



St Bernadette's School

Ivanhoe West

2021

Annual Report to the School Community



Registered School Number: 1500

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Minimum Standards Attestation

I, Kathy Lowe, attest that St Bernadette's 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 2021 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 Schools.

29/03/2022

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

Governing Authority Report

2021 has been a momentous year for Catholic education in the Archdiocese of Melbourne, with Melbourne Archdiocese Catholic Schools Ltd (MACS) assuming governance and operations of 290 schools which previously operated under unincorporated structures.

MACS was established to ensure these schools continue the mission of Catholic education to proclaim the Good News while equipping our young people with the education, knowledge, skills and hope to live meaningful lives and enrich the world around them.

Our schools were again asked this year to respond to the challenges of the coronavirus pandemic. Although asked to implement many measures to keep our staff and students safe, our schools were able to continue delivering a high-quality Catholic education through the resilience and dedication of our principals, school leaders and teachers.

Alongside this important work, we were also able to deliver a new policy suite for schools to ensure our students are safe and which enhance the consistency and transparency of school decision-making, while preserving school autonomy and respecting the local context of our schools.

School Advisory Councils have been established to actively support the principal and embed the life of the local Church in the life of each school. It has been wonderful to see so many parents and members of the wider parish community engaged in these critical forums.

Thank you for the support you have given our schools in 2021. We look forward to continuing to work with you as we strive to provide the young people of the Archdiocese of Melbourne with the best kind of education possible, one that fosters a formation of the whole person that is deeply and enduringly humanising.

Yours sincerely

Jim Miles

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

Our School Vision

Vision:

Guided by faith and the courage of St Bernadette we aspire to be an inclusive learning community of love, respect, opportunity and joy.

Mission:

Therefore, we bring a spirit of joy to our community by honouring the whole person, developing courage through opportunities to take risks, fostering love through inclusivity and faith and engendering respect through knowing and understanding.

School Overview

St Bernadette's is a Catholic Primary school in Ivanhoe and is one of two schools in the Mary Mother of the Church, Catholic Parish, Ivanhoe. There are 230 students enrolled from Prep to Grade 6. The school has two Prep classes, three Grade 1/2 classes, three Grade 3/4 classes and three grade 5/6 classes. The 5/6 classes operate in an open learning environment whilst the other classes are in discrete classrooms.

There is a comprehensive curriculum for the children based on the Victorian Curriculum and specialist classes are held weekly for all students in Mandarin, Performing Arts, Visual Arts and Sport. There are also weekly classes in Science/STEM and we are part of The Resilience Project which explicitly teaches children empathy, mindfulness and gratitude.

We aim to provide an holistic education for our students with good first teaching in our classrooms, supported by Literacy, Numeracy and Reading Recovery support teachers to assist with remediation and extension of our children. Wellbeing is a priority and we believe that if children are known and cared for good learning follows. We also work hard to build and sustain community and this has been particularly important throughout the pandemic.

Our motto "Love One Another" is lived through our discipline, which is restorative and through our work with our local community and beyond in social justice initiatives.

Principal's Report

2021 started optimistically as we believed that the worst of the pandemic might have been over. Unfortunately, that was not the case and as the year progressed we were again in multiple lockdowns and moving back to remote learning and on-site supervision. In spite of this it was a successful year with families, staff and children all pulling together to make the best of a challenging situation.

There were many positives throughout the year:

- We were able to install solar panels in the school which has enabled us to dramatically cut our bills as well as reduce our impact on the planet. We have involved the children in this project and they are monitoring the positive outcomes.
- We managed to hold our annual Sports Day prior to the first lock down and a great time was had by all.
- When we returned in Term 4 we managed a camp for all classes, many excursions and incursions, modified Sacramental celebrations, a Big Day Out for our Grade 6 class and many other fantastic opportunities for our children.
- We videoed our school musical performance of Mary Poppins as we were unable to perform during Covid. The children had a fabulous time doing this and the production was first rate.
- We were able to move to online learning seamlessly with our Learning Support Officers and Literacy and Numeracy support teachers providing small group and individual instruction in this way as well as classes working daily online.
- Excellent NAPLAN results showed that our new learning methods were very effective.
- We celebrated our feast day in April.
- We held a Mandarin Day.

There were also challenges:

- Children and families as well as staff were fatigued from the endless months of disrupted learning and teaching.
- Many milestones, particularly for our Grade 6 and Prep children, were missed.

Overall, it was a successful year and we look forward to 2022 being more "normal."

School Advisory Council Report

The School Advisory Council (previously the School Ed Advisory Board) continued to meet and work for the school during 2021.

Support was given to the Principal and staff throughout the year as changes were implemented to deal with the changes in learning over the pandemic. The SAC also updated itself in line with the changes in governance and MACS now being the governors of our school.

We look forward to being able to meet face to face in 2022 and further develop the school.

From the chair:

2021 was another unusual year for the whole school community. Covid continued to change how students learned and it also affected how as a school community we met and how the school operated. The staff did a magnificent job in supporting the students and families. Their ability to pivot to an online curriculum ensured a continuity of learning and as parents we are mindful of the enormity of this task and are very grateful to each and every one of them.

