

St Mary's Catholic Primary School, Donnybrook



Annual School Performance Data 2023

The following information is a Federal Government requirement and pertains to the 2022 calendar year.

Vision

St Mary's Catholic Primary School, Donnybrook is committed to empowering our school community to become compassionate, confident and capable individuals. Our inspiration and strength to achieve this, comes from our mutual support and the sharing of our faith in Jesus Christ.

Contextual Information

St Mary's School is a Catholic co-educational school catering for students from Kindergarten through to Year 6. St Mary's is concerned with the development of the whole child and as such develops the spiritual, academic, personal, social and emotional well-being of all students. Students are taught in single classes with Year 4 and 5 being composite. A differentiated curriculum ensures that the individual needs of each child are met.

In 2023, specialist subjects were offered in Languages (Italian), STEM, Physical Education, Humanities and Social Sciences and The Arts. iPads and Apple TV's can be found in each classroom. The school provides a 1:1 ratio of iPads in Years 3-6.

The school has excellent home-school relationships with parents taking an active role in all aspects of the school's daily operations. St Mary's develops the leadership qualities of students through the various roles on the student council. The Year 4/5 and 6 students are part of the student leadership team focussed on being a voice for the student body and leading whole school activities such as prayer and assemblies. There was a whole school focus on the eight Mercy values in the school; these being courage, forgiveness, compassion, respect, service, justice, excellence and determination.

The school is supported by a committed group of parents who form both the Schools Advisory Council and the Parents and Friends Association.

In 2023, our Year 3 and 5 students participated in NAPLAN, along with other school and standardised assessments including PAT assessments in Maths and Reading. In school assessments formed the basis for reporting to parents. Our higher ability students were also given the opportunity to participate in the BEBRAS computational thinking challenge.

In 2023, St Mary's again participated in Catholic Education's Low Fees Initiative. This initiative was designed to support schools in securing future enrolments and make Quality Catholic Education financially available to those who otherwise may not be able to afford non-government schooling for their children.

The following information regarding student demographics was taken from the MySchools website and can be found at <https://www.myschool.edu.au/>.

2023

School facts

School sector	Non-government
School type	Primary
Year range	PP-6
Location	Inner Regional

School staff

Teaching staff	9
Full-time equivalent teaching staff	7.6
Non-teaching staff	10
Full-time equivalent non-teaching staff	8.2

School links

School website

[St Mary's School](#)

Sector, system or association website

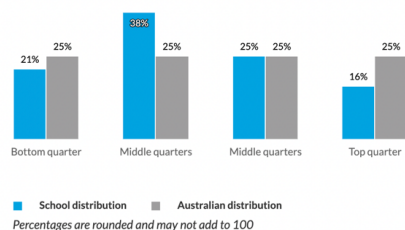
[Catholic Education Western Australia](#)

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1031
Average ICSEA value	1000
School ICSEA percentile	61

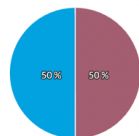
Distribution of Socio-Educational Advantage (SEA)



Students

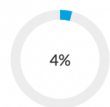
Total enrolments: 123

Boys	61
Girls	62



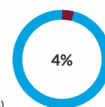
Full-time equivalent enrolments: 123.0

Indigenous students



Language background other than English

Yes	(4%)
No	(96%)
Not stated	(0%)



Teacher Standards, Qualifications and Workforce Composition

St Mary's Catholic School employs 21 staff (including part-time, full-time, cleaning and grounds roles). Collectively, the qualifications held by staff and the numbers of teachers who hold these qualifications are:

Diplomas	8
Bachelor Degrees	11
Graduate Certificates	2
Master's Degree	2

Staff Composition

Male	3
Female	18
Non-teaching staff (including grounds and cleaning)	10
Teaching staff	11

Expenditure and Teacher Participation in Professional Learning

All staff participated in Professional Development (PD) opportunities in 2023. A sample of PD opportunities included:

- Religious Education Accreditation
- APRE days Bunbury Diocese

- Talk for Writing
- Letters and Sounds
- iMaths
- Digital technologies
- STEM
- Strategic Planning
- Mandatory Reporting
- First Aid
- Work Health and Safety
- Gate Keeper Suicide Prevention
- Asthma and Anaphylaxis Training
- CPPA Conference
- CEWA Leaders Forum

From the School’s audited accounts for 2023, \$13,023 was spent on Professional Development for staff.

