



Annunciation School Brooklyn

2022 Annual Report to the School Community



Registered School Number: 1648

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Minimum Standards Attestation

I, Anna Yorston, attest that Annunciation 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.

31/03/2023

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

In 2022, Melbourne Archdiocese Catholic Schools (MACS) delivered its inaugural strategic plan, *MACS 2030: Forming lives to enrich the world*.

At the heart of this bold and ambitious strategic plan is a common purpose - “Forming lives of faith, hope and love in the light of Jesus Christ” - that gives MACS and its network of schools a common direction.

This new purpose speaks to the role of our schools as a place for students and their families to encounter the living God who in Jesus Christ reveals his transforming love and truth.

The strategic plan also establishes a common vision, “Every student is inspired and enabled to flourish and enrich the world”, and outlines the initiatives that will make our purpose and vision real across four pillars:

- Inspired by faith
- Flourishing learners
- Enabled leaders
- Enriched communities

These four pillars are foundational to the distinctive educational experiences we offer. Our common purpose and vision will guide and sustain the high-quality Catholic education our 16,000 dedicated staff continue to provide to the 113,000 young people in our care.

Alongside the strategic plan, School Advisory Councils are now in place to engage parents, communities and parishes in the life of the school and provide support to principals on school matters. Combined with a strong focus on Working Together in Mission with our Parish Priests, this will ensure that we unite around our common purpose.

Enrolments continue to increase in the growth areas of Melbourne’s north and west where MACS opened two new primary schools. MACS was also excited to welcome a well-established combined level primary/secondary school in Malvern into our organisation.

We are very grateful for the support we have received from some 300 school communities throughout 2022. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Edward Simons

Acting Executive Director

Melbourne Archdiocese Catholic Schools Ltd

Vision and Mission

Annunciation - a faith community striving for excellence and personal growth while providing an education that focuses on the future and meets the needs of today.

School Overview

Annunciation School is a Catholic primary school in Nolan Avenue Brooklyn, in the midst of a small residential community just off the Westgate Freeway and only minutes from Melbourne's CBD.

Annunciation is the second school in the Parish of Corpus Christi, Kingsville, and one of three Catholic Primary Schools under the care of our Parish Priest, Fr. John O'Connor.

Annunciation School was established in 1965. The early school catered for up to 200 students, many of the children attending from the migrant hostel on Millers Rd. The hostel was closed in the early 1970s and since that time the school enrolment has ranged from 60 to 110. We currently have 68 students enrolled.

The Josephite Sisters administered the school up until 1980. Since that time we have had lay principals and staff. The school has a diverse population with many nationalities represented amongst our families. Most children were born in Australia, and many children benefit from exposure and use of another language at home.

In 2022 there were 4 grades which consisted of: Foundation/Yr 1, Yr 1/2, Yr 3/4 and a Yr 5/6. The exact make-up of our grade structures changes from year to year, depending on the numbers in each year level.

All classes are taught using the Victorian Curriculum as well as Religious Education in the Catholic Faith as set by the Archdiocese of Melbourne.

We are generously staffed for a small school, enabling a comprehensive curriculum. Complementing the four classroom teachers is our Deputy Principal/Learning Diversity Leader who also delivers the Reading Recovery Program, a Digital Learning Technologies Leader, a teacher of Japanese, a Music teacher, a Physical Education teacher and two Learning Support Officers.

Our key focus for school improvement throughout 2022 was for all staff to participate in professional learning, especially in the area of Numeracy. Staff participated in 'Teaching Mathematics - Early Learning' which provided staff with numerous strategies to engage students in numeracy. Staff continued to work on implementing a structure that enabled collaborative planning. As a small school this can be a challenge, however we were able to align specialists in the timetable so that staff could meet weekly to plan and support each other.

Collaborative planning uses learning and wellbeing data to inform curriculum design and drive learning and teaching.

Another focus was to partner together with our families to enhance student learning and promote wellbeing. Wellbeing became an integral focus for all as we continued to face absences from school due to the COVID 19 virus. Following the pandemic, school staff worked closely with families and students to ensure a smooth transition back to on-site learning. This involved implementing safety measures, offering support for any emotional or academic challenges, and fostering open communication channels to address concerns and provide necessary resources.

Annunciation is a school where we promote empathy and where every child matters to every teacher!

Principal's Report

I am pleased to present the 2022 Annual Report to the Community.

It was pleasing to have staff, students and families back onsite. There was a strong vibe amongst families, as they relished the opportunity to reconnect with the school community after a couple of years of uncertainty due to COVID-19. There were periods of time throughout the 2022 school year when we were impacted by COVID-19. Fortunately, there were firm processes and policies in place that allowed for continued learning to occur.

