

# 2024

## Annual Report to the School Community



### Our Lady's School

White Street, WANGARATTA 3677

Principal: Cassie Lynch

Web: [www3.olwangaratta.catholic.edu.au](http://www3.olwangaratta.catholic.edu.au)

Registration: 1591, E Number: E3040

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## Principal's Attestation

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I, Cassie Lynch, attest that Our Lady'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 04 Apr 2025

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## About this report

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Our Lady'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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The Catholic Education Week theme for 2024, “Behold I Make all Things New,” invited us to reimagine possibilities to enliven our ministry in Catholic education in innovative and creative ways. The theme challenged us to ensure our educational enterprises were clearly focussed on every student, every teacher, every school, every day.

In 2024, the recognition that Catholic Education Sandhurst Limited (CESL) is a multi-school system found expression in our commitment to streamlined governance responsibilities and enhanced support for our learning centres. This approach allows for unified policies, consistent standards, and centralised support, while still catering to the unique needs of each individual learning centre.

To align the work of Catholic Education Sandhurst Ltd with the CESL Strategic Plan 2023-2027, three “Guiding Lights” have been identified that will shape the work of the organization for the next three years:

- **Authentically Sandhurst Catholic Education**  
Recognizing our rich diocesan relationships and commitment to spiritual formation, Sandhurst Catholic Education is living the missionary call to respond to the needs of our young people and our world with an ongoing and Gospel infused process of encounter, deep listening, discernment and courageous action.
- **Outstanding Learner Growth**  
Together, across the system, we will invest in educational and allied staff capabilities so that irrespective of personal circumstances, every young person in every school will have access to an equitable, sound, engaging and responsive learning program.
- **Solidarity and Subsidiarity**  
Through our commitment to solidarity, in each of our learning centres, our young people have the same opportunity to flourish and grow. Our collective strength will be used for the benefit and growth of all parts of the organisation.

At the same time, subsidiarity allows entities to bloom and thrive under clear parameters, knowing in which circumstances decisions are to be made at the lowest level possible, or the highest level necessary.

In line with these three Guiding Lights and the recognition that CESL is both an evangelizing and educative entity, 2024 saw the groundwork established for Magnify Sandhurst, a transformative learning and teaching program to be rolled out to our 51 Catholic schools across the Sandhurst Diocese. This new learning and teaching program aims to significantly

enhance the learning experience for students and provide teachers with the tools they need to deliver an evidence-based curriculum that boosts student outcomes.

With the support of world-class educational partners such as Steplab, Knowledge Society, MultiLit, and Ochre Education, Magnify Sandhurst is an investment in the future of every child in all 51 schools. With the mantra, 'Every student, every teacher, every school, every day', the program is designed to create a learning environment that challenges and supports students, helping them reach their full potential.

I am extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2024 of our school staff and Catholic Education Sandhurst Office personnel; they continue to work tirelessly for the students and families in our schools and are true bearers of the Mission to which they have been called.

Kate Fogarty

Executive Director, Catholic Education Sandhurst Limited

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## Vision and Mission

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### Identity Statement

'Embracing a compassionate and dynamic community, through strong gospel values, quality education and promoting respect for all.'

'Our Lady's is a faith community built on the Brigidine traditions to provide quality education and respect for all.'

### Vision Statement

We firmly believe that Our Lady's is a school in which:

The values of Jesus Christ touch the personal life of the child, where he/she is able to experience people who manifest qualities of love, forgiveness, patience, compassion, tolerance and justice.

A strong foundation of faith is honoured; reflecting the teachings of the Gospels and the Brigidine charism.

A strong Catholic community is fostered where respect for ourselves, others, environment, heritage and Church is created and nurtured.

Each individual is given the opportunity to develop to their full potential through quality teaching and learning experiences with consideration of differences between individual needs and aspirations.

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## School Overview

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Our Lady's Primary School was established in 1958 to serve the families of the newly formed Parish Of our Lady Mother of God in Wangaratta South. The formative years of the school were successfully guided by the caring hand of the Brigidine Sisters. It was a time of great growth in this part of Wangaratta and the enrolments at the school grew to well over 200 students. In the 1980's the numbers slowly declined and at one point in the mid 1990s enrolments fell into the 60's. In recent years enrolments have grown to and maintained around 100 students.

