St Mary’s School, Warwick
Catholic co-educational school
Diocese of Toowoomba

Annual report 2017

<table>
<thead>
<tr>
<th>Address</th>
<th>PO Box 555</th>
<th>Phone number</th>
<th>07 4661 1872</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>163 Palmerin Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Warwick QLD 4370</td>
<td></td>
<td></td>
</tr>
<tr>
<td>email</td>
<td><a href="mailto:smwarwick@twb.catholic.edu.au">smwarwick@twb.catholic.edu.au</a></td>
<td>Principal</td>
<td>Margaret Grew</td>
</tr>
<tr>
<td>Year levels</td>
<td>Prep - Year 6</td>
<td>Enrolment</td>
<td>324</td>
</tr>
<tr>
<td>Co-educational or single sex</td>
<td>co-educational</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boarders</td>
<td>no</td>
<td>Outside hours school care</td>
<td>no</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Vacation care</td>
<td>no</td>
</tr>
<tr>
<td>Contact person for information about the school and school policies</td>
<td>Margaret Grew</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The school’s mission
St. Mary’s School exists as part of the local faith community of Warwick to support parents/caregivers in the education of their children.

While recognising the uniqueness of each person, we are committed to providing a quality learning environment that nurtures the spiritual, emotional, academic, social and physical development of each person in the school community.

Using Jesus as our compass, we aim to create an inclusive environment characterised by mutual care for and respect of others, acceptance, peace, joy and an enduring hope for the future.

We have strong parish links and our parents play a significant role in the operation of the school through the Parents & Friends Association, School Board and volunteering in classroom and school activities and/or tuckshop.

Daily prayer and meditation is important, and liturgies are celebrated regularly.

We strive to be a community that builds positive relationships and serves our families and the Warwick community.
Distinctive curriculum offerings

The school curriculum implements the Learning Areas of ACARA and the QCAA. The Toowoomba Catholic Schools Religion Curriculum is implemented under the guidance of Toowoomba Catholic Schools Office.

Maintaining strong academic standards is an ongoing focus at St Mary’s. We value prime teaching time and continue to place emphasis on quality teaching and improving student outcomes.

The school’s teaching staff prepares school based curriculum documents and Learning Area Programs for our school. The delivery of the curriculum is a year-based model where students are grouped in year levels, Prep to Year 6. The school strives to develop in students the skills, attitudes and values that will enable them to reach their full potential as successful and responsible citizens.

The school community recognises the individual needs of its students and endeavours to provide teaching and learning programs to suit these needs.

A major focus for 2017 was the professional development of Prep to Year 4 teachers in the Toowoomba Catholic Schools Officer Reading Improvement Strategies to further support the explicit teaching of reading. The school was also successful in gaining a Digital Technologies grant through Federal government funding. This grant allowed for the professional development of teachers in four Catholic primary schools in the Southern Downs area to successfully undertake professional learning in the planning and implementation of units of work for the teaching of the Digital Technologies in the Technologies Learning Area of the Australian curriculum.

St Mary’s School has specialist teachers in the areas of Music, Health and Physical Education, Spanish and in the area of Information Computer Technologies capabilities. The school also has a Teacher-Librarian, two Library Assistants and a special Learning Support Teacher.

Extra-curricular activities

St Mary’s offers students the opportunity to participate in a variety of extra-curricular activities:

- interschool local and regional sporting activities (cricket, netball, softball, athletics, soccer, ballgames, swimming, Southern Downs and Darling Downs regional sporting selection trials)
- Diocesan Interschool Catholic Carnivals (touch football and netball)
- senior and junior school choir
- Year 6 camp
- year level excursions
- class liturgies
- year level Masses
- whole school Masses
- NAIDOC Week celebrations
- Life Education Van visits
- School Feast Day and Market Day
- ICAS competitions (English, Mathematics, Computers, Writing, Spelling and Science)
- participation in St Vincent de Paul appeals, Lenten projects and Missions fundraising events
- curriculum and cultural focused excursions
- Warwick Jumpers & Jazz Festival Community School displays
- Day for Daniel (Daniel Morcombe)
Social climate (including pastoral care and student behaviour support)

St Mary’s School exists to support parents and caregivers in the education of their children. The school is committed to providing an environment which nurtures the spiritual, emotional, academic, physical and social development of each person to his or her full potential. The school strives to offer quality education founded on Gospel values and the Catholic Christian tradition. We concentrate on the uniqueness of each child and foster the development of a healthy self-esteem by encouraging participation in a wide range of activities at school, parish and local level. We strive to develop a sense of belonging and pride in oneself, work, school and the community – local, national and global.

