St. Mary’s Primary School Dubbo

Annual School Educational and Financial Report

2008

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ABOUT THIS REPORT

St. Mary's School Dubbo is registered by the Board of Studies (NSW) and is part of a system of schools managed by the Catholic Education Office (CEO), Bathurst. The CEO, Bathurst is the ‘approved authority’ for the Registration System formed under Section 39 of the NSW Education Act 1990.

The Annual School Educational and Financial Report for this year provides the school community with reliable and objective information about school performance measures and policies, as determined by the Minister for Education (NSW) in conjunction with requirements of the Minister for Education, Employment and Workplace Relations.

This Report also outlines information about initiatives and developments of major interest and importance to the school community during the year, and the achievements arising from the implementation of the school’s Annual Development Plan.

Accordingly, this Report demonstrates accountability to the school community and the CEO, Bathurst.

This Report complements and is supplementary to school newsletters and other regular communications. This report will be available on the school and CEO websites by 30 June 2009 following its submission to the Board of Studies.

Further information about the school or this report may be obtained by contacting the school on 6882 4790 or by visiting the website at www.stmarysdubbo.nsw.edu.au.

Mr. John Wagner
PRINCIPAL

DATE
PRINCIPAL'S MESSAGE

On behalf of all involved in our school community, I am happy to present the 2008 Annual Report. I firmly believe that St. Mary’s is a wonderful school and our school vision statement “St. Mary’s School strives to be a welcoming Christ-centred learning community that promotes a quality holistic education and trusting relationships in a caring and supportive environment” is evident in all aspects of school life. Our school has a strong culture with a focus on learning and living out the gospel values. I commend all the staff, parents and students who have worked in partnership to achieve great things.

There is no denying that schools are very busy places and 2008 has been no exception. The year began with the celebration of World Youth Day and ended with our memorable End of Year Mass and the retirement of Mrs. Annette Storer, a class teacher and former principal of our school. Between the day to day learning in the classroom, there were a number of extra curricula activities that took place throughout the year. The Sacramental Programs, Liturgies, Challenge Day, Fun Fair, Easter Raffle, Eisteddfod, Sporting Competitions and Carnivals, Peer Support Program, School Band Concerts, Tutor Reading Program, Grandparents’ Day, the Inaugural Gerard Yeo Shield, Excursions, Easter Raffle, Working Bees, Golf Day, Spring Ball, Shopping Trip etc. All these activities and events have been important and valuable and I am thankful to the staff and parents who have coordinated and organised them.

2008 has been a very exciting year. I commend the Parents and Friends Association on winning the NSW Award for Excellence from the NSW Parents’ Council, the students who competed at the state finalist in Tournament of the Minds, Rugby Union and Girls’ Super 8’s Cricket, the students who competed at state level in boys’ cricket (2), boys’ soccer (2), swimming (1), athletics (15), cross country (3) and one Year 6 student who represented NSW at the Australia Schools Cross Country Carnival.

All members of the school community were saddened by the death of James Patterson and we will continue to pray and support Mary, Greg, Elyce and Joseph for their great loss.

As principal I am thankful to all members of our school community for your support, involvement and hard work. May we continue to live out our school motto “Christ is My Light” by our words and actions.

Mr. John Wagner
Principal

PARISH PRIEST’S MESSAGE

One of the great traditions of Dubbo Catholic Schooling is the commencement of the school year with a Mass for all those involved in the Dubbo Catholic Schools. It serves as a focusing of the task ahead - that all the many elements that constitute our educational endeavours are underpinned by the person of Jesus Christ, the mystery of God, and the strength and guidance of the Holy Spirit. We reaffirm that reality for each school community at our opening school Masses. These Masses and other liturgies that are celebrated during the year make explicit our recognition of our faith in Jesus Christ and our dependence on his grace and love. This nurturing of the spiritual dimension of students' lives is also woven into the daily life of each Catholic school. The values of kindness, fairness, compassion and justice are witnessed to in many ways by all members of the school community. The ongoing struggle for all of us is to be consistent in our living out of these values. Sometimes we fail and that other crucial Christian value of forgiveness has to be brought into play. While we can learn a lot about God and how God has been particularly revealed by Jesus, the challenge is always to apply what we have learnt in our relationships at home, school, in the workplace, on the sporting field, in all those places we live and interact with one another.

