

2022

# ANNUAL REPORT

St Joseph's School



With Christ, we live, love and learn





St Joseph's School Parramatta Park  
2022 School Annual Report  
7 December 2022

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Parish Priest – *Fr Roy Neervelil*  
Principal – *Gavin Rick*  
Assistant Principal, Religious Education – *Robyn Chambers*  
Assistant Principal, Learning and Teaching – *Marita Brown*  
School Board Chair – *Elisha Raso*  
Joey's Community Connect President – *Noelle Halpin*

At St Joseph's School, we continue to collect feedback to refine our management practices and processes to ensure we remain responsive to feedback and relevant in a modern and contemporary world. Feedback is sought using systemic instruments and school-based surveys. Each continually shows a high level of satisfaction with St Joseph's.

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In the spirit of reconciliation, we acknowledge the Traditional Custodians of the land on which St Joseph's exists and their connections to land, sea and community. We pay our respect to their Elders, past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

# PRINCIPAL'S REPORT

I am delighted to present the St Joseph's School (Parramatta Park) Annual Report for 2022. After a tremendous year with many achievements, this annual report provides parents and the community with a celebration of our success, areas for adjustment and future directions and most importantly, the performance and progress made by our students.

It is important to note that the Annual Report is only one component of our reporting process. The Annual Report should be read in conjunction with other documents on our website to contextualise St Joseph's purpose and operations.

2022 has been a year of contrasts from a short, delayed start to a gradient of relaxation of COVID restrictions, the onset of a severe flu season, to graduation with a confident and robust finish. Through the ups and downs of challenges and achievements, the spirit of fellowship has been a big part of this year's success.

With lockdowns behind us, families could be with us again, and our strategic intent to continue to build stronger partnerships with families in 2022 was realised. We loved hosting face-to-face events with families allowing us to connect, share and draw on their many skills, experiences, love and support. Of particular note was an increase in families and staff working in partnership for the wellbeing and learning of students and seeing the great things that can happen when this occurs.

The in-person connection reminded us of the importance of human contact, so families felt connected with the school community and enriched, knowing they played a vital role in St Joseph's success. We remain as committed as ever, with a further strong focus on this in 2023.

I sincerely thank the parent community, school administration, School Board, Joey's Community Connect and our highly dedicated staff for their tireless efforts in enacting St Joseph's strategic goals and supporting us in 2022. The dedication of many helps the school community flourish.

Our success is measured in many ways. This year we reached out through surveys, our 2022 Review Meeting and the annual Satisfaction Surveys. School Community feedback was candid, sincere and highly valued. There were many highlights to celebrate and insights to consider for adjustments or improvements. The voice of staff, families and students is valued, and the insightful ideas and considerations have helped us shape our future practices and the direction. I take this opportunity to thank everyone for their feedback.

I continue to be in awe of and nourished by our students' resilience, growth, and independence, particularly our youngest, who managed their independence from day one. Our students, well supported by staff and families, have championed 2022. With their wellbeing toolkits and learning powers, students have achieved their learning goals, navigated friendships and adapted when needed. Both academic and non-academic arenas have been impressive, with high-quality teaching and learning programmes providing the cornerstone to such success. As I read the end-of-year school reports, I reflected on their achievements; there is so much for each of them to be proud of.

*"The success of our School is measured in many ways." We are grateful for feedback and continually strive to excel."*

Leadership Team



*"2023 will bring a focus on key areas of wellbeing and learning, and for our staff, this means a clear path for the delivery of teaching."*  
Gavin Rick, Principal

2023 will focus on key areas of wellbeing and learning, and for our staff, this means a clear path for the delivery of teaching. With a clear way, teachers have the agency to craft their practice and shape wellbeing and learning outcomes. I look forward to their continued professional and high-calibre delivery in 2023. They always go above and beyond. This is noticed by many and deeply appreciated.

A complete account of both family and community events and the array of our wellbeing and learning activities are in this report. I commend the information provided by key people, and I encourage you to take the time to read and celebrate our achievements.

As I look to 2023, we will continue to be highly responsive to local and broader community perspectives. I am confident that we will

continue to evolve and grow. I look forward to next year and the further successes we can achieve through a strong focus on working together and inspiring our students to dream, believe and achieve.

I wish you God's blessings, wellness, love and connection, and I look forward to welcoming you with open arms on day one of the new school year in January.

God bless.

Gavin Rick - Principal

# FROM THE SCHOOL BOARD

It is my pleasure to highlight the activities of the School Board of 2022 and to commend this Annual Report to the St Joseph's School community.

It has been an honour to be part of the exceptional group of people committed to representing the school community and the parents as the St Joseph's School Board. I've loved being involved with the School Board, being able to provide support and help to shape the school into an even better community than it already is.

The School Board is a diverse group of parents who have supported and challenged each other to ensure that well-considered decisions are made for today's and future students. "Joey's" is approaching its 100th birthday, and we are custodians of not only the legacy of St Joseph's past but also continuing this legacy into the future – we look forward to supporting this.

As the Chairperson, I have been privy to seeing staff and leadership's professionalism, strength and resolve. The staff are excellent, and we are fortunate to have such hard-working, committed and enthusiastic educators providing education for our children. It is always a delight to be in the school and to be around the students, staff and community.

The School Board has engaged in many valuable discussions this year, always focussing on improving our school. Our diverse makeup has brought a richness of dialogue, and it is liberating to hear parent voices being considered by school leadership and staff.

