



Melbourne Archdiocese  
Catholic Schools

# 2023

## Annual Report to the School Community



### St Anthony's School

90 Buckley Street, NOBLE PARK 3174  
Principal: Erin Nagel  
Web: [www.sanoblepark.catholic.edu.au](http://www.sanoblepark.catholic.edu.au)  
Registration: 1530, E Number: E1181

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## Principal's Attestation

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I, Erin Nagel, attest that St Anthony's School is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 06 May 2024

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## About this report

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St Anthony's School is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report is supplementary to other forms of regular communication to the school community regarding initiatives, activities and programs which support the learning and wellbeing of its students. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

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## Governing Authority Report

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When Melbourne Archdiocese Catholic Schools (MACS) launched our inaugural strategic plan MACS 2030: Forming Lives to Enrich the World just over a year ago, I spoke about the need for our whole organisation to reflect on the biggest challenges that confront us, and to work at speed to find practical, ambitious, student-centred solutions.

As a relatively new governing authority, 2023 set us on the path to achieving our first goals, as we focussed our efforts on building strong foundations for success. The four pillars of MACS2030 – Inspired by Faith; Flourishing Learners; Enabled Leaders; and Enriched Communities - serve to guide our work on how we achieve our strategic intent.

When we surveyed our teachers in late 2022, over 80 per cent told us that they want access to quality teaching and assessment resources. So in January 2023, we secured a system-wide licence for MACS primary and secondary schools to access the Progressive Achievement Test (PAT) assessment suite. The inclusion of the Social and Emotional Wellbeing Survey allows schools to monitor the wellbeing of their students and target resourcing to specific areas of need. Together, these tools provide a coherent and systematic approach to student assessment.

In partnership with Ochre Education, we began work on F-6 Mathematics curriculum resources, being developed in a phased approach over three years, and delivered the first tranche for F-2. A key consideration in developing the materials is ensuring teachers retain autonomy to tailor curriculum implementation to meet the individual and local needs of students.

This is an exciting development for our MACS community, clearly demonstrating the commitment we all share to delivering the best possible education opportunities for our 120,000 students and supporting our 10,000 classroom teachers to be the very best that they can be.

Archbishop Peter commissioned a comprehensive review of Religious Education curriculum, the first in over a decade. It offers us some challenges, but fundamentally is a hope-filled report that invites a path of ongoing work to develop a new RE curriculum for all Catholic schools. We continued Working Together in Mission with Parish Priests throughout the Archdiocese, including through regular roundtable discussions.

Across greater Melbourne, one in five students attend a Catholic school and 2023 saw steady growth in enrolments across our system, demonstrating the value families place on a Catholic education and the high quality, holistic education MACS schools provide.

As a system of schools, we can be better together, reducing the administrative load on our schools and freeing our teachers and principals to focus on what they do best.

I would like to pay tribute to our MACS school and office colleagues who have worked so hard to achieve our goals. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Dr Edward Simons

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

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## Vision and Mission

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*In partnership with parents and the broader church, Catholic schools contribute to the life foundation for students that is centred in Jesus Christ and grounded in truth, beauty and love. Catholic schools honour the role of parents as the first and ongoing nurturers and educators of their children. In partnering with families, this life- giving relationship transforms the possibilities for each child and promotes optimal engagement, achievement and wellbeing. (HoH)*

### **Our Vision and Mantra:**

'Every Person Flourishing and Known'

### **Our Strategic Intent:**

At St Anthony's School we will create a learning framework through engaging in professional learning and evidence based teaching strategies.

### **Our 3 Improvement Priorities**

Learning Framework

Professional Learning

Teaching Strategies

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## School Overview

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Reverence for the sacred dignity of each learner provides a foundation for pedagogy in a Catholic school. Through pedagogical choices, educators seek to develop deep learning, powerful teaching to create animated learners who are inspired by the Holy Spirit to act for justice and strive for the common good. (Horizons of Hope: Pedagogy in a Catholic school, p. 2&6.)

St Anthony's Primary School is a vibrant learning community situated in the culturally and linguistically diverse suburb of Noble Park. Diversity is celebrated and valued as integral to the identity of our community. Students participate in a fully comprehensive curriculum within a caring Catholic Community, which integrates Catholic identity and mission into the education and experience of every learner. The school is strongly connected to the Parish of St Anthony's.