Fr. Paul Devitt, Parish Priest
PARENTS and FRIENDS ASSOCIATION MESSAGE

What a year!!! This year has seen the St Mary’s Parents & Friends Association succeed in many areas, including financially, spiritually, compassionately and by continuing to welcome new families to the school and recognizing births, deaths and marriages within the school community. This year has seen a very successful Easter Raffle, Golf Day and Fun Fair to name a few money making ventures. The comradeship shown at each of these events is testament to the strength of the parent body at the school. A lot of money has been spent on Interactive Whiteboards & beautifying of the grounds and gardens for the benefit of the children’s education and comfort. Our spirituality and compassion also stood out this year when one of the staff members lost a son. All the quiet achievers helped with the food for the wake for James Patterson. Families and friends have been visiting the Patterson family, supplying meals, support and friendship in their very sad loss.

Libby Hicks – Parents & Friends President 2008

STUDENT LEADERS MESSAGE

2008 started successfully after the good report of 2007. Our school kicked off the year with the introduction of the Yr 6 and Yr 5 students meeting their new buddies for the first time. Academically St. Mary’s has had a strong year, including our TOM (Tournament of the Minds) team who proceeded to the state finals and received an encouragement award. The Yr 6 debating team made a good impression and progressed to the finals. Also the Years 3-6 competed in the international schools competition with students receiving very high marks. St. Mary’s also prides itself in its sporting achievements, proving itself as 23 children made it onto the state finals in individual sports while our girls competed in the state finals of the Super 8’s Cricket Competition and the boys in the NSW Catholic Primary Schools Rugby Union Competition. St Mary’s school excelled in the gala days, Super 8s, the Gerard Yeo Shield and other sporting events. Our school was very lucky to receive 7 rain water tanks from the Federal Government. We also received money for interactive white boards. The interactive white boards are large touch screen computers that let the children have more fun while learning. We were inspired by the World Youth Day cross which we had the privilege to touch and see. Later on in the year we were donated a large cross in the front entrance. This school is sadly saying good bye to Mrs Storer. She has taught at St Mary's for 34 years. In her memory we have built a Garden of Peace. Overall this year has been a very successful and historic year for St. Mary’s Primary School.

Student Leaders – Courtney Hart, Blake Smith & Madison Dunkley
CATHOLIC IDENTITY

Vision Statement
St Mary’s Primary strives to be a welcoming Christ-centred community that promotes a quality holistic education and trusting relationships in a caring and supportive environment.

Prayer and Liturgy
- Staff gather once a week for prayer.
- Children pray regularly throughout the day. Teachers may use prayer resources such as the school Scope and Sequence for Prayer, “We Pray as One” or “Daily Prayer under the Southern Cross”.
- Liturgies are usually held around the cross at the front of our assembly area which serves as a gathering point and prayer focus for school liturgies. We endeavour to make this a sacred space through the consistent use of sacred symbols; the cross, the bible, the school candle and banners and liturgical cloths which are appropriate to the particular liturgy.
- Every grade is responsible for preparing liturgies throughout the year. Some liturgies may be prepared and presented by our Year 6 Religion Ministry. Special liturgies are held to celebrate a special event, feast day or purpose such as Easter, Advent, the Missions, St. Mary’s Birthday etc. The need for different liturgies may arise throughout the year and they are the responsibility of the Religious Education Coordinator.

Pastoral Care and Social Justice
St Mary’s aims to provide pastoral care through the following strategies;
- Buddy System Year 6 & K, Year 5 & Year 1. The senior students in our school are given a younger buddy. They work together on occasional classroom activities and share lunch together once a term.
- Community visits by each grade to a range of aged care and specialist care facilities around Dubbo.
- The Restorative Justice Program which is used as the basis of our discipline policy.
- Daily Prayer in the Classroom.
- The Gospel values are a focus of our school and are actively promoted at a classroom and whole school level.
- Children who are experiencing problems which require one on one support. Those children who are in need of further counselling can be referred to Centacare.
- We offer a Seasons program for children who have experienced grief or family separation. This course is run by trained facilitators from our school staff.
- Staff that are in need of counselling or critical incident debriefing also have access to the services available at Centacare under the Employee Assistance Program.

