



ST ANTHONY'S CATHOLIC PRIMARY SCHOOL

2020 SCHOOL ANNUAL REPORT
AGM, 16 March 2021





ST ANTHONY'S CATHOLIC PRIMARY SCHOOL

Strategic Plan

2021 – 2023

WWW.STA.CATHOLIC.EDU.AU

A background photograph showing a woman with curly brown hair, wearing a black jacket over a patterned top, sitting on a large, weathered log. Next to her are two young girls in school uniforms. One girl is wearing a maroon sweater with a crest that says 'ST ANTHONY'S CATHOLIC SCHOOL'. The other girl is wearing a light blue shirt. They are all smiling and looking towards the right. The background is a soft-focus outdoor setting with green trees and a blue sky. White decorative swirls are in the top right and bottom left corners.

Purpose

To be a thriving community where children flourish, achieve their full potential and make a difference based on the values and beliefs of Catholic Identity.

Vision

By the end of 2023, St Anthony's will be known as an innovative school where learners thrive through connectedness, belonging and a commitment to excellence.

Mission

Our Mission is to provide innovative opportunities, cultivating a zest for life and a commitment to lifelong learning, resulting in thriving learners and leaders for today and tomorrow.

Motto

To live respect, justice and faith.

Mercy Keys

Justice – doing what is right and fair

Loyalty – being dependable and faithful

Compassion – loving and caring for others

Integrity – being courageous, honest and trustworthy

Responsibility – owning choices and actions

Hospitality – inviting, welcoming and including others

Mutual respect – valuing the dignity of others

Strategic Priorities

Catholic Identity

- Engage in learning that shapes identity as an ecologically aware community, striving for justice informed by God's love.
- Enhance servant leadership opportunities inspired by the Gospels and teachings of Jesus.
- Embracing the Mercy Keys, aspiring to "do ordinary things extraordinarily well."



Communities of Excellence

- Use data and evidence to inform quality teaching and learning so all can achieve at their highest levels of excellence.
- Honour learner entitlement, inspiring lifelong learning.
- Employ high impact instructional strategies to facilitate learning excellence.



Belonging & Connectedness

- Deepen partnerships and relationships within the community through a shared zest for life.
- Cultivate productive and sustained partnerships within and beyond school.
- Utilise purposeful communication to build belonging and connection within and beyond the community.



ST ANTHONY'S
CATHOLIC PRIMARY SCHOOL

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School Board 2021 AGM
Tuesday 16th March 2021, 7.00 pm
Agenda

1. WELCOME Toni Duka
2. ACKNOWLEDGEMENT
OF COUNTRY Jo Patterson
3. OPENING PRAYER Father Dean
4. APOLOGIES
5. MINUTES OF PREVIOUS AGM
6. BUSINESS ARISING
7. REPORTS
Chairperson Toni Duka
Finance Brad Tilley / Emily Hassell
Principal Liza Couzens
8. OTHER BUSINESS
9. ELECTIONS – Father Dean
10. CLOSE OF MEETING
11. Members of the new school board will meet briefly to elect the executive



St Anthony's Catholic Primary School

AGM School Board Minutes

Tuesday 16th June 2020

Meeting Opened: 7:05pm

Present:

Liza Couzens, Sharn de Nys, Ryan Agnew, Kimberly Crowe, Di Wight, Mercia Lowe, Chris Gilbertson, Brad Tilly, Anne Zalme, Emily Hassell, Alison Jennings, Toni Duka, Sam Fitzgerald, Caroline Dower, Fr Dean Marin

Apologies:

Dave Green, Marie Holmes, Deb Redman, Rudell Helmers, Kate Bromley, Kylie Grosser, Jo Patterson, Natalie Thomas and Matt Faulkner.

Prayer:

Sharn de Nys

Minutes:

Minutes of Previous Meeting are accepted.

Moved: Toni Duka

2nd: Kimberly Crowe

CARRIED

Reports

Chairperson: Chris Gilbertson

- Thanks to the School Board
 - Toni Duka
 - Sue Budd- Liza Couzens
 - Ali Noonan- Sharn deNys
 - Thank you, Staff members,
 - Achievements - Solar System, Paid out loans
 - Combined School Board Dinner in 2019 a highlight

Finance Report: Brad Tilley / Di Wight

- Efficient 12 months
- Report - Tabled
- \$74000 budget surplus
- Focus on achievements in - Strategic Plan Catholic Identity and Mission
- Learning and operations
- Planning for the new strategic plan
- 2019 initiatives tabled

Principal's Report: Liza Couzens

That All Reports are received

Moved: Mercia Lowe

2nd: Sam Fitzgerald

ALL CARRIED

ELECTION OF NEW BOARD MEMBERS:

Two new nominations were received from Emily Hassell and Anne Zalme

Two re- Nominations were received from Toni Duka and Brad Tilley

That the nominations for Board Members are accepted and Toni, Brad, Emily and Anne are appointed to the Board.

Moved- Caroline Dower 2nd- Sharn de Nys **Carried**

The Board notes that we still have an additional member.

General Business

Nil

Meeting Closed:

Meeting Closed: 7:40pm

The New Board convened for a brief meeting following the AGM.

Signed as a true correct record of the proceedings of the meeting:

School Context

St Anthony's Catholic Primary School is a Reception to Year 7 co-educational primary school located in Millicent, South East of South Australia. In 2022 the school will become a Reception to Year 6 primary school.

At St Anthony's Catholic Primary School, we value our tradition and share our story. The Sisters of Mercy arrived in Millicent in 1898, when the school was founded.

St Anthony's Catholic Primary School, Millicent encourages students to achieve their potential in an environment where they become 'thriving learners and leaders for today and tomorrow. The respect and dignity of each individual is paramount and is reflected in the promotion of children achieving their full potential, by cultivating a zest for life, a commitment to lifelong learning, to make a difference through various programs and policies.

