



Melbourne Archdiocese  
Catholic Schools

# 2023

## Annual Report to the School Community



### St Luke the Evangelist School

46 Orchard Grove, BLACKBURN SOUTH 3130

Principal: Clare Louise Ryan

Web: [www.slblackburnsth.catholic.edu.au](http://www.slblackburnsth.catholic.edu.au)

Registration: 1628, E Number: E1233

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## Principal's Attestation

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I, Clare Louise Ryan, attest that St Luke the Evangelist School is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 10 May 2024

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## About this report

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St Luke the Evangelist School is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report 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. 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 also be obtained from the [My School website](#).

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## Governing Authority Report

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When Melbourne Archdiocese Catholic Schools (MACS) launched our inaugural strategic plan MACS 2030: Forming Lives to Enrich the World just over a year ago, I spoke about the need for our whole organisation to reflect on the biggest challenges that confront us, and to work at speed to find practical, ambitious, student-centred solutions.

As a relatively new governing authority, 2023 set us on the path to achieving our first goals, as we focussed our efforts on building strong foundations for success. The four pillars of MACS2030 – Inspired by Faith; Flourishing Learners; Enabled Leaders; and Enriched Communities - serve to guide our work on how we achieve our strategic intent.

When we surveyed our teachers in late 2022, over 80 per cent told us that they want access to quality teaching and assessment resources. So in January 2023, we secured a system-wide licence for MACS primary and secondary schools to access the Progressive Achievement Test (PAT) assessment suite. The inclusion of the Social and Emotional Wellbeing Survey allows schools to monitor the wellbeing of their students and target resourcing to specific areas of need. Together, these tools provide a coherent and systematic approach to student assessment.

In partnership with Ochre Education, we began work on F-6 Mathematics curriculum resources, being developed in a phased approach over three years, and delivered the first tranche for F-2. A key consideration in developing the materials is ensuring teachers retain autonomy to tailor curriculum implementation to meet the individual and local needs of students.

This is an exciting development for our MACS community, clearly demonstrating the commitment we all share to delivering the best possible education opportunities for our 120,000 students and supporting our 10,000 classroom teachers to be the very best that they can be.

Archbishop Peter commissioned a comprehensive review of Religious Education curriculum, the first in over a decade. It offers us some challenges, but fundamentally is a hope-filled report that invites a path of ongoing work to develop a new RE curriculum for all Catholic schools. We continued Working Together in Mission with Parish Priests throughout the Archdiocese, including through regular roundtable discussions.

Across greater Melbourne, one in five students attend a Catholic school and 2023 saw steady growth in enrolments across our system, demonstrating the value families place on a Catholic education and the high quality, holistic education MACS schools provide.

As a system of schools, we can be better together, reducing the administrative load on our schools and freeing our teachers and principals to focus on what they do best.

I would like to pay tribute to our MACS school and office colleagues who have worked so hard to achieve our goals. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Dr Edward Simons

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

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## Vision and Mission

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### OUR VISION

We are St Luke's.

A community of faith, learning and partnership.

Journeying together, we strive to live the gospel so that all may enjoy the fullness of life.

We look with wonder at our world and embrace learning through inquiry, through action, through reflection to realise our potential.

We celebrate diversity and we welcome the opportunity to live and work together.

### OUR MISSION

At St Luke the Evangelist ....

We promote a culture of continuous professional learning to deliver consistent and collaborative curriculum based on data to enable each student to flourish within a local Catholic parish context and the wider community.

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## School Overview

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St. Luke the Evangelist School, Blackburn South was established in 1962. It is a Catholic co-educational school and is characterised by a faith filled, safe environment with a committed and supportive family and parish community. We value each individual within our school community and are committed to assisting and challenging them to realise their spiritual, intellectual, emotional, social and physical potential. We strive to develop each child's sense of self-worth, love for learning and optimism about their futures.

We enjoy contemporary learning facilities in a child safe and secure environment. In 2023, our enrolment number was 146 students. Our school structure was 1 x Prep, 2 x Junior School classes (Years One and Two), 2 x Middle School classes (Years Three and Four) and 2 x Senior School classes (Years Five and Six). The specialist classes offered were, LOTE (Italian), Performing Arts, Visual Arts and Physical Education. All of these provided students with opportunities to develop their skills and capabilities in many areas.

