St Andrew’s Catholic Primary School
Clarkson

ANNUAL REPORT TO THE SCHOOL COMMUNITY
2015
CONTENTS

1. Strategic Plan

2. School Improvement Overview

3. Financial and Infrastructure Report - School Board Treasurer

4. Principal’s Report

5. School Board Chair Report

6. P & F Annual Report
ST. ANDREW’S CATHOLIC SCHOOL
CLARKSON

STRATEGIC PLAN 2016 – 2019
FOREWORD

BACKGROUND

St Andrew’s School is a double stream co-educational parish school with an enrolment of approximately 450 students from Kindergarten to Year 6. The school was established in 1996 by the Archdiocese of Perth and thus has a long tradition of providing outstanding Catholic education in the Clarkson area. The school retains a strong link to the Josephite Sisters and the Blessed Mary Mackillop.

St Andrew’s is a multicultural community, consisting of children from many ethnic backgrounds. The school offers an innovative child-centred curriculum with specialist tuition in, Information and Technology, Noongar / Indonesian, Humanities and Social Sciences, Music and Physical Education. Emphasis is given to the care and development of each child as an individual and a contributing member of the community.

Our aim is to provide an academic program appropriate to the special needs of each individual; while providing a social climate that heightens awareness of independence and co-operation. Where possible any children with disabilities are integrated into mainstream school life.

The school community works together to provide pastoral care for each person and to nurture the whole development of the child. The School Board and the Parents and Friends Association have a strong commitment to develop and provide resources to meet the needs of all students.

PRINCIPAL’S MESSAGE

This document is organised around four key elements established by the Catholic Education Commission of Western Australia (CECWA) – Learning, Engagement, Accountability and Discipleship (LEAD). It outlines the school’s strategic priorities and the outcomes for performance.

The priorities focus on strengthening our fundamentals. They are intended to,

- Advance the mission of the school
- Build on our strengths

In formulating this strategic plan, the St Andrew’s community has undertaken a thorough and inclusive process. Through this process we have assessed how well we are going as a school, identified emerging concerns and discussed new initiatives and opportunities. We are appreciative of the feedback provided through the community consultation and a commitment to the emerging aspirations.

We look forward to working with the school staff over the next four years as we embark on this ambitious plan.

Sam Fontaine
Principal
OUR VISION

St Andrew’s School Catholic Primary School offers an education that acknowledges, respects and nurtures the uniqueness of each person. Within a framework of Catholic values and teamwork, the students will be challenged and supported to recognise their gifts and develop their potential as they learn and contribute to their community.

OUR CORE VALUES AND ROLE MODELS

At St Andrew’s School we strive to incorporate the values of our traditions in all that we do. The school has based its traditions and core values on the Blessed Mary Mackillop.

St. Andrew’s Catholic Primary School is a vibrant and active school community with much to offer all involved in the education of its young people. It is a double stream Catholic primary school located in the northern suburbs of Perth, approximately 35 minutes’ drive north of the CBD. The school opened in 1997 and was completed in 2005. Since then, a community hall has been built under the BER and the recent New Year 1 classroom build was completed in term 1 of 2015. The school is well designed with predominantly rammed earth buildings and well-established grounds, including a section of natural bush land.

Staff, students and parents are happy at St. Andrew’s and there is a strong sense of purpose and harmony in the day to day activities of the school. The Making Jesus Real Program is embedded within the school and is practiced one a day to day basis. There is a strong relationship between the parish and the school, in particular through the Sacramental Program, Special Feast Days and children involvement in Parish Activities. The Parish office is currently based in the school hall, which is also available for hire by outside organizations. The parent body is very supportive of all aspects of St. Andrew’s, with an active P & F and School Board supporting the school leadership team in its work.

A comprehensive child, centred educational program is offered to children from Kindergarten to Year 6 with scope and sequence and the National Curriculum, WA embedded across the curriculum. The high engaged and motivated aff work collaboratively, high realistic high expectations of the students and actively seek to improve their classroom practice and effectiveness.

