

St Peter's School Bendigo North

2021 Annual Report to the School Community



Registered School Number: 1709

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Minimum Standards Attestation

I, Michael Chalkley , attest that St Peter'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 2021 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 Schools.

28/03/2022

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

Governing Authority Report

Catholic Education Sandhurst Ltd identifies learning and teaching as two parts of the same action designed to ignite the 'spark of the divine' in every child. We seek to provide safe, supportive and secure environments that value diversity, promote care, respect and co-operation. In 2021 our schools went into overdrive once again to plan and prepare for a learning model that would respond to the continuing impact and uncertainty of Covid-19.

Bishop Shane established Catholic Education Sandhurst Ltd in 2021 to assume the ownership and operation of Catholic schools which previously operated as an unincorporated body. This change in our governance structure coincides with a time of increasing challenges that call us to imagine new and inspiring structures that will meet the needs of a changing Church.

Catholic Education Sandhurst Ltd governance requirements meant that schools would now develop School Advisory Councils to support the principal and school Leadership Teams to ensure the smooth running of our schools and continue the life-giving relationship between our schools and parish communities.

During extremely challenging times our schools were able to maintain their focus on each child, implementing the Victorian Curriculum and the Sandhurst Source of Life Religious Education Curriculum while providing outstanding pastoral support both on-site and through remote learning.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2021 of Catholic Education Sandhurst Ltd- our schools and personnel in the Catholic Education Office. They continue to work tirelessly for the students and families in our schools, bringing the 'spark of the divine' into focus every day.

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

Our School Identity and Vision Statements

IDENTITY STATEMENT

St Peter's is a unique Catholic school that embraces, nurtures and values each child in an open and diverse learning environment.

We are a spirit filled community where different backgrounds, cultures and abilities are celebrated.

MISSION STATEMENTS

At St Peter's we believe:

- That God is present in all people and living things; the values of Jesus are taught as well as lived in our school community.
- That all members of the school community feel welcomed, supported, respected and safe because relationships have been developed and are valued.
- Each child has unique and special characteristics which are recognised, respected and nurtured as a part of who they are and where they are going.
- That the needs of the children are the cornerstone of all decision making which is best achieved through partnership with the whole school community.
- That together we can create learners who are independent, resilient, tolerant, self - aware, self - managed, curious and confident in their own ability.
- That learning is a lifelong journey, therefore all children have a right to an excellent education, to be guided and encouraged to be the best they can be.
- That all children have the right to feel safe and be safe. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without concern for their safety. The wellbeing of children in our care will always be our first priority and we have zero tolerance for child abuse.

ST PETER'S GRADUATE OUTCOMES

At St Peter's we commit to educating students to be:

- In a strong relationship with God and to become aware of their own and others' spirituality.
- Safe, happy and confident and optimistic about life and their future.
- Resilient risk-takers who learn from their experiences.
- Contributing members of society who are aware of and appreciate others.
- Life long learners who are literate, numerate, inquiring and questioning problem solvers.
- Socially and emotionally competent, caring and respectful of self, others, the environment and their learning; and who can build and maintain positive relationships throughout their lives.
- Capable of reaching their full potential by fostering their passions and strengths and by equipping them with the skills and strategies to embrace life's challenges.

School Overview

St. Peter's is a Catholic School located in North Bendigo. We aim to meet the spiritual, emotional, physical, social and intellectual needs of all within our community. The school has an enrolment of approximately 115 students, with some 35 indigenous students amongst this number. We have 9 classrooms with a reduced number of students in each room. 2 x Prep, 2 x 1/2, 3 x 3/4 and 2 x 5/6 class groups. The focus on Indigenous culture begins with our classroom names - each group has an indigenous animal name. This class structure is made possible by our NCCD funding.

St. Peter's offers specialist music, art, environmental and library classes. The language we teach is Auslan. We have 40 staff in total. We have a Dogs Connect dog at our school and a focus on a whole school approach to synthetic phonics.

Our school aims to ensure our Religious Education Program nurtures the living faith of our community in partnership with Christian families and that it assists children in making wise decisions on how they live their lives and interact with other people.

