

ST FRANCIS XAVIER PRIMARY SCHOOL



**Annual Report to School Community
2016**

School Improvement

Success Measures of 2015

St Francis Xavier Annual School Improvement Plan (ASIP) for 2015 included the following focus point. The success measures have been included; however several are still yet to be embedded in the school environment and require ongoing development.

Area	Focus	Measure
LEARNING	<p>Enhance student achievement and wellbeing.</p> <p>Increase student and staff engagement in their own learning.</p>	<p>Standardised planning documents were developed, linked to Australian Curriculum and are being used by all staff to inform teaching practice.</p> <p>Performance and development process ensure all teachers met with leadership team members to identify personalized targeted professional development needs.</p>
ENGAGEMENT	<p>Enhance parental engagement in their child's learning and faith formation.</p> <p>Develop out of school care for families within St Francis Xavier.</p>	<p>The development of a role description has occurred. Position yet to be filled due to funding inability. Facebook was introduced in 2015 to communicate with parents and a new web page developed.</p> <p>The issue was explored; however data suggests that current enrolment numbers do not ensure financial viability and even physical infrastructure needs to be modified to cater for out of school care. The decision to postpone implementation was made.</p>
ACCOUNTABILITY	<p>Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p>	<p>Staff improvement is being monitored using the AITSL standards and forms part of individual annual appraisal.</p> <p>Teaching staff have been trained in SEQTA and are now utilizing the program to maintain daily attendance and pastoral care of students. All K- P academic and pastoral records are housed in SEQTA.</p>

DISCIPLESHIP	<p>Enhance opportunities for personal faith development.</p> <p>Increase enrolment of the vulnerable, poor and marginalized as a visible sign of our faith in action.</p>	<p>Staff have participated in faith development provided by CEWA and the local parish.</p> <p>An engagement plan has been developed and communicated the school community.</p>
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In 2016 St Francis Xavier has developed the following focus areas to guide school improvement.

Area	Focus	Outcome
LEARNING	<ul style="list-style-type: none"> • Students as Individual Learners: Implementation of the Geraldton Region Collaborative Project based on Sharratt's research to track and ensure student progress • Student Engagement: Embedding of Hattie's Visible Learning strategies that enhance student engagement 	<ul style="list-style-type: none"> • Enhance student achievement • Increase student engagement in their own learning
ENGAGEMENT	<ul style="list-style-type: none"> • Communication with Parents: Developing effective communication with parents and receiving their feedback • Out of School Care Investigate the introduction of before and after school care 	<ul style="list-style-type: none"> • Enhance parental engagement in their child's learning • Develop people to be leaders in Catholic Education's mission
ACCOUNTABILITY	<ul style="list-style-type: none"> • Peer Accountability: Developing a set of team norms that enables accountability through effective feedback • Quality Improvement Plan: Implement identified areas for improvement to meet National Quality Standards 	<ul style="list-style-type: none"> • Increase understanding of our individual and collective responsibility • Ensure inclusivity, good governance and the resource allocation
DISCIPLESHIP	<ul style="list-style-type: none"> • Compassion Revisiting the Gospel Value of compassion in conjunction with the Year of Mercy and developing faith formation throughout the school community • Social Justice Develop a plan that fosters a compassionate and evangelising community 	<ul style="list-style-type: none"> • Enhance opportunity for personal faith development • Increase awareness of the vulnerable, poor and marginalised

Finance and Infrastructure Report

The finance report and budget for 2016 is as follows:

St Francis Xavier Primary School Budget 2016 - GERALDTON

Budgeted Operations			
	2015 Budget	Actual as at 31 October 2015	2016 Budget
Recurrent Income	\$4,014,677	\$3,803,433	\$4,444,939
Recurrent Expenditure	\$3,884,518	\$3,157,154	\$4,323,707
Recurrent Result	\$130,159	\$646,279	\$121,232
Capital Income	\$103,000	\$101,788	\$103,000
Capital Expenditure	\$237,206	\$261,203	\$213,880
Capital Result	-\$134,206	-\$159,415	-\$110,880
Income Result	\$4,117,677	\$3,905,221	\$4,547,939
Expenditure Result	\$4,121,724	\$3,418,357	\$4,537,587
TOTAL RESULT	-\$4,047	\$486,864	\$10,352
Less November/December Expenses (Est.)		-\$564,320	
Add November/December Receipts (Est.)		\$76,026	
		-\$1,430	

