



2021 AGM

2020 Annual Report

Immaculate Heart of Mary School

info@ihm.catholic.edu.au

08 8115 7600

www.ihm.catholic.edu.au

95 East Street, Brompton SA 5007



CHAIRPERSON'S REPORT

The year 2020 will perhaps be remembered as the most challenging year we have faced in a long time. Many schools, including IHM, went to extraordinary lengths to ensure that the education of our children continued. This was achieved through accessing, manipulating, and upskilling (both parents and students) in a variety of online platforms so its delivery could reach every student.

IHM was thoroughly and adequately prepared if a significant and lengthy 'lockdown' needed to be enforced. In reality, however, many students were able to remain attending school, meaning that the staff were essentially delivering two curriculums - both face-to-face and online. This was an incredible effort and I would like to acknowledge and sincerely thank all of the staff who worked over time (despite facing their own personal and family challenges) to put the learning of children at IHM as a priority. Further, I would also like to thank the non-teaching staff, who were often on 'the front line' in managing and supporting government directives and patiently addressing the needs of both students and parents during the pandemic.

Despite all these challenges, for the most part, school life went on. Students continued to thrive both academically and socially. In the religious domain, IHM's pillar of 'Justice' continued to be evidenced through the actions and solidarity of the students and teachers. In fact, the focus on the pillar of 'Justice' was quite timely - our call to act justly comes from Jesus and His greatest command, 'To love one another, as I have loved you.' What better way than to test this command during a pandemic! The resourcefulness and creativity of staff to continue essential programs and practices such as the end of year concert, liturgies, celebration days and most importantly the sacramental program, highlights the commitment of the IHM staff and wider community, including our local parish.

The key role of the Board is to support the overall mission and vision of the School and an important task of the Board is to ensure the School is meeting the indicators and goals as outlined in the current plan. As we enter 2021, we begin writing and addressing a new school development plan - one that will be shaped considering recent events and what is likely to be 'the new normal.' Challenges such as online and multimodal learning, the wellbeing of staff and students, best practice in teaching and learning and developing a continuing sense of community will be highly considered in the new plan. Further, the development of Stage 1 of the Master Plan and the construction of the new Torrens/Churchill Road overpass will present some potential disruption but will well be worth it in the long run!

As parents and caregivers, I would encourage you to consider being active in the life of the school. Your feedback, wisdom, skillset and even constructive criticism is necessary and valued. This is how we grow and develop our mission and vision - 'Striving to be God's Heart here on Earth'. There are many opportunities for parents to become involved in our community life at IHM and groups such as the Parents and Friends, which continues to grow in numbers and momentum, is a great way to do this. They have been invaluable in many areas and have been responsible for fundraising that has assisted in the better resourcing of our school. Please think about ways you might like to become involved and support our community and I would especially encourage new families to our school to consider joining such groups and other activities that promote a strong sense of community (COVID-19 permitting).

I would like to conclude by thanking on behalf of the Board, the entire staff of IHM - it is their energy, expertise, passion, love and care for our children that we value and appreciate most. In 2021 we welcome several new staff members to our community, so we extend a very warm welcome to Kristine Rebeiro, Rochelle Sharman and Ryan Campbell. We again look forward to working with and alongside our IHM community - under the umbrella of the 2021 theme of 'Love'.

Let's hope we can use the learnings, trials and tribulations of last year to make us even stronger and more resilient moving forward.

Tim Mullin

IHM SCHOOL BOARD CHAIRPERSON

PRINCIPAL'S REPORT

Our work this year has enlivened our School's Vision, demonstrating our commitment to high quality learning, wellbeing and a heart spirituality, so that all who are part of our community flourish. This Annual Report highlights our many successes and achievements from 2020.

As Tim has indicated in the Chairperson's report, it is important to acknowledge that 2020 has been a very different year for our students, staff and parents. Since March we experienced constantly changing circumstances and many emotions including fear, frustration, anxiety and loss due to the COVID-19 pandemic. However, whilst this pandemic has taken many things from us, it has also given our community the opportunity to highlight what is truly important - family, friends, health, faith and our community. As a school we have supported the families in our community as much as possible and will continue to do so.