While the board was restricted in what we could achieve throughout 2021 we remain focused on the importance of families and schools working together to give children the best possible environment in which to learn and grow. I want to thank all the members that volunteer their time with particular mention to Grant Fraser, Michelle Darragh and Anthony Reeves who have retired after many years of dedicated work on the board. Thank you to the Principal, Vice Principal and staff at St Bernadette's for all their hard work and support provided to both children and families throughout 2021.

Kate Johnson

Chairperson

Education in Faith

Goals & Intended Outcomes

To deepen the school community's experience of the faith journey within the Catholic tradition and culture.

Achievements

- Celebrating the missed 1st Communion from 2020 in a Covid safe manner
- Strong and committed leadership from the Religious Education Leader working in collaboration with Parish Priest and REL from the other Parish school to prepare Sacramental candidates.
- Year 6 RE team facilitating liturgies and Masses, writing pieces for the newsletter and promoting Social Justice initiatives such as cooking pancakes for the whole school on Shrove Tuesday.
- Yrs 3-6 attending online Project Compassion Virtual Immersion.
- Sneaky Stations of the cross led by the RE Team and performed by the whole school during Holy Week.
- 5/6 Children working with a parishioner to develop Prayers of the Faithful for weekly Friday masses at St Bernadette's.
- Yr 6 children participating in Confirmation retreat day highlighting how we as Catholics can make a difference in the world.

VALUE ADDED

Although there were some limits related to Covid 19 we were able to:

- Create class prayer cloths and establish morning prayer and meditation routine.
- Celebrate Whole school liturgy and blessing of class candles.
- Support social justice initiatives; Project Compassion during Lent, the St Vinnies Winter appeal and the St Vincent De Paul Christmas appeal.
- Foster links with the Parish community through REL attending termly meetings with Parish liturgy committee .
- Celebrate as a whole school, Anzac Day, St Bernadette's Feast Day, Reconciliation week and Remembrance Day liturgies facilitated by the RE Team in both an online and in person capacity.
- Conduct online Sacramental workshops for parents and children making their Sacraments.
- Conduct weekly staff spirituality sessions with a scripture and meditation focus.

- Participate in PLTs focused on the development of Scripture knowledge in staff, liturgy development and unpacking the Pedagogy of Encounter.
- Conduct Enhancing Catholic Schools Identity survey for students, staff and parents.

Learning & Teaching

Goals & Intended Outcomes

Goal:

To enhance student learning outcomes through staff collaboration and development.

Intended Outcomes:

That student learning outcomes in both literacy and numeracy will improve.

That students be independent, engaged and confident learners.

Achievements

Staff demonstrated a commitment to improve student learning through professional learning team meetings twice weekly, collaboration and development. Structured and organised PLTs were focused across the curriculum and facilitated by leadership.

These PLT's and staff commitment to collaboration and development allowed the staff to...

- *Plan in line with the Victorian Curriculum and assess together regularly to improve learning outcomes and provide engaging and enriching lessons for all students.

- *Continue professional learning with MACS, ERO and Simon Breakspear.

- *Embedded LI (Learning Intentions) & SC (Success Criteria) as part of consistent practice recorded in work programs, daily slides and student work samples

- *Provided descriptive feedback to students in response to Seesaw uploads reflecting Learning Intentions & Success Criteria during remote learning period and beyond

- *Significantly increased the use of digital technologies across the school with teachers building and consolidating skills and knowledge using, Seesaw, Google Meets and various software applications

Literacy

- *Continue to promote a whole school approach and framework in Writing

- *Facilitate the implementation of a whole school Benchmark Assessment Strategy using Fountas and Pinnell

- *Continue assessment in PAT Reading and PAT Spelling

- *Continue level collaborative learning teams both onsite and online while in lockdown

- *Consolidate professional knowledge about how to analyse PAT R, PAT Spelling

- *Continue the Reading Recovery program and Literacy Intervention support

Numeracy

- *Continue to promote a whole school approach and framework in planning and teaching of Numeracy

- *Continue assessment in PAT Maths

- *Continue level collaborative learning teams both onsite and online

*Consolidate professional knowledge about how to analyse PAT M

The school achieved above the State average in all areas of NAPLAN testing with excellent results in all areas of the curriculum tested.

STUDENT LEARNING OUTCOMES

Assessment and Reporting are vital processes that provide information about what students know and can do, allowing teachers to make recommendations for their future learning. However, during 2021, at St Bernadette's, assessment was an ongoing process of gathering, analysing and interpreting, using and reflecting on evidence to make informed and consistent judgements to improve future student learning. Teachers utilised formative and summative assessment to inform their learning and teaching programs. Student progress was also tracked using PATReading, PAT-Mathematics and the Fountas and Pinnell BAS (Benchmark Assessment System) and the 2021 Naplan results.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	100.0	-	-	97.4	-
YR 03 Numeracy	100.0	-	-	100.0	-
YR 03 Reading	97.1	-	-	100.0	-
YR 03 Spelling	100.0	-	-	94.7	-
YR 03 Writing	100.0	-	-	100.0	-
YR 05 Grammar & Punctuation	100.0	-	-	96.3	-
YR 05 Numeracy	100.0	-	-	96.3	-
YR 05 Reading	100.0	-	-	96.3	-
YR 05 Spelling	100.0	-	-	100.0	-
YR 05 Writing	100.0	-	-	100.0	-

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



Student Wellbeing

Goals & Intended Outcomes

That student engagement and resilience improves.