The area around Our Lady's has been identified as a low socio-economic area and many of the children present with challenges in some areas of wellbeing and learning. At Our Lady's, we use trauma informed practice to support our students. Trauma informed practice supports all students with self-regulation strategies. Support programs are in place to deal with developing oral language, social skills, addressing positive behaviours, speech therapy, occupational therapy, development in reading and gathering supportive information about the growth in student learning.

In 2015 a major refurbishing of the school was undertaken with all learning areas being redeveloped. In 2021, a refurbishment completed the upgrade to the school office area and school entrance. Our Lady's is a beautiful school where children feel proud and embrace individuality.

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## Principal's Report

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The 2024 school year presented Our Lady's with many opportunities to learn, grow and reflect as a school. Throughout the year, we participated in a Catholic Identity Review, followed by a School Review using the ACER National School Improvement Tool. Both of these processes allowed us to stop, celebrate the many great successes in our school environment but also plan for a future that enables all students within the community.

In 2024, our students were provided with many opportunities to engage with peers, teachers and community. These activities included: Beginning & End of Year Mass, Mother's Day Liturgy, Father's Day Liturgy, Camps & Excursions, Catholic Education Week, Sacramental Programs, Bullying No Way, Book Week, Swimming and many other engaging activities.

At Our Lady's, we continued our journey in the junior school area with training in Sounds Write, embedding practice across the F-2 area. During this time, we commenced an intervention program across 3-6, catering for the variety of needs within our school. Sounds Write, a systematic phonics program aimed to ensure students achieve learning outcomes, engaged our students in a different way. Towards the end of 2024 however a new, system wide process changed our direction for the future. Our system wide approach launched with the initial work for Magnify Sandhurst emerging throughout Term 4. This exciting opportunity to work together with all schools across Sandhurst opened doors that Our Lady's would not have been able to afford otherwise. Our junior school staff were trained in InitialLit, ready to commence 2025 with a new approach. Staff quickly made links between SoundsWrite & InitialLit, seeing the links between the learning. All staff commenced learning about Ochre, a low variance curriculum, ready to embed this practice in 2025. The change in learning and system wide approach came at the perfect time for Our Lady's, following our school review.

In the area of Professional Development for staff, we were fortunate enough to engage in some trauma informed learning with COR Effect around Trauma Informed Practice in Education. This helped develop staff awareness around the function of the brain, processes to help children regulate emotions and how to respond to children who are experiencing difficulties processing emotions. We also worked with Maria Forde, revisiting our 'Charism' as a school. We re-visited our school identity statement to recontextualise the work we complete within our community.

In the area of school improvement, we were able to complete a mini-refurbishment on our Art space, carpeting this room to improve sound quality for all. We also installed a new shade sail over our playground, providing more shade for our students to play happily. These two improvements meant these spaces had a rejuvenated energy and excitement.

The 2024 year also saw some changes in our Parish space, with the official installation of Christ the King Catholic Parish, servicing the areas of Wangaratta & surrounds. We will now



look to 2025 to see what impact and improvement this change in thinking will have on our school community as we endeavour to work together more as Catholic educators in Wangaratta.

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## Catholic Identity and Mission

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### Goals & Intended Outcomes

In 2024, Our Lady's set the following goal in the area of Catholic Identity & Mission;

As a staff and community, revisit and revise the current vision and mission statements, developing an understanding of our school charism.

Our Lady's will do this through;

- Participating firstly in a Catholic Identity Review in order to identify our strengths and areas to work on.
- Participating in a School Closure Day with Maria Forde around School Charism to best understand our school.

Staff were able to develop and understanding of school charism, our history and significance of the foundations our school was built on. Staff began to explore our identity statement, checking for relevance and meaning in today's world. This work is set to continue & develop further in 2025.

### Achievements

In 2024, we were able to;

- Continue to embed the relationship between the Parish Priest & Catholic Identity Leader
- Connect and support the Parish with continual implementation of the Sacramental Program
- Continue to be present in the Parish with class regular attendance at Parish Masses
- Support the Parish with significant Masses including Sacramental Masses with staff, student and community attendance
- Participate in a School Charism themed Professional Development day, reviewing our identity statement and questioning if this is still relevant for us in the here and now

- Examining our Brigidine history and story of who we are to best understand our school culture
- Explore Catholic Social Teachings to embed these into our School Wide Positive Behaviour Program so all students and staff gain an understanding of these

### Value Added

In 2024, we were able to continue to;

- Support various Social Justice causes, using our Grade 6 Leadership Group to help facilitate fundraising events such as Project Compassion
- Celebrate Catholic Education Week as a whole school community, coming together in multi-age groups to participate in various activities to acknowledge who we are
- Continue to celebrate significant Masses whilst trying to engage our school community with these events also.