The school will continue to promote the uniqueness of each person and celebrate difference and individual achievement.

Our staff are dedicated learners who are always aiming to improve their knowledge and understanding of our students. They are continuously enhancing their capacity to connect with our students, build respectful relationships and combine authentic relationships with trauma informed teaching practices.

Principal's Report

The 2021 school year was again significantly impacted by Covid-19 and the various lock-downs. However, at St Peter's we were again very pleased with the persistence of our staff to provide the best educational opportunities for our students in this challenging environment.

The 2021 school year continued to throw up many challenges and planning was constantly changing to adapt to new rules and processes. Through all of this we continued to embed our new literacy program, Initialit through all of our classes. The structured approach to literacy worked in our favour when students went from classes to remote learning and then back into formal classes. The routine of Initialit, provided a familiar structure and environment for our students to re-engage with their learning. Teachers continued to provide home learning packs on a fortnightly basis through each of the lock-downs. Our parents were very supportive of this approach to learning at home.

Our Year 5 NAPLAN results showed some significant improvement in writing, which again was pleasing to see the growth of our Year 5 cohort when compared with their Year 3 results. Our staff were pleased to be able to reflect on these results and feel a sense of accomplishment in that the structural and curriculum changes were having a positive impact in our school.

Unfortunately, the ongoing Covid-19 situation meant many events were again cancelled in 2021. Our camps and excursion programs were greatly affected. Year 5 and 6 students were able to attend a two-day camp, reduced from 3 days and our Year 3 and 4 camp was cancelled. Most interschool sport was cancelled and we were unable to have any visiting workshops for our students.

The Covid-19 restrictions also had a major impact on the involvement of parents in our school community. Parents and carers were not allowed to visit classrooms or participate in many classroom activities. Weekly school assemblies were cancelled which meant we were restricted in how we celebrate many aspects of our school life. Our sacramental program was also significantly affected, although a highlight of the year was the baptism of 8 members of our school community involving students from across all year levels.

A highlight in staff professional development was a two-day retreat that staff attended in May. This provided the staff with the opportunity to explore what working in a catholic school is about and deepen their own spirituality. This time also provided the staff with a time of renewal as we embraced a very challenging working environment.

There was a change to the Leadership structure in the school which gave more staff the opportunity to lead in various areas. We established a Leadership Executive that consisted of the two Co-Principals, the Leader of Catholic Identity and the Leader of Teaching and Learning. In addition to this we had a Leadership team that included the executive as well as Unit Leaders. Sadly our Leader of Learning and Teaching became gravely ill in August and was unable to return to work in 2021.

From a strategic point of view, we developed a new Master Plan for the school buildings and successfully gained \$1.3 million Catholic Capital Grant to complete Stage One of the Master Plan. In the second half of 2021 we developed a new Strategic Plan for 2022-2024.

Catholic Mission and Identity and Education in Faith

Goals & Intended Outcomes

To know the story and tradition of St Peter and the Sisters of Mercy as it relates to the Catholic Identity of everyone at St Peter's.

- To build stronger relationships with St. Kilian's Parish
- To make the story of St. Peter and the Sisters of Mercy visible throughout the school
- To further develop spirituality and social justice opportunities for students, staff, and families.

To reinforce the link between Jesus and our School Values.

- Re-launch and enliven the school motto "Life to the Full."
- Motto to be used in all areas of school life.

Achievements

Throughout 2021 the Coronavirus Pandemic continued to bring uncertainty and unrest to schools, religious institutions, businesses and everyday life. The stress, confusion and disappointment of the previous year could be seen and felt but despite this the world, our school community, started the year with optimism, hopeful for a 'normal' world. God's presence was needed in the world and in our school community and as He always does when we ask, God returned in abundance. Although the year was another tough one there were plenty of moments to celebrate including the baptism of 9 children in our school community. Throughout the year the main focus was to continue to foster and develop the spirituality of our students and their families, as well as the staff and their families. In 2021 we did this by focusing on Religious Education, connection to St. Kilian's Parish and Staff Spirituality and prayer experiences.

