



## Our Lady of Mount Carmel School, COOPAROO

# Annual Report 2021

**Brisbane Catholic Education is  
a faith-filled learning community  
creating a better future.**

# Contact information

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<b>Contact person</b>	Warren Fields — Principal

## Principal's foreword

The 2021 Annual Report presents information for reporting requirements and informs the wider community of our school's operations and achievements through the year. The report includes information on the school's profile, curriculum delivery, social climate, school funding, workforce composition and student performance.

Our Lady of Mount Carmel School is a co-educational Catholic Primary School administered through Catholic Education Archdiocese of Brisbane providing educational excellence for students from Prep to Year Six. The Mount Carmel School Community is made up of children, parents, teachers and staff who aim to uphold its motto "By prayer and action we follow Christ" by having a welcoming, inclusive and positive environment.

This document reports on the definitive characteristics of Our Lady of Mount Carmel School which are identified in the school Mission, Vision and Values statement and the ability of the school community to bring this document to life. Pastoral Care of students is reported as a community responsibility which has its foundations in Gospel Values, in mandated educational experiences through the professional and caring work of the school staff in partnership with families.

The high quality of educational experience for students at this school is due to year level team-based planning, assessment and monitoring of student learning data and progress and the participation of staff in whole school quality professional development. Students come to school understanding the value of education and look forward to their participation in their own learning. A variety of extracurricular activities and distinctive curriculum offerings available assist in ensuring that a diversity of student interests can be satisfied. The school is very successful in NAPLAN testing consistently exceeding the national and Brisbane Catholic Education averages for each of the tests in both year 3 and Year 5.

Our Lady of Mount Carmel School is in Norfolk Street, Coorparoo, Brisbane and is approximately 6km from the CBD. The school is a co-educational Catholic parish primary school where enrolment is selective only on the basis that first preference is given to Catholic families living in the parish boundaries. The core values of the school are central to the Mission and Vision Statement and are a reflection of our Catholic traditions and Carmelite charisms. Partnerships with parents through the School Board and Parents and Friends Association create strong support for strategic planning.

The school achieves its mission by ensuring access for all students to all aspects of curriculum. The academic standard is strong with excellent results from NAPLAN testing. Students participate in choirs, school bands, a variety of sporting teams as well as chess club and computer club. Students requiring additional support for learning access a range of support. Annual events include cross-country and athletics carnivals, swimming carnival and school musical in which all students participate. A high level of parent involvement in the school community supports social functions, and a highly successful fundraising fete. A fundraising levy for families complements community support for the school.

## School progress towards its goals in 2021

Catholic Identity	Learning & Teaching	Organisational Efficiency
<p><b>Goal:</b> As we mark our 80<sup>th</sup> anniversary our community will be immersed in our shared story so that we will develop a deeper theological and spiritual understanding of our catholic identity.</p> <p><b>Strategy:</b> Professional learning in Cathedral precinct to highlight core Carmelite traditions held sacred at OLMC</p> <p><b>Review:</b> Event moved to Parish due to Covid. Fr Wayne &amp; Fr Janu led engaging session in the Carmelite tradition and connection to MTC, Coorparoo</p> <p><b>Strategy:</b> Develop a quality rapport with Fr Martinho Da Costa</p> <p><b>Review:</b> Fr Martinho has been an immediate positive influence for the community of MTC. He has overseen a double intake of Sacramental program, been on School Board and a visible presence around the school.</p> <p><b>Strategy:</b> Phase 2 Implementation of OLMC formation plan</p> <p><b>Review:</b> Document shared with community in Term 3</p> <p><b>Strategy</b> – Positive Behaviour for Learning (PB4L) policy design</p> <p><b>Review</b> – Draft PB4L Matrix to be shared with community in Term 1 2022</p>	<p><b>Goal:</b> Investigate mathematical learning and teaching practices within OLMC so that student learning progress is targeted.</p> <p><b>Strategy:</b> Textbook review</p> <p><b>Review:</b> Staff review in T3. Imaths consistent text moving into 2022</p> <p><b>Strategy:</b> External consultant to support staff with evidence-based pedagogical practices for implementation in curriculum short-term planning cycles</p> <p><b>Review:</b> Staff &amp; Parent workshops in T1 with Andrea Hillbrick</p> <p><b>Strategy:</b> NAPLAN – Consider: How we approach? How we improve? How we reflect on data to inform future actions?</p> <p><b>Review:</b> Assessment Capable Learners (ACL) with targeted focus. Y3&amp;5 in Semester 1 and remaining year levels in Semester 2</p> <p><b>Strategy:</b> Community Data Session regarding NAPLAN. Monitoring Tool &amp; High Yield strategy to assist tracking of student progress</p> <p><b>Review:</b> Literacy: 100% Numeracy: 100%</p> <p><b>Strategy:</b> Feedback and discernment sought to identify next step in supporting students with identified learning needs</p> <p><b>Review:</b> School-Based Speech Pathologist Commenced</p> <p><b>Strategy:</b> Staff professional learning aligning to levels of teaching response</p> <p>- Student support referral follows levels of teaching response process</p>	<p><b>Goal:</b> By April our Facility Master Plan will commence its implementation so that OLMC is visible and attractive.</p> <p><b>Strategy:</b> Facility Master Plan committee to share draft plan and seek community input</p> <p><b>Review:</b> Facility Master Plan shared with community in Term 2</p> <p><b>Strategy:</b> Prep Hub additional classroom / nature-based play area and gathering space renewed</p> <p><b>Review:</b> Plans Completed, Archdiocesan approval, Estimated completion – March 2022</p> <p><b>Strategy:</b> Review community partnerships so that enrolment transitions are supported and families are informed</p> <p><b>Review:</b> Connection with Harmony Kindy. Hardy St C&amp;K Visit: Prep Transition. Mt Carmel Playgroup in 2022</p>

