



# Holy Cross Catholic Primary School Mickleham

## 2022 Annual Report to the School Community



Registered School Number: 2245

# Table of Contents

- Contact Details .....2
- Minimum Standards Attestation .....2
- Governing Authority Report.....3
- Vision and Mission.....4
- School Overview.....5
- Principal’s Report .....6
- Catholic Identity and Mission.....7
- Learning and Teaching.....9
- Student Wellbeing .....12
- Child Safe Standards.....15
- Leadership .....17
- Community Engagement.....20
- Future Directions .....22

## Contact Details

ADDRESS	2-14 Carlingford Road Mickleham VIC 3064
PRINCIPAL	Mark Miatello
TELEPHONE	03 9216 4200
EMAIL	principal@hcmickleham.catholic.edu.au
WEBSITE	www.hcmickleham.catholic.edu.au
E NUMBER	E1420

## Minimum Standards Attestation

I, Mark Miatello, attest that Holy Cross Catholic Primary 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.

02/04/2023

**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](http://www.acnc.gov.au)

## Governing Authority Report

In 2022, Melbourne Archdiocese Catholic Schools (MACS) delivered its inaugural strategic plan, *MACS 2030: Forming lives to enrich the world*.

At the heart of this bold and ambitious strategic plan is a common purpose - “Forming lives of faith, hope and love in the light of Jesus Christ” - that gives MACS and its network of schools a common direction.

This new purpose speaks to the role of our schools as a place for students and their families to encounter the living God who in Jesus Christ reveals his transforming love and truth.

The strategic plan also establishes a common vision, “Every student is inspired and enabled to flourish and enrich the world”, and outlines the initiatives that will make our purpose and vision real across four pillars:

- Inspired by faith
- Flourishing learners
- Enabled leaders
- Enriched communities

These four pillars are foundational to the distinctive educational experiences we offer. Our common purpose and vision will guide and sustain the high-quality Catholic education our 16,000 dedicated staff continue to provide to the 113,000 young people in our care.

Alongside the strategic plan, School Advisory Councils are now in place to engage parents, communities and parishes in the life of the school and provide support to principals on school matters. Combined with a strong focus on Working Together in Mission with our Parish Priests, this will ensure that we unite around our common purpose.

Enrolments continue to increase in the growth areas of Melbourne’s north and west where MACS opened two new primary schools. MACS was also excited to welcome a well-established combined level primary/secondary school in Malvern into our organisation.

We are very grateful for the support we have received from some 300 school communities throughout 2022. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Edward Simons

Acting Executive Director

Melbourne Archdiocese Catholic Schools Ltd

## Vision and Mission

# Holy Cross Catholic Primary School

### *Vision Statement*

Inspired by Christ to live, learn and love in hope and unity.

### *Mission Statement*

Empowered by Christ's love as demonstrated on the Cross, we are an inclusive, engaging and learner-centred Catholic community.

We live our call to service in collaboration with each other, our families and parish.

We learn in a contemporary curriculum that aspires to innovate, personalise and meet the needs of all learners.

We love and respect the faith, wellbeing and the diversity of all members so that we all flourish together.



Love  
Hope  
Unity

## School Overview

Holy Cross Catholic Primary School is situated in the Merrifield Estate in the growing suburb of Mickleham.

Holy Cross Catholic Primary School is the fifth Catholic primary school in the parish of Our Lady's Craigieburn. Holy Cross Catholic Primary School is an unjustifiably Catholic School, which centres on Christ as the model and guide of our faith. Empowered by Christ's love as demonstrated on the Cross, Holy Cross is an inclusive, engaging and learner-centred Catholic community educating children from the areas of Mickleham, Kalkallo and Donnybrook.

Holy Cross Catholic Primary School is a very multicultural school welcoming families from all backgrounds and provides education from year Prep through to Year Six. In our foundation year Holy Cross Catholic Primary School had an enrolment of approximately 150 students, from Foundation to Year Six.

Many of our students have another language background other than English, which adds to the colourful, rich culture of the Holy Cross Community. Holy Cross is blessed through our strong multiculturalism and the gifts brought to us via many cultures are celebrated by us all.

The aim of our new school has been to help parents to carry out their responsibility of nurturing their sons and daughters in the Catholic faith while educating them to their full potential, so they can contribute to and enjoy living in contemporary Australian society.