This year we continued to support the staff and their teaching of Religious Education through internal and external support. Since 2019 we have been using the Prayer Planner to model and support our staff in writing prayers. In 2021 staff were further supported by being given release to plan their prayer with their partner. Because we have been using the Prayer Planner for 3 years we have over 100 prayers to use as a resource. To support the transition of this skill to the classroom the Classroom Prayer Planner was implemented so that our staff are able to teach our students how to write and implement a meaningful and purposeful prayer. This will continue in 2022. We continued to have the support of Lee Pethybridge, from Catholic Education Sandhurst (CES), during unit planning once each term. Lee helped our staff to bring Religious Education into our students' homes during remote learning. Continuing to support our staff in making Religious Education accessible for our families will be a focus for 2022 and onward.

The highlight of our school year was welcoming 9 new Catholics from our school community into the Church. From the data, it showed that under 5% of our student population were Baptised Catholics. This was an area that we wanted to address by providing opportunities for our families which are accessible for them. In 2021, we offered the Sacrament of Baptism through the school. This was well supported by Fr. Junray Rayna, our Parish Priest, the Parish Pastoral Council, the St. Kilian's Parish, Catholic Education Sandhurst and our whole school community. 8 students and a child of one of our staff members were baptised at a Whole School Community Mass. The

Mass was attended by all of our students, many parents, some parishioners and some staff from Catholic Education Sandhurst including the Executive Director, Mr. Paul Desmond. It was a spirit-filled day for our whole school community and one I will never forget. I would like to thank Fr. Junray, for accommodating us and making everything so easy, Michelle Verbeek, for taking on all of the administration, Paul Desmond, for taking the time to come and celebrate with us, and Jenny Kerrins, Jenny Roberts and Michael Chalkley for their support and encouragement for this. In 2022 we will offer Baptism again and already have promising numbers.

Throughout 2021 members of the St. Kilian's Parish Pastoral Council made frequent visits to our school to check-in and reach out to our staff. They would often bring a gift or treat to share which we are all very grateful for. This partnership helped to support our staff when they came to weekend masses throughout the year by being able to connect to someone. Some of our staff continue to regularly assist during weekend Masses including reading, commentating and being Extraordinary Ministers of Communion. We are very lucky to have staff members who are willing to do this for our Church community and the role model they present for all in our school community. Our staff attended Mass formally for our Commissioning in front of the Parish Community. This was well attended by our staff. Our staff also organised to come to a Sunday Night Mass followed by dinner. Again, well attended by our staff and some of our students. Fr. Junray Rayna has been a spark of joy for our school community and the happiness he brings into our school is given back to him from our students and staff. His presence in our school is a reminder that God is always with us. I am proud that he feels welcome when he comes to visit us and hope that our staff and students love having him in our school. The school also supported a parish-based sacraments program for Reconciliation and Confirmation and Eucharist. Due to COVID these sacraments weren't completed and will be done in 2022. Fostering this relationship between parish and school is an area that we will continue to focus on in 2022.

A strength of the school in 2021 was the staffs' commitment to pursuing their faith and being open to exploring their faith. Our staff regularly attended opportunities where they could encounter God through prayer and conversation with each other. During the year we were very lucky to have an overnight Staff Retreat at The Cadell on the Murray led by Sister Anne Cossar. The Holy Spirit was truly with us during this, as well as leading up to the retreat. Two weeks out from the date we were still unsure if it was going to go ahead with fears that a lockdown was imminent. Fortunately for us, God's plan was for retreat to go ahead! Throughout our time there were many highlights of faith, love, support and friendship that we will all be very grateful for. Sr. Anne Cossar was a phenomenal leader and made Jesus Christ real and accessible for everyone on staff. Unfortunately after the retreat lockdown kicked in but that didn't stop the joy that was built during retreat. Staff continue to pursue their faith through prayer experiences at school. This was highlighted by high numbers of attendance through the year whenever there was extra rosary, Mass, prayer that was provided for our staff. I cannot thank our staff enough for their support whenever prayer is offered. I will continue to pray for them, that God will always be with them and their families. The strength of our school lies in how we continue to care and serve one another no matter who we are. If this continues to be a focus for us and our school community then God will continue to do amazing things in our school.

