



St Joseph's School Rochester

2022 Annual Report to the School Community



Registered School Number: 603

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Minimum Standards Attestation

I, Liz Trewick, attest that St Joseph's School is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

28/03/2023

NOTE: The School's financial performance information has 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

Governing Authority Report

The 2022 Catholic Education Week theme “Tell the Good News” expresses both the joys and challenges of offering Catholic education across the Sandhurst diocese.

We continue to be committed to providing contemporary and innovative learning environments that value diversity, promote care, respect and co-operation. In 2022 our schools diligently responded to the transition back to continued face to face learning against the disruptive backdrop of the previous two years. This transition was exacerbated by staff and student absences due to COVID 19 quarantine requirements. However, school communities demonstrated outstanding resilience to find creative and sustainable pathways to ensure continuity of learning was maintained and the Good News continued to be heralded.

Our changed governance structure continues to mature, with both CES Ltd and SCECEC Ltd committed to ensuring the highest quality student outcomes in a safe and nurturing environment. A future focus that offers direction and solidarity will find expression in the development of a diocesan-wide Strategic Plan, 2023-2027.

Partnerships between schools and parishes remain a priority as parish priests continue their vital leadership role in support of the spiritual and pastoral needs of the school community. The sacramental life of both school and parish expresses and invites participation in the evangelizing mission that brings Good News to all.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

The nation-wide shortage of teachers has had an impact on all schools, demanding new and innovative ways to attract and retain high quality and committed Catholic educators. Strategic initiatives will prioritize workforce placements that are sustainable and ongoing with particular attention given to our remote and smaller communities.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2022 of personnel in our schools and in the Catholic Education Office. They continue to work tirelessly for the students and families, telling the Good News every day.

Yours sincerely,

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

Vision and Mission

Identity Statement

St Joseph's is a proud Catholic Community united in faith and committed in action, to live, learn and grow in God's love.

Vision Statement

At St Joseph's Primary School, we strive to be a community where;

- Students have the right to be treated with respect and will be protected from harm
- Students develop a meaningful relationship with God that inspires social justice and compassion
- Students have a responsibility to care for and sustain our natural environment
- Authentic Learning experiences and celebrations inspire student success
- Parents, students and staff value our school's charism and partnerships with local community

Our Graduate Outcomes

At St Joseph's Primary School, we seek to educate our students to be;

- Confident – to be themselves, to achieve great things and be resilient in their learning
- Collaborative – to be open to new ideas and learn with others
- Inclusive – to always be welcoming and be respectful to all
- Compassionate – to consider each person and to take action for those who are unable
- Courageous – to be a risk taker, to challenge themselves and to lead with a just heart

School Overview

Rochester is located 176 kms north of Melbourne with a population of approximately 3,200 situated on the banks of the Campaspe River. Larger regional centres, Echuca, Kyabram, Bendigo and Shepparton, are within close proximity. The school itself is situated in a central position of the Rochester township and draws many children from the district, including Nanneella, Lockington and Bamawn.

The school has a long serving history with educating the community since 1893. During this time there have been many faces of St. Joseph's Primary School and is now a co-educational Catholic Parish School. In 2022, the St. Joseph's Primary School Rochester had a student population of 130 spread across seven classrooms. Classes were multi-age except for Foundation. Teachers worked collaboratively to ensure effective practice meets the needs of all students.

Guided by our motto, "People of Strength, People of Gentleness", we are committed to love one another in a supportive Catholic community where a sense of inclusiveness is fundamental. The school has a unique sense of community where parents, staff and students value and respect each other and where everyone who enters the school feels welcomed.

Principal's Report

2022 was another year to remember. While it was a challenging year there were many highlights. I was thrilled to become the Principal of St Joseph's School and begin working alongside you and your family as we educate your child/children.