OUR SCHOOL WIDE FOCUS FOR 2016 - 2019

Continuing to develop our teaching consistency and practice as the key drivers of student learning
LEARNING

CECWA STRATEGIC DIRECTION

Learning is what we do – we are committed to learning at every level. The outcomes we seek are to,

- Enhance student achievement and well being
- Increase student and staff engagement in their own learning and faith formation

OUR STRATEGIES TO ACHIEVE THIS ARE ...

DIFFERENTIATED TEACHING & LEARNING (QCS REF 307)

L1. Continue to develop a consistent team based approach across year groups to teaching practice, including Co-operative Learning as a teaching method

L2. Continue developing teaching practices to support students at all ability levels in-class and build on the success of the existing intervention and enrichment programs

L3. Maintain a consistent school wide approach to the teaching of Literacy and Numeracy and further improve student performance

L4. Continue to collect and analyse student data and establish regular time for school leaders to work with their teams to review data and refine improvement strategies

KEY SUCCESS MEASURES

- School Climate Survey – increased scores for measures of Staff Professional Learning and Team Based Practices over the life of this plan
- Budgeted expenditure for staff Professional Learning remains a priority
- NAPLAN data – ‘like’ school comparisons indicate student gains from Year 3 to 5 are greater than those in comparison schools
ENGAGEMENT

CECWA STRATEGIC DIRECTION

Engagement is essential – we are committed to Catholic Education’s Mission through relationships with all. The outcomes we seek are to,

- Enhance parental engagement in their child’s learning and faith formation
- Develop our people to be leaders in Catholic Education’s mission

OUR STRATEGIES TO ACHIEVE THIS ARE ...

ENGAGEMENT WITH SCHOOL COMMUNITY (QCS REF 201)

E1. Continue to strengthen relationships with families in our community and maintain a culture of welcome and inclusion

E2. Conduct workshops to engage parents with the teaching and learning programs of the school

E3. Develop a "School Evangelisation Plan" in consultation with the community – expectations on how we meet and maintain a strong community and put our Faith into action

KEY SUCCESS MEASURES

- Organisational Climate aggregate indicator increases over the life of this plan
- Teaching Climate aggregate indicator increases over the life of this plan
- "Living our Mercy Values" document is developed and implemented
- Feedback from parents on the quality of the process used in developing the "Living our Mercy Values" document is overwhelmingly positive
ACCOUNTABILITY

CECWA STRATEGIC DIRECTION

Accountability is not optional – we have personal and collective responsibility for our System’s success. The outcomes we seek are to,

- Increase understanding of our personal and collective responsibility for Catholic Education’s Mission
- Ensure inclusivity, good governance and the resource allocation required to meet our mission

OUR STRATEGIES TO ACHIEVE THIS ARE ...

TARGETED USE OF SCHOOL RESOURCES (QCS REF 304)

A1. Plan for the consistent maintenance of classroom, playground and staff facilities ensuring spaces are contemporary, attractive and conducive to learning

A2. Plan for and progress changes to K-2 classrooms and playground so that both continue to comply with the National Quality Standards

A3. Continue to manage the budget responsibly and prioritise resourcing of the goals in this plan

A4. Review the existing Information Technology (IT) Plan including developing a sustainable approach and ensuring access to up-to-date equipment

KEY SUCCESS MEASURES

- K-2 facilities and playground spaces comply with the National Quality Standards (NQS)
- Increase annual budget allocation to 2% of salaries for staff Professional Learning
- IT Plan is reviewed and updated
- IT equipment has been upgraded as specified in the IT Plan
DISCIPLESHIP

CECWA STRATEGIC DIRECTION

Discipleship is our calling – we are committed to deepening our relationship with Jesus. The outcomes we seek are to,

- Enhance opportunities for personal faith development
- Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action

OUR STRATEGIES TO ACHIEVE THIS ARE ...

