



Archdiocese of Canberra and Goulburn
CATHOLIC EDUCATION OFFICE

MOUNT CARMEL SCHOOL

Yass, NSW

2010 ANNUAL REPORT



Welcome to our School

Welcome to Mount Carmel Central School, Yass

Mt Carmel School ~ a meeting place for a learning community where the teachings of Jesus are lived.

As a community of learners we:

- celebrate the Mercy ethos and the identity of this Catholic school and enhance the faith life of each individual. We work to build a community where each person feels she or he can belong, strive and succeed.
- use our gifts and skills to provide contemporary classrooms, rewarding experiences and excellent and transformational Catholic education. We strive to help our students experience success.
- develop staff leadership capacity. We strive to prepare our students for their present and future lives as positive contributors to education, to the Church and to society. We work to help our staff and students to see themselves as leaders in this community and in other communities they are part of or will join.
- build strong and productive relationships with one another, with families, with the Parish and with the wider education community, so that each person in the Mt Carmel community has a strong sense of belonging.
- ensure resources are targeted, are distributed equitably and are balanced to meet the needs of this Catholic school and to align with State, Territory and National goals. We strive to provide the Mt Carmel community with the best possible resources.

Highlights of the Year

This has been a busy year for Mt Carmel School and has seen the development of many initiatives:

Teaching and Learning:

- further development of Mt Carmel's focus on higher order thinking skills and classroom strategies
- a clear focus on Literacy supported by the First Steps Writing workshop; and Tactical Teaching – Reading, Persuasive Writing workshop
- a clear focus on Numeracy supported by Origo Maths and Mathletics.

Pastoral Care and Personal Development:

- implementation of the School Wide Positive Behaviours Support program
- retreats and camps, whole school liturgies.

Cultural Programs:

- choir, drama productions
- Medieval Day, Roald Dahl Day
- celebration of Remembrance Day.

Health and Physical Education outside the classroom:

- sports carnivals: swimming, athletics and cross-country, Touch and Netball. A particular feature of the Mt Carmel Swimming Carnival each year is the wonderful way in which our Year 9 and 10 students help the students in Kindergarten to Year 2 at their Carnival
- Healthy Canteen
- Walkathon.

Major Events:

- Musical productions: 'The Wiz', 'Grease'
- Mt Carmel Day, Book Week.

Community Outreach:

- Classic Yass festival, ANZAC Day.

Significant improvements to Mt Carmel:

- air conditioning of the general learning areas
- landscaping
- major building programs: Library and associated works made possible from the Building the Education Revolution funding (BER); Sporting facility under the Local Schools Working Together program (LSWT).

School Overview

Parent Satisfaction - Of the 250 families, 34 families responded to the satisfaction survey. Over 90% of parents who responded agreed that the school meets the needs of their child and gives opportunities for parents to be involved in the school's activities. Over 80% of parents agreed the school has an enthusiastic approach to learning, a stimulating environment for their child, a fair student management policy, staff who are approachable and a safe environment. Over 70% of parents agreed that the school is committed in its approach to teaching, has informative school reports, has staff at the school who listen to parent concerns and that overall they are satisfied with the education of their children. Over 60% of parents agreed that the school provides sufficient challenges for students in areas such as music and sport, has effective leadership and is managed well.

Teacher Satisfaction - Of the staff who responded to the survey, all staff felt that their role is important in the school and that they are committed to the school. Over 90% of staff agreed that they have opportunities for professional development, they can influence decisions affecting their work, they have a workplace with a positive ethos, the school encourages student responsibility and the school encourages a climate conducive to learning. Over 80% of the staff agreed that they have recognition from their colleagues, they feel like a professional at work, they work in a supportive environment and there are clear goals and expectations at the school. The leadership team are open and understanding and as a staff they set a good example to the students and student management is consistent at the school. Over 70% of staff agreed that the school encourages democratic decision-making, their performance is reviewed professionally and conflict is handled well at the school.

Teacher Absence - The average number of days teachers were in attendance at Mt Carmel in 2010 was 196. The total number of teaching days in a school year is 204. The average teacher attendance as a percentage was 96%.

Teacher Retention - Of 37 teaching staff at Mt Carmel School in August 2009, 31 or 84% were still at the school in August 2010. Of the staff not retained, three staff took up positions in other locations and three retired.

Teacher Qualifications – All teachers are qualified as required by the relevant State body. Some teachers are completing further studies through Distance Education.