Key Student Outcomes Student Attendance:

In order for students to reach their full potential it is important that they attend school regularly. Whilst it is the parents’ legal duty to ensure their children attend school regularly, our staff as part of their duty of care monitor attendance each day. The Class Roll is marked via SEQTA every day. Unexplained absences are followed up promptly by staff. Parents are requested to provide a satisfactory explanation for an absence by means such as a written note, telephone call, SMS message or email to the school preferably on the first day of absence. The principal is made aware of sustained student absences or absences reflecting a pattern. In these situations, the principal or delegated staff member contacts the parent/guardian. Parents are encouraged to arrange medical and other necessary appointments outside school hours. Prolonged periods of absence occur from time-to-time for various reasons. In these cases, students and their parents meet with the principal to discuss the leave request. The average student attendance rate for the school during 2020 is shown in the following table.

Kindy	Pre-Primary	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Whole School
		88.01	89.18	89.73	88.67	82.42	91.06	88.59

2023 NAPLAN Information

The 2023 NAPLAN data shows that the academic program provided at St Mary’s is performing “close to” those schools with students from similar backgrounds.

2023

Compare to Students with similar background All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	353	394	354	387	391
Year 5	501	452	438	477	479

NAPLAN participation for this school is 89%
 NAPLAN participation for all Australian students is 95%

Interpreting the table

Selected school’s average when compared to students with a similar background

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

^{NB} A school’s NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. Grey shading indicates participation did not meet these thresholds.

Image captured from <https://www.myschool.edu.au/>

Value Added

St Mary's CPS offers a wide variety of opportunities outside the classroom, which allow students to grow and develop. Such activities include:

- Year Six School Camp
- Children's Book Week Parade
- Western Australia Book Week celebrations
- School Faction Carnivals
- Interschool Athletics
- ANZAC Day Service (both school and community services)
- Excursions
- Incursions and Performing Artists' visits
- Missions Fundraising
- Visiting Sporting Clinics
- Winter Carnival
- End of Year Concert

Parent, Student and Staff satisfaction

St Mary's Catholic Primary Schools focus on building community and parent engagement means the school is a well-respected and central part of the Donnybrook community. Staff have refined their practice and further developed the evidence-based decisions made during their time in the Fogarty EDvance program. Staff morale is high, and this has been supported by the numerous climate surveys and feedback opportunities the school has been involved in. Parents are happy too and support the school both through the Schools Advisory Council and Parents and Friends committee. Community events are always very well supported, though this was challenging during the early parts of the year. Staff model respectful relationship and as such our students enjoy coming to school and are engaged in their learning.

Post School Destinations - Year 6 Destination Schools 2022

School	Number of Students
Donnybrook District High School	2
Bunbury Baptist College	1
Bunbury Catholic College	18

Financial Information

The ACARA website www.myschool.edu.au hosts the My School profile of Australian schools. Visiting this site gives further comparative information including financial data.

School Improvement Plan

The school had a number of goals as outlined in its Annual School Improvement Plan (SIP). These included:

- Staff Faith Formation – Through prayer, participation in Mass and opportunities for faith formation, the staff were challenged to grow in their personal relationship with Jesus.
- Making Jesus Real – The school leadership team further developed a Making Jesus Real culture in the school where Christ alive in the school is made visible through words and actions.
- Letter and Sounds – Staff from Kindergarten to Year 3 continued to implement the Letters and Sounds program. This systematic synthetic phonics program is an evidence-based reading instruction program teaches students to read letters and their sounds as the building blocks for effective reading.
- Mathematics – All staff have been trained in iMaths and it is being delivered from Year 1-6. The iMaths program based on effective teaching and learning practices and provides opportunities for both explicit teaching and hand on learning.
- Talk for Writing – All staff completed further training in the delivery of the Talk for Writing program. The school developed, through professional development, a whole school scope and sequence and lesson planning documents.
- RULER – as staff have been trained in Marc Brackett’s RULER approach to the teaching of Social and Emotional Learning.

2023 Reports

Principal Report:

At St Mary’s, 2023 has been a productive year with all of the restrictions placed on schools over the last two years becoming non-existent. We still faced our challenges regarding students and staff illnesses, but it was great to be building back towards what could be phrased as the “new normal.” Whilst the pandemic may have been considered over it became concerning talking to families and learning of their struggles as they worked towards recovering from the trauma of the previous two years, the rising costs of living (including interest rates and rental prices), and in many instances even the prospect of securing a home for their families. As a staff, we decided early on that we needed to be a place of hope for our students and to “bring the joy” each and every day.

