



# St Luke the Evangelist School Blackburn South

## 2022 Annual Report to the School Community



Registered School Number: 1628

# Table of Contents

Contact Details .....2

Minimum Standards Attestation .....2

Governing Authority Report .....3

Vision and Mission .....4

School Overview .....5

Principal’s Report .....6

Parish Priest’s Report .....8

School Advisory Council Report .....10

Catholic Identity and Mission .....11

Learning and Teaching .....14

Student Wellbeing .....18

Child Safe Standards .....21

Leadership .....22

Community Engagement .....25

Future Directions .....27

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## Minimum Standards Attestation

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

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
  - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
  - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

28/03/2023

**NOTE:** The School's financial performance information has 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)

## Governing Authority Report

In 2022, Melbourne Archdiocese Catholic Schools (MACS) delivered its inaugural strategic plan, *MACS 2030: Forming lives to enrich the world*.

At the heart of this bold and ambitious strategic plan is a common purpose - "Forming lives of faith, hope and love in the light of Jesus Christ" - that gives MACS and its network of schools a common direction.

This new purpose speaks to the role of our schools as a place for students and their families to encounter the living God who in Jesus Christ reveals his transforming love and truth.

The strategic plan also establishes a common vision, "Every student is inspired and enabled to flourish and enrich the world", and outlines the initiatives that will make our purpose and vision real across four pillars:

- Inspired by faith
- Flourishing learners
- Enabled leaders
- Enriched communities

These four pillars are foundational to the distinctive educational experiences we offer. Our common purpose and vision will guide and sustain the high-quality Catholic education our 16,000 dedicated staff continue to provide to the 113,000 young people in our care.

Alongside the strategic plan, School Advisory Councils are now in place to engage parents, communities and parishes in the life of the school and provide support to principals on school matters. Combined with a strong focus on Working Together in Mission with our Parish Priests, this will ensure that we unite around our common purpose.

Enrolments continue to increase in the growth areas of Melbourne's north and west where MACS opened two new primary schools. MACS was also excited to welcome a well-established combined level primary/secondary school in Malvern into our organisation.

We are very grateful for the support we have received from some 300 school communities throughout 2022. 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

Edward Simons

Acting Executive Director

Melbourne Archdiocese Catholic Schools Ltd

## Vision and Mission

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.

## School Overview

St. Luke the Evangelist School, Blackburn South was established in 1962. It is a Catholic co-educational school that was established from funds provided by the Parish community. We are characterised by a faith filled, safe environment with a committed and supportive parent 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 contribute to the development of children'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 2022, our enrolment number was 163 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 3 x Senior School classes (Years Five and Six). The specialist classes offered were Social Emotional Learning, LOTE (Italian), Performing 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. Raising student voice through Student Action Teams (SRC and Year Six Leadership) and within the curriculum continues to strengthen. In 2022, we continued to embed our Positive School Wide Behaviours matrix for all members of our community when onsite and through our virtual learning spaces. Our school wide behaviour management 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 Resilience Project practising gratitude, empathy and mindfulness across the school.

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 2022 was, 'We are Companions on the Journey, now 60 Years on ... guided by the Holy Spirit'.

## Principal's Report

2022 was an extremely busy year and St Luke's embraced many new experiences including the much-needed change in school building along with the consistent positive change back to rebuilding community connections, face to face learning and teaching and, thankfully social engagement between children, families and the community.

The year began tentatively with the hope that lock-downs would be a thing of the past and people adapted slowly to living with COVID 19 in more manageable ways. The principal, Liz Sullivan, moved on from St Luke's to take up a new position at MACS and Jenny Allatt stepped in as caretaker Principal for six months with the ongoing support of the Deputy Principal, Julie Inglese.

