



2007 Annual Educational and financial report for

St John's Lutheran Primary School, Jindera.

Principal: Miss Sharon Kotzur

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1. A message from St John's School Council Chairman.

2007 heralded significant capital improvements to St. John's. We opened the year with 4 new classrooms (Picture of official opening below) and mid-year the multi-purpose hall was constructed in time for the concerts in September. The size of the school now dictates that we run a junior concert and a senior concert, each with a matinee as well as a night performance.



Staffing:

For 2007 our staff were Fiona Schulz and Emma Wallace in Kinder, Jenny O'Neill and Therese Schmidt (Yr1), Andrew Enever (Yr 2), Cheryl Liebelt (Yr 2/3), Joy Edwards (Yr3), Tracey Scully and Kade Stevens (Yr 4), Anthony Bothe (Yr 5) and Alison Buckland (Yr6). Rose Thomas continued with Little Saints. The fulltime teachers were assisted by 18 other part-time and ancillary staff.

Shirley Finster moved into the

role of School Chaplain when we were awarded a grant under a Federal funding initiative, and this extends the chaplaincy role of Pr. Rob into the school.

Early in the year we also started using Glenn Wright, the business manager from St Pauls College, on a part-time basis. The previous financial management from Ron Asquith was phased out so that we now have an in-house part-time bookkeeper with oversight from a part-time business manager. This structure will serve us well as we progress to double-stream over the next few years. Sharing resources with St Pauls took another step when we engaged Sean Cook as I.T. manager to oversee our extensive computer network, and keep St Johns at the cutting edge of technology in education.

There were no significant changes in the makeup of our student base from 2006, both denominationally and geographically. The most important fact is that the school continues to grow without the benefit of the long-awaited subdivision in Jindera.

The Riverina Review of Lutheran Education was presented in March, and was followed up by another workshop in JUNE. To date no significant changes have taken place as a result of these endeavors, and it is hoped that more discussion will follow this coming year.

The Council would like to once again thank Sharon for her efforts throughout the year. And we look forward to working with her under God's direction into 2008.

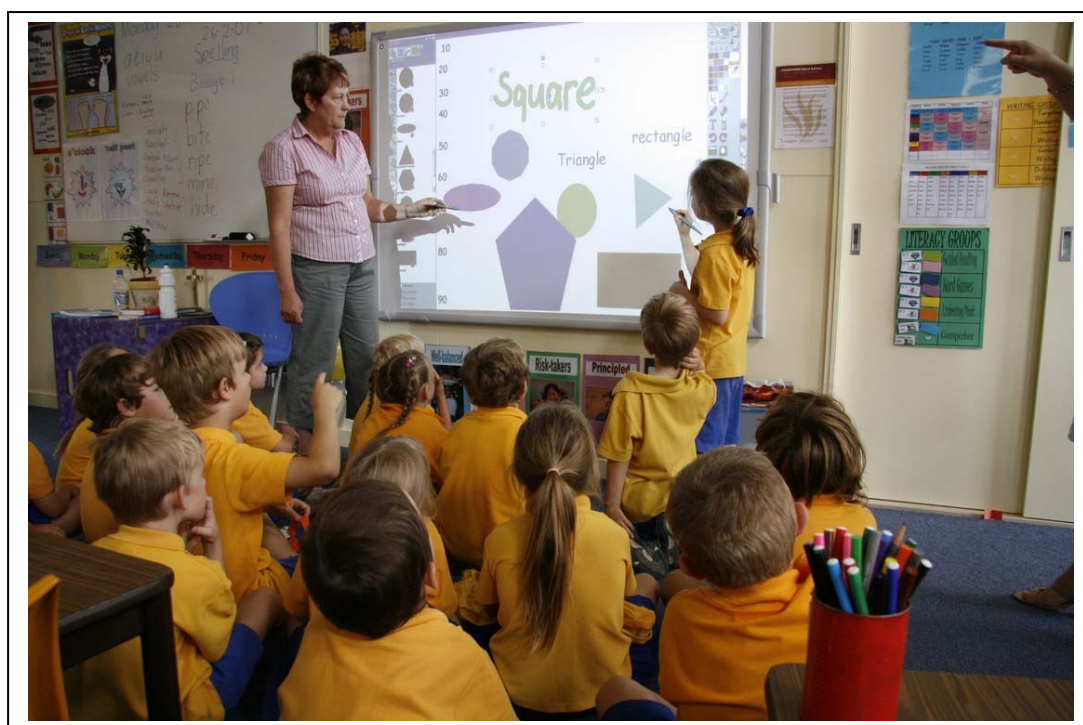
Respectfully submitted
David Schmidt,
School Council Chairman.

2. Value Added Information

A message from the Principal

2007 was an exciting year for St John's where we added many additional students and grew from 218 children to 250!!