Yet again, we have much to be proud of at our school. We witnessed the strength and kindness of others to ensure that all members of the Annunciation community felt included. Students had a renewed passion for learning and felt a strong connection with their teachers, both within and beyond the school. Throughout the school year, our school community placed great emphasis on rebuilding connections that were disrupted due to the challenging times we faced. We organised special events to provide opportunities for families, staff and students to come together and strengthen bonds.

I am thrilled to announce that Annunciation achieved outstanding NAPLAN results in 2022 and were featured in the Herald Sun as one of 10 most improved schools. Our students demonstrated remarkable growth and proficiency across all key learning areas. These outstanding outcomes are testament to the hard work of our students, the expertise of our teachers, and the ongoing support of families. We will continue to focus on effective teaching strategies and personalised learning approaches to further enhance student outcomes in the coming years.

At Annunciation, we prioritise building positive and nurturing relationships between teachers and students. Staff worked diligently to create a supportive and engaging learning environment where students feel valued and empowered. By fostering these strong connections, staff were better able to understand each student's individual needs, aspirations and learning styles. This approach has not only improved academic performance but also contributed to the overall well-being and happiness of our students.

I would like to extend my heartfelt appreciation to our dedicated staff, committed parents, and the wider community for their unwavering support throughout the 2022 school year. Together, we have accomplished significant milestones, and I am confident that with continued collaboration, we will continue to achieve greater success in the future.

Anna Yorston

Catholic Identity and Mission

Goals & Intended Outcomes

By the end of 2022, we will explore and implement opportunities for families to be engaged in key liturgical events in the Church calendar.

By the end of 2022, we will begin the implementation of a faith based inquiry that makes connections with students' lives.

Achievements

During termly planning sessions, opportunities were planned strategically for parents to engage with and in the Catholic Identity of our school. This included celebrations e.g. Grandparent's Mass, weekly masses and religious events such as Lent, Advent and feast days.

We worked on the implementation of faith based inquiry. Our planning sessions were a great springboard as all provocations were real and relevant. Staff worked together with the REL during planning and PLTs. A key focus during these planning sessions was planning and assessing Religious Education as a whole school. Staff would look at the Liturgical calendar to create an overarching focus for the whole school. Teachers then planned as a whole staff to ensure learning intentions and success criteria were appropriate to the Grade level and aligned with the Religious Education standards. This in turn ensured that assessment was sequential and was designed using a range of assessment procedures.

We believe that the planning of Religious Education is a strength at Annunciation through a curriculum that explores the Catholic Faith within today's context. The school also has a very close association with our parish Priest (Father O'Connor) and the Parish itself which is valued and celebrated.

VALUE ADDED

- Consistent and regular whole School Planning
- Invitations to special Masses e.g. to Feast of Annunciation Mass
- A slight increase in the attendance of families at special liturgical celebrations
- VL evident in planners/classrooms

Learning and Teaching

Goals & Intended Outcomes

By the end of 2022, we will ensure that Professional Learning focuses on key improvement strategies and addresses personal goals set by teachers.

To engage in Professional Learning on Mathematical Language and develop a shared understanding of best practice in Mathematics.

Achievements

All classroom teachers were involved in TMEL project (Transforming Maths Engagement and Learning) and worked closely with the MACS team and professors from Monash Uni to implement hands on, evidence based strategies to improve student learning in maths. New learning was evidenced in assessment and student knowledge and achievements were celebrated.

Writing moderation for assessment was continued with the focus on where to next with our writing. Teachers planned collaboratively to work on the needs recognised through moderation.

After COVID, student's handwriting needed improvement. Strategies were researched and added to work being planned in the classroom with a focus on explicit teaching of letter formation, sizing and use of lines. Presentation of work showed improvement and the children were proud of their achievements.

Feedback between teacher to teacher, teacher to student and student to student was a focus for all at Annunciation. Learning Walks in maths and literacy were a great support as collaboratively teachers worked on all aspects of feedback as part of the curriculum.

STUDENT LEARNING OUTCOMES

We were very excited that our school was mentioned in the Herald Sun as being in the top 10 "Most Improved" Schools for our NAPLAN results. We are incredibly proud of our students and teachers. This is a true testament to the teaching and learning that is offered at Annunciation, and it just affirms the wonderful things that are happening in our space. The student's NAPLAN results showed a continuing upward growth and value added.

To improve student learning outcomes, we continued to engage in Professional Learning centred around Mathematics. We put in place a Maths Intervention program for students at risk and continued our Literacy Intervention programs such as, Reading Recovery, ERIK and GREAD.

