



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

Annual Report 2020

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



Contact information

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Principal's foreword

The 2020 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 is a co-educational, Catholic primary school (P-6). Our school mission promotes six key themes: respect for the environment, healthy living, future-focused education in a rapidly changing world, creating a safe and supportive community, celebration of differences and nurturing spirituality. As well, our community celebrates seven core values based on the charisms of our founders: dignity, compassion, courage and resilience, justice, camaraderie, reconciliation, and trust and faith in God. We integrate these themes and core values into every facet of school life and base our whole-school code of conduct on their principles. We strive for excellence in an engaging curriculum preparing children to become active participants and lifelong learners in a rapidly changing world. Inquiry learning methods challenge students to be independent, self-motivated learners. Co-curricular offerings including camps for Years 5-6, instrumental music, choir, chess and interschool sport provide further opportunities for student growth. Children also have access to various clubs which aim to nurture the SMART within each person. Families have many opportunities to become involved in their children's education at St Joseph's in partnership with enthusiastic and dedicated staff.

School progress towards its goals in 2020

Goal	Progress
In 2020, St Joseph's will consistently apply the effective and expected practices in the teaching of reading across the school, with a particular focus on P-2, so that at least 75% in Prep, 80% in Year 1 and 80% in Year 2, achieve the BCE Benchmarks. In 2020, St Joseph's will focus on the connection between reading and writing, so that 90% of children in Years 3-6 will have achieved the BCE Writing Criteria Benchmarks.	Not Achieved
In 2020 St Joseph's will expect students to improve their attendance to attain the minimum attendance rate set by ACARA so that 90% or more of students are attending 90% or more of the time, with a targeted focus on Early Years.	Not Achieved
To collaboratively review and renew the PB4L matrix, reflecting our core values to ensure all staff are able to apply the matrix with fidelity in all situations.	Achieved
Engage with the four dimensions of the Catholic Identity Framework to begin work on a re-contextualised approach to the teaching of Religious Education.	Achieved

In 2020 St Joseph's will continue to work on our RSE Plan and the implementation of the learning and teaching of students with a particular focus on the Catholic Perspective	Achieved
Develop a closer connection with the local elders to include the teaching of the Yugambeh language across all year levels	Achieved
Staff to work on a Data Plan to ensure that the data collected is utilised for teaching purposes and for the improvement of best practice within the classroom.	Achieved

Future outlook

The explicit improvement agenda for 2021 will focus on gaining improvements in

- Further improvement in both Reading and Writing across the school.
- Improvement in attendance levels so that 90% of students are here at least 90% of the time
- To collaboratively renew and the PB4L matrix, reflecting our core values to ensure all staff can apply the matrix with fidelity in all situations
- Develop a Professional Learning Plan inclusive of induction processes for all staff.
- Continue to grow enrolments as we head towards a 3-stream school.

Our school at a glance

School profile

St Joseph's Tobruk Memorial School is a co-educational Catholic school administered through Catholic Education Archdiocese of Brisbane.

Coeducational or single sex: Coeducational

Year levels offered in 2020: Primary

Student enrolments for this school:

	Total	Girls	Boys	Aboriginal and Torres Strait Islander students
2020	381	187	194	4

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. The school draws most of its enrolments are 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, the majority of students transition to the adjacent Trinity Catholic College for their secondary education, yet some families seek secondary education for their students in Brisbane City and Gold Coast City. St Joseph's Tobruk Memorial School rarely loses enrolments prior to the end of Year 6. St Joseph's has around 9% EALD students and 8.9% Indigenous students. Much work is undertaken by staff in the area of 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

Approach to curriculum delivery

The curriculum at St Joseph's Tobruk Memorial School is based on the Brisbane Catholic Education Learning Framework. 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 and Physical Education, and Indonesian
- Sporting carnivals and inter-school Gala Sports Days
- Choir and instrumental music programs

School camps, Swimming, Dance

Extra-curricular activities

A plethora of extra curricula activities are offered at St Joseph's Tobruk Memorial School. Examples include:

- Homework Help
- Chess
- Gardening
- The annual Talent Extravaganza and Musical Showcase
- performances
- Robotics/coding
- Martial Arts
- Soccer
- Auskick

How information and communication technologies are used to assist learning

St Joseph's has spent a great deal of time and money in recent times to ensure our students have the resources and strategies needed top access and perform well across all digital platforms. Staff have all had recent training in Digital Literacy skills to enhance these resources.

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 freely. 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. Over a number of 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.

