



**ST FIDELIS PARISH PRIMARY SCHOOL  
MORELAND**

**ANNUAL  
REPORT  
TO THE SCHOOL  
COMMUNITY**

**2019**

Registered School Number 1265

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## Contact Details

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<b>E NUMBER</b>	E1116

## Minimum Standards Attestation

I, Manuela Watson, attest that St Fidelis 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.

May 2020



## VISION STATEMENT

**“WE LOVE TO LEARN”**

St Fidelis' is about learning. Learning about who we are, our God and our world. Learning involves students, teachers, parents, Parish and our local community. We learn best when we are active, work with others and understand how we learn. Together we try new things, value others and reflect on what we have learnt. We share Jesus' and Fidelis' stories and act in ways that make them proud.

**“We are always and everywhere faithful.”**



## MISSION STATEMENT

With Jesus as our model, we serve the community of St Fidelis by providing a quality education, which strengthens and develops learning and deepens our understanding of our Catholic faith, customs and traditions.

**“We are always and everywhere faithful.”**

## School Overview

St Fidelis' Catholic School has a proud tradition of providing quality Catholic Education for over ninety years to Catholic families in the Moreland area. Moreland is located in the North-western suburbs approximately 10 kilometres from Melbourne CBD. It is an area well serviced by public transport and is adjacent to the Tullamarine Freeway.

It is primarily a residential zone that is well established with little prospect for new home building, however, demolition and rebuilding is common. There is a range of local facilities utilised by the school including Shore Reserve, Dunstan Reserve and Cross Keys Reserve.

St Fidelis' Catholic School, Moreland, was opened on April 28th, 1927 by Archbishop Daniel Mannix and was administered by the Sisters of Mercy. The first principal was Sr. Mary Helena. The initial intake was 128 pupils, which swelled to 350 within 12 months.

St Fidelis' Church was opened in 1938 and the celebration of Sunday Mass moved from the school to the new church. In 1961, a second campus opened in Pascoe Vale, called Our Lady of Perpetual Succour (located 2km away from the main campus of St Fidelis in Langtree Ave Pascoe Vale South)

The first lay principal was appointed in 1975. In May 2011, Our Lady of Perpetual Succour Campus was sold and the Year 5/6 students were relocated to the new building and the main campus of St Fidelis. Archbishop Denis Hart blessed the new Senior Learning Area on April 29th, 2011.

In 2019, St Fidelis had an enrolment of 252 students. Students are arranged in 12 class groups. The school offers a comprehensive curriculum, which is based on the Victorian Curriculum. Specialist programs are provided in Physical Education, Visual Arts, Music, and Italian. The school offers targeted programs in Literacy and Maths to support classroom program through intervention and extension. Students are encouraged to participate in the music program with specialist teachers available for private lessons for a range of instruments afterschool, also children can join the combined school choir who perform at various community events such as at the Local RSL on ANZAC and Remembrance Day ceremonies, local kindergartens and aged care facilities and parish events. WE are member of School Sport Victoria (SSV), which enables students to participate in sports from local, regional, to State level.

St Fidelis School and the parish are allocated on a site surrounded by beautiful trees nurturing learning environment for the students and staff. There are three distinctive areas to the school.

**The Innovation Learning Area**, which comprises dedicated areas for the teaching and learning of: Visual Arts, Music and library resource space.

**The Junior Learning Area**, which comprises seven **learning classrooms** Two Foundation classes , three year 1/2 classes and three 3/4 classes.

**The Senior Learning Area**, which includes four classrooms, a special projects centre, and an art area, staff planning room and indoor toilets above the hall. Below this Senior Learning Area there is a multipurpose hall and gymnasium.

We are blessed and fortunate to have extensive **outdoor areas** for an inner suburban school. **There are three main playground areas**, which were refurbished in 2014/2015. **A Junior area** has a purpose built adventure playground, a large sandpit area, veggie gardens, a basketball ring, and a playground with markings for games such as four square, snakes and ladders or twister. The **Hawthorn Street play area** has a purpose built adventure playground for older children, a sandpit, a full sized basketball court and four marked areas for bat tennis and volleyball. **Benny Courts play area** (formerly the St Fidelis Tennis Club) was refurbished with synthetic turf, it has a long jump pit, two courts for basketball, netball or volleyball and a soccer pitch.

The staff at St Fidelis have a professional attitude, approach to education; they value the importance of ongoing professional learning and willing to work as part of a team. This year two specialist staff in the areas of literacy and mathematics were an addition to our staffing to maintain and extend our excellent results in these two key competencies. We have formed a professional partnership with Inquiry consultant Kath Murdoch to assist with the development of inquiry programs and practices, coaching of teachers and demonstration of inquiry techniques. Our specialist teachers work in the areas of Physical Education, Music, Visual Arts, LOTE (Italian) and STEM (Science, Technology, Engineering and Mathematics).

We have a supportive parent community who are actively involved in the life of the school. Parents and grandparents actively participate in classroom activities, excursions, interschool sport. The Parish Education Board, Parents and Friends Association are valued and actively supported. We use a variety of communication tools with parents such as a fortnightly newsletter, Skoolbag App, Facebook, Twitter and our newly established website to keep the community informed about current events

Our Parish Priest, Rev David Cartwright, is actively involved in the school and regularly visits the classrooms. The Religious Education Coordinator, together with the Parish Priest and Principal, are responsible for overseeing and supporting staff in planning sacramental programs and liturgies.