Teacher Participation in Professional Development - The staff at Mt Carmel in 2010 participated in a significant range of professional development in all the Key Learning Areas and in aspects of student personal development. Two important focuses of 2010 were Highlighting Writing and a day in October on further developing a Thinking Skills Framework for the school. This was facilitated by one of the authors of the Innovative Teachers' Companion, used by staff at Mt Carmel. The main focus of Professional Learning was to assist teachers in further developing their understandings to best meet the needs of each student. Staff completed their annual Cardio-Pulmonary Resuscitation and biannual Anaphylaxis training.

Workforce Composition - In 2010, Mt Carmel School had nine male teachers and 22 female teachers.

Principal's Report

Mt Carmel School has been home to Catholic education in the Yass Valley for over 160 years. Set amongst magnificent heritage buildings, Mt Carmel is proud of its Mercy Sisters ethos and its strong Catholic values which are embodied in the school Mission Statement: 'Our community at Mt Carmel School, Yass, believes that its mission is to encourage each individual to achieve his or her personal best in a meeting place where Christ's teachings are learned and lived.' In making this more tangible for students we have summarised our ideals in three words: 'Belong, Strive, Succeed'.

Mt Carmel has a strong focus on academic achievement and is working to embed the ideals of the NSW Quality Teaching Framework and to develop higher order thinking skills for each of our students. Student performance in external tests and assessments indicate that these programs are having a positive effect. In the recent NAPLAN tests the results showed that Year 7 girls in 2010 improved by 50 scale scores over the 2009 data in Numeracy and Year 5 boys are 55 scale scores above the state average growth in Grammar and Punctuation. Significant growth is shown in Reading and Writing.

School Certificate results show our students strongly competitive with other students in the state. There is a strong and effective system of pastoral care in place and the school uses Restorative Justice practices. Mt Carmel has this year embraced the School Wide Positive Behaviours Support program. The support and teaching staff are highly qualified, dedicated, enthusiastic practitioners who are student-centred. Music and Drama performance are strong features of the school, as are cultural and sporting opportunities.

The school is well resourced. It has first-class Information and Communication Technology hardware and software on a backbone of optical fibre and is continually developing other resources.
Naish Stormon
Principal

School Community Report

School Board

From the moment you step on the grounds of Mt Carmel you can feel the warmth and dedication of the staff and the respect of the students. As a parent this is an important factor in choosing where to send your children for their education. Through my association with both the School Board and the Parents & Friends (P&F) over many years I have seen the commitment and dedication all staff members have to their students. Mt Carmel is a school which has provided its students with exceptional learning experiences and an environment for growth and development. During 2010 our theme has been 'Belong – You belong to Christ'. Our theme is about respect and making it obvious. It is about how we treat each other, how we address each other, how we look out for each other and how we handle disagreement. It speaks of each person's positive involvement in the life of Mt Carmel and being the best he or she can. Mt Carmel is a community to which we all belong and contribute. I pay tribute to each and every member of the Mt Carmel community for their contribution during 2010 – it has enriched all of our lives. (Sarah Donnelly, Chair, School Board)

Parents and Friends Association (P&F)

2010 has been a year of growth and opportunity, as well as a time of challenges. The early delays to the building project have been frustrating, however, things are now well and truly in hand and the school is enjoying a time of productive anticipation. The stand out achievement, I believe, is the community spirit that has been created at Mt Carmel. With the year fast drawing to a close, there is a sense of positive excitement, and looking forward. The P&F has happily played a role in this enthusiastic support of the school and is grateful to its supporters. (Al Phemister, President).

Student Achievement

The following tables show the school's results in the national testing of literacy and numeracy (NAPLAN) in 2010.

School and National Mean Scale Scores

YEAR 3	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	414.3	418.6	399.2	416.9	395.3
School	431.0	432.7	406.3	405.7	393.1

YEAR 5	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	487.3	485.2	487.1	499.7	488.7
School	517.9	508.7	507.3	563.5	509.5

YEAR 7	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	546.0	533.4	544.6	535.1	547.7
School	557.8	535.6	538.0	546.9	534.8

YEAR 9	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	573.6	567.7	578.4	578.8	584.9
School	601.1	573.7	572.2	580.8	585.7

The above tables show our students have achieved Mean Scale Scores higher than the National Mean Scale Score in almost every category. Some results are significantly above the National Mean Scale Score. Mt Carmel has responded to these results by directing resources to meet identified areas of need.

