SCHOOL OF THE NATIVITY

‘Families Living Loving Learning’

2014 PERFORMANCE REPORT

Prepared by the Principal, Mr Greg Haynes
School Profile

The School of the Nativity is a Catholic co-educational school from Reception to Year 7, situated in the southern foothills of Adelaide. Our school shares the facilities of the Aberfoyle Park Primary School Campus with Thiele School (Government) and Pilgrim School (Independent). We are committed to providing high quality education in an environment where families live, love and learn together. As part of the Aberfoyle Park Catholic Parish, our mission is to be a faith filled community with Jesus at the centre. We seek to enhance the dignity of each person as a call to service and social justice, characterised by a tangible culture of love. The Religious Education Programme is based on the Crossways Curriculum and students have the opportunity to be a part of the Sacramental programme through the Aberfoyle Park Catholic Parish. There is a strong emphasis on Literacy and Numeracy and Well Being programmes. Every classroom is fitted with an interactive television and the students have access to desktop computers and notebooks. The importance of the Early Years is highly valued where there is strong focus upon play development in the Junior Primary.

We opened our doors in 1982 as a part of unique educational situation where schools from the three systems of education are located on the one campus. The current enrolment for School of the Nativity is 169 students with 685 students on the Campus. The vision for the Campus centres on innovation in education. The three schools work together in co-operation and collaboration, yet maintain the individual identity of each school. We have access to spacious grounds with three ovals, a full size gymnasium and a large Resource Centre with a computer facility. A number of educational programmed involve all three schools. The excellent facilities have been further enhanced with the construction of a Performing Arts and Media Centre. As part of the $10.5 million dollar upgrade of facilities, the Campus was awarded a $2.5 million grant through the Commonwealth’s Local Schools Working Together programme, to support the emphasis on the Arts curricula and to introduce ICT into the Music programme. The Campus has a strong focus on student well-being programmes where school leadership and Restorative Justice give students the opportunity to have strong voice.

School of the Nativity is a member of the South West Region of Catholic Schools that provides a pathway for Catholic schooling from Reception to Year 12/13 and includes Marymount College (Year 6-9 girls), Sacred Heart Middle School (Year 6-9 boys), Sacred Heart Senior (Year 10-12/13 co-ed) and Cabra Dominican College (Year 6-12/13 co-ed) There is also a pre-school located on the Campus with a strong emphasis on transition into each of the Campus schools.

School Enrolment Numbers for 2014

<table>
<thead>
<tr>
<th></th>
<th>Reception</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
<th>Year 6</th>
<th>Year 7</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys</td>
<td>9</td>
<td>18</td>
<td>5</td>
<td>12</td>
<td>16</td>
<td>14</td>
<td>5</td>
<td>8</td>
<td>87</td>
</tr>
<tr>
<td>Girls</td>
<td>12</td>
<td>11</td>
<td>9</td>
<td>9</td>
<td>14</td>
<td>12</td>
<td>8</td>
<td>7</td>
<td>82</td>
</tr>
<tr>
<td>TOTAL</td>
<td>21</td>
<td>29</td>
<td>14</td>
<td>21</td>
<td>30</td>
<td>26</td>
<td>13</td>
<td>15</td>
<td>169</td>
</tr>
</tbody>
</table>

Included in the above enrolments:
1) 12 students meet the criteria to be funded as Special Education students
2) There are no ATSI (Aboriginal and Torres Strait Islanders) students enrolled
3) 11 students have an EAL (English as another Language) background.
4) The School Index of Community Socio-Educational Advantage (ICSEA) 1075

**Teacher Qualifications**

<table>
<thead>
<tr>
<th>Qualification Level</th>
<th>Major</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diploma</td>
<td>Education</td>
<td>6</td>
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<tr>
<td></td>
<td>Theology</td>
<td>1</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>Education</td>
<td>12</td>
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<tr>
<td></td>
<td>Arts</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>3</td>
</tr>
<tr>
<td>Graduate Diploma/Certificate</td>
<td>Theology</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>5</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>Education</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Counselling</td>
<td>1</td>
</tr>
</tbody>
</table>

**Workforce Demographic**

School of the Nativity has 29 staff, 16 are teachers with 13 working in support roles, including administration, classroom support and maintenance. The male to female teacher ratio is 1:6 approximately.