Each student is encouraged to aim for personal excellence and develop skills of independent learning and critical thinking in a cooperative learning environment. We seek a close partnership between school, parish, home and the local community.

As a Parish school community we treasure our Catholic Faith and Tradition and draw on its strength so that we are grounded in both the Mercy tradition and the spirit of St Anthony. St Anthony's Primary School is located within the South East Deanery and serves and serves the communities of Millicent, Tantanoola, Mt Burr, Rendelsham, Southend and Beachport.

St Anthony of Padua is our patron and symbolizes the high hopes that we have for every St Anthony student, so that each child may:

- promote a culture of life through courage in responding to the challenges that life brings;
- foster the engagement of faith and reason;
- develop a love of learning and independent thinking;
- value and respect individuals, irrespective of position, wealth, racial origin or religious beliefs;
- become a socially responsible contributor and leader in the community and to society;
- acquire virtue and wisdom and respond generously to others throughout life.

This is reflected in our school motto To Live Respect, Justice, Faith.

Guided by our Catholic identity, our Mercy tradition and the spirit of St Anthony, we promote positive attitudes through living in a community where respect, justice and faith are celebrated. We recognise that each child is unique and we are committed to the education and development of happy, self-confident and inquisitive students. Our school achieves this by providing a contemporary and child-centred approach to teaching and learning.

We see every child as capable and competent and as an active learner who feels safe and empowered to seek meaning about the world in which they live. We have a strong focus on environmental sustainability, Entrepreneurial Education and Design Thinking.

In 2020 Literacy and Numeracy were strongly promoted and through experiences which encourage risk taking, creativity and independence, students' uniqueness is celebrated and their potential is recognised.

Specialist teachers further enrich student learning in Science, Italian, Music / Drama and Physical Education, alongside a comprehensive gardening and cooking program and an innovative construction program.

St Anthony's staff is deeply committed to providing an education of excellence and innovation. St Anthony's has been fortunate to have undergone extensive renovations. In 2009 new learning and administrative facilities were completed. In 2010 / 2011, the Building Education Revolution enabled a new school multipurpose hall to be built. In 2017 there were renovations to the junior primary classes, the development of a nature play learning space, a building and construction centre and a science / environmental centre.

All building projects are developed on the foundations of a rich Mercy tradition and 123 years of Catholic education in the Millicent community. These foundations enabled contemporary learning spaces to be built for the 21st Century learner, for not only today, but well into the future.

Staffing 2020

Reception

Year 1 / 2

Year 1 / 2

Year 3

Year 4-5

Year 4-5

Year 6

Year 7

Rudell Helmers

Rebecca Watson / Aimee Inglis

Melissa Little/Debra Redman

Gwen Doyle/Alyce Wood

Joanne Patterson/Jordanna Jones

Rob Francis / Sharn de Nys

David Green

Elle Rayson / Julian Rebellato

Science (R-7)

Performing Arts (R-7)

Italian (R-2)

Italian (3-7)

PE (R-3)

Early learning Group Coordinator

Julian Rebellato / Jordana Jones

Kate Bromley

Meneka Thorogood

Joel Olsder

Robert Francis

Kelsey Wight

Principal

APRIM

Learning Coordinator

Inclusive Education & Wellbeing

Liza Couzens

Sharn de Nys

Julian Rebellato

Jo Patterson

Finance Officer

Administration & WHS

Administration Trainee

Resource Centre & Admin

Di Wight (Mon – Thurs)

Diana Stratford (Thurs/Fri)

Leah Kuiper

Natalie Thomas (Mon, Wed, Fri)

Education Support Officers

Support Officers

Nikki Johnson, Rebecca Baker, Kristy Bromley, Alexa Baker

Ryan Agnew (IT)

MaryAnn Howarth (Grounds)

Ashley Crowe (Maintenance/Grounds)

School Counsellor

SAKG Program

Mairead Mackle

Yani Theodoros

Staffing

There are 30 staff working at St Anthony's. 24 females, 6 males. This includes teaching staff, ESO, Admin, Finance, IT, Counsellor, Grounds & Maintenance

2 Male FTE Teachers
2 Male Part-time Teachers
7 Female FTE Teachers
7 Female Part-time Teachers
Total of 13 FTE

2 Male Educational Support Officers (part time)
9 Female Educational Support Officers (part time)
Total of 6 FTE

1 Counsellor
Total of .2 FTE

No staff at our St Anthony's Catholic PS identify as Aboriginal or Torres Strait Islander.

Teacher Standards & Qualifications

Diplomas	0%
Bachelors	94%
Graduate Certificates	11%
Masters	6%
Other	0%

Teacher Professional Growth and Development

All teaching staff at St Anthony's Catholic Primary School have documented professional and personal learning goals that focus on their professional growth and development. Teaching staff meet twice a year with the Principal to discuss their Personal Professional Learning Plan.

Whole school professional learning for 2020 focused on:

- Wellbeing & NCCD
- Aspiring Leaders
- Bookmaking – a Pedagogical Approach
- Technology
- Entrepreneurial Education
- Literacy Cluster & Agreement
- CCQ Data Analysis
- Kimochis
- AISTL Standards
- Literacy Intervention Programs

- MITIOG
- WHS Officer Training
- Religious Leaders Days
- Trauma Responsive Practice
- Be My Witness Program

School Information

St Anthony's Catholic Primary School

37 Mount Gambier Road, Millicent, SA, 5280

South Australian School Type	Primary School
Sector	Catholic – Non-Government
SES	87
ICSEA value	1021
Total Enrolments	195
% Indigenous enrolments	2%
% Students with disabilities	22%

Enrolments by Year Level 2021

	M	F	Total	
Reception	12	12	24	+2 mid year intake
Year 1	10	14	24	
Year 2	14	14	28	
Year 3	8	15	23	
Year 4	11	15	26	
Year 5	6	14	20	
Year 6	13	14	27	
Year 7	8	13	21	
Males	82	+1 mid year		
Females	111	+1 mid year		

