



St Michael's School Tallangatta

2022

Annual Report to the School Community



Registered School Number: 1583

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Minimum Standards Attestation

I, Charlene Robson, attest that St Michael'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 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

28/03/2023

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

The 2022 Catholic Education Week theme “Tell the Good News” expresses both the joys and challenges of offering Catholic education across the Sandhurst diocese.

We continue to be committed to providing contemporary and innovative learning environments that value diversity, promote care, respect and co-operation. In 2022 our schools diligently responded to the transition back to continued face to face learning against the disruptive backdrop of the previous two years. This transition was exacerbated by staff and student absences due to COVID 19 quarantine requirements. However, school communities demonstrated outstanding resilience to find creative and sustainable pathways to ensure continuity of learning was maintained and the Good News continued to be heralded.

Our changed governance structure continues to mature, with both CES Ltd and SCECEC Ltd committed to ensuring the highest quality student outcomes in a safe and nurturing environment. A future focus that offers direction and solidarity will find expression in the development of a diocesan-wide Strategic Plan, 2023-2027.

Partnerships between schools and parishes remain a priority as parish priests continue their vital leadership role in support of the spiritual and pastoral needs of the school community. The sacramental life of both school and parish expresses and invites participation in the evangelizing mission that brings Good News to all.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

The nation-wide shortage of teachers has had an impact on all schools, demanding new and innovative ways to attract and retain high quality and committed Catholic educators. Strategic initiatives will prioritize workforce placements that are sustainable and ongoing with particular attention given to our remote and smaller communities.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2022 of personnel in our schools and in the Catholic Education Office. They continue to work tirelessly for the students and families, telling the Good News every day.

Yours sincerely,

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

Vision and Mission

Identity Statement

The St. Michael's Catholic Primary School Community follows the Josephite tradition of being a learning and supportive environment that challenges the landscapes of our hearts and minds.

Vision Statement

The St. Michael's Catholic Primary School Community believe in:

- The partnership of significant stakeholders is enriched by our Gospel values and our faith.
- Encouraging risk-taking and offering challenging opportunities to enhance success for all in an ever-changing world.
- The development of the whole person academically, socially, emotionally and spiritually using Jesus as the example.
- Accepting differences and valuing the opinions of others in a safe, caring, loving and learning environment.
- Providing a safe, secure and supportive environment for all students to flourish in a trusting community.

Graduate Outcomes

The St. Michael's Catholic Primary School Community endeavours to educate children who:

- Are resilient, confident and independent lifelong learners.
- Have challenging minds based on creative thinking and problem-solving.
- Have respect and safety for themselves, others and all life.
- Are voices for justice and peace following the example of Jesus and his Church.
- Are generous in service, gracious givers and grateful recipients.
- Approach life enthusiastically with an open mind to opportunities.
- At all times strive to be the best person they can be.

School Overview

St. Michael's Primary School was opened in February 1958, not long after the township of Tallangatta was moved to accommodate the building of the Hume Weir. The school was constructed at the same time as a new Church and Convent.

The building of a Catholic school was the initiative of Fr. George Sait, who invited the Sisters of St. Joseph to staff the school. The first enrolment was 71 students in Years Prep to Form 2 (Year 8). The school now has students in Grades Foundation to Grade Six. The student population of St. Michael's has fluctuated over the years, in line with the district's ever-changing demographic.

The original school buildings still remain as the main classrooms, with the addition of a foyer, administration office, staff room and library in 1992. An original Parish meeting room was upgraded for use as the school's Multipurpose Room in 2007. A library was a welcome addition to the school in 2010 as part of the Federal Government Building the Education Revolution (BER). Through the BER project, the student amenities were also replaced and upgraded.

The staff and students at St. Michael's Primary School believe strongly in reinforcing positive behaviour and have clear, school-wide expectations that are understood by all. The culture at the school is that of a welcoming and caring atmosphere, with students who want to learn and demonstrate our school motto of "Courage, Compassion and Community" on a daily basis.

