

ANNUAL REPORT



2024

2024 SCHOOL PERFORMANCE DATA

The information refers to the 2024 calendar year.

1. CONTEXTUAL INFORMATION

St Francis' School is a small Catholic, co-educational Curriculum and Reengagement in Education (CARE) school in the spirit of St Francis' of Assisi. The school provides a safe, secure environment in which the needs of each student are uniquely seen and considered. Students are nurtured by staff who model trust, hope and generosity. The school gives witness to the Catholic Church's vision to proclaim the Gospel of Jesus. Through the work of Catholic Schools, the Church confirms its commitment to work with teenagers who, for a variety of reasons, are educationally marginalised in society and find themselves unable to attend mainstream schools.

St Francis' School philosophy is based on four Christian Principles: Respect, Responsibility, Belonging and Belief; to which staff and students aspire as we endeavour to give witness to the teachings and life of Jesus Christ. These principles challenge students to develop a strong sense of personal and community ideals.

2. TEACHER STANDARDS AND QUALIFICATIONS

St Francis' School employed eight teaching staff in 2023. The qualifications held by these teachers are:

QUALIFICATION	NUMBER
Masters Degree	1
Bachelor's degree	11
Graduate Diploma	3
Master of Teaching	1

3. WORKFORCE COMPOSITION

There were 16 people employed at St Francis' school in 2024. Nine teaching staff – 3 male and 6 female, 8 support staff – 6 female and 1 male of which one staff member is indigenous.

4. STUDENT ATTENDANCE AT SCHOOL

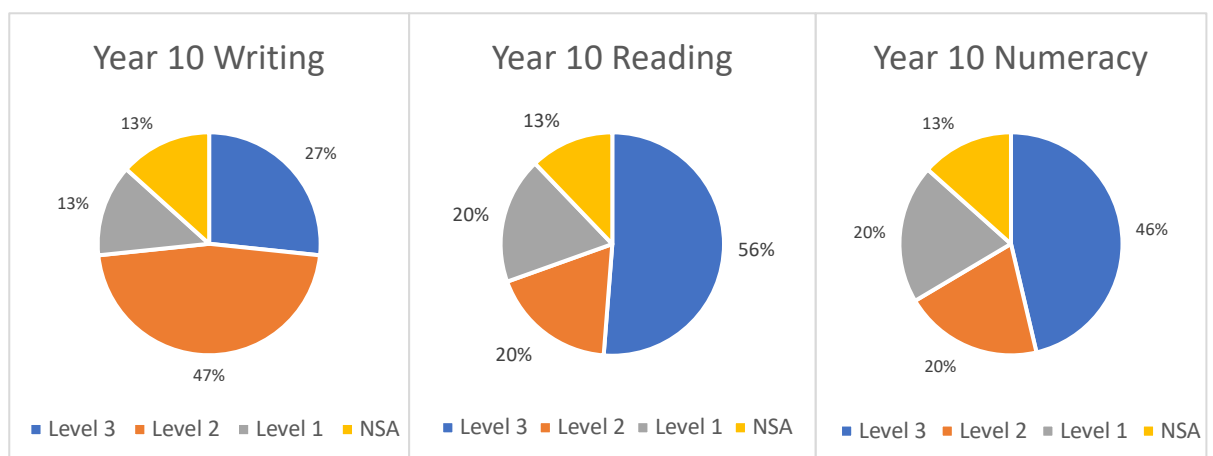
	2024 ATTENDANCE
Year 10	71.15%
Year 11	77.56%
Year 12	54.29%
Total	68.95%

