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## About this Report

**St Joseph’s Primary School, Lockhart** is registered by the NSW Education Standards Authority. Catholic Education Diocese, Wagga Wagga (CEDWW) is the ‘approved authority’ for the Registration System formed under Section 39 of the Education Act 1990 (NSW).

**St Joseph’s Primary School** Annual Report to the communityprovides parents and the wider community with fair, reliable and objective information about the school’sperformance measures and policies, as determined by the Minister for Education. The report also outlines information about initiatives and developments of major interest and importance during the year and the achievements arising from the implementation of the school's Annual Improvement Plan.

The Annual Report demonstrates accountability to regulatory bodies, the schoolcommunity and Catholic Education Diocese, Wagga Wagga. This report has been approved by Catholic Education Diocese, Wagga Wagga and in so doing, acknowledges that **St Joseph’s Primary School, Lockhart** has the appropriate processes in place to ensure compliance with all NSW Education Standards Authority requirements for registration and accreditation.

This report complements and is supplementary to **St Joseph’s Primary School** newsletters and other forms of communication. Further information about **St Joseph’s Primary School** may be obtained by contacting the school directlyor by visiting the school’s [website.](http://web.sjloww.catholic.edu.au/)

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## Section 1: Message from Key Groups in Our School Community

**Message from the Principal**

There is a famous quote from John Wesley who in the 1700s said:

*Do all the good you can,*

*by all the means you can,*

*in all the ways you can,*

*in all the places you can,*

*at all the times you can,*

*to all the people you can,*

*as long as ever you can.*

At St Joseph’s, we aim to educate the whole child so that they can grow academically, spiritually, physically and emotionally and have the capacity to:

*Do all the good they can,*

*by all the means they can,*

*in all the ways they can,*

*in all the places they can,*

*at all the times they can,*

*to all the people they can,*

*as long as ever they can.*

This has been another busy and exciting year, full of new challenges and new learnings. Once again, we were impacted by COVID-19 and the pressures that remote learning brings but we were certainly luckier than many others.

Our team is focused on accelerating learning, using current research and evidence to improve professional practice. The teaching and learning which we are seeing at St Joseph’s is absolutely brilliant. The opportunities being afforded to our learners are of the highest quality and meet the diverse range of learning needs.

I am proud and honoured to be able to say that I am fortunate to be working with some of the best educators that I have had the privilege to work alongside. The drive, passion and determination; underpinned by skill, knowledge and empathy, has seen teaching and learning continue to raise progress and achievement despite the ever changing social, learning and emotional needs that we are confronted with. We are consistently reflecting on practice and address any areas as a whole staff approach.

Core areas of focus which I believe are the catalyst to our success are:

* A focus on collaborative planning and teaching centering on the analysis of student performance
* using data to inform the development of high impact teaching and learning strategies
* focus on staff faith formation to enhance the teaching of RE
* Staff really knowing the learner and their needs, and
* Student ownership of learning

Next year, we will see further development and improvement in these areas which is something which we are all excited about. The team at St Joseph’s will continue to provide modern and effective teaching and learning practice to the highest standard.

With regards to our staff, sadly, Clare will leave this year. She has many amazing times ahead of her with the new addition to their family but we will hopefully welcome her back in an IDL capacity later in 2022.

A huge acknowledgement and thank you to Marg Firman, who was first employed here in 1991 which makes 31 years of service to the school. Marg has seen a great deal of change in the school and worked with four principals in her time here. Marg keeps us all organised and her job list over the years has included many things that are not even remotely related to admin. I remember coming into principalship and Marg was certainly the one who got me through that time and continues to do so to this day. We will miss you Marg but wish you many new and exciting adventures in your retirement.

To our leaving Year 6 class; each year I look back at what the Year 6 students have achieved and how far they have all come. I want to congratulate you all on achieving a great milestone in your life—that of completing your primary school education. Remember to take the learnings from St Joseph’s with you as you carry on through life. Show the world you care. Be a thinker. Always work hard and play an active part in shaping a better world for all. I am proud of each and every one of you. Try to remember that, as you face big changes, you are not alone. We will be thinking of you. There are good things waiting for you just around the corner. So step out with confidence and take new opportunities in your stride.

To you, our parents and families—thank you for what you do to support us in supporting your children both at home and at school. Special thanks to Ben and the School Council who, as usual, go above and beyond the call of duty to provide whatever is necessary to add to the students’ school experience. Thank you so much for what you have done to enhance the playground this year. It looks amazing and is much more user-friendly, safer and more compliant.