As educators, we strongly believe that limited interruptions should occur within learning time. Our timetable is designed to ensure that all classes are with their classroom teacher for the first three hours of each day. Students are also given the opportunity to participate in specialist subjects including Library, the Stephanie Alexander Kitchen Garden Program and The Arts. As part of the North East Small Schools Association, our students participate in opportunities that may not be possible, including Cross Country, Athletics and Swimming.

In more recent times, updating the school interior has occurred. Since 2016, renovations and updating have occurred throughout the main building including the foyer, library and multipurpose room to make these areas more user-friendly. Upgrades to the school over time have also included updating the front entrance of the school, making this area accessible to all with the installation of a ramp and addressing the hazard of the old, broken concrete at the entrance of the school. An automatic front door was also installed, allowing smoother and softer entry to the school for students and allowing our small staff to have more flexibility, when the office is unattended.

Principal's Report

The Annual School Report for St Michael's Primary School, Tallangatta represents a snapshot of the life of the school in 2022.

St Michael's Primary School is a faith-based community of students, parents, staff and our local priest who explicitly witness Catholic beliefs, values and traditions. Promoting the development of positive relationships; mutual respect; an understanding of individual and communal rights; and responsibilities and practices, which promote inclusiveness and acceptance of individual differences. We share, as one welcoming community in the universal evangelising mission of God.

St. Michael's Primary School continues to flourish and grow in enrolments, blessed with many moments of joy in 2022 after the difficulty and challenges COVID-19 presented in 2021. We pride ourselves on delivering teaching and learning experiences that capture the landscapes of our student's hearts and minds. As such we have undertaken Professional Development regarding Literacy and continued working on our positive behaviour practices. We remain committed to well-being through the Resilience Project (Gratitude, Empathy and Mindfulness approaches) as well as explicitly teaching the Resilience, Rights and Respectful Relationships (RRRR) curriculum.

In the rural location of our school, we struggled initially to entice staff to the picturesque Tallangatta area. We successfully maintained our two classrooms structure for 2022 with F/1/2 & Grade 3/4/6. In staffing, we welcomed Ms Stephanie McNamara to our team working as a teacher in the 3/4/5/6 class and gained three Learning Support Officers: Mrs Kirstin Piper, Mrs Kirsten Steele and Mrs Hollie Thomas. At the end of 2022, we farewelled Mrs Thomas, Ms McNamara and Mrs Sue Hogan. We thank all three staff members for their immeasurable dedication and commitment to our school and Catholic Education.

St Michael's is a school with a strong sense of community, students are encouraged to adopt and put into practice key Catholic values in their everyday lives by living a sustainable life, committing to solidarity and working for justice. As such we enjoyed the chance to partake in more opportunities after COVID-19 to attend Mass and whole school liturgies with Father Jun-Jun and Father Adi as one extended faith community.

Our school re-ignited our commitment to reconciliation with our Student Representative Council students in years five and six committing to FIRE (Friends Igniting Reconciliation through Education) Carrier Project. A program designed to help students learn, teach and grow in their understanding of Aboriginal Spirituality by promoting respect, fairness and inclusion for Aboriginal people.

I am deeply grateful for all staff, students and families who give so generously of their time and talent to ensure St. Michael's is a life-giving community for all to enjoy and thrive. We look forward to continuing the mission of our school, as compassionate, courageous and community-minded individuals.

Wishing you an abundance of God's blessings.

Charlene Robson

Principal

Catholic Identity and Mission

Goals & Intended Outcomes

Goal 1: Strengthening the partnership between home, school & parish by providing opportunities for families to witness and participate in faith experiences.

Goal 2: Promote the Catholic Identity and visibility of the school within the wider community.

Goal 3: To re-establish the school's commitment to the FIRE carrier project.

Achievements

In 2022, our Religious Education Leader, Amy Bilston worked to ensure that our school joined with the community more regularly after COVID to celebrate Mass in church. Students became active participants in Masses, as well as preparing and taking on roles during celebrations. They also participated in prayer, Liturgies, Feast Days and the Sacramental program. Our St Michael's Feast Day was celebrated with students and staff, keeping the faith accessible to all of our student and staff cohort.