INTEGRATING CATHOLIC FAITH, LIFE AND CULTURE (QCS REF 102)

D1. Continue to develop our Catholic culture in conjunction with the Parish through opportunities for staff, parents and students to develop and express their faith

D2. Review the school Evangelisation Plan

D3. Strengthen community alignment to the School Vision and use this to motivate Catholic core Values of service in the community

ST ANDREW’S SCHOOL

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admin@standrews.wa.edu.au www.standrews.wa.edu.au

KEY SUCCESS MEASURES

- School Climate Survey – Parent survey indicates at least 80% favourable responses to each of the Catholic Culture items
- The Evangelisation Plan is reviewed and updated
- The number and consistency of Christian Service opportunities across the 4 years of this plan increase
- At least 2 activities are undertaken to promote understanding of the School Vision & Core Josephite Values
STRATEGIC DIRECTION 2014 - 2016
LEADing in a flourishing Catholic Education system

<table>
<thead>
<tr>
<th>FOCUS AREA</th>
<th>INTENT</th>
<th>OUTCOMES</th>
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<tbody>
<tr>
<td>LEARNING (Education)</td>
<td>LEARNING is what we do – We are committed to learning at every level.</td>
<td>&gt; Enhance student achievement and wellbeing</td>
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<tr>
<td></td>
<td></td>
<td>&gt; Increase student and staff engagement in their own learning and faith formation</td>
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<tr>
<td>ENGAGEMENT (Community)</td>
<td>ENGAGEMENT is essential – We are committed to Catholic Education’s mission through relationships with all.</td>
<td>&gt; Enhance parental engagement in their child’s learning and faith formation</td>
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<td></td>
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<td>&gt; Develop our people to be leaders in Catholic Education’s mission</td>
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<tr>
<td>ACCOUNTABILITY (Stewardship)</td>
<td>ACCOUNTABILITY is not optional – We have personal and collective responsibility for our system’s success.</td>
<td>&gt; Increase understanding of our individual and collective responsibility for Catholic Education’s mission</td>
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<tr>
<td></td>
<td></td>
<td>&gt; Ensure inclusivity, good governance and the resource allocation required to meet our mission</td>
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<tr>
<td>DISCIPLESHIP (Catholic identity)</td>
<td>DISCIPLESHIP is our calling – We are committed to deepening our relationship with Jesus.</td>
<td>&gt; Enhance opportunities for personal faith development</td>
</tr>
<tr>
<td></td>
<td></td>
<td>&gt; Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action</td>
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LEAD
CATHOLIC EDUCATION
OFFICE OF WESTERN AUSTRALIA
School Improvement Overview

For a school to be Catholic, it must first be a good school (Bishops’ Mandate, 19). Schools need to maintain and enhance educational standards consistent with the aims of the Catholic school, requirements and standards set by external authorities, and best practice and innovation consistent with the aims of the school communities (CECWA Terms of Reference 1.12, 1.22). Schools need to have effective processes in place that enable them to plan for and achieve improvement in student learning (School Education Act 1999, 160 (1)(d)).
In 2015, the staff identified a need to continue its whole school focus on the explicit teaching of comprehension strategies, having reviewed 2014 student data across core curriculum areas. This focus became the basis for our Annual School Improvement Plan, and encompassed the Strategic Outcomes of Learning, Engagement and Accountability.

The St Andrew’s staff are committed to developing our Catholic identity and therefore determined the need to develop a new school Evangelisation Plan. This became our focus for the Strategic Outcome of Discipleship in 2015.

Our 2015 LEAD Annual School Improvement Plan goals were as follows:

**LEARNING**
Our goal was to improve students’ reading comprehension levels. Success would be indicated by 75% of students achieving above Stanine 4 in the PAT-R Comprehension Test in November. In order to achieve this, we focused on the explicit teaching of comprehension strategies, as outlined in the Australian Curriculum and based on *The Seven Keys to Comprehension*.