We have two families who have been a part of the school for a very long time now and have come to the end of a chapter. John and Nai Fox, Mark and Mandy Bowyer. Thank you to all of you for your contributions to the school. The school is certainly better for having you as part of the school family.

A final word to our students: Thank you for all your hard work throughout the school year. I am so honoured to be your Principal. You keep me laughing and young at heart. I am grateful for your joy, astute insights and amazing talents. I hope you all have a safe and happy Christmas break. Until next school year, here’s wishing you love, laughter and learning. Keep up the absolutely brilliant work and keep striving to always do your best.

Debbie Sheather

Principal

**Message from the Parent Body**

On behalf of the St Joseph's parents school committee I would like to thank you everyone for their contribution to the school this year.

It has been another interesting year with COVID-19 and weather disruptions.

Whilst this was at times frustrating, we were able to get a major working bee completed midway during the year. The main project involved installing new borders around the playground area and the sand pit, as well as removing the old sand (clay) and replacing it with beach sand. This was kindly donated out of the lime quarries in Geelong and delivered to the school by Woodlea Ag. New soft fall bark was installed under the play equipment.

I would like to thank all the parents and their families as well as the teachers for your help with the working bees, fundraising and your general support for the school. Thank you to all the families who do an amazing job in helping keep the school looking picturesque by all doing your part and turning up for the ground roster.

Thank you to Debbie for your support, communication and leadership throughout the year. I would like to thank the hard-working council committee; Cheree Gooden, Penny Lane, Georgie Trevaskis, Katie Clancy, Jenny Geppert, Matt Lane and Mark Day.

One of the hardest jobs of the committee is trying to find different ways to fundraise, especially over the last couple of years with different events being cancelled. I’d like to thank the hard working committee for being able to think outside the square to make this happen, with a special thanks to Mark Day on organising a drum muster for the bigger chemical containers from 100–1,000 litres, which to date has raised over $8,000 for the school. This is a massive contribution and I would like to thank everyone who has been involved with this as well as all other fundraising efforts.

If any parents are interested in joining the school council committee, please let me or any committee member know, as it is a great way to contribute back to the school.

To all the teachers, we thank you for all the effort and energy you continue to put into your classes to give the children the best education.

I would like to congratulate Mrs Margaret Firman on her upcoming retirement. After commencing with the school in 1991, she has played an integral role in keeping our front office administration under control and assisting many teachers, students and families over the past 30 years.

Sadly, we said farewell to two St Joseph’s families this year: The Bowyer family and the Fox family. We thank you for the contribution you have made to the school over the years whilst your children have attended St Joseph’s Lockhart.

Finally, I would like to wish all of the graduating Year 6 children all the very best for their future. You are a wonderful and very close knit group of eight and have shared many fun times over the years with plenty more exciting adventures ahead for you all.

Thank you all and wishing everyone a Merry Christmas and happy New Year

Ben Hamson

School Council Chair

**Message from the Student Body**

Macey: Welcome parents, teachers and students to the 2021 St Joseph’s Presentation Day. Firstly, I'd like to thank everyone for joining us this morning. I’d like to thank all the teachers and parents for all the hard work they have put into our school over the course of the year - it has been appreciated by everyone. To the students, congratulations on your efforts throughout the year. We once again spent some time learning from home and once again we got through it!

And today is a special day as we get to acknowledge the efforts and achievements of ourselves and our fellow students. For our award recipients, congratulations...and to those who miss out, be proud of your classmates, keep your head up and keep striving to improve.

I would like to explain what it has meant to me to be your school captain. It has been such an honour to be a school captain of St Joseph’s school. I am sad to leave this amazing place of learning and growing with all of you wonderful people. Being a school captain has been a great experience for me. I was extremely proud to lead the school with Huddy on ANZAC Day down the main street of Lockhart and talk on your behalf. I would like to thank Huddy for sharing this school captain experience with me.

I have been lucky enough to represent this school in swimming, athletics, cross country, footy and netball. Over my seven years of being here I have made a lot of great memories and life long friends.

I’d like to thank all of my teachers, you have made my journey through primary school a great experience. I have learnt so much from you and you have helped me become a better leader for the school.

Hudson: It has been such an honour to be a school captain for this school. I will be so sad to leave this amazing place to learn and grow with all these wonderful people. I would like to explain to you what it has meant to me to be a school captain. Being a school captain for this school is the best. I have been at this school since I was in Kindergarten and I have represented this school at swimming, athletics and cross country carnivals. Over the past years at Joeys I have made great memories with my teachers and friends.