Amy Bilston created a School Prayer Book detailing fundamental prayers our students engage with throughout the year. This prayer book, inclusive of our own school prayer, is provided to all new families at the beginning of the year.

In 2022, we reinstated our school's FIRE Carrier Project, with our Student Representative Council electing to be leaders committed to reconciliation.

Our vision for reconciliation is to be a place of learning and teaching that respects Aboriginal protocols, history and culture. We will have strong and mutually beneficial relationships with Aboriginal communities. These relationships will provide for the sharing of knowledge and ideas, and the opportunity to listen and learn from Aboriginal Australians about the past, their current circumstances, and their vision for the future. We will be a place where Aboriginal culture is respected and celebrated.

VALUE ADDED

St Michael's attending Mass for the following events in 2022

- Opening School Mass
- Ash Wednesday
- St Michael's Feast Day
- End of Year Mass & Awards

Our staff engaged in Catholic Identity formation and Spirituality with Maria Ford from Catholic Education Sandhurst.

The Enhancing Catholic School Identify (ECSI) survey was completed to gather data to assess the community's understanding of Catholic Identity within our school.

The FIRE Carrier covenant was made accessible on the school's website to ensure adherence to the child-safe standard referred to in the document. It will continue to be reviewed annually.

Students participated in local ANZAC and Remembrance Day commemorative services.

Learning and Teaching

Goals & Intended Outcomes

Goal 1: To use the Science of Language and Reading (SOLAR) course provided by La Trobe University to remain research-driven in teaching and learning.

Goal 2: To continue to develop and work with the Upper Murray Mini Cluster (Sacred Heart Corryong).

Achievements

The development of a highly effective Professional Learning Community (PLC) was a strong focus for our school. As a small school, our PLC team consisted of all the teaching staff to develop plans and assessments for our Literacy focus.

Throughout the year we investigated evidence-based approaches to teaching Literacy, evidence-based resources as well as appropriate assessment.

We continued our well-being approach and work with the Resilience Project and The Resilience, Rights and Respectful Relationships (RRRR) program to enhance our Social Emotional Learning curriculum. We endeavour to continue this work into 2024.

Plans were developed to come together with the staff of Sacred Heart Corryong on mutually beneficial professional development. In consultation between the schools, Staff Spirituality and Enrichment were required between both schools. A school closure day with Maria Ford as our facilitator for 2022 was booked to begin working on the Upper Murray Mini Cluster.

STUDENT LEARNING OUTCOMES

St Michael's Primary School uses a variety of assessment tools to measure and record student progress. Assessments used include; NAPLAN, Essential Assessment (Literacy and Numeracy), Writing Moderation and Rubrics, Progressive Achievement Tests (PAT) and Reading Benchmarks: PM and Fountas Pinnell.

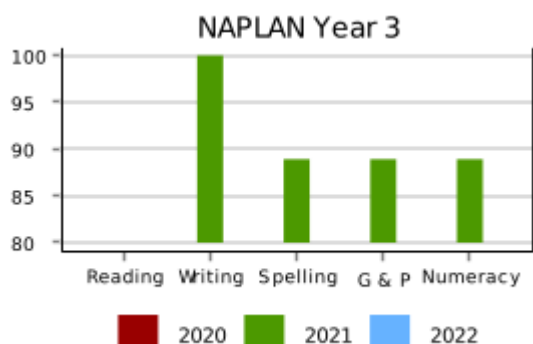
Most students in Years 3 & 5 were at the expected level in Reading, Writing, Numeracy, Grammar & Punctuation overall. Spelling however remains an area of concern, but the school has a future directive and focus on Literacy for the next three years.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	88.9	-	**	**
YR 03 Numeracy	-	88.9	-	**	**
YR 03 Reading	-	77.8	-	**	**
YR 03 Spelling	-	88.9	-	**	**
YR 03 Writing	-	100.0	-	**	**
YR 05 Grammar & Punctuation	-	***	-	**	***
YR 05 Numeracy	-	***	-	**	***
YR 05 Reading	-	***	-	**	***
YR 05 Spelling	-	***	-	**	***
YR 05 Writing	-	***	-	**	***

* 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

Goal 1: To provide education and information to our parents and wider school community in regard to Positive Behaviours in School (PBIS) and school-wide operations.

