

2022 ANNUAL REPORT

MATER DEI PRIMARY SCHOOL, WAGGA WAGGA



2022 Annual Report (Primary)

About this Report

Mater Dei Catholic Primary School, Wagga Wagga is registered by the NSW Education Standards Authority. Catholic Education Diocese, Wagga Wagga (CEDWW) is the 'approved authority' for the Registration System formed under Section 39 of the Education Act 1990 (NSW).

Mater Dei Catholic Primary School Annual Report to the community provides parents and the wider community with fair, reliable and objective information about the school's performance measures and policies, as determined by the Minister for Education. The report also outlines information about initiatives and developments of major interest and importance during the year and the achievements arising from the implementation of the school's Annual Improvement Plan.

The Annual Report demonstrates accountability to regulatory bodies, the school community and Catholic Education Diocese, Wagga Wagga. This report has been approved by Catholic Education Diocese, Wagga Wagga and in so doing, acknowledges that Mater Dei Catholic Primary School has the appropriate processes in place to ensure compliance with all NSW Education Standards Authority requirements for registration and accreditation.

This report complements and is supplementary to Mater Dei Catholic Primary School newsletters and other forms of communication. Further information about Mater Dei Catholic Primary School may be obtained by contacting the school directly or by visiting the [school's website](#).

Section 1: Message from Key Groups in Our School Community

Message from the Principal

Although the 2022 school year commenced with all students returning to face to face learning, following the onset of Covid throughout the country and world, the challenges and restrictions did not end. Masks, social distancing and twice weekly testing were frustrating, but not being able to have parents and community members engage and connect together on a regular basis meant there was an absence of the opportunity to build community spirit and involvement across many aspects of the school.

However the staff had become very adaptable and creative in providing opportunities for our students and community to participate in important school events and activities using technology. Our opening school mass and leadership induction was live streamed, information nights and parent teacher interviews were conducted via Zoom, while the welcome evening for new families was conducted off site. Events outside the school were able to be undertaken with restrictions so our Year 6 students were able to participate in the Borambola leadership camp and their Canberra excursion.

2022 Annual Report (Primary)

Professional Learning opportunities continued for all staff via our staff meetings and pupil free days with the focus areas being addressed included the Implementation of the Lighthouse project, agreed practices in Maths and English, Behaviour Management - policy and review to ensure consistency, and a writing focus led by Helen West.

Support for our parental community in assisting their children was provided by Andrew Fuller who focussed on the 6 key skills that increase success for every student.

Again in 2022 classes at Mater Dei operated as teaching teams, comprising two home teachers and a third teacher in a classroom support role during English and Mathematics. Each grade had an allocated teacher assistant to support student learning. It was critical that teaching teams collaborated closely in support of the students. While proving to be a successful model the capacity of the school leadership to maintain the model was severely hampered and challenged by a severe shortage of teachers. Staff shortages were further compounded by staff illness and resignations. During this period the staff continued to work both creatively and collaboratively to ensure there was a level of continuity and consistency across all grade levels.

The Catholic life of the school continued to have a strong focus throughout the year. Important events such as Ash Wednesday, Holy Week, Pentecost and Christmas were celebrated as highlights of the school and liturgical calendar, as were broader community events such as ANZAC Day, Mother's and Father Day. With Father Paddy Sykes as administrator of the parish, the school was very fortunate to be able to celebrate mass on a fortnightly basis which was a wonderful opportunity for the staff and students to celebrate their faith in a very visible way as well as providing an opportunity for our community to come together. The Sacrament of Reconciliation, First Communion and Confirmation were also celebrated during the year.

Sporting events continue to have a strong place at Mater Dei with many events taking place throughout the year. These included the swimming carnival, athletics, gala days, cross country, netball, soccer, touch, rugby and afl. Ninety seven Mater Dei students were successful in competing at the MacKillop division and two students went all the way to State Representation.

The focus at Mater Dei shifted significantly during term two when, under the guidance of CEDWW a wellbeing health check was undertaken throughout the school community. The focus of this health check included

- Culture and Values
- Behaviours and Relationships
- Teamwork and Fairness
- Leadership and Management
- Communication.

2022 Annual Report (Primary)

The recommendations resulting from this health check saw a shift in priority in regard to staff professional learning for the remainder of 2022 and into 2023. The staff devoted considerable staff meeting and professional learning opportunities focussed on the following areas.

- Working with Leading Teams to build the positive culture of the school.
- To explore the concept of open or flexible learning spaces.
- To continue to build a shared understanding of positive behaviour management and develop an appropriate policy and procedures owned and adopted by all in the school.

This period of the year also saw a change in leadership in the school, with Megan Masterson moving from her role as principal into a position at CEDWW and Mitch Bailey moving to another school. Gabrielle Driscoll was appointed interim principal and Angela Cook took on the role of Acting Assistant Principal for the remainder of the 2022 year.

