



# ANNUAL REPORT TO THE SCHOOL COMMUNITY

**ST THOMAS' PRIMARY SCHOOL  
TERANG**



**2019**

REGISTERED SCHOOL NUMBER: 0840



## Contents

Contact Details .....	2
Minimum Standards Attestation .....	2
Our School Vision .....	3
School Overview .....	4
Principal's Report .....	5
School Advisory Council Report .....	7
Catholic School Culture.....	9
Community Engagement .....	11
Leadership & Stewardship .....	13
Learning & Teaching .....	15
Wellbeing.....	17
Child Safe Standards.....	19
School Performance Data Summary .....	20

## Contact Details

ADDRESS	1 Lyons Street TERANG VIC 3264
PRINCIPAL	Mr Ben van de Camp
PARISH PRIEST	Fr Gerry Prunty
SCHOOL ADVISORY COUNCIL CHAIR	Mrs Maree Beasley
TELEPHONE	(03) 55921925
EMAIL	principal@stterang.catholic.edu.au
WEBSITE	www.stterang.catholic.edu.au
E NUMBER	E2037

## Minimum Standards Attestation

I, Ben van de Camp, attest that St. Thomas' 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.

18<sup>th</sup> May, 2020

## Our School Vision

Inspired by Christ, together we learn and grow.

## Our School Mission:

Inspired by Christ as our teacher we will:

- Live out our Catholic beliefs, values, traditions and practices.
- Nurture the development of each individual.
- Encourage our families to actively participate in the life of St. Thomas' Parish.

Inspired by Christ to foster learning and growth we will:

- Recognise the value of staff and their contribution to the education of each child.
- Respect the dignity of each member of our school community, promoting self-esteem, hope and a positive vision for the future.
- Recognise and cater for a range of learning styles, abilities and talents.
- Provide an engaging and challenging curriculum.
- Maintain a welcoming, safe and secure learning environment where individual achievements are recognised and celebrated.

Inspired by Christ, as a community, together we will:

- Create a child-safe and child friendly environment where we have zero tolerance to child abuse.
- Respect one another and support each other to make a difference in the world.
- Promote practices which protect and sustain our environment.

Encourage each other to live in faith and hope.



## School Overview

St Thomas' Primary School, Terang, is situated in a dairy farming community in south-west Victoria. St Thomas' was originally established in 1907 under the direction of the Sisters of Mercy. St Thomas' is a Catholic educational community focusing on the development of the whole child within a global society. Our school presents Christ to the pupils and proclaims life with God. Christ therefore is the teaching centre - the model on whom the Christian shapes his/her life.

At St Thomas' we present a diverse and comprehensive curriculum based on Victorian Curriculum. All subjects/domains are taught using an integrated inquiry approach. The inquiry process develops skills and dispositions for life-long learning: independence, thinking skills, decision making and co-operative learning. We provide students with opportunities to work independently and interdependently so that they are equipped in becoming self-managing and self-monitoring life-long learners. Our parent community is actively involved in school life. It is a priority for our community of staff, students and parents to work collaboratively so that the greatest possible growth can occur.

The year commenced with an enrolment of 121 children.

The class structure and staff were as follows:

- Gr Prep/1: Mrs Annalise Bouchier
- Gr Prep/1: Mrs Loraine Jansen
- Gr 2/3: Mrs Christina Lee & Mrs Vanessa Marshall
- Gr 3/4: Miss Anna Patterson
- Gr 5/6: Miss Rachael Edwards
- Gr 5/6: Mrs Nicole King
  
- Music – Mr Donnie Dureau
- Physical Education – Mrs Alison Kenna
- Arts – Mrs Lisa Cavarsan
- Language (Indonesian) – Mrs Glenyss Kenna
- Digital Technology – Mr Ben van de Camp
  
- Teacher Aides – Mrs Michelle Croft, Mrs Amber Henriksen, Mrs Jo Kavenagh
- Trainee – Miss Meg Kenna
  
- Administration Officers – Mrs Linda Kenna, Ms Maria Lee
- ICT – Mr Trinh Tran & Mr Jarrod Irvine
- Hampden Catholic Schools Network Support Person – Mrs Leah Buckle
- FCSN Compliance Officer: Mr Paul Brown
- Grounds: Mr Laurie Heffernan

## Principal's Report

### Annual General Meeting: Principal's Report

In 2019 our school undertook an external review which was an enriching process for all involved. As part of his concluding statement, reviewer John Marks wrote that *"A defining characteristic of St Thomas' is its welcoming, friendly and respectful community which builds strong links with the parish and broader community..."* It is on the basis of this that I have great pleasure in presenting my annual report for 2019.

