



2023

ANNUAL SCHOOL REPORT



St Martin de Porres Catholic Primary School

147 Prahran Avenue, DAVIDSON 2085

Principal: Mr Adrian Pulley

Web: www.smddb.catholic.edu.au

About this report

St Martin de Porres Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Schools Broken Bay (CSBB). CSBB as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education.

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CSBB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented at local school level and is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the [My School website](#).

Message from key groups in our community

Principal's Message

The 2023 school year saw St Martin's grow both in the number of students and as a result, our number of staff. The teachers and support staff continue to be a collaborative group, working as a team to encourage and support each other as they strive to offer the very best school experience for our families.

Our school motto 'Strength and Gentleness' is at the forefront of everything we do. We encourage our students as they gain confidence in their learning, strength in their character and the gentleness to be compassionate children who are supportive of their peers.

As the pilot school for the first Eileen O'Connor class, we celebrated the Diocese's commitment to diverse learners. The successful first year of the St Martin's support class will see the expansion of the EOC to other schools in 2024 and beyond. We were all thrilled by its success.

I am extremely proud of the wider St Martin's community as they support each other during hardship or illness and celebrate each other when the occasion arises. Social functions at the school saw the highest attendance for several years across the many scheduled events. Current parents and students warmly welcomed many mid-year enrolments and ensured they were quickly brought in to the St Martin's community.

Our professional learning and collaboration continued in 2023 with many opportunities for our teachers to share ideas and work together.

We continue to welcome an increasing number of families drawn to our unique learning environment. Our professional, dedicated, and supportive staff play a crucial role in creating this welcoming atmosphere where each student is celebrated for their individual successes.

Parent Body Message

2023 was another fantastic year for the St Martin's school community as we continue to grow and thrive in the community. The passion and commitment of the school and parent leadership teams ensured that the many community events were well organised and supported and once again bigger and better than ever!

The year started with our annual Bush Dance and Barbecue where we were able to warmly welcome new members of our community, including the families of the new Eileen O'Connor Class. Other community highlights of the year included the Movie Night, School Musical,

Stage 3 Night of the Notables, Trivia Night, African Drumming Night, Swimming and Athletics Carnivals, Cross Country, Mother's Day, Grandparent's Day and Father's Day.

The parent body greatly supports our wonderful school, keenly participating in all organised events. They appreciate the dedication and commitment that our principal, Mr Adrian Pulley shows to every single member of the community as well as all the other talented and dedicated teachers. The active partnership between the parent body and the school means that our children are the beneficiaries of an outstanding primary school experience at St Martin's.

Student Body Message

At St Martin's, we are blessed with a community where everyone is kind, helpful, and respectful. As a student, I feel incredibly supported by our teachers in everything I do. Whether we are trying something new or striving to improve, our teachers are always there to encourage and guide us. We are always encouraged to try our best and to make the most of our abilities. The school motto, "Strength and Gentleness," continues to inspire us daily. It guides us in living out the mission of Christ, encouraging us to show strength of character and gentleness in our actions. As disciples of Jesus, we are committed to nurturing our relationships with each other and with God. We strive to make positive decisions that benefit our peers, our community, and our planet. This commitment helps us grow stronger in our faith and gentler in our actions.

School Features

St Martin de Porres Catholic Primary School Davidson is situated in a picturesque location near Garigal National Park, surrounded by lush bushland. The school takes pride in its rich heritage, local indigenous connections and strong community ties, embodying its motto of "strength and gentleness."

The primary mission of the school is to foster learning excellence within a caring Catholic environment. They celebrate the unique talents and gifts bestowed upon each member of their community, ensuring these qualities are cherished in all aspects of school life.

The school boasts extensive grounds where students can play amidst green spaces and utilise the multisport court. Their bespoke playground, designed collaboratively with students, features various stimulating elements like slides, climbing areas, tunnels, and huts, promoting imaginative play. Additionally, there's a quiet area for reflection, reading, and relaxation.

St Martin's prides itself on being a dynamic, inclusive, and connected community that provides a nurturing atmosphere. They highly value family involvement and recognise the contributions families make to the school community.

Classrooms at St Martin's are designed to be engaging learning environments equipped with modern resources such as iPads and interactive whiteboards. Specialist teachers conduct lessons in dedicated spaces like the library, learning support room, and hall. The school also encourages outdoor learning experiences, utilising spaces like the stage and shaded seating areas. The extensive grass area allows for sport and PE lessons to be held in a huge open space where students can run and get their exercise.