Connectedness for students has remained a strong focus through our Wellbeing programs and leadership opportunities. Encouraging student voice is promoted through a Student Representative Council (SRC) that engages children in Years 3, 4 and 5. The student leadership program helps Year 6 children aspire to leadership opportunities and build skills that will support them in this endeavour. We use a Positive Behaviours for Learning approach school-wide when onsite and through our virtual learning spaces. This approach reinforces a system of support that includes proactive strategies for defining, teaching and supporting appropriate student behaviour to enhance a positive school environment. As a school community, we also use The Smiling Minds program across the school to develop children's awareness of how to self regulate and cope with day to day events using mindfulness, self reflection and personal development strategies.

Building the charism of St. Luke through the gospels we continued to build the Catholic identity of our school. Luke's Gospel reminds us that Jesus came to bring the Good News and as disciples of Jesus, our mission is to bring the good News to those around us. Our whole school Lukan theme for 2023 was, 'Be the Good News, Promoting God's hospitality'.

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## Principal's Report

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2023 was another busy year and St Luke's has embraced many new experiences. This has included some much needed smaller changes in school buildings and infrastructure as well as consistent positive change such as rebuilding community connections, face to face learning and teaching and, thankfully social engagement between children, families and the community.

It was great to begin the school year having already settled into the new refurbished learning hub in the Prep, Year One and Two classrooms. The expansive verandah lining this new hub area has grown into a wonderful outdoor learning space as well as a passive play area for children during recess and lunchtime. Our children's imaginations never cease to amaze as they transform a simple space into a kingdom, a shop front or other setting to immerse their games in.

Whilst our Prep enrolments were low for the year, it didn't stop a constant stream of school tours hosted by the principal and two Year 6 leaders. Our children are part of the magic formula that never fails to impress visitors. Their insights, impressions and articulation of what makes St Luke's a very special place to be are quite impressive. Starting with a small group of Year 6 volunteers to accompany me on a tour grew very quickly to every child wanting the opportunity. Every tour fills me with great pride as I watch these young leaders of the future grow in confidence about themselves and the world around them.

There were many highlights to our year in 2023 and one of them was our school production, 'When I Grow Up'. Held at Doncaster Secondary College, it showcased the hard work of our children all led and co-ordinated by Gabrielle Carter, our Performing Arts teacher. Almost as a right of passage, the Year 6 children had the opportunity to take on lead/speaking roles along with a few Year 5 children. The audience were entertained with song, dance and a lovely background story, all woven together with individual class performances. We do this every second year and next year we'll be excited to present our bi-annual Art Show.

It has been wonderful cementing the strong connection with the Parent and Friends Association (P&F) throughout the year. They continued to promote, organise and implement activities that fundraise much needed funds for school initiatives and nurture the social connections that are so very necessary in schools.

St Luke's completed another school year that rarely saw a 'quiet week' on its calendar. There



were many events, activities and projects and the sense of growth as a community was tangible. These included:

- The Senior School camp to Camp Wyuna at Queenscliff
- The Middle School camp to Urban Camp, Parkville
- Literacy Week activities
- Footy Colours Day and clinics
- Interschool Sports- Gala Days
- Mother's Day and Father's Day breakfasts
- Grandparent's Day prayer liturgy, classroom visits and morning tea
- Twilight Sports
- Student Leadership opportunities and Student Leaders as Ambassadors at the MACS St Patrick's Day Mass, ANZAC Day Dawn Service, IT Greatest Race challenge
- Year 5 reciprocal visits with local kinders and early learning centres (ELCs)
- Year 6 Graduation
- Prep Orientation including our Year 5 children

St Luke's the Evangelist Primary School, Blackburn South is a community filled with faithful, unique and curious young people who embrace the opportunities provided through the rich curriculum, through the sense of feeling safe that each person is loved, known and respected. The future can only be bright when the links between parish and school are growing, when families partner with school to help children be the very best people they can be. At St Luke's we are proud that everyone is 'known and loved', that our learning is 'dynamic and engaging' and that it is a place where we all feel 'connected through our diversity'.

