



ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

St Kilian's Primary School
Bendigo

2019

REGISTERED SCHOOL NUMBER 726:



Contents

Contact Details	2
Minimum Standards Attestation	2
Our School Vision	3
School Overview	4
Principal's Report	5
Education in Faith.....	5
Learning & Teaching.....	7
Student Wellbeing.....	9
Child Safe Standards	11
Leadership & Management	12
School Community	15
School Performance Data Summary	16

Contact Details

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PARISH PRIEST	Fr Junray Rayna
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Minimum Standards Attestation

I, Daniel Gooch, 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 2019 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.

24/04/2020

Our School Vision

Our School Vision outlines what, as a school community, we believe in.

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 in 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 266 children in 2018. 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. This year we welcomed Fr Junray Rayna into the school community, as the new Parish Priest of St Kilian's. 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. Fr Junray has been very active in the school, regularly meeting with staff, students and families alike. I am thankful for the support Fr Junray has given to myself, the School Leadership Team, staff and particularly the students.

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 learning in different ways and at different rates.

St Kilian's School is very blessed to have such strong support by the families in the school. The school-home relationship fosters a very supportive environment for the students of the school. The communication between home and school has had a significantly positive influence on the successful education of each student, and I thank all of the student's parents for supporting the school in this.

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, Confirmation and Reconciliation. 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 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. Through the many Masses, liturgies, prayer services, assemblies and Reconciliation opportunities, the students have been provided the opportunity to deepen their relationship with God and to move closer to living a life with Jesus as their role model.

The work of St Kilian's School has been felt in the Bendigo community. Through our contribution to Caritas, assisting St Vincent de Paul Society, fundraising for 'The Missions' and other fundraising efforts, the school has certainly had a positive influence in the community and had promoted the Catholic Mission of the school.

In 2019, the school focussed on understanding the 'Social Justice' aspect of Catholic Identity, and being able to develop and guide the students into making socially and morally informed decisions in their day-to day lives.

VALUE ADDED

- Liturgical Celebrations - Family, friends and parishioners continued to support the children at Masses and Reconciliation Liturgies that were held throughout the year. Sacrament Workshops, meetings and special Liturgies were also well supported by parents.
- The Winter Appeal for the St Vincent de Paul Society took place. We collected non-perishable goods for families who are in need of help.
- A staff retreat focusing on Spirituality was conducted
- Focus on social justice issues, responding in prayer and action to issues facing our own and wider communities
- Continue to unpack Catholic Social Teaching during planning and then make connections with social justice actions in RE units
- CARITAS Support: Project Compassion and CARITAS K's
- Support of Catholic Mission

Learning & Teaching

Goals & Intended Outcomes

- Improve Mathematics Standards
- Improve Spelling Standards

Achievements

In 2019 St Kilian's School continued its engagement in the Inquiry Mindset Project, with Mathematics being the focus of the project. To support this, the school has sourced both internal and external facilitators to provide professional development for staff to support the learning and teaching of Mathematics across the school. Leading facilitator and curriculum author, Leonie Anstey, was engaged by the school to further develop the staff's knowledge and understanding of effective Maths practices in the classroom. Staff also participated in the induction and implementation of the 'Essential Assessment' Mathematics resource in the school.

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

Languages continued to be a focus for the school and as a strategic action by the Sandhurst Diocese, implemented the CLIL Languages model, combining Art and Languages. The program has been supported by the employment of an Indonesian teacher aide, who adds value and diversity to the program.

Differentiating 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. This was supported by diagnostic assessment data, attained from NAPLAN, PM Benchmarking, Essential Assessment, Alpha Assessment, Fountas and Pinnell throughout the year as well as PAT Reading and PAT Mathematics assessments being carried out across all grades at the end of the year. Synthetic Phonics has been an integral part of our beginning readers program, and has been immersed in the Junior primary grades of the school.

The school fully integrated the SMART Spelling program, ensuring the continuity and consistency in teaching and learning spelling across the school. All staff engaged in Professional Development focussing on the implementation and integration of the SMART Spelling program.

The school has continued to immerse the students in technology rich learning environments, through its 1:1 laptop program for all students in Grades 3 to 6. New Chromebooks were introduced into the school in 2019, as the lease ended on the previous model.

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 of 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.

STUDENT LEARNING OUTCOMES

The Grade 3 NAPLAN data (students above minimum standard) indicates the following:

- There has been the same or an improved outcome in all areas of the NAPLAN Assessments; Reading, Writing, Grammar & Punctuation, Spelling and Numeracy.
- The overall performance outcome for the Grade 3 students is 100% in Reading, Grammar & Punctuation, Numeracy and Writing. It is above 97.1% in Spelling.

