

# ANNUAL REPORT TO THE SCHOOL COMMUNITY

**ST FRANCIS PRIMARY SCHOOL  
NATHALIA**



**2019**

REGISTERED SCHOOL NUMBER: 1823

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## Contact Details

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E NUMBER	E3051

## Minimum Standards Attestation

I, Matthew Knight attest that St Francis Primary 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 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.

24 April, 2020

## Our School Vision

### ***Identity Statement:***

St Francis' school is a welcoming community striving to follow the Franciscan tradition of Peace and Joy.

### ***Our Vision:***

St Francis' Nathalia strives to:

- Provide a positive learning environment with a commitment to being safe, responsible and caring learners
- Build a community with a sense of responsibility to create a sustainable future for God's world.
- Build an inclusive community that fosters respectful relationships for all.
- Build and nurture a stimulating learning environment where all are supported in reaching their full potential.

## 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

There have been many achievements at St Francis Primary in 2019. The addition of new PBiS signage and the relaunch of our school expectations has been positively received. The second half of the year has been dedicated to getting ready for our new Administration Building with a lot of time and thought put into how best to develop this building to meet the needs of staff, students and families. With the initial plans and design complete and the builders ready to begin in early 2020, it promises to be an exciting time next year.

Thank you to Father Michael Grace for his continued support with all of the functions and undertakings at St Francis Primary School. His spiritual guidance and presence within the school is greatly appreciated by teachers, parents and students. I personally thank Father Michael for his unwavering support throughout the year.

The 2019 school year has been successful in so many different ways due to the dedication of staff, the support of parents and the 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 to the spiritual development of our children and have participated in mass, liturgy and sacramental programs during the year.

**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. This year we also initiated a Catholic Identity School Enhancement Team that included staff to deliver religious education experiences across the school.

**Assisi Pilgrimage:** Matt Knight participated in the Assisi Pilgrimage with members from St Mary of the Angels, St Mary's Parish and other school leaders. The aim of 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 2020.

### 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.

**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 at 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”* was launched during the year with students. The explicit teaching of the school expectations was 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 creating 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:** Catholic Schools within Sandhurst have employed the services of ‘CompliSpace’ – an online management system for school policies & procedures, OH&S requirements, governance etc. This year we employed Fiona Byrnes to maintain our VRQA requirements through CompliSpace. We also developed our own Staff Learning System, where all staff professional development is recorded in line with VRQA requirements.

**SIMON:** We continued to use SIMON for student attendance, medical information and student reporting. In 2019 St Francis introduced the Parent Access Module (PAM) for online access to student reporting. In 2020 we will continue to roll out further features including the excursion permission form and online booking module for parent / teacher interviews.

**Reporting:** Staff use SIMON for reporting student achievement each year. This system provides clear evidence of student achievement to parents and streamlines the reporting process for teachers. After feedback from families we also introduced Literacy and Numeracy comments for every child in Semester 2.

**Administration Building Refurbishments:** The School Board endorsed the plan to redevelop our administration area and change the front entrance to the school. Working with No. 42 Architects the plans were drawn, and Diverse Builders Numurkah being the successful builders. The redevelopment will begin early January 2020 and is expected to take approximately six months to complete.

**OH&S & Maintenance:** Matt Smith is employed part time at the school in a gardening and maintenance role. Matt works in combination with the St Mary of the Angels maintenance group and ensures our buildings are maintained and carries out repairs as needed to ensure we are compliant.

**Franciscan Garden:** The garden that connects St Francis Primary and St Mary of the Angels College together was developed and installed during the year and officially opened in Term 4, 2019. The garden was a shared project and encourages reflection and contemplation in an inviting and relaxing setting and was based off a similar design from Assisi Italy.



## Governance

**Lack of Teachers:** Our school along with schools across Sandhurst experienced a lack of Casual Relief Teachers (CRTs) and teachers in general willing to work full time. This situation has caused St Francis to consider how we best meet the educational needs of the students while having limited access to teachers.

**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 coop, 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.



## Education in Faith

### Goals & Intended Outcomes

- *To promote and become more aware of the charism of St Francis*
- *Develop different ways to conduct whole school Prayer (e.g. Godly Play).*

### Achievements

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, as part of her role she has participated in the Religious Education Leaders network and been a member of the Catholic Identity, Spirituality and Faith Formation Team for the Sandhurst Diocese. Rosemary Johnson and Braden Lambert have worked with Veronica as part of the Catholic Identity team to implement programs and oversee the planning and implementation of religious instruction and involvement in prayer and liturgies.

**Assisi Pilgrimage:** Matt Knight participated in the Assisi Pilgrimage with members from St Mary of the Angels and the St Mary's Parish. The aim of 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 2020.

