2013 ANNUAL REPORT TO THE SCHOOL COMMUNITY

St Brigid’s Catholic Primary school

Principal: Mr Peter Johnson
Registered School Number: 185
St Brigid’s Catholic Primary School, Ballan

I, Peter Johnson, attest that St Brigid’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 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA.

23 May 2014

2013 Annual Report to School Community
SCHOOL OVERVIEW

St Brigid’s Primary School (enrolment approx. 130) is located in a small rural community, situated between Melbourne and Ballarat (approx. 60k from Melbourne and 35k east of Ballarat on the Western Highway) and draws its students from the Ballan township, surrounding farms, and from small towns nearby such as Greendale, Blackwood, Mt Wallace, Mt Egerton and Beremboke.

At St Brigid’s we aim to provide a high standard of Catholic Education for all children to ensure their growth and development - spiritually, academically, physically, emotionally and artistically. The self-image, esteem and confidence of each member of the community will be emphasized and enhanced at all times.


St Brigid's participates in the OLSEL (Oral Language Supporting Early Literacy) Initiative. Grades Foundation - 4 have a two-hour literacy block and Grades 5 - 6 a 1½ hour literacy block each morning. All grades, F-6, are involved in a one hour numeracy session each day based on the Numeracy for All approach.

St Brigid’s is one of three schools in St Patrick’s Parish Gordon and as such the children, staff and parents have opportunities to interact together for specific programs, in-services and gatherings. We participate in athletics and other sports with district Primary schools. Further opportunities for community involvement are realized through regular participation in Citizenship programs including the Ballan Autumn Festival, Ballan Hostel visits and annual community events, eg ANZAC day Service, Red Cross Art Show, Remembrance Day and Moorabool Shire Literacy Walk.

Our goal is to help each child develop self-confidence, and become happy, well-balanced individuals, able to think for themselves. We believe each child is unique with needs, abilities and learning styles which can be developed with child-centered programs.

St Brigid's school works in partnership with the parents to develop within each child, values, skills and knowledge, which will assist his/her journey through life. As a Catholic School with a firm belief in our faith, the children are offered opportunities to experience Prayer, Scripture and Liturgy. St Patrick's Parish Gordon has a Sacramental program which is Family based, Parish supported and School resourced. The children are encouraged at all times to live out the Gospel Values as demonstrated by Christ Himself.

OUR SCHOOL VISION

St Brigid’s Parish Primary School is a community with Christ as its centre.

We are a community based on Catholic tradition, which calls all to:

- Live out the Gospel Values of honesty, justice, co-operation, love and forgiveness
- Respect self and others in all we do
- Encourage children to develop as individuals to their full potential
- Nurture an environment where everyone is welcomed
- Work in partnership to provide a relevant and quality education.
This year has been another one that has provided challenges, opportunities and exciting experiences for the children, teachers and our parents.

We began the year with 122 children of whom 16 were in the Preparatory class. We have maintained a good enrolment level and are accepting students in other grades. We will be constructing new classrooms during the year to have room for an even larger intake in 2014.

This year we welcomed to our staff two new Learning Support Officers, Miss Wray-McCann and Mrs Mauriks, as we had the need to provide more support to the staff and children. We have had five classes each day and Mrs Byvoet has returned to St Brigid’s to teach a day a week in the prep/1 class following the retirement of Mrs Carole Barr. Also we were able to consolidate our intervention programs during the year – Mrs Winter conducts Reading Recovery and EMU support while Lucinda conducts the ERIK and MultiLit support programs.

Enjoying the opportunity to work in our school are the staff of whom we are, justifiably, very proud of how they have helped the school children and community grow. Kaye, Dianne, Joan, Maddi, Lin, Christine, Therese, Karen, Andrea, Emma, Elise, Lucinda, Bianca, Roisin, Kathleen. Pam and Jenny are our staff this year and each one of them has a passion for what they do to support the vision of St Brigid’s and care for the children. Each of the children enjoy coming to school and when they go home they take with them the skills to be valued and able members of society. An extra challenge presented itself in 2013 when Mrs Lafranchi took ill and did not return to school for the last two terms which placed more responsibilities on the staff and we had to rely on temporary teachers.