The PAT Reading Comprehension test results were used as our baseline data to assist us in determining the effect of our school focus on the explicit teaching of comprehension strategies. The stanines achieved by students in November 2014 and 2015 were compared to determine student progress in reading comprehension. The results were encouraging, with 70% of students achieving greater than Stanine 4, slightly less than our target of 75%, indicating an improvement in reading comprehension levels when compared to previous years.

**ENGAGEMENT**
Our goal was to increase the number of parents who contributed to their child’s reading progress through involvement in the school’s home reading program and/or class reading program. We promoted parent participation in the school’s reading program through varied communication sources. We believed that encouraging parent involvement would have a positive effect on students’ reading abilities and attitudes and ultimately reading comprehension levels.

Teachers collected data from reading records, homework diaries, classroom rosters and online reading programs, to determine an approximate percentage of parents who were involved in the school reading program. The results indicated that a high percentage were participating in home reading with students, although only a small percentage were actively involved with the classroom reading programs.

**ACCOUNTABILITY**
Our goal was to ensure all teachers would develop effective practices in the explicit teaching of comprehension strategies, with a focus on individual student needs. This involved collaboration among staff, ongoing professional learning and a commitment to implementing best teaching practices.
We observed a marked improvement in staff collaboration and motivation to participate in professional learning opportunities during the year. The principal led an appraisal process based on goal setting, classroom observation and feedback, which assisted teachers in developing effective classroom practices. We also noted an increase in the number of teachers setting learning intentions applicable to the explicit teaching of comprehension strategies.

**DISCIPLESHIP**

Our goal was to develop a new Evangelisation Plan for 2016-2018.

The St Andrew's staff participated in several collaborative professional development sessions throughout the course of the year and, with the guidance of the leadership team, we achieved our goal of developing a new Evangelisation Plan for 2016-2018.

**2016 - PROPOSED**

After reviewing our 2015 data from a variety of sources, we concluded that while we had made notable improvements in students' reading comprehension levels, it was necessary to continue with this focus in 2016. While this would primarily be Literacy based, we believed that continuing with this would assist in improving students' comprehension levels across all learning areas. Our focus on the explicit teaching of comprehension strategies, once again, forms the basis for our 2016 Annual School Improvement Plan, and encompasses the Strategic Outcomes of *Learning, Engagement* and *Accountability*.

The St Andrew's staff strives to continue to develop our Catholic culture in conjunction with the Parish through opportunities for staff, parents and students to develop and express their faith. We identified a need to encourage increased student participation in the St Andrew's Parish and therefore this has become our 2016 focus for the Strategic Outcome of *Discipleship*.

Our 2016 **LEAD** Annual School Improvement Plan goals are as follows:

**LEARNING**

Our goal for 2016 is to improve students reading comprehension levels to a higher level than was achieved in 2015. As we did not reach our previous target of 75% of students achieving above Stanine 4 in the PAT-R Comprehension Test, this will be our success indicator once again. In order to achieve this, teachers are focusing on the explicit teaching of comprehension strategies across all curriculum areas. In addition, we have also commenced reading initiatives such as *Literacy Pro* and *Support a Reader*, which aim to increase students’ reading mileage, abilities and comprehension.

**ENGAGEMENT**

This year, we are aiming to increase the percentage of parents who are involved in the school’s home reading and/or class reading program, in comparison to 2015. We believe that active parent involvement has a positive effect on students’ reading progress and, in turn, reading comprehension levels. In 2016, we have introduced the *Support a Reader* Program, which involves parents tutoring individual students in reading at school. To become tutors, parents are required to attend training workshops led by the school’s
Literacy Coordinator. The workshops provide them with necessary skills to assist students in developing their reading skills, both in the Support a Reader program and at home. Parents are also invited to participate in the classroom Literacy block, working with students in a small group setting. We are confident that these new initiatives will contribute to increased parent participation in the reading program this year.