We commenced the year with 4 brand new classrooms – complete with the latest of technology. All classrooms now have interactive whiteboards in them and much Staff professional development was carried out in support of this new technology. Students absolutely love this new technology and we have found engagement levels (particularly of boys) has increased significantly!



Once again, parent satisfaction remains high and educational standards and programs offered to children are of a high standard.

Earlier in the year we were successful in getting an extension of the Bus service to Howlong which has now made it possible for more people in the area to have a choice over which school they attend.

Two major focuses for Staff teaching and learning throughout the year were:

- ❖ Interactive Whiteboard education and the training needed to implement them in four of the new classrooms.
- ❖ Continuation of the Success for Boys' program and Professional development modules. We completed the final two modules of this program on "Boys and ICT".

Another highlight of the year was the appointment of a School Chaplain, “Mrs Shirl” under the Governments “Chaplaincy” grant program. Mrs Shirl has been working alongside parents and students new to the school as well as running some support programs and activities at Lunch time. We have already noticed the impact that she is having and students very as though they have someone (and somewhere) that they can go to at lunch or other times, should they need a listening ear. We look forward to this support continuing for another 2 years.

Another highlight and real milestone for the school was the completion of Stage 1 of a new Multi-purpose Hall.



Whilst there are still things that we need to finish off, this hall now gives us a place that the whole school can gather for Chapel worship services, concerts and the like.



Staff are highly committed, dedicated and strive for real excellence.

With such a great team and desire to see St John’s continue to grow, we look forward to all that 2008 holds for staff, students, parents and the greater community.

Sharon Kotzur
Principal.

3. School Performance in Statewide Tests

Literacy and Numeracy Assessments in Years 3 and 5

Year 3:

In 2007, 36 Year 3 students took part in the state wide Basic Skills Test (BST) and the Primary Writing Assessment (PWA).

In Year 3, 100% of students achieved skill in bands 2 or higher in Overall literacy results compared to 91% of the State and 97% achieved skill in bands 2 or higher in numeracy compared to 91% of the state.

A further breakdown of results showed that:

- 97% of Year 3 students achieved skill in Band 3 or higher in overall literacy as compared with 77% of the State.
- Achievement in reading was 92% at band 3 or higher compared to 72% of the state.
- Achievement in language was 89% at band 3 or higher compared to 74% of the state.
- Achievement in writing was 91% at band 3 or higher compared to 80% of the state.
- Achievement in Number, Patterns and Algebra was 90% at Band 3 or higher compared to 67% of the state.
- Achievement in Measurement and data was 97% at band 3 or higher compared to 70% of the state.

Year 5:

In 2007, 30 Year 5 students took part in the state wide Basic Skills Test (BST) and the Primary Writing Assessment (PWA).

In Year 5, 100% of students achieved skill bands 3 or higher in Overall literacy as compared to 95% of the state, and in numeracy 100% of students achieved bands 3 or higher as compared with 93% of the state.

A further breakdown of results showed that:

- 100% of Year 5 students achieved skill in Band 3 or higher in overall literacy as compared with 95% of the State.
- Achievement in reading was 87% at band 4 or higher compared to 79% of the state.
- Achievement in Language was 87% at band 4 or higher compared to 75% of the state.
- Achievement in writing was 86% at band 4 or higher compared to 83% of the state.
- Achievement in Number, Patterns and Algebra was 86% at band 4 or higher compared to 77% of the state.
- Achievement in Measurement and data was 81% at band 4 or higher compared to 75% of the state.

Table 1: BST and PWA results – percentages above benchmark

	Year 3	Year 5
2007 test	Percentage of students achieving Band 2 or higher	Percentage of students achieving Band 2 or higher
Overall Literacy	100%	100%
Overall Numeracy	97%	100%

4. Professional learning and teaching standards.

Professional Learning:

In 2007 the entire staff took part in a number of professional development experiences. Every year all full time staff commence the school year with an annual retreat. This retreat is designed to help us to learn to grow together and in our knowledge of ways to improve our teaching skills.

All full-time teaching staff have their First Aid certificate and so 2007 was a year to refresh these qualifications and ensure that all are up to date.

All staff took part in a Child Protection and Investigations course including the process and procedures that would be followed in case of a child protection issue arose. In addition, staff were inserviced in Manual handling and ladder training and various OH&S issues and policies.

Halfway through the year, teaching staff also took part in a “Social cruelty and Anti Bullying” inservice as part of our continued education into practices promoting a safe school.

We also continued on with our professional development experience in the “Success for Boys” project in which all teaching staff worked through the final ICT modules designed to improve learning experiences and outcomes for boy’s education in this area.