Student Attendance 2020

Year Level	Term 1	Term 2	Term 3	Term 4
RE	76.55%	91.63%	92.25%	91.84%
01	82.43%	95.63%	93.91%	94.46%
02	82.11%	94.49%	87.95%	92.19%
03	80.78%	95.49%	91.98%	94.98%
04	82.42%	94.24%	90.03%	95.46%
05	86.05%	94.60%	90.95%	93.82%
06	81.57%	94.79%	93.29%	92.12%
07	86.40%	96.63%	93.48%	93.01%
Average	82.31%	94.70%	91.74%	93.53%

Management of Student Non-Attendance

The school requests parents advise if students will be absent for any reason. This can be done in person, via phone, email or by leaving a message on the school answering machine. If the school has not been advised of a student absence by 9:30am, a text message is sent to the parent by a member of the Administration Team to ascertain reason for the absence. Unsatisfactory reasons for absences are referred to the Principal who will follow up with families as required.

The majority of students' absentees are related to illness and family leave.

For absences five days or more, parents complete an 'Application for Exemption from School' form to be signed by the Principal.

School Income

School Income by Funding Source

Recurrent Income (off R & E)

Federal Government Grants	\$2,644,511
State Government Grants	\$672,496
School Fees	\$291,822
Other Income	\$292,190
TOTAL	\$3,901,019

Recurrent Expenditure for 2020 was \$2,948,616

Capital Income

Australian Government Capital Grants	
Capital Fees	\$30,712
Diocesan Capital Levy This fee is collected on behalf of the Archdiocese	
Cash Donations	\$15,659
TOTAL	\$46,372

Capital Expenditure for 2020 was \$34,254

*In 2020 NAPLAN testing was cancelled by ACARA due to the impact of COVID-19. The **latest NAPLAN outcomes** the school is able to provide **are from the testing undertaken in May 2019**. The 2019 data has been shared below.*

NAPLAN 2019

Year 3

	Students Participating	2018 % who achieved the NMS	2019 % who achieved the NMS	Mean Score 2018	Mean Score 2019
Reading	17	96%	100%	402.5	456.7
Writing	17	100%	94%	382.0	411.6
Spelling	17	100%	88%	401.8	404.5
Grammar and Punctuation	17	80%	100%	388.1	471.7
Numeracy	17	100%	100%	397.8	403

Year 5

	Students Participating	2018 % who achieved the NMS	2019 % who achieved the NMS	Mean Score 2018	Mean Score 2019
Reading	24	96%	100%	476.4	508.8
Writing	24	100%	100%	445.0	470.2
Spelling	24	96%	96%	481.6	487.4
Grammar and Punctuation	24	96%	100%	477.3	518.9
Numeracy	26	100%	100%	476.4	494.9

Year 7

	Students Participating	2018 % who achieved the NMS	2019 % who achieved the NMS	Mean Score 2018	Mean Score 2019
Reading	24	96%	100%	505.7	556.6
Writing	24	91%	96%	499.8	510.1
Spelling	24	96%	96%	530.2	535.0
Grammar and Punctuation	24	88%	96%	522.1	547.0
Numeracy	24	100%	100%	528.0	550.1

Satisfaction Survey 2020

St Anthony's Catholic Primary School is committed to a vision of improvement based on a range of data, including feedback from students, parents/caregivers and staff. These surveys request information about what is working well and areas requiring some change as the school continues to grow in order to meet the needs of our student and parent community.

Parents

		Rarely	Sometimes	Often	Almost Always
	The staff care about my children.		4.6	13.6%	81.8%
	The staff treat my children with respect.			22.7%	77%
	The learning activities are motivating.		4.5%	45.5%	50%
	The learning is challenging.		9.1%	45.5%	40.9%
	I am satisfied with the school's academic expectations for my child.		26.3%	21.1%	52.6%
	I am satisfied with how my child / children are progressing academically.		31.8%	18.2%	50%
	When I visit the school, staff members are approachable.		15.8%	15.8%	63.2%
	When I visit the school, staff members are respectful.			31.6%	68.4%
	Different cultures are valued.		10.5%	31.6%	57.9%
	The school communicates well.		36.8%	36.8%	26.3%
	There is regular feedback about my child's performance.	10.5%	31.6%	31.6%	26.3%
	I am satisfied that the school has a clear understanding of my child's needs.		31.6%	26.3%	42.1%

Students

		Rarely	Sometimes	Often	Almost Always
	The students in this class are nice to me.		6%	42%	51%
	The teacher helps me with my work.		9%	33%	57%
	The teacher helps me understand my work.		7%	26%	66%
	I get encouragement from the teacher as other students do.		13%	30%	57%
	I am given the opportunity to be independent.		14%	30%	53%
	I know what need to do to complete my work.		8%	53%	37%
	What I learn in class is useful		19%	43%	35%
	I like to learn new things	3%	30%	34%	33%
	I enjoy my lessons and class time	3%	21%	36%	38%

Staff

		Rarely	Sometimes	Often	Almost Always
<i>Personal</i>					
	I enjoy working at this school.		22.2%	44.4%	33.3%
	I look forward to the day ahead		44.4%	22.2%	33.3%
	I seek regular feedback from my students		44.4%	33.3%	22.2%
	My students are actively involved in knowing about their learning		44.4%	34%	22%
<i>School</i>					
	I feel accepted by my colleagues		22.2%	56.6%	22.2%
	I feel supported by colleagues		22.2%	56.6%	22.2%
	I am supported to refine my practice		33.3%	44.4%	22.2%
	The leadership team supports me		56.6%	22.2%	22.2%

Finance Report – 2020

COMMITTEE:

Liza Couzens
Di Wight

Brad Tilley
Emily Hassell

The Finance Committee reviewed finance reports on a regular basis. We welcomed Emily to our committee and appreciate her input.