Education at St Martin's is characterised by a collaborative approach involving teachers, students, and parents. Learning is designed to be current, challenging, and collaborative, allowing students to be actively engaged and empowered in their educational journey.

Teachers at St Martin's are dedicated to supporting each family as they navigate their child's education. They work closely with students and parents to tailor educational programs that align with individual goals and celebrate achievements.

The school offers a wide range of opportunities including coding classes, extension programs for high achievers, and support for students needing additional learning assistance. St Martin's is a host school for the GATEWays Extension Program. They also provide extracurricular activities such as music, choir, chess, yoga, inter school sports, and Italian language classes. Regular incursions and guest visits enrich students' learning experiences,

with activities ranging from visits by motivational speakers, indigenous elders, and a duckling hatching program.

St Martin's extends its educational outreach to the broader community through initiatives like Rhyme and Story Time Sessions, a Playgroup for preschool children, and the Kickstart Kindy Program for local preschoolers.

For further details about St Martin de Porres Catholic Primary School Davidson, including their educational philosophy, behavioural support, events, and policies, interested parties can visit their comprehensive school website.

Student Profile

Student Enrolment

Students attending the School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023. Additional information can be found on the [My School website](#).

Girls	Boys	LBOTE*	Total Students
51	58	20	109

* Language Background Other than English

Enrolment Policy

The [Enrolment Principles](#) temporarily supersede The Enrolment Policy for Diocesan Systemic Schools (2013) and are being followed by the School for enrolments for 2024. As inclusive and evangelising communities, we welcome every family who would like a Catholic education for their children. Catholic Schools Broken Bay (CSBB) strives to respond to the needs of all students, within the constraints of our available resources. We believe all students should have access to our schools which offer educational opportunities that nurture the Catholic faith, expand life choices, cater for the disadvantaged, and challenge all students to reach their full potential. Our schools are explicitly evangelical, catechetical and address (with the support of our parishes and agencies), the faith formation of our school communities. Copies of these principles and other policies in this Report may be obtained from the [CSBB website](#) or by contacting CSBB.

Student Attendance Rates

The average student attendance rate for the School in 2023 was 91.76%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
89.60	90.80	92.60	91.10	93.40	94.10	90.70

Managing Student Non-Attendance

In order for students to reach their full potential it is of paramount importance that they attend school regularly. While it is the parents' legal responsibility under the NSW Education Act (1990) to ensure that their children attend school regularly, our staff as part of their duty of care, monitor all absences and work in partnership with parents to support and promote the regular attendance of students. In doing so, the School, under the leadership of the principal:

- provides a caring environment which fosters a sense of wellbeing and belonging in students
- maintains accurate records of student attendance
- implements policies and procedures to monitor student attendance and to address non-attendance issues as and when they arise
- communicates to parents and students, the School's expectations with regard to student attendance and the consequences of not meeting these expectations
- recognises and rewards excellent and improved student attendance.

School attendance records also contain information regarding student absences including reasons for absence and documentation to substantiate reasons for absences. Teachers are required to monitor non-attendance diligently on a student by student basis and to bring to the attention of the Principal immediately any unexplained absences, non-attendance of a chronic nature, or reasons for non-attendance that cause concern. Matters of concern are referred to the Principal, CSBB and the relevant Department of Education officer where appropriate.

Where a student is not able to attend school for a prolonged period of time due to a medical condition or illness, the School in collaboration with parents, provides resources to contribute to the student's continuum of learning where possible. CSBB monitors each School's compliance with student attendance and management of non-attendance as part of the system's Quality Assurance and Improvement processes. The School's attendance monitoring procedures are based on the Procedures for the Management of Student Attendance in the Broken Bay Diocesan Schools System.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	17
Number of full time teaching staff	8
Number of part time teaching staff	9
Number of non-teaching staff	6

Total number of teaching staff by NESA category

All teachers employed by the School are qualified to teach in NSW. Additionally, all teachers at this School who are responsible for delivering the curriculum are accredited with NESA and hold a Working with Children Check.

