



2016 ANNUAL SCHOOL COMMUNITY MEETING

23 February 2017

Principal's Report

Dear Parents

The year gave witness to the wonderful endeavours of our students both in and outside of the classroom. Events throughout the year demonstrated the strong connections between home and school as well as continuing to strengthen ties with the greater Kojonup community.

It is impossible to outline all of the operations of the school during the year and thus this report provides a snapshot of some of the school's foci and events.

SCHOOL COMMENCEMENT 2017

School commenced for the children on Monday 1 February 2017 where we welcomed 10 new Kindy students and 1 new student in Year 1. We have 4 new families in total and we hope that they feel welcomed and enjoy their time in the St. Bernard's community.

DISCIPLESHIP

Early in 2016 we welcomed our new parish priest, Father Francis Constantino, and with his support St Bernard's continued to provide religious education instruction and catechesis throughout 2016. The Sacraments of Reconciliation (2 students), First Eucharist (2 students) and Confirmation (4 students) were celebrated. These sacramental events included Parent/Student workshops as well as the actual celebrations. In 2016 we were thrilled to welcome Bishop Gerard Holohan to confirm our Confirmation candidates.

Our school community once again participated in the Rosary Rally which was led by the St. Bernard's parish.

In 2016 the staff reviewed and updated the school Evangelisation plan. Some key actions included a 'Chat with Father Francis' question board in each classroom, the inclusion of an 'Education in Faith' section in the newsletter and a workshop with Sr Christine Clarke (CEWA) on the meaning of the parts of the Mass. Class Masses, reconciliation services and liturgies of the word were celebrated in each class during the year. Whole school Masses also took place each term, including St Bernard's Day celebrations and an Easter liturgy. Our altar serving program was well run by Ms Melanie Thomas with several students regularly serving at mass and several new altar servers being trained.

In 2016, the staff of St. Bernard's joined the staff of St. Patrick's for our Catholic Staff Commissioning Mass in Katanning. This enabled the staff from both schools to network and socialise at a shared morning tea. Parishioners were also invited and this joint event was a great success. School staff continued Accreditation courses facilitated by Catholic Education Western Australia (CEWA), a process which was greatly assisted by CEWA running some accreditation courses via polycom (online video conferencing). This allowed staff to participate in the courses from school and saved the time and costs associated with travelling to Perth or Bunbury. Whole school prayer and a focus on the Sunday Gospel continued on a Monday morning, along with lunchtime prayer over the PA system led by our student leaders (Yr 5/6) and Friday prayer as part of our assemblies. Our focus on Mercy values in the school continued and we recognised students who displayed these values through ministry awards using the Mercy values as criteria. As an action from our Evangelisation plan the staff developed an activity pack for use on St. Bernard's Day each year where each year level focuses on a different part of our school story such as the history of the school and parish, information about St. Bernard and Catherine McAuley and the history of the Mercy charism. Staff attended a PD day in Term 2 with Fr Tony Chiera on the Year of Mercy.

We continued to raise money for the Flores social justice program and Wheelchairs for Kids. Our outreach program from 2012 continued with classes visiting the elderly at Spring Haven. The activities of the Green Team also branched out to include some Christian Service activities.

As principal of St Bernard's I represented the school as a member of the Parish Council. The parish continues to support the school in its pastoral and spiritual dimensions. Strong connections thus exist between school and parish through Mass and the sacramental and altar serving programs.

ACCOUNTABILITY

The staff at St Bernard's are one of its greatest assets. I wish to acknowledge the tremendous dedication of all staff at St Bernard's who so willingly and ably fulfil their numerous vocational roles. The staff are to be congratulated on their many achievements helping our school to strive to "Respite Stellam and I thank them for their ongoing hard work and dedication to the students of St. Bernard's. At the end of 2016 we farewelled Mrs Sharon Venables, Mrs Nadine Bilney and Mrs Libby Rose who all have all left to have their babies. We also farewelled Mrs Adele De Toledo who came to the end of her temporary contract and Mrs Jeannie Kelly who resigned from her permanent position. We wish them all the very best in their future endeavours and thank them for their many years of hard work at St. Bernard's. I also thank Mrs Tricia Davies who filled in as Acting Principal for the first three weeks of term in my absence.

