



Catholic  
Education  
Sandhurst Ltd

# 2023

## Annual Report to the School Community



### Holy Rosary School

556 Napier Street, WHITE HILLS 3550

Principal: Paul Wilkinson

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

Registration: 1067, E Number: E3027

---

## Principal's Attestation

---

I, Paul Wilkinson, attest that Holy Rosary 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 26 Apr 2024

---

## About this report

---

Holy Rosary 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](#).

---

## Governing Authority Report

---

The 2023 Catholic Education Week theme “Let the Words You Speak Always Be Full of Grace” reminds us of Pope Francis’s call to be a synodal Church in which our understanding of others and respect for diversity is shaped by respectful dialogue borne from deep listening.

Catholic Education Sandhurst continues to be committed to providing contemporary and innovative learning environments that value diversity and promote care, respect and co-operation. In 2023 we launched the CES Ltd Strategic Plan 2023-2027 which sets out directions and priorities that will guide the way in which our Catholic schools pursue excellence in fostering the development of each person in all the dimensions of human existence: intellectual, spiritual, emotional, bodily, relational, environmental and cultural.

Schools have begun the process of developing School Improvement Plans aligning their local strategic planning to the CES Strategic Plan, under the direction of Principal Consultants and in response to schoolbased review findings.

Our 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.

Our learning data has identified pockets of excellence in school communities across the diocese but also highlighted greater scope for improvement in the future. The development of the CES Ltd Catholic Learning and Teaching Framework will promote greater collaboration and focus on student learning growth.

The nation-wide shortage of teachers continues to impact 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.

CES Ltd has a small number of schools with low enrolments and personnel and the Catholic Education Office works closely with leadership in these schools to ensure continued viability. An incentive scheme to attract and retain educators has been initiated and the CES Ltd Board has taken a robust interest in the way small schools are promoted through the CES Ltd Marketing Strategy.

I am extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2023 of Catholic Education Sandhurst Ltd - our schools and personnel in the Catholic Education Office. They continue to work tirelessly for the students and families in our schools, true bearers of the Mission to which they have been called.

PAUL DESMOND

Executive Director, Catholic Education Sandhurst Limited

---

## Vision and Mission

---

### Our Identity Statement

Holy Rosary School promotes our core values and achieves Excellence in Education within a Caring Faith Community

### Our Vision Statement

- We are a Catholic school that honours a strong foundation of faith; reflecting the teachings of the Gospels and the Mercy charism.
- We are an inclusive and welcoming community which accommodates and celebrates diversity.
- We model the values of integrity, resilience and respect in all aspects of school life and uphold child safe standards.
- We are educationally rigorous and engage positively in a complex global environment.

### Our Graduate Outcomes

At Holy Rosary, we expect graduating students to be:

- Committed to a relationship with God (we live according to Christian values and the Catholic Tradition)
- Excited about, and committed to, ongoing learning (we have a strong social and academic foundation)
- Motivated and skilled to take an active role in society (we have developed leadership skills)
- Hope-filled, gracious and joyful (we celebrate the Gifts of the Holy Spirit)
- Respectful of all life - self, others and the environment (we take responsibility for ourselves and are accountable for our actions)
- Confident and resilient (we know our own sense of worth, and that of others)
- Reflective and forgiving (we display tolerance and reconciliation)

---

## School Overview

---

Holy Rosary School began in 1918, housed in the same weatherboard building that served as the church on Sundays. In 1920, the Mercy sisters began their sixty-year association with Holy Rosary, the two Sisters travelling out to White Hills from St Kilian's in a horse-drawn cab, each day. Enrolments grew steadily after the Second World War as the White Hills area expanded. In 1957, the Parish of Our Lady of the Rosary was instituted, and three new brick classrooms were erected along Napier Street to accommodate the increasing numbers of students and teaching staff. Like many other Catholic schools of this time, Holy Rosary offered classes from Grades One to Eight (Merit Certificate) and class sizes were quite large by current standards.