By 2021 the student engagement will improve to 75% Student safety will improve to 65%

Achievements

- Wellbeing Inquiry units continued to be planned and implemented at the beginning of the school year to assist in establishing relationships and setting expectations for behaviour and learning.
- PLT's were targeted to support teachers to deliver The Resilience Project program and used data collected to target support for students.
- The Resilience Project program was undertaken to specifically target our goal in supporting the resilience of our students. The program had very positive feedback from both students and families.
- Students who demonstrated empathy, mindfulness, resilience and gratitude were recognised at school assembly and in our school newsletter.
- PLT's focusing on individual student support and student safety were focused on each term to support staff and students.
- Student safety increased from 61% in 2019- 69% to 2021 as evidenced in our MACCSIS survey.
- COVID lockdowns again impacted our face-to-face teaching, however teachers were very conscious of the importance of maintaining positive connections with both students and families during this time. Teachers met with students for 1-1 wellbeing check-ins and small group check-ins to help maintain students relationships with their peers.
- Teachers were very conscious of the importance of student engagement (particularly throughout the lockdowns) and provided a range of interesting and fun learning and socialising opportunities.
- When students were able to return to onsite learning 'student wellbeing' was heavily focused on supporting them to reestablish connections with each other.

VALUE ADDED

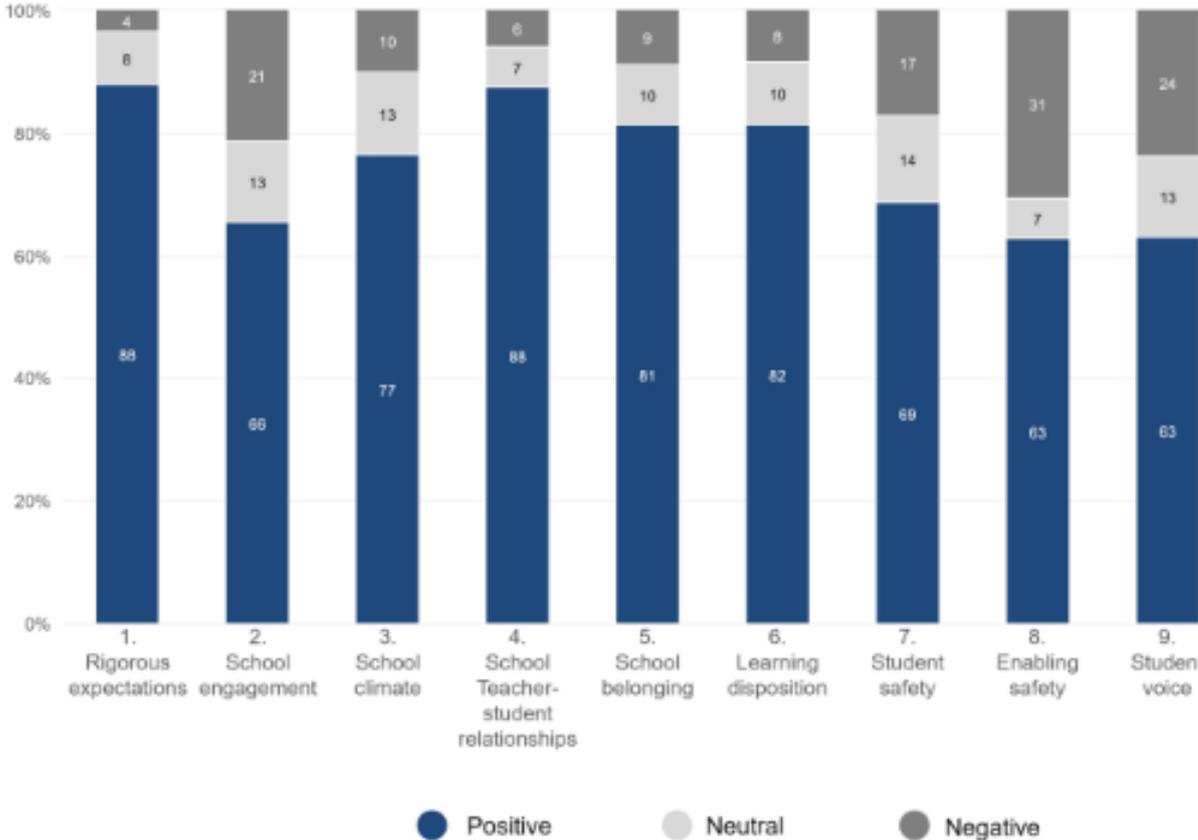
- The Resilience Project program began in '21 with P-6 participating in weekly lessons focusing on Gratitude, Empathy, Mindfulness and Emotional Literacy.
- Wellbeing Wonders continued to feature in the weekly school newsletter, sharing information about the student's participation in The Resilience Project, follow up activities and suggestions of ways to keep well physically, socially and emotionally.
- Wellbeing check-ins with families continued during COVID lockdowns by the Principal and members of the leadership team.