Jenny Allatt oversaw the building refurbishment of the Prep, Year One and Two classrooms as well as a new student entrance. The new expansive verandah lining this P-2 hub area will serve as a much-needed outdoor learning space. In addition to the new student entry a beautifully landscaped space was created that will be shared as a great community gathering space for our parish-school community. This is Stage One of the broader masterplan, and the school was grateful for the design and planning of the architects, Studio 40 and for the skill and execution of the plans by Chippa Constructions. The new learning hub was re-opened in August and Jenny Allatt ensured that all classes were relocated, spring-cleaned and ready to shine by the time Clare Ryan started her tenure as Principal. On 8th December, the official blessing and opening to the school hub was attended by our Eastern Regional General Manager and the Principal Regional Leadership Consultant. It was wonderful having former principals who were fundamental in achieving the beautiful new contemporary learning spaces and surrounding landscaping attend. Our Parish Priest lead a very beautiful liturgy and many families joined us too. It indeed signifies the beginning of a new learning vision for St Luke the Evangelist, and we look forward to partnering closely with our Parish to ensure that the rich heritage of faith, learning and life continues to evolve to develop the whole person in every child enrolled.

The Parish-School 60th Anniversary and Fete was a feature of the 2023 year for both the parish and school. The buzz word ever since the very successful 60th anniversary celebrations and the fete is community. People were so thrilled to come back together to eat, drink, buy some goods, enjoy the rides on offer and catch up with local parishioners and families as well as friends from our local neighbourhood. The success of the day reflected and rewarded the hard work of all, especially the Fete Committee.

As a new principal joining the St Luke's the Evangelist community, it has been wonderful to meet with the Parent's Association in the final term of the school year. The pandemic had been intrusive and damaging to the normal structure of this committed group of parents and friends, but there has been a renewed energy and determination to reform, to promote, to organise and implement activities that will fund-raise 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 celebration of all Sacraments- Reconciliation, First Eucharist and Confirmation
- The Senior School camp to Camp Toolangi
- Literacy Week activities

- Footy Colours Day and clinics
- Interschool Sports
- Mother's Day and Father's Day breakfasts and activities
- Twilight Sports
- Year 6 Graduation
- Prep 2023 Orientation including our Year 5 children
- Student Leadership opportunities

St Luke's the Evangelist Primary School is a community filled with faithful, unique and curious young people who embrace the opportunities provided through the rich curriculum and 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, and where we are all, 'Companions on the Journey...60 years on... and guided by the Holy Spirit'.

Clare Ryan



## Parish Priest's Report

There's a young student who is dropped off by their parent each school morning and if I am in the front room of the presbytery, I can hear what the student says to their parent as they leave them to walk into school for the day: "I love you!" The parent responds with the same words. Now isn't that a great way to begin your day, whether as a parent, a student, a staff member or a parish priest?

The 2022 Parish and School focus/theme for our 60th Anniversary Year 2022 was: "We are Companions on the Journey, Luke 24:13-35 ... now 60 Years on ... inviting the participation of Everyone, guided by the Holy Spirit!" Our young student certainly manifests this as they deliver their parting greeting to their parent each morning, audible for all to hear and is returned in kind.

Our Anniversary Year was again a busy year for many of us. Liz Sullivan decided to move on and Clare Ryan decided to move in as our current Principal. The following personal statement captures much of what Clare has already begun to put in place during her short time with us: "I feel so passionately that as educators, we can help each child meet their own personal potential - academically, socially, emotionally, physically and spiritually. It is so important to partner with families to develop the whole child and it is these partnerships that I treasure. My other passion is my family. I am married to Mark and have three adult children - Jack, Cait and Dylan. They inspire me every day. I also love walking and socialising. Life is full. The future is always exciting in education."

This was the second year the School has been governed by MACS. The refurbishment was completed, blessed and opened. The year was long and arduous for me as a result of managing many challenges with the school and how those challenges constantly impacted the life of the parish. The parish successfully celebrated the annual Sacraments of Initiation for the students and families involved with First Reconciliation, First Eucharist and Confirmation with the able assistance of the Faith and Mission Leader, Bernadetta Abell. Celebrating the many ways we here at St Luke's and St Timothy's are witnessing to 'a culture of encounter' that Pope Francis is constantly exhorting us to embrace. 'Going Green' is a general current catch cry and sustainability an important facet of life in our parish, so it was decided by the Parish Pastoral Council to invest in solar energy for the Church and Presbytery this year. Parishioners too have wanted a Columbarium established adjacent to the Parish Memorial Wall which was also commissioned. Moving the Parish Office out of the Presbytery and into office space at St Timothy's Forest Hill was decided as a way forward for both parishes. I am now the Parish Priest of both parishes. Parishioners from both parishes who constitute the Parish Pastoral Council now meet regularly and are working more closely together.