We have seen many wonderful results, including the new Entrance and Covered Walkways and a renewed approach to student leadership. The Prep playdates, bump-up day, and Prep Parents Evening are excellent and provide incredible support for new Prep families. We can look with confidence to engage in our Non-State School Accreditation in 2023.

St Joseph's is a great school and community well designed for working parents. The stop-drop system, Flexischools, healthy tuckshop, teleconference options for meetings and parent information, no booklist to complete and Outside School Hours Care (OSHC) connected to the school create strong appeal for busy families. The Joey's Community Connect (JCC) levy also means that families can come and enjoy entertainment like the Fete, connect with other families and enjoy the evening without worrying about the guilt of being too busy to lend a hand.

This year clear, comprehensive communication is something that the school has really focused on and got right – particularly for new families coming to the school coming into Prep. More explicit and timely information is being published to help busy families navigate school life.

On behalf of all families, I want to acknowledge and thank Gavin Rick, Marita Brown and Robyn Chambers for their dedicated and inspirational leadership of the school community in 2022. I want to commend all staff for their dedication and passion for their craft and for working in partnership with busy families to provide the best care and learning for our children.



*Elisha Raso – School Board Chair 2022*

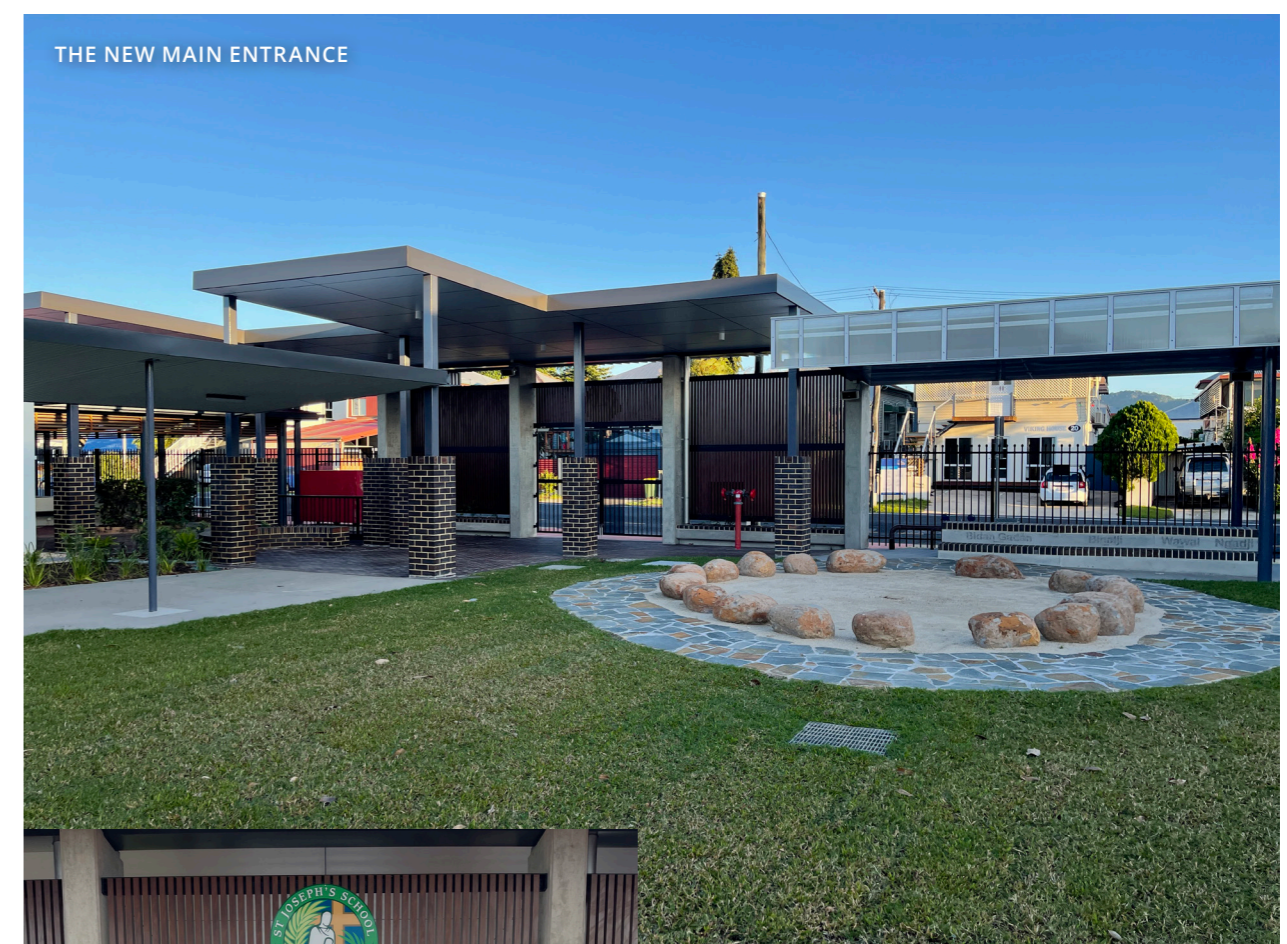
*"St Joseph's is a great school and community well designed for working parents."*

*"Our diverse makeup has brought a richness of dialogue, and it is liberating to hear parent voices being considered by school leadership and staff."*

Board Member, 2022



THE NEW MAIN ENTRANCE



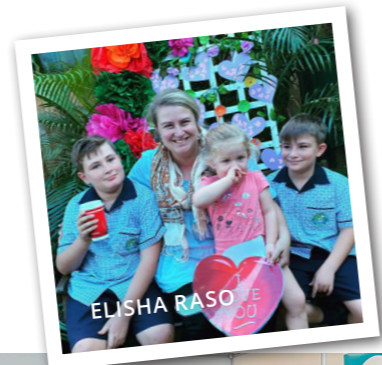
*"We have seen many wonderful results, including the new entrance and covered walkways and a renewed approach to student leadership."*

Board Member, 2022



# SCHOOL BOARD ACTIVITIES

Early 2022 a new and fully subscribed Board was formed. Matthew Parrish joined the Board as a new parent, and Elisha Raso took on the role of Chair.



