

HOLY SPIRIT CATHOLIC PRIMARY SCHOOL

"To Live, To Love, To Grow in Christ"

2023 ANNUAL REPORT

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VISION AND MISSION STATEMENT

Vision

Holy Spirit Catholic Primary School is committed to developing the fundamental value of each person. Through sharing and living the Catholic story and tradition, we foster learning that enables students, families, school and community to engage in a collaborative partnership for a life-long journey of education.

Mission Statement

Catholic Identity

Holy Spirit Catholic Primary School community is inspired by the gift of the Catholic story and tradition, *"To Live, To Love and To Grow in Christ."*

Leadership

Holy Spirit Catholic Primary School encourages and supports leadership opportunities for all members through collaborative decision-making and shared responsibility focused on bringing to life the Vision and Mission of the school community.

Teaching and Learning

Holy Spirit Catholic Primary School creates meaningful and challenging learning environments which value lifelong learning, high expectations and collaborative partnerships between home, school and the wider community, respecting our Catholic Identity.

Wellbeing and Culture

Holy Spirit Catholic Primary School commits to safe, friendly, and supportive environments in which all are encouraged to grow spiritually, emotionally, socially and physically. We celebrate cultural diversity recognising and valuing the unique contributions of all in our community.

Resources and Stewardship

Holy Spirit Catholic Primary School commits to wise and just stewardship of facilities and resources to serve the common good of the school and wider community.



PRINCIPAL'S MESSAGE

It is my pleasure to present Holy Spirit Catholic Primary School Principal's Report for 2023. I am very proud of the achievements of our students and the school community this year.

Whole school events such as our Athletics Carnival, Feast Day celebrations, Defence Family Gatherings, Book Week, Mother's and Father's Day festivities and events such as our Whole School Production at Darwin Entertainment Centre took place.

Everyone Can Read Program continued to provide targeted tuition for students nominated who require additional support in literacy. This has again proven to be a wonderful intervention program when looking closely at the achievements of all our students who participated.



Through Inclusion Support, our Speech Pathologist continued to work closely with students, staff, and families throughout the year. This allowed us to attain valuable data of current and incoming students to Holy Spirit.

NAPLAN results for 2023 were again a testament to all our staff and the work they do each day to provide the best possible learning environment for our students. We were identified in the top 10 of most improved schools here in the Northern Territory.

Our staff are to be congratulated for keeping our students at the centre of their focus and support.

I would like to thank students, staff and families for their significant and valued contributions to our school throughout the year. The teaching staff and community are to be commended on their continual pursuit of excellence. This year we undertook *School Improvement Renewal Framework (SIRF) Review*. SIRF is a process undertaken by a panel to verify school improvement processes and school performance during a defined timeframe and to discern opportunities for improvement and strategic planning. The areas of SIRF presented were *Catholic Identity, Teaching and Learning, and Community and Culture*. Through review, we were acknowledged for our achievements over the past 12 months. This was a very affirming process for staff, students and members of our school community. Our teachers continue to work hard to ensure they are providing the best possible learning environment for our children every day.

We are very proud of the sense of community that continues to flourish here at Holy Spirit. We deeply value the input from the students and families, the Parish, our Parents and Friends' Committee, Holy Spirit School Board, Catholic Education Northern Territory and other external support networks. In addition, the support of Catholic Care NT in support of our students and families as required. These are valued services made available in our school.

Holy Spirit Catholic Primary School continues to meet the needs of families and our wider community, embracing our Community of Learners (three - five years olds) and Outside School Hours Care Program (OSHC), including Vacation Care.

We continue to work with our architect in finalising our Five-Year School Master Plan. We are excited for the future development of our facilities and look forward to these coming to fruition. Major works completed this year include a new Inclusion Support Learning Area made possible through our Block Grant Application.

As I reflect on our year, I am grateful for the support from our school community. These achievements are not realised without the support and participation of all members of the school community.

I wish the school community all the very best into the future as we continue ***'To Live, To Love, To Grow in Christ'***.

Mrs Paula Sellars
Principal

SCHOOL PROFILE

Holy Spirit Catholic Primary School was founded in 1979 by the Mercy Sisters. Our school offers families an educational experience on the one site which includes an Early Learning Centre (Community of Learners) for children aged three - five years. The school has an enrolment of approximately 235 students from Transition through to Year 6. Our school is located in Wanguri in the northern suburbs of Darwin. It is established on spacious grounds in a tropical setting. Our current facilities include an Inclusion Work and Learning Space for our staff and students, sensory paths outside our classrooms, a Computer Lab, Sensory Motor Room, a large multipurpose room, Library, Community of Learners, Out of School Hours Care, canteen, large double basketball court (with shade) and two spacious ovals.