Catholic Identity	Learning & Teaching	Organisational Efficiency
	<p>- Enhancement Teacher to enrich student learning across P-6</p> <p><b>Review:</b> P-6 Enhancement commenced. Participation in intra and inter school competitions. BCE STEM competition</p> <p><b>Strategy:</b> Achievement Awards to recognise learning growth and excellence</p> <p><b>Review:</b> Achievement Award assembly in T2,3,4P&amp;F funding for badges/medals and family celebration</p>	

### Future outlook

The explicit improvement agenda for 2022 highlights attainable improvements in:

#### Catholic Identity

Goal 1: By November the 4C's will be implemented within the religious education curriculum so that student learning is enhanced through feedback and various assessment strategies.

Strategies for improvement:

- Staff meeting on 4C's (Co-Plan/Co-Teach/Co-Debrief/Co-Reflect)
- Assessment specific planning with EO:RE & APRE

Success measures:

- Planning document
- Student achievement in reporting

Goal 2: By November, identified students will participate in a formation opportunity which will enhance the school Catholic Identity

Strategies for improvement:

- Involvement in BCE Formation Day
- APRE & Class Teacher to lead follow up activities

Success measures:

- Through student voice students will be able to articulate their connection to "Our story, My story, The story"

#### Learning & Teaching

Goal 1: By July we will have composed a Mt Carmel Vision for Learning Statement, so that a consistent vision for learning is espoused through the school.

Strategies for improvement:

- Committee incorporating staff, parent and Parish representatives formed
- Parent, Staff and Student feedback to be sought
- Community celebration to launch document

Success measures:

- Vision for learning document

Goal 2: By November we will investigate whole school writing practices to maximise student achievement.

Strategies for improvement:

- Explicit Improvement Agenda outlining strategies to move our writing processes forward
- Roadmap document to highlight the timeframe of writing strategies
- Targeted approach to support students to be assessment capable learners
- Mt Carmel – Personal Best (MTC:PB) re-imagined

Success measures:

- Student writing improvement data
- Staff pedagogy and practices reflect professional learning

### Organisational Efficiency

Goal 1: By April we will have completed a National School Improvement Tool (NSIT) Review to help shape the Mt Carmel Improvement Agenda.

Strategies for improvement:

- 3-day panel review (March 29-31)
- Parent/Parish/Staff/Student Voice
- Recommendations to design strategies for 2022/2023 planning

Success measures:

- NSIT School Review report to identify forward plan for Mt Carmel improvement agenda

### Wellbeing

Goal 1: By November the Mt Carmel community will become aware of the processes in place to support the wellbeing of students, staff and families.

Strategies for improvement:

- Enhanced Guidance Counsellor hours (4 days per week)

Success measures

- Wellbeing document to outline support measures available to the community.

# Our school at a glance

## School profile

Our Lady of Mount Carmel School is a Catholic school administered through Catholic Education Archdiocese of Brisbane.

**Coeducational or single sex:** Coeducational

**Year levels offered in 2021:** Primary

### Student enrolments for this school:

	Total	Girls	Boys	Aboriginal and Torres Strait Islander students
2021	624	366	258	1

Student counts are based on the Census (August) enrolment collection.

Our Lady of Mount Carmel School is reflective of the middle-class suburb in which we are situated. Being six kilometres from the CBD, Coorparoo is middle class aspirational reflecting the price of real estate and the largely professional background of parents. Students are motivated and keen to learn. Students are encouraged to do their best, to co-operate and to mix well in the class playground. The majority of our students have been baptised into the Catholic Church.