## Board Goals For 2022

1. Oversee the successful construction of new Entrance and Covered Walkways.
2. Continue assessment of the School's performance according to the National School Improvement Tool.
3. Promote St Josephs to rebuild enrolments.
4. Manage ongoing COVID matters.



## Board Report Card

### ✓ 1. New Entrance and Covered Walkway

Successfully completed with the opening and Blessing of the new facilities well attended by the school community.

### ✓ 2. Assessment of St Joseph's performance according to the National School Improvement Tool

Schools are reviewed every four years to ensure that St Joseph's is aligned with systemic directions. These reviews are essential to St Joseph's planning and improvement cycle. They help inform and complement the work of St Joseph's in leading continuous improvement and ensuring quality learning outcomes for children and young people of Queensland. This review process is reported using the National School Improvement Tool (NSIT).

In Terms 2 and 3, the Board examined the two domains of the National School Improvement Tool and rated St Joseph's against the criteria.

- *Explicit Improvement Agenda* – Generally, we were high to outstanding in all areas of school improvement.
- *Analysis and Discussion of Data* – Generally, we were high to outstanding in all areas.

### ✓ 3. Promote the school to rebuild enrolments

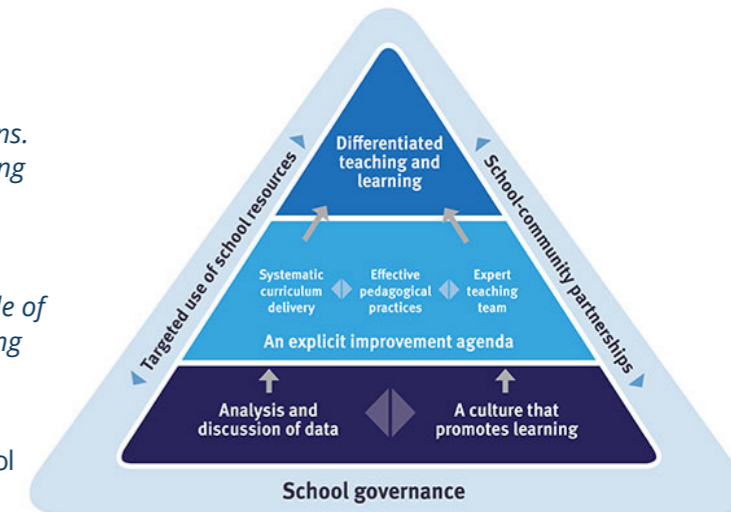
Enquiry Tracker software was implemented to improve the attraction of new families. The quality of the St Joseph's website developed for this was such that it has been used nationally as a benchmark.

### ✓ 4. Manage COVID matters

Consultation occurred with the Board about the Student Leadership program resulting in improvements to some processes.

### ✓ 5. Other

Ratified the 2023 School Budget, including levies.



# FROM JOEY'S COMMUNITY CONNECT (JCC)

The JCC year kicked off with a successful Annual General Meeting with a full Executive elected and JCC events mapped for the year.

Our main focus was on three key things in 2022.

This year we aimed to:

- Focus on increasing family connections.
- Provide families with educational opportunities.
- Host family-focused events to attract families.

## 1. Family Connections

Our strong focus on connection, engagement and involvement with families paid off, with families re-engaging more fully across the year. This has reignited a positive sense of community and uplifted the spirits of many.

## 2. Family Learning Forums

We provided two key forums for families to learn about topics relevant to our children's wellbeing and learning. We are grateful to Marita Brown and the staff for providing these opportunities:

- Parent workshop with Jo Rossbridge about the role of the family in partnering with the teacher on their child's literacy development.
- Essential Assessment (Maths) with consultant Jacinta Browning
- Friendology & Emotional Wellbeing App – Workshop delivered by Sharn Ward and Aimee Murray

## 3. Family Focused Events

It was great to provide several community events for families, and I wish to thank families for their time, energy and passion for these.

- The kick-Off Event was well attended and included parents and teachers spending time in Habitats to forge relationships to partner in learning and wellbeing for the year.
- Postponed Trivia Night due to lack of registrations.
- Family Movie Night.
- Despite wet weather hampering efforts, we held a successful 2022 Fete.

We ended the year with a General Meeting Think Tank to review 2022 and plan for 2023.



Broadly we've had a successful year. We'd love to see more family involvement, but we also understand that many Joey's families are busy working families with life demands and work far beyond School. We appreciate this and acknowledge that it is a sign of the times, and we need to factor this into our event planning.

On behalf of the JCC Committee, we look forward to 2023 with renewed vigour for the JCC initiatives and projects, including developing more outdoor spaces and equipment for our children to play.