The holistic education of students is the focus which includes the academic, spiritual, emotional, physical and social development of each child. Children from diverse nationalities and backgrounds are welcome at Holy Spirit Catholic Primary School including students with a variety of learning needs.

Due to our close proximity to the suburbs of Lyons and Muirhead, many families of Defence attend Holy Spirit also. We have a Defence School Mentor who works closely with children and their families.

Holy Spirit Catholic Primary School students come from a diverse range of ethnic and socio-economic backgrounds. The student cohort is primarily from families in the suburbs of Wanguri, Wagaman, Lyons, Muirhead, Tiwi and Nakara. Some families also come from further afield due to the positive reputation of our school.

Our staff are committed to providing the best possible learning opportunities for all children of Holy Spirit Catholic Primary School. Professional Development for all staff continues as a focus at our school. Differentiated Instruction, Inquiry based Learning and Data Informed Practice played a major focus in 2023. Regular and ongoing Professional Learning Communities were provided for all our teaching and support staff throughout the year.

Holy Spirit Catholic Primary School creates meaningful and challenging learning environments which value lifelong learning, high expectations and collaborative partnerships between home, school and the wider community, whilst still respecting our Catholic Identity.

Working in partnership with families and building positive relationships is central to our Vision and Mission, affirming the important work of parents as the first educators of their children. Holy Spirit Catholic Primary School has a very active School Board who work closely with school staff in support of the school.

The Outside School Hours Program provides care for children from 2:30-5:30pm each day with Before School Care commencing at 7:00am. A Vacation Care Program provides care for children during school holiday periods excluding the Christmas and New Year period.



Holy Spirit Catholic Primary School provides specialist teaching in the areas of Indonesian, The Arts, Science, Technology, Engineering and Mathematics, Physical Education and support for our First Nations students.

We have an Inclusion Support Coordinator and Practitioner who work closely with our students who require additional support in their learning.

A Speech Pathologist is on site two days per week to work closely with students, staff, and families.

We have many programs to support the development of social and emotional skills of our students. A range of extracurricular activities is offered to students including interschool and school-based sporting events, academic competitions, instrumental programs and community activities.

2023 STAFF

Principal
Deputy Principal
Religious Education Coordinator
Senior Team Leader – Community of Learners
Inclusion Support Coordinator
Inclusion Support Practitioner
Indonesian Teacher
Physical Education Teacher
Performing Arts/STEAM Teacher
Transition / Year 1, Rm. 8 -Teacher
Transition / Year 1, Rm. 9 -Teacher
Year 1/2, Rm. 2 -Teacher
Year 1/2, Rm. 6 -Teacher
Year 3/4, Rm. 14 -Teacher
Year 3/4, Rm. 15 -Teacher
Year 3/4, Rm. 17 -Teacher
Year 5/6, Rm. 10 -Teacher
Year 5/6, Rm. 12 -Teacher
Year 5/6, Rm. 13 -Teacher
COL & OSHC Educators
Library Assistant
Finance Officers
Administration Officer
Grounds Person
AIEW
School Counsellor
Defence School Mentor
Inclusion Support Assistants
Canteen



STAFFING INFORMATION

	Head Count	Full Time Equivalent (FTE)
Principal	1	1
Teaching Staff (including Librarians)	15	13.9
Administrative and Clerical(Including aides and assistants)	20	13.8
Building Operations maintenance and other staff	1	1
Total	37	29.7

TEACHER STANDARDS

All teachers are registered with the Northern Territory Teacher Registration Board and hold current Ochre cards.

Postgraduate qualifications	7
Bachelor degree or equivalent	17
Masters	3
Other qualifications	7

STUDENT PROFILE

Student Population (August Census Data)

Year	T	1	2	3	4	5	6	TOTAL
Total	27	35	35	35	30	32	34	228

10% students identify as Aboriginal/ Torres Strait Islander

21% students who are SWD (Student with a disability)

Average Attendance: 87.7%






Managing non-attendance

Attendance-related notifications from parents are recorded by school administration staff who in turn notify classroom teachers. Attendance registers are monitored in the front office daily and parents are contacted in the event of unexplained or regular student absence.

STUDENT ATTENDANCE

Average Attendance 2023 (88.7%)

Holy Spirit Catholic Primary School recognises the strong link between regular attendance and school success and is committed to maximising this for all our students. Attendance is taken twice each day and is monitored through the front office. Where there are repeated absences that have not been notified, parents are contacted. Through our newsletter we provide this table to show our parents the potential impact on poor school attendance.