Catholic Identity

This year we have had 26 students move through our sacramental programs (Confirmation 10, First Holy Communion 8, Reconciliation 8). The school continues to be a beacon of hope for our parish, and I would like to offer my gratitude to Fr Joseph for his support and guidance throughout the year. I would also like to extend my appreciation to Mrs Jo Wright, Mr Luke Skehan, Mrs Eileen Thomson, Mrs Ellen Pettersen and Mrs Annie Hutton for their contributions in coordinating the sacramental programs this year.

We have continued to develop a culture that recognises the “Spirit of Jesus” alive in the world, and acknowledge the efforts of those who think, speak and act just like Jesus. The Making Jesus Real (MJR) program has continued to be the vehicle in which we support our students in understanding these concepts and way of being in the world. The eight Mercy values (forgiveness, courage, respect, compassion, service, justice, excellence, and determination) are alive in the school and complement the MJR program.

At the end of the year, and as we prepare for 2024, our staff will be working with Catholic Education’s Faith Formation team to better understand Pope Francis’ vision for accompaniment and how journeying alongside each other spiritually supports us in our own personal growth and the collective growth of the group, which ensures we are mentally and spiritually able to support the needs of our students and their families.

Education

Mathematics has been an area of focus this year and as a staff we have worked closely with a number of numeracy consultants to better understand the mathematics needs of our students in today’s world, and to

enhance our ability to meet their needs. This year we have worked towards completing a Numeracy Position Statement which identifies the key features and expectations of programming for Mathematics at St Mary's. This document provides staff with guidance and identifies a range of teaching strategies that support students in the mathematics learning. The decision was also made to move away from Prime Mathematics and adopt iMaths as an instructional program, as it gives students opportunity for both explicit learning as well as investigations and problem solving. Next year, there are a number of changes to the Australian Curriculum, and these will be reflected in the revised iMaths program known as "Maths Trek."

It has been great to see our staff continue to develop their skills in delivering comprehensive literacy programs using their knowledge of Talk for Writing, Letters and Sounds, and Soundwaves. It has also been pleasing to see how the study we completed in 2021 in evidence-based approaches to reading instructions have continued to influence our teaching, assessment practices and intervention programs.

This year, we commenced a new STEM program for our students in Years 1-6 led by Mr Skehan. STEM is an approach to learning that integrates the areas of science, technology, engineering and mathematics. Through STEM, students develop key skills including problem solving, creativity, critical analysis, teamwork, independent thinking, initiative, communication and digital literacy. This program has been a favourite of many of our students and they have enjoyed the hands on and investigative approach to learning.

This year, we have also provided our academically high achieving students the opportunity to participate in an extension program known as the Bebras Challenge. The program promotes problem solving skills and computational thinking. Student participation in this program was based on student performance across a number of standardised assessments as well as class performance. The students engaged in small group preparation sessions and competed at the end of Term 3. Collectively we had many great results including two students who finished in the top 5% of the state.

Again, we have continued to provide our students with many opportunities to compete and develop their skills across many physical activities and sports. This year our students have participated in many sporting clinics, two sport periods per week and had the opportunity to compete in Cricket, Swimming, Basketball, Winter sports, Cross Country and Athletics.

This year we have also further developed our Arts program to include a re-envisioned music component which has included the teaching of guitar. I must say a huge thank you to the P&F who generously supported the program in purchasing 26 Loog guitars, and to Mr Skehan whose passion in this area has really inspired a love of music in the students. We are very excited to be developing this area further in 2024.

Also this year, we commenced instruction in the RULER approach to the teaching of social and emotional learning. RULER is an acronym which stands for Recognise, Understand, Label, Express and Regulate our emotions. It is a framework with useful tools that will allow us to support our students in developing their emotions literacy and self-awareness. Emotions drive our learning, decision-making, creativity, relationships, and health, so it is important that we support our students in developing the skills and strategies that are going to help them to become more emotionally aware and able to enact their best selves when dealing with challenging or problematic situations. We held two parent workshops throughout the year, both of which were the most engaging parent workshops I have ever been involved in.

Community

As a community, we had the opportunity to come together early on for the P&F Sundowner and official opening of our new playgrounds. During the January school holidays, two playground areas were completed in both our Early Years Centre and on the lower oval. This development has brought much joy to students and the school community, and I would again like to thank those that supported, including Amcal Life Clinic

Donnybrook, Paradise Beef, Bendigo Community Bank Donnybrook, the Chamber of Commerce, and our School Advisory Council and Parents and Friends Committee.

