

# Marian State School

## Queensland State School Reporting

### 2013 School Annual Report



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## Principal's foreword

### Introduction

I am pleased to present the 2013 Annual School Report for the Marian State School. We sincerely welcome those making a first time contact with our school via our website and this 2013 Annual School Report. This report will provide a 'snap shot' of our school, our achievements, local context for our school community and the wider education community in which we work.

Our school community is proud of the achievements of the students, staff, parents & carers as we work together to achieve the best outcomes for each student. Our motto "Success Crowns Effort" demonstrates the value we place on children's successes in life both within and beyond the school.

Marian State School is a co-educational school offering a high quality educational experience for students from Prep to Year 7. We partner with the Marian C&K Kindergarten which is located on our school grounds. Marian State School is proud of its educational programs which provide students with a range and balance of learning opportunities.

We believe all school community members have the right to:

- \* A caring, supportive and positive environment.
- \* Quality 'explicit' teaching and relevant learning opportunities.
- \* Achieve their full potential.
- \* Enjoyment and success in life.

We also believe all school community members have the responsibility to:

- \* Recognise and celebrate their own and others' rights and achievements.
- \* Be active in the school community.
- \* Involve others in decision making.
- \* Use positive social and personal skills.
- \* Work as part of a team.

Marian State School has a proud record of working with parents to meet the educational and social needs of our students. Achieving good educational outcomes for our students is very much dependent on a successful partnership between students' families and our school. Each child's progress is heavily influenced by the interest parents show in children's education, the support parents provide and how they choose to participate in school affairs. To this end, parents are always encouraged to maintain a regular contact with our teaching staff and to be actively involved in our

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school activities. We are committed to promoting the best interests and maximising learning outcomes for individual children as a result of excellence in teaching and learning.

Marian State School is a well resourced school with excellent facilities. Students make good use of a well equipped Computer Laboratory and a designated Music room. Community members make use of our school hall, multi-purpose area, and sports oval. Extensive shade areas are well used and covered walkways to the classrooms provide weather protection when required.

Our Library provides a work space for classes, in addition to display and resource storage areas. In conjunction with the Laptops for Teachers program, a Wireless Network is available in all school rooms and associated facilities.

For those looking for a change of schools for your children, we would be pleased to have you join us. We believe social and academic learning outcomes are maximised for all through quality practices in the areas of curriculum, interpersonal relationships and school organisation. At Marian we have high standards of personal achievement and continually strive to make a great school even better.

Our Annual School Report is tabled annually at our August Parents & Citizen's Association Meeting. Notification of the availability of the 2013 School Annual Report's will be included in a July school newsletter, after this the 2013 School Annual report will be available via our school's website or in hard copy as appropriate to family circumstances.

### School progress towards its goals in 2013

2013 key areas for improvement:	<b><i>Progress Made:</i></b>
High quality teaching practices (Pedagogical Framework)	We collaboratively worked towards improving Literacy and Numeracy outcomes for all students. Our Head of Curriculum supported teaching staff to further develop their professional knowledge of Explicit Teaching, differentiated learning programs and Assessment as key components of the Queensland Curriculum, Assessment and Reporting Framework.
Continued focus on Reading, Spelling & Number and develop school support documents	While maintaining a deliberate curriculum focus on the teaching of Reading Comprehension, staff identified the explicit Teaching of Spelling skills and Numeracy development as our key curriculum goals in 2013. Collegial support was an important aspect of this developmental program. Staff engaged in significant professional development programs and were supported in their efforts to enhance teaching practices within classrooms. This focus on teaching pedagogy positions our school to further improve current student learning outcomes.
Student Wellbeing:	In 2013 priority was again given to the teaching and enforcement of our school community's high expectations for students' responsible behaviour. The continued implementation and periodic review of a specified whole school 'Teaching Behaviour Expectations Program' has ensured all students are well aware of the behaviour expectations of our school. Our continued involvement in the School Wide Positive Behaviour Support Program as resulted in a more caring, positive and supportive environment where children and adults work together to learn, show respect, act safely and celebrate achievements. A number of key staff members engaged in significant Professional Development which focussed on support for the small percentage of students who display more challenging behaviours so as to enhance their educational opportunity and minimise their potentially disruptive influence on others in the school community.
Manage and cater for school growth requirements	Continuous liaison was maintained with Regional Facilities Manager to ensure future student enrolment would be managed (ie. an additional classroom space was requested for the commencement of the 2014 school year). Similarly regular communication with Regional Human Resource Officers ensured appropriately qualified staff were deployed to meet the needs of increased student enrolment.