Being school captain of St Josephs has been an experience that I will never forget. It has been a privilege to lead the school, alongside Macey, and work with both students and teachers to ensure the smooth running of the school. I will look back on this time with pride and happiness. Some highlights from the year include: the swimming and athletics carnivals, talking to Harry Perryman, doing the garden for mission, the ANZAC Day march and of course our Borambola excursion.

To Mrs Sheather and teachers… Thank you for helping us over the last 7 years, we appreciate all you have done for us. Big thank you to Mr Forsyth for giving us the most fun and enjoyable year.

Year 6…. our journey in Primary school is coming to an end and a new journey is beginning. We may be going to different high schools but that will never stop us from being great friends. The memories we have made together will last forever.

To next year's school captains… I would like to wish you good luck for 2022, I know you will smash it.

To all the St Joseph’s families, we wish you a safe and Merry Christmas and a happy New Year.

Macey Mathews and Hudson Smith

School Captains 2021

## Section 2: School Features/ Context

St Joseph’s Primary School, Lockhart is a rural school of 73 students located in the Riverina district of New South Wales. The school provides a comprehensive educational program for all students based on the outcomes identified by NESA and the NSW Syllabus documents for the Australian Curriculum.

The school Principal and staff are assisted by St Mary’s Parish and a School Council who support the mission of Catholic education at St Joseph’s.

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## Section 3: Student Profile

The school caters for co-educational Kindergarten to Year 6 students. The following information describes the student profile for 2021:

| **Girls** | **Boys** | **LBOTE\*** | **Indigenous** | **Total** |
| --- | --- | --- | --- | --- |
| 43 | 30 | 1 | 1 | 73 |

\*Language background other than English

1. **Enrolment Policy**

Catholic Education Diocese, Wagga Wagga has established an Enrolment Policy. The implementation of this policy is monitored by the Catholic Education Diocese, Wagga Wagga. The policy has been developed in the context of government and system requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment.

Copies of this policy and other policies in the report may be obtained from the Catholic Education Diocese, Wagga Wagga website or by contacting the Catholic Education Diocese, Wagga Wagga or by contacting the school directly. [**(Link to CEDWW Webpage)**](https://ww.catholic.edu.au/?_sm_au_=iJ7DtL7nfRNDJQqj8jpcvKHMMf0v6)

1. **Student Attendance and Retention Rates**

| **Year** | **Attendance %** |
| --- | --- |
| Kinder | 94% |
| Year 1 | 93% |
| Year 2 | 94% |
| Year 3 | 94% |
| Year 4 | 93% |
| Year 5 | 94% |
| Year 6 | 94% |

**The average student attendance rate for 2021 was 94%.**

Regular attendance at school is essential if students are to maximise their potential. The school, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, school staff, as part of their duty of care, monitor part or whole day absences.

St Joseph’s Primary School staff, under the Principal’s leadership, support the regular attendance of students by:

* Providing a caring teaching and learning environment which fosters students’ sense of well being and belonging to the school community.
* Maintaining accurate records of student attendance.
* Recognising and rewarding excellent and improved student attendance.
* Implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

* Parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance.
* All cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and the appropriate intervention strategies are implemented.
* Documented plans are developed to address the needs of students whose attendance is identified as being of concern.
* The Director of Catholic Education Diocese, Wagga Wagga or designated Catholic Education Diocese, Wagga Wagga officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom school strategies have failed to restore regular attendance.

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## Section 4: Staffing Profile

There are a total of 8 teachers and 3support staff at St Joseph’s Primary School.This includes 6 full-time and 2 part-time teachers.

**Teacher Accreditation Status**

The accreditation status of all teaching staff responsible for delivering the curriculum is:

| Teacher Accreditation Status | Number of Teachers |
| --- | --- |
| Conditional/ Provisional | 0 |
| Proficient | 8 |

| Percentage of staff who are indigenous | 0 |
| --- | --- |

**Professional Learning**

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in service courses, meetings, conferences and a range of professional learning programs provided by the Catholic Education Diocese, Wagga Wagga.

