

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY



St John the Baptist
Ferntree Gully

2018

REGISTERED SCHOOL NUMBER: 1406



Contents

Contact Details.....	2
Minimum Standards Attestation.....	2
Our School Vision and Mission.....	3
School Overview.....	4-5
Principal’s Report.....	6
Education in Faith.....	7-8
Learning & Teaching.....	9
Student Wellbeing.....	10-11
Child Safe Standards.....	12-13
Leadership & Management.....	14-15
School Community.....	16
Future Directions.....	17
School Performance Data Summary.....	18-19

Contact Details

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Minimum Standards Attestation

I, Catherine Mason, attest that St John the Baptist Ferntree Gully 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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

16th April, 2019

Our School Vision

Reflecting on the PAST
Embracing the PRESENT
Growing towards the FUTURE
Living in the SPIRIT
Responding to GOD in all

Our School Mission



“I have come that you may have life and have it to the full.”
John 10:10

We will be **Christ centred**, where all are valued since we are made in the image and likeness of God.

We will have a focus on **Whole person formation**, where each young person will be a person of competence, conscience and compassion.

We will develop **Relationships**, where we recognise that the strength of our community is in collaboration and service with and for each other and our wider community.

We are one body of many parts. 1 Corinthians 12:12-27

School Overview

St John the Baptist Parish Primary School was established in 1936 by the Parish of St John the Baptist, and the education and care of students was entrusted to the Presentation Sisters (Victorian Province), at the invitation of the then Parish Priest, Fr T. McCarthy. Since its humble beginnings, our Parish school has consistently endeavoured to deliver to the children of our Parish, an inclusive education within the Catholic tradition.

Our programs and teaching are delivered in a manner that support and promote the whole child. This includes our commitment to:

- Education in Faith: which includes providing children with the opportunity to contextualise their prayer in, and their belonging to, the faith community;
- Developing a child that is a contributor to our world;
- The promotion of reverence and respect for all;
- A focus from staff on promoting and developing the best teaching and learning practices available at the time in order to support the individual learning needs of the students of our school; and
- The development of the broader sense of belonging to our Parish community.

Parish Links

Fr Alan Fox is parish priest at St John the Baptist. The school is located on the same site as the church and we witness our faith to the wider community by celebrating mass as a school community.

School Environment

St John the Baptist School is comprised of four main buildings providing 12 classrooms, our school hall, Information Resource Centre, Language Room, Music Room, Canteen and Resource Rooms. The school has three main play areas featuring a fully synthetic oval, running track, long jump pit, well protected and shaded adventure playground equipment, and marked netball and basketball courts.

Teaching and Learning

Our curriculum is based on the the Victorian Curriculum. It incorporates the Australian Curriculum and reflects Victorian standards and priorities. The curriculum is accessed from the [Victorian Curriculum F-10 website](#).

Specialists' programs include Physical Education Music, Performing Arts, Italian and STEM (Science, Technology, and Engineering & Maths).

The children have the opportunity to participate in our extra-curricular activities of gardening club, dance club, choir, guitar and piano lessons and chess and computer club. We are committed to providing a comprehensive and inclusive curriculum taking into consideration students' individual needs and learning preferences. Underpinning all programs is the development of the social and emotional wellbeing of our students.

Out of School Hours Care

Camp Australia operates before and after school care programs on our school site. The program offers quality care for students in a safe environment and provides a range of activities to suit all ages.

Accountability

School policies and procedures are guided by those provided by the Catholic Education Office Melbourne (CEM) and Catholic Education Commission of Victoria (CECV).

Principal's Report

In writing the Annual Report to the Community I would like to commence by thanking all those associated with St John the Baptist Parish School for their contribution to school life. St John the Baptist has a dedicated and committed staff who work collaboratively in teams and value the opportunity to improve their own skills, knowledge and performance. Our students feel a connectedness to their school and to their peers and are motivated to achieve personal success. Parents are supportive and enthusiastic to assist the school in many ways and work with the staff on school improvement.