ACCOUNTABILITY
Our goal for 2016 is to ensure that all teachers develop highly effective practices in the explicit teaching of comprehension strategies, with a focus on the individual learning needs of students. Staff will participate in Professional Learning Community meetings, a Peer Appraisal Process and Shoulder to Shoulder learning with colleagues, in which effective teaching strategies will be investigated, observed and practised. This year, all teachers are required to specify learning intentions in relation to comprehension strategies at the start of each lesson.

DISCIPLESHP
Our goal is to increase the percentage of students who actively participate in the St Andrew’s Parish through a commitment to roles within the Parish. In order to achieve this, we will ensure adequate communication with parents regarding Parish involvement opportunities, such as the children’s choir, Altar Server training programs and specified roles within parish celebrations.
AGM Treasurers Overview 2015

- St Andrews sitting in a healthy financial position closing out the 2015 Calendar Year under budget with a surplus in cash reserves, this will enable the school to go into 2016 in a healthy position.
  
  ○ Note: Cash Reserves carried over into a new fiscal year are critical to ensure January salaries expenditure is meet and the school starts the new fiscal year with monies to meet budgeted expenditure

- 2016 budgeted operating revenue calculated at $4.71 with budget expenditure of $4.68

- Estimated Operating Profit for 2016 is a surplus of $30k after cash reserves and 2016 provisions for building improvements, deferred maintenance and capex expenditure

- Budgeted 2017 January opening surplus balance, set aside in a fixed term interest bearing deposit account, ensures St Andrews is in a position to deal with future unbudgeted expenditure.

- St Andrews Board’s financial 2016 strategy over and above meeting day to day school operations, curriculum requirement and student needs is to focus on funding ongoing capital maintenance of St Andrews.

- Supplemental loan approved by the school board to be drawn down for $100k to cover class partitions and year 2 toilet block renovations, surplus funds from build to be allocated back into preventative maintenance as seen fit by board during 2016.
- The School Board has approved a 3% increase in school fees and charges for the 2016 school year based on government funding levels and increases in the education sector CPI, salaries and consumables from 2015 to 2016. The percentage increases is less than the increases recommended by the Catholic Education Office and neighbouring schools.

- Special thank you to the St Andrews teaching staff who focussed on cost reduction throughout 2015 to fund class partitions expenditure.

- Thank you to the St Andrews finance committee of Sam, Warren, Muzzie and Jacqui for their efforts and time in bringing a tight 2015 Budget on track to date.

Regards

B.A.Callaghan

<table>
<thead>
<tr>
<th>Recurrent Income</th>
<th>4,521,313</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recurrent Expenditure</td>
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<tr>
<td>Recurrent Result</td>
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<tr>
<td>Capital Income</td>
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<tr>
<td>Capital Expenditure</td>
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<td>Income Result</td>
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<td>Expenditure Result</td>
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<td><strong>ESTIMATED RESULT FOR 2016</strong></td>
<td>Positive for surplus, Negative for deficit</td>
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<table>
<thead>
<tr>
<th>Estimated Opening Balance 1 January 2016</th>
<th>Tuition Amount ($)</th>
<th>Boarding Amount ($)</th>
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<tbody>
<tr>
<td>Operating Account</td>
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<td>CQFIDDF Account</td>
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<td>Account 1</td>
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<tr>
<td>Account 2</td>
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<tr>
<td>All Other Accounts</td>
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<td><strong>TOTAL</strong></td>
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<tr>
<th>Summary Position for 2016</th>
<th>Tuition Amount ($)</th>
<th>Boarding Amount ($)</th>
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<tbody>
<tr>
<td>Estimated Opening Balance 1 January 2016</td>
<td>628,986</td>
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<tr>
<td>Estimated result for 2016</td>
<td>33,591</td>
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<td>Cash reserves as at 31 December 2016</td>
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<td>January 2017 salaries (auto-calculated)</td>
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<td>Cash Reserves after January 2017 salaries:</td>
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<td>Cash reserves after January 2017 salaries that are set aside for the following provisions:</td>
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<tr>
<td>Building Account</td>
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<tr>
<td>Information Technology</td>
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<td>Deferred Maintenance</td>
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<td>Vehicle Replacement</td>
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<td>Special Initiatives</td>
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<tr>
<td><strong>Other</strong></td>
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</table>
AGM Principal’s Report 2015

