



## About this report

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St Francis Xavier's Primary School (the 'School') is registered by the NSW Education Standards Authority (NESAs) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the My School website.

## Message from key groups in our community

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### Principal's Message

It is my pleasure to present the 2023 Annual School Report for St Francis Xavier's Primary School, Belmont. This report outlines the many achievements, as well as the on-going development of St Francis Xavier's School during the 2023 academic school year. St Francis Xavier's Primary School, Belmont is a systemic primary school that values and celebrates the dignity and uniqueness of the individual. Our school is part of Jesus, the Good Shepherd Parish East Lake Macquarie, which comprises the communities of St Patrick's Swansea and St Pius X, Windale.

The prime educational focus of the school is embedded in Gospel values based on an inclusive, nurturing environment that encourages everyone to shine the light of Christ in the world. The school achieves its mission by promoting the active partnership of home, school and parish in a shared responsibility of educating the whole child. St Francis Xavier's takes pride in providing quality education where Jesus is central to all that we do. Our core values promote an environment where students learn, love and live, developing a deep appreciation of God and all of creation. As a faith community we are committed to equipping students for the contemporary world through our shared faith and witness to God's love in our lives.

As a Catholic school we celebrate our faith traditions, prayer life and actively witness the Gospel. We embrace the dynamic nature of education and provide

The school offers comprehensive education programs that nurture the development of the whole child. St Francis Xavier's participates in many extra-curricular activities - sporting events, digital technology experiences, enrichment opportunities, Indigenous Education and cultural experiences.

Please take time to read this report as a way of learning more about St Francis Xavier's and the challenges and successes of the 2023 School Year.

### [Parent Body Message](#)

The focus of the Parents and Friends Association at St Francis

Our Year 5 students also participated in a regional-based Leadership Development Day in Term 4 as they prepared to become senior students. Year 5 students take part in leadership

# School Features

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St Francis Xavier's Primary School is situated close to Belmont Lagoon, an important site for the Awabakal people, traditional owners of the land upon which the

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- Catholic Schools Week Liturgy and Open Classrooms
- Mother's Day Liturgy
- St Vincent de Paul Winter Appeal- coordinated by our Mini Vinnies Team
- Book Week
- Weekly guitar sessions
- Kindergarten celebrated 100 days of school
- Simultaneous Storytime - With visits to local preschools
- NAIDOC Week Celebrations
- Fathers' Day celebrations
- St Francis Xavier Mission Day -Term 4
- Whole School Christmas Concert
- End of Year Farewell and Graduation Mass

# Student Profile

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## Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023: Additional information can be found on My School website.

Girls	Boys		

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## Staffing Profile

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### Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	28
Number of full time teaching staff	7
Number of part time teaching staff	10
Number of non-teaching staff	11

### Total number of teaching staff by NESA category

Teachers at this School are either accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocesan Schools System (systemic schools) at these levels is as follows:

- Conditional 107 teachers
- Provisional 69 teachers
- Proficient 1887 teachers
- 4 Highly Accomplished teacher
- 1 Lead teacher

Additionally, there are approximately 10 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

### Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in services, meetings and conferences and a range of professional learning programs provided by the Catholic Schools Office (CSO). The School takes responsibility for planning, implementing, evaluating and tracking of its staff professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

Summary of professional learning at this school

Teaching staff members used weekly Professional Learning meetings to participate in both registered and teacher identified Professional Learning drawn from the Diocese and School Improvement Plan and Personal Professional goals. PL meetings during 2023 included an ongoing focus on the Discussion and Analysis of Assessment Data in Mathematics- Number.

In Semester 1, the staff participated in a Face-to-Face Spirituality Day with focus on Love and Mission. This Professional Learning enhanced spiritual growth and development through reflection of the Gospels and bringing God's love and mission alive in our school and interpersonal relationships.

In Semester 2, all staff took part BT/F3 14.67 Tf0.75 0 0 0.75 320.68 639.41r/F3 14.67 T255 0 0 0.75 54

## Catholic Identity and Mission

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Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with

Develop active community partnerships.

## Curriculum, Learning and Teaching

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The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education.

The Curriculum is structured around the outcomes and content for each learning area and general capabilities for learning across the curriculum including literacy, numeracy, information and communication technology, critical and creative thinking, ethical behaviour, personal and social competence and intercultural understanding.

During 2023, we

At St Francis Xavier's our Aboriginal Education teacher focused on rich cultural activities and experiences to broaden all students' understanding of the First Nations people and customs. All students were privileged to participate in NAIDOC Day activities facilitated by local Awabakal representatives. Our EALD (English as an Additional Language or Dialect) provided ongoing assistance to our students acquiring English as a second language and collaboratively planned with teachers to meet the needs of these students throughout the grades.

Other areas students are provided with enrichment include:

- Weekly guitar groups
- Gardening and environmental care
- Lunch Club - Coding and creative arts sessions
- Gifted Education Programs and activities

## Student Performance in Tests and Examinations

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### NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information1 Tm(3, )TJETBT/F3 14.67 Tf0.75 0 fDr. eormation1 Tm(3, )TJETBT/F3 14.67 Tf0.75 0 fDent Stu

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NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	84%	64%
	Reading	84%	74%
	Writing	79%	66%
	Spelling	74%	69%
	Numeracy	84%	68%

## Pastoral Care and Student Wellbeing

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### Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

### Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this School. The School does not sanction administration of corporal punishment by School persons and non-School persons, including parents, to enforce discipline in the School. Further information about this and other related policies may be obtained from the School's website.

### Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or at the CSO website.







Staff and student faith formation continued to be a focus for 2023. Staff participated in ongoing faith formation opportunities during Professional Learning time. All staff took part in a whole day Professional Learning experience facilitated by a specialist presenter. Our students in Year 5 prepared for senior leadership by taking part in a Spirituality and Leadership Day facilitated by regional staff. Other areas of achievement included student participation in social justice initiatives led by the Mini Vinnies team and school staff. The connection between the paris41.89 lhWn0.75 w2 J0 j10 M d 505.47 665.0lween

## Community Satisfaction

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Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups annually. This data is shared with the school community and

All students enjoyed special focus days such as Harmony Day, Grandparents Day, Mother's and Father's Day, and NAIDOC Week. The children engaged enthusiastically in Mini Vinnies initiatives for various social justice programs. Students respect the physical environment of the school by taking the initiative to keep the playground tidy and be involved in Clean Up Australia Day initiatives. The Gardening group is active maintaining the Vegetable patch and the Bush Tucker resource garden.

Past students often return to not only visit their past teachers but to catch up with the friendships they have made during their time at St Francis Xavier's. The children at St Francis Xavier's really 'Let their Light Shine'.

#### Teacher satisfaction

Staff participation in community



## Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed below:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants <sup>1</sup>	\$2,215,707
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$615,431
Fees and Private Income <sup>4</sup>	\$346,383
Interest Subsidy Grants	\$0
Other Capital Income <sup>5</sup>	\$118,531
<b>Total Income</b>	<b>\$3,296,052</b>

Recurrent and Capital Expenditure 2023	
Capital Expenditure <sup>6</sup>	\$775,732
Salaries and Related Expenses <sup>7</sup>	\$2,381,575
Non-Salary Expenses <sup>8</sup>	\$888,904
<b>Total Expenditure</b>	<b>\$4,046,211</b>

### Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