Our school is both highly multicultural and multi-faith with over 34 cultural groups represented and over 91% of students requiring English as an additional language (EAL).

Our flexible learning spaces contain a wide variety of technology to support student learning experiences designed to enable students to explore issues, questions and problems in ways that are meaningful, strongly engaged with Catholic beliefs and related to the real world. Our focus is on empowering our students in their own learning through Student Voice, Choice and Agency. We offer specialist classes in Physical Education, Performing Arts, Visual Arts, Japanese Language and STEM.

St Anthony's social and emotional learning programs (SEL) form an integral part of daily learning and teaching. The community hub enhances the school's provision of wellbeing services for the entire community, offering playgroup and early learning programs and before and after school care. Family involvement in the school contributes significantly to the wellbeing of students and their own sense of belonging and engagement with the school. Connections with a number of community groups and services, and local learning centres, are also key to student wellbeing and engagement. Student voice is a significant factor for school leaders and teachers in the planning of school activities; extended student feedback in relation to their own learning goals will further enhance these initiatives.

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## Principal's Report

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2023 was the first year of the implementation of our new four year School Improvement Plan, of which was generated from our review in late 2023. Strategically our intentions sharpened and they shifted to three priorities that encompass all areas of learning and teaching at St Anthony's School.

The year began with the leadership team synthesising the Annual Action Plan into termly or quarterly goals and intended outcomes. A new collaborative school leadership model was introduced which saw all leaders working in partnerships and small teams. Leaders of Learning were introduced and their main role was to implement Professional Learning Teams, PLCs for teaching staff. PLCs allow for collaborative learning through inquiry and processes such as learning sprints for staff in order for continuous improvement in the area of learning and teaching. All teaching staff and learning support staff implemented professional learning goals and with the assistance of our school leadership team they were able to monitor and assess their progress for each goal.

A whole school focus continued on Numeracy and English saw professional learning facilitated from Melbourne Archdiocese Catholic Schools (MACS) staff for all St Anthony's school staff.

We have built a robust network of community partnerships that include our well attended playgroup, links with Monash Health Services, English and computer classes and our partnerships with the City of Greater Dandenong including the Student Council, Springvale Library and our Parish. Through our AFL partnership and the Footy for Fun program students learned Australian Rules Football skills and we were very excited to enable some of our families to experience their very first AFL footy match. These partnerships have truly enabled the full flourishing of our community members.

In 2023 we initiated Pop up Food Markets to assist families in need. The food markets were supported by a grant provided by DFFH. Each fortnight 50 fruit and veggie boxes and other culturally appropriate food staples were shared free of charge with our families.

Our school leaders and Student Representative Council Leaders participated in several kindergarten visits, hospital visits, student leadership conferences and aspirational visits to secondary school taster days. Our student leaders introduced our High Expectation Board, a visual display of a weekly behavioural expectation for all within St Anthony's Community.

Our School Advisory Council meetings, where we share a light breakfast whilst discussing school improvement and parent feedback, attracted the largest parent and carer group for a number of years.



A student and school community highlight in 2023 was our whole school production of Matilda Jnr. For the first time in over 10 years, we had our school production here in St Anthony's Parish Hall. It was a showcase of the incredible passions, talents, and contributions of our outstanding students and dedicated staff here at St Anthony's Primary School.

Throughout all of these highlights during 2023, the absolute joy and satisfaction was to watch our students grow in confidence with their ability to have a say and shape the nature of their learning. St Anthony's is such a vibrant and enriching place to be.

To our students, thank you for making the most of your learning and for continually demonstrating our St Anthony's High Expectations of respect yourself, others and our school.

Thank you to our parents who embraced opportunities to work in partnership with us in order to ensure continuous improvement occurs at St Anthony's. Thank you for trusting and supporting us and your child/children.

To the staff of St Anthony's thank you for your dedication, resilience and flexibility and for always being open to learning and growing. You all assist each other and our students and families to be the best we can!

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## Catholic Identity and Mission

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### Goals & Intended Outcomes

#### Goals:

- To drive a recontextualised Catholic school where the community is in dialogue
- To continue providing opportunities for our multi faith community to engage in learning and dialogue with one another
- Enable students to understand and make meaningful, relevant connections between the Catholic tradition, their own lives and the world around them
- Develop staff capacity to design and implement a contemporary Religious Education curriculum
- Lead a school-wide commitment to caring for and promoting the development and growth of every student, informed by our belief that parent engagement and relationships improve learning outcomes

### Achievements

The Religious Education Curriculum Framework, as prescribed by the Archdiocese of Melbourne, describes learning and teaching in Religious Education for Catholic primary schools. The framework sits within the context of the Education Framework for the Archdiocese of Melbourne, Horizons of Hope. The framework supports the full flourishing of all learners as spiritual and religious, physical and cognitive, social and emotional beings.