It is with great pleasure that I present the 2015 Principal’s Report to the St Andrew’s School community. I feel that the level of involvement from our community has been increasing on a daily basis. Our community is very close knit and supportive. I have been impressed and very appreciative of the high level of support that both the P&F and Board members have shown towards all here at St. Andrew’s. There is a very genuine desire to work collaboratively to help make this a better school for all children, staff and community members.

Parish relations have continued to be very positive during the past 12 months and Fr Robert and now Fr Israel have done an amazing job of working with us, in partnership, to make our community a better place to be. This year, we continue to work closely with the Parish and other catholic schools within the Parish to develop a truly Parish Based, Sacramental Program. The continuing close relationship, and having the parish office located in the school hall until the new Parish offices can be built, is another example of this ongoing relationship.

The Catholic Education Western Australia (CEWA) after much consultation and discussion has developed a new Funding Allocation Model. A copy of this new model is provide as a part of this report; has an explanation of the model; the reasons for the development and why changes were necessary. Most schools will not be impacted next year but in 2017 a significant impact could directly affect St. Andrew’s. We will have to wait and prepare.

There have been a number of significant achievements this year in terms of improving the facilities at St Andrew’s. After a disruptive building programme, we now have magnificent new, Year One Classrooms. This has taken some time in planning and decision making, but it has been well worth it. I would like to thank the staff for their patience and the School Board for their support with this project. With a special mention to Mr Smith for all of his dedication and hard work in this building program. Our next goal is to improve the internal structure of the classroom to enhance the teaching and learning space for the children. This will be completed in the January school holidays. Also the Year 2 toilet block will be upgraded at this time.
During the year other major projects to be completed were:

- on-going maintenance of the school
- Year One court yard area refurbishment
- Kiss n Ride and Year One verge beautification
- Upgrade of reticulation
- Shade sail improvements
- Upgrading of classroom resources
- Upgrading and rejuvenation of Kindergarten and Pre-Primary selected tables and chairs
- New plants in selected areas
- Trimming trees and safety pruning
- Purchase of 16 new iPad’s and 32 new computers for the classrooms
- Upgrade of the computer router and band width of the school,
- New computer cabinets and housing
- Moving and repairing internal fences
- Replacement of the perimeter security fence-on the school’s northern boundary
- Upgrade of air-conditioning.

Counting: Masses, The Year 6 Camp, Open Afternoon, Interview Days, Music Soiree, excursions, incursion, Mother’s Day High Tea, Father’s Day Breakfast, Performing Arts, School Band, Chess Club, School Choir, IN school music program, NAIDOC week celebrations, Sporting events both intra and inter school, carnivals, significant fund raisers for Catholic charities – St. Vincent de Paul, Caritas, Life Link, Project Compassion, Missions and Father Robert’s missionary work in the Philippines, we are a community that offers a lot. I especially want to mention one event, which was the open night, which brought our community together, unfortunately all at one time in our school library for the book fair. The excitement and want of love of reading held by all students of our school was noticed.

The P&F have once again outdid themselves by contributing towards the rejuvenation of the playground. The children have absolutely loved it and it is great watching them being so engaged. Again, I’m in awe of what I consider to be one of the best P&F in Perth. A special thank you is extended to the Executive of the P&F, being Sally, Gwen, Jen and Robert.
The educational focus for next year will continue to be the Australian Curriculum, Early Intervention Strategies, ELYF Co-operative Learning, 21st Century Fluencies (inquiry based learning) and the integration of technology into the classroom. I am very confident that the staff are delivering the best practice to your children. Our latest results in the Bishops Religious Assessments, with a specific focus this year has resulted from a 2014 average of 49% to a 2015 average score of 71%. An amazing collaborative effort.