#### **Catholic School Culture**

Religious Education is prominent in the school, focusing heavily on Jesus' teachings, Gospel values, attitudes and participation. Regular masses and liturgies highlight school and parish events and feast days and enable community members to access their faith. Social justice activities are prevalent in our school life and help children and their families to make a link between word, action and reason. Again reviewer John Marks wrote that *"Catholic School Culture is the lens by which the school directs its vision. It is a Christian community, focused on the person of Christ within Catholic Faith traditions - learning is lifelong. Diversity is encouraged. Interactions are in a spirit of pastoral care."*

Our Parish Priest Fr Gerry brings a warm presence, enriching the Catholic School Culture. His leadership and presence through masses, prayer services and the Sacramental celebrations enable all children and their families to experience a relationship with God. Fr Gerry, along with the teaching staff aim to nurture in children an inquisitive mind, that when presented with information, interprets, understands and utilises it in a means to develop their own beliefs and values.

#### **Learning & Teaching**

At St Thomas', respect to all is shown and learning is at the centre. Our inquiry approach evokes positive attitudes towards learning, risk taking and challenge. Students are encouraged to learn independently and cooperatively and they are increasingly becoming aware of how they can determine their learning pathways through goal setting and reflection. Teachers work hard to increase their classroom effectiveness and work diligently in the best interests of their students. Our specialist teachers complement the classroom programs exceptionally and cater specifically for the many talents within our student body. Our LSO's provide great support to classroom teachers and provide an excellent conduit for students and their teachers. All staff pride themselves on ensuring the positive wellbeing and safety of all children.

#### **Community Engagement**

Our home-school-community partnership is strong, family interactions evidenced at the Big Breakfast and Grandparents Day, sports days and end-of-year concert are a testament to this. Emphasis has been placed on developing each family's understandings (via learning portfolios, the profile book and quality reporting) of teaching and learning in order to engage parents in their child's learning- this continues to be examined.



Our P&F and SAC play vital roles within our community and we should never underestimate their value. My sincere thanks to the Office Bearers in both groups for their time and dedication.

### **Leadership & Management**

Our staff are amazing! Our school continues to thrive under staff that are constantly searching for ways to increase their practiced in order to enhance the learning of all children. In 2019 we welcomed Rachael, Meg and Jarrod on board. They have become quickly educated into the St. Thomas' way of doing things and have enriched our community. The Leadership Team of myself, Annalise and Anna continue to work with staff and students in order to enhance our effectiveness in both operations and education. In both staff and students, we are working towards self-reflection and professional collaboration contributing to focused growth in each leader, teacher, staff member and student.

Maria and Linda continue to provide outstanding support for all community members in their important welcoming role, in amongst the many other roles that they perform.

### **Wellbeing**

I wrote last year that wellbeing is one of the biggest challenges facing schools, I wrote that "The wellbeing of people within this community is of utmost importance and continues to be one of the biggest challenges schools face- bullying, resilience, anxiety, helicopter parenting and independence are words we hear often bandied around when we talk of wellbeing. Our community, and particularly our staff are striving to provide an environment where all children can experience success whilst also recognising that failure is not bad, it's an opportunity to learn." As I reflect on this, I wonder if the work required is not so much with our children but with their parents who may well be experiencing the same yet not really knowing how to deal with it.

In 2019 we celebrated 50 years since Armstrong walked on the moon, in 2019 we continued to take footsteps into the realm of uncertainty and asked the questions that needed to be asked around the role of P&F's, the capacity of parent contribution and volunteerism in modern society. While we don't yet have the answers, we are building the conversation and from it I can only see positive results. In closing I repeat my words of 2018" Our thanks to all those who organised and assisted with the Big Breakfast, Grandparents Day, general catering and kid's lunches, those who organised and assisted with the delivery of care packages, those who organised and assisted with the movie night and disco, those who organised and assisted with 2<sup>nd</sup> hand uniform, those who organised and assisted with raffles and cake stalls, and even just the people who said hello to a stranger! The constant effort to do, to ask, and to attend always with a smile is truly admirable. To all parents who have helped in any way, I say thank you!"