STUDENT SATISFACTION

E1166 St Bernadette's School Primary
 2021 Student Responses Overview by Domain



2nd Level Comparison





All data from MACCSIS shows positive results which are above the MACS average.

STUDENT ATTENDANCE

Attendance rolls are taken twice daily and any absences that are unexplained are followed up by the office. If there is not a satisfactory result the Deputy Principal follows up with the family.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	96.5%
Y02	95.9%
Y03	97.0%
Y04	98.2%
Y05	95.5%
Y06	96.3%
Overall average attendance	96.6%

Child Safe Standards

Goals & Intended Outcomes

- We have continued to develop our child safe knowledge and practices over the year, particularly in relation to cyber safety given the amount of online time the children are having.
- Principal attends Parish safeguarding meetings throughout the year to ensure that Parish and school child safety is congruent.

Achievements

The child safety team and Wellbeing leader have been working on preparing what is needed for our school review early 2022.

We have updated our risk assessment for the school and Parish.

All staff have completed Mandatory Reporting modules (Prof development) and NCCD modules to ensure that all children are catered for and remain safe.

Refresher of PROTECT for all staff.

Student and family updates on how to report, who to report to and maintaining child safety in the school.

Leadership & Management

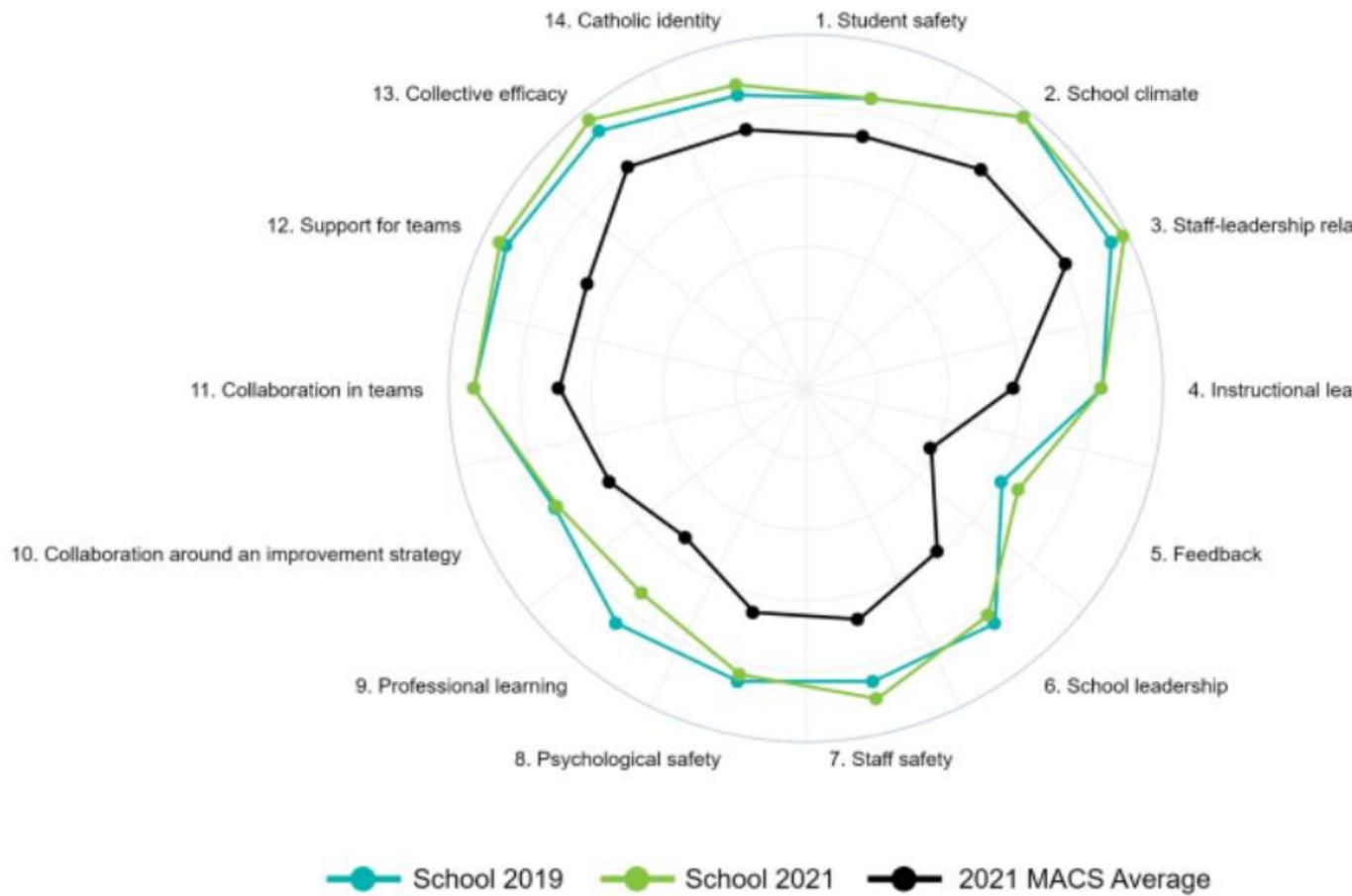
Goals & Intended Outcomes

To broaden the professional learning culture of the school.