With the onset of Covid19 the School was significantly impacted however, staff worked tirelessly to facilitate Remote Learning for students. Early Learning Group and Occasional Care continues to be supported. IT purchases were 1 Surface Pro, 13 Probooks, 1 LCD. In February the current loan was paid out \$126,343.

Despite challenges the Entrepreneurial Network was very successful. We were also in receipt of Sporting Schools Grants. Teachers were supported in learning in PASMAT, NCCD, CCCQ, Early Years Reading, Literacy Cluster, Aspiring Leaders and the Induction of new teachers.

Maintenance of buildings and grounds continued with programmed painting of classrooms 5-9 and a garden area was cleared for a new Sensory Garden. Digital mural was produced. Extra hygiene and cleaning was necessary and new smoke detectors were installed.

Government Grant income was in excess of \$800,000 over budgeted amount which was mainly due to COVID 19 Office Support, Job Keeper and Cashflow Boost. Out of Hours School Care did not proceed and Staff training and travelling costs were impacted by Covid19. The year ended with a surplus of over \$900,000.

FEE SCHEDULE 2021

CESA advised that there would be a system wide reduction of fees which resulted in the setting of fees to \$1,700 per student (approximately \$500 decrease). Sibling discount is applied and also exists between Tenison Woods College and St. Anthony's to assist families with students attending both schools. Hardship remission is also available.

2021 BUDGET

Some areas of interest in the 2021 budget are:

1. School fees reduced to \$1,700 per child
2. Extra class – increased to 9 classes
3. Continued extra ESO support for classes
4. PD support (sessions and travel)
5. Front playground, Sensory Garden & Front Wall, Fencing repairs
6. Sound System gym, photocopier, Wireless upgrade
7. Proposed Out of School Hours Care

The Board approved a surplus budget of approximately \$110,000 for 2021.

School Name
Suburb
BUDGET YEAR

St Anthony's Catholic Primary School
Millicent
2021

Cashflow Data		Actual	Budget	
Account code	Account Description	2020	2021	
INCOME		\$	\$	
Recurrent				
0110-00	Tuition Fees (inc. discounts)	267,500		231,280
0120-00,0125-00,0130-00	Compulsory Charges	39,677		7,500
0200-00	Tuition Fees (Overseas Students)	0		0
0225-00	Port Pirie Pastoral Formation Levy	0		0
0230-00 /0231-00/0232-00	Other Charges, Students to third party	3,696		4,250
0235-00	Excursions	10,431		51,270
0240-00	Other Receipts from FFPOS	0		0
0250-00 to 0290-00, 0470-00 & 0510-00	Administration Income	4,486		3,150
0530-00	Donations - Recurrent	0		0
0550-, 0590-	Other Income	55,271		6,000
0591-00	Long Service Leave	60,940	Extra rcd	0
0592-00	Workers Compensation	0		0
0593-00	Paid Parenting Leave	130,967	Extra rcd	0
0594-00	CPF Allowance	4,654		5,250
0595-00	Bad Debts Recovered	0		0
0596-00	CCI Rebate	2,462		0
0598-01	Aust Govn't Paid Parenting Leave - Teaching	27,170	Extra rcd	0
0598-02	Aust Govn't Paid Parenting Leave - Non-Teaching	0		0
0598-03	Aust Govn't Paid Parenting Leave - Admin	0		0
0599-00	Extraordinary Income	80		0
0600-01	State Grant Income - per capita	672,496	Extra rcd	800,000
0600-09	State Grant Income - other	0		0
0700-01	Aust Govt Grant Income - per capita	2,020,143		2,100,000
0700-02 onwards	Aust Govt Grant Income - other	536,882	Extra rcd	7,960
0810-00 to 0899-00	Boarding House Income	0		0
		3,836,854		3,216,660
Non-Current				
0900-00	Aust Govt Capital Grant (BGA)	0		0
0902,0903	Aust Govt Capital Other (e.g.: Water & Solar Grants)	0		0
0905-00	Aust Govt Capital Grants - Trade Training Centres	0		0
0910-00	State Capital Grant	0		0
0920-00	Capital Fees & Levies (excl FFPOS)	15,091		0
0925-00	Capital Fees & Levies from FFPOS	0		0
0930-00	Capital Donations	15,309		0
0960-00 & 0965-00	Capital Asset Sales	0		0
0990-01	Other Capital - SDF Subsidy	0		0
0990-00	Other Capital - Other	0		0
		30,400		0
EXPENDITURE				
Tuition				
1010-01, 1020-00	Teacher Salaries -Lay & Religious	-1,421,884	Extra	-1,397,000
1031-00	Teacher Salaries -Permanent Relief	0		0
1032-00	Teacher Salaries -Casual Relief (TRT)	-69,492	Less TRT	-56,430
1033-00	Teacher Salaries - Teach/Librarians	0		0
1060-00	Staffing Contract Costs - Teaching	-13,965	2019 Budd	-24,000
1065-01	Aust Govn't Paid Parenting Leave - Teaching	-27,090	Extra	0
1065-02	Aust Govn't Paid Parenting Leave - Non Teaching	0		0
1065-19	Jobkeeper top up	0		0
1100-00	Salaries - Specialist Support	-27,392		-29,000
1200-00	Salaries - Aides & Assistants	-196,908	Extra	-222,000
1750-00	Superannuation - Tuition.	-141,638	Extra	-142,500
1760-00	Superannuation - Teacher Support	-18,695		-22,000
1700-00	Workers Compensation	-15,147		-20,000
1720-00	Fringe Benefits Tax	-2,026		-4,300
1710-00,1790-00	Redundancy & Other Salary Expenses	0		0
1300-00 to 1340-00	Education Resource Costs	-47,491	Less	-66,375
1390-00	Information Technology Costs	-20,597	Edval, Seqta, various	-22,000
1360/70, 1400-00 & 1600-00	Other Tuition Expenditure	-1,480		-700
1450-00	Excursions	-4,256	Covid19 less exc	-70,560
1650-00	Payment to Charities	-1,439		-3,000

