

2024

ANNUAL SCHOOL REPORT



St Joseph's Catholic Primary School

20 Wrigley Street, GILGANDRA 2827

Principal: Mr Geoff Gibbons

Web: <http://www.stjosephsgilgandra.nsw.edu.au>

About this report

St Joseph's Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Education Diocese of Bathurst (CEDB). CEDB as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education.

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CEDB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the faith formation, learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented in the School Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the [My School website](#).

Message from key groups in our community

Principal's Message

It gives me great pleasure to write this annual report for 2024. Again, this year has been memorable for a variety of reasons. At the beginning of the year we welcomed our fabulous Kindergarten class and participated almost immediately in our school swimming carnival. We officially welcomed our new Kindergarten students with a beautiful welcome liturgy. Soon after we welcomed our families and shared a performance and open classrooms for Grandparents Day. The year has continued at a frantic pace ever since.

Thank you to the sensational staff of St Joseph's. It is so important that all our staff believe in every student, that they believe every student has the right to be the best they can. This takes a tremendous amount of hard work, but I do believe that the outstanding group of educators we are lucky to have at St Joseph's certainly aspire to give every child a complete education. So, thank you to all of the staff for your hard work, your professionalism, your enthusiasm, your compassion and most importantly, your love and care of the children each and every day.

To our parents, families and friends, we thank you so much for all of your support. It is vital that the school works in partnership with the home because you are the children's first educator. Thank you to all of our parents and grandparents who have volunteered their time and effort throughout the year. Your support with the school canteen, fundraisers, attending school Masses, Liturgies and special events is not only appreciated by the school, but more importantly, by your children.

A special thank you to our hard-working P&F Association. It has been a pleasure to work with you again this year. Your efforts have seen some very successful events. The Debutante Ball, Mother's Day and Father's Day stalls and the school fete take a lot of time and effort. Thank you for your dedicated hard work. As a result of your efforts more than \$17,000.00 was donated back to the school to support our students, which is an amazing effort! Thank you.

At the wonderful concert this year there was a beautiful song in our slide show that certainly touched the hearts of many, it said, "let them be little, because they're only that way for a while, give them hope, give them praise, give them love every day". This is certainly the responsibility of both home and school.

Again, what an amazing year 2024 has been.

Parent Body Message

As I reflect on my maiden voyage as P&F President, I am grateful for the collective commitment of staff, parents and volunteers - each contributing in different ways to make St Joseph's a truly special place. Two of those volunteers are Grant Zell and Chris Riley, who we farewell this year. Grant and Chris have both given their time and expertise over many years, and in particular have helped transition the new committee into 2024.

The P&F's purpose is to build a strong school community, and to raise additional funds to support our school and students. In 2024, we hosted many fundraising events including Mother's and Father's Day Stalls, Picture Plates, Raffles, Fete and the Debutante Ball. We thank Morgan Adams, Bianca Williams, Simone Beaton, Sarah Adams, Tracey Riley, Danielle Altmann, Claire Harvey, Prue Starr and all the many wonderful parents who help to make these events possible!

This year, the P&F have helped the school with purchases such as a new interactive monitor for the classroom, shelving and tubs for the new P&F shed, donations towards HOH Ear Bus, Life Education Van entry for students, eisteddfod buses, Melanoma March, Joey's Yearbook, staff jumpers, and have made contributions to families via school sports subsidies. We thank the Collie Hotel, who generously donated meat raffle takings towards the school.

The canteen and the clothing pool continue to be run by our wonderful volunteers. A special thanks to those parents who selflessly give up their time, dedication, enthusiasm and support. Without you these things don't happen.

Thank you to Mr Gibbons and the staff at Joey's for your continued guidance and partnership, and to the P&F committee who have supported me this year. It takes a community to create an environment where our children can thrive - and I am proud to be part of this team.