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## Learning and Teaching

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### Goals & Intended Outcomes

In 2024, Our Lady's set the following goal in the area of Learning & Teaching;

To develop strong assessment, planning and teaching practices across the school.

Our Lady's will do this through;

- Reviewing the current approaches to assessment and the links this has to planning for learning.
- Reflecting on the current collection, sharing and benchmarking of assessment data.
- Exploring practices that will enhance current use of assessment data including the establishment of data teams.
- Continuing to work with CES Limited staff to explore learning intentions, success criteria and unpack curriculum in the area of reading.
- Focusing on explicit teaching through the development of staff understanding.

### Achievements

In 2024, Our Lady's was able to;

- Continue to run the SoundsWrite Program, from Foundation - Grade 3.
- Commence an Intervention Program, using SoundsWrite as our platform to provide intervention
- Focus on explicit teaching, developing staff awareness of explicit teaching
- Commence engagement and training in the initial phases of Magnify Sandhurst, training all F-2 staff in InitialLit, ready for the commencement of the 2025 school year
- Decommission practices that were no longer going to be required for the 2025 school year, including assessment practices that had become redundant or ineffective
- Complete a school review using the ACER National School Improvement Tool
- Through the National School Improvement Tool, we were able to stop and celebrate our commendations & explore our recommendations

## Student Learning Outcomes

According to our NAPLAN Data, our Grade 5 Numeracy scores were our greatest achievement, with 67% of students reaching the Proficient standard.

Due to the cohort size & participation rate, our Grade 3 data was unable to be analysed into a percentage score.

Our Lady's continues to respond to this data by exploring teaching practices across the whole school.

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 3	*	*
	Year 5	468	39%
Numeracy	Year 3	*	*
	Year 5	469	67%
Reading	Year 3	*	*
	Year 5	457	54%
Spelling	Year 3	*	*
	Year 5	425	39%
Writing	Year 3	384	60%
	Year 5	441	43%

\*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2024 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

In 2024, Our Lady's set the following goal in the area of Student Wellbeing;

To enhance the school positive behaviour culture to support student and staff wellbeing.

- Continue to embed the SWPBS framework to ensure all staff are consistent with reward and consequence.
- Continue to embed the concept of Major, Minor offenses and establish Classroom/Yard Behaviour Matrix.
- Establish the teaching of the Rights, Resilience & Respectful Relationship program F-6 partnered
- Continue to embed the explicit teaching of child safe practices throughout the school. Engage in professional learning through the Staff Wellbeing Project.
- Commence our journey with the Mental Health in Primary Schools Program.

### Achievements

In 2024, we were able to;

- Commence our involvement in the Mental Health in Primary Schools Program, allocating a leader to this area and participating in professional learning.
- Begin to explore evidence based strategies/programs which inform our understanding of Mental Health & Wellbeing amongst our students.
- Consistently embed the teaching of Rights, Resilience & Respectful Relationship program from F-6.
- Join the Wangaratta Catholic Schools RRRR Cluster, with Galen as our Lead School.
- Engage our Grade 5 students in a Respectful Relationship forum, supported by Galen & supported by Grade 6 leaders from the RRRR Cluster.

### Value Added

In 2024, we were able to continue to;

- Use SIMON to track student behaviour incidents, pastoral wellbeing observations and unpack data on a regular basis.
- Support our cohort of students with the adjustments required to be successful, including our 1-1 supervision students.

- Adjust learning & teaching practices to foster inclusion for all, including the adapting of activities to ensure all were involved.
- Continue to develop whole staff clarity around SWPBS.

## **Student Satisfaction**

According to our school survey data provided through ORIMA, the student data indicated the following strengths for our school;

- high expectations
- strong school engagement
- a strong lens on Catholic Identity

## **Student Attendance**

Attendance data is collected twice daily via an electronic platform SIMON. Parents can notify the school of their child's absence via the phone, email or in a written note. These absences are recorded on the electronic roll by the administration officer or classroom teacher. Parents are required to provide reasons to account for a child's absence from school.

All unexplained absences are followed up by our administration team in a timely manner on the day of the absence. If contact cannot be made with the primary carer of the child, emergency contacts are called to ensure the safety and wellbeing of our students.