	<p>Your child's attendance is above 95%</p> <p>They are likely to be a 'Star Performer' as well as an excellent attendee. They will almost certainly achieve the best grades for their ability and have real opportunity in further education, or in the world of work.</p>
	<p>Your child's attendance is 90 – 94%</p> <p>'GREEN for Go' for good attendance, they are likely to achieve grades that will give them real opportunities to continue their studies, or in the world of work.</p>
10 days missed = 2 weeks absence	
	<p>Your child's attendance is 85 – 89%</p> <p>'AMBER – Take care' as students will be missing up to 20 days each year and this will make it very difficult for them to achieve their best.</p>
	<p>Your child's attendance is 80 – 84%</p> <p>'RED light – Be alert' as students are missing so much school that it will be very difficult for them to keep in touch with lessons or with work.</p>
	<p>Your child's attendance is below 80%</p> <p>'AT RISK – Immediate Action Needed' as students are missing so much time from school that it will be almost impossible for them to keep in touch with lessons or work.</p>

Enrolment August Census (228 students)

Year	T	1	2	3	4	5	6	Total
Boys	12	15	17	19	14	17	20	114
Girls	15	20	18	16	16	15	14	114
Total	27	35	35	35	30	32	34	228



CATHOLIC IDENTITY

Holy Spirit Catholic Primary School has thrived on a very strong, supportive and active relationship with our Parish and Parish Priests. Father Dave Callaghan, Father Adam Crouch and Father Shehan Hasantha share a positive, influential and friendly relationship with staff, students and families of our school.

We have celebrated a number of masses, liturgies and special assemblies throughout the year which has allowed our students the opportunity to deepen their relationship with God and to move closer to living a life with Jesus as their role model.

Over the past few years we have seen a consistent number of students and staff participating in the sacraments of First Holy Communion, Confirmation and Reconciliation. Staff at Holy Spirit work closely with the parishioners to facilitate a rich and fulfilling sacramental program. Our relationship with the parish continues to strengthen with our students and families being involved in our monthly Children's Masses.

We have an active and enthusiastic **Mini Vinnies Team** who throughout the year have led many fundraising events in support of Caritas, St Vincent de Paul and Catholic Mission. The school has enjoyed being able to contribute to the community and has promoted the Catholic Mission of the school. Our Mini Vinnies Team have implemented many new initiatives this year including recycling drink containers to purchase essentials cards for St Martin De Porres Church.

This year, with a continued focus on increasing Laudato Si into our school, we created a new student-led group named P.O.P.E which stands for Protectors Of Planet Earth. This group of students have worked on initiatives such as National Tree Planting Day and recycling old stationery for Terracycle.

Our Youth Minister continues to work with our students, staff, Mini Vinnies and P.O.P.E teams.

Making Jesus Real (MJR) continued as an area of focus at Holy Spirit. This resource supports our Religious Education Program. MJR encourages us to connect with the Jesus within us, as well as with the Jesus who dwells in the people around us. It is the way we live and reflect on our daily lives, recognising the **GOD Moments** which help us to see the goodness in our lives and in the lives of others.

Staff Professional Development continued as a priority in Religious Education. As well as taking part in the Catholic Identity Day, four staff members also engaged in The Australian Institute of Theological Education Cornerstones courses.



LEADERSHIP

The Leadership Team of 2023 consists of the Principal, Deputy Principal, and the Religious Education Coordinator. Our Curriculum Coordinator is included through our Leadership Team to discuss and inform us of best practice, including data analysis and moving forward. The Leadership team meet fortnightly to discuss administration, staffing, strategic planning, school improvement and action plans.

Holy Spirit Leadership Team:

A 'shared leadership' approach has continued to be entrenched across the school where our teaching and support staff were encouraged to take on leadership roles as coordinators or committee members in identified priority areas including *Catholic Identity, Teaching and Learning, Wellbeing and Culture and Work Health and Safety*.

Staff attended network days with colleagues from Catholic Education Northern Territory across groupings such as Administration, Finance, Work Health and Safety, Wellbeing and Culture, Principals, Deputy Principals, Religious Education, Inclusion Support, Data Informed Practitioners and Curriculum.

The Holy Spirit Catholic Primary School Board meet on the third Thursday of each month from 5:30-6:30pm. Our School Board works towards the vision of the community striving to build a place where all people feel supported and valued.

The role of our School Board is to:

- Develop policies that nurture the religious dimension and guide the direction of the school
- Develop the relationship between the school and local church
- Work with the Principal to ensure that the academic standards are upheld
- Support the administration of the school
- Offer Pastoral Care to the school community
- Promotion of a safe learning environment
- Monitor building and grounds through grant applications
- Development and maintenance
- Exercise financial oversight of the school
- Ensure compliance with the Manual for Catholic School Board Members for the Diocese of Darwin Northern Territory, 2019.