**2021 Staff Professional Learning Plan**

Staff Professional Learning is prioritised according to the goals of the Annual Improvement Plan. It is framed by the following domains of the National School Improvement Tool:

* An explicit improvement agenda
* Analysis and discussion of data
* A culture that promotes learning
* Targeted use of school resources
* An expert teaching team
* Systematic curriculum deliveryDifferentiated teaching and learning
* Effective pedagogical practices
* School community partnerships

In 2021, the Staff Professional Learning Program focused on the following priorities from the Annual Improvement Plan:

* Focus on Staff Faith Formation in order to enhance pedagogy in Religious Education, to build a sound basis of understanding of Catholic traditions to support teachers in their teaching of Religious Education.
* Sustained Growth in Writing
* Student Relationships

## Section 5: Catholic Life and Religious Education

Catholic Schools have a unique role in the evangelising and educating mission of the Church. St Joseph’s Primary Schoolfollows the Wagga Wagga Diocesan Religious Education curriculum, *Sharing Our Story.*

**Catholic Heritage**

In 2008, St Joseph’s celebrated 100 years of Catholic education, which began in 1908 with four Presentation Sisters. The school is proud to carry on their tradition and strives to inspire and motivate each child towards achieving their full potential through Jesus Christ's love.

**Liturgical Life of the School**

Prayer is an important part of daily life at St Joseph’s. Students and staff gather at assembly to begin each day with prayer and each class has their own prayer schedule as they enter and leave the classroom.

School masses are usually held regularly with each class taking responsibility for the preparation of a Mass. Special feast days, such as the feast of Mary MacKillop and Presentation Day are celebrated through prayer, Mass or liturgies. Due to COVID-19 restrictions, the number of Masses that were held throughout the year was limited.

The sacraments are celebrated in the following years:

Reconciliation – Year 3

Eucharist – Year 3

Confirmation – Year 5–6 on a bi-annual basis. This is conferred by the bishop or parish priest on a date set by the bishop’s office. Instruction for the sacraments is school based and children from other schools are welcome to attend the classes.

**Staff and Student Faith Formation**

Being a Presentation school, St Joseph’s puts great emphasis on the Presentation charism and continuing this tradition and faith story through the school.

The principal reason for the existence of the school is to provide faith development to the parish school community, while encouraging excellence in academic learning. Religious Education is, therefore, an integral part of the life of the school. Aside from being taught as a particular subject, its values and beliefs permeate every other aspect of school life; staff and student relations, other Key Learning Areas and the day-to-day operation of the school. There is a minimum of two and a half hours spent each week on Religious Education as well as daily prayer, liturgies and hymn practice.

Due to COVID-19, celebrations for Catholic Schools’ Week were put on hold.

**Social Justice**

St Joseph’s supports Catholic Mission each year to encourage stewardship and care for others. The students excel at this fundraising event, however, due to COVID-19 restrictions, this event was cancelled.

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Regular class visits to the elderly at Woodhaven, to encourage care for others, were put on hold during 2021.

With the lifting of restrictions, the school community was able to participate in commemorative services for both ANZAC Day and Remembrance Day.

**Professional Learning in Catholic Life and Mission**

CEDWW has established a policy on the Professional Requirements for the Accreditation of Teachers of Religious Education which is implemented by all systemic schools in the diocese.

All staff members who teach religion are expected to be accredited in the teaching of Religious Education or working towards this accreditation. Staff are given the opportunity for professional learning in RE, through spirituality days and retreats.

The Religious Education Coordinator attends regular meetings and reports on these to the staff. Opportunities are given to all staff members at staff meetings to discuss Religious Education. One staff meeting per term is dedicated to Religious Education as well as one designated Spirituality Day during the year.

## Section 6: Curriculum

St Joseph’s Primary School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education. Each KLA is delivered as required for Registration and Accreditation under the Education Act 1990 (NSW) and school’s implement the Religious Education Syllabus requirements for Catholic Education Diocese, Wagga Wagga.

All KLA learning and teaching curriculum areas will be reviewed in accordance with the CEDWW Curriculum Review cycle and Registration timetable.

Focus areas within the curriculum this year included the Targeting Writing Initiative supported by the Literacy Instructional Teacher and numeracy instruction supported by the Maths Focus Teacher.

St Joseph’s offers a number of intervention programs across English and Mathematics. These include Extending Mathematical Understanding (EMU), Quicksmart Literacy and Numeracy), Royal Far West, Reading Recovery, MultiLit and support within class time. This is in addition to differentiation practices across all areas.

Specialist programs including Bluearth and an intensive swimming program were offered throughout the year.

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## Section 7: Student Performance in State-Wide Tests and Examinations

The National Assessment Program - Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. An analysis of these results assists planning and is used to support teaching and learning programs.