Achievements

On review of the MACSSIS 2021 survey data we note that staff ratings are consistently significantly higher than the MACS average. Staff rate leadership relationships, efficacy, school climate, collaboration and support very highly. This is evident in the way in which staff work together - teachers, LSOs, office - to ensure the most positive outcomes possible for our children.

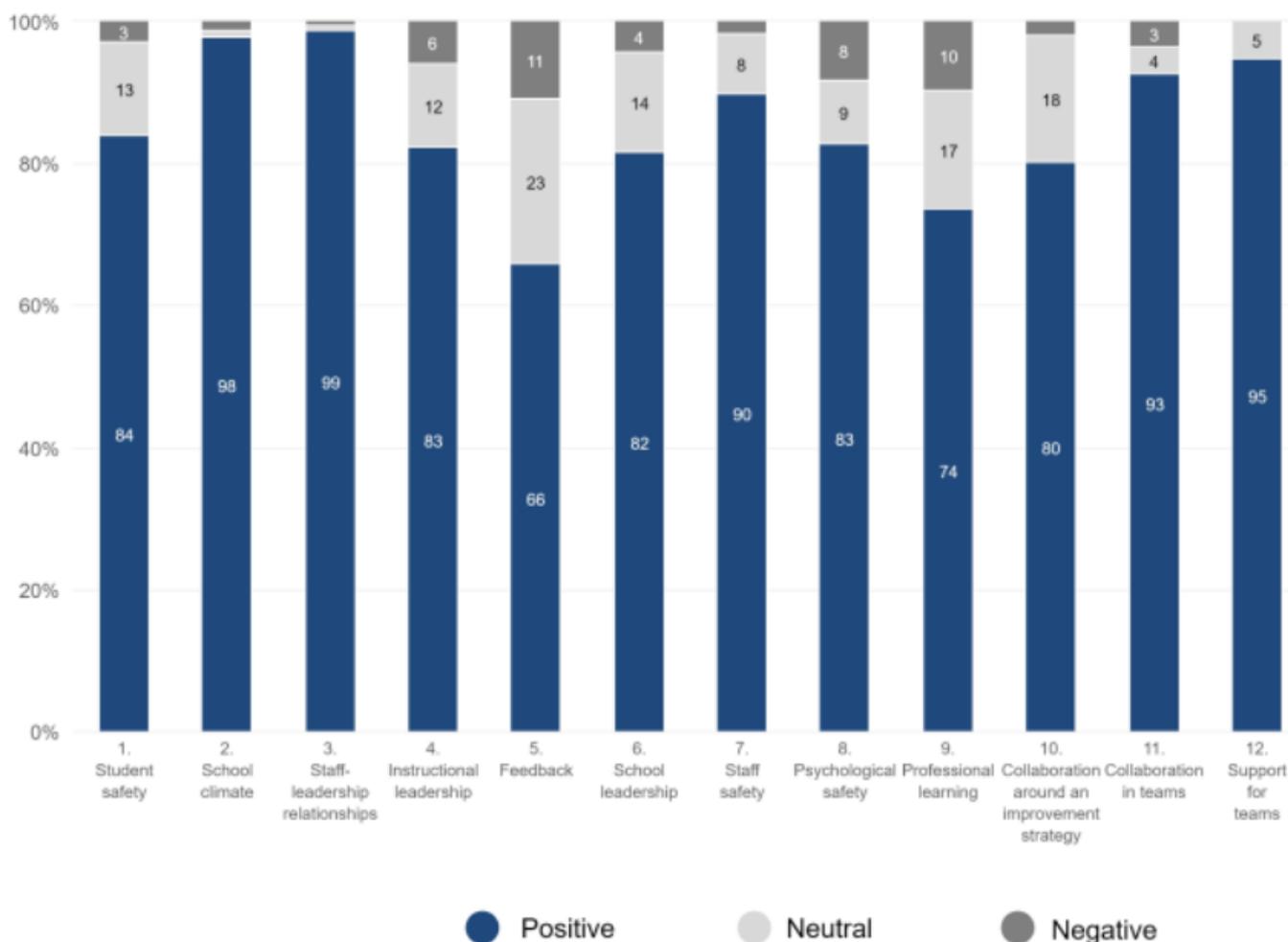
E1166 St Bernadette's School
 Comparative Domain Radar - Staff
 1st Level Comparison



E1166 St Bernadette's School 2021 Staff Responses Overview by Domain

MACSSIS

2nd Level Comparison



Our goal for 2021 was to broaden the professional culture of the school and whilst this did not happen in quite the way we intended, there was indeed an enhancement of professional culture due to development of very close working relationships between all staff and increased discussion of best practice and learning how best to work with our children under extenuating circumstances.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2021

There were a number of professional development sessions undertaken but some were unable to proceed due to lock down.