**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, Reconciliation Week liturgy and St Francis Feast Day celebrations. We have completed a major project of creating a joint garden that celebrates our connection and our Patron saint, St Francis.

**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 we completed our charism units and they were implemented for the first time. The specific purpose of the units is 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

**Faith Development:** We have again worked with CEO staff, Kylie Smith and Bern Casey to support staff in their faith development. Bern worked with staff on Godly Play and its benefits in the classroom and Kylie has run a series of staff meetings on Prayer and led our staff spirituality day. Kylie also led a retreat day for our year six students as part of their preparation for transitioning to secondary school.

## VALUE ADDED

- St Francis Garden and prayer space established with St Mary of the Angels
- Principal faith development with Assisi Pilgrimage in Italy
- St Vincent De Paul collections including the Christmas and Winter Appeals
- Barwo student visits to nursing home.
- Ongoing commitment to CARITAS during Lent.
- Participation in Just Leadership day- 5 year five students.
- National Reconciliation Mass celebration and smoking service.
- Commitment to welcome to country included in masses and assemblies.
- Continued commitment to fly both Australian and Indigenous flags each day.
- Sacramental Programs
  - 6 students take part in the Confirmation and First Communion Sacraments.
  - 4 students who received the sacrament of Reconciliation.

## Learning & Teaching

### Goals & Intended Outcomes

- *Establish clear expectations of curriculum planning*
- *To develop and embed our PLC work with particular attention to building data literacy.*
- *To embed our Professional Learning Community (PLC) norms.*

### 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, design and technology, Respectful Relationships along with Italian (Languages).

The school is committed to student 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.

Students 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 multimedia 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.

Our 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 of the student transitions to new classrooms at the end of the academic year.

### Staff Professional Learning

- Matt and Fiona attended workshops in 'Complispace' training and use this platform to ensure we are compliant with current legal and VRQA obligations.
- St Francis and St Mary of the Angels held a joint professional development day focusing on staff wellbeing with international keynote speaker Dan Haesler presenting.
- Closure day to further understand the use of SIMON online platform.
- Walker Learning Professional Development days.
- All staff participated in Google Apps for Education training with Grant Fitzgerald (Catholic Education Office)
- Staff worked with the Sandhurst Catholic Education office to build capacity in teaching and learning, particularly with regards to literacy and the use of Fountas and Pinnell Assessment.
- Matt, Anna and Braden 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!'*

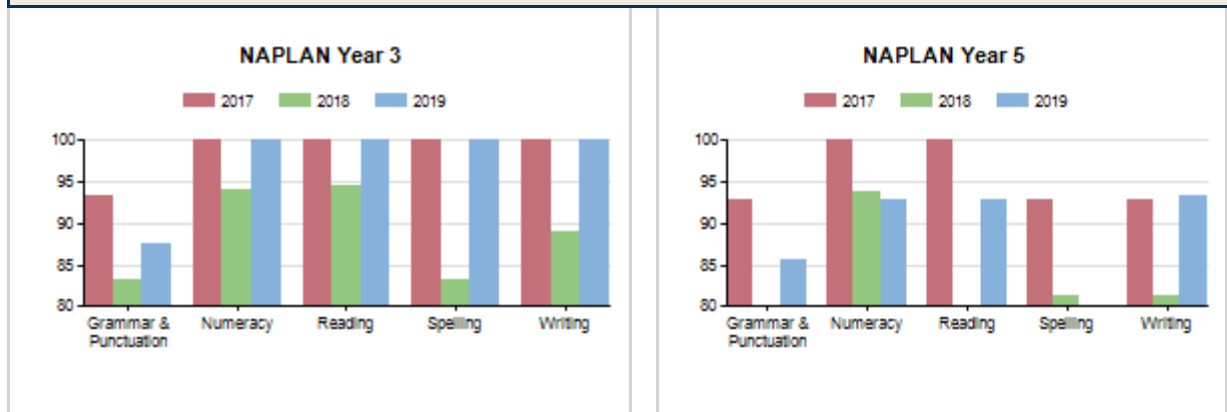
**Learning and Teaching:** In 2019 we focused on building staff's data literacy and using data to drive student learning. Staff also trialled a number of assessment tools to enhance student opportunities to develop their understanding of concepts across the curriculum. As a school we continued to use SMART Spelling and introduced Essential Assessment and PIVOT Surveys. These tools give feedback to staff and students and provide areas of strength and grow in a quick, easy manner. Fiona Baker led the intervention program using Multi Structured Language (MSL) for selected students and the school heavily invested in the National Consistent Collection of Data (NCCD) requirements to cater for students with additional learning needs.