People:

- We welcomed Yvette Lupa, Elara Bowald, Lorraine Bain and Jerrod Davison to St Joseph's at different times during the year.
- Emily Holmes decided in the first week of Term 2 that St Joseph's wasn't the school for her and resigned on 27 April. A plan for learning for the Penguins was announced to the community on 5 May. We were grateful to Susan Kerlin and Fiona Oakley for taking on the co-teaching role for the class until a more permanent teacher could be appointed.
- Learning Conversations were held each term with the intention that teachers and families work alongside each other to get to know the children and their learning needs
- Families were supported as needed

Learning

- We survived a COVID outbreak in Term 1 and because we worked together and acted quickly, there was minimal interruption to classes.
- Sandhurst Arts on Show - Mr Shorthouse and Ms Lupa worked with ASPA to prepare the Grade 5./6 children
- The Senior Students participated in online learning with KidsHelpline on the topics of Friendship and Resilience
- Alternate lunchtime activities began in Term 3 with Mrs Bain on a Tuesday and Thursday
- 5/6 Camp to Alexandra Adventure Resort
- 3/4 Camp to Camp Kookaburra
- Seesaw was introduced as a part of the Assessment and Reporting Plan for St Joseph's. This gave families the opportunity to engage in their child's learning

Property

- The Administration build was finished in September, staff moved the office space prior to the school holidays. We took possession of the staff space on Day 1, Term 4.
- Several working bees were held to maintain the grounds of St Joseph's

Community Connections:

Events:

- Shrove Tuesday
- Golden Hammer Day
- National Day of Action Against Bullying
- Feast of St Joseph
- Elmore Tractor Pull
- Elmore Charity Ball
- Welcome Night
- Muffins for Mums - Mother's Day
- Netball & Football competitions
- Golf Day & High Tea
- Father's Day breakfast
- Elmore Field Days

Then the water came...

Our efforts to keep it out of our buildings were valiant however the volume of water was too great. St Joseph's experienced overwhelming generosity from the local community and from people we had never met before.

After two and a half weeks, students returned to learning as the travelling school. We reconnected with each other with a day at Camp Kookaburra and then began the first of 30 days travelling to Elmore or Bendigo for school. We had fabulous bus drivers, amazing staff and most importantly a community that had confidence in us and our plans for continuing learning for the remainder of 2022.

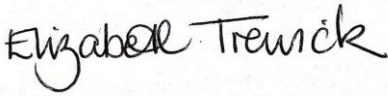
While travelling and learning, we were able to facilitate a swimming program for grades 3 - 6, send grades 3/4 on camp and prepare for the Sacraments. In the end the Junior classes spent 900 minutes on a bus and Middle/Senior classes 2700 minutes travelling.

There were some opportunities to meet up with friends from Rochester Primary School and Rochester Secondary College. We didn't offer scheduled Wellbeing Days as we decided that families were the best judge of when their child/children needed a break

Our year ended on a high with the announcement that we would resume learning in 2023 onsite in Rochester. Our end of year celebration was one to remember, combining the graduation, end of year celebration and sacraments in a mass at St Kilians. The Grade 6 students and their families finished their primary schooling with dinner hosted by Rich River Golf Club.

What I will take from 2022 is that we are a community that will work together to create a school that is inviting, inclusive and supportive. While we could focus on what we were not able to accomplish or do, we will focus on our community and how we worked together for all children..

Thank you for your work, your confidence and I look forward to being a part of your community for some time.



Elizabeth Tremick

Catholic Identity and Mission

Goals & Intended Outcomes

Goals and Intended Outcomes:

- To engage families in liturgies, prayers and rituals
- To further deepen the Charism of St Joseph and the Brigidine Sisters
- To stimulate a growing awareness of social justice and service to others

Achievements

- Tea

The Catholic culture of St Joseph's is embedded in everyday actions and expectations. School and parish work in partnership to ensure the ongoing development of Catholic Identity, culture and ethos of the school. We are grateful to Fr Caldwell for his support and interest in our school.

In 2022 the school community were thrilled to return to mass in the Church. Gathering as a parish faith community was a positive step post COVID19.

Sacramental celebrations had to be re-imagined due to the October flood event.

- The Sacrament of Reconciliation was celebrated by Fr Caldwell in a lovely ceremony at Catherine McAuley College. Grade 2 children receiving this sacrament, joined their older peers at CMC for the day.
- The Sacraments of Eucharist and Confirmation were planned for, postponed due to the October floods and celebrated in a wonderful celebration at St Kilian's Church led by Fr Caldwell.
- There was a whole school approach to teaching a preparing for the Sacraments.

A highlight was the celebration of St Joseph's Feast Day

- Known as Golden Hammer Day, the school community gathered for a liturgy with multi-age activities following. The Parents and Friends provided a great lunch

Ash Wednesday liturgy was celebrated as a school community.

The children attended mass for the Feast of the Assumption. Teachers worked alongside the Religious Education Leader to prepare for the mass.