I wish to thank the amazing Joey's staff for their hard work and dedication in 2022 and all the best to those families and staff departing.

**Noelle Halpin – JCC President 2022**

*"Our efforts have paid off, with families re-engaging more fully with the School in 2022."*

Active JCC Parent

# SCHOOL CONTEXT

St Joseph's School enrolments in Semester Two, 2022, from Prep to Year 6, totalled 385. We have some cultural diversity, with 6/1% of our student population with English as an Additional Language/Dialect (EAL-D). St Joseph's innovation and professional practice culture mean staff are committed to ongoing excellence in teaching and leadership. This has enabled us to be recognised as an innovative and high-performing school.

Whilst St Joseph's has a well-regarded reputation for solid academic results, the holistic and wellbeing education provided to students via our wellbeing programs, pastoral, co-curricular, and the educational program ensures the social, emotional, physical, spiritual and intellectual development of our students.

We provide a high-quality learning environment where student learning is dynamic, motivating and meaningful. Our contemporary learning environments enable collaborative learning and teaching. Staff embrace evidence-based teaching and learning practices to best meet the needs of modern learners, and our early adoption of digital technology has created powerful ways for us to accelerate and differentiate learning for students.

The School's values are derived from our Catholic heritage and are lived out in the activities and programs our students are involved in. Various experiences are provided, reinforcing the tangible sense of belonging within our learning community.

With 297 families, we are considered a smaller school than others. This has been one of our greatest strengths in that many families love the smaller school community vibe labelling it as personal, welcoming and friendly.

*"The size of the school promotes a sense of community amongst both the children and extended families. The staff are friendly and welcoming, and the older children take a genuine interest in the younger students – looking after them."*

Parent Feedback from Partner With You Project



Our inner-city location remains popular and convenient, with families of working professionals commuting to and from the city. This creates a wide feeder net with families commuting from Goldsborough to the Northern Beaches. The convenience has also been challenging because families live far from the school, reducing the sense of localised community.

St Joseph's remains a school of choice, with many enrolment requests coming well before we officially 'open the doors' for enrolment.

## Student Numbers, Semester 2, 2022

Prep	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
56	52	57	58	55	59	48	385

## Student Number Trends Semester 2, 2018 – 2022

2018	2019	2020	2021	2022
389	385	390	391	385

## Demographics



**385**  
students  
from Prep to 6



**297**  
families  
from Goldsborough to Northern Beaches

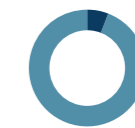
## Student Diversity



**10%**  
of students  
**First Nations  
Australians**



**10%**  
of students  
**with a disability**



**6.1%**  
of students  
**English as Additional  
Language/Dialect (EAL-D)**

# STAFFING PROFILE

In 2022, we had 49 staff (teaching, non-teaching and service). This included a low turnover of staff. We have a proud student-to-staff ratio of 1:15. All teaching staff are registered with the Teacher Registration Board of Queensland and have appropriate teaching qualifications. Our teaching staff are highly competent and committed to the lifelong education of your child.

The School's teaching staff are involved extensively in professional learning, focusing largely on pedagogy and incorporating the most current understanding of how young people learn. This links to staff learning goals and professional development.

Understanding how young people learn has also been the driver for the design of our creative and dynamic learning environments – our habitats (classrooms). Each environment follows a set of research-based learning facility criteria and earn wide acclaim.

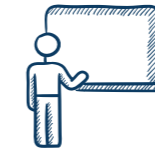
All staff are committed and caring and work closely with families to provide a well-rounded education for our students. They have fully embraced the Australian Curriculum and the latest research-based approaches implemented within the school to improve and advance student learning outcomes. Both leadership and families continue to be inspired by the highly professional and collaborative culture at St Joseph's School.

*"The teaching staff are amazing and go above and beyond for students. I feel that my children's wellbeing is as much a priority as academics."*

Parent Feedback from Partner With You Project



## Staffing Semester 2, 2022



Staff ratio  
**1:15**



**49 staff**  
Teaching,  
non-teaching  
and service

## Annual Staff Survey – Top Three Areas of Satisfaction

In the Annual Staff Survey, staff shared that they are *most satisfied* with:

### Safe Guarding Children

a category that includes everything SJS does to ensure safe practices and student protection. Broadly staff felt strong in knowing the policies and procedures for keeping kids safe.

### First Nations Culture

includes all the things that Joeys do to honour First National Culture. For example, First Nations events, First Nations family engagement, cultural events like Sorry Day, NAIDOC week, and the artwork installed at the entrance.

### General

includes clear school vision, staff support, and communication.

### This year teacher Jacqui Doolan was a Docemus Award Winner.

Jacqui's dedication to teaching and never-ending support within the school community is legendary.

A well-deserved award.





# VISION

In sacred learnscapes we are learning to live so that we can live to learn.



