



Annual Report 2021

This annual report contains information to comply with Commonwealth and State funding and legislative requirements

Contextual Information and Characteristics of Student Body

CSSK programs begin with Play Group and run through to Class 8. Our teaching methods and rhythms guide children through the required curriculum with their “head, heart and hands”. We begin each day with song, movement and rhythmic activities, which then leads us into our main lesson, a theoretic unit that lasts 3-4 weeks. The main lesson is driven by imagination on the wings of a story, which becomes the contextual framework for the child’s academic work. The day progresses and practicing our skills, singing, crafts and languages becomes the focus. From Class 1 to 8 the teacher ideally moves forward with the Class, developing a deep connection and knowledge of children’s strengths and challenges within the educational environment.

Grade (2021)	Male	Female	Other	Total	Indigenous
Prep	6	11		17	1 female
Grade 1	6	9		15	
Grade 2	11	8		19	
Grade 3	6	4		10	
Grade 4	8	13		21	
Grade 5	12	8		20	
Grade 6	12	9		21	1 male
Grade 7	7	8		15	
Grade 8	9	8		17	1 female, 1 male
Total (head count)	77	78		155	4

Staff information (excluding early childhood staff)

	Male		Female	
	Count	EFT	Count	EFT
Principal (excluding 0.1FTE allocated to early childhood)	1	0.9	0	0
Teaching Staff (including librarians)	4	3.2	17	13.1
Total teaching staff	5	4.1	17	13.1
Administrative and Clerical (including aides & assistants)	3	2.1	5	2.4
Building operations, maintenance & other staff	1	0.9	2	0.5
Total non-teaching staff	4	3.0	7	2.9
<i>In 2021 there were no staff at the school who identify as indigenous</i>				

All teachers employed at the school have the appropriate registration required by the Victorian Institute of Teachers (VIT). Working with Children checks have been obtained for all other non-teaching staff and volunteers working at the school.

Qualifications of the College members are either three or four year tertiary education degrees, with most of the class teachers also having completed the additional specific Steiner education training course.

Rates of student's attendance 2021

Class Attendance (%)

Prep	89.6
Class 1	89.3
Class 2	88.2
Class 3	88.8
Class 4	90.2
Class 5	92.3
Class 6	92.8
Class 7	89.5
Class 8	92.8

Over the four terms of 2021 the overall student attendance was 90.5%.

Attendance is measured twice every day, in the morning and the afternoon, and entered into the student database.

Where children are recorded as absent from school with no prior notice, the parents/guardians are notified of their child's non-attendance by text message. Attendance is reported to parents in each child's report (twice yearly).

NAPLAN

Twelve (12) students completed the NAPLAN testing in 2021, subsequent to a high level of withdrawal by parents from this activity. The school remains committed to providing quality assessment and reporting activities that are relevant to the learning outcomes of our students. There are mid-year and end of year comprehensive written reports to parents and opportunities for parent teacher interviews throughout the year as well as class meetings to inform parents about curriculum, assessment and reporting developments.

CSSK is committed to improving and developing its policies and practices in line with its core philosophy. Part of this commitment is to ensure that all assessments and our reporting practices meet the highest standards.

To this end CSSK gathers student data for recording, reporting, monitoring and analysis. The data collected for monitoring and analysis includes but is not limited to: student participation, student completion rates, and the quality of the outcomes. The analysis of this data will show key information such as:

- Students working at, below, and above expected outcomes
- A comparison of the above against historical data
- Range of abilities within classes and across the school
- Areas requiring additional resourcing
- Needs for further whole school initiatives
- Needs for Professional Development

Parent satisfaction

The annual Parent Satisfaction Survey was undertaken in August 2021, facilitated by the Independent Schools Victoria (ISV). The objective of the survey is for the school to gain a better understanding of the views of parents on the quality of their child's educational experience.

The survey questions were grouped under ten domains of school effectiveness, including an overall parent satisfaction score. The school's results are compared against the average rating of statistically similar schools. This comparison helps to sharpen the schools focus and provide direction for areas of improvement.

Overall, Parents are satisfied (74%) with their decision to send their children to CSSK. All domains apart from "Year Transition" returned slightly higher results than the previous year.

Specific aspects of the school that were rated highly in choosing CSSK included the emphasis on the development of sound values, the alignment to student needs, the atmosphere of the school and the educational philosophy of the school.

Areas of the survey with lower satisfaction levels, such as academic program, quality of teaching, resources, and discipline/safety have been noted. As well the difference in the comparison ratings

against similar schools. These are currently under further examination and analysis by the management team and college of teachers.

Domain	Rating	CSSK descriptor
Academic Program	6.63	Somewhat Satisfied
Quality of Teaching	6.76	Somewhat Satisfied
Learning Outcomes	6.91	Somewhat Satisfied
Pastoral Care	7.28	Somewhat Satisfied
Discipline and Safety	6.88	Somewhat Satisfied
Parental Involvement	7.23	Somewhat Satisfied
Resources	6.86	Somewhat Satisfied
Year Transition	6.92	Somewhat Satisfied
Recommend to others	7.38	Satisfied
Overall Satisfaction	7.40	Satisfied

Staff Satisfaction

The Staff Satisfaction Survey was undertaken in August 2021 and included both teaching and general staff. The questions were grouped under 6 workplace domains and 9 school-based domains.

On average, staff expressed an overall satisfaction with working at CSSK of 77.4%. Specific aspects of the school that were rated highly included teaching practice, quality of teaching and learning, student behavior, peer support, resource offerings and goal alignment. Areas of the survey with lower satisfaction levels, such as feedback, technology, leadership and morale have been noted for further examination and analysis by the management team and college of teachers.

Table 1: School based domains

Domain	Teaching staff rating	Descriptor
Resource offerings	76.6%	Satisfied
Technology	66.2%	Somewhat Satisfied
School ethos/values	76.2%	Satisfied
Student behaviour	80%	Very satisfied

Discipline	76.5%	Satisfied
Learning support	78.1%	Satisfied
Pastoral care	80.1%	Very Satisfied
Parent involvement	77%	Satisfied
Quality of teaching and learning	80.6%	Very satisfied
Teaching practice	86.9%	Very satisfied

Table 2: Workplace Domains

Domain	Average rating	Descriptor
Feedback	63.4%	Somewhat satisfied
Goal alignment	77%	Satisfied
Leadership and morale	71.6%	Satisfied
Peer support	78.3%	Satisfied
Professional development	75.6%	Satisfied
Overall satisfaction	77.4%	Satisfied

Financial information

Government grants continued to be the largest source of revenue for the school in 2021, followed by school fees. In 2021 the school commenced on a new Science and Technology Resource Centre, 80% funded by the Commonwealth Government. \$94k of this grant was received in 2021.