The following summary shows the professional development activities that were undertaken by staff throughout 2007:

Description of the Professional Learning Activity	No. of Staff participating.
OH&S policies and procedures inservice , covering ladder training and manual handling	26
Success for Boys ICT module	15
Australian Red Cross – First Aid Refresher course	12
Child Protection and Investigation	26
Interactive Whiteboard conference on the Gold Coast	4
Interactive Whiteboard training	4
Social Cruelty/Anti Bullying – Robert Pereira	25
SE Region Lutheran Teachers Conference - Ballarat	15

5. Teacher attendance and retention rates

In 2007 the average staff daily attendance rate for teaching staff was 97.3%

The proportion of staff retained from 2006 was 100%.

Teaching Standards

For 2007, the teachers at St John's Lutheran Primary School can be described as follows:

Category	Number of teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office or Overseas Skills Recognition (AEI-NOOSR) guideline, or	15
Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	0
Teachers who do not have qualification as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context.	0

6. Student attendance and retention rates in secondary schools – not applicable – Primary school only.

7. Post School destinations – not applicable as we are a Primary School only.

8. Enrolment Policies and Profiles

Established in 1868, St John's Lutheran Primary School has been providing quality Christian education non-stop for well over 136 years!

St. John's Primary School offers Christian education to all applicants, regardless of ethnic origin, gender, religion, financial status or disability provided that:-

- Parents seeking to enrol their child/children undertake to support the Christian ethos and stated aims of the school.
- Adequate space and resources are available.

Procedures:

1. All applications should be processed within the school's enrolment policy.
2. The school will consider each applicant's supporting statement/interview responses regarding their child's ability and willingness to support the school's ethos.
3. Each applicant's educational needs will also be considered. To do this, the school will need to gather all information and consult with the parents/family and other relevant persons. Any special needs must be identified up front.
4. The school will then identify any strategies which need to be put into place to accommodate the applicant before a decision can be made regarding the enrolment.
5. Once these things are done, the applicant will then be informed of the school's decision.

The School's full Enrolment Policy can be received by asking for one at the School Office.

Student Population:

In February 2007 the school's student population was 246 which involved students from Kinder to Year 6. This number later grew to 259 by the end of the year. The data below was taken from the February Census.

There were approximately 139 boys and 120 girls from a background in which most families speak English as their native language. A number of children also attend who have special needs.

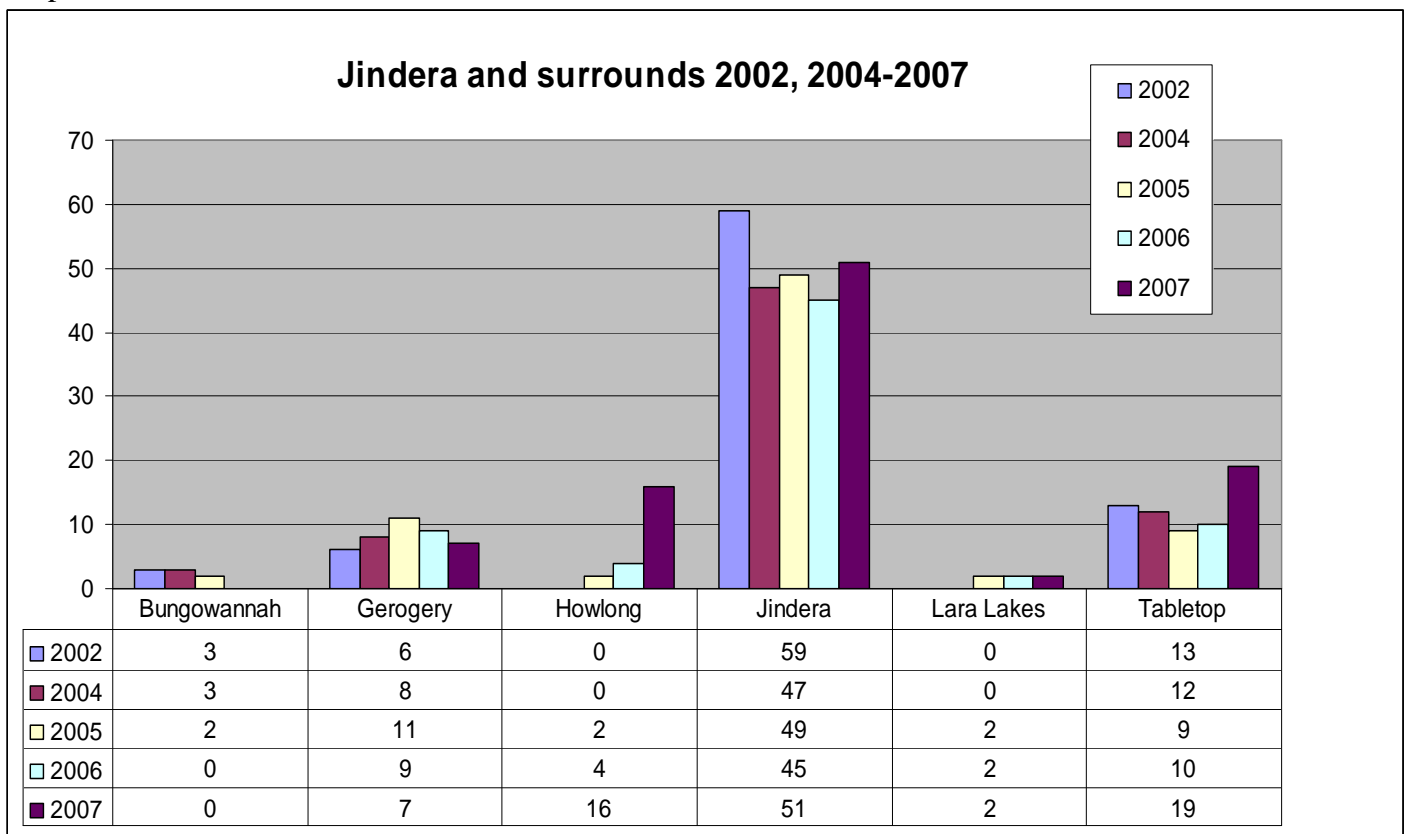
The majority - 95% - of children attending the school travel by bus from a range of locations (as can be seen by the Graph below)