I wish you all a happy and safe Christmas and look forward to 2020 with continued hope, joy and love. God bless.

## School Advisory Council Chairperson's Report: Maree Beasley

Welcome everyone. I had big shoes to fill coming into this position, taking over from Anna Kenna who groomed me for the role last year on a netball trip! I don't feel I have been as across all aspects of the job as Anna was, my vice Tom Conheady would agree to this when I forgot to come to the first meeting! Despite all this I have really enjoyed my year as Chairperson and find the School Advisory Council to be an informative, interesting and rewarding group to be a part of. I'd like to take a few minutes to thank my fellow Council members and talk about what we've achieved in 2019.

I'll start at the top - Fr Gerry – while he hasn't attended a meeting for a while I think his recent trips demonstrate just how 'human' he is and how lucky we are to have such a well-rounded 'governing authority' as head of our School Advisory Council – not every school would be this lucky. His friendly, laidback ways make him approachable and a highly regarded spiritual role-model for our school community. Fr Gerry kept us up to date with sacraments, celebrations on the Church calendar and replacement of the Mercy principal. He explained the various stages of the 2020 Plenary Council and we had the opportunity to provide our input as to what we think are issues facing the church going forward.

Next I'd like to talk about Ben who provides a Principal's report, Finance & Administration, HCSN and child safety information at each meeting – he does a lot of talking and makes my job easy! These reports cover our Catholic school culture, teaching and learning, leadership and community engagement. He informs us about enrolments, class groupings, staffing and upcoming events and external factors like directives from the Catholic Education Office, political and legal matters that impact our school now and going forward. It is evident from Ben's reports that child safety is of utmost importance, not just in terms of complying with the standards but from a health and wellbeing perspective.

Ben tables Linda's finance reports which tell us what we need to know in regards to budgets, year to date figures, funding and compliance. From this we can make informed decisions on things like school fees and provides confidence our school finances are in good hands. The Hampden Catholic Schools Network have quarterly meetings which are attended by Ben and Anna. Thanks to Anna for continuing on in this role. They discuss how the schools can best work together and talk about transition days, Catholic Education Week and promotion of our schools. Ben makes himself available to prep students, grandparents and everyone in between. He is enthusiastic, pro-active and vibrant and always has the best interests of our kids at heart. It amazes me how he can be across so many things and still find time for the little people – thanks Ben.

Bern's staff reports give us an insight into what goes on inside the classrooms and more importantly, why. We find out about the in-services and professional development being undertaken by staff and get an appreciation for what goes on to provide the best outcomes for each individual student. From enquiry units, excursions, sports days, specialist teachers and programs there really is something for everyone and our Children are very lucky.



Mel kept us up to date with what was happening at the P&F. Thank you to this group led by Megan, Jessie & Anna for raising money for our school and providing social activities for our children and parents. The Christmas cake stall and disco, Big Breakfast, Easter Raffle, movie night and the travel raffle would not have been possible without the enthusiasm, generosity and time given by everyone involved. Not every school has the luxury of such a dedicated group of parents. Our maintenance committee of Paul, Bruno, Tom & Phil provide our school with invaluable ideas and resources and our working bees not only save our school money but make it a better place for our kids. A working bee survey was introduced which asked families to nominate which working bee they could attend and was well received.

Other hot topics this year were the school review and school master plan which involved consultation with kids, teachers and parents to identify what our priorities are for our school in the future. This will allow us to apply for funding to facilitate exciting improvements at St Thomas'. We looked at Community engagement and how we could better facilitate parent interest in academic activities. We also received regular updates about Dobcel which is the Ballarat Dioceses' solution to protect our Governing Authority from modern day legal action. We look forward to an upcoming information session to find out a bit more about this.

I'd like to thank Sean Molan and Mel Kavanagh who are stepping down from the SAC this year. Their input to our meetings was valuable and appreciated. One of the things I enjoy being part of this group is that it captures a good cross-section of people and everyone's views can be expressed. Thank you to all council members for your time, ideas and support. I welcome Sharee Scanlon and Alison Kenna to our group and look forward to what we can achieve in 2020. Thank you, Maree.