The final term of the year provided many opportunities for learning and celebration with events such as the Year 5 Ballarat excursion and the Year 6 visit to Narrandera. A highlight of the Term and the year was the school concert - The Jungle Book. It was a wonderful opportunity for our school to come together as a community with family and friends to share in the success of the whole school.

Our school year fittingly concluded with our end of year Graduation mass and ceremony which allowed all to give thanks for the year and most importantly farewell our year 6 students as they ventured onto new adventures.

Gabrielle Driscoll
Interim Principal

Message from the Parent Body

2022 began much the same way as previous years with Covid-19 lingering and regulations in place. The provision and collection of RAT tests was made available to our families and staff. Late March delivered some good news with the easing of Covid regulations and once again the Mater Dei community were able to meet as a whole school seeing the return of assemblies in the hall and parents and visitors on site. A great step forward in renewing the school spirit.

The annual New Parents evening was held and once again a great success.

Our Annual General Meeting was held on March 31. Michael Suidgeest and Richard Lyons joined the School Council and we farewelled David Pattison and Nicole Shaw who both contributed so much of their time and energy.

2022 Annual Report (Primary)

A Health Check of the school, initiated by the Catholic Schools Office Wagga Wagga (CSO), led to some changes within the school. Our Principal Megan Masterson took up a role with CEDWW and Assistant Principal Mitch Bailey moved to Henschke Primary School. On behalf of the school council I wish them both well in their new endeavours and thank them for their dedication and contributions to Mater Dei Primary.

Ange Cook was appointed as our new Assistant Principal and we welcomed her to the school council. After unfortunate circumstances our replacement Principal was unable to commit to his move to Mater Dei. Fortunately we were lucky to welcome Gabe Driscoll as interim Principal. Many thanks to Gabe for her willingness to lead our school for the remainder of 2022 and into 2023.

Our Parents and Friends subcommittee continued to be a great asset to our school. Successful fundraising allowed for the build and installation of the 'cubbies' on the infants playground. Other successes were the 'pie drive' and movie night.

Many thanks to all the helpers and supporters of the P and F.

Our year ended with the wonderful Jungle Book production which was a fantastic show and equally as a wonderful way for our whole community to gather and celebrate the talents of our children and teachers.

I would like to thank all Council members for their contribution this year, giving up their time with the common goal of ensuring a supportive and quality education for our children.

James Bolton
Chairperson

Message from the Student Body

These messages have been prepared by the newly elected student leaders for the 2023 school year. Each was asked to comment on the things they value about their school.

Olivia

At Mater Dei, I love how we have so many sporting opportunities such as swimming and running. I love how the teachers and the school are welcoming and friendly. I value our school buildings and playgrounds. I am so grateful we have lots of space to run and play.

Eddie

At Mater Dei, I love coming to school every day because of all the teachers and my friends, they are so kind and welcoming. I also love this school because of the sports equipment and sporting opportunities. The oval and the playground is great because there are a lot of things to keep us occupied. I love this school - I will never forget it.

2022 Annual Report (Primary)

Liam

In my time at Mater Dei, I have created so many good memories. My favourite ones are all the athletics and swimming carnivals. Mater Dei has such good facilities and equipment. It is always so easy to talk to all the teachers. All of the students are so nice and always enjoyable to be around. I will treasure my memories here.

Darcy

I love Mater Dei because of all the kind teachers who always help me understand the units of work we are learning about. I also love all of the sporting opportunities we get to do including swimming, athletics, cross country, netball, AFL and so many more. I am loving my time at Mater Dei and will treasure these memories forever.

Billy

Mater Dei is a wonderful school. One of the best things are the grounds, the oval and playgrounds. There is lots of space to really have a run around. The sporting equipment is amazing, we have heaps of balls and cricket bats and so many more. Mater Dei is the most exciting place ever and I will never forget all the memories I have of school here.

Lucy

I love Mater Dei because it is such a welcoming community and everyone is valued here. Some of my favourite things to do at Mater Dei are going on excursions, playing with friends and learning new things. I am so grateful that mum and dad sent me to this school because I love it so much!

Ellie

One of my favourite reasons for why I love going to school at Mater Dei is because of all of the fun excursions we get to go on. We get to go to Ballarat, Barambola and Canberra. So far my favourite excursion was Ballarat because we were able to be with our friends and explore Sovereign Hill. I also value all of the sporting opportunities we get to be in because they are a great opportunity to get better and improve our skills.

Isla

I love Mater Dei because I get to wake up every morning knowing that I am going to have a great day at school. Mater Dei is amazing because we have so many opportunities for learning and for sport. We have a lot of learning resources so that we can learn better, but we also have a great time doing this.