Goal 2: Continue to embed an understanding of the link between inclusion, Catholic Identity and Social Justice.

Achievements

School Wide Positive Behaviour continues to be a strength at St. Michael's Primary School with all students feeling safe, welcome and supported at school.

Our reward-based system was changed in 2022 to reflect more timely and specific praise and feedback. Our school worked on introducing the notion of intrinsic motivation and a growth mindset to our students and the wider community.

We explicitly linked, where possible, our PBIS with our Catholic Identity and Catholic Social Teaching principles making a link between our faith and our behaviour.

VALUE ADDED

- Intrinsic Motivation and Growth Mindset Approach
- Whole school Class Dojo platform
- School Awards - PBIS and GEM (Gratitude, Empathy and Mindfulness)
- Student and parent engagement in the PBIS foci

STUDENT SATISFACTION

Students are of the utmost importance at St Michael's Primary School Tallangatta so that they are able to grow and learn within a supportive environment that challenges the landscapes of hearts and minds. This philosophy and culture have created a place where student satisfaction overall is high.

STUDENT ATTENDANCE

Every classroom teacher marks the classroom attendance roll each morning and afternoon via the platform SIMON. This data is checked and monitored daily by the office, with any unexplained absences followed up with parents via phone call each day by 9.30am. If there is

no answer, the school begins calling the emergency contact numbers listed for the student in question.

All attendance data is actively monitored by the Principal. This information is also used to ascertain trends and monitor periods of sustained absence. All families are encouraged to contact the office to explain any upcoming absences to make this process a community expectation. The importance of school attendance and the impact of non-attendance is actively promoted through all social media and newsletter platforms. Any students "at risk" with attendance are closely monitored via our Well-being Team Meetings or Parent Support Meetings.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	86.4%
Y02	78.3%
Y03	85.5%
Y04	78.8%
Y05	77.7%
Y06	null%
Overall average attendance	81.3%

Child Safe Standards

Goals & Intended Outcomes

Goal 1: To continue to embed the Child Safety Standards into our everyday practices at St. Michael's Primary School and the wider community.

Goal 2: To actively review procedures and policies throughout the school with the Child Safety lens.

Achievements

St. Michael's implemented the new revised Child Safe Standards that were introduced on 1st July 2022 throughout the whole school. Educating our community and children, and ensuring a safe and nurturing culture for all in our school.

New requirements to keep children and students safe are:

- the involvement of families and students in child safety efforts
- schools' focus on safety for Aboriginal students
- better management of the risk of child abuse in online environments
- governance, systems and processes to keep students safe

New Ministerial Order provides the framework for implementing the 11 Child Safe Standards in schools.

St. Michael's continue to actively pursue best practice in all areas of Child Safety by:

- Updating all policies and procedures to the Catholic Education Sandhurst templates
- Continuing to actively promote Child Safety to our parent community through the promotion of child-safe actions
- Embedding the processes of Mandatory Reporting with all staff through professional learning and development
- Continued education of child safe practices including the teaching of Rights, Resilience and Respectful Relationships for our students and parent community.

Leadership

Goals & Intended Outcomes

Goal 1: To continue our authentic consultation with the wider school community and school advisory board regarding an updated Vision and Mission of St. Michael's Primary School.

Goal 2: To continue our authentic consultation with students, the wider school community and the school advisory board regarding updated Graduate Outcomes for St. Michael's Primary School.

Achievements

In 2022, we are tracking along our timeline to have our Graduate outcomes updated to an Educational Learning Philosophy for the school ready for 2023.

The school's Vision and Mission consultation has been a slightly more delayed process when factoring in the consultation of our Parish Priest and Catholic Education Sandhurst personnel.