Children also attend from a range of denominations including some from no denomination at all which can also be seen by Graph 2 on page 9.

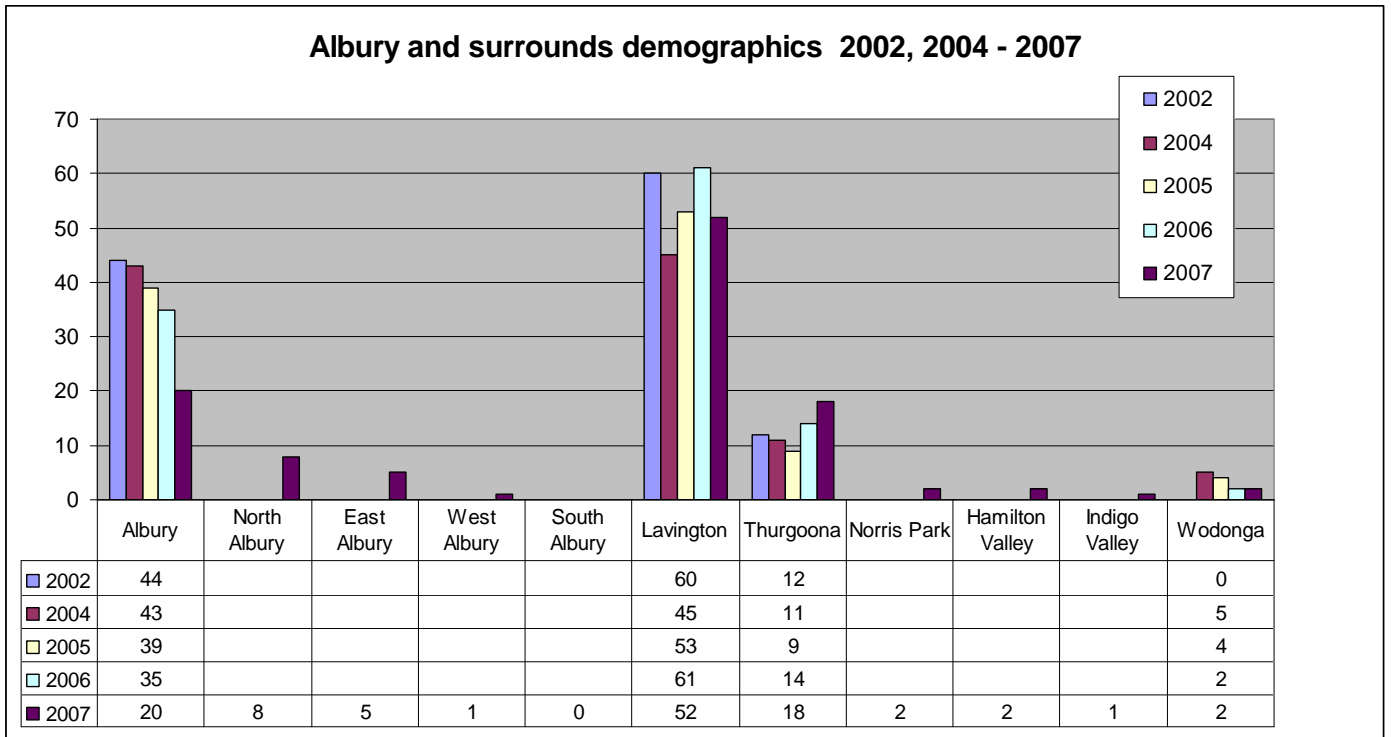
Demographics 2007

Home Suburb	2007	
Albury	40	16.26%
Bungowannah	0	0.00%
Burrumbuttock	6	2.44%
Gerogery	7	2.85%
Howlong	16	6.50%
Jindera	51	20.73%
Lara Lakes	2	0.81%
Lavington	52	21.14%
Tabletop	19	7.72%
Thurgoona	18	7.32%
Walla	20	8.13%
Wodonga	2	0.81%
Culcairn	9	3.66%
Mullengandra	2	0.81%
Other	2	0.81%
Total:	246	100.00%