2022 Annual Report (Primary)

Section 2: School Features/Context

Mater Dei Primary School is a two stream school located in the Wagga Wagga suburb of Lake Albert. The school is one of two Catholic primary schools within Sacred Heart Parish Koorringal.

Mater Dei Primary School has the capacity to accommodate approximately 400 students and is fortunate to have spacious grounds and well equipped contemporary learning spaces. The school is adjacent to Mater Dei Catholic College (catering for students from Years 7 to 12) and Community Kids Lake Albert Early Education Centre. The close proximity and strong bonds with these two educational institutions assists the smooth transition of students from preschool to Kindergarten and then from Primary to Secondary School.

Mater Dei Primary was established in 1990 in response to the increased demands for enrolments within the Sacred Heart Parish Koorringal. The school was staffed entirely by lay teachers. In 2021, the school acknowledged 30 years of providing quality Catholic education for families. A time capsule to commemorate the occasion was placed beneath the newly constructed decks in the primary courtyard. The latest stage of building development, the stage three classrooms, provides a contemporary learning environment that is very flexible in its design allowing teachers and students to access a variety of learning space options which can be used depending on the programs being offered.

Parents and families are valued as active participants in the daily life of the school. Mater Dei strives to be 'One in Spirit' by nurturing and inspiring others within a faith filled community. Mater Dei means 'Mother of God' and both Mary and Jesus are at the heart of all we do.

The school recognises and respects the uniqueness of each individual. Mater Dei aims to educate and support each student in their academic, spiritual, social and physical development in an inclusive and welcoming environment. The growth mindset of staff ensures current, research based pedagogical practices are maintained in order to prepare students for a positive future within an ever changing world. Students develop skills for lifelong learning and become globally aware citizens, able to think critically and creatively. Mater Dei as a vibrant community works hard to maintain a culture of collaboration and striving for excellence.

Bowyer, Plunkett, Trinity and Mackillop are the four house groups. Special days to recognise each of these houses is one way Mater Dei reaches out to support the broader community.

2022 Annual Report (Primary)

Section 3: Student Profile

The school caters for co-educational Kindergarten to Year 6 students. The following information describes the student profile for 2022:

Girls	Boys	LBOTE*	Indigenous	Total
173	182	8	8	355

*Language background other than English

1. Enrolment Policy

Catholic Education Diocese, Wagga Wagga has established an Enrolment Policy. The implementation of this policy is monitored by the Catholic Education Diocese, Wagga Wagga. The policy has been developed in the context of government and system requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment.

Copies of this policy and other policies in the report may be obtained from the Catholic Education Diocese, Wagga Wagga website or by contacting the Catholic Education Diocese, Wagga Wagga or by contacting the school directly. See CEDWW policy [HERE](#).

2. Student Attendance and Retention Rates

Year	Attendance %
Kinder	92%
Year 1	92%
Year 2	92%
Year 3	93%
Year 4	92%
Year 5	91%
Year 6	92%

The average student attendance rate for 2022 was 92%

2022 Annual Report (Primary)

Regular attendance at school is essential if students are to maximise their potential. The school, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, school staff, as part of their duty of care, monitor part or whole day absences.

Mater Dei Catholic Primary School staff, under the principal's leadership, support the regular attendance of students by:

- Providing a caring teaching and learning environment which fosters students' sense of well being and belonging to the School community.
- Maintaining accurate records of student attendance.
- Recognising and rewarding excellent and improved student attendance.
- Implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- Parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance.
- All cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and the appropriate intervention strategies are implemented.
- Documented plans are developed to address the needs of students whose attendance is identified as being of concern.
- The Director of Catholic Education Diocese, Wagga Wagga or designated Catholic Education Diocese, Wagga Wagga officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom school strategies have failed to restore regular attendance.

2022 Annual Report (Primary)

Section 4: Staffing Profile

There are a total of 27 teachers and 15 support staff at Mater Dei Primary School. This includes 19 full-time and 8 part-time teachers.

Teacher Accreditation Status

The accreditation status of all teaching staff responsible for delivering the curriculum is:

Teacher Accreditation Status	Number of Teachers
Conditional/Provisional	2
Proficient	25

Percentage of staff who are Indigenous	1 staff member
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Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in service courses, meetings, conferences and a range of professional learning programs provided by the Catholic Education Diocese, Wagga Wagga.

