consistent planning documentation across the school this year and a move to Google Docs which allowed staff to collaborate and share planning documents easily. Staff learning about the use of Google Docs was supported through the Catholic Education Office personnel.

A new reporting package, SIMON, streamlined the reporting process for staff and provided easy to read student reports to families. Reports are completed twice a year, and these are supplemented with Parent Teacher interviews in Terms 1 and 3. This practice is an essential part the child transition to a new teacher at the end of the academic year.

Staff Professional Learning

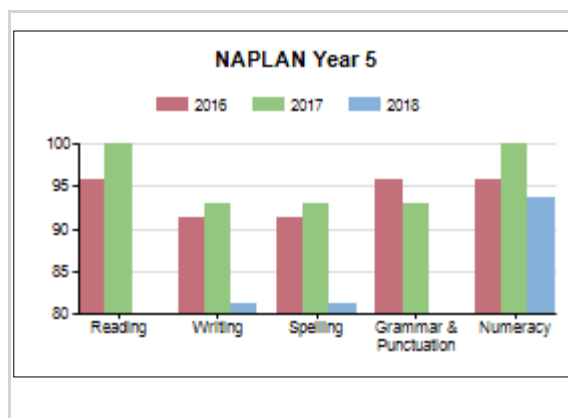
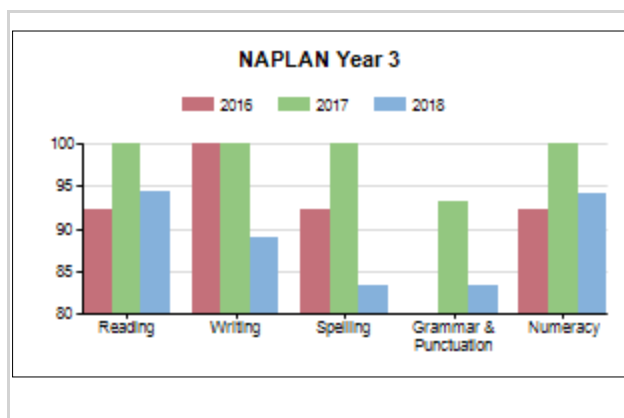
- Matt and Louise attended workshops in 'Complispace' training. Complispace are organization that will oversee policy development and keep practices up to date. This will ensure that we will be compliant with current legal obligations.
- All four Nathalia schools (Nathalia Secondary College, Nathalia Primary School, St Mary of the Angels and St Francis Primary) to come together in Term 1 and share professional development opportunities as part of the Nathalia Learning Community Conference. Speakers from Catholic Education, the Department of Education and 4Rs presented over the day.
- Closure day to further understand the use of SIMON online platform.
- Closure day for school wide implementation of SMART Spelling program Foundation to Grade 6.
- All staff participated in Google Apps for Education training with Grant Fitzgerald (Catholic Education Office)
- Staff worked with Sue Carroll and Maree Findlay from the Sandhurst Catholic Education office to build capacity in teaching and learning, particularly in regards to literacy.
- Matt, Anna and Rosemary attended the leadership gathering in Shepparton. Fabrice Manirakiza, a refugee from Burundi, shared his story. His message in a nutshell – *'be an ambassador of God. An ambassador of peace, hope and love!'*

STUDENT LEARNING OUTCOMES

The school performance data show that in Year Three there was a decline in the number of students meeting the national minimum standards from 2017 to 2018, however with a small student sample size, this equates to approximately two students in Spelling, Grammar and Punctuation and Writing and one student in Numeracy and Reading.

The Year Five data shows a fairly consistent result in the Numeracy area of learning, however there is a significant decrease in students achieving minimum standards in Reading and Grammar and Punctuation. The trends for Reading are up and down, and given the trend downwards in 2018, the next whole school focus in 2019 will be on using effective feedback to drive student learning.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 03 Grammar & Punctuation	76.9	93.3	16.4	83.3	-10.0
YR 03 Numeracy	92.3	100.0	7.7	94.1	-5.9
YR 03 Reading	92.3	100.0	7.7	94.4	-5.6
YR 03 Spelling	92.3	100.0	7.7	83.3	-16.7
YR 03 Writing	100.0	100.0	0.0	88.9	-11.1
YR 05 Grammar & Punctuation	95.7	92.9	-2.8	68.8	-24.2
YR 05 Numeracy	95.7	100.0	4.3	93.8	-6.3
YR 05 Reading	95.7	100.0	4.3	68.8	-31.3
YR 05 Spelling	91.3	92.9	1.6	81.3	-11.7
YR 05 Writing	91.3	92.9	1.6	81.3	-11.7