Graph 1



Graph 2



9. School policies

Student Welfare / Pastoral Care:

St John's Lutheran Primary School seeks to provide a safe and supportive environment which:

- ◆ Minimizes risk of harm and ensures students feel secure
- ◆ Supports the physical, spiritual, social, academic and emotional development of students
- ◆ Provides student welfare policies and programs that develop a sense of self-worth and foster personal development.

As such, the following policies and procedures have been put in place to ensure that the above things are encouraged and facilitated:

- ◆ Student Welfare
- ◆ Child protection
- ◆ Prohibited Employment
- ◆ Buildings and Grounds
- ◆ Emergency procedures
- ◆ Camps and Excursions
- ◆ Duty of Care
- ◆ Staff code of conduct
- ◆ Discipline and Behaviour management
- ◆ Bullying
- ◆ Sexual abuse and harassment
- ◆ Mandatory reporting
- ◆ Pastoral Care
 - First Aid
 - Medication
 - Critical incidents
 - Homework
 - Sunsmart

You may request a full copy of our Pastoral Care Policy at the school office.

Policy	Changes in 2007	Access to full text
<ul style="list-style-type: none"> • Enrolment Policy review 	Reviewed at School Council level in the light of our successful Little Saints Program.	Reviewed by School Council and pending further discussion in the light of formalising the Little Saints enrolment process and registration.
<ul style="list-style-type: none"> • Homework policy 	Reviewed by both staff and Council. Nil	A copy of the policy is available on our website http://www.stjls.nsw.edu.au/Policies.htm
<ul style="list-style-type: none"> • Deputy Principal's role 	We desire to employ a Deputy Principal for 0.4 next year and so the role was adjusted to reflect the additional time off to accomplish tasks.	Available upon request. Was issued to all teaching staff at the completion of the review.
<ul style="list-style-type: none"> • Mobile Phone policy including Responsible use and permission form. 	Complete review with Responsible use and contract added.	A copy of the policy is available on our website http://www.stjls.nsw.edu.au/Policies.htm Is distributed to all families at the start of the year.
<ul style="list-style-type: none"> • Uniform Policy 	Minor refinements made	A copy of the policy is available on our website http://www.stjls.nsw.edu.au/Policies.htm
<ul style="list-style-type: none"> • Leave Policy 	Combined together with Long Service Leave policy	<ul style="list-style-type: none"> • Available upon request from the Principal

Student Discipline

Students are required to abide by the school's rules and to follow the directions of teachers and other people with authority delegated by the school. Where disciplinary action is required, penalties imposed vary according to the nature of the breach of discipline and a student's prior behaviour. Corporal punishment is not permitted under any circumstances.

All disciplinary action that may result in any sanction against the student including suspension, expulsion or exclusion provides processes based on procedural fairness.

The full text of the school's discipline policy and associated procedures is provided to all members of the school community via the Parent Directory and Information Booklet. Greater information is also found in the Staff Handbook.

Copies of all policies can also be found in the School Parent Library and/or Staff room.

Complaints and Grievances Resolution

St John's Primary School's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents. These processes incorporate, as appropriate, principles of procedural fairness.

Such processes can be found on the School's website at <http://www.stjls.nsw.edu.au/Policies.htm> :

- ◆ Grievance policy
- ◆ Library Collection policy
- ◆ Complaints policy

10. School Determined Improvement Targets

Achievement of priorities for 2006:

Area	Priorities	Achievements
Teaching and Learning	<ul style="list-style-type: none"> ◆ Improve outcomes for Boys Education in ICT ◆ Increase opportunities for academic excellence and recognition ◆ Improve Student engagement and achievement levels 	<ul style="list-style-type: none"> ◆ Whole staff inservices in Boys education ICT modules ◆ Installation of 4 new Interactive Whiteboards into 4 new classrooms
Student Achievements	<ul style="list-style-type: none"> ◆ Continue to improve literacy and Maths standards throughout the school 	<ul style="list-style-type: none"> ◆ BST results continue to improve. ◆ Continue offering free after school Maths tutoring for children in Years 3 -6. ◆ Participation in Maths Challenge day
Student Welfare	<ul style="list-style-type: none"> ◆ Offering support person for Student Welfare 	<ul style="list-style-type: none"> ◆ Employment of a school Chaplain
Policy development	<ul style="list-style-type: none"> ◆ Continue review and improvement of school policies 	<ul style="list-style-type: none"> ◆ Reviewed: Enrolment, Homework, Mobile Phone responsible use, Uniform and Leave policies. ◆ Policies put online
Staff Development	<ul style="list-style-type: none"> ◆ Training in Success for Boys modules ◆ Initial staff inservice and training in using Interactive Whiteboard technology ◆ All staff inserviced in OH&S and Child Protection measures 	<ul style="list-style-type: none"> ◆ 'Core' ICT unit finished ◆ 4 Staff attend national IWB conference on the Gold coast. ◆ All staff inserviced at Staff days at the beginning of the year.
Facilities and resources	<ul style="list-style-type: none"> ◆ Construction of additional 4 new classrooms ◆ Addition of new Multipurpose Hall (Stage One) 	<ul style="list-style-type: none"> ◆ Completion of 4 new classrooms complete with Interactive Whiteboards ◆ Stage 1 of new MP Hall

