



# ANNUAL REPORT

TO THE SCHOOL  
COMMUNITY

**CHRIST OUR HOLY REDEEMER  
EAST OAKLEIGH**

**2019**

REGISTERED SCHOOL NUMBER: 1584

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## Contact Details

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<b>PRINCIPAL</b>	Brendan Welsford
<b>PARISH PRIEST</b>	Father John Magri
<b>SCHOOL BOARD CHAIR</b>	Anthony Longano
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## Minimum Standards Attestation

I, Brendan Welsford, attest that Christ Our Holy Redeemer is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the *Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2019 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

20 May 2020

## Our School Vision

*Inspired by the Spirit, we are a strong community, leading and supporting learners in a safe and inclusive environment.*



## School Overview

### HISTORY

Christ Our Holy Redeemer Parish was formed in 1957 and the school was opened in the original Church building, which was constructed in 1958. The school and the Church shared the same building for the first three years. The Brigidine Sisters came to the school in 1961 and remained until 1978. Since this time the school has been staffed by lay teachers. Throughout the years various building and refurbishment projects have been undertaken, culminating in 2009, when the school was fortunate to receive funding from the Federal Government Building Education Revolution. A new classroom and hall have been built along with an upgrade of the administration block. These were completed in 2011 along with a new toilet block. Building commenced in April this year to further expand and develop additional learning spaces. A \$1.45 million State Government grant was awarded to the school to contribute to the building program, with the total building costs estimated at \$2 million.

### LOCATION

Our school is situated on the corner of Huntingdale Rd. and Ferntree Gully Rd. in East Oakleigh. We have a large oval, shaded play equipment, an asphalt area marked out with a variety of games, security fencing, tennis courts and a hall.

Our school is close to Oakleigh suburban shopping centre, a local library, swimming pool, recreation centre and parkland. There is easy access to Monash Freeway, with ample public transport including bus and rail service.

### SCHOOL STRUCTURE

The majority of our students come from diverse cultural backgrounds. The class groupings in 2019 were as follows:

- 1 Prep classes
- 4 Year 1/2 classes
- 4 Year 3/4 classes
- 4 Year 5/6 classes

These classes are supported by the following specialists and support staff:

- ❖ Religious Education Leader
- ❖ Learning and Teaching Leader
- ❖ Student Wellbeing Leader
- ❖ Classroom Support Teachers
- ❖ Information Technology Teacher and Co-ordinator
- ❖ Information Technology Maintenance Manager
- ❖ Librarian
- ❖ Library Technician
- ❖ Literacy Leader
- ❖ Numeracy Leader
- ❖ Reading Recovery Teacher
- ❖ Physical Education Teacher and Sport Co-ordinator
- ❖ Performing Arts Teacher
- ❖ Visual Arts Teacher
- ❖ Learning Diversity Leader
- ❖ LOTE Teacher (Italian)

### **PARISH**

Our Parish Priest, Rev Fr John Magri takes an active and genuine interest in the conduct and operation of the school. Fr Magri works to promote the development of a co-operative spirit between parish and school committees and thus aims to bring a deeper sense of community to the whole parish.

### **SCHOOL EDUCATION BOARD**

The Principal and staff at Christ Our Holy Redeemer School are supported by an Education Board. The Board meets regularly to fulfil its role of responsibility for the school and parish community. The Board also has one sub-committee, namely the Parents' Association.

### **PARENTS' ASSOCIATION**

Christ Our Holy Redeemer is also supported by an enthusiastic and dedicated team of parents who combine to form the Parents' Association. The Association assumes responsibility for organising social and fund-raising events. Each year with the Education Board's direction, a specific goal and outline for work to raise funds for a targeted project, is set.

### **RELIGIOUS EDUCATION**

The Religious Education program is based on the Religious Education Texts, "To Know, Worship and Love". The Religious Education Co-ordinator leads the on-going formulation of a school based policy through a process of consultation and discussion with staff.

