



St Kilian's School

Bendigo

2022

Annual Report to the School Community



Registered School Number: 726

Table of Contents

Contact Details2

Minimum Standards Attestation2

Governing Authority Report.....3

Vision and Mission.....4

School Overview.....5

Principal’s Report6

Catholic Identity and Mission.....8

Learning and Teaching.....9

Student Wellbeing12

Child Safe Standards.....15

Leadership16

Community Engagement.....20

Future Directions22

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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 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

10/03/2023

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

Governing Authority Report

The 2022 Catholic Education Week theme “Tell the Good News” expresses both the joys and challenges of offering Catholic education across the Sandhurst diocese.

We continue to be committed to providing contemporary and innovative learning environments that value diversity, promote care, respect and co-operation. In 2022 our schools diligently responded to the transition back to continued face to face learning against the disruptive backdrop of the previous two years. This transition was exacerbated by staff and student absences due to COVID 19 quarantine requirements. However, school communities demonstrated outstanding resilience to find creative and sustainable pathways to ensure continuity of learning was maintained and the Good News continued to be heralded.

Our changed governance structure continues to mature, with both CES Ltd and SCECEC Ltd committed to ensuring the highest quality student outcomes in a safe and nurturing environment. A future focus that offers direction and solidarity will find expression in the development of a diocesan-wide Strategic Plan, 2023-2027.

Partnerships between schools and parishes remain a priority as parish priests continue their vital leadership role in support of the spiritual and pastoral needs of the school community. The sacramental life of both school and parish expresses and invites participation in the evangelizing mission that brings Good News to all.

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.

The nation-wide shortage of teachers has had an impact on all schools, demanding new and innovative ways to attract and retain high quality and committed Catholic educators. Strategic initiatives will prioritize workforce placements that are sustainable and ongoing with particular attention given to our remote and smaller communities.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2022 of personnel in our schools and in the Catholic Education Office. They continue to work tirelessly for the students and families, telling the Good News every day.

Yours sincerely,

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

Vision and Mission

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

Graduate Outcomes

At St Kilian's school we commit to educating students to be:

- Living witnesses to the Catholic Faith.
- Compassionate and responsible citizens who value each other and the ever changing world in which they live.
- Resilient and aware of their own physical, social and emotional wellbeing.
- Effective communicators maintaining positive relationships in family and community.
- Passionate and self directed lifelong learners.
- Caretakers of the local and global environment.

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 287 children in 2022. 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 2022 school year, we worked closely with Fr Junray Rayna to ensure the pastoral, spiritual and faith dimensions of the school were attended to. Initially restrictions caused a pause to the resumption of normal parish connections, however once available we continued accessing the church through unit liturgies. 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. 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.

The 2022 school year saw 278 students start on the 31st of January ready to learn and catch up with classmates and friends. We welcomed 42 preps and their families to St Kilian's School. The new three classroom build, the Iona building, was ready for our grade 5 and 6 students thanks to Searle Brothers who worked tirelessly throughout the 2021 year. Our school was fortunate enough to add an additional classroom because of the new classrooms.

Our school structure for the 2022 school year-

2 x grade prep classes

2 x grade one classes

2 x grade two classes

3 x grade 3/4 classes

3 x grade 5/6 classes.

The Iona building was officially opened on Tuesday 24th May with Bishop Shane MacKinlay DD formally blessing and opening the building. During this special occasion we acknowledged Searle Brothers (builders), Bree Architects, staff from Catholic Education Sandhurst Ltd, Fr Junray Rayna (St Kilian's Parish Administrator), School Advisory Council, Project control group, St Kilian's staff.

St Kilian's School Advisory Council was led by Matthew Quin (School Advisory Chair). The Advisory Council had appropriate professional learning from CES Staff including Ben Higgins (Assistant to the Executive Director: Finance & Resources), Ashley Marsh (Principal Consultant) and Joan Coldwell (Project Officer: School Advisory Councils). Our meetings varied from online to in person and continued to be productive and focused on the 2022 Annual Action Plan. St Kilian's School Advisory Council supported the development of an annual maintenance plan to continue to oversee the ongoing maintenance and upkeep of the school facilities. Gardening

and Maintenance staff member, Bruce Kiley, 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 2022, 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. The school successfully passed its annual financial audit, being commended by the auditors for its thoroughness and accuracy in financial recording and practices.