## Parents & Friend's Association Presidents' Report: Megan Hyatt

As 2019 closes to an end I would like to thank the P & F on a successful year. I would particularly like to thank Jess, Anna and Mr van de Camp on their support and guidance throughout the year. Your knowledge and dedication to the school doesn't go unnoticed. Thank you to all the teachers and to Father Gerry in your continuous guidance to the children. It's wonderful to see their confidence and personalities shine through.

This year has seen many successful events including the major raffle which was only made successful by the dedication and hard work put in by all. I thank each and everyone involved in raising over \$20,000 which will go towards upgrading the basketball and netball courts. A big thank you to Blair for taking the reins of the Big Breakfast this year. You along with your team did a fantastic job. Everyone who attended thoroughly enjoyed themselves.

The pie drive, Mission Day, Grandparents Day, Movie night and numerous cake stalls have all been successful due to everyone's effort. Once again I thank you all for putting in your time and effort.

The introduction of parent buddies has seen the new families make an easier transition into school life. This new initiative is wonderful to see and hopefully will continue next year as we welcome 12 new families to St Thomas' Primary.

I have enjoyed the challenge of taking on the president's role this year and I wish the incoming committee success in 2020.

## Catholic School Culture

### Goals & Intended Outcomes

To enrich the faith life of students, parents and staff.

Staff, students and parents will reflect on and give witness to their faith.

To deepen the school community's understanding of being Catholic.

### Achievements

We marked the beginning of the school year with Mass on 10th February. The whole school also attended Masses on Ash Wednesday, The Assumption and Mission Day as well our first celebration of St. Thomas' Feast day at the end of Term 2.

Parent information meetings were held to commence the preparation programs for Reconciliation, Confirmation and First Eucharist. In 2019 the order of reception of the Sacraments was:

- Reconciliation (Year 3)
- Confirmation (Year 2)
- First Eucharist (Year 3)
- Reconciliation (Year 6)

The school has maintained a strong connection with our Parish and the wider community. Our school choir has assisted at a variety of liturgies and we have been active members of the Hampden Catholic Schools Network. Our Mission Day in October commenced with a School Mass followed by morning tea and then fundraising stalls and activities. Proceeds from the day were forwarded to Australian Catholic Missions.

Our ECSI data and as a generalisation, student data regarding Catholic Culture has improved markedly since 2015 while staff and parent data has maintained its position, staff data is mostly within the top 25% and parent data spread across all percentiles. Our students are provided with opportunities to develop their own belief systems through a well balanced Religious Education curriculum that promotes respect for all people, diversity and inclusiveness. Our social justice work continues to be an integral part of student and community life. Staff actively work to engage children in the "why" of our daily actions.

Staff members are afforded opportunities to learn about their own faith and the beliefs of the catholic church; professional learning has also been undertaken regarding how teachers can assist children to understand and cultivate their own beliefs. Jim Waight from the Diocesan Religious Education Centre worked with staff twice termly to assist staff with the new curriculum and establish a planning process. Staff also attended a closure day related to the new curriculum.

We continue to promote our community as one founded on Christianity and as a community built on hope and love in the form of Jesus Christ and despite societal trends, we strive to bring our community members, all of them, to develop and share in that same passion.

## VALUE ADDED

In 2019, the school undertook the following activities to enhance Catholic Culture:

- partnership and co-operation with our Parish Priest Fr. Gerry Prunty
- continued implementation of the new Awakenings curriculum
- planning of and participation in School and Parish liturgies
- staff participation in professional development programs
- involvement in the Hampden Catholic Schools Network
- preparation and distribution of student progress reports
- Active involvement of staff in Parish ministries.
- Enhanced sacramental programs and celebrations
- Explicit links between Social Justice activities and their purpose
- Introduction of Catholic Social Teachings into the community



## Community Engagement

### Goals & Intended Outcomes

To maintain and enhance positive relationships between staff, students and parents.

To ensure that the school is an integral part of the parish and wider community.

To deepen and enrich parent and community participation in supporting student engagement and learning.

### Achievements

Community continues to be an integral element of St. Thomas' Primary School. We are blessed by an enrolment of many generational families that have developed throughout the years a strong connection and ownership of all that happens inside and outside the school walls.

