School Improvement

Annual School Improvement Plan 2015 – Success Measures

- Renovation of junior primary classrooms to improve functionality
- Review and update of I.T. policies and plan
- Use of SEQUA programme for attendance, pastoral care and reporting
- Review and update of St Paul’s Evangelisation Plan

Annual School Improvement Plan – Key Goals for 2016

- Staff professional development in the use of Macbook devices
- Maintain and update Early Childhood Centre with modern facilities and resources
- Updating of I.T. equipment in all classrooms according to I.T. Plan
- Engagement of parents to become active in their child’s learning
- Use of SEQUA ENGAGE/LEARN to record and store academic and pastoral data on students and generate paperless reports
- Enhance personal faith development for staff

Financial and Infrastructure Report

2016 School Budget

<table>
<thead>
<tr>
<th>INCOME</th>
<th>Initial Budget ($)</th>
<th>% of Income</th>
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<tbody>
<tr>
<td>Tuition Fees/Private Income</td>
<td>578,563</td>
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<tr>
<td>State Government Grants</td>
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<td>Commonwealth Grants</td>
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<table>
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<tr>
<th>EXPENSES</th>
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<tr>
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<tr>
<td>Administration/General Expenditure</td>
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<tr>
<td>Trading Expenditure</td>
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<td><strong>TOTAL</strong></td>
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</table>
**School Board Chair’s Report**

On the fourth Tuesday of the each month ten people come to the Board Meeting from their busy days ready with ideas and prepared to serve our community, guided by their faith.

In a formal sense, the functions of the School Board are to provide advice to the Principal on a range of issues including:

- Planning for the present and future operations of the School;
- Providing membership on selection panels for employment of staff and leadership to the School;
- Disseminating information about the School and Catholic Education;
- Managing finances associated with the School; and
- Advising the Principal with respect to School policy.

This year the Board has considered, discussed, advised and actioned:

- Strategic planning;
- The school budget as prepared by the bursar;
- Capital and maintenance works;
- Security issues;
- Staffing changes;
- Communication to parents and the wider community; and
- the ever developing IT program at St Paul’s.

This year the Board members attended the Catholic Education Office Induction, heard reports following the completion of last year’s building program, provided significant input on the incoming one to one device program and reviewed the new St Paul’s Strategic Plan. Some board members also attended a briefing on school funding changes and the board chairs conference.

The confusion about the role of the Board seems to be mostly about what the Board doesn’t do. For both outgoing and incoming board members and the school community, this is what the Board doesn’t do:

- School Board members are not there to raise their own agenda regarding their own children;
- School Board members don’t take the concerns of individual parents to the principal for resolution;
- School Board members don’t get to redesign the school, hire or fire, or choose who teaches the children, what they are teaching or where they do that teaching.

The School Board provides advice when requested.

This year there have been two standout issues for me as Chair. God and Money. I’ll deal with the money first and let the big guy have the last word.

At the CEO Induction it became clear that the financial position of Catholic schools is a changing landscape that will require careful navigation for a small school like St Paul’s to continue to thrive. The school has planned to have a buffer from the threat of education funding changes. The CEO briefing on changes to funding indicated that threat is now a reality for all Catholic schools.

The school leadership, and at their direction, the School Board can only operate within the guidelines and policies of the CEO. The careful financial management of St Paul’s to date will ensure the school can weather the funding changes.

So this is how it works: The CEO assesses our school based on our community’s ability to pay fees. With “ability to pay” the CEO looks to factors like, the employment sector and salary of parents, the educational qualification of parents, and the value of land in the area the school is located in. The CEO makes that assessment. The CEO sets the proposed range for fee increases based on the “ability to pay”. The school bursar is given a proposed % increase and
forms the expenditure budget. Then this is given to the Board via the Treasurer for comment with a recommendation from leadership.

This kind of financial management finds us in a school that has renovated the learning spaces from Year 1 - Year 6, and provided new school furniture throughout. Excitingly, this year has seen the introduction of the Smart Words program, the extension of literacy support to more children than ever before and the soft introduction of the BYO device program, with a full program to commence next year. What you don’t see is the financial management of the school has facilitated the extensive infrastructure required for that program. Just because you bring an IPAD to a school doesn’t mean your kid can get a 21st century education. There is professional development training, apps, networks and maintenance to those networks and other IT upgrading and reviewing that is required. What we see as parents is the tip of the iceberg, but below the surface there is a lot going on to bring that idea to fruition.

