

2023

ANNUAL SCHOOL REPORT



St Joseph's Catholic Primary School

137 - 147 Curtis Sreet, OBERON 2787

Principal: Mr Glen Brown

Web: <https://sites.google.com/bth.catholic.edu.au/stjosephsoberon/home>

About this report

St Joseph's Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Education Diocese of Bathurst (CEDB). CEDB as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education.

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CEDB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the faith formation, learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented in the School Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

Message from key groups in our community

Principal's Message

St Joseph's Catholic School Oberon is a dynamic and flexible Christ-centred community that has met the needs of all students and their families in 2023.

Academically, our students have excelled in various subjects and standardised tests, showcasing their dedication to learning. Our focus on personalised learning, differentiated instruction, and the integration of technology has empowered our students to become critical thinkers, problem-solvers, and lifelong learners.

Beyond academics, our school places a strong emphasis on character development, leadership skills, and community service. Through our comprehensive extracurricular programs, students have had the opportunity to explore their interests, develop their talents, and build meaningful connections with their peers. Whether it's through sports, arts, clubs, or volunteer work, our students have shown exemplary commitment to excellence and service.

Looking ahead, we remain committed to continuous improvement and innovation in education. We will continue to strive for excellence, embrace new challenges, and explore opportunities to enhance the educational experience for all our students.

Parent Body Message

St Joseph's has a very supportive and active P and F (Parents and Friends Association). The P and F works very hard to raise much needed funds for the improvement of the school's resources so that the students, staff and school community may enjoy a pleasant environment in which to live, learn and grow.

All members enjoy socialising when they come together which creates a happy and healthy environment. All parents are encouraged to be actively involved in the various activities that take place throughout the year. The P and F meets at least once per term and minutes are distributed to all families through the school's newsletter and website. At no stage is the P and F

Association a forum for complaints and grievances regarding the school.

Mrs Ashleigh Hotham - President

Student Body Message

The 2023 school year was a very good year for all the students at St Joseph's. Highlights for all classes are excursions. Kindergarten visited the Railway Museum at

Bathurst, Years 1 & 2 visited Miss Traill's House at Bathurst, Years 3 & 4 visited the Blue Mountains and Years 5 & 6 travelled to Canberra where they saw all the sights the Nation's Capital has to offer.

Our School Playground continues to be a fun place to be. We have vegetable gardens and 5 chooks to care for. The younger students love collecting the eggs and holding the chooks.

We are very grateful to the teachers who go above and beyond each day to ensure learning is engaging and that we are doing our very best.

School Features

OUR STORY

St Joseph's Catholic School is an integral part of St Ignatius Parish, Oberon. Our school was founded by the Sisters of St Joseph in 1912. For over a half a century, St. Joseph's was nearly entirely staffed by the Sisters of St Joseph. By the beginning of the 1980s, the number was down to a few sisters. Lay Catholic school teachers took up the task of building on the wonderful foundation set by the religious and by the late 1990's St Joseph's was staffed entirely by lay people.

OUR FAMILIES

St Joseph's parent community prides itself on the partnerships that continue developing through the common language gained through working together. We seek parent input on changes in the school and do so through parents' and friends' meetings, parent workshops, and surveys.

OUR CHILDREN

The students at our school are blessed with so many gifts in a variety of areas. Their human uniqueness is explored and celebrated by accessing many extracurricular activities. Through the year Kids Lit provided students with opportunities to take ownership of their learning through open-ended tasks. Other events included visiting School Performances, CWA Public Speaking & Healthy Harold.

OUR STUDENT VOICE

Student Representative Council activities and fundraisers provided practical opportunities for students to engage with social justice issues.

SPORT

There are many sporting pathway opportunities provided to all students at the school. This year we participated in a range of activities including Diocesan Summer Trials, Swimming, Athletics and Cross Country Carnivals, Rugby League & Netball Gala Days. Our students also access Oberon's indoor facilities during the Winter months. These being; squash, tennis and the gym.

Student Profile

Student Enrolment

The School caters for students in Years K-6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023:

Girls	Boys	LBOTE*	Total Students
60	54	5	114

* Language Background Other than English

Enrolment Policy

Catholic Education Diocese of Bathurst has an Enrolment Policy for Systemic Catholic Schools in the diocese. The policy has been developed in the context of government and system and parish requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment. Total fees are made up of a Single School Fee (which incorporates local costs), the Capital Works Levy and Subject Specific Costs. A pastoral approach is adopted for parents experiencing genuine difficulty with the payment of fees. Information about enrolling may be accessed through the [Diocesan website](#) under the About Us drop down menu - see Policies tab or by contacting your local Catholic School.