Proportion of students at or above the National Minimum Standard

YEAR 3	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	93.9%	95.6%	91.0%	92.0%	94.2%
School	100%	100%	100%	91%	93%

YEAR 5	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	91.3%	93.1%	91.9%	92.2%	93.6%
School	97%	100%	97%	97%	100%

YEAR 7	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	94.8%	92.6%	92.9%	91.5%	95.0%
School	97%	100%	95%	92%	89%

YEAR 9	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
National	90.7%	87.2%	89.6%	90.8%	93.1%
School	97%	86%	93%	93%	97%

The above tables show that in almost all cases there are a higher proportion of Mt Carmel students above the National Minimum Standard than nationally. It is also noteworthy that in 30% of categories all (or 100%) of Mt Carmel students are above the National Minimum Standard.

Proportion of students in each Achievement Band

YEAR 3	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Band 6	38%	30%	15%	20%	4%
Band 5	15%	26%	26%	28%	37%
Band 4	19%	26%	20%	24%	17%
Band 3	15%	11%	24%	9%	26%
Band 2	13%	7%	15%	11%	9%
Band 1	0%	0%	0%	9%	7%

YEAR 5	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Band 8	31%	14%	19%	36%	8%
Band 7	14%	19%	8%	33%	28%
Band 6	22%	42%	36%	11%	33%
Band 5	17%	17%	33%	11%	28%
Band 4	14%	8%	0%	6%	3%
Band 3	3%	0%	3%	3%	0%

YEAR 7	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Band 9	18%	8%	13%	16%	8%
Band 8	18%	16%	11%	13%	14%
Band 7	24%	24%	34%	29%	35%
Band 6	21%	42%	24%	26%	30%
Band 5	16%	11%	13%	8%	3%
Band 4	3%	0%	5%	8%	11%

YEAR 9	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Band 10	14%	7%	3%	7%	10%
Band 9	7%	10%	7%	28%	7%
Band 8	52%	31%	38%	14%	31%
Band 7	14%	28%	31%	28%	28%
Band 6	10%	10%	14%	17%	21%
Band 5	3%	14%	7%	7%	3%

The above tables show that in the vast majority of categories the majority of Mt Carmel students are placed in the top 3 bands.

NSW Year 10 School Certificate - The Board of Studies of New South Wales conducts formal tests in English, Mathematics, Science, Australian History and Civics and Citizenship, Australian Geography and Civics and Citizenship, and Computing Skills. The results of students in these tests are reported in terms of 6 Bands.

English

100% of Mt Carmel students who sat the test, scored Band 3 or above. This compares favourably with the results of the State of NSW of which 97% of students scored Band 3 or above.

Mathematics

95% of Mt Carmel students, who sat the test, scored Band 3 or above. State wide students 85% of students scored Band 3 or above.

Science

85% of Mt Carmel students scored results in the top 3 Bands compared with 71% across the State.
 100% of Mt Carmel students scored Band 3 or above.

Australian History, Civics and Citizenship

95% of Mt Carmel students scored results in Band 3 or above.

Australian Geography, Civics and Citizenship

100% of Mt Carmel students scored results in Band 3 or above compared with 87% across the State.

Computing Skills

Results in Computing Skills are reported as Highly Competent, Competent or Competence not Demonstrated.
 100% of Mt Carmel students demonstrated Competent or Highly Competent. These compare with 97% State wide.

Student Wellbeing and Engagement

Mt Carmel has an effective Pastoral Care program which incorporates the teachings of Jesus and the principles of Restorative Justice. The Pastoral Care program and the system of student management was reviewed and renewed in 2010 with the establishment of a school wide Positive Behaviours Program.

Student Satisfaction - Over 90% of student respondents agreed that there is a caring environment at their school; they are expected to act responsibly; expectations and rules are clearly explained to them and the school has clear rules and expectations. Over 80% of student respondents agreed they are helped when they are having difficulties; they receive helpful feedback about their work; they are encouraged to improve the standard of their work and there are adequate resources at their school. Over 70% of student respondents agreed the school is well maintained; student management is firm but fair; they do interesting things in class; a lot of energy is put into teaching their class and there are opportunities to be involved in activities outside the classroom

Student Attendance - The average number of days students were in attendance at Mt Carmel School Yass in 2010 was 188. The average student attendance as a percentage is 92%. The average attendance levels as a percentage for each year group are recorded below:

Kindergarten	95%	Year 6	91%
Year 1	90%	Year 7	92%
Year 2	93%	Year 8	90%
Year 3	94%	Year 9	93%
Year 4	91%	Year 10	88%
Year 5	93%		

School Based Policies

Management of Non-attendance - Parents are encouraged to contact the office by phone if their child is absent. Parents must write a letter indicating the date of absence and reason. If parents have not sent in a written note, teachers send home a letter asking parents to indicate the date and reason for absence. If a child is away for more than three days and there has been no contact with the school, the school contacts home. If children are habitual non-attenders, the Principal makes contact with the parents.