When people talk about “all the money in the bank” they need to do so with the understanding that this school supplements funding to provide dedicated year levels irrespective of class sizes, has an ongoing building improvement program and the financial management to develop diverse teaching approaches. A lot of schools are not moving forward this way. They are actually playing financial catch up. This is why our school has money in the bank.

Now to the God part. At the Board Chairs conference, attended by Emma Gregory and me, it was emphasised that the role of the Board is to uphold the Catholic ethos of the school. It is not simply to pay lip service by opening a meeting with a prayer but to place ourselves and our advice before God in giving it. Father Tim has proven to be a fierce guardian of the Catholic ethos of the school, its board and our community. It is the responsibility of board members to conduct board matters guided by that catholic ethos.

And now to gratitude:

Joanna and her leadership team have had a robust and busy year. Both Jesse and Mac have dived into our busy calendar and proven invaluable to our school. The Board thanks them both for joining our family and their work so far. Joanna, your attention to detail of every inch of this school always surprises me and is best evidenced by your attention to the school reports. All parents should know that each child’s report is read by Joanna, once for content, once for grammar and on occasion a third time. I have seen conversations between Joanna and a teacher over a single word to describe a child. When parents read those reports, they hang off every word and it is important to know that each word has been deliberated and scrutinised. It is this care and attention to detail that Joanna exhibits in everything she does at St Paul’s and she doesn’t only require it of her leadership team and staff, she inspires it.

My deepest thanks to Father Tim. My time with other board chairs revealed that other schools do not have a parish priest that attends board meetings, runs class liturgies, conducts hymn singing, weekly school mass with a Q&A, runs a competitive liturgical chorale, participates in the school monthly masses, is integral in each child’s preparation for the sacramental program, First Friday Masses and the All Saints Mass. Informally he also supports parents and children through life’s challenges. You are the face of Jesus for our kids and the guardian of their faith. You have bridged the gap between parish and school and in the children’s eyes the two are inseparable. As Chair, I thank you for your guidance and support, and I acknowledge the load you bear and the value of what you do.

Gratitude and thanks to board members-

• Emma Gregory as Deputy Chair, Emma leaves us after 2 years of support and unique insight that have been invaluable to the Board’s work;
• Simon Borck as continuing Treasurer for his consistent no fuss approach;
• Jill Baroni as outgoing Secretary, thank you for your efforts in making this Board run so smoothly;
• Olga Biundo as outgoing P & F representative on the Board fulfilled a difficult role in reporting between two bodies;
• Nola McIntyre as Parish representative who provides us with an insight from the outside; and
• Malaika Jordan as continuing General Member who has represented the earlier year levels and the perspective of a new family to the school.

This year marks the end of an era for the P&F at St Paul’s. For a considerable time the heart and soul of our community has been fostered, developed and at times tamed by Clare Sallinger. She was the ever present Secretary before she took on the role of President 2 years ago. She has been supported by everyone’s favourite Girl Friday, the Secretary, Beck Hampson. This dynamic duo has blown through a frenetic calendar of events and handled all the big and the smallest details effortlessly to ensure a seamless and endless stream of fun and fund raising at St Paul’s. Clare and Beck have been supported by the capable and clever outgoing treasurer Kelly McElligott who has checked and balanced all their endeavours.

I think if we all look at the fans above, to the refurbished kitchen to the left and the grass to the right you can see their legacy will benefit students for many years to come. The Board thanks these 3 women in particular and the P&F for providing the glue in our community and the money in the bank. As I have said before without the P&F, St Paul’s would be a school without a beating heart.

The Board wishes to extend its gratitude to the most important part of any school: the staff. For a small school, our children have had the benefit of activities beyond the excellence in the classroom and that is why they love school. The Board is grateful to the staff for their unwavering commitment to our children. As a school community we set impossibly high standards for our kids and every year the staff smash those expectations!