The staff and I have embarked on ensuring that our policies, strategic plan, school improvement plan, quality catholic school exemplars continue to be updated and reviewed. A copy of our strategic plan has been given to the Board and Staff with P&F receiving their copy at the first meeting next year, for comment.

One of our goals for this year and the future has been the increase in parent’s information and professional development through the school. We have embarked on a ‘support-a-reader’ parent professional development program. This program is designed to assist parents in their work with reading to their child…and as a consequence as a volunteer on the parent reading roster within the Junior Primary area. Next year we will once again offer this course to parents and it will be an on-going parent workshop in the foreseeable future.

Next year we hope to offer parent workshops in the IT Area. These will be run on an informal basis in the school’s computer lab and demonstrating some of the exiting innovations of IT with the students. Mrs Anne Phillips or a designated classroom teacher, will be running these session but actual topics have not yet been set. (Probably I pads – setting of folders for personal use and the use of aps at school.)

This year we trialled a BYOD in Year 5 and we will continue the development of this philoipsy for IT with a designated program and timeline. Initiatives will include formalising the school policy, a separate BYOD policy, signed letters of agreement, parent information sessions, and parent IT workshops. It is envisioned that the BYOD will take effect during next year, once all of the implication issues are dealt with and will be a year 5 / 6 program. (BYOD is NOT a compulsory program for students at St. Andrew’s.

I would like to thank the Board members for their support this year. To Fr Robert, Vicki, Kate, Bede, Michelle, Jo, Trish, Nikki, Gwen and Nancy. I also extend my gratitude to any P&F members who are finishing their terms this year as well as those who have elected to stay on for next year. We have worked very hard to keep the fee increases at our school to a minimum. 3%. While it is still an increase, it certainly will mean that we can continue to rise fess moderately and without major increases in one go. I must make special mention of Mrs Vick Reid. Vicki retires from the Board after years of service as Chairperson, P & F Secretary and many other roles that she has contributed to within the school community. It is with the dedication of wonderful people, like Vicki, that demonstrates by the example of spirit of giving, service and love of the school that our school continues to grow and thrive. Thank you so much, Vicki.

Fintan has taken on the specific role of ‘Minister of Propaganda’ and our school continues to impress in the local community, with over 8 pieces in the community newspaper, including a front cover spread.
Our enrolments have increased from my start this year of 431 students to an anticipated 454 students for the start of next year. Our community still is very transient but the positive is that any child who has left the school and I have been able to exit interview the parents, has been from a move away from the local area to either interstate or southern suburbs.

I would now like to acknowledge the fantastic staff members at St Andrew’s. They are all so dedicated and talented and I constantly receive positive feedback from the parents – which is a rare thing in our modern society. They are all a joy to work with and I have certainly appreciated their support this year. To all of you, I say thank you for all of your hard work and dedication. It is not underestimating their contribution, as without this collegiality and generosity of spirit, much less would be achieved at our school.

I need to acknowledge the following staff members who continue to be lifelong learners and upgrade their qualifications, at their own expense, for the betterment of themselves, the school as a whole and for the children. They include Mrs Jacqui Durtanoivich who achieved a Frontline Diploma of Business Management Both Fintan and I have been awarded a Certificate of Masters of Instructional Leadership and Mrs Susanna LoFaro who has upgraded her ECE qualifications.

Whilst the whole staff has been outstanding this year, I would like to make special mention of the Administration and Leadership teams. Lesley, Muzzie, Jacqui Warren, Fintan and Karen. They have done a huge amount of work behind the scenes to make sure that this school runs as well as it does. I thank them also for their counsel and openness to implementing strategies to make St Andrew’s the best place that it possibly can be.

In conclusion, I would to personally thank all of the members of our school community who contribute in so many different ways. I wish you all a safe and Merry Christmas and a prosperous New Year for 2016.