Clare Ryan

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## Catholic Identity and Mission

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### Goals & Intended Outcomes

Goal:

To build a strong Catholic culture and identity based on the charism of St Luke the Evangelist

Intended Outcomes:

That students, parents and staff make explicit links between Catholic Social Teaching and contemporary life.

That explicit links are lived, and lived out through involvement and dialogue in our local Catholic parish and the wider community.

### Achievements

The Catholic culture of St Luke the Evangelist is embedded in everyday actions and expectations. Students understand that we can see the person of Jesus as a role model for our choices and this understanding is deepened by daily experiences. We continued to build our Catholic Identity through our school vision, combined with the gospel of our patron Saint Luke, where we are called to serve others and live and learn in harmony. Our Lukan Gospel theme for 2023 was, 'Be the Good News, Promoting God's hospitality'. The parish priest and school-parish maintained strong connections.

The school celebrated the following successes in 2023 in Education in Faith:

Our Year 6 Liturgy/Social Justice Leaders were at the forefront of Education in Faith. The students continued to lead the way and promote our Lukan theme and values. They lead the community in prayer and action, continuing to raise awareness of Indigenous Reconciliation, world poverty and Catholic Social Teachings by being involved in caring for the wider community through initiatives such as the Caritas, Project Compassion, Mini Vinnies initiatives and the establishment of our weekly Lukan theme awards.

As a part of our daily classroom prayer ritual, we broadened our Christian meditation to incorporate a morning circle routine. This allows children to 'get ready to learn' for the day through opening their hearts spaces to welcome in God at the beginning of the day through prayer and meditation.

The Sacraments of Confirmation, Reconciliation and Eucharist were celebrated. These were truly special community celebrations, linking the sacred with our everyday spiritual lives. Commitment Masses held over a given weekend allowed families to commit to preparation for the sacrament and for the parish to acknowledge the candidates who were preparing for the upcoming sacrament and pray for them. This year, adults were given an opportunity to listen and engage in some self-reflection about how they can make the sacraments very real for their child. Family sacramental evenings were offered and provided an opportunity for families to begin a rich discussion with their children in understanding the sacraments.

It was reassuring to have classes resume a regular Friday roster to attend daily mass on a Friday with the parish. It was with great joy that the whole school gathered for several masses for various feast days and for whole school events.

### Value Added

- Celebration of the sacraments for Years Three, Four and Six.
- Staff in-servicing on our 2023 Lukan theme
- Professional Learning Meetings (PLMs) were allocated where staff engaged in professional development to deepen their understanding and knowledge of the sacrament of Reconciliation and the season of Advent to implement and strengthen Religious Education lessons.
- Level teams planned and implemented Faith units using the Religious Education Curriculum Framework (MACS)
- Teaching staff engaged in professional development to deepen their understanding and knowledge of the Pedagogy of Encounter to implement and strengthen Faith units.
- Sacramental Family Evenings led by school staff, the Parish Priest and an external facilitator
- Student Leadership and participation in Social Justice, Environment and Liturgy
- Opportunities for community prayer - weekly and for special events eg. The Stations of the Cross
- Students led the whole school in weekly prayer during Advent.
- Daily classroom prayer and Christian meditation
- Whole school and parish Eucharistic celebrations E.g. Feast of the Sacred Heart, St Luke's Feast Day, Beginning and End of School Year Masses
- Strengthening of school and parish links – Father Gerard school visits
- Students attending Friday parish mass – two to three times each term
- Supporting Project Compassion as a school community
- Year Six retreat day, organised by teachers as part of the preparation for Confirmation
- Year Three and Four Examination of Conscience reflection/liturgy in preparation for First Reconciliation
- Mini Vinnies lead social justice awareness - Feast of the Sacred Heart Mass and Appeal, Project Compassion and Christmas Appeal

- Senior students are given the opportunity to learn to become altar servers for both school masses and weekend masses.