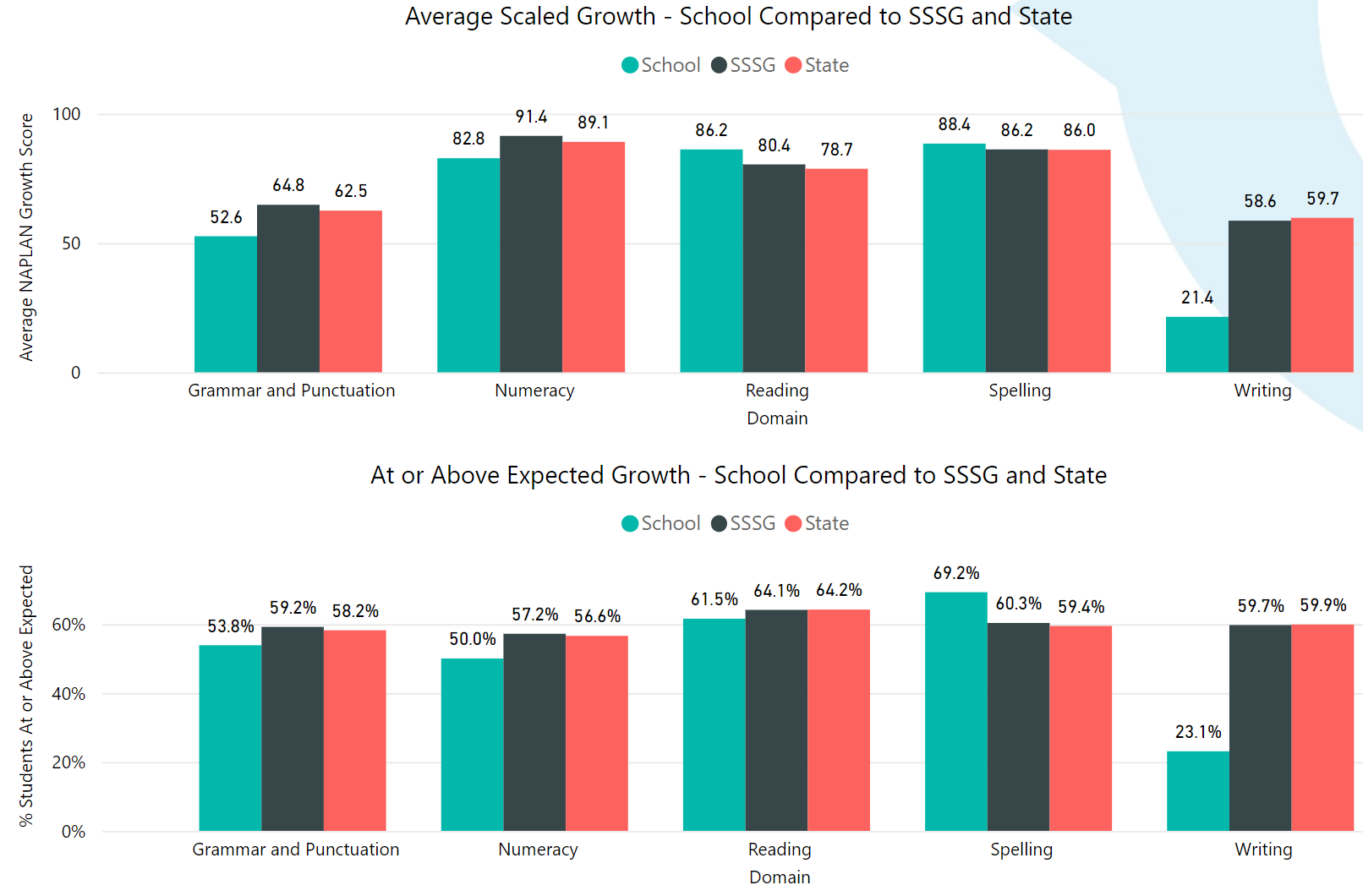
**NAPLAN 2021 Results**

NAPLAN tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy. In 2021, all CEDWW schools completed NAPLAN Online.

**Growth**

There is an expectation that student individual scores improve between testing periods, reflecting their learning over the two year period. Growth figures provide information about student growth in test scores compared to the previous testing. The graphs below show the individual school growth compared to the Statistically Similar School Group (SSSG) and state growth. The first row shows how average growth for the school (green) compares with the average growth for the SSSG (black) and the state (red). The SSSG is determined by the Department of Education.