The focus for 2023 was continuing to make links between Religious Education, our students' lives and the wider world using the Pedagogy of Encounter. Students were given the opportunity to engage in learning within the topics of 'Relationships' and 'Exploration.' Teachers used provocations to immerse students in new ideas that provoked questioning and investigation. Students were encouraged to have open and engaging dialogue about Scripture, Jesus, the Church, Liturgy, Prayer, Sacraments and Social Justice in the light of their lives, our community and the world around them.

The Year 5/6 Catholic Social Teaching Group continues to build awareness of the needs of those in our community and around the world. Social Justice at St Anthony's demonstrates the importance of our actions, the way we treat each other and the manner in which we are stewards of the earth. In 2023 the Catholic Social Teaching Group continued to embed Christian Meditation into our daily school life. Christian Meditation provided the opportunity for our students to make connections with God and enhanced our prayer culture at St Anthony's.

The connection between St Anthony's parish and school has grown as we continue to work together to coordinate the Sacramental Program and organise and participate in Mass. The School RE Team, alongside the Parish Team, have worked enthusiastically to plan whole school liturgies and special liturgical celebrations.

Education in Faith continues to be a clear priority of St Anthony's School with the focus on building compassion, attention to social justice and enhanced Religious Education pedagogy. The opportunities provided by the school are still recognised by all and parents continue to be a strong support in their children's faith education.

## Value Added

### Religious Education Program

- Focus on linking Religious Education to Inquiry learning through the Pedagogy of Encounter
- Focus on unpacking the Religious Education curriculum framework
- Focus on student voice and open dialogue
- Focus on developing critical thinking and linking Religious Education with the capabilities curriculum
- Focus on making connections with the Catholic tradition, the students lives and the world around us

### Staff Formation

- Leading unit design for deep and authentic learning in our Catholic school
- Enacting a pedagogy that invites students into a space of dialogue for transformation
- Developing a deeper understanding of the Religious Education curriculum
- Linking Religious Education and Inquiry Learning through the Pedagogy of Encounter
- Continued planning of masses and liturgies

### Catholic Social Teaching Team and Program

- St Vincent De Paul Christmas Appeal
- Christian Meditation

### Sacramental Program

- Students prepare for the sacrament with parish initiated sessions and the support of the REL (Religious Education Leader)
- Students celebrate sacraments with the support of all staff at St Anthony's

### Prayer and Liturgy

- Students planning and participating in year level masses and online prayer services
- Students designing prayer tables and spaces in the classroom
- Christian Meditation

### Links with Parish

- Class and whole school Masses, Liturgies and Prayer Services
- Sacramental Program

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## Learning and Teaching

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### Goals & Intended Outcomes

#### Goals

- To embed a whole-school clear and consistent learning framework
- To use high impact strategies to improve numeracy and literacy growth across the school
- To develop optimal use of data walls
- To include measurement impact of teaching initiatives using learning outcomes
- To build ongoing teacher capacity for collaboration.
- To introduce the explicit teaching of metacognition
- To extend student ownership of learning goals and the mechanisms for greater student to teacher feedback in the classroom
- To include ongoing teacher to student informal formative feedback to enhance goal-setting

#### Intended Outcome

To co-design the St Anthony's Framework for Learning.

#### Achievements

We began 2023 with renewed enthusiasm after our school review in 2022. A new leadership structure was established to include four Leaders of Learning who would lead Professional Learning Communities of teachers. Two Professional Learning Communities were allocated to improving outcomes in Numeracy in Foundation to Year 2 while two had a focus on improving outcomes in Writing in the years 3 to 6. Through the year, teachers were involved in learning sprints with a focus on trialling evidence based strategies over a few weeks with a focus group of students. Teachers used data and evidence to inform teaching and planning learning sequences for their students.