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## Learning and Teaching

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### Goals & Intended Outcomes

Goal:

To systematically collect, analyse, discuss and utilise whole school data sets.

Intended Outcomes: That student outcomes and experiences improve.

Goal:

To build a professional learning community characterised by evidence based, strategic, consistent and accountable practices.

Intended Outcomes: That staff efficacy and practices will improve through explicit and targeted feedback

Goal:

To have a shared understanding and implementation of differentiation for teaching across all learning areas.

Intended Outcomes:

That learning experiences are designed to cater for all individual differences to meet students learning and wellbeing needs

### Achievements

At St Luke the Evangelist PS, we are a community of learners who strive to improve the learning opportunities for all. Our main focus was to build an understanding of collaborative planning and how leaders can support teachers in the implementation of the curriculum, using data to inform planning, teaching and learning. The following achievements have supported our annual action plan goals for 2023:

## Student Learning Outcomes

- Professional Learning Teams in Literacy, Numeracy, Religious Education and Student / Teacher Well-Being
- Scheduled PLM's in both Literacy and Numeracy to support teachers with current pedagogy. In both literacy and numeracy meetings teachers used data to determine students needs and plan differentiated learning sequences to build learning capacity and achieve improved outcomes.
- The Numeracy, Literacy and Learning and Teaching leaders developed a whole school assessment schedule and a whole school assessment spreadsheet for recording assessment. This system allows all staff to view and interpret results, input data and plan according to the needs of students.
- Developing data plan for school assessments in each curriculum area - Maths has commenced
- Embedded regular case management meetings to look at a child of wonder (Lyn Sharratt) in Term One - Developing understandings around Cognitive Demanding Tasks (CDTs)
- Whole school closure day Term Two Rob Vingerhoets - Using CDT's
- Enrichment Program offered to Year 3 and 4 - APSMO Maths Explore
- Enrichment Program offered to Year 5 and 6 - APSMO Maths Olympiad
- Literacy leader and staff continue to use mentor texts in reading and establish the use of the Writing proforma using rich mentor texts
- Literacy leader develops a Writing Data Wall that is used by staff when moderating children's writing samples
- Refined our learning intentions and success criteria to upskill teachers to develop cognitively demanding intentions
- Continued to use the SPA Program to track assessment. The PAT R and PAT M data from this package allowed us to interpret and refine data
- Literacy leader, Teaching and Learning leader and staff member attended PD at Holy Family School around the use of the PHoRmeS approach in spelling and vocabulary building
- Essential Assessment was used throughout the school to provide teachers with pre and post data in mathematics. This information was used as a second source of data
- Students were given an opportunity to reflect on their learning and discuss any future goals or learning in the reports
- Numeracy and Literacy leaders worked with levels during planning
- The Learning and Teaching leader worked with levels regarding the dispositions of an inquiry learner
- School collaboration on planning through the use of Google Docs
- Continued to maintain our E-smart School status
- Embedded the digital technologies curriculum across the year levels with a specialised teacher.

- Continuation and monitoring of Individual Learning Plans for students with specific needs
- Further staff professional learning around NCCD, adjustments and how to effectively collect evidence
- NCCD moderation and adjustments were implemented to ensure all diverse needs were met
- All classes continued to raise student voice in the teaching and learning process. This was evident through the use of personal learning tasks
- Continued to use the inquiry mapping tools to align with Victorian Curriculum Specialist Programs that provide an opportunity for our students to explore new skills and talents including music production.

<b>NAPLAN - Proportion of students meeting the proficient standards</b>			
<b>Domain</b>	<b>Year level</b>	<b>Mean Scale score</b>	<b>Proficient</b>
Grammar & Punctuation	Year 3	401	37%
	Year 5	502	81%
Numeracy	Year 3	396	63%
	Year 5	510	90%
Reading	Year 3	405	79%
	Year 5	532	90%
Spelling	Year 3	392	58%
	Year 5	508	76%
Writing	Year 3	414	79%
	Year 5	501	90%

\*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

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## Student Wellbeing

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### Goals & Intended Outcomes

Goal:

To have a shared understanding and implementation of differentiation for teaching across all learning areas.