Jodie Peart

Student Body Message

The following quotes were taken from some of the 2024 Year 6 Student Profiles which were delivered at their Graduation Mass:

- Joey's is a good school because of the fun activities that are organised and we have great teachers
- The fun activities the teachers organise for us and having the world's best playground are what makes Joeys such a great school

- Joey's is a great school because we treat each other with respect and kindness, there are lots of sporting opportunities and we have the world's best playground
- Joey's is a good school because everyone feels included and we have great teachers
- Joey's is a great school because of the fun events and activities organised like the school fete and the fun excursions
- Joey's is a great school because everyone cares about each other and you are given lots of different opportunities to participate in things
- Joey's is a good school because the teachers organise fun activities and great fundraising events and I have made some great friends during her time here
- The teachers, students and the numerous opportunities given to each and every child are what makes Joey's a fantastic school
- Joey's is a great school because the teachers are kind and caring and they offer you support, there are so many opportunities, and the excursions are always fun
- Joey's is a great school because everyone is kind and caring and I have made some lifelong friends here, and the teachers give you lots of opportunities - not only in the classroom but also lots of sporting opportunities
- Joey's is a great school because we have a happy community, everyone knows each other, and Joey's provides students with wonderful memories
- Joey's is a great school because the teachers help and care for their students to ensure everyone gets a good education and Joeys is filled with lots of kind and caring students who welcome others into the school
- Joeys is a great school because of the wonderful people who treat each other with respect and we are just like a big family
- St Joey's is a great school because the teachers always make learning fun, they organise fantastic excursions and we have students who are nice and caring towards each other
- The kind and compassionate students and teachers who make my day brighter by saying 'good morning' or asking how I am is what makes Joey's a great school.

School Features

St Joseph's Primary School is a Catholic systemic co-education school located in Gilgandra.

Staff members at St Joseph's are continually looking at ways of improving the teaching of all key learning areas to ensure a rewarding education for all students. Every child is a unique individual and the school endeavours to ensure each child is given the opportunity to develop in all aspects of life with Christ as the guiding light.

All Year 6 students are considered leaders of the school and each receive a badge and duty statement at the beginning of the year. The school is very proud of all the Year 6 students and how they lead by example. The students of St Joseph's School have a wonderful reputation for being polite and friendly.

Major excursions are arranged for various classes including the Years 5/6 Sydney and Canberra/Snowy Excursions, Year 4 Lake Burrendong Excursion, the Year 3 Taronga Western Plains Zoo Excursion and various smaller infants excursions. These excursions are not only an integral part of the syllabus but they provide additional stimuli for writing and speaking. Students attend a school performance once a term and all students from Years 1 to 6 participate in verse speaking choirs at the annual City of Dubbo Eisteddfod.

The school is most fortunate to have a very supportive and hard working parent organisation in the St Joseph's Parents and Friends Association. The P & F raises a considerable amount of money each year for the school through its annual debutante ball, fete and mother's and father's day stalls.

'FOR THE GLORY OF GOD WE GIVE OF OUR BEST'

Student Profile

Student Enrolment

The School caters for students in Years K-6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2024:

Girls	Boys	LBOTE*	Total Students
82	79	8	161

* Language Background Other than English

Enrolment Policy

Catholic Education Diocese of Bathurst has an Enrolment Policy for Systemic Catholic Schools in the diocese. The policy has been developed in the context of government and system and parish requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment. Total fees are made up of a Single School Fee (which incorporates local costs), the Capital Works Levy and Subject Specific Costs. A pastoral approach is adopted for parents experiencing genuine difficulty with the payment of fees. Information about enrolling may be accessed through the [Diocesan website](#) under the About Us drop down menu - see Policies tab or by contacting your local Catholic School.

Student Attendance Rates

The average student attendance rate for the School in 2024 was 89.58%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
90.37	90.13	92.96	91.12	87.14	87.41	87.94

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of

students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the Executive Director of Schools and designated CEDB Safeguarding Officer are provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2024:

Total number of staff	28
Number of full time teaching staff	7
Number of part time teaching staff	8
Number of non-teaching staff	13

Total number of teaching staff by NESA category

Teachers at this School are accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead Teacher are voluntary. The number of teachers within the Diocesan Schools System at these levels is as follows:

- 39 Conditional teachers
- 28 Provisional teachers
- 920 Proficient teachers
- 1 Highly Accomplished and Lead (HALT) Teacher
- 1 Lead Teacher
- 8 HALT Candidates

Additionally, there are 14 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Catholic Identity and Mission

Catholic Schools have a unique role in the evangelising and educating mission of the Church. Catholic Schools encourage and support parents in their responsibility for the faith formation of their children. This formation is supported by prayer and opportunities to participate in the life, mission and liturgy of the broader Catholic community.

The School follows the Diocesan Religious Education Curriculum and uses the student resources *To Know, Worship and Love*, and *Understanding Faith*, as authorised by the Bishop of Bathurst.

Students in Years 6 and 8 in Catholic schools in the Bathurst Diocese undertake the Diocesan Religious Education Test annually. The test consists of multiple-choice questions with the results analysed by CEDB to inform diocesan teaching and learning in Religious Education.