In 2023, our main focus for improvement continued to be Mathematics. Our aim was to have a consistent approach from Foundation to Year 6, to teaching mathematics lessons. This was facilitated through collaborative planning sessions with teams. Teachers in Foundation to year 2 were involved in the Early Number and Algebra Project over 2022 and 2023. The main focus for this Project was on using data from the Mathematics Online Interview to plan sequences of learning that exposed students to rich and engaging mathematics that built on their mental computation skills as well as opportunities to solve complex problems through challenging tasks. The pre and post data throughout the project were extremely pleasing as teachers were able to see the growth their students made over the course of the year. There

was also a focus on improving the quality of classroom talk during mathematics lessons. At St Anthony's, students engage in Talk Moves and Number Talks during mathematics lessons.

In 2023, we continued to have been very privileged to have the organisation 'ARDOCH' to support us in many educational initiatives this year. Numeracy Buddies is a Mathematics initiative offered by St Anthony's in partnership with ARDOCH. It is designed for Year 5/6 students who would benefit from enrichment in maths, and aspiring to a career using mathematics in the future. They are paired up with 'Big Buddies' who are employees of an industry where mathematics is a focus. This year we partnered with Cummins Inc., a multinational organisation, who design, manufacture and distribute engines.

Each week the students are set a problem by the teacher, they solve these and post their solutions online to their Big Buddy. The students also write about their interests and activities. The Big Buddy reviews their post, provides the student with alternate solutions, and replies to the social messages. The participating students find it a great experience, the mentoring and friendship offered by the Big Buddies a highlight of the program. All these efforts have been designed to improve engagement and inclusion in mathematics lessons. We want all our students to develop a love for mathematics and be confident and competent users of mathematics in the world.

In 2023 a focus group of teachers from Year 3 to 6 participated in the Improving Writing Professional Learning. The Improving Writing Project aims to enrich students' writing through using mentor texts as a basis to scaffold students' understanding of author's choice of words, the function of words in sentences known as grammar and scaffolding students sentences based on exemplar patterns. We aim to expand and embed these writing skills throughout the school using the teaching literacy sequence framework.

Throughout the year, the Leadership Team and Teachers have participated in Professional Development around Child Safety, Online Safety, Christian Meditation, Literacy, Numeracy and Data. Our participation in SWIF(School Wide Improvement Forum) each term helped us to prioritise goals and focus on the improvement agenda for the year. We continued to explore and engage with Agile Leadership Tools to further develop our professional dialogue and discussion.

## **Student Learning Outcomes**

### **MOI Data**

Teachers in Years One and Two used the Mathematics Online Interview(MOI) to pre test and post test their students on Counting and Place Value. The data below reflects the growth students have made through the 2023 school year.

In year One, the pretest results had all our students in the range of Growth Point Zero to Growth Point Three. The Post Test data shows students move through the Growth Points

right up to Growth Point Five. The same growth was measured in the Year Two Counting Data where we saw students move through the Growth Points and reach Growth Point Six with no students in Year Two at Growth Point Zero. With regard to Place Value, we witnessed similar growth across Year One/Two with students moving through the Growth Points and reaching the higher Growth Points.

### **PAT Data**

Progressive Assessment Tests(PAT) were conducted as usual in 2023. Our PAT data reflects the growth and progress of our students. The PAT Reading data shows that 63% of Year 3 students achieved the expected mean or average scale score of 113 as compared to 52% of students who achieved the mean in 2022. Our Year 5 data also showed good growth in Reading as 51% of our year 5 students achieved the mean scale score of 125.8 in 2022.

The PAT Maths data shows that 47% of our Year 3 students achieved the expected scale score of 115.4 in 2023 and 46% of our Year 5 students achieved the expected scale score of 125.5.

Through the year our teachers and the leadership team have monitored students' growth. Many students have been supported in the area of literacy by our Intervention Team who met twice a term to review and interrogate the learning data, discuss the most suitable interventions and plan the best learning opportunities to support the students with additional needs. Regular termly Parent Support Group Meetings for these students enable our families to discuss their child's progress and be informed about their learning goals.

<b>NAPLAN - Proportion of students meeting the proficient standards</b>			
<b>Domain</b>	<b>Year level</b>	<b>Mean Scale score</b>	<b>Proficient</b>
Grammar & Punctuation	Year 3	*	*
	Year 5	491	67%
Numeracy	Year 3	375	51%
	Year 5	483	71%
Reading	Year 3	412	82%
	Year 5	495	89%
Spelling	Year 3	*	*
	Year 5	502	81%
Writing	Year 3	417	78%
	Year 5	489	84%

\*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.