Teachers included Assessment of Religious Education each term as a part of the Seesaw Assessment and Reporting routine.

VALUE ADDED

Catholic Identity and prayer were included in the newsletter. This was sent home fortnightly to families. This was a reflection of the Church Year or significant school focus.

Classes pray morning and afternoon and the sacred spaces reflect the time of the Church Year.

- Teachers worked with Catholic Education Staff to better understand the Prayer Strand of the Source of Life

Teachers worked with Catholic Education Staff to plan and deliver engaging Religious Education lessons.

Learning and Teaching

Goals & Intended Outcomes

Goals and Intended Outcomes:

- To develop a growth mindset for student learning.
- To enhance effective teacher practice and performance.

Achievements

The educational program is based on the Victorian Curriculum (which incorporates the Australian Curriculum). The curriculum is the common set of knowledge and skills required by the students for lifelong learning, social development and active and informed citizenship. The school's curriculum also encompasses Religious Education with faith development, social justice and developing knowledge of the Catholic tradition. The Literacy and Mathematics programs emphasise explicit teaching and focused group activities planned from data gained from ongoing assessment and monitoring. Students explore Science, Performing Arts (Drama and Music), Digital Technologies and Physical Education.

Numeracy

A whole school focus for the year was on numeracy, with staff completing Math Assessment Interviews (MAI) for every student at the beginning of Term 1. We had professional development days and PLC meetings looking at the school numeracy data for all students. Working with Bernadette Pearce from Catholic Education Office, staff focused on deepening their understanding of how place value impacts student learning across all numeracy dimensions. Staff continued on upskilling their knowledge of numeracy throughout the year.

Literacy

A whole school focus for the year was on reading comprehension, with staff using Fountas and Pinnell assessment from Foundation to Year 6. Staff planning and PLC meetings looked at classroom practice and further developing pedagogy. Working with Catherine Bonham from Catholic Education Office, staff focused on deepening their understanding of reading comprehension with a specific focus on guided reading. Staff continued on upskilling their knowledge throughout the year.

Learning Conversations were offered every term.

This was to maintain connection between home and school regularly. Teachers were able to provide evidence to support their reporting and to action parent concerns in a timely manner.

Assessment and Reporting

The Seesaw platform was introduced to teachers and families. Teachers used the Seesaw platform to evidence student learning. This is a great interactive tool to engage families in their child's learning.

STUDENT LEARNING OUTCOMES

Students at St Joseph's sat online NAPLAN tests in 2022 for the first time.

- Results from NAPLAN testing indicated that students in Grade 5 met minimum standards in Writing, Reading and Numeracy
- Results from NAPLAN testing indicated that students in Grade 3 met minimum standards in Writing and Numeracy.
- Results from NAPLAN testing indicated a need for more explicit and direct instruction in English and Mathematics, particularly in the areas of Spelling and Grammar & Punctuation.

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NAPLAN data demonstrated the need for a future focus in Reading and Writing. Planning is in place for this support to be offered.

Tools used for both formative and summative assessments in Mathematics were:

- Maths Assessment Interview (MAI)
- PAT-M : adaptive and linear
- Essential Assessment pre and post testing

Tools used for both formative and summative assessments in English were:

- Fountas & Pinnell Benchmarking Assessments
- PAT-R: adaptive and linear
- Single word spelling test

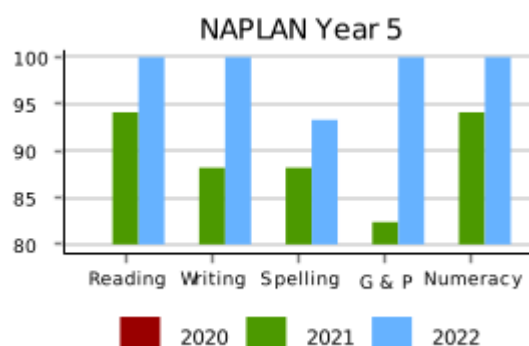
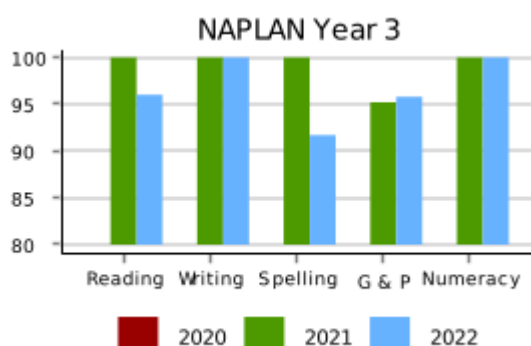
Tier 2 intervention offered by Learning Support Officers in 2022 was SPELFABET. Support from Catholic Education Sandhurst was offered to all staff to understand the purpose of this intervention.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021	2022	2021 – 2022
	%		Changes	%	Changes
	*		*		
YR 03 Grammar & Punctuation	-	95.2	-	95.8	0.6
YR 03 Numeracy	-	100.0	-	100.0	0.0
YR 03 Reading	-	100.0	-	96.0	-4.0
YR 03 Spelling	-	100.0	-	91.7	-8.3
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	82.4	-	100.0	17.6
YR 05 Numeracy	-	94.1	-	100.0	5.9
YR 05 Reading	-	94.1	-	100.0	5.9
YR 05 Spelling	-	88.2	-	93.3	5.1
YR 05 Writing	-	88.2	-	100.0	11.8