The Out of School Hours Program is run by Camp Australia and is overseen by the School Principal. It exists in order to cater for working parents. St Fidelis' School encourages a community atmosphere and events such as Family Masses, Parents' Association functions and whole school celebration days foster this.

At St Fidelis Catholic Primary School, we take seriously our responsibility for catering for the individual learner, providing many opportunities for the students to engage in a wide range of activities. We have a deep commitment to nurturing the students in the Catholic faith within our modern world and a responsibility to provide an environment where the student's feel respected, where their voices are heard and where they are safe and feel safe.

## Principal's Report

2019 was my first year as Principal of St Fidelis Catholic School Moreland. As Principal I am grateful for the opportunity and committed to providing quality Catholic Education for all students' in partnership with parents, parish and the wider community. In addition to my appointment for 2019, 3 new classroom teachers, and a literacy leader were also appointed.

2019 brought many challenges and highlights. School numbers had significantly dropped over the past three years and an enrolment maximisation strategic plan was required. With the support and advice of a newly established Parish Education Board, Catholic Education Melbourne, Father Cartwright and my leadership team we developed a plan for attracting enrolments to St Fidelis.

Some of the strategies included ensuring social media presence in the community and the world. A School Facebook Page, Twitter page and a new school website was the obvious starting place. Visibility in the community such as kindergarten visits pamphlet drops, board advertising, newspaper advertising, school tours, school information evenings and performances by our choir in our local community such as the RSL were some of the successful strategies implemented.

The development of a new School logo was another marketing strategy implemented. In Term 3, a parent with marketing expertise facilitated workshops with some of our interested artistic students in Year 5/6 to develop a new school Logo. The highlight was the students' presentation of the design process and the learnings from their experience to the Parish Education Board. This logo is now being rolled out over the next two years in all aspects of School.

2019, saw the review and development of our Bullying Prevention Policy. In partnership with the BullyZero organisation, we focused on parent education, teacher and student education about Bullying. This education led to a collaborative review and implementation of a new Bullying prevention school policy. A successful launch of our new policy in early Term 4 by our Year 5/6 students and Katie Govic (National Manager Schools and Communities for BullyZero) at our school assembly was huge success.

Term 1 also saw the updating of our school Masterplan in order to apply for the Victorian Capital School Grants Round One. With the support from members of the Parish Education Board, I was thrilled when, in December we were informed that we were successful recipients of a \$1,955,000.00 grant to begin works of stage one and two of our masterplan in 2020. This upgrade of classroom facilities will see more flexible, comfortable learning spaces to complement our current evolving pedagogies. 2019, also saw St Fidelis successful in receiving \$20,000 for the Wills Local Schools Grant. This grant will be used to refurbish an underutilised, uninspiring Library space into a new Library and STEM Innovation Space to begin in 2020.

The Parents and friends was a newly formed committee in 2019. I want to thank the Parent and Friends president and the whole community that support the many fundraising activities. This committee work tirelessly and the Christmas Market would have to have been the highlight for 2019. The St Fidelis Community Spirit was truly alive and I thank them for their endless meetings and support. The money raised in 2019 has been directly used for equipment for the new Library/STEM Innovation space in 2020.

New foundation Transition program was a huge success. The introduction of four different school experiences for the new foundation student's allowed for more familiarisation of our school and meeting their Year Six Buddy for 2020 was a highlight for both the new foundation students and the Year 5 students. The Year 6 and Foundation Buddy Mass and presentation of the Buddy Bear early March was a great day and a new initiative that will continue to be part of the Foundation and transition program.

The combined schools choir led by our Music teacher and the music teacher from St Matthews has been a wonderful initiative. The choir has performed at the Coburg RSL for ANZAC Day and Remembrance Day. A great opportunity for some of our students to play an active part in our community. This partnership with Coburg RSL will continue into 2020 and beyond. Our School Choir were asked by Catholic Education Melbourne to record the schools ANZAC song written by our talented music teacher for CEM website.

Numeracy remained a Whole School Focus in 2019 as per our School Improvement Plan. Participation in the Peter Sullivan Numeracy research project was a great opportunity for our teachers to work and learn alongside researchers in their classrooms to trial, plan and evaluate numeracy sequences developed by Peter Sullivan and his team of researchers at Monash University. Partnerships such as these are vital to build a professional learning community.

Thank you to the newly formed Parish School Advisory Board. Under the guidance of the Chair, Christopher Dickinson, the Board have been a great support to me and I offer my gratitude to them. I look forward to working with them next year.

Thank you to the staff, parents and students for your support and making me feel welcome in 2019. To Father Cartwright and Father Michael Kong for your ongoing advice and encouragement I am truly grateful. To the Parish Education Board members I thank you for all the expertise and insights you bring to our meetings. We look forward to an exciting year in 2020 as we continue the important work of educating our young students in Catholic Education.