The Grade 5 NAPLAN data (students above minimum standard) indicates the following:

- There has been the same or an improved outcome in the areas of Numeracy, Spelling and Writing.
- There has been a decline in the areas of Reading and Grammar & Punctuation.
- The overall performance outcome for the Grade 3 students is 100% for Numeracy and Spelling, above 93.5% for Grammar and Punctuation and above 96.8% in Reading and Writing.

After analysing our NAPLAN and school data, the school will continue to focus on improvement in the area of Mathematics.

Student Wellbeing

Goals & Intended Outcomes

- Promote the wellbeing and resilience of students

Achievements

In 2019, St Kilian's School welcomed the enrolment of thirty eight new Prep students, taking the total enrolment of the school 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. This, too, has led to students being confident in their learning and experiencing success.

In 2019, St Kilian's School continued to strengthen its focus on student wellbeing. 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 2019, along with the Peaceful Kids program and 'Seasons for Growth'.

In 2019, the school conducted a 'Pastoral Wellbeing' review. The outcome of the review was that the school was achieving highly in this area. The additional programs, supports and curriculum the school has in place assists in the development of the students' social and emotional health.

The School's Debutante Ball committee worked diligently throughout the year. 2019 saw two Deb Balls being celebrated. The Deb Balls were hosted in the St Kilian's Hall and were a huge success. The committee is to be thanked and congratulated for their achievements throughout the year and we look forward to this event continually growing from year to year.

In 2019 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 initiated
- Mindfulness Program implemented
- RTI framework continued

STUDENT SATISFACTION

Data analysis of student wellbeing surveys, completed in 2019, indicates that there is a high rate of student satisfaction at St Kilian's School. Good scores were reflected in the categories of student morale, distress (lack of), connectedness to school, motivation, learning confidence, connectedness to peers and student safety.

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.

Child Safe Standards

Goals and 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 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 to include 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
- Complete New Building Program for Senior Unit

Achievements

In 2019 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 Reading Comprehension strategies in the classroom and to improve the Mathematics outcomes for all students.

In 2019, the school completed a Post Census Enumeration Audit. The school was compliant in all aspects of the audit, which focused on the enrolment and NCCD data of the school, as to which it is funded. I sincerely thank the teaching staff, Administration staff and Leadership Team in the successful outcome of this.

The school continued its focus on the Student Leadership program in the school, continuing to provide ongoing opportunities for all of the Grade 6 students to lead the school community in areas of Pastoral Care, Communications, Sport and Sustainability. The Grade 5 students also participated in a Bendigo Catholic School Leadership day, which focussed on the students becoming socially just leaders of tomorrow.

In 2019, 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 school's Master Plan. Early in 2019, the school formally acquired an adjoining property to the school, which will add value to the future goals of the school. Planning began in 2019 to add a new building facility to the school on the newly acquired site. The school engaged architects and established a sub-committee working party to oversee the planning of the new proposed facility. By the end of the 2019 school year, the working party had draft plans established for the new site. The building project will be completed in 2020.

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. New initiatives that were achieved by the committee were the upkeep of the school oval, as well as maintaining the hall and installing new carpet in some of the classrooms.

In 2019, the school installed a new senior playground. This has been enthusiastically used and enjoyed by the students. We thank the work of the School Board, particularly Damien Power, in achieving this. We also acknowledge the contributions of the P&F to support the purchase of the new equipment.

In 2019, the school continued to use the new administration system, 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, along with the support of Administration officer and we thank them both for their efforts in making the transition a successful one. In 2019, the financial position of the school remained positive. This was achieved through strategic 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.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2019

- ICON
- Complispace
- Emergency Management Training
- Anaphylaxis & Asthma Training
- First Aid Training
- Special Education Workshops
- Student Well-being
- Leadership Days
- Physical Education Network Workshops
- Finance Training
- Office Administration
- Network meetings – attended by subject leaders and school leadership
- Languages
- Positive Behaviour Interventions and Strategies (PBIS)
- Philip Holmes Smith: Learning Intentions and Success Criteria
- Religious Education Accreditation
- Graduate Teacher Professional Learning
- Learning Diversity
- Mathematics
- NAPLAN
- Peaceful Kids
- Seasons for Growth
- Critical Incidents
- ICON
- Complispace
- SMART Spelling
- Get Reading Right
- Arts on Show

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	19
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$1,132.45

TEACHER SATISFACTION

Data analysis of Annual Review Meetings survey, completed in 2019, indicates that there is a very good 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.

