



St Kilian's School

Bendigo

2020

Annual Report to the School Community



Registered School Number: 0726

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Contact Details

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Minimum Standards Attestation

I, Kimberley McSweeney, attest that St Kilian'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 2020 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 - Child Safe Standards, Managing Risk of Child Abuse in School.

18/03/2021

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

Our School Identity and Vision Statements

Identity Statement

St Kilian's School is a nurturing Catholic community, which uses the inspiration of Mary to engage students to live, learn and grow.

Vision Statements

We believe

- In an educational experience based on the value of the person within a loving Catholic Christian Community that creates a strong sense of self worth, purpose, hope and happiness
- In the value of the story of our school and its traditions
- The teaching of the Gospel empowers our school community to live more fully in the image of God providing a compassionate, welcoming community
- In presenting the curriculum in a manner that excites and engages students providing them with the knowledge and tools to become lifelong learners in an ever changing global society
- In supporting and encouraging our school community to develop their skills professionally, personally and spiritually

School Overview

St Kilian's School has its origins in the early 1850's when Dr. Henry Backhaus, the first Catholic priest on the Bendigo Goldfields, established a tent/school/chapel at Consecrated Flat, a site currently occupied by St Kilian's Church. From these humble beginnings, St Kilian's School has continued to offer educational opportunities especially to children of the Bendigo region for over 150 years. We recognise our heritage, in the name the school buildings and rooms. Names linked closely with the history of the school were chosen; McAuley (Catherine McAuley founder of the Mercy Order), Backhaus (Henry Backhaus founder of our school and Parish) and finally Paderborn (birthplace of Henry Backhaus in Germany). St Kilian's has developed a great cultural diversity and is clearly a mirror to the growing diversity of the Bendigo community. Our welcoming school environment has seen our enrolment reach capacity however we have continued to be able to maintain close links with the community. St Kilian's provides a positive learning environment whilst, at the same time, maintaining great pride in our heritage. Our school has a strong sense of community, drawing students from all areas of Bendigo and providing a quality educational setting in central Bendigo for an enrolment of 264 children in 2020. We strive to live out our Identity Statement, 'St Kilian's is a community, which embraces Catholic values, respects individuals and engages students in fun, faith and holistic learning'. We have access to a broad range of curriculum experiences, which support children's development in the critical areas of numeracy and literacy, as well as specialist music, art, Indonesian and library programs that provide further interest and challenge for all. The school has an excellent pastoral care program reflective of the sense of community within the parents and students. Our religious education program reflects the commitment to the Catholic identity of the school, which we see as inclusive and welcoming. St Kilian's School, a Catholic School with a proud history of meeting the needs of children by adapting to changing circumstances and changing times. As a Catholic School, it is crucial we are able to offer those within our school community the opportunities to develop as a whole person - intellectually, spiritually, physically, morally and emotionally. In promoting and nurturing this within individuals, the person and teachings of Jesus Christ need to be integral to the teaching and learning process that is shared between school and family in an environment that is both supportive and challenging.

Principal's Report

St Kilian's School has thrived on a very strong, supportive and active relationship with St Kilian's Parish. Throughout the 2020 school year, we worked closely with Fr Junray Rayna to ensure the pastoral, spiritual and faith dimensions of the school were attended to, particularly during the periods of isolation and absence from the Parish, due to restrictions caused by the COVID-19 pandemic.

Throughout the year we have been extremely blessed to have Fr Junray as our Canonical Administrator and Fr Rob Galea as the assistant priest; both have had a positive, influential and friendly relationship with the staff, students and families of St Kilian's School and have made their presence felt in the wider Bendigo community, particularly through their transition onto online prayer and Mass celebrations. When permitted, Fr Junray was active in the school, regularly meeting with staff and students. I am thankful for the support Fr Junray has given to myself, the School Leadership Team, staff and particularly the students.