### STUDENT LEARNING OUTCOMES

The school performance data show that in Year Three there was an increase in the number of students meeting the national minimum standards from 2018 to 2019 across all areas of the NAPLAN assessments. All students met the minimum standard for Numeracy, Reading, Spelling and Writing, with the largest gains in Spelling and Writing.

The Year Five data shows a fairly consistent result in the Numeracy and Spelling areas of learning, however there is a significant increase in students achieving minimum standards in Grammar and Punctuation, Reading and Writing.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 03 Grammar & Punctuation	93.3	83.3	-10.0	87.5	4.2
YR 03 Numeracy	100.0	94.1	-5.9	100.0	5.9
YR 03 Reading	100.0	94.4	-5.6	100.0	5.6
YR 03 Spelling	100.0	83.3	-16.7	100.0	16.7
YR 03 Writing	100.0	88.9	-11.1	100.0	11.1
YR 05 Grammar & Punctuation	92.9	68.8	-24.2	85.7	17.0
YR 05 Numeracy	100.0	93.8	-6.3	92.9	-0.8
YR 05 Reading	100.0	68.8	-31.3	92.9	24.2
YR 05 Spelling	92.9	81.3	-11.7	78.6	-2.7
YR 05 Writing	92.9	81.3	-11.7	93.3	12.1



## Student Wellbeing

### Goals & Intended Outcomes

- *To familiarise and implement the Respectful Relationships guidelines*
- *Refresh the PBiS Framework at St Francis*
- *Continue to adhere to Child Safe practices*

### Achievements

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, update and implementation 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 – this was a specialist subject taught to all students in Semester 2.
- Monitoring of SIMON to track student incidents and enact individual student behaviour plans.
- Introduction of a Pastoral Wellbeing Team at St Francis.
- First Aid training for all staff
- Continually update and review of VRQA Child Safe practices across the school.

**VALUE ADDED**

- 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.
- Social Skills Blitz and promotion of social skills within everyday classroom practice through PBiS.
- 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, 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 2019 Insight SRC survey results show that there was positive improvement from 2018 to 2019 across all reported elements, especially within the areas of student morale, student confidence and connectedness to peers.

Student Distress results were comparable from 2018 to 2019, with Student's Learning Confidence and Stimulated Learning elements, as measured through the Insight SRC survey, both improving.



**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.

Student attendance is promoted at assembly and through the newsletter.

## Child Safe Standards

### Goals and Intended Outcomes

- To ensure St Francis is compliant as directed by the VRQA and prescribed minimum standards for schools.
- Ongoing review of VRQA Child Safe practices
- 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.
- Volunteer induction programs established and communicated

### Achievements

**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. Throughout the year staff developed their understanding of changing legislation and continued to maintain VRQA requirements in line with the Child Safe standards. We actively promoted our school requirements to families via the newsletter, website and through digital and printed materials.

- St Francis Child Safe documentation exemplars shared with other Catholic schools in the dioceses.
- Standing Child Safe agenda item in School Board meeting
- Standing Child Safe agenda item in staff meetings
- 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.
- 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.
- Excursion and Camp risk assessments completed by all staff

## Leadership & Management

### Goals & Intended Outcomes

- *Review and update School Vision & Mission statements*
- *Review School Strategic Directions documentation*
- *Update Graduate Outcomes*
- *Develop middle leaders within the school*

### Achievements

**School Vision:** Working in conjunction with Catholic Education personnel, school staff and the school board, St Francis redeveloped our School Identity and Vision Statements. These statements align to the direction of the school and connect to the life modelled by our patron saint, St Francis.

**School Enhancement Teams:** At the beginning of 2019 we established school enhancement teams across the school in the area of Catholic Identity, Learning and Teaching and Pastoral Wellbeing. All staff contributed to the teams and developed ways to address our Annual Action Plan outcomes. Teams worked throughout the year to enhance these areas of the school considering teaching and learning opportunities and events for students, staff and families.

**School Board:** St Francis has an active and progressive school board who met monthly to discuss the strategic directions of the school. The school board was involved in developing the master plan and endorsed the school administration redevelopment, contributed to the updating of the school's vision and identity statement and provided expertise in how to enhance the school.

**Consultative Committee Meetings:** Staff made recommendations on class structures, teacher work hours with the inclusion of the newly introduced 20 hours release time, meeting structures and extra-curricular activities.

**Annual Review Meeting (ARM):** All staff completed their ARM is an opportunity to reflect on work practices, celebrate successes and set goals for ongoing professional learning and growth.

#### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

##### DESCRIPTION OF PL UNDERTAKEN IN 2019

- Franciscan Pilgrimage to Italy (Principal)
- Well-being Coordinators/Chaplaincy network days
- Deputy Principals Network
- Religious Education Network Days
- Principal Network Meetings
- 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
- SMART Spelling days
- Walker Learning Study Tours

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	20
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$1,150

#### 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. There was considerable growth with regard to morale (both individual and school), as well as strong improvement in role clarity and staff empowerment, as indicated through the Insight SRC survey.