Current Sacramental classes are:

Year 3 - Reconciliation

Year 4 - First Communion

Year 6 - Confirmation

There is a well-established Sacramental program which actively encourages the involvement of parents. This program is assessed and evaluated in light of the changing needs of the parish/school community. Staff at Christ Our Holy Redeemer and Sacred Heart Oakleigh work collaboratively in developing these programs

A catechetical program operates within the parish.

Students are actively encouraged to participate in liturgies, with arrangements being made for classes to attend Reconciliation and regular masses.

There are regular school events to strengthen the faith-life connections, such as Family Week, Catholic Mission Week and Grandparents' Day.

*Inspired by the Spirit, we are a strong community, leading and supporting learners in a safe and inclusive environment.*

## Principal's Report

I am pleased to present to you the 2019 Christ Our Holy Redeemer Annual Report to the School Community.

When I reflect on the 2019 school year I think of our many achievements. Students are continuing to grow and flourish because of the great learning that has taken place through the year as well as the strong partnership between home and school.

There have been many highlights through special days, moments and learning opportunities. All these times make any year memorable and it is what drives us all to make Christ Our Holy Redeemer the great school it is. Without the support of parents, staff and students working together we cannot do our best. I am happy to say that this combination worked well in 2019.

In 2019 we commenced our new building project, with plans to build a new library and an additional classroom along with the refurbishment of 10 other learning spaces and offices. It has been exciting to watch the building transform. The opening of these new learning spaces is expected to be in April 2020.



Thank you to all family members who contributed to Christ Our Holy Redeemer throughout the year. Your assistance and support around the school has been greatly appreciated. I thank you all for giving of your time and talent to make a difference to our community. My sincere thanks on behalf of the staff and the children who benefit from your ongoing commitment and generous contribution to our school.

I am also very grateful to the wonderful staff here at COHR who continued to support and implement the programs on offer. They are certainly a dedicated team and have contributed to another successful year of learning.

In 2020 the school is undertaking a School Review. This Review will enable the school to refine its direction and re-set goals for the school's ongoing quest for development and student achievement.

**Brendan Welsford - Principal**

## Education in Faith

### Goal

To assist all in our community to actively live their Catholic faith through a deepened knowledge and understanding of Catholic Social teachings, traditions, Scripture and the Gospel values.

### Intended Outcomes

That a growing commitment to Catholic faith and the Principles of Catholic Social teaching is evident in the behaviour and life of members of the COHR school community.

### Achievements

As a faith community we celebrate liturgically on a regular basis with Year Level, parish and whole school masses, Sacramental celebrations; special occasions and assemblies. There is a strong sense of community evident and parents are actively involved at many levels. The Diocesan “Coming to Know, Worship and Love” core document forms the basis of our Religious Education program. The school encourages teachers to work collaboratively to develop skills and knowledge that will enable them to provide highly engaging learning opportunities in Religious Education.

Throughout the year we continued to work collaboratively with our ‘sister school’, Sacred Heart in Oakleigh. We planned and prepared the Sacramental program together and held Family Sacramental evenings with families from both schools. Together with Sacred Heart Primary we also held our annual Combined Schools Mass and activity today. Christ Our Holy Redeemer were hosts this year and the children enjoyed a fun day celebrating mass, sharing a meal and one another’s company.

In March a school closure day allowed all staff to gather for a staff faith formation day in a beautiful setting in Kalorama. Phil Solari guided staff through a day of reflection, Christian meditation and mindfulness.

#### VALUE ADDED

- Participation in Catholic Education week activities
- Daily Religious Education lessons
- Daily classroom prayer
- Regular classroom meditation
- Students involved in liturgies- readings, offertory
- Sacramental Reflection Days
- Involvement in social justice initiatives e.g. Project Compassion, selling books for overseas missions and Catholic Mission.
- Teachers and students attending masses at St Patrick’s Cathedral for St Patrick’s Day and Mission Week
- Combined School Day with Sacred Heart Oakleigh

- Staff Professional Development
- Prayer at assemblies
- Attendance at parish masses
- Religion Family Prayer Packs
- Family Week activities



## Learning & Teaching

### Goals

To further develop a rigorous contemporary learning environment which empowers and challenges every student to be a successful and engaged learner