Student and Staff Formation
- Students from Years 3 to 6 attend retreats aimed at strengthening peer relationships, building self esteem, team work, social skills and leadership skills.
  - Year 3 – Friendship Day (Term 4)
  - Year 4 – Self Esteem Day (Term 4)
  - Year 5 – Leadership Camp (Term 4)
  - Year 6 – Leadership Day (Term 1)
- Each year St Mary’s Primary sets aside one of their Pupil Free Days for the purpose of a staff retreat.
- Members of staff always take the opportunity to attend religious inservices that are organised by the Catholic Education Office.
• Eight teachers possess formal qualifications in Religious Education from a University with the highest being a Masters of Religious Education.
• One teacher is currently enrolled in a university course to gain further RE qualifications.

Religious Education Program
• Religion is formally taught daily in lessons that may range from 30 to 40 minutes in duration.
• Gospel values encompass all of our teaching and learning activities across all Key Learning Areas throughout the school day.
• The curriculum for religion lessons comes from the “Christ We Proclaim” Program which was produced by the Bathurst Catholic Education Office.

Sacramental Programmes
• St Mary's students prepare for their sacraments through a Parish based sacramental program for Reconciliation, Eucharist and Confirmation. In this way the students of St Mary’s undertake their sacramental preparation with children from the St Brigid’s Parish encompassing the Catholic and State schools in Dubbo.
• This year all students attended the Combined Catholic Schools Liturgy at St. John’s College to celebrate World Youth Day when the Cross and Icon arrived in Dubbo.

Parish Contact Details
St Brigid’s Church
Brisbane St Dubbo
Phone: 6882 4233
Fax: 6884 0369

SCHOOL FEATURES

Structure of the School
St. Mary’s is two streamed Kindergarten to Year 6 School totalling fourteen classes. Our school is an integral part of St Brigid's Parish. Catholic values and traditions are taught in a formal religious education program and are a guide for all that we do throughout the school. St Mary’s is a Catholic school where parents and teachers strive together to develop the full potential of each child spiritually, academically, socially, emotionally and physically. Our core task is education. Our staff devote their classroom time to the tasks of teaching and learning. Assessment and reporting are ongoing features of our curriculum. We recognise that each child is unique and has a right to develop his/her individual talents, especially in developing meaningful relationships with God and with fellow human beings.

Curriculum Initiatives
In 2008 we had a big focus on Literacy and Numeracy by initiating our Literacy and Numeracy Support Programs and providing up to date professional development for staff on literacy especially reading.

Pastoral Care Initiatives and programs
St Mary’s uses the following pastoral care initiatives;

• Buddy System Year 6 & K, Year 5 & Year 1. The senior students in our school provide friendship and support for a younger buddy.
• The Peer Support Program which operates for all students from K-Year 6.
• Children who are experiencing problems and who are in need of further counselling can be referred to Centacare under a program initiated by the CEO in 2008.
• The Seasons program is offered for children who have experienced grief or family separation. This course is run by trained facilitators from our school staff.
• Staff that are in need of counselling or critical incident debriefing also have access to the services available at Centacare under the Employee Assistance Program.

Facilities
We are constantly upgrading our school facilities to ensure that we are providing our students with the tools that they need in order to thrive in the 21st century. In 2008 we installed three more interactive whiteboards in KG, 3G & 6B. We now have one in each grade. They are a powerful tool for learning. Each classroom has access to computers in the classroom. We have a computer Lab that provides opportunities for all students to develop their skills with IT as well as enabling teachers to utilise technology as a teaching tool.

We have netball courts, a basketball court, cricket nets as well as large open playing fields and large play equipment for the younger students. In 2008 we built a huge sandpit in the middle playground and developed a vegetable garden and established a garden club from interested students. Our school has a large covered area that enables the students to play in the shade. We have passive play area that has seats and shade and is in a quiet area of the school. We have a school canteen that operates five days a week. This is a healthy canteen and operated with the assistance of parent volunteers and a canteen manager.

