



School Performance Information 2023





Contextual Information

St John's Primary School in Scarborough is a co-educational, single-stream Catholic school catering for students from Pre-Kindergarten to Year Six. The school is located in a seaside suburb situated 11km to the west of Perth CBD. St John's Primary School is a faith filled community. We acknowledge parents as first educators and work collaboratively to provide a welcoming, nurturing and safe place for all.

St John's is owned by the Catholic Archdiocese of Perth, operating under the authority of the Catholic Education Commission of Western Australia through Catholic Education Western Australia. St John's was established by the Mercy Sisters in 1948 and in 1950 the Dominican Sisters took over the teaching and learning at the school. The Immaculate Heart of Mary Church is located adjacent to the school. The school enjoys a strong relationship with the parish and parish priest Fr Christian Irdi, As a part of the school's strategic plan and School Improvement Plan, we continue to develop links between school and parish.

The Dominican mission which continues today, is to plant the seeds of faith to inform the hearts and minds of students, staff and families. We aspire to be a place where the beauty and power of the Christian faith is never imposed but proposed in every possible way. At St John's, we derive strength from our motto 'VERITAS', meaning truth, which inspires us to learn, achieve and serve in truth. Our Vision is for all students to graduate as successful learners, prepared for the future with a strong faith, espousing our values of Respect, Achievement, Faith and Truth.

The school offers a wholistic curriculum rooted in a Christ-Centred and child focussed approach. Guided by the Western Australian curriculum, we acknowledge all students and staff as life-long learners and value a diversity of learning styles. The staff provide an integrated curriculum for all students with Religious Education as the focus.

The curriculum draws together the concepts, knowledge, skills, attitudes and values in developing the competencies of expressing, investigating, communicating, creating and reflecting. There are a range of specialist programs including; Art, Italian, Music, Physical Education and STEM.

The school endeavours to establish close links with parents that result in greater involvement by parents in schooling and other activities; better connection between parents and teachers; community building; and ultimately, better outcomes for students.



Student Attendance 2023

The average attendance percentage rate for students in Pre-Primary to Year 6 during the 2023 school year was 91%.

| Year Level | Pre-Primary | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 |
|---------------------|-------------|--------|--------|--------|--------|--------|--------|
| Attendance % | 90% | 92% | 91% | 93% | 90% | 90% | 90% |

Student attendance is 'registered' on SEQTA every morning and afternoon by class teachers. Parents/Carers are informed via a phone call or by text message by 9:15am if an unnotified absence has been recorded.

Parents/Carers are requested to inform the school, via a phone call or through a dated, written means of communication, usually via our website 'on-line absentee from', before school commences on the morning of the absence and identify the reason for the absence of their child. Administration Office staff fill in forms and notes that also provide written confirmation to teachers of phone calls received from parents related to student absences.

If a student's absence remains unresolved, Administration staff print a 'follow-up SEQTA' note which is sent home to parents/carers for completion and return to the office.

Workforce Composition

| | |
|---------------------|-----------|
| Male Teachers: | 2 |
| Male Non Teachers | 1 |
| Female Teachers | 17 |
| Female Non-Teachers | 12 |
| Total | 32 |

Teacher Standards & Qualifications

| | |
|---|----|
| Bachelor of Education Primary | 13 |
| Bachelor of Arts in Education | 1 |
| Bachelor of Physical Education | 1 |
| Diploma of Primary Teaching | 5 |
| Graduate Diploma in Education Early Childhood | 1 |
| Diploma of Religious Education | 1 |
| Graduate Diploma of Religious Education | 1 |
| Master of Education ECE | 1 |
| Master of Education | 4 |
| Bachelor of Arts In Humanities | 1 |



NAPLAN 2023 Results

| NAPLAN | St John's | CEWA | State | National |
|---------------|-----------|------|-------|----------|
| Year 3 | | | | |
| Writing | 443 | 413 | 409 | 416 |
| Spelling | 408 | 401 | 396 | 404 |
| Reading | 400 | 400 | 395 | 405 |
| Numeracy | 394 | 401 | 399 | 407 |

| NAPLAN | St John's | CEWA | State | National |
|---------------|-----------|------|-------|----------|
| Year 5 | | | | |
| Writing | 514 | 493 | 481 | 480 |
| Spelling | 524 | 513 | 503 | 504 |
| Reading | 555 | 516 | 505 | 511 |
| Numeracy | 521 | 494 | 489 | 495 |

BRLA 2023 Results

| BRLA | St John's Mean | CEWA Mean | Home Diocese Mean |
|---------------|----------------|-----------|-------------------|
| Year 3 | 406 | 402 | 408 |
| Year 5 | 485 | 466 | 473 |

Parent, student, teacher satisfaction

The school uses a range of different approaches to determine school satisfaction including surveys, various meetings for parents and staff, opportunities for a student voice through school leadership groups and via P&F for decision making regarding spending of school resources for student use. The response from the written communication received from school members displays a great deal of satisfaction with the school and its structures and those parents are given a variety of opportunities for their voice to be heard and acted on regarding the school and how it meets the needs of the community. The school completed a school climate survey in 2023, which included feedback from students, teachers and parents.

