



St Thomas' Annual Report  
2016

Principal: Justin Tuohy

St Thomas' Primary School  
Annual Report  
2016

The Annual Report provides the school community with fair, reliable and objective information about school performance measures and policies, as determined by the Minister for Education.

The Report also outlines information about initiatives and developments of major interest and importance to the school community during the year and the achievements arising from the implementations of the School's Annual Improvement Plan.

The Report demonstrates accountability to regulatory bodies, the school community and the Catholic Education Office of Western Australia.

Further information about the school or this report may be obtained by contacting the school.

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## PART ONE: Publication of Information Relating to School

### SCHOOL PROFILE

St Thomas' School, Claremont, is a Catholic Primary School, established in 1909 by the Presentation Sisters. Today St Thomas' is a vibrant, single-stream, co-educational school catering for the families of St Thomas' parish and surrounding areas for students from Kindergarten to Year Six.

The school is part of a strong and nurturing community and has an excellent reputation for providing a welcoming, involved and academically diverse environment for its students.

The 'whole child' is nurtured, not only through a Religious Education and strong academic program, but also through extracurricular programs. Specialist teachers in Art, Health, Physical Education, ICT and Music, support the rich education available.

St Thomas' implements the RAISe (Raising Achievement in Schools) initiative, focusing on improving outcomes in literacy and numeracy for all children. This includes an extension program. Reading Recovery and Extending Mathematical Understanding intervention are used for students requiring support.

As expressed in our motto 'Together in Christ', the school thrives on a whole-school approach and commitment to collaborative processes, enjoying the excellent good-will and support of the Parish Priest, School Board and Parents and Friends Association.

We welcome students and their families from a variety of cultures into our school community. The community takes great pride in the heritage, tradition and history of the school and is very proud of the students who have graduated from the school in years gone by.

There is a rich support program at the school, which assists teachers to cater for all children. The school has access to the Non-Government School Psychologist services.

There is a school choir and instrumental tuition is also available to complement the children's learning.

Our Early Childhood Centre provides opportunities for children to participate in the Three Year Old Kindergarten, Kindergarten and Pre- Primary. Students then progress to more formal learning in Years 1– 6.

The school acknowledges the involvement of parents as the prime educators of their children and acknowledges them for their assistance in classrooms, social events, attendance at parent meetings and participation on the Parents and Friends Association. Parents are provided with information about their children's learning through information meetings, parent/teacher interviews, learning journeys and portfolios. Teachers also make themselves available to meet with parents on request.

Parents are issued with written reports twice a year. They receive information through a fortnightly newsletter that provides information on a range of issues relevant to the

school's curriculum, organisation, special events, student achievements and other matters.

## TEACHING STANDARDS AND QUALIFICATIONS

We have a very dedicated team at St Thomas' with the children's development being the focus at all times. All our staff members are professional, committed and caring in their duties and therefore our children have a real love of life and learning. The one essential criterion for a staff member is to care and to foster a love of learning and of life.

### Teaching Staff Qualifications

There is a total of 17 teachers at St Thomas' School who work in either a full-time or part-time capacity.

Master Degrees: 2  
Bachelor Degrees: 10  
Diplomas: 5

### Workforce Composition

8 Teaching Staff (full-time) 9 Teaching Staff (part-time)  
1 Teacher Assistants (full-time) 6 Teacher Assistants (part-time)  
Library Assistant (0.2)  
Office Administration (0.8)  
Bursar (0.6)  
Presently the school does not have any indigenous staff employed.

### Gender Information:

3 Male Staff  
24 Female Staff

## STUDENT ATTENDANCE FOR 2016

The average student attendance rate for the school during 2016 was 94.57

Year Level	Attendance Rate 2016
Pre-Primary	90.8%
Year One	94.12%
Year Two	96.52%
Year Three	95.42%
Year Four	93.91%
Year Five	95.27%
Year Six	95.98%

Several students have longer periods of absence from time to time due to overseas travel. Most grades experienced increased absenteeism during winter terms due to winter illnesses. All parents are requested to provide written notes for non-attendance. Parents are contacted for children who are regularly absent. Other action is taken as appropriate regarding non-attendance.

