



2023

Annual Report to the School Community



St Kilian's School

2 Havelock Street, BENDIGO 3550
Principal: Kimberley McSweeney
Web: www.sk Bendigo.catholic.edu.au
Registration: 726, E Number: E3023

Principal's Attestation

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

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 06 May 2024

About this report

St Kilian's School is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report is supplementary to other forms of regular communication to the school community regarding initiatives, activities and programs which support the learning and wellbeing of its students. 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 also be obtained from the [My School website](#).

Governing Authority Report

The 2023 Catholic Education Week theme “Let the Words You Speak Always Be Full of Grace” reminds us of Pope Francis’s call to be a synodal Church in which our understanding of others and respect for diversity is shaped by respectful dialogue borne from deep listening.

Catholic Education Sandhurst continues to be committed to providing contemporary and innovative learning environments that value diversity and promote care, respect and co-operation. In 2023 we launched the CES Ltd Strategic Plan 2023-2027 which sets out directions and priorities that will guide the way in which our Catholic schools pursue excellence in fostering the development of each person in all the dimensions of human existence: intellectual, spiritual, emotional, bodily, relational, environmental and cultural.

Schools have begun the process of developing School Improvement Plans aligning their local strategic planning to the CES Strategic Plan, under the direction of Principal Consultants and in response to schoolbased review findings.

Our 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.

Our learning data has identified pockets of excellence in school communities across the diocese but also highlighted greater scope for improvement in the future. The development of the CES Ltd Catholic Learning and Teaching Framework will promote greater collaboration and focus on student learning growth.

The nation-wide shortage of teachers continues to impact 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.

CES Ltd has a small number of schools with low enrolments and personnel and the Catholic Education Office works closely with leadership in these schools to ensure continued viability. An incentive scheme to attract and retain educators has been initiated and the CES Ltd Board has taken a robust interest in the way small schools are promoted through the CES Ltd Marketing Strategy.

I am extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2023 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, true bearers of the Mission to which they have been called.

PAUL DESMOND

Executive Director, Catholic Education Sandhurst Limited

Vision and Mission

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

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 in 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.

Our Graduate Outcomes are the values and qualities we aspire for the children who leave our school.

At St Kilian's 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 life long 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 291 children in 2023. 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 2023 school year, we worked closely with Fr Junray Rayna to ensure the pastoral, spiritual and faith dimensions of the school were attended to. 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 2023 school year saw 291 students start on the 30th of January ready to learn and catch up with classmates and friends. We welcomed 44 preps and their families to St Kilian's School.

In 2023 our school structure was-

2 x grade prep classes

2 x grade one classes

2 x grade two classes

2 x grade 3 classes

2 x grade 4 classes

2 x grade 5 classes

2 x grade 6 classes.

The St Kilian's School Leadership comprised of myself, as Principal, supported by Allira Holmes (term 1) and Sharee Whiteacre (terms 2, 3 & 4) Deputy Principal (Learning and Teaching / Pastoral Wellbeing) and Carolyn Maher as the Catholic Identity Leader / Learning Diversity Leader.

Key Positions of Leadership focused on Learning and Teaching included Sharee Whiteacre (Term 1), James Whiteacre and Steve Hammer (Terms 2, 3 & 4).

I thank Allira, Sharee, Carolyn, James and Steve for supporting me in my role to lead St Kilian's School.

St Kilian's School Advisory Council was led by Matthew Quin (School Advisory Chair). The Advisory Council had appropriate professional learning from CES Staff. Our meetings returned to in person and continued to be productive and focused on the 2023 Annual Action Plan St Kilian's School Advisory Council.

The Administration team is acknowledged for their diligence and hard work. Business Manager, Vicki Whiting and Administration Officer, Lara Knight eagerly complete their responsibilities in a positive and productive manner. In 2023, 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.

Catholic Identity and Mission

Goals & Intended Outcomes

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

Deepen our knowledge and understanding of the signs and symbols of our school's Catholic Identity and our founding story which links to our rich history.

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 in their faith journeys.

Carolyn Maher continued in the role of Catholic Identity leader. The Sacramental Program for the whole St Kilian's Parish community was implemented and supported by the Parish Sacramental team. The Parish of St Kilian's appointed Annette Holmes to lead the Parish Sacramental 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 the 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 professional learning focusing on The Bible, with Kevin Lawlor (CES Ltd Adult Faith Education – Theology & Mission) facilitating. Graduates and those new to the diocese participated in the CES Ltd provided Source of Life professional development.

Religious Education is a lifelong process to which Catholic schooling contributes. All parts of Religious Education Lessons are planned, guided and implemented by the school using the Source of Life curriculum and are designed to ensure that the student knows, understands and values the living faith tradition and mission of the Catholic Church.