The cleanliness of our school continues to be the domain of Jenny Dale and is beyond reproach albeit made a little more demanding with the increased enrolments and greater floor space.

Curriculum developments and reporting procedures have been a constant challenge for the teachers as they ensure the children are taught the correct things and that parents are kept well – informed of their child’s progress. I believe we do this well and our children are given the best opportunities to develop as individuals - academically, socially and spiritually. In 2013 we implemented OLSEL across the school, which necessitated intensive professional development and support from the CEOB including regular visits by Mrs Anne Bone (Literacy) and Mrs Robyn Cranage (Speech). Also AusVELS, a national curriculum was implemented in 2013. Preliminary work by the staff has been very fruitful in unpacking the curriculum areas of literacy, numeracy, history and science. While there is not a reinvention of what we already use to guide our pedagogy there is new terminology and a realignment into levels related to specific grades ( eg Foundation, Level 1, Level 2 ….).

During the year the children have been able to enter community competitions – usually art related, and we have had success to varying degrees. We encourage the children to be involved in the community and our strong support is regularly acknowledged in the press. We held our annual concert in the lovely auditorium at OLHC in Wendouree. Using the link of “SBS TV” the staff used many favourite television programs to bring out the acting talents and song of the children. Credit also to Mrs Maggie Sheehan for keeping our little choir in action during the latter half of the year. They competed in Royal South Street where they sang beautifully and they sang for the senior citizens, Kindergarten and community with a range of Christmas songs. Our twilight sports were able to be held during school time in the school grounds, after a brief postponement for cool weather, which was a lovely occasion for all. As well, several of our children progressed from the Mason Lane athletics competition to the next events in Ballarat - well done.
Our Parents and Friends group, steered by Penny Stabek, Emma McDougall, Claudine Rudeforth, Tamsin Wesley, Caz Craggill and Kirsty Black continued to do each of us proud during the year with their efforts to raise funds for the children and generate support in other ways. It seems to be the same helpers most of the time but they are very resourceful and have raised, with the fundraising levy, more than the $10,000 needed by the school.

Continued maintenance of the school computers, special treats, assistance with excursions and books for the children to read have been some of the ways the children have benefitted from the P&F in 2013. Rebecca Owens has retired from overseeing the running of Friday lunches but this mantle has now been taken by Georgie Gorman. On occasions like the Oaks Day function parents are very supportive but this year we engaged the grade 5/6 children to wait on tables as number of helpers was few. It was a great success and the patrons loved their presence as it is the children who are the beneficiaries. Thanks especially to Lin and Anne Eskdale who are wonderful the way they organise this perennial social event.

I would like to thank the school advisory council members this year who have provided valuable input in areas of policy, curriculum and planning. In 2013 some aspects discussed were the Homework policy, Parent Participant policy, the P&F constitution and progress was made on the implementation of the masterplan for future education provision at St Brigid’s. We engaged Page Constructions to build two classrooms in preparation for use in 2014 when our enrolments will again approach 130. I’m anticipating future enrolments to hover around the 140s for a while and the old 2/3 classroom may have a role as an art/performing arts room for a year or two. Jodie, John, Wendy, Adele, Mick, Linda and Penny have been the members for 2013. Adele and Wendy retire as they have moved to Ballarat. They have being valuable contributors over an eventful few years in the growth of St Brigid’s school and Church – overseeing increased enrolments, church, school and ground capital works, a school review and the employment of new staff and Parish coordinators.

We ended another year filled with many special celebrations and the opportunity to thank parents and farewell staff was done formally at our end of year mass on the 12th December.

In closing, special thanks to Lin who is not only a very efficient operator in the office but a wonderful support to the staff, parish and wider community.

In conclusion I would like to thank each of you for your support this year.

Peter
2013 was a period of significant growth for the school. The funding for our new classroom project was secured, tenders let and the building is currently taking shape. Thank you to the parents for your patience during this construction period. I am confident the benefits far out way the short term inconvenience as we all look forward to celebrating the official opening of the sixth classroom in 2014.

