

2023



St Joseph's Primary School

About this report

St Joseph's Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) 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

Message from key groups in our community

Principal's Message

I am pleased to present the 2023 Annual School Report for Saint Joseph's Primary School, Denman. This report provides parents and members of the wider community with information about St Joseph's activities and performance throughout that year. St Joseph's is a community, inspired by Christ, striving for excellence. The staff at Saint Joseph's strive to know every child as a learner and as a person. We believe that every child, given the right opportunities, can learn to high levels. Collaborative partnerships between teachers, students, parents and community, ensure quality, meaningful education for every student. Students enjoy coming to school and enjoy

The Yarning Circle upgrade didn't come with a monetary price tag, but was made possible through the active efforts of specific members of our school community. This was a wonderful sharing of ideas and talents.

Similarly, pizza party disco's were financed, and refreshments for sports carnivals also received our additional focus.

We are given the opportunity to participate in partnership with our children's school. We as parents value this partnership, and value how the school gives our students and ourselves a real voice in the education of our children.

Again I thank you all for the opportunity you have given me to serve our community again this past year, and for the support of the executives and active members; the credit belongs to you.

2023 P&F President

[Student Body Message](#)

SJD has a strong culture of student leadership . Student voice can be witnessed as students in Year 5 and 6 lead the SRC, Sport, Social Justice, Creative Arts, Environment, and Library groups. Activities this year included Wellbeing Week, mission activities, sports activities, Book Week parades, talent shows and other events linked with Wellbeing and Social Justice. We learned the importance of being kind and connecting to people outside of our school community. We had regular visits to the local library as part of an intergenerational experience. We also visited the local aged care facility on a regular basis and made Christmas cards for the local nursing home.

We participated in the Science and Engineering challenge. This was a great experience and we learned a lot. Our school captains provided great role modeling for our school, over the year.

Our Canberra excursion was amazing and we learned so much about our democratic rights and responsibilities.

We love the warm, friendly atmosphere of our school. We are all known and valued as individuals. Our teachers provide great education.

School Features

St Joseph's Primary School is located on the Golden Highway in Denman. It draws students from the Denman, Martindale, Sandy Hollow, Bureen, and Jerry's Plains regions. The school is part of St Bernard Clairvaux Catholic Parish and the Diocese of Maitland- Newcastle. There is a Kindergarten class, a Stage 1 class (Yr 1 and Yr 2), a Stage 2 class (Yr 3 and Yr 4), and a Stage 3 class (Yr 5 and Yr 6).

After completing their primary education, students can continue their Catholic education at St Joseph's High School, Aberdeen.

Saint Joseph's Primary School Denman is built on land traditionally owned by the Wanaruah people. The school was established by the Sisters of St Joseph who began education in the Denman area in the small town of Wybong in the early 1900s. The school was later moved to its current location in Denman to serve a growing township. While boasting state-of-the-art educational facilities in 2023, the beautiful Josephite charism established so long ago remains strong today.

While maintaining the small country atmosphere, the school is now an architecturally designed **school**, built to meet the students' learning needs in the 21st century. The school has excellent student facilities and learning resources as well as collaborative spaces which allows the teachers to engage in collaborative learning practices with each other as well as affording a private space for the display of a dynamic data wall, tracking student learning across the grades. A dedicated Learning Support, as well as a counselling/parent meeting room, ensures that parents' and students' needs can be addressed in welcoming, private physical spaces.

Engaging and differentiated learning is offered to all students, including school and interschool debating, public speaking, spelling, science, and maths competitions. Learning is monitored closely through a carefully analysed PAT testing regime. Co-curricular learning through annual class excursions, STEM groups, dance and singing groups, Mini Vinnies social justice activities is offered to students. An active Student Representative Council, as well as student-led groups that run at lunchtimes, including Environmental, Social Justice, Sport, Creative Arts, and Information Technology groups, keep the young learners engaged at all times.

Sporting excellence is developed through the sporting pathways program including **rugby, netball, basketball, soccer, and tennis**. The school is a member of the Denman District Football League (rugby) and the Denman District Hockey League (netball, basketball and more).

St Joseph's has a very active Parents and Friends Association that

Student Profile

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	LBOTE*	Total Students
25	32	2	57

* Language Background Other than English

Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy and accompanying [Enrolment Procedures](#). It aims to:

- Set direction for school procedures and practices for enrolling students into Catholic primary and secondary schools within the Diocese of Maitland-Newcastle.
- Establish a common, consistent approach in enrolment practices.
- Assist the system of Catholic schools to:
 - provide schooling, where possible, for children of Catholic families who seek enrolment
 - cater for the individual needs of each child equitably within the constraints of the available teaching and material resources
 - encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

Student Attendance Rates

The average student attendance rate for 2023 was 87.88%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
90.84	88.07	84.48	87.41	89.67	86.29	88.37

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	13
Number of full time teaching staff	

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-
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Summary of professional learning at this school

- Whole school PL was strategically planned to meet the needs identified in the School Improvement plan. The main focuses were the spirituality of Mary MacKillop; high Impact teaching strategies for successful skill development in Mathematics; data analysis and tracking, and well-being education. Infants class teachers were provided PL in Successful Foundations for Education. All teachers received Professional learning to implement the new Mathematics and English Syllabus in 2024. All teachers received PL on successful pedagogies for developing numeracy skills. New scheme teachers had additional mentoring and PL on behaviour management, student engagement, and programming for successful teaching and learning.