Value Added

School liturgies and celebrations are a valuable experience for our staff, students and families. These liturgies are well supported with students talking on the roles of singing, reading and leading these masses.

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 that 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 a focus on assisting new staff to gain accreditation to teach religious education in a catholic school.

Learning and Teaching

Goals & Intended Outcomes

Continue to develop and embed a pedagogical approach curriculum wide that is evidence based and inclusive of all learners.

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. Teachers use the Explicit Direct Instruction model when planning for lessons across the curriculum.

The development of foundational Literacy skills is vital for all students. It contributes to students' abilities to comprehend, analyse, interact and communicate effectively (through oral and written forms). At St Kilian's we acknowledge that The Victorian Curriculum is the basis of the Literacy Curriculum we implement (incorporating Reading & Viewing, Writing and Speaking & Listening), however, we endeavour to ensure that our teaching of Literacy follows the research and evidence conducted through the 'Science of Reading'. Staff have been provided with ongoing professional development in the Sounds Write program. Early in 2023 our staff were provided with professional learning in the Spelling Mastery program for them to implement this program in early term two. Daily lessons are planned to incorporate five components including phonemic awareness, phonics, fluency, vocabulary, and reading comprehension, aligned with Explicit Direct Instruction (EDI). Lessons include clear Learning Objectives represented as I can Statements, a Review component that allows students to activate and retrieve prior learning 'I do', 'we do' and 'you do' components and Reflection of learning.

At the start of 2023, we implemented PR1ME Mathematics program with staff being provided with appropriate professional development. PR1ME is a highly sequenced and scaffolded Mathematics program implemented across the school from Prep to Grade 6. It is based on the concrete → pictorial → abstract approach and provides multiple opportunities for problem solving (application of the explicit skill/ concept taught). In addition to the PR1ME Mathematics program staff were provided with professional development in Daily Mathematics review. Toni Hatten-Roberts (from Mastery Schools Australia) provided staff with learning in this area.

Professional Learning Communities (PLCs) have continued in the school and have been the vehicle for enhancing student outcomes, particularly in Reading and the Science of Learning. Staff have engaged PLCs, weekly, throughout the school year.

Targeting the learning for 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.

St. Kilian's Learning Environment Expectations and Routines involve actions and instructional techniques to create learning environments that supports active engagement learning. The Learning Routines set up conditions and develop calm and orderly classrooms to engage students in their learning.

The school continues to challenge the way students learn, with learning environments and the use of technology to meet students' needs always being at the forefront.

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.

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 wide range of academic student data, including Dynamic Indicators of Basic Early Literacy Skills (DIBELS), PR1ME Mathematics, along with PAT-M and Progressive Achievement Test – Reading (PAT-R).

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 3	428	63%
	Year 5	503	72%
Numeracy	Year 3	413	77%
	Year 5	506	83%
Reading	Year 3	417	79%
	Year 5	495	83%
Spelling	Year 3	427	82%
	Year 5	496	69%
Writing	Year 3	428	90%
	Year 5	497	84%

*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

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 utilising the "Resilience Rights and Respectful Relationships Program".

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 2023, St Kilian's School welcomed the enrolment of forty-four new Prep students, taking the total enrolment of the school up to two hundred and ninety-one 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 that 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.

In 2023, Daisy Antonowicz was appointed to support our Pastoral Wellbeing Leader and the students in our school community. Daisy undertook professional learning Peaceful Kids program and Seasons for Growth programs and participated in conversations with the leadership team regarding the needs of the school community. The programs of Peaceful Kids and Seasons for Growth were implemented to numerous students in the school community.

2023 was our first year implementing the Resilience Rights and Respectful Relationships program. The RRRR learning materials include 8 Social and Emotional Learning topics. Staff continued to unpack these learning materials and develop these programs for our students.

In 2023 there was 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

Prep Transition Program

School Prayer

Christian Meditation

RTI framework continued

Parent Professional Learning

Training in Peaceful Kids, Seasons for Growth, Child Link

Workforce Resilience Survey

Staff Wellbeing Project (LaTrobe University)

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.

NSIT Student survey 'Students report high levels of satisfaction with their feelings of safety and wellbeing.' 'Students report that teachers provide a range of strategies to help with their learning.'

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	90.4%
Y02	90.6%
Y03	92.1%
Y04	91.5%
Y05	88.6%
Y06	91.0%
Overall average attendance	90.7%

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 1
- Sharee Whiteacre fulfilling the role of Deputy Principal (Learning and Teaching / Pastoral Wellbeing)- Terms 2, 3 & 4
- Carolyn Maher as the Catholic Identity Leader / Learning Diversity Leader.

