



ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

**Our Lady of Lourdes Primary School
Bayswater**

2018

REGISTERED SCHOOL NUMBER: 1645



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E NUMBER	E1241

Minimum Standards Attestation

I, Ross Williams, attest that Our Lady of Lourdes 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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

16/05/2019

Our School Vision

Shaped by our Catholic identity, we at Our Lady of Lourdes

Bayswater, respect the sacredness of each person.

In partnership with our community, we seek to nurture the

development of young minds, empowering them to enrich

the world with meaning and hope.



School Overview

Our Lady of Lourdes Bayswater is located in the outer-eastern suburbs in the Archdiocese of Melbourne. It is situated twenty kilometres east of Melbourne and services the primary education needs of the parish of Our Lady of Lourdes. Father Sebastian Mappilaparambil is currently our parish priest.

Our Lady of Lourdes is a school where Catholic faith and traditions are an integral part of education in a community atmosphere. Our philosophy is to foster a love of learning, the highest possible educational standards and help all members to achieve their maximum individual potential as well as to demonstrate our motto “Serve the Lord with joy”.

The school is an active and important part of Our Lady of Lourdes Parish family where joy, love and ongoing growth are experienced. Our Lady of Lourdes School strives to develop the child’s self-respect, respect for others, and an understanding of responsibility and justice. We aim to give each child equal educational opportunities by catering for individual needs.

Our Lady of Lourdes commenced the 2018 year with a student population of 101 students drawn mainly from Bayswater, Bayswater North and Boronia and a small number of children from other suburbs. The catholic identity of the school underpins all areas of the curriculum and permeates through all facets of teaching and learning.

The student population is made up of a variety of cultural backgrounds. There has also been an increase in the number of children being enrolled with language backgrounds other than English. We are a proud school community that support our culturally diverse community. The school has a strong reputation for its Student Wellbeing and welfare programs.

The specialist programs, which enhance the children’s learning, continued in 2018. They were Italian, Music and Physical Education. Extra-curricular activities included interschool sports, school choir, G.A.T.E WAYS, keyboard and guitar lessons and student action teams.

The school facilities provide a bright, beautifully-maintained learning environment and work place for students and staff. Facilities include eight classrooms, an art room, music room, Italian room, hall, shaded playgrounds and sandpit, full-sized oval and basketball courts, and a large multi-purpose room.



Principal's Report

The school year of 2018 was one of consolidation for the community of Our Lady of Lourdes Primary School. Late in 2017 we completed the refurbishment of the administration area of the school, and by the beginning of 2018 all administrative duties were relocated to our new offices. The newly refurbished front office provided a clean, new entry point to the school for visitors.

In the fourth year of our School Improvement Plan cycle, a focus for our leadership team was to address the goals and intended outcomes from our previous school review. As a group our goal is to ensure that all the intended outcomes are addressed over the four year cycle. Our Lady of Lourdes Primary School will undergo School Review in 2019.

In 2018 we continued to work towards personalising student learning to ensure that all children had the opportunity for growth. Staff continued to explore and implement visible learning strategies, as well as the continuing 'learning sprints,' where students were challenged to move to the next identified target in their learning.

Our Lady of Lourdes Primary School was one of twenty schools in Melbourne to participate in 'The Learning Collaborative' under the guidance of Dr Lyn Sharratt in partnership with Catholic Education Melbourne Eastern Office. As part of this group, our goal is to further improve learning outcomes for our students by ensuring quality planning, instruction and assessment is undertaken in an environment of shared responsibility. Several staff, including the Principal and Learning & Teaching Leader, attended four days of Professional Development, and were then supported by CEM staff to incorporate the learning into staff meetings and on to classroom instruction. As a staff we have been pleased with the results so far, and look forward to continuing in this collaborative project in 2019.

Moving forward, our focus is on stabilizing our community base and continuing to ensure that we provide the highest quality instructional teaching for the students in our community. We are also looking to further develop our partnerships with our Parish and local Kindergartens, ensuring smooth transitions to primary school for our newest community members.