Every alternate year is the year our Parish holds its Fete and 2022 coincided with our 60th Anniversary; it's a joint exercise between the parish and the school. What a great occasion it was for the parish and school to build community within our neighbourhood. Our day began with Sunday Mass with a full house and priests who have served the parish over the years, even Fr James Staunton P.E., joined us for the celebrations. Many people attended throughout the day, especially past and present school staff members, for the occasion. There were exhibits in the parish hall and one exhibit was a time line developed by Donna Gronn and Janette Clark, that mapped the 60 years of the parish's generative vitality, vibrancy and viability. There was also an Anniversary Book written by Margaret Gearon and published by the parish for this occasion which is still available from the Parish Office.

If 2022 is a barometric measure of the pulse of St Luke the Evangelist Parish, as might the words "I love you" from the young student to their parent and returned each morning, may I

respectfully suggest that this Parish will be here for at least another 60 years offering companionship on the journey ... inviting the participation of Everyone, guided by the Holy Spirit!

Gentle regards,

Fr Gerard P.P.

## School Advisory Council Report

They say good things come in threes.....2022 did not disappoint

1. Appointment of a new school principal-Clare Ryan
2. Opening of new school refurbishment
3. Parish 60th birthday celebrations

An exciting time of new beginnings and new opportunities as we farewelled our principal, Liz Sullivan and wished her well on her new endeavours, and welcomed Clare to hers. Both had led their respective schools through the most challenging and uncertain times of education during a pandemic. Sincere thanks to Liz for her service to our children, and her care of the staff at St Lukes.

The refurbishment was completed and does not disappoint. 21st century learning spaces contemporary, light, and designed to maximise collaboration and innovation. We thank Liz Sullivan and the staff involved for navigating this exhausting and worthwhile process.

Who knew turning 60 was so much fun? The return of our school and parish fete, in the front car park enticing the local community to join our community. Drinks in Father's backyard with parents past and present. Previous students playing instruments on stage, parents meeting over a sausage or devonshire tea, children laughing over a ride, teachers and principals past and present still connected to our community as demonstrated by their presence. Sincere thanks to our Fete Committee with combined parish and school members that planned and ran such a successful event. Immensely enjoyable and financially very successful-always an added bonus.

As we farewell 2022, we give thanks to all the staff that do so much more than educate our children, they nurture, encourage and inspire. They give their time and energy well beyond when the school bell rings. (Nicole Swann still wears 'Go Red!' to the Sports....! ) We give thanks to Fr Gerard and our parish members who welcome our children and families via milestones such as the sacraments and year level masses. How humbling to acknowledge these rites of passage in person this year. We thank our Parents Association and School Advisory Council members for their service, and particularly thank Stephen Weeks as a SAC member 2020-2022.

We look forward to welcoming new SAC members and all that 2023 brings. We pray for all those connected to our St Luke's community as we embrace future challenges together.

Tracey Gannon

School Advisory Council Chairperson

## Catholic Identity and Mission

### 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, we are called to serve others and live and learn in harmony. Our Lukan Gospel theme for 2022 "We are Companions on the Journey, now 60 years on... guided by the Holy Spirit, inviting the participation of everyone" also incorporated the achievement of the 60th anniversary of the parish. The Parish Priest and school staff have a strong partnership which constantly develops ways to strengthen the school and parish connection.

The school celebrated the following successes in 2022 in Education in Faith:

Our theme reminded us that we are all companions on a journey together, we are companions to each other and with God who is with us from the beginning of our journey. Just as the disciples journeyed on the road to Emmaus, we too journey with God. The concept of being Companions was linked to friendships, relationships, shared experiences and journeying together, always guided by our God and to come closer to God. This central theme was a constant throughout whole school gatherings, allowing all members of the community to reflect on what it truly means to be companions journeying together in faith and friendship.

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 Teaching by being involved in caring for the wider community through initiatives such as the Vinnie's Easter Appeal.

As a part of our daily classroom prayer ritual, the practice of Christian Meditation was evident throughout the school every Tuesday, Wednesday and Thursday morning, with all classes participating in this rich reflective activity and enabling all members of the school a calm, reflective space in which to start the day.