Post School Destinations

| School | Catholic | Non-Catholic |
|---------------------------|-----------|--------------|
| Carine Senior High | 2 | 1 |
| Churchlands Senior High | 2 | 1 |
| Iona Presentation College | 3 | 0 |
| John XXIII College | 5 | 1 |
| Newman College | 4 | 1 |
| Sacred Heart College | 4 | 0 |
| Total | 20 | 4 |



Annual School Improvement

Welcome

Good evening and thank you for your presence at St John's Annual Community Meeting for 2023. I'm Katherine Kelly and in the absence of Velma Erskine, will with Vlad Alonzo present the school report for 2023.

As I begin, I wish to acknowledge:

- Mark Cunningham, Chair of the St John's School Advisory Council, and members of the School Advisory Council
- Rachel Timmins, President of P&F and members of the P&F
- The dedicated and hardworking staff of St John's who go above and beyond to

All Parents and Caregivers at St John's Primary School.

And in their absence

- Fr Christian Irdi PP Immaculate Heart of Mary Parish
- Velma Erskine, Principal St John's Primary School.
- Lisa Taaffe, Learning Support Co-ordinator.

Vision and Mission

CEWA's vision and therefore our vision here at St John's is to be child-focused in a Christ-centred way. This means that our imperative is to ensure a child's best interests is firmly at the heart of all that we do and all decisions that we make as a school. Our mission is to inspire all to actively live the Gospel in our school community.

All activities, plans and processes here at St John's Primary School are aligned and in sync with CEWA's strategic plan.

Our last Strategic Plan 2021-2023 sits within the broader planning framework of the Catholic Education Commission of Western Australia (CECWA). The CECWA calls on all schools to develop a strategy that is grounded in the context of their Western Australian and local community with a specific focus on the CECWA Strategic Directions.

These require all Catholic schools to:

- inspire Christ-centred leaders
- be a Catholic school of excellence
- be a Catholic pastoral community and
- to continue to be affordable, accessible and sustainable.



Progress Towards Strategic Goals

Inspire Christ Centred Leaders and give witness to our core values through actions and service to others.

Student leadership throughout the year in the Christian Ministry team car wash for Caritas, Archbishop's Lifelink Appeal, St Vincent de Paul

Introduction of Faction Days where students came together to learn more about their faction and build a sense of belonging in their respective faction.

There is currently a development plan being worked on to ensure that buildings and facilities are maintained and fit for purpose in 2023 and beyond.

Academic Achievements

- Overview of academic performance.
- The results prove our commitment and belief in the philosophy that all children can learn and make sustained progress over time.
- We continue to see the positive impact that whole school programs implemented in 2020 and 2021 are having across the years. The Year 3 cohort have had Talk for Writing since Pre-Primary, and it is affirming to see their progress.
- Year 3 Numeracy
- Data on standardized testing results, if applicable. Slides for NAPLAN

Highlights

Apart from the obvious yearlong highlight of our 75th Anniversary.

- Each year group have had their own specific highlights some more than others and some years where there have been highlights every single day!
- Assembly items, incursions and excursions, much of which has been shared with families through Seesaw and the school Facebook page.

A personal highlight this year was being invited to the launch of the art piece created from artistic contributions of each school in the Archdiocese at St Mary's Cathedral at the beginning of Term Three. Archbishop Costello and Fr Sean Fernandez were most hospitable. The students who represented St John's had fun attaching the sign to the fence, having their photos taken and enjoying a special morning tea with Archbishop Tim.

Another yet to be released highlight is the Pre-Primary students being included in CEWA's Christmas video. In 2023 CEWA have filmed a single scene from eight Primary school to create their Christmas story. The rule about not working with children or animals was certainly amplified when working with children dressed as animals.....



