



OUR LADY OF FATIMA SCHOOL

ANNUAL REPORT

2018

Our Lady of Fatima School

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2018 Annual Report to the School Community: Key Points

School Improvement

In the **LEARNING** area, we have continued our focus on Grammar & Punctuation and Spelling and noticed some continued improvement in our standardised tests, including NAPLAN results. Our explicit focus in the mathematics learning area has increased the emphasis on this important learning area and enhanced the repertoire of strategies used in mathematics lessons throughout the school which is resulting in improved results. We are also continuing to refine our “creative thinking” programme inclusive of Robotics and the introduction of the Opti-Minds program which extends the children’s lateral thinking skills.

In the **ENGAGEMENT** area, we have initiated a process to ensure that the school administration works closely with the P&F to provide “guest speaker” opportunities on topics pertinent to parents. These topics will cover both academic areas and also social and emotional topics for the parents as we continue to enhance the collaborative approach between the school and the home according to the best interests of the child. The attendance numbers at parent sessions offered in 2018 were very well attended, with focuses on Early Literacy Skills and Mindfulness.

As far as **ACCOUNTABILITY** is concerned, all staff meet with a member of our leadership team to identify goals and strategies to achieve these goals throughout the year as we continually work together to refine what we do to enhance the quality of the teaching and learning in each classroom, leading towards better outcomes for the children.

In the area of **DISCIPLESHIP**, we have a very healthy connection between the school and the parish where we support each other, again to maximise the Catholicity of our community to provide the best outcomes for the children. Our parent community is very supportive of the parish from a financial perspective, assisting with facilitating 3 fundraisers each year.

Annual School Improvement Plan - Success Measures

- *Enhanced student’s problem solving skills through Mathematics and creative thinking programs*
- *Developed a junior primary plan for the teaching of Spelling .*
- *Teachers developed curriculum and content that catered for students of all abilities.*
- *Teacher’s observe lessons of other teachers to help enhance learning intentions and establish clear success criteria.*
- *Parent education evenings with guest speakers were held to inform and educate parents on matters relevant to their children’s education and growth.*
- *Principal and class teachers met with their respective support teacher looking at the data to design the support (remediation and extension) for their cohort. Support teachers and class teachers had regular conversations about the children they are supporting.*
- *Promoted the Making Jesus Real programme within our school through dedicated assemblies and HERO awards.*
- *Sacramental Program successfully implemented in classroom teaching and parish community.*
- *Promotion of Social Justice through staff completing community service within local community.*

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Annual School Improvement Plan - Key Goals for 2018

- *Focus on student growth in Numeracy Learning Area.*
- *Develop a whole school approach to teaching Grammar & Punctuation (Year 3 – 6) and Spelling (Pre Primary – Year 2) aligned with the WA Curriculum.*
- *Staff development and support through peer to peer support.*
- *Increase social justice service and awareness amongst students and staff*
- *Develop Religious Education teaching strategies and plans in line with the new CEWA RE Curriculum.*

Financial and Infrastructure Report

OVERVIEW

OLOF has operated and functioned in 2018 in accordance with the Catholic Education Office (CEO) guidelines

School Board monitored the monthly financial position and reserves against the budget

An Audit of the 2018 financial accounts by Deloitte has commenced, with Auditors scheduled to be onsite again from the 28 Feb - is scheduled for 28 Feb, 1 Mar & 5 Mar 2019, with audited statements available by 1 May 2019.

The Finance Sub-Committee for 2018 consisted of the Bursar, Principal, Assistant Principal and Board Treasurer.