Student Wellbeing

Goals & Intended Outcomes

- To familiarise and implement the Resilience, Rights and Respectful Relationships guidelines
- Refresh the PBiS Framework at St Francis
- Continue to adhere to Child Safe practices
- Self Review of Pastoral Wellbeing

The pursuit of quality education is based upon the human dignity of each person. A review of the behavioural management practices at St Francis occurred to ensure it aligned to our Catholic Ethos and was in line with our School-wide positive behaviour framework. We acknowledge the necessity of creating an environment that is conducive to promoting the social and emotional wellbeing of the whole school community.

As members of St Francis school community, we believe student wellbeing to be integral to the daily life of the school, acknowledging the dignity of all and nurturing the growth of each individual, within a well community where members display more effective habits of supporting, encouraging, listening, accepting, trusting, respecting and negotiating.

The following was focused on throughout the year

- Review of PBiS Behaviour Framework, supported by Steve Hicks from the Catholic Education Office.
- Professional Development provided for staff on PBiS, 4Rs, and Active Supervision.
- Implementation of the Resilience, Rights and Respectful Relationships program.
- Introduction of SIMON to track student incidents and enact individual student behaviour plans.
- Introduction of a Pastoral Wellbeing Team at St Francis.
- Continued student leadership groups for Fire Carriers, Sustainability, Social Justice and Technology.
- First Aid training for all staff
- Successfully completed VRQA Child Safe practices review
- Successfully completed Pastoral Wellbeing review

VALUE ADDED

- Leadership groups in the grade 5/6 area: Social Justice, Fire Carriers, Sustainability and Tech Angels
- Visiting Barwo Nursing Home and elderly in the community.
- Seasons for Growth Program
- School Chaplaincy Program
- Participation in the ANZAC day ceremonies.
- Learning Opportunities – A3, Public Speaking events.
- Nathalia Learning Community links.
- Buddy program Foundation students with Year 6 buddies.
- Cross age learning opportunities throughout the year including: Languages Day ~ French.
- Social Skills Blitz and promotion of social skills within everyday classroom practice.
- Regular contact with Catholic Education Office Support Staff.
- Literacy Intervention Programs.
- Regular Program Support meetings with parent, child and specialist staff.
- Personal Learning Plans for children.
- CPR, Asthma and Anaphylactic training.
- Affirmation of our students has continued to be a positive means of instilling values and respect – Principal’s Award, Aussie of the Month, Star of the Week and class awards presented at school assemblies.
- Alternative activities for students at recess and lunch (e.g. library programs)
- PBIS (Positive Behaviours Intervention Support) implementation
- Yr 3/4 & 5/6 Camps

STUDENT SATISFACTION

The 2018 Insight SRC survey results show that improvement can be made within the area of student satisfaction with a marginal decrease from 70.4% to 67.5% from 2017 to 2018.

A decrease in Student Distress and comparable results from 2017 to 2018 for Student Motivation and Learning Confidence were shown in the survey results. A continual focus on Classroom Behaviour and Connectedness to School will be a focus for the 2019 year.

STUDENT ATTENDANCE

Student non-attendance at school monitored through SIMON and is followed up through automated SMS or phone contact made with parents to ensure that the student is able to return to school as promptly as possible, and that there are no serious impairments to them returning to school. First contact is completed by administrative staff, followed by the classroom teacher and further correspondence is made by the principal as needed.

Child Safe Standards

Goals and Intended Outcomes

- To ensure St Francis is compliant as directed by the VRQA and prescribed minimum standards for schools.
- Complete VRQA Child Safe review
- Continual familiarisation of the Child safe policies and School Child Safety Code of Conduct and the PROTECT documentation.
- To ensure strategies to embed an organisational culture of child safety and understood by all key stakeholders within the school.

Achievements

- Child Safe VRQA Audit successfully completed. St Francis Child Safe documentation exemplars shared with other Catholic schools in the dioceses.
- Standing Child Safe agenda item in School Board meeting agenda
- Standing Child Safe agenda item in staff meeting agenda
- Scheduled governance meetings between Fr Michael Grace, St Francis Primary and St Mary of the Angels for Child Safe updates.
- Regular updates regarding Child Safety is communicated through school newsletters, flyers sent home, poster displays and school website.
- Complete audit of current practices including school camps, excursions, sports days, external contractors, volunteers and visitors was completed.
- All policies updated and our commitment to child safety displayed on school website, signage around the school and in school office.
- Regular PD for all teaching and non-teaching staff (Child Safety, 4Rs, Mandatory Reporting)
- The school uses the guidelines as set out by CECV for employing new staff.
- Volunteers induction process implemented.