Summary Position for 2016	
Estimated Opening Balance 1 January 2016	\$859,000
Estimated Result for 2016	\$10,352
Cash Reserves as at 31 December 2016	\$869,352
Less January 2017 Salaries	\$300,675
Cash Reserves after January 2017 Salaries	\$568,677

Provisions for 2017	
Building Account	\$95,000
Information Technology	\$20,000
Deferred Maintenance	\$41,000
Vehicle Replacement	\$10,000
Special Initiatives	\$400,000
TOTAL	\$566,000

Message from Key Groups

School Concert - Principal Report 2015

Our theme for tonight is obviously Christmas...the joy of giving for others *and* to our great school –

It's important to acknowledge those who have retired from their roles on the Board this year. Firstly, Anna Ebsary who was our P&F Representative and gave her time and insight as an involved parent of the school. We thank Anna for giving her time and open, honest opinions throughout her time on the Board and we know that her work of supporting the P&F will continue.

A special thanks too, to our Treasurer, Zane Clarke who works co-operatively with Jane Quarrington our Finance Officer to ensure that Board members are kept up to date with monthly reports. His quiet and knowledgeable approach is wonderful... thank you Zane. Very special thanks to Jane, for all her hard work on budgeting and constantly finding better ways to ensure all is kept in line with the requirements.

This whole group of parents not only have a long term vision for the facilities and direction of St Francis Xavier but they're actually making it happen. Look around you tonight.

This year the budget has ensured that a number of improvements have been made. This capital upgrading of just over \$143K included; Basketball courts, blinds for the kindy, fencing along the full south boundary, retaining walls and mulching as well as artificial turf and over \$77 000 worth of IT upgrades. Thanks to the past and present school Boards we've achieved so much again look around!

I'd also like to especially thank Mr Phil Sorgiovanni, our Board Chair.... Phil has worked tirelessly to ensure that our plans for the car park and basketball courts are coming to fruition. I'm sure I've mentioned this before but I'll say it again... Phil is a 'get the job done' character with an amazing work ethic who likes to keep everyone in the loop. A special thanks too to Kirsten McAulley for her total commitment to so many 'jobs' and events around the school. Also this year a special mention to Steve Wilkins who project managed all that you see around the courts, fences and putting up the speaker for our new sound system. Well done everyone.

I thoroughly enjoy working so well with all of our outstanding members of the Board to ensure our vision for the school continues to flow into the future.

Next year will see the staff carpark and driveway as well as moving into planned painting and refurbishing, including new doors on a number of areas and some work at the front of the school being included.

The P&F Exec–Hayley Morris, Jacqui Warr, Anita Teakle and Anna Ebsary, and all of the parents who are involved in our school, those who work tirelessly to carry out not just their own vision but also to add to the fabric of the bigger vision for your children. Than you.

Their events this year included the fabulous, the Father and Child Campout, various sausage sizzles, the great Easter Egg Raffle, the great Spring Carnival, Bunnings sausage sizzle and many, many occasions, including sports carnivals, where the P&F parents give support and help in so many ways. Many of their events raised funds to enrich learning for every child in the school but more importantly, each activity has enhanced community life at St Francis Xavier School. These activities also take time, preparation and the 'will' to get involved, well done!

The major contributions made through the P&F this year includes \$28 000 spent on the basketball courts and \$10 000 for our new sound system as well as an allocation for new English resources. It's a credit to past and present P&F Committees that they have been determined in their drive to have the courts resurfaced so that everyone gets great benefits and keeps the skin on their knees as well! I also take my hat off to you all for your believing that all of our play areas don't just look great – but you recognized very early that they are a great advantage in the development of young bodies and brains. I've been there along the way and know just what it took to achieve and all I can say is I so admire your tenacity- those who got them started, those who got them finished and all those in between. Our community thanks you!

Our parent body though, isn't made up of just committees, it's also those who take on other roles like the uniform shop and the Scholastic Books. Thank you to and Kirsten McAulley for all your work Scholastic, and to Suzi Halden in the uniform shop; your get on with the job approach is fantastic. It's also all of you individually, who support us in the work we do for your children. It's you, who are out in the community talking about how proud you are of the school your children attend and who work so hard to ensure that your children get the very best from their schooling. It's you who help your children with their homework even when you're exhausted and you who remember to check the newsletter for what's happening next, and it's you who communicate so well with us so that our relationship can continue to flourish. So to each of you, thank you for your support, kind words and commitment to sending your child to St Francis.

The third group that absolutely must be thanked and supported is our staff, who along with our priests Bishop Justin, Fr Michael, Fr Alby and Fr Larry are an integral part of our school community.