This year, It's primary functions were to:

- Monitor the Monthly Board Reports and present findings to the Board each month
- Review & ratify the Mid Year Budget review
- Work with the Bursar on the 2019 Budget
- Work with the Capital Development Committee to bring the CDP to fruition

FINAL FINANCIAL POSITION

Bank Balances		
As at 21 November 2018	Operating account	\$479628.00
	Less Unpresented chqs	-\$0.00
	Direct debit & BPAY accounts	\$5068.00
	Cash on hand	\$300
	All term deposits	\$293996.00
	CLOSING BANK BALANCE	\$778692.00
	Predicted expenses to year end (including salaries)	-\$284000.00

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	Outstanding income (fees & grants)	\$45000.00
Estimated Cash situation at 31 December 2018		\$539692.00
	Less January salaries	\$117774.00
Estimate Closing Bank Balances 31 January 2019		\$421918.00

2017 BUDGET

The school managed to save money on Casual Relief and other areas resulting in an expected surplus for the year. These funds have been directed into school improvements including the Kindy kitchen and gallery upgrades.

The cash funds in the bank as at 31 December include \$260396 in the building fund, \$24000 provisioned for new Principal vehicle due in early 2019, and \$60000 in a Term Deposit for Information Technology.

SCHOOL FEES

School fees will remain unchanged in 2019 with the exception of Swimming. The swimming lesson charge will increase by \$5 per student to cover the increased costs of using buses with seatbelts.

HCC and sibling discounts will remain the same as 2018 in line with CEWA Policy.

2018 BUDGET OVERVIEW

Budget Forecast Position:

Forecasting a balanced budget for the coming year.

Impacting factors:

- Stagnant student numbers have resulted in income being less than we would like, however lower grades are full and we continue to work towards filling spaces in Years 4 – 6.
- We are still waiting on our Capital Development Project to be assessed, and have cash reserves allocated if approval is granted.
- 3 Year Old Kindy fees will be reviewed during 2019 and adjusted in 2020 as we aim to cover costs of the program (which does not receive government funding).

CONCLUSION

Challenges facing OLOF Board in 2019 and beyond:

We have been fortunate to achieve a surplus greater than expected in 2018 by the efforts of committed staff allowing the school to continue upgrading facilities including LED lighting, gallery upgrade and improvements to the Kindy area.

While servicing the loan for the Capital Development Project is not an issue for 2019 the ongoing repayment of that debt could have a significant impact on the budget in future years. However these improvements also have the power to attract more students to our school community.

The school must maintain it's focus on increasing student numbers to around 250 students in order to service this debt and maintain a responsible financial position.

Principal's Annual General Meeting Report

2018 School Community AGM – Principal's Report

The 2018 school year started with very few staff changes, we have seen this year as a year of consolidation following a significant number of teachers changing their roles from the start of last year.

Our staffing dynamic has continued to evolve over the past couple of months with:

- the resignation of Sharon Law-Davis who will be remaining in her role at Notre Dame university. We will be farewelling Sharon, as a community at our Final Mass on Friday 7th December.
- Skye Cannon announcing that she is expecting another baby, so congratulations to her and her husband Nick. Skye will be commencing Maternity Leave from the start of next year.
- Stephanie Lioni announcing that she is also expecting a baby, due in April next year. Congratulations also to her and Joseph as they venture into parenthood. Stephanie will be with us until Friday 29th March, the end of Week 8, 2019.
- Justin Miller securing a new job, much closer to home, at St Luke's, Woodvale. I would like to sincerely thank Justin on behalf of our school community for his service over the past 7 years and wish him and his young family well as his professional career moves into a new phase. Again, we will be farewelling Justin on behalf of the community at our Final Mass on Friday 7th December, and we wish Justin and his family well for the future.

For the start of 2019, we will be continuing with Brooke Dewar in the curriculum coordinator's role, leading curriculum in the lower part of the school. I would like to acknowledge Brooke's contributions to our school in this area as we have established a different administrative structure while Sharon has been on secondment.

We also:

- Welcome Sabrina back to her full-time role after working part-time for a few years since transitioning back to school from Maternity Leave.
- Welcome Lisa McCarthy back from 6 months of LSL
- Also welcoming Rachel Walsh into our community as our Pre-Kindy teacher for 2019.

