Annual School Report 2024

Contextual information

St Mary Star of the Sea College is a vibrant co-educational school offering outstanding educational opportunities for students from Pre-Kindergarten through to Year Twelve. With a proud history of serving the Carnarvon community for over 110 years, St Mary's continues to build on its legacy of academic achievement and holistic development.

Our commitment to excellence is grounded in evidence-based teaching practices, including explicit instruction and insights from neuroscience on how students learn best. These approaches underpin our continually improving academic results and ensure that every student is supported to reach their full potential.

At St Mary's, we believe in educating the whole person. Our programs are thoughtfully designed to nurture intellectual, physical, emotional, social, and spiritual growth. Rooted in strong academic foundations and gospel values, our curriculum prepares students for meaningful and rewarding futures.

Pastoral care is central to our mission. We foster a caring and inclusive environment where Christian values are lived daily, and every child is known, valued, and supported. Our strong ties with the Parish and wider community enrich the educational experience, and we deeply value the partnership we share with parents in shaping each child's journey.

While we are proud of our achievements, our focus remains on continuous improvement. We strive every day to enhance student learning and ensure that the lives and futures of our students are filled with purpose, success, and fulfillment.

Teacher standards and qualifications

St Mary Star of the Sea College is proud to have a dedicated team of 23 part-time and full-time teaching staff. Among them:

- **2 teachers** hold **five-year teaching qualifications**,
- **19 teachers** are **four-year trained**, and
- **2 staff members** are currently teaching under a **Limited Authority to Teach**

This diverse mix of qualifications reflects our commitment to maintaining a high standard of education while supporting pathways for emerging educators.

Workforce composition

St Mary Star of the Sea College employs a total of **42 staff members**, reflecting a strong commitment to diversity and inclusion within our school community.

- **Gender Representation**: The team comprises **40 female staff** and **2 male staff**, highlighting the significant contribution of women to the life and leadership of the College.

- **Cultural Representation:** We are proud to have **3 Aboriginal staff members**, whose presence enriches our community and strengthens our commitment to cultural awareness and reconciliation.

This diverse and dedicated team plays a vital role in fostering a supportive, inclusive, and faith-filled learning environment for all students.

Student attendance at school

Year Level	Attendance Percentage (%)
3-Year-Old	87.0
Kindy	87.0
Pre-primary	85.0
Year 1	82.0
Year 2	87.0
Year 3	90.0
Year 4	90.0
Year 5	87.0
Year 6	87.0
Year 7	88.0
Year 8	87.0

Year Level	Attendance Percentage (%)
Year 9	86.0
Year 10	88.0
Year 11	87.0
Year 12	91.0
Overall	87.27

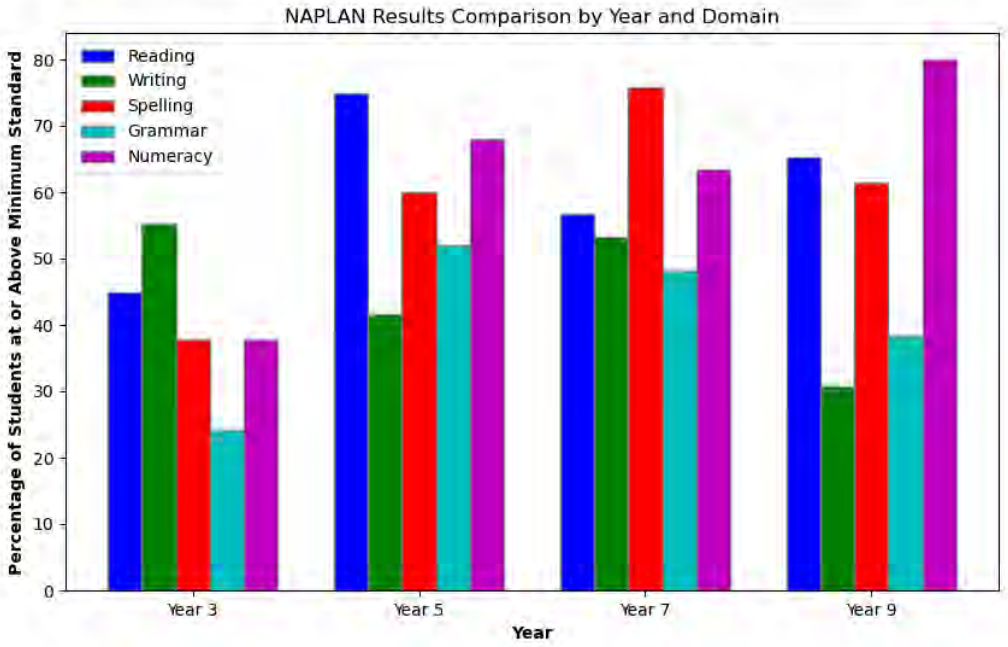
Attendance Management Process

Regional context: Student absences often relate to travel to Perth and Geraldton for lengthy medical access and support**.**