Restrictions of adult access into the school brought many changes to the daily drop off and pickup routine. A huge thank you to our IHM parents for being so understanding, adhering to the constant changes necessary and supporting us to keep everyone safe. Although we missed daily family involvement in and around the classrooms, children coped exceptionally well, demonstrating resilience and adapting to the new norms swiftly. Each child has grown ever so quickly, and we are so proud of them, as they are of themselves! At IHM we believe now more than ever, as we emerge with COVID-19, we need to ensure our students are empowered with an agile mindset, that they are creative thinkers, resilient, adaptable and confident leaders.

Despite the challenges of 2020, the learning for our children continued and we achieved much as a community. The staff were brilliant in adapting to the changes and ensuring the learning program continued to be rich and full.

I thank our exceptional staff for their constant care and commitment. They are indeed a wonderful team of educators who I take great pride in endorsing. Hard working, committed and caring, our team of staff really are a strength of the school for it is the relationships that they nurture with the children, parents and each other which is the glue between our students and their learning. Our dedicated teachers, both classroom and specialist staff and our education assistants are commended on their commitment to education and care for the students of IHM, particularly this year.

The task of educational leadership has been most unusual this year in its requirements. I have been blessed to have the support of a high-calibre leadership team, Annette Diassinias, Nadia Morris and Mary Sapio. Julie Hansen and Kristina Neumann, have also been superb in supporting me in my role as Principal and I give them my deepest thanks.

In the following pages, I report a summary of the key developments made throughout 2020 in the following strategic areas:

- Catholic Identity and Heart Spirituality
- High Quality Learning
- Well Being and Personal Responsibility
- Parent and Community Engagement
- Administration and Resource Management.

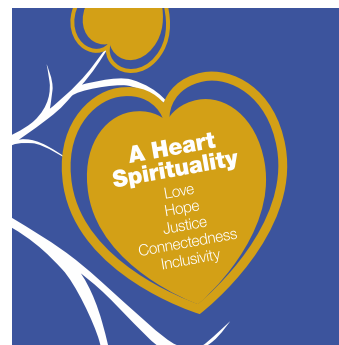
PRINCIPAL'S REPORT continued

Catholic Identity and Heart Spirituality

Our Pillar of 'Justice' was enlivened with the biblical text "Act justly, love mercy, walk humbly with God" Micah 6:8. This inspired us into reflection and action on how we could be more just in our everyday actions and help those in and beyond our community. This was strongly visible in all events, activities and routines throughout 2020.

The highlights included:

- Welcoming our new APRIM, Annette Diassinias who joined our community and did an incredible job overseeing the Religious Education and Catholic Identity as well as the wellbeing of our school community.
- Welcoming our new Parish Priest Fr Lancy D'Silva.
- Our Student Representative Council, House Captains and leaders driving school community support of many social causes and charities, including The Bushfire Appeal, Hutt Street Centre, Caritas Australia, The Cancer Council and many more. The pasta challenge was a great initiative of the students.
- Mothers' and Fathers' Day Liturgies and special messages were conveyed through the use of technology, our Office 365 pages and our Facebook Page. This was part of our celebration of Catholic Education Week May 4th - May 9th with the theme of 'Raising Hearts and Minds'.
- Sacramental Program - we have six candidates who received the Sacrament of Reconciliation and are now preparing for the Sacraments of Confirmation and First Holy Communion.
- We continued to partner with National Resource Management (NRM) to build more sustainable practices including the butterfly garden and worm farm.
- Our staff learned more about the new Crossways Religious Education curriculum ready for implementation.



High Quality Teaching and Learning



Our commitment to high quality teaching and continuing the learning program remained strong despite interruptions due to COVID-19. All teachers continued to promote a love of learning and the important dispositions of independence, resilience and risk taking along with the capabilities of literacy, numeracy, critical thinking and problem solving. During lock down times teachers and parents successfully used Class Dojo and Office 365 for continuity of learning and communication between parents, students and teachers.