[2022 Staff Professional Learning Plan](#)

Staff Professional Learning is prioritised according to the goals of the Annual Improvement Plan. It is framed by the following domains of the National School Improvement Tool:

- An explicit improvement agenda
- Analysis and discussion of data
- A culture that promotes learning
- Targeted use of school resources
- An expert teaching team
- Systematic curriculum delivery
- Differentiated teaching and learning
- Effective pedagogical practices
- School community partnerships

2022 Annual Report (Primary)

In 2022, the Staff Professional Learning Program focused on the priorities from the Annual Improvement Plan. Following a Health Check initiated by CEDWW, the direction and priorities of the Annual Improvement Professional learning plans were adjusted to incorporate the recommendations emanating from the Health Check

- Enhancing teacher pedagogy to support effective sequenced learning for our students in English. This included the staff working with Helen West.
- Continued to engage with, and action effectively the intent of the TransFORMATIVE Learning Statement a Diocesan initiative, through developing and embedding agreed teaching and learning practices and aligned classroom pedagogies.
- Focus on a consistent implementation of our school based procedures which support the CEDWW Behaviour Management and Student Discipline Policy.
- Developing a shared understanding and an agreed approach to the most effective ways to use our learning spaces in order to enhance student learning.
- Using the Lighthouse Project to enhance our pedagogical approach to teaching Religious Education.
- Engagement with Brendan Maher from Leading Teams to explore the concept of a high performing team.
- A spirituality day facilitated by REC Angela Cook and Paul Chigwidden on Mary, the patron of our school, Mater Dei.

2022 Annual Report (Primary)

Section 5: Catholic Life and Religious Education

Catholic Schools have a unique role in the evangelising and educating mission of the Church. Mater Dei Catholic Primary School follows the Wagga Wagga Diocesan Religious Education curriculum, ***Sharing Our Story***.

Catholic Heritage

Mater Dei has been providing education for families in the southern areas of Wagga Wagga for 30 years. With a capacity of just under 400 students, great pride is taken in the accomplishments of the school.

Academically, students continue to achieve very strong results and the school community is justifiably proud of the holistic development of the students.

The school is one of two parish schools of the Kooringal Sacred Heart Parish. It was constructed after Sacred Heart Primary School struggled to accommodate the number of families seeking enrolment in the late 1980s and early 1990s. Both schools continue to provide a quality education in a Catholic context, and are very visible within the overall life of the parish.

The purpose of the school is very holistic, that being to educate and support each student in their academic, spiritual, social and physical development and engage them in quality educational activities that set them up for a positive future.

During 2022 Father Paddy Sykes and Father Jomer continued to support and provide guidance to the school through their active presence within the school and community, ensuring the rich heritage of participation, presence and active contribution by the clergy of the diocese continued to remain a strong and valuable element of Mater Dei School.

Liturgical Life of the School

Under the guidance of Father Paddy Sykes and Father Jomer Calma, fortnightly masses were celebrated in the hall. These masses along with the liturgies allowed individual grades to take on the responsibility for the planning of such occasions with the assistance of the Religious Education Leader Angela Cook, and were supported by parents and grandparents. After experiencing the restrictions of COVID, the combined Mass between Mater Dei College and the Primary School was once again able to be held on the Feast of the Assumption to recognise Mary's patronage of both schools.

For Mother's Day and Father's Day and grandparents day, the students were able to once again welcome and celebrate all their family members back to Mater Dei to share in the liturgical life of the school, through mass and a variety of celebration activities. End of Year and Graduation mass remain a highlight of the school calendar, as it brings our community together to celebrate all that has been achieved throughout the year.

Celebration of the sacraments of Reconciliation, First Communion and Confirmation were undertaken throughout the year.

2022 Annual Report (Primary)

Once again, welcome Mater Dei Primary students were key leaders in the Christmas Eve Mass for the Sacred Heart Parish, Koorinal, in the school hall.

Staff and Student Faith Formation

Fr Paddy Sykes and Fr Jomer Calma supported the historical involvement of Sacred Heart Parish in the faith formation of our students and staff, by encouraging regular masses and supporting the school with sacramental preparation. The opportunity for our students to attend school masses more regularly than had been the case in the past was a beautiful way of fostering faith formation for our students in particular, but also for our staff. One of the consequential benefits was the learning opportunity staff had to be more involved in preparation for and leading of masses and liturgies, thereby contributing to their personal faith formation.

Our staff were led through professional development opportunities by our REC - Ange Cook, in relation to the pedagogy of teaching Religious Education. We were also fortunate to have Bishop Mark Edwards support one of our staff meetings, where he led us in a mass, explaining many of the rites and rituals of the mass during this time. One of our final opportunities for professional development was a spirituality day based on Mary and the prayer "The Magnificat." We were supported by Paul Chigwidden from CEDWW, in leading this opportunity for staff to consider in depth the life of Mary and her discipleship through iconography.

Social Justice

Mini Vinnies are a group of students who gather in their lunchtime for a small period of time to live the values of their faith and acts as an excellent output for nurturing their giving and compassionate natures. Our Chaplain Jeremy Polkinghorne and the REC Ange Cooke supported and helped facilitate this initiative. The group plans a range of activities through the year to support the work of St Vincent de Paul.