The beautification of the school grounds is an ongoing task. In 2008 we planted a large number of native trees and shrubs as well as new garden beds and installed seven rainwater tanks that are used to irrigate the school grounds and gardens from the Federal Governments Community Water Grants initiative.

ENROLMENT POLICIES AND PROFILES
The essential requirement for enrolment and continuing enrolment is adherence to school policies, full participation in the Catholic practices of the school and that parents/guardians provide supporting documentation when enrolling their child. Enrolment is determined by the following criteria:
• Siblings of Catholic children already enrolled in a Dubbo Catholic school.
• Siblings of non-Catholic children enrolled in a Dubbo Catholic school prior to 2003.
• Baptised Catholic children of practicing Catholic parent(s)/guardian(s).
• Catholic children of non-Catholic parents.
• Children baptized in other denominations or faith traditions. Children who are not baptized are considered for enrolment if there is a vacancy in the school.

Key elements of the school’s enrolment policy are criteria for enrolment and the enrolment process.

The following changes were made to this policy during the 2008 school year
• Younger siblings of non-Catholic children enrolled at St John's College are not guaranteed a place in a Catholic Primary school.
• Those families with children commencing school part way through the year, parents to attend School Fees Office, preferably the same day as the interview with the School Principal. This must occur before enrolment can be finalised.
• Children may not be enrolled if they have been expelled or suspended from another school, have a criminal record, or have a poor history of fee payment or continued behavioural problems.
• Previous schools will be contacted during the Enrolment process for all children.
School Fees Office will be contacted during the Enrolment process for all children with regard to siblings already in system.

The choice of the child (ren)'s teacher each year is solely the decision of the School Principal.

If parent(s)/guardian(s) remove their child (ren) from the school due to non-compliance of school policies, the child (ren) will not be re-enrolled.

Prospective parents can access an Enrolment pack by contacting the school. A full copy of the enrolment policy is available from the school office or on our school website. Go to www.stmarysdubbo.nsw.edu.au and follow the prompts.

School Profile
St. Mary’s School is a rural school located in central west NSW. The school opened in 1910 on the corner of Macleay and Bourke Streets North Dubbo and was staffed by the Sisters of Mercy. The school was moved to new classroom buildings further north in Bourke Street in 1961. From 1969-1974 St Mary’s School was staffed by the Daughters of Charity. St Mary’s School relocated to Wheelers Lane in 1982 as an Infants School Kindergarten – Year 2 and began expanding to a Primary School in 2001. Since the beginning of 2001 the school has experienced a major shift in its structure with a gradual growth of two classes per year to become a full primary school K-Year 6 in 2004. The school is part of St Brigid’s Parish and uses the St Brigid’s Church for special Masses. Fr Paul Devitt is the Parish Priest and our School Chaplain is Fr Brien Murphy.

General Composition of Student Population: At the time of the School Census (August 2008) there were 412 students enrolled at St. Mary's Primary School, consisting of 202 boys and 210 girls. 12 students (2.9%) received integration funding, 30 students (7.2%) were identified as Indigenous, 18 students (4.3%) were from non-Catholic religious background and 7 students (1.6%) spoke a language other than English at home.

The breakdown of students was as follows:-
Kindergarten - 58, Year 1 – 52, Year 2 – 60, Year 3 – 60, Year 4 – 60, Year 5 – 59, Year 6 – 63.

STUDENT ATTENDANCE AND RETENTION

Attendance Rates
The average student attendance rate during 2008 was 95.1%.

SCHOOL CURRICULUM
Our school follows the syllabi set out by the NSW Board of Studies. The seven Key Learning Areas in the Primary School Curriculum in New South Wales are: Religious Education, English, Mathematics, Science & Technology, Human Society & Its Environment, Creative Arts, Personal Development, Health & Physical Education.

A number of Learning Support Programs exist within the school including the Peer Tutor Literacy Program, The Reading Literacy Support Program & Numeracy Support Program.