The 2019 Organisational Climate Aggregate Indicator has increased significantly to 71.6 (up from 45.6 in 2018) to place us well within the average mean compared to Australian organisations and Victorian Schools. A focus on improved community engagement will be an area of further consideration in 2020.

SRC data reflected Teacher Confidence remains high in the 79th percentile with Curriculum Processes and Engaging Practice also showing good growth across the school.

## School Community

### Goals & Intended Outcomes

- Support sustainable growth and promotion of the Nathalia Learning Community with a focus on Rights, Resilience and Respectful Relationships education.
- 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 2019;

- 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 2019 began with discussion at the October 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 wellbeing initiatives
- Liaise with community groups such as Nathalia Hospital and Barwo Nursing Home.
- Member of the Pastoral Wellbeing team that focussed on the implementation of resilience programs.

**St Francis Parents and Friends Group** - All schools (Catholic in particular) rely heavily on their P&F to contribute both physically and financially throughout the year. We have had a number of parents re-establish our Parents and Friends group this year, with a successful “Night Under the Stars” event held in Term 4. Our incredible team raised substantial funds to contribute significantly to the resourcing of the school. We look forward to working in partnership with this team again in 2020.

**Community Engagement:** Opportunities provided to represent our school at community events 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.

#### PARENT SATISFACTION

Our 2019 Insight SRC parent results were fairly consistent with the 2018 school year. Parents indicated a need for improved communication between school staff and families with Communication declining from the 62<sup>nd</sup> percentile to the 56<sup>th</sup> percentile. Continuing to address ways to effectively communicate with our families and provide purposeful reporting of student learning, is a whole school focus in 2020.

2019 Insight SRC data indicate that parents feel there was school improvement with regard to Behaviour Management, School Safety and Classroom Behaviour all increasing, which aligns with the rebranding our whole school Positive Behaviours, Interventions and Supports (PBiS) Framework during 2019.

The survey results indicated that parents believe their Peer Relations and Connectedness to Peers is a strength at St Francis rating in the 82<sup>nd</sup> percentile.

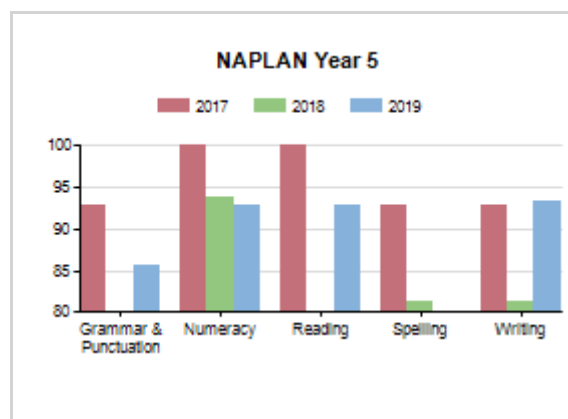
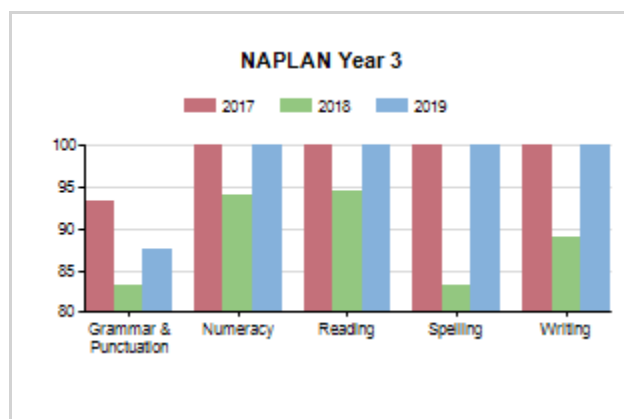


## School Performance Data Summary

The School Performance Summary reports on data in the following areas:

**E3051**  
**St Francis' School, Nathalia**

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
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YR 05 Writing	92.9	81.3	-11.7	93.3	12.1



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	90.0
Y02	91.2
Y03	82.5
Y04	88.3
Y05	92.3
Y06	88.0
Overall average attendance	88.7

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	84.8%

ALLSTAFF RETENTION RATE
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Staff Retention Rate	73.7%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	12.5%
Graduate	12.5%
Graduate Certificate	12.5%
Bachelor Degree	50.0%
Advanced Diploma	25.0%
No Qualifications Listed	25.0%

STAFF COMPOSITION	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	18
Teaching Staff (FTE)	12.8
Non-Teaching Staff (Headcount)	11
Non-Teaching Staff (FTE)	9.7
Indigenous Teaching Staff (Headcount)	1

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