## Parish Priest's Report

This year was a very full and productive year for the community of St Fidelis School. At the beginning of the year, we welcomed our new Principal, Mrs Manuela Watson. Manuela set out very quickly to get to know all the families and children work with the staff and continue to make St Fidelis a high achieving school in all dimensions.

This year we also saw the development of a new Parish Education Board, which met regularly to support the Principal and staff in the work of education of our children, support of our families and the further engagement with the community and particularly the parish.

During this year, we saw the hard work and efforts of the Parents and Friends Association who made an outstanding contribution to the school. We also welcomed the generous Government grant from the State Government which will enable us to develop and update our existing facilities. We outlined plans for the new library space and introduction of our STEM technology.

With the fine leadership of our Principal and staff, our children and families are justifiably proud of St Fidelis school and look back on 2019 with a sense of pride and gratitude.

## Education in Faith

### Goal & intended outcomes

To build a learning community that makes sense and meaning of everyday life in dialogue with the teachings and tradition of the Catholic Church.

### Key Improvement Strategy

Strengthen staff capacity theologically and pedagogically in light of contemporary understandings and approaches to Education in Faith, including enhancing the connections between the parish and school communities.

### Achievements

Our focus in 2019 was to continue to embed the Social Justice Teachings of the church and where appropriate connect with the Whole School Inquiry concepts.

We also continued to unpack and understand the renewed RE Curriculum. A focus on understanding the Religious education achievement standards and on how to assess religious education.

### Value Added

#### **Our achievements include:**

Supported by CEM Religious Education Staff consultant to analyse RE Pedagogy Tool to ascertain the needs of teachers and plan with principal and RE Sacramental leader to address these needs.

Explored Pedagogy of Encounter, RE Achievement standards, Unit planning using the new curriculum

Current practices were used to celebrate the religious culture of the school.

This included: staff prayer, whole school celebrations Holy Week , Ash Wednesday day, Christmas concert, ANZAC and Remembrance Day celebrations, participation in Mission Mass and St Patrick's Mass in at the cathedral, class masses, whole school masses

Celebration of Sacraments of Reconciliation, Eucharist, Confirmation & education of faith for parents facilitated by Father Cartwright and the classroom teachers.

2020 New Foundation Parents Catholic Identity evening facilitated by (Maria Forde)

Introduction of Whole School Prayer as routine and another opportunity to celebrate the religious culture of the school.

Pastoral care was fostered through the implementation of WOW week which looks at Social Emotional Wellbeing of the children.

Encouraging Faith in Action Vinnies appeal, Socktober, No Waste Wednesdays

Encouraged families and friends to attend school masses both during the week and on the weekend, celebrations for Holy Week, Catholic education week and Christmas

Provided opportunities for students' to lead and participate in school and parish Masses including Ash Wednesday, St Patrick's Day Mass and St Fidelis Feast Day Mass

In 2019 there was No Religious Education Leader appointed therefore, we used the CEM Religious Education Consultant to assist with our continued professional learning in Religious Education.

# Learning & Teaching

## Goal & Intended Outcome

To improve student outcomes through engaging, relevant and purposeful learning experiences

## Key Improvement Strategy

Further, develop and embed whole school understandings and approaches to personalised learning, and build teacher capacity to differentiate teaching and learning based on the rigorous and consistent use of student data

## Achievements

St Fidelis School has a very high standard in both literacy and numeracy and our results show that we are consistently maintaining this high standard. There is a range of assessment data collected throughout the year to support the Learning and teaching cycle. This data is collated, tracked, discussed and used to set future learning goals for students learning.

Where a students' is not achieving at expected levels he school has in place Personal learning Plans that outlines the educational goals for that student and the strategies that will be put in place to support the students' learning program.

Professional learning and capacity in the knowledge and differentiating the curriculum is ongoing.

## Value Added

### **Our achievements include:**

Facilitated planning with Numeracy and Literacy Leaders

Professional learning in PHONICS in CONTEXT for foundation staff members

Whole school approach to "Words Their Way" for spelling

All students benchmarked with Levelled Literacy Intervention assessment kit

Parent engagement workshops about literacy

Moderating process in writing and reading

Facilitated planning for the differentiation of learning task in numeracy and literacy

Analysis of Literacy Learning Intervention & Fountas, and Pinnell Benchmarking

Facilitated planning with education consultant Kath Murdoch planning Inquiry for Term Four

Differentiation of students groupings through the use of data to inform their teaching

Staff moderated student work samples within and across the school in writing and reading. Some important information to note is that there has been not literacy leader in term 2,3 &4 in 2018 and no literacy leader in Term 3 & 4 2019

## STUDENT LEARNING OUTCOMES

### **Year 3 NAPLAN results:**

The NAPLAN results highlight that 100% of our Year 3 students met the minimum standards across the areas of Reading, Writing, Spelling, Grammar and Punctuation and Numeracy in 2019.

