



2014

Annual Report

Holy Spirit Primary School, Lavington

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The School

The community of Lavington dates back to the 1850's and is steeped in Gold Rush and Soldier Settlement history. Holy Spirit School was established in 1970.

From somewhat humble beginnings, the school has enjoyed a steady growth in student numbers and now enjoys wonderful facilities and resources, and a student population of 318.

We pride ourselves on; the family atmosphere that is evident in and around our school, the strong link we enjoy with the parish, and the caring nature and professionalism of all staff.

I hope that in reading this annual report, you will gain a greater insight, understanding and appreciation of Holy Spirit School.

Catholic Identity

We pride ourselves in being part of the teaching ministry of the Church and we work in partnership with parents and our Parish Priest, Fr Murphy.

The celebration of the Sacraments, Liturgical Celebrations, and Prayer, are an essential witness and visible sign of the life of faith in our school. Children begin preparations for their First Reconciliation in Year Two, First Holy Communion in Year three, and the Sacrament of Confirmation is celebrated every second year, on Trinity Sunday, when the children are in their final Stage (Year 5 or 6) of Primary School. It is important to note that each Sacrament has an element of parent education attached enabling them to fully support the school and their child/children during these times.

Prayer is an integral part of our daily school life. We commence and conclude each week with a whole school prayer at assembly- led by our Year 6 students who are members of our MJR (Making Jesus Real) leadership team. Formal and informal prayer is an important feature and much respected part of daily classroom practice, as well as staff meetings. Every Learning Space and the staffroom, has a special prayer table featuring; religious pictures, statues, a candle and prayer book(s). Our Religious Education Coordinator, Mrs Maree Brosolo closely liaises with our Parish Priest, Fr Peter Murphy, in

relation to whole school Masses (enjoyed 2-3 times per term) and other faith related activities.

A Message from key School Bodies

Catholic schools have been, and continue to be, a major component of Australian education. For over 175 years our Catholic schools have been a vital link in parish ministry, offering; spiritual, emotional, academic, physical and social growth of each individual person.

The Church's mission is to proclaim the 'good news' of Jesus Christ. Through our Catholic schools we offer an educational foundation for life, always being attentive to the full development of the student- intellectually, spiritually, physically, morally and emotionally, and in doing so we pass on the message of Jesus. This message is one of love and justice. It is a message about living life to the full and helping others do the same.

At Holy Spirit, we can be justifiably proud of our school, which was officially blessed and opened in 1971. Cardinal Moran once said that a Catholic Church without its parish school was like an apple tree without apples. Holy Spirit School would not be a vibrant 'apple' that it is today without the support of the Parish and our priests. Events such as School Masses, the fete and Holy Spirit day provide active and inspired links between the school and parish. Holy Spirit School nurtures and practices the Catholic Faith.

Our school strives to provide lifelong learners with the strategies and skills that instil confidence, equip them to journey towards their future and positively contribute to a changing world.

We are very fortunate to have the Holy Spirit School Council as our governance model, providing support to the Principal and staff of the school and I wish to express my gratitude to all involved with the School Council. I encourage all stakeholders to take the time and ask how you too can become an active participant in your child's learning journey. You will find it a most rewarding experience. Personally my children have come to the end of their primary school education and move on to the next stage in their lifelong learning journey, we all take away much than we contributed to the school. I am very proud to

leave the school council in the capable hands of Loni Mahoni and his team and wish the school every success in the future. May the blessings of our good God be yours in abundance.

Vanessa Williamson (Chairperson)

Student Outcomes in Standardised National Literacy and Numeracy Testing

In 2014, 53 students in Year 3, and 45 students in Year 5 sat the National Assessment for Literacy and Numeracy (NAPLAN). Utilizing and critically analyzing data generated from this assessment tool over a number of Staff and Stage level meetings, priority goals were identified and established for implementation in the 2015 school year. Throughout 2014, staff focused on 'Reading', 'Spelling' and 'Number' as a result of the 2013 NAPLAN results. Results are readily available on the Myschool website.

Professional Learning

In line with our School Strategic Plan, throughout 2014 staff were engaged in a number of professional learning opportunities. These opportunities were supported by the work and research of; John Hattie, Alfie Kohn, Denise Pope, Kath Walker, and notable others. A major focus area was on Assessment (Formative & Summative): on improving student achievement, strategic questioning, effective feedback and Pre & post testing.