Whilst 2022 was moderately challenged 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.

Catholic Identity and Mission

Goals & Intended Outcomes

Develop teacher's understanding of Catholic identity and to align this with the Religious Education Curriculum

Review our Charism, Mission, Vision and Graduate Outcomes

Achievements

St Kilian's School has participated in the celebration of the Sacraments of Reconciliation, First Eucharist, and Confirmation. We thank Fr Junray and Fr Rob, the classroom teachers and families for supporting the students of their faith journeys.

The role of Catholic Identity leader has been carried out by Carolyn Maher. The Sacramental Program for the whole St Kilian's Parish community was implemented and supported by the Parish Sacramental team. Carolyn Maher continues to represent the students from St Kilian's School in this team.

Carolyn 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

Initially access to the church building was restricted however once available our staff and students resumed unit and school liturgies and celebrations.

Supporting Caritas Australia is an annual action for St Kilian's School through our Caritas Ks event and fundraising activities.

The feast of St Kilian is an annual fun day which includes recalling our rich and long history in the Bendigo community. Recognition of Rev Dr Henry Backhaus and the importance of his journey to the goldfields and founding our parish and school.

Professional Development of staff included focus on assisting new to staff to gain accreditation to teach religious education in a catholic school.

Whole school professional development in semester two focused on Spirituality with key presenters being Fr Junray Rayna and Fr Rom Hayes.

Learning and Teaching

Goals & Intended Outcomes

Continue to develop our understanding of the Science of Reading

Implement Self and Peer Observations and reflective feedback process

Review and renew the Content and Language Integrated Learning (CLIL) program in our school

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.

In 2022, we continued to deepen our understanding of the Science of Reading and embed the practices in classroom teaching with professional development in the Sounds Write program.

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.

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.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	95.0	-	100.0	5.0
YR 03 Numeracy	-	100.0	-	97.1	-2.9
YR 03 Reading	-	100.0	-	97.2	-2.8
YR 03 Spelling	-	100.0	-	94.4	-5.6
YR 03 Writing	-	100.0	-	96.9	-3.1
YR 05 Grammar & Punctuation	-	97.1	-	97.3	0.2
YR 05 Numeracy	-	100.0	-	100.0	0.0
YR 05 Reading	-	94.1	-	100.0	5.9
YR 05 Spelling	-	94.1	-	100.0	5.9
YR 05 Writing	-	100.0	-	100.0	0.0

* 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.



Student Wellbeing

Goals & Intended Outcomes

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

Develop a school-wide curriculum that promotes resilience and positive wellbeing.

Promote strong partnerships between home and school, engaging parents/carers in the learning journey of their child and the life of the school.

Achievements

In 2022, St Kilian's School welcomed the enrolment of forty-two new Prep students, taking the total enrolment of the school up to two hundred and seventy-eight 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 2022, 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 2022, 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 2022 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

- Wellbeing Team continued
- Prep Transition Program
- School Prayer
- Christian Meditation continued
- Mindfulness Program continued
- RTI framework continued
- Parent PD

STUDENT SATISFACTION

- 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.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	90.3%
Y02	90.5%
Y03	90.5%
Y04	88.7%
Y05	87.7%
Y06	87.4%
Overall average attendance	89.2%

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

Goals & Intended Outcomes

Develop the learning and teaching skills of all staff.

- Build the capacity of Leadership Team members, including Middle Leaders
- Build the capacity of Staff

Achievements

The school Leadership Team comprised of

- Allira Holmes fulfilling the role of Deputy Principal (Learning and Teaching / Pastoral Wellbeing)- Term 2 onwards
- Carolyn Maher as the Catholic Identity Leader / Learning Diversity Leader of the school in semester 1. (Acting Deputy Principal in term 1)
- Karlee Schade as the Leader of Learning and Teaching during term 1.

In 2022, Sharee Whiteacre and James Whiteacre became Leaders of Pedagogy for a three year period, these Positions of Leadership (POL) with focus in the area of Learning and Teaching. Sharee and James 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.