### **Year 5 NAPLAN results:**

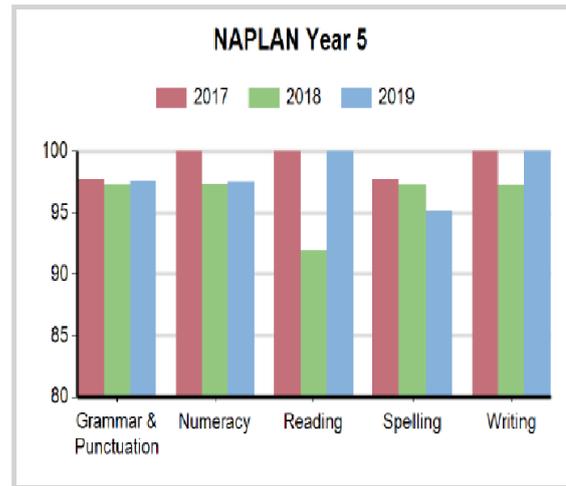
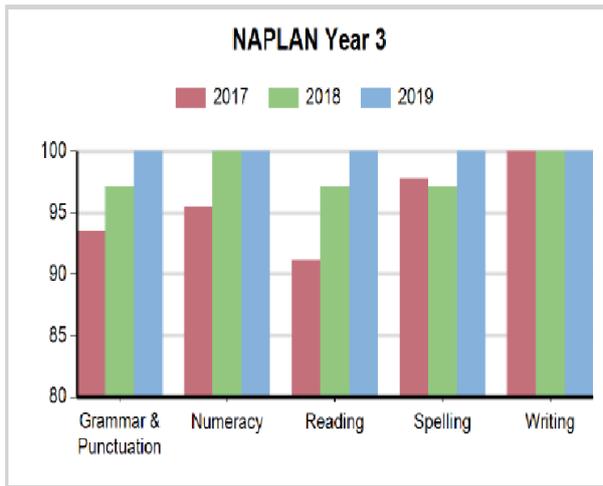
The NAPLAN results highlight that 100% of our Year 5 students met the minimum standards in the areas of Reading and Writing. The results in the area of spelling, Grammar and Punctuation and numeracy are just below the standard at 95.1%, 97.6% & 97.5%.

## NAPLAN Achievements

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### PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 03 Grammar & Punctuation	93.5	97.1	3.6	100.0	2.9
YR 03 Numeracy	95.5	100.0	4.5	100.0	0.0
YR 03 Reading	91.1	97.1	6.0	100.0	2.9
YR 03 Spelling	97.8	97.1	-0.7	100.0	2.9
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	97.7	97.3	-0.4	97.6	0.3
YR 05 Numeracy	100.0	97.4	-2.6	97.5	0.1
YR 05 Reading	100.0	91.9	-8.1	100.0	8.1
YR 05 Spelling	97.7	97.3	-0.4	95.1	-2.2
YR 05 Writing	100.0	97.2	-2.8	100.0	2.8



<b>NAPLAN Raw Scores Years 3 &amp; 5 in 2019</b>			
		<b>State</b>	<b>St Fidelis</b>
<b>YR 03</b>	<b>Reading</b>	<b>447</b>	<b>492</b>
<b>YR 03</b>	<b>Writing</b>	<b>435</b>	<b>469</b>
<b>YR 03</b>	<b>Spelling</b>	<b>428</b>	<b>468</b>
<b>YR 03</b>	<b>Grammar &amp; Punctuation</b>	<b>454</b>	<b>488</b>
<b>YR 03</b>	<b>Numeracy</b>	<b>421</b>	<b>427</b>
<b>YR 05</b>	<b>Reading</b>	<b>516</b>	<b>521</b>
<b>YR 05</b>	<b>Writing</b>	<b>487</b>	<b>510</b>
<b>YR 05</b>	<b>Spelling</b>	<b>506</b>	<b>514</b>
<b>YR 05</b>	<b>Grammar &amp; Punctuation</b>	<b>507</b>	<b>507</b>
<b>YR 05</b>	<b>Numeracy</b>	<b>507</b>	<b>509</b>

## Student Wellbeing

### Goal & Intended Outcome

To enhance students' social and emotional development as based on the Catholic Social Teaching.

### Achievement

In 2019 we continued to develop our students Social and Emotional learning. We continued beginning each term with WOW week (Week of Wonder) to draw our attention to the social and emotional learning for our students. WOW week provided opportunities for students and staff to engage in our Positive Behaviour Management structures, set up school routines through wondering how we can be successful learners, better friends, and reach our full potential. During these weeks, we focussed on developing our awareness and understanding of self and others. Students reflected on ways they could enhance their personal learning and that of their peers in the classroom and yard. Throughout the year, students developed their confidence and resilience skills and the importance of developing a positive mindset linking in with whole school inquiries each term. Personal goal setting also helped students consider their strengths and challenges and plan for effective learning.

In accordance with Ministerial Order No 870, and CEVN, our school continued to work on updating our policies and procedures in order to promote the best standards in child safety. Children were taught safety lessons to promote and nurture their safety in all areas. Our school procedures are embedded into our routines and reflect our continued concern and desire to protect and nurture all children. All staff continued to be updated on protocols and reviewed our safety procedures as necessary. In 2019, the school reviewed its Bullying prevention Policy ensuring that all stakeholders were involved in its development and implementation. The Parish Education Board endorsed the policy and the school and the students are finding many ways to communicate the messages through newsletter, and assemblies.