The Annual Report is an opportunity to highlight the 'value added' and 'achievements' that have been the result of fulfilling the intended outcomes of our Annual Action Plan. The Religious Education Leader and Parish Priest worked closely together to guide and support our teaching staff in the delivery of our Sacramental Program. This brought staff, students and parents together in a spirit of co-operation to develop their faith and brings a sense of connectedness in our community.

This year staff continued to work with our Learning and Teaching Team to strategically plan professional learning for the year. A Literacy focus formed our learning and development in pedagogies around reading with the support of our Literacy Coach from Catholic Education Melbourne.

Finally I'd like to express my thanks and gratitude to all the families of St John the Baptist Parish School for the contribution they have made to the life of our school. The discussion and advice on school matters provided by the School Board, the social and fundraising events and activities organised by our Parents and Friends Association and those from the wider community who have enriched the teaching and learning. Our parish priest, Fr Alan Fox provides spiritual leadership to us all and is a great source of guidance and support to our school community. This is greatly appreciated and makes St John the Baptist a wonderful place of learning, laughter and life.

Cathy Mason

PRINCIPAL

Education in Faith

Goals & Intended Outcomes

To be Christ centred, where all are valued since we are made in the image and likeness of God.

Achievements

- Professional Development - The staff began the school year with a focus on The Year of Youth, with a view to incorporate the theme of “Hope and Joy’ throughout all teaching and learning. The Education in Faith school closure day was held during Staff Welfare Week and focussed on the overall wellbeing of staff and how they can build more positivity and resilience in their lives and the lives of all those they encounter. Staff participated in a “Foundations to Flourishing” session with psychotherapist, Georgina Manning. Other Staff PD was designed to continue work around the Renewed RE Curriculum Framework and Horizons of Hope. In particular, working on Assessment and developing formative assessment tasks, as well as continuing work with ‘Pedagogy of Encounter’ and linking this to our school’s focus of Dialogic Talk.
- Regular meetings and planning between REL, Principal, staff, Sacramental teachers, leadership team, parish staff and volunteers as well as Parish Priest.
- Collegial planning of Religious Education Program using pro-forma and RE Exemplar Units
- Participation in REL Network meetings - unpacking new curriculum
- Regular newsletter items regarding RE events and celebrations
- Attendance by Year 6 Leaders at the annual mass at St Patrick’s Cathedral to celebrate Catholic Education Week.
- Parents and students’ attendance and active involvement in preparation and celebration of the Sacraments of Confirmation Family Night, Reflection Day at Lysterfield’s Don Bosco Centre and Masses
- Parents encouraged to attend all Masses, prayer services and liturgical celebrations and support student participation
- Year 3/4 students’ regular attendance at First Friday masses, providing and serving refreshments to elderly parishioners and sharing their time and company after each of these masses
- Christmas Carols Night for whole community and gift donations to support St Vincent de Paul
- Fundraising for St. Vincent de Paul
- Participation in Caritas Project Compassion during the season of Lent

VALUE ADDED

The major goal articulated in the School Improvement Plan is to be Christ centred, where all are valued since we are made in the image and likeness of God. As a school, we have continued to live our mission statement so that it is reflected across our whole school community in our words and actions. We have embedded Catholic Social Teaching Principles into our Inquiry Units of work ensuring that we are a community of Faith reaching out to all in our community and beyond.

Learning & Teaching

Goals & Intended Outcomes

To build academic rigour for all.

To ensure that setting and achieving whole school targets is a shared responsibility.

To use data to continually adjust teaching and tailor activities in response to the progress that individuals are making.

Achievements

- Held regular professional learning meetings with an emphasis on student data and growth
- Fostered a culture that promotes high expectations for all students
- Planned opportunities for teachers to share practice with one another
- Teacher's pedagogical knowledge of Dialogic Talk supported
- Modelled lessons in the areas of reading and writing to support a collaborative learning environment
- Partnerships between Reading Recovery teacher, classroom teachers, Learning Diversity Leader and Learning and Teaching leader strengthened a sense of shared responsibility for all students
- School Closure Day, run by Christine Edwards – Groves focussing on building teacher's capacity in the area of Dialogic Pedagogy
- Learning and Teaching leader facilitated planning at weekly level meetings
- Professional Learning provided for teachers on the Interactive Read Aloud approach, the Writing Traits and analysis of student's writing
- Whole staff Learning Continuums designed for Persuasive writing and Information Report writing
- A strategic plan to analyse and use data to inform teaching included in School Assessment Schedule
- Protocols developed for whole school based assessments

Student Wellbeing

Goals & Intended Outcomes

To have a focus on whole person formation, where each young person will be a person of competence, conscience and compassion.