Intended Outcome:

That learning experiences are designed to cater for all individual differences to meet students learning and wellbeing needs.

### Achievements

In 2023, St Luke's continued to strengthen and embed our Positive Behaviour for Learning (PBL) culture. Our school behavioural expectations were explicitly taught in all classrooms in the first weeks of school year, to establish positive classroom and school behaviours, and in an on-going capacity through the year in classrooms and promoted at weekly assemblies. The PBL expectations of being safe, responsible and respectful continue to underpin all behaviour at St Luke's, in all areas of the school.

The 'Smiling Minds' Primary Program (evidence-based Mindfulness and Social & Emotional Learning program which aims to support student well-being and mental health) was introduced in classrooms in Term Three. This St Lukes' was accepted into the program under funding provided by the Australian Government Department of Education through the Emerging Priorities Program. Weekly lessons were conducted on Monday afternoons across the whole school and the meditations and strategies learnt were practiced throughout the week in classrooms. This program replaced the Resilience Project as our classroom based wellbeing program.

The Learning Diversity Leader, Learning Support Officers and Learning Support teachers continued to foster Personalised Learning Plans for students receiving Nationally Consistent Collection of Data (NCCD) funding and to identify children requiring extra assistance in learning.



## Value Added

- Building class culture through social and emotional learning, including class charters at the commencement of the year
- Inquiry units with health and social and emotional component
- Transition program for Prep students
- The Lukan theme encapsulates the Gospel values of Luke, which are enacted through interactions regarding student behaviour and expectations
- Check-ins with classroom teachers to monitor student wellbeing and engagement
- The Smiling Minds student survey for student wellbeing administered and data evaluated with staff
- The Smiling Minds staff survey was administered for staff personal reflection of their own wellbeing
- SRC meetings held fortnightly to promote student voice
- Classroom morning circle routines introduced in addition to meditation/prayer to promote inclusion, connection and preparation for learning
- Year 5 buddy programs with Aurora School foundation students and other local preschools and early learning centres (Indra, Goodstart, Morning Star and Starfish)

## Student Satisfaction

Student Satisfaction results from the Melbourne Archdiocese Catholic Schools - School Improvement (MACSIS) Survey indicated that most students felt engaged in their learning, felt safe at school and that teacher-student relationships were positive and affirming. All of these results were at or above the MACS average for results. Data from the Smiling Minds student survey was also overall positive and indicated that the majority of our students are of healthy mind, feel engaged and ready to learn, and feel a sense of safety and belonging in the school community.

## Student Attendance

The procedure for student attendance/unexplained absence from school is described

below:

### Nforma - Roll Marking (Teachers/Office Staff)

Teachers mark the Nforma roll twice daily by 9:15 am and 2:40 pm. Students are marked as present or absent with reasons for absences selected where notification have been received via emails or conversations with parents. If a student is absent and the reason unknown, attendance is marked as absent and as such.

Audiri/Voicemail/Phone Call notifications to office - Office staff will update Nforma as notifications are received.

Nforma - Office staff update absent students with details provided by above notifications. Office staff run an Unexplained Absences Report in Nforma before a phone call or an SMS to parents to confirm absence.

Any absence notifications received through the office after the SMS has been sent to parents,

the roll will be adjusted by the office staff

VPass - Parents sign in late starters/early leavers at office, Office updates Nforma when child is signed in/out, with time noted

Office advises the Principal and Deputy Principal if parents have not confirmed absence by 10.30am.

#### AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

Y00 89.5

Y01 94.2%

Y02 94%

Y03 93.3%

Y04 93%

Y05 89.7%

Y06 92%

Overall average attendance 92.4%

<b>Average Student Attendance Rate by Year Level</b>	
Y01	93.4%
Y02	92.5%
Y03	93.8%
Y04	93.0%
Y05	89.0%
Y06	92.0%
Overall average attendance	92.3%

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## Leadership

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### Goals & Intended Outcomes

Goal:

To build a professional learning community characterised by evidence based, strategic, consistent and accountable practices.