As we reflect on the 2018 school year, we continue to foster the culture of striving to achieve to a level that reflects our potential. We continually strive to refine what we do and enhance what we do to increase the knowledge and skills of the students. Unless the students really value the ideal of striving for excellence, we will be restricted in delivering the most effective programmes we can. The tangible data we spend time pouring over like standardised tests, class assessments and NAPLAN results all indicate that we are continuing to show positive growth which is really important, it's affirming and it is important that we acknowledge the great work of our staff as a collective who all contribute to this.

MATHEMATICS

As a professional group of colleagues, we have decided to continue with our focus on Numeracy, we acknowledge the positive outcomes associated with it being our major focus over the past 3 years but would like to continue our focus, albeit a reduced focus to ensure that we continue to explicitly put strategies in place to enhance this area.

I would like to thank Jane Ahern and Sandra Leavy for their continued support and leadership of the staff in relation to Numeracy development. The way they have led curriculum meetings and professional development time with staff has been very much appreciated.

This year we also initiated Maths extension programmes in Year 3 and 4. This has been an opportunity for me to work with the 8 of the more mathematically minded children in each class for 2 X 50 minute sessions each week. We have taken many of the concepts taught in the classroom to a higher level with a real problem solving nature to them as well as look at a few other topics to broaden the experiences for these very capable children. While this has really extended their opportunities, it has also reduced the numbers in the classrooms for 2 maths sessions each week and enabled the teachers to concentrate their energy on the smaller number in the class.

Moving forward, a more significant part of Oz Celenza's support role in the first half of the week in 2019 will be devoted to maths, as an extra teacher in the classrooms, from Year 3-6 designed to increase the level of differentiation to the lessons presented to the classes. We believe that these refinements to what we are doing will continue to enhance the improved maths results we are currently achieving.

LITERACY

We need to be really conscious that a continued focus in Numeracy does not impact on what we are currently achieving in Literacy. Our support programmes have continued to be successful, the investment we made in the Sounds Write programme really has taken our support programmes to a new level. Our school invested in 2 staff members: Brooke Fraser-Dewar and Pauline Burwood being upskilled in the programme, and Lisa McCarthy, while on LSL has also completed the training for the programme. This is the number one programme recommended by the Dyslexia Speld Association for supporting children who are not reaching their literacy milestones as we would expect.

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Our Sound Waves programme in the top half of our school is certainly having the desired effect, enhancing our children's ability to extend their spelling skills as they move towards the end of their primary school years, all our success indicators illustrate this.

We have also had an explicit focus for the children requiring support in the top half of our school on reading comprehension. We have identified some very solid decoding skills, many of these children can read quite well, but have needed support developing strategies in retaining what they read. Again, the success indicators would suggest that under Oz Celenza's programme, significant progress has been made for these children.

We will be embarking on a new literacy on-line programme for the children from years 3-6 at our school, designed to replace the Lexile programme. Literacy Planet is the name of the programme and will be an engaging, interactive on-line programme which will allow great differentiation in the learning tasks set to accommodate the needs of the children as their skills develop at different rates as they move through the primary school years. The lower part of our school will continue to focus on Reading Eggs in 2019, and we will make a decision this time next year about whether or not to move the Literacy Planet programme lower down the school. I would like to thank and acknowledge Brooke for initiating this development at our school.

SCIENCE

Our school Science programme continues to go from strength to strength. The opportunity for primary school aged children across our school to work through very hands-on investigations is a great opportunity for them and sets up a fantastic foundation for our children embarking on the next stage of their schooling, in relation to Science. I would like to extend my thanks to Lara Gleeson for continuing to develop this programme and provide these opportunities for our children.

SPORT

Sport continues to be a very popular part of our curriculum, both with the children and their families. Our children continue to perform particularly well at interschool level and a definite factor in this reflects the way the children are prepared. So whether that be:

- Before school swimming training in T1
- Before school running training for the cross country in T2 or
- Before school running/field event training in T3

These extra sessions coordinated by Oz, with the support of other staff throughout the year provide our children with the opportunity to perform to a level that reflects their potential, so thanks Oz for enabling that to happen.