Each term a different community need is addressed. In Term one it was a compassion project with the Easter raffle as the fundraiser. Term 2 saw the focus shift to homelessness through the Winter appeal. In term 3 a pyjama day was organised by the mini Vinnies group and in Term 4 the school supported the St Vincent de Paul Christmas appeal with our whole school community donating much needed goods to assist those less fortunate than ourselves.

The staff engage in outreach programs to support the community of Wagga Wagga. Twice throughout the year the staff volunteered to cater for dinner at Lillier Lodge. Lillier Lodge is a residential home that provides accommodation for those who receive medical treatment (or their families) at the Wagga Hospital and live too far from their homes to travel on a daily basis. Such an act provides a sense of welcome and belonging for those involved and challenges the staff to continue to reach out to others who might be in need.

2022 Annual Report (Primary)

Professional Learning in Catholic Life and Mission

Catholic Education Diocese of Wagga Wagga established a policy on the [Professional Requirements for the Accreditation of Teachers of Religious Education](#) which is implemented by all systemic schools in the Diocese.

In 2022, our staff were introduced to the goal of understanding and applying a catholic perspective in all key learning areas, so that students are exposed to a curriculum that encompasses a Catholic identity and worldview. Such a focus benefitted both staff and students alike as it provides an opportunity to make real and genuine connections between their Catholic faith and the contemporary world in which they are living and exploring through their learning.

A major focus for professional learning in Catholic life and Mission was around understanding The Mass. - Our staff meeting led by Bishop Mark which coincided with sacramental preparation for our confirmation students, was an opportune way for staff to understand more about the rites and rituals associated with our Catholic Faith.

Angela Cook, REC worked with the staff to build their capacity in planning for and leading faith filled liturgical opportunities, ie; masses and liturgies. The model of walking with to plan, and implement was supportive of staff in their own professional learning.

Work with the lighthouse project enhanced our pedagogical approach to teaching Religious Education. In this way, our students will experience a new opportunity to encounter the message of Jesus and grow in their faith.

Section 6: Curriculum

The school provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLA's) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education. Each KLA is delivered as required for Registration and Accreditation under the Education Act 1990 (NSW) and school's implement the Religious Education Syllabus requirements for the Catholic Education Diocese, Wagga Wagga.

Teaching teams collaborate and plan together for the provision of all KLA's to meet all regulation requirements. Classroom teachers teach all subjects with the exception of Creative Arts which was taught by a specialist Art and Music/Drama teacher.

Students have ready access to a well-resourced library and have daily access to Information Technology through a one to one chromebook and ipad program which are used to integrate technology into most subjects. Mater Dei Catholic Primary School implements a no homework policy, however, all students are encouraged to regularly read at home, and they are able to access quality programs such as Reading Eggs and Mathletics through the home environment.

2022 Annual Report (Primary)

All students engage in Maths Assessment Interviews at the commencement of the school year and data from these are used to assist in providing a maths program for all students to continue to experience success in their maths learning. At risk students were identified and given support and intervention. The Targeted Maths Teacher worked closely with teachers, with the sole purpose of improving teaching practice in order to increase student outcomes.

Intervention Programs to assist students with additional needs include Reading Recovery and EMU in Stage 1, Multi-lit in Stage 2, Quicksmart in Stage 3. The Inclusion and Diversity Leader worked closely with teachers and parents to develop personalised learning plans for students who were part of the NCCD program to ensure their particular needs were being accommodated and met within the regular class programs.

At times students may need assistance to expand and develop their social and emotional skills in areas such as friendship issues and emotional regulation. Such needs are met through the work of our school counsellor through whole class, small group and individual sessions depending on the particular need.

Throughout the year the students have an opportunity to participate in a broad range of sporting events. Such sporting opportunities allow students to maximise their potential. These range from school events such as an athletics day and swimming carnival, to gala days focussing on a range of sports including soccer, touch, afl, and rugby. Students can join in both individual and team sports. Mater Dei is part of the Wagga Wagga Diocese Sport., which offers students from Year three to six the opportunity to develop their skills and talents in sport as an integral part of their academic, social and physical development. Diocesan sport enables students to enhance their skills, confidence and self esteem, as well as their general health and wellbeing. Students in our school have the opportunity to participate in a variety of sporting pathways which may lead to selection at Diocesan, State and National level for competition.

The targeting writing initiative has continued to have strong support and input from the Literacy Instructional teachers - Alison Wheeler and Penny Kerr. The focus has been on building the capacity of staff to provide quality teaching and learning that will improve student outcomes for all. The instructional teachers spent time in classrooms across the school modelling high impact strategies.