Students with additional needs or at risk are identified and tracked. Intervention programs are devised and monitored to support students' individual needs. CEM Student support services are accessed where necessary and communication with other external agencies is welcomed. We continued to develop our Personal Learning Plans, in line with those recommended by Catholic Education Melbourne, to further monitor and support students with special needs to achieve. We continued to develop our procedures and recording of adjustments to facilitate the NCCD (Nationally Consistent Collection of Data) to provide funding for our most vulnerable students.

A variety of play areas and sport options are available for the students including access to the Library at lunchtimes. Students also enjoyed opportunities to join lunchtime clubs such as Chess, Basketball and Crochet clubs.

The “Better Buddies” framework from The Alannah and Madeline Foundation continues to guide our buddy program. The students enjoyed opportunities to work and play with their buddies.

The “Buddy Bus Stop” continues to be a popular support – with a large number of Students from grades 3, 4, 5 and 6 volunteering to work at the Buddy Bus Stop to support younger students in the yard by playing games or helping them find a friend.

The school continues a Whole School discipline policy using a Positive Behaviour Management approach. We reviewed our school rules and re-branded them as Agreed Ways. These are simplified to 6 explicitly taught agreed ways. They have become part of our school culture through the star charts for each student to acknowledge and rewarded positive behaviour.

As part of our review of our Positive Behaviour Management, we reviewed our Anti-bullying policy. We worked with Angela Godino from the Bully Zero foundation to ensure our policy and procedures reflected current understandings and best practice. The finalised policy was shared with our staff, students and community. The year 5/6 students presented a special assembly to launch our updated policy.

Leadership opportunities are provided for students through a variety of programs and structures. School assemblies are structured to promote student involvement and leadership. Classes from Years 3-6 have Social Justice Leaders, who help to coordinate and prepare Social Justice activities and fundraisers for the school. The staff have also continued their commitment to Social Justice through their own committee to help steer and drive Social Justice in our school.

Procedures relating to medical management plans such as Asthma and Allergy Plans are monitored and rehearsed. Staff training in these areas is also monitored and regularly updated.

Emergency procedures and evacuation drills were held to ensure children and staff understood procedures.

Promotion of healthy eating habits and the importance of exercise is embedded in the curriculum and school culture, including the continuation of our 10am Fruit Break and Water Policy. Our school participated in the National Walk to School Days and the Premier’s Active April Challenge.

Our Physical Education program develops skills and encourages children to participate in extracurricular sporting activities such as inter and intra school sports, cross country, tennis and swimming championships.

We followed our 'SunSmart' policy with the practice of 'No Hat, No Play' through September to April.

Opportunities were also afforded to students to participate in extracurricular activities such as G.A.T.E.W.A.Ys, and a Combined Schools Choir working with St Matthew's Primary School in Fawkner. The Combined Schools Choir performed at the Coburg RSL commemoration services for ANZAC Day and Remembrance Day. They also performed at the Parish Music celebration on St Cecelia's Feast Day. These opportunities help to engage students, recognise their talents and strengthen their connections with the broader community.

Our year 5/6 camp to "Weekaway" was a great success where students participated in activities to support their team building and confidence skills.

In Semester 2, an opportunity presented to engage with a psychology service and work with a provisional psychologist to provide a counselling service to support some of our families. The success of this venture enabled us to continue this service into 2020.

Towards the end of 2019 we decided to re-engage with the "You Can Do It" Program by ordering the on-line resources. Two staff members completed the on-line training ready to implement the updated program at the beginning of 2020.

### Value added

Recognition of positive behaviours and achievements through class awards, student nominations at lunch assembly and school assembly, and the publication of these students' names in the school newsletter

Participation in Walk to School and ride to school months

School Counsellor employed two days a week to work with students and families

Range of lunchtime activities including Lego, and construction inside the library area

Buddies Program from Foundation to Year Six

Regular PSG's for students with specific needs

Ongoing involvement in the annual 'Say No to Bullying' day of action

Designated Student Wellbeing section in the weekly school newsletter

Transition Program for students commencing Foundation and Secondary School.

Educational Consultant to assist with the assessment, monitoring and planning of the individual needs of students

## STUDENT SATISFACTION

- Our students feel that their teachers hold them to high expectations of their effort, understanding, persistence and performance, which is 2% above the CEM average.
- Our students perception about the Catholic Identity of the school also sits 2% above the CEM average.

## STUDENT ATTENDANCE

Parents are expected to contact the school by 9.30am if their child is absent for the day. We contact parents/guardians about unexplained absences on the same day, as soon as practicable. Student attendance is monitored and recorded twice daily. Parents are contacted via email for any unexplained absences following the morning roll. When a student is absent from school on a regular basis a PSG meeting is organized with the Principal, Student Wellbeing Leader and the student's parents, in order to discuss and work through the situation, so as a positive outcome is reached for all.

All absenteeism must be accompanied by written communication, note or via Skoolbag application communication tool explaining the reason for non-attendance. Long term illness or periods of absenteeism, including holidays, are directed to the Principal through written communication.

# Child Safe Standards

## Goals and Intended Outcomes

St Fidelis Primary School continues to hold the care, safety and wellbeing of students as a central and fundamental responsibility of our school. Our commitment is drawn from an inherent belief in the teaching and the mission of the gospel.