Achievements

- All Year 6 students have a leadership role in the school
- The Prep children have a Year 6 Buddy
- Social and Emotional Learning is embedded in the curriculum
- Students' sense of Wellbeing continues to be supported by Positive Behaviour and there is consistency of expectations across the school
- Participation in the National Day of Action Against Violence and Bullying
- A mentoring program, involving Years Five and Six students with the local kindergarten
- All students were involved in the school Art Show and each class had a stall at the fete
- The Lighthouse program conducted by St Joseph's College continues to assist with transition to secondary school
- Dance Club for Years 3-6
- Choir for Years 2-6

VALUE ADDED

Students' sense of Wellbeing continues to be supported by Positive Behaviour and there is consistency of expectations across the school. Social- Emotional Learning is embedded in all areas of the curriculum. The need for extra activities for students at recess was addressed by supplying a range of sporting equipment, with the senior students being responsible for the distribution and collection. This often resulted in the senior students assisting the younger students to learn the rules of the games and the correct way to use the equipment.

STUDENT SATISFACTION

Our insight SRC data provides information about how our students experience school at St John the Baptist. The three key indicators that reflect how students experience our school are wellbeing, engagement and relationships. The majority of the student's responses place us in the middle 50% of all Victorian Schools.

STUDENT ATTENDANCE

St John the Baptist has a high student attendance rate. The student attendance roll is marked twice daily. Parents/carers ring the school, post a message on our school app, email the office or classroom teacher or provide written communication explaining their child's non-attendance. If a parent/carer does not contact the school reporting their child's absence a phone call is made from the school office to the parent/carer asking for clarification. Reasons for a student's absence are recorded on the roll and kept as a record at the school. The students attendance rate is reported twice yearly on each student's report and is marked at a satisfactory or non-satisfactory attendance rate. Parents/carers are informed of our procedures for monitoring student attendance via the school newsletter.

Child Safe Standards

Goals and Intended Outcomes

As a Catholic school community St John the Baptist Parish School places the highest priority on the care, wellbeing and protection of children and young people. Founded in Christ and sustained by faith, our school seeks to fulfil our mission of enabling each student to come into the fullness of their own humanity. This includes paying attention to the inherent dignity of children and young people, and their fundamental right to be respected, nurtured and safeguarded by all.

Achievements

St John the Baptist has done much to strengthen our wellbeing and protection environment and we remain committed to continuous improvement and review of our policies, procedures and practices.

There has been a review of our school policies and procedures to ensure we comply with the introduction of new Victorian Child Safe Standards, which came into effect for all Victorian schools in 2016.

The Victorian Child Safe Standards

On 26 November 2015, the Victorian Parliament passed the *Child Wellbeing and Safety Amendment (Child Safe Standards) Bill 2015* (Vic.) to introduce Victorian Child Safe Standards (the standards) into law. The standards were phased in from 1 January 2016 for most organisations working with children and came into force for schools from **1 August 2016**.

[Ministerial Order No 870](#) has been made and was gazetted on Thursday 7 January 2016. The Ministerial Order, developed in consultation with stakeholders from government and non-government school sectors, specifies the actions schools must take to meet each of the child safe standards.

Regulatory compliance took effect from 1 August 2016, to give our school time to familiarise ourselves with the child safe standards and to prepare to meet the requirements of the Ministerial Order. Catholic Education Melbourne and the VRQA provided information and support materials to assist our school to implement the standards.

What are the Victorian Child Safe Standards?

The standards were publicly released on 29 September 2015 after consultation with stakeholders. They are aimed at creating child safe environments and promoting

cultural change in the way organisations manage the risk of child abuse and neglect.