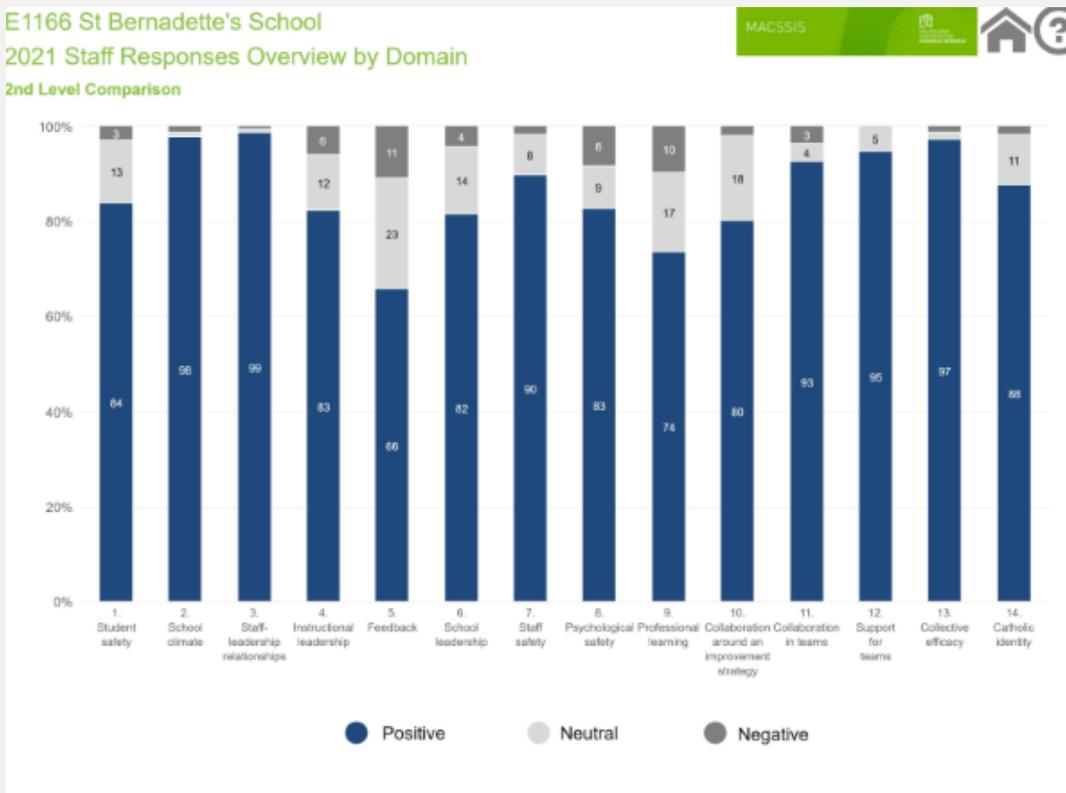
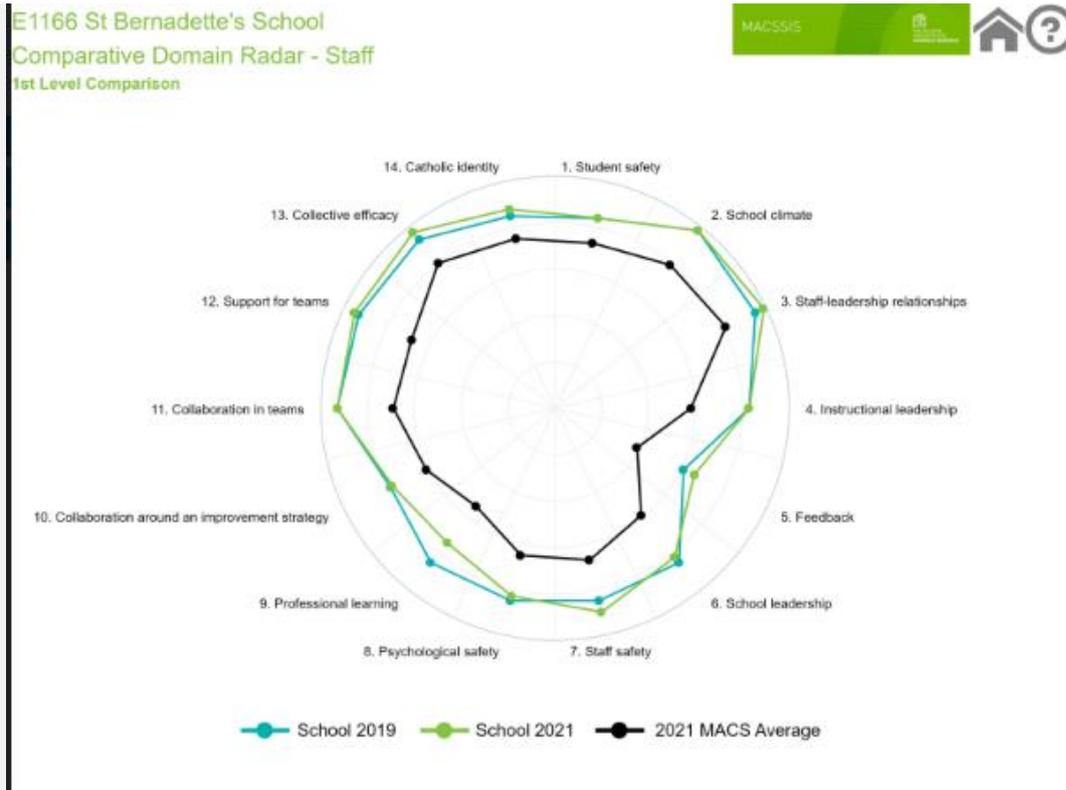
- Continued development of staff through Professional Learning team meetings weekly.
- Implementation and training on The Resilience Project
- Grammar in context
- Phonics in context