SPIRITUAL DEVELOPMENT

We continue to be very proud of our relationship with our parish, as we continue to provide opportunities for our children and their families to development their relationship with our God and their our sense of spirituality to ensure well-rounded individuals coming out of our community.

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Enormous thanks to Lorraine Scefczyk and Pauline Burwood whose contributions towards this relationship between the school and the parish for the development of the children is very much appreciated.

POSITIVE PSYCHOLOGY

There is a growing need in primary school today to support the children and the parents to support their children around the area of social and emotional development. This comes under an umbrella of Positive Psychology for us and we will be approaching this area from a number of different angles in 2019. We will be :

- Continuing the work initiated in the last couple of years through the P&F. A couple of different parent education opportunities recently have been very well received, Melanie Finlay-Collins as a guest speaker and also the child/parent workshop as part of the UR Strong programme. I would like to thank Jody Barkla and Sharon Grubb respectively for being the P&F liaisons to enable these opportunities to take place. The P&F will be continuing to develop this process further, moving into 2019.
- After a significant amount of research, we have decided to introduce the Highway heroes programme in the lower part of our school. This will replace the PATHS programme and is a more contemporary approach to proactively enhancing the children's social and emotional skills. The staff will be PDéd on this programme at the start of 2019.
- After initially liaising with Clory Carrello, he has put me in touch with a group of mature age students completing a diploma of counselling programme specialising in school age children and we will be exploring the potential for these trained people to work with groups of children at our school too.

This is an area that we are very conscious of, and keen to enhance for the children at our school.

CREATIVE THINKING/PROBLEM SOLVING

This is an area that we have really developed, particularly in the top half of our school. These are skills that we believe our children must possess to ensure that they will thrive as young adults in an ever-changing world they are growing up in. Our children, in 2018, have had a number of opportunities to develop these skills, largely because we have had staff who have been prepared to go well beyond school hours to provide these opportunities for the children. Examples of these include:

- Initiating the Opti-minds programme for the first time in Year 5 and 6. More than half of the children participated in the initial workshop and our 2 groups identified, led by Stephanie Lioni and Rob La Roche respectively, participated in the full Opti-Minds (creative thinking) experience over a 2 month period culminating in a Saturday competition at Curtin University. A fantastic experience for the children involved.
- Extending our Robotics programme to a new level with all Year 4's, 5's and 6's having an extended programme developing their skills with class teachers and Oz Celenza supporting

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the children in this area. The programme culminated in a number of groups of children representing our school at the Robo-cup competition at All Saints College, again on a Saturday. Thank you to Stephanie Lioni and Denise Plain making themselves available for that weekend competition.

- STEM Club has also been initiated by Denise Plain where children are provided with an opportunity to build and code a car, developing a range of skills well beyond what can be offered in the traditional classroom teaching and learning programmes.
- Our Ukulele ensemble continues to grow, we have the largest group of children lined up for next year. These Year 5 children have been tutored by 3 of our year 6's and there is a significant element of problem solving going into developing the skills of the 15 year 5's who are really keen to follow on the tradition.
- The development of the school orchestra, for want of a better term, a very keen group of musicians who enjoy working with Pauline Burwood to provide the music for our liturgical celebrations. Their practise sessions often take place at lunch time and I would like to thank Pauline for providing these opportunities to the children and the beautiful music in the church.

I would like to sincerely thank all the staff here at Our Lady of Fatima for their ongoing commitment to the children in our community throughout 2018. I have not mentioned everyone in my report to this point but that does not diminish their role, it is just that their direct role may not have been a focus of ours throughout this school year. I would like particularly thank staff for taking on extra responsibilities to support me in the past 2 months with Rob La Roche not being here, it has been very much appreciated.

We will be formally farewelling Justin Miller at our Final Mass as I mentioned earlier, but would like to sincerely thank him for all his contributions to the children and our school and parish community in general.

The end of this year also signifies the official end to Sharon Law-Davis' connection with the Fatima community, a connection that has lasted over 35 years, both as a student and a staff member. Again, we will be reflecting on Sharon's contribution to our community with her present at the Final Mass on Friday 7th December.