The School Advisory Council continues to meet once a term with the principal and leaders of the school to discuss future improvements and changes in the school.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

The following Professional Learning opportunities were provided to St Michael's staff in 2022:

- Religious Education Accreditation
- Enhancing Catholic School Identity (ECSI)
- Reformation and Contextualisation of Catholic Schools
- Student Duty of Care
- Occupational Health & Safety
- First Aid/Asthma and Anaphylaxis Training
- Science of Language and Reading (SOLAR)

Number of teachers who participated in PL in 2022	0
Average expenditure per teacher for PL	\$0

TEACHER SATISFACTION

At the beginning of 2022, informal meetings were undertaken with all staff members regarding their experience and satisfaction at St Michael's Primary School.

These conversations offered a perceived insight into the overall satisfaction at the school whereby teachers were happy with the communication delivered to families and felt that the school environment was welcoming. Additionally, it was noted that leadership responded swiftly to student well-being concerns/behaviours in order to avoid escalation.

We welcomed new members of staff into St Michael's Primary School during the 2022 school year.

- Ms. Stephanie McNamara became the Year 3/4/5/6 Teacher.
- Mrs Kirstin Piper (Learning Support Officer)
- Mrs Hollie Thomas (Learning Support Officer)

St Michael's School is in a very strong position moving in 2023, as interest and enrolments rise steadily, largely due to the strong leadership and wonderful staff.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	29.4%
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ALL STAFF RETENTION RATE

Staff Retention Rate	60.0%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	0.0%
Graduate	0.0%
Graduate Certificate	0.0%
Bachelor Degree	66.7%
Advanced Diploma	0.0%
No Qualifications Listed	33.3%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	4.0
Teaching Staff (FTE)	3.4
Non-Teaching Staff (Headcount)	9.0
Non-Teaching Staff (FTE)	7.2
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

Goal 1: To develop a School Master Plan and apply for Diocesan or Government Funding to create a new facade for the school.

Achievements

An application was made to Catholic Education Sandhurst for a Supplementary Capital Fund (SCF) Grant. We were successful in receiving a grant for \$155,000. We were also accepted for a \$45,000 loan bringing the total cost of the project money to \$200,000.

The funds will allow for one of the following options to commence in 2023:

- new school facade/windows and minor aesthetic changes to the administration area or
- a demountable and additional toilet facility.

Lastly, after disconnected times in 2021 due to COVID-19 our school community has remained strong. St. Michael's has enjoyed the opportunity to engage in more community events and functions this year such as:

- Town ANZAC Day Ceremony
- Shared Mother's and Father's Day celebrations
- Grandparents Day
- National Walk & Ride to School Day
- Catholic Education Week events
- Visits to Tallangatta Bolga Court Hostel
- Masses and Liturgies
- End of Year Award ceremony

PARENT SATISFACTION

There was no formal data collected in 2022 regarding parent satisfaction, however, it can be ascertained from the high level of fee collection at the school, various informal conversations with existing families and high attendance rates at Parent Teacher Interviews that satisfaction across the school overall is generally very high.

This is largely due to the perceived understanding that parents and the wider school community have appreciated open and reliable communication. Events and important information have been easily accessible through the school and the strong relationships formed with the families at St Michael's Primary School.

Future Directions

At St Michael's Primary School in Tallangatta, we strive for educational excellence catering to the hearts and minds of our students. With this at the forefront of all of our decisions, our future directives will continue to encompass a Literacy focus regarding staff Professional Development (PD) and new program initiatives for our students.

It is anticipated that our strategic plan for Literacy will take a total of three years to complete, bringing us to 2025, in order to see changes in student data and staff confidence in using "The Science of Learning and Reading" (SOLAR).

We will also work to refine our curriculum planning documentation in preparation for our school review in 2023 through the Victorian Registration and Qualifications Authority.

Additionally, we will continue to build upon the strong foundation of our school expectations in building a safe and inclusive environment and culture for all by continuously updating our knowledge regarding Child Safety.

Furthermore, as a school, we will be changing our Language curriculum from French to Auslan in 2023. After review of our students, staff and selective parents we have determined that Auslan is a better fit for our school context and community. Auslan is less removed from the students than French, and it is already supported with prior knowledge, as children from the Tallangatta Early Years Learning Centre also part-take in Auslan, making the transition to primary school easier.

Lastly, we will be reviewing our Graduate Outcomes to a more contemporary Education Philosophy for St Michael's Primary School.