# VALUES



# MISSION

We strive to:

## Community of Faith



- Welcome all who seek a Catholic education
- Follow in the footsteps of Jesus as expressed through the school values
- Acknowledge and honour sacredness in ourselves, others and in the environment
- Joyfully celebrate who we are and our achievements
- Accept and embrace our differences
- Create a safe environment based on a culture of trust

## Positive Partnerships



- Know and link with the Mercy Sisters and the history of the School
- Engage parents through active and collaborative participation at all levels in the school community
- Link with the Parish mission and life
- Collaborate with and serve others in our community

## Holistic education



- Prioritise wellbeing by integrating social and emotional learning into all we do
- Focus on a personal and spiritual journey of growth
- Choose a positive, solution-oriented attitude
- Inspire a love of learning and a joy of discovery
- Celebrate creativity

## Christ-entered Education



- Prioritise Religious Education, Social and Emotional Learning, English and Maths as core learning areas
- Deliver clear, well-defined, rigorous teaching and learning that caters for all learning abilities and styles
- Embrace change to meet the needs of the 21st-century learner
- Recruit and support quality professional staff committed to the mission of the Catholic Church
- Provide an up-to-date, well-maintained and well-resourced school environment

## Strategic Innovation



- Foster a culture of renewal by researching, reflecting and being discerning
- Respectfully give, receive and learn from feedback
- Maintain relevance and currency

# LEARNER ATTRIBUTES & LEARNING POWERS

The St Joseph's Learning Powers allow students to be architects of their own learning and become common language guiding their lifetime of learning.

At St Joseph's we are:

## Agile

Adaptable, contributing to, and offering leadership in, a rapidly changing global world by solving problems using existing knowledge and skills in unfamiliar situations.

## Collaborative

Valuing teamwork and the input of others, seeking opportunities for shared effort through well-developed communication skills.

## Courageous

Having the confidence, tenacity and commitment to take responsible risks to extend their capacity, persevere when challenged, and learn from mistakes.

## Curious

Inquisitive, asking questions to clarify their thinking, wondering about the world and looking for solutions.

## Effective Communicators

Listening and responding respectfully; processing, organising and coherently expressing ideas.

## Compassionate

Taking on the feelings and perspectives of others with humility and acting intuitively to support them through the development of emotion intelligence, EQ.

## Inclusive

Celebrating the diversity within and including all members of our community.

## Ethical

Acquiring and building moral judgement to think responsibly and independently and make informed decisions.

## Self-regulating

Understanding oneself and having the capacity to reflect and self-manage.

# NOTABLE 2022 HIGHLIGHTS AND ACHIEVEMENTS

- Successful pivot to the delayed school start
- High NAPLAN results in both Years 3 & 5
- Three successful family and community events: 2022 Kick Off Social, Fete and Movie Night
- Achievements in Choric Speaking at the Eisteddfod
- Increased attendance at assemblies from parents
- Completion of a building project: New Entrance and Covered Walkways
- Well-attended Blessing and Opening event of New Entrance and Covered Walkways
- Student lead Kitchen Garden, including projects that used garden produce for cooking
- Engagement from First Nations families at the twice-a-term Cuppa
- Meaningful NAIDOC celebrations, Reconciliation Week and Sorry Day prayer event
- Celebrated Year 6 Easter Play and Year 5 Christmas Nativity Musical
- Big win – Netball competition
- Family involvement in inter-school sporting events
- Strong support for Outreach programs, e.g., Vinnies and Ukraine community
- For more notable student academic and personal achievements. Refer to St Joey's Facebook page.



# LEARNING AND TEACHING

Across the School, each teaching team provides extraordinary levels of learning and teaching. Many are celebrated via family groups in SeeSaw or mentioned in the weekly school-to-home email, the Principal's Weekly Update. I take this opportunity to share the many professional learning engagements and our focus on student data and assessment across the year.

**Literacy Teaching Skills** – Staff re-engaged in professional learning with Literacy Consultant Jo Rossbridge. Joanne spent two days at St Joseph's with teachers, modelling lessons in habitats and providing skills, tips and habits for when they teach literacy to students.

**Maths** – We worked with teachers to collect and analyse student data in Mathematics with consultant Jacinta Browning to ensure students progressed in all areas.

**Oracy Implementation Team** (Marita Brown, Karina Brady, Giovanna Hogan, Jacqui Doolan, Carmel Buckley) conducted lesson studies in habitats and received feedback from Oracy Expert Alan Howe (Cambridge University). We also hosted Oracy Professional Development with Alan in Term Four, where he spent a day modelling lessons and providing professional development for the Oracy Implementation Team, Leadership Team and all teachers.

**Brain-Based Communication** – Staff were trained to engage with families using brain-based communication principles. Staff adopted a model that helps them meet the social cognitive needs of others and experimented with adjusting their written and oral communication methods with families.

In Term Two, we established the **Clarity Team** with Giovanna Hogan, Karina Brady, Marita Brown, Robyn Chambers and Gavin Rick. The team spent three days training with Professor Lyn Sharratt (Student Data Researcher), later building teacher capacity to ensure sustainable student achievement and growth.

Students in Years 3 and 5 participated in online **NAPLAN testing**, except Year 3, who completed the Writing section on paper. The process ran smoothly, and we were delighted with the results.

We established the **Graduate Mentor Program** this year with three graduate teachers on staff. Each Graduate was given an experienced teacher to guide and support their work. The work continued across the year. We thank teachers Aimee Murray, Giovanna Hogan and Kirsty Malsem for their commitment to this program.



YEAR 5 GREEN ISLAND EXCURSION



BOOK WEEK



BOOK WEEK



BOOK WEEK



BOOK WEEK



BOOK CLUB



NAPLAN SUCCESS

## NAPLAN Results

- Significant improvement in all areas since 2021
- Exception: Year 3 Writing and Year 5 Maths dropped very slightly
- A very high percentage of students in both Year 3 and Year 5 achieved above the National minimum standard

The annual **Book Week** hosted in Term 3 was a highlight. The Book Week Dress Up Parade was attended by a large cohort of parents and grandparents, with great effort going into costumes. New Librarian and Digital Media Officer, Dani Kohn, dressed up each day to encourage student engagement in the library, and all students attended the Meerkat School Drama Performance based on books from Book Week.