In 2021 Social Justice opportunities were provided to our school community. Our staff assisted with the Bendigo Winter Night Shelter and Saltworks programs. During Lent our school fundraised for CARITAS and we raised \$997.00, the highest amount raised ever at St. Peter's. We were humbled by the generosity of our school community particularly during a year where families were feeling the burden of COVID.

Again our school community had to ride the bumps of another difficult COVID year but as always our school stood up against adversity and showed how strong and resilient we are. I thank God

for his presence in our school and how He continues to work in each one of our lives. I thank Him for the strength he gives to everyone in our school community and guidance He gives us.

I am extremely grateful to Jenny and Mick for their unconditional support and trust in me. Without their guidance and encouragement I would not be brave enough to try the strategies we have established in our school. I would also like to thank the staff and families for their support of everything we try in our school. The school would not be what it is without the 'yes' that everyone in our school gives to God.

In 2022 it will be the 50th Anniversary for St. Peter's Primary School and I am excited to explore and celebrate with the school community, past and present, all of the marvellous works that God has done.

St. Peter's has a true and strong connection to God and I look forward to exploring that further with the school community in 2022.

Please continue to pray for our school community. Pray that God will continue to guide us and keep us strong when things are difficult. Many thanks in advance.

God bless,

Miggy Podosky

Leader of Catholic Identity

VALUE ADDED

- Implementation of classroom Prayer Planner
- Continued use and ongoing support for staff prayer experiences
- Lee Pethybridge (CES) support at unit planning (remotely and in person)
- Participation in CES Religious Education Network
- Staff Overnight Retreat with Sr. Anne Cossar and Fr. Junray at Moama
- Sacrament of Baptism offered as a school-based program
- Sacraments of Reconciliation and Confirmation/Eucharist offered through the Parish with school support
- Continued support between Parish Pastoral Council and St. Peter's; termly visits
- Fr. Junray visiting the school every 3rd week
- School Community Masses and Liturgies, including online Liturgies using School Facebook page; opening and end of year Mass, ANZAC Day, Assumption
- St. Peter's Feast Day Celebration
- CARITAS Fundraising - \$997 donated - highest amount
- Staff Lenten Prayer and Breakfast
- Easter Display Walk

- Staff participation in Bendigo Winter Night Shelter
- Regular on-site prayer experiences for staff
- Staff Mass and Dinner - Sunday night Mass
- Prayer support for bereavements and sickness i.e., rosary

Learning & Teaching

Goals & Intended Outcomes

Our Strategic Plan for 2018 - 2021 included the strategic direction:

- To develop a collaborative approach and commitment to improving learning outcomes for ALL students.

As such our Annual Action Plan included key actions which remained largely unchanged due to the impact of Covid in 2020 and the subsequent lack of progress in these areas:

- To use data and goal setting to inform learning and teaching decisions and practices that promote high expectations for all.
- To build student and staff capacity that reflects child centred best practice that meets the needs of all

The goals we had hoped to achieve were:

- Professional Learning teams will commence every planning session with current student data in order to inform planning.
- Every classroom will begin each maths and literacy lesson with a learning intention and success criteria.
- Learning Intentions will be clearly displayed in the classroom.
- Establish Inquiry Mindset Team
- By the end of the school year all teachers will have engaged in a formal observation and feedback process of their own/their peer's teaching.

Achievements

Sadly, 2021 was another year impacted by Covid lockdowns and restrictions. The vast majority of our key actions and goals were unable to be achieved.

Our focus throughout 2021 was consistency of learning and connection with our students and families. Students were again provided with hard copy packs for learning during remote learning, whether they attended supervised sessions at school or completed the work at home.

The major focus was again the reading instruction program InitialLit across the whole school. Every student was assessed and placed in an appropriate group according to their individual needs.

There was also a Maths Inquiry group set up to look at Maths across the school and to conduct some research into what was happening at St Peter's in this area. The group worked with a member of Catholic Education Sandhurst curriculum team to identify needs and focus for future learning.

Children with additional needs were again catered for on an individual basis within the small classroom structure. Program Support Group meetings were conducted largely hoove the phone to contend with coved restrictions.