		-2,009,499	-2,079,865
Administration			
2000-00, 2050-00	Administration Salaries	-132,892	-140,000
2060-00	Staffing Contract Costs - Administration	-40,608	-43,000
2065-01	Aust Govn't Paid Parenting Leave - Admin	-3,016	0
2065-19	Jobkeeper top up	-67,192	0
2220-00	Superannuation	-19,396	-18,000
2210-00	Workers Compensation	-6,600	-8,000
2200-00	Fringe Benefits Tax	0	0
2111-00	Maintenance Wages	-28,865	-43,000
2112-00, 2113-00	Maintenance	-16,193	-45,500
2121-00	Gardens & Grounds Wages	-15,357	-16,000
2122-00, 2123-00	Gardens & Grounds	-24,874	Retain wall, remove trees -17,000
2131-00	Caretaking & Cleaning Wages	0	0
2132-00 to 2134-00	Caretaking & Cleaning	-62,927	Extra -66,500
2251-00 to 2273-00	Utilities	-30,852	-37,000
2300-00	Insurance - General	-21,055	-25,000
2390-00 to 2435-00	Administration Expenses	-35,762	-43,500
2440-00 to 2475-00	Fee & Charges	-3,139	-3,500
2480-2530, 2620, 2800-2900, 2930,2935	Other Administration Costs	-46,133	-68,200
2600-00	Levies	-168,920	Extra -142,887
2661-01, 2661-02	Staff Training - Teaching	-7,027	-28,500
2664-01, 2664-02	Staff Training - Non-Teaching	-1,032	-6,000
2670-00	WHS	-5,634	-8,000
2700-00	Interest Expense - bank overdraft	0	0
2710-00, 2711-00	Interest Expense - loans	-745	0
2712-00, 2715-00, 2730-00	Interest - hire purchase/lease, lease exps	0	0
2721-00, 2722-00	Rent - Teaching facilities & grounds	0	0
2723-00	Rent - Relocatables	0	0
2940-00	Assets < \$1,000	-3,597	-7,000
2999-00	Extraordinary Expenditure	0	0
3000-00 to 3999-00	Boarding House Expenditure	0	0
		-741,814	-766,587
Non-Current			
5000-00, 5001-00	Land	0	0
5800-00	Buildings	0	0
5800-01	Fixed Equipment & Improvements	-3,079	-85,000
5800-02	Furniture & Equipment	-3,151	-35,000
5800-03	Computer Equipment	-38,212	-60,000
5800-04	Plant & Machinery	0	0
5800-05	Motor Vehicles	0	0
		-44,441	-180,000
Repayments			
8120/8130/8140	Loan Principal Repayments - CDF/SDF	-126,343	0
8150/8160	Lease Principal Repayments -Finance	0	0
		-126,343	0
TRADING ACCOUNTS			
4196-	Misc. Income (Outside scope of FQ)	3,905	3,500
4197-	Misc. Expenses (Outside scope of FQ)	-14,397	-23,000
4400-	Playgroup Income	285	250
4450-	Playgroup Expenses	-72	-500
4500-	Clothing Pool - Income	0	0
4550-	Clothing Pool - Expense	0	0
4600-	Before / After School - Income	0	0
4650-	Before / After School - Expenses	0	-60,000
		-10,279	-79,750
Surplus / Deficit		934,879	110,458

Chairperson of the School Board Report

What a year it has been! This time last year we were in the midst of a lockdown; we had postponed our AGM; and managed to convince Chris Gilbertson to give us a few more months as Chair of the Board to sail the ship into a more certain time. I am not sure we've yet reached the holy grail of a more certain time, but we did manage to hold our AGM in June where we farewelled Chris after six years of service to the Board and school community. I was the lucky one elected to the role of Chair, along with Mercia Lowe as Deputy Chair, Brad Tilley as our Finance Committee Chair, ably supported by new member Emily Hassell. We also welcomed Anne Zalme to the Board and continue to be served well by the experienced contributions of Kimberley Crowe, Sam Fitzgerald, Mat Faulkner and Caroline Dower. Our valued Parish Representative is Kaylene Haslam, with thanks to Jenny Lonergan and Sandy Brown who have served the board in this capacity for several years previously. Fr Dean and Liza Couzens round out our Board membership in their ex-officio roles and provide great guidance and insights. I have generally reported on outcomes for 2020, so please forgive me if I repeat on items summarised by Chris at our July AGM.

I would firstly like to thank all members of the School Board for their time, effort and valuable contribution throughout 2020. As we bring our varied knowledge and experience to the table, we even master new skills. This year it was mastering the art of a 'Zoom' meeting, with some initial hilarity! Each member willingly contributes their skills and experience to the Board - they take time out of their busy schedules to commit to achieving the best possible outcomes for the school community and it is genuinely appreciated.

Whilst 2020 raised many challenges it also showed us the resilience and fortitude of many. I am personally immensely proud of how the school in its entirety – students, staff, parents, carers, volunteers and supporters – have come together and risen to the challenges we have faced in 2020. Despite COVID, there is so much that is positive to report.

Our staff – from our educators to our support staff and those that keep the ever important administration cogs turning – you have ALL played a vital role in supporting our children and families throughout the most challenging of years, not only through a pandemic. You have kept them safe, provided the opportunity for on-line learning in record time and continued in the most professional manner. You have managed circumstances with respect, thoughtfulness, and care for our school community members. In 2020 you have epitomised *Adaptability, Resilience, Persistence and Support*. From the bottom of our hearts, thank you for your efforts and commitment – in a year where 'unprecedented' was used more times than in the entirety of history, and amidst managing your own personal lives, families, challenges and anxieties, you prevailed. Not to mention all the 'business as usual' that you continue to achieve! Sincere thanks and gratitude to every one of you on behalf of our entire school community.