### Intended Outcomes

That student outcomes in Mathematics and Writing improve

That student engagement and motivation is improved

### Achievements

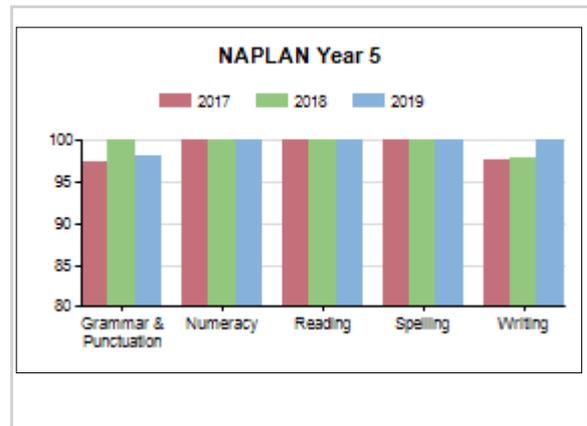
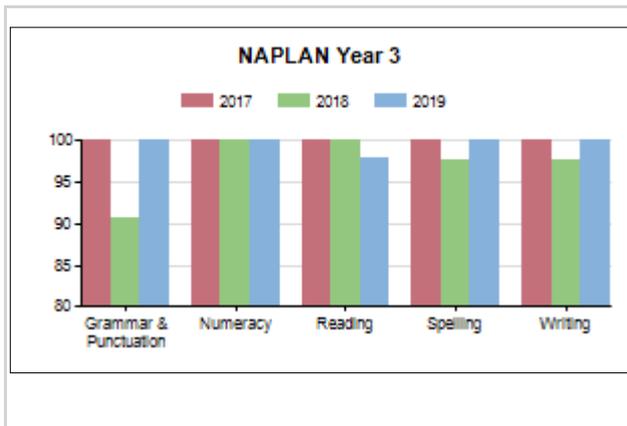
At Christ Our Holy Redeemer the overall quality of teaching, and the teachers' commitment to deliver the school's agreed practices, reflects a real commitment to ongoing improvement.

Collaboration continued across the levels with regard to meeting the identified needs of students in the areas of Literacy and Numeracy. The Literacy Leader, Teaching and Learning Leader, Reading Recovery teacher and Mathematics Leader continued to provide support to the teachers in the planning, preparation, assessment and delivery of lessons across all curriculum areas.

The school employs a number of part-time staff to ensure that a comprehensive curriculum is provided. The school is committed to successfully providing programs to support the delivery of the Australian Curriculum. In 2019 specialist programs offered included Visual Art, Performing Arts, Library/ICT, Physical Education, and Italian.

Again in 2019, there was a focus on using data to drive specific and explicit learning and teaching. Intervention programs were organised and put into place, which in turn showed pleasing results. Students were identified based on formal assessments, and they worked regularly in small group or 1-1 settings to reinforce necessary skills and strategies. Our Learning Diversity Leader continued to support teachers in identifying students who require additional assistance in their learning. Personalised learning plans were developed for the students and ongoing communication occurred with their parents throughout the year.

<b>PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS</b>					
<b>NAPLAN TESTS</b>	<b>2017</b>	<b>2018</b>	<b>2017 - 2018</b>	<b>2019</b>	<b>2018 - 2019</b>
	<b>%</b>	<b>%</b>	<b>Changes</b>	<b>%</b>	<b>Changes</b>
			<b>%</b>		<b>%</b>
YR 03 Grammar & Punctuation	100.0	90.7	-9.3	100.0	9.3
YR 03 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 03 Reading	100.0	100.0	0.0	97.9	-2.1
YR 03 Spelling	100.0	97.7	-2.3	100.0	2.3
YR 03 Writing	100.0	97.7	-2.3	100.0	2.3
YR 05 Grammar & Punctuation	97.5	100.0	2.5	98.0	-2.0
YR 05 Numeracy	100.0	100.0	0.0	100.0	0.0
YR 05 Reading	100.0	100.0	0.0	100.0	0.0
YR 05 Spelling	100.0	100.0	0.0	100.0	0.0
YR 05 Writing	97.6	97.9	0.3	100.0	2.1