**Year 3 to Year 5**

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**Summary of Means**

|  | **Number of Students** | **School Mean** | **State Mean** |
| --- | --- | --- | --- |
| **Year 3** | | | |
| **Numeracy** | 5 | 448.5 | 411.5 |
| **Reading** | 5 | 489.4 | 442.6 |
| **Writing** | 5 | 475.8 | 433.8 |
| **G&P** | 5 | 493.5 | 442.5 |
| **Spelling** | 5 | 429.3 | 433.1 |
| **Year 5** | | | |
| **Numeracy** | 13 | 508.7 | 502.8 |
| **Reading** | 13 | 520.6 | 514.4 |
| **Writing** | 13 | 459.4 | 488.4 |
| **G&P** | 5 | 504.4 | 509.4 |
| **Spelling** | 5 | 484 | 514.2 |

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## Section 8: Pastoral Care and Well Being

Catholic Education Diocese of Wagga Wagga has established a Pastoral Care and Well Being Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [**HERE**](https://drive.google.com/file/d/1CwD0arfN513jtz-NZ69KitSmmqtTh_fk/view?usp=sharing).

St Joseph’s Primary School is committed to providing a safe, secure and stimulating environment conducive to learning. This is characterised by endorsing the gospel values of justice, inclusion, reconciliation, respect, truth and honesty.

A safe and secure environment is developed when all members of the school community respect an individual’s rights and freedoms, responsibilities and duties, as well as responding to the needs of students, staff and community. The Wellbeing Policy of St Joseph’s Primary School asserts that students have a right to a safe environment at school and that inappropriate behaviour will not be tolerated. Clearly defined steps will be taken to protect students in a safe, healthy and friendly environment.

In 2020, ‘Positive Behaviours for Learning’ was introduced which encourages students to be safe, responsible and respectful and to be learners. In 2021, this was supplemented with the ‘Zones of Regulation’ which is a systematic, cognitive-behavioural approach used to teach students how to regulate feelings, energy and sensory needs and provide a compassionate framework to support positive mental health and social/ emotional learning.

**Discipline Policy**

Catholic Education Diocese of Wagga Wagga has established a Discipline Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [**HERE**](https://drive.google.com/file/d/1YIsntBdXvrTxS8JRTOgvavyh4PFQLrRj/view?usp=sharing).

It is the policy of St Joseph’s Primary School to offer all students an education of the highest quality and to assist each student to develop fully as an individual, as a member of this Catholic school and the wider community. To this end, teachers encourage a learning and teaching environment where there is appropriate management to ensure purposeful learning. The school’s ‘Wellbeing Policy’ observes the right of every child to feel safe, to learn and to be treated respectfully. In acknowledging these rights, the students have the responsibility to keep themselves and others safe, to learn to the best of their ability and let others do the same and the responsibility to treat others with respect. This school policy on student management is understood and adhered to by teachers and students.

**Anti Bullying Policy**

Catholic Education Diocese of Wagga Wagga has established an Anti Bullying Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [**HERE**](https://drive.google.com/file/d/1Y0_lANVkIg15k40jZADq8av94CVMrfbm/view?usp=sharing).

Students and staff have the right to expect that they will be free from the fear of bullying, harassment and intimidation. Bullying is taken seriously and is not acceptable in any form. Teachers, students, parents, caregivers and members of the wider school community have a responsibility to work together to address bullying. Any inappropriate behaviour which prevents or limits teaching and learning in schools and interferes with the wellbeing of students is not accepted.

**Initiatives Promoting Respect and Responsibility**

St Joseph’s Primary School is committed to preparing young people for tomorrow’s world by providing an education which is harmonious with the values of the Gospels and the teachings of the Catholic Church. The school’s Vision and Mission Statement is based on respect for others and students taking personal responsibility for their actions.

In putting these values into action, the school participates in community based events such as Senior Citizens Week, ANZAC Day, the Lockhart Show and Remembrance Day, as well as

activities based on being more aware of those in need, such as an environmental workshop and Mission Day. Participation in these events was severely impacted by COVID-19 restrictions.

The Life Education program is highly valued and supported at St Joseph’s, promoting nutrition, an active lifestyle, communication, problem solving, personal health choices and growth development. In keeping students safe, the school participated in an annual intensive swimming program in which all students benefited from the life saving skills being taught.

Student leadership is encouraged at St Joseph’s in many different ways, including the holding of elections each year for school captains and sports captains. The Year 6 students produced the ‘Year 6 Weekly’, as an addition to the newsletter each week, which they use as a platform for their leadership across the school.