Community Engagement

We have celebrated the 75th Anniversary year of our beautiful school this year. Founded by the Sisters of Mercy in 1948 after a request from Archbishop Prendiville the previous year to undertake a new mission-establishing a new Catholic school here in Scarborough. Most students were from European migrant families in the local area. The school was built by voluntary labour. On the opening day in February 1948 forty-four children neatly dressed in school uniform arrived to be taught in the Parish Hall. Two years later in 1950, the Dominican Sisters, based in Dongara were asked to take over responsibility for the The Catholic Education Commission of Western Australia are currently finalising the next Strategic Plan for Catholic Education Western Australia - this will be informed through the Bishops' Mandate, Quality Catholic Education (QCS) Fifth Plenary Council of Australia and the Alice Springs (Mparntwe) Education Declaration.

Thanks

To our School Advisory Council Mark Cunningham, Stephanie Barnes, Corri Andrews, Vanessa Hernandez, Pete Wheeler, David Somers, Fr Christian, and dedicated Parents and Friends Executive Rachel Timmins, Samantha Giorgella and Sean Vizer, along with Class Representatives, we extend our sincere gratitude for your astute counsel, ready assistance, and unfailing support in striving to meet our school's goals for our children. Your efforts to continuously improve the school's facilities and equipment are truly appreciated.

The end of a school year always comes with mixed emotions as we farewell our graduating class of Year Six students. All our Year Six students are to be congratulated on the mature way they have conducted themselves as leaders this year and for their high level of academic achievements and sporting pursuits. All the leadership committees have fulfilled their roles with great diligence and determination. The way in which the students have facilitated assemblies, along with their ability to highlight the core values and sharing how they can be enlivened in our school community through their leadership ministries, has been excellent. We say farewell to our Year Six students, and we wish them the very best as they enter secondary education.

On behalf of the staff of St John's School, we want to thank our wonderful students and families for your part in this special community, where we build on traditions of the past and meet the challenges of the future, in exciting and innovative ways. Our students are a gift to all of us and their enthusiasm embodies our vision and God's love.

To the families who will leave our school at the end of this year, we thank you for your involvement and support, and wish you well on the next chapter of your journey wherever that may be.

Teacher placements are finalised, and students will have transition Step Up day on Monday 4th December.

To everyone at St John's School, may your Christmas celebrations with your families be joyous and safe, and the holiday break bring you peace and tranquillity.

Thank you

Velma Erskine - Principal



School Community Report School Advisory Council Chairperson Report

Thank you for the opportunity to present our 2023 Advisory Council report on behalf of your School Advisory Council.

As in previous years I will take this time to outline some of the areas of focus and achievement across the course of 2023. I also want to use this time to explain the function of Advisory Council which since 2020 has not been a Board of Directors.

We have received some questions in advance of the meeting, and I will use this presentation as an opportunity to provide answers to those queries.

The Advisory Council exists to support the Principal to fulfil her responsibilities in the Catholic Identity, Education, Community and Stewardship functions of the school. We do this in the following ways:

- support planning for the present and future operations of the school
- endorse the school's annual budget before submission to CECWA for approval
- advise the Principal on school financial matters such as performance against budget, sustainability, and capital and recurrent planning
- in consultation with the Principal, communicate about the school and about Catholic education to the school community – such as at this meeting

Where requested, we can also provide membership on selection panels for the employment of staff, and / or on the panel that recommends the appointment of a principal.

Neither of these selection panel functions were required during 2023.

All management and executive decision-making authority resides with the Principal and not with the Advisory Council.

In 2023 the Advisory Council comprised five members, myself, Steph Barnes as Vice Chairperson, Pete Wheeler as Treasurer, Corri Andrews as Secretary, and Vanessa Hernandez who played a dual role as AC member and P&F representative. Meetings are also attended by our Principal Vel, Liya our finance officer, David Somers from the Parish, Kath Kelly our deputy Principal and Fr Christian.

2023 was our second year operating under the 2021 Advisory Council terms of reference. In line with these terms we have formally met as a full council once per term with additional participation by members of the Advisory Council in other meetings throughout the course of the year.

Formally we are required to have one sub-committee, that being the finance sub-committee, on which myself and Pete are members.

2023 saw the school celebrate its 75th birthday and there have been a number of celebrations throughout the year to mark the significant occasion for the school and our community. With such experience and wisdom we also have seen an increase in maintenance required around the



school. A strong focus for the Advisory Council has been understanding and prioritising the works required for the school, and assisting in the processes that the school needs to go through in order to unlock funding from CEWA.

This has included engaging with multiple arms of CEWA including the capital development team, the maintenance and safety team, and the finance team. Members of the Advisory Council have participated directly in these meetings alongside Vel and Liya providing input to proposed plans and direct feedback to CEWA in respect of a parent's perspective on the school's needs for our children.