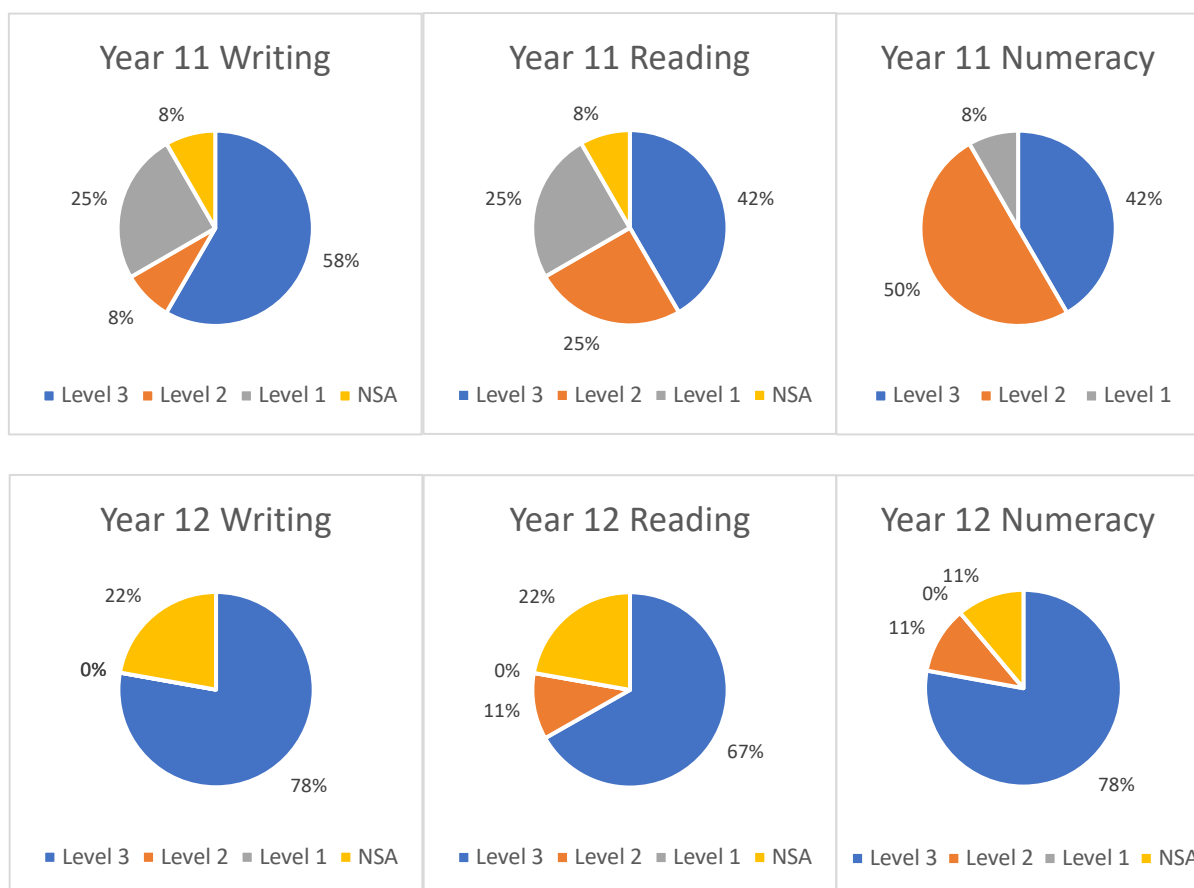
Non-attendance by a student at school is managed in the following ways:

- Parents / Guardians are required to let the school know of any absences
- Pastoral Care Team contact parents who have not notified the school
- SMS sent from SEQTA
- Student contacted to check in with them and offer support if needed
- Support with travel to and from school
- Parent / guardian meeting for attendance issues
- Referral to Department of Education Participation Team in Year 11 and 12 if the school is unable to engage with the parent / guardian / student

5. LITERACY AND NUMERACY

As the school only takes students in Years 10-12 there is no requirement for students to sit NAPLAN. The Literacy and Numeracy data is based on OLNA. The charts below show the percentage of students who achieved each level in OLNA from Round 2 2023.





6. PARENT, STUDENT AND TEACHER SATISFACTION

Students, staff and parents have indicated through feedback from meetings, electronic communication and general discussions that they are very satisfied with the supportive, caring, educational environment provided by St Francis' School, with comments often relating to the school feeling like a community or a welcoming home.

Some of the areas highlighted by parents, students, key support agencies and staff as highly satisfactory at St Francis' School over the course of 2023 were:

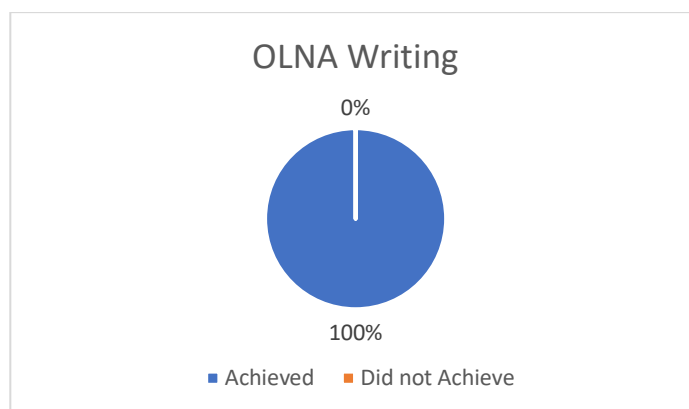
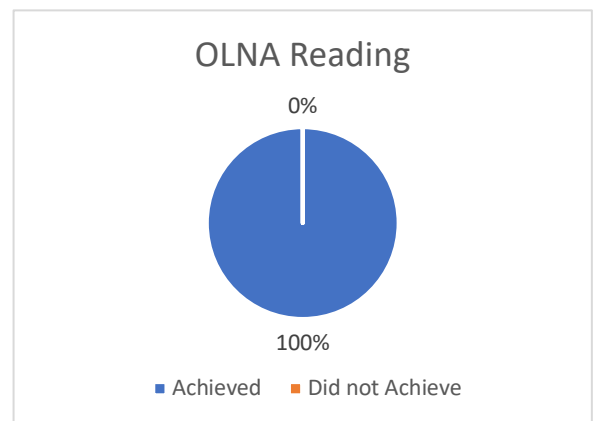
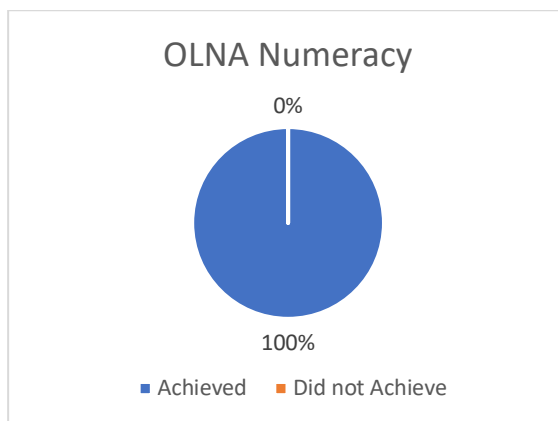
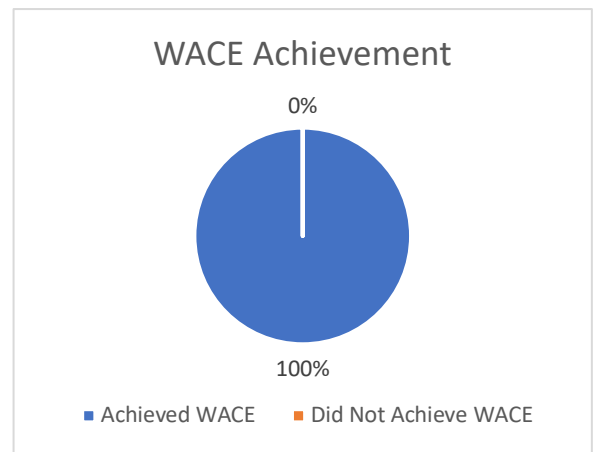
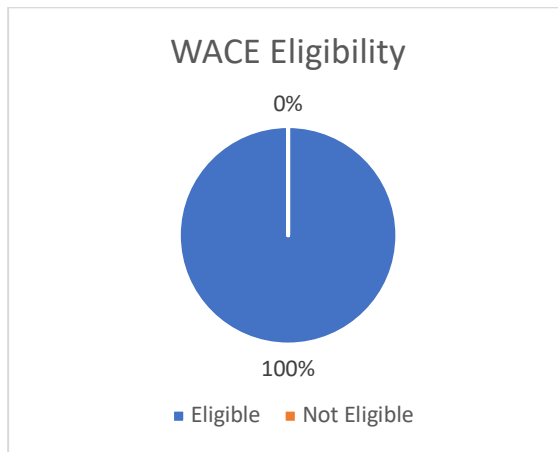
- the high degree of support and guidance provided to students
- positive teacher student relationships
- positive and flexible school environment at St Francis' School
- pride in the achievements of the students
- student engagement with the school
- individual programs for the students