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. Family Sacramental evenings were offered and

provided an opportunity for families to begin a rich discussion with their children in understanding the sacraments.

Class attendance at Mass was able to recommence towards the end of the First Term, when COVID -19 restrictions were lifted, enabling all staff and students to gather at weekly parish Mass on Fridays. It was with great joy when we were finally able to gather together, for the first time in more than two years, as a whole school for Mass for the Feast of the Sacred Heart in June.

Students regularly participated in whole school liturgies, at weekly parish masses and sacramental celebrations by reading, leading prayers and singing. Liturgical singing, each week in class groups, prepared the students for liturgies. Training was also offered for the senior children to be altar servers. Liturgy has continued to be well-supported by the Faith and Mission leader, with student participation in all faith opportunities a sign of the importance of student participation in our Church celebrations.

#### VALUE ADDED

- Celebration of the Sacraments for Year 3, 4 and 6.
- Staff in-servicing on our 2022 Lukan Gospel theme
- Professional Team meetings 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 plan and implement Religious Education units using the Religious Education Curriculum Framework for the Archdiocese of Melbourne.
- Teaching Staff engaged in professional development to deepen their understanding and knowledge of the Pedagogy of Encounter to implement and strengthen Religious Education lessons.
- Focus of Professional Learning was on exploring the Pedagogy of Encounter in Religious Education, planning units of work using the Religious Education Framework.
- Staff members took part in a professional development day with presenter Rev. Doctor Elio Capra SDB and explored the theme 'What makes a Catholic school Catholic in the 21st century?'
- Weekly Liturgical singing lessons for each class.
- Sacramental Family Evenings led by facilitator Ingrid Green
- Student Liturgy/Social Justice leadership roles and participation in Social Justice, Environment and Liturgy
- 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 - three days a week
- Whole school and parish Eucharistic celebrations E.g. Feast of the Sacred Heart, St Luke's Feast Day
- Strengthening of School and Parish links – Father Gerard school visits
- Students attending Friday Parish Mass – three times each term
- Supporting Project Compassion as a school community
- Year 6 retreat day, organised by teachers as part of the preparation for Confirmation
- Year 3 and 4 Examination of Conscience reflection/liturgy in preparation for First Reconciliation
- MIni Vinnies lead Social justice awareness - Feast of the Sacred Heart Mass and Project Compassion
- Senior students are given the opportunity to be altar servers.

## Learning and Teaching

### 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 well being needs

### Achievements

At St. Luke's we celebrate the diversity of all learners and we welcome the opportunity to live and work together. Our core work in learning and teaching this year was continuing to use case management meetings in order to build learning capacity for all students. Teachers were able to use data to embark on rich conversations about what instructional strategies are required to improve learning. The following achievements have supported our annual action plan goals for 2022.

- Professional Learning Teams in Literacy, Numeracy, Religious Education and Student / Teacher Well-Being
- Scheduled PLT'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.
- The Numeracy, Literacy and Learning and Teaching leaders develop 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.
- Embedded regular case management meetings to look at a child of wonder (Lyn Sharratt)
- Attended and presented *Professional Development in Writing* at the Learning Collaborative Fair, facilitated by Dr Lyn Sharratt
- Numeracy leader and staff participated in DMU over the areas of counting, number and algebra and measurement.
- Numeracy leader and staff also participated in PD "Exploring Mathematical Pedagogies" to foster student engagement
- Teachers participated in PD "Smart Spelling" to implement a whole school spelling program

- Literacy leader with Karen Creenan(literacy consultant) whole school PD in Developing our students as writers
- Literacy leader and staff develop a new writing pro forma with a focus on the teaching and learning cycle
- Literacy leader and staff to develop the use of mentor texts in the literacy block
- Teaching and Learning leader with Literacy leader presented at the SILC Learning Fair Case Study with Lyn Sharratt
- Implemented a new PM assessment package
- Continued to use Learning Intentions and Success criteria with a focus of the Assessment Flow Chart from Lyn Sharratt
- 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
- 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
- School collaboration on planning through the use of Google Docs
- Continued to maintain our E-smart School
- 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
- 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 an Art Showcase. Liturgical singing has been included to enhance the sense of community engagement at Mass
- Embedded The Resilience Project in a weekly lesson to build student's knowledge of resilience



