



2023

T ANNUAL SCHOOL REPORT



Holy Cross Catholic Primary School

37 Kincumber Street, KINCUMBER 2251

Principal: Mrs Sonia Tannous

Web: www.hckdbb.catholic.edu.au

About this report

Holy Cross 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 cTm[Snv5TBT8 14.i.75ohohoT/F2 14.67 Tf/F2c4 14.59.94 Tm{r633d(the)TJETBT/F2 14.67 Tf0.75 C

Message from key groups in our community

Principal's Message

Our core values of respect, cooperation, learning, and discipleship define Holy Cross Catholic Primary as a warm and inviting community. Working together with our parent community is essential to ensuring that we travel this path together, encouraging minds and hearts to love learning, to know Christ, and to develop their gifts to the fullest extent possible.

At Holy Cross, we place a high priority on student wellness in order to make sure that they feel supported, protected, and happy. In 2023, several initiatives were put in place to guarantee that social emotional competencies are fostered and strengthened. These initiatives included the use of the Social Emotional Learning Continuum, Zones of Regulation, The Oasis, Kindness Ambassadors and Acts of Kindness. As a community, thened.

Day and Grandparents Day celebrations, as well as two social gatherings for parents. The team of parents work tirelessly to ensure a thriving school community.

Wellbeing initiatives and community building opportunities provided for parents and carers are: meditation for parents in Term 1, You Can Sit With Me Picnic Day in Term 2, Mother's Day, Father's Day, and Grandparents Day BBQ/Breakfasts, as well as Liturgies/Masses and Open Classrooms for parents and carers to engage in their child's learning on these special occasions. There were many positives, including the friendships cemented amongst our community as we strived to support each other by engaging and remaining in touch with our children's education. We remain incredibly thankful to the teachers and staff who supported our children in their learning. The PRG and PEC look forward to continuing to support the school and the community in the coming year.

Student Body Message

Throughout 2023 students were given many opportunities to continue to develop their leadership skills at Holy Cross.

The SRC continued to work on our whole school PBL focus each week. They led the school introducing each new focus at school assemblies that was based on the needs of the school at the time. The team promoted positive behaviours each day at morning assemblies.

Environmental Team: Stepped up and showing more initiative and responsibility by collecting food waste after breaks for compost, planting seedlings and maintaining the Green Classroom. The Environmental Team leaders along with expertise from a LSA have also imparted their knowledge and enthusiasm for caring for the environment onto our younger

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In classrooms the technology team were present in classrooms to assist students with new initiatives including minecraft projects, essential assessment tasks, PAT testing and robotics demonstrations and instruction.

School Features

Holy Cross Catholic Primary School Kincumber is a K-6 Catholic systemic co-educational school in the Diocese of Broken Bay. The School sits within the Catholic Parish of Holy Cross Kincumber and Holy Spirit Church is located within the School boundary allowing the students to celebrate and nurture their faith throughout the year.

Adjacent to the Church, the Saint Mary MacKillop School Hall features a fully equipped basketball court, a performance stage, a kitchen, and storage areas. The School Hall serves as a play area, a meeting spot following Mass, and the location of

Survey instruments, Year 6 Leadership Groups, and discussions with the Student Representative Council (SRC) have all been used to collect student voice. Students plan campaigns on topics that are important to them, like social justice, lunch clubs, and composting. Parent involvement is encouraged in many forms, including helping in the Parent Representative Group, on field trips, and in classrooms. There are several ways to communicate with the parent body: in-person meetings, Zoom meetings, Facebook, the school website, the Compass app, and the newsletter every two weeks.



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,

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Staffing Profile

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The following information describes the staffing profile for 2023:

Total number of staff	21
Number of full time teaching staff	13
Number of part time teaching staff	8
Number of non-teaching staff	3

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

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

In 2023 the following professional learning opportunities that were provided to the staff on our Staff Development days included:

- English and Mathematics - using data and implementing the new Mathematics and English Syllabus
- Wellbeing - PBL data and using the Social Emotional Learning Continuum
- Spirituality Day - linking scripture, music and meditation
- Collaborative Coaching - quick wins and place value
- Catholic Schools Broken Bay All Staff Development Day on Towards 2025 Strategic Plan
- Collaborative Culture of Continuous Improvement Cycle including address from Linda Bendickson on Leading Improvement.
- Teachers were given session times as an opportunity to work with Jacinta from Essential Assessment to become more familiar with the platform Essential Assessment to assist them in implementing assessment and analysing data particularly in the area of Maths to assist them in monitoring student progress.
- Teachers worked with Vivi facilitators to deepen their knowledge in ways that it can be used in the classroom to support learning.

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

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- In 2023 staff have also been involved in the Towards the 2025 implementation phase, whereby a reflective practice has been implemented to support engagement and dialogue in the vision of Catholic Schools Broken Bay.

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 7 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

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NAPLAN RESULTS 2023		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	67%	64%
	Reading	91%	74%
	Writing	68%	66%
	Spelling	69%	69%
	Numeracy	77%	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

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

Respect and responsibility are built through a range of initiatives at Holy Cross. We aim to foster the dignity, self-esteem and integrity of each person. In line with The

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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

In 2023 Holy Cross Catholic Primary School will implement the following key improvements:

- Continuation of Coaching opportunities
- Strengthen formative assessment practices to inform student goal setting
- Continued development in the implementation of the K-2 syllabus documentation. In addition, commence professional learning (PL) for the introduction for 3-6 implementation.
- Continue working on the Continuous improvement cycle
- Use of Essential Assessment to monitor student progress
- PL in Essential assessment
- Purchased new mentor texts for English syllabus to support teachers in implementing new English units K-2

Priority Key Improvements for Next Year

In 2024 Holy Cross Catholic Primary School will implement the following key improvements:

- Continuation of Coaching opportunities
- Purchase new decodable readers to support student learning and the new syllabus
- Continue to purchase mentor texts for the new English units 3-6
- Engage the parent body in education workshops around the new Mathematics and English syllabus
- Continued development in the implementation of the 3-6 syllabus documentation
- Strengthen formative assessment practices to inform student goal setting
- Induct a new PEC and new music teacher
- Install new playground equipment
- Develop rock garden area

someone needs help, the teachers are always happy to help and take extra time to make sure we know what to do.

The school has lots of things to do at recess and lunch. We can play soccer on the oval, play in the hall, sandpit, go the Oasis and read in the Library.

Our school plans fun things for us to do as well. At the end of each term if we work together as a team, we get a whole school reward! We also take part in gala days including soccer, netball and footy.

Our Principal is really kind who always makes time for us. We love when she comes into our classrooms and helps us with our learning.

Teacher satisfaction

Being provided with a range of prayer experiences and faith formation opportunities to nurture our connection with the Catholic faith.

Improved professional learning with instruction of Early Years reading skills to include support of students with difficulties with phonemic awareness and the alphabetic code.

Ongoing support from members of the Leadership Team through collaborative inquiry teaching cycles; planning, modelling, team teaching and reflection.

Improved professional learning of staff regarding the needs of Gifted & Talented students across all domains.

Collecting and analysing student data to inform our teaching practices and plan for future learning needs.

Support with improved teaching practices in the area of Mathematics (Place Value).

Holy Cross Kincumber is doing well in providing additional activities for students around the school, particularly during lunchtimes. For example, Green Classroom, Robotics, Chess, and Dance.

Continually making the students learning, social and emotional needs our priority.

Staff wellbeing was a priority through a range of professional learning, faith formation and teacher recognition initiatives. We attended a Spirituality Day at Terrigal, where we enjoyed