The ‘You Can Do It’ Pastoral Care program operates from Prep to Year 6 to enhance students’ development in important life skills. Bullying undermines Catholic Christian values and can prevent students from achieving to their full potential in the educational and social setting. St Mary’s School has an Anti-Bullying policy and Behaviour Management policies and procedures.

The school community, especially students, are made aware of expectations of behaviour and interpersonal relationships based on personal responsibility, care, respect, inclusion, forgiveness and diversity. Teachers actively teach strategies and approaches for positive behaviour and respect for one another. This is further supported by the Assertive Discipline philosophy. The school has also adopted the Restorative Justice Process for schools to support reconciliation between aggrieved students. Bullying is not tolerated and is addressed immediately and consistently through implementation of the school’s approach in to these philosophies and subsequent disciplinary consequences.

Teachers are aware of and receive regular inservice on the policies, procedures and legislative requirements. Policy documents are made available to parents/caregivers at the time of enrolment and attention is drawn to them periodically through the newsletter or parental letters as required.

The Parent Handbook is available on line for ready access.

Relevant school policies are available via the school website: http://www.smwarwick.catholic.edu.au or the Toowoomba Catholic Schools Office: http://www.twb.catholic.edu.au .

The school’s Facebook page also supports necessary reminders as appropriate.

All staff are annually inducted in Student Protection and Code of Conduct.

The school provides a student counselling service for students who may be experiencing difficulties that impact on their learning at school. The School Counsellor is employed by the Toowoomba Catholic Schools Office. Parent permission is sought when counselling is recommended.

Characteristics of the student body

St Mary’s is a Catholic primary school with a near 50% male student population and 50% female student population. The school is classed as an ‘inner regional’ school with its location only one hour’s drive south-west of Toowoomba.

In the 2017 school year, the Indigenous student population was 7% of the total school population. Students with a Language Other Than English background identified as 2% of the total school population. Students not born in Australia claim Taiwan, Philippines and Lebanon as their place of birth.

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Please note: A hardcopy of this annual report is available from the Principal by request.
Although students predominantly come from a Catholic faith background including the Marionite Rite, families have identified faith connection to the following religions: Greek Orthodox, Anglican, Baptist, Latter Day Saints, Lutheran, Seventh Day Adventist and Uniting.

Parent/carer involvement
St Mary's actively welcomes and encourages parental involvement in the education of their children. Opportunities for parental involvement include:

- parent-teacher information sessions at the beginning of each school year
- twice yearly parent-teacher interviews (Term 1 and Term 3)
- assistance with daily classroom rotation activities
- VIP/special guest days to celebrate Mothers’ Day and Fathers’ Day
- open mornings
- Parents & Friends Association
- School Board representation
- tuckshop service
- sports coaching and sports team management
- Mother’s Day and Father’s Day stalls
- school social events such as the race day, movie night and trivia night
- invitation to all school assemblies, liturgies, Mass and celebrations
- school assemblies
- sports carnivals
- excursions and camps

School income by funding source
School income reported by the financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the MySchool website at www.myschool.edu.au.

Staff
Workforce composition

<table>
<thead>
<tr>
<th></th>
<th>Total teaching staff</th>
<th>Total non-teaching staff</th>
<th>Indigenous staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>29</td>
<td>21</td>
<td>1</td>
</tr>
<tr>
<td>Full-time equivalents</td>
<td>19.7</td>
<td>12.9</td>
<td>1.0</td>
</tr>
</tbody>
</table>

Teacher qualifications

<table>
<thead>
<tr>
<th>Qualification</th>
<th>% of teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral / Post-Doctoral</td>
<td>0%</td>
</tr>
<tr>
<td>Masters</td>
<td>15%</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>70%</td>
</tr>
<tr>
<td>Diploma</td>
<td>15%</td>
</tr>
<tr>
<td>Certificate</td>
<td>0%</td>
</tr>
</tbody>
</table>

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Please note: A hardcopy of this annual report is available from the Principal by request.
Average staff attendance
96.33%

Staff retention
94%

Professional Development (participation and expenditure)
During 2017 staff have been involved in the following professional development:
- First Aid
- Reading Improvement Strategies: Pedagogy, Planning, Coaching
- NCCD Training
- Digital Technologies and ACARA
- Religious Education Guidelines: Planning and Assessment
- Critical Incident Management
- Student Protection and Code of Conduct
- IEP planning and support
- Visible Learning
- Learning Support conferences
- Middle Leader Teaching and Learning professional development
- Assistant to the Principal Religious Education professional development
- Deputisers’ meetings

School PD budget expenditure for 2017: $30,000

Student attendance

Average whole of school student attendance rate (expressed as %)
94%

Student attendance for each year level (expressed as %)