Section 7: Student Performance in State-Wide Tests and Examinations

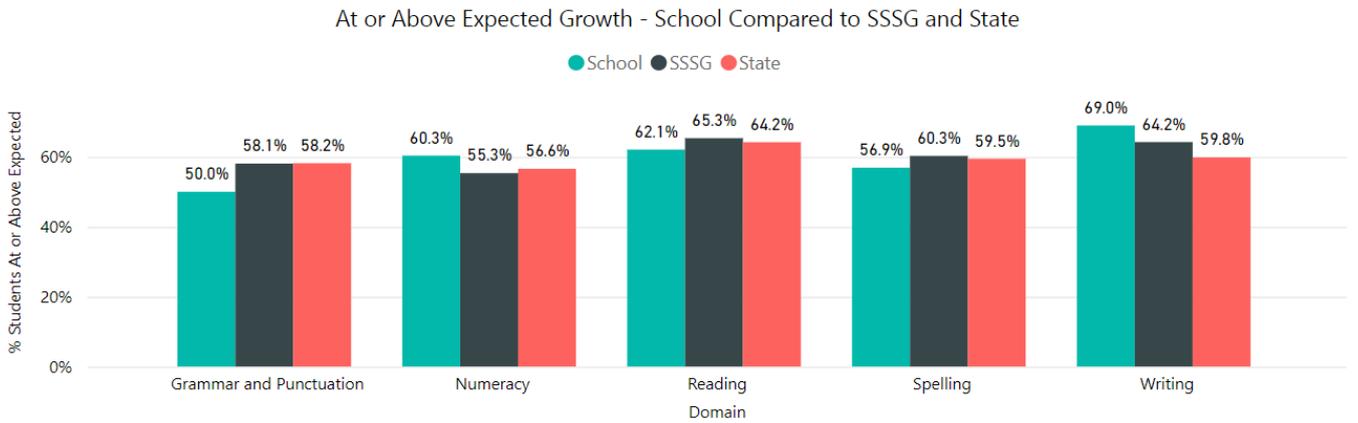
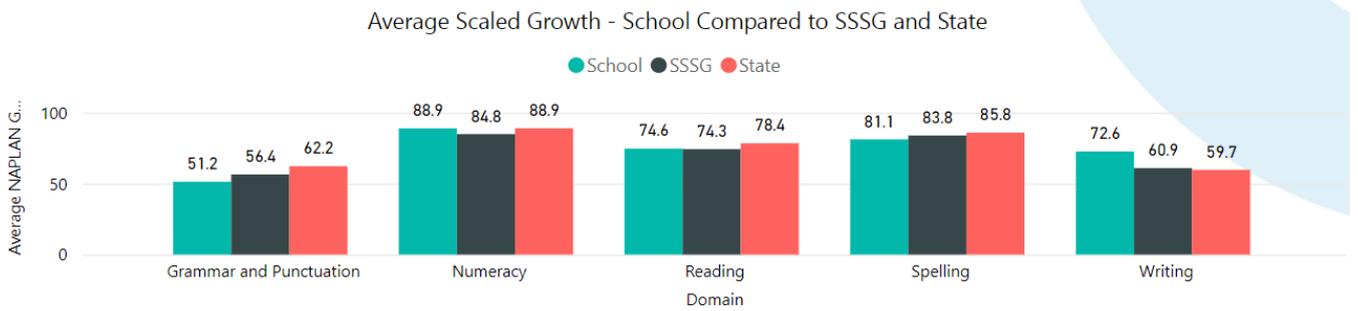
NAPLAN 2022 Results

NAPLAN is an annual assessment for all students in Years 3, 5, 7 and 9. It tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy. In 2022, all CEDWW schools completed NAPLAN Online.

2022 Annual Report (Primary)

Growth

There is an expectation that student individual scores improve between testing periods, reflecting their learning over the two year period. Growth figures provide information about student growth in test scores compared to the previous testing. The graphs below show the individual school growth compared to Statistically Similar School Groups (SSSG) and state growth. The first row shows how average growth for the school (green) compares with the average growth for the SSSG (black) and the state (red). The SSSG is determined by the Department of Education.



2022 Annual Report (Primary)

Summary of Means

	Number of Students	School Mean	State Mean
Year 3			
Numeracy	48	427.2	410.51
Reading	48	465.9	446.81
Writing	48	441.1	433.59
G&P	48	456.3	446.22
Spelling	48	422.6	430.00
Year 5			
Numeracy	57	487.0	498.96
Reading	57	517.9	514.86
Writing	57	486.4	492.97
G&P	57	492.4	508.77
Spelling	57	489.1	513.61

Section 8: Pastoral Care and Well Being

Catholic Education Diocese of Wagga Wagga has established a Pastoral Care and Well Being Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [HERE](#).