Parish - Once again, Father Dean and our staff have been instrumental in preparing children for participation in the sacramental programs and celebrating Community Masses. The Parish and Father Dean have also had to adapt to the COVID challenge, which they have successfully done, continuing their support to our school. Thank you to Tamara Wilson and Sharn de Nys for their work with the Parish on behalf of the school. Special thanks also to Fr Dean for his continued guidance to the Board in ensuring that our decisions are inclusive of our Parish. We look forward to continuing to work with Father Dean and the Parish, particularly Kaylene at the Board level.

Strategic Plan 2021 - 2023 - This year the Board provided input into the comprehensive revision of the Strategic Plan, along with Staff, Students and members of the P&F. The resulting plan has a focus on actionable and measurable strategies. The Board look forward to measuring the success of the plan's implementation and using it as the guiding document for the years to come.

Finance Committee - St Anthony's continues to hold a strong financial position. Despite the unique challenges of the past year, we have still been able to consolidate our financial position during 2020, including paying out our loan for the nature play and St Francis centre - a significant milestone.

We are proud of our continued ability to have sufficient funds to undertake the Schools business and persist in maintaining a good position for the future. This is due to the careful management of our finances and continued efforts to spend our income wisely. I would like to thank Di Wight for her continued efforts during the year as school Finance Officer, she is a true professional. Di together with our Board Finance Committee, Brad Tilley (chair), Emily Hassell and Liza, keep a close eye on expenditure and budgets and deliver the financial information required for the Board to make informed decisions. Such is their efficacy we completed the approval of the 2021 budget prior to Christmas last year, including reduced fees, review of Master Plan and additional programs new to the school. More on budget specifics in Brad Tilley's Finance Chair report.

Parents and Friends Committee - The P&F has continued under the leadership of Emma Leopold and a group of valued members, who come together to implement projects that support the children's learning and our school community. In 2020 P&F contributed to the refurbishment of the Library, they continue to be a Parent Voice, to support our final year students with the year 7 lunch and Year 6 & 7 Jumpers. However, I think the highlight was the support they provided to the fabulous St Anthony's Show Day with 'Marty Mc Bubble', after a year of the children 'missing out' the P&F were keen to provide a fun and engaging activity that was new and exciting!

To all the hardworking P&F Representatives, thank you for your continued efforts and the time you give to come to meetings, plan events, cook BBQ's and support activities in the school, it is greatly appreciated. 2020 was a tough year for events, and I know that P&F are excited to plan activities for 2021 organising social events for the families of the school with the aim of keeping our community vibrant and connected.

Grounds and Maintenance Committee – A small group of hardworking and action driven people. They make recommendations to the Board regarding the management of our buildings, facilities and grounds and work tirelessly to oversee and implement the maintenance program. Our gratitude to Ash Crowe, Mary-Anne Howarth, Michael Figg and past member Angela Wallis who lead the development of the maintenance program for all of our school buildings and facilities and our outstanding grounds. A highlight this year is the development of the sensory garden opposite the gym, in conjunction with a group of students. This space is fantastic and will continue to develop over the coming year, please check it out if you haven't had the chance. Maintenance along Emily Street pathways and retaining walls has been undertaken, along with the many everyday issues that arise such as roof leaks, fencing repairs, mulching and so much more!

Other activities of note for 2020, include:

- OSHC application submission – a major milestone for not only our school, but our community
- Board Induction and Governance evening with Bruno Viecei (CESA)
- Review and endorsement of School Policies
- Robust discussions around the bursary program, implemented in 2020/21
- Strategies to mitigate the loss of Year 7's to high school in 2022
- Continued work on increasing enrolments
- Grants for the sensory garden (unsuccessful)
- Principals Performance Review
- Continuation of key literacy intervention programs across the school
- Continuation and building of the Occasional Care Program
- Review of fee structure and major budget items
- Meeting with Tenison Woods College representatives

- Library re-furnishment
- Commencement of Master Plan review process

In all of these activities we act as an avenue of consultation and a representation of the wider school community and endeavour to keep this top of mind. I encourage anyone with that same focus to engage with the school - to nominate for Board positions, join the P&F, volunteer for school activities and to be involved wherever you can.

In wrapping up, a few last thankyou's.... A special mention to those Board members who complete their tenure tonight.

- Kimberley Crowe, we acknowledge and are grateful for the experience, expertise and perspectives you have brought to the Board over the past five years.
- Sam Fitzgerald, thank you for four years of service to the Board, your thoughtful contributions, courteous manner and support are always valued.
- Mat Faulkner, thank you for the calm and respectful manner in which you go about your role as Board member, and for the four years of service you have given, it is greatly appreciated.
- Caroline Dower, thank you for your willingness to share your perspectives and for the experience you have brought to the Board table over the two years you have given.

We thank each of you.

To Jo Patterson, thank you for your time and input as the Staff Representative for 2019 and 2020, for your work in taking minutes for the Board, it is greatly appreciated. Thank you for your insights and connection to the broader staff group through your representation. We look forward to welcoming Julian Rebellato back to the Board as Staff Representative for 2021.

Finally, thank you to the person that holds all of this together. Liza, in what has been a challenging year, your big picture thinking and ability to always put the child at the front is commendable. Your work output is incredible, you have made significant change, with respect and thoughtfulness. Your leadership during the initial stages of the pandemic was outstanding and handled with professionalism, your responsiveness is to be commended. You work tirelessly for this community and for our children, thank you for the long hours and late nights. Your commitment and great intention should never be underestimated.

I have no doubt that 2021 will be another successful year as we continue to move forward. Thank you for your time this evening.

Toni Duka
Board Chairperson

Principal's Report

As we move forward in the 2021 school year it is beneficial to take the opportunity to reflect on our achievements from the past school year.