Ross Williams

Principal

Education in Faith

Goals & Intended Outcomes

- To further develop our Catholic identity and culture within a multi-faith community

Achievements

- Linking planning documents across the curriculum to include Religious Education perspectives throughout the curriculum
- Updating our school vision statement to align our faith mission with our curriculum elements

To ensure that our Religious Education program is meaningful for our students in their modern world, we have continued to embed Religious Education across the curriculum and an Inquiry model was presented to staff which continues to be developed. Planning documentation was revised to include Religious Education within the planning of Inquiry Learning Units.

Through planning and explicit teaching, we continue to provide opportunities for students to actively live out their faith through celebrating weekly and whole school masses, praying together and through social justice activities such as, Mini Vinnies, Mission Week and Project Compassion. We also refined and sustained our daily Christian meditation practice, which has become embedded in the Catholic identity of our school.

Parent/child sacramental nights were held to encourage family involvement with a focus on familiarising parents with contemporary approaches to teaching Religious Education so that they are kept informed about what children are learning in the classroom. Feedback indicated that parents welcomed both the opportunity to foster faith conversations between their children and themselves and also to extend their own faith experience and expression.

VALUE ADDED

- Liturgical Singing for Prep-Year 6 with a specialist teacher, timetabled weekly
- School choir involved in all liturgical celebrations
- Professional Development for staff on integrating RE into the curriculum
- Participation in Catholic Education week activities
- Classroom visits by our Parish Priest
- Regular Religious Education lessons
- Daily classroom prayer
- Daily classroom meditation
- Students involved in liturgies- readings, offertory, instruments
- Reflection Days
- Involvement in social justice initiatives e.g. Project Compassion, Vinnies Winter and Christmas Appeals, and Catholic Mission.

Teachers and students attending masses at St Patrick's Cathedral for St Patrick's Day and Mission Week

Learning & Teaching

Goals & Intended Outcomes

- To provide and embed a contemporary learning environment.

Achievements

In Learning and Teaching we provide opportunities for our students to personalise their learning, with the goal of creating stimulating and enriching learning opportunities. This is evident through student-guided programs and Student Action Teams in various curriculum areas. These programs provide opportunities for students to have a voice in their learning which is driven by our vision for our students to become *'...active, independent, interdependent and reflective learners'*.

Staff meetings and Professional Learning Team meetings continue to be focused, structured and purposeful. The leadership team supports teachers to improve the linking of the curriculum in their planning through implementing back-to-back weekly planning sessions.

In the area of Physical Education, links with Schools Education Development Australia (SEDA) were developed, resulting in a number of clinics that immersed and engaged students in a variety of sporting activities.

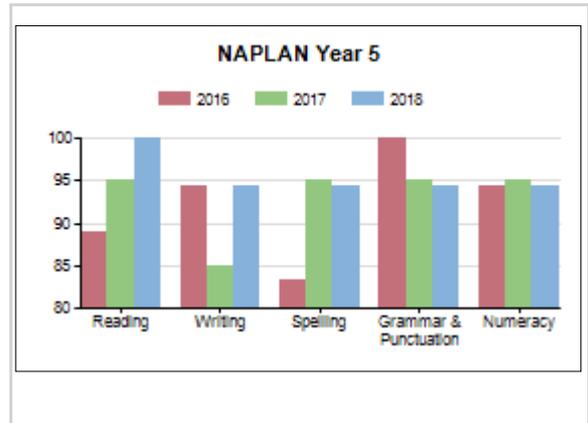
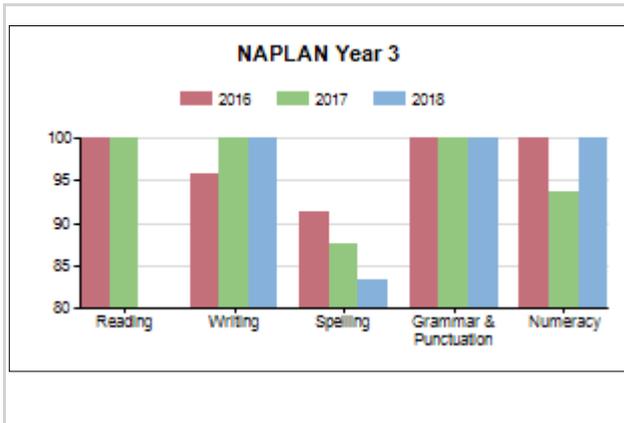
In 2018 our staff has worked towards implementing the 14 parameters to increase student learning achievement as part of 'The Learning Collaborative.' Supported by Catholic Education Melbourne, we are striving to develop staff pedagogical content knowledge and improving teaching practices through following the work of Dr Lyn Sharratt. Senior staff have attended four days of professional development with Dr. Sharratt, and have then been supported to embed quality teaching practices throughout the school. This is a two year commitment to our school community, continuing in 2019.