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## Student Wellbeing

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### Goals & Intended Outcomes

#### Goal:

That students confidently identify and make innovative decisions about wellbeing, learning, safety and social justice issues through a diverse range of student-led committees and teacher-led initiatives that connect them with local and global communities.

### Achievements

At St Anthony's all staff are responsible for creating a classroom environment where each student's rights and responsibilities are heard, understood, respected and reflected upon. Positive behaviours and relationships are explicitly taught as part of our Social Emotional Learning program and Personal and Social Capabilities curriculum.

Once again, we began the year with SEL start-up week. The SEL program focused on building relationships among students and staff. The students had already participated in a transition program at the end of 2022, where mornings were spent with their new teacher in their new class groupings for 2023. The foundation for the formation of these relationships between staff and students occurred during this week and were built upon throughout the year.

Staff continued to use the Student Wellbeing Tracker in 2023 for staff to analyse and interpret data in regard to Student Wellbeing. Using the tool, staff were able to monitor students, have data dialogues around classroom and playground behaviour, implement supervision when required and proactively plan for positive interactions.

In 2023, Student Voice continued to be an integral part of our Teaching and Learning.

Our student agency consisted of a key group of students namely four School Captains, eight House Captains, a team of Junior and Senior Student Representative Council members (SRC) and a Catholic Social Teaching Team. These students used their Student Voice to create change and impact learning. Together, they participated in regular workshops which encouraged goal setting, planning and discussions around working towards the goal.

With meetings on Fridays, the Student Leaders consulted each other and brainstormed multiple problems. They targeted and addressed the issue of the week by making videos to show at assemblies to pass on the message of High Expectations of the school; Respect Yourself, Respect Yourself and Respect Others to the rest of the school community. In

addition to the weekly videos, a visual reminder was displayed on the Quad for the students to see.

In 2023, littering was a continuing issue in our school community. The students decided to take matters into their own hands and encouraged the School Community to pick up rubbish and to put it in their respective House bins. Each Friday a staff member would judge which bin was the fullest and a point would be awarded to the House Team. At the end of each term, the House with the most points would win and all its members were awarded a prize.

During the month of March, the students recognised that as a School Community we needed to be more active. We joined the Get Active and Get Moving in March Campaign and the Students Leaders actively organised and participated in encouraging the students to walk laps around the school oval for the ten minutes of the first recess. Parents, teachers and Mayor Eden Foster, an ex St Anthony's joined us in our campaign.

The Student Leaders attended and led the annual Children's Forum where they learned the importance and value of having their voices heard as active citizens. They expressed their views about the City of Greater Dandenong and what their priorities are. They had the opportunity to convey their views about children's programs and events as well as outdoor neighbourhoods and local playgrounds, helping to shape the Council's plan to provide a child-friendly city and community.

In addition to this, the Student Leaders actively sought opportunities for Student Voice throughout the year. They hosted a variety of events including Harmony Day, World Teachers Day, Remembrance Day and Prep Information Night. The students presented prayer services, messages to our community and gave their perspective on the impact that Student Voice was having on them and their learning as a whole.

Throughout the year, teachers also developed their confidence in embedding Student Voice within the whole school. They used written or verbal feedback gained from the students to direct future learning and to create engaging experiences for their students. Student Voice in 2023 was an integral part of our program, and we are looking forward to making further changes and progressions in 2024.

### **Value Added**

- Social Emotional Learning - Start-up week to support a smooth transition into the new school year
- St Vincent de Paul - Homework Program in partnership with Nazareth and St Vincent de Paul on Tuesday afternoons
- Community Abundance - Homework Program on Thursday afternoons. Facilitated by Volunteers from the City of Greater Dandenong

- Used Student Wellbeing Tracker data to improve student safety and wellbeing  
Student led structures are visible in the school, the majority of school events are now facilitated and led by students
- Behaviour Support and Safety Plans were established for students in need of support  
Student Leadership Team met weekly
- St Anthony's High Expectations were student designed and led. The High Expectations were child friendly and shared by student leaders at school assemblies for the students and school community to watch
- Child Safety/Student Wellbeing Team that includes the Principal, Deputy Principal/  
Student Wellbeing Leader, School Psychologist, Music Therapist and Student Diversity Leader met regularly to strategically plan for the support of student who need extra support in regards to their wellbeing
- Peaceful Kids program in place to support students who need extra support in regards to anxiety and managing their emotions
- Music Therapy was introduced in 2023 with the aim of providing a safe and supportive environment for healing trauma and building resilience while decreasing anxiety levels (referral based service)

### **Student Satisfaction**

Throughout 2023, student and family satisfaction was clearly demonstrated through participation in special events such as Harmony Day, St Anthony's Day and our many opportunities for students to share student voice, take agency and leadership within the school community. Student satisfaction was also evident in responses provided through student self assessments. Students felt they had the opportunities to have an impact on the school. The data showed this was above the MACS average in regards to student voice.