Yours sincerely

Sam Fontaine

Principal
Board Chair Report 2015

How quickly the end of 2015 has come! I wish to commence by thanking everyone for their contributions to enrich our school community in so many different ways. Special thanks to the members of the P&F and the parents and staff that support their initiatives, you are the foundation of our strengthening community spirit.

As Chair of the School Board I have had the privilege of meeting with a motivated and passionate group of people regularly throughout the year. Welcome to our new Principal Mr. Sam Fontaine, it is never easy being the new guy; we hope your first year at St. Andrews has been enjoyable with many more happy years ahead. To all that served on the Board this year, thank you. Juggling family, work and voluntary commitments is challenging. I appreciate everything you have given Special thanks to Kate our Secretary, Bede our treasurer - the extra time it takes to fulfil these roles was most appreciated. To our Principal and Assistant Principals, your contribution to the Board has not gone unnoticed. Your experience, dedication and vision have been invaluable, thank you Sam, Fintan and Warren. A special thanks to Gwen Carroll our P&F representative on the Board- you attend both group meetings and assist with P&F events. As Kate and I can both attest, this is not an easy job and we thank you.

It has been a year of change, and change can be challenging but we have continued to move forward in 2015 with consistency and positivity. Sam will discuss all our wonderful highlights of our school community but sadly we say good bye some of our St. Andrew’s family.

First and foremost I must acknowledge the wonderful service and dedication of Mrs. Bridget Jones, Our Teacher - Librarian for her years of dedicated service to the St. Andrew’s School community. Bridget was one of the foundation staff members of the school and has held a number of roles including a senior position as Assistant Principal. We will miss her joviality, professionalism and friendship and wish her well in her retirement.

To Mr. Tony Brock. Tony has been the school handyman. He has built things, repaired things decorated areas, painted, brick paved and every conceivable job required to make St. Andrew’s a safe place for the children and staff. I thank Tony for all of his dedication and support to the whole St. Andrew’s School Community. We wish him well in his retirement.

We say farewell Sharon Sebastian and Andrea Donofrio both of our Year 4 Leave replacement teachers. We thank them for all that they have done for the students in Year 4 and wish them well in their future careers.

Goodbye also to Julie Johnson, teacher assistant who had been with us for the past 5 years, we wish her well in her new endeavors.

We welcome Mrs. Lisa Walsh, who will be our New Year 2 Teacher. Lisa has taught for over 20 years at schools in the country, including St. Bernard’s in Kojonup. We welcome Lisa to the school community and wish her an exciting start at St Andrew’s.

We welcome Mrs. Sara Hamilton, who will be our Special Needs Teacher Assistant. She has worked at St. Anthony’s Brighton Catholic, Prendiville and Padbury Catholic schools as a Special Needs Teacher Assistant.

We acknowledge Mrs Nikki Jaschinsky the Playgroup Leader for the whole year. (A new initiative at St, Andrew’s from 2016)
We welcome Mrs. Danielle Baldock as the Year 2 Teaching Assistant. Danielle has worked at St. Gerard's and St. Dominic's Catholic Schools. Mrs. Iwona as the Year 3 Teaching Assistant. Iwona is the current Assistant in our Pre-Primary.
We wish them all a warm welcome as they join the school community of St. Andrew's.

Thank you to all our dedicated staff, your contributions are very much appreciated and we look forward to another successful year in 2016. I would like to make special mention of the Administration and Leadership teams. Lesley, Muzzie, Jacqui, Warren and Fintan. They have done a huge amount of work behind the scenes to make sure that this school runs as well as it does.

My family has been part of the St Andrews Community since 2006 and appreciates the sense of family it has provided particularly with ours so far away. From my first experiences as a somewhat unsure new parent in Pre-primary with Mrs Jones, Mrs Lo Faro and Mrs Colyer through to feeling a veteran in Year Five with the ever energetic Mr Redding I say a most sincere thank you to everyone for all the joyful memories in between. My children have been so lucky to have you all in their lives. We only have one year remaining and look forward to the adventures ahead but look back with such fondness.
Thank you.