- THrASS training for early years staff
- Staff conference: Spirituality and social justice
- Networks for leadership - Wellbeing, RE, Deputy Prin, Maths, ICT/STEM and Principal.
- LLI ongoing training
- Reading recovery training and network
- Mentor training for graduate teacher mentor
- Graduate teaching PD

Number of teachers who participated in PL in 2021	23
Average expenditure per teacher for PL	\$2750

TEACHER SATISFACTION

Using the MACSSIS 2021 data sets related to staff tells us that the staff are very satisfied with their work at St Bernadette's. All areas are well above the MACS average with relationships, support and efficacy very high. The staff work as a team and all members have a voice which is recognised by leadership. It is a very supportive and caring group who all work to ensure that education at our school is of the highest quality for our children.



Our staff at St Bs are outstanding and work very hard to ensure that all children learn, feel welcome and cared for and have positive experiences.

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	88.9%

ALL STAFF RETENTION RATE	
Staff Retention Rate	97.1%

TEACHER QUALIFICATIONS	
Doctorate	5.0%
Masters	5.0%
Graduate	15.0%
Graduate Certificate	5.0%
Bachelor Degree	60.0%
Advanced Diploma	20.0%
No Qualifications Listed	25.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	25.0
Teaching Staff (FTE)	19.6
Non-Teaching Staff (Headcount)	11.0
Non-Teaching Staff (FTE)	9.8
Indigenous Teaching Staff (Headcount)	0.0

School Community

Goals & Intended Outcomes

To foster relationships between all members of the school community

Achievements

Due to Covid restrictions many community activities were postponed or cancelled throughout the year. Through the creativity of our community we were able to maintain positive communications with our families and wider community.

Achievements:

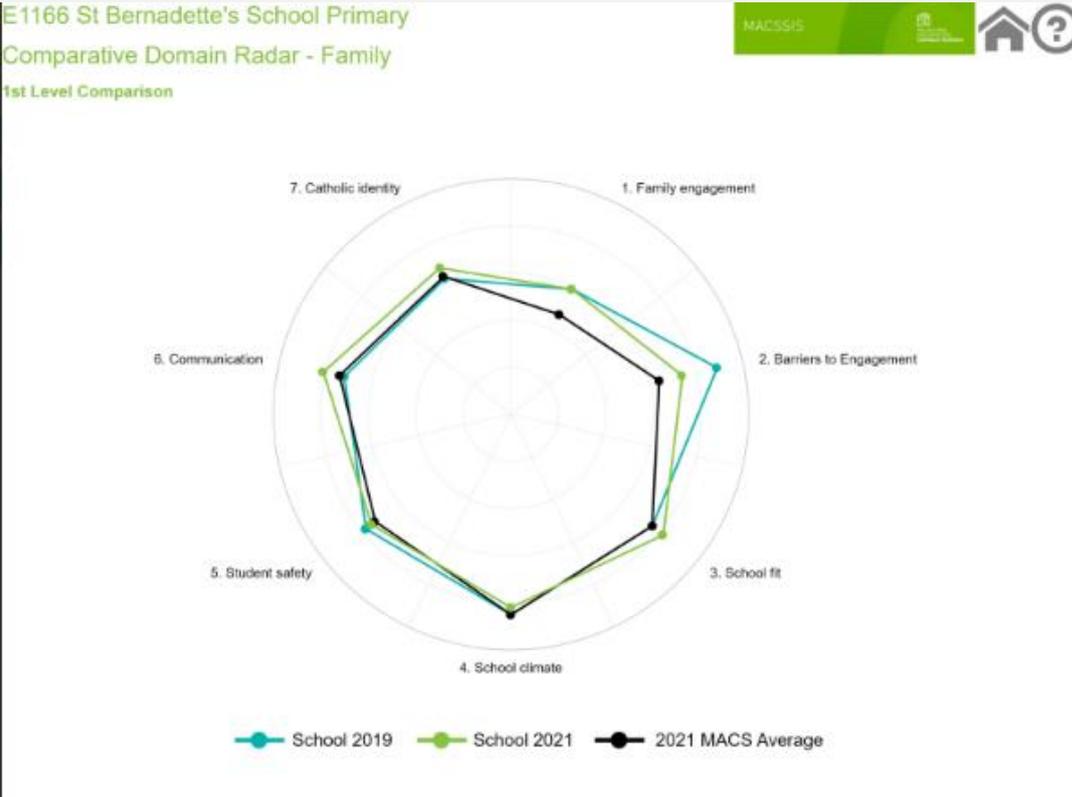
- Online Learning Conversations continued to be a successful way to communicate with our families regarding their child's learning journey.
- Parents and Friends conducted the Father's Day stall online.
- Large numbers gathered for the Mother's Day breakfast and school activities which we were fortunate to have onsite before going into lockdown.
- Parents and Friends reached out to the community with their Donut Day. Every family received donuts delivered to their house by the wonderful parent volunteers.
- A very successful Walk a Thon was held upon returning to school in Term 4.
- The school production "Mary Poppins" was recorded at school after being unable to hold a live production due to restrictions.
- Past pupils from St Bernadette's returned to work with the Sport program as part of their VET course.
- Before Covid restrictions were introduced the Year 3/4 children were able to take part in the annual Clean up Australia Day. This is an initiative run by Darebin Council in conjunction with our school.
- The 3/4 teachers were able to continue their participation with the Environmental Network Meeting via online Google Meets.