**NAPLAN (National Assessment Programme Literacy and Numeracy) Results**

<table>
<thead>
<tr>
<th>Year</th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar</th>
<th>Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nativity</td>
<td>All schools</td>
<td>Nativity</td>
<td>All Schools</td>
<td>Nativity</td>
<td>All Schools</td>
</tr>
<tr>
<td>Year 3</td>
<td>435</td>
<td>418</td>
<td>402</td>
<td>402</td>
<td>397</td>
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<tr>
<td>Year 5</td>
<td>495</td>
<td>501</td>
<td>458</td>
<td>468</td>
<td>496</td>
</tr>
<tr>
<td>Year 7</td>
<td>552</td>
<td>546</td>
<td>514</td>
<td>512</td>
<td>555</td>
</tr>
</tbody>
</table>
### Percentage of Students who achieved the National Minimum Standards

<table>
<thead>
<tr>
<th>Component</th>
<th>Year 3</th>
<th>Year 5</th>
<th>Year 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>100</td>
<td>92</td>
<td>86</td>
</tr>
<tr>
<td>Writing</td>
<td>95</td>
<td>100</td>
<td>93</td>
</tr>
<tr>
<td>Spelling</td>
<td>100</td>
<td>96</td>
<td>92</td>
</tr>
<tr>
<td>Grammar &amp; Punctuation</td>
<td>100</td>
<td>88</td>
<td>92</td>
</tr>
<tr>
<td>Numeracy</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

### Financial Details

#### Recurrent Income
- **Australian Government**: 1,347,220
- **State Government**: 301,732
- **Fees, charges & parent contributions**: 475,698
- **Other private sources**: 232,507

**TOTAL** 2,357,157

#### Capital Income
- **Australian Government**: 0
- **State Government**: 0
- **School Building Fund**: 51,273
- **Capital Projects**: 6,076

**TOTAL CAPITAL INCOME** 57,349

### Value Added Activities

**Community and Liturgical celebrations** - End of Year Carols Community evening, Mission Days, Mother’s Day and Father’s Day celebrations including breakfasts, Grandparent’s Day, Morning Teas, Parent Representative programme, Class Dinners, Weekly Class Assemblies, Mother’s Wine Tour, Dad’s Golf Day, Family Picnic, New Parents Supper, Weekly Masses and Special Liturgical celebrations.

**Campus Activities** - Anzac Day & Remembrance Day celebration, Instrumental Nights, Campus Student Leadership Team, Sports Programme (involving football, netball, basketball and soccer), Active After Schools Programme, Out of School Hours Care, Sports, Pedal Prix, Performing Arts Showcase Evening, Drama Club, Campus Disco, Play Café, Playgroup, Campus Assemblies each term, SAPSASA participation & Southern Schools Music programme.
**Student Activities**- Student Leadership Teams, Sporting Carnivals (Netball, Cross Country Athletics, Swimming, Touch Football), Camps for Yr 3-5, Yr 6/7 Aquatics programme, Social Justice Fundraiser activities to support Catholic Charities and the St Vincent De Paul Society, Reading Army, Resource Based Learning, Fun’n’Games, Coordination Programme, Fine Motor Skills Programme, Swimming Programme, involvement in University NSW Competitions, Quicksmart Numeracy programme, Footsteps Dance programme for Year 6 & 7, Pre-School Transition Programmes-Little Stars, Introduction of a 1:1 Laptop Programme for Year 3-7

**Community Satisfaction**

Parents, students and staff were surveyed as part of the process when reviewing the school’s Mission, Values and Vision statement. The statements below are a summary of the feedback that has helped define an updated strategic plan.

**Teachers**

*How would you describe our school to others?*

- Family orientated
- Strong community
- Caring /nurturing/pastoral
- Supportive
- Inclusive
- Acknowledge and respect diversity
- 21st century curriculum
- Welcoming
- Positive
- Compassionate
- Friendly
- Innovative
- High level of expertise
- Freedom for opportunity
- Dedicated staff
- Strong Catholic identity
- Fosters a sense of belonging
- Professional

*What do you believe are the strengths of the School and Campus?*

- Teachers working together
- Commitment of the teachers
- Grounds are well kept
- Tolerance
- Facilities
- Extra curricula opportunities
- Access to wide range of expertise
- Catholicity
Extra learning options available because of the Campus
Play spaces and grounds
Staff
Inclusive environment
Support given to students
Events organised for families and students
Positive and supportive network
Transition to school programme—“Little Stars”

What do you believe should be part of our future planning that would help make our school even better?