The School Board in 2016 consisted of Annalise Chitty (board chair), Tamesha Gardner (secretary), Tim Mathwin (treasurer), Pip Crook, Griffin Chomley and Fiona Sanders. The work of the School Board is a vital aspect of the school's management and operation and all members are to be congratulated for their voluntary work and commitment. I express my sincere thanks to Annalise Chitty who has come to the end of her term. Thanks you Annalise for your support and hard work as President and in other roles on the board. Thank you also to Fiona Sanders who is stepping down from the board. I particularly thank Pip and Griffin as they leave our community with their youngest child having graduated from St. Bernard's in 2016. They have dedicated their time and effort into supporting the school. We are very sad to see you both leave our St. Bernard's family but wish you every happiness and success for your and your families in the future.

On a financial level, 2016 saw the amalgamation of the Bunbury Catholic Development Fund (CDF) with CDF in the Archdiocese of Melbourne and the Diocese of Sale. This transition occurred smoothly with little effect on schools. In 2016 the board, myself, Mrs Nadine Bilney and Mr Steve Beek developed a school maintenance plan and several items of work have been completed this year as part of both the strategic and maintenance plans. In an effort to enhance the appearance of the school from Albany Hwy, Mrs Roberta McGuire and Mr Steve Beek planted a garden bed along the Albany Hwy fence line. Our sincere thanks to Roberta for donating her time, passion and gardening expertise! Another maintenance item that was completed this year was the addition of a shade sail to the K/PP sandpit and new signage for the Albany Hwy side of the school has been purchased and just needs to be erected. Next year we will continue to work on the update and maintenance with the rendering of the wall behind Mary's grotto, replacement of the retaining wall and steps behind the Year 3/4 classroom and the replacement of the basketball courts.

ICT upgrades and refinement continued and the school was ably supported by the CEWA ICT support service. CEWA no longer offers this service but for 2017 have assisted with the transition to Solutions IT.

In 2016 we continued to market our school within the local community. Thank you to Liz Robertson who took magnificent professional photos for us which we used to update our website and create school banners, a school brochure and a school prospectus folder. We used our new banners to advertise the school on several occasions such as at an IGA display, Messy Play morning and the Kojonup Show.

The School Board decided not to increase fees for 2017 and the Fee Schedule for 2017 was distributed to all families in December 2016.

The school continues to provide financial assistance to families through CEWA's Health Care Card scheme and other school based support mechanisms. I encourage any family's with a health care card to provide the school office with a copy so that you can receive this substantial discount on school fees.

With the support of the Renew store a number of new resources were purchased including mathematics resources, the Accelerated Reader Program and construction equipment for the early childhood classrooms. We thank Renew for their generous ongoing financial support. The P & F continued to be a great supporter of the school, providing Mathletics, Hotmaths, RAM badges, a variety of items from our wishlist and contributing to camp and the leavers shirts just to name a few items. We thank them for their time and dedication and urge all parents to become active members of the school community through participation in the P & F.

In 2016, the following QCS components were reviewed by staff:

- 101 Systematic Evangelisation Planning
- 102 Integrating Catholic Faith, Life & Culture
- 302 Analysis and discussion of data
- 402 Pastoral Care of Students

Evidence was gathered and triangulated such as evidence of current practice, anecdotal evidence, SRC survey results (cultural data) and academic assessment data. Areas of focus were identified which have been either acted on or aligned with and included in other planning documents such as the School Strategic Plan or Evangelisation Plan. Some additional actions not mentioned above include the development of a new visitors sign in book with more visible visitor's lanyards, the addition of a pastoral care section to the start of every staff meeting to allow sharing about anyone in our community currently in need of support and the development of a parent charter.