Teaching Staff

The NSW government requires that this report detail the number of teachers in the following categories:

- A) having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or
- B) having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacking formal teacher education qualifications.

A	B	TOTAL
19		19

Workforce Composition

In 2014, Holy Spirit School operated 12 classrooms (Kindy to Year 6). Twelve teachers are full-time, four are part-time and there are three general assistants. Six staff members are male, and we are very fortunate to have six teachers trained in Reading Recovery, one Physical education teacher, and a Music teacher.

Student Attendance

Student attendance rates for each Year level and the whole school

Year	Attendance %
Kinder	95%
Year 1	94%
Year 2	94%
Year 3	94%
Year 4	93%
Year 5	93%
Year 6	93%

Student Non-Attendance

Attendance at school is compulsory and staff are aware that Class Rolls are legal documents and must be marked daily in accordance with specific codes representing reasons for student absence.

It is also 'policy' that chronic non-attendance is reported to the school office for further action/follow up from the Assistant Principal or Principal. Parents are required to supply a note to the classroom teacher explaining any and all absences from school upon a child's return.

Enrolment Policy

Holy Spirit School adopts and uses the enrolment policy of the Catholic Schools Office, Wagga. This policy is available on the following websites:

www.csoww.catholic.edu.au
www.hsww.catholic.edu.au

Characteristics of the Student Body

In 2014, student numbers continued to rise throughout the school year. As of February census the student population was 318 (143 in Infants, and 175 in Primary). The class structures were as follows:

2 x Kindergarten = 45 students
 4 x Stage 1 (Year 1 & 2) = 98 students
 3 x Stage 2 (Year 3 & 4) = 97 students
 3 x Stage 3 (Year 5 & 6) = 78 students

School Policies

Student Welfare

The physical and emotional well-being and safety of all children and staff are a priority at our school. We embrace the models and practices of; 'buddies', peer support, and MJR (Making Jesus Real). Our Well-Being committee (Counsellor, Principal, Religious Education Coordinator, and Learning Support Coordinator), was established back in 2011 and continues to meet on a weekly basis to discuss and prioritise parent and teacher identified 'needs'. Members of the committee are trained in 'Kidsmatter' and **all** staff completed training components throughout 2013-14.

Staff are familiar with the Diocesan initiative 'SWIMS'- an online information and referral program catering for students with additional needs.

Discipline

At Holy Spirit School, we believe Pastoral Care is a way of life. It is about creating a positive school climate through living out the Gospel.

We believe Pastoral Care is achieved through established relationships and the recognition of each person's sense of worth, belonging and overall well-being. Our Behavior Management policy is inspired by the philosophy of 'Restorative Justice'. It is a whole school commitment and approach to quality relationships. It provides us with strategies that promote inclusiveness and collaborative problem solving, while maintaining the respect and dignity of all parties concerned. At no times, under any circumstances, is 'Corporal' punishment acceptable or tolerated at our school.

Complaints and Grievances

Our school acknowledges that at times a dispute or grievance may occur between a staff member and another party (staff member, parent,..). To ensure all parties concerned are treated justly and to maintain professional and legal responsibilities and obligations, we adopt and use the procedures developed by the Catholic Schools Office, Wagga. Procedures for 'Harassment' are also adopted by the school. The objective of these procedures is to provide a process for a speedy resolution when a dispute occurs, while maintain the dignity of all parties involved.

Anti-Bullying

This policy is built on the premise that every child has the right to feel safe at all times. Holy Spirit School has a zero tolerance to bullying; verbal, physical, overt or subtle intimidation.

Changes to School Policies

All policies, curriculum documents, teacher programs and assessment plans are in line with current methodologies. To ensure they are kept up-to-date, staff meeting time is allocated to peruse, familiarise, share, discuss, and amend if necessary any and all school policies. Newly amended policies can be viewed on the school's webpage, or a hard copy is available for perusal at the front office.

Improvement Targets

The main priorities identified in our Strategic Plan included; to continue the practice of Pre & Post Testing, to introduce staff to 'best' assessment practices and the difference and value of formative & summative assessment, the importance of using a variety of tasks (written, oral, test, checklist, project,...), and the continual need to professionally 'read' and keep up-to-date with the research of John Hattie, Alfie Kohn, and notable others.