## NATIONAL ASSESSMENT RESULTS FOR LITERACY AND NUMERACY (NAPLAN)

The school's results in both Literacy and Numeracy are extremely pleasing. The success of our programs was evidenced by our NAPLAN results for children in Years 3 & 5. All our children are above the National Minimum Standard benchmark in Reading, Spelling, Grammar & Punctuation, Writing and Numeracy. The school mean is above the National mean in every area and in some cases well above. The school's commendable NAPLAN results are a consequence of the dedication of staff and the regular communication between teachers and parents, as well as the weekly professional development that takes place at St Thomas' Primary.

### NAPLAN Results Summary 2016

<b>Year 3</b>	
<b>Spelling</b>	<b>School Mean: 453</b> All Australian School Mean: 420
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Grammar &amp; Punctuation</b>	<b>School Mean: 464</b> All Australian School Mean: 436
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Persuasive Writing</b>	<b>School Mean: 463</b> All Australian School Mean: 420
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Reading</b>	<b>School Mean: 459</b> All Australian School Mean: 426
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Numeracy</b>	<b>School Mean: 416</b> All Australian School Mean: 402
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>

<b>Year 5</b>	
<b>Spelling</b>	<b>School Mean: 507</b> All Australian School Mean: 492
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Grammar &amp; Punctuation</b>	<b>School Mean: 531</b> All Australian School Mean: 505
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Persuasive Writing</b>	<b>School Mean: 494</b> All Australian School Mean: 475
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Reading</b>	<b>School Mean: 551</b> All Australian School Mean: 502
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>
<b>Numeracy</b>	<b>School Mean: 540</b> All Australian School Mean: 493
<b>100%</b>	<i>% students at or above the National Minimum Standard</i>

### **PARENT, STUDENT AND TEACHER SATISFACTION**

The community atmosphere at St Thomas' School is obvious and this is one of the strengths of the school. The support provided by parents for all events is outstanding. Satisfaction with St Thomas' School is apparent by the strong attendance demonstrated at all community events.

Students treat the environment respectfully and a high standard of respect for everyone exists in classrooms and in the playground. The staff is collectively very professional and supports the school in all endeavours.

Our School Climate Surveys indicate that parents, students and staff are very satisfied with what is offered at St Thomas'. The data was very positive with most indicators of school climate being above to well above the system average.

Strengths, as indicated by the data, are as follows:

Student Behaviour

Staff Team Work

Staff Professional Growth  
 Teacher Confidence  
 Student Connectedness to School  
 Student Connectedness to Peers  
 Teacher Empathy  
 School Improvement  
 Homework  
 Teacher Morale  
 Parent Input

### POST SCHOOL DESTINATIONS

Secondary Schools/College	Number of Students
Iona Presentation College	3
John XXIII College	13
Christchurch Grammar College	2
Methodist Ladies College	3
Sacred Heart	1
Mercedes College	1
Interstate/Overseas	1

### SCHOOL IMPROVEMENT

System Strategic Outcomes	2016 Goals	Success Measure
Learning	By the end of 2016 90% of St Thomas' students will be in the top 4 bands of NAPLAN in Spelling.	As of the end of 2016, we achieved this goal. 93.6% of our Year 3 students achieved a spelling result that placed them within the top four NAPLAN bands. 96.3% of our Year 5 students achieved a spelling result that placed them within the top four NAPLAN bands.
Learning	By the end of 2016 90% of St Thomas' students will be achieving at least 10 months' growth within the school year based on South Australian Standardized test.  77% Year 2 62% Year 3 62% Year 4 77% Year 5 79% Year 6	In 2016 using the South Australian Standardised test, 71% of our students achieved at least 10 months of growth. This data forms part of our spelling PLC meeting discussions for 2017.
Learning	By the end of Term Two 2016 all staff will have	All classroom teachers have timetabled literacy blocks and are