When the leadership of school is supported by its Board, bolstered by its P&F and guided by its Parish Priest, the sky really is the limit for our kids. At CEO meetings this year, it was whispered about as an unreachable goal. I strive for our school to have that unity and strength. We have the foundation. It is within our grasp and it is up to all of us to grab on to it and grow it. God Bless for a safe and happy end of 2015.

Emma Crean
Board Chair

SCHOOL PERFORMANCE INFORMATION

Contextual Information

St Paul’s Primary School, Mt Lawley, was established by the Congregation of the Sisters of Our Lady of the Missions in 1929. A vibrant, inner-city, single-stream, co-educational school, it comprises approximately 230 students from Pre-Kindergarten to Year 6, catering for the families of St Paul’s Parish and surrounding areas.

The School provides a holistic education, embracing the spiritual, intellectual, physical, social and emotional development of students, where both relationships and learning are valued. Central to the School’s Vision is a commitment to Christ-centred education, inspired by the spirit of the founding Sisters and the Gospel teachings of St Paul.

St Paul’s accomplishes its Mission by encouraging children to recognise their uniqueness and self-worth. Pastoral care is given a high priority and students are challenged to strive for excellence and grow in faith, love and hope, with respect for one another. Behaviour management is positive, valuing the dignity of each individual and encouraging the development of self-discipline. To ensure maximum leadership opportunities, the ministries of Sport, Environment, Events and Christian Leadership are shared among the Year 6 students.

A strong emphasis is placed on the development of independent learning skills and the integration of ICT across the curriculum to enhance student learning. This has been assisted by the increased number of iPads available throughout the school, with a ratio of 1:2 per student. In 2015 the Year 5 students also had access to a bank of Chromebooks. The Year 6 class was housed in the
decommissioned computer laboratory, allowing them to operate a 1:1 computer program. All classrooms from Kindy to Year 6 are equipped with interactive whiteboards or TVs. The school’s IT program continues to develop and, after much research and parent consultation, we are excited to be introducing a 1:1 Macbook program in Year 4 for 2016.

Students’ academic needs are addressed through a Whole School Curriculum Plan, with the focus in 2015 being on the Literacy learning area, with an emphasis on developing a deep knowledge of spelling rules and letter patterns. Importance is placed on differentiation in teaching and learning programs to address the needs and strengths of each child.

In 2015 we continued to provide a range of excellent programs, to cater for the individual needs of students through:

- **The Whole School Intervention Program**, coordinated by a Literacy Coordinator/Support Teacher, identifies and addresses the needs of children experiencing learning difficulties. The Reading Recovery Program, Toe by Toe and ‘MiniLit’ programs assist children experiencing reading or writing difficulties.

- **Extension Program**: The school continues to offer a comprehensive extension program to selected students from Years 3-6 to provide them with academic challenges. In 2015, extension students participated in many activities, including:
  - ‘Have Sum Fun Face to Face’
  - ‘The Tim Winton Writing Competition’ - (A St Paul’s student gaining Second Place)
  - Year 5 Academic All Stars Competition - (St Paul’s team gained First Place overall, competing in Chess, Engineering, Poetry, Art, English, Maths, General Knowledge and Drama.
  - GoZone Interschool Debating - St Paul’s gained one Platinum Award and two Silver Awards.
  - Tournament of Minds (TOM): We entered teams in the Social Sciences and Applied Technology sections
  - Maths Olympiad Challenges: Three of our students rated in the top 40%
  - ICAS UNSW Competition
  - Australian Mathematics Trust (AMT) Competition
  - SciTech Challenge Day
  - Solar Boat Competition with OLG.C.

Students also participate in a range of competitions and festivals, including the Speak Up Award, our regional Interschool Spelling Bee, School House and Interschool Sporting Carnivals and the Catholic Schools Performing Arts Festival. Extra-Curricular programs on offer include Music Instrumental Tuition, Netball, Tennis and Active After School Sport Communities.

A further range of learning experiences are offered, such as the Chess Club and Checkmate Interschool Chess Competition, the ‘Write a Book in a Day’ competition, swimming lessons, the Leadership Camp and formal dancing lessons in Year 6.

Specialist programs offered at St Paul’s include Science; Physical Education; Music, including St Paul’s Junior and Senior School Choirs, St Paul’s Liturgical Chorale and St Paul’s Instrumental Ensemble; Italian and Edudence.

