



# St Kilian's School

## Bendigo

### 2021

## Annual Report to the School Community



Registered School Number: 726

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## Minimum Standards Attestation

I, Kimberley McSweeney, attest that St Kilian's School is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2021 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 - Child Safe Standards, Managing Risk of Child Abuse in Schools.

10/03/2022

**NOTE:** The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au)

## Governing Authority Report

Catholic Education Sandhurst Ltd identifies learning and teaching as two parts of the same action designed to ignite the 'spark of the divine' in every child. We seek to provide safe, supportive and secure environments that value diversity, promote care, respect and co-operation. In 2021 our schools went into overdrive once again to plan and prepare for a learning model that would respond to the continuing impact and uncertainty of Covid-19.

Bishop Shane established Catholic Education Sandhurst Ltd in 2021 to assume the ownership and operation of Catholic schools which previously operated as an unincorporated body. This change in our governance structure coincides with a time of increasing challenges that call us to imagine new and inspiring structures that will meet the needs of a changing Church.

Catholic Education Sandhurst Ltd governance requirements meant that schools would now develop School Advisory Councils to support the principal and school Leadership Teams to ensure the smooth running of our schools and continue the life-giving relationship between our schools and parish communities.

During extremely challenging times our schools were able to maintain their focus on each child, implementing the Victorian Curriculum and the Sandhurst Source of Life Religious Education Curriculum while providing outstanding pastoral support both on-site and through remote learning.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2021 of Catholic Education Sandhurst Ltd- our schools and personnel in the Catholic Education Office. They continue to work tirelessly for the students and families in our schools, bringing the 'spark of the divine' into focus every day.

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

## Our School Identity and Vision Statements

### Identity Statement

St Kilian's School is a nurturing Catholic community, which uses the inspiration of Mary to engage students to live, learn and grow.

### Vision Statements

We believe

- In an educational experience based on the value of the person within a loving Catholic Christian Community that creates a strong sense of self worth, purpose, hope and happiness
- In the value of the story of our school and its traditions
- The teaching of the Gospel empowers our school community to live more fully in the image of God providing a compassionate, welcoming community
- In presenting the curriculum in a manner that excites and engages students providing them with the knowledge and tools to become lifelong learners in an ever changing global society
- In supporting and encouraging our school community to develop their skills professionally, personally and spiritually

## School Overview

St Kilian's School has its origins in the early 1850's when Dr. Henry Backhaus, the first Catholic priest on the Bendigo Goldfields, established a tent/school/chapel at Consecrated Flat, a site currently occupied by St Kilian's Church. From these humble beginnings, St Kilian's School has continued to offer educational opportunities especially to children of the Bendigo region for over 150 years. We recognise our heritage, in the name the school buildings and rooms. Names linked closely with the history of the school were chosen; McAuley (Catherine McAuley founder of the Mercy Order), Backhaus (Henry Backhaus founder of our school and Parish) and finally Paderborn (birthplace of Henry Backhaus in Germany). St Kilian's has developed a great cultural diversity and is clearly a mirror to the growing diversity of the Bendigo community. Our welcoming school environment has seen our enrolment reach capacity however we have continued to be able to maintain close links with the community. St Kilian's provides a positive learning environment whilst, at the same time, maintaining great pride in our heritage. Our school has a strong sense of community, drawing students from all areas of Bendigo and providing a quality educational setting in central Bendigo for an enrolment of 274 children in 2021. We strive to live out our Identity Statement, 'St Kilian's School is a nurturing Catholic community, which uses the inspiration of Mary to engage students to live, learn and grow'. We have access to a broad range of curriculum experiences, which support children's development in the critical areas of numeracy and literacy, as well as specialist music, art, Indonesian and library programs that provide further interest and challenge for all. The school has an excellent pastoral care program reflective of the sense of community within the parents and students. Our religious education program reflects the commitment to the Catholic identity of the school, which we see as inclusive and welcoming. St Kilian's School, a Catholic School with a proud history of meeting the needs of children by adapting to changing circumstances and changing times. As a Catholic School, it is crucial we are able to offer those within our school community the opportunities to develop as a whole person - intellectually, spiritually, physically, morally and emotionally. In promoting and nurturing this within individuals, the person and teachings of Jesus Christ need to be integral to the teaching and learning process that is shared between school and family in an environment that is both supportive and challenging.