In September the school submitted a request for funding via CEWA's capital development process. This process required the school to submit its proposed capital development plan and costings, which was supported via third party architects designs and drawings. The capital development approval process is not a fast one, we have been told to expect a decision on whether our capital development plan is approved in late 2024.

As part of the process, a number of priority maintenance items were also identified and the Advisory Council has supported the school in engaging with CEWA to lobby for additional maintenance funding which if successful would be executed across 2024.

The success of similar process at the end of 2022 saw the school received additional funding from CEWA which has been used on priority maintenance works and to enhance the experience of our children at school, these projects executed throughout 2023 have included:

- Urgent maintenance in the roof of the school hall, and installation of a new electricity distribution switchboard
- Refurbishment works in the Learning Hub
- Improvements to the early learning playground
- Refurbishment of the nature playground
- The installation of new heating and cooling our classrooms

This new nature playground in particular opened up a new space for year one to six students and was largely funded by a special government grant that the school applied for during the period. Our initial expectation was that we would receive approximately \$5,000 but we ended up receiving \$25,000.

The financial position of the school means that we are largely reliant upon CEWA decision making in order to enable localised St John level decisions about key activities in 2024.

With that, I might move onto the questions that we had received in advance of the meeting as the subject matter is all related.

After discussion at the Advisory Council, it was agreed that something that the P&F could look to fundraise for in future years, was a replacement school bus. As we all know, the school's current bus is closer to end of its life than the start, and is not the most user friendly vehicle going around.



A specific query that arose was “what happened to the \$100,000 vehicle replacement fund that was discussed at the 2019 AGM?” To understand this I think a few things around the school’s finances need to be explained. I am going to round numbers so its easier to follow.

Firstly, the 2019 AGM presentation did state that as at October 2019 the school had cash at bank of \$720,000 which included three “reserves” of \$100,000 each. The vehicle replacement reserve, a deferred maintenance reserve and an IT reserve. That same presentation also forecast that the closing cash balance for 2019 would be \$290,000. The reason for the decline between October and December is that the school receives all its income (i.e. federal and state government funding) by October. November and December are purely cash outflow months for mostly salaries and wages.

So by the end of 2019, those notional reserves didn’t fully exist.

Second point to make is that whilst these were referred to as “reserves”, they were not separate bank accounts, it was more a method of tracking from a governance perspective and as the school’s financial position changes, the allocations are adjusted.

In that same presentation you can see that at the beginning of 2019 the school had cash of just under \$1 million. With the approval of CEWA and the Board (at the time it was a Board not an Advisory Council), 2019 saw the school complete phase 2 of its early childhood capital development works i.e. upgrades to the pre primary and the area outside of it. This was done at a cost of approximately \$560,000. The school also had an operating deficit for 2019 of \$150,000. That’s how we ended up finishing the year at around \$290,000 cash at bank.

A misconception that I think exists is that the school has been producing surpluses or profits for a number of years and only recently has started making losses. This isn’t accurate. I have gone back through the final full year results of school since 2018 and the school made losses in every single year. The only exception to this was last year when the school ended up having a surplus. That was due to the special funding received from CEWA in December 2022 which was neither planned nor budgeted and something that the school doesn’t have direct control over.

Since 2019, the school has utilised available cash to fund operations. Reviews of the economics of a replacement bus were considered at various points in time but at all points it was concluded that it was not economic to purchase a new bus and that it was more fiscally responsible to prioritise the funding of recurring school operations. Allocations for the “reserves” were adjusted over time to zero.

We have also discussed with our finance representative from CEWA that it is very unlikely that CEWA would approve the school purchasing a new bus while continuing to operate in a loss position. An exception to this could be made if we fundraise ourselves which lead to the suggestion that it might be something that the P&F could fund raise for.

Hopefully that has helped to answer the bus question. I have probably raised other queries around the financial health of the school. So I also wanted to give a little context around that too.



St Johns is part of CEWA. From a school income perspective, 80% comes from State and Federal Government funding. The rest is from school fees and other minor items. There is little that the school can do to directly impact the level of income each year. CEWA directs the school on the level of fee increases that are allowable each year. And in the recent past, these have been limited to 0-2% per year. The leadership team has decided to keep fees and levies as low as possible to retain families and to remain an attractive option when compared to other schools in the area.

In respect of the bulk of our income, all state and federal government funding is provided directly to CEWA. CEWA then determines the allocation of this funding to schools. St Johns has no control over the amount per student that CEWA allocates.

The key item that we can control to increase income, is the number of students coming to the school and this has been and always will be a key focus of the school and Advisory Council.