Our dedicated staff are constantly learning and using current research to inform best practice in teaching and learning. We have high expectations and adopt a wide variety of innovative teaching practices to help support and challenge every child.

In 2020 we had a particular focus on Mathematics, and effective pedagogy using Personalised Learning and the CESA Capabilities.

Teachers planned and worked alongside one another implementing and learning new skills and approaches and using data to inform teaching. This built capacity in our teachers and consistency across all year levels with the intention of improved outcomes for our students.

PRINCIPAL'S REPORT continued

Other staff professional learning over the year included:

- Visible Learning - using teaching methods that have the highest impact on student learning
- Coaching in Visible learning strategies with our pedagogical coach Nadia Morris
- Positive Psychology - The Mind Up curriculum, character strengths
- STEM - Conference at Nazareth College with other schools
- Literacy - Literacy Pro, Making the Most of Literature, Spelling- Words Their Way
- Numeracy - Providing stretch for every child and problem solving
- The CESA Capabilities
- English as an Additional Language - moderating student literacy performance and levelling.



More highlights of the learning program in 2020 included:

- Successful implementation of the Mini-Lit intervention program
- Gaining grants from the Australian Sporting Schools which included specialised coaching and class sets of equipment in tennis
- Sporting events held over the year, including our swimming program for Years R-5 and aquatics program for Years 5 and 6, interschool athletics, netball and touch football carnivals, and finally our Sports Day in Term 4
- The Senior Choir performing online in the Catholic Schools Music Festival
- Dance program in Terms 3 and 4, culminating in the concert recorded for all parents and children to view
- The Year 5 and 6 camp at Woodhouse
- Various COVID safe excursions for all classes.

PRINCIPAL'S REPORT continued

Well Being and Personal Responsibility



Recognising the intrinsic relationship between student wellbeing, care and learning has always been a major focus for us and this became a critical part of our work in 2020. With the impact of COVID-19 on our families and the world at large, our children needed more than ever needed to feel safe at school, to be supported to develop their strength and resilience.

Teachers used specific high impact strategies to engage students in both extending their motivation for success and helping them to reflect on their learning progress and future goals.

These strategies included the use of Learning intentions, Success criteria (e.g. Rubrics), Feedback, The Learning Pit and Growth Mindset processes. This was evident in talking to students who were able to use the language of the Learning Pit and that of Growth Mindsets, and through the collegial sharing of examples of practice among teachers. Achievements were celebrated via acknowledgement on Class Dojo, school assemblies, through certificates and other incidental methods.

The strategies we used throughout the year were successful as children easily adapted to new norms, stayed connected and engaged in school life. The results from the CESA Classroom Pulse Survey completed by all students in Terms 3 and 4 also gave us data about each student which verified nearly every students' positive attitude and connection to friends and staff at school.

Highlights of 2020 for the Wellbeing Domain included:

- Staff participated in some learning about Be You (a new wellbeing/mental health resource for schools)
- The establishment of a Be You action team - Suzie Wallace, Annette Diassinas and Ester Camarra-Dawes
- Sharing aspects of our Mental Health Programs and events with parents in the newsletter
- Fabulous germ prevention sessions for all the children, from guest speaker Anne McKeon
- A consistent approach across the school using Mind Up and Connected Communities
- Many students participating in the Peaceful Kids program
- Celebrating the National Day of Action against Bullying and Violence
- Special class activities for Reconciliation Week
- School video made for the 'In this Together' theme. Students in Years 3-6 wrote the rap lyrics and the R-2s created artwork using paper, tile and canvas as mediums. In music lessons, students created the background beat and the rap chorus
- Guest speaker presentations to the Year 4-6 children re social media cyber safety.