## Principal's Report

St Kilian's School has thrived on a very strong, supportive and active relationship with St Kilian's Parish. Throughout the 2021 school year, we worked closely with Fr Junray Rayna to ensure the pastoral, spiritual and faith dimensions of the school were attended to, particularly during the periods of isolation and absence from the Parish, due to restrictions caused by the COVID-19 pandemic.

Throughout the year we have been extremely blessed to have Fr Junray as our Canonical Administrator and Fr Rob Galea as the Assistant Priest; both have had a positive, influential and friendly relationship with the staff, students and families of St Kilian's School and have made their presence felt in the wider Bendigo community, particularly through their transition onto online prayer and Mass celebrations. When permitted, Fr Junray was active in the school, regularly meeting with staff and students. I am thankful for the support Fr Junray has given to myself, the School Leadership Team, staff and particularly the students.

Early in 2021, construction on the new building project, called the 'Iona Building', began, with completion in January 2022. This is a great achievement by the School Advisory Council and will be a great asset for the whole school community.

St Kilian's School Advisory Council, led by Brock Pinner (School Advisory Chair), has moved to the new title and governance of Catholic Education Sandhurst Ltd. The Advisory Council had appropriate professional learning from CES Staff including Ben Higgins (Assistant to the Executive Director: Finance & Resources) and Joan Coldwell (Project Officer: School Advisory Councils). Our meetings were often online however were always productive and focused on the 2021 Annual Action Plan

St Kilian's School Advisory Council's maintenance committee continued to oversee the ongoing maintenance and upkeep of the school facilities, which included the employment of a part-time Gardening and maintenance staff member, Bruce Kiley. The maintenance committee alongside Bruce ensured all recommendations resulting from the school's annual OHS audit were completed, ensuring all learning and play areas are safe, clean and are functionally meeting the needs of the students.

The Administration team is acknowledged for their diligent and hard work. Business Manager, Vicki Whiting and Administration Officer, Lara Knight eagerly complete their responsibilities in a positive and productive manner.

In 2021, the financial position of the school remained positive. This was achieved through close budgeting actions carried out by the school's Business Manager, Principal and School Advisory Council through the Finance Committee. The school successfully passed its annual financial audit, being commended by the auditors for its thoroughness and accuracy in financial recording and practices.

Whilst 2021 was severely interrupted by the COVID-19 pandemic, through the hard work of all staff and the unwavering support and tireless efforts by the parent community, the school was able to provide an educational opportunity which enabled all students to grow and learn. It certainly took a combined effort by the whole school community to ensure 2021 was a year when students continued to grow and learn, even when faced with such adversity and uncertainty.

## Catholic Mission and Identity and Education in Faith

### Goals & Intended Outcomes

Raising the profile of Social Justice

Continue to develop staff in Catholic Identity (including Religious Education)

Review our Charism, Mission, Vision and Graduate Outcomes

### Achievements

St Kilian's School has participated in the celebration of the Sacraments of First Holy Communion, and Confirmation. This was achieved through the delivery of online modules of faith formation sessions, along with an adapted COVID Safe Sacramental Mass celebration program. We thank Fr Junray and Fr Rob, the classroom teachers and families for supporting the students of the school in their journeys of faith.

The role of Catholic Identity leader has been carried out by Carolyn Maher. She has worked very hard to move to a Parish-based Sacramental program for the school over the past few years, with this being fully implemented in 2021. She has assisted and supported the staff and parish in the preparation of the Sacraments, whole school Masses, liturgies, prayer and through the supporting of staff in their implementation of the Religious Education program, the 'Source of Life'. She has also attended and been involved in the Parish Pastoral Council meetings throughout the year, adding to the connection between parish and school.

St Kilian's has taken an active role in celebrating the Catholic life and culture of the school. All staff participated in a Faith formation day, focusing on their spiritual understanding and development and understanding the role of the Catholic School in living out the mission of the church.

### VALUE ADDED

Unfortunately, the school was not able to participate in its typical fundraising activities due to all events and excursions being cancelled due to the COVID-19 pandemic. This will be a renewed focus for 2022.

Professional Development with Maria Weatherill was provided in Semester 2 with focus on redeveloping the Identity Statement of our school and Vision and Graduate Outcomes.