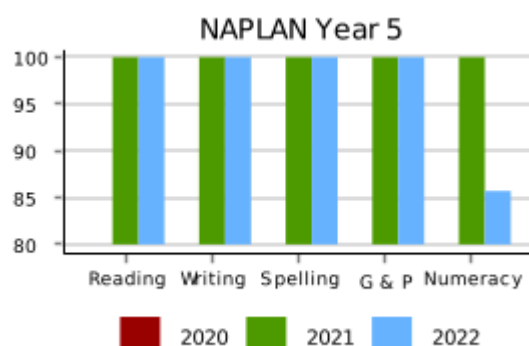
We continued to use targeted groups to address student needs. Pre-assessments were administered to identify student's points of need and target the gaps in their learning, as informed by the curriculum.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021	2022	2021 – 2022
	%		Changes	%	Changes
	*		*		
YR 03 Grammar & Punctuation	-	90.9	-	**	**
YR 03 Numeracy	-	90.9	-	**	**
YR 03 Reading	-	100.0	-	**	**
YR 03 Spelling	-	100.0	-	**	**
YR 03 Writing	-	100.0	-	**	**
YR 05 Grammar & Punctuation	-	100.0	-	100.0	0.0
YR 05 Numeracy	-	100.0	-	85.7	-14.3
YR 05 Reading	-	100.0	-	100.0	0.0
YR 05 Spelling	-	100.0	-	100.0	0.0
YR 05 Writing	-	100.0	-	100.0	0.0

* 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

By the end of 2022, we have updated policies and practices that align with the identified needs of our students.

By the end of 2022, we will have a shared understanding of the needs within our school and a consistent practice in addressing them.

Achievements

PAT Wellbeing Survey was administered annually and analysed by staff. Recommendations were put into place to support the students. The school employs a Counsellor to support students struggling with different setbacks in their lives.

Information was provided in the newsletter to support families through many of life's challenges.

Child Safe policies were updated in accordance with the guidelines and where possible, wellbeing protocols were put in place and shared with staff.

Whole school assemblies were held weekly, and we ensured that wellbeing activities were embedded in the online teaching. The Principal also held weekly "R U OK" sessions with the children where they could share their feelings and anxieties in a safe environment. Classroom teachers were also regularly checking in with their students online to monitor their well-being and progress.

The school psychologist continued individual sessions weekly with allocated students to ensure that they had a forum to express their concerns.

VALUE ADDED

- Respectful Relationships PD for new staff to the school
- Kool Kids Program every Wednesday 2:30-3:30 started Term 1
- Use of PAT Wellbeing data to determine where our focus was to be
- Weekly whole school assemblies with a focus on wellbeing
- RUOK sessions weekly

STUDENT SATISFACTION

The results from the School Improvement Student survey were affirming and reflected the efforts that were put into wellbeing and engagement. However, more work is required to ensure that students feel they have opportunities to have a positive impact on the school. Teacher Student relationships continues to be a strength at our school. Students also were extremely positive in noting that they feel their teachers have rigorous expectations of them.

STUDENT ATTENDANCE

Parents/Guardians are expected to notify the school via email or phone if their child is absent on a particular day. If they do not email or phone there is an expectation that the child returns to school with a note regarding the reason for the absence. If the school does not receive any of the above the school officer will then phone the parents.

All absences and the reasons are recorded using a platform "N-Forma". Absences are also recorded twice a year on the student's school reports.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

Y01	88.1%
Y02	85.1%
Y03	87.6%
Y04	84.1%
Y05	83.8%
Y06	84.6%
Overall average attendance	85.6%

Child Safe Standards

Goals & Intended Outcomes

Annunciation continue to promote the safety and wellbeing of all our students. Staff are involved in continuous Professional development in this area.

The Student and Parent Data collected around Child Safety affirmed that families and children felt that the school is proactive in ensuring the safety of our students.

This year saw the introduction of the new Child Safe standards which were implemented to further enhance existing child safety measures and to create a safer learning environment for children.

Updated Child Safe policies are placed on platform called "Smart Solutions" as a way for staff to have full access to policies and procedures. This platform also collates and records the names of staff who complete all child safe modules during the year.

Achievements

Implementation of Ministerial Order 1359 and the new 11 Child Safe Standards

Continued implementation of 'PROTECT', Identifying and Responding to all Forms of Abuse in Victorian Schools'

In 2022 all teachers and Learning support staff completed the Online modules for Mandatory Reporting and classroom teachers also completed the Online modules around Disabilities.

In 2022 the students continued to have weekly lessons from the Respectful Relationship program.

Students accessed and completed the PAT Social Emotional Survey (SEW) as a way to collect data around well-being and child safety.

The Learning Diversity Leader attended Professional Learning regarding wellbeing.

Student Activity Locator (SAL) and the Risk Register was completed prior to all excursions/camps.