As a Child safe organisation we have:

- Implemented strategies to embed an organisational culture of child safety, including through effective leadership arrangements
- Developed and implemented a child safe policy and had it ratified by the Education Board
- Developed and implemented a code of conduct that establishes clear expectations for appropriate behaviour with children and had it ratified by the Education Board
- Strengthened screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel (resources developed from Catholic Commission of Victoria CECV)
- Strengthened processes for responding to and reporting suspected child abuse (following the PROTECT guidelines)
- Further developed strategies to identify and reduce or remove risks of child abuse
- Strengthened our strategies for promoting the participation and empowerment of children.
- Ensured that all staff had completed the Mandatory reporting module so that we are all aware of our roles and responsibilities of protecting the children in our care.

In complying with the child safe standards, we have included the following principles as part of each standard:

- promoting the cultural safety of Aboriginal children
- promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds
- promoting the safety of children with a disability

Leadership & Management

Goals & Intended Outcomes

To develop a consistent school wide, self-reflective culture of improvement, in which academic rigour is built and all are open to constructive feedback to ensure all learners fully flourish.

Achievements

- Whole school planning and auditing of curriculum scope and sequence
- Review of timetabling and student learning entitlement
- Reallocation of staff deployment to improve team effectiveness
- Timetabling of back to back planning sessions to facilitate collaborative/high quality team planning
- Participation of leaders in collaborative planning sessions
- Develop strategies for providing feedback to students about their learning.
- Staff to increase sharing of practice through modelling best practice
- Further unpack what 'expert' teaching 'looks like', 'sounds like', 'feels like'
- Staff meetings and PLTs dedicated to building teacher capacity and being more data (evidence based)
- Commitment of leadership team to Professional Learning Meetings
- Enabled professional learning in the area of leadership between CEM coach and the literacy leader

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2018

In 2018, approximately \$40,000 was spent on Professional Development of all staff at St. John the Baptist. This figure includes replacement costs of staff when attending professional learning days and guest speakers who attend our school. Some of the Professional Learning activities were as follows:

- Outer East Zone Networks: Principal; Deputy Principal; Religious Education; Curriculum; Literacy; Numeracy; Student Wellbeing; E-Learning; Maths
- P-6 Literacy Leaders Cluster
- Reading Recovery (ongoing training)
- Faith Development
- Dialogic Talk

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018	20
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$2,000

TEACHER SATISFACTION

Our insight SRC data provides information about how our staff experience school at St John the Baptist. The two key indicators that reflect how staff experience our school are morale and level of distress. Four indicators of school climate that are the most important drivers (or causes) of staff wellbeing and motivation are empathy (the extent to which leaders understand the needs of staff members); clarity (the extent to which staff members have a sense of purpose and know what is expected of them); engagement (the extent to which staff members collaborate, share ideas and solve problems together, leading to a shared understanding and alignment of team goals) and learning (the extent to which staff members feel their efforts are being recognised and their capability is being developed through appropriate learning and development opportunities). The staff's responses place us in the top 25% of Victorian schools in all of these areas.

School Community

Goals & Intended Outcomes

To develop relationships, where we recognise that the strength of our community is in the collaboration and service with and for each other and our wider community.

Achievements

- Invited parents to school liturgies and assemblies
- Invited parents into the classroom with an emphasis on connecting our families to their children's learning
- Enlisted new membership on the Parish Board
- Supported Parents and Friends committee by providing a school representative
- Supported Parents and Friends and coordination of fundraising activities
- Continued to foster a close parish/school partnership
- Promoted the school through newsletters, parish bulletin, local papers and attendance at community events.
- Promoted student leadership to build civic and citizenship values in students
- Conducted student and parent surveys to seek feedback on specific programs
- Promoted outreach initiatives through our Social Justice leaders
- Working with St. Joseph's College on various projects including The Lighthouse Project (Yr 5/6 Boys Mentoring Program) and garden project
- Work experience students from St. Joseph's College and Mater Christi College along with past students who attend other secondary schools
- Clinics conducted by the Knox Basketball Association
- School Nursing Service
- Australian Catholic University A.C.U training students
- Choir performing at a range of venues
- Student recipient of the Knox Community Award
- Participation in 'Go for Your Life' community Walk to School Day
- Student speakers at Knox Council Sorry Day
- Year 5/6 weekly visits for story time at the local kindergarten
- Exhibition of work at Knox Festival – School Banner Competition

PARENT SATISFACTION

Our Insight SRC data provides information about how our parents perceive school life at St John the Baptist for their children. The three key indicators that reflect how the parents perceive our school are school climate, relationships and engagement. The parent's responses place us in the top 25% of Victorian schools in these areas.