## Learning & Teaching

### Goals & Intended Outcomes

Continue to develop our understanding of the Science of Reading

Implemented a self and peer observation and reflective feedback process

Review assessment process with focus on Science of Reading professional learning

### Achievements

St Kilian's School has continued to provide our students with positive educational experiences that develop their capacity for personal growth and life-long learning. We continue to share a close partnership between home and school that provides a strong sense of community, in which our students are nurtured. Our teaching and learning practices firmly embed a contemporary curriculum where students are well supported and encouraged to develop the knowledge, skills and behaviours necessary to become independent learners. The school continues to challenge the way students learn, with learning environments and the use of technology meeting students' needs always being at the forefront. The staff are deeply committed to improving the outcomes for all students and to promote a holistic approach to learning, whilst recognising that all students prefer to learn in different ways and at different rates.

The school was certainly faced with a challenge when remote learning was forced onto all students in the school. Thankfully, due to forward planning, hard work and an existing contemporary approach to learning and teaching, the school was able to successfully and effectively switch over from face to face teaching to remote learning from home, during the year.

In 2021, we continued to deepen our understanding of the Science of Reading and embed the practices in classroom teaching. Included in this process is explicit direct instruction.

Professional Learning Communities (PLC's) have continued in the school and have been the vehicle to enhancing student outcomes, particularly in the area of Reading and the Science of Learning. Staff have engaged in both cluster level and whole group PLC's, on a weekly basis, throughout the school year.

Targeting the learning for students through data driven instruction has continued at St Kilian's, with the continued use of pre and post assessment practices underpinning most learning experiences in the school. The pre and post assessment data has been embedded across the school, with teachers being able to clearly identify the individual needs of all students through effective diagnostic information. The school is in a privileged position where all teaching and learning is informed by student data in the areas of Literacy and Numeracy, and all parents of being able to understand and track the learning growth of their child/children, at any point in time.

The school has continued to immerse the students in technology rich learning environments, through its 1:1 laptop program for all students in Grades 3 to 6. These devices provided the backbone for a successful remote learning period, enabling all students in the school access to a device to enable them to engage in the online remote learning portal.

The staff at St Kilian's School need to be acknowledged and thanked for their efforts in providing the nurturing care they do to all the students in the school. The staff have worked diligently in striving to provide the best educational experience possible as well as continually engaging in professional learning opportunities to continue to learn and develop in their roles. During remote learning, all the staff worked extremely hard and went well beyond what is normally expected of

them, to ensure they provided an engaging and successful remote learning program for all the students in the school during the COVID-19 lockdown periods.

### STUDENT LEARNING OUTCOMES

Staff tracked student progress using a number of assessment tools, both formative and summative. Student Learning Outcomes were monitored via ACER's PAT testing in Reading, Mathematics, Vocabulary & Spelling. Other tools such as Essential Assessment and Dibels suite of assessments has been used.

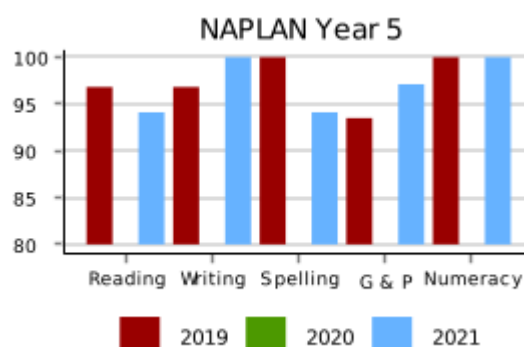
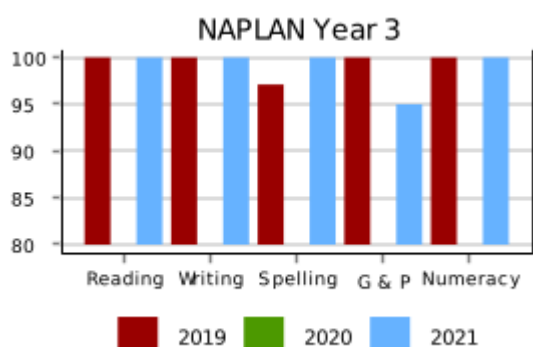
St Kilian's School acknowledges that Remote Learning proved to be a challenge in collecting unbiased and accurate data and that this form of learning did impact on student outcomes. Some of our students flourished with this style of learning, however some of our students were challenged by it. We look forward to continuing to increase our use of quality assessment to directly inform our teaching in order to improve student outcomes.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	100.0	-	-	95.0	-
YR 03 Numeracy	100.0	-	-	100.0	-
YR 03 Reading	100.0	-	-	100.0	-
YR 03 Spelling	97.1	-	-	100.0	-
YR 03 Writing	100.0	-	-	100.0	-
YR 05 Grammar & Punctuation	93.5	-	-	97.1	-
YR 05 Numeracy	100.0	-	-	100.0	-
YR 05 Reading	96.8	-	-	94.1	-
YR 05 Spelling	100.0	-	-	94.1	-
YR 05 Writing	96.8	-	-	100.0	-