St Fidelis Primary School acknowledges that creating a child-safe environment is a dynamic process that involves active participation and a shared responsibility from all within the school community.

Throughout the year, our school has sought to further embed its child safety strategies through the ongoing review and implementation of policies and practices. Professional boundaries have been reinforced with all staff members and volunteers, as has obligations regarding the protection and reporting of allegations or disclosures of abuse.

## Achievements

### **The embedding of policies and commitments into everyday practice**

St Fidelis Primary School has continued to review and update where required its comprehensive suite of Child Safety policies & procedural documents:

- Updating the WhistleBlower Protection Policy & procedures Document
- Formulating an 'Altar Server Protection' Policy
- Child Safety Standards Risk Register
- Child Safety Standards remains an agenda item at School Board meetings where the school's child safety strategy, risk management processes and their effectiveness are reviewed.
- Staff participate in briefings and presentations on the school's Child Safety Strategy with a focus on classroom and students' management, duty of care, and reporting requirements.
- All teaching & non-teaching staff members participate in annual Child Safety Standards 'refresher training' and are required to read and sign the school's Child Safety Code of Conduct annually.
- Staff members have completed the Victorian Department of Education and Training on-line Mandatory Reporting module.
- Volunteers are provided with briefings on acceptable behaviours and are required to read and sign the school's Child Safety Code of Conduct.
- St Fidelis Primary School has focused also focussed on the promotion and participation of student empowerment. Providing students with a voice is critical in ensuring their well-being and safety. Education about healthy and respectful relationships and the development of resilience through the continued application

and participation in such programs as 'You Can Do It, Daniel Morecombe, Alannah & Madeleine Foundation and Kids Matter'. Through such programs, the students have been encouraged to engage in conversations about their welfare and safety.

### **Consultation with the community**

- St Fidelis Primary School continues to actively engage the school community in all aspects of Child Safety.
- The Child Safety Standards, the school's Code of Conduct and its expectations of those who intend to participate in 'Child Connected Work' are continued to be communicated to new members of the school community at enrolment, with ongoing briefings facilitated via parent information sessions, the school newsletter and website.
- A review of all Child Safety Standard documents will take place each year in consultation with the school board to ensure that they remain relevant.

### **Human Resource Practices**

St Fidelis Primary School continues to implement Human Resource practices to ensure the suitability of any staff member or volunteer permitted to participate in 'Child Connected Works'.

To achieve this the school implements rigorous screening processes which have a child safety focus and include:

- Position advertisements
- Position descriptions
- Referee Checks
- Key Performance Indicators have a Child Safety focus
- Victorian Institute of Teaching Registration (VIT)
- Working With Children Checks & National Criminal Record Checks
- Screening of Casual Relief Teachers, Contractors and Volunteers.

St Fidelis Primary School remains committed to ensuring the well-being and safety of all students under its care by actively implementing, reviewing and improving its child safety strategy.

## Leadership & Management

### Goal & Intended Outcome

To build a school wide culture that promotes and delivers an authentic learning community

### Intended Outcome:

That staff will work collaboratively to build capacity in expert teaching to improve students' engagement and achievement.

### Achievements

As a beginning Principal this year it was vital to ensure that I built relationship with the whole community, Parents, Students and teachers. It was important to continue processes that had been established however, implementing changes and reasons why changes may need to occur.

It was an opportunity to be part of all Professional Learning Meetings, Parent and Friends meetings, Parish Education Board Meeting, Year level and leadership meetings to ascertain the happenings currently at the school.

The School Leadership team meet regularly to monitor the school strategic plan and to develop their own leadership capacity. All leaders receive time to work on their area of leadership and to support the teachers through facilitated planning, in class support and area management. The school continues its commitment to quality professional development of all staff.

The School invested time and resources in 2019 to ensure that staff had the opportunity for professional dialogue to improve learning. All staff were involved in team collaborative planning with a qualified Literacy leader. The F-2 team were part of the Peter Sullivan Numeracy research Project to support the teachers with the implementation, and evaluation of numeracy sequences. Teams at the school also participated in the Phonic in Context Professional Learning facilitated by the Catholic Education Melbourne.

As a faith community, we continued to promote the Catholicity of our school and ensured that our Vision and Mission is lived through our school community. Staff were involved in many professional learning team meetings to discuss the religious education achievement standards with the assistance of CEM Religious Education consultant.

We continued to implement our Professional Learning Plan to effectively meet the goals in the School Improvement Plan

A marketing strategy for enrolment maximisation was implemented, this included the redesign of our School Logo, a new website, banners, social media communication platforms such as Facebook and Twitter.

Successful applications for two government grants:

- Local Schools in Wills Electorate Government Grants for the amount of \$20,000
- Victorian Capital School Grants for the amount of \$1,935,000.00

## EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

### DESCRIPTION OF PL UNDERTAKEN IN 2019

List a range of the Professional Learning activities that staff have undertaken.