## STUDENT LEARNING OUTCOMES

In Year 3 2022 NAPLAN Results indicated our top 2 bands in Numeracy (65%) was higher than similar MACS schools, our mean score for Numeracy was similar to like MACS schools. In Year 3 2021 NAPLAN results indicated our top 2 bands in Reading (91%) was higher than similar MACS schools, our mean score was also similar to like MACS Schools. In Year 5 2022 NAPLAN results indicated that our top 2 bands in Numeracy (41%) was higher than similar MACS schools, our mean score for Numeracy was at the higher end than similar MACS schools. In Year 5 2022 NAPLAN results indicated that our top 2 bands in Reading (50%) was higher than similar MACS schools, our mean score was also similar to like MACS Schools.

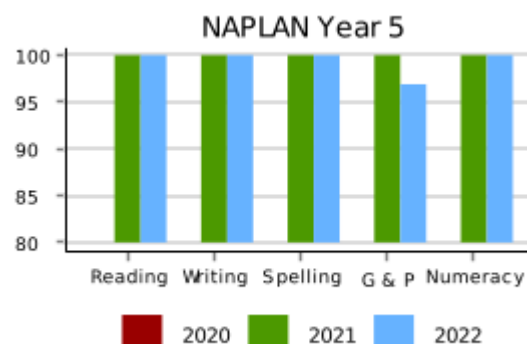
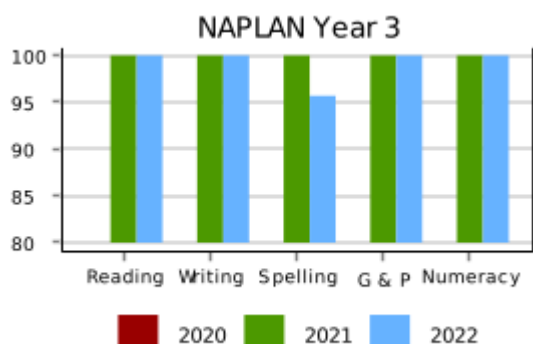
Levelled Literacy Intervention (LLI) continues to support students who are at risk and support these students to improve their learning outcomes. The Numeracy Leader worked with high achievers on sessions to continue and improve outcomes for these students.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	100.0	-	100.0	0.0
YR 03 Numeracy	-	100.0	-	100.0	0.0
YR 03 Reading	-	100.0	-	100.0	0.0
YR 03 Spelling	-	100.0	-	95.7	-4.3
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	100.0	-	96.9	-3.1
YR 05 Numeracy	-	100.0	-	100.0	0.0
YR 05 Reading	-	100.0	-	100.0	0.0
YR 05 Spelling	-	100.0	-	100.0	0.0
YR 05 Writing	-	100.0	-	100.0	0.0

\* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

\*\* Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

\*\*\* No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



## Student Wellbeing

### 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 2022, 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.

A PBL team was established to focus on resuming our school wide systems post-Covid lockdowns and a whole school focus day was held to re-launch our behaviour acknowledgement system and assembly routines.

In addition to the Behaviour matrix, a different weekly PBL focus for all members of the school was promoted each week at assembly and followed up in classrooms. The PBL expectations of being safe, responsible and respectful continue to underpin all behaviour at St Luke's, in all areas of the school.

Weekly Social & Emotional Learning classes were again facilitated by a specialist teacher, supporting students' understanding of topics including personal strengths, emotional literacy, help-seeking, problem-solving, positive coping and stress management. The practice of Mindfulness continued to assist students in wellbeing and focus.

We also continued to engage with The Resilience Project, practising Gratitude, Empathy and Mindfulness and skills in Emotional Literacy to develop student resilience, self-awareness and regulation, and support their wellbeing and mental health.