PARENTS & FRIENDS ASSOCIATION

I would like to extend my thanks to the enormous contribution our P&F continue to make in our community, driven by our executive and well supported by committee members, class reps and other parents in our community.

Natasha Shepherd recently stepped down from her role as President, but quickly put her hand up to be the Vice-President while we didn't have a president. Thank you for your continued generosity of

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time and energy on all things P&F. Natasha will be stepping down from her executive position but will continue as a committee member, so enormous thanks Natasha and a gift for you as a departing executive member.

Huge thanks to Leanne Williams for stepping into the breach half way through the year, genuinely not knowing what you were getting yourself in for as you offered your services as President of the P&F, I don't think you'd ever been to a P&F meeting previously. That showed enormous courage and we thank you for taking on the role and continuing next year. Emma Spackman has been our secretary and kept us all on track with discussions had and deadlines approaching. Her wisdom from many years association with our P&F has been invaluable. Also to Clare Gendron, our treasurer, thanks for keeping a close eye on the books and providing the detailed information you have about how the P&F is tracking financially. So we have 3 members of our executive remaining and Natasha stepping down to be on the committee.

From my point of view, it has been fantastic to see the P&F evolving with parents of younger children in the community becoming more engaged and bringing new ideas to the table. Our really successful Mulch Drive and Mango Drive are great examples of that and I would also like to acknowledge the development of our gallery which is starting to take shape. We have been held up by a tradesman who has been dealing with some personal issues beyond our control, but we remain hopeful that the gallery upgrade will be completed over the coming weeks before Christmas. Wade Spackman has been responsible for the lego wall that was installed outside PP last week and a timber structure which will be installed tomorrow. Thanks to Wade for sharing his carpentry skills with our community.

UNIFORM SHOP LADIES

Our uniform shop continues to be a very efficiently run enterprise in our school community. Melissa Oliveri-Brown, Clare Gauci and Jodi Barkla do an outstanding job servicing the uniform needs of the families in our community. This is a volunteer position and they just continue to make a wonderful contribution to our community. We have gifts for the 3 ladies but I would also like to acknowledge Clare Gauci, specifically as the Gauci family concludes their time in our community, Clare really has been a driving force in our uniform shop for many years. Thanks Clare!

SCHOOL BANKING

School banking continues to be popular in our school, it is a wonderful way for our children to learn about the value of money and the benefits of saving money and Maria Robinson and Emma Spackman have continued to provide a service to our children beyond what our school has the resources to provide and their commitment to the school banking programme has been very much appreciated.

BOOKCLUB

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Our Bookclub programme fits into the same category, Clare Gendron has coordinated bookclub this year and that focus is part of enhancing the children's love for literature and another great opportunity for the children that we as a staff do not have the resources to provide, well we do but it would take our focus away from something directly connected to teaching and learning, so Clare taking this on for us is fantastic – thanks Clare.

SCHOOL BOARD

As you have already heard, we have had a busy year at a school board level, with the capital Development process we have continued to work through and the focus on updating the new Strategic Plan. I have really appreciated the robust conversation and collegial spirit under Clory's leadership throughout the year and really appreciate their support.

We have some definite plans in place to continue to move forward in our community and look forward to bringing our plans and hopes to fruition as 2019 unfolds.

School Performance Information

Contextual Information

Our Lady of Fatima is a single stream Catholic school situated close to Fremantle with an enrolment of 241 students in eight classrooms ranging from Kindergarten to Year 6 and also an onsite 3 Year old Pre-Kindergarten class. With an emphasis on academics as well as spiritual, physical, social and emotion development, the school strives to provide a holistic learning environment for our students to flourish.

The school draws its students mainly from the areas of Palmyra, Bicton, Willagee and Melville, with the bulk of students coming from middle class backgrounds. The school has a tightknit community with a strong involvement in the school P&F and high classroom participation. The school's close relationship with the Our Lady of Fatima Parish includes involvement in community masses and school-based fundraising to support the parish.