## Curriculum implementation

### Curriculum overview

All students at Mt Carmel are introduced to the visible learning concepts of 'learning intentions' and 'success criteria' that help them develop as independent learners. This is supported by the learning dispositions we have adopted MTC-PB (Manage, Think, Be Creative. Persist, Be Brave) designed to develop independent resilient learners. Additional support for learning for all students is delivered through the Learning Centre. This support can be one-on-one or in small groups for extension learning, specific support for specific topics or learning areas for students at all learning levels. Music and Drama are specialist curriculum areas. A Physical Education specialist provides lessons to each class each week and arranges a range of sporting activities for students to participate in. Students from Years 3 to 6 participate in a school house sports program throughout the year as well as having the opportunity to participate in a wide range of inter-school sporting activities. Students from Years 3 to 6 participate in LOTE (Italian) lessons each week. Technology is integrated into everyday learning across all year levels and children are given a range of opportunities to develop their skills. A BYOD iPad program is implemented in Years 5 & 6.

### Extra-curricular activities

Music is a significant extra-curricular activity. Students can learn brass, woodwind, percussion, guitar, violin & keyboard. Instrumental music students are able to join the Junior Band or the Senior Band. The bands participate in the annual catholic schools music competition & other school events. Students are eligible to participate in the Senior & Junior Choirs. This group participates in the annual catholic schools choral competition. The school chess club operates for students of all ages. Tennis lessons are offered before and after school. Junior Engineers is organized through the Resource Centre and takes place after school. Training for a wide variety of sports takes place before and after school. Dance lessons are offered on site outside of school hours.

### How information and communication technologies are used to assist learning

Digital Pedagogies are enhanced at Our Lady of Mt Carmel with the use of iPads across the school. The school provides iPads in Prep to Year 4 in a ratio of approximately one device for two students. These

year levels use iPads to enhance the learning of a particular topic, access online reading resources and promote student collaboration to create learning tasks that utilize appropriate applications. After the initial skill development in this cross curricular priority, student in Years 5 and 6 engage in a 1:1 iPad program. The previously mentioned skills are still promoted in an environment where the importance of digital citizenship is made clear to all students. We aim for our students to be legal, ethical and responsible users of technology.

## Social climate

### Overview

Our Lady of Mt Carmel is blessed with a very actively involved community that is very supportive of the school. Pastoral Care is an important aspect of school life. The school has a behaviour support plan based on our "Code for Peaceful Relationships". This plan has the support of all of our community members. It provides a range of strategies to address behaviour and our response to actions that may be identified as bullying. It is available on our website for perusal. A School Counsellor is at the school three days per week to work with staff, families and students in a variety of supportive ways. Our Lady of Mt Carmel has implemented a whole school Pastoral Care Program designed to assist our students to develop appropriate social skills. Within the program we aim to develop a sense of self-awareness, self-management, social awareness, relationship skills & responsible decision making. Our leadership program for our Year 6 students is incorporated into this pastoral program. Regular school assemblies are conducted to help develop our strong sense of community and to celebrate school successes. OLMC also provides strong support to others less fortunate than us through a range of mission activities across the school year.

### Parent, student and staff satisfaction

The tables below show selected items from the Parent/Caregiver, Student and Staff BCE Listens Surveys.

#### BCE Listens Survey - Parent satisfaction

Performance measure	2020
<b>Percentage of parents/carers who agree<sup>#</sup> that:</b>	
This school helps my child to develop their relationship with God	99.2%
School staff demonstrate the school's Catholic Christian values	97.7%
Teachers at this school have high expectations for my child	88.5%
Staff at this school care about my child	98.5%
I can talk to my child's teachers about my concerns	92.4%
Teachers at this school encourage me to take an active role in my child's education	90.9%
My child feels safe at this school	98.5%
The facilities at this school support my child's educational needs	96.2%
This school looks for ways to improve	90.3%
I am happy my child is at this school	95.5%

## BCE Listens Survey - Student satisfaction

Performance measure	2020
<b>Percentage of students who agree<sup>#</sup> that:</b>	
My school helps me develop my relationship with God	94.3%
I enjoy learning at my school	97.6%
Teachers expect me to work to the best of my ability in all my learning	98.4%
Feedback from my teacher helps me learn	98.4%
Teachers at my school treat me fairly	99.2%
If I was unhappy about something at school I would talk to a school leader or teacher about it	84.8%
I feel safe at school	96.0%
I am happy to be at my school	95.2%