### **Student Attendance**

St Anthony's School follows the School Attendance Guidelines that applies to all registered schools in Victoria. We have procedures for schools to record, monitor and follow-up student attendance in order to meet the requirements of the relevant act and regulations. Attendance is recorded and checked twice a day and staff are required to follow-up students who are absent without explanation.

<b>Average Student Attendance Rate by Year Level</b>	
Y01	92.7%
Y02	91.6%
Y03	92.8%
Y04	93.5%
Y05	93.7%
Y06	94.1%
Overall average attendance	93.0%

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## Leadership

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### Goals & Intended Outcomes

At St Anthony's School we will create a learning framework through engaging in professional learning and evidence based teaching strategies.

#### Our 3 Improvement Priorities

##### Learning Framework Goals:

To embed a whole-school clear and consistent learning framework

To use high impact strategies to improve numeracy and literacy growth across the school

##### Professional Learning Goals:

To develop optimal use of data walls

To include measurement of educator impact

To build ongoing teacher capacity for collaboration

##### Teaching Strategies Goals:

To introduce the explicit teaching of metacognition

To extend student ownership of learning goals and the mechanisms for greater student to teacher feedback in the classroom

To include ongoing teacher to student informal formative feedback to enhance goal-setting

### Achievements

- Introduction of new collaborative leadership model
- Appointment and training of Leaders of Learning (new leadership positions) in how to run effective Professional Learning Communities
- Establishment of Professional Learning Communities
- Each level of leadership team to take on Collaborative Inquiry, and build continuous learning into meetings (research and evidence based)
- Some learning highlights include MACS (Melbourne Archdiocese Catholic Schools) led Mathematics PL in the Early Number and Algebra Project for teachers in Prep.
- Teachers in Year 1/2 and Years 3-6 engaged in Improving Writing PL

- We continued to use Class Dojo as our main communication tool with the parent community. Class Dojo proved integral as a main point of contact for all families and provides translation into various languages
- Family faith sharing evening
- Focus on student engagement and agency through students lead change development in community time and the introduction of student lead choices during community time
- Introduction of whole school student led Christian Meditation
- Annual review meetings reflected a high level of personal satisfaction with staff articulating their goals to the AITSL standards and the Annual Action Plan
- Teachers continued to collaboratively plan with their level teams to ensure a consistent team approach to teaching and learning
- Staff engage in data dialogues and use student data to plan learning and next best steps for students
- At St Anthony's in 2023 one graduate teacher successfully completed their VIT registration
- All staff managed to deliver quality teaching and learning program even with teacher shortages throughout Victoria
- All of St Anthony's teachers use the Australian Professional Standards for Teachers to set goals and continuously work towards these, collaborating and evaluating with their peers to ensure effective teaching and higher levels of student achievement  
Religious Education Leader added to the Executive Leadership at St Anthony's
- All staff members attended a 2 day Staff Conference with a focus on staff collaboration, School Vision and Mission and Australia's first Saint Mary MacKillop
- Engagement in the Intercultural Understanding Partnership (ICUP) with a focus on minimising the impact of negative stereotyping which lead to staff having a greater appreciation and awareness of the cultural groups within St Anthony's community". This then enhanced their connections and relationship with our students and their families. The strength of our school comes from its people and their stories and traditions.