St Anthony's Catholic Primary School, has a tradition built on the charism of the Sisters of Mercy and the ethos of St Anthony, encompassing the understandings as stated in Strategic Purpose and Mission that each child flourishes, achieves their potential and makes a difference based on the values and beliefs of Catholic Identity, resulting in thriving learners and leaders for today and tomorrow. At St Anthony's each child is seen as capable and competent and their uniqueness is celebrated. We pride ourselves on our ability to provide an education of excellence and promoting positive attitudes through living in a community where 'To Live Respect, Justice and Faith' are celebrated.

In 2020 students were nurtured to act and affirm the spirit of Mercy, to live true to our Catholic ethos and to care for and respond to the needs of others through a plethora of initiatives. We welcomed the 2020 school year with the whole school theme **"We must strive to do ordinary things extraordinarily well"** (Catherine McAuley). This theme for the year came from the Venerable Catherine McAuley who provided inspiration for us in the way we can lead our own life. The special celebration of the 140 Years Anniversary of the arrival of the Sisters of Mercy was also celebrated by the St Anthony's school community through the construction of a mural of Catherine Mc Auley which now is a feature in our courtyard. Celebrations continued via the 'Come in your Boots Day' where staff and students were invited to come to school in walking shoes, boots and gum boots symbolic of the spirit of the Walking Nuns.

The Mercy Keys of; integrity, loyalty, compassion, justice, respect and responsibility continued to inform us, evident as a community in our daily endeavours, our interactions and relationships with others, enabling students to flourish in all aspects of their humanity and to contribute to a better world. In 2020 a new Mercy Key was added, the Key to Hospitality. Welcoming others is at the heart of the Mercy Charism and hospitality that knows no strangers. Such hospitality is pivotal in the Mercy spirituality. Catherine McAuley believed that God is encountered in the guise of those in need of being welcomed. Catherine's following words capture her understanding of hospitality: *these cost the donor nothing; among these are the kind word, the gentle, compassionate look, and the patient hearing of their sorrows.*" A matter of the heart, hospitality lends an ear and extends a hand. In essence, hospitality mirrors God's welcoming, cordial, tender care. During the year, classes explored the theme of Hospitality through their art, written tasks and during prayer. The End of Year Mass was pivotal in this area, celebrating Hospitality during the school year and during Advent.

At St Anthony's the spirit of hospitality was further explored in 2020 via Professional Learning for Staff, our social justice initiatives and raising awareness of social inequities in our community and wider world which has always had a significant presence at St Anthony's Catholic Primary School. A range of fundraising activities have been held throughout 2020 to raise awareness and support those who may be experiencing difficulties in their lives. Students and staff, supported by families engaged in various social justice activities, such as Project Compassion, St Vincent de Paul Winter Appeal, Can Charlie, Catholic Charities and the Giving Tree.

The 2020 Strategic Plan articulated the goal to cultivate our relationship with God through liturgy, prayer and active involvement with the parish community. During 2020 St Anthony's staff continued our work in partnership with our parish, Parish Priest Father Dean, our families, and our students, to develop a strong connection to our Catholic faith tradition. This was evident in the participation of the St Anthony's community at the Family Masses and Liturgies of the Word at St Alphonsus at Sunday Parish Mass and preparation meetings/workshops for the parents and the children who will be celebrating their Confirmation and First Holy Communion in 2021. In the past year, staff engaged in the new Religious Education Curriculum, the New Crossways, to plan relevant religious education

curriculum and to deliver engaging and meaningful learning experiences in religious education for our students.

During the course of the year the School Board, staff, Parents and Friends Committee, students and community engaged in a consultation process to review and revise the St Anthony's Strategic Plan 2021 - 2023. The new strategic plan has a deliberate focus on Catholic Identity, providing excellence in learning for all students, and ensuring students experience agency, and a sense of belonging at St Anthony's, these elements and are at the heart of our programs. Targeted and measurable strategic priorities are a feature of the new strategic plan ensuring a deliberate approach to measuring strategic priorities.

Our school continues to play an important role in the local community. through our Early Learning program and the Occasional Care Program. Both programs provide authentic engaging and challenging learning and provide a platform for families to engage with our school in the Playgroup environment. In 2020 these programs were offered Wednesdays 8.45 to 10.15 am and Fridays 8.45 to 12.15 pm. The programs were very well attended, considering the COVID-19 restrictions. Occasional Care was very well attended in the second half of the year, with bookings numbers exceeding our required limit. Consequently, an application was submitted and approved by the Education Standards Board in July 2020, to extend the attendance numbers of children to 15. In the spirit of the 2021 – 23 Strategic Plan, 'to develop a vision for opportunities beyond R – 6', the possibility of providing an Out of School Hours facility for not only the St Anthony's Community but also the wider Millicent Community was also explored further, in partnership with the School Board, CESA, YMCA and the St Anthony's community. We now greatly look forward to the Out of School Hours Program opening to the St Anthony's and Millicent Community in Term 2, 2021.

A key feature of St Anthony's is the active involvement of students in the life of the school. St Anthony's is a community where children can achieve their full potential and one way where this is acknowledged is the opportunities provided for students to take on formal and informal leadership opportunities and to make a difference. Student leadership is an integral part of the culture of the school, and this was evident in 2020 through a number of student led initiatives which featured service, student voice, co-construction and student agency. In this respect I celebrate and acknowledge the work of the 2020 School Captains for their research and application for the new library furniture, and the 2020 Year 4/5 students for the design and instigation of the Sensory Garden. In particular, a special mention must be provided to the 2020 Year 7s for the Show Day initiative. The Show Day was part of the Year 7s Entrepreneurial Education program. Supporting students to, identify goals, collaborate, develop agency and reflect on their own learning. All of these initiatives displayed superb leadership, innovation, student co – construction, agency and school pride by the St Anthony's students.

In 2020 Music offered another avenue for active involvement in the community life of the school with the introduction of a Junior Choir to the Music program at St Anthony's. Initially, this consisted of over 30 students from Years 1 - 3, on a voluntary basis, and was then opened up to the Reception students in Term 4. The highlight of the year for the Junior Choir was the presentation of the musical revue, Pyjama Party to their school friends and family. Another highlight for the year, was the whole school participating in the Music Count Us In program. The students, along with many others around Australia, learnt the song 'You won't bring us down', and came together as a school to sing along with a live streamed celebration.