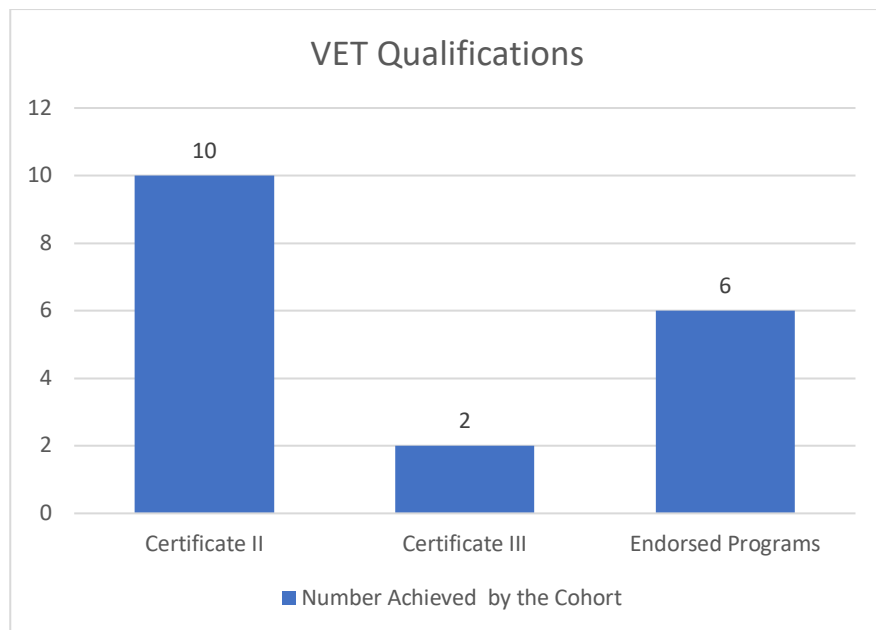
7. SCHOOL INCOME

Details regarding the school income and expenditure can be found on the MY school website using the link <https://www.myschool.edu.au/>

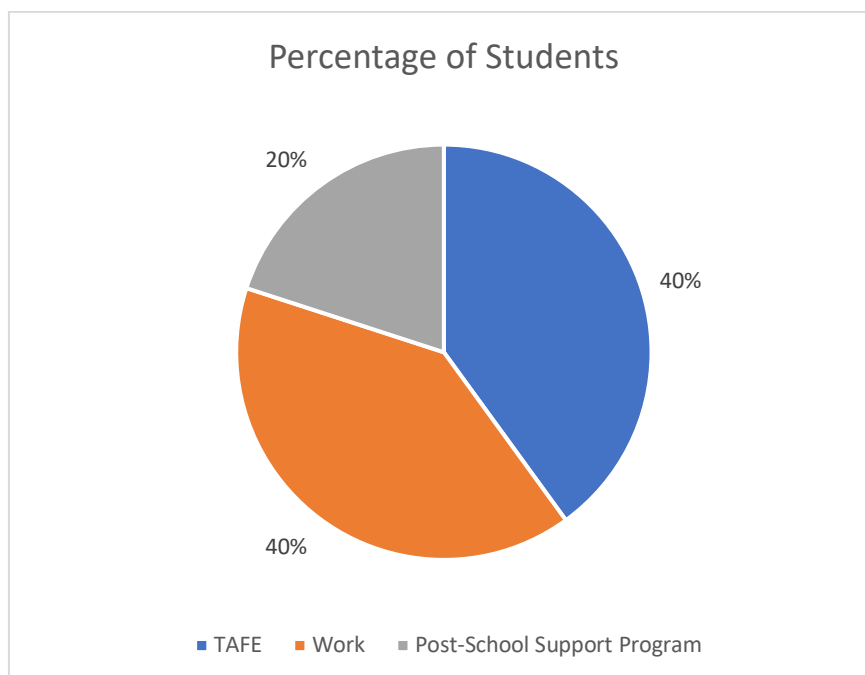
8. SENIOR SECONDARY OUTCOMES

The data below reflects the achievements of the 2024 Year 12 cohort.





9. POST-SCHOOL



10. ANNUAL SCHOOL IMPROVEMENT

Improvement Goals	Progress
Creating opportunities for staff to focus on their own faith journey and understanding what it means to work in a Catholic school.	Staff are continuing to work towards Accreditation Requirements and Ongoing Renewal
Develop in staff and students a greater understanding of the message encapsulated in the St Francis' School Prayer.	Faith Formation Workshop based on the messages encapsulated in the St Francis School Prayer Morning Meetings and Religious Education classes

Improvement Goals	Progress
Develop courses and programs which meet the needs of students who are unable to access the traditional curriculum. - VET - SWD Programs & Courses	Employment of a teacher of SWD Investigation of alternative programs and courses Parent discussions around alternative programs
Revise the school's IEP development and review process in accordance with stipulated guidelines under Standard 1: Curriculum in the <i>Guide to the Registration Standards and Other Requirements for Non-Government Schools in Western Australia</i> (July 2022).	Work with staff on how to write an IEP and how to monitor progress. Online system for storing IEPs and reviewing for audit purposes.

Improvement Goals	Progress
Provide information and assistance for parents and care givers which enables them to support their children in their educational and life journey.	Continued into 2025
Develop and implement a student leadership framework to ensure the students' voice is heard in all our undertakings.	Student leadership team established.