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<p>Manage and improve student attendance</p>	<p>Relevant and meaningful learning programs are essential in maximising student engagement. Curriculum programs cater for the needs of all students but also differentiate to meet identified needs of individual students. In 2013 we have focussed on extending more able learners and examined how quality feedback provides students with the best opportunity to set and achieve future learning goals.</p> <p>Appropriate support was provided to Indigenous students and students struggling socially by way of additional teacher aide time in classrooms.</p> <p>Our Deputy Principal continually liaises with all staff to monitor and maximise student attendance.</p>
<p>Implement (Australian Curriculum)</p>	<p>Professional activities also ensured teachers competently implemented English, Maths Science and History units as determined by the new Australian Curriculum. Familiarisation was undertaken with regard requirements of the Geography curriculum to be implemented in 2014.</p> <p>Our school has benefited from an ongoing collegial relationship with other primary schools and our partner high school in the Pioneer Valley Schools Cluster. As a result we undertake an annual cross school assessment moderation to ensure consistency of practice with regard assessment. School Programs outline “what” we need to teach and we continue to develop best practice in “how” we should teach key concepts.</p> <p>Year level curriculum units were audited to ensure there was a balanced curriculum program during this period of transition to the Australian Curriculum.</p> <p>The integration of ICTs within and across all Key Learning Areas remains a pedagogical focus. Some teachers led colleagues as ‘key teachers’.</p>

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### Future outlook

Our Explicit Improvement Agenda for the 2014 school year is as follows:

- To further refine school programs that enhance Reading Comprehension skills.
- To further refine school programs that enhance Writing and Spelling skills.
- To further refine school programs that enhance Maths (Number Facts) knowledge and skills.
- To embed Explicit Instruction as our ‘default’ teaching strategy.
- To revise and enhance our Positive Behaviour Program for students.

Learning & Attainment:

Our ‘core business’ remains the development of children’s academic and social skills. Our school community (as represented by our P&C Association) is consulted and understands that Reading Comprehension, Spelling and Maths Facts will be our curriculum focus in the next 12 months.

Teaching staff continued to develop curriculum knowledge focussing on the requirements of the Australian Curriculum in English, Maths, Science & History and in readiness for the introduction of Geography in 2014.

Our pedagogical focus will be on the use of Explicit Teaching and Differentiation in Reading. The targeted use and purposeful analysis of assessment data will determine teaching practices that best meet the differentiated needs of students in Maths & English. Regular school based assessment and teacher moderation practices will facilitate a greater emphasis on target setting for individual students in the key areas of Reading, Writing, Spelling, Grammar, Punctuation and Numeracy. Students, families and teachers will cooperatively identify and monitor the achievement of key improvement goals for individual students in these priority areas.

The integration of ICTs within and across all Key Learning Areas continues as a pedagogical priority.

Professional Development priorities will then reflect these curriculum and pedagogical priorities.

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### Engagement:

There will be a continued focus on the tracking of individual student attendance data with follow up parental contact when irregular attendance is considered as having a negative impact on a student's learning outcomes.

Our Special Education Program will further enhance our capacity to support students with disabilities and maximise their learning and achievement. Intervention programs for students with learning difficulties will particularly target students in Prep – Yr 3.

Strategic school planning will ensure the tight coordination of staff in key roles (Learning Support: Literacy & Numeracy; Special Needs Integration Teachers; Chaplain & Teacher Aides) and programs that support students with learning difficulties and/or learning disabilities.

### Wellbeing:

Our Responsible Behaviour Plan for Students aims to provide a caring, positive and supportive environment as children and adults work together to learn, explore, make decisions, take risks, solve problems, develop confidence, take responsibility, value others, reflect, celebrate achievements and find fun and enjoyment in learning and life. We will continue our involvement in the School Wide Positive Behaviour Support Program. Having clearly established the expected behaviours, we now focus on how we can best support students who are least mature in self regulation.

Planning will begin to manage the 2014 school year when both Year 6 and Year 7 will enjoy their last year of primary schooling before transitioning to High School.

We will continue to encourage a greater parental involvement in children's education. We aim to keep our parents informed of school learning programs via the publication and distribution of term newsletters from each class and a succinct summary of our school curriculum. We will continue a volunteer parent program focussing on reading support in the Junior school (eg. Ready Readers Program). Further attempts will be made to engage Indigenous parents and support their participation in school affairs.

We will continue to partner with PCYC to provide a 'before & after school care program' for our students.

Minor facilities maintenance and development projects will enhance physical resources within the school .