Promoting a school focus—What are we known for?
Introduce Kids Matter accreditation
Better utilise the expertise of all Campus staff
Promoting our Catholic identity within a Campus context
Have a focus in Sustainability
Create a new Campus library vision
Coordinate the calendar so whatever we do we do it with quality in mind
Developing links with the local community
Promoting/marketing ourselves to increase enrolments and improve our reputation/profile within the local community
Focus on improvement with all Campus programmes
Whole school focus on learning programmes such as What’s the Buzz and Words Their Way

Parents

Please use words or phrases that best describes our school

Lovely school community
High quality staff
Children embrace the concept of Catholic education
Friendly caring community
Has a supportive environment
It is a very safe happy and inclusive community
Small community with lovely values
Welcoming and professional
Respect for others is highly valued
Promotes fairness and equality
Offers a good Catholic education
Good connection between families and the school
Has a great transition to school programme through “Little Stars”
Parents are involved in a number of activities
Strong sense of community
Good communication between the school and home
Compassionate
Good place for learning
Values
Respect, equality & compassion
Great facilities
Unique
Large when comes to facilities but small and personal
Supportive parents and staff
Good balance of academic, social and spiritual education
Great extra curricula opportunities

What do you believe are the strengths of our school and Campus?

Expecting all the students to achieve their best - high expectations
Size of the school
Access to great facilities
Staff and teachers are excellent
Welcoming, caring and inclusive community
Family orientated
Strong Catholic ethos
Emphasis on teaching values to the students
ICT options available to the students
Leadership
Students are very happy
Multicultural
Collaboration between the 3 schools on campus
Strong sense of faith and values
Concern for all students
Small class sizes
Great respect displayed toward children
CRIB events
Community minded
High quality education
Attention given to support students who struggle with their learning
Connection with the parish and the liturgical celebrations
Linking of learning and life by teaching the Catholic faith

What do you believe should be part of our future planning that would help make our school even better?

Don’t try and fix it if it isn’t broken
More clarity and consistency with homework - There should be a greater emphasis on Science
Is there scope for an Art teacher?
More support for students with needs
Greater emphasis on “high quality education”
Is there a possibility of another language beside Japanese?
Develop an Early Learning Centre
Greater role for the school counsellor
Very happy with the school and can’t suggest any further improvements
Further promote school achievements and connect with old scholars and families
Better seating and weather protection for parents attending Campus sports events
Stronger focus on the basics. There is too much emphasis on the extra curricula activities
Performing Art programme to better utilise the PAC facility attracting more parental involvement
Marketing the school in the local community to boost enrolment numbers in the Junior Primary
More involvement with the local community
Science to have a greater teaching emphasis
Balancing ICT innovation with handwriting and other literacy activities
Develop sustainability awareness
Raising the profile of the school within the local community
Make sure there is a stronger relationship between the school and parish
Looking at the transition to the middle schools so students are better prepared

**Students**

Please use words or phrases that best describes or school

Fun
Good teachers
I like coming to Nativity
Interesting
Good learning skills
A happy place
Community
Fun learning environment
Catholic teaching
Organised
Caring
Family orientated
Friendly place
Good education
Great learning areas
Families involved
A lot of sporting options
Students are encouraged to do their best
A place to live, love and learn
Able to make friends
Good learning in the classrooms
Charity
Great facilities
Lovely place to be
A place where you come to learn
I really like coming to school here
Very musical
Lively lots to do
Always learning new things
Christian environment
Friendly Principal
Students are helped a lot
Protective and safe
Includes everyone
Encouraged to be problem solvers
A peaceful place
What do you believe are the strengths of our school and Campus?