Future Directions

In 2017 we were reviewed against the National School Improvement Tool (NSIT) from ACER. Research is revealing the powerful impact that school leadership teams can have in improving the quality of teaching and learning. The NSIT synthesises findings from international research into a practical framework that we have used to investigate and evaluate current practices in our school.

In 2018 we have implemented our School Improvement plan ensuring we are adopting the practices displayed by highly effective schools and school leaders. We have developed our school improvement objectives with a solid base of evidence and research.

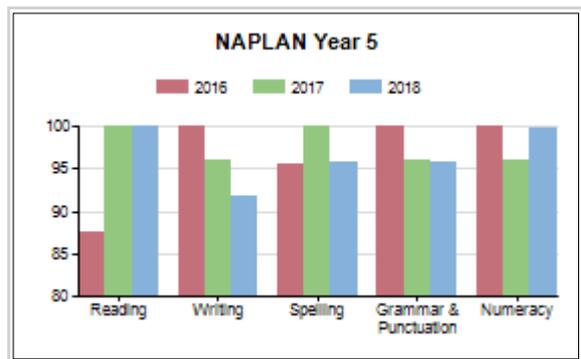
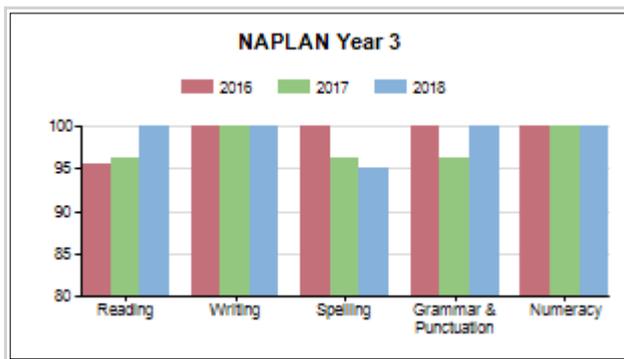
2018 has been an exciting time with the commencement of major building works in September. These building works will be completed in 2019. Our main learning and teaching spaces have been renovated and extended. There will be brand new internal and external toilets and an undercover space for play and whole school assemblies. The new areas will be fitted with wide glass entrances and sliding doors to enable flexible learning spaces. We wait with great anticipation for the completion of this work!

We look to 2019 with much hope and optimism as our vibrant community continues to flourish in partnership with each other.

School Performance Data Summary

E1141 St John the Baptist School, Ferntree Gully

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 03 Grammar & Punctuation	100.0	96.3	-3.7	100.0	3.7
YR 03 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 03 Reading	95.5	96.3	0.8	100.0	3.7
YR 03 Spelling	100.0	96.3	-3.7	95.2	-1.1
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	100.0	96.0	-4.0	95.8	-0.2
YR 05 Numeracy	100.0	96.0	-4.0	100.0	4.0
YR 05 Reading	87.5	100.0	12.5	100.0	0.0
YR 05 Spelling	95.5	100.0	4.5	95.8	-4.2
YR 05 Writing	100.0	96.0	-4.0	91.7	-4.3



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	94.5
Y02	94.6
Y03	91.0
Y04	93.9
Y05	88.6

Y06	90.9
Overall average attendance	92.3

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	95.5%

STAFF RETENTION RATE	
Staff Retention Rate	94.4%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	18.8%
Graduate	25.0%
Graduate Certificate	6.3%
Bachelor Degree	62.5%
Advanced Diploma	68.8%
No Qualifications Listed	6.3%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	17
Teaching Staff (FTE)	10.9
Non-Teaching Staff (Headcount)	8
Non-Teaching Staff (FTE)	3.7
Indigenous Teaching Staff (Headcount)	0

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