The SAC have been busy over the past 12 months and have reviewed and adopted the following policies:

- **Parent Involvement Policy**
  This policy will ensure that our school remains a warm and welcoming environment for parents and give them every opportunity to be engaged in their child’s development. As further promotion of our strong school community culture our “Buddy” system has been extended to the families of the students and we welcome parents’ feedback on its development
- **Emergency Management Plan** – Before school supervision and after school yard duty
- **Safe School** – Anti-Bullying and Anti-Harassment
- **Behavioural Management** - Promoting a secure, healthy and respectful environment
- **Camps Policy** - OHS Issues as class numbers increase and implications on activities
- **Pastoral Care** – Enhancing student wellbeing
- **Assisted Diocesan Education Vision and Governance**

SAC is confident the development and review of policies will ensure the integrity and St Brigid’s ‘brand’ will remain strong.

I would like to thank Lin for all her perseverance in obtaining a new supplier for the School uniform. Beleza, in Ballarat, is now stocking a larger range of our uniform which relieves the school finances by paying for uniforms up front and then having to keep them in stock for a long period.

On behalf of the SAC I would like to thank Peter, all teachers and Lin for their support and positive contribution to the Councils discussions, along with another very successful year in facilitating the learning of our children.

The council sincerely appreciate the Parents and Friends committee for the significant contribution to St Brigid’s. They have worked hard to raise funds for the school through functions such as the school disco and annual Oaks Day luncheon and various other events throughout the year.

I’d like to personally thank members of the Council for their passion, drive and voluntary time commitment to the St Brigid’s school community, along with their personal support to me in my role as Chair. Thanks also to the outgoing members for their contribution to the School Council and look forward to working with the new members in 2014.

Jodie Mullane (Chair)
Goals and Intended Outcomes

- To continue development of “Awakenings” with the staff and within the school Religious Education program
- To support the parish sacrament program by being a resource to the families and ensuring the school programme includes units that promote ongoing sacrament development
- To ensure the P-6 school Religious Education program is relevant and that teachers continue to plan and record their units of work
- To strengthen the links between the school and wider parish community
- To acknowledge the importance of staff faith development by making time for reflection and self-growth
- To reinforce the role of the Catholic primary school in our parish as we move to a lay co-ordinator structure
- To ensure the Catholic Identity of the school permeates through all activities

Achievements

At the beginning of the year a Mass for teachers and staff in catholic schools was held at St Patrick’s Cathedral in Ballarat. It makes for a meaningful start to the school year and an occasion to acknowledge/renew our important creoles in catholic education.

We also had the opportunity to gather as three parish schools on a number of occasions but most significantly for St Patrick’s Day.

We continue to work on the “Awakenings” guidelines, with meaningful support and guidance from the Religious Education consultants in Ballarat. The new report forms for RE have been a focus to ensure parents are well informed.

2013 saw the continued development of the Parish Leadership Team. The new structure operated as planned with Sue Daly, John Fabre and Lin Bowers having roles as coordinators. During the year their roles evolved and the general Parish community grew in their acceptance and understanding of the model.

Fr Shane MacKinlay also conferred the Sacraments on the children at St Brigid’s Church on August 11th.

Our supervising priest for 2013 was Fr Barry Ryan who provided advice and support for staffing, school management and guided us in the faith development of the children and staff. Fr Barry led the staff during a two day retreat in July at the Mary MacKillop centre in East Melbourne.

Jim Waight was our consultant from the Religious Education Office during 2013 and he assisted in the Sacrament program and in guiding our REC, Kaye Lafranchi. During Kaye’s extended absence the mantle was taken up by other staff especially Mrs Winter and Mrs Bowers

Value Added

- Sacrament program resourced by the school and coordinated by the Parish
- Feast of St Patrick’s Day celebrated with Mass and play in Gordon
- Volunteering as helpers at the local hostel
- Class mass opportunities
- Liturgies for special days eg Mother’s day, Mission day, Father’s day. Feast of Mary Mackillop.
- Holy Week re-enactments and art activities
- Staff Professional development in aspects of Faith
### LEARNING AND TEACHING

#### Goals & Intended Outcomes

- To continue to develop understandings and curriculum in light of the 2013 implementation of AUSVELS
- To ensure documentation is reviewed systematically
- To implement appropriate class programs that meet the needs of all students
- To have available extension/remediation programs that meet the needs of gifted, integrated and/or slow learners
- To improve the competence of the children with regards to spelling
- To implement a whole school approach to Inquiry
- More effective use of data to inform teaching
- To be upskilled in the OLSEL process and improve effectiveness in literacy development

#### Achievements

Parents have expressed on many occasions how their son/daughter has such well-developed understandings, especially in literacy and numeracy. Feedback acknowledges the high standards of education of St Brigid’s school and the opportunities for the children to develop strong Christian values that impact on their whole lives.