## School Profile

### Record:

Coeducational or single sex: Coeducational

Year levels offered in 2013: Prep Year - Year 7

Total student enrolments for this school:

	Total	Girls	Boys	Enrolment Continuity (Feb – Nov)
2011	471	203	268	95%
2012	539	248	291	96%
2013	539	256	283	91%

Student counts are based on the Census (August) enrolment collection.

### Characteristics of the student body:

There continues to be a significant number of mobile students with 127 students enrolling (24%) and 141 students leaving (26%) our school during the 2013 school year. Families report key reasons for movement during the school year to be either employment related or implications related to the availability of affordable accommodation.

A significant number of students travel by bus to and from school.

6% of students were of Indigenous heritage; 1% have English as a Second Language; 5% have recognised Learning Disabilities. A significant number of students present with have Learning Difficulties in one or more curriculum areas.

Our student population is reflective of a range of socio-economic and cultural backgrounds. Our 2013 My School ICSEA value was 976 (National Ave is 1000), with 32% of families experience significant socio-economic disadvantage, 61% in the middle quarters and 7% of families in the top quarter of socio-educational status.

Approximately half of the student population come from parents involved in mining or mining related employment. Historically, students have come from families involved in agriculture industry.

The Marian State School's curriculum goal is "Success Crowns Effort". Our Prep to Year 7 curriculum aims to provide students with essential literacy, numeracy and citizenship skills that will be relevant and useful throughout their lives. Our school provides a learning environment where all students strive to reach their individual potential, developing a sense of self-worth and self-discipline.

Staff, students and parents work together within a safe and supportive learning environment. Our school is a member of the School Wide Positive Behaviour Support Program and therefore we are proactive in acknowledging positive and productive student behaviours. We use effective and supportive strategies when teaching appropriate behaviours for our school setting. Students of the Marian State School are well aware of our three all encompassing school rules ... Always Be A Learner, Always Be Safe and Always Be Respectful.

We acknowledge, appreciate and encourage students to engage in the range of academic, sporting and cultural learning opportunities made available at our school. Our school has a long history of student success and continues to provide opportunities for individual students to extend their academic learning, participate in representative sport, join our instrumental music program or participate in choral groups.

Our school has embraced Information and Communication Technologies (ICT) as a means to motivate and enhance student learning. In addition to the school's Computer Laboratory, students in all classes have computer and internet access.

Our students develop values of tolerance, understanding and personal responsibility. Collectively we benefit from the valuable contribution made by Students With Disabilities and their families who are supported by our SEP Team led by our cluster Head Of Special Education Services. We are proud of our rich cultural and social diversity which is reflective of the community we serve. Children use various modes of transport (walk, bicycle, car and bus) to and from our school, with ample car parking available if required.

Links exist with a PCYC After School Care program for families who wished to avail themselves of these services.

## Our school at a glance

Families interested in enrolling children at our school are encouraged to make an appointment with a member of our school administration team. We believe families will best be able to access quality information about the Marian State School by visiting our school and discussing your child's educational requirements with our staff.

### Average Class sizes

Phase	Average Class Size		
	2011	2012	2013
Prep – Year 3	23	21	23
Year 4 – Year 7 Primary	27	27	26
Year 7 Secondary – Year 10			
Year 11 – Year 12			

### School Disciplinary Absences

Disciplinary Absences	Count of Incidents		
	2011	2012	2013
Short Suspensions - 1 to 5 days	9	27	18
Long Suspensions - 6 to 20 days	1	0	0
Exclusions	0	0	0
Cancellations of Enrolment	0	0	0

Our school has high expectations of student behaviour and consistently recognises and rewards positive behaviour while also imposing and enforcing logical consequences for unacceptable behaviour. The impact of whole school behaviour programs have resulted in a significant reduction in School Disciplinary Absences.

### Curriculum offerings

Our distinctive curriculum offerings LOTE (Japanese) in Yrs 6 & 7

Early Intervention programs

Physical Education Specialist program

Music Education Specialist program

Instrumental Music

Lighthouse – Kickstart to Literacy (small motors program) in conjunction with Mirani State High School

F1 in School Competition for high achievers in conjunction with Mirani State High School

Integration of Special Needs students

Outdoor Education Camps (bi-annual Canberra and/or Kinchant Outdoor Education Centre educational excursions)

Classroom Curriculum Programs include all eight Key Learning Areas – English, Mathematics, Studies of Society &

# Our school at a glance

Environment, Science, Arts, Physical Education, Technology and Languages Other Than English (Japanese).