Parent, staff and students (Yrs 4-7) participation in the Insight SRC survey provided one of the sources of data for reflection and review. We received a 42% response rate from parents and unfortunately, technical difficulties meant that our student data had a very low response rate therefore compromising the data. This cultural data once again showed a high level of satisfaction amongst the school community. Our data showed good increases in overall organisational, teaching and community engagement aggregate indicators. Staff data was strong across the board and showed good increases in engaging practice, quality teaching, school morale, teamwork, professional growth and appraisal & recognition (which was our area of focus based on the 2015 data). Parent data was also very strong and showed good increases in approachability, parent input, reporting, school improvement, teacher morale and behaviour management. Areas of focus continue to be appraisal & recognition and extra curricular. CEWA has reviewed the use of the Insight SRC survey and will not be continuing its use in 2017 but will be examining alternative options.

In 2016 the junior primary staff continued to use the National Quality Standards (NQS) document to reflect on their early childhood practices and work on actions from their 2015 Quality Improvement Plan (QIP). The key area of focus was updating the furniture and equipment in the K/PP and Year 1/2 classrooms. To assist with this process Mrs Libby Rose and Mrs Kahli Thomson participated in a polycom PD with CEWA and a school visit from Mrs Jan Flemming (ECE consultant, CEWA).

Throughout 2016 I conducted the required NQS audit and rated our early childhood programs as meeting requirements in all areas with the exception of continuing to work towards Standard 3.2 – the environment.

In Term 3, 2016 following a presentation from Catholic Church Insurances (CCI) at a Catholic Primary Principals Association (CPPA) day, we implemented some new policies and practices in the area of Occupational Health & Safety (OHS). We conducted a stocktake of all chemicals onsite, creating a register and completing risk assessment sheets on each chemical to ensure safe handling and storage. We also created a Contractor Management policy and Contractor induction handbook.

According to our policy renewal schedule we updated the following policies in 2016:

- Assessment
- Administration of Medication
- Anaphylaxis
- Evacuation (Yearly update)
- Bushfire (Yearly update)
- Crisis Management (Yearly update)
- Evangelisation
- Privacy
- Schools Camps & Excursions
- Enrolment
- Reporting
- Crunch & Sip
- Weatherwise (Yearly update)

The following new policies were created:

- Early Childhood Philosophy Statement
- Dispute & Complaints Resolution
- Acceptable of ICT by Staff
- Acceptable of ICT by Students
- Contractor Management
- Social Networking Acceptable Use
- Provision of Services for Full Fee Paying Overseas Students
- Wet Weather policy
- Professional development
- Programming

As per CEWA school audit requirements we also created a complaints register and as per our financial audit actions we created an assets register. Another new item completed this year was the creation of class relief folders. One folder was created for each class and contains a variety of information for relief teachers such as medical information, class lists, class routines and timetables, evacuation plan and feedback sheets for the classroom teacher. Relief teachers are provided with the class relief folder each time that they work to ensure a smooth transition between class teacher and relief teacher.

At a P & F level, 2016 saw the development of a parent charter and an update to the P & F constitution. A huge thank you must go to Jo Sullivan for all her hard work in co-ordinating the constitution update. The school also developed a School Code of Conduct which is available, along with our parent charter, on the school website.

ENGAGEMENT

The contributions that our parents and families make to the life of St Bernard's school cannot be under estimated. It is through the support of our families, and therefore the strength of our home-school partnerships, that subsequently allow for staff to engage students in relevant and vibrant learning.

In 2016 we launched our school facebook page as an added communication method as well as reinstating 'The Star' newsletter to keep parents updated about what was happening in classrooms.