<b>Expenditure And Teacher Participation in Professional Learning</b>	
List Professional Learning undertaken in 2023	
<b>Staff PL in 2023</b>	
<ul style="list-style-type: none"> <li>• Peaceful Kids</li> <li>• Two day whole staff conference with a focus on whole school vision and review</li> <li>• Faith formation &amp; Christian Meditation</li> <li>• Australia's First Saint Mary MacKillop</li> <li>• Interfaith Places of Worship Tour</li> <li>• Professional Learning Communities and Professional Collaboration</li> <li>• First Aid Training</li> <li>• NCCD Identification and Moderation Child Safe Standards/Reportable Conduct Briefing Mandatory Reporting Module</li> <li>• Disability Standards for Education</li> <li>• ENA (Early Number and Algebra) Project</li> <li>• Numeracy Focused Staff PL</li> <li>• Improving Writing</li> <li>• Wellbeing - Mental Health in Primary Schools Training</li> <li>• Sports For All - Inclusivity Training</li> <li>• Staff participated in network activities provided from Catholic Education Melbourne that included: Principal Network, Deputy Principal Network, Inclusion and Diversity Networks, Religious Education Leader Network, School Wide Improvement Forum (SWIF), Literacy and Numeracy Networks, Administration and Finance Networks, Graduate Teacher Network</li> <li>• Mentor Teacher Training</li> <li>• Community Hubs Australia Network Meetings</li> <li>• Playgroup Victoria Learning Opportunities</li> <li>• Monash Health Support Training</li> <li>• Mental Health First Aid Training</li> <li>• Stephanie Alexandra Kitchen Garden Foundation</li> </ul>	
Number of teachers who participated in PL in 2023	44
Average expenditure per teacher for PL	\$450.00

### Teacher Satisfaction

Throughout 2023 we saw great achievements at St Anthony's Primary School. Staff, students and families continued to demonstrate resilience and flexibility and achieve learning, personal, social and spiritual growth.

The Leadership Team strived to ensure for students, parents and staff wellbeing and re-engaging connections were priorities during the year. Student, staff and community celebrations were a regular occurrence during this time, and it was great to acknowledge successes throughout the year.

Teacher satisfaction data was gathered throughout the year through biannual feedback meetings, annual ARM meetings, staff dialogues, incidental conversations and surveys.

Data illustrated the following points from staff:

- 91% sense a strong relationship between leadership and staff
- 90% perceive a positive school climate
- There is a positive sense of collaboration in teams
- Belief in a strong sense of collective efficacy and that the quality and coherence of professional learning opportunities has increased
- Our Professional Learning Communities, which were introduced in 2023, have clearly identified goals that are directly linked to the school’s Annual Action Plan and improvement priorities
- Our Professional Learning Communities have levels of trust that enable teachers to support and challenge each other to continually improve
- There is belief that all staff have collective responsibility in order to achieve agreed targets

<b>Teacher Qualifications</b>	
Doctorate	0.0%
Masters	18.2%
Graduate	9.1%
Graduate Certificate	0.0%
Bachelor Degree	50.0%
Advanced Diploma	9.1%
No Qualifications Listed	13.6%



<b>Staff Composition</b>	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	31
Teaching Staff (FTE)	26.8
Non-Teaching Staff (Headcount)	18
Non-Teaching Staff (FTE)	14.6
Indigenous Teaching Staff (Headcount)	1

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## Community Engagement

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### Goals & Intended Outcomes

#### Goals:

- Leaders and staff privilege the voice of parents in their planning and decision-making. Parents' knowledge of their child, and the community, is regularly sought by teachers and leaders. School documents, policies and processes articulate the value and unique role of parents as partners and co-educators.
- That school leaders ensure that all feedback mechanisms are visible and accessible to all members of the school community, valuing the multiple perspectives of all members of the community.

### Achievements

A highlight for our work within our school community for 2023 was our work with the Intercultural Understanding Partnership (ICUP). It is a national initiative created by Together For Humanity and funded by the Australian Government Department of Education. Each year, schools are invited to apply for the program. St Anthony's were successful in their application and were able to utilise this funding to learn and gain a better understanding of the cultures and faiths in our school and wider community. As part of the program our whole staff and Year 5 and 6 students were able to visit local places of worship. Teachers also attended local places of worship as part of a staff professional learning day. Funding was also used as part of our wonderful Harmony Day celebrations.

St Anthony's School is part of the National Community Hubs Australia program. "Community Hubs are welcoming places where migrant and refugee families, particularly mothers with young children, come to connect, share and learn".

The Hub at St Anthony's is a place where "Everyone is Welcome" and where we will actively seek the voices of local families to plan activities and events to meet local needs. We worked very closely with Keysborough Learning Centre to facilitate our adult learning opportunities such as computer and English language classes.