It's clear to me from conversations in the staff room, observations around the school and from reading the newly completed reports, that the teachers and teaching assistants know your children extremely well and spend quality time with them. There is a buzz around the school that means adults and children alike are learning and teaching each other, communicating, collaborating, connecting, working together and sharing ideas and strategies, as well as triumphs and disappointments.

Ladies, and Simon and Murray, you are people of faith and of commitment to these children and their families. I am privileged to be regarded as your leader and guide.

I respect the way you've all met the challenges and the celebrations that this year has brought to us with all the energy, honesty and creativity that I've come to admire in each one of you. I'm

particularly proud of the way you've worked together to address all that is asked of you to meet the demands of the ever-changing educational landscape. This year we've worked hard to improve standards in Grammar and Punctuation, we've implemented ICT Google Aps for Education and the use of digital technologies across the curriculum; we've worked on streamlining student wellbeing policies and procedures and have communicated them to the school community; we've implemented Hattie's Visible Learning to develop more effective teaching; we've designed learning environments that reflect best practice and we've implemented a regular, structured and shared planning process for collaborative planning, evaluating, moderation and reflection.... A very busy year!

We also completed our first National Quality Standard audit for the early childhood and we're very pleased with our rating score of 96.55%. Our Quality Improvement Plan will be devised to look at developing and implementing a sustainability plan and we'll put onto our long term building plans, to enlarge the rooms... which will take some time.

Our work as a professional group in achieving excellence for ourselves and our students is on-going and challenging, and I know that all staff work so hard towards our own professional goals and our whole school goals. Thank you... I especially thank and acknowledge the work of our two Assistant Principals Murray Gardiner and Donna Kempton for all their dedication to SFX.

To those staff members leaving, I thank them sincerely on everyone's behalf. Donna Kempton is only on leave for 18 months!! she'll be back, Megan Forbes is on leave too, for 12 months and she'll be back for the beginning of 2016; Amy Houghton, who we'll miss terribly is on her way to the big smoke to teach; Georgia Stott who has been on leave for the past 2 years has resigned. We wish them all the very best for next year.

We welcome Mrs Judi Hollands as Assistant Principal and Yr 3 teacher starting next year and Mrs Kym Abbott is returning part time. Also for 2016 Mr Murray Gardiner will be acting Principal for term one.

But it would all be worthless without our fabulous students. I'm always thankful for their passion for learning, support for staff and each other and their sheer joy for life. Thank you each one of you for a great year of learning and friendship.

Thank you too, to the children, staff and families for so much support for various organisations set up to support the needy in our society. The Yr 6's have led many and varied activities to bring our Social Justice values to a reality. Over this year our community has raised in excess of \$16 895 for -

Caritas – Walk for Napal -	\$9 589
Catholic Mission –	\$4660
St Vincent de Paul – Christmas Appeal	\$ 140
SFX Diocese – Communio	\$1 353
Caritas – Project Compassion	\$ 808
Bishops Christmas Appeal	\$ 220
Wheelchairs for Kids	\$ 125

Now, I wish to acknowledge two people in particular for their service to the school. For giving ten years or more of service we award them the 'Ann Whitehead Medal'. Ann was a long serving, extremely dedicated and highly respected teacher at St Francis Xavier who became ill while working here and passed away in 2007.

We award this medal with our gratitude and thanks to Theresa Pomery and Tanya Moffat who have served 10 years for the children and families at St Francis Xavier. I know that this medal, named after a dear colleague, will mean a great deal to these ladies and I firmly believe that Anne would be proud of them as they continue their work for the children and families of our school. Congratulations and thank you to Theresa and Tanya. It's a delight to be able to present you with something to remind you of all of your hard work and commitment to learning....well done!

And now to our graduates –

A group of fun loving young people who are naturally ready to move to the next chapter of their life – going to high school and for most, that's Nagle College. It's not that they don't love us anymore, it's just that they can't wait to get to high school to really check out all that's new and the canteen of course! It all looks and sounds like great fun and I'm sure you realise that it's lots of work too!

So we're not offended, of course we don't feel unloved or anything that you're looking forward (with a few nerves) to the next chapter in your lives, because we want you to take your next big step into your future with confidence, self-belief and the assurance that we care, and always will, and that we know you're in safe hands.

So as you take your next step on this wonderful journey, I quote from good old Dr Suess, ... We are all a little weird and life's a little weird, and when we find someone whose weirdness is compatible with ours, we join up with them...' and let me add to this with my own quote 'Get in, get involved, stand proud of who your weird self is, and can become and make good firm weird friends ... oh and work hard too... we know you'll do us proud!'