### STUDENT LEARNING OUTCOMES

According to NAPLAN data a high percentage of students are reaching National Benchmark levels in both Year 3 and Year 5. In the area of Writing in Years 3 and 5 there was slight improvement between 2018 and 2019. In 2019 100% of students in Years 3 and 5 met the minimum standards. There was also significant improvement in Grammar and Punctuation in Year 3, with 100% of students meeting the minimum standards. A gain of 9.3%. The results highlight that our 100% of our Years 3 and 5 students meet the minimum standards in four of the five assessed curriculum areas.



## Student Wellbeing

### Goals

To further develop a safe, supportive and respectful school environment which fosters positive relationships and empowers all students to be confident and resilient learners

### Intended Outcomes

That students' sense of wellbeing, safety and connectedness is strengthened.

### Achievements

Christ Our Holy Redeemer is committed to providing a safe, caring and supportive learning environment, which ensures that the experience of social, emotional and academic learning is positive for all students.

The school fosters a culture of positive and respectful relationships, which is modelled by Christ, the Redeemer. The Student Wellbeing Policy is based on the understanding that students have the primary responsibility for their behaviour and parents and staff, work in partnership to assist students to develop healthy social practices and personal wellbeing strategies.

In 2019 Christ Our Holy redeemer continued to work with students on the Zones of Regulation. These are lessons and activities designed to help students gain skills in the area of self-regulation. In addition to addressing self-regulation, the students gain an increased vocabulary of emotional terms, skills in reading other people's facial expressions, perspectives about how others see and react to their behaviour, insights into events that trigger their behaviour, calming and alerting strategies, and problem solving skills.

At each assembly children were nominated for SEL (Social and Emotional Learning) awards reflecting particular behaviours exhibited during the week which reinforced a particular value being focussed on in the classroom.

The school also provided opportunities for the children to be involved in various ways – Code Club, Running Club, Choir, Chess, Guitar and Gardening Club were ways in which the children could feel connected to the school.



**VALUE ADDED**

- 'O' week focus on kindness/inclusion/expectations
- Begin whole school implementation of levels of behaviour and expected actions
- 5 school expectations embedded
- Welfare meetings to support teachers and range of students
- Wellbeing week - to re-engage students and community
- Seasons for Growth Program
- Excel: Wellbeing for learning document ready to be introduced
- Breakdown and audit of personal and social capabilities
- Student Wellbeing surveys termly
- Seasons for Growth Program
- LSO's introduced to restorative practice learning
- Wellbeing google community to share resources

**STUDENT SATISFACTION**

In 2019 a new tool for surveying school improvement was introduced by Catholic Education Melbourne (CEMSIS). Please find below a sample of student responses relating to their school experience.

**School Engagement**

*How focussed are you on the activities in your classroom? 78% positive response*

**School Belonging**

*How many adults at this school care about you and your future? – 80% positive response*

**Learning Disposition**

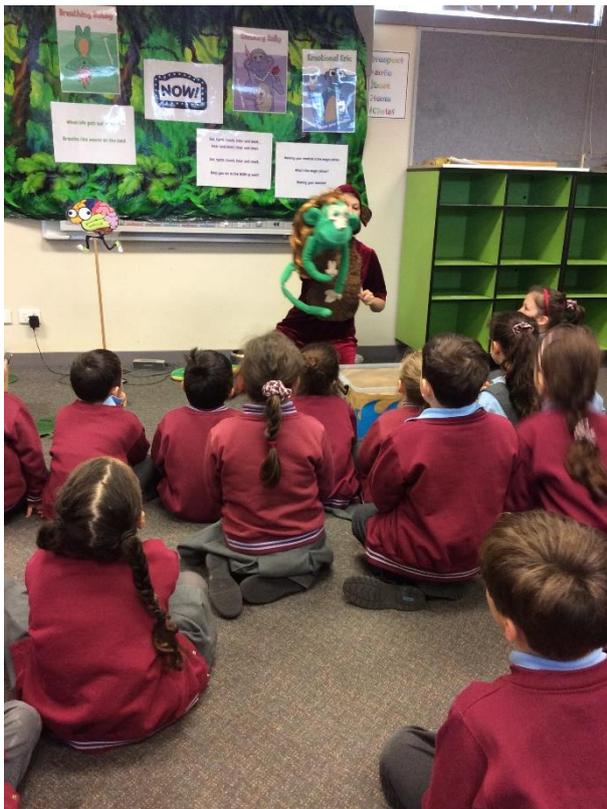
*How sure are you that you can figure out a good way to get your school work done well? 78% positive response*