In 2020, the School Board worked diligently under the guidance of Board Chairperson, Brock Pinner, with the School's Leadership Team, staff, students and families finalise the building project located at 183 McCrae Street, Bendigo. A 'Project Control Group' (PCG) was established in the previous year, and it has worked very hard in 2020 to finalise the scope of works to be completed on the newly acquired site. The PCG, consisting of Brock Pinner, Kendyl Hopely, Jessie Crozier, Kimberley McSweeney and Daniel Gooch met on a regular basis as a group and with the contracted architects to achieve a plan to build a new three classroom facility. Construction on the new building project, called the 'Iona Building', will begin Early in 2021, with completion set to be in June 2021. This is a great achievement by the School Board and will be a great asset for the whole school community. A special thank you to the PCG for all the time and effort put in to achieving such a great learning facility for the school.

St Kilian's School Board's maintenance committee continued to oversee the ongoing maintenance and upkeep of the school facilities. The maintenance committee also ensured all recommendations resulting from the school's annual OHS audit were completed, ensuring all learning and play areas are safe, clean and are functionally meeting the needs of the students. Thanks to Robbie Haw for his work in this area.

In 2020, the school continued to use the new administration system, being ICON. The roll-out of the new system has continued to be a complex learning process, the school has acknowledged the diligent and hard work of its Business Manager, Vicki Whiting, along with the support of Administration officer Lara Knight, and we thank them both for their efforts in making the transition a successful one.

In 2020, the financial position of the school remained positive. This was achieved through close budgeting actions carried out by the school's Business Manager, Principal and School Board through the Finance Committee. The school successfully passed its annual financial audit, being commended by the auditors for its thoroughness and accuracy in financial recording and practices. During the 2019 school year, the School Board finance committee, led by Mr. Simon White, successfully adapted to a per-student school fee framework, which was implemented in 2020. This initiative now provides the school with a more effective and fairer model for charging fees to families.

Whilst 2020 was severely interrupted by the COVID-19 pandemic, through the hard work of all staff and the unwavering support and tireless efforts by the parent community, the school was able to provide an educational opportunity which enabled all students to grow and learn. It

certainly took a combined effort by the whole school community to ensure 2020 was a year when students continued to grow and learn, even when faced with such adversity and uncertainty.

I finish my final report by thanking the St Kilian's School community for the privilege to fulfill the role as Principal for the past six years. During this time, I have seen the school further grow and develop into a caring, inclusive and highly effective place of learning which exhibits all the attributes of a wonderful school community. I am very proud of everything that has been achieved by the school during my Leadership tenure and know that the school is currently very well-placed and its future prospects are exciting.

As I depart my role as the St Kilian's Principal this year, I wish everyone in the school community every success and the very best for their future endeavours.

Daniel Gooch

School Education Board Report

As I reflect on 12 months within the school community it is hard not to start with the obvious disruption that occurred not only within the school, but across the world with covid-19. The impact on the school was, wait for it, unprecedented and tested staff, students and families in a way which we had never encountered.

I want to take this opportunity to acknowledge the school community as a whole, particularly the leaders and teachers from within the school adapting the way the curriculum was delivered in very short periods of time (often outside of school hours). Trying new ways to engage and educate, reverting to traditional methods only to quickly pivot back again was very challenging, but the genuine care, empathy and effort to continue the learning of our children truly shone through during these times.

We are fortunate to have our children now back in the school environment which we know provides a rich experience, however we also now know that we can adapt and deliver education in a number of mediums which will also be valuable in the future (hopefully not for more COVID outbreaks though!).

It was a difficult year to feel that as a board we could provide enough influence and support to those inside the school as well as at the broader community. I am however thankful that, albeit via Google meets, we were able to support and acknowledge the staff remotely.

I am very pleased and excited about the progress of the McCrae street, 'Iona Building' project during the year. I would particularly like to thank Kendyl Hopley for her tireless efforts behind the scenes to have us prepared for imminent works on site. This building project will be a significant addition to our school in 2021.

I would like to congratulate Kimberley McSweeney on her appointment as principal for this year. She has the full support of her peers, school community and the school board, and I am looking forward to seeing her make the role her own.