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St Joseph's School offers a caring and loving environment in which Christ is the centre of all we do. We strive to educate the whole child in an atmosphere that values excellence in all areas of endeavour in a climate of love and acceptance.

A wonderful initiative at our school is the Buddy System. At the beginning of each year, a Year 6 student is assigned a Kindergarten buddy. The responsibility of the Year 6 student is to assist their Kinder buddy to settle into 'big school'. They have morning tea and lunch together, go to the tuck shop, help them to the toilet and bubblers and just show them how things 'work' at St Joey's. It is fantastic for both the Kinder and the Year 6 student. During first term the Year 6 students interview their buddy about various likes and even some dislikes. Then at the Kinder Welcome Liturgy we all hear about the newest members of the Joey's family and we officially welcome our Kinder class. The Year 6 student also makes a special badge for their buddy as a memento of this day.

The Junior Joeys is a voluntary organisation that is offered to Years 5 and 6 students at St Joseph's School. The aim of the organisation is to follow the example of Mary MacKillop – St Mary of the Cross, in word and deed. The Junior Joeys meet monthly at school and organise

ways to become involved in our local community. One way of doing this is by visiting the residents of the Cooee Lodge Retirement Village on a regular basis.

Curriculum, Learning and Teaching

The School provides an educational program based on, and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for primary education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The school provides an educational program based on, and taught in accordance with, the NESA syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Geography, History, Creative Arts, and Personal Development, Health and Physical Education. In addition, the school implements the curriculum requirements of the Catholic Education Diocese Of Bathurst. School effectiveness is monitored by the Quality Catholic Education self review process and through regular school reviews conducted by CEDB personnel. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The support teacher at St Joseph's works with the teachers in providing additional needs education and gifted/talented areas. This involves assisting in the identification of additional needs children through teacher conferencing and/or testing, sourcing appropriate programs for identified additional needs, and gifted and talented children, and the monitoring of these children and programs to ensure achievement. It also involves setting a timetable for the school assistants to work with these targeted children. The support teacher has regular conferences with classroom teachers and school assistants to discuss those children on current programs and those children with whom they may have concerns. Meetings with the principal are also held on a regular basis, whereby the principal is kept informed of all that is happening in the Support area. The support teacher contacts, refers and liaises with visiting professionals, ie, psychologist, speech pathologist, occupational therapist, Diocesan Special Education Consultants etc and provides feedback to the relevant teachers. As whole school testing is completed in March and November, results of the tests are evaluated by the support teacher and in consultation with the classroom teacher and principal, recommendations are made.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- **Exceeding:** The student's result exceeds expectations at the time of testing.
- **Strong:** The student's result meets challenging but reasonable expectations at the time of testing.
- **Developing:** The student's result indicates that they are working towards expectations at the time of testing.
- **Needs additional support:** The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Joseph's Catholic Primary School for 2024 is reported in the table below.

NAPLAN RESULTS 2024		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	61%	54%
	Reading	83%	66%
	Writing	95%	77%
	Spelling	83%	61%
	Numeracy	65%	64%

NAPLAN RESULTS 2024		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	69%	65%
	Reading	69%	71%
	Writing	88%	67%
	Spelling	81%	68%
	Numeracy	63%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's Pastoral Care and Student Wellbeing policies, guidelines and procedures are underpinned by the guiding principles from The Australian Student Wellbeing Framework (ASWF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a pre-requisite for effective learning in all Catholic school settings.

Catholic Education Diocese of Bathurst Pastoral Care and Wellbeing Framework provides a vision and guiding principles that assist school communities to develop positive school cultures that promote student wellbeing and develop respectful relationships. It assists schools to identify priority areas and measure progress in the development of safe school communities. The diocesan Pastoral Care and Wellbeing Framework assists schools in:

- planning, implementing and maintaining a safe, supportive and protective learning community that promotes student safety, pastoral care and wellbeing
- creating teaching and learning communities where all members of the School community are safe from harassment, aggression, violence and bullying
- responding to new and emerging pastoral care and student wellbeing challenges.

The Diocese of Bathurst Pastoral Care and Wellbeing Framework was revised in 2024 and is now titled Student Wellbeing Framework. The Framework can be accessed at [Student Wellbeing Framework](#).