Student Attendance Rates

The average student attendance rate for the School in 2023 was 91.22%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
92.55	89.97	90.81	93.31	92.04	91.22	88.67

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of

students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

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

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the Executive Director of Schools and designated CEDB Safeguarding Officer are provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	16
Number of full time teaching staff	9
Number of part time teaching staff	1
Number of non-teaching staff	6

Total number of teaching staff by NESA category

Teachers at this School are accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead Teacher are voluntary. The number of teachers within the Diocesan Schools System at these levels is as follows:

- 45 Conditional teachers
- 35 Provisional teachers
- 712 Proficient teachers
- 1 Highly Accomplished and Lead (HALT) Teacher
- 1 Lead Teacher
- 8 HALT Candidates

Additionally, there are 13 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Professional Learning

The ongoing Professional Learning of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific professional learning, meetings and conferences, and a range of programs provided by CEDB. The School takes responsibility for planning, implementing, evaluating and tracking staff professional learning. Individual staff members take responsibility for their ongoing professional learning. All teachers have been involved in professional learning opportunities

during the year related to improving student outcomes. The following information provides specific details relating to the focus of these professional learning sessions.

Summary of professional learning at this school

Staff at St Joseph's Oberon participated in a number of professional learning opportunities offered by the Catholic Education Diocese of Bathurst. As well as these opportunities our school had pupil free days for the following:

- Staff Faith Formation Day
- First Aide Training
- Curriculum Reform Professional Development Days - Maths & English
- Child Protection Training

Catholic Identity and Mission

Catholic Schools have a unique role in the evangelising and educating mission of the Church. Catholic Schools encourage and support parents in their responsibility for the faith formation of their children. This formation is supported by prayer and opportunities to participate in the life, mission and liturgy of the broader Catholic community.

The School follows the Diocesan Religious Education Curriculum and uses the student resources *To Know, Worship and Love*, and *Understanding Faith*, as authorised by the Bishop of Bathurst.

Students in Years 6 and 8 in Catholic schools in the Bathurst Diocese undertake the Diocesan Religious Education Test annually. The test consists of multiple-choice questions with the results analysed by CEDB to inform diocesan teaching and learning in Religious Education.

St Joseph's School is readily recognised as being distinctly Catholic. There are close relationships between the Catholic community of Oberon and the school. Staff members are involved within the various ministries of the parish. The school's newsletter is used as an avenue of further identifying the school as part of the St Patrick's Parish by carrying information relevant to the parishioners.

The School's Mission and Vision Statements reflect 21st Century Learning and our rich Catholic curriculum.

Mission

At St Joseph's Catholic School Oberon, all students learn at high levels in a nurturing, collaborative and Christ-centred environment.

Vision

With Jesus as our model and guide, St Joseph's Catholic School is a professional learning community built on the tradition of the Sisters of St Joseph. With inspiration from St Mary of the Cross MacKillop and St Ignatius of Loyola, we strive to live out our motto, "All for the Glory of God."

We Achieve this through:

Faith In Christ

Provide a learning environment that values compassion, respect, integrity, and acceptance of all.

Ensure all members of the school community are immersed in opportunities to understand and participate in the prayer and liturgical life of the school and parish.

Promote social and restorative justice practices that respond to the needs of all.

Provide environmental education and ecologically sustainable practices which focus on stewardship.

High Levels of Continuous Learning

Provide a safe, challenging and contemporary learning environment where everyone is an active participant in their learning.

Evaluate all areas of school life and curriculum systematically to ensure the best possible programs, skills and resources are provided.

Celebrate learning, achievement and culture, recognising the contributions and gifts of all.

Provide a student centred, differentiated environment that guarantees learning of essential content.

Provide a holistic education that caters for the social, cultural, spiritual and emotional needs of each student.

St Joseph's celebrates all important feast days and has on average two school masses per term. Prayer is an important ritual in everyday school life with students having the opportunity to pray at the beginning and end of the day as well as before each meal break.

The Sacraments of Reconciliation, First Holy Communion and Confirmation are celebrated throughout the year. The End of Year Mass concludes the year and allows us to celebrate as a school community and thank God for our achievements throughout the year.