Staff and parents communicate openly and regularly through formal and informal discussions, diary messages, parent/teacher interviews, weekly newsletters and the recently implemented Skoolbag app. After a thorough review in 2017, our Academic reports and Learning portfolios provide parents with a great understanding of the academic progress of their child. Learning portfolios are produced by each student termly as a record of their learning journey. They are personalised and form the basis for semester reporting. Parents have responded very favourably to the format of the profile book which features individual learning intentions and success criteria. This approach has led to greater understanding of student progress and development than in previous reporting, which featured generic comment banks with unfamiliar terminology.

Our strength lies in the active participation of numerous parents and wider community members in the life of the school. Our SAC and P&F are vibrant groups that support the school through their meeting, daily interactions and representation of the school.

The School Advisory Council continued its work as the main advisory body to the Canonical Administrator and the Principal.

2019 School Advisory Council Members were:

Fr Gerry Prunty	Canonical Administrator
Mrs Maree Beasley	Chairperson
Mr Tom Conheady	Deputy Chairperson
Mrs Brooke Gleeson-Dillon	Secretary
Mrs Mel Kavanagh	P&F Rep
Mr Paul Bailey	Parent Rep
Mrs Monica Heffernan	Parent Rep
Mr Sean Molan	Parent Rep
Mr Brian Moloney	Parent Rep
Mrs Sue Moloney	Parent Re
Mrs Bernadette Heffernan	Staff Rep
Mr Ben van de Camp	Principal

The Council discussions have covered a range of issues this year, with increased time devoted to policy and procedure documents, including the development of new guidelines for the SAC. I thank all Council members for their valuable input into discussions and decisions throughout the year. Thanks to Maree Beasley who has been Chairperson this year.

The Parents & Friends Association has continued their invaluable role in 2019. Thanks to the Executive members Megan Hyatt, Jessie Clarke and Anna Kenna and to all other parents who gave so much support. The Big Breakfast, Travel Voucher Raffle and Grandparents Day all rely on the support of the Parents & Friends Association and are wonderful occasions and opportunities to strengthen our links with the wider community.

The Social Inclusion Program between our Year 5/6 students and the residents of Mount View Nursing Home continued with great enthusiasm. The features were one major event each term – Sports/Games Day and performances. The program is a wonderful success bringing benefits to all participants. The children are to be congratulated on the way they interact with their buddies and on the close bonds they have formed.

Our links with the parish and the wider community are strengthened through our involvement in social justice programs such as Meals on Wheels, Mission Day, charity fundraising, Big Breakfast and our Grandparents day. Other community involvement includes the Noorat – Terang Fun Run, Noorat Show, ANZAC and Remembrance Day celebrations.

Leah Buckle provides the formal support and link between the school, community and network as the schools Family Support Officer.

## PARENT SATISFACTION

Evidence of a high level of parent satisfaction is as follows:

- Excellent attendance and engagement in parent teacher interviews
- Willingness of parents to openly discuss issues with the staff and principal
- Regular parent attendance and involvement in special activity days
- Excellent support for sports days
- Attendance at school liturgies and assemblies
- Enthusiastic support for the Parents & Friends Association meetings and activities
- Excellent support for the annual P&F Travel Voucher Raffle
- Regular productive School Advisory Council meetings
- Involvement in the parish sacramental program

### **Compliance Advice and Value Added**

The following activities suggest that there is a high level of satisfaction among staff, parents and students on the operation of the school:

- regular, productive School Advisory Council meetings
- excellent attendance and engagement in parent-teacher meetings
- parent involvement in school programs
- willingness of parents to discuss issues with the principal and staff
- enthusiastic support for the Parents & Friends Association meetings and activities.

### **Evidence of Success**

Parents indicated their high level of satisfaction with the school's effort to promote positive interaction between home and school. Insight SRC Health & Wellbeing survey data and anecdotal data supports this with a high rating for approachability. Parents were also positive about the level of opportunities to be involved in their children's education.



## Leadership & Stewardship

### Goals & Intended Outcomes

To improve the organisational health of the school

To strengthen the school's culture of professional learning, feedback and recognition.

### Achievements

In 2019 the Leadership Team, which consists of the Principal & an Assistant Principal, and supported by the teaching staff through a consultative period, established a Wellbeing Team and altered the POL structure to include a;

- Religious Education Leader
- Professional Learning Community Leader
- Wellbeing Leader
- Teaching & Learning Leader

These changes were made as they better reflected the existing needs of the staff and the school community.