The school’s ‘buddy system’ supports new enrollees, especially Kindergarten students. There is an Orientation Day to support the children who are enrolling at the school. The school’s transition program continued this year, where the new Kindergarten children of 2022 spent one morning per week in the Kinder classroom for half of Term 4.

In the ‘Self and Relationships’ units of the PDHPE program, the students are involved in ongoing experiences about interpersonal relationships, growth and development. In addition to this, each class, at the beginning of the school year, establishes ‘Norms of Behaviour’ to promote respect and responsibility in the classroom and these are reviewed regularly.

The school celebrated Book Week with a book character parade via Zoom due to being in lockdown during this time. On the sporting field, students attended school carnivals in swimming, athletics and cross country, however representation at further levels was impacted by COVID-19.

**Complaints and Grievances Resolution Policy**

Catholic Education Diocese, Wagga Wagga has established a Complaints and Suggestions Policy which is implemented by all schools in the diocese. The implementation of this policy is monitored by the Catholic Education Diocese, Wagga Wagga.

See CEDWW Policy [**HERE**](https://drive.google.com/file/d/1X9V-7akHwS5HbdVFMYXPDV5HAhL5iFPv/view?usp=sharing) and Procedures [**HERE**](https://drive.google.com/file/d/1CsfqX9PjmNLAaXnoQPBcCxQjqXuf5TxC/view?usp=sharing).

**Workplace Health and Safety**

Each school is required to implement and comply with the Diocesan School System Workplace Health and Safety Management System (WHSMS). This system reflects the current statutory requirements for WHS and complies with the Australian Standard for WHS Management Systems. The WHSMS adopted by the Catholic Education Diocese, Wagga Wagga Systemic Schools has been designed to address general health, safety and welfare matters and to take account of specific issues that apply to school communities. The management system supports the provision of a safe and supportive environment for all students as well as taking into account the health, safety and welfare of staff, visitors and contractors to the school site.

Principals, in consultation with the relevant CEDWW personnel, are responsible for monitoring the school’s compliance with WHS legislation and to implement the management system in keeping with the Catholic Education Diocese, Wagga Wagga Annual WHS Plan. External WHS system audits are conducted across a sample of schools each year to validate the implementation of the management system.

Catholic schools in the Diocese of Wagga Wagga are committed to a safe and supportive environment. The principles, guidelines and procedures set out in the policy documents CEDWW of Pastoral Care, Student Well Being, Bullying and Harassment are the framework for school leaders, students, staff, parents and the wider community to develop a safe and supportive environment. The Diocesan Complaints Handling Procedure forms an important element in the diocese’s commitment to ensuring safe and supportive environments for school communities. No changes were made to these diocesan documents in 2021.

In compliance with the ***NSW Reform Act 1990***, Corporal Punishment is banned in all schools within the Diocese of Wagga Wagga.

Access to all policies and guidelines can be obtained by contacting the school office.

See CEDWW Policy [**HERE**](https://drive.google.com/file/d/1wGPWZ_bokYWbG-Wv6Fd3TG0yLVUAXRNu/view?usp=sharing)

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## Section 9: School Review and Improvement

Each year the school develops an Annual Improvement Plan indicating the intended key improvements for student learning outcomes. The plan is drawn from the Catholic Education Diocese, Wagga Wagga Annual Improvement Plan.

St Joseph’s Primary School AIP for 2021 is available [here](https://docs.google.com/document/d/1Xcn3BQtkmpccYDJksy97RDasbX2I61oVrMTap8dVfWQ/edit#heading=h.aokrosomz3co)

Following is a brief evaluation on the extent of achievement within each of the major areas of the AIP.

* A staff survey showed that the level of confidence in teaching RE across the school was heightened over the year and new practices were being implemented in the classroom.
* The staff focused on improving writing outcomes across the school, assisted by the Literacy Instructional Teacher and this was the focus for moderation, data wall, case management meetings and weekly teacher meetings.
* The implementation of the ‘Zones of Regulation’ began and staff used this language across the school.

## Priority Key Improvements for 2022

The AIP for St Joseph’s Primary School for 2022 can be found [here.](https://docs.google.com/document/d/1Tyf4NGNBNUxumf4txTCZDb1L-3TowKhboiTRlkp1a8I/edit)

## Section 10: Parent, Student and Teacher Satisfaction Parent Participation

Parents are the primary educators of their children and are always welcome at St Joseph’s Primary School. The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year the school used a variety of processes to gain information about the level of satisfaction from parents, students and teachers.

The following indicators were a valuable gauge for determining this level of satisfaction that the community has with the school.