A long term priority is the integration of Information & Communication Technology in student learning programs. Opportunities are provided for students to increasingly make more effective use of our computer lab, classroom and laptop computers and associated hardware to enhance learning outcomes. Parents, students and teachers report the educational benefit of the 'at school' and 'at home' availability of the on-line computer programs.

Marian State School has a well established reputation for its inclusive education philosophy and practice which endeavours to provide a wide range of curriculum programs and activities for the children who attend the school. A snapshot of our curriculum approach includes ...

- \* Single and multi-age classes across the school.
- \* A comprehensive intervention program across the P-7 classes.
- \* Effective program support for students with verified disabilities.
- \* Early intervention and explicit programs for all identified students requiring learning support.

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## Extra curricula activities

Learning Extension Activities - Pioneer Valley & MacDonald Maths Competition; Rock Pop performance; Transitional Programs as provided by the Mirani State High School

Sports - School, Interschool, District, Regional and State Representative Sport; Sport Education Programs

Arts - Choir, Recorder Band, Eisteddfod, Days of Excellence, School Play/Musical, African Drums, Visiting Arts Council & Other Performer Groups

School Farm

Active After-School Program

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## How Information and Communication Technologies are used to assist learning

Computer Technology supports and enhances curriculum offerings as an integral component of learning programs. A variety of curriculum applications are taught to children so that ICT compliments learning activities. Students use ICT to research, communicate, record and/or publish during their learning activities.

Students have access to a limited number of computers in classrooms and a computer laboratory (class set of computers) caters for whole class learning. All classrooms are now equipped with Interactive White Boards. ICT devices such as digital cameras are also utilised in classrooms.

The school continues to investigate the educational value of providing on-line programs for student use both at school and at home. Staff continue to source ICT programs that may enhance educational programs for all students and individual students with particular learning needs.

All teachers have received their Computers for Teachers laptop and engage in professional activity that promotes the integration of ICTs in teaching, learning and assessment. Staff access and deliver the following: The Learning Place, Learning Objects, Ed Studios, English, Maths, Science, History & Geography links embedded in C2C units to support teacher pedagogy.

In 2013 School Opinion Surveys, 100% of our students (Yrs 5 & 7) indicated they used computers and other technologies at school for learning (S2054) while 94.6% of Parents and Caregivers understood how computers and other technologies were used at school to enhance student learning (S2020).

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## Social climate

Marian State School has an excellent reputation in the community and in the Pioneer Valley. Despite having transitioned from a small rural school to a larger and more complex school environment, Marian continues to be highly regarded as evidenced by our annual opinion survey outcomes.

# Our school at a glance

## Social Justice:

A whole-school supportive environment, monitored by the Principal through the Social Justice Team supports children's educational and social needs. The SJ Team includes the Principal or Deputy Principal, Guidance Officer, Special Needs Integration Teachers and Learning Support Teacher. As required class teachers, Indigenous Teacher Aide, School Chaplain and other support staff participate in SJ Meetings. The SJ Team works in liaison with other community and government agencies where necessary.

Our school is adopting the "Program Achieve" Social Skills program to assist students further develop their self esteem and interpersonal relationships. This program promotes Resilience under four keys to school success – Getting Along, Confidence, Persistence and Organisation.

The school has a part time Guidance Officer & a Religious Education program in some year levels.

## Responsible Behaviour Plan for Students:

Marian State School recognizes that learning and teaching occur best in school environments that are positive, orderly, courteous and safe. Our school's Responsible Behaviour Plan for Students was reviewed and upgraded in 2012 and includes specific references to school processes which minimise the possibility of 'bullying' and 'cyber bullying'.

Marian School recognises the difference between isolated incidents of unacceptable behaviour and the more targeted and deliberate behaviours that might constitute 'bullying'. Students are taught this difference and both preventative and responsive practices are employed to minimise the possibility of bullying type behaviour. Preventative education programs focus on empowering potential victims and recognising the positive impact 'bystanders' can have in harm minimisation. Responsive processes ensure students manage any interpersonal conflict or incidents with confidence ('Ignore-Warn-Report but No Pay Back' strategy) and that reports of potential bullying are never ignored or dismissed without investigation. Communication with and involvement of parents and guardians is also considered an important aspect of bullying minimisation.

To further enhance our school's Supportive School Environment, Marian State School continues to pursue the goals of a School-Wide Positive Behaviour Support Program through Education Queensland's Centre for Behaviour Support. This program has clearly focused the school community on three key school expectations ...

- \* Always be a learner.
- \* Always be respectful.
- \* Always be safe.