We are proud of the offerings we have made to our students in our first year. Despite being such a young school we have many special facilities and programs. Learning and teaching occurs across seven classes; three Year Prep, one Year One/Two, one Year Two/Three, one Year Three/Four and one Year Five/Six.

Our Specialist program offerings in our first year include; STAR (Science, Technology, Arts and Reasoning) and Physical Education.

We recognise the changing attitudes in our world and place an emphasis on a shared commitment towards faith education. As educators, we carry the flame of hope and instruct our children in Catholic traditions and secular education, so they are able to stand strong and be future participants / leaders in democratic Australian society.

## Principal's Report

Holy Cross Catholic Primary School is an outstanding school that provides a very high quality of education both in faith and knowledge. Despite the many challenges involved in opening a brand-new school, such as incomplete spaces, lack of resources and staffing, 2022 also proved to be a very rewarding year as it was our first year of operation.

Our achievements in building community and transitioning students to a new school environment have been outstanding. We have a sensational group of highly dedicated and caring staff who are committed to the Catholic ethos of the school and who are both highly professional and enthusiastic in their work. I am so proud of our staff who have been willing to go above and beyond for the students. Our students are a delight to work with. Their enthusiasm and exceptionally good behaviour are a credit to them all.

We worked hard to embed a school culture guided by our motto of Love, Hope and Unity and worked tirelessly to create a school culture that actively supported the well-being of our children.

Starting a new school has been a privilege and one that I have been incredibly humbled by. It has required all of us to work together and use our experiences from working in different schools, with varying levels of experience, understandings and beliefs about learning and teaching. We have aimed to create a cohesive staff group with a shared vision for learning and teaching and ensure that we have clear and shared goals.

We thank the parents for your support and interest that you show in your child's education. This support is shown to us in so many ways.

I look forward to your continued support and participation in 2023.

Thank you

Mark Miatello

Principal

## Catholic Identity and Mission

### Goals & Intended Outcomes

**To strengthen Catholic identity within a diverse faith community.**

- That families demonstrate a deeper engagement in the faith life of the school
- That the students and staff recognise and value the Catholic faith and traditions, and make explicit connections to their actions

### Achievements

Holy Cross Catholic Primary School partners with families and the parish community to develop strong understandings of Catholic traditions and Gospel teachings. We firmly believe that our Catholic faith promotes the development and well-being of all students- emotionally, physically, socially and spiritually. Our Education in Faith reinforces the vision that students will grow to become life-long learners who share a common desire to truly bear witness to God.

The Religious Education curriculum at Holy Cross comprises of a variety of texts and resources such as To Know, Worship and Love and the RE Curriculum Framework along with many resources found on Catholic Education Victoria Network (CEVN). Students learn about Jesus through scripture reading, discussion and analysis. They get a sense of God's vision and work through Old and New Testament exposure. Carefully planned units cover conceptual detail and faith development through dramatisation, improvisation, reflecting on and responding to deep questions and drawing authentic links between the greatest commandment and how God calls us to live life in today's modern Australian society.

The Sacraments are a special, life changing part of our faith development at Holy Cross. All candidates preparing to celebrate receive the Sacraments of Penance and Reconciliation, First Holy Communion or Confirmation are well supported by their peers and by the Parish community.

We have worked hard in our foundation year to develop a tradition of engagement in prayer, ritual and and song. Fr Kurisingal, our Parish Priest has welcomed children's participation in school masses and liturgies.

### VALUE ADDED

In 2022, Holy Cross Catholic Primary School focusses on immersing students in faith building, Catholic inspired content, experiences and activity such as:

- School liturgies;
- Observation of the main liturgical calendar events throughout the year;
- Sacramental masses and celebrations;
- Penance and Reconciliation for children during the year;
- The Way of the Cross dramatisation by students from F-6;
- School assemblies;



- School choir;
- Christmas carols

There are many opportunities to pray individually, in our class group, as a school group or with the Parish community.

- Daily classroom prayers
- Morning and afternoon prayer as well as prayer before meals.
- Holy Week prayer for the whole school;
- In May, the month of Mary, classes prayed a decade of the Rosary
- Students have many opportunities to prepare and lead prayer.

There are several opportunities in our school year when we have the students focus on Gospel values and together we work on:

- National Harmony Day
- Bullying. No Way! Day
- National Sorry Day

Personal faith development along with professional development in Religious Education is a vital component of professional life for all staff at Holy Cross. We addressed this area through:

- Staff Session on the Exhaultation of the Holy Cross - celebrating our feast day.