PRINCIPAL'S REPORT continued

Parent and Community Engagement

Parents and families continued to support our school and their child/rens' learning despite the challenges the pandemic presented. As a staff we used technology platforms to communicate to families and continue to build the parent and school partnership. I am sincerely grateful for the support of the parents, grandparents and volunteers in our community. Even though the opportunities in 2020 were limited, the friendliness, time and energy you put into supporting the children in our school is greatly appreciated.

Contribution of The Parents and Friends Committee (P & F)

The P & F are a welcoming and generous group of people who make a great impact on the life of our school community. In between the lock downs and restrictions, the committee continued to build community spirit, and managed to coordinate a couple of fund raising events and experiences for the children. The children enjoyed the sausage sizzles and Pancake Day.

The committee was also successful in winning a Parents Initiatives in Education grant to provide a parent education session on developing resilience, held by expert guest speaker Kay Buckley from Centacare. This was very well attended and feedback from parents has shown that the information sessions for families were successful in fostering positive parent and school partnerships, which we strongly encourage at IHM.

Although the Committee's key work is in community building, funds raised contribute significantly to purchasing many needed items, including literacy intervention programs and Literacy Pro resources.

I thank Nadia Rowe and Kate Henderson (Co-Chairs) and all committee members for their support, dedication and commitment.

"A student who sees the home and school in collaboration in an environment where there is mutual respect between home and school is more likely to succeed."

Contribution of the School Board

The School Board are significant partners in the strategic decision making and direction setting of our school and I sincerely thank all members for their time to meet and voluntary work for our community. It has been a pleasure to work with the Board towards the implementation of strategies within our school plan and the achievement of milestones. I sincerely thank our Chairperson, Tim Mullin, Finance Representative Jeremy Whitehead and each of the Board members for their continued support and dedication to the best outcomes for our children.

A big thank you also to Jacqui Bloffwitch for her many years of contribution and service to both the School Board, the Parents and Friends Committee and to our community.

Over the 2020 year there was much positive community involvement and collaboration happening in numerous ways, keeping our community strong and connected.

Some of the highlights in the Community Domain included:

- The sixth Parent Forum/Wine and Cheese evening held in February
- Catholic Education SA Director's, Dr Neil McGoran visit. Visiting all the classes he was very impressed by the students' conduct, and the teaching and learning happening. He was also impressed by the growth in all our dimensions as a school over the past five years; the high quality learning and our improved learning outcomes for every student, our integration and focus on wellbeing and our heart spirituality which is evident in our culture and everyday interactions.

continued...

PRINCIPAL'S REPORT continued

- Continuing to involve parents in the educational journey through book-a-chats, student centred conferences and the use of technology platforms to stay in touch
- SRCs organizing various events including a highly successful pyjama day and disco
- All classes involvement in Clean Up Australia Day
- Book Fair
- Book Week Parade
- Streaming of assemblies
- Mothers' and Fathers' Day messages on School Facebook and live streaming of liturgies
- Parent information/education sessions were held in Literacy and Developing resilience. These were well attended and feedback from parents has shown that the information sessions for families were successful
- Increased numbers for our on-site OSHC with our partners, Camp Australia
- Little Hearts Transition Program
- Playgroup successfully led by educator, Rachel Belperio
- Ovingham Level Crossing - School Board and leadership team meeting with DPTI and the project developers re the Ovingham Crossing and its impact on our school and the neighbourhood.

"Educating the mind without the heart is no education at all." Aristotle

Administration and Resource Management

Administering the school's human and physical resources, finances and infrastructure equitably to maximize student learning outcomes has been an ongoing process in collaboration with the leadership team, our Finance Officer Kristina, the school staff, School Board and Finance Committee. I thank them for working with me to ensure financial stability and growth.

Many developments occurred over the 2020 school year. The most significant included:

- Reduction in fees to support families - reduction of school fees for 2021, a difference of \$725 per child
- We also provided COVID-19 fee support for families impacted
- Application and receipt of a Local Schools Community Fund of \$20,000 and the installation and upgrade of our ICT- TV screens to replace the whiteboards
- Working with Edge Architects, Council consultants and Building Committee on the design and plans for Stage 1 of our building project. This includes renovation of the hall, front office area and upstairs classrooms
- Working with the CESA finance team in the use of a new budgeting system, development of a five year plan and financing for our building project
- Implementation of and building on Information System to increase efficiency - SEQTA
- Working with CESA and Nazareth College re marketing our school, banners on Port Road
- Redevelopment of our school website, for mobile responsivity, ready for launching in 2021
- The introduction of the QKR app for school payments and purchase of school uniform.