The school was founded by the Sisters of Our Lady of the Missions in 1925. Our Lady of Fatima strives to uphold the teachings and values of the Sisters, through our religious education programmes and faith formation. Students are nurtured in their religious beliefs through the school's Religious Education as well as the Making Jesus Real program that looks at embodying the values of the Catholic faith and living them in our day to day lives. In conjunction with the parish, the school prepares students in Years Three, Four and Six to receive the Sacraments and the school also offers an alter service training program.

Our Lady of Fatima employs a dedicated and professional staff who provide strong pedagogy and learning experiences for their students. The classroom teaching structure includes five full time classroom teachers and six tandem classroom teachers (Pre Primary, Year 4 and 5). In addition to the core classroom learning areas, the school also employs specialists in the fields of Learning Technology, Music, Sport and Science. A Japanese/ Mindfulness teacher is employed to enhance the programs in the school. The school offers educational support for students from Pre Primary to Year Six with programmes such as Cars & Stars and Sounds Write. We also teach the Letters & Sounds programme as the synthetic phonics programme which is introduced in Kindergarten and is implemented through to Year 2.

The school ensures that students are given a wide array of learning experiences and opportunities to engage and enhance their learning. Extra learning opportunities include inter and intra school sporting competitions, a Robotics program, Optiminds, academic competitions, Speak Up Awards, musical instrument tuition and ukulele ensemble.

Teacher Standards and qualifications

All staff hold the necessary qualifications required by the Catholic Education Commission of Western Australia.

Master's Degree	3
Bachelor of Education	10
Diploma of Teaching	2

Workforce Composition

Staff	Female		Male	
	Indigenous	Non Indigenous	Indigenous	Non Indigenous
Full time Teaching	0	5	0	3
Part Time Teaching	0	9	0	0
Full Time Non-Teaching	0	0	0	0
Part Time Non-teaching	0	9	0	1

Student Attendance at School

Attendance is monitored using the attendance system within the Seqta suite. Reports are generated daily to confirm attendance. Parents may phone, email or send a note to report student absences.

Year Level	% of Attendance
PP	91%
1	95%
2	94%
3	94%
4	96%
5	96%
6	94%
Total School Attendance	94%

NAPLAN Information

The 2018 NAPLAN results for our school are similar to those of previous years with a continuing upward trend in results in both Year Three and Five.

The detailed breakdown of the results are shown below.

	YEAR THREE % at or above the minimum standard	YEAR FIVE % at or above the minimum standard
Grammar and Punctuation	100%	100%
Numeracy	100%	100%
Reading	100%	100%
Spelling	100%	100%
Writing	100%	100%

YEAR THREE AVERAGE

	School	National
Grammar and Punctuation	423.4	431.7
Numeracy	412.1	407.7
Reading	442.9	433.8
Spelling	414.1	417.8
Writing	413.7	407.2

YEAR FIVE AVERAGE

	School	National
Grammar and Punctuation	512.7	503.6
Numeracy	542.8	494.2
Reading	542.9	509.0
Spelling	533.0	502.5
Writing	506.6	464.6

Parent, Student and Teacher Satisfaction

Meetings were held at various times during the year to ensure that parents were fully informed of the activities and expectations of the school. Parents were encouraged to speak directly to teachers or a member of the leadership team with any matters of concern. Students actively participated in all curriculum events. Family and Sacramental Masses were well attended by students, staff and parents. Through the activities of the P&F and School Board, parents were offered many opportunities to engage with each other and be a part of the school community.

Parental attendance and support of various school events both within and outside school hours, as well as active participation within various P&F events and School Board meetings was of a consistently good standard, throughout this period. Parents regularly participated within literacy and numeracy activities, excursions, incursions, sporting activities as well volunteering in extra-curricula activities, eg whole school lunches.

Post-school Destinations

Christian Brothers College Fremantle	9
Santa Maria College	6
Aquinas College	5
Seton College	2
IONA Presentation College	1
Rossmoyne SHS	1
Applecross SHS	1

School Income

<https://www.myschool.edu.au/>