**Technology**

Computers continue to enhance and extend practice in the classrooms. Apple iPads are being used by the staff to expose the children to educational apps. ICON is enabling more access for the children and staff to resources. Class websites using the user-friendly The Weebly site was closed due to security issues during the year and plans for a more secure site were begun. The eSmart status of our school has moved a step closer with more awareness of cybersafety. Squarespace has been adopted as the school website platform as it is much easier to keep updated.

**Support Programs**

Children who have not grasped all the skills in literacy and numeracy receive extra assistance with Reading Recovery, Extended Mathematics Understanding and Sustained Early Literacy Learning implemented by Mrs Winter and reinforced in the classroom. Mrs Kennedy also uses Multilit and ERIK to assist students. She has also begun regular speech support to children identified by teachers and therapists.

**AusVels**

Mrs Robertson has coordinated staff development in aspects of Inquiry where there has been an emphasis on planning and the development of a Scope and Sequence.

**Professional Development**

During the year the staff have attended PD in many aspects – OLSEL, Jo Lange and Literacy conversations are some of the programs that have been rewarding and worthy of note. Anne Bone and Robyn Cranage have enhanced classroom practice and teacher development with their instruction about OLSEL.
# St Brigid’s Catholic Primary School, Ballan

## Annual Report to School Community

### Proportion of Students Meeting National Minimum Standards

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### Change in Proportion of Students meeting National Minimum Standard

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<th>Year 3</th>
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<th>Year 5</th>
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<td>0%</td>
<td>-7.1%</td>
<td>7.1%</td>
<td>0%</td>
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### NAPLAN

Students in Years 3 and 5 completed NAPLAN tests during 2010-13.
STUDENT WELLBEING

Goals & Intended Outcomes

- Increased student awareness of and how to respond to wider community (cyber bullying)
  To discern positives and negatives that influence effective responses.
  The children’s participation in community events will be encouraged / monitored to determine whether they are effective.

- Develop student reflective decision making processes and empowerment
  That the children are confident enough to make wise decisions and can assist in making appropriate decisions.

Achievements

The average attendance rate for students at St Brigid’s school is 92.02% which is indicative of each child’s desire to attend each day. On occasion families have taken holidays during school terms prior to their children reaching secondary school and this does effect the overall student attendance figures.

Each year students are given opportunities in their classroom and across the school to participate in the SRC (Student Representative Council), attend hostel visits, attend to chores within their classroom and participate in community / parish events. At all times the children give their support and at events like the Ballan Autumn Festival parade at least one third of our student population participates. Parents and staff are often vocal in their praise for the children’s efforts.

During the year the children have been able to enter community competitions – usually art related, and we have had success to varying degrees. We also had the opportunity of entering a school choir in the Royal South Street Competitions in August. The choir also performed at the Ballan Hostel, Ballan Pre-School and Ballan Market for Christmas celebrations. We encourage the children to be involved in the community and our strong support is regularly acknowledged in the press.

A “Circle Time” and “PAL’s” program was conducted in 2013. These programs assist in the development of each child’s social skills.

A practice that has grown in recent years is for ex-students to return to St Brigid’s if they have a pupil free day at secondary school or their distant primary school. This is indicative of the children’s satisfaction with their primary school experience. We regularly have Year 9 students undertake work experience during term two.