- CPR and anaphylaxis training
- Team leaders “Ron Ritchart “ Cultures of Thinking
- Peter Sullivan Numeracy Research project
- Founts and Pinnell Benchmarking in reading
- Bully Zero Parent Education
- Bully zero Student Workshops
- Aspire Higher leadership Professional Learning
- Music futures
- Clarisse Nforma support
- Facebook Professional Learning Support
- Zart Art Professional Learning
- Maria Forde –Sacrament evenings
- Finance Professional learning
- Mandatory Rep
- Kath Murdoch Professional Learning Meeting

### NUMBER OF TEACHERS WHO PARTICIPATED IN PL IN 2019

23

### AVERAGE EXPENDITURE PER TEACHER FOR PL

\$ 16, 160.92

## TEACHER SATISFACTION

The CEMIS data dashboard indicated that 82% of staff gave St Fidelis a positive schools endorsement. This is 15% higher than the average Catholic Schools in Melbourne.

# School Community

## Goal:

- To strengthen school, parish, family and community partnerships.

## Intended Outcomes

- To continue to explore and provide support for parents to actively engage with their child's learning.
- To modify, improve & implement the timetabling of school community actions throughout the year by developing and organising the school's annual action plan.

## Achievements/Actions

**The following actions were implemented to achieve our goal and intended outcomes:**

### **Ongoing Actions throughout 2019 included:**

- Introduction to the year/term through level newsletter
- Students 'Buddy' activities - during WOW weeks
- Showcased student learning in the last week of each term
- Year level masses/whole school masses-increased parents' involvement
- 'Hot Food Days' coordinated and conducted by the Parents and Friends Association
- Contacted families at least once a term for a good news stories - phone call, email, personal catch up, text.
- Assemblies organised by classes
- Continued to enforce school rules and respectful behaviours
- Newsletter - classroom news
- Newsletter - educational articles
- Year Level Term Overviews through the newsletter
- Schoolbag App.
- Welcomed parents informally to come into the classroom
- Teachers come into the yard at the end of the day at least once a week to greet parents
- Speech appointments, PSG's
- Incursions/excursions
- Communication through FaceBook, Skoolbag app, school & parish newsletters & information letters

## **The following actions were timetabled throughout the year in each term:**

### **Term 1 actions implemented**

- Introduction letter to Foundation students with get ready confetti and photo of teacher and classmates
- Morning routine clearly outlining to students and parents beginning of year in the newsletter
- Photo & name of the student displayed as a welcome
- Prep parent general information workshop
- Introduction to the year by level coordinators through newsletter
- Year Level Term 1 Overviews through the newsletter
- Morning Teas with classroom teachers and class parents
- Meet and greet Interviews between classroom teachers and parents
- Whole school Family Picnic and Games (after school get together)
- Displays of student learning in office foyer on pin board
- Celebrating students' learning on walls in corridors by sending an invitation to parents/students to attend
- Showcase of student learning in the last week of term through open classrooms
- Year level masses/whole school masses - increase parents' involvement
- Organising a Parent Class Representative for class/year level socialising
- Parent Representative induction
- Parent/Carer classroom supports
- Promotion of parent helpers
- Parent workshops (literacy, mathematics)
- Prep parent Literacy information workshop
- Prep parent number information workshop
- Key dates and opportunities for parent involvement to be done in newsletter

### **TERM 2 actions implemented**

- Parent representative activities initiated. Representatives planning or have planned a social gathering for class or level.
- Celebrating St Fidelis Feast Day
- Combined Schools Choir sing at Coburg RSL
- Updating photos of the school
- Bully Zero Program
- Mother's Day Stall & Morning Tea & Mass
- Kindergarten visits
- Foundation Level Interviews
- Eucharist Family Faith night
- First Holy Communion
- First Holy Communion Morning Tea
- Student Led Conversations for reporting

- Parents & Friends 'Australia's Biggest Morning Tea; First Holy Communion Morning Tea; Mother's Day Stall; High Tea and Raffle; Vinnies Winter Appeal; Hot Food Days
- Lego Excursions utilising parent helpers
- Camp Meeting for parents & students
- School Principal providing feedback of actions being undertaken by the school in the sphere of School Community to Parish Education Board

### **TERM 3 actions implemented**

- Confirmation Information Evening
- Sacrament of Confirmation
- Confirmation Morning Tea
- First Aid in Schools Program
- Grandparents Day: Mass, morning tea and activities
- P&F cake stalls; hot food days
- Regional Netball (parent support)
- Parish Family Pizza and Pasta Night
- St Fidelis Parish Social Night
- Book Week celebrations / Book Fair / Author Visit
- Parent assistance at excursions
- 100 days of Prep Celebrations
- Phonics in context for Prep parents
- Parents as experts during Inquiry units of work – eg. Harry Louca on playground design
- St John's First Aid Incursion
- Father's Day Stall / Breakfast / raffle
- SSV Coburg District Athletics Championships
- SSV Coburg District Summer Sport Championships
- Parish Child Safety Training
- Australian Girls Choir workshop
- Shark Tanks
- Open classrooms
- Parish High Tea for the Elderly

### **TERM 4 actions implemented**

- Year 2 reconciliation tour, family faith night, sacrament, morning tea
- School Tours
- 2020 Foundation School Experiences
- 2020 Foundation Parent Information Sessions (numeracy, literacy, well being etc...)
- 2020 Foundation parents faith / information night
- Moreland Network Meeting
- Socktober