Since then the school has continued to grow, new facilities have been built and older buildings refurbished in order to meet current teaching and learning needs. Holy Rosary has developed a great cultural diversity and is clearly a mirror to the growing diversity of the broader White Hills community. Our welcoming school environment has seen our enrolment continuing to grow, being in a high growth area to the North of Bendigo.

Holy Rosary provides a positive learning environment whilst, at the same time, maintaining close links to the community. Our school has a strong sense of community, drawing students from White Hills, Epsom, Huntly and North Bendigo and providing a quality educational setting for an enrolment of just 301 children in 2023. We strive to live out our Identity Statement, 'Leaders for Tomorrow'.

We have access to a broad range of curriculum experiences, which support children's development in the critical areas of numeracy and literacy, as well as specialist Music, Art, Indonesian and technology/robotics programs that provide further interest and challenge for all. The school has an excellent pastoral care program reflective of the sense of community within the parents and students, called upon for support during time of loss and hardship. Our Religious Education program reflects the commitment to the Catholic identity of the school, which we see as inclusive and welcoming.

As a Catholic School, it is crucial we are able to offer those within our school community the opportunities to develop as a whole person – intellectually, spiritually, physically, morally and emotionally. In promoting and nurturing this within individuals, the person and teachings of Jesus Christ need to be integral to the teaching and learning process that is shared between school and family in an environment that is both supportive and challenging.

The Schools Enrolment of the 2023 school year was 301. We maintained 14 class groupings, 2 Grade Prep classes, 2 x Grade 1 classes, 2 x grade 2 classes, 3 x Grade 3, 2 x Grade 4 classes, 2 x Grade 5, and 2 x Grade 6 classes. There were 29 teaching staff with a full time

equivalent of 29.6. There were three School Officers, We had 12 Learning Support Officers and 5 Maintenance/Ancillary staff.



---

## Principal's Report

---

In presenting our 2023 Annual report we are proud of all we have accomplished. We are proud of the work of our students, staff and all our community members. Leaving the challenges of the pandemic behind we were able to move forward with confidence and enthusiasm.

Firstly thank you to all the children for your hard work and dedication throughout the year. It was certainly great to have the continuity of learning and teaching and again we saw how the many different opportunities were taken and embraced by you all. It was certainly great to have children actively engaged in learning activity and fun. Your efforts have not gone unnoticed.

It is a credit to all staff, students and parents for the positive and enthusiastic manner in which our school was reinvigorated after the challenges of the past few years I acknowledge our teachers and support staff, without their hard work and dedication and support of the children and families our year would not have been such a success.

The report celebrates our success. It is also a cause for reflection – an opportunity to look forward – to consider how to do some things better.

At Holy Rosary, we are dedicated to nurturing your child's mind, body, and spirit. Our goal is to provide a rich educational experience while instilling leadership qualities for the future. We cherish each student's uniqueness and strive to make the most of every opportunity to support their learning journey.

I extend my congratulations to the 2023 Holy Rosary community for their unwavering focus on putting children first. Our school prides itself on being inclusive and embracing diversity. We can take pride in the progress and enhancements across all facets of our educational environment. Looking ahead, we eagerly anticipate further growth and are ready to tackle any challenges that come our way. The year 2023 marked an opportunity to fully engage with students and their families. With the dedication of our staff, we continue to strengthen our school's vital role within the community.

We certainly remain extremely proud of all that we have achieved and the strong connections we have made.

---

## Catholic Identity and Mission

---

### Goals & Intended Outcomes

We articulate, lead and support the enhancement of the school's Catholic Identity, charism and faith development.

### Achievements

Classes regularly attended the Holy Rosary Friday Parish Mass, in which children took an active role in the liturgy of the word readings and prayers of intercession.

We participated in a Backwards by Design workshop with the CES Ltd Catholic Identity team to enhance our planning and teaching learning experience of the Source of Life RE units. Staff were also immersed in a spirituality day focusing on Ignatius Prayer. In this professional development session Carlile Anderson, founder of Imaginative Prayer provided teachers with new practical ways to incorporate scripture, theology and prayer into the classroom space.