Parental involvement at St Bernard's occurs in so many forms. From parent helpers in the classroom, to help with our sporting programmes, canteen, uniform shop, fundraising, helping on excursions... the list is endless. On behalf of all staff and students I thank all parents for your tireless dedication and support of our school. Thank you to Sophie Atkinson, Annie Hornby and Lowanna Jury who did a wonderful job co-ordinating the uniform shop in 2016 and effortlessly organised updated uniform items such as the new tracksuit and kindy tshirt. Thank you to those parents who helped out in the canteen throughout the year. Finding canteen volunteers was a struggle in 2015 and so it was decided in a P & F meeting to move canteen days to Monday. This proved to be successful with the canteen roster being much easier to fill in 2016, although support dropped off in Term 4 and we had to cancel most canteen days in the last term. I encourage parents to continue to volunteer their time to assist with the canteen this year as we can't continue to provide this service without parent help.

I would also like to offer very sincere thanks to the P&F Committee and especially it's Executive. The P&F provides an important connection not just with our families but also with the wider Kojonup community and its work to support the school in building community and acquiring resources is vital. Thank you to all parents who have supported the P&F throughout 2016. Special thanks to the Executive: Matt Atkinson as President, Roxy Brockman as Vice-President, Ros Marinoni as Secretary and Jo Sullivan as Treasurer. We had a desperate need to increase parent involvement in the P & F and numbers at meeting have shown a vast improvement in 2016. I encourage other parents to become involved on the P&F Committee in 2017 or consider supporting the P & F through meeting attendance as this is a critical group within our school.

A major contribution this year from the P & F was the Dancesport program which the whole community enjoyed in Term 3, 2016. The children loved the program and the Dancesport assembly was extremely engaging for the community. As a result we have booked this program for 2017. In an effort to engage in The Arts, students also enjoyed the Drumbeat program in Term 3 and a music workshop with Barry Peters.

We were fortunate to have a number of visits from individuals from Bunbury Diocese and CEWA last year to help support staff. These included:

- Bishop Gerard Holohan
- Judy Hearn (Sem 1 School Improvement Advisor, Bunbury)
- Maureen Tully (School Improvement Advisor, Bunbury)
- Leon Ridgeway (Aboriginal Education Consultant, Bunbury)
- Vivienne Marwick (School Support Consultant, Bunbury)
- Sue Williams (Students with Disabilities Consultant, Bunbury)
- Sr Christine Clarke (Religious Education Consultant, Bunbury)
- Jessica Warnock (School Psychologist, Bunbury)
- Brett Clarke (ICT support consultant)
- Anthony Sidoti (ICT support)
- Mason Torres (ICT support)
- Jan Flemming (ECE Consultant, CEWA)

The assistance of these significant individuals provides invaluable support in the management of the school both in regards to our operation, evangelisation and in the provision of education.

Events that have developed links with the community were:

- Parent/student sacrament workshops
- School Camp
- Regular articles in the Kojonup News
- Participation in the Kojonup Show
- Preparing your child for Kindy workshop (links with KDSH, Playgroup, Daycare, Library)
- Messy Play morning
- Pre- Kindy playgroup

- Links with Kojonup District High School (ANZAC services, transition, Pre-kindy workshop)
- Numerous Sporting events
- Year 6 participation in the Australian War Memorial's Roll of Honour Soundscape Recordings Project
- Participation in GWN7 Weather Wall

In 2016 the school continued to promote enrolment opportunities for families. Pre-Kindy playgroup sessions were offered in Term 4, along with an Orientation Morning.

As a school we have also celebrated/ commemorated:

- Anzac Day (with Kojonup District High School)
- Remembrance Day
- Harmony Day
- Nativity Play and School Concert
- Class assemblies
- Flores day Fundraising
- Book Fair & Story night
- Speech and Drama festival
- St Bernard's Day Mass & activities
- Sport's Carnival
- Swimming Carnival
- Cross Country
- Oral language presentations each term
- RAM challenge

We finished our year with a school social event with the Mucky Duck Bush Band leading a bush dance after the end of year nativity which was enjoyed by all who attended and was a great way to celebrate the 2016 school year as a community.

