



# Our Lady of Lourdes School Bayswater

2022  
Annual Report to the School Community



Registered School Number: 1645

# 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 .....8

Student Wellbeing .....11

Child Safe Standards .....13

Leadership .....14

Community Engagement .....16

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## Minimum Standards Attestation

I, Ross Williams, attest that Our Lady of Lourdes 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.

18/03/2023

**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](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

**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

I am pleased to present an overview of Our Lady of Lourdes Primary School in Bayswater for the academic year 2022. This has been a year of growth and achievement for our school, with many accomplishments in academics, extracurricular activities, and community involvement. Importantly, our school undertook a massive building refurbishment program in the second half of the school year, which will provide 3 newly refurbished learning spaces, new and upgraded toilet facilities within the school, the relocation and upgrade of our Out of School Hours Program into our school building and a re-imagining of the school playground area, creating connections between the classroom and the playground.

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. At the conclusion of 2022 we farewelled our long-standing Parish Priest, Rev. Sebastian Mappilaparambil. At the beginning of 2023 we will welcome Rev. Sabu Adimakiyil.

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 (proudly) strong reputation for its Student Wellbeing and welfare programs.

In conclusion, I would like to acknowledge the hard work and dedication of our students, teachers, and support staff, as well as the ongoing support of parents and the wider school community. Our Lady of Lourdes Primary School continues to provide a high-quality education and a supportive learning environment for all students.

## Principal's Report

I am pleased to present my report on the activities and achievements of Our Lady of Lourdes Primary School in Bayswater for the past academic year. It has been an eventful and successful year for our school community despite the challenges we faced due to the ongoing COVID-19 pandemic.

Our diverse group of students have demonstrated exceptional academic performance, with many achieving outstanding results. Our school's focus on a comprehensive and engaging curriculum has enabled our students to excel in all areas of learning. Our teachers' commitment and dedication to their craft have been instrumental in ensuring our students' academic success.

At Our Lady of Lourdes Primary School, we prioritise our students' mental health and wellbeing. We have implemented several programs and initiatives aimed at promoting positive mental health and wellbeing among our students. The reframing of our Art/ Wellbeing program to be a weekly specialist program has been particularly effective in helping students develop resilience, self-awareness, and positive relationships with others.

Our Lady of Lourdes Primary School values community engagement and the involvement of parents in the education of their children. We have continued to strengthen our partnership with our parent community through various initiatives such as parent-teacher meetings, parent information sessions, and school events. A highlight of this was the Community Session led by Gen Bryant, celebrating the sacramental programs offered throughout the school.

Our school's Parents & Friends group has played a vital role in enhancing the school's community spirit by organizing fundraising events, social activities, and volunteer opportunities. Their efforts have contributed significantly to our school's success and have helped to create a positive and supportive school environment.

In conclusion, I am incredibly proud of the achievements of our students, staff, and parent community over the past year. Our Lady of Lourdes Primary School is committed to providing a high-quality Catholic education that nurtures the whole child – academically, socially, emotionally, and spiritually. I would like to thank our students for their hard work and commitment to their studies, our dedicated staff for their tireless efforts in providing an excellent education, and our parents for their ongoing support and involvement in the school community.

I look forward to another successful year ahead and thank you for entrusting your children's education to Our Lady of Lourdes Primary School.

## Catholic Identity and Mission

### Goals & Intended Outcomes

School Improvement Plan Priority: Enhancing Catholic identity

- Goal: To enhance a lived Catholic identity through faith, life and culture.

### Achievements

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. Our staff is committed to providing real opportunities for students to engage in the life of Our Lady of Lourdes Parish. As we move away from Covid restrictions, in 2022 students participated more actively in regular church attendance.

#### VALUE ADDED

- Liturgical Singing for Prep-Year 6 to prepare for significant Liturgical and Faith celebrations
- Sacramental Family night featuring Gen Bryant and her Team
- School choir that leads in all liturgical celebrations
- Professional Development for staff on integrating RE into the curriculum
- Participation in Catholic Education week activities- where possible.
- Classroom visits by our Parish Priest
- Regular Religious Education lessons
- Daily classroom prayer and meditation opportunities- both on-site and in remote learning.



## Learning and Teaching

### Goals & Intended Outcomes

- To build staff capacity to ensure continued growth for every learner.
- To drive an explicit evidence-based improvement agenda.

### Achievements

Given the cultural diversity of our student population, the achievements of our student group are outstanding! Through our targeted, dedicated instruction aimed at targeting incremental learning for every student, internal and external data clearly demonstrates the academic success of our students. In Learning and Teaching, we provide opportunities for our students to personalise their learning, with the goal of creating stimulating and enriching learning opportunities.