At the beginning of Term Two, our staff came together to reconnect, reset and continue to build the relationships we have developed over many years together. This took the form of prayer, reflection, goal setting and a fun afternoon of lawn bowls dressed in our favourite Op Shop attire. A great day was had by all and this set the scene for a productive start to the term.

Supporting our staff to continue developing the skills, strategies and attitudes towards managing their mental health continued to be a focus throughout the year. At the beginning of Term Three, our staff (along with 120 other CEWA teachers and consultants across the Southwest) attended a workshop presented by Phil Britten. Phil is a Bali Bombing survivor who now uses his story to inspire people internationally to make positive changes in their lives. His engaging and moving presentation challenged us all to think differently about our lives and set the scene for a very positive term; a term which is usually very wet, cold, long and at times challenging.

Additional to this, we have had many other occasions throughout the year where our staff, families and community have come together to celebrate our school, including Mother's Day and Father's Day, the school Disco, Book reading night and of course the Pingo night which our P&F hosted at the football clubrooms. A massive thank you must go to Alison Dowey for her efforts in organising the night.

Stewardship

At the end of Term One our school participated in a Quality Catholic Education School Review and Principal Review with external CEWA auditors. This process was extremely positive and affirming of the changes and efforts we have made over the last three years. Most notably, our school has been identified as a child-focused community which considers the needs of our students as a priority, and that our behaviour management processes are reflective of Catholic understandings, student wellbeing and restorative practices. This process also revealed to us that our staff believe in our vision for the school and are hopeful for the future. The process also highlighted areas of growth and opportunity both for me as an individual and for us a school.

At the beginning of Term Two our school participated in our annual Climate Survey. I am again pleased with the results of this survey which reflected the beliefs of parents, staff and students. For our parents, they acknowledged that we are a welcoming school with supportive staff. Our greatest area for growth was assessment and feedback. For our students, they acknowledged that teacher support, expectations, rule clarity and moral identity were highest, with our greatest opportunity for growth being resilience and wellbeing. For our staff, they acknowledged job satisfaction and school mission as being highest with our greatest opportunity for growth being participating in decision making, parent/caregiver involvement and encouraging improvement of practice.

This year, our senior leadership team including Mr Luke Skehan, Mrs Jo Wright and I culminated two years working with leadership consultants from Catholic Education in an effort to continually grow as a high performing team. In October, we again completed a feedback process with our staff which has supported us in better understanding our individual and collective leadership styles, as well as areas of strength and opportunities for growth. This process was extremely affirming of the efforts we have gone to and the work we have completed as a team this year. I offer my sincere appreciation to both Mrs Wright and Mr Skehan for the way they go about their roles, and the effort they go to in driving positive change for our school. In 2024, we will look towards a different model for leadership development which will include both individual coaching and team collaboration. Next year, we welcome Miss Chelsea Moore into our leadership team. Chelsea has been appointed as a leader of Health and Wellbeing and will be working alongside us to drive strategic direction and wellbeing initiatives in the school. Congratulations Chelsea!

This year, we also surveyed staff, students and parents in an effort to better understand the needs and expectations of our community in regard to Information and Communication Technology within our school. The results of these surveys have supported the school in writing an ICT User Agreement which will be released to students and parents next year, in time for the arrival of our new devices. These new devices are being purchased through a leasing program to ensure our staff and students are able to keep up with advancements in both technology and education.

This year we have also engaged with Catholic education in creating a marketing plan for the school. This plan has supported us in improving our social media presence across differing platforms as well as working with external agencies in the publishing of different media including photos and videos.

Strategically, next year we will continue our focus on Mathematics and the implementation of RULER. Our staff will complete training in Berry Street which is a practical, trauma aware and positive approach to teaching, that enables teachers to increase engagement with students with complex, unmet learning needs and successfully improve all students' self-regulation, growth and academic achievement. Berry Street will complement what we are doing in the RULER space whilst supporting our teachers in developing the skills and strategies to support all our students with their different learning needs.

This year, we say goodbye to Mrs Eileen Thomson, Mrs Annie Hutton and Mrs Ellen Pettersen (who may return in 2025).

Eileen commenced at St Mary's in 2011. In that time, she has taught students from Years 3-5. She has many fond memories including supporting students in their reading, passion projects and the school's 100 year celebrations. But her most notable memory was when we had a skateboard group visit the school and the students encouraged her to have a go. She did manage to stay on the skateboard, with the help of two very brave Year 5 students.