	<p>embedded Dedicated Literacy and Numeracy blocks into their classroom timetable.</p>	<p>working towards implementing the structure as stated in the Literacy Policy. The Numeracy Policy has been finalised on the 13<sup>th</sup> of December 2016 and all teachers will be implementing this policy as of Term 1 2017.</p>
Engagement	<p>By the end of Term Two 2016 guidelines will have been established in relation to blogs and learning overviews.</p> <p>By the end of 2016 parent involvement at St Thomas' will have increased by 50 %.</p>	<p>Goal was achieved. Staff agreed to send 3 blog posts home per term and the Learning Overview was adapted and sent out on a 5-weekly cycle. These guidelines will continue to evolve as we consider the results of our 2016 Teacher-Parent Communication Survey.</p> <p>Achieved. Parent rosters have been filled above 80% and a range of parents have participated in class activities by offering their expertise throughout the year (i.e. refugee talk, writing competitions, cooking, etc.).</p>
Accountability	<p>By the end of Term 1, 2016 all Early Years staff will review and amend the Philosophy and Charter, and review QIP and amend according to CEWA suggestions.</p> <p>By Week 2, Term 2 evaluate 2015 QIP goal of: <i>A collection of data to inform explicit teaching and respond to children's interests.</i> Imbed data collection practice throughout 2016.</p> <p>By the end of Term 2 nominate next area for improvement and implement across all Early Years classrooms.</p>	<p>Goals were achieved At the beginning of the 2016 school year all Early Years staff including new members reviewed and amended the Charter and QIP according to the CEWA suggestions. All Early Years staff agreed to the Philosophy and this remained unchanged. During our fortnightly cluster meetings staff continued to discuss the collection of data by responding to the children's interests. Throughout the 2016 school year the Early Years team agreed that our next goal would be to develop the Early Years playground. Together we brainstormed, researched, met with consultants from different companies and came up with a final design. The board approved the playground. Playground commenced 13/12/2016.</p>

		Another minor goal was to improve our hygiene practices regarding spreading of germs. Posters were displayed in appropriate areas around the school to indicate correct hand washing, tissue disposal and coughing practices.
Discipleship	<p>By the end of the year, St Thomas' staff, students and school community will be familiar with the term Christian service.</p> <p>Christian Service that takes place at St Thomas' will be promoted and recognised. New Christian service opportunities will be explored</p>	<p>As at the end of 2016 we have achieved this goal. The promotion of Christian Service throughout the school and community has occurred with emphasis on the terminology. We will continue to promote Christian Service in 2017.</p> <p>Through reflection and evaluation of existing structures, we have been involved in more opportunities such as Christmas singing at Romily House involving the wider community with many parents attending. This will be continued in 2017.</p> <p>Framework of Christian Service has been updated. Introduction of the Year 6 Lantern Award for Christian living the four values of St Thomas'. This will be ongoing.</p> <p>This was successful as the money / donations raised through initiatives increased.</p>

### **2017 Priorities**

In 2017, the Quality Catholic Schooling Components that will be reviewed are:

- An Expert Teaching Team
- Differentiated Teaching & Learning

All Catholic schools are required to have a Curriculum Plan in place. Using our data collected from across the school to drive our planning the major curriculum priorities for 2017 will be:

- Writing in Years 3 – 6
- Numeracy in Kindy – Year 2
- Spelling will continue to be an ongoing focus.
- NQS instructed by the schools QIP will also be an ongoing focus.

## PART TWO: School Community Report

### Report by the current Board Chair to the School Community on the operations of the Board at the AGM

#### St. Thomas' Board Overview

- School Boards primary responsibility is the financial management of the schools recurrent and capital budget. Working in conjunction with the Principal and senior staff, it contributes to overall strategic intent.
- The day to day operations of the school are under the direction of the Principal and senior staff.
- Our key committees include grounds and maintenance and finance, with ad hoc teams able to be established for specific issues.
- Composition includes Principal, senior staff, parents, Parish and P&F representatives.
- Much of the work, by its nature, is unseen but crucial to the schools sustainability.

#### Key Issues and Achievements 2016

- Very positive developments across all of the LEAD (Learning, Engagement, Accountability and Discipleship) within our strategic plan. Justin will highlight.
- The economic environment both within the education system and the wider community has been difficult as many of us have experienced. There remains a degree of uncertainty in how funding will be allocated but the CEO and the school is responding appropriately.
- Celebration and development of Faith and community has been wonderful to be a part of this year and remains a core focus, including at Board level.
- Celebrating the achievements of St Thomas students across the Board. NAPLAN, ICAS, music, writing, arts, sport and many other areas. The partnership of school and parents here is amazing. It is about opportunity to discover.
- Responsive improvement of both facilities and resources in conjunction with the P&F- student leadership.
- Appropriate management of our resources within the guidelines of CEOWA.

#### The Future – 2017 Plans

- Peter Gibbons taking over as Chairperson.
- Maintaining strong oversight of funding and resource allocation to address strategic issues related to the funding model, particularly transitional funding, whilst understanding the current community conditions.
- Exploring future opportunities such as before and after school care to consolidate St Thomas a primary school of choice.