Teachers
The other students
Like the way the teachers teach and help us to learn
Many different school events
The Performing Arts Centre
The ovals
Campus helps us to have better facilities
A private school that offers a good education
Diversity with different people from different schools
Students are expected to responsible
We are given a voice
Good places and spaces to learn
We have good opportunities to learn
Teachers are kind and support the students
Playground areas
Cooperation between the schools
Computing facilities
Sporting options
Encouraged to do new things
There is always something new everyday
Encourages people to do good things
Notes that come home
It’s a safe place
We don’t compete against the other schools
Lots of encouragement to help each other
A lot of choice with Campus activities
We get along with each other
Teach all the subjects

What do you believe should be part of our future planning that would help make our school even better?

The toilets are not looked after very well
New playgrounds
Different uniform especially the shoes
More Science with the possibility of a specialised Science area or Lab
More students
More school activities
Unlock the restrictions on internet access
More bins, there is too much rubbish let lying around
Give students a stronger voice
Choir shouldn’t be compulsory
Learning should be more challenging
More casual days
More events to raise money for the poor
Drink taps kept in better condition
More Language options other than Japanese
Extend playtimes
More class excursions
Better recycling
More masses and Religious Education lessons
No bullying
Permanent soccer goals
Better musical instruments
More options for girls
More male teachers
Better change room facilities for sport
No combined classes
More Physical Education and fitness lessons

2014 ANNUAL IMPROVEMENT PLAN

<table>
<thead>
<tr>
<th>Domain</th>
<th>Goals and Strategies</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic Identity</td>
<td>Introduce the APRIM (Assistant Principal in Religious Identity and Mission) model to replace the REC (Religious Education Coordinator role). Reaffirm the Gospel values in the School Mission and Vision statement. Connect with families in the Parish when their children are baptised. Establish planning meetings between teachers and the APRIM. Meet with Fr Charles and Bianca Cotton on a regular basis. Highlight our Catholic Identity within a Campus Context Develop a visual presence of the school in the Parish.</td>
<td>Completed and ongoing Review Completed Ongoing Ongoing Ongoing</td>
</tr>
<tr>
<td>Focused Vision and Goals</td>
<td>Update school and Campus Strategic Plan. Review Mission Values and Mission Statement.</td>
<td>Ongoing Completed</td>
</tr>
<tr>
<td>High quality Teaching and Learning</td>
<td>Complete the introduction of History and Geography as part of the Australian Curriculum. Introduce Words Their Way as a spelling programme for the whole school. Investigate becoming an accredited Kids Matter School. Develop professional learning plans for all staff. Introduce 1:1 Laptop Programme for students in Year 3-7. Provide staff training to ensure students with learning adjustments have an IEP (Individual Education Plan) Review allocation SSO (Student Support Officer) support</td>
<td>Completed and ongoing Ongoing Ongoing Completed and ongoing Completed an ongoing</td>
</tr>
<tr>
<td><strong>Effective Use of data</strong></td>
<td><strong>Ongoing</strong></td>
<td><strong>Completed and ongoing</strong></td>
</tr>
<tr>
<td>--------------------------</td>
<td>-------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Review the student profiles.</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Analyse NAPLAN data to determine growth areas for learning.</td>
<td>Completed</td>
<td>Completed</td>
</tr>
<tr>
<td>Record PAT and NAPLAN as part of the yearly teacher transition meetings.</td>
<td>Completed</td>
<td>Completed</td>
</tr>
<tr>
<td>Analyse the results from ReLAT testing to inform future planning with RE Units of work.</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Improve school attendance of students with identified learning needs.</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Effective Administration and Resourcing</strong></th>
<th><strong>Completed and ongoing</strong></th>
<th><strong>Ongoing</strong></th>
<th><strong>Completed</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop a Marketing Plan to increase the profile in the local community and attract further enrolments in the school</td>
<td>Completed</td>
<td>Ongoing</td>
<td>Completed</td>
</tr>
<tr>
<td>Promote the benefits of Year 6 and 7 schooling in a local community context to decrease the numbers of Year 5 students who exit to the Middle Schools</td>
<td>Completed</td>
<td>Ongoing</td>
<td>Completed</td>
</tr>
<tr>
<td>Restructure the School Board to place greater emphasis on Risk Management and Governance</td>
<td>Completed</td>
<td>Ongoing</td>
<td>Completed</td>
</tr>
<tr>
<td>Review the school’s Financial Plan to achieve the allowable reserve expectation from the system.</td>
<td>Completed</td>
<td>Ongoing</td>
<td>Completed</td>
</tr>
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