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland participate, under the leadership of the Bishop and in partnership with parents, in the mission of the Church to provide quality education in the context of the Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

Living out our Vision and Mission

St Joseph's Denman's vision - 'A community inspired by Christ, striving for excellence' is realised through high-quality teaching and pastoral care for students. Positive relationships are fostered in the school community through the commitment to **maintain** and enhance quality education, support, and service.

The school community is inspired by Christ through the active living of the Gospel values and by teaching for and witnessing **justice, peace and ecological conversion**. Regular student experiences with Mini Vinnies, Mission fundraisers, Social Justice leadership group as well as Environmental group, ensure

celebrated as a worshipping community with liturgies and specific liturgical celebrations at school with the community in person.

In 2023 the Sacramental program was run in person with 2 students involved. The Sacramental program is supported by the school curriculum and school community. St Joseph's Denman School is proud to be part of a wider Diocesan community.

Expressing and witnessing our Catholic identity

St Joseph's School Denman is proud of its Catholic identity which is clearly visible throughout the school, from the office and the classrooms as well as the playground. The close proximity of the school and the church helps in visually reinforcing the school's Catholic identity. Religious symbols, both traditional and contemporary can be found throughout the school and the classrooms. As part of our

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Student Performance in Tests and Examinations

NAPLAN

Students

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Pastoral Care and Student Wellbeing

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.

Complaints Handling Policy

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic schools in the diocese. The rationale for the policy is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful



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Inexperienced teachers were mentored in differentiating the activities in Maths lessons to meet the learning needs of all students.

Maths groups were introduced across the school for targeted skill development. Students were placed into similar skill groups for 15 minutes each day. Progress of each student was monitored daily. Repetition was key to achieving sustained success.

There was a deliberate move away from "Big Ideas" focus in Maths. Low floor - High ceiling and rich tasks were used throughout the school.

Overall skill development of all students was very good.

Priority Key Improvements for Next Year

Catholic Identity and Catholic Curriculum Building capacity of staff and students - By the end of 2024 all students and school community members will recognise and understand the Josephite charism as the formation focus of the school and implement its message as a way of Christian living in the missionary works of the school.

The Diocesan focus "Follow Me" will form the majority of PL for teachers, students and families. Leadership groups/classes will be guided to use the See, Judge and Act model in their student groups.

Learning and Wellbeing

By the end of 2024 there will demonstrated growth for all children in Mathematics, and a movement of students from the 1st

Community Satisfaction

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 contributes to the priorities for future planning.

Parent satisfaction

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Parent satisfaction can be gauged from the results of the Parent TELL THEM FROM ME survey as well as anecdotal evidence gathered throughout the year. Parent voice has been sought through the Parents and Friends Association meetings as well as parent-teacher student meetings and information nights. The data tells us that the parents value the welcoming atmosphere of the school. They feel that the teachers are very talented and that they have high expectations of their students. Parents believe that the school has their children's interests at the forefront of all they do. Parents feel that St Joseph's is a safe place for their children to learn. Some parents feel that they would like more funds spent on providing "fun activities" for students to do at school. Some parents feel communication regarding student progress could improve. The Parents and Friends Association at the school has expressed its satisfaction with the degree of parent voice encouraged by the school. It feels parents are able to work in partnership with the school.

Student satisfaction

Students felt a high level of satisfaction with their school in the Tell Them From Me survey. Students rated their satisfaction with all aspects of school very highly. They expressed feeling safe in the environment both physically and socially, also focusing on the understanding that other students and staff were there to help them with what they needed. The students however felt that homework was not something they saw value in and this was also reflected in the parental responses. The atmosphere amongst the students at school is happy and respectful. Students are keen to be involved in their learning and are proud of their achievements. Student leadership groups serve to ensure that all students have a voice at

the school and that this voice is heard. Students often comment that they think their teachers are very good teachers, that they provide good learning and are nice people.

Teacher satisfaction

Teachers perceive that the school is a successful school because individual staff members recognise and use their personal strengths well and encourage others to use their strengths also. The teachers are active school leaders in learning. They lead by example as they too are lifelong learners.

The school staff has a culture of collaboration, of helping others, and a focus on knowing all students as people and as learners. The teachers feel supported by the school leadership. Some teachers see the value in providing more time for collaboration to write teaching programs and for moderating assessments to inform the formation of fluid grouping across stage groups. This now occurs for the development of Maths skills.

Teachers are happy with the daily routine at the school and collectively strive to set high learning expectations for students. The Tell Them From Me Teacher Survey showed very high satisfaction in most areas. Of note is the least satisfaction shown in the area of parental involvement in school life.

The staff members express that they experience a deep sense of belonging at this school and feel the Catholic ethos is strong. This culture of belonging and focus on well-being of all, prepares a sound base for students to learn to high levels.

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 ¹	\$1,186,215
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$325,957
Fees and Private Income ⁴	\$155,503
Interest Subsidy Grants	\$0
Other Capital Income ⁵	\$33,374
Total Income	\$1,701,049

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$247
Salaries and Related Expenses ⁷	\$1,306,634
Non-Salary Expenses ⁸	\$461,877
Total Expenditure	\$1,768,758

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.