STUDENT LEARNING OUTCOMES

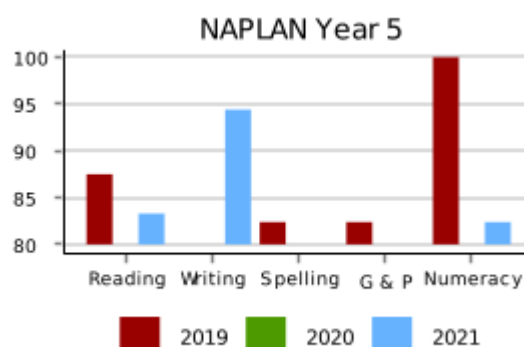
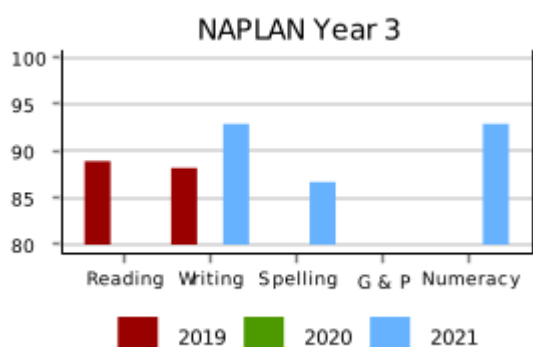
We were very pleased to have a huge amount of student growth across all areas of NAPLAN and IntiaLit data during 2021. The vast majority of students showed excellent growth across another interrupted year of learning. The differentiation across every area of learning across the whole school is one aspect of St Peter's we are particularly proud of. Every child's individual needs are being met on a daily basis through exquisite planning and diversity of learning instruction.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	52.9	-	-	66.7	-
YR 03 Numeracy	64.7	-	-	92.9	-
YR 03 Reading	88.9	-	-	80.0	-
YR 03 Spelling	76.5	-	-	86.7	-
YR 03 Writing	88.2	-	-	92.9	-
YR 05 Grammar & Punctuation	82.4	-	-	70.6	-
YR 05 Numeracy	100.0	-	-	82.4	-
YR 05 Reading	87.5	-	-	83.3	-
YR 05 Spelling	82.4	-	-	64.7	-
YR 05 Writing	62.5	-	-	94.4	-

* 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

Our Key Actions in this area are:

- To promote care for self through programs and supports that meet the needs of our students to build relationships and increase their self-efficacy
- To support the social and emotional wellbeing of all through facilitating effective processes and programs that meet the needs of all in our community

2021 Goals in this area:

- Teachers and ESO's will participate in reflective circles (La Trobe research project) twice per term.
- Teachers will continue to have Professional Learning with La Trobe University around Trauma Informed Practice.
- RRRR will be explicitly taught once per week in each classroom.
- New staff will be introduced to the La Trobe research project.
- Two family engagement events each term will be held.
- Staff and students will explore journaling to encourage a focus on the positives of St Peter's (Seek and you will find). - journaling, gratitude walls, staff wellbeing check-ins.

Achievements

2021 again proved to be a very challenging year with the Covid-19 pandemic impacting every aspect of our school. We are, however, very proud of the way we engaged with our families over the months of prolonged lock-down and the sense of connection we were able to promote within our community.

With the continuation of Home Learning Packs, we looked for opportunities to connect with our families in meaningful ways. Teachers contacted their students' families every week (or more often if needed), whether the students were in attendance at school or completing Home Learning Packs remotely. Parents reported back to the school that they found the packs easy to engage with and that the students were able to be quite self-sufficient in completing the tasks.

The teachers developed a very structured process in compiling the Home Learning Packs. These packs that were sent home fortnightly, were individualised for each student and included appropriate activities that addressed Wellbeing.

Throughout 2021 we were also able to continue food support to families who required this. We were able to continue our distribution and delivery of food support from both One Box and Food Share. Our staff were able to deliver both Home Learning packs and food support where the families had no capacity to pick it up. This proved a very helpful connection to some families.

VALUE ADDED

We had a couple of activities at the very start of the year, and at the very end of the year that promoted well being and student/family engagement.