LEARNING

Classes & Learning Areas for 2017 are as follows:

K/PP	Miss Emilia Coakley
Y1/2	Mrs Kahli Thomson Mrs Sophie Atkinson (Tues & Thurs)
Y3/4	Ms Melanie Thomas
Y5/6	Mrs Sandy Jackson (Mon & Tues) Ms Sharon Gianoli (Wed – Fri)
Learning Support	Mrs Di Gardner (Tues & Wed) Mrs Kaylene Smart (Mon to Thurs afternoons)
Sport	Mrs Peta Marinoni
Japanese	Mrs Sandy Jackson
Art & Drama	Mrs Natalie Smith
Science	Ms Sharon Gianoli
Early Childhood	Mrs Peta Marinoni
PP/Kindy TAs	Mrs Margie Davies Mrs Annette Sawyer
Yr 1/2 TA	Mrs Kaylene Smart (Mon to Thurs mornings)

Due to our focus on early intervention through our learning support program and to the larger class numbers in Year 1/2, Mrs Kaylene Smart worked an additional day a week in 2016. In addition to this, in 2017, Mrs Sophie Atkinson will be working two days a week in the Year 1/2 classroom in tandem with Mrs Kahli Thomson for literacy and numeracy lessons. Mrs Di Gardner will continue in the area of learning support for two days a week in our efforts to improve literacy for students who require additional support. As part of our Minilit and Multilit support programs we require additional

parent/grandparent volunteers to listen to students read. We encourage as many parents as possible to volunteer to assist as this is a vital part of improving literacy in our students.

In 2017 we welcomed Miss Emilia Coakley as our K/PP class teacher, Ms Sandra Gianoli as our Year 5/6 and science teacher and Mrs Natalie Smith as our art and drama teacher. I trust the community will make our new staff feel warmly welcomed and supported.

In 2016 the focus of our professional learning was Explicit Instruction (EI). Staff participated in two professional learning days on EI and ongoing professional learning community meetings. Teachers particularly focused on implementing EI in spelling and grammar lessons. This focus will continue in 2017 as we have started working with Mr Roger Saulsman on an EI coaching initiative.

To enhance our rigorous assessment schedule, this year the staff also created a reading data wall. Twice a term we collected reading data and updated our data wall in order to discuss and track student progress in reading. We then implemented case management meetings regarding additional strategies to assist any students who weren't progressing as fast as we would like. We also implemented an Accelerated Reader program to support the development of reading skills.

In 2016 we participated in a PD day on the new Humanities and Social Sciences (HASS) curriculum and updated our First Aid qualifications.

Instructional walks and talks were implemented in the school and in response to school climate data I began a coaching/goal setting process with classroom teachers in 2016 and in Semester 2, Mrs Sharon Venables was appointed for an extra day a fortnight to co-ordinate professional learning and provide coaching for classroom teachers.

St Bernard's continues to benefit from the skills, dedication and passion of its staff who commit totally to the ongoing progression of the school's goals and priorities. The staff approach their work with diligence and expertise thus ensuring the best outcomes for students and the development of strong links between home and school.

The Key Goals for 2016 were:

Learning

- 70% of students to achieve reading levels that are at least at target or within range using PM Benchmarks and Fountas & Pinnell
- 70% of students to improve by at least the expected average in Ballard Westwood assessment in each strand of arithmetic
- Students involved in the learning support program will progress a minimum of 3 levels on the Multilit/Minilit program over the course of 2016

Our end of year data indicated that 62% of students achieved reading levels that were at least at target or within range using PM Benchmarks and Fountas & Pinnell. The students who did not reach the expected level, on average, improved their reading by 6 levels. (These results do not take into consideration students with learning difficulties or English as a Second Language). These results are an improvement from our 2015 target.

