



**St Joseph's Tobruk
Memorial School,
BEENLEIGH**

Annual Report 2021

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



Contact information

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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.

St Joseph's Tobruk Memorial School is a co-educational, Catholic primary school (Prep-Year 6) with an enrolment of around 430 students. Our community celebrates 7 core values based on the charisms of our co-founders (Mary MacKillop, St Joseph, and The Rats of Tobruk): dignity, compassion, courage & resilience, justice, camaraderie, reconciliation, and trust and faith in God. Integrating these themes and core values into every facet of school life is both a challenge and a privilege for every member of the St Joseph's community. The spirit of Saint Mary of the Cross MacKillop infiltrates our hearts and permeates through the culture of our school. A code of conduct based on our Respect Rules (respect for self, others, environment, and learning) applies to all members of the St Joseph's community. Positive Behaviour 4 Learning and bullying prevention programs assist in creating a safe, friendly, and supportive school environment. We strive for excellence in an engaging curriculum preparing children to become active participants and life-long learners in a rapidly changing world. Co-curricular activities such as camps for Year 5 and 6, instrumental program, school band, choir and interschool sport provide opportunities for further quality educational outcomes. At St Joseph's Tobruk Memorial School, we encourage families to continue to be actively involved in their children's education through purposeful partnerships with their children's teachers and the wider school community.

School progress towards its goals in 2021

Goal	Progress
Catholic Identity: In 2021, our goal is to keep alive the story of St Joseph's Tobruk which includes our charisms, values, and history. The strategies to achieve this goal include: Formation of a Catholic Identity Team; Staff Formation Plan to be developed and shared with all staff; Creation of art and literature pieces that document our story.	Achieved in Full
Learning and Teaching: In 2021, our goal is to focus on student performance and progression based on data obtained through NAPLAN, ACER and SRS. Strategies include: Create a Data Plan to monitor progress; Engage teachers and students to ultimately improve student performance and results; Success measures – results improve across NAPLAN, ACER and SRS.	Achieved in Part
Learning and Teaching: In 2021, our goal is to revisit and revise our Vision for Learning which incorporates assessment and embedding practices to deepen learning. Strategies include: review the way we assess students by embedding	Achieved in Full

Goal	Progress
assessment throughout; unpack and develop our Vision to inform our teaching and learning.	
Wellbeing: In 2021, our goal is to create a safe and supportive environment for staff, students, and families. Strategies to achieve this include: continue with wellbeing activities throughout the year such as regular check-in with staff and students. Success measures include demonstrated increases in student attendance and academic results.	Achieved in Part

Future outlook

The explicit improvement agenda for 2022 will focus on gaining improvements in:

- Through dialogue and discernment, capturing the voices across our community to outline key components of our Catholic Identity, deepening our contextual understanding relevant to our community.
- Embedding explicit learning intentions (LI) and success criteria (SC) in the areas of English, mathematics, and specialisations. Develop a consistent school wide approach embedded as our way to wholly engage students in deeper learning.
- Building community towards a deeper understanding that values and celebrates our First Nations culture and history. Formation of Reconciliation Action Plan at the local and cluster level for primary schools on Yugambah land.
- Establishing a wellbeing framework, embed and deepen community awareness that creates safe environments that nurtures all aspects of wellbeing and learning. Improvement in attendance levels so that 90% of students are here at least 90% of the time.

Our school at a glance

School profile

St Joseph's Tobruk Memorial 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	401	198	203	34

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

The student body at St Joseph's Tobruk Memorial School is predominantly of Anglo heritage, however, cultural diversity within the school is growing at a rapid rate. St Joseph's Tobruk proudly serves community on Yugambah land. The school draws most of its enrolments from the Beenleigh, Eagleby, Logan Reserve, Mt Warren Park, Bolivah, Tamborine Village, Windaroo, Waterford, and Eden's Landing areas. Upon the completion of Year 6, most students transition to the adjacent Trinity Catholic College for their secondary education. St Joseph's Tobruk Memorial School holds steady enrolments across all year levels. St Joseph's has around 9% EALD and 8.9% First Nations students. Strong work is undertaken by staff in leadership for senior students. Rigorous selection, induction and training processes provide excellent senior student leaders who serve for the benefit for all in the St Joseph's Tobruk Memorial School community.

Curriculum implementation

Curriculum overview

St Joseph's Tobruk Memorial School implements the Australian Curriculum and BCE approved Religious Education curriculum. The Brisbane Catholic Education Learning Framework supports the delivery of this curriculum throughout Prep to Year 6. This framework directs the school's educational undertakings and aligns with the Mission of St Joseph's Tobruk Memorial School. The beliefs that underpin learning and teaching at St Joseph's Tobruk Memorial School are articulated in the framework i.e.

- Each person is created in the image and likeness of God;
- Every person is a lifelong learner;
- Every learner is in some respect like all others, like some others, like no other.

In the context of this framework, St Joseph's Tobruk Memorial School provides comprehensive, quality, holistic, inclusive and future focused Catholic Education. Distinctive curriculum offerings include:

- Religious Education, Mass, prayer, liturgy, and outreach as components of the Religious Life of the School
- Specialist lessons in Visual Art, Music, Physical Education, Library and Language
- Sporting carnivals and inter-school Gala Sports Days
- Choir and instrumental music programs
- School camps, Swimming, Dance

Significant staffing support structures are planned across the school to assist and support the diverse range of student needs, including extension and enrichment activities.