It is also an appropriate time to formally acknowledge the efforts of Dan Gooch, our departing principal. Over his six-year tenure Dan showed dedication, passion, commitment and skill in his role as leader of the school community, his contribution was greatly valued, and I personally feel very fortunate to have had his leadership shape the school we enjoy today.

As we embark on a new year, in my final year as an Advisory Council member, I am looking forward to again serving the school community. To re-engage the school community (restrictions allowing), to provide guidance and support to Kimberley and her team and most importantly to play our role in creating an environment where the children of St Kilian's are prepared for life beyond our gates will be our ongoing focus.

Finally, I encourage those from within the community to share their skills for the benefit of all. To participate and volunteer in activities and events in a year, god willing, that will be a lot closer to normal.

Catholic Mission and Identity and Education in Faith

Goals & Intended Outcomes

- To raise the profile of Social Justice in our school.

Achievements

St Kilian's School has participated in the celebration of the Sacraments of First Holy Communion, and Confirmation. This was achieved through the delivery of online modules of faith formation sessions, along with an adapted COVID Safe Sacramental Mass celebration program. We thank Fr Junray and Fr Rob, the classroom teachers and families for supporting the students of the school in their journeys of faith.

The role of Religious Education Coordinator has been carried out by Carolyn Maher. She has worked very hard to move to a Parish-based Sacramental program for the school over the past few years, with this being fully implemented in 2020. She has assisted and supported the staff and parish in the preparation of the Sacraments, whole school Masses, liturgies, prayer and through the supporting of staff in their implementation of the Religious Education program, the 'Source of Life'. She has also attended and been involved in the Parish Pastoral Council meetings throughout the year, adding to the connection between parish and school.

St Kilian's has taken an active role in celebrating the Catholic life and culture of the school. All staff participated in a Faith formation day, focusing on their spiritual understanding and development and understanding the role of the Catholic School in living out the mission of the church.

VALUE ADDED

Unfortunately, the school was not able to participate in its typical fundraising activities due to all events and excursions being cancelled due to the COVID-19 pandemic. This will be a renewed focus for 2021.

Online Professional Development with Maria Weatherill and Lee Pethybridge was provided in Semester 2 with a change in direction due to the need to be online.

Learning & Teaching

Goals & Intended Outcomes

- Identify, using data, areas of focus to improve Mathematical outcomes for students.
- Improve the accuracy of students' spelling in their writing texts.

Achievements

St Kilian's School has continued to provide our students with positive educational experiences that develop their capacity for personal growth and life-long learning. We continue to share a close partnership between home and school that provides a strong sense of community, in which our students are nurtured. Our teaching and learning practices firmly embed a contemporary curriculum where students are well supported and encouraged to develop the knowledge, skills and behaviours necessary to become independent learners. The school continues to challenge the way students learn, with learning environments and the use of technology meeting students' needs always being at the forefront. The staff are deeply committed to improving the outcomes for all students and to promote a holistic approach to learning, whilst recognising that all students prefer to learn in different ways and at different rates.

The school was certainly faced with a challenge when remote learning was forced onto all students in the school. Thankfully, due to forward planning, hard work and an existing contemporary approach to learning and teaching, the school was able to successfully and effectively switch over from face to face teaching to remote learning from home, during the year.

In 2020 St Kilian's School continued its engagement in the Inquiry Mindset Project, with a focus being the establishing a consistent and evidence based approach to learning and teaching Reading across the school. This focus was supported by all teaching staff participating in the Science of Learning and Reading (SOLAR) project, offered by La Trobe University, Bendigo. To support this, the school also established a partnership with Pamela Snow (La Trobe University) and provided Professional Learning opportunities for all staff to support the learning and teaching of Reading across the school. Leading facilitator and curriculum author, Claire Scott, was engaged by the school to further develop the staff's knowledge and understanding of 'Explicit Instruction', as an effective teaching strategy embedded in the school.