I have a small presentation to make to two amazing young people Antonio Priolo and Skyla Smith– our Head Boy and Head Girl for 2015. Both of these young people have been an absolute delight to work with. Skyla with her terrific ideas and willingness to be involved in all things possible and Antonio with his always positive and ready to take on anything approach. We couldn't have asked for more care for others, happy and wonderful examples to us all or better representatives of our whole school – thank you!

To all of our beautiful children... I know that each and every one of you, your parents and your teachers are unique and special... that's what makes my job so unique too because sometimes great things come from those who care, even when it's not Christmas time, and I know that you do care.

Reflection

As you all know these are my last few days at St Francis Xavier PS. I am only moving up the road!

I have been truly blessed to be a part of this wonderful community. I've learnt a great deal, listened often, and of course, knowing me talked a lot. But most of all I've loved everything about being the Principal of such a wonderful school.

We have seen so many changes over my time here, in the teaching and learning, various trends in education, funding, government requirements, curriculum, setting of school priorities, our buildings and changes in the Kindy hours, adding a Three Year Old program and of course our Yr 7's leaving us. Many of our facilities, including the playgrounds and the way we use them have also seen huge changes. The list of material, concrete things and events goes on but, to me the most important aspect of working here for the past 9 years is the many outstanding people who have had input and influence over all of these initiatives and more, and who have made my job so much of a pleasure and something I will treasure for a very long time.

To all those who have worked on School Boards, P&F Committees, uniform committees, building committees, volunteered in classrooms and at sporting events, gone on camps and excursions helped on special days, cooked for class parties and attended them, all of this and more, I thank you.

To all the staff I've worked with and to those we are here now ... I thank you. Your professional approach to your work, your empathetic way of working with the children and your amazing work ethic is a credit to you. I've no doubt we'll continue both our friendships and our working relationship ... I am just up the road.

I thank you all, past and present for your involvement, support and for helping me to weave another piece of history into the fabric of life at St Francis Xavier School.

Last, but certainly not least... I salute our amazing children. Boys and girls, you know this is my last week with you and I want to tell you how much I have enjoyed every moment with you all. I've loved being at your assemblies and seeing your great talents on show, I always enjoy reading every report to see how you're going in your school work and our chats on duty are always great. Thank you to every child who have given me pictures, cards and constructions and a special thanks to all who have constantly made me laugh.

Thank you all, for yet another terrific year and an absolutely wonderful nine years....

Last quote from me ever and again it's from Dr Seuss 'Don't cry because it's over. Smile because it happened.'

God bless.

2015 Board Chair Report

When taking on the role as Board Chair I first needed to look at what had occurred in the past and what we could do going forward to make process better.

I came up with the following:

The function of the Board is to administer planning, financial management and provide policy advice.

Day to day operational requirements are the responsibility of the school and there are some fantastic people in place to carry this out.

Ideas and support needs to come from somewhere, the school, the board, the parents and indeed the kids rely on this in order to make the school a better environment for learning and enjoyment for all involved.

The P&F play a vital role in the last one and can certainly influence the first two items on that list in that they form an integral part of the schools existence.

One of the things we found frustrating was the length of time certain items can be dragged out before a decision was made, depending on the project we felt that these time frames could be shortened to allow either the projects to occur or time and energy to be spent elsewhere.

This year steps were taken to collate information between meetings so that items could be tabled more quickly and a decision made, this could not have been done without the efforts and support of the Board members, P&F and the School.

Where did this get us, well aside from one or two longer term projects, a number of items / upgrades were completed this year with a special thanks to the P&F for their effort and

contribution to the Multi Court upgrades. There are also a few more items planned for next year. Thank you to the P&F for your patience and continued efforts to make our school a better place for the kids, considerable time and effort goes in and sometimes this can be with limited external support. In saying that it is great to hear that a few new faces have been seen at recent P&F meetings.

To our Board, thank you for your contribution and support this year, each of you on many occasions this year has worked well outside the scope of expectation, your time and effort is very much appreciated.

To Therese and her team I reserve the biggest thanks, the education of our kids is the single most important objective. Our kids teachers do not receive enough credit for what they do and if we as a parent body can assist in making your job easier then this can only benefit the kids.

To finish I would just like to leave you with this thought: sometimes it's nice to stop looking at things as an adult and look through the eyes of the kids.

I thank you and look forward to working with you in 2016.

PHIL SORGIOVANNI
School Board Chair