Enrolments

In enrolling students we are directed by the Archdiocesan Enrolment Policy which can be found on the Annual Report page of the school's website www.mtcarmel.nsw.edu.au or on the Catholic Education Office's website at <http://www.ceocg.catholic.edu.au/policies/enrolment.htm>

Behaviour

The school's Pastoral Care Policy is available on our school's website and is supported by the relevant Catholic Education Office (CEO) policies. At Mt Carmel we aim to develop a warm personalised atmosphere for each student to learn and grow within an environment of Catholic values. We base our Pastoral Care and discipline upon the teachings of Christ and his request that we "Love one another as I have loved you." Our school encourages students to develop Catholic values and virtues including being friendly, honest, courteous and considerate of others. We endeavour to promote student growth by personal responsibility. Our students are encouraged to be sensitive to the needs and rights of others.

Complaints and Grievances

Complaints and Grievances are dealt with promptly and effectively in accordance with school and Archdiocesan policy available from <http://www.ceocg.catholic.edu.au> Complaints which may involve reportable conduct (Child Protection Complaints) must be resolved in accordance with Child Protection (NSW) legislation and will be resolved in consultation with the Catholic Education Office. Most complaints or issues can be resolved at school level.

Student Pathways and Post School Destinations

In 2010, students leaving Mt Carmel School continued onto

Full-time employment: 5%
ACT Systemic Catholic School 21%
ACT Independent Catholic Schools 5%
ACT Non Government Schools 0%
NSW Independent Schools 0%
ACT Government Schools 37%
NSW Government Schools 32%

Priorities and Targets

Catholic Identity and Faith

- construct a timeline about the story of the Sisters of Mercy in Yass
- continue to develop a program of retreats associated with the Sacramental Program.

Teaching and Learning

- continue to implement the Quality Teaching Framework
- review the effectiveness of the use of the concepts of Multiple Intelligences and higher order thinking skills in classroom practice.

Leadership

- continue to access the Catholic Education Office Leadership Support and Development Program
- review the effectiveness of the work of the Curriculum Team
- complete the elements of a Mt Carmel Performance Management System with particular focus on role descriptions
- review the effectiveness of the Student Representative Council (SRC)
- review and continue to improve communication.

Partnerships

- continue to implement the School Wide Positive Behaviour Support (SWPBS) program
- develop an agreed practice for behaviour management options for high risk students
- review vocational education opportunities for students
- develop ways to increase parental involvement by working in partnership with the Yass Valley community.