Percentage of parents/ carers who agree that:	2018	2020
This school helps my child to develop their relationship with God	91%	99%
School staff demonstrate the school's Catholic Christian values	94%	99%
Teachers at this school have high expectations for my child	97%	94%
Staff at this school care about my child	95%	95%
I can talk to my child's teachers about my concerns	97%	92%
Teachers at this school encourage me to take an active role in my child's education	88%	94%
My child feels safe at this school	91%	96%
The facilities at this school support my child's educational needs	NA	99%
This school looks for ways to improve	94%	95%
I am happy my child is at this school	89%	100%

Percentage of students who agree that:	2018	2020
My school helps me develop my relationship with God	NA	89%
I enjoy learning at my school	NA	94%
Teachers expect me to work to the best of my ability in all my learning	NA	97%
Feedback from my teacher helps me learn	NA	94%
Teachers treat students fairly at my school	NA	93%
If I was unhappy about something at school I would talk to a school leader or teacher about it	NA	80%
I feel safe at school	NA	89%
I am happy to be at my school	NA	89%

Percentage of staff who agree that:	2018	2020
Working at this school helps me to have a deeper understanding of faith	91%	94%
School staff demonstrate this school's Catholic Christian values	91%	100%
This school acts on staff feedback	100%	97%
This school looks for ways to improve	91%	97%
I am recognised for my efforts at work	55%	89%
In general, students at this school respect staff members	91%	100%
This school makes student protection everyone's responsibility	100%	100%
I enjoy working at this school	82%	97%

Family and community engagement

Each year, parents are involved in a process to discern 'action plan' 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 are plentiful and range from the formal educational setting to social and fundraising events.

Students' diverse needs are continually evaluated and met. Teachers regular converse with the Student Support Team and continue to lodge Concern for a Learner documents if they feel a student needs more support in any area of their school life.

Environmental footprint

Reducing the school's environmental footprint

This is the second year of reporting on the school's electricity usage. Responsible energy usage supports the school's efforts towards a living response to Pope Francis' Encyclical Laudato Si' Care for our Common Home.

In 2020 St Joseph's continued to look at electricity usage and how our solar system helps minimise electricity usage in the hope of reducing our carbon footprint. This has been very successful with our electricity usage dropping dramatically. We have also investigated and made improvements around water usage by ensuring rainwater tanks are now operational and connected to bathrooms wherever possible

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	32	19
Full-time Equivalents	27.4	13.2

*Teaching staff includes School Leaders

Qualification of all teachers*

Highest level of qualification	Number of classroom teachers and school leaders at the school
Doctorate	
Masters	5
Graduate diploma etc.**	4
Bachelor degree	16
Diploma	7
Certificate	

*Teaching staff includes School Leaders

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

Professional development

The major professional development initiatives are as follows:

Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2020 were \$51 000.

The major professional development initiatives are as follows:

- Religious Education Planning and investigation of school charisms
- Behaviour Management Strategies
- Short cycle planning and Reading Strategies

The proportion of the teaching staff involved in professional development activities during 2020 was **98%**

Staff attendance and retention

Average staff attendance

Description	%
Staff attendance for permanent and temporary staff and school leaders	96.2%

Proportion of staff retained from the previous school year

From the end of the previous school year, **98%** of staff was retained by the school for the entire 2020.

Performance of our students

Key student outcomes

Student attendance

The overall student attendance rate in 2020 for all Brisbane Catholic Education schools across years Prep-6 was 92.1%.

Description	%
The overall attendance rate* for the students at this school	91.8%
Attendance rate for Aboriginal and Torres Strait Islander students at this school	91.1%

Average attendance rate per year level			
Prep attendance rate	91.3%	Year 4 attendance rate	93.3%
Year 1 attendance rate	89.9%	Year 5 attendance rate	92.2%
Year 2 attendance rate	92.9%	Year 6 attendance rate	91.9%
Year 3 attendance rate	92.0%		

*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

Each day, teachers mark the roll in the morning and again in the afternoon. Parents of a child who is marked with an unexplained absence, are sent an SMS immediately 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 to suggest help and strategies that could be offered. The school regularly makes reference to the importance of attendance in Newsletters and via school assemblies.

NAPLAN

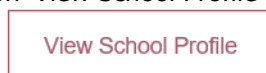
Our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9 NAPLAN tests are available via the [My School](#) website.

How to access our NAPLAN results

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

The screenshot shows a search interface with a search bar containing the text "Search by school name or suburb". To the right of the search bar are three dropdown menus labeled "School sector", "School type", and "State". A magnifying glass icon is located to the right of the "State" dropdown.

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.