At St Anthony's every single child is at the forefront of our thinking, we are stewards for all the children and understand that all children are fundamentally capable of learning. This has been a major element of in our approach to Learning. During 2020 this has been evident at St Anthony's through the catering for students with a wide range of learning needs. In 2020, students were supported through the Personalised Plan for Learning (PPL) with programs and support provided by the school's own resources and other funding through the NCCD (National Consistent Collection of Data). In 2020 the Literacy Interventions programs of Mini Lit, Maclit, and Reading Tutor continued to support students in achieving successful literacy outcomes. These programs have provided the opportunity to fulfill our

school goal in supporting children to achieve successful learning outcomes. All staff were trained in Trauma Responsive Practice in Education and used this online training by the Australian Childhood Foundation to implement a range of strategies and practices to support the needs of all children, especially those who are most vulnerable. Belonging and connection continued to be a focus in 2020 with the Leadership Team and a number of staff exploring and researching initiatives for 2021, including the Life Buoyancy Institute's Impact Program and the Kimochis program. Both these programs offering a unifying lens and language, supported by practical tools and resources, to enable the science of wellbeing, resilience, growth and trauma-responsive practice to be understood and applied by children, young people, adults and school systems.

Learning during 2020 has focused on data informed improvements, capabilities and evidence informed literacy improvements. The 2020 year began with a spotlight on collaboratively developing the St Anthony's Literacy Agreement. This agreement articulates common understandings for literacy teaching and learning across the school and whole school learning programs. The St Anthony's Mercy Planner emerged as a provocation in how we as a learning community frame our commitment to our students in developing the knowledge, skills and attributes they need to thrive in a rapidly changing and complex world. During 2020 in partnership with Curtin University teachers engaged in data driven research capturing student perceptions at the classroom-level learning environment. This data resulted in staff engaging in Action Research by refining teaching and learning strategies which enhanced student outcomes. Teachers presented their Action Research results at the Communities of Practice Regional Professional Learning Day October 2020. These inquiries included topics such as:

- 'How can I increase student collaboration and student in my classroom? Based on CCQ survey data.'
- 'How does Bookmaking pedagogy improve early writers?'
- 'Planning for improved learning / wellbeing environments through whole - school collaborative research.'
- 'How do I build a classroom environment which supports children to feel safe to ask questions?'

Overall, during 2020 teachers identified the importance of engaging in using evidence-based teaching practices in literacy, learning and varied pedagogical practices to improve student learning. All staff accessed professional learning as an opportunity to refer to the ATSIL standards for teachers and develop their professional practices. The staff were flexible and adaptable, particularly considering the challenges of 2020. A culture of innovation and leadership has been evident by all staff throughout the year.

COVID 19 at the start of 2020 provided many learning experiences in a plethora of areas across St Anthony's. What did we learn from these unprecedented times as a community? That relevant Learning Programs can be swiftly and successfully implemented in the primary school context, witnessed in the creation of the St Anthony's Remote Learning Handbook. As a community we engaged in new technology, such as OneNote and Teams successfully and quickly, and as a team the St Anthony's community is flexible, dynamic, adaptive, and resilient. At this point I would like to thank the St Anthony's community for their support and flexibility during these unprecedented and continually changing times. However, I am pleased to state this period brought out the best in our community, emerging stronger in the areas of learning, operations and leadership capacity as a whole school community.

In 2021 the School Board looks forward to working with the community to revisit the St Anthony's Master Plan. Focused consideration will also be required in how we continue to offer a viable and quality Catholic Education and to articulate a vision for learning beyond R – 6 will be a priority.

The past year has been a productive, exciting and at times challenging year with many highlights and achievements to share. Our partnership with children and families is important to us, as together we can contribute and make a difference for our children and the community. I would like to thank our students; for your smiles, laughter, have ago attitude, respect and just making coming to school an

absolute pleasure every day. Thank you to our families for trusting in our ability to continue to provide educational excellence for their children.

St Anthony's Strategic Plan articulates our commitment to excellence and our relentless pursuit of achieving the very best for all the children in our care. Our teachers and staff are responsive to this, and there is absolute commitment from our school community to provide an education of excellence, that enables children to become, 'thriving People, capable learners for the world God desires'. Consequently, I sincerely thank the staff and Leadership Team of St Anthony's for their deep commitment to all the children and families.

After many years of service, we are farewelled Ali Noonan who retired at the start of 2021. We thank and recognise Ali's many years of dedicated service to the students and the St Anthony's community and for her wisdom, passion, friendship, and commitment. It has been an honour to have worked with Ali, "Some people come into our lives and quickly go. Others stay awhile, make footprints on our hearts and we are never, ever the same." On behalf of the school community, thank you Ali for your service to St Anthony's Catholic Primary School, we wish you well as you commence your retirement.'

Our thanks and gratitude go to the P&F committee and all the wonderful volunteers who have supported St Anthony's and have made many initiatives a great success. Their enthusiasm and hard work brought our community together on many occasions. I would also like to acknowledge and deeply thank our wonderful School Board under the leadership of Toni Duka for their generosity of time, their thoughtful discussions, wisdom and counsel in the relation to the St Anthony's Primary School community both now and in the future. I also acknowledge the contributions to the School Board by the retiring members, Matt Faulkner, Kimberley Crowe, Sam Fitzgerald, Caroline Dower and Jo Patterson (Staff Representative). We thank each of you for your contributions as School Board Members.

At St Anthony's, every child matters and children are and will remain at the heart of what we do. This is why at St Anthony's we will continually 'strive to do ordinary things extraordinary well' for each and every one of our students. It is an absolute blessing and privilege to lead such a wonderful school community with the support of the School Board, Parish Priest, staff, families and students.

Thank you.

Liza Couzens
Principal