Our program clearly details student behaviour expectations and promotes and recognises positive behaviours. A Responsible Student Behaviour "card system" is well used to enhance home-school communication regarding both positive and unacceptable student behaviour. Warning & Consequence Cards keep parents informed of student behaviour so that they can support students in meeting our high-level behaviour expectations.

Our Responsible Student Behaviour Plan is continually re-examined to ensure existing policies provide sufficient guidance and support for student behaviour management practices.

Other incentives for good behaviour have included weekly Behaviour Card Assembly Draws, Class Achievement Awards and end of term Rewards Activities.

## School Chaplaincy:

Marian School has appreciated the services of a Chaplain under the auspices of the National School Chaplaincy Program.

The role of the Chaplain is to assist schools and their communities to provide pastoral care, personal advice and comfort to all students and staff. Our Chaplain works in our school two days a week and co-ordinated our Aluminium Can Recycling Program. This program provides opportunities for some students who might not otherwise make a contribution to our school and the wider community.

## Social Skills:

An active Student Council provides opportunities for students to develop and demonstrate leadership skills. This representative group of Yr 4-7 students co-ordinate a number of school activities (eg ANZAC Day Ceremony, Autism Awareness Day, etc) and make decisions on how funds raised will be spent within the community.

In 2013 School Opinion Surveys, 97.4% of Parents (S2001) indicated their children liked being at this school which was endorsed by 100 % of students (Yrs 5 & 7) indicating they liked being at this school (S2036). Similarly, 98.3% of Parents (S2002) indicated their children felt safe at this school, with 95 % of students (Yrs 5 & 7) indicating they feel safe at our school (S2037).

## Parent, student and staff satisfaction with the school

Marian consistently performs very highly in Opinion Surveys with higher than State Average results in the majority of aspects surveyed. We are one of the higher performing schools in student, parent & staff survey data. The positive results below speak for themselves as evidenced below.

Parents who are actively involved in the life of the school regularly report that they are satisfied with the educational opportunities being provided to their children. Unfortunately some parents choose not to be involved in their child's learning and this is sometimes reflected in their children's attitude and application while at school.

Students continue to express a high degree of satisfaction with their learning and social growth at our school. Students are generally very loyal to the school and each other.

Staff are reluctant to transfer from our school as community relationships, collegial support and staff development are seen as high priorities.

### Performance measure (Nationally agreed items shown\*)

Percentage of parents/caregivers who agree that:	2012	2013
their child is getting a good education at school (S2016)	100%	97%
this is a good school (S2035)	100%	97%
their child likes being at this school* (S2001)	97%	97%
their child feels safe at this school* (S2002)	100%	100%
their child's learning needs are being met at this school* (S2003)	94%	92%
their child is making good progress at this school* (S2004)	87%	95%
teachers at this school expect their child to do his or her best* (S2005)	100%	97%
teachers at this school provide their child with useful feedback about his or her school work* (S2006)	100%	95%
teachers at this school motivate their child to learn* (S2007)	100%	95%
teachers at this school treat students fairly* (S2008)	100%	92%
they can talk to their child's teachers about their concerns* (S2009)	100%	95%
this school works with them to support their child's learning* (S2010)	97%	95%
this school takes parents' opinions seriously* (S2011)	97%	94%
student behaviour is well managed at this school* (S2012)	100%	92%
this school looks for ways to improve* (S2013)	100%	97%
this school is well maintained* (S2014)	100%	100%

### Performance measure (Nationally agreed items shown\*)

Percentage of students who agree that:	2012	2013
they are getting a good education at school (S2048)	98%	98%
they like being at their school* (S2036)	95%	98%
they feel safe at their school* (S2037)	99%	95%
their teachers motivate them to learn* (S2038)	99%	99%

## Our school at a glance

their teachers expect them to do their best* (S2039)	100%	99%
their teachers provide them with useful feedback about their school work* (S2040)	98%	97%
teachers treat students fairly at their school* (S2041)	93%	93%
they can talk to their teachers about their concerns* (S2042)	90%	92%
their school takes students' opinions seriously* (S2043)	91%	87%
student behaviour is well managed at their school* (S2044)	91%	97%
their school looks for ways to improve* (S2045)	98%	97%
their school is well maintained* (S2046)	96%	93%
their school gives them opportunities to do interesting things* (S2047)	94%	98%

### Performance measure

Percentage of school staff who agree that:	2013
they enjoy working at their school (S2069)	98%
they feel that their school is a safe place in which to work (S2070)	100%
they receive useful feedback about their work at their school (S2071)	95%
students are encouraged to do their best at their school (S2072)	100%
students are treated fairly at their school (S2073)	100%
student behaviour is well managed at their school (S2074)	96%
staff are well supported at their school (S2075)	98%
their school takes staff opinions seriously (S2076)	100%
their school looks for ways to improve (S2077)	100%
their school is well maintained (S2078)	98%
their school gives them opportunities to do interesting things (S2079)	93%

\* Nationally agreed student and parent/caregiver items were incorporated in the School Opinion Survey in 2012.

# Percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement. Due to a major redevelopment of the surveys (parent/caregiver and student in 2012; staff in 2013), comparisons with results from previous years are not recommended.

### Involving parents in their child's education

Most parents at Marian are very supportive of their children and our school, with many directly contributing to aspects of school life and student learning. Parents share high expectations of our students and are always welcome to be actively involved in our school and their child's education. We encourage parental involvement and provide the following good communication opportunities for this to occur...

- \* Our open door policy – parents are always welcome.
- \* Effective Student Reporting processes - Formal & informal Parent/Teacher Interviews, Goal Setting Discussions, Formal Semester Reports
- \* Class Information Sessions at the beginning of each year, Term by Term Class Newsletters
- \* Open communication between teachers and parents (ie. Use of Homework folders/books as "Communication Books")
- \* Parent Information Sessions and Volunteer training opportunities
- \* Invitations to classroom activities, such as culminating activities at the end of term

## Our school at a glance

\* Special Events –Under 8’s Week, Sports Days

\* Our fortnightly school newsletter weekly includes forthcoming events, acknowledgements of students, staff and a cross section of information from school and parent groups at the school.

Through the P&C committee and P&C functions, parents are involved in:

\* Strategic school planning (eg Annual Improvement Plan & Budget, Quadrennial School Review, Policy Development)

\* Committee Projects

\* Tuckshop

\* Parent Helpers’ Group

\* Uniform Shop

\* School Discos, Carols Night, Sports Days

\* Parent “Welcome Morning Tea” in Term 1

Additional avenues are available to encourage the involvement of our Indigenous families through the involvement of community health professionals to assist families.

Our school recognises the enormous benefit students receive when parents demonstrate an obvious and on-going commitment to their education.

### Reducing the school’s environmental footprint

A raised awareness of how power could be conserved has resulted in a minimisation of power consumption and water use. These initiatives compliment existing programs of waste reduction (eg Aluminium Cans Recycling), power minimisation (lights & fans off when rooms unoccupied, air-conditioning in Terms 1 & 4 only) and water conservation (eg progressive installation of dual flush toilets, use of rain water tanks to supplement garden & grass irrigation).

Our School Environmental Management Plan identifies key aspects of school operations which can contribute to future sustainability improvements which are managed in light of a growing student population.

	Environmental footprint indicators	
	Electricity kWh	Water kL
2010-2011	166,270	2,353
2011-2012	198,695	6,598
2012-2013	178,902	3,326

The consumption data is sourced from the validated utilities expenditure return which the school submits at the end of each financial year. The data provides an indication of the consumption trend in each of the utility categories which impact on the schools environmental footprint.

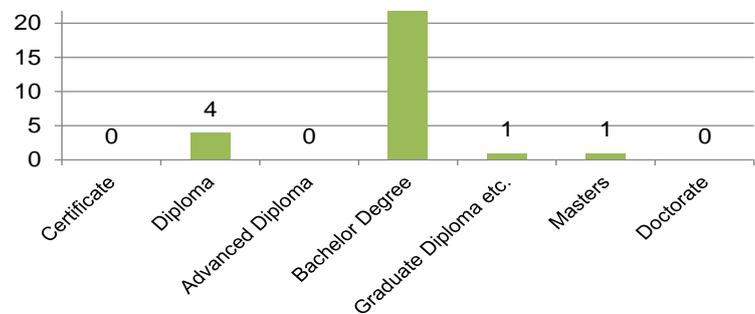
# Our staff profile

## Staff composition, including Indigenous staff

2013 Workforce Composition	Teaching Staff *	Non-teaching Staff	Indigenous Staff
Headcounts	41	30	<5
Full-time equivalents	37	15	<5

## Qualifications of all teachers

Advanced Diploma	0
Bachelor Degree	35
Graduate Diploma etc.	1
Masters	1
Doctorate	0
<b>Total</b>	<b>41</b>



Teaching Staff includes School Leaders

\*\* Graduate Diploma etc. includes Graduate Diploma, Bachelor Honours Degree, and Graduate Certificate

## Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2013 were \$40 075 .