St Paul’s Primary School enjoys a strong relationship with St Paul’s Parish. The spirit of community in the School is enriched by the active involvement of parents and the generous assistance of the Parents and Friends (P&F) Association.

The education offered by St Paul’s Primary School, underpinned by Gospel values, encourages students to seek the truth and aspire to our *Motto: “From Darkness to Light”*, by growing in knowledge from darkness into the light of Christ.
Teacher Standards & Qualifications

All members of the teaching staff are registered with the Teachers’ Registration Board of WA.

Qualifications of Staff:
1 x Master of Educational Leadership
1 x Master of Education
3 x Diploma of RE
1 x Bachelor of Music in Education
1 x Bachelor of Business
1 x Bachelor of Science
3 x Bachelor of Arts
8 x Bachelor of Education
2 x Graduate Diploma in Education
1 x Bachelor of Health and Physical Education
5 x Diploma of Teaching
1 x Bachelor of Computer Science
1 x Bachelor of Commerce

Workforce Composition

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<tr>
<th>Type of Staff</th>
<th>Number</th>
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<td>Teaching staff</td>
<td>14</td>
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<tr>
<td>Full-time equivalent teaching staff</td>
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<tr>
<td>Non-teaching staff</td>
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<tr>
<td>Female staff</td>
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Student Attendance at School

Average student attendance in 2015 is 94.30%

Class attendance by level is:
Year 1 95.10%
Year 2 94.32%
Year 3 93.77%
Year 4 93.92%
Year 5 93.26%
Year 6 95.42%

The Process for dealing with non-attendance

All absences are recorded using SEQTA software and hard copy attendance registers by the teachers. Parents are asked to notify the school, prior to 9am, to report their child’s absence. In the event of an unexplained absence, a text message is sent to the parent. Parents are required, in writing, to state the date and reason for their child’s absence. Any unusual patterns of absence are reported to the Principal for monitoring. Parents must inform the Principal if a student is to be absent for a prolonged period. Parents are strongly discouraged to interrupt their children’s learning for events such as holidays.
**NAPLAN Information**

The 2015 NAPLAN results for our school are similar to those of previous years with an upward trend in results in both Year Three and Five being evident for the past two years.

The detailed breakdown of the results are shown below.

<table>
<thead>
<tr>
<th></th>
<th>Reading</th>
<th>Persuasive Writing</th>
<th>Spelling</th>
<th>Grammar and Punctuation</th>
<th>Numeracy</th>
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<tbody>
<tr>
<td>Year 3</td>
<td>481</td>
<td>462</td>
<td>448</td>
<td>487</td>
<td>439</td>
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<tr>
<td>Year 5</td>
<td>554</td>
<td>512</td>
<td>542</td>
<td>599</td>
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**Parent, student and teacher satisfaction**

In 2015, staff, parents and the Year 5 and 6 students were invited to partake in the Insight SRC *School Climate Survey*. These survey results were very encouraging and will assist the school with future planning.

**Parent Satisfaction**

In 2015, a random selection of parents were invited to complete the Insight SRC Quality Catholic School Survey regarding school culture, student behaviour and student engagement. From this data parents rated the school at or above average in relation to:

- Student connectedness to peers
- Teacher morale
- Connectedness to school
- Student motivation
- Development of social skills
- Classroom behavior

**Student Satisfaction**

Responses from the student survey indicated a high level of satisfaction with regard to:

- Student morale
- Emotional wellbeing
- Teacher relationships
- Engagement in learning
- Student behaviour
- Connectedness to their peers

**Staff Satisfaction**

The 2015, the survey indicated that staff morale was high. Responses from the staff indicated a high level of satisfaction with regard to:

- Staff wellbeing
- Work demands
- Parent partnerships
- Student motivation
- Respect for students
Post School Destinations

Post-school destinations of students from St Paul’s School at end of Year 6:

- Aranmore Catholic College 1
- Mercedes College 5
- Chisholm College 2
- Perth College 2
- Trinity College 7
- Mount Lawley Senior High School 2
- John Forrest Secondary College 1
- Servite College 1
- Iona Presentation College 1

School Income

For information regarding school finances please follow the link to My School website
https://www.myschool.edu.au/Finance/Index/90212/StPaulsPrimarySchool/48925/2014