- Grade 5/6 Camp was to Angahook 29/4 – 1/5
- Grade 3/4 camp was to Nambool 31/10 – 1/9
- Choir with Maggie Sheehan
- Moorabool Shire Literacy Trail
- Concert at Our Lady Help of Christians School, Wendouree
- Visiting performers from Nexus Arts – Tony Sowersby (Cartoonist) & CSIRO Edn Program – October 2013
- Life of Mary – Starr Productions – 10/2013
- Tree planting at Caledonian Park

*Prep/1/2 excursion to Werribee zoo
*Prep/1/2 stay back and Grade 2 - sleepover
*Prep/1 - Christmas in 1850’s at Sovereign Hill
*Footsteps Program – Term 2
*Life Education van visit 22/4 & 23/4

2013 Annual Report to School Community
Student Attendance by year level

Attendance records are kept for all students, with attendance being checked and marked twice daily.

<table>
<thead>
<tr>
<th>Average Student Attendance Rate by Year Level</th>
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<td>Year 1</td>
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<td>Year 6</td>
<td>93.67</td>
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<tr>
<td>Overall Average Attendance</td>
<td>91.97</td>
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LEADERSHIP and MANAGEMENT

Goals & Intended Outcomes

- Establish School Improvement Leadership Team and identify role
- More structure to Staff meetings and PLT meetings
- Clarify roles of Positions of Responsibility
- Establish role descriptions – Technology / Learning Assistants / POL / time allocation / greater numbers – more need
- To improve appraisal & staff recognition

Achievements

The staff at St Brigid’s school has not changed significantly for quite a few years, apart from teacher aides who have been employed to assist with programs and last year’s appointment of a graduate. Each year the hours for the part-time teachers have changed slightly due to increases in enrolments, government funding, targeted programs and/or changing priorities.

During 2013 staff was again committed to supporting the school and regularly attended extra-curricular activities – camps, excursions, staff meetings, Professional Development days. The only leave arrangements required this year were for LSL for Joan and Therese.

The current staff each have spent many years in Catholic education and have provided dedicated service to St Brigid’s school community. Their enthusiasm and desire to provide support to each other, the students and the parents is to be commended.

Emma has taken a major role in developing St Brigid’s as an eSmart school with the goal to increase awareness of the internet. Her web design work is appreciated by all who visit the school web page. Dianne, Joan, Kaye and Therese have a POL in Literacy, Inquiry, RE and Numeracy.

Joining the staff 2013 were Mrs Roisin Mauriks and Miss Bianca Wray-McCann as teacher aides. We had 5 learning groups each day which used our facilities quite effectively. The ‘old library’ was gradually added to during the year to better facilitate its on-going role as a teaching classroom.

During 2013 the staff has continued to embrace new policies and teaching practice. This has covered religious education, numeracy, literacy, reporting. The school budgeted for each staff member for professional development in 2013 and considerable time was asked of the staff to devote to reporting and curriculum developments. We undertook a commitment to develop the OLSEL (Oral Language Supporting Early Literacy) approach to language development. Professional development was quite intense and we had ongoing support from the CEO Ballarat with Anne Bone and Robyn Cranage visiting the school each fortnight.

We are very fortunate having such professional and dedicated staff at St Brigid’s school. The staff also assisted with the professional development of aspiring teachers from ACU Ballarat.

Our school cleaning is undertaken by Mrs Jenny Dale who does a wonderful job keeping our school neat and clean.

In Ballarat Ms Audrey Brown continues as Director of the Ballarat diocese and we look forward to working with her in the evolving role. Mr Tony Perkins began in the role of Consultant to the Central Zone after Mrs Mary Lovelock was appointed to other roles in the Catholic Education Office.
Staff Attendance

In 2013, the average rate of attendance for teaching staff was 92.3% This figure includes days when staff were engaged in professional learning activities and off-site activities (camps and excursions) but does not include days when teaching staff were on approved leave (eg long service, maternity leave, leave without pay, study leave).

Teaching staff 92.3%
Non-Teaching staff 98.81%
All staff 95.94%

Staff Retention

Staff retention from the previous year was 90%.

While Mrs Carole Barr retired from St Brigid’s, we welcomed back in a part-time teaching position, Mrs Andrea Byvoet. Learning assistants appointed to the staff were Bianca Wray-McCann and Roisin Mauriks.

Teacher Qualifications

All teaching staff have appropriate qualifications and are registered with the Victorian Institute of Teaching.