**Student Voice**

*Are there any student leadership structures in your school? 97% positive response*

**STUDENT ATTENDANCE**

At Christ Our Holy Redeemer we believe that by regularly missing days of school, students are at risk of missing out on key learning activities and may experience long-term difficulties with their learning. We believe regular attendance helps children develop social skills such as teamwork and communication, which lead to healthy relationships. Student attendance is recorded twice daily by staff. If a child is absent from school without being given a reason for their absence the school will contact the student’s parents/ carers.



## Child Safe Standards

### Goals and Intended Outcomes

Christ Our Holy Redeemer Primary School is committed to providing a safe environment for all students and young people and takes active steps to protect them against abuse. To achieve this the school has developed and actively enforces Child Safety Strategies to ensure that any person involved in 'child connected work' is aware of their obligations & responsibilities for ensuring the safety of all children under their care.

In accordance with requirements of the **Victorian Government's Ministerial Order No 870**, Christ Our Holy Redeemer Primary School maintains a culture of 'no tolerance' to child abuse and to support this has established minimum Child Safety Standards.

### Achievements

All students & young people attending Christ Our Holy Redeemer Primary School have the right to feel safe. The school affirms its commitment to child safety by adopting a 'zero tolerance' to child abuse and by actively implementing and managing strategies to help protect children from harm.

Initiatives undertaken to ensure the safety of students and young people at Christ Our Holy Redeemer Primary School include the following:

- an annual assessment of the effectiveness of its Child Safety Management Strategies to identify areas for improvement
- a Code of Conduct defining workplace expectations including professional boundaries, ethical behaviours and acceptable & unacceptable relationships
- processes for the recruitment, support, training & supervision of staff members, clergy, casual relief staff, volunteers, and contractors who participate in 'Child Connected Work'
- procedures for responding to and reporting suspected Child Abuse
- inclusion & empowerment of all students & young people in the establishment of Child Safety strategies
- a commitment that promotes safety of Indigenous children, children with disabilities and those from culturally and/or linguistically diverse backgrounds.

Christ Our Holy Redeemer Primary School maintains policies, procedures and strategies to create a child safe environment in the following areas.

- Risk Management
- Code of Conduct
- Recruitment, Support, Training & Supervision
- Responding to and Reporting Child Safety Concerns or Abuse
- Inclusion & empowerment of all students & young people; and
- Valuing Diversity

## Leadership & Management

### Goals & Intended Outcomes

To strengthen and sustain a dynamic, reflective and high performing school culture

### Achievements

That staff understanding of roles, processes and expectations improves across the school.

That improved feedback processes will lead to enhanced professional growth.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING	
DESCRIPTION OF PL UNDERTAKEN IN 2019	
<ul style="list-style-type: none"> <li>- Phonics in Context: Successful and animated readers and writers</li> <li>- Implementing the Victorian curriculum: Languages</li> <li>- Inspired To Faith Leadership – Who are we in the story?</li> <li>- Differentiation in the Maths Classroom</li> <li>- Cued Articulation and Phonological Awareness</li> <li>- Exploring the National Numeracy Learning Progressions</li> <li>- Leading Wellbeing for Learning and Growth: What lies ahead?</li> <li>- PROTECT: Identifying and responding to abuse</li> <li>- Network Meetings; Principal, Deputy Principal, Numeracy, Literacy, Graduate, middle Leaders, Digital Education.</li> <li>- NCCD Briefing</li> <li>- Anaphylaxis and Asthma Training</li> <li>- Staff Faith Formation day</li> </ul>	
NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	28
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$600

**TEACHER SATISFACTION**

In 2019 a new tool for surveying school improvement was introduced by Catholic Education Melbourne (CEMSIS). Please find below a sample of staff responses relating to their school experience.