TEACHING AND LEARNING

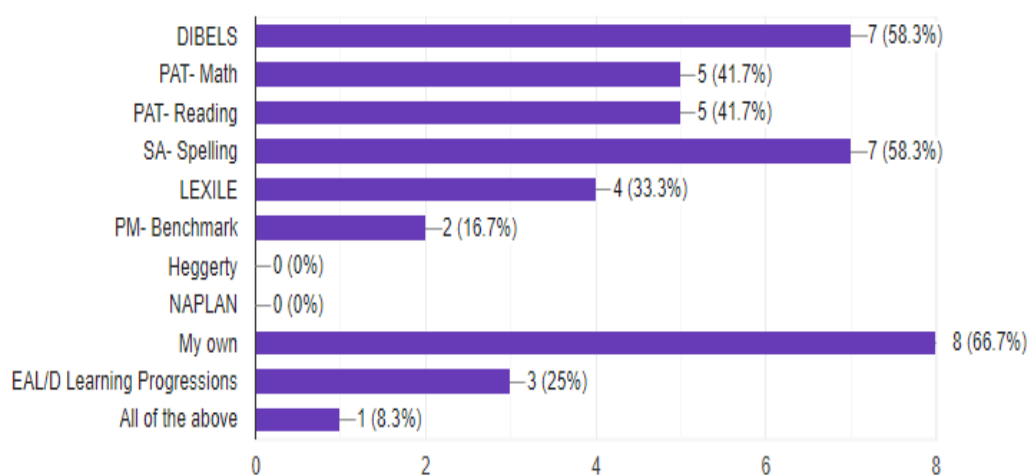
This year's report underscores the school's commitment to data-driven practices, collaborative teams, age-appropriate pedagogy, the science of reading, adherence to the Australian Curriculum (Version 9) and inclusive reporting for English as an Additional Language or Dialect (EALD) students.

Data-Driven Practices:

At Holy Spirit Catholic Primary School, data is at the heart of our decision-making process. Throughout the year, teachers have embraced a culture of data analysis to inform instructional strategies, track student progress, and identify areas for improvement. This commitment has resulted in a more personalised and targeted approach to teaching, ensuring each student receives the support they need to thrive academically.

What data do you currently use when planning your lessons? (Select all that apply)

12 responses



Collaborative Teams and PLC Gavin Grift Model:

At the heart of our accomplishments is the close collaboration within our teaching teams. Throughout the year, educators engaged in whole-day planning and programming sessions, employing the Professional Learning Community (PLC) model developed by Gavin Grift. This model, proven to be highly beneficial, has enhanced our collective capacity to address the diverse needs of our students. The implementation of the PLC Gavin Grift model has transformed our collaborative efforts. This approach emphasises a shared commitment to student success, continuous improvement and a focus on results. Through structured planning and programming sessions, teachers have had the opportunity to analyse data, share best practices and collectively develop strategies that have a direct impact on student learning outcomes. The PLC model has facilitated a more streamlined approach to curriculum development and instructional strategies. By fostering a culture of collaboration and shared responsibility, our teaching teams have been able to identify and implement effective teaching methods that cater to the diverse learning needs of our students. Holy Spirit School recognises the importance of ongoing Professional Development. The PLC Gavin Grift model has not only strengthened the bonds among our teaching teams but has also served as a platform for continuous learning. Teachers have engaged in meaningful professional discussions, participated in targeted training, and honed their skills to better meet the evolving needs of our students.

Age-Appropriate Pedagogy and the Science of Reading:

This year has seen Holy Spirit Catholic Primary School further advance its journey with age-appropriate pedagogy, tailoring teaching methods to the developmental stages of each student. Additionally, our commitment to the science of reading remains steadfast, with a focus on evidence-based Literacy instruction to ensure that all students acquire essential reading skills. The integration of these approaches has positively impacted student engagement and Literacy outcomes across the school.

Australian Curriculum (Version 9):

All teachers at Holy Spirit Catholic Primary School have seamlessly transitioned to the latest iteration of the Australian Curriculum (Version 9). This update aligns our teaching practices with the latest educational standards, ensuring that students receive a high-quality, contemporary education that prepares them for the challenges of the future.