2 teachers hold a suitable Graduate Diploma
6 teachers hold a suitable Bachelor Degree
2 teachers hold a suitable Advanced Diploma
Staff Composition

### STAFF COMPOSITION

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<td>FTE TEACHING STAFF</td>
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<tr>
<td>INDIGENOUS TEACHING STAFF</td>
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### Expenditure and Teacher Participation in Professional Learning (PL)

In 2013, 8 teachers took part in professional learning activities. An average of $2030 was expended per teacher.

8 teachers took part in professional learning activities related to:

- AusVels Implementation
- Assessment and reporting
- Religious Education and Awakenings – Catholic Identity (Shared Christian Praxis)
- Pastoral Care and Restorative Practice
- Inquiry Learning
- Literacy and numeracy, including 3-6 EMU
- Early Intervention
- ICON
- First aid level 2 including CPR update and anaphylaxis
- ACU conference – Sydney 12/8 – 14/8
- THRASS program
- Multilit
- O H & S
- Michael Ymer
- Literacy Conversations
- LOTE Conference
- Asthma Training
- PAY3K
- ERIK
- eSmart and Web design
- OLSEL
SCHOOL COMMUNITY

Goals & Intended Outcomes

- That the school continues to involve itself in the community events – Autumn festival, Anzac Day and others – to reinforce the importance of community.
- That the hostel visits are regulated more effectively by allocating different grades to different terms
- That the P&F executive is supported as they begin a new commitment
- To develop the school as a community learning centre
- To develop interaction between school and various community members
- To develop the Global perspectives of our school

Achievements

During 2013 St Brigid’s School continued to be a place of vitality with many opportunities given to the children and their families. It is a place where achievements are celebrated and each child is encouraged to grow.

Every Thursday the parishioners have used the Gathering Space to have a cuppa after liturgies and every Monday the children from grades 4 – 6 go off in a small group to assist the elderly at the Ballan hostel. Each of these activities embodies the Vision and Mission of St Brigid’s school.

It is one where we express Welcome, Encouragement, Community, Respect, Gospel Values and Partnership. Similar occasions in the classroom are used to develop each child’s own values.

Through 2013 we prayed with community members who were stricken with illness or loss. In all these times the school community offered wonderful support with many deeds being unrecognised but greatly appreciated.

Our Parents and Friends group continued to do each of us proud during the year with their efforts to raise funds for the children and generate support in other ways. It seems to be the same helpers most of the time but they are very resourceful and have raised more than the $3,000 needed by the school to supplement the fundraising levy which has been incorporated into the school fees.

The efforts of Maggie Sheehan with our fledgling choir was wonderful. They had the courage and ability to perform at Royal South Street, at Kindergarten concerts, Christmas events up the street and at our end of term three concert in Wendouree.

Various fundraising events (mainly organised by SRC) were supported under the guise of SIDS, Anti-Cancer and the missions. The Biggest Morning Tea.

Events like “Walk to School Day” and a school disco on 30/8 were well supported and involved many parents and students.
Value Added

In 2013, the school undertook the following activities to bring about overall School Improvement:

- operation of the School Advisory Council
- operation of the Parents And Friends Association
- development and review of school policy documents
- staff participation in professional development programs and activities
- involvement in the local school clusters
- preparation and distribution of the student progress reports
- Organising and conducting of Parent Teacher interviews (using the internet for bookings)
- regular school newsletters
- school camps and excursions
- use of information and communications technology (ICT)
- music programs – Choir participation in South Street Competition
- Involvement in sport programs in Zone – Athletics, Netball, Cricket, Cross Country
- social skills programs – Healthy Relationships Program - PALs & Circle time
- Participation in community activities – eg: Hostel visits, Autumn Festival, ANZAC & Remembrance day ceremonies
- Change² professional goal development
- Community engagement
- Taking trainee students from Australian Catholic University.