At the start of the year we were able to have our "Hello Night" where the majority of our families attended. At the end of the year we were able to hold our usual End of Year/Graduation Mass and gathering on our school oval.

We had to cancel our usual Mother's Day Breakfast, but we were able to hold our Father's Day Breakfast in September and we had record numbers of families involved.

The Year 5 and 6 students were able to attend Camp at Billabong Ranch in Echuca. Our Year 3 and 4 students were unable to attend camp, but participated in an activity day at the end of the year.

We held our annual St Peter's Day celebrations at the end of Term 2.

STUDENT SATISFACTION

We were unable to conduct any formal surveys in 2021 due to the amount of time children were in lock down.

We did receive very positive feedback about the Home Learning Packs that were provided for each of the lock downs. The students made positive returns to school after the lock downs and they quickly settled back in to the routine of school.

STUDENT ATTENDANCE

Classroom teachers at St Peter's mark attendance twice per day. The admin officer contacts all families of any students absent before 10am every day. If a child is absent 2 days in a row, the classroom teacher contacts the family to see if any support is required. If a student is away for several days, one of our 2 Wellbeing workers and the Co-Principals are informed. Student absence is discussed each week in our Wellbeing Team meeting. Strategies and supports are discussed, planned and offered as a part of this process.

During the Covid response in 202 the majority of our students were working remotely on individualised, hard-copy Home Learning packs provided by the class teachers. As part of the Home Learning, each family was asked to respond to a daily email indicating that their child/children were "attending" or completing tasks that day.

Our Wellbeing Team contacted many families during this time to 'check-in' and see how they were going. Families who were not engaging in Home Learning were called and/or visited when staff were delivering Home Learning packs and food support.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	77.3%
Y02	84.1%
Y03	71.9%
Y04	78.6%
Y05	81.6%
Y06	71.1%
Overall average attendance	77.4%

Child Safe Standards

Goals & Intended Outcomes

At St Peter's we are deliberately unapologetic for our focus on Child Safety activities and requirements. We are constantly looking for ways to improve the safety of our students, staff and families. In 2021 this was evident in the way we conducted remote learning, the way we constantly checked in with staff and students, the way we offered resources and learning to improve home-school communication and the open door policy of our leaders.

Part of our pastoral well-being focus for the last few years has been to help students learn about developing positive relationships - we have continued to work on this through the ongoing dogs-connect program, the continued use of the Relationship, Rights and Respectful Relationships program, and our individual learning goals for specific students requiring additional learning in this area.

Achievements

All staff are required to complete the eModule of Mandatory Reporting Professional Learning to ensure all staff are aware of their responsibilities in this area. We conduct a PROTECT workshop as well and encourage all staff to speak with leadership if they have any concerns regarding student safety.

Throughout 2021 we were also acutely aware of the family circumstances our students given the number of days and weeks impacted by covid lockdowns. We had many professional conversations regarding online safety and being vigilant with our observations and discussions with families to ensure the safety of all children.

Several staff members were provided Professional Learning and on-boarding activities to engage with the Child Link platform to ensure ongoing focus on Child Safe practices.

Leadership & Management

Goals & Intended Outcomes

Our specific goals were to nurture professional growth of all staff and Continue the team approach to leadership at the school.

A key action in this area was to implement peer coaching with the teaching staff. Unfortunately the significant lock downs prevented this from happening.

At the end of 2020 a new leadership structure was created and the various positions were advertised for a 3 year period. The leadership executive consisted of the 2 Co-principals, the Leader of Catholic Identity and the Leader of Learning and Teaching. The leadership team consisted of the 4 roles listed above, the unit leaders, the Leader of Maths and a Leader of Literacy.

Achievements

The new leadership structure has worked successfully enabling more staff to have a voice. We have now embedded a structure in our school that has 3 levels of leadership. We have the Leadership Executive, the Leadership Team and the Consultative Committee all having input into the leading of the school.

Many meetings were held remotely during 2021, which enabled important planning to continue even though staff were away from school for long periods.