Attendance at school is promoted via various platforms, celebrated at assembly and discussed as a student cohort on a regular basis. Classroom teachers actively promote and encourage full school attendance with the motto 'all day, every day.'

Data is regularly reviewed by the Principal to explore data trends and low attendance data. In the case of unsatisfactory attendance, a meeting will take place between the Principal & parent/guardians.

Strategies are discussed and implemented with parents/guardians to ensure school attendance. For children on personalised learning plans, attendance goals are created, discussed and signed off with all parties. Any further action or support will be decided upon after consultation with the Principal.

Average Student Attendance Rate by Year Level	
Y01	91.4
Y02	90.0
Y03	85.1
Y04	87.5
Y05	87.8
Y06	84.8
Overall average attendance	87.8



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## Leadership

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### Goals & Intended Outcomes

In 2024, Our Lady's set the following goal in the area of Leadership;

- Undertake a school review in the area of Catholic Identity.
- Using the ACER School Improvement Tool, undertake a Full School Review.
- Using data from both reviews, form a School Improvement Framework for future direction.

### Achievements

In 2024, we were able to;

- Successfully engage in all review processes.
- Celebrate our successes.
- Create a meaningful, data driven School Improvement Plan to guide Our Lady's moving forward.
- Restructure leadership roles to enable and support the Magnify Sandhurst Program.
- Incorporate the Magnify Sandhurst Program in our planning moving forward.

<b>Expenditure And Teacher Participation in Professional Learning</b>	
List Professional Learning undertaken in 2024	
<ul style="list-style-type: none"> <li>• Trauma Informed Practice Professional Learning Day (Whole School)</li> <li>• Spirituality and School Charism Day with Maria Forde (Whole School)</li> <li>• Microsoft Training (Whole School)</li> <li>• Catholic Schools Wangaratta Education Conference (Whole School)</li> <li>• First Aide Training (Whole School)</li> <li>• Membership and Training supported by the Australian Teacher Aide Professional Learning Platform (Learning Support Officers)</li> <li>• Participation at Catholic Education Sandhurst Professional Development opportunities including; <ul style="list-style-type: none"> <li>◦ Principal Network</li> <li>◦ Principal Briefings</li> <li>◦ Religious Education Network</li> <li>◦ Learner Diversity Network</li> </ul> </li> <li>• Continued support for a staff member to complete Diploma of Auslan</li> <li>• InitialLit Training (Junior School Staff - Teachers &amp; Learning Support)</li> </ul>	
Number of teachers who participated in PL in 2024	13
Average expenditure per teacher for PL	\$1000.00

## Teacher Satisfaction

According to our school survey data provided through ORIMA, the staff data indicated the following strengths for our school:

- Improved Staff-leadership relationships
- Improved sense of Catholic Identity throughout the school.
- High levels of collective efficacy.
- Improved perceptions of feedback to staff.

<b>Teacher Qualifications</b>	
Doctorate	0
Masters	0
Graduate	1
Graduate Certificate	0
Bachelor Degree	3
Advanced Diploma	1
No Qualifications Listed	1

<b>Staff Composition</b>	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	16
Teaching Staff (FTE)	12.16
Non-Teaching Staff (Headcount)	13
Non-Teaching Staff (FTE)	7.66
Indigenous Teaching Staff (Headcount)	0

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## Community Engagement

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### Goals & Intended Outcomes

In 2024, Our Lady's set the following goal in the area of Community Engagement;

- Continue to engage with our parent and parish community in new and meaningful ways.
- Use platforms such as Facebook & Class dojo to interact with families in a new way, engaging them with everyday school operations.

### Achievements

In 2024 we were able to celebrate the following events with our community;

- Beginning of Year Mass & End of Year Mass as a whole school community with strong attendance at both events
- Graduation Liturgy
- Shrove Tuesday Picnic
- Easter Story Presentation
- Easter Egg Raffle
- Cross Country
- House Colours Sports Day
- Mothers & Fathers Day Liturgy
- House Colours Sports Day
- Regular school assemblies
- Student attendance at Parish Mass

### Parent Satisfaction

Unfortunately, we had a very low response rate to our ORIMA Parent Survey. From the results, we found the following improvements;

- A significant increase in family engagement.
- An increase in communication & overall school climate.

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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 [www3.olwangeratta.catholic.edu.au](http://www3.olwangeratta.catholic.edu.au)