Ellen commenced at St Mary's in 2013. She has worked with students from Years 5-7 and held specialist roles in Science, Technologies and Physical Education. Her fondest memory of St Mary's has been the sport carnivals. She has loved watching the students cheer on their friends and surprise themselves with their performances. She has taken joy from watching them grow in confidence and ability, and relished in their smiles as they have received their ribbons and looked for their parents in celebration.

Annie commenced at St Mary's in 2014 and since then has worked across all year levels from Kindy to Year 5. Her fondest memories have been watching the students go from being the cutest in the school to being the coolest (or so they think). For Annie it has been an absolute privilege to teach at St Mary's for so long and to be part of such a beautiful community.

I thank Eileen, Annie, and Ellen for their contributions to our school over the years and wish them all the best in their future endeavours.

Whilst we say goodbye to some, we also welcome others. Next year, Mrs Lizzy Grubisa, Mrs Shondelle Watts and Mr Mark Busher will join our team in a fulltime capacity. I am confident that with their work ethic, attitude towards learning, willingness to care for our students and communicate with parents, and their new energy and ideas, that we will have another productive year at St Mary's in 2024.

Finally, I would like to extend my appreciation to our School Advisory Council for their advice and support this year, and to the Parents and Friends committee for their efforts in friend and fund raising. Thank you to our staff for continually showing up each and every day, putting our students first and working hard to create Christ centred and child focussed learning environments. Thank you to my leadership and administration team including Mr Luke Skehan, Mrs Jo Wright and Mrs Katja Humphries who have worked

tirelessly throughout the year to ensure school operations are in order and that we are continually striving to make St Mary's the best it can be for our students.

Lastly, at St Mary's we aim to graduate confident, compassionate and capable members of society. There will be ups and downs along the journey, but we believe we have the people and processes in place to support our students in becoming the next leaders of society who are prepared to go out into the world and lead with their head, their heart and their hands.

Thank you all for your support this year, and I wish you all a safe and enjoyable Christmas break with your family and friends.

Yours sincerely



Andrew Gammon
Principal

School Advisory Council Chair Report

On behalf of the St Mary's School Advisory Committee of 2023, I would like to present this report to the school community. The ACM, School Report and the Principal's Report are a wonderful opportunity to reflect on the outcomes and accomplishments of the past year, of which there have been many.

Overcoming challenges, and achieving progress and success, is a team effort. And so, to the entire team of St Mary's Donnybrook, ably led by the leadership group of Andrew Gammon (Principal), Jo Wright (Deputy Principal) and Luke Skehan (Deputy Principal), a heartfelt thankyou is offered from the School Advisory Committee.

Whilst the Principal's Report details the many successes, challenges and progress achieved over the year, special note is made of:

- Completion and opening of the new playgrounds early in 2023. With significant financial contributions from the School P&F, local Chamber of Commerce, local Bendigo Bank, Donnybrook Pharmacy, Paradise Beef and a number of anonymous donors, the playgrounds are a wonderful addition to the amenity of the school and the students have certainly made good use of them this year.
- The school-wide 'climate survey', undertaken mid-year to generate valuable feedback to help drive future direction and initiatives for the school.
- The recent social media marketing initiative, with professional video clips (reels), involving students and teachers, developed to highlight the many advantages and benefits of St Mary's Donnybrook to potential new school families in the district.
- The triennial governance and leadership review, undertaken by Catholic Education WA (CEWA) in consultation with the Principal and School Advisory Committee Members.
- The ongoing sound financial management and advice of the School's Treasurers (Committee Treasurer, Gary Dimasi) and Katja Humphries.

To the team that helps make the school a place of community, and not just a place of education – the P&F – we thank you for your energy, enthusiasm, dedication and countless volunteer hours! In an era of ever decreasing 'free time', and with family life stretched between work, children, sport, home life and other community commitments, to volunteer your time to the P&F is a big undertaking and the School Advisory Committee and the broader school community genuinely thank you for it.

To outgoing teachers and staff members over the course of this year – thank you all for your contributions, and to those teachers and staff incoming – welcome aboard.

Lastly, a very big vote of thanks goes out to the School Advisory Committee members; those continuing, as well as those stepping down at the end of this year. Your advice, guidance and teamwork has been instrumental in the School community's success and progress over the past year.

As the end of the year draws closer, we begin to plan time with family and loved ones. Please be sure to travel safe and enjoy the festive season; 2024 holds much anticipation, hope and opportunity for us all.

Trustworthy and constant, Benjamin (Ben) Rose
Chairperson, St Mary's School Advisory Committee