#### STUDENT LEARNING OUTCOMES

At the end of 2022 data provided to our school demonstrated the effectiveness of the work undertaken by staff over the last five years.

A key measure of NAPLAN data in all schools is the growth measurement between Year Three and Year Five data. Simply, this data compares the growth of the OLOL cohort of students over a two-year period with all schools. On this basis, our school has achieved elite success in this particular measure.

Our Lady of Lourdes has achieved...

The highest growth in student achievement of any primary school in Bayswater (Out of 12 primary schools)

The 12th highest growth in student results in the Eastern Suburbs of Melbourne. (Out of 253 primary schools) (Top 5 % in Eastern Suburbs)

Featuring in the Top 6% for growth in student results in all of Victoria. (out of over 2000 schools)

A 6.41% average improvement since 2017.

Significantly higher growth than the closest primary school in Bayswater.

**2017- 2021 NAPLAN DATA: OUR LADY OF LOURDES BAYSWATER HAS ACHIEVED...**

**THE HIGHEST GROWTH IN STUDENT ACHIEVEMENT OF ANY PRIMARY SCHOOL IN BAYSWATER**

**THE 12TH HIGHEST GROWTH IN STUDENT RESULTS IN THE EASTERN SUBURBS OF MELBOURNE (OUT OF 253 PRIMARY SCHOOLS)**

**IN THE TOP 6% OF SCHOOLS IN VICTORIA FOR STUDENT IMPROVEMENT (OUT OF 2277 PRIMARY SCHOOLS)**

**VISIT OUR BRAND NEW CLASSROOMS AND SEE OUR LEARNING IN ACTION!**

SOURCE: HERALD SUN DEC 2022

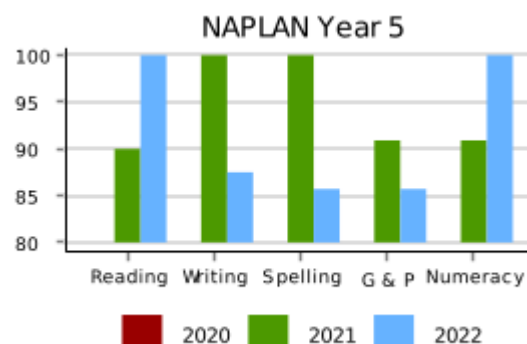
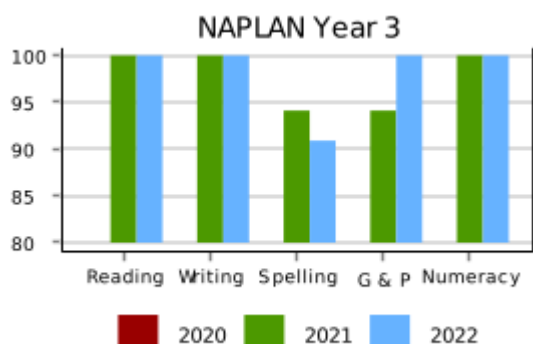
This data reflects the strong work of our staff and curriculum leaders over the last five years in targeting individual learning plans for students to provide the best opportunities for growth and improvement.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	94.1	-	100.0	5.9
YR 03 Numeracy	-	100.0	-	100.0	0.0
YR 03 Reading	-	100.0	-	100.0	0.0
YR 03 Spelling	-	94.1	-	90.9	-3.2
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	90.9	-	85.7	-5.2
YR 05 Numeracy	-	90.9	-	100.0	9.1
YR 05 Reading	-	90.0	-	100.0	10.0
YR 05 Spelling	-	100.0	-	85.7	-14.3
YR 05 Writing	-	100.0	-	87.5	-12.5

\* 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 build staff capacity to ensure continued growth for every learner.
- To drive an explicit evidence-based improvement agenda.

### Achievements

The well-being of our student group was a key element of our programs in 2022 as students returned to classroom-based learning full-time, following two years of disjointed classroom attendance due to Covid-19. Guided by our well-being leaders, staff explicitly targeted learning in key well-being areas such as resilience and developing a growth mindset, students had opportunities to develop their own pathway to well-being. Such was the recognised significance of our Art/ Well-being lessons, in 2023 this will become a specialist program with weekly classes for all students.

#### VALUE ADDED

- Continuation of the Specialist Art/ Well-being Program
- Involvement in the eSmart and KidsMatter (BeYou) initiatives
- Daily meditation for all classes (both on-site and remote)
- Prep/Year 6 Buddy Program
- Circle Time
- Social Groups on a regular 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

#### STUDENT SATISFACTION

According to the MACSSIS (Melbourne Archdiocese Catholic Schools-School Improvement Surveys) students highly valued the qualities of Catholic Identity, School Climate, Student Safety, Teacher-Student relationships and School Belonging.