11. Initiatives promoting respect and responsibility

We see our school as an extension of the home. In partnership with parents we aim to provide a Christian education and upbringing for all children, including the area of discipline.

Children are encouraged to conduct themselves according to Christian standards of behaviour and values. These are encouraged in a positive atmosphere of trust and forgiveness, leading to the restoring of positive relationships.

We see discipline as the development in children of a sense of responsibility, self discipline and self-control. This is encouraged through all aspects of the school including a School wide discipline policy which asks children to reflect upon their actions when problems arise and then working through a reconciliation process.

A Leadership program exists within the school where all Year 5 children receive instruction in the importance and qualities of being a good leader and are then able to 'run' for positions of responsibility. These positions are advertised, campaigning conducted and staff and students (from Years 2-6) allowed to vote. Positions of responsibility are then announced at our Graduation service.

12. Parent, student and teacher satisfaction

St John's Lutheran Primary School has a very high reputation for quality, care and excellence in the community. We are a very welcoming school who love Parental involvement in all aspects of the curriculum.

St John's School Council meets once a month on average to discuss and review policy and direction of the school. In addition, St John's has an active Parent and Friends Association which meets twice a term to discuss all school happenings, give feedback to the Principal, organise social and fundraising events and generally look for ways to support the day to day runnings of the school.

One area that parents have been concerned in the past has been that of class sizes. This is something that the school has addressed and is slowly reducing class sizes to now have low class size of between 20 – mid 20's on average in most classes at the school.

During the year a number of parents are surveyed to receive feedback in addition to that from P&F and Council meeting.

Parents with Kinder children and Year 6 children who have just left, are always surveyed every year to discover satisfaction levels and also ways to improve educational services.

Parents with Year 6 children leaving the school are asked the following year to tell us how their child is going since leaving school, what strengths they now see in the school, any areas for development and general comments which may serve to help the school improve the quality of education and schooling offered.

On the whole we find that parents are very satisfied with the education offered their child. The following tables highlight some of these responses.

How well do you feel that St. John's prepared your child in the following areas? (A total of 9 (32%) surveys were returned)