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

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

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



## Pastoral Wellbeing

### Goals & Intended Outcomes

Review school well-being data

Review the application of adjustments as part of our evidence for the Nationally Consistent Collection of Disability Data funding model.

Review St Kilian's Positive Behaviours Intervention & Support (PBIS) Framework

### Achievements

In 2021, St Kilian's School welcomed the enrolment of forty-five new Prep students, taking the total enrolment of the school up to two hundred and seventy-four students. The new Preps were well-supported by their Grade 6 buddies throughout the year. The school environment has been a very caring and supportive place for students to learn, where each student's uniqueness has been valued and nurtured.

St Kilian's strives to provide a school environment which is safe and happy for students to engage in, underpinned by the values and ethos of our catholic school. This supportive environment has enabled confidence to build in the students and in their relationships with others.

Student wellbeing was at the forefront of the school staff, due to the long periods of remote learning, typically done in isolation from home by all students. Extra resources were provided to ensure students wellbeing was being monitored and maintained both when onsite and at home during this uncertain and worrying pandemic school year.

In 2021, Ms Kellie Mennen continued to fulfil the role of School Support Worker, providing valuable support to the students and families in the school. The Mindfulness Meditation program was continued in 2021, along with the Peaceful Kids program and 'Seasons for Growth'. The additional programs, supports and curriculum the school has in place assists in the development of the students' social and emotional health.

In 2021 there has been a continued focus on the PBIS program. The PBIS team continued to work together, with whole school initiatives being planned and carried out to support the positive behaviours of students in the school. This focus has shown to have had a continued influence on the students, where the core beliefs of being safe, respectful and responsible have continued to flourish. During the year, the PBIS framework was extended to include more facets of the school, supporting and promoting positive student behaviours. The school will continue to implement the PBIS framework, along with providing both consumable and staffing resources to support its effectiveness.

Parents have been an important part of the success of the school during the year and we thank all parents of the school for their continued support and involvement.

#### VALUE ADDED

- School Support Worker employed

- Wellbeing Team continued
- CARE Team continued
- Prep Transition Program
- School Prayer
- Christian Meditation continued
- Mindfulness Program continued
- RTI framework continued
- Parent PD
- 'Can we help' during COVID lock downs- opportunities for families to identify need

### STUDENT SATISFACTION

- Social and emotional learning as part of Remote learning site and daily check in with staff
- Grade 6 exit surveys conducted indicate that the students feel safe and happy at school. They feel they have been well-prepared for Secondary School.

### STUDENT ATTENDANCE

Attendance records are kept for all students, with attendance being checked and marked twice daily. Parents/Guardians are asked to notify the school of any non-attendance. A student absentee notice is sent to the school upon return of the student to school. Unexplained absences or repeated absences are followed up via direct contact from the school with the respective parent(s) or guardian(s), via a SMS and/or phone call.

During remote learning students were required to attend a daily Google meet with their classroom teacher where attendance was marked. After Google meets administration would follow the same process as when students are absent from on-site learning.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	93.4%
Y02	93.7%
Y03	94.0%
Y04	95.6%
Y05	92.7%
Y06	94.3%
Overall average attendance	94.0%



## Child Safe Standards

### Goals & Intended Outcomes

Promote child safety in the school and wider community

Ensure the school is compliant with all child safety legislation

### Achievements

- Review and implemented CES frameworks aligning with Child Safety
- Staff were trained in child safe policies and procedures
- Provided parent education and information about child safe practices through the newsletter and school website
- Revisited code of conduct for all staff, contractors, workers and volunteers
- Developed new recruitment and employment practices including child safety protocols were followed
- Leadership participated in Child information sharing scheme PD

## Leadership & Management

### Goals & Intended Outcomes

Review Leadership roles and responsibilities with new personnel considerations

### Achievements

The school Leadership Team comprised of

- Allira Holmes fulfilling the role of Deputy Principal (Learning and Teaching / Pastoral Well-being) of the school in semester 1
- Carolyn Maher as the Catholic Identity Leader / Learning Diversity Leader of the school in semester 1. Adding Deputy Principal to her role in semester 2.
- Karlee Schade as the Leader of Learning and Teaching.