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 encapsulating the Gospel values of Luke, enacted through interactions, relationships and behaviour in daily life

- Check-ins with classroom teachers to monitor student wellbeing and engagement
- The Resilient Youth Australia student survey administered and data evaluated with staff via The Resilience Project
- EMpower Girls (Stride Education) program conducted with Year 5/6 girls
- SRC meetings held weekly to promote student voice

## STUDENT SATISFACTION

Student Satisfaction results from the Melbourne Archdiocese Catholic Schools - School Improvement (MACSSIS) Survey indicated that the majority of our students felt engaged, attentive and invested in the school, have a positive mindset of themselves as learners and felt a perception of physical and psychological safety while at school. These results were all above the MACS averages. Also indicated was a sense in students that their teachers hold them to high expectations of their effort, understanding, persistence and performance and a strong social connection between teachers and students, within and beyond the school.

Data from the Resilient Youth Australia student survey was also overall positive and indicated that the majority of our students are of a healthy mind, feel engaged and ready to learn with a positive learner's mindset, 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 - Unexplained Absences Notification

Roll Marking (Teachers/Office Staff)

Teachers are to mark the Nforma roll by 9.10 am

Skoolbag/Voicemail/Phone Call notifications - Office staff will forward message to teachers prior to 9am. The office staff will record all notifications received to cross-check against the report before the SMS are sent to parents

VPass - (Office Staff) Review late children and cross-check against Unexplained Absences Report

Nforma - Unexplained Absences Report Generation (Office Staff)

Amend class roles if required

Re-run report if changes have been made

Any absence notifications received through the office after the SMS has been sent to parents, the roll will be adjusted by the office staff

Advise the Deputy Principal if there is no response/explanation from parents by 11.30am

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	89.2%
Y02	88.2%
Y03	89.5%
Y04	87.6%
Y05	86.4%
Y06	86.5%
Overall average attendance	87.9%

## Child Safe Standards

### Goals & Intended Outcomes

At St Luke's we hold the care, safety and wellbeing of children and young people as a central and fundamental responsibility of our school. Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel (CECV Commitment Statement to Child Safety). We take into account relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in Ministerial Order No. 870.

### Achievements

Staff, and parents are required to sign a Code of Conduct each year. New Prep families to the school are engaged in conversation with the Principal during Prep interviews and orientation and at the Prep parent information night, all held face to face.

Addressing the Child Safe Standards requires us to continue to strengthen the many current policies and procedures already in place to protect the safety and wellbeing of all children. We worked with and adopted the new policies as directed by the employer, Melbourne Archdiocese Catholic Schools.

Our staff have professional development around their reporting obligations and complete online Mandatory Reporting training each year as well as Disabilities Discrimination Standards Education e-modules every second year. Everyone connected to our school can help children be safe and keeping children safe is everyone's responsibility in the St Luke's community.

All staff and volunteers must be registered to teach with the Victorian Institute of Teaching (VIT) and have a National Police History Check or have a current Working with Children Check if they are not registered to teach. This applies to all contractors who are on-site to complete arranged maintenance or works. The Out of School Hours Provider, Kelly Club also follow legislated guidelines.

Risk assessments are carried out for all excursions, incursions and camps. We also regularly review supervision of students while they are on school grounds during school hours and how best to ensure their safety.

## Leadership

### 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

In 2022, St Luke's continued to focus on Numeracy, assisted by the approval of the Mathematics Leadership Grant. Evaluating data to assist in ensuring Literacy was also becoming a more particular focus, especially writing, was also a focus for the year. We continued the process of teacher goal setting using AITSL standards to promote areas of growth for teachers in their classroom practice.

Our specific intentions were to engage in Professional Learning and practice that:

- Build teacher knowledge of the Victorian Curriculum
- Build teacher knowledge, understanding and use of different forms of assessment data
- Build teacher understanding of effective pedagogies for building understanding and differentiation
- Build teacher fluency in undertaking learning and teaching cycles
- Build student capacity to see errors as opportunities to learn
- Build student capability to articulate current and future learning
- Mandatory Reporting Procedures
- First Aid training (all staff)
- Asthma & Anaphylaxis re-accreditation training (all staff)
- Build teacher capacity as leaders
- Build Leader's capacity to become instructional leaders

### PROFESSIONAL LEARNING

- RE Accreditation- Faith formation with Elio Capra
- Literacy professional learning with Karen Crenon
- Analysing Naplan
- Mathematics- Exploring Mathematical Pedagogy

**EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING**

**Description of Professional Learning undertaken in 2022**

Continuing on from 2021, in 2022 many workshops and professional learning opportunities were held with a mix of online forums and face to face gatherings. Staff attended these as required and as they were able to do so