Teachers at this School are either accredited as conditional, provisional, proficient or highly accomplished as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Catholic Schools Broken Bay in our 44 schools at these levels is as follows:

- Highly Accomplished: 9 teachers
- Proficient: 1322 teachers
- Provisional: 131 teachers
- Conditional: 68 teachers

Additionally, there are approximately 35 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Professional Learning

The ongoing professional learning (PL) of each staff member is highly valued. PL can take many forms including whole school staff days, subject specific in-services, meetings and conferences and a range of programs provided by CSBB. The School takes responsibility for planning, implementing, evaluating and tracking staff PL. Individual staff members take responsibility for their ongoing PL, which includes evaluating NESA Accredited professional

development (PD) and logging Elective PD via their NESAs account. All teachers have been involved in PL opportunities during the year related to improving student outcomes. The following provides specific information relating to the focus of three of these staff development days.

Summary of professional learning at this school

Term 1:

27th January - Anaphylaxis/PR/Asthma Training, ASD and Sensory

17th February - MAI testing and results analysis

Term 2:

24th April - Staff Spirituality Day on The Broken Bay Charter

9th June - Staff Development Day - GERRIC

30th June - System Wide Staff Development Day - Faith, Learning and Wellbeing

19th July - Mathematics Twilight #1

Term 3:

1st August: CIC -Twilight #2

Term 4:

16th October - Childs Rights Twilight #3

7th November - Spelling Twilight #4

The staff engaged in many other professional development opportunities throughout the year. Staff were encouraged to engage with self-directed learning based on student needs, for example, Student Assessment and Data, ASD, and the NCCD.

Catholic Identity and Mission

As a Catholic community, the School shares in the mission of the local Church. The [Diocesan Mission Statement](#) is our statement of shared common purpose: "The Diocese of Broken Bay exists to evangelise, to proclaim the Good News of Jesus Christ, gathered as friends in the Lord and sent out to be missionary disciples."

In partnership with parents as the first faith educators of their children and the local parish community, the School seeks to provide authentic, professional Catholic Education, inspiring hearts and minds to know Christ, to love learning, to use their talents to be the very best they can be. Our vision, purpose and all we do is founded on faith in Jesus Christ, and informed by Christian values including faith, joy, witness, compassion, and courage.

The School's Religious Education (RE) program is based on the [Broken Bay K-12 Religious Education Curriculum](#) and aims to provide students with meaningful, engaging and challenging learning experiences that explore the rich diversity of the Catholic faith and ways in which we live it. A new Religious Education Curriculum is being developed to further enhance the learning experience for all. This was implemented into all Kindergarten and Year 1 as well as Years 7-10 classrooms in 2022/2023 and will continue to grow over the coming years. These programs include formal Religious Education as well as retreats, spirituality days and social justice opportunities in which students are invited to serve others, especially the poor and those who are marginalised.

Faith formation opportunities are provided for students, staff, parents and caregivers. Students regularly celebrate Mass and pray together. Students are invited to participate in age appropriate sacramental and missionary activities aimed at living out their mission as disciples of Jesus.

St Martin's Catholic School is not just an educational institution but a vibrant part of the Frenchs Forest Catholic Parish. Named after St. Martin de Porres, the patron saint of social justice, the school embodies his values, particularly his devotion to the marginalized. This deep connection is reflected in the school's ethos and is complemented by its Brigidine heritage, which is encapsulated in the school's motto, "Strength and Gentleness." This motto guides all interactions within the school community, emphasizing being "strong in purpose, yet gentle in action."

Strengthening Bonds with the Parish Community in 2023

In 2023, St Martin's Catholic School continued to build and nurture strong bonds with the Frenchs Forest Catholic Parish community. A significant aspect of this ongoing relationship has been the role of the Parent Engagement Coordinator (PEC). The PEC role has been pivotal in two primary areas:

1. Strengthening Relationships: Between Parents/Carers and the School Community

The PEC has been developing ways to foster strong relationships among parents, carers, and the school. This has involved creating platforms and opportunities for parents to connect more deeply with the school community, ensuring that they feel welcomed, valued, and engaged in their children's educational journey. Events such as Parent information sessions on the new Religious Education, English, Mathematics curriculum, coffee and chat sessions, parents visiting the classrooms to experience prayer and work.