St Joseph's performs extremely well in the Diocesan Year 6 Religious Education Test with scores being well above the diocesan average.

St Joseph's School is part of the St Ignatius Parish Oberon and regular class visits from the Parish Priest reinforce and support Catholic values being upheld at St Joseph's.

Curriculum, Learning and Teaching

The School provides an educational program based on, and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for primary education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The school curriculum offered by St Joseph's is determined by the requirements of NESA and Catholic Education Diocese of Bathurst. Teachers are then able to differentiate within their teaching programmes in order to meet these requirements and the needs of the students in their class. Teaching programmes and student work samples are collected by the School's Executive Team each term in order to make sure that all requirements are being met.

A learning support program exists at the school to assist students needing extra help with literacy and numeracy and class teachers facilitate extension and enrichment activities for students. All students have a personalised learning plan which enables them to set goals to ensure to they are achieving high levels of learning. Students then regularly check in with their teachers to monitor progress, receive feedback and seek support if necessary.

St Joseph's is very conscious of keeping abreast of Contemporary Learning in the 21st Century and the need to ensure the students are receiving a high quality Catholic education. St Joseph's is a Professional Learning Community where the teachers regularly meet, share and work collaboratively to improve student learning and achievement through data analysis of pre and post assessment tasks.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but reasonable expectations at the time of testing.
- Developing: The student's result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Joseph's Catholic Primary School for 2023 is reported in the table below.

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	53%	54%
	Reading	76%	67%
	Writing	94%	76%
	Spelling	71%	61%
	Numeracy	76%	65%

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	80%	64%
	Reading	80%	74%
	Writing	70%	66%
	Spelling	90%	69%
	Numeracy	80%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's Pastoral Care and Student Wellbeing policies, guidelines and procedures are underpinned by the guiding principles from The Australian Student Wellbeing Framework (ASWF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a pre-requisite for effective learning in all Catholic school settings.

Catholic Education Diocese of Bathurst Pastoral Care and Wellbeing Framework provides a vision and guiding principles that assist school communities to develop positive school cultures that promote student wellbeing and develop respectful relationships. It assists schools to identify priority areas and measure progress in the development of safe school communities. The diocesan Pastoral Care and Wellbeing Framework assists schools in:

- planning, implementing and maintaining a safe, supportive and protective learning community that promotes student safety, pastoral care and wellbeing
- creating teaching and learning communities where all members of the School community are safe from harassment, aggression, violence and bullying
- responding to new and emerging pastoral care and student wellbeing challenges.

The Diocese of Bathurst Pastoral Care and Wellbeing Framework revision began in 2021 and will continue into 2024. The Framework can be accessed at the [Pastoral Care and Wellbeing Framework](#).

The full text of the School's Pastoral Care and Wellbeing Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Behaviour Management and Student Discipline Policy

The School's Behaviour Management and Student Discipline policies and procedures are aligned to the diocesan Pastoral Care and Wellbeing Framework. The School's policy operates within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning for all students. It supports the development of positive social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of

each person is promoted at all times along with positive student behaviours while ensuring respect for the rights of all students and staff.

The full text of the School's Behaviour Management and Discipline policies and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Anti-Bullying Policy

The School's Anti-Bullying Policy and procedures are based on and informed by Catholic Education Diocese of Bathurst policies for Diocesan Schools and are aligned to the Pastoral Care Policy and Wellbeing Framework. All students, their families and employees within Catholic education have a right to a learning and work environment free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying.

The full text of the School's Anti-Bullying Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Complaints Handling Policy

Catholic Education Diocese of Bathurst has a Complaints Management Policy which is implemented across the diocese. The policy recognises that at times misunderstandings, differences of opinion, and complaints and grievances will occur, and that these need to be resolved. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world.

The Policy and procedures reflect the legislative responsibilities and demonstrate our diocesan commitment to protect the safety and wellbeing of students while supporting our employees and volunteers working with children and young people in our educational context.

The full text of the Complaints Management Policy may be accessed on the [CEDB website](#) or by contacting Catholic Education Diocese of Bathurst.

The full text of the Complaints Management Policy may be accessed on the school website also.

In addition to this policy, there are also policies and procedures related to Child Protection, Code of Conduct and Whistle Blowers. All of these are available through the CEDB website and the school website.