At Our Lady of Lourdes Primary School we believe that all of our students can be successful learners across the curriculum. We are committed to strengthening teacher knowledge and capacity to deliver the all aspects of curriculum. We continued to hold regular Professional Learning Team meetings focused on Numeracy and Literacy and have developed the whole school planning pro forma. As with literacy we also conduct beginning of year individual student interviews in numeracy. Staff use this data to inform their planning and delivery of curriculum. This enables a strategic approach to addressing individual student needs.

Our Lady of Lourdes School provides a number of school activities that have a positive effect on the wellbeing and achievements of students and the school community. Following is a list of curricular and extra-curricular activities and processes that have been successful at our school

STUDENT LEARNING OUTCOMES

The data from the 2018 NAPLAN assessments indicates that most students at Our Lady's School have reached National Benchmark levels. With a reduction in the number of students included in the data, there has been an increased effect on the percentile differences between years, particularly at Year Three. We are investigating patterns in data around strong results in Year Three Writing and Grammar & Punctuation. There has been continued growth in Year Three writing and Year Five Reading results. Fluctuations in percentile scores in some areas can be attributed to cohort size.



PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 03 Grammar & Punctuation	100.0	100.0	0.0	100.0	0.0
YR 03 Numeracy	100.0	93.8	-6.2	100.0	6.2
YR 03 Reading	100.0	100.0	0.0	75.0	-25.0
YR 03 Spelling	91.3	87.5	-3.8	83.3	-4.2
YR 03 Writing	95.7	100.0	4.3	100.0	0.0
YR 05 Grammar & Punctuation	100.0	95.0	-5.0	94.4	-0.6
YR 05 Numeracy	94.4	95.0	0.6	94.4	-0.6
YR 05 Reading	88.9	95.0	6.1	100.0	5.0
YR 05 Spelling	83.3	95.0	11.7	94.4	-0.6
YR 05 Writing	94.4	85.0	-9.4	94.4	9.4

Student Wellbeing

Goals & Intended Outcomes

- To develop an inclusive learning community.
- That student social and emotional learning skills are strengthened.
- That school and classroom environments promote a sense of wellbeing, so that students feel secure, confident and connected.

Achievements

In 2018 we continued to maintain a strong focus on student and staff health and wellbeing. In particular, wellbeing sessions had a particular focus on developing a growth mindset and building resilience strategies. With research showing the links between positive mental health and improved student outcomes, our decision to become a KidsMatter school (Australian Primary Schools Mental Health Initiative) has been an affirming one. In 2018 the initiative was rename 'BeYou' partnering with the 'Beyond Blue' organisation.

At Our Lady of Lourdes Primary School we seek the inclusion of a 'Student Voice' in aspects of decisions made around the school. To facilitate this, we have student nominated School Captains, a Student Representative Council and a 'Mini Vinnies' team. These groups represent the student community in a variety of ways, supporting health and wellbeing.

At the conclusion of 2018, as part of our commitment to the area of staff and student wellbeing, an 'Art/ Wellbeing specialist teacher was appointed to work with classes in 2019. The intention of this appointment is to develop a sequential program of classroom based wellbeing content delivered consistently throughout the school.

At Our Lady of Lourdes School we believe that by regularly missing days of school, students are at risk of missing out on key learning activities and may experience long-term difficulties with their learning. We believe regular attendance helps children develop social skills such as teamwork and communication, which lead to healthy relationships. Where a student has missed more than three days of school without prior notification, the school will make contact with the parents to discuss the reason for the absence.