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



Student Wellbeing

Goals & Intended Outcomes

Goals and Intended Outcomes:

- To engage parents in their child's learning journey.
- To embrace the social and emotional development of students.

Achievements

St Joseph's provides an inclusive education which values diversity and celebrates difference.

Resources are effectively used to ensure that the needs of individual students are met. The school provides early intervention and detailed personalised learning/behaviour plans for students who require additional support in academic, physical, social and/or emotional areas.

Learning support staff are a close-knit team who work flexibly towards addressing the needs of students with special needs. Program Support Group meetings are regularly organised with families to implement and monitor goals and progress.

A wellbeing officer was employed to support the work of the Pastoral Wellbeing Leader.

- Alternative Lunchtime Activities were offered for children that needed a break from the busyness of the school yard.
- Breakfast Club was offered every Thursday morning. Student Leaders helped with the preparation and service each week.

Teachers have completed the update of the PBIS (Positive Intervention Behaviour Supports) Framework. Staff have had a voice in the update through their work with Catholic Education Sandhurst.

The Cybersafety Evening was extremely successful, and I am grateful to all families for taking the time to attend. Grant Fitzgerald is a wealth of information and support in this area. We need to continue to support our young people as they learn to navigate and understand social media.

The Enrolment Process was offered alongside Transition visits. Preschool children were invited to spend time in the Foundation Classroom.

Communication with families is held in the highest regard at St Joseph's.

- Newsletters were published fortnightly online.
- All families were signed up as subscribers

Professional Development

Ongoing professional development for our school wide PBIS was started and with the assistance of Steve Hicks, Pastoral Wellbeing for CES the staff are continuing to grow their knowledge, gain tools for the learning environments and further develop an understanding of students in our care and respond in a supportive manner.

Flood response

The wellbeing of all families was the priority following the Flood of 14 October 2022.

Staff worked with staff from Catholic Education Sandhurst as they worked to support colleagues, children and parents.

Finding a place for children to learn was of utmost importance and providing opportunities for children to be ready to learn and talk was given great consideration.

VALUE ADDED

Communication to families was a priority and using a number of mediums was important as we focused on connection:

- Fortnightly newsletter
- SIMON EVERYWHERE (app) was introduced to all families to make using PAM (Parent Access Module of SIMON) easier and more efficient for all families
- FACEBOOK was used to inform families of events and to share learning

Grades 5 & 6 students attended the Northern Plains Student Conference at St Mary's Echuca. They connected with senior students from 7 other Catholic schools.

Students celebrated a variety of days:

- RUOK Day
- Footy Colours Day
- Book Week
- Mother's and Father's Day breakfast

Family and Community Partnerships were fostered through:

- Golf Day
- High Tea
- Learning Walks
- Inaugural Elmore Tractor Pull, held as partners with the Elmore Events Centre committee.

School Camps:

- Grade 5/6 - Alexandra Adventure Resort
- Grade 3/4 - Camp Kookaburra

Connections with schools that opened their doors to provide a place for students to learn was a highlight of 2023.

- Our Lady of the Sacred Heart School Elmore provided a place for Foundation, Grade 1 and 2 students to learn
- Catherine MacAuley College shared a wing of their Junortoun Campus with Grades 3, 4, 5 & 6.

STUDENT SATISFACTION

Most students arrived at school ready to learn each day.

Post Flood (Phase 2 Flood Recovery) students were eager to reconnect with each other.