Professional Learning Communities (PLC's) have continued in the school and have been the vehicle to enhancing student outcomes, particularly in the area of Reading and the Science of Learning. Staff have engaged in both cluster level and whole group PLC's, on a weekly basis, throughout the school year.

Targeting the learning for students through data driven instruction has continued at St Kilian's, with the continued use of pre and post assessment practices underpinning most learning experiences in the school. The pre and post assessment data has been embedded across the school, with teachers being able to clearly identify the individual needs of all students through effective diagnostic information. The school is a privileged position where all teaching and learning is informed by student data in the areas of Literacy and Numeracy, and all parents of being able to understand and track the learning growth of their child/children, at any point in time.

The school has continued to immerse the students in technology rich learning environments, through its 1:to:1 laptop program for all students in Grades 3 to 6. Chromebooks were introduced into the school in 2019 and continued to be used in 2020. These devices provided the backbone

for a successful remote learning period, enabling all students in the school access to a device to enable them to engage in the online remote learning portal.

The staff at St Kilian's School need to be acknowledged and thanked for their efforts in providing the nurturing care they do to all the students in the school. The staff have worked diligently in striving to provide the best educational experience possible as well as continually engaging in professional learning opportunities to continue to learn and develop in their roles. During remote learning, all the staff worked extremely hard and went well beyond what is normally expected of them to ensure they provided an engaging and successful remote learning program for all the students in the school during the COVID-19 lockdown periods.

STUDENT LEARNING OUTCOMES

Student Learning Outcomes were monitored via ACER's PAT testing in Reading and Maths.

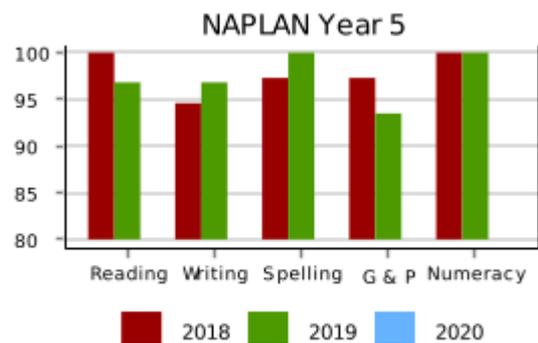
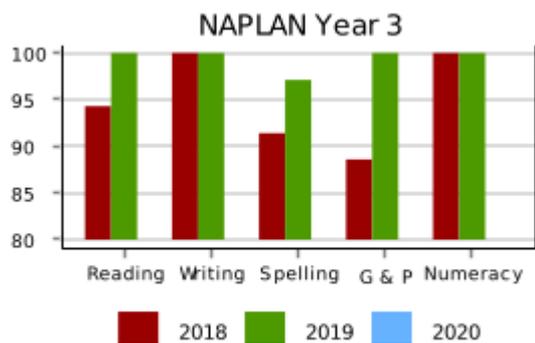
Students are assessed annually in October via the ACER PAT testing which is then utilised by leadership and staff when determining student successes, growth and needs. Staff continue to use this data to triangulate this with classroom tasks, such as formative assessments through Essential Assessment, SA Spelling, MAI Testing, Dibels and Cold write, and Semesterly assessments via School reporting. Staff spend planning time, Professional Learning Communities and staff meetings to analyse, interpret and deepen their understanding of each individual student, cohort and/or classgroup.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2018	2019	2018 – 2019	2020	2019 – 2020
	%	%	Changes	%	Changes
			%	*	*
YR 03 Grammar & Punctuation	88.6	100.0	11.4		
YR 03 Numeracy	100.0	100.0	0.0		
YR 03 Reading	94.3	100.0	5.7		
YR 03 Spelling	91.4	97.1	11.4		
YR 03 Writing	100.0	100.0	0.0		
YR 05 Grammar & Punctuation	97.3	93.5	-3.8		
YR 05 Numeracy	100.0	100.0	0.0		
YR 05 Reading	100.0	96.8	-3.2		
YR 05 Spelling	97.3	100.0	2.7		
YR 05 Writing	94.6	96.8	2.2		

* 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.