<table>
<thead>
<tr>
<th>Year</th>
<th>Average student attendance rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>91%</td>
</tr>
<tr>
<td>Year 1</td>
<td>93.7%</td>
</tr>
<tr>
<td>Year 2</td>
<td>91.6%</td>
</tr>
<tr>
<td>Year 3</td>
<td>92%</td>
</tr>
<tr>
<td>Year 4</td>
<td>92.1%</td>
</tr>
<tr>
<td>Year 5</td>
<td>92.5%</td>
</tr>
<tr>
<td>Year 6</td>
<td>92.6%</td>
</tr>
<tr>
<td>Average</td>
<td>92.2%</td>
</tr>
</tbody>
</table>

Description of how non-attendance of students is managed by the school
- Class rolls are marked electronically by 8.50 am and again at 2.05 pm.
- With unexplained non-attendance, parents are contacted via SMS after 9.00am through the school office.
- Parents who have not notified the school of an absence, are encouraged to contact the school once the SMS has been received.
- Parents are contacted again through SMS and followed up with a phone call if a response has not been received by the time of the pm roll marking.
- Parents are reminded through the school’s newsletters (as required) to contact the school to explain any absence from school.
- Parents are informed in writing about concerns of frequent non-attendance, and if necessary, an appointment with the principal is made to discuss the situation.
- Absences are noted on school report cards.
National Assessment Program Literacy and Numeracy (NAPLAN) results

<table>
<thead>
<tr>
<th>Focus</th>
<th>Our school average</th>
<th>State average</th>
<th>National average</th>
<th>Percentage of students at or above the national benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 3 test results</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reading</td>
<td>438</td>
<td>424.9</td>
<td>431.3</td>
<td>93%</td>
</tr>
<tr>
<td>Writing</td>
<td>402</td>
<td>402.9</td>
<td>413.6</td>
<td>98%</td>
</tr>
<tr>
<td>Spelling</td>
<td>410</td>
<td>408.8</td>
<td>416.1</td>
<td>93%</td>
</tr>
<tr>
<td>Grammar and Punctuation</td>
<td>451</td>
<td>346.8</td>
<td>439.2</td>
<td>93%</td>
</tr>
<tr>
<td>Numeracy</td>
<td>407</td>
<td>402.2</td>
<td>409.4</td>
<td>95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Focus</th>
<th>Our school average</th>
<th>State average</th>
<th>National average</th>
<th>Percentage of students at or above the national benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 5 test results</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reading</td>
<td>508</td>
<td>502.8</td>
<td>505.7</td>
<td>93%</td>
</tr>
<tr>
<td>Writing</td>
<td>463</td>
<td>461.5</td>
<td>472.5</td>
<td>85%</td>
</tr>
<tr>
<td>Spelling</td>
<td>493</td>
<td>496.3</td>
<td>500.8</td>
<td>91%</td>
</tr>
<tr>
<td>Grammar and Punctuation</td>
<td>488</td>
<td>495.8</td>
<td>499.3</td>
<td>93%</td>
</tr>
<tr>
<td>Numeracy</td>
<td>486</td>
<td>490.4</td>
<td>486</td>
<td>98%</td>
</tr>
</tbody>
</table>

School renewal and improvement

**Overview of procedures**

The St Mary’s school community engages in the Excellence in Catholic Education (EiCE) school improvement process that has been in place in Diocese of Toowoomba Catholic schools since 2012.

EiCE involves the school reflecting on its effectiveness, making plans for improved teaching and learning and acting upon those. The four key domains for reflection are: Catholic Life and Religious Education; Learning and Teaching; Leadership for School Improvement; Strategic Resourcing. Each domain consists of a varied number of components.

In 2017, St Mary’s were focussed on the following EiCE components.

2.9: Cultural Diversity
3.2: Professional Relationships
4.2: Staff Wellbeing
4.3: ICT Resourcing
Parent, staff and student satisfaction
Each year St Mary’s engages in data gathering from parents, staff and students to assist it in evaluating the effectiveness of its educational program.

Materials provided by Research Australia Development & Innovation Institute (RADII) are used. Part of the RADII process is the collection of data regarding the overall satisfaction of parents, staff and students. Overall satisfaction responses for 2017 are shown below.

Parents
97% of parents satisfied with children’s educational progress at the school.
98% of parents satisfied that school’s educational program enable children to learn.

Staff
100% of staff satisfied overall with educational progress of students.
100% of staff satisfied that school’s educational programs enable students to learn.

Students
89% of Years 5 - 6 students satisfied with their learning at this school.