Students gathered with excitement on 1 November to reconnect at Camp Kookaburra. Students and staff.

Travelling to new learning spaces began on 2 November 2023. Students were resilient, brave and well supported during this time.

STUDENT ATTENDANCE

At St Joseph's, we believe that is essential to the academic and social emotional development of each child to be attending school each and every day. Being present prior to the commencement of learning builds the foundation of their learning day.

Student non-attendance at school is monitored through SIMON. If a child is absent from school we require parents to communicate this with the school via:

- PAM (Parent Access Module)
- Website
- Verbal communication; phone call or personally informed
- Written communication; email, text message to school phone or note

Classroom attendance is taken twice daily at 9:00am and 2:15pm.

* Children who arrive late for school consistently are monitored and families are contacted for clarification.

A text message is sent to families at 10.00am if their child is absent and no communication with school has been registered.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	86.8%
Y02	77.3%
Y03	83.9%
Y04	83.9%
Y05	86.6%
Y06	83.4%
Overall average attendance	83.7%

Child Safe Standards

Goals & Intended Outcomes

St Joseph's focuses on child safety and student wellbeing by:

- Ensuring we are compliant with V.R.Q.A. prescribed minimum standards for schools.
- Reviewing our V.R.Q.A. Child Safe practices with all key stakeholders.
- Constantly communicating the Child Safe policies, School Child Safety Code of Conduct and the PROTECT documentation.
- Successfully completing Child Safe practices and procedures as part of the V.R.Q.A. review.
- Ensuring strategies are embedded into the organisational culture of child safety and understood by all key stakeholders within the school.
- Establishing and communicating induction program requirements.

Achievements

- All staff complete the Victorian Department of Education and Training online Mandatory Reporting (DET) learning module
- All teaching and non-teaching staff members participate in annual Child Safety Standards 'refresher training' and are required to read and sign the school's Child Safety Code of Conduct.
- Implementation of 'PROTECT', Identifying and Responding to all forms of Abuse in Victorian Schools'. The supporting documentation is available and accessible for staff. Support given to staff who are required to make a report to CP is given by leadership.
- Parents are encouraged to apply for and hold a Working with Children Check. (Parents without a WWCC are not able to support students at school events or in the classroom).
- Actively promoted our commitment to Child Safe requirements to families via the newsletter, website and through digital and printed materials.
- Beginning to explore developing a Child Safety Team consisting of key leadership personnel and staff.

St Joseph's is committed to ensuring the well-being and safety of all students under its care by actively implementing, reviewing and improving its child safety strategy.

Leadership

Goals & Intended Outcomes

- To establish high expectation and accountability.
- To embed an Inquiry Mindset.
- To develop rigorous target setting, inclusive of continuous monitoring.

Achievements

Middle Leaders are supported to attend network meetings in their particular leadership role. They are then encouraged to create a connection with CES staff as they fulfil their role.

Professional Learning Team meetings are held weekly. Leaders in particular roles facilitate these conversations addressing student outcomes, professional learning and collaboration.

Student Leadership Conference:

- Students in Years 5 and 6 were provided with the opportunity to a leadership conference in Echuca at St Mary's PS with other catholic schools in the 'HUB' (Kerang, Cohuna, Pyramid Hill, Heathcote, Inglewood, Elmore and Rochester).
- The experiences presented allowed each child to contribute to the day and live out our Graduate Outcomes of; Collaboration, Compassion, Inclusion, Confidence and Courage.

The School Advisory Council met twice a term with a focus on school priorities as identified in the Strategic Plan.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

Professional Learning for staff -

- Pastoral Wellbeing meetings with CES Wellbeing team (Steve Hicks)
- Principal & Deputy Principal Meetings
- First Aid for all staff
- Learning Diversity PD
- Numeracy PD and ongoing PLCs throughout the year
- Literacy support during planning time and ongoing PLCs throughout the year

<ul style="list-style-type: none"> • R.E.C. Network Meetings • Creating a BUZZ - Learning with Tracey Ezard 	
Number of teachers who participated in PL in 2022	20
Average expenditure per teacher for PL	\$840

TEACHER SATISFACTION

Regular meetings with teachers were held during the year.