Pastoral Wellbeing

Goals & Intended Outcomes

- Promote the wellbeing and resilience of students

Achievements

In 2020, St Kilian's School welcomed the enrolment of thirty-nine new Prep students, taking the total enrolment of the school up to two hundred and sixty-four students. The new Preps were well-supported by their Grade 6 buddies throughout the year. The school environment has been a very caring and supportive place for students to learn, where each student's uniqueness has been valued and nurtured.

St Kilian's strives to provide a school environment which is safe and happy for students to engage in, underpinned by the values and ethos of our catholic school. This supportive environment has enabled confidence to build in the students and in their relationships with others.

Student wellbeing was at the forefront of the school staff, due to the long periods of remote learning, typically done in isolation from home by all students. Extra resources were provided to ensure students wellbeing was being monitored and maintained both when onsite and at home during this uncertain and worrying pandemic school year.

In 2020, Ms Kellie Mennen continued to fulfil the role of School Support Worker, providing valuable support to the students and families in the school. The Mindfulness Meditation program was continued in 2020, along with the Peaceful Kids program and 'Seasons for Growth'. The additional programs, supports and curriculum the school has in place assists in the development of the students' social and emotional health.

In 2020 there has been a continued focus on the PBIS program. The PBIS team continued to work together, with whole school initiatives being planned and carried out to support the positive behaviours of students in the school. This focus has shown to have had a continued influence on the students, where the core beliefs of being safe, respectful and responsible have continued to flourish. During the year, the PBIS framework was extended to include more facets of the school, supporting and promoting positive student behaviours. The school will continue to implement the PBIS framework, along with providing both consumable and staffing resources to support its effectiveness.

Parents have been an important part of the success of the school during the year and we thank all parents of the school for their continued support and involvement.

VALUE ADDED

- School Support Worker employed
- Wellbeing Team continued
- CARE Team continued
- Prep Transition Program
- School Prayer

- Christian Meditation continued
- Mindfulness Program continued
- RTI framework continued
- Parent PD
- 'Can we help' during COVID lock downs- opportunities for families to identify needs
- Parent online PD opportunity with Dr Justin Coulson & Happy Families during COVID lock down

STUDENT SATISFACTION

- Social and emotional learning as part of Remote learning site and daily check in with staff
- Grade 6 exit surveys conducted indicate that the students feel safe and happy at school. They feel they have been well-prepared for Secondary School.

STUDENT ATTENDANCE

Attendance records are kept for all students, with attendance being checked and marked twice daily. Parents/Guardians are asked to notify the school of any non-attendance. A student absentee notice is sent to the school upon return of the student to school. Unexplained absences or repeated absences are followed up via direct contact from the school with the respective parent(s) or guardian(s), via a SMS and/or phone call.

During Remote learning staff completed daily check ins included role marking. Students were physically observed participating in daily google meets and the student attendance was marked. Staff who observed students missing made email or phone contact with families and if they continued to be concerned staff contacted leadership. Student who were onsite during these times were marked against an attendance record as well as participating in the daily google meets.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	95.0%
Y02	94.1%
Y03	94.7%
Y04	93.2%
Y05	95.9%
Y06	95.6%
Overall average attendance	94.7%

Child Safe Standards

Goals & Intended Outcomes

- Promote child safety in the school and wider community
- Ensure the school is compliant with all child safety legislation

Achievements

- Successfully passed (fully compliant) with external VRQA Review with Jan Hayes 2020, Child Safe Audit completed in 2019
- Completed the online readiness tool survey
- Leadership attended Child Safe workshops
- Developed new child safe policies and procedures
- Staff were trained in child safe policies and procedures
- Provided parent education and information about child safe practices through the newsletter and school website
- Revisited code of conduct for all staff, contractors, workers and volunteers
- Developed new recruitment and employment practices including child safety protocols were followed
- Implemented online training and audit tool for staff to complete compliance training in Child Safety