In May 2021 we held a Staff Retreat over 2 days in Moama. During this time we were able to explore themes of my own spirituality and how this impacts my own life and the life of St Peter's. The staff feedback was overwhelmingly positive.

PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2021

During 2021 St Peter's staff had many opportunities to engage in Professional Learning even though so much of our year was impacted by covid.

Professional Learning included, but was not limited to:

- IntiaLit
- MiniLit
- Providing additional individual support for students - NCCD
- Maths network learning
- EMU maths
- Resource Schools - environmental and sustainability focus
- Non Suicidal Self Injury (self-harm) support learning

- General well-being support
- Trauma Informed Teaching Practices - LaTrobe Uni
- Reflective Circles - LaTrobe Uni
- Passions and Pathways

TEACHER SATISFACTION

We did not complete any formal surveys in 2021 due to Covid lock downs.

We did hold Annual Review Meetings(ARMs) with all staff. This gave staff the opportunity to reflect on their practice and set goals for the coming 12 months.

The feedback Leadership received about the processes put in place through various lock downs was very positive. Each lock down the feeling was that we were doing this process better each time.

Staff were enthusiastic about the changes to staffing and the classroom structure in 2021. Whilst the teachers acknowledged that the NCCD process was onerous, it was agreed that the additional funding has had positive outcomes for staff satisfaction.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	94.3%
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ALL STAFF RETENTION RATE

Staff Retention Rate	85.3%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
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Masters	31.3%
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Graduate	18.8%
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Graduate Certificate	6.3%
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Bachelor Degree	50.0%
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Advanced Diploma	37.5%
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No Qualifications Listed	37.5%
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STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	19.0
Teaching Staff (FTE)	15.2
Non-Teaching Staff (Headcount)	21.0
Non-Teaching Staff (FTE)	18.1
Indigenous Teaching Staff (Headcount)	3.0

School Community

Goals & Intended Outcomes

Our Annual Action Plan contained the goal of holding two formal Family Engagement events each term. Due to Covid restrictions this was not possible as even when we were not locked down, families were not permitted on site. This was a huge challenge for us a school as our families are limited in what they will engage with online. Our Annual Action Plan goals were unsuccessful and were reviewed for the 2022 school year.

Achievements

Something that our school found very helpful as a means of engaging families was phone contact. Our staff were required to call families weekly during times of remote learning, which enabled families to engage in their child's learning very clearly. We also held formal Learning Conversations and Program Support Group meetings over the phone. This was a very successful strategy to connect with families and ensure ongoing clarity and understanding of individual student needs and goals.

One other area that we are particularly proud of was the simple measure of moving the Co-Principal morning yard duty to the car park. This enabled all families to connect with school leadership every morning - offering the opportunity to express concerns, ask questions or simply say hello every morning while still following government guidelines on families not entering the school.

Our Advisory Council meetings were held online each term, ensuring the connection and continued engagement with our parent community representatives throughout the year.

PARENT SATISFACTION

We did not complete any formal surveys in 2021.

We received overwhelming support from parents about the work provided during the Lock downs. The parents were also very appreciative about the information provided to families in relation to the ongoing Covid situation.

Our Advisory Council was a constant source of feedback about issues faced by families and how we could continue to support these families in this very difficult time. The Advisory Council was very positive in relation to our Application for Funding for Stage 1 of our Master Plan.

Future Directions

Going forward, the main focus for St Peter's during 2022 and beyond will be to re-engage our families in our space. We intend on holding several family focussed events throughout 2022 to get families back in the school and re-engaged with heir children's learning.

We will hold a Bush Dance, Learning Walks, Weekly Assemblies and Music Incursions, just to name a few events already in planning.

Our learning focus will continue to be the explicit teaching of Literacy and Numeracy skills as well as the ongoing focus on Pastoral Wellbeing and Social Skills across the school.

Our intention is to focus on the new leadership structure of the school to ensure appropriate processes are in place to hold us in good stead for the future.

We will continue to focus on our Behaviour Support Team and where and how we can continue to increase the capacity of all staff in the area of Positive Behaviour Intervention Support - this includes ongoing Professional Learning with Dan Petro and subsequent learning for all teachers and Educational Support Officers.