Our organisational health data indicates that there has been a collective leadership structure improvement. There are clearly defined leadership roles where there is an expectation within these roles that staff are consulted and collaborative processes are carried out.

Coffey Hunt & Co conducted our annual school audit and provided a positive report. Our school finances have been monitored during the year by an Administrative Services Consultant for the Diocesan Catholic Education Office. The demands on the school administration seem to grow each year and we are greatly appreciative of the work done by Linda Kenna and Maria Lee.

A school Compliance Officer was appointed in 2017 and continued to perform well in this role.

### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

#### DESCRIPTION OF PL UNDERTAKEN IN 2019

In 2019 teachers took part in professional learning activities related to:

- Assessment and Reporting
- Religious Education and Awakenings
- Inquiry Learning
- Numeracy
- Literacy
- Indonesian
- The Arts
- Peer observation and feedback
- Special Education
- Wellbeing
- Data analysis



NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	12
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$654.96

### TEACHER SATISFACTION

Evidence of a high level of teacher satisfaction is as follows:

- Teachers feel a strong sense of ownership
- Teachers are satisfied with the level of work demands placed on them
- Teachers believe that curriculum processes serve them effectively
- Teachers rate their partnership with parents highly
- Teachers believe that student management practices are very effective

### Compliance Advice and Value Added

In 2019 the school undertook the following activities to enhance leadership and stewardship:

- completion and submission of the Annual Financial Statement
- preparation and management of 2019 and 2020 Budgets.
- Implementation of new Professional Learning Plans
- Implementation of a new system of collegial feedback and observation
- Participated in a full comprehensive School Improvement Review

### Evidence of Success

All Insight SRC survey data points to sound leadership and stewardship practices. Through the survey the staff endorsed the school's practices for professional growth. In the engagement section the scores for teamwork and ownership were high. The scores were very high for the learning and teaching variables of high expectations, purposeful teaching and the focus on learning and teaching. The school's financial audits have shown a good standard of financial management.



## Learning & Teaching

### Goals & Intended Outcomes

To ensure that effective learning and teaching will be purposeful, relevant, enjoyable and lifelong and empower children to thrive in the future.

To improve English & Numeracy standards across the school with a particular focus on students achieving one year or more above the expected standard.

Staff will be open and enthusiastic towards implementing an integrated curriculum based on the inquiry approach.

### Achievements

At St Thomas' we have a strong focus on on-going assessment, both formal and informal. Assessments commence at school entry and continue during all years of schooling to inform teaching, to measure achievement of learning outcomes and to provide information on the effectiveness of teaching approaches and programs. In 2019, a comprehensive assessment regime was undertaken to ensure teachers are aware of their students' needs and competencies.

Professional Learning Community's was the professional development focus for teachers this year. Literacy was chosen as our initial focus area in 2019 and staff continued to work collaboratively to complete all learning cycles completing their coverage of the whole Literacy Curriculum. We continued to work under the guidance of Teresa Hadden and Matthew O'Brien from the Catholic Education Office to enhance our planning and teaching.

We are in our second year in regards to developing and carrying out Professional Learning Plans where clear links are made to the school's Annual Action Plan and AITSL standards, the Department of Education's High Impact Teaching Strategies document is beginning to be investigated as a means to improve classroom practice. Year level targets around PAT are also set as part of the plan.

Our staff continue to examine ways in which to enhance their professional knowledge and classroom practice. Learning Intentions and success criteria are embedded across all classes, through completing CFats children are aware of what they are designed to find out. In 2019 we focussed heavily on goal setting with students.

Teachers know the curriculum well and the teachers in the school know the kids well, not just the children in their class but across the whole school. This allows staff to accommodate particular learning styles and environments. The school employs a range of learning experiences to accommodate these styles.

All staff have a genuine belief that students can achieve and work hard to ensure this happens, this exists amongst a strong desire for continuous improvement- this is a common goal that exists throughout the school and something that staff model for the children.

Staff have strong, explicit teaching practices which are informed by student data and teacher judgement, there is a commitment to ensuring that all children work in small groups with a teacher on explicit instruction on a weekly basis- we need to ensure that this is adhered to.

Staff hold each other accountable for ensuring the curriculum is followed- there are strong collaborative processes in place.