In 2023, several parent engagement activities and wellbeing sessions were organized to further strengthen the school-community bond. These included:

- **Cooking Pancakes for Children:** These sessions provided a fun and informal way for parents to engage with their children and other community members.
- **Coffee and Chat Afternoons:** These gatherings offered parents an opportunity to connect, share experiences, and support each other in a relaxed setting.
- **Curriculum Information Sessions:** These sessions aimed to keep parents informed about the school's educational approaches and involve them in their children's learning process.
- **Mother's and Father's Day Celebrations and Liturgies:** These events celebrated the important roles of parents in the school community and provided opportunities for shared worship and reflection.

2. Engaging Parents in the Wider Catholic Community: Between Parents and the Parish Community

Throughout 2023 there has been an increased focus on Family Masses and the Sacramental program. These activities provide families with additional avenues to connect with their faith and the parish, strengthening their spiritual lives and fostering a deeper connection with the community.

In 2023, the clergy and sacramental coordinator were actively engaged in building strong connections with students from Kindergarten to Year 6. They regularly visited classrooms, fostering relationships and enriching the spiritual life of the school community. Throughout the year, each class attended Parish weekday Masses every term, immersing themselves in the liturgical life of the Church.

For students in Years 4 to 6, the Sacrament of Reconciliation was a significant spiritual milestone. These students had the opportunity to experience the sacrament, deepening their understanding and participation in the faith.

Year 6 students had a particularly transformative experience through their involvement in the Alpha program. This initiative, led by teachers, parish clergy, and sacramental coordinators, invited students into meaningful conversations about faith, life, and God. The Alpha program was not just a series of discussions but culminated in a special retreat day at Terrey Hills.

This retreat provided a reflective and immersive environment, allowing students to further explore their spirituality and faith journey.

St. Martin's Feast Day was celebrated with great enthusiasm, bringing together over 25 families from the school for a parish-wide Mass and a delightful curry night in November. The sense of community continued to flourish in 2023, with the Family Masses gaining popularity. This growth was marked by the introduction of a BBQ breakfast for the Father's Day Family Mass, fostering even more fellowship among the attendees.

In December, the Year 6 class marked a significant milestone with their Graduation Mass, where the prestigious Strength and Gentleness Award was presented. To conclude the year, the entire school community gathered for the Strength and Gentleness Mass on the last day of the term, celebrating the values that bind them together.

Three main social justice projects undertaken in 2023 succeeded in providing material support for those in need and heightened awareness within our school community of the situation of others. The projects were the Caritas Project Compassion, Socktober for Mission Australia and the annual Christmas hamper drive. The Christmas Hampers are an opportunity for the school and our local chapter of the St Vincent de Paul Society to work together to provide donated food and presents to families struggling in Coolah, NSW. All teachers reinforce by word and action, the Gospel message and Catholic stories every day, to help each student to understand their Catholic faith and their role as disciples of Jesus.

Curriculum, Learning and Teaching

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 (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

In 2023, the School successfully implemented the new English and Mathematics Syllabus across Kindergarten, Year One, and Year Two. Additionally, Kindergarten and Year One teachers integrated the new Religious Education syllabus into their classrooms. Teachers across these grades have adapted their teaching to align with the updated documents, ensuring students receive a robust foundation in these critical subjects. Moreover, the introduction of the new Religious Education syllabus in Kindergarten and Year One classrooms reflects the school's commitment to Catholic education.

The School continues to enrich its educational offerings through dedicated specialist teachers. Expertise in Creative Arts (Music, Dance, Drama), Physical Education, Coding, Library studies, and Italian language instruction enhances the learning experience for all students. These specialists not only impart specialized knowledge but also contribute significantly to students' enjoyment and engagement in these disciplines.

The school employs several key strategies to engage parents throughout the academic year:

- **Get To Know Your Child Meetings:** These sessions provide valuable insights into each student's strengths, challenges, and learning preferences, fostering a personalised approach to education.
- **Goal Setting:** Collaborative goal-setting sessions involve students, parents, and teachers in defining and working towards academic and personal development objectives.
- **Parent/Teacher/Student Meetings:** Regular meetings ensure open communication and alignment between home and school environments. These meetings are instrumental in addressing individual student needs and tracking progress over time.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student’s performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student’s result exceeds expectations at the time of testing.
- Strong: The student’s result meets challenging but reasonable expectations at the time of testing.
- Developing: The student’s result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student’s result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Martin de Porres Catholic Primary School for 2023 is reported in the table below.