Mater Dei is a faith centred community that nurtures and inspires. (Mater Dei Catholic Primary School Vision and Mission Statement 2014). At Mater Dei, pastoral care is the responsibility of clergy, staff, students and families. The community is valued and the spiritual, social and emotional wellbeing of all members of the school community is at the core of pastoral care. Initiatives and examples of pastoral care in action include:

- The Mater Dei Wellbeing Committee meets each fortnight to create and facilitate action plans for students who are experiencing difficulty socially, academically or emotionally.

2022 Annual Report (Primary)

- Small group workshops — facilitating small friendship group sessions to strengthen social skills
- Grade workshops with topics ranging from self-esteem development to anti-bullying and conflict resolution. These workshops are a collaboration between teachers, the school counsellor and the Inclusion and Diversity leader. Topics are determined by areas that require skill development for that year group or can be suggested by the grade teachers to address topical issues they and their students are facing. These workshops were run throughout Terms 2, 3 and 4.
- To facilitate a smooth transition to high school, workshops were run for Year 6 which addressed topics such as healthy friendships, bullying and time and organisational management.
- Buddying of Year 5 with Kindergarten students. To enhance a nurturing environment, Year 5 students were partnered with Kinders to help them settle into school and feel welcome. This also enhanced the warm and welcoming atmosphere from the classroom to the playground.
- Social Skills Group. This group meets as needs are identified and is available for students with particular issues regarding their social skills. It aims to increase confidence and friendships.
- SRC. The student representative council meets on a regular basis and is made up of a number of students from each grade level. It provides a student voice around a range of issues including wellbeing, that are of interest or concern for the students.
- Wellbeing has become a standing agenda item at weekly Staff briefings.

Discipline Policy

Catholic Education Diocese of Wagga Wagga has established a Discipline Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [HERE](#).

Mater Dei Primary is committed to the development of the whole person: body, spirit, heart and mind.

The school aims to establish a community of care through:

- welcoming and including students and their families.
- respecting the dignity and uniqueness of each student.
- providing a safe, secure and stimulating environment conducive to learning.
- ensuring fairness and justice within appropriate discipline structures.
- promoting self-esteem and critical thinking in students.
- processes that allow parents to express their concerns or grievances.

In 2022 considerable professional learning sessions and staff meetings were devoted to reviewing and updating the Behaviour Management policy. The philosophy behind this work has been based on Positive Behaviours for learning. With Pauline Fisher as the

2022 Annual Report (Primary)

facilitator, the staff have developed a behaviour matrix which outlines appropriate behaviours based on the five rules of the school, across all areas of the school. Additionally, a flowchart has been developed which provides a clear and consistent pathway to assist teachers in managing inappropriate behaviour choices by students. It also outlines the support that can be accessed at each step of the pathways.

The behaviour matrix has been used as a guide for the explicit teaching of appropriate behaviour. During Term 4 all classrooms undertook explicit teaching of the school rules. Each week a school rule was selected and teaching was undertaken school wide. While the matrix is still being reviewed and refined, it provides a great resource in assisting students in recognising and understanding what the behaviour expectations at Mater Dei are. To encourage the adoption of positive behaviour by all students, and more regular positive feedback by staff, a whole school challenge was initiated. Tickets were given for good behaviour and a house team raffle was conducted each week.

In 2023 Mater Dei will continue to work at embedding positive behaviours for learning across the school and the behaviour policy will be adjusted to reflect the changes.

Anti Bullying Policy

Catholic Education Diocese of Wagga Wagga has established an Anti Bullying Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [HERE](#).

Initiatives Promoting Respect and Responsibility

Grades One, Two, Three and Four trialled the Respectful Relationships Program from the Education Department, Victoria during Term four.

Restorative Practice is a key element of the Behaviour Management Policy, and is used as a tool used as part of our Behaviour Management Policy.

Our School Representative Council provides an opportunity for students across each grade from year 2 to develop leadership skills and contribute to creating an opportunity for student voice.

Complaints and Grievances Resolution Policy

Catholic Education Diocese, Wagga Wagga has established a Complaints Handling Policy which is implemented by all schools in the diocese. The implementation of this policy is monitored by the Catholic Education Diocese, Wagga Wagga.

2022 Annual Report (Primary)

See CEDWW Policy [HERE](#) & Procedures [HERE](#).

Workplace Health and Safety

Each school is required to implement and comply with the Diocesan School System Workplace Health and Safety Management System (WHSMS). This system reflects the current statutory requirements for WHS and complies with the Australian Standard for WHS Management Systems. The WHSMS adopted by the Catholic Education Diocese, Wagga Wagga Systemic Schools has been designed to address general health, safety and welfare matters and also to take account of specific issues that apply to school communities. The management system supports the provision of a safe and supportive environment for all students as well as taking into account the health, safety and welfare of staff, visitors and contractors to the school site.