The School Council of St Joseph’s Primary School comprises parent representatives, the parish priest and the Principal. They meet monthly to provide support to the Principal on matters of policy relating to the wellbeing and direction of the school and support the organisation of the school through promotion and fundraising.

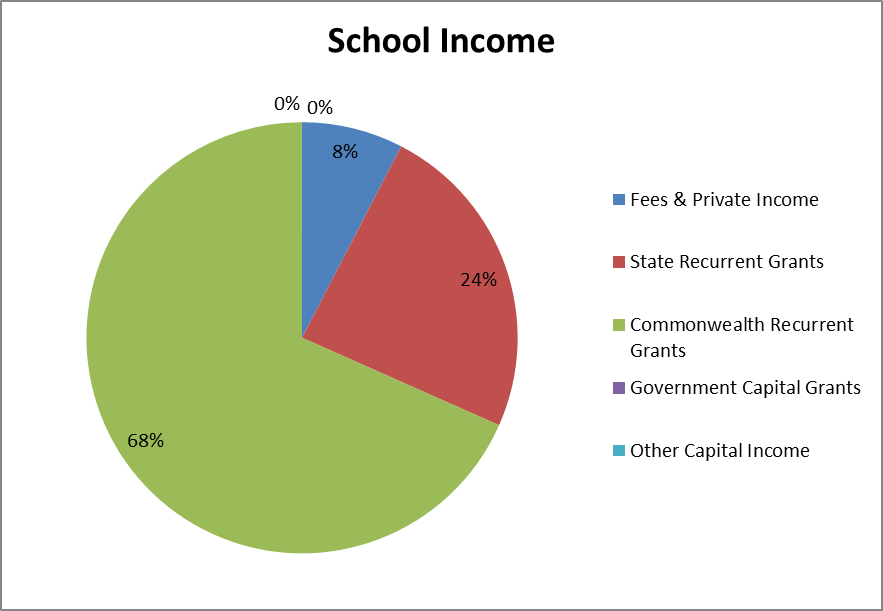
The school has a very high degree of parental involvement in many capacities which is very supportive and encouraging. This is obvious through working bees, fundraising activities, catering, attendance at school functions and assistance in a variety of other areas. This involvement, however, was severely impacted by COVID-19 restrictions during the year..

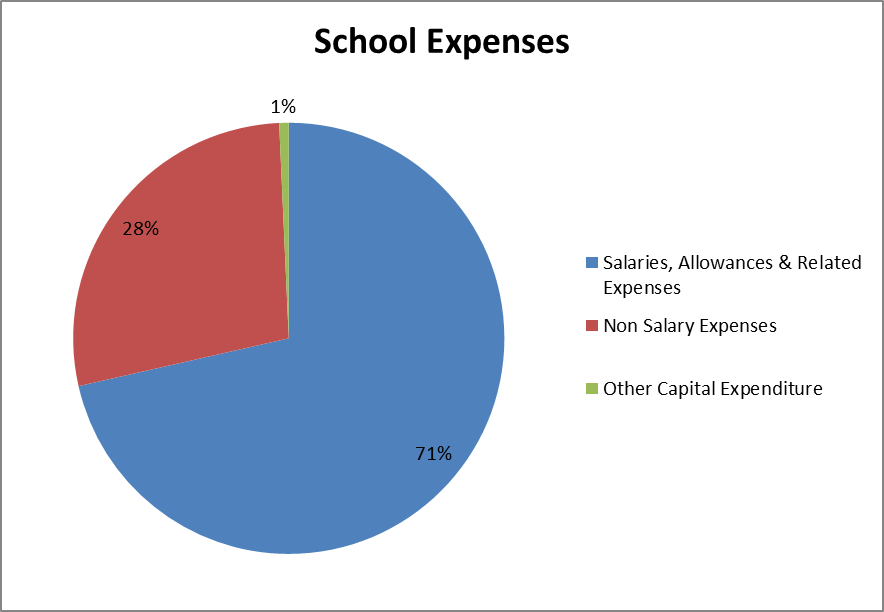
Communication between home and school is essential and actively encouraged. This was particularly important during the periods of school lockdown and the COVID-19 restrictions which did not allow parents on site.

Staff meet weekly for both professional development opportunities, as well as housekeeping needs. This time allows for collaboration, planning and working together as a team.

Self-assessment, student surveys and learning conversations are carried out in various forms over the year to determine students’ interactions, perceptions, understandings and needs.

## Financial Report

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