- Remembrance Day
- Fire Education
- Secondary School Transition Days
- Parish Concert
- Sport Invitations for parents & friends to attend/support Regional Aths, basketball, softball, District T20 Cricket (parent assistance required)
- Christmas Colouring Competition
- Sports Day
- End of year Carols/Xmas Concert/Picnic
- Mass for the Sick/ high tea for the elderly
- Peter Khalil morning tea with Year 5/6
- Christmas Night Market
- Bullyzero Launch at assembly
- Year 4's to Penola
- Years 3/4 Mission Mass
- Website review and update
- Years 1-6 Orientation Day
- Thank You Morning Tea for parent helpers
- Year 6 Graduation Mass & Dinner
- Buddy Lunch
- End of Year Reports

## PARENT SATISFACTION

Our Parent Community believe that St Fidelis Catholic Primary School is a faith-filled community. They believe our Catholic Identity is strong and that the Catholic ethos underpins all our policies and practices. The survey indicates that St Fidelis is above the average for the same Catholic Schools in Archdiocese.

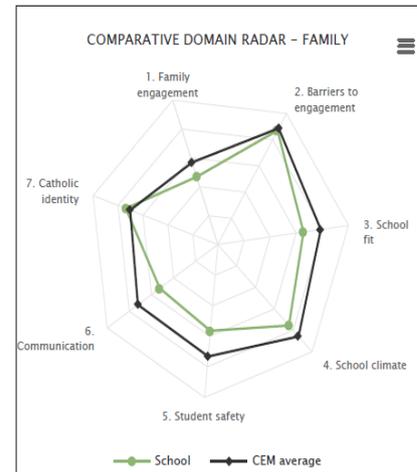
Our survey indicates that the parents would like more frequency and quality of communication between the families and the school; they also indicated they would like more opportunities for engagement with the child's learning at school and support learning more at home.

## CEMSIS 2019 FAMILY RESPONSE DATA DASHBOARD

2019 Family Survey positive response aggregated % totals by year level and gender for St Fidelis' School											
OVERALL SCHOOL POSITIVE ENDORSEMENT % (n=49)	CEM average PRI school comparison % positive (n=8,679)	Prep (n=4)	Year 1 (n=7)	Year 2 (n=5)	Year 3 (n=6)	Year 4 (n=9)	Year 5 (n=12)	Year 6 (n=6)	Female (n=27)	Male (n=20)	N/S (n=2)
68%	77%	*	46%	73%	62%	70%	70%	74%	69%	68%	*

### 1<sup>st</sup> level comparison

CEMSIS FAMILY SURVEY DOMAIN	DOMAIN DEFINITION	School % positive endorsement (n=49)	CEM average PRI school comparison % positive (n=8,679)
1. Family engagement	The degree to which families are partners with their child's school.	47%	57%
2. Barriers to engagement	Factors that can hinder a family's interaction or involvement with their child's school.	87%	89%
3. School fit	Families' perceptions of how well a school matches their child's developmental needs.	66%	79%
4. School climate	Families' perceptions of the social and learning climate of the school.	75%	86%
5. Student safety	Perceptions of student physical and psychological safety while at school.	56%	73%
6. Communication	The timeliness, frequency, and quality of communication between the school and families.	52%	72%
7. Catholic identity	Families' perceptions of and engagement with the overall Catholic identity of the school.	74%	70%



## School Performance Data Summary

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	92.5
Y02	93.6
Y03	94.6
Y04	93.2
Y05	91.7
Y06	90.0
Overall average attendance	92.6

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	88.1%

ALLSTAFF RETENTION RATE	
Staff Retention Rate	71.4%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	17.6%
Graduate	23.5%
Graduate Certificate	0.0%
Bachelor Degree	64.7%
Advanced Diploma	47.1%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	3
Teaching Staff (Headcount)	23
Teaching Staff (FTE)	18.8
Non-Teaching Staff (Headcount)	9
Non-Teaching Staff (FTE)	6.9
Indigenous Teaching Staff (Headcount)	0

## Future directions

St Fidelis Catholic Primary School is characterized by the articulation of a clear vision and mission. In 2020 the school will review the past School Improvement Plan and set new strategic plan for the next four years.

The focus will be:

- Maintaining strong leadership in Religious Education, Learning and teaching and Wellbeing
- Deplore our Catholic Identity in the context of our school community.
- Strengthening partnership with parents, staff, students and the wider community
- Strengthening our Learning and Teaching practices to motivate and engage students.
- Embed a culture of child safety that empowers everyone to uphold the care, safety and wellbeing of all children.
- Ensure that the school resources and classroom refurbishment reflects the Learning and teaching practices of the 21<sup>st</sup> century.

As the leader of St Fidelis Catholic Primary School I am committed and privileged to be part of this community.

Together we will:

- Learn about and understand each other, our God and our world
- Respect self-others and property
- Be grateful for each other and all school resources
- Show love for one another
- Understand one another's stories
- Show empathy towards each other
- Take risks in our learning and play safely together

As we help each other to build a relationship with God we will be guided by St Fidelis where WE ARE ALWAYS AND EVERYWHERE FAITHFUL