The Year 5 Excursion to Green Island showcased **Science and Sustainability** with the real-life experience created high engagement in learning.

Teachers reflected on the effectiveness of their classroom practice by engaging in **Classroom Profiling**. This year our profiler, Aimee Murray, provided teachers with data and feedback about their use of essential skills for classroom management.

**Teacher Professional Learning** continued as staff also learnt about including learners with speech and language disorders.

In Term Three, optional online testing for students in Grades 2-6 in areas of English, Mathematics, Science, and Digital Technologies occurred. We adopted the **International Competitions and Assessments for Schools (ICAS) Testing**. It is an independent, skills-based assessment program recognises and rewards student achievement.

In Term Four, **Progressive Achievement Test (PAT)** was completed by all students from Year 1 to Year 6 in the areas of Literacy and Mathematics.

The year concluded with the **2023 Prep Transition Program**, including Kindy visits, Family Meet and Greet, Play Dates and Get Set for Prep morning.

*"My child has been nurtured, inspired and encouraged by her teacher to advance her sense of self, grow her confidence and stretch her learning. This has taught her to believe in her abilities, learn from her mistakes and she has been inspired to advance herself. I could not be happier with the dedication and commitment of her teachers."*

Year 4 parent, 2022

# RELIGIOUS EDUCATION

2022 was a year of showing kindness with the people of Ukraine firmly in our thoughts and prayers and nurturing and forming our future leaders in the Mercy tradition.

*"I love the Catholic ethos at the school. It has permeated events, communication and created wonderful dinner table conversations at home. I feel the school is more infused than ever in its calling and we certainly appreciate that our child is immersed in the religious education provided."*

Parent, Year 4



## TERM 1

- The inaugural Year 6 Leadership Retreat was a whole-day experience. Senior students explored **servant leadership** and how they would apply it. Sr Faye Kelly, our last Sister of Mercy Principal, spoke to students in a liturgy.
- LENT began our church season and was commemorated as **Ash Wednesday ceremonies** were held in Habitats instead of in the hall due to COVID restrictions. Blessings were personal, intimate and meaningful.
- We welcomed families back to school 'physically' at **St Joseph's Feast Day Celebrations**. There were lots to celebrate on that day! We also honoured and celebrated new Year 6 students and their 2022 roles.



## TERM 2

- **Sorry Day and Reconciliation Week** was a time to stop and listen. We hope for more community members in 2023 to join us in reconciliation.
- The plight of Ukraine moved students, and many **student-led acts of Mercy** were established to raise funds for Ukrainian families. Students organised the collecting of books to give to families, and homemade earrings and ribbons were sold.
- When the floods hit Southern QLD and NSW, it felt like one tragedy followed another. Our community continued to be generous, and during free dress days, more financial support was offered to the **Ukraine and flood victims**.



## TERM 3

- First Nations families and school representatives worked together to present a magnificent display of culture for **NAIDOC celebrations**: smoking ceremonies, damper cooking, Coming of the Light education, Boigu Island dancers, Torres Strait Island singing and dancing, AFL Cape York dancers, Kup Marri, Blessing ceremony, and numerous Habitat activities. These were held as part of Catholic Education Week (CEW) to acknowledge the work of inspirational Aboriginal man William Cooper.
- Acts of Kindness flowed in **Catholic Education Week** with the launch of **Mercy Bears** for Ukraine. In a moving assembly, 50 Mercy Bears were made and given to the Ukrainian community for children arriving from war-torn Ukraine.

- Our **inaugural Year 5 Leadership Retreat** was held at Seville Mercy Conference Centre. It was a moving and memorable day that concluded with a family barbecue. Students ended the day considering whether they were called to lead in 2023. During Mercy week, students who responded with a 'yes' to the call were recognised in a simple ceremony in the School's ceremonial space.
- **Musician and Musical Artist Andrew Chinn visited**, bringing great fun and joy. Positive active participation from students was a highlight!

## TERM 4

- Rosary beads were sold for the month of the rosary and used as we joined children from around the world to **pray for peace and unity in Ukraine**.

- **Year 5 Mission Ambassadors** rallied to raise awareness of the plight of Ethiopia by speaking at assembly and to the Parramatta Park parish. Donations were raised via a Crazy Sock Day at School. Habitats set a target to raise \$50 to buy one goat for the goat-rearing farm in Ethiopia.

Term Four has been a significant time for nominated students as they wrote and presented school and house leader speeches, putting themselves forward for election to formal leadership positions. School Leaders were chosen after an interview process, House Leaders from their speeches and voting, and Mercy Leaders from an interview process. Standards were high, and nominations exceeded our expectations. We are in good hands in 2023.

# STUDENT ENGAGEMENT AND WELLBEING\*

We had a proactive start to the year with the appointment of a Wellbeing Engagement Support Teacher (WEST), Aimee Murray. Combined with the experience of School Counsellor Sharn Ward, we enabled a high volume of key engagements, promotions and learnings to occur.