Specialist teachers implemented programs in Physical Education, Music, The Arts and Indonesian. Literacy support was provided through the ERIK program by Amber Henriksen and Multi Lit ran by Michelle Croft. Speech needs were attended to by Joanne Kavenagh.

Staff participated in in-services for literacy, numeracy and special education. Co-ordinators were appointed and resources were purchased to enhance programs in these areas. Staff completed an in-service on Smart Spelling as it was implemented as Professional Learning Community focus in 2019.

Classes have been involved in excursions, camps and overnight stays which form an important component of the curriculum. Students have been involved in many community events including the Warrnambool Eisteddfod, Anzac Day & Remembrance Day services and the Noorat Show.

#### STUDENT SATISFACTION

Insight SRC survey results in all areas, as compared to previous results indicated a climb in all aspects of the student climate aggregate.





## Wellbeing

### Goals & Intended Outcomes

To show respect for the dignity of each child, promoting self-esteem, hope and a positive vision for the future.

To nurture the development of each child.

### Achievements

Student welfare professional development programs have been attended by our Wellbeing Leader. Staff members regularly implement programs to strengthen peer relationships and to build resilience in students. The restorative practice approach and circle time are used effectively to develop student's interpersonal skills.

Over the past 2 years, the senior school has also begun to investigate, implement and educate students about the Zones of Regulation and how this can influence their choices and behaviours.

The creation of a POL for our Wellbeing Leader has lifted the importance of the Role given that now takes in wellbeing, disability education and learning diversity- appropriate training has been provided for the leader and all staff to ensure that the level of understanding regarding disability education is evident. A Wellbeing Team has been established to focus on students wellbeing needs, this group is complemented by the Health & Wellbeing Committee which comprises, staff, parents and allied health professionals. Several students have been referred to the Catholic Education Office for assessment, so that we can more effectively cater for their needs. Shoni Reimert, Kate Sadler, Pauline Fahey & Bec Free from the Catholic Education Office visit to provide support in this area.

Program Support Group meetings between parents and teachers are held to support students with special needs. Personal Learning Plans are developed and monitored.

In terms of data collection, we now ask all children to complete the KidsMatter survey in T2 and the PatW in T4. Whilst the data is still in its infancy, and analysis of it is still a skill set to be developed, we are able to ascertain some positive trends and focus areas.

In 2019 we engaged Centacare Ballarat to provide our community with a Pastoral Care Worker who is beginning to play a pivotal role in our community as a provider of expert service in the field of wellbeing.

We continue to develop behaviour incident recording. Generally, children of St. Thomas' are well behaved and regarded as being so in the wider community.

Wellbeing continues to be an area requiring a significant focus. A broad array of programs and strategies has been implemented to enhance well-being. Staff members are using Habits of Mind, Circle Time and restorative practices, drug education and personal development programs and strategies in order to provide support for each individual's needs. A healthy lunch menu has been developed for the canteen. A Health and Wellbeing Team has been established with additional support from representatives of the Corangamite Shire. Individual Learning

Programs are developed and implemented for students with special needs. Senior students are involved in buddy programs with the prep students and with the residents of Mount View Nursing Home.

#### VALUE ADDED

In consideration of Quality Relationships there has been significant increases in the following areas: Student Morale, Connectedness to School, Teacher Empathy, Connectedness to Peers and Student Safety.

St Thomas' have established a staff wellbeing team whose focus is on any at risk students and/or discussing investigating, and implementing programs to support wellbeing.

Wellbeing Programs currently running within the school:

- Resilience Program
- Zones of Regulation

External agencies who work within the school include: school nurse, dental van, psychologist and the recently appointment Pastoral Care worker.

- Data monitoring using:
- PAT W
- Kids Matter surveys.
- Insight SRC data.
- A staff/parent health and wellbeing advisory group, meeting once per term.

#### STUDENT SATISFACTION

In 2019 the school undertook the following activities to enhance wellbeing:

- participation in professional development programs and activities
- referral of students for diagnostic assessments
- implementation of individual learning plans.

Evidence of a high level of student satisfaction is as follows:

- Well – ordered and cooperative environment
- Energetic, yet safe playground activities
- Reduced entries in the school first aid register

Survey data indicates strong staff support in the areas of student motivation and orientation and satisfaction with the student management practices. Much positive feedback is received regarding the Social Inclusion Program with Mount View Nursing Home and the Prep/Year 6 Buddies program.