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	46%	54%
	Reading	74%	67%
	Writing	86%	76%
	Spelling	60%	61%
	Numeracy	87%	65%

NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	14%	64%
	Reading	71%	74%
	Writing	86%	66%
	Spelling	43%	69%
	Numeracy	57%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Pastoral Care Policy for Diocesan Systemic Schools](#). This policy is underpinned by the guiding principles from the National Safe Schools Framework (2013) (NSSF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a prerequisite for effective learning in all Catholic school settings. The Pastoral Care and Wellbeing Framework for Learning for the Diocese of Broken Bay Schools System (the Framework') utilises the NSSF ensuring that diocesan systemic schools meet the objectives of the NSSF at the same time as meeting the diocesan vision for pastoral care and wellbeing. Further information about this and other related policies may be obtained from the CSBB website or by contacting CSBB. The policy was revised in 2019 to align with the [Australian Wellbeing Framework \(2018\)](#) for implementation in 2020.

Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned to the [Behaviour Support Policy for Diocesan Systemic Schools](#). Policies operate within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning time for all students. It supports the development of students' pro-social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of each person is promoted at all times along with positive student behaviours while ensuring the respect for the rights of all students and staff. Further information about this and other related policies may be obtained from the CSBB website or by contacting CSBB. There were no significant changes made to this policy in 2023.

Anti-Bullying Policy

The School's Anti-Bullying guidelines and procedures are based on and informed by the [Anti-Bullying Policy for Diocesan Systemic Schools](#) and is aligned to the Pastoral Care Policy for Diocesan Systemic Schools and other related wellbeing policies and guidelines. All students, their families and employees within Catholic education have a right to a learning and work environment that is free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying. Further information about

this and other related policies may be obtained from the [CSBB website](#) or by contacting CSBB. There were no changes made to this policy in 2023.

Complaints Handling Policy

The School follows the [Complaints Management and Resolution Policy](#). A distinctive feature of this policy is to ensure that complaints are addressed in a timely and confidential manner at the lowest appropriate management level in order to prevent minor problems or concerns from escalating. The expectation is that complaints will be brought forward and resolved in a respectful manner, recognising the dignity of each person concerned in the process. The policy recognises that a number of more minor or simple matters can be resolved without recourse to the formal complaint handling process but rather, quickly and simply, by discussion between the appropriate people. Further information about this and other related policies may be obtained from the [CSBB website](#) or by contacting CSBB. There were changes made to this policy in 2023 to reflect new system processes.

Initiatives promoting respect and responsibility

The school motto 'Strength and Gentleness' was and is continually promoted through our PBL rules, which are: At St Martin's we show Strength and Gentleness when we are: Responsible, Respectful and Reflective. During 2023 there was a focus on all the rules with a particular focus on respect and responsibility. The high proportion of teachers and teachers' aides on duty at recess and lunch, has continued to assist the children in the playground with social situations.

During a teacher professional learning opportunity, the initiative for new PBL rules was discussed and explored. This will be developed into 2024 through the development of new PBL rules as well as the formation of a Student Representative Council (SRC) to actively involve students and offering them a platform to express their experiences and ideas for enhancing the school.

The school has many support programs that enable the school community to reach out to families in need. This strong support network includes class parent representatives, the Parents and Friends Association, the School Advisory Team, the Welcome Team, the Meal Help Coordinator, Buddy Parents, weekly playgroup sessions for parents and pre-schoolers, and Parish and school staff. These programs ensure that the welfare of people within the community is monitored, and assistance is organised and provided in a timely and respectful manner.

The learnings from 2023 and the new initiatives and strategies that were developed have continued to enable the school to be a safe and inviting learning community. Through these efforts, the school remains committed to fostering a supportive and inclusive environment for all students and families.

School Improvement

Strategic planning ensures a common purpose and agreed values are established. In Broken Bay systemic schools, this common purpose and agreed values along with goals, targets and key improvement strategies have been captured in the Towards 2025 Strategic Plan.

Key Improvements Achieved

The School is committed to the belief that every student can learn successfully. Emphasis is placed on nurturing positive, caring relationships between staff, students, and parents. There is a strong culture of mutual trust and support among teachers and school leaders, with parents actively involved as partners in supporting student learning and wellbeing. The School is dedicated to creating a safe, respectful, and inclusive learning environment that promotes intellectual challenge.