Other Learning/Academic Programs include Chess competitions, Inter school Debating, Mathematics Challenge and Maths Olympiad, Tournament of Minds, Challenge Day, Eisteddfod, International Schools Competitions and Gifted and Talented days at St John's College. In 2008 our school debating team qualified for the finals, our Tournament of the Mind team won the Western Region competition and competed in the State Finals receiving an Encouragement Award and students competed successfully in the Maths Olympiad Competition and International schools Competitions organised by the University of NSW.
Co-curricular programs include the NSW Premier’s Reading Challenge for students in Years 1-6, the Peer Support Program, The Buddy Program, Musica Viva program, Music Tuition, School Band, School Choir and participation in the Dubbo City Eisteddfod. In 2008 130 students participated in the NSW Premier’s Reading Challenge, Our School Band was formed but they still made a significant contribution to the Combined Catholic Schools Band. Both Bands competed with great success in the Dubbo City Eisteddfod.

All our students performed well in the Eisteddfod in various sections. We gained 3 encouragement awards, one 4th place and a 1st place.

In Sport there are programs that students undertake including daily fitness activities, Infants Sports Day, Dubbo Primary Schools Sports Association Summer and Winter Sports Competition for Years 4-6, Diocesan, Polding, State and National Competitions in various sports such as Tennis, Basketball, Softball, Swimming, Netball, Golf, Athletics, Cross Country, Hockey, Rugby Union, Rugby League, Soccer and Cricket, various gala days and for Year 6 students the Gerard Yeo Shield. In 2008 a number of students competed at the State level in sport - 2 in cricket, 2 in soccer, 1 in swimming, 15 in athletics, 3 in cross country and one student represented NSW at the Australian Schools Cross Country Carnival and gained fourth place in Australia for the 12 years boy’s event. Our rugby union team won the Western Region RU Competition and were narrowly beaten at the NSW State Catholic Primary Schools RU Carnival but were recognised as the 3rd ranked Catholic Primary School in NSW. Our Rugby League team qualified for the David Peachey RL Gala Day and progressed to the semi-finals in this competition. One of our Netball teams won their division at the NSW Netball Carnival. Our girls Super 8’s team won the Sue Nuttall Shield for Government and Non-Government Schools and competed at the NSW Super 8’s Competition at the Sydney Cricket Ground as the Western Region Champions and were placed 4th in NSW.

Community Service Activities

Each grade at St Mary’s is assigned to a different community organisation who they visit throughout the year, particularly at Christmas time.

Kinder – Lourdes Hospital
Year 1 – St Mary’s Villa
Year 2 – Bracken House
Year 3 – Westhaven
Year 4 – R.S.L Orana Gardens
Year 5 – Dubbo Nursing Home
Year 6 – Holy Spirit Aged Care

Children participate in a variety of fund raising activities for charities which provide assistance on a local, national and international level. In 2008 the school community raised $3400 for Project Compassion, $560 for the Caritas Burma Appeal, $582 for Catholic Missions, we contributed blankets and pyjamas to the Vinnies Winter Warmth Appeal and contributed 14 large hampers to the approximate value of $1140 for the Vinnies Christmas Hampers.
STUDENT PERFORMANCE IN NATIONAL ASSESSMENT PROGRAM in LITERACY AND NUMERACY (NAPLAN)

Literacy and Numeracy
Students in Years 3, 5, 7 and 9 around Australia sat the NAPLAN Tests in May 2008. Individual student reports were provided in September 2008.

The test results provide information about student achievements in literacy and numeracy. The use of N/A indicates results were not available.

YEAR 3

<table>
<thead>
<tr>
<th>Overall Literacy</th>
<th>State Mean</th>
<th>Diocese Mean</th>
<th>School Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>418.0</td>
<td>427.9</td>
<td>448.5</td>
</tr>
<tr>
<td>2007</td>
<td>424.0</td>
<td>426.1</td>
<td>418.9</td>
</tr>
<tr>
<td>2008</td>
<td>419.5</td>
<td>428.5</td>
<td>447.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Numeracy</th>
<th>State Mean</th>
<th>Diocese Mean</th>
<th>School Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>409.0</td>
<td>420.5</td>
<td>433.9</td>
</tr>
<tr>
<td>2007</td>
<td>407.0</td>
<td>411.5</td>
<td>401</td>
</tr>
<tr>
<td>2008</td>
<td>409.6</td>
<td>418.5</td>
<td>428.9</td>
</tr>
</tbody>
</table>