## Learning and Teaching

### Goals & Intended Outcomes

**To engage students in authentic learning and improve outcome in all learning areas.**

- That students develop an understanding of essential learner dispositions.
- That student learning growth will improve across the curriculum, with a focus on literacy and numeracy outcomes

### Achievements

Holy Cross Catholic Primary School exists to promote the development of the whole child, spiritually, academically, physically and emotionally. It is our intention that the students develop a sense of self-worth and recognise that they are contributors to their school community. With the support of parents, teachers and the parish community, we strive for students to become life-long learners who joyfully bear witness to the church's teachings. We offer this supportive learning environment in order to care for all individual students at our school.

During 2022 our offerings in this area have included;

- Health and fitness programs: Year 5 & 6 participation in Gala Days, weekly Physical Education lessons, participation in Cross Country, District Athletics, AFL program and various sporting clinics throughout the year.
- Professional development: Teachers have the opportunity to participate in professional development programs. During 2022 staff from Holy Cross were led in their Professional Development by educational consultants Debbie Vietri and Vanessa Willis. Debbie and Vanessa led the staff through the process of developing a conceptual framework. The Conceptual framework helps teachers to teach knowledge and skills in context with an emphasis on process. It enables the staff at Holy Cross to develop units around rich concepts to help students learn, with a throughline informing generative topics. These generative topics, or units, provide depth, significance, connections and a variety of perspectives to support student development of powerful understandings.
- Teachers willingly implement the expertise and recommendations of outside agencies e.g. Catholic Education Office Student Support Services specialists such as Speech Pathologists, Educational Psychologists and New Arrivals support staff.
- The school timetable allows for two teaching blocks of two hours in the morning and a one hour block in the afternoon.
- Resources: All teachers have the opportunity to participate in the decision making for the purchasing of teaching and learning resources including software and sporting equipment.
- Information and Communications Technology (ICT): Information, Communication and Technology skills of the students are further developed through our STAR (Science, Technology, Arts & Reasoning) program with access to iPads and Chromebooks.

- Provision of written reports and Parent/Teacher interviews that incorporate student led conferences as an opportunity for students to share their achievements and goals with their families.
- Our Student Wellbeing/Special Needs leader, together with classroom teachers, refers students at risk for assessment to the Catholic Education Office Student Support Services. Teachers refer to the recommendations made by outside agencies when planning a Personalised Learning Plan (PLP).
- Professional discussion at Staff Meetings, Professional Learning Team Meetings and Year Level planning meetings inform staff and provides strategies to implement rich learning foci in the classroom.
- Worked with staff to create a shared and agreed learning and teaching culture across the school.
- Worked with staff to create increased levels of student engagement, ensuring opportunities for student voice and agency.
- Worked with teaching staff to build their capacity to create targeted learning opportunities informed by student data.
- Implemented clear and consistent well-being strategies led by the Well-being Leader and developed around the ReLATE well-being framework.

## STUDENT LEARNING OUTCOMES

As our school is only new and opened in 2022, there exists no previous NAPLAN data prior to this year. As a result, no comparisons are able to be made in regards to student growth.

Generally most of the students at Holy Cross have achieved the minimum standards in NAPLAN results.