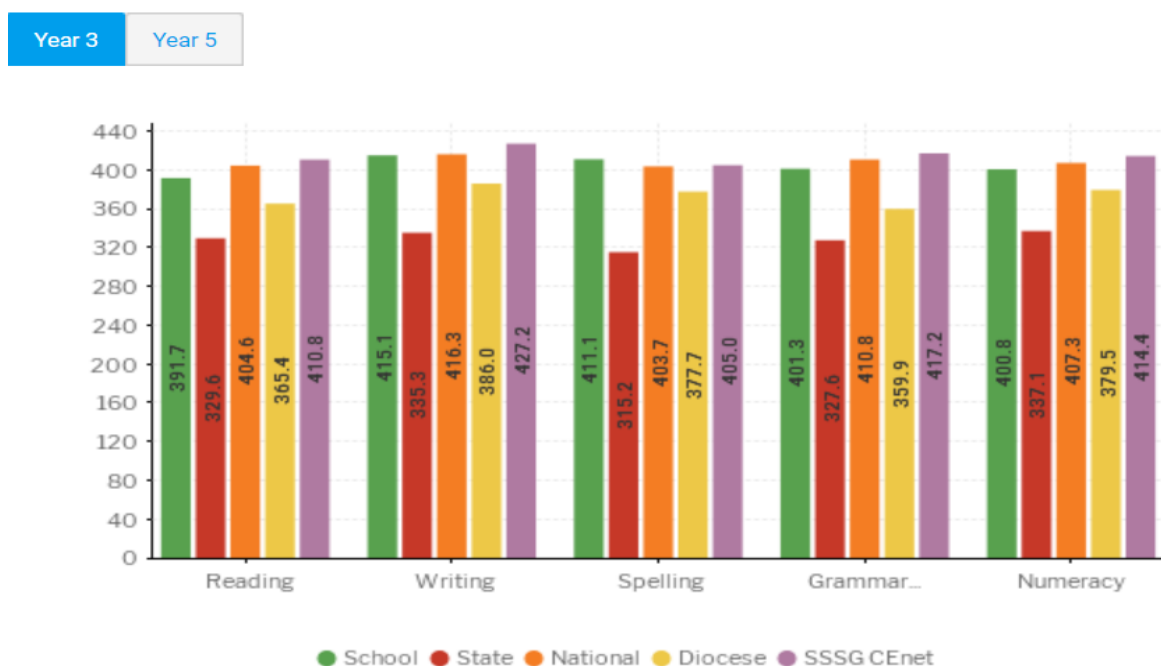
Inclusive Reporting for EAL/D Students:

Recognising the diversity of our student population, Holy Spirit Catholic Primary School has enhanced reporting practices to be more inclusive for English as an Additional Language or Dialect (EALD) students. Reporting now encompasses all four modes of communication - listening, speaking, reading, and writing - providing a comprehensive view of each EALD student's progress and achievements.

NAPLAN Success and Assessment Efficiency:

In Term One, NAPLAN assessments were conducted, and Holy Spirit Catholic Primary School is proud to announce the outstanding performance of our Year 3 and 5 students. The results reflect the dedication of our students and the effectiveness of our teaching strategies. Furthermore, the introduction of the "Bring Your Own Designated Device" initiative has significantly streamlined assessment processes across Years 3 to 6, saving valuable time and increasing the availability of resources for both teachers and students.

NAPLAN Scores Comparison by Year Level



NAPLAN Scores Comparison by Year Level



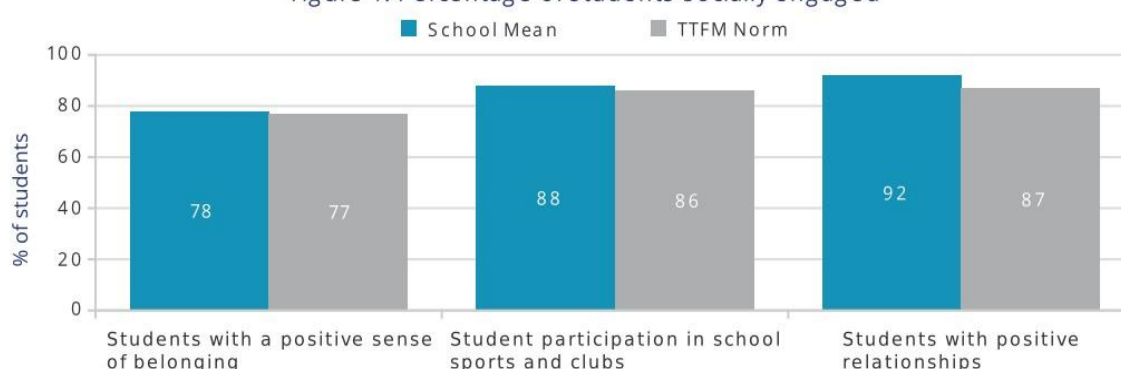
The 2023 academic year at Holy Spirit Catholic Primary School has been marked by achievements in data-driven practices, collaborative teamwork, age-appropriate pedagogy, the science of reading, adherence to the Australian Curriculum, inclusive reporting for EAL/D students and successful NAPLAN outcomes. As we reflect on the accomplishments of the past year, we look forward to continuing our commitment to excellence in Teaching and Learning in the years to come. Holy Spirit School remains dedicated to nurturing the intellectual, social and emotional growth of every student to prepare them for a future full of promise and opportunity.

WELLBEING AND CULTURE

Holy Spirit Catholic Primary School seeks to be a place of belonging where we all respect the basic dignity of the human person and all are treated respectfully. We continue to adopt a holistic approach to education with a focus on developing the full potential of each individual.