## BCE Listens Survey - Staff satisfaction

Performance measure	2020
<b>Percentage of staff who agree<sup>#</sup> that:</b>	
Working at this school helps me to have a deeper understanding of faith	90.7%
School staff demonstrate this school's Catholic Christian values	97.7%
This school acts on staff feedback	81.0%
This school looks for ways to improve	97.6%
I am recognised for my efforts at work	79.1%
In general students at this school respect staff members	93.0%
This school makes student protection everyone's responsibility	100.0%
I enjoy working at this school	97.5%

# 'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

## Family and community engagement

Families are involved in the school through participation in the P&F and School Board and by working as volunteers in the school tuckshop, the school Resource Centre and in classrooms. Parents participate annually in Preparatory Orientation days, teacher/parent evenings, formal teacher parent interviews and student support meetings for verified students. The school newsletter is electronically delivered to parents. Class coordinators deliver messages and organise social activities and school support activities. Parents are invited to be trained by the ST:IE to assist with reading tutoring for their own children and as classroom reading parents. Parent information nights are often organised by the P&F and the school to support parents in their role. The school and P&F have worked together to establish consistent communication channels through the Parent Portal to further enhance communication between school and home.

## School funding

### School income broken down by funding source

School income, reported by financial year accounting cycle using standardized national methodologies and broken down by funding source is available via the *My School* website.

#### How to access income details

1. Click on the *My School* link <http://www.myschool.edu.au/>.
2. Enter the school name or suburb of the school you wish to search.

3. Click on 'View School Profile' of the appropriate school to access the school's profile.

4. Click on 'Finances' and select the appropriate year to view the school financial information.

Note: If you are unable to access the internet, please contact the school for a hard copy of the school's financial information.

## Our staff profile

### Workforce composition

Description	Teaching Staff*	Non-Teaching Staff
Headcount	46	25
Full-time Equivalents	37.0	12.9

\*Teaching staff includes School Leaders

### Qualification of all teachers\*

Highest level of qualification	Number of classroom teachers and school leaders at the school
Doctorate	0
Masters	8
Graduate diploma etc.**	13
Bachelor degree	25
Diploma	0
Certificate	0

\*Teaching staff includes School Leaders

\*\*Graduate diploma etc. includes graduate diploma, bachelor honours degree, and graduate certificate.

## Professional development

The total funds expended on teacher professional development in 2021 was \$22,477.

The major professional development initiatives are as follows:

- RSE/Catholic Formation
- NUMA – Numeracy
- Embedding ICT capabilities into the classroom

The proportion of the teaching staff involved in professional development activities during 2021 was 100%.

## Staff attendance and retention

### Average staff attendance

Description	%
Staff attendance for permanent and temporary staff and school leaders	97.2%

### Proportion of staff retained from the previous school year

From the end of the previous school year, 95% of staff were retained by the school for the entire 2021.

# Performance of our students

## Key student outcomes

### Student attendance

The overall student attendance rate in 2021 for all Brisbane Catholic Education schools across years Prep-6 was 92.4%.

Description	%
The overall attendance rate* for the students at this school	94.9%
Attendance rate for Aboriginal and Torres Strait Islander students at this school	98.9%

Average attendance rate per year level			
Prep attendance rate	94.2%	Year 4 attendance rate	95.8%
Year 1 attendance rate	94.0%	Year 5 attendance rate	95.8%
Year 2 attendance rate	94.7%	Year 6 attendance rate	94.3%
Year 3 attendance rate	95.4%		

\*The student attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.

### Description of how non-attendance is managed by the school

Rolls must be marked twice a day:

- AM rolls by 9.00am
- PM rolls after second break and by 2.15pm

Rolls will be checked by Admin Staff by 9.15am each day. A phone call will be made to teachers if their rolls are not marked. If rolls are frequently not marked this information will be passed onto the APA. School Leadership will be advised of unmarked and incorrectly marked rolls.

An unexplained absence occurs when the student is not present at school and the Legal Guardian does not contact the school. An SMS message will be sent to the Main Contact by approximately 10am each day. Admin Staff will follow up any unexplained absences by making contact with the student's Legal Guardians.

Students arriving late or departing early are required to enter/exit the school via the school office. They are signed in/out by the parent/related adult.

## **NAPLAN**

Our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9 NAPLAN tests are available via the *My School* website.

### **How to access our NAPLAN results**

5. Click on the *My School* link <http://www.myschool.edu.au/>.
6. Enter the school name or suburb of the school you wish to search.

7. Click on 'View School Profile' of the appropriate school to access the school's profile.

**View School Profile**

8. Click on 'NAPLAN' to access the school NAPLAN information.

#### Notes:

1. If you are unable to access the internet, please contact the school for a hard copy of the school's NAPLAN results.
2. The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7 and 9.