- Regular Leadership and Staff briefings and Professional Learning Team meetings
- The Learning Collaborative Eastern Region Workshops
- Integrated Catholic Online Network (ICON) Administration and Finance Briefings and Training
- Mandatory Reporting Procedures
- First Aid training (all staff)
- Asthma & Anaphylaxis re-accreditation training (all staff)
- Eastern Region Principal Network Days
- Eastern Region Student Well-being Network
- Eastern Region NCCD Network Briefings
- Eastern Learning Diversity Leaders Network Meeting
- Eastern Region Religious Education Leader Network Days
- Eastern Region Deputy Principal Network Days
- Eastern Region Learning & Teaching Network Meetings
- Digital Curriculum workshops and in class training

Number of teachers who participated in PL in 2022	20
Average expenditure per teacher for PL	\$1207

**TEACHER SATISFACTION**

The staff at St Luke the Evangelist were incredibly dedicated and student focused during 2022 in all aspects of learning and teaching. Being able to be on site, teaching face to face and engaging in positive, purposeful ways ensured very positive results from the MACSSIS Staff Survey data. School climate, staff leadership relationships, staff safety and instructional leadership are perceived as strengths with school leadership, psychological safety, support for teams and collaboration around innovation and improvement scoring well also. Further support for targeted professional learning and collegial feedback is an area for staff and school leadership improvement.



### TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	91.1%
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### ALL STAFF RETENTION RATE

Staff Retention Rate	73.9%
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### TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	9.1%
Graduate	27.3%
Graduate Certificate	0.0%
Bachelor Degree	63.6%
Advanced Diploma	54.5%
No Qualifications Listed	0.0%

### STAFF COMPOSITION

Principal Class (Headcount)	4.0
Teaching Staff (Headcount)	20.0
Teaching Staff (FTE)	13.0
Non-Teaching Staff (Headcount)	7.0
Non-Teaching Staff (FTE)	5.7
Indigenous Teaching Staff (Headcount)	0.0

## Community Engagement

### Goals & Intended Outcomes

#### Goals & 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

Although it was a challenging year for the school community, there were many successes to enhance community connectedness. Some of these included:

- Completion of the newly refurbished Prep to Year 2 hub, student entry and expansive verandah and outdoor learning space
- 60th Anniversary celebrations for the St Luke's parish and school including an anniversary mass and fête
- Blessing and opening of the refurbished P-2 Hub
- Re-establishment of the Parent's Association and renaming to Parents and Friends (2023)
- School Advisory Council and Parish Pastoral Council
- Two school tour campaigns for new families and the enrolment of new families in Prep and across the school
- Ongoing use of the Skoolbag App to enhance school and home communication
- Years 3-r Science Expo
- Reestablishment of school assemblies
- Relaunch of the Positive Behaviours for Learning framework including an incentive program connecting tokens to house team collaborations
- Annual Footy Colours Day with organised clinics
- Mother's Day and Father's Day breakfasts and family activities
- A prayerful and meaningful Holy Week ceremony which parents were able to attend
- A showcasing of children's artwork
- School Carols evening using the parish church as a venue
- Introduction of hospitality after whole school masses

### PARENT SATISFACTION

Parents began the year positively, and we provided many opportunities for re-connection, engagement and community building. Parents were very positive as Term 4 continued, and they were able to be onsite, attend outdoor activities and organised a successful Year 6 Graduation and end of year masses.

The strongest results in the Parent Satisfaction Survey revealed strength in family engagement, the overall school climate and the school fit to their children's needs.

Areas of growth that will be focused on in the coming year will be to continue building strong communication elements, to enhance Catholic school identity and to create further opportunities for families to engage and partner with St Luke's in their child's learning.

## Future Directions

Future Directions for 2023 include:

- Focus on personalising learning and increasing engagement in numeracy
- Focus on Writing and use of mentor texts to support this
- Continuation of work with the 14 Parameters to guide the work of using specific student data to ensure growth in learning outcomes
- Build enrolments across the school
- Establish strong Family-School-Community partnerships
- Grow the connection to and engagement between the St Luke the Evangelist Parish and St Luke the Evangelist School