The major professional development initiatives are as follows:

EQ Systemic Requirements: Code Of Conduct, Student Protection, Asbestos Awareness, First Aid

QSA and EQ workshops focussing on the Australian Curriculum in English, Maths, Science & History and the introduction of Geography, including Curriculum Into Classroom units

Teaching of Reading, Spelling & Maths Facts ... consistent teaching strategies across the school.

Writing in Australian Curriculum, Teaching of Persuasive Writing, Marking NAPLAN Writing, 7 Steps To Writing Success

## Our staff profile

Australian Literacy Educators Association workshops

Maths – Upper Primary, Australian Curriculum for Students With Disabilities

NAPLAN

Explicit Instruction - pedagogy and practice.

Behaviour Management- Classroom Profiling

Special Needs Education –Dyslexic Students, Autistic Spectrum Disorder, Downs Syndrome, Non-violent Crisis Intervention, Guidance Officer training

Indigenous Education – Embedding Aboriginal And Torres Strait Islander Perspectives & Crossing Cultures

Specialist Teachers – Music (KMEIA), Instrumental Music, LOTE and English as Second Language

Principal's State Conference & District Professional Workshops

Rehabilitation Officer Recertification

Individually identified Teacher PD – eg. Beginning Teacher's Conference

The involvement of the teaching staff in professional development activities during 2012 was 100%.

All staff participated in school based Professional Development activities and the majority of staff also engaged in PD opportunities facilitated by professional associations and private educational providers.

Our Principal was seconded to perform duties of a Teaching, Learning and Discipline Auditor for Semester 2.

Our Head Of Curriculum continued an active involvement in our District HOC Network. Similarly our Support Teacher Literacy & Numeracy was actively engaged on the Mackay STLN Network.

Classroom teachers participated in a program of collegial classroom engagement where they gave and received feedback related to their contribution to school curriculum and teaching priorities.

88% of staff indicated on School Opinion Surveys that they had good access to quality professional development (S2100).

<b>Average staff attendance</b>	2011	2012	2013
Staff attendance for permanent and temporary staff and school leaders.	95%	96%	96%

### Proportion of staff retained from the previous school year

From the end of the previous school year, 81% of staff was retained by the school for the entire 2013 school year.

Staff morale remains high 96.4% (S2084) and 98.1% (S2104 of staff indicating they thought it was rewarding working at our school as indicated on the 2013 School Opinion Survey).

### School income broken down by funding source

School income broken down by funding source is available via the *My School* website at <http://www.myschool.edu.au/>

To access our income details, click on the *My School* link above. You will then be taken to the *My School* website with the following **'Find a school' text box.**

**Find a school**

Search by school name

Search by suburb, town or postcode

Sector  Government  
 Non-government

Where it says '**Search by school name**', type in the name of the school you wish to view, and select **<GO>**. Read and follow the instructions on the next screen; you will be asked to accept the **Terms of Use** and Privacy Policy before being given access to the school's *My School* entry web page.

School financial information is available by selecting '**School finances**' in the menu box in the top left corner of the school's entry web page. If you are unable to access the internet, please contact the school for a paper copy of income by funding source.

## Key student outcomes

Student attendance	2011	2012	2013
The overall attendance rate for the students at this school (shown as a percentage).	90%	90%	93%
The overall attendance rate in 2013 for all Queensland state Primary schools was 92%.			

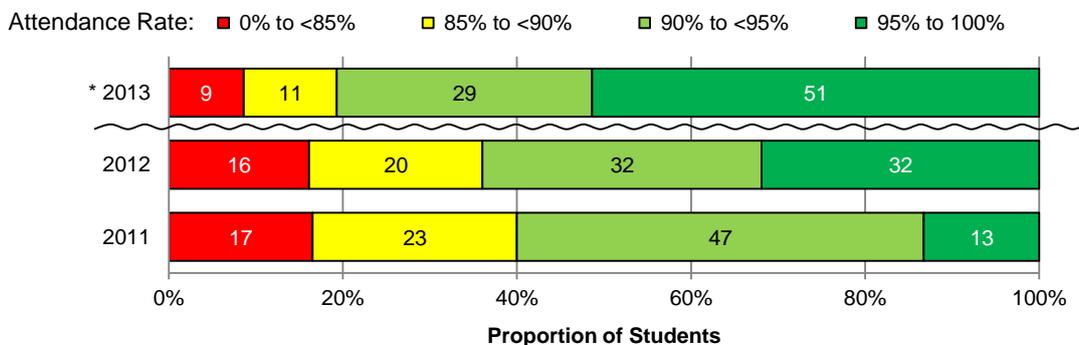
### Student attendance rate for each year level (shown as a percentage)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
2011	91%	89%	89%	90%	90%	91%	88%					
2012	90%	90%	90%	90%	92%	90%	91%					
2013	94%	94%	94%	93%	91%	93%	93%					

DW = Data withheld to ensure confidentiality.