PRINCIPAL'S REPORT continued

Concluding Comment

The achievements outlined in this report have been the result of a strong and vibrant community, striving for justice and working together to ensure that every child in our community flourishes. My gratitude goes to each member of the community for a wonderful joint effort in facing the challenges presented to us in 2020, to make the school year a successful one. It has united and strengthened us and we have much to look forward to as we build and grow, with a new four year Strategic Plan to be developed and of course the long awaited building program beginning in 2021.

The following ***School Performance Report*** presents specific data that we are required to report according to Australian Government compliance regulations under the Australian Education Act.

Pauline Kinsman
PRINCIPAL



SCHOOL PERFORMANCE REPORT

Academic Achievement and Wellbeing Data

Normally at this point in my report I comment on and share our student progress in NAPLAN and Wellbeing. Due to COVID-19 disruptions we were unable to gather academic and wellbeing data for 2020.

Despite the challenges this year, including the cancelling of the NAPLAN tests, our students have performed admirably both academically and emotionally, and these have been reflected in their continued success and academic growth.

Although, like all other schools, we have not been in the position to rely on statistics from NAPLAN, we have been able to continue to gather and use whole school data from anecdotal class records, ACER tests in maths and reading, spelling tests and Lexile tests. These points of assessment have allowed the school to identify student needs and opportunities for growth. Our teachers personalized programs in order to scaffold and challenge each child's progress and achievements. Our writing and spelling programs, Athletics and the Literacy Pro, along with excellent teaching, have all contributed to improved personalized learning and given each child an opportunity to achieve their highest potential.

Enrolments

Census data in August 2020 shows the following enrolments with the 2019 data included for comparison.

| Year Level | Enrolments 2020 | Enrolments 2019 |
|----------------------|-----------------|-----------------|
| Reception | 29 | 25 |
| Year 1 | 22 | 19 |
| Year 2 | 22 | 15 |
| Year 3 | 14 | 16 |
| Year 4 | 14 | 18 |
| Year 5 | 20 | 17 |
| Year 6 | 14 | 14 |
| TOTAL | 135 | 124 |
| Full Time Equivalent | 135 | 124 |

| | | |
|---------------|----|----|
| Male | 71 | 68 |
| Female | 64 | 56 |

| | | |
|-----------------------------------|-------|-------|
| Indigenous Enrolments | 1.5% | 0.8% |
| Students with Disabilities | 22.2% | 24.2% |

Student Attendance

The average student attendance rate is quoted as a percentage and is calculated from the number of absentees against the days that students would have been expected to be at school. The majority of students' absentees are related to illness and family leave. Where absences are related to other factors individual programs are initiated to promote regular attendance in accordance with our Student Absenteeism Policy. This includes managing aspects such as transport, priority and family issues.

| Year Level | Attendance 2020 (%) | Attendance 2019 (%) |
|-----------------------------|---------------------|---------------------|
| Reception | 92.78% | 94.83% |
| Year 1 | 92.37% | 94.59% |
| Year 2 | 90.84% | 89.40% |
| Year 3 | 95.80% | 93.76% |
| Year 4 | 90.45% | 93.60% |
| Year 5 | 90.25% | 91.32% |
| Year 6 | 88.39% | 93.00% |
| Total School Average | 91.56% | 92.93% |

SCHOOL PERFORMANCE REPORT continued

Staff Statistics

Staff numbers in accordance with 2019 August Census.

| | 2020 | | 2019 | |
|--------------|-------------|-------------|-------------|-------------|
| | No of Staff | FTE | No of Staff | FTE |
| Teaching | 15 | 9.8 | 13 | 9.0 |
| Non-Teaching | 7 | 3.6 | 7 | 3.6 |
| Total | 22 | 13.4 | 20 | 12.6 |