In line with current research; in 2014, we introduced 'peer' mentoring and we continue to track student 'growth' in their learning and understanding.

To assist teachers in time management, the school has also replaced individual programming with stage programs and implemented collegial observations and one-to-one feedback into the daily routine of the day.

We continue to work closely with Xavier High School, and have introduced exciting enrichment/accelerated opportunities for many children in Year 6.

Initiatives Promoting Respect and Responsibility

Holy Spirit School embraces a number of initiatives that promote respect and responsibility:

- A Counsellor from Centacare visits the school every Thursday, talking/working with the children referred to her directly from the Wellbeing Committee. She also facilitates whole class friendship programs. Other programs introduced to date include; drum beat, restorative practices, and friendship circles.
- All of our Year 6 students are actively involved in leadership teams or committees. They are also instrumental in our Peer Support and 'Buddies' programs.
- All of our Year 5 students participate in a 6-8 week Pre-School program. Local Pre-Schools and Day Care providers enjoy groups of 2-4 children visiting for one hour a week for the 6-8 weeks to work/play/socialise with the children. This initiative has been well received by 9 local centres and it helps with a smoother transition into Primary School.
- MJR (Making Jesus Real) is an initiative adopted throughout the whole school. The children are encouraged to identify other children in their learning space or in the play ground who are; welcoming, inclusive, resilient, well-mannered and behaved, and so on. The children displaying these attributes are 'real life' role models and are acknowledged and celebrated accordingly.

Community Satisfaction

The following information has been provided to the school. It has been a valuable gauge for determining the level of satisfaction the community has with our school.

In a survey parents responded:

1. 93% agree that we have an 'open' door policy. That the Principal is accessible.
2. 100% stated that Holy Spirit School is a 'safe' place.
3. 94% agreed that we are proactive with bullying/cyber bullying.
4. 94% supported the introduction of a \$100 student 'bank' to cover extra curricula activities and 92% want it itemized on their school fees statement.

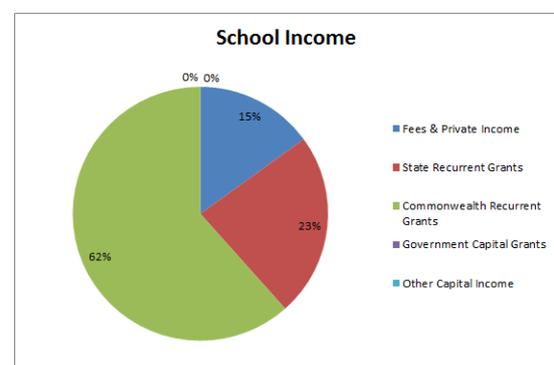
In a survey students responded:

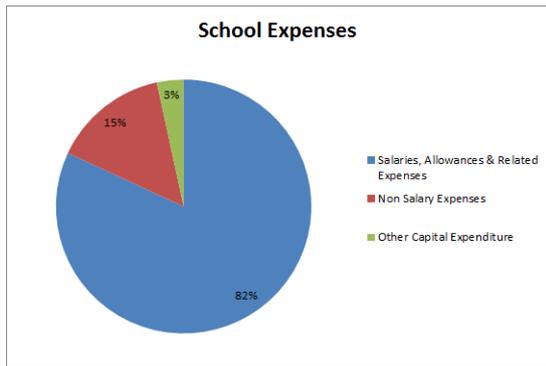
1. 99% like coming to school.
2. 97% are enjoying the Contemporary Learning Spaces.
3. 93% stated that they enjoy having more than one teacher.

Feedback from staff about the change in 'space' and pedagogy include:

- It is empowering to be so research savvy and data informed.
- Staff & students are so motivated- a real 'buzz' about the place.
- Students are more independent learners.
- The 1:1 teacher/student feedback time is fundamental to best practice.

Financial Statement Summary





About This Report

This report was written to satisfy the requirements of the Federal and State Governments as well as the Catholic Schools Office, Wagga Wagga. The information contained within should be of interest to parents of the school, parishioners and the general public. In the main it was written by the Principal, Mr Mark MacLean, and the School Council Chair, Ms Vanessa Williamson.