School Community

Goals & Intended Outcomes

- Promote parent engagement in the school

Achievements

We were successful in continuing to promote the school to the and look for opportunities to make connections with the wider community. Our transition program from Kindergarten to Foundation gave new students ample time and opportunity to become familiar and safe to fully immerse in the life of St Kilian's before their formal schooling started. An Orientation Day and two transition days were held for the new Foundation students. A detailed Foundation Information pack was also distributed, along with a Foundation information session being held. In 2019 we set aside a week where prospectus families could visit the school and have a guided tour. Whole community events are held with open invitations e.g., Mother's Day and Father's Day Breakfasts. The parish and school community are being brought closer together through the attendance and participation in weekly Masses.

The School Board provided tremendous support throughout the year. The Board supported all operational and leadership aspects of the school and continued to focus on improving 'parent engagement' throughout the year. I thank the Board for their continued service to the school and the support they have given me and the Leadership and staff of the school.

The school has been blessed by the contributions and presence of the Parents and Friends (P&F) association throughout 2019. They have worked tirelessly to not only raise valuable funds for the school, but to provide opportunities and events which promote the friendly, caring, inviting and inclusive school environment. The P&F have organised the fete, movie night, raffles, school BBQ's, grandparent's day, Father's Day, Mother's Day, the Marong Cup, the school tuckshop, and many, many more. As a school, we are indebted to the fabulous work of the P&F and all who have made this such a successful year. I also congratulate our P&F President for her successful tenure as for the year.

PARENT SATISFACTION

Data analysis of the parent surveys, completed in 2019, indicates that there is a very good rate of parent satisfaction at St Kilian's School. Satisfactory scores were reflected in the categories of approachability of staff, parent input, student achievement, student leadership, stimulating learning, student motivation, social skills and student safety.

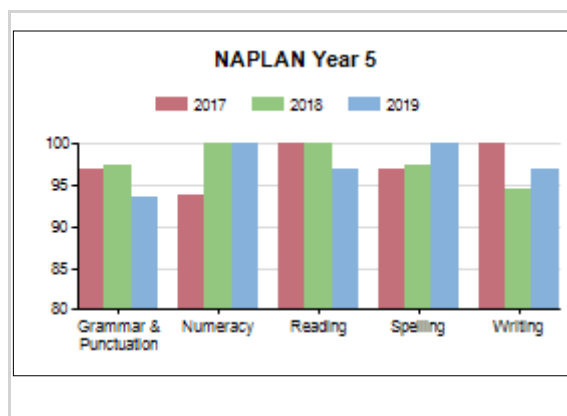
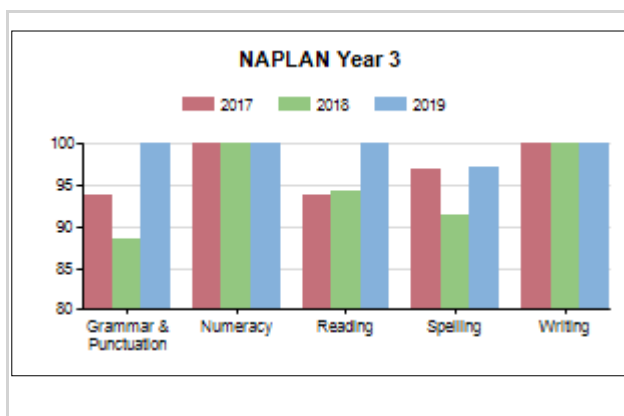
School Performance Data Summary

E3023

St Kilian's School, Bendigo

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 03 Grammar & Punctuation	93.8	88.6	-5.2	100.0	11.4
YR 03 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 03 Reading	93.8	94.3	0.5	100.0	5.7
YR 03 Spelling	96.9	91.4	-5.5	97.1	5.7
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	96.9	97.3	0.4	93.5	-3.8
YR 05 Numeracy	93.8	100.0	6.2	100.0	0.0
YR 05 Reading	100.0	100.0	0.0	96.8	-3.2
YR 05 Spelling	96.9	97.3	0.4	100.0	2.7
YR 05 Writing	100.0	94.6	-5.4	96.8	2.2



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	91.1
Y02	91.8
Y03	93.1
Y04	91.4
Y05	92.1
Y06	92.7
Overall average attendance	92.0

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	64.1%

ALLSTAFF RETENTION RATE	
Staff Retention Rate	78.8%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	11.8%
Graduate	23.5%
Graduate Certificate	0.0%
Bachelor Degree	70.6%
Advanced Diploma	23.5%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	27
Teaching Staff (FTE)	22.7
Non-Teaching Staff (Headcount)	15
Non-Teaching Staff (FTE)	15.3
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