- Identify appropriate allocation of strategic reserves towards further educational initiatives such as Makerspace and Early Childhood Redevelopment.
- Ensure that our teaching staff continue to be offered opportunities to grow and develop professionally and personally.
- Continue the positive collaboration with the P&F for the benefit of our children and community.
- Effectively communicate with and embrace our community at all levels – primary beneficiary – everyone's responsibility.

#### Thank You / Acknowledgements

- Fr Wayne and St Thomas Parish.
- Tamara, Kim and Justin for their educational and operational leadership over the past 5 years. Also to Ryan and Nicky for their incredible devotion to both teaching and leadership roles.
- The wonderful teaching staff who nurture, educate and positively encourage each of the varied gifts our children have. Educational, personal and faith development. Outside activities.
- Julie and Lea in Administration / Front Office. They are an incredibly welcoming face for our community and make sure everything runs very smoothly.
- Ann Johnston and the amazing parents of the P&F. The collaborative work between the Board and P&F continues to build our community in so many ways.
- Retiring Board member Chris Reed who has represented the Parish and the school and been an outstanding supporter and contributor.
- Special thanks also to Linda Foot who has done an incredible job as Treasurer.
- Best wishes to parents, families and staff that are leaving the school.
- We have a wonderful community here with a continued opportunity to support each other, regardless of our roles, with the support, care and development of our beautiful children as our shared achievement.

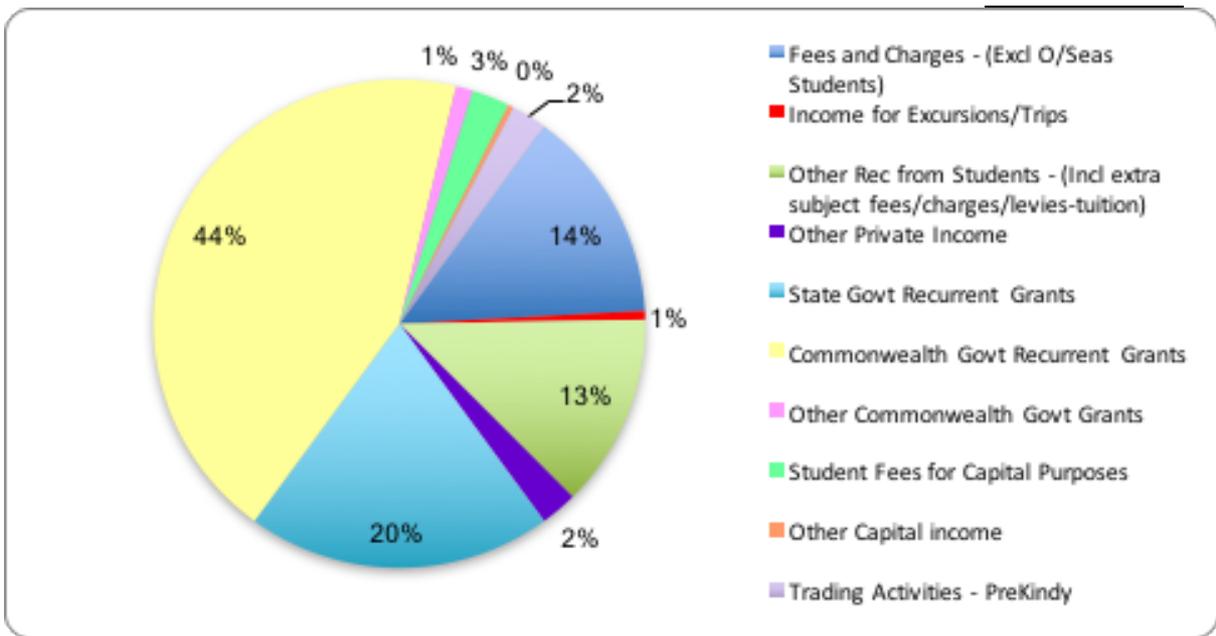
Best wishes to you all for a safe, happy and holy Christmas and holiday season with your families.

Thank you.