Significant achievements for 2023:

- Delivering authentic learning experiences to grow staff and student understanding of Catholic education
- Continuation of a school-wide coaching program to improve student achievement in Mathematics and Writing
- Collaboration with Linda Bendickson around school improvement
- Review of spelling approaches across the school based on new syllabus documents
- Pilot of an Eileen O'Connor Support Class
- Develop individual profiles for all our diverse learners and continue to maximise their learning growth
- Re-implementation of Seasons for Growth program

Priority Key Improvements for Next Year

The annual improvement goals for 2024 build on our previous achievements and are informed by the evidence from the school self-review and the learning data of our students.

Our annual improvement goals for 2024 are:

- To implement new 3-6 English and Mathematics Syllabus documents
- To reduce the vulnerability of students' spelling by 25% by February 2025
- The formation of a Student Representative Council (SRC) to actively involve students and give them a voice by providing insights into their experiences and suggestions for school improvement

Community Satisfaction

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. This year, a variety of processes have been used to gain information about the level of satisfaction with the School from parents, students and teachers.

Parent satisfaction

2023 was an outstanding year for the St Martin's School community and this is reflected in the extremely high levels of parent satisfaction with the school. Parents feel truly blessed to have such an amazingly talented principal in Adrian Pulley and his hugely talented and dedicated team who have all worked tirelessly to promote and grow the school.

In addition, the dedicated members of the parish team who do their utmost to ensure that the children of St Martin's are well looked after and receive an outstanding education.

The school is also well supported by a large number of very passionate parents who undertake a range of roles, including Parents and Friends (P&F), School Advisory Team (SAT), Class Parents and the many volunteers who give up countless hours of time to ensure that our school continues to be the envy of the Northern Beaches. Without all of these various groups, supporters and advocates of St Martin's we wouldn't be able to achieve what we do and continue to elevate the profile of our school community!

Student satisfaction

The majority of students indicated that they were happy coming to school. They appreciate the variety of outdoor spaces and activities available, such as the handball courts and the soccer field, which provide great opportunities for play and physical activity. Coding lessons and physical education classes are also highly enjoyed, adding to the diverse range of engaging activities offered by the school. Students value the excursions and special events like soccer and rugby gala days. Students appreciate the introduction of library access during lunchtime. The "Brand New Day" sessions and the opportunity to join the band are also highlights for many students, fostering a sense of community and belonging.

The supportive and inclusive environment at St Martin's is frequently mentioned by students. They feel encouraged and guided by their teachers, who help them strive for their best while fostering positive relationships and emotional well-being. Students have also suggested a few areas for improvement. They would like to see more time dedicated to art, the return of picnic benches, and additional benches for sitting and eating. Longer recess periods, more

excursions, and special themed days such as Music and Italian Day are also on their wish list.

Teacher satisfaction

In 2023, there have been several strengths and successful practices among its teaching staff. Collaboration among educators has proven highly effective, fostering a cohesive environment where teamwork supports common goals. Staff morale remains notably high, reflecting a positive workplace culture where teachers feel valued and motivated. The leadership at St Martin's is praised for its strong support, particularly in adapting to daily changes and promoting a culture of continuous improvement. Early Career Teachers have reported feeling well-supported, benefiting from mentorship and professional development tailored to their needs. Teachers have expressed satisfaction with the school's flexibility in accommodating day-to-day changes and its effective strategies to improve teaching practices and enhance student outcomes. Additionally, there has been significant support between staff and the Eileen O'Connor (EOC) class, leading to increased awareness and improved support systems across the school community.

Looking forward to 2024, planned initiatives include regular staff briefings to improve communication and a renewed emphasis on staff wellbeing, reinforcing St Martin's commitment to maintaining a supportive and productive learning environment.

Financial Statement

Consistent with the NESAs requirements, financial income and expenditure for the School in 2023 is shown below. More detailed financial data is available on the My School website.

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants ¹	\$1,544,054
Government Capital Grants ²	\$0
State Recurrent Grants ³	\$409,717
Fees and Private Income ⁴	\$496,184
Interest Subsidy Grants	\$985
Other Capital Income ⁵	\$694
Total Income	\$2,451,638

Recurrent and Capital Expenditure 2023	
Capital Expenditure ⁶	\$37,475
Salaries and Related Expenses ⁷	\$2,440,488
Non-Salary Expenses ⁸	\$728,759
Total Expenditure	\$3,169,247

Notes

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2023 REPORT