- **Multi-Tiered Support System – Engagement (MTSS-e)** Pilot program commenced. It aims to develop and strengthen the school’s approach to culture, mainly how St Joseph’s values of Learning, Love, Community and Respect are expressed through behaviour.
- **UR STRONG** whole school strategy and Friendology 101 Curriculum continued to be taught.
- Commenced evidenced-based lunchtime **Social Skills groups** based on Friendology 101 and We Thinkers. This continued to Term 4 with Prep to Year Five.
- With great hope, we trialled the **emotional regulation app** and began using it in Term Three.
- We continued our school commitment to **Brain Talks** education about the brain in health lessons, facilitated by Pathways to Resilience consultants.
- Hosted **Bravehearts** – Personal Safety Program.
- Developed **Individual Behaviour Support Plans (IBSP)** with Colin Cutler, our Catholic Education Services (CES) Coach. This included hosting Care Team meetings involving parents, teachers, CES staff, school leaders, school counsellors and outside-of-school professionals.

Into Term Two, Three and Four, we continued with MTTSS meetings, UR STRONG whole school strategy and Friendology 101 Curriculum, as well as lunchtime Social Skills groups for Prep to Year 5 and were also able to:

- Work with teachers to analyse the 2021 **Wellbeing Survey Data**.
- Introduced **School TV Mental Health and Well-Being Platform** to the school community.
- Began research for a possible **school/therapy and story dog** for 2023



*“I appreciate the support and communication from classroom teachers and their dedication to improving our children’s learning experience. The way the children are cared for as individuals is wonderful.”*  
Parent, 2022

Throughout the year, regular communication with families has been maintained via the weekly Principals Update and St Joseph’s Facebook Page, e.g., e-Safety Commissioner information.

We did not take our foot off the pedal, and in Term Three:

- **Year 5 Friendology Friendship Ninjas** supported Prep to Year 3 during playtime, teaching Friendology concepts and skills.
- Promoted **RU Okay Day 2022** with the involvement of the Wellbeing Mercy Workers and National Child Protection Week 2022.
- Administration of the **2022 Student Wellbeing Survey**.
- We explored the **School Values Matrix** with staff to look at whether there was a consistent alignment of our St Joseph’s Way values and our behavioural expectations in all learning areas and play spaces.
- Delivered **‘Healthy and Strong’ Adventure Based Boys Social Skills Program** with Mr Brack to Year 2 and 3 boys. This continued in Term Four with Year 4 and 5 boys.

We hit a home run into Term Four, continuing to deliver the program started earlier in the year and maintaining family education, assessment and staff partnerships.

- Promoted **Queensland Mental Health Week 2022** with the involvement of the Wellbeing Mercy Workers.
- Facilitated a **parent workshop on Friendology and the Emotional Wellbeing App**.
- Catholic Education Services (CES) **Child Protection training** with Ann Barr and Mark Bamford.



\*We acknowledge the word well-being is officially spelt with a hyphen as per the Merriam-Webster Dictionary however, thanks to New York Times bestseller *WellBeing: The Five Essential Elements* written by Rath and Harter, well-being has been written in many publications as one word, no hyphen. St Joseph’s has adopted the more contemporary spelling: ‘wellbeing’.

# PARENT PARTNERSHIP & ENGAGEMENT IN WELLBEING & LEARNING

## Partnership in Wellbeing and Learning

We know that when parents are engaged in what their child is learning and committed to partnering with teachers, this adds enormous value to the child's learning outcomes. At Joey's we are more committed than ever to ensuring families understand their role in this critical partnership and are clear on the expectation, we place on them playing this role.

We know St Joseph's families are deeply interested in their child's wellbeing and education. We are committed to working with families to ensure they feel informed, engaged and involved in the partnership.

This year we placed importance on ensuring families felt more connected and welcome to be involved. Teachers opened up their classrooms for the Annual Kick-Off School Year Event early in the year, and this cemented classroom-to-home connections and a commitment to improved classroom-family partnerships in wellbeing and learning.

More effective family-friendly communication from classroom to home has increased interactivity. We have seen an increase in parent use of SeeSaw and email in supplying teachers with valuable information about their child and asking questions about learning.

## Engagement and Involvement in School Activities

Research from parent engagement is consistent, positive and convincing – the more involved a parent or other significant family members are in a child's education, the higher the odds that the child will be successful in school and life endeavours.

Family involvement at St Joseph's, even before COVID, had been declining. Our school-based research showed that, despite COVID, this was because families are busier than ever and their life demands (as they need to be) are a competing priority when it comes to parent involvement in school events.

With this in mind, we have ensured that school events are family-friendly, with the least amount of volunteering for busy families possible.

Post-COVID and post 'parent engagement' decline, we are seeing a positive increase in new families participating in family education and sharing workshops, a notable increase in attendance at assemblies and higher than average levels of parents volunteering for classroom-based events or excursions.



## Parent engagement



**3**  
Family events  
by the JCC

**A notable increase in  
family attendance at  
assemblies**

**700+**  
Family/teacher  
engagements  
(i.e., classroom volunteering,  
excursions, conferences)

## Parent Engagement Survey

Parents were *most satisfied* with the following top three domains in the Parent Engagement Survey:

### First Nations Culture

includes all the things that Joey's do to honour First National Culture. For example, First Nations events, First Nations family engagement, cultural events like Sorry Day, NAIDOC week, and the artwork installed at the entrance.

### Leadership

parents say the school has strong leadership and they rate the school leaders highly.

### Resources

they say the school has great teaching and learning equipment, sports equipment, technology, library equipment, staff are accessible, grounds and buildings are well presented, the school provides stimulating places for learning, they like that they can consult with teachers about resources for their children.