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. 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 redevelopment of the P&F were nonexistent in 2022. We look to reforming the P&F in the future.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

- Principal's briefings
- MiniLit training
- AFS Workshop
- Learning Diversity Leaders Network Meetings
- Capital Grant Application PD
- Principal's network meetings
- Sounds Write PD
- RE Accreditation
- Tessa Daffern- Spelling PD

- Resilience Rights and Respectful Relationships PD
- Religious Education Leaders Network Meetings
- Peaceful Kids training
- Word Cracker Morphology Training
- Annual Report to the School Community - Refresher Training
- CLIL PD
- Effective Mentoring program
- VACPSP Conference
- New Child Safe Standards
- Indigenous Education bite sized PD
- Sandhurst Arts on Show Network Day
- Finance & Planning Briefing
- FBT Workshop
- Complaints handling Staff meeting PD
- CES Ltd HR Policies & Procedures
- Privacy – Data Breach Response Plan
- Pastoral Wellbeing bite sized PD
- Annual Action Plan; Strategic Plan- Leadership PD
- First Aid CPR Update
- Art Thinking and Art Making Professional Learning
- Safe Excursions PD
- Media Training
- Critical Incident training
- Bike Ed training
- Crucial Conversations
- Budget workshop
- Emergency Management PD
- EBA PD
- Incident and Injury Management PD
- Spelling Mastery PD
- Pr!me- Mathematics Program PD
- Ablaze Teacher workshop
- Spirituality PD

- Sandhurst Leadership gathering
- Graduate Conference
- Visit to Docklands Primary School
- Lawsense- Managing Student Disability
- Souce of Life Beginning teachers day
- Explicit Direct instruction PD
- Mandatory Reporting

Number of teachers who participated in PL in 2022	21
Average expenditure per teacher for PL	\$679

TEACHER SATISFACTION

Introductory, Goal Setting and Annual Review meetings held throughout the year indicates that there is a good level of teacher satisfaction at St Kilian's School.

Regular check ins with staff during COVID lockdowns and staff illness due to COVID, whilst acknowledging the pressure placed on staff.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	50.3%
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ALL STAFF RETENTION RATE

Staff Retention Rate	82.8%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	17.6%
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)	2.0
Teaching Staff (Headcount)	27.0
Teaching Staff (FTE)	23.2
Non-Teaching Staff (Headcount)	16.0
Non-Teaching Staff (FTE)	10.5
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

To build strong partnerships with families and the wider community

Achievements

Initially term 1 was burdened by the COVID Pandemic and once parents were permitted to engage in face to face opportunities we welcomed parents back onsite. Parents were cautious of engaging as they preferred students accessing school and contacting staff remotely.

Some of the opportunities for community engagement included

- working bee to set up the Iona building
- actioning clear Drop off and Pick up procedures
- 3 Way conversations
- Parent information session
- Marong Cup racing event
- Clear communication regarding Rapid Antigen testing and parent/student support
- active School Advisory council
- Meet the teacher/staff member section in newsletter and social media
- Sporting events- Caritas Ks, Cross Country, School athletics
- Debutante ball
- parish masses
- Mother's day- Muffins with mum & stall
- Father's day- Donuts with dad & stall
- Book Fair
- Opening of the Iona Building
- Bendigo winter night shelter
- Open Classrooms
- Coffee and chat after assembly
- Movie night/Parent Social gathering
- Tree planting day
- Sacraments of Confirmation, Eucharist and Reconciliation alongside the parish
- Grandparents and Special friends day
- Christmas Concert
- Graduation mass

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. Informal correspondence from parents via email was high early in the year due to access to the school site. Parents in these incidents were requesting clarity and understanding which they would normally access directly from teachers in person. Parents commented on the dedication and commitment of staff. Broader community feedback also reflected this positive feeling.

Future Directions

St Kilian's school will undergo a full school review that will inform the future direction and development of a new strategic plan.

During the 2023 school year

- St Kilian's School is excited with the prospect of opening more classrooms enabling us to be straight grades from prep to grade six.
- Further professional learning with Explicit direct instruction and specific programs- Pr!me (Mathematics), Spelling Mastery and Sounds Write PD.
- Envisioning our master plan including a redevelopment of our school administration block.