In 2021, two teachers continued their Positions of Leadership (POL) in Learning and Teaching. These teachers worked with the support of the leadership team, in leading Professional Learning Communities in the school. The foci of the PLC was to continue to embed improved learning outcomes for all students.

In 2021, the school Leadership Team lead the school community during the COVID-19 pandemic. By successfully maintaining clear, concise and regular communication with the parents and carers, the school successfully maintained an inclusive and informed school community, especially during periods of lock-down and remote learning.

The School Advisory Council provided tremendous support throughout the year. The Council supported all operational and leadership aspects of the school and provided a lot of support, guidance and feedback to the school Leadership Team, in regards to managing the operations and parent engagement aspects of the school during the COVID year. We thank the Advisory Council for their continued service to the school and the support they have given the Leadership and staff of the school. Unfortunately, the contributions of the P&F were limited in 2021, due to the restrictive guidelines that schools and the wider community had to operate under. Whilst the P&F was willing to support the school through the year, unfortunately their eagerness was sadly again stifled in 2021, but we look forward to a renewed vigour with new member on the P&F in 2022. As a school, we are always grateful for the fabulous work of the P&F.

### PROFESSIONAL LEARNING

#### Description of Professional Learning undertaken in 2021

- AFS workshop
- New Principal Induction program
- Phonics Hero PD
- ICON PD
- No more marking PD
- First Aid

- Numeracy Network days
- VIT mentor training
- Learning Diversity Network days
- MiniLit PD (MultiLit)
- Deputy Principal Network days
- Principal Network meetings
- CLIL (Languages) PD
- RE Accreditation
- SIMON PD
- RE Leaders Network days
- Annual Report to School Community PD
- CES Governance PD (Frameworks)
- Aboriginal Network days
- NSIT School Leaders PD
- SOLAR Intermediate PD
- Seasons for growth- Storm-birds PD
- Peaceful kids Intermediate PD
- NAPLAN- implementation PD
- NAPLAN- Data analysis PD
- Authentic leadership PD
- Well-being conference
- Festival of the sacred PD
- CEPD PL Day
- Graduate conference
- Mental Health First Aid PD
- Pastoral Wellbeing Network days
- Budget Workshop
- Science of Writing PD
- Child information sharing scheme PD
- Jocelyn Seamer: Simple view of reading PD
- School Risk Management PD
- Capital Grants PD

**TEACHER SATISFACTION**

Data analysis of the Annual Review Meetings survey, completed in 2021, indicates that there is a very good level of teacher satisfaction at St Kilian's School.

**TEACHING STAFF ATTENDANCE RATE**

Teaching Staff Attendance Rate	57.8%
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**ALL STAFF RETENTION RATE**

Staff Retention Rate	74.2%
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**TEACHER QUALIFICATIONS**

Doctorate	0.0%
Masters	11.8%
Graduate	23.5%
Graduate Certificate	0.0%
Bachelor Degree	88.2%
Advanced Diploma	11.8%
No Qualifications Listed	0.0%

**STAFF COMPOSITION**

Principal Class (Headcount)	3.0
Teaching Staff (Headcount)	27.0
Teaching Staff (FTE)	21.8
Non-Teaching Staff (Headcount)	15.0
Non-Teaching Staff (FTE)	8.7
Indigenous Teaching Staff (Headcount)	0.0

## School Community

### Goals & Intended Outcomes

Promote parent engagement in the school

### Achievements

Unfortunately due to the COVID Pandemic we were unable to engage in face to face opportunities. However, by successfully maintaining clear, concise and regular communication with the parents and carers, the school successfully maintained an inclusive and informed school community, especially during periods of lock-down and remote learning.

#### PARENT SATISFACTION

Parent satisfaction was measured by regular informal feedback from the school community during the COVID Pandemic. Our School Advisory Council assisted in the communication and feedback in this area.

## Future Directions

In 2022 St Kilian's School excitedly will be able to move into the new Iona building in term 1. Staff will continue to deepen their knowledge of the Science of Reading and Learning.