David Edwards

A statement of the provisional budget for the ensuing year

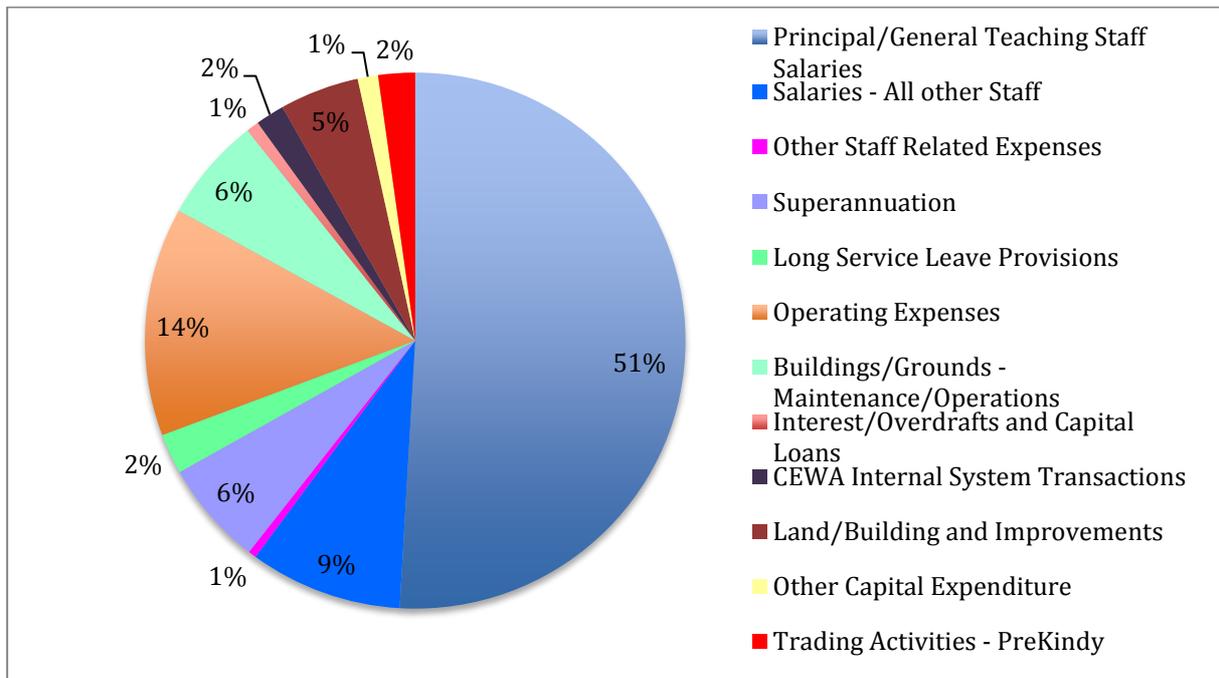
<b>2016 INCOME</b>	<b>\$</b>
Fees and Charges - (Excl O/Seas Students)	366,670
Income for Excursions/Trips	15,032
Other Rec from Students - (Incl extra subject fees/charges/levies-tuition)	332,055
Other Private Income	62,998
State Govt Recurrent Grants	519,637
Commonwealth Govt Recurrent Grants	1,131,786
Other Commonwealth Govt Grants	29,500
Student Fees for Capital Purposes	64,076
Other Capital income	9,687
Trading Activities - PreKindy	59,743
Total Income	<u>2,591,184</u>



**2016 EXPENDITURE**

	\$
Principal/General Teaching Staff Salaries	1,335,402
Salaries - All other Staff	239,887
Other Staff Related Expenses	12,583
Superannuation	165,087
Long Service Leave Provisions	63,644
Operating Expenses	361,734
Buildings/Grounds - Maintenance/Operations	164,917
Interest/Overdrafts and Capital Loans	19,771
CEWA Internal System Transactions	45,314
Land/Building and Improvements	124,710
Other Capital Expenditure	32,008
Trading Activities - PreKindy	57,644

Total Expenditure 2,622,701



**2017 BUDGETED INCOME**

	\$
Fees and Charges - (Excl O/Seas Students)	395,149
Income for Excursions/Trips	16,570
Other Rec from Students - (Incl extra subject fees/charges/levies-tuition)	340,166
Other Private Income	28,442
State Govt Recurrent Grants	496,556
Commonwealth Govt Recurrent Grants	1,153,027
Other Commonwealth Govt Grants	26,000
Student Fees for Capital Purposes	70,242
Other Capital income	20,000
Trading Activities - PreKindy	66,470
Total Income	<u>2,612,622</u>