Student survey results highlighted the connection students felt with their teachers and their connection to the learning environment of the school demonstrate that our staff and students worked well to re-establish learning protocols in the classroom following Covid-19.

**STUDENT ATTENDANCE**

At the beginning of the 2022 school year, there was a strong sense of uncertainty following two years of interrupted classroom attendance. State Government advice regarding staff and student attendance when displaying symptoms consistent with Covid-19 led to many parents taking a guarded view in regard to attendance. This definitely led to greater student absences in 2022 in comparison to pre-Covid school years. As always, parent/ school communication was important during this time.

As we move into 2023 with more confidence regarding classroom attendance, new protocols will ensure the best learning opportunities for our students.

**AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL**

Y01	87.8%
Y02	89.5%
Y03	88.0%
Y04	89.3%
Y05	83.6%
Y06	91.0%
Overall average attendance	88.2%

## Child Safe Standards

### Goals & 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

In 2022 our processes were reviewed to align with new Ministerial Order 1359. This included updating policies, such as our code of conduct policy, and reviewing processes for visitors within our school. These changes were ratified by our school leadership team and included in communications with our parish. The Child Safe Standards at Our Lady of Lourdes Primary School will continue to be reviewed in line with our regular policy schedule.

## Leadership

### Goals & Intended Outcomes

- To build staff capacity to ensure continued growth for every learner.
- To drive an explicit evidence-based improvement agenda.

### Achievements

Our Leadership Team has strived to continue to undertake regular professional development for staff, in particular in the area of Literacy. Throughout the year, whether on-site or in remote learning, School Leaders worked with, and alongside, staff to improve Pedagogical Content Knowledge (PCK) in Reading, Writing and Oral Language.

In 2022 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.

### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

#### Description of Professional Learning undertaken in 2022

Teacher Professional Learning and improved Pedagogical Content Knowledge (PCK) has been a key factor in the improved learning outcomes for students at Our Lady of Lourdes Primary School. Our curriculum leaders work together to upskill staff across all areas of the curriculum, and we explore new and improved ways of delivering curriculum and measuring student growth and success. A key strategy in this improvement has been inclusion- all staff are presented with opportunities for growth and development, using digital media to ensure full participation.

Number of teachers who participated in PL in 2022	19
Average expenditure per teacher for PL	\$0

### TEACHER SATISFACTION

According to the MACSSIS (Melbourne Archdiocese Catholic Schools-School Improvement Surveys) our staff are incredibly supportive of the structures and processes in place at Our Lady of Lourdes Primary School. Our 2022 staff survey data results place our school well above the average for all MACS schools in every one of the 14 key areas. Of particular note are the areas of Collective efficacy (100% rating), along with Collaboration, Staff-Leadership

relationships, Psychological Safety and School Climate, which all rated above 90%. It is also worth noting the stability of our staffing, with 100% retention of all staff from 2022 into the 2023 school year.

#### TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	98.3%
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#### ALL STAFF RETENTION RATE

Staff Retention Rate	90.0%
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#### TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	11.1%
Graduate	11.1%
Graduate Certificate	11.1%
Bachelor Degree	44.4%
Advanced Diploma	44.4%
No Qualifications Listed	22.2%

#### STAFF COMPOSITION

Principal Class (Headcount)	1.0
Teaching Staff (Headcount)	14.0
Teaching Staff (FTE)	7.8
Non-Teaching Staff (Headcount)	6.0
Non-Teaching Staff (FTE)	4.4
Indigenous Teaching Staff (Headcount)	0.0



## Community Engagement

### Goals & Intended Outcomes

- To build staff capacity to ensure continued growth for every learner.
- To drive an explicit evidence-based improvement agenda.

### Achievements

While we returned to classroom learning in 2022, Victorian schools were still subjected to strict limits on meetings and visitors within schools, which severely hampered our ability to host community events. We were able to host a special event for Mother's Day and Father's Day in 2022, as well as a special Sacramental Evening session late in the year. Our major fundraiser for 2022 was our Bunnings BBQ fundraiser, which was co-ordinated by our hardworking Parents & Friends Group.

### PARENT SATISFACTION

During the Covid restrictions of 2020/2021, parent partnerships and communication became more important than ever. As a community, we have always been proud of our open, honest communication and support for students, staff and families.

Data from the MACSSIS (Melbourne Archdiocese Catholic Schools-School Improvement Surveys) indicates that there was strong parent satisfaction in School Climate, Catholic Identity and Communication.