Key Positions of Leadership comprised of

- Sharee Whiteacre, Leader of Pedagogy- Term 1 (moving to Deputy Principal)
- James Whiteacre, Leader of Pedagogy
- Steve Hammer, Leader of Pedagogy- Terms 2, 3 & 4

The Leader of Pedagogy roles 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 was nonexistent in 2023. We look to reforming the P&F in the future.

Expenditure And Teacher Participation in Professional Learning

List Professional Learning undertaken in 2023

- New to CES Induction
- Principal's Briefings/Network Meetings
- AFS Workshop
- Fee Generation Workshop
- FIRE Carrier
- Learning Diversity Leaders Network Meetings
- Capital Grant Application
- Sounds Write
- RE Accreditation
- Resilience Rights and Respectful Relationships
- Religious Education Leaders Network Meetings
- Peaceful Kids training
- Seasons for Growth
- ESCI Survey Results
- EBA- CEMEA
- CLIL PD
- Indigenous Education
- Festival of the Sacred Network Day
- Finance & Planning Briefing
- FBT Workshop
- Pastoral Wellbeing bite sized
- First Aid CPR Update
- Media Training
- Critical Incident training
- Crucial Conversations
- Budget workshop
- Emergency Management
- Spelling Mastery PD
- PR1ME- Mathematics Program
- Sandhurst Leadership gathering
- Graduate Conference
- Visit to Docklands Primary School
- Source of Life Beginning teachers day
- Explicit Direct instruction
- Mandatory Reporting
- Diocesan Assembly
- NSIT Review workshop
- Archive System Software
- NAPLAN

Expenditure And Teacher Participation in Professional Learning	
<ul style="list-style-type: none"> • No More Marking • Understanding the Bible • Policy Connect • DIBELS • Selena Fisk • Toni Hatten-Roberts • Primary Mathematics Conference • Sharing Best Practice Ballarat • ACER PAT • Staff Wellbeing • Resilience Tracker • ACHPER Conference 	
Number of teachers who participated in PL in 2023	25
Average expenditure per teacher for PL	\$789.00

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.

NSIT Review comments

'Staff report that behaviour management takes only a small proportion of their time.'

'Some staff indicate they would welcome feedback on their instructional practice. It is recognised that consistent staffing has been a challenge due to workforce staffing shortages and illness.'

'LSOs are included in all aspects of the school and are valued members of staff.'

Teacher Qualifications	
Doctorate	0.0%
Masters	12.0%
Graduate	16.0%
Graduate Certificate	0.0%
Bachelor Degree	64.0%
Advanced Diploma	8.0%
No Qualifications Listed	0.0%

Staff Composition	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	28
Teaching Staff (FTE)	25.5
Non-Teaching Staff (Headcount)	13
Non-Teaching Staff (FTE)	8.8
Indigenous Teaching Staff (Headcount)	0

Community Engagement

Goals & Intended Outcomes

To build strong partnerships with families and the wider community.

Achievements

Some of the opportunities for community engagement included

- Beginning of year mass
- 3 Way conversations/ Learning Journals
- Parent information session
- Marong Cup racing event
- Active School Advisory council
- Open Week/ Prep Information Night/ New Prep families cuppa on Transition & Orientation days
- Assemblies- Monday and Friday afternoon
- Sporting events- Caritas Ks, Cross Country, School athletics, Tennis, Netball, Football, Swimming
- Debutante ball
- Parish masses- Ash Wednesday, Unit Masses, Feast Day Mass
- Shrove Tuesday pancakes
- Mother's day- Muffins with mum & stall
- Father's day- Donuts with dad & stall
- Book Fair
- Bendigo winter night shelter
- Open Classrooms
- Coffee and chat after assembly
- Sacraments of Confirmation, Eucharist and Reconciliation alongside the parish
- Grandparents and Special friends day
- Christmas Concert
- Graduation mass

Parent Satisfaction

School Advisory Council members report they value the contribution of the principal and leaders in initiating a new direction and intent for teaching and learning as articulated within improvement plans. The Advisory Council acknowledges receiving benchmark data, enabling improvements to be monitored.

NSIT Review-

'Parents, "teachers do what is right for the children. They have enough time for everyone".'

'The school is highly relational. Staff are caring and nurturing. Parents are making a choice of sending their children to the school based on the positive and welcoming feel of the school and the supportive literacy program provided.'

'Parents indicate that leaders and teachers are approachable and respond in a timely way.'

'Parents value the information provided in these regular emails, which enable them to support their child's learning.'

Financial Performance

The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have 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.

For more detailed information regarding our school please visit our website at www.sk Bendigo.catholic.edu.au