In Term Three, students, staff and parents were invited to complete the Tell Them From Me (TTFM) survey as part of a Catholic Education NT system wide initiative. This survey provided an opportunity for our school community to give valuable feedback on our school to further improve the student learning experience and wellbeing at Holy Spirit Catholic Primary School. Participation in the survey was entirely voluntary. The survey measures included topics such as emotional and social wellbeing, physical health and behaviours and attitudes linked to student success. The feedback from the student survey showed that students feel a great sense of belonging and have positive relationships at school.

Figure 1: Percentage of students socially engaged



Through the TTFM survey we have identified areas for focus which will be addressed in 2024.

Holy Spirit Catholic Primary School Positive Behaviour Support Policy Procedures continued as a focus for all stakeholders. Our *Wellbeing and Culture Team* meet each term to discuss current issues, new programs and initiatives. For our students, we provided an environment where they felt safe, happy and supported in their learning. There was consistency across the whole school with policy, procedures and common language through our Making Jesus Real way of life and Zones of Regulation program.

The *Zones of Regulation* program was introduced as a whole-school approach to *Social and Emotional Learning (SEL)*. This program provides guidance for teaching the skills and knowledge children need to identify their emotions and self-regulate which helps them to have positive relationships with their teachers and peers. Staff continue to be supported in implementing the program through ongoing Professional Development and access to resources. Our vision for Holy Spirit Catholic Primary School is for an education system in which every learning community is positive, inclusive and resilient, and where every child, young person, staff member and family can achieve their best possible mental health.

Clear and open communication continued to be strong at our school. Families were encouraged to communicate regularly and openly with classroom teachers, as well as members of the school leadership team. ***Class Dojo*** was a resource used in all learning areas to encourage and inform families of positive student behaviours. Through ***Class Dojo***, classroom/specialist teachers were able to:

- Acknowledge and encourage positive behaviour of students in their learning
- Keep parent/carers informed and updated about student learning throughout the day
- Provide a way for students to feel recognised and engaged in their learning
- Communicate positive learning stories to parents/carers
- Support students in their learning
- Develop positive relationships between parents/carers, students and teachers
- Provide a positive communication tool to be used between teachers and parents/carers

In Term Three this year, the Wellbeing and Culture team implemented the House Points initiative to promote positive behaviour across the school. The students can earn points for their house team by:

- Being inclusive of others
- Caring for our common home
- Displaying good sportsmanship
- Helping staff
- Showing the Spirit of Jesus
- Displaying good teamwork

The house team with the most points at the end of the term receives a reward in the last week of term.

The ***Class Buddy Program*** continued across the school. The program encouraged student engagement and support across all year levels. It ensured that all students had access to not only their peers, but also students from classes older or younger than themselves.

The aim of our Class Buddy Program is to:

- Support students in their learning
- Develop positive relationships
- Mentor and guide students in their learning and play
- Participate in learning activities
- Provide opportunities for student leadership
- A place for students to visit when reflecting on behavioural choices

Catholic Care NT continued to provide support to our children and families in a range of one-on-one individual counselling, small group and support sessions for parents/carers. These sessions took place on a weekly basis.

Parents continued to support our children in their learning through attendance at school events as well as offering their time to assist in the classrooms. They are always willing to assist with school excursions and camps.

Our Parents and Friends' Group has grown tremendously over the past two years with many parents willing to give their time to assist with fundraising and school community events. Some events our Parents and Friends' organised this year are:

- Mother's and Father's Day breakfast and stall
- Harmony Day cultural celebration
- Athletics Day Carnival barbeque
- World Teachers' Day gifts and catering
- Last day of term lunch for students and staff
- Christmas and Easter raffle



Mother's Day Breakfast, 2023



Father's Day Breakfast, 2023



World Teachers Day, 2023

We reviewed our *School Reconciliation Action Plan (RAP)* at the beginning of the year. This is a formal statement of commitment to Reconciliation. This will allow us to develop an environment that fosters a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions. This framework assists us at school to develop relationships, create opportunities in the classroom around the school and within the greater Darwin community. We are very proud as a school to have a successful plan that has been able to be implemented and actioned in our school community.

Many of our classes wrote their own Acknowledgement of Country reflecting on what it means to them to live, work and play on Larrakia land.

Our Defence School Mentor (DSM) continued to work alongside our families of defence. Defence Family gatherings were provided once a term where children and their parents met for an afternoon of activities and events. We have a large number of children at Holy Spirit who are from Defence Families.

The Defence School Mentor Program provided 10 hours support per week for our students. Some of the work as provided by our Defence School Mentor include:

- **Welcome** – *Defence Family Gatherings*
- **Community Integration** – *Lunchtime craft and art activities*
- **Absence from home support** – Regular wellbeing checks with children and families
- **Farewell Strategies** – Certificate and school passport

Indonesian classes are provided to all our students as a Specialist subject. Students continue to learn the language and culture of Indonesia with our Indonesian Teacher. We are proud of our Indonesian program which has been running at Holy Spirit for over 10 years.