Extra-curricular activities

St Joseph's Tobruk Memorial School provides a strong range of extra curricula activities such as:

- Gardening and sustainability programs
- Peer mediators and buddy programs
- Talent Extravaganza and Musical Showcase
- Robotics/coding
- Martial Arts
- Soccer
- Auskick

How information and communication technologies are used to assist learning

To support the contemporary learning and teaching programs at St Joseph's Tobruk, the school allocates a significant portion of the annual budget towards hardware, software, ongoing IT maintenance and staff formation. Students in Prep to Year 2 at a minimum have 1:3 access to a current model iPad, with student in Year 3 – 6 having access to a 1:1 model iPad / Microsoft computer. All classrooms have modern projection devices such as interactive TV or projectors.

Social climate

Overview

A wide variety of evidence suggests that a high level of satisfaction exists within the school amongst St Joseph's School community members. Clear lines of communication are prioritised at the school, and this allows for important information to flow. Parents are encouraged to make teachers their first point of contact with any issues of concern, before speaking with relevant administration staff if necessary.

Parents and caregivers have expressed satisfaction with the approachability of staff. The existence of effective pastoral care structures and a focus on the development of the 'whole' child, is often openly praised by parents within the school community. Interestingly, many parents were once themselves St Joseph's students. The school implements strategies from the Positive Behaviour 4 Learning (PB4L) program which connects strongly with our 4 R's respect framework.

Over several years, the school has had a stable teaching staff with a high attendance rate. This strongly suggests that the school's teachers experience a true sense of vocation at St Joseph's. Student attendance rates are pleasingly high, and this strongly suggests enjoyment of school life for them.

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	
Percentage of parents/carers who agree# that:	2020
This school helps my child to develop their relationship with God	98.8%
School staff demonstrate the school's Catholic Christian values	98.8%
Teachers at this school have high expectations for my child	93.8%
Staff at this school care about my child	95.2%
I can talk to my child's teachers about my concerns	91.7%
Teachers at this school encourage me to take an active role in my child's education	94.0%
My child feels safe at this school	96.4%
The facilities at this school support my child's educational needs	98.8%
This school looks for ways to improve	95.2%
I am happy my child is at this school	100.0%

BCE Listens Survey - Student satisfaction

Performance measure	
Percentage of students who agree# that:	2020
My school helps me develop my relationship with God	88.7%
I enjoy learning at my school	94.2%
Teachers expect me to work to the best of my ability in all my learning	97.1%
Feedback from my teacher helps me learn	94.2%
Teachers at my school treat me fairly	92.8%
If I was unhappy about something at school I would talk to a school leader or teacher about it	79.9%
I feel safe at school	89.1%
I am happy to be at my school	89.1%

BCE Listens Survey - Staff satisfaction

Performance measure	
Percentage of staff who agree# that:	2020
Working at this school helps me to have a deeper understanding of faith	94.4%
School staff demonstrate this school's Catholic Christian values	100.0%
This school acts on staff feedback	97.1%
This school looks for ways to improve	97.1%
I am recognised for my efforts at work	88.9%
In general students at this school respect staff members	100.0%
This school makes student protection everyone's responsibility	100.0%
I enjoy working at this school	97.2%

'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

Parents are involved in a process to assist in the formation of strategies for St Joseph's Tobruk Memorial School, in partnership with staff and the school's leadership team. These strategies, and school achievements from the previous year, are reported to the school community. The school's P&F Association provides excellent avenues for all forms of parent engagement and partnership with staff. P&F Meetings provide an excellent opportunity for members to formally report on school life, and for all attendees to provide feedback, request further information, and suggest and support initiatives within the school. Regular parent engagement with school life is strongly encouraged, as they are promoted and valued in our school community as the first educators of their children. Areas of parent engagement range from the formal educational setting to social and fundraising events.

St Joseph staff connect with our First Nations community to assist in the implementation of cross curricular perspectives, as well as supporting our developing understanding of cultural competences.

Students' diverse needs are continually evaluated and planned for. Teachers regularly connect with the Student Support Team and engage with our *Concern for a Learner* process if they feel a student requires more support.

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.

Find a school Search website

Search by school name or suburb Go

School sector School type State

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

View School Profile

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

School profile NAPLAN Attendance Finances VET in schools Senior secondary Schools map

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	32	23
Full-time Equivalents	27.5	15.1

*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	5
Graduate diploma etc.**	4
Bachelor degree	23
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 \$90,000.

The major professional development initiatives are as follows:

- Religious Education Planning and formation of school charisms
- Improving Learning and Teaching
- Behaviour Management Strategies
- Short cycle planning and Reading Strategies.

The proportion of the teaching staff involved in professional development activities during 2021 was 98%.

Staff attendance and retention

Average staff attendance

Description	%
Staff attendance for permanent and temporary staff and school leaders	95.9%

Proportion of staff retained from the previous school year

From the end of the previous school year, 95% of staff was 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	92.6%
Attendance rate for Aboriginal and Torres Strait Islander students at this school	93.3%

Average attendance rate per year level			
Prep attendance rate	93.6%	Year 4 attendance rate	91.1%
Year 1 attendance rate	91.2%	Year 5 attendance rate	93.0%
Year 2 attendance rate	91.6%	Year 6 attendance rate	94.1%
Year 3 attendance rate	93.6%		

*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

St Joseph's Tobruk implements attendance procedures and process as outlined by BCE. Classroom / specialist teachers mark the roll daily in the morning and in the afternoon. Parents of a child who is marked with an unexplained absence are sent an SMS after roll marking is complete. Any children who are identified as having absences well below the 90% mark are sent a letter, asking parents to explain why this has occurred, or discuss strategies that could be offered to improved attendance. The school regularly refers to the importance of attendance in Newsletters and via school assemblies.

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

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.

A screenshot of the search bar on the My School website. It features a search input field with the placeholder text "Search by school name or suburb". To the right of the input field are three dropdown menus labeled "School sector", "School type", and "State". A magnifying glass icon is positioned at the far right of the search bar.

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



4. 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.