YEAR 5

<table>
<thead>
<tr>
<th>Overall Literacy</th>
<th>State Mean</th>
<th>Diocese Mean</th>
<th>School Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>499.0</td>
<td>500.4</td>
<td>504.8</td>
</tr>
<tr>
<td>2007</td>
<td>501.0</td>
<td>507.0</td>
<td>517.1</td>
</tr>
<tr>
<td>2008</td>
<td>497.4</td>
<td>502.4</td>
<td>520.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Numeracy</th>
<th>State Mean</th>
<th>Diocese Mean</th>
<th>School Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>491.0</td>
<td>489.5</td>
<td>494.0</td>
</tr>
<tr>
<td>2007</td>
<td>495.0</td>
<td>499.6</td>
<td>505.6</td>
</tr>
<tr>
<td>2008</td>
<td>489.1</td>
<td>495.4</td>
<td>515.3</td>
</tr>
</tbody>
</table>
**National Minimum Standards**

In 2008 the Commonwealth Government set minimum acceptable standards for Reading, Writing, Spelling, Grammar and Punctuation and Numeracy for each grade tested through NAPLAN. These are referred to as ‘national minimum standards’ and replace the ‘national benchmarks’.

The percentages of students in this school achieving the national minimum standard are reported below.

<table>
<thead>
<tr>
<th></th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar &amp; Punctuation</th>
<th>Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>95</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>98</td>
</tr>
<tr>
<td>Year 5</td>
<td>97</td>
<td>98</td>
<td>98</td>
<td>98</td>
<td>100</td>
</tr>
</tbody>
</table>

The students’ performance in the National Assessment program for 2008 in both Year 3 and 5 was very strong as is evident by the mean score which shows that the students were above the State and Diocesan average across the board. We have a number of programs in place that support students with learning needs such as the Reading Support Program, the Numeracy Support Program as well as the Literacy Support program that was introduced in 2008. This program is based on the Count Me in Too program which enables us to identify students who require support and then provide learning opportunities that will support their educational needs. We believe that proactive programs such as these provide a solid foundation and support for students who have learning needs.

We also actively seek to interpret our school results in order to address any areas for future planning. Specific areas that can be identified through close examination of the schools results which may require follow up are then identified and included in the teaching programs for that year as well as the following year to ensure that students have the opportunity to develop their skills in areas that they need further support.

**PROFESSIONAL LEARNING AND TEACHER STANDARDS**

**Professional learning**

Professional learning undertaken by staff or a number of staff during 2008 included:

- Education Day – Clicker Inservice for Support Staff
- Inservice session using the Interactive Whiteboards
- Gifted & Talented Inservice Days organised by Catholic Education Office
- Michael Grose on “Dealing with Challenging Parents”
- Engaging Grammar through Creative Teaching’
- RE Inservice by Fr. Elio Capra.
- Professional Assault Response Training
- National Group Training Course for Teacher Aides.
- Leadership Coaching Inservice
Aboriginal Games Inservice
Maths Inservice
Visual Arts Inservice
CEO Assessment Inservice
Assistant Principals Leadership & Spirituality Days & Inservice Days
NAPLAN Inservice
Autism Inservice
Peer Support Anti-Bullying Teacher Training
Digid Inservice
Staff Retreat with Fr. Paul Devitt.
Panaboard Presentation by Anne Howard from Panasonic
Literacy Inservice Days with Wendy Bean
First Aide Course

The total number of days in professional learning activities for 2008 was 192 days.
The average expenditure per teacher on professional learning for 2008 was $1227.81

Teacher Standards
The following table sets out the number of teachers on this staff who fall into each of the three categories determined by the Board of Studies:

<table>
<thead>
<tr>
<th>Teacher Qualifications</th>
<th>Number of Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Those having formal qualifications from a recognised higher education institution or equivalent.</td>
<td>21</td>
</tr>
<tr>
<td>2. Those having graduate qualifications but not a formal teaching qualification from a recognised higher education institution or equivalent.</td>
<td>0</td>
</tr>
<tr>
<td>3. Those not having qualifications described in 1 or 2 above but have relevant successful teaching experience or appropriate relevant knowledge.</td>
<td>0</td>
</tr>
</tbody>
</table>