School event highlights as indicated by our school community:

- School Christmas Production at Darwin Entertainment Centre
- Year 6 graduation fundraising days
- Harmony Day celebration evening
- Darwin Region Gala Days
- Year 5/6 camp to Batchelor Outdoor Education Centre
- Defence Family Gatherings each term
- Cracka Cup and Pink Power (AFL)
- Book Week Fair and Parade
- Year 6 Graduation and awards assembly
- Everyone Can Read Graduation
- Year 5/6 visit to Bathurst Island (MCPS)
- Visit from Murrupurtiyanuwu Catholic Primary School (Tiwi Islands)
- Footy Friday

RESOURCES AND STEWARDSHIP

The maintenance of school and facilities continued throughout the 2023 school year. All work from the maintenance schedule is in place and adhered to as required.

Through our master plan we have other works planned for the future. These include Flexible Learning Furniture in all our learning areas. In addition, upgrade fencing and block work with signage around the entire perimeter of our school, including Holy Spirit Church and St Martin de Porres.

An application through Block Grant Authority was submitted in 2022 for the re-purposing of our former dental room into an Inclusion Teaching and Learning space, for students and staff. At a cost of approximately \$140,000 this grant was approved, and work took place this year.

An external audit by KPMG is conducted on the school's financial activities each year.



COMMUNITY OF LEARNERS

Holy Spirit Community of Learners has been providing quality education and care for our school and the wider community for over 20 years. Our enrolments are steady and we continue to see an average of around 34 children per day.

Our qualified and experienced educators are from a variety of cultural backgrounds and each day provide children a positive, inclusive learning environment that encourages children to explore their own self through play-based experiences. The centre's large outdoor environment enables children to explore their natural environment. Our upgraded facilities indoors enable children to explore, learn and develop to their full potential.

A new fence was put into place during the year. This fence improved safety to our centre, along with providing our children a larger play space.

Our centre used the Phoenix Cups Framework which enhances the psychological wellbeing for everyone. This framework is used to share ideas, language and understandings about human behaviour. A human being, we all have needs that need to be met. When they aren't met, life doesn't function the way it should. Our behaviours change, our mood is affected and we often feel unfulfilled; this is the same with children. The Phoenix Cups Framework helps our staff understand how each individual child can meet the most important life needs, by discovering what Cups need to be kept full and how they influence behaviours.

Philosophy

Each year our educators reflect on our philosophy through looking at their own values and beliefs. Our core belief is that relationships reinforce everything we do and we are committed to building positive, trusting relationships with children and their families enabling children to grow and learn as individuals. Our educators work collaboratively with families and the local community to ensure we provide a quality service that fosters positive outcomes for children, families and the wider community.

Community

Our children embrace being part of the school community through our involvement in the sports carnival and other events. We continue to open various events and meetings with our own Welcome to Country.

We have weekly visits to the library where our students engage positively in books, and they have also learnt the process of borrowing books. Through this weekly experience our children are being provided an opportunity to extend on their language development.

Our children enjoy visiting the little children's playground and often join our Vacation Care children when they have experiences at the school.

Our pre-school aged children attended Holy Spirit Catholic Primary School, *Footsteps in Faith and Learning Program* during Term Four. This provided them with an opportunity to see what a classroom looks like and to familiarise themselves with the school and the routines of a school day.



Footsteps in Faith and Learning participants, 2023

OUT OF SCHOOL HOURS CARE (OSHC)

Outside of Hours School Care (OSHC) has been providing before school, after school and vacation care services for over 20 years.

The service utilises the school grounds and our children enjoy exploring the large outdoor environment through a variety of games, teacher initiated and self-initiated experiences. Our educators are committed to ensuring that primary school-aged children are provided with a freedom of choice in experiences which is balanced with age-appropriate programming and opportunities for child-initiated planning.

As part of the school's five-year business plan, we are wanting to build a purpose built/multi-purpose centre that enables our children to have one large indoor space that flows to an outdoor area with toilets onsite. This will be an amazing space for our children and educators.

Professional Development

Our service is committed to ensuring our educators are provided with opportunities to extend their knowledge and teaching methods through Professional Development.

Each year we come together as a group to identify our professional learning goals and focus in moving forward. We support our educators attending the Little People and Big Dreams Conference which is held each year.