The full text of the School's Pastoral Care and Wellbeing Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Behaviour Management and Student Discipline Policy

The School's Behaviour Management and Student Discipline policies and procedures are aligned to the diocesan Student Wellbeing Framework. The School's policy operates within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning for all students. It supports the development of positive social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of each person is

promoted at all times along with positive student behaviours while ensuring respect for the rights of all students and staff.

The full text of the School's Behaviour Management and Discipline policies and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Anti-Bullying Policy

The School's Anti-Bullying Policy and procedures are based on and informed by Catholic Education Diocese of Bathurst policies for Diocesan Schools and are aligned to the Student Wellbeing Framework. All students, their families and employees within Catholic education have a right to a learning and work environment free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying.

The full text of the School's Anti-Bullying Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Complaints Handling Policy

Catholic Education Diocese of Bathurst has a Complaints Management Policy which is implemented across the diocese. The policy recognises that at times misunderstandings, differences of opinion, and complaints and grievances will occur, and that these need to be resolved. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world.

The Policy and procedures reflect the legislative responsibilities and demonstrate our diocesan commitment to protect the safety and wellbeing of students while supporting our employees and volunteers working with children and young people in our educational context.

The full text of the Complaints Management Policy may be accessed on the school website or by contacting Catholic Education Diocese of Bathurst.

The full text of the Complaints Management Policy may be accessed on the school website also.

In addition to this policy, there are also policies and procedures related to Child Protection, Code of Conduct and Whistle Blowers. All of these are available through the CEDB website and the school website.

Community Satisfaction

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year 2024, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers.

Additionally CEDB undertakes extensive surveying of all stakeholder groups through annual School Improvement Surveys. This data is used to further inform school improvement.

Both Data and Comments from these School Improvement Surveys are summarised here.

Parent satisfaction

During 2024 parents completed a School Improvement Survey regarding three key elements of the school. These elements were:

- Faith
- Learning
- Stewardship

The vast majority of parents indicated that they were pleased with the standard of education at St Joseph's School. Below is a sample of comments received:

- The school has a lovely environment and everyone is very welcoming. Students are made to feel welcome and to always give of their best
- The teachers go above and beyond to support our children socially, emotionally and academically. They support parents in helping their children
- The teachers work extremely hard. School spirit is very strong.
A nurturing environment for new Kindergarten students - thank-you!
- We love the supportive environment and the caring nature of the school. It is a wonderful learning environment and provides a positive experience for Kinder kids who love to attend due to the buddies and the amazing teachers.

Student satisfaction

During 2024 students completed a School Improvement Survey regarding three key elements of the school. The vast majority of students indicated that they were pleased with the standard of education at St Joseph's School. Below is a sample of comments received:

- The school does well with religious, the care of the pupils and helping students who struggle to learn and the teachers make the children feel safe.

- Our school has a lot of sporting opportunities and provide a good education
- The school gives everyone opportunities and everyone is nice and caring and kind
- If you don't understand, the teacher explains it and everyone is really nice to each other.
- The school provides religious education and enables the Catholic children to further their faith journey with the sacraments.
- The school does really well for us and our community with fundraisers, services, church Masses and classroom liturgies.
- We have great teachers, classrooms and learning and we do lots of activities eg. excursions and engaging with the community. Good canteen and good teachers - tidy playground
- Our school is great because we have fun excursions and we have nice teachers.

Teacher satisfaction

During 2024 staff completed a School Improvement Survey regarding three key elements of the school. The vast majority of staff members indicated that they were pleased with the standard of education at St Joseph's School. Below is a sample of comments received:

- The children are engaged in learning in all classes. Great results. Happy children.
- St Joey's is a wonderful place to come to work each day. The school is a special place with parents, friends and visitors all feeling welcomed. The children are courteous and happy and the staff create a supportive learning environment.
- Our school community and culture are very positive and student focussed. I would happily send my children to Joeys because I know they will receive a good education in a safe, supportive and inclusive environment.

Financial Statement

School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2024 year is detailed here:

Recurrent and Capital Income 2024	
Commonwealth Recurrent Grants ¹	\$2,550,523
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$660,911
Fees and Private Income ⁴	\$387,041
Interest Subsidy Grants	\$0
Other Capital Income ⁵	\$64,054
Total Income	\$3,662,529

Recurrent and Capital Expenditure 2024	
Capital Expenditure ⁶	\$168,552
Salaries and Related Expenses ⁷	\$2,577,133
Non-Salary Expenses ⁸	\$1,043,849
Total Expenditure	\$3,789,534

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2024 REPORT