End of year assessments in Mathematics indicated that within division 53% of students who began the year below average achieved the target. 60% of students who were below average in multiplication achieved the target and 82% in addition and 70% in subtraction.

Students within the Minilit program progressed through an average of 26 stages and students within the Multilit program progressed through an average of 9 levels. As a result of these outstanding results when compared against our goal, we have increase our target in this area for 2017.

Engagement

- 80% of parents receive 1:1 feedback about their child's progress in Term 1.
- 10% increase in community engagement element in Insight SRC parent survey results.
- A minimum of four volunteers actively assisting with learning support program in 2016
- By the end of 2016 20% of families regularly represented at P & F Meetings

In Term 1, 82% of parents received feedback about their child's progress during parent/teacher interviews, exceeding our target. We achieved a 6.1% increase in community engagement in Insight SRC parent survey results. Our minimum number of volunteers for reading was achieved and on average 16% of families were represented at P & F meetings (roughly a 6% improvement from attendance in 2015).

Accountability

- 5% increase in enrolments by 2018

In 2016 our enrolments increased from 79 at the end of 2015 to 87 at the highest point in 2016. Enrolments are lower this year however we will continue to endeavour to meet our target for 2018.

Discipleship

- By the end of 2016 the school evangelisation plan will have been reviewed and implemented.

The evangelisation plan was updated in Term 3 and by the end of 2016 all actions identified for that year were implemented.

PROFESSIONAL DEVELOPMENT

Significant professional development has taken place throughout the year. Careful consideration has been undertaken to ensure that professional development relates to school priorities and/or individual teacher requirements.

This year a synopsis of the professional development undertaken by staff includes:

- Explicit Instruction
- Accreditation content courses
- Assessing Reading using Running Records & Data wall
- Data review – NAPLAN
- Shoulder to Shoulder learning
- Coaching
- Moderation (literacy & numeracy)
- SEQTA reporting
- Year of Mercy
- Parts of the Mass
- Key Teacher Literacy
- Leader's Forums
- Maths - PANL
- Principal PD – APPA & NCEC conferences
- HASS
- Beginning Teachers
- First Aid

School based staff professional development included ongoing Professional Learning Community meetings with specific focus on literacy and numeracy.

Specific strategies adopted included:

- Fortnightly Professional Learning Communities (PLCs)
- Shoulder-to-Shoulder learning
- Implemented models of good practice in the areas of Literacy & Numeracy e.g. training key teachers, sharing of expertise, networking, moderating with other schools
- Ongoing review and refinement of whole school Teaching, Planning, Reporting & Assessment Cycle
- Data driven instruction
- Integration of ICT across the curriculum
- Significant resource allocation (time and finance)
- Use of student data to inform teaching & learning activities
- RAM (read a million word) challenge
- Oral language presentations and assessments each term
- Working mathematically moderation and whole school schedule of mathematics assessment and vocabulary
- Storytelling night
- Moderation of literacy and numeracy (Western Australian curriculum)
- Interrogation of NAPLAN data
- Minilit & Multilit programs
- Accelerated Reader program

Specialist learning areas in 2016 engaged students in Japanese, Art, Sport, and Science.

At St. Bernard's we 'value add' to our curriculum in a variety of way including programs, initiatives, events, incursions and excursions that take place during the year. These include:

- Evangelisation Plan
- Information and Communication Technologies
- Support for children with special learning needs
- Mini & Multi Lit Programs
- Green Team
- Sacramental Programs
- Joint Anzac Day Service with KDHS
- Remembrance Day
- Choir performances
- St Bernard's Day
- School Camp
- Book Fair
- Drumbeat Programme
- Year 6 Retreat
- Swimming lessons & Carnival
- Athletics- Faction Carnival & Interschools' Carnival
- Winter Sports' Carnival
- Spring Valley Tennis Tournament
- Kojonup Speech, Drama & Art Festival
- Storytelling night
- RAM challenge
- St Bernard's Olympics
- Buy, swap & sell
- Recycling program
- Drumbeat
- Dancesport
- Springhaven visits
- Kindy orientation and playgroup
- Preparing your child for Kindy workshops
- Early Intervention Speech Screening program
- Student Leadership positions
- Christmas Nativity