VALUE ADDED

The following programs and initiatives continued to be implemented as part of the whole school approach to student wellbeing;

- Involvement in the eSmart and KidsMatter (BeYou) initiatives
- Daily meditation for all classes
- M Powerin Girlz program for Year 5/6 girls
- Prep/Year 6 Buddy Program
- REVVED UP for year 4 boys
- Circle Time
- Social Groups on a fortnightly basis
- Classroom and individual achievements are acknowledged at a fortnightly assembly
- School Leadership roles for students in Year 5 and 6
- Teacher aide support for students with special needs.
- Mini Vinnies
- Bounce Back

STUDENT SATISFACTION

According to student responses to the InsightSRC surveys, stimulating teaching, student motivation and student safety have all shown improved scores from the previous year, with all three measures gaining favourable responses. These three indicators are measured as a part of staff/ student relationships, engaging learning and safety. The Student Wellbeing Aggregate Index has improved annually from 2016-2018.

STUDENT ATTENDANCE

In line with School Attendance Guidelines, all student absences are noted on the school roll. In cases where there is a pattern of prolonged absence, the school will engage with the family to ensure that the student has every opportunity to attend school on a regular basis.

Note: The School Attendance Guidelines apply to all registered schools in Victoria and outline procedures for schools to record, monitor and follow up student attendance in order to meet the requirements of the relevant act and regulations.



Child Safe Standards

Goals and Intended Outcomes

All staff, volunteers, contractors, clergy and school board members at Our Lady of Lourdes are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Achievements

The following process has been undertaken to ensure that Our Lady's School meets its obligations under Ministerial Order 870:

- Having established an Action Plan, this group met several times to gather and complete the documentation required under the Child Safety Standards
- In August 2016 the Action Team published the 'OLOL Code of Conduct' which was ratified by the Parish Education Board in term three.
- The school updated its visitor entry procedures to include references to the newly created Code of Conduct when entering the school

The Child Safe Standards at Our Lady of Lourdes Primary School is reviewed in line with our regular policy schedule.



Leadership & Management

Goals & Intended Outcomes

- *To strengthen, embed and sustain our professional learning culture.*
- That the organizational and teaching climate improves

Achievements

Our Lady of Lourdes School has aimed to promote a collaborative approach that fosters professional learning and teamwork. In 2018 staff continued to meet in level teams regularly to plan, develop, implement and evaluate our teaching programs. School closure days, back-to-back planning and weekly Professional Learning Team (PLT) and staff meetings are embedded practise at Our Lady's School, which ensure ongoing reflection on and development of programs. The Leadership Team meets regularly to address the strategies in our Annual Action Plan. Our Learning Support Officers also meet regularly to discuss ways to best support the students with whom they work. Communication as a staff, as well as the ability to plan using online, shared workspaces (Google Docs and Google Drive) has improved the communication at all levels of the school.

Professional Learning for staff has been provided in response to specific needs within the school to enhance professional growth. It has been linked to many areas of the curriculum and all staff have participated in numerous professional learning activities. This professional development has complemented the accreditation PD undertaken through the eSmart and KidsMatter (BeYou) initiatives.

Staff are encouraged to seek and participate in professional learning that can be linked directly to our School Improvement Plan.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2018

- The Learning Collaborative with Dr Lyn Sharrat
- Agile Sprints for Student Learning
- Leadership for Learning and Teaching
- Updating the School Vision Statement
- Reflective Evaluation for Active Leadership[
- Leading Catholic Identity and School Improvement
- School Community- Partnerships for Learning
- KidsMatter (BeYou) and eSmart initiatives
- First Aid, Asthma and Anaphylaxis updates
- Leadership – Principal, Deputy Principal, Religious Education Leader, Literacy and Numeracy Leaders, Administrative Officers, eLearning Leader Networks and conferences
- Engaging Authentic Student Voice in Catholic Schools
- Planning Behaviour Support

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018

16

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$429.67

TEACHER SATISFACTION

Results from staff responses to the InsightSRC surveys indicate a continued upward trend in Teacher Satisfaction at Our Lady of Lourdes Primary School (Up 8.3% in two years).