### Student Attendance Distribution

The proportions of students by attendance range.



\* The method for calculating attendance changed in 2013 – care should be taken when comparing data from 2013 to that of previous years.

### Description of how non-attendance is managed by the school

## Performance of our students

Non-attendance is managed in state schools in line with the DET policies, SMS-PR-029: Managing Student Absences and SMS-PR-036: Roll Marking in State Schools, which outline processes for managing and recording student attendance and absenteeism.

Rolls are marked twice daily and administratively collated each week.

Parents are contacted if students absent without explanation for 3 or more consecutive days. Staff check on student's wellbeing and request that parents explain the absence. A record of 10 days absent in any one school term, results in communication with parents outlining the educational disadvantage to their children and seeking a cooperative response that will maximise future attendance. References to a significant number of absences are also included in the student's Semester Report Card.

Parents are required to submit notification to the Principal when taking students away from school for extended periods e.g. holidays during school terms.

If a student's absence is continual or reoccurring the parents are contacted by the Principal to develop a plan if required to ensure the child's return to school. Individual student & family 'case management' is undertaken as required for the small percentage of students who have consistently poor records of school attendance (eg less than 85% attendance)

If the parent is not contactable an official letter is sent home, requesting an interview. Should the parent fail to attend the interview, a second formal letter is sent home informing the parent of possible prosecution.

Particular attention is given to students who are regularly late to school as this also has a deleterious effect on their learning outcomes.

As an incentive, each week a student attends school every day, they are given a raffle ticket which they can then enter into a lucky draw at the end of the term. Ten students enjoy a movie pass as recognition of their good attendance record.

### **National Assessment Program – Literacy and Numeracy (NAPLAN) results – our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9.**

A Performance Snapshot:

2012-2013 Comparison of NAPLAN outcomes showing improvement rates the same or greater than the nation.

Yr 3:

Mean Scale Score: Writing, Spelling, Grammar & Punctuation

Upper 2 Bands: Writing, Spelling, Grammar & Punctuation, Numeracy

National Minimum Standard: Reading, Spelling

Yr 5:

Mean Scale Score: Reading, Writing, Spelling, Numeracy

Upper 2 Bands: Reading, Spelling, Numeracy

Yr 7:

Mean Scale Score: Numeracy

Upper 2 Bands: Numeracy

National Minimum Standard: Writing, Numeracy

Our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9 are available via the My School website at <http://www.myschool.edu.au/>.

To access our NAPLAN results, click on the *My School* link above. You will then be taken to the *My School* website with the following **'Find a school' text box**.

# Performance of our students

**Find a school**

Search by school name

Search by suburb, town or postcode

Sector  Government  
 Non-government

Where it says 'Search by school name', type in the name of the school whose NAPLAN results you wish to view, and select <GO>.

Read and follow the instructions on the next screen; you will be asked to accept the **Terms of Use** and Privacy Policy before being able to access NAPLAN data.

If you are unable to access the internet, please contact the school for a paper copy of our school's NAPLAN results.

## Achievement – Closing the Gap

The 'Closing the Gap Education Strategy' is the department's overarching strategy for the education of Aboriginal and Torres Strait Islander students in state schools. The strategy sets three state-wide targets for Queensland state schools – halve the gap in Year 3 reading, writing and numeracy; close the gap in student attendance; and close the gap in Year 12 retention.

6% of Marian SS students identify as being Indigenous.

Yr 3 Reading (MSS): Indigenous student Mean Scale Score for 2013 was 19 points better than that of non-Indigenous students.

Yr 3 Writing (MSS): Indigenous student Mean Scale Score for 2013 was 52 points better than that of non-Indigenous students.

Yr 3 Numeracy (MSS): Indigenous student Mean Scale Score for 2013 was 4 points better than that of non-Indigenous students.

Close the Gap in Attendance: Indigenous student attendance for 2013 was 94.5%, better than attendance of non-Indigenous students of 93.3%

Generally Indigenous students are enrolled on a 'long term' basis with family members (particularly siblings) attending this school across the generations. However, Indigenous students are also influenced by mobility factors as determined by parent's employment prospects and affordable accommodation options.

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