Parent, Teacher and Student Satisfaction

The following activities would strongly suggest there is a high level of satisfaction among staff, parents and students on the operation of the school:

- involvement in the parish sacramental programme
- attendance at school liturgies
- Attendance of Parent Cyber safety meeting on 5/6/2013
- regular, productive School Advisory Council meetings
- strong support for the Parents and Friends meetings and activities – Social gatherings, Fundraising Activities, School activities
- Grandparent’s Day – 27th June 2013
- positive feedback regarding the student mid-year and annual reports
- excellent attendance and engagement in parent teacher conferences
- effective functioning of the Student Representative Council
- regular parent attendance at school assemblies and special days
- willingness of parents to openly discuss issues with the principal and staff
- reduced entries in the school first aid register
- Parental Involvement in Classrooms – Parent Helpers Program
- energetic, yet safe playground activity
- well-ordered and co-operative school environment
- Secondary school work experience students
- Sports activities at Mason’s Lane, Bacchus Marsh. Kanga Cricket.
### Financial Performance for the year ended 31 December 2013

<table>
<thead>
<tr>
<th>Reporting Framework</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Recurrent income</strong></td>
<td></td>
</tr>
<tr>
<td>School fees</td>
<td>67,577</td>
</tr>
<tr>
<td>Other fee income</td>
<td>26,217</td>
</tr>
<tr>
<td>Private income</td>
<td>42,328</td>
</tr>
<tr>
<td>State government recurrent grants</td>
<td>282,139</td>
</tr>
<tr>
<td>Australian government recurrent grants</td>
<td>905,183</td>
</tr>
<tr>
<td><strong>Total recurrent income</strong></td>
<td>1,323,444</td>
</tr>
<tr>
<td><strong>Recurrent expenditure</strong></td>
<td></td>
</tr>
<tr>
<td>Salaries, allowances and related expenses</td>
<td>920,184</td>
</tr>
<tr>
<td>Non salary expenses</td>
<td>339,796</td>
</tr>
<tr>
<td><strong>Total recurrent expenditure</strong></td>
<td>1,259,980</td>
</tr>
<tr>
<td><strong>Capital income and expenditure</strong></td>
<td></td>
</tr>
<tr>
<td>Government capital grants</td>
<td></td>
</tr>
<tr>
<td>Capital fees and levies</td>
<td>2,942</td>
</tr>
<tr>
<td>Other capital income</td>
<td>329,000</td>
</tr>
<tr>
<td><strong>Total capital income</strong></td>
<td>331,942</td>
</tr>
<tr>
<td><strong>Total capital expenditure</strong></td>
<td>430,145</td>
</tr>
<tr>
<td><strong>Loans</strong></td>
<td></td>
</tr>
<tr>
<td>(Includes refundable enrolment deposits and recurrent, capital and bridging loans)</td>
<td></td>
</tr>
<tr>
<td><strong>Total opening balance</strong></td>
<td>131,402</td>
</tr>
<tr>
<td><strong>Total closing balance</strong></td>
<td>408,936</td>
</tr>
</tbody>
</table>

Note that the information provided above does not include the following items:

System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. This VRQA template is not comparable to the ACARA school-level income reporting requirements which are to be reported on the MySchool website. ACARA school level reporting requirements will require system level income from Government grants and some private income to be allocated by school. This will be a small adjustment in relation to the total level of school resources. At this stage, recurrent income from Government sources, school generated income and capital expenditure are to be reported by schools. Additionally when assessing the private income of the school include both recurrent and capital school fees.
FUTURE DIRECTIONS for the SCHOOL

Catholic School Culture
To ensure that the Catholic Identity of the school permeates through all activities
To encourage access to and participation in relevant PD

Learning and Teaching
To consolidate the implementation of a whole school approach to Inquiry
More effective use of data to inform teaching
To improve oral language and literacy skills of students
To develop sustainability as an OLSEL compliant school

Student Wellbeing
Increased student awareness of and how to respond to wider community (cyber bullying)
Develop student reflective decision making processes and empowerment

Leadership and Management
Establish School Improvement Leadership Team and identify role
More structures for effective Staff meetings and PLTs
Role Clarification
Role descriptions – Technology / Learning Assistants / POL / time allocation / greater numbers – more need
To improve appraisal & staff recognition
To attain eSmart compliance in Technology

School Community
To develop the school as a community learning centre
To develop interaction between school and various community members
To develop the Global perspectives of our school