**School Climate** – Overall School Positive average for this domain – 94%

**Staff-Leadership Relationships** – Overall School Positive average for this domain – 95%

**Instructional Leadership** – Overall School Positive average for this domain – 78%

**School Leadership** – Overall School Positive average for this domain – 86%

**Staff Safety** – Overall School Positive average for this domain – 84%

**Psychological Safety** – Overall School Positive average for this domain – 86%

## School Community

### Goals

To further develop dynamic community partnerships which support student learning and wellbeing

### Intended Outcomes

That parents will be more actively engaged and have greater understanding of their child's learning

That the school will build connections with local and global communities to enrich learning and engagement.

### Achievements

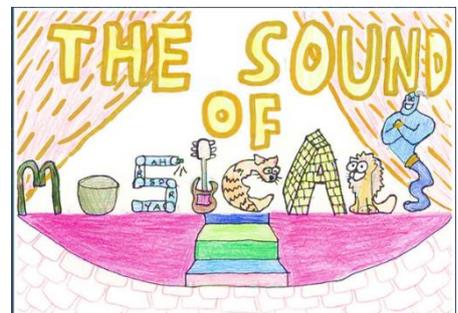
Christ Our Holy Redeemer certainly has a strong sense of community.

Attendance by parents, families and extended family members is evident at school assemblies, Grandparents' Day, the running club, assisting with breakfast club, school picnics, prayer liturgies and school masses. The Education Board meets regularly and is represented by diverse members of the community as is the Parents' Association. In 2019 our parent body organised events to raise funds for our school, including hot dog days, icy-pole days, Mother's Day and Father's Day stalls or offering to cook pancakes for all students on Shrove Tuesday.

Parents were supportive through class activities, the school Sports day, Interschool sports events and other class excursions or incursions. The Year 6 Graduation was organised by staff and parents, including a wonderful Graduation Dinner following Mass.

Opportunities to strengthen faith, parish and community are evident, such as family faith nights, Sacramental preparation evenings, support of the Sacraments, liturgies or Mass. Classes are invited to attend weekday parish Mass to build and strengthen faith.

Our school production 'The Sound of Musicals' was a perfect example of community – from the organisation, preparation, assistance with costumes, to their attendance. The school production took place at Crossways in Burwood, a perfect venue for our community. The auditorium was full and it was wonderful to see the smiles on people's faces and the pride in their eyes as they watched their children perform.



**PARENT SATISFACTION**

In 2019 a new tool for surveying school improvement was introduced by Catholic Education Melbourne (CEMSIS). Please find below a sample of parent responses relating to their school experience.

**School Fit**

*Given your child's cultural background, how good a fit is this school? 91% positive response*

*How well do the activities offered at your child's school match your child's interest? 78% positive response*

**School Climate**

*Overall, how much respect do you think adults at your child's school have for the children? 87% positive response*

*How approachable is the principal at your child's school? 91% positive response*

**Communication**

*How well do you understand the school's processes and procedures? 74% positive response*

*To what extent is respect for the Catholic religion emphasised at your child's school? 87% positive response*



## School Performance Data Summary

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL		%
Y01		93.6
Y02		94.7
Y03		93.1
Y04		92.4
Y05		94.4
Y06		93.4
Overall average attendance		93.6

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	88.8%

ALLSTAFF RETENTION RATE	
Staff Retention Rate	88.9%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	27.8%
Graduate	16.7%
Graduate Certificate	11.1%
Bachelor Degree	77.8%
Advanced Diploma	33.3%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	3
Teaching Staff (Headcount)	28
Teaching Staff (FTE)	19.5
Non-Teaching Staff (Headcount)	9
Non-Teaching Staff (FTE)	5.4
Indigenous Teaching Staff (Headcount)	0

***NOTE:** The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au)*