# ENGAGING FAMILIES THROUGH MESSAGES

This year, emphasis was placed on improving classroom-to-home and school-to-home communication. Teaching staff participated in brain-based communication training in January 2022 and improved their Seesaw, in-person, and phone/digital connections with parents.

Leadership focused on improving access to information, clearer in-person messaging and ensuring families had more timely messages.

We learnt that busy families used to in-demand communication channels and mediums expect a certain level of responsiveness from the school. Unfortunately, our systems are compliance-based and not as savvy as the modern world of digital channels families are used to; however, we are making positive and much-appreciated changes.

The Diocese is working on a more holistic approach to communication with app-based technology – which may not be in place for another 12+ months. In the meantime, we will continue to sharpen our skills, tweak our approach and focus on creating the best communication possible with the processes and systems we have to ensure families feel informed.

Enquiry Tracker software was implemented to improve the attraction of new families.

The quality of the St Joseph’s website developed for this was such that it has been used as a benchmark nationally.

We kick this off in 2023 with a dedicated part-time staff member who will be our Communications and Family Activity Calendar Coordinator. She will work with our current volunteer Comms Design and Development Team. We will also continue to provide coaching and training for staff in brain-based communication, message design and video/image training. In addition, we will continue to sharpen the website content and ensure families can access essential information as quickly as possible within the confines of our current Diocese-led compliance-based system.

*“I see huge improvements in the past few years, and I love how the teachers and leaders are suppling clearer ‘just in time’ information for our busy family.”*

Parent (Year 5 and 3)

## Communication



Published  
**44**

**Weekly Principal Updates**

**560+**

**SeeSaw posts to families**  
(Average 2 posts to families per teaching team per week)

**5,600**

**Emails from teachers to families**  
(Average of 10 emails/replies to families per week per teacher)

# SPORTS, MUSIC AND EXTRACURRICULAR

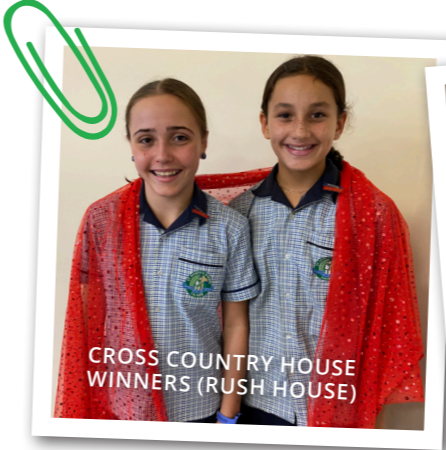
For the size of our school, we pack a powerful punch in sports, music and extracurricular activity. Research indicates that participation in extracurricular activities positively correlates with students’ academic and personal development. Students who participate in extracurricular activities have a greater academic success, more significant character development, especially in time-management and leadership skills, positive social development, and greater interest in community involvement. Unsurprisingly, we encourage our learners to participate in activities that will enhance their personal and academic achievements.

The year started with a successful Cross Country and Swimming program and the Year 6 School Camp hosted at Camp Patterson in Mareeba.

We shone in term 2 with the Year 5 and 6 Swimming Carnival, the Choir Eisteddfod and the Year 4 and 6 Choric Speaking, with Year 6 in 1st place and Year 4 in 2nd place. We also launched the after-school STEMgineers Club.

In Term 3, we hosted the Chess Competition, Jim Graham Rugby League Cup, School Soccer Competition and took 1st place in the May Mills Cup Netball Competition. And student engagement with the STEMgineers Club remained high.

We rounded the year with more STEMgineering, Bump Up Morning and the Christmas Concert.



# BUILDINGS, GROUNDS AND FACILITIES

In 2022, capital works and improvements were undertaken. The funds raised through the JCC levy and school budget were allocated to prioritise:



Construction of a new entrance and covered walkways

Maintenance of the playground and gardens

Display and soundproofing pin boards in Years 5&6 (Phase 3)

Annual aeration and topdressing of the oval

New furniture for Habitats

New digital messaging displays for families

## Capital Projects

### TERM 1

Major disruption to school operations due to our \$1.4M construction of new Entrance and Covered Walkways. Alternative routes and play spaces were developed to accommodate the construction.

### TERM 2

Covered walkways completed.

### TERM 3

Blessing and Opening of the Covered Walkways.

### TERM 4

Master Planning discussions occurred to include enhancements to outdoor learning and play spaces and the Administration Building.

*"St Joseph's feels fresh, modern and inviting when you walk in, and I love my child's habitat - it is so open with many flexible learning spaces."*

Parent 2022

## 2023 Forecast

- Master Planning for further enhancements, including
  - Outdoor Learning Habitat for Kitchen Garden lessons
  - New Exercise Equipment Station and shade
  - Kitchen Garden enhancements
  - Administration Building redesign
- Introduction of Leadership Position: Leader of Teaching & Operations. This role supports teachers in using learning data to inform their teaching, which enables meeting our students where they are. Additionally, they will work with the Assistant Principal – Learning & Teaching to assist teachers with the introduction of the new Australian Curriculum (V9) for Maths and Health and Physical Education
- Continuation of the education and formation of our community as distinctively about Mercy
- A continuation of our commitment to improving the capacity of our teachers to teach Literacy in effective ways



What hurts the victim most is not the cruelty of the oppressor, but the silence of the bystander.

Elie Wiesel



With Christ, we live, love and learn