Intended Outcome:

That staff efficacy and practices will improve through explicit and targeted feedback.

### Achievements

It has been a fruitful year at St Luke the Evangelist in 2023. With a staff that remained largely the same in composition, there were a few changes to begin our year with. The most noticeable was that as a result of the the student numbers have decreased for the 2023 school year, it has been necessary to reduce the number of classes from eight to seven. This necessitated one less classroom teacher. The staff numbers for 2023 will be reduced to twenty two. We are grateful for the commitment, the skill and the unique gifts each member of staff, both teaching and non-teaching, bring to the St Luke's community.

- Going from 8 classes to 7 classes in 2023.
- Reducing staffing to 22 people

The School Leadership Team are Leaders of:

- Faith and Mission,
- Learning and Teaching,
- Student Well Being,
- Family-School-Community Partnerships,
- Literacy and
- Numeracy

The 2022 Enterprise Bargaining Award for Catholic Schools in 2023:

MACS was still in consultation with the IEU to finalise the new agreement which was finally passed in May. There will be a progressive increase in wages over a 4-5 year span. One of the biggest challenges has been negotiating fair work practices for staff in education, especially the additional hours they do through such activities as school camps, the Sacraments on the weekend and in the evening or extracurricular activities like information evenings or our Twilight Sports. Schools will be expected to offer time in lieu for these activities.

Specialist offerings have been extended in 2023 to LOTE x 1 hour, PE x 1 hour, introducing Visual Art x 1 hour and Performing Arts x 1 hour. This brought us into line with the new 2022 Enterprise Bargaining Award. In addition to adapting to prescribed Scheduled Class Time (SCT) hours, teachers and Education Support Officers began a scheme that saw an accrual of hours for extracurricular activities such as camp, attendance at community events or additional professional learning opportunities. In most instances, these accrued hours were repaid as Time in Lieu on such days as the day before Melbourne Cup day or at the end of the school year when the school finished two days earlier than the official end.

Some Positions of Leadership changed e.g Student Wellbeing Leader worked in class each week with a level, using a four week cycle structure in the area of wellbeing (which included Social Emotional Learning, Positive Behaviours Learning, Smiling Mind). The leader also took on a School- Family-Community Partnerships role to build connections and community. This will be part of the Growing Prep/School Enrolments strategy.

The Prep 2023 Orientation Program began late October and ran for three consecutive Fridays. The Year 5 children participated in each session and were thrilled to buddy up with a Prep 2023 child. The Buddy Program continues to be a highly successful initiative school adopt to promote smooth transitions from kindergarten to school for all children. It teams really well with the aspiring young leaders the Year 5 children become in their Year 6 year at St Luke's. Every Year 6 child is actively engaged in the Student Leadership Program at St Luke the Evangelist.

We fare-welled over thirty Year 6 children at the end of the year with a wonderful celebration through prayer and presentation in St Luke's church. This was followed by a family supper in the Parish hall with informal seating, presentation of Graduation certificates, bags and a memory book sponsored by the P&F, for each graduating child.

Our Prep enrolments were more positive for the 2024 with a return to its normal numbers of 20 children. There were several new families who have enrolled their child for the 2024 school year in other year levels, therefore we were able to maintain our numbers. This is a very pleasing result of trying to promote the school through social media platforms, getting the school's name out into the community as often as we can and encouraging our families to spread the word that St Luke's is 'the place to be'.

Three pillars have been introduced to support our enrolment campaigns. On printed promotional material and a building digital presence, St Luke's is being promoted as a school where

- children are known and loved,
- where the learning is dynamic and engaging and
- where we are connected through our diversity.