As always, the children engaged in social justice activities run by the Grade 6 leadership team throughout the year. Fundraisers included Caritas - Project Compassion, Catholic Mission - Socktober Crazy Hair/Sock day and St Vinnies - Christmas Hamper donations.

### Value Added

Catholic Identity Religious education activities in 2023 included:

- The introduction of the School Choir at both our whole school masses and Grade 3 Sacramental mass
- Lent and Advent Liturgical activities undertaken as part of our school assembly i.e Lenten promises and Waiting for Jesus. Hope filled waddling cloth class displays were placed in the church for the parish community to share in our learning experiences
- Our School FIRE carriers worked with Troy Firebrace to create Aboriginal School House logos to complement our existing designs.

---

## Learning and Teaching

---

### Goals & Intended Outcomes

Curriculum at Holy Rosary provides a rigorous and challenging learning environment.

- Develop a school wide shared philosophy of Learning and Teaching.
- Close monitoring and promotion of school wide targets throughout the school community.
- Clarity of role across the school

### Achievements

Learning and Teaching are key pillars for any school and this is certainly the case at Holy Rosary. As a school we look to continually improve and develop children's learning experiences.

Much of our Curriculum development occurs as a Professional Learning Community, involving the whole staff, held at weekly meetings on Tuesdays. These meetings follow a pre-set agenda.

The Annual Action Plan challenged us to develop an authentic curriculum based on our students needs. We explored the opportunities of Science of Reading and expanded our learning to the junior classrooms Foundation - Grade 2. We continued to provide extensive supports through the levelled literacy intervention program in the Grade 3-6 area of the school and introduced 'Little Learners Love Literacy' as the basis for our junior intervention program. In all cases these were linked to data from the classroom and the groups were fluid to ensure children achieved success and had opportunities for growth. The analysis of data indicated the curriculum met the needs for the children and provided excellent growth and learning.

Our Assessment and Reporting processes were reviewed in light of updated CECV Reporting Guidelines. We continued to dedicate time to both in person and 'Online Learning Conversations as well as a Learning Portfolio which demonstrated where children were placed alongside the expected curriculum levels. Our written reports also tied the conversation and portfolio together with overall expectations for the children's learning. The structure was widely appreciated by staff, parents and students, providing a consistent and sequenced acknowledgement of the childrens progress.

Once again, we made use of online assessments in Literacy and Numeracy with the aim of making more effective use of data to drive classroom teaching.

In other achievements:

- Staff completed “Protecting Children-Mandatory Reporting” an e-learning unit of work through the Department of Education.
- Teachers were involved in the Bendigo, Pre-school Network and Kinder to School transition programs and hand-over initiatives.
- Full implementation of pre-enrolment screening in Receptive and Expressive Language
- Implementation of NCCD data collection and the clarity around adjustments to the curriculum and teaching practice for students with both diagnosed and imputed disabilities.
- Maintained and continued to promote teachers use of electronic forms of recording, communication and planning documentation.
- Commitment to additional PSG (Parent Support Group) Meetings for children with additional needs.

### **Student Learning Outcomes**

As a school we have tracked the progress of students through Foundation-2 testing and the Little Learners Love literacy program.

In addition, we have utilised appropriate school based rubrics to ensure we are able to assess and report in all areas of the curriculum.

We utilise all available data to ensure we are able to set individual goals for all children. Goals are reviewed and renewed each term in consultation with parents and are used to target teaching and implement intervention and extension opportunities.

An analysis of our NAPLAN Data shows at or above standard achievement in all areas. The grade 3 Spelling was an area of concern being on average below students from like schools and nationally.

The Grade 5 data provides for consistent achievement across all areas. Again the cohort is at or above the expected level for all areas

In summary, all children in grade 3 and Grade 5 were at the national minimum standard, In all areas other than Spelling the school has maintained sound achievement and growth.