In 2023, we celebrated 10 years of Community Hubs in the City of Greater Dandenong. The occasion was celebrated at the City of Greater Dandenong (Springvale Library) with past and present school principals and hub leaders, community members and dignitaries.

Playgroup at St Anthony's was a hype of activity during 2023. Playgroup is an important part of our Community Hub. It provides an opportunity for parents or caregivers with their babies,

toddlers and preschoolers to meet together for play and social interaction. Debbie Vivian, co-Community Hub Leader facilitated Playgroup twice per week.

The One Box Program continued in 2023, where 20 families from St Anthony's were able to access a box of fresh fruit and vegetables, milk and bread. This Program has been especially important during these difficult times for many families.

More than 150 students had their vision tested as part of the screening from OneSight in July 2023. Students requiring follow up appointments were given vouchers to receive a pair of glasses for free. Optometrists and other staff volunteered their time to visit us at St Anthony's.

Breakfast Club continued to be popular in 2023. Operating three days a week with approximately 40 students attending each day. Chobani have generously donated yoghurt and local parishioners are donating bread from Aldi stores. To raise funds for the breakfast club, Susan Kubiak has been coordinating a pre-loved uniform stall where she has been selling preloved uniform pieces for \$5.

As part of the wider community of The City of Greater Dandenong, the leaders continued to be part of Children's Forums and of the Children's Advisory Group. Students from Year One to Year Six were part of the SRC team, they gained and embraced the concept of Student Voice to effect positive change in our School Community. We aimed to embed Student Voice and collaborative authentic relationships between students and the School Community as well.

Sporting Schools funding enabled a basketball clinic at lunchtime for students and a Tennis Program afterschool for students and their families. Through our partnership with SEDA students participated in a cricket program afterschool that enabled students to learn new cricket skills. Staff facilitate these Programs along with various coaches, The Programs were operated over 4 weeks with 40 families attending the after school tennis program, 30 students attending the during school basketball and 30 students and 30 families at the cricket clinic.

In partnership with the AFL and St Kilda Football Club families attended an afterschool football clinic. As part of the program families also attended an AFL Game at Marvel Stadium. Transport and tickets were funded by St Kilda and the AFL. The Program enabled families to learn more about the AFL and encouraged them to join AUSKICK Programs in their local community.

After successfully receiving a grant from VicRoads (Department of Transport) we delivered the New Arrival Road Safety Program. 16 women from the local community completed the 6-week program along with 3 driving lessons. This Program aims to support women to become safe and lawful road users and obtain their drivers licence.

St Anthony's partnership with the City of Greater Dandenong Libraries continued to flourish in 2023 with Book Club. Book Club enables 10 students from Year 3 and 4 to participate in a "Book Club" with a City of Greater Dandenong Librarian.

## Parent Satisfaction

Our continuous goal is to build and foster relationships with the parents and members of our community and to work in harmonious partnership with one another to support the lifelong learning of all at St Anthony's.

During 2023 parents were provided opportunities to work in partnership and to express satisfaction and to provide feedback through multiple avenues:

School Advisory Council meetings:

School Advisory Council meetings moved to morning gatherings where parents and staff share a light breakfast whilst discussing school improvement and parent feedback.

Community Conversations:

Facilitated conversations where topics were opened up for discussion to gather parent voice and input. During 2023 topics for community conversations included gathering parent input and updating our junior school playground,

Parent Culture, Story and Faith Sharing

In Term Two parents were invited to share what they love about St Anthony's and to provide areas for possible improvement and to work with the school reviewer to evaluate all things "St Anthony's".

Parent Satisfaction Survey (MACSSIS Survey):

Annually parents are invited to participate in the MACSSIS survey that is generated by Melbourne Archdiocese Catholic Schools to provide feedback and to express satisfaction in the school and their child's education.

Other feedback was also gathered through school event feedback surveys, incidental surveys and conversations and afternoon teas or morning teas with the principal.

Survey data illustrated the following results:

- Families have a strong sense of belonging
- Families have a positive sense of our school climate
- Parents believe that the school positively removes barriers to promote engagement

- There is a strong sense within the parent community that St Anthony's is a good school fit for their child
- 100% of parents who completed MACSSIS survey believe that the learning experiences in their child's classroom are motivating

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## Financial Performance

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The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au).

For more detailed information regarding our school please visit our website at [www.sanoblepark.catholic.edu.au](http://www.sanoblepark.catholic.edu.au)