- Listening Post
 - This was an opportunity to get to know teachers and to understand WHAT was unique about St Joseph's. It was also helpful to understand WHY staff chose to work at St Joseph's.
- Annual Review Meetings were held in Term 3.
 - This was a time for staff to have a voice about the School Day, Communication and Parent Engagement.
 - Staff were asked: 'What is working for you? What is going well for you at St Joseph's' and 'What brings you joy when working with children?'
- Flood check-ins
 - Staff were invited to an online meeting on Sunday 16 October. This was an important check in so close to the impact date.
 - During the next three weeks, phone calls and text messages were used to check in a communicate updates for the school

Many differing personalities within the staff contributed to the wellbeing and psychological safety of all during 2023.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	93.1%
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ALL STAFF RETENTION RATE

Staff Retention Rate	83.3%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	0.0%
Graduate	0.0%
Graduate Certificate	0.0%
Bachelor Degree	87.5%
Advanced Diploma	50.0%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	14.0
Teaching Staff (FTE)	12.6
Non-Teaching Staff (Headcount)	11.0
Non-Teaching Staff (FTE)	8.4
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

- To intensify the capacity of our school community to respond to and enact the gospel values.
- To encourage and actively engage parents in partnerships about student learning.

Achievements

Parents are actively involved in the school community and can participate in a variety of ways including the Parents and Friends Association, volunteers and the School Advisory Council.

Connection through communication used differing communication tools to pass on information to families.

All schools (Catholic in particular) rely heavily on their P&F to contribute both physically and financially throughout the year.

Our incredible P&F team organised some major fundraisers as well as onsite lunches and treats for our students:

- Welcome BBQ night
- Pancake Tuesday
- Lunch for Golden Hammer Day
- Tractor Pull
- Golf Day and High Tea
- Elmore Field Days

Active Engagement

- ANZAC Day
- Flood response - in particular sandbagging and clean up
- Supporting the various sporting events held by St Joseph's School

Responding To Need

An application process is in place for any family who requires the option of financial support. No child will miss out on an opportunity to participate in any school event due to family hardship.

PARENT SATISFACTION

As a newcomer to St Joseph's Rochester, it was important to get to know all families and to understand why St Joseph's was their school of choice for their child/children. It was also a

priority for families to understand my commitment to the community and my WHY for applying for the Principal role at St Joseph's.

During Term 1, there was a COVID outbreak at St Joseph's. Leadership moved quickly to minimise visitors and external interactions. Children isolating with COVID had home learning delivered and check ins from the class teachers were constant. The result of this quick action was a slowing of the spread within two weeks.

- Parents were pleased with the quick response and recovery from the outbreak. This minimised learning

During the first week of Term 2, a teacher resigned. This provided a challenge for St Joseph's with the staffing shortage. There was a shuffle of teachers already employed at St Joseph's and families were notified of these supports within 8 days of the resignation. A teacher was employed for Term 3 after following all recruiting processes and procedures.

- Parents, through the School Advisory Council, expressed their concern for the inability to fill this teaching position sooner.

Term 4, Flood Response:

- Families came from far and wide to sandbag the school prior to the Flood Event on October 14. The energy to protect the school was overwhelming and as a leader of St Joseph's I was so proud of everyone's efforts.
- Following the event, families were keen for their children to have a place to learn. It was as much about getting the children together as it was about parents having the time they needed to work through the devastation of flooded homes.
- 2 1/2 weeks after the flood event, children were back together and travelling to schools in Elmore and Bendigo.
- The government schools in Rochester provided a Wellbeing Day for their students, offering a space for a few hours each Wednesday. It was a day of no travel. St Joseph's did not follow with this initiative as staff wanted to let families decide which day their child needed a rest, also acknowledging that parents had returned to work and needed a space for their child to be every day.

Communication has been key for families at St Joseph's in 2022. Providing key dates and information in a timely manner has enabled families to be informed and to plan for school events.

Future Directions

The Future Directions for St Joseph's School:

- Develop a Student Leadership program with student voice a priority
- Build staff capacity in Explicit Direct Instruction with a focus on English
- Continue to use data to provide individualised learning opportunities for students
- Continue to build authentic connections with all families
- To build on Alternative Lunchtime Programs and to consider support students experiencing difficulty entering school each morning
- Install Shade Sails and develop an outdoor learning space
- To focus on parent voice enabling our school to continue to grow

At this time, the most important Future Directions for St Joseph's School is to restore the buildings of the school with a consideration to 'building back better' to mitigate the devastation in following flood events.

- To offer a variety of well-being supports for all families as they recover from the October flood event