Responsibility	Threshold	Action Taken
Head of Primary	Attendance below 85%	Sends *Attendance of Concern Primary* letter to parents. (twice a year)
Head of Secondary	Attendance below 90%	Sends *Attendance Secondary* letter to parents. (twice a year)
Heads of School	Attendance below threshold	Follow-up with additional letters and/or parent meetings.
Principal	Attendance *well below* threshold	After consultation with Heads of School, conducts parent meetings for serious attendance concerns.

NAPLAN annual attainment

Overall, our NAPLAN results comparison with similar schools are mostly comparable or above for Years 5, 7 and 9. As shown in the table below, the Numeracy domain generally improves with each year level, peaking in Year 9 while the Writing domain shows a significant drop in Year 9. The Spelling performance is strongest in Year 7 and Grammar and Reading displays the most fluctuation across years.



Parent, student and teacher satisfaction

At St Mary's, students from Year 3-12 demonstrated the following:

A majority of students (67%) reported being *somewhat interested* in their classes, while 16% were *extremely interested*. However, 13% were *somewhat uninterested* and 7% were *extremely uninterested*, indicating a small but notable group of disengaged learners.

Activity in Learning: Most students (63%) described themselves as *somewhat active* in class, with 20% being *extremely active*. On the other hand, 15% felt *somewhat inactive* and 4% *extremely inactive*, suggesting room for improvement in classroom engagement.

For Staff Professional Satisfaction, over half of the staff (53%) reported a *very high* level of professional satisfaction. While 29% felt their satisfaction was *good*, while 15% rated it as merely *satisfactory*. Only 2% expressed a *below satisfactory level* of satisfaction, indicating overall positive morale among staff.

Parent satisfaction is *moderately high*, with most parents feeling positive about the school's environment and teaching quality.

Year 12 WACE

There were 12 students enrolled in Year 12. There were 27.3% students who undertook Vocational Educational Training (VET) pathway, 54.5% students took the General Pathway, and 18.2% students took the ATAR pathway.

Of the 11 students eligible for WACE, 81.8% of students achieved WACE.

63.6% of students completed a Certificate II or higher and 18 % of students completed a School Based Traineeship.

Post-school

Of the 12 students who completed Year 12, 4 students received their first University preference and 3 accepted. Another 2 students enrolled in a university preparation course. 1 student is completing an apprenticeship, 1 student at TAFE, 5 students working in local businesses.

School Improvement Planning

1. Catholic Identity

- Liturgical Life: Strong participation in whole school and class liturgies, with increasing student involvement and support from parish priests.
- Staff Formation: Ongoing progress toward Religious Education Accreditation for staff, supported by targeted professional development.
- Student Faith Development: Introduction of retreats for Years 7–11 and symbolic initiatives like the engraved torch for Year 12s reinforce the school's spiritual theme.
- Charism and Tradition: Integration of the Presentation Sisters' legacy through the Iona Presentation Foundation and the "Let Your Light Shine" theme.
- Parish Collaboration: Regular engagement with parish priests enhances sacramental preparation and spiritual guidance.

2. Education

- Leadership and Coordination: Appointment of an Assessment Coordinator has strengthened data-informed teaching practices.
- Intervention Programs: Literacy and mathematics interventions are in place, with flexible staffing to meet emerging needs.
- Pedagogical Innovation: Implementation of the Berry Street Education Model has improved student engagement and wellbeing.
- Curriculum Enrichment: Expansion of VET, ViSN, and online learning options for senior students; introduction of Certificate II in Sport and Recreation.
- Creative and Performing Arts: High-quality student work showcased in exhibitions; Performing Arts reintroduced in primary.
- STEM and Digital Learning: Use of Stileapp in Science and transition to laptops supports modern learning environments.
- Academic Support: Homework Club and mentoring initiatives provide structured support for students, especially in senior years.