#### STUDENT ATTENDANCE

Attendance records are kept for all students, with attendance being checked and marked twice daily.

Parents of Students who have an unexplained absence when the role is marked are contacted via phone by Office Staff to ascertain a reason for their absence. Parents can notify staff of a child's absence via written verbal or electronic (SkoolBag/ email) means.

## Child Safe Standards

### Goals and Intended Outcomes

Enhance student engagement and wellbeing by implementing ways to ensure student voice informs and impacts all aspects of their schooling.

### Achievements

At St. Thomas', Staff, School Advisory Council and Parents continued to conscientiously participate in professional development and awareness building in order to have a thorough understanding of each standard. This was conducted through staff training, Child Safety as a standing item on SAC Agendas and parent education through the newsletter.

Most importantly, a Child Friendly Child Safe Policy for St. Thomas' School was reviewed by the students.

Each Standard was discussed at length so that effective policies and procedures could be put in place and validated. There was a high level of shared understanding and an awareness of the need for these improvements throughout the entire school community.

Staff, Advisory Council Members and parents all participated in training and together developed a comprehensive awareness of all expectations. This was achieved through meetings, discussions, the distribution of printed materials and through the School website.

Related Policies and commitments were developed and validated by the School Advisory Council and staff and signed by all relevant stakeholders.

Employment application forms were altered to include commitments to Child Safety from all applicants.

All staff successfully completed the Mandatory Reporting training module and related training in regards to mandatory reporting and the Protect documents.



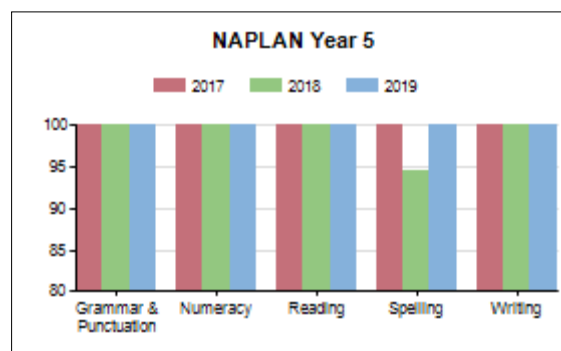
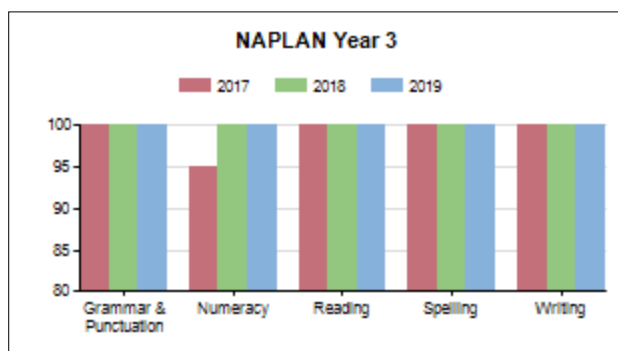
## School Performance Data Summary

E2037

St Thomas' School, Terang

### PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 03 Grammar & Punctuation	100.0	100.0	0.0	100.0	0.0
YR 03 Numeracy	95.0	100.0	5.0	100.0	0.0
YR 03 Reading	100.0	100.0	0.0	100.0	0.0
YR 03 Spelling	100.0	100.0	0.0	100.0	0.0
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	100.0	100.0	0.0	100.0	0.0
YR 05 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 05 Reading	100.0	100.0	0.0	100.0	0.0
YR 05 Spelling	100.0	94.4	-5.6	100.0	5.6
YR 05 Writing	100.0	100.0	0.0	100.0	0.0



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	91.4
Y02	89.9
Y03	92.8
Y04	93.7
Y05	92.0
Y06	92.6
Overall average attendance	92.0

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	80.8%

ALLSTAFF RETENTION RATE	
Staff Retention Rate	83.3%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	11.1%
Graduate	0.0%
Graduate Certificate	0.0%
Bachelor Degree	100.0%
Advanced Diploma	22.2%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	15
Teaching Staff (FTE)	10.2
Non-Teaching Staff (Headcount)	5
Non-Teaching Staff (FTE)	3.1
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](http://www.acnc.gov.au)