<b>Expenditure And Teacher Participation in Professional Learning</b>	
List Professional Learning undertaken in 2023	
<p>Professional Learning Meetings (PLMs) were allocated where staff engaged in professional development to deepen their understanding and knowledge of the Sacrament of Reconciliation and the season of Advent to implement and strengthen Religious Education lessons.</p> <p>Focus of Professional Learning was on</p> <ul style="list-style-type: none"> <li>• Eastern Zone Network meetings for school leaders- Maths, Student Wellbeing, Deputy Principal and Principal</li> <li>• Staff in-servicing on our 2023 Lukan Gospel theme</li> <li>• Exploring the Pedagogy of Encounter in Religious Education and planning units of work using the Religious Education Framework.</li> <li>• Numeracy Leader run half day session - Developing understandings around Cognitive Demanding Tasks (CDTs)</li> <li>• Whole school closure day with Rob Vingerhoets - Using CDT's</li> <li>• School Review- using the SIF Rubric</li> </ul>	
Number of teachers who participated in PL in 2023	22
Average expenditure per teacher for PL	\$900.00

**Teacher Satisfaction**

Teachers see St Luke's as a welcoming community for students and their families, modelled by all staff and leaders.

Staff are motivated, dedicated, and enthusiastic about opportunities to develop their students' learning capabilities and build their own capacity as educators.

2023 NAPLAN data demonstrates well above like schools and five-year trend data is consistently above state level in assessed areas of curriculum.

Results from the annual MACSSIS survey for staff reveals a consistently high rating for School climate, Child safety, Psychological safety and Staff safety as well as Staff-leadership relationships, Collective efficacy and Catholic identity.

A focus for the the immediate future is to embed feedback into the culture of St Luke's as well as build staff capacity for leadership by creating more opportunities for professional learning.

<b>Teacher Qualifications</b>	
Doctorate	0.0%
Masters	5.3%
Graduate	15.8%
Graduate Certificate	0.0%
Bachelor Degree	42.1%
Advanced Diploma	31.6%
No Qualifications Listed	5.3%

<b>Staff Composition</b>	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	20
Teaching Staff (FTE)	13.2
Non-Teaching Staff (Headcount)	6
Non-Teaching Staff (FTE)	8.3
Indigenous Teaching Staff (Headcount)	0

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## Community Engagement

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### Goals & Intended Outcomes

#### Goals

That students, parents and staff make explicit links between Catholic Social Teaching and Contemporary Life.

#### Intended Outcomes

That explicit links are lived and lived out through involvement and dialogue in our local Catholic

Parish and the wider community.

### Achievements

Although it was a challenging year for the school community with a smaller Prep enrolment than would have been hoped for, there have been positive outcomes through the year and reconnections with the local community. Our Year Five children have had reciprocal visits with local kindergartens and Early Learning Centres, creating strong connections to take us into the future. The children showed great courage and aspiring leadership as they navigated engaging with children of all abilities.

Other successes included:

- Creating many social events on the school calendar- Mother's and Father's Day breakfasts
- Grandparents Prayer Liturgy and morning tea,
- Whole day of joy to celebrate St Luke's Feast Day
- Establishment of the Parents and Friends Association: (P&F)
- Continued activity School Advisory Council and Parish Pastoral Councils
- School tour campaigns for new families and the enrolment of new families in Prep and other year levels across the school. Year Six student leaders have been a fundamental component of each tour, offering a bird's eye view of what school life is like at St Luke's.
- Refinement of structure for school assemblies
- Continuation of Positive Behaviours for Learning framework including an incentive program connecting tokens to house team collaborations



- Annual Footy Colours Day with organised clinics
- A prayerful and meaningful Holy Week, Stations of the Cross which families were able to attend
- A showcasing of Performing Arts in the school production, 'When I grow up'
- School Christmas Carols picnic and performance using the parish church as a venue
- Establishment of hospitality after whole school masses

## Parent Satisfaction

Overall, families endorsed the school with a positive rating of 66% which was up by 17% from the year before. Of note were the following:

- families feel confident they can interact, engage and be involved with the school with an increase of 25% to the former year's rating
- St Luke's is a good fit
- the social and learning climate improved by almost 23%
- perceptions of student physical and psychological safety increased by 17%
- the timeliness, frequency and quality of communication improved by 23% and
- families perceptions of and engagement with the overall Catholic identity of the school rose 18%

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## Financial Performance

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The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au).

For more detailed information regarding our school please visit our website at [www.slblackburnsth.catholic.edu.au](http://www.slblackburnsth.catholic.edu.au)