Improvement Goals	Progress
Develop staff in their use of SharePoint, Teams, OneNote and OneDrive	Shared drive removed from server and all resources transferred to SharePoint. Staff engage with CEWA run Webinars on the software.
Promote Christian Service and a responsibility for the care for Earth as our common home in the spirit of the school patron St Francis of Assisi.	Promotion of Christian Service opportunities for students. Ongoing commitment to environmentally sustainable practices across the school.

11. SCHOOL COMMUNITY REPORT

Advisory Councils have been established by the Catholic Education Commission of Western Australia (CEWA) to provide contextual advice to Principals, enabling the skills and expertise of Catholic School communities to be included in the decision-making processes. They support the principal to fulfil their responsibilities in leading the four elements of Quality Catholic Education (QCE): (1) Catholic Identity, (2) Education, (3) Community and (4) Stewardship, in pursuit of CECWA's vision to be Christ-centred and child-focussed.

The functions of the Advisory Council include:

- Supporting planning for the operation of the School.
- Communicating information about the School and Catholic education to the School community as required.
- Advising the Principal on School financial matters.
- Endorsing the School's annual budget, prepared by the School Executive, before submission to CECWA for approval.

Our school community is fortunate to have a committed group of Council members who are willing to share their time, expertise and professionalism. I thank Council members: Principal, Sara Jennings, Alan Luks (Treasurer), Charlene Martlew (Secretary), Margaret Buckman, Scott Kinner and Dave Willock as an ex-officio member for their continued support and guidance throughout the year. Thank you also to Jodi Van Nus for her executive support of the Council and her astute stewardship of the school's day-to-day financials.

In 2024, the School was the subject of a Quality Catholic Education School Review (QCESR) and the Council had the opportunity to participate in the process and consider the pleasing outcomes. Sometimes having such a 'balcony event' in the life of a School enables us to stand above the busyness of school life to gain a broader perspective in order to better understand the sometimes frenzied dance of events going on around us.

The Review considered key information and inputs to develop its understanding of the School and provide comment on its success across each of the elements of QCE. The outcomes and recommendations of the Review will help inform the College's future strategic directions.

The review strongly endorsed that St Francis's School is an effective pastoral community. All QCESR data sources reported that the school is welcoming, supportive and student-focused – and was often referred to as a 'family' where life is about 'us', and not just about 'me'. One data source captured this sentiment beautifully when they stated: *"we are a family here and that it's not just about academics; it's the language that you (staff) use such as telling a student that you are proud of them"*.

Students felt that they belong and their requests and needs are acted upon in a timely manner. They reflected that the school is a safe space and that the staff genuinely care for them and each other and that support is transforming their lives.

Apart from the programs, icons and prayer foci that depict the Catholicity of the school, the process identified that staff model Catholic values in their communication and perseverance. Your individual and collective levels of empathy, compassion and acceptance enable the students to build trust in a fluid environment. It is clear that staff continually give the students hope so they know they can accomplish their goals and is a strong endorsement that while students may forget what you say or forget what you did, they will never forget how you made them feel!

There is also strong sense of collegiality. Students see the support that staff members provide for one another – a level of support built upon a culture of kindness, reflecting the St Francis's School values of Respect, Responsibility, Belonging, and Belief. This culture has been built despite staff often facing significant daily challenges. Your individual and collective nobility and expertise are central to students achieving positive, educational outcomes. Thank you.

Leadership was also identified as having had a strong impact on driving school improvement at St Francis'. This begins with the Principal whereby Sara's leadership fosters a culture that enables improvement to occur. This is of course is also supported by other designated leaders within the School. On behalf of the St Francis School community I would wish to acknowledge the wonderful leadership and service provided by our Principal, Sara Jennings.

In summary, the QCESR strongly affirmed that St Francis' School is not simply a place in Maddington, it's a very strong and vibrant community and caring for one another is what strong communities do.

As an extension of the family, the School community affords an environment in which students feel safe, learn to value and respect each other, even if they don't always get their own way! Students learn that life is about 'US', and not just about 'ME' and that all members live in the shelter of each other. Above all, the St Francis School community respects and celebrates diversity because every member is made in the image and likeness of God.

On behalf of the School Advisory Council I would like to thank the St Francis community for your support as the Council continues in its role.

Since its inception, St Francis School has established a fine tradition of providing a quality Catholic education for its students. The journey ahead is exciting, and I am confident in the ability of the school to continue meeting the challenges of its mission as a Christ-centred, child-focused community.

Geoff Mills
Chairperson