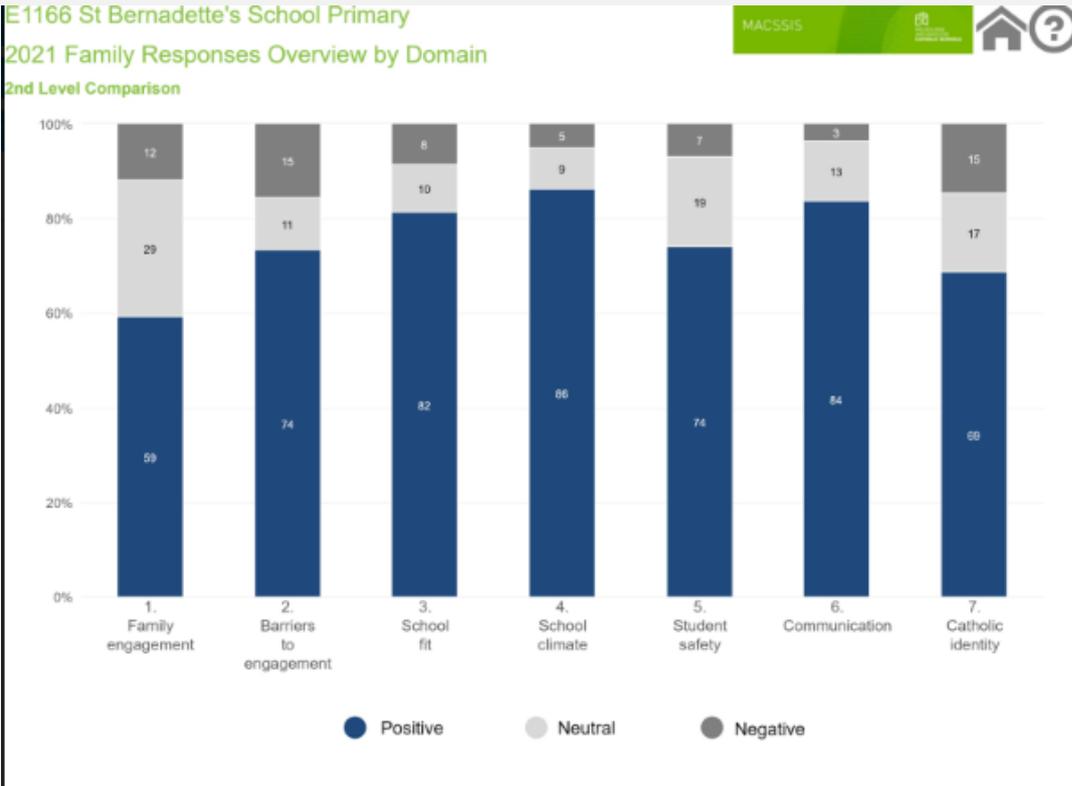
PARENT SATISFACTION

Anecdotally the families at St Bs are very happy and often expressed gratitude over the year for what the school was doing to maintain learning and community. We only had 7 families respond to the MACSSIS survey out of 155 families so the data provided is not really indicative

of the whole community. However, all indicators are on a par with or above the MACS average and it is pleasing to see parent engagement remaining quite high.

The main areas of positive ratings were communication, which has obviously been paramount over 2020 and 2021, school climate and school fit.





Future Directions

As we move into 2022 we are looking forward to a more "normal" school year with the opportunity to catch up on some events and programs that have been limited over the past two years.

These include:

Camps for all grade levels

Incursion and excursion experiences for all children.

Participation in the Early Numeracy Project

Welcome picnic for families

Mother and Father's Day brekkies

Aviation project for Grade 3/4

Parent helpers returning to the classroom for literacy support

Design and develop the middle court playground and update

We will be very excited if we complete a full year on-site without any covid interruptions.