WESTERN AUSTRALIAN CURRICULUM

At St Bernard's a number of professional development activities and staff meetings were devoted to the Western Australian curriculum and School Curriculum and Standards Authority (SCSA) website. Further professional development will continue into Western Australian Curriculum, as it continues to be phased in.

NAPLAN DATA 2016

National Assessment Plan for Literacy and Numeracy (NAPLAN) results in 2016 were:

YEAR THREE	ST BERNARD'S MEAN	ALL AUSTRALIAN SCHOOLS MEAN
READING	412.7	425.7
WRITING	398.6	420.5
SPELLING	367.8	420.1
GRAMMAR & PUNCTUATION	371.9	436.3
NUMERACY	361.2	402.2

YEAR FIVE	ST BERNARD'S MEAN	ALL AUSTRALIAN SCHOOLS MEAN
READING	520.5	501.7
WRITING	463.8	475.4
SPELLING	495.8	492.9
GRAMMAR & PUNCTUATION	494.4	505.0
NUMERACY	497.9	492.9

PERCENTAGE OF CHILDREN AT OR ABOVE THE NATIONAL MINIMUM STANDARD
FROM 2012- 2015

	Year	Reading	Writing	Spelling	G & P	Numeracy
Year 3	2013	100%	100%	100%	100%	85.7%
	2014	85.7%	100%	100%	85.7%	100%
	2015	100%	100%	100%	100%	100%
	2016	100%	100%	90%	90%	100%
Year Five	2013	100%	100%	92%	92%	100%
	2014	100%	100%	100%	100%	100%
	2015	100%	100%	81.8%	81.8%	100%
	2016	100%	100%	92.3%	92.3%	100%

In 2016 we actively lived our motto, “Respice Stellam!” while embracing the Mercy values.

Thank you to each and every one of you for your ongoing contributions to St Bernard’s.

SCHOOL GOALS & PRIORITIES 2017

Learning

- Implement coaching in Explicit Instruction (EI) strategies.
- Implement staff professional development in writing
- Continue to enhance whole school processes and structures for learning support e.g. Minilit & Multilit, literacy support for new arrival students

Engagement

- P & F to focus on ‘friend raising’ activities e.g. social events, bring a friend to a P & F meeting, welcome morning tea for new parents in Term 1 and class representatives.

Accountability

- Implement School Code of Conduct

Discipleship

- Implement retreats as part of sacramental preparation
- Allocate class buddies at a classroom and individual level.

St Bernard's Primary School
SMART Goals for 2017

- L** • 70% of students to achieve reading levels that are at least at target or within range using PM Benchmarks and Fountas & Pinnell
- 70% of students will be at or within 3 months of their expected reading age (Accelerated Reader Program)
- Students involved in the learning support program will, on average, progress a minimum of 6 levels on the Multilit program and 20 'lessons' on the Minilit program over the course of 2017
- E** • By the end of 2017 20% of families regularly represented at P & F Meetings
- A** • School Code of Conduct uploaded to school website by Term 1 2017.
- D** • By the end of 2017 several opportunities for student retreats will have been established through the sacramental program.
- In 2017 buddy classes will do a combined activity at least once per term.

The goals follow the SMART Goal process. They are realistic, achievable, hold people to accountability, have a time frame and are measurable. All staff have ownership of the goals and are working towards their attainment. We reflect and review the goals to monitor our progress. The process has been very comprehensive and sets clear objectives for all St Bernard's staff.

I wish the whole of the St. Bernard's School and Parish Community all the very best for a successful 2017 school year.

God bless



Mrs Siobhan Galos
Principal