<b>NAPLAN - Proportion of students meeting the proficient standards</b>			
<b>Domain</b>	<b>Year level</b>	<b>Mean Scale score</b>	<b>Proficient</b>
Grammar & Punctuation	Year 3	383	53%
	Year 5	475	57%
Numeracy	Year 3	410	65%
	Year 5	461	54%
Reading	Year 3	396	65%
	Year 5	505	72%
Spelling	Year 3	381	53%
	Year 5	469	67%
Writing	Year 3	407	68%
	Year 5	493	87%

\*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 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.

---

## Student Wellbeing

---

### Goals & Intended Outcomes

We are committed to creating a safe and positive school environment. Relationships in the school are characterised by mutual respect, trust, confidence, understanding and empathy towards each other.

### Achievements

The diversity of pastoral programs offered at Holy Rosary reflects the school commitment to addressing all needs throughout their primary school years. Additionally, there is provision and continual development of:

- The Pastoral Wellbeing team's experience and skills
- Teacher professional development and support to provide and engage in inclusive teaching practices, and
- Development of systems to address future changes in pastoral care needs.

Our Behaviour support team, meets regularly throughout the year; with the intention to support teaching and learning of positive behaviours as well as implementing the One-Page Safety plan and FBI (function based interventions) for challenging students.

Our school continues to implement the Respectful Relationships program that ensures we have a strong teaching and learning base upon which to work with children. The implementation of the Seasons for Growth program across the school is another active way in which we support inclusion, diversity, behaviour education and grief.

In 2023, we employed a social worker, Kris Millard. Kris not only supported children and their families but was able to play a key role in classroom behaviour support and emotional support for teachers.

### Value Added

- School breakfast program
- Foodshare partnership
- Behaviour support team
- Seasons for Growth

- Risk assessments
- Implementation of Respectful Relationships program (RRRR)
- PROTECT implementation
- Incident reports
- Critical incident training
- Attendance tracking
- Out of Home Care training
- Parent support group meeting
- Allied Health supports

School Camps Grade 4 - 6

### **Student Satisfaction**

The students at Holy Rosary participated in the ORIMA school climate surveys as conducted across all schools in the Sandhurst Diocese. We had 114 of 122 students from Grade 4-6 respond to the survey, with an overall satisfaction rate of 49% marginally below the Diocesan average.

Students were particularly comfortable in their grade 4 & 6 year levels however the grade 5 cohort expressed some concern regarding the behaviour of their peers.

### **Student Attendance**

- An electronic attendance register of all students is kept each calendar year using SIMON software.
- Attendance is recorded twice daily.
- Holy Rosary has a set attendance procedure. At 10am each day, an attendance SMS is sent out to families where a child has an unexplained attendance. These SMS messages are then followed up with a phone call at 11:40am. Upon following up absences, families are asked to provide explanations for absences.
- Holy Rosary's Attendance Officer assists teachers in following up and making plans for students with frequent unexplained absences.
- Annual student attendance percentages are published to the school community via the Holy Rosary Annual Report.



- Weekly attendance percentages are published to the school community via the Holy Rosary newsletter.
- Holy Rosary participates in the Australian Government's annual student attendance data collection, with attendance automatically sent to the Catholic Education Commission of Victoria via SIMON Software.
- Attendance data is published within the staff bulletin for additional follow up.

<b>Average Student Attendance Rate by Year Level</b>	
Y01	90.6%
Y02	91.4%
Y03	91.9%
Y04	91.6%
Y05	91.9%
Y06	89.5%
Overall average attendance	91.1%

---

## Leadership

---

### Goals & Intended Outcomes

We are a purposeful, collaborative and reflective professional learning community that builds leadership capacity across the school.