TEACHER ATTENDANCE AND RETENTION
The average teacher attendance rate during 2008 was 96.43
The Teacher retention rate from 2007 to 2008 was 92.86

SCHOOL POLICIES: STUDENT WELFARE, DISCIPLINE, COMPLAINTS and GRIEVANCES
Student Welfare and Discipline Policy

At St Mary's Primary we aim to provide a framework for welfare & discipline which:

- Encourages students to develop self-discipline and sense of worth, to respect the rights and feelings of others and to take responsibility for their own actions.
- Ensures students, staff & parents clearly understand the school expectation of student behaviour.
- Establishes a set of protocols for dealing with unacceptable student behaviour.
Promotes the pastoral care of all students.
Provides a unified whole school approach.

The school has developed a comprehensive Student Welfare & Discipline Policy based on the Gospel values. Important aspects are the area of Restorative Justice and positive reinforcement, the House Award System and Levels of Consequences for inappropriate behaviour. Bullying is not tolerated in any form. Incorporated in this policy is an Anti-Bullying Policy. Other related programs include the School Buddy Program (Year 6-Kinder, Year 5-Year 1) and the Peer Support Program.

The Anti-Bullying Policy provides a purpose for all members of the school community to actively seek to provide an environment where everyone is safe from all forms of bullying.

The School Buddy Program exists to help our Kindergarten and Year 1 students feel safe and supported at school. Kindergarten students have a Year 6 buddy while the Year 1 students have a Year 5 buddy. The buddies build a positive relationship with the support of the class teachers and undertake activities during the year. The program also operates when whole school activities take place.

The Peer Support Program provides dynamic peer led programs which foster the physical, social and mental wellbeing of young people and their community. The key concepts of the Peer Support Program include Sense of Self, Resilience, Connectedness and a Sense of Possibility. The program consists of leadership training and peer led sessions. The Year 6 leaders will facilitate each session with their group which consists of students from Kindergarten to Year 5.

In 2008 Marina House won the Annette Storer Shield for the most points earned on the Class House Charts.

The full text of the school Student Welfare and Discipline Policy can be obtained from the school office by contacting the school or on the school website. Go to www.stmarysdubbo.nsw.edu.au and follow the prompts. There were no changes made to the Student Welfare and Discipline Policy during the year.

Corporal punishment is expressly prohibited in this school. The school does not sanction administration of corporal punishment by school persons and non-school persons, including parents, to enforce discipline in the school.

Complaints and Grievances Policy

At St. Mary's Primary School the rights of teachers, parents and students are recognised, including the right to be heard and the right to a considered response. The principles which govern all complaint handling processes include impartiality, confidentiality, a commitment to fairness & timeliness. Steps of the policy include: 1. Parents first address the problem with the staff member most closely concerned. 2. An appointment is made with the relevant staff member. 3. If an informal approach is not successful a formal complaint may be lodged with the school through the Principal. Concerns may also be raised with the Catholic Education Office. 4. If the problem is still not resolved, reference to the appropriate external agency e.g. Anti-Discrimination Board, may be made.

A copy of the school Complaints Policy can be obtained from the school office.
The full text of the school Complaints and Grievances Policy can be obtained from the school office by contacting the school or on the school website. Go to www.stmarylubbo.nsw.edu.au and follow the prompts.

There were no changes made to the Complaints and Grievances Policy during the year.

SCHOOL DETERMINED IMPROVEMENT AND TARGETS

The following priority areas for improvement were completed successfully in 2008. Some areas will also continue in 2009.

- Literacy Program
- Numeracy Program to support students in Mathematics.
- Reading Program to support students in Reading.
- Interactive Whiteboards, Data Projectors, Computers in classes KG, 3G & 6B
- Mission Appeal – Caritas Mission Appeal
- Formulation of Prayers – Scope & Sequence Kinder to Year 6.
- Religious Education Handbook
- Years 3-6 Retreat Days.
- Many competitions & programs
- Beautification Program of School Grounds
- Installation of 7 rainwater tanks funded by the Federal Government under the Community Water Grants Program.

INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

St Mary's undertakes many initiatives to promote respect and responsibility. Actions taken this year include:

- Peer Support Program involving students from Kindergarten to Year 6
- Student Representative Council- Years 1-6
- Buddy System Year 6 & K, Year 5 & Year 1
- Peer Tutor Program
- Year 3 Friendship Day
- Year 4 Self Esteem Day
- Year 5 Team Building Excursion
- Year 6 Leadership Day
- Community visits to Holy Spirit, Lourdes Hospital, St.Mary’s Villa, Orana Gardens, Dubbo Nursing Home, Westhaven and Bracken House.
- Year 6 Student Leadership Program on a Ministerial Model.
- The Restorative Justice Program
- Years 3 and 4 participated in a Social Skills Program conducted by Centacare.
- The rights and responsibilities of each student outlined in the Student Welfare and Discipline Policy
- Daily Prayer
- Promoting a “quote for the week” with a focus on respecting others and being responsible.
- The Gospel values are a focus of our school and are actively promoted at a classroom and whole school level.
- Children are given responsibilities at a classroom and whole school level.
The school participate in Dubbo District PSSA competitions that involve both government and non government schools. Years 4-6 students are given the opportunity to participate with children from different schools in a friendly atmosphere. This promotes respect for others.

Citizenship awards are presented each term.

Merit Awards
Student of the Weeks Awards
Mary’s Birthday Awards
School House Awards. The winning house wins the Annette Storer Shield.
The school takes part in Anzac Day and Remembrance Day Celebrations
Students participated in charity events such as the Vinnies Winter Warm Appeal, Cranes for Brains, Catholic Mission Appeals, Caritas Ks and Project Compassion.

PARENT, TEACHER AND STUDENT SATISFACTION

Following a survey the following results have been collated to determine the satisfaction of the staff, parents and students of the school in terms of Catholic Ethos, Curriculum, Organisation and Management and Resources and Facilities during 2008.

**Parent Satisfaction** (46 responded)

<table>
<thead>
<tr>
<th>Category</th>
<th>Very unsatisfied</th>
<th>Unsatisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic Ethos</td>
<td>0%</td>
<td>2%</td>
<td>13%</td>
<td>85%</td>
</tr>
<tr>
<td>Curriculum</td>
<td>0%</td>
<td>2%</td>
<td>28%</td>
<td>70%</td>
</tr>
<tr>
<td>Organisation and Management</td>
<td>0%</td>
<td>2%</td>
<td>14%</td>
<td>84%</td>
</tr>
<tr>
<td>Resources and Facilities</td>
<td>0%</td>
<td>0%</td>
<td>33%</td>
<td>67%</td>
</tr>
</tbody>
</table>

**Student Satisfaction** (30 responded)

<table>
<thead>
<tr>
<th>Category</th>
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<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic Ethos</td>
<td>0%</td>
<td>4%</td>
<td>16%</td>
<td>80%</td>
</tr>
<tr>
<td>Curriculum</td>
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<td>0%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Organisation and Management</td>
<td>0%</td>
<td>0%</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>Resources and Facilities</td>
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<td>4%</td>
<td>36%</td>
<td>60%</td>
</tr>
</tbody>
</table>

**Teacher Satisfaction** (20 responded)

<table>
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<th>Category</th>
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<th>Unsatisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic Ethos</td>
<td>0%</td>
<td>0%</td>
<td>15%</td>
<td>85%</td>
</tr>
<tr>
<td>Curriculum</td>
<td>0%</td>
<td>0%</td>
<td>20%</td>
<td>80%</td>
</tr>
</tbody>
</table>
**Organisation and Management** of the school including communication, opportunities to meet with teachers, general organisation:
Very unsatisfied – 0%  Unsatisfied – 0%  Satisfied – 25%  Very Satisfied – 75%

**Resources and Facilities** of the school including grounds, teaching facilities, teaching resources, safety:
Very unsatisfied – 0%  Unsatisfied – 5%  Satisfied – 30%  Very Satisfied – 65%
FINANCIAL STATEMENT (2008)

Catholic Schools are accountable for all monies received. Each year, the Catholic Education Office, Bathurst submits to the Commonwealth Government a financial statement on behalf of the 34 primary, central and secondary schools. In addition, the financial accounts for each school and for the Catholic Education Office are audited annually.