Principals, in consultation with the relevant CEDWW personnel, are responsible for monitoring the school's compliance with WHS legislation and to implement the management system in keeping with the Catholic Education Diocese, Wagga Wagga Annual WHS Plan. External WHS system audits are conducted across a sample of schools each year to validate the implementation of the management system.

Catholic schools in the Diocese of Wagga Wagga are committed to a safe and supportive environment. The principles, guidelines and procedures set out in the policy documents CEDWW of Pastoral Care, Student Well Being, Bullying and Harassment are the framework for school leaders, students, staff, parents and the wider community to develop a safe and supportive environment. The Diocesan Complaints Handling Procedure forms an important element in the diocese's commitment to ensuring safe and supportive environments for school communities. No changes were made to these documents in 2022.

In compliance with the **NSW Reform Act 1990**, Corporal Punishment is banned in all schools within the Diocese of Wagga Wagga.

Access to all policies and guidelines can be obtained by contacting the school office.

See CEDWW Policy [HERE](#)

2022 Annual Report (Primary)

Section 9: School Review and Improvement

Each year the school develops an Annual Improvement Plan indicating the intended key improvements for student learning outcomes. The plan is drawn from the Catholic Education Diocese, Wagga Wagga Annual Improvement Plan.

2022 Annual Improvement Plan

Due to the CEDWW instigated Health Check commencing in Term 2, a significant number of goals were not achieved within the annual improvement plan due to the need to adjust both professional learning opportunities and staff meetings to address the recommendations arising from the health check.

Working with Leading Teams to develop an understanding of the components of a high performing team. Staff have begun to build their capacity to have genuine conversations with other staff members. Developing a set of agreed behaviours that assist in building a positive staff culture have begun to be embedded across the school and this process will continue in 2023.

Implementation of the lighthouse Project across all grades has become evidenced in classrooms and school documentation. Total embedding of the Lighthouse project will need to continue into 2023, particularly given the high turnover of staff.

Finalised English Agreed Practice. Helen facilitated a professional development day on Mentor texts. Professional learning conversations with the literacy and numeracy instructional teachers were planned, but due to staff issues, their regularity could not be guaranteed.

A whole school data wall which included both reading and maths was developed and Case Management meetings and processes continued throughout 2022. Both were very useful strategies to assist in informing teaching and learning.

There is now clear evidence of the learning collaborative work in classrooms through the regular use of learning intentions and success criteria.

Work on Behaviour management will continue to be a focus in 2023 as staff professional learning will focus on the Diocesan Student Wellbeing Framework.

Priority Key Improvements for 2023

2023 Annual Improvement Plan

2022 Annual Report (Primary)

Section 10: Parent, Student and Teacher Satisfaction Parent Participation

Parents are the primary educators of their children and are always welcome at Mater Dei Primary School. The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students.

The School Advisory Council has continued to meet throughout the year to provide timely advice and support to the principal and the executive team. The chairperson was a member of the principal appointment process, but unfortunately due to personal reasons the selected principal was not able to take up the position. This did create a level of stress and anxiety amongst the parent community given that the interim principal was only in the position until the end of the school year.

Additionally some parent dissatisfaction was expressed at the teacher shortage and the implications of this at Mater Dei. However, as Term four unfolded, the level of stability across the school became more evident and parents expressed greater satisfaction with the direction the school was taking.

The Parents and Friends Subcommittee continued to gain momentum since it was reformed in late 2021 and has become a great asset to the school. Successful fundraising allowed for the building and installation of the cubbies in the infant playground. Further successes were the pie drive and movie night.

Student Satisfaction

Some of the comments from the students who have been chosen as School leaders for the 2023 school year:

I love how the teachers and the school are welcoming and friendly

I love Mater Dei because of all the kind teachers who always help me understand the units of work we are learning about.

The oval and the playground is great because there are a lot of things to keep us occupied. I love this school - I will never forget it. I am so grateful that mum and dad sent me to this school because I love it so much!

Teacher Satisfaction

As part of the Health check conducted during terms 2 and 3, teachers were invited to express their opinion and feelings about Mater Dei. Some of the responses to the facilitators included:

"I love the job, love the school, love the students."

2022 Annual Report (Primary)

"I have the best job in the world. I get to see everybody, cross section of school. A really nice place to work."

"I love being off class and working with small groups of children."

"I love teaching and being a teacher. The rapport with the student and every day is different. They bring joy to the job."

The health check also gave the staff the opportunity to share any areas that may have been of concern to them. these included:

A culture that is becoming more divided

Strict open learning environment

Behavioural issues in the classroom and how the school is supporting behavioural management.

In moving forward each of these aspects of concern have begun to be addressed in Term 4, and will remain a high priority heading in 2023.

Financial Report