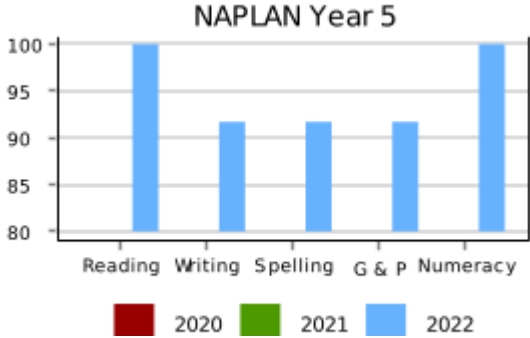
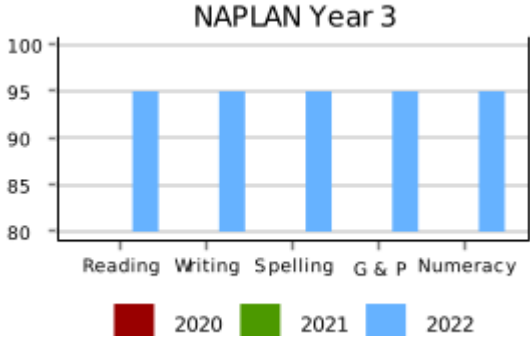
We will continue to have high expectations of our students' learning by ensuring our teachers continue their active involvement in dynamic, data driven professional practice based on contemporary research by leading academic stakeholders. The students enrolled at Holy Cross have a range of abilities. Any students not meeting National Benchmarks in the areas of Literacy and Numeracy have been identified as requiring extra assistance and have been accessing support programs and focussed teaching sessions.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	***	-	95.0	***
YR 03 Numeracy	-	***	-	95.0	***
YR 03 Reading	-	***	-	95.0	***
YR 03 Spelling	-	***	-	95.0	***
YR 03 Writing	-	***	-	95.0	***
YR 05 Grammar & Punctuation	-	***	-	91.7	***
YR 05 Numeracy	-	***	-	100.0	***
YR 05 Reading	-	***	-	100.0	***
YR 05 Spelling	-	***	-	91.7	***
YR 05 Writing	-	***	-	91.7	***

\* 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

**To develop a school culture that fosters positive interaction, engagement in learning, resilience and a sense of well-being.**

- That student wellbeing, confidence, safety and engagement are developed.

### Achievements

The major focus for Holy Cross has been developing our Relational Pedagogy. A significant amount of work and a constant area of focus as been this area of student wellbeing.

Holy Cross has partnered with MacKillop family Services and we have worked towards implementing the ReLATE (Rethinking Learning and Teaching Environments) well-being framework as part of a pilot program supported by Melbourne Archdiocese Catholic Schools (MACS). This has involved the staff engaging in two professional learning days in collaboration with St Lawrence of Brindisi in Weir Views. This has also led to the creation of a School Implementation Taskforce (SIT) that has focusses on embedding elements of ReLATE into our practices.

One of our main foci has been the establishing of calm, consistent and predictable routines in each classroom, ensuring that the Zones of Regulation, The Getting Ready To Learn Scales and Visual Timetables form part of each learning environment. This, coupled with our implementation of the 'softer-closer' protocol has assisted in developing our approach to wellbeing.

Our commitment to ensuring that a co-educator was available in each learning space has also assisted in developing our culture and creating a strong sense of student trust and well-being.

Other achievements have included;

- Allocation of time to a staff member to the role of Student Wellbeing Leader with time release to organise the implementation of preventative programs and proactive initiatives which promote student wellbeing.
- Allocation of time to the role of Students Services Leader with time release to organise referrals, assessments, PSG meetings and to liaise with Co-educators
- Successful community days such as National Bullying-No Way! Day, National Walk to School Day, Italian Cultural Day, and National Family Week activities.
- Policies have been developed and are regularly revisited to ensure that they meet the current needs of the school community.

### VALUE ADDED

Our commitment to Student Wellbeing is reflected in the commitment of all teachers at our school to devise a curriculum which focuses on the wellbeing of all our students. This

Curriculum encompasses resilience, cyber safety, personal and interpersonal capability, and social competencies. Skills from each of these areas are taught explicitly to groups of students and at point of learning for individuals.

Holy Cross Catholic Primary School works to broaden and enrich each child's education through a variety of events and programs;

- Constant reminders & actions/behaviour for anti-bullying.
- Variety of extracurricular activity which is enabling/encouraging children to find 'real success': sport gala days, school cross-country program, school choir
- A sociolinguistic profile has been maintained of our school and is used as a reference for understanding each child and their family
- Provision of sensory tools for students who require them
- Areas designated as 'safe spaces' for de-escalation.
- Lunchtime Clubs – Drawing, gardening,
- Out of School Hours Before / After, and Vacation Care is available, run by BIG Childcare

## STUDENT SATISFACTION

During 2022, students from year 3-6 completed the MACSSIS survey.

Overall, the MACSSIS data from in relation to student satisfaction is very encouraging and well above the average for MACS schools. There are clear areas of strength identified in the data, notably school climate and students' perceptions of safety and well-being at school, which would reflect our observations and the indirect feedback the students provide to staff. They identify that the teachers have high expectations of them and that they see themselves positively as learners.

One area of future growth is the area of student voice, as this is the only area in which we fall below other MACS schools. This data set confirms our need to develop aspects such as student agency, participation and leadership in the development of our school culture.