Teacher Qualifications

| | Number of Teachers 2020 |
|-------------------------------|-------------------------|
| Masters Degree | 3 |
| Bachelor Degree | 10 |
| Graduate Certificate in RE | 11 |
| Graduate Diploma in Education | 2 |
| Diploma in Teaching | 9 |

2020 Class Teachers

| | | |
|-------------|---|---|
| Year R/1 M | - | Ms Sophie Mihelios |
| Year R/1 T | - | Ms Kelsey Thompson |
| Year 1/2 H | - | Ms Catherine Hulley |
| Year 3/4 CB | - | Ms Ester Camarra-Dawes and Mrs Sonia Bianco |
| Year 4/5 BW | - | Ms Mischa Berecny and Mrs Suzie Wallace |
| Year 5/6 L | - | Mrs Amanda Landolfi |

2020 Staff

| | | |
|--|---|-------------------------|
| Principal | - | Ms Pauline Kinsman |
| Assistant Principal: Religious Identity & Mission (APRIM) & Individual Needs Co-Ordinator | - | Mrs Annette Diassinas |
| Literacy Support & Data Co-Ordinator | - | Mrs Mary Sapio |
| STEM / Leader in Pedagogy | - | Ms Nadia Morris |
| Parish Priest | - | Fr Lancy D'Silva |
| Finance Manager | - | Mrs Kristina Neumann |
| Office Manager | - | Mrs Julie Hansen |
| Student Wellbeing: Chaplain | - | Mrs Suzie Wallace |
| Music | - | Mr Stephen Heuzenroeder |
| Physical Education | - | Mrs Jane Hidson |
| Education Support Officers | - | Mrs Carmel Johnston |
| | - | Mrs Doris Patini |
| | - | Mrs Angela Vagionas |
| | - | Mrs Rachel Belperio |
| Maintenance / Grounds Person | - | Mr Bruce Ramsay |
| IT Support | - | Mr Chris Petrallas |

SCHOOL PERFORMANCE REPORT continued

Income and Expenditure 2020

| Income | 2020 | 2019 |
|---|------------------|------------------|
| Tuition Fees | 277,679 | 284,183 |
| Commonwealth Government Grants - Recurrent | 1,865,592** | 1,305,926 |
| State Government Grants | 372,178 | 334,896 |
| Other Income | 171,259 | 229,547 |
| Total | 2,686,708 | 2,154,552 |
| Recurrent Expenditure | 2,045,877 | 2,024,082 |
| Capital Income | | |
| Capital Fees | 35,798 | 34,651 |
| Cash Donations | - | - |
| Total | 35,798 | 34,651 |
| Capital Expenditure | | |
| IPad & Laptop Replacement | | 22,659 |
| Architectural & Development Application fees for building works | 40,351 | 13,600 |
| Loan Repayments | 23,578 | 32,234 |

** \$509k of Commonwealth Government Grants paid to IHM as COVID-19 Support funding not retained by IHM. Funds drawn from IHM's Accumulated Funds by CEO to fund new projects so that all Catholic schools are supported (per decrees issued by Archbishop Patrick O'Regan and Bishop Karol Kulczycki).

Note: All financial details are presented on a cash basis and are based on unaudited figures for 2020.



2020
A year to
remember
at IHM



INSPIRED BY OUR MOTTO

STRIVING TO BE GOD'S HEART HERE ON EARTH

WE ARE COMMITTED TO:

OUR VISION:

Building an inspiring
learning community
where every child will
flourish, today and
in the future.

High Quality Learning

Personalised
Inspiring
Creative
Critical
Life long

A Heart Spirituality

Love
Hope
Justice
Connectedness
Inclusivity

Well Being

Resilient
Confident
Positive
Relational

USING OUR MINDS, HEARTS AND HANDS

TO MAKE THE WORLD A BETTER PLACE