The introduction of the new Child Safe Standards in 2022 represents a significant step towards creating safer learning environments for children in schools. By implementing these standards, Annunciation demonstrates their commitment to ensuring child protection and wellbeing. Ongoing compliance and continuous improvement in child safety practices will help to create an environment where every child can thrive and reach their full potential.

Leadership

Goals & Intended Outcomes

By the end of 2022, Annunciation will have formalised protocols to ensure there are opportunities for collegial sharing and feedback

By the end of 2022, teacher efficacy has been strengthened.

Achievements

Professional Development was encouraged and time given for all teachers to be part of professional learning.

These included :

- Using Data for continuous school improvement.
- TMEL - Transforming Maths Engagement and Learning
- Western Zone Clusters for RE, Maths, Wellbeing Learning Diversity
- Visible Learning (Feedback)
- REL leader attended PD for accreditation purposes.
- Attendance at Principal Network meetings
- All classroom teachers attended the Wellbeing conference in Melbourne

All PD was shared with staff during collaborative planning and where possible implementation was encouraged as was feedback. This proved beneficial for both staff and students.

Staff wellbeing was seen as a priority and therefore a wellbeing day for all staff members was organised and was well received. Staff wellbeing was considered a priority and was greatly appreciated by the staff.

Our staff School climate and staff leadership relationship data continued to grow, indicating that staff felt supported by the Leadership team. Collaboration in teams data (85%) also affirmed the processes we have put in place so that staff are able to work and learn alongside their peers across the school. Teachers have a strong belief (100%) that staff at the school have what it takes to improve instruction.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

- EAL reporting (Teaching staff)
- Transforming Maths Engagements and Learning (TMEL) (Teaching staff)
- Respectful Relationships PD (New staff)
- Online modules Mandatory Reporting (All staff)
- Online Modules Disability Standards (All staff)
- Online Diabetes Training (All staff)
- CPR & First Aid Training (All staff)
- RE Network Days (x 2 staff)
- Learning Diversity Network Days (x 1 staff)
- Principal Network Days (x1 staff)

Number of teachers who participated in PL in 2022

10

Average expenditure per teacher for PL

\$450

TEACHER SATISFACTION

Staff at Annunciation feel very valued and connected to the school.

MACSSIS data indicates that staff are grateful for the quality and coherence of professional learning opportunities. They also have a strong sense of catholic identity and value the opportunity provided by leadership to ensure that staff have time to plan and collaborate effectively.

This year, it was appreciated by all staff to be working back onsite.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate

97.5%

ALL STAFF RETENTION RATE

Staff Retention Rate	87.5%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	20.0%
Graduate	20.0%
Graduate Certificate	20.0%
Bachelor Degree	20.0%
Advanced Diploma	20.0%
No Qualifications Listed	40.0%

STAFF COMPOSITION

Principal Class (Headcount)	1.0
Teaching Staff (Headcount)	11.0
Teaching Staff (FTE)	7.2
Non-Teaching Staff (Headcount)	7.0
Non-Teaching Staff (FTE)	2.4
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

By the end of 2022, parents will understand how students learn in the area of Mathematics.

By the end of 2022, partnerships have been formed that positively impact on the social, emotional, spiritual and academic growth of our students.

Achievements

In order to build teacher confidence and expertise in involving parents with their children's learning, we introduced SEE SAW and shared student achievements through assembly awards, a visible learning board and newsletters.

Work was showcased at assemblies and displayed throughout the school.

Presentations were videoed and shared with families.

Parents & Friends Committee were involved in establishing the vegetable garden and all Yr levels had opportunities to plant and harvest.

We had the beginning of the school year picnic where families were provided with a meal and ice-creams.

Feast Days were celebrated with a meal or BBQ for families.

The Christmas concert was planned but had to be cancelled due to the weather.

Mother's Day and Father's Day breakfast were held early in the morning, so all parents could attend and were catered for by the school and served by the staff. Mother's Day and Father's Day stalls were held for the students to purchase a gift for their parents or someone special in their lives.

Grandparents shared a special morning where they shared a meal with the students, participated in activities and attended Mass with the school community.

We believe that there is a strong sense of community at Annunciation.

PARENT SATISFACTION

The feedback received from our parents during 2022 was overwhelmingly positive and staff were very grateful for the support given.

MACSSIS data indicated that communication between school and home continued to exceed the MACS average. Parents also strongly believe that Annunciation is a school that caters for

their child's needs, and they have a positive perception of the social and learning climate of the school.

Parents were extremely grateful for their children to be back onsite, and they too were able to be back onsite.

Future Directions

Looking ahead, we remain committed to our mission of providing a high-quality education that meets the diverse needs of our students. We will continue to invest in professional development opportunities for our staff, strengthen our community partnerships, and implement innovative teaching practices. Our goal is to create an environment where every student can thrive academically, socially and emotionally.