Leadership and Management

Goals & Intended Outcomes

- Establish clear expectations of curriculum planning
- Establish consistent PLC Norms and practices across the school
- implementation of SIMON across the school for Reporting, Student Behaviour Tracking and Attendance.

Achievements

- The St Francis School Board played a large part in school improvement. The School Board has ratified school policy, revised the School Board Constitution and advised on matters pertaining to finance and governance.
- St Francis undertook a self-review of Pastoral Wellbeing and Stewardship of Resources aspects of COSSI. The validation panel reported positive feedback for both the Pastoral Wellbeing and Stewardship of Resources reviews.
- As part of the Diocesan Principal Induction Program Matthew Knight met on a number of occasions with his mentor throughout the year.
- Consultative Committee Meetings with staff to make recommendations on: class structures, teacher work hours with the inclusion of the newly introduced 20 hours release time, meeting structures and extra curricular activities.
- All staff had their Annual Review Meeting (ARM). The ARM is an opportunity to reflect on work practices and set goals for ongoing professional learning and growth.
- Students report an increase in confidence when speaking in front of an audience, and relating to members of the public, with involvement in the Lions Public Speaking competition.
- Grade 6 children involvement in weekly Leadership Sessions: Social Justice, Fire Carriers, Sustainability and Tech Angels.
- Opportunities provided to represent our school community e.g. Legacy's Anzac Commemoration Ceremony in Nathalia. Represent our school during the ceremony by laying a wreath and walking with our school banner.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING**DESCRIPTION OF PL UNDERTAKEN IN 2018**

- Franciscan Pilgrimage to Italy (Catholic Identity Leader)
- Fire Carriers Network Days
- Well-being Coordinators/Chaplaincy network days
- Deputy Principals Network
- Religious Education Network Days
- Principal Network Meetings
- Inquiry Mindset Project
- Budgeting Workshops
- Child Safe Briefings/Workshops
- OH&S Training - Complispace
- Arts Network Days
- AFS workshops
- ICON development training
- Level Two First aid
- Students with Disabilities and NCCD Workshops
- Google Apps for Education (GAPE)
- FBT workshops

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018

18

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$1310

TEACHER SATISFACTION

There is much energy, enthusiasm and pride amongst the staff at St Francis School. Working together in such an environment is conducive to the creation of effective teaching and learning practices. However, staff morale was impacted by significant staff changes, and our results are indicative of this.

The 2018 Organisational Climate Aggregate Indicator has dropped to 45.6 (2017– 61.3) to place us below the average mean compared to Australian organisations and Victorian Schools. A focus on improved communication and feedback between staff will hopefully address this area in 2019.

SRC data reflects Teacher confidence remains high in the 79th percentile but expectations around Student Management need to be more consistent across the school, which has resulted in a notable decline of this indicator and again will be a further focus in 2019.

School Community

Goals & Intended Outcomes

- Support sustainable growth and promotion of the Nathalia Learning Community.
- Continue to support families in need through participation in St Francis Care Team.
- Continuation of Early Years Transition Team building partnerships across sectors.

Achievements

St Francis has an incredibly strong school community. St Francis is committed to ensuring every family an affordable and quality education. When we budget each year we ensure that fees are set at a manageable rate and the school is well resourced.

The following achievements were evident at St Francis in 2018;

- The school continues to be extremely well resourced across all areas of the curriculum providing resources to cater for the individual needs and learning styles of each student.
- Fee setting for 2018 began with discussion at the November Board meeting and the fee levels for the following year are communicated to families as early as possible, fees were streamlined to include all 'out-of-pocket' expenses.
- The principal and administrative officer consistently sought advice from Catholic Education Office personnel and peers to develop their knowledge and understanding in the area of finance and administration.
- Parental Education Opportunities were offered throughout the year particularly focusing on the Child Safe Volunteer Inductions program for parents assisting in the classroom or on excursions.
- High level of participation from families with the Stephanie Alexander Kitchen Garden program (SAKG). Parents and grandparents joined students in the garden and cook sessions each fortnight.