3. Community

- External Partnerships: Strong collaboration with local agencies and businesses enhances vocational and leadership opportunities.
- Parent Engagement: Active P&F and CSAC involvement in fundraising and school improvement projects (e.g., playground, device funding).
- Student Leadership: SRC includes Years 5–12, with regular meetings and leadership training.
- Cultural Events: Celebrations like NAIDOC Week and Book Week foster inclusivity and school spirit.
- Staff Collaboration: Committee system promotes shared responsibility and continuous improvement in wellbeing, behaviour, and school culture.
- Faith in Action: Student-led fundraising for Caritas demonstrates commitment to social justice.

4. Stewardship

- Strategic Planning: Updated Catholic School Improvement Plan developed collaboratively with CEWA support.

- Staffing and Recruitment: Responsive staffing adjustments ensured continuity in teaching despite mid-year changes.
- Professional Development: Focused training on compliance, safety, and accreditation; introduction of a Well-being Dog to support school culture.
- Technology and Infrastructure: Revised device policy and planned infrastructure upgrades (e.g., bike shelter) reflect forward planning.
- Facilities Expansion: Creative use of local facilities (e.g., Trade Training Centre) addresses space needs for growing enrolments.
- Transport and Safety: Staff and community volunteers supported in obtaining bus licences to facilitate off-site learning.

School Income

See Appendix A

Catholic School Advisory Council Chair Report (CSAC), 2024

Welcome everyone, it's good to see new faces here.

Our last AGM was in November last year with a bit happening in the past 12 months. This is the end of Debbie White's first year as Principal, and she has settled into the role well. Thanks, Debbie.

Projects

In 2024 there have been minimal capital projects occurring due to 2023 being a busy year that included the year 5 classroom, upper school basketball court and grassed area, the new common room space for year 11s and 12s and IT infrastructure upgrade included Wi-Fi improvements and new data processing units.

In 2025 the school will be looking to progress the new nature playground with money raised by the P&F.

Staffing

There have been some unavoidable staffing shortages across the year, with the Year 3 class in particular being very adaptable to numerous teachers throughout the year.

For 2025, a science teacher has been appointed for secondary and upper primary and a music teacher, which will provide extra opportunities for new skill sets for our students.

Lauren Pillera was acting as Head of Early Years for 2024 but will be returning to Perth and we thank her for her work. Jacinta Skender will be taking on the position for 2025, which is very exciting for the early primary students.

P&F

The P&F committee have once again outdone themselves with some solid fundraising efforts. They have held fabulous events this year including the Olympics Quiz night, the Book week Disco, the upcoming Colour Fun Run and the many stalls that they ran across the year. They are a small but mighty bunch that P&F. Thank you for all the money you raised for our kids and school.

Budget

The School budget was presented to the Council last week and was endorsed by the Council. It is now waiting for endorsement from CEWA. Sarah Berson has once again done a great job, and I will let her talk about it in the next agenda item.

Council

In 2022, the School Advisory Board became a School Advisory Council, and this has led to a few minor changes in how we operate. The main function of the Council is to support the planning for the school's present and future operation. Importantly the role of the Council is to be aligned with the principal and senior leadership team, and we need to demonstrate to the school community a strong sense of working together with strong respectful relationships.

We have had a few changes across the year with both Heath Grebert and Harriet Murphy leaving the Council due to other commitments. Harriet was our Treasury so we will be looking to fill this position when nominations are received further in the meeting. Thank you to Harriet and Heath for their contributions to the Council.

Mrs Alex Maslen

Chair CSAC

Appendix A

St Mary Star of the Sea Catholic School (CARNARVON)
Summary Income Statement
For period ending 31/12/2024
-- with Original Budget --