From an expenditure perspective, as you might expect, the majority of our cost are employee benefits related to staff salaries. These salaries are covered by awards and so there is limited ability to influence salary levels other than staff mix. It is the responsibility of the Principal to determine appropriate staff mix but is of course something that we as an Advisory Council look at in the budget setting process.

Looking back at our operating expenditure we have seen increases of 6%, 4%, 3% and 5% across the past four years which is not out of line (and in some cases a lot better than) inflation. We also have to consider that over that time there have been substantial disruptions caused by covid.

Over that same time period, our state government funding has actually reduced and our federal government funding has increased by only 4.5%.

CEWA is fully aware of this. CEWA controls our funding and knows what is needed to keep the school going. We are working with Vel to ensure that we are having the right conversations with the right people at CEWA to make sure that St Johns is getting the funds it needs. The nearly half a million dollars received in December 2022 is testament to that.

That was a lot of information, I hope you're all still awake. Thanks for bearing with me.

Before we move on I'd like to take this opportunity to thank all of my fellow Advisory Council members for your time and effort across this year. I'd like to especially recognise the contributions of our departing members, Steph Barnes and Corri Andrews.

Steph leaves us after two years formally as a member of the Council and one year prior to that as the P&F rep. on the Council. This year Steph served as our deputy Chair and the only other member with previous experience on the Council. I've very much appreciated your input and counsel during the year.

Corri has only had one year with us and is sadly leaving the school community but we really appreciate your help and support and the high impact that you made with us in 2023.

Mark Cunningham

Advisory Council Chairperson



Parents and Friends Presidents Report

Hello everyone. I'm Standing here today as the Chairperson of the Parent and Friend Committee, but it's important to note that my journey here began with a simple commitment to volunteer as a class rep. Little did I know that I would soon be filling two positions within the school, as I also took on the role of class representative and chair.

This year brought us a unique challenge, with no office bearers to start the year and a set of new directives to navigate. The year began with a Picnic on the Green, where both Sam and I engaged in numerous conversations, encouraging people to step forward and join the P&F committee. By the end of that evening, we had nominations, and I was so glad that we had convinced both Shaun and Stella to put themselves forward.

Throughout the year, the P&F organise a multitude of events, each with its own unique character and challenges. Myself, Shaun, Samantha, and the entire committee learned on the job, embracing new processes and directives along the way and losing Stella after just a few months. Our journey began with a significant challenge handed down by a committee from a few years ago - the Bogan Bingo event. Despite its initial lack of interest and multiple postponements, we were not willing to let go of the \$1500 already invested by the previous members which would have happened had the event not been organised for this year. We put in an immense effort, and the event turned out to be a resounding success, raising \$2000 for our school.

The Lapathon/colourrun , a beloved tradition, raised an impressive \$3400 this year. We also organized a hastily arranged BBQ during voting time, thanks to Samantha's efforts, which raised an additional \$650 for our new school bus fund.

The Scitech Event was an enormous undertaking, with multiple people involved in logistics, and it was a massive success, both in terms of enjoyment and fundraising and raised \$900

None of these events would have been possible without our incredible volunteers. Parents who generously offer their time, despite their busy schedules and lives, who just want the best for our children.

I want to express my gratitude to everyone involved in organizing the Easter raffle, the Mother's Day and Father's Day stalls, the Bogan Bingo, the Lapathon, and the Scitech Event. Your dedication and hard work have made a significant impact on our school community. I'd also like to mention the coffee van for harmony day was a great initiative to help bring back the sense of community and togetherness and something we will definitely continue and add to next year.

This year, as St. John's celebrates its 75th year, the P&F committee took pride in organizing a named brick for each family at the school, and a school mural as well as a commemorative wine and bag. Some of these items are still available, so I encourage you to grab a bargain before they sell out.

Next year the P&F. have been asked to be involved in organising the scholastic book club which is a great addition to the school and allows the school to get rewards for orders placed. In the past this is mainly coordinated by Lara and Kirsten, Lara is in her final year next year at the school and Kirsten is not available to help next year so we desperately require a volunteer to help Lara for next year with a view to take over in 2025. Please speak to Either Katherine, Lara or myself tonight if you feel you can help with this or know someone who can.



In closing, I want to offer a special mention and thanks to Samantha, who has tirelessly fulfilled the roles of both treasurer and secretary this year, and let her know I'm grateful for her dedication and especially her organisational skills in keeping us all on track and I welcome a new member for next year in the role of secretary.

As we approach the new year, I hope that we can enter it with renewed enthusiasm and new representatives to continue the wonderful work that the P&F committee does for St. Johns Primary School. Thank you all for your support, your volunteering, and your commitment to our school community. Together, we do make a difference.

Rachel Timmins

P&F President