Table 1: Academically



Table 2: Socially

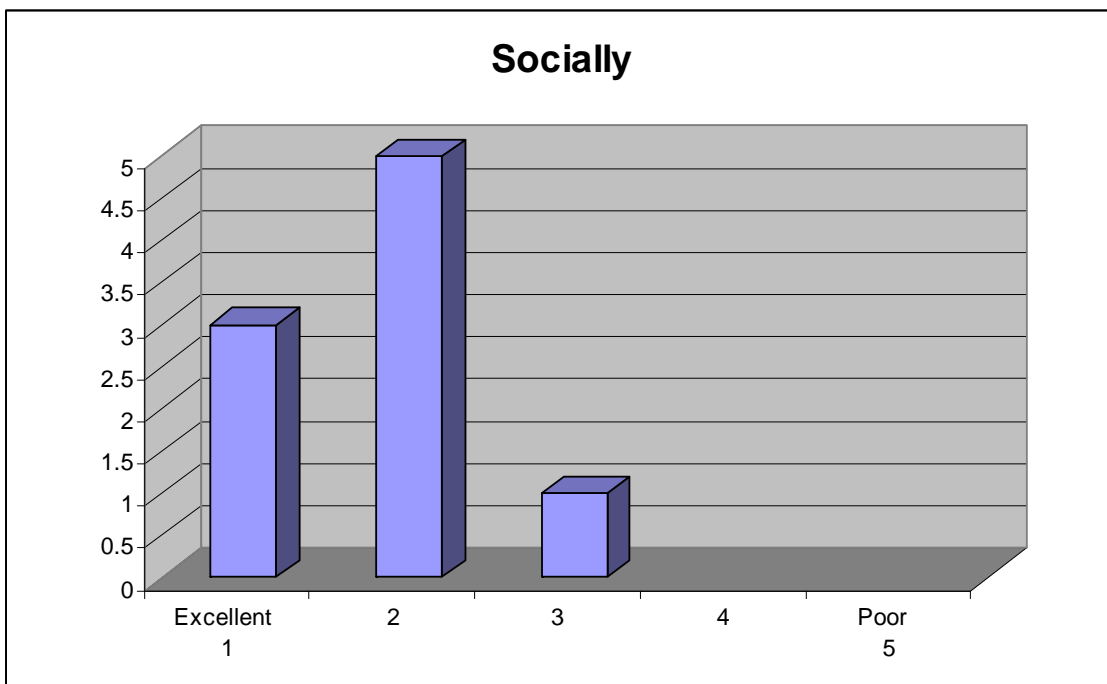


Table 3: Emotionally

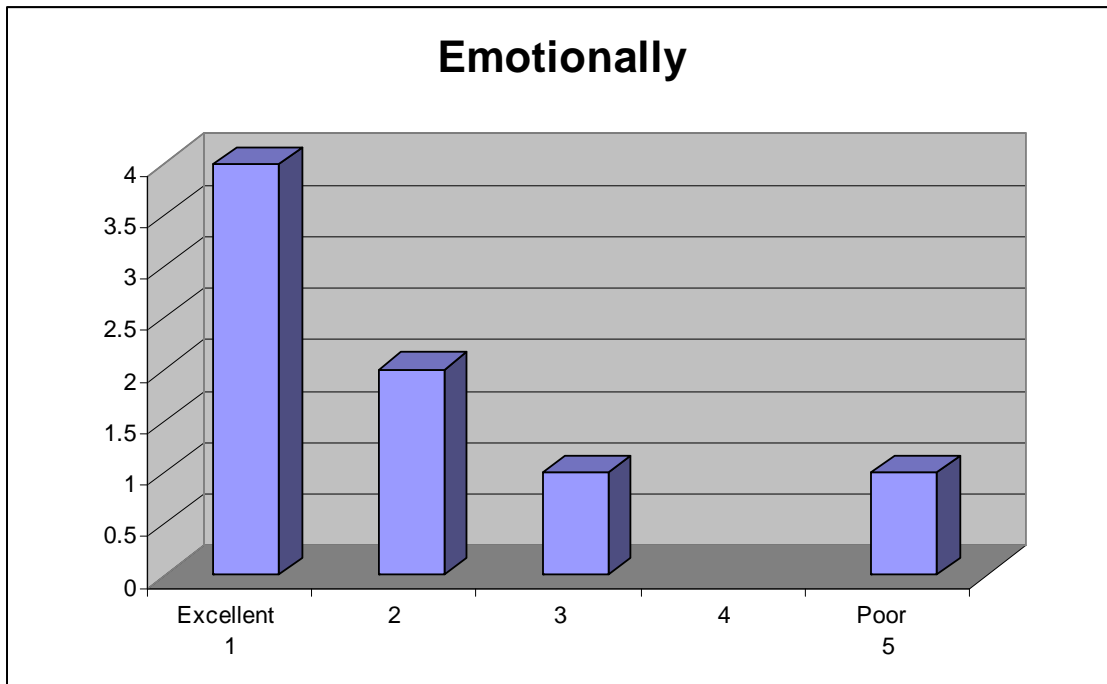
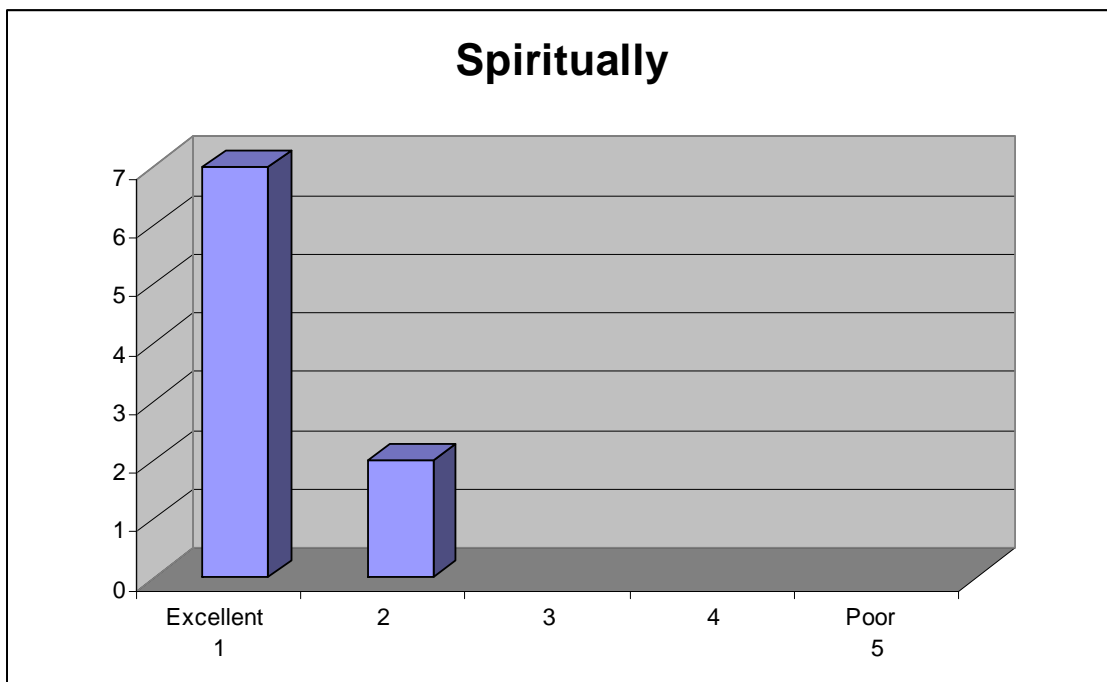