- Close monitoring and promotion of school wide targets throughout the school community.
- Clarity of role across the school
- Review of Literacy philosophy and implementation
- Revisit and review the student leadership program

### Achievements

- Board Formation around new Governance changes - including changing role description
- Restructured staff leadership team
- Student leadership program including specific roles, dedicated leadership days (x2) and participation in school tours and promotion
- Participation in Cluster student leadership initiatives

## Expenditure And Teacher Participation in Professional Learning

### List Professional Learning undertaken in 2023

All Staff members are involved in ongoing Professional Development (PD),

Some formal activities undertaken in 2022 included:

- Whole Staff attendance at Bendigo cluster PD sessions and in-school planning and Professional Learning Community (PLC) Meetings
- All staff were involved in Annual Review meetings (ARM), goal setting, joint and individual planning, professional learning teams and task specific PD or working parties. Opportunities to extend individual programs, with school support, or to participate individually in interest-based PD are available.
- The Deputy Principal attended Deputy Principal Meetings and Leaders gatherings. The Religious Education Coordinator attended meetings for Religious Education Coordinators during the year.
- The Principal attended Diocesan Principal Meetings, as well as local cluster and Deanery Principal meetings and Leaders gatherings.
- All Staff members completed Level 1 First Aid and CPR and Anaphylaxis updates, Staff completed an online Mandatory reporting course
- Numerous Staff Meeting Times have been allocated to PD covering issues pertinent to classroom practice. Examples include: OH&S training, Special Needs Assistance, Religious Education, Maths and other curriculum areas, school transition programs etc.
- Staff participated in ongoing review of learning provided online.
- Our Principal and Deputy Principal staff members were involved in the Pre-Prep Screening interviews and the follow-up class allocation of those new students.
- Four staff members have continued to study towards their Accreditation to Teach RE in a Catholic School
- Learning diversity Coordinator PD days were attended by the Learning diversity leader.
- Admin specific PD days were attended by relevant staff.
- The Principal completed 4 units towards Masters post Grad study

<b>Expenditure And Teacher Participation in Professional Learning</b>	
Staff members routinely engage in out of hours PD in curriculum and personal interest areas; e.g.: Zart Art sessions, Bendigo Phys Ed Committee etc	
Number of teachers who participated in PL in 2023	21
Average expenditure per teacher for PL	\$1264.00

### Teacher Satisfaction

The staff at Holy Rosary participated in the ORIMA school climate surveys as conducted across all schools in the Sandhurst Diocese. We had 31 of 36 staff members respond to the survey, with an overall satisfaction rate of **68%** marginally above the Diocesan average.

Staff were particularly comfortable with the way they were able to collaborate and work together, whilst they had some concerns around student behaviour.

<b>Teacher Qualifications</b>	
Doctorate	0.0%
Masters	0.0%
Graduate	7.1%
Graduate Certificate	7.1%
Bachelor Degree	60.7%
Advanced Diploma	14.3%
No Qualifications Listed	10.7%

<b>Staff Composition</b>	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	33
Teaching Staff (FTE)	27.4
Non-Teaching Staff (Headcount)	25
Non-Teaching Staff (FTE)	16.8
Indigenous Teaching Staff (Headcount)	0

---

## Community Engagement

---

### Goals & Intended Outcomes

- Promote parent engagement in the school

### Achievements

On behalf of everyone here at Holy Rosary, and especially the school staff, I want to extend our heartfelt gratitude and express our sincere appreciation for the incredible support we received from the Parents and Friends Group (P&F) throughout 2023. Despite the challenges of returning to a pre-COVID school environment, we were still able to offer wonderful opportunities for socializing and fundraising, thanks to your unwavering support.

We were fortunate to continue several activities such as the canteen, Book Club, and the Uniform shop, along with hosting events like the Easter Raffle and a memorable graduation ceremony for our Year 6 students.

We are dedicated to restoring its sense of unity and belonging to our previously high standards. Once again, we extend our gratitude to the dedicated and adaptable members of our school community who ensured the revival of the P&F, school council and other groups for the benefit of our children and the entire school community.

### Parent Satisfaction

Our Parents at Holy Rosary participated in the ORIMA school climate surveys as conducted across all schools in the Sandhurst Diocese. We had 22 of 203 families respond to the survey, with an overall satisfaction rate of 44% marginally below the Diocesan average. The implications of COVID certainly provide an opportunity to improve our engagement with families.

---

## Financial Performance

---

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.hrwhitehills.catholic.edu.au](http://www3.hrwhitehills.catholic.edu.au)