Leadership & Management

Goals & Intended Outcomes

- Develop School Leadership Team
- Promote the formation of the School Board
- Work actively to on Building Program for Senior Unit

Achievements

The school Leadership Team comprised of Daniel Gooch, Principal, Kimberley McSweeney fulfilling the role of Deputy Principal of the school, Carolyn Maher as the Catholic Identity Leader, with Allira Holmes continuing her role as the Leader of Learning and Teaching. In 2020 two teachers continued their Positions of Leadership (POL) in Learning and Teaching. These teachers worked with support of the leadership team, in leading Professional Learning Communities in the school. The foci of the PLC was to continue to embed improved learning outcomes for all students.

In 2020, the school Leadership Team lead the school community during the COVID-19 pandemic. By successfully maintaining clear, concise and regular communication with the parents and carers, the school successfully maintained an inclusive and informed school community, especially during periods of lock-down and remote learning.

The School Board provided tremendous support throughout the year. The Board supported all operational and leadership aspects of the school and provided a lot of support, guidance and feedback to the school Leadership Team, in regards to managing the operations and parent engagement aspects of the school during the COVID year. We thank the Board for their continued service to the school and the support they have given the Leadership and staff of the school. Unfortunately, the contributions of the P&F were limited in 2020, due to the restrictive guidelines that schools and the wider community had to operate under. The P&F did manage to support the Marong Cup event, which was well-supported by the families in the school. Whilst the P&F was willing to support the school through the year, unfortunately their eagerness was sadly stifled in 2020, but we look forward to a renewed vigour with new member on the P&F in 2021. As a school, we are always grateful for the fabulous work of the P&F. We also congratulate Mrs Jo Hill, for her successful tenure as P&F President for the year.

PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2020

Expenditure of professional learning

Professional Learning Opportunities 2019

- ECSI Workshop
- AFS Workshop
- Early Career Teachers
- VRQA PD
- Source of Life Planning

- Learner Diversity Leaders Network
- Deputy Principal Network
- Principal Network
- Religious Leaders Network
- Emergency Management PD
- Performing Arts Network
- Growth Coaching Performance Conversation PD
- NAPLAN PD
- MacquLit PD
- RE Faith Day
- Budget Workshop
- EOY Payroll & Accrual Workshop
- SIMON PD
- SOLAR Teaching staff

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2020= 22

AVERAGE EXPENDITURE PER TEACHER FOR PL= \$699.49

TEACHER SATISFACTION

Data analysis of the Annual Review Meetings survey, completed in 2020, indicates that there is a very good level of teacher satisfaction at St Kilian's School.

Satisfactory scores were reflected in the categories of job satisfaction, individual morale, school morale and teamwork. High ratings were achieved in the areas of student management, respect for students, student motivation, parent partnerships, teacher confidence and curriculum processes.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	65.0%
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ALL STAFF RETENTION RATE

Staff Retention Rate	73.5%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	6.7%
Graduate	26.7%
Graduate Certificate	0.0%
Bachelor Degree	73.3%
Advanced Diploma	26.7%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	26.0
Teaching Staff (FTE)	21.7
Non-Teaching Staff (Headcount)	13.0
Non-Teaching Staff (FTE)	13.4
Indigenous Teaching Staff (Headcount)	0.0

School Community

Goals & Intended Outcomes

- Promote parent engagement in the school

Achievements

Unfortunately due to the COVID Pandemic we were unable to engage in face to face opportunities. However, by successfully maintaining clear, concise and regular communication with the parents and carers, the school successfully maintained an inclusive and informed school community, especially during periods of lock-down and remote learning.

PARENT SATISFACTION

Parent satisfaction was measured by regular informal feedback from the school community during the COVID Pandemic. Our School Board assisted in the communication and feedback in this area. After the first Remote Learning we conducted a Parent and Staff survey and determined what would be the best way forward if we were required to teach remotely again. This data was used as part of the second Remote learning experience.