Table 4: Spiritually



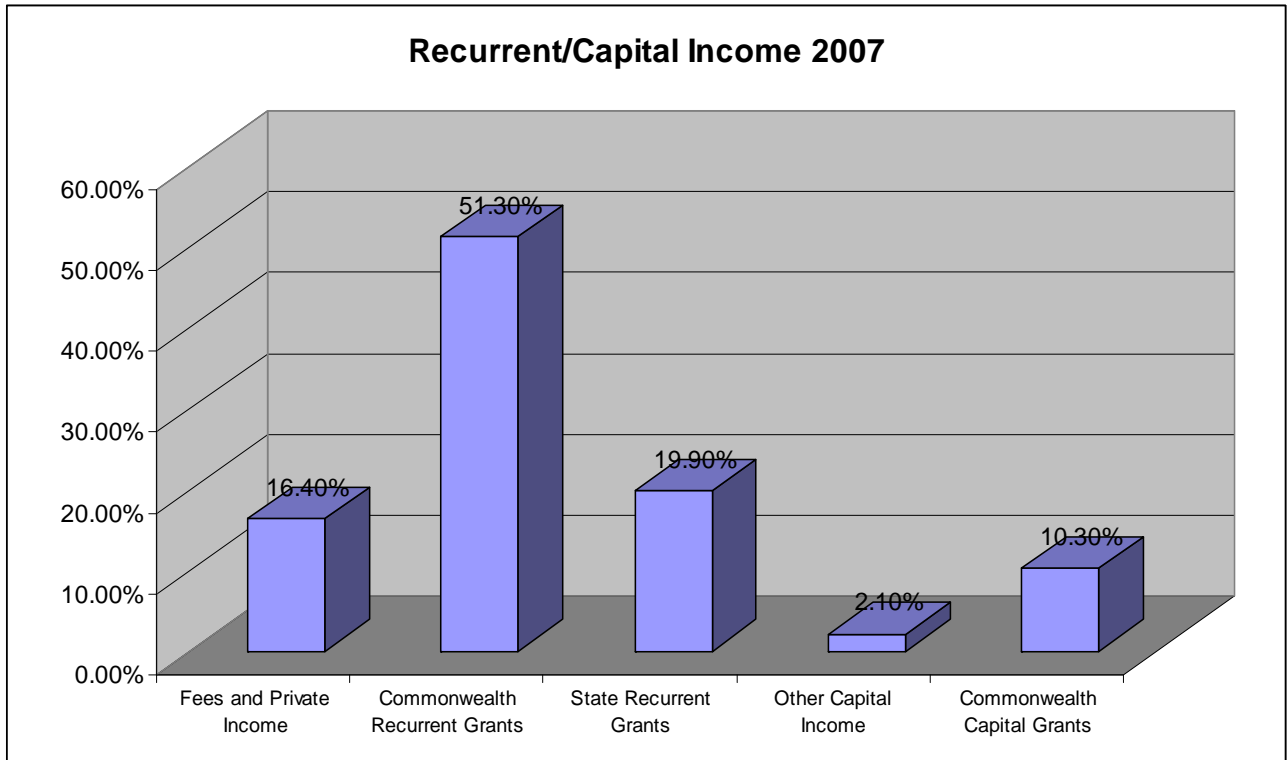
Levels of satisfaction and general feedback from teachers are gleaned through termly “share times” (1 per term) with all teaching staff. Here the Principal meets one on one with each staff member to ascertain joys, challenges, stress levels, ways to improve things etc.

The school also has a Leadership structure with a management team that meets throughout the year to identify needs, address concerns or generally plan for the future.

From these meetings it can be said that staff generally are very happy with the educational services, opportunities and care given to both students and adults.

13. Financial report for 2007.

(a) Graph one: Recurrent/capital income.



(b) Graph 2: Recurrent/capital Expenditure