St Francis National School Chaplain engaged and supported our community by running the following initiatives:

- Plan and implement the Seasons for Growth program at St. Francis.
- Support staff, students and families around the implementation of the Positive Behaviours, Intervention and Support (PBIS) initiative.
- Contribute on a regular basis to the community newsletter.
- Implement staff orientated well being initiatives
- Liaise with community groups such as Nathalia Hospital and Barwoo Nursing Home.

- Member of the Pastoral Wellbeing team that focussed on the implementation of resilience programs.

PARENT SATISFACTION

Our 2018 Insight SRC results indicate parents would like improved communication between school staff and families with a decline from the 74th percentile to the 62nd percentile. Addressing ways to effectively communicate with our families forms part of the whole school focus on Feedback in 2019.

2018 Insight SRC data indicate that parents feel there is work needed with regard to Behaviour Management, a notable decline from 2017 to 2018. A review of the Behaviour Framework and relaunch of the PBiS initiative is scheduled for early 2019 in a hope to address this.

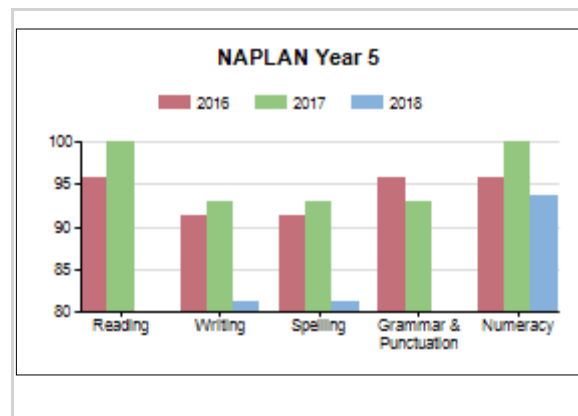
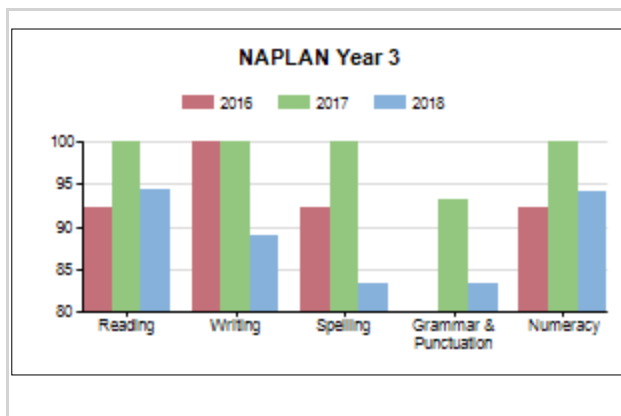
The survey results indicated that parents believe their peer relations at St Francis are strong with both attitude to students' social skills and connectedness to peers rating in the 76th percentile.

School Performance Data Summary

E3051
St Francis' School, Nathalia

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2016	2017	2016 - 2017	2018	2017 - 2018
	%	%	Changes	%	Changes
			%		%
YR 03 Grammar & Punctuation	76.9	93.3	16.4	83.3	-10.0
YR 03 Numeracy	92.3	100.0	7.7	94.1	-5.9
YR 03 Reading	92.3	100.0	7.7	94.4	-5.6
YR 03 Spelling	92.3	100.0	7.7	83.3	-16.7
YR 03 Writing	100.0	100.0	0.0	88.9	-11.1
YR 05 Grammar & Punctuation	95.7	92.9	-2.8	68.8	-24.2
YR 05 Numeracy	95.7	100.0	4.3	93.8	-6.3
YR 05 Reading	95.7	100.0	4.3	68.8	-31.3
YR 05 Spelling	91.3	92.9	1.6	81.3	-11.7
YR 05 Writing	91.3	92.9	1.6	81.3	-11.7



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	89.1
Y02	90.0
Y03	87.4
Y04	91.5
Y05	89.6
Y06	89.5
Overall average attendance	89.5

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	93.0%

STAFF RETENTION RATE	
Staff Retention Rate	83.3%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	0.0%
Graduate	11.1%
Graduate Certificate	0.0%
Bachelor Degree	55.6%
Advanced Diploma	22.2%
No Qualifications Listed	33.3%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	16
Teaching Staff (FTE)	11.4
Non-Teaching Staff (Headcount)	7
Non-Teaching Staff (FTE)	4.7
Indigenous Teaching Staff (Headcount)	0

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