## STUDENT ATTENDANCE

At Holy Cross the Attendance roll is marked twice daily by all classroom teachers using the ICON platform.

Every effort is made to ensure that student non-attendance is addressed. Meetings with parents are arranged to discuss issues of non-attendance and establish a plan to assist students and parents with and attendance.

The school has put procedures in place so that parents of children who are absent must contact the school to inform of their absence. Administration staff follow up with student absences which have not been reported to the school.

Summary absence data for the semester sent home with school reports. The purpose of which is to inform parents of total absences.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	88.5%
Y02	88.9%
Y03	87.4%
Y04	89.5%
Y05	90.5%
Y06	95.9%
Overall average attendance	90.1%

## Child Safe Standards

### Goals & Intended Outcomes

Holy Cross Catholic Primary School is committed to child safe practice. The care, the safety and the welfare of students are embedded in policies and practices which ensure a commitment to zero tolerance of child abuse. All actions and programs will maintain high ethical standards and work in accord with child safe practices and child protection reporting guidelines. The participation and empowerment of all children is a consideration in decision-making, as we seek to provide a safe and nurturing environment where children are respected and listened to.

Holy Cross has zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously. Our school is committed to preventing child abuse and identifying risks early, and removing and reducing these risks. Our school has robust human resources and recruitment practices for all staff and volunteers. Our school is committed to regularly training and educating our staff and volunteers on child abuse risks.

Holy Cross has a Child Safety Policy and Code of Conduct for all staff, visitors, volunteers and contractors. As a new school all policies have been written to ensure that they are aligned with our schools approach to child safety. We have an active wellbeing team who meets regularly to discuss and review items pertaining to child safety.

Child safety maintains a regular item on staff agendas, and information is constantly shared with the community via the school newsletter.

### Achievements

Creating a culture of child safety is vital to lowering the risk of harm to children. Holy Cross believes that it is the shared responsibility of our school community to protect children and prevent child abuse. Our school aims for all its members, including children and their parents or guardians, to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns.

To ensure Holy Cross meets the child safe standards;

- All staff are required to complete a range of online child safety training modules, including mandatory reporting and Disabilities Standards for Training e-modules
- Identified staff, volunteers, contractors and students on placements are required to undertake a Working with Children Check and Police Check when required
- The development of the Holy Cross Child Safety policy including the code of conduct, guidance on recognising child abuse and reporting requirements.
- A system is in place to report and respond to child safety concerns through the Child safety reporting process flowchart.
- Delivered Child Safety Staff Training
- Thorough Recruitment and Induction processes



- Development of a Child Safe Risk Assessment for offsite activities
- Creation of Position Descriptions for staff and volunteers. The position descriptions outline the importance Holy Cross places on maintaining a child safe environment.
- The school's commitment to child safety is included in advertised position descriptions.
- Circle Time and other trauma informed practices as explored through our ReLATE training aims to empower students to discuss issues.
- The Student Code of Conduct outlines students' responsibilities to being a student at Holy Cross
- The Child Safety Standards have been written in child Friendly Language.

# Leadership

## Goals & Intended Outcomes

**To build a leadership climate characterised by strengthened clarity, ownership and partnership, where all members of the community are engaged in developing Holy Cross as a vibrant learning community.**

- That organisational and leadership structures of the school are improved and consistently align with the school Vision, goals, direction and clearly defined priorities of the school.

## Achievements

The main focus of our work in this Leadership sphere during our first year of operation has primarily been on developing our school culture. Much work has gone into unpacking the meaning behind our school logo and motto of "Love, Hope and Unity" and how we show these values in each of our actions.

A major component of our work in our foundation year has been supported by Pauline Zappulla, an educational consultant. Pauline has worked closely with the foundation staff to unpack the school vision and mission and suggest for us our ways of being. This has been instrument in assisting us to set our culture.

As a new school, the leadership structures within our school are still in their infancy, with only myself and the deputy coordinating all roles for the first six months of the year. During semester Two, we were able to release another staff member to assist us in leading the Learning Diversity role within our school.