Please find below a sample of staff responses to their school experience – the scores are on a 1-5 scale: 1 being a low score – 5 the highest score.

'Staff in this school strongly believe they can make a difference to students learning.' Score – 4.8

'Students are treated with respect in this school.' Score – 4.7

'Staff at this school always focus on improving the quality of the school's teaching and learning practices.' Score – 4.6

'Teaching practice in this school engages students in their learning.' Score – 4.5



School Community

Goals & Intended Outcomes

- To strengthen partnerships to support student learning and wellbeing
- That Community Engagement will improve.

Achievements

At Our Lady of Lourdes we value support from our community to share in working towards a common goal to achieve success for our students.

The School Parent & Friends Group provide a great support to families in our community as well as to the school itself. This group oversees the organisation of events such as:

- Sausage Sizzle/ BBQ for school sports night and Carols evening
- Fundraiser BBQ at Bunnings, Bayswater
- Mother's and Father's Day Stall for our school community
- Class Easter raffles for each class in the school.
- Opportunities for parents to gather as a community

In 2018 the Great OLOL Clean Up/ Sustainability Day took place again and families were invited to work with their children and staff on the beautification of the school grounds. This encouraged a sense of belonging and connectedness to our school. The event was followed by a shared dinner which provided opportunities for students, families and staff to interact socially and make new links within the school community. Feedback from both families and staff was positive and this encouraging response led the school to make the Clean Up an annual event.

Other events that were implemented to foster relationships with our school and wider community included Ride to School Day (in conjunction with Bicycle Network Victoria), Bunnings and Mitre 10 involvement with sustainability projects.

PARENT SATISFACTION

Please find below a sample of parent responses to their school experience – the scores are on a 1-7 scale; 1 being the lowest score, 7 being the highest score.

'I feel comfortable about approaching this school with any concerns I might have.' Score – 6.2

'My child's school reports are very helpful.' Score – 6.2

'The teachers at my child's school are extremely dedicated.' Score 6.1

'My child looks forward to the learning they do at school.' Score – 6.1

'The staff at this school understand the importance of partnering with parents to help students achieve their full potential.' Score – 6.0

'The subjects taught at this school meet my child's needs.' Score – 6.0

'There is good two-way communication between the staff and parents at my child's school.' Score – 6.0

'My child's teacher/s understand my point of view.' Score – 5.9

'My child gets on well with their peers at school.' Score – 5.7

Future Directions

As an outcome of our 2015 school review, the following goals in each of the spheres of schooling have been set as part of our next school improvement cycle 2016-2019.

Education in Faith

To further develop our Catholic identity and culture within a multi-faith community.

Teaching and Learning

To provide and embed a contemporary learning environment.

Student Wellbeing

To develop an inclusive learning community.

School Community

To strengthen partnerships to support student learning and wellbeing

Leadership and Management

To strengthen, embed and sustain our professional learning culture

During 2019 we will undertake our School Review, with the intention of resetting our goals for the school for the next four years (2020-2023). We will continue into year two of participation in 'The Learning Collaborative' working with Dr. Lyn Sharratt.

In 2019 Our Lady of Lourdes Primary School is the only Catholic School in Victoria to pilot the Victorian State Government Family Violence Initiative in schools. This program provides training and resources for staff in the area of supporting families (and others) impacted by family violence.



School Performance Data Summary

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	92.0
Y02	95.2
Y03	94.7
Y04	85.7
Y05	94.2
Y06	91.7
Overall average attendance	92.3

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	95.6%
STAFF RETENTION RATE	
Staff Retention Rate	93.8%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	9.1%
Graduate	9.1%
Graduate Certificate	9.1%
Bachelor Degree	54.5%
Advanced Diploma	45.5%
No Qualifications Listed	9.1%

STAFF COMPOSITION	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	15
Teaching Staff (FTE)	8.6
Non-Teaching Staff (Headcount)	7
Non-Teaching Staff (FTE)	4.3
Indigenous Teaching Staff (Headcount)	0