Month To Date: December						*Year To Date: 2024*					
Actual	Budget	Variance $	Variance %			Actual	Budget	Variance $	Variance %	Annual Budget	2023 Actuals
					Recurrent Income						
133	0	133	100.00%	FEECHRGS	Fees and Charges	468,672	464,557	4,114	0.89%	464,557	418,594
2,726	0	2,726	100.00%	OTHSTUCHRGS	Other Student Charges	237,385	255,731	-18,346	(7.17%)	255,731	229,379
0	0	0	0.00%	DISCCONC	Discounts and Concessions	-116,484	-115,638	-846	0.73%	-115,638	-121,682
-616	0	-616	100.00%	OTHRECINC + AB	Other Recurrent Income	192,432	94,218	98,214	104.24%	94,218	150,643
12,732	0	12,732	100.00%	TRADACINC	Trading Account Income	200,886	145,493	55,393	38.07%	145,493	174,679
2,220	0	2,220	100.00%	SGG + SGIS	State Government Grants	857,563	848,741	8,822	1.04%	848,741	777,262
0	0	0	0.00%	SGEA	State Government Education Allowances	0	3,631	-3,631	(100.00%)	3,631	0
133,150	0	133,150	100.00%	AGRG	Australian Government Recurrent Grants	4,847,514	4,664,086	183,428	3.93%	4,664,086	4,176,845
39,729	0	39,729	100.00%	AGIG	Australian Government Indigenous Grants	78,753	103,600	-24,847	(23.98%)	103,600	102,232
5,722	0	5,722	100.00%	AGOG	Australian Government Other Grants	100,203	23,000	77,203	335.67%	23,000	79,610
195,796	**0**	**195,797**	**100.00%**		**Total Recurrent Income**	**6,866,924**	**6,487,419**	**379,505**	**5.85%**	**6,487,419**	**5,987,562**
					Capital Income						
-133	0	-133	100.00%	CAPINCSTUD	Capital Income from Students	83,376	81,302	2,075	2.55%	81,302	76,072
0	0	0	0.00%	SGCG	State Government Capital Grants	0	0	0	0.00%	0	0
0	0	0	0.00%	AGCG	Australian Government Capital Grants	0	0	0	0.00%	0	0
0	0	0	0.00%	OTHCAPINC	Other Capital Income	0	101,000	-101,000	(100.00%)	101,000	0
0	0	0	0.00%	GAINASSET	Gain on Disposal/Sale of Assets	0	0	0	0.00%	0	22,750
-133	**0**	**-133**	**100.00%**		**Total Capital Income**	**83,376**	**182,302**	**-98,925**	**(54.26%)**	**182,302**	**98,822**
195,663	**0**	**195,664**	**100.00%**		**Total Recurrent and Capital Income**	**6,950,300**	**6,669,721**	**280,580**	**4.21%**	**6,669,721**	**6,086,384**
					Expenditure						
597,085	**475,776**	121,308	25.50%	EMPBENEFITS	Employee Benefits	**4,988,907**	**4,624,614**	364,294	7.88%	4,624,614	4,382,851
27,801	**3,150**	24,651	782.56%	CURRIDEPT	Curriculum and Departmental	**320,216**	**273,508**	46,708	17.08%	273,508	224,502
3,766	**3,951**	-185	(4.68%)	FINANCE	Finance	**45,284**	**47,412**	-2,128	(4.49%)	47,412	45,361
68,600	**16,506**	52,093	315.59%	ADMINGEN	Administration and General	**649,106**	**620,860**	28,246	4.55%	620,860	623,308
0	**0**	0	0.00%	OPLEASE	Operating Leases and Rent	**0**	**0**	0	0.00%	0	0
0	**0**	0	0.00%	LOSSASSET	Loss on Disposal/Sale of Assets	**0**	**0**	0	0.00%	0	0
18,625	**29,631**	-11,006	(37.14%)	PROPMAINT	Property Maintenance and Utilities	**343,722**	**372,402**	-28,681	(7.70%)	372,402	339,830
32,826	**35,172**	-2,346	(6.67%)	TRADACEXP	Trading Account Expenses	**118,026**	**88,940**	29,086	32.70%	88,940	102,617
748,703	**564,186**	**184,515**	**32.70%**		**Total Expenditure**	**6,465,261**	**6,027,736**	**437,525**	**7.26%**	**6,027,736**	**5,718,469**
-553,040	**-564,186**	**11,148**	**(1.98%)**		**Surplus/(Deficit) before Amortisation and Depreciation**	**485,039**	**641,985**	**-156,945**	**(24.45%)**	**641,985**	**367,915**
					Amortisation and Depreciation						
20,215	**17,327**	2,889	16.67%	AMORTDEP	Amortisation and Depreciation	**281,650**	**207,919**	73,731	35.46%	207,919	203,302
20,215	**17,327**	**2,889**	**16.67%**		**Total Amortisation and Depreciation**	**281,650**	**207,919**	**73,731**	**35.46%**	**207,919**	**203,302**
-573,255	**-581,513**	**8,260**	**(1.42%)**		**Surplus/(Deficit) after Amortisation and Depreciation**	**203,389**	**434,066**	**-230,676**	**(53.14%)**	**434,066**	**164,613**