Another major focus within this Leadership sphere has been the planing for our Stage 2 building. As a school community, we collaborated with the Learning Diversity Team from MACS, along with inclusion experts from Melbourne University to design inclusive learning environments. This work has been embraced by the staff, as they have contributed to designing contemporary learning spaces that will truly take the school into innovative, engaging and exciting zones of learning.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING
Description of Professional Learning undertaken in 2022
ReLATE Traing for staff (2 Days)
EALD Curriculum and Reporting
Vision and Mission - Pauline Zappulla
Religious Education - Pedagogy of Encounter and understanding the Exhaultation of the Holy Cross.
Wellbeing Leader Meetings
Deputy Principal Network
Principal Network

Discovery Learning - Deb Vietri

First Aid Training

Number of teachers who participated in PL in 2022

15

Average expenditure per teacher for PL

\$1500

**TEACHER SATISFACTION**

The MACSSIS data for 2022 was overwhelmingly positive and for all domains, the school's results were above or well above the Melbourne Archdiocese Catholic Schools (MACS) average, with the overall positive endorsement at 98% compared to the MACS average of 67%.

Of particular strength were the areas of collective efficacy (98%) staff-leadership relationships (100%) and leadership (100%). The staff feel supported and believe that the schools leadership structures are supportive. Their perceptions that they have what it takes to improve their instructional capacity (self-efficacy) is also so strong. This is essential in providing them with the confidence that they have what it takes to impact on student achievement. It was also noted that school climate and collaboration in teams were particularly strong.

There were some areas that while they were well above the MACS average, were lower results and indicate some areas for improvement. This is notably related to the staff understanding of the school's goals and the improvement strategies being actioned.

**TEACHING STAFF ATTENDANCE RATE**

Teaching Staff Attendance Rate

94.9%

**ALL STAFF RETENTION RATE**

Staff Retention Rate

null%

<b>TEACHER QUALIFICATIONS</b>	
Doctorate	0.0%
Masters	23.1%
Graduate	15.4%
Graduate Certificate	7.7%
Bachelor Degree	69.2%
Advanced Diploma	7.7%
No Qualifications Listed	15.4%

<b>STAFF COMPOSITION</b>	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	10.0
Teaching Staff (FTE)	8.6
Non-Teaching Staff (Headcount)	9.0
Non-Teaching Staff (FTE)	8.4
Indigenous Teaching Staff (Headcount)	0.0

# Community Engagement

## Goals & Intended Outcomes

To consolidate partnerships between home, school, the parish and the wider community.

- That family school partnerships in student learning, wellbeing and faith development are enhanced.

## Achievements

A major focus for us in our foundation year has been the development of strong social relationships between students, staff and parents as well as the wider community. This has been achieved through school activities such as masses, sacramental celebrations, inaugural events such as Mother's Day Devonshire Tea, Father's Day Breakfast, fundraising efforts and the willingness of many parent helpers to assist with many aspects of school community life. This has fostered the students' sense of community and further established a real sense of belonging.

Family school partnerships are an important aspect of the work we have undertaken at Holy Cross, especially in establishing a foundation school. Staff have worked to build family school partnerships, safe in the knowledge that studies show positive relationships between parents and teachers help students engage in the community and perform better academically. The staff continues to work on strategies that open dialogue with families in the school community. This work is supported by one of our multicultural aides, who works closely with families to help and engage them in the life of the school.

Other achievements have included;

- Fortnightly Newsletter which is able to be translated into mother tongue languages
- Implementation of the schools website
- Operoo notifications - also able to be translated into mother tongue languages
- Seesaw
- Three Way learning conversations
- Community events such as Christmas carols and a Teddy Bear's Family Picnic.

## PARENT SATISFACTION

The MACSSIS data for parent satisfaction was very positive with 81% overall positive school endorsement, compared to the average of 69% for other MACS schools.

There were some clear areas of strength identified, notably the school climate ( 97%) in which families highly rated their perceptions of the social and learning climate of the school, and communication (94%) which commented on the timeliness, frequency, and quality of communication between the school and families.

There are areas where some further development is required, and as a school, we are committed to identifying these areas and making the necessary improvements. During 2022, the barriers to engagement in which families identified factors that can hinder a family's interaction or involvement with their child's school was our lowest ranking score. This provides us with an opportunity into how we can further engage with our families, especially those who are unable to come to school during school hours.

## Future Directions

### Priority 1

To develop a relational pedagogy that focuses on student empowerment.

### Priority 2

To develop a Performance Development Culture (PDC) that builds the capacity of all staff.

### Priority 3

To build our Catholic Identity through authentic relationships between home, school, parish and the wider community.