Planning for Vacation Care

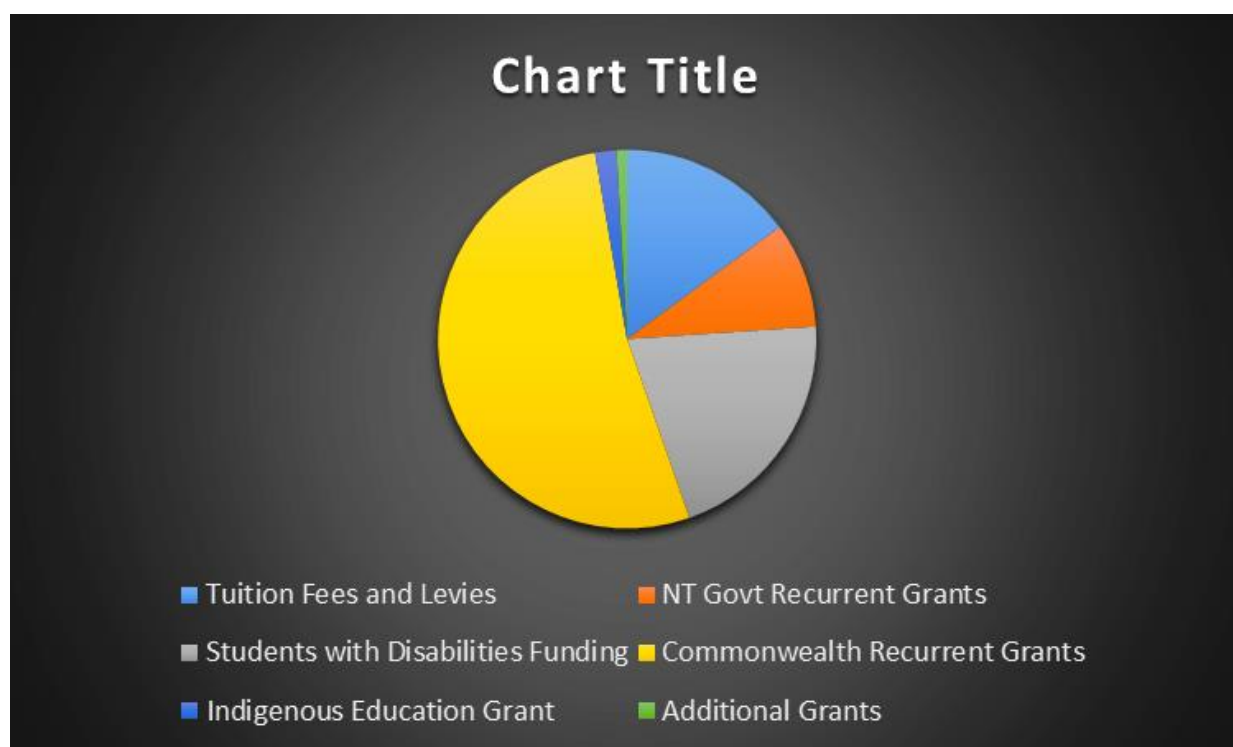
Following Vacation Care our students are asked for feedback on the program provided. With this, our staff continue to make changes and improve the service as provided.

Leadership

It is important to us to provide our students to take on leadership responsibilities throughout Out of School Hours Care. Our students are assigned roles to assist in the day-to-day running of each day.



FINANCE



FUTURE PRIORITIES

From the work this year on our Strategic plan and in line with our school improvement goals, the following areas have been identified as priority areas for 2024:

1. Catholic Identity

- Provide staff and students with spiritual formation opportunities
- Continue to build the vibrancy of liturgy, sacramental and prayer life within the school community
- Develop pedagogy around the delivery of a quality Religious Education Program.

2. Teaching and Learning

- Student achievement data is used to help determine specific ways to enhance learning for all students, with a focus on EAL/D
- Teachers meet regularly to discuss student progress and to plan whole school approaches to Teaching and Learning, with Professional Learning Communities, Instructional Coaching and designated staff meetings

3. Leadership

- Continue Strategic Professional Learning Teams
- Use the Teaching and Leadership competency standards as frameworks for coaching conversations
- Provide regular Professional Development to all staff which targets learning priorities

4. Wellbeing and Culture

- The implementation of the school wide program **Be You Framework** and processes,

- The Work, Health and Safety practices will be continuously reviewed and improved across all areas of the school
- Increased parental involvement and shared partnerships between school and home
- Review the Reconciliation Action Plan.

6. Resources and Stewardship

- Consult, prioritise and action plans to meet the strategic plan
- Continue to develop a School Master Plan that is comprehensive and reviewed annually to ensure projects are planned, funded and implemented

The information in this report has been verified and the priorities endorsed by the Director of Catholic Education.



Mrs. Paula Sellars
Principal

Thursday 14th March 2024

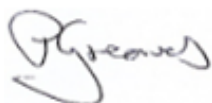
Date



Mrs. Sarah McKay
School Board Chairperson

Thursday 14th March 2024

Date



Mr. Paul Greaves
Director of Catholic Education, NT.

Thursday 14th March, 2023

Date