Resourcing

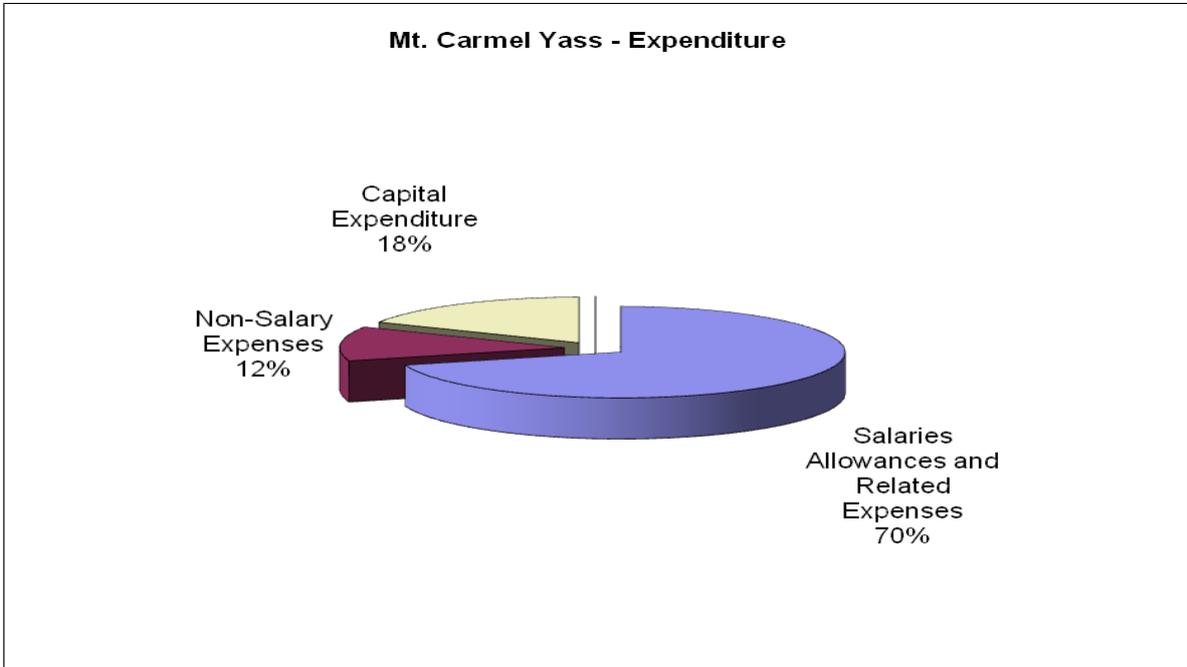
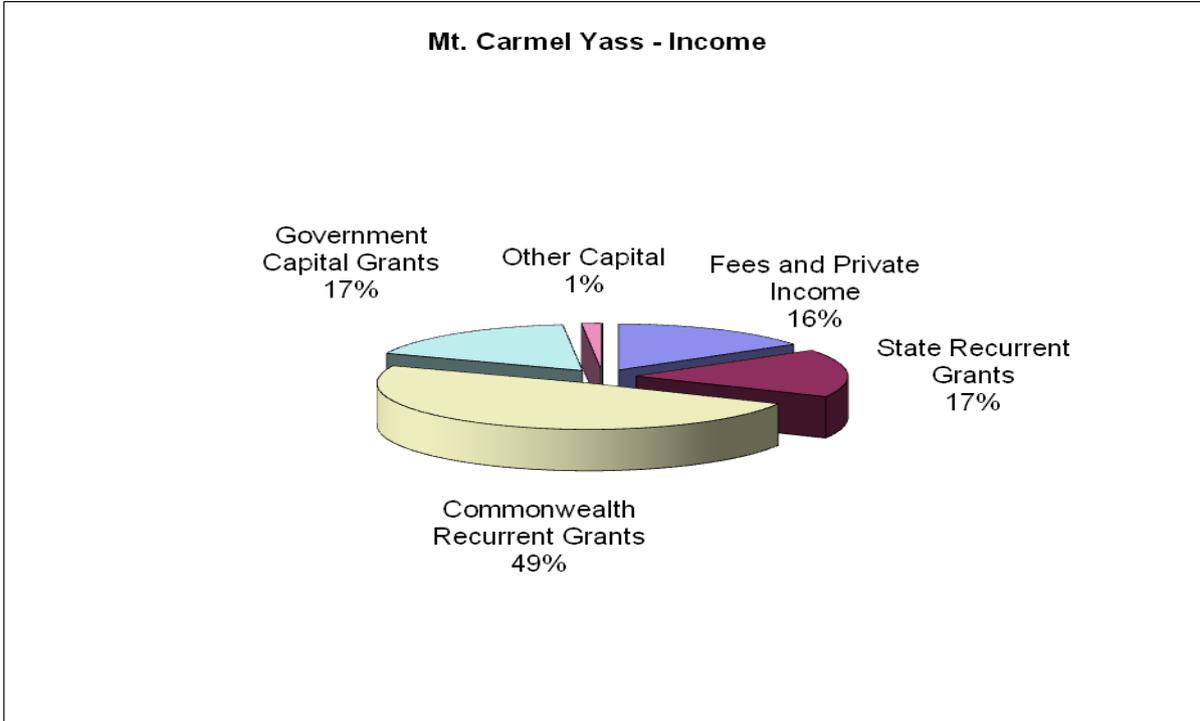
- complete the program of installation of airconditioning throughout the school
- continue the program of installation of SMARTBoards throughout the school
- celebrate the new buildings and facilities provided by the P21 funds and the Local Schools Working Together grant (LSWT).

Literacy and Numeracy

Priorities for 2011 include:

- targeting of Writing and Spelling through the implementation of 'First Steps' and the Literacy Project
- Reading and Spelling targeted through the implementation of Tactical Teaching Reading and the Literacy Project
- in Years 3-5 all areas of Numeracy will be targeted especially for students whose expected level of growth did not equal or exceed that expected for their group
- in Years 7-9 individual students and their areas of need in Numeracy have been identified and will be included in differentiated learning programs.

Financial Information



School Contact Information

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