Initiatives promoting respect and responsibility

“The Catholic school sets out to be a school for the human person. The person of each individual human being, in his or her material and spiritual needs, is at the heart of Christ’s teaching, this is why the promotion of the human person is the goal of the Catholic school.”

(John Paul II, Address to the First National Meeting of the Catholic School in Italy, 1991, cited in Congregation for Catholic Education, par 9)

In 2023, our school continued formal lessons in 'Bounce Back'. This program provides the skills for our students to be resilient, powerful, and responsive learners. These lessons are completed weekly.

Staff identify students who display high levels of positive behaviours. All our staff takes the opportunity to praise and thank students for maintaining high levels of conduct. Identifying the positive in all our relationships has created a positive school culture, where respectful relationships are celebrated.

Our school representative council is asked to comment and provide feedback on the welfare of the students. This is a powerful voice in the decision-making process of our school.

School Improvement

Catholic Education Diocese of Bathurst has collaboratively revised and implemented Quality Catholic Education (QCE) in all schools. The QCE framework supports the continuing focus on school improvement and transformation. Cyclical processes in CEDB and schools underpin the framework ensuring alignment and coherence.

Strategic Improvement Plans (SIP) are future focused documents that map the Diocesan and School's directions, focused specifically at improving outcomes for all students and staff through the areas of:

- Faith
- Learning
- Stewardship

Each year, the CEDB and School develops an Annual Improvement Plan (AIP) indicating the intended key strategic intent across these areas for the coming year.

A copy of the school's Strategic Improvement Plan and the Annual Improvement Plan may be viewed on the school website or obtained from the School office.

Key Improvements Achieved

Major key improvements for the year included:

- A Professional Learning Community focus of Grammar, Punctuation and Writing
- To develop a learning culture that develops expertise and collaboration
- Teacher Professional Learning on "Feedback" (the forms and benefits for student learning)
- Implementation of the new English and Mathematics Syllabuses.

Priority Key Improvements for Next Year

During 2024 priority key improvements will include:

- Continual Professional Learning on the new curriculum - English & Maths
- Increased parent engagement through organised seminars
- A focus on student voice and the rejuvenation of the Student Representative Council

Community Satisfaction

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year 2023, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers.

Additionally CEDB undertakes extensive surveying of all stakeholder groups through annual School Improvement Surveys. This data is used to further inform school improvement.

Both Data and Comments from these School Improvement Surveys are summarised here.

Parent satisfaction

Parents were asked to complete a School Improvement Survey in May 2023.

We had a 65% response rate for families completing the survey. The total average score from the four frameworks surveyed was that 95% of the families agreed with each question. This indicates that parents are very satisfied with the quality Catholic education that St Joseph's offers and that they would recommend St Joseph's to prospective parents.

Below are two responses from the satisfaction survey."The care and support shown to the children is really beautiful to see. The teachers are all so friendly and kind. The morals and respectful attitudes shown by all students is a credit to the school and what the school stands for."

"The school has such a wonderful family-like feel about it.. it is truly a beautiful environment to be in."

Student satisfaction

Year 5 and 6 students were given the opportunity to complete a School Improvement Survey in May 2023. Overall students were most satisfied with the learning, teaching and resources available at St Joseph's. The students happily promote the school as a wonderful place to learn and grow.

Some responses included:

- "Teachers and Staff listen to students."
- "Great Teachers & Great Education."

Teacher satisfaction

All teachers thoroughly enjoy teaching at St Joseph's and this is evident in the retention rate of teachers and their willingness to participate in all school activities and their enthusiasm for school improvement. Teachers are given the opportunity through meetings with the Principal and staff meetings to discuss any issues that may arise and these are dealt with in a timely manner. All teachers completed a School Improvement Survey in May 2023 providing very positive responses to questions asked. 100% teachers agreed with the questions asked.

One teacher commented that:

"Strong relationships between students, staff, families and the wider school community; great support for all staff; excellent intervention programs dedicated to helping students; great facilities and resources available; happy environment to learn and work."

Financial Statement

School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed here:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants ¹	\$1,838,612
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$513,911
Fees and Private Income ⁴	\$160,831
Interest Subsidy Grants	\$0
Other Capital Income ⁵	\$42,488
Total Income	\$2,555,842

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$56,154
Salaries and Related Expenses ⁷	\$1,869,102
Non-Salary Expenses ⁸	\$628,690
Total Expenditure	\$2,553,946

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2023 REPORT