



Caboolture Montessori School

200 Old Gympie Road, CABOOLTURE QLD 4510
PO Box 1610, CABOOLTURE QLD 4510
P: 07 5495 5877 F: 07 5499 3927
E: admin@cms.qld.edu.au
W: www.cms.qld.edu.au



Caboolture Montessori School

Annual Report 2017

School Profile

School Sector	Independent School																						
School's Address	200 Old Gympie Road, Caboolture Qld 4510																						
Total Enrolments	2014 – 141 2015 – 143 2016 – 167 2017 – 202 2018 – 206																						
Year Levels Offered	Toddler Community – (fifteen months – 3 years old) Pre-Kindergarten – Year 6 (ages 3-12)																						
Type of education	Co-educational																						
Characteristics of the student body. Infant group is not included in Total numbers of students.	Girls: 55% Boys: 45% (Yrs 1-6 only) <table border="1"> <tr> <td>Toddlers</td> <td>30</td> </tr> <tr> <td>Pre-Kindy</td> <td>24</td> </tr> <tr> <td>Kindy</td> <td>36</td> </tr> <tr> <td>Prep</td> <td>29</td> </tr> <tr> <td>Year 1</td> <td>24</td> </tr> <tr> <td>Year 2</td> <td>19</td> </tr> <tr> <td>Year 3</td> <td>16</td> </tr> <tr> <td>Year 4</td> <td>23</td> </tr> <tr> <td>Year 5</td> <td>15</td> </tr> <tr> <td>Year 6</td> <td>16</td> </tr> <tr> <td>Total</td> <td>202</td> </tr> </table>	Toddlers	30	Pre-Kindy	24	Kindy	36	Prep	29	Year 1	24	Year 2	19	Year 3	16	Year 4	23	Year 5	15	Year 6	16	Total	202
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Total	202																						
Contact person for further information	Yvonne Rinaldi – Principal																						

Year levels offered

Our student cohort includes children from 15 months to twelve years of age. Due to school enrolment growth and parental demand, we are planning for an Adolescent Program that will continue highlighting the values and qualities of a Montessori education. Our desire is to continue offering a Montessori environment which will include the International Baccalaureate for our senior program.

Characteristics of the student body

Our Montessori philosophy requires proportional numbers of gender and age groups in each class. Our classes have at least three age groups that meet a developmental stage: 0-3, 3-6, 6-9, 9-12. As a multi-cultural environment, our children bring many cultures with interesting traditions to the school. At present we have 55% males and 45% females, included in our pre-primary and primary cohort. These analytics exclude our 30 toddlers from 15 months to age 3.

Distinctive curriculum offerings

Our curriculum is based on the Montessori philosophy and methodology. We strongly believe that our methodology supports a futuristic education, by preparing our children for work positions not existent as yet. We have clear outcomes and guidelines which rely on student interest and learning needs and promote student responsibility, choice and own pace. We are working with a National Montessori Curriculum and we align our outcomes to the National Australian Curriculum.

Our methodology includes scientific didactic materials used by qualified Montessori educators that enhance the student's understanding and interactive learning. We provide more opportunities for an integrated curriculum within the learning areas and encourage students to explore the interconnectedness of all disciplines. Besides the traditional learning areas familiar to all, our syllabus includes learning areas, such as

Practical Life and Sensorial (exploration), considered critical in the preparation of student adaptive strategies and for the enhancement of practical understanding of new knowledge.

The Caboolture Montessori School actively promotes leadership. Leadership is particularly encouraged in our senior students and fostering this attribute is our student Community Service program. Our children learn by doing, therefore their interaction with their community supports their understanding of other's needs and builds compassion. Our desire to create positive leaders is managed with various opportunities and by ensuring there is an expectation of shared responsibilities between student and adults about their learning and their behaviour.

Our new direction is to identify and support early intervention which will ensure our student's needs are explicitly managed and supported. This will address learning and establish effective teaching strategies. One of the programs to support identified children is 'Learning Connections'.

Mental health has been on the school agenda and programs to foster this have been: 'The Friends Program', yoga, student safety awareness.

Co-curricular and extra-curricular Programs

During 2017 students had a range of worthwhile experiences that enhanced their learning at the Caboolture Montessori School and we will always encourage all students to participate. Activities include:

- Toddler program & Parenting support
- C1 (3-6 year old) mini excursions
- Cycle 2 & 3 (6-12 year old) Camps
- Canberra visit
- Learning journeys – students teach parents
- Friends Program
- Learning Connections
- 'Support A Talker'
- Breaking the Code
- Mentoring of younger students by older students
- Yoga
- Student Cafe
- Our 'going out' program – small group excursions
- Music concerts
- Writer's Festival
- Philosophy
- School Choir
- After School Sport activities: archery, soccer, tennis, cricket, etc.
- Leadership program:
 - Business enterprise for older students
 - Work experience for students in the school
 - Senior students community service

School Social Climate

Student and staff wellbeing are prioritized to ensure we have a safe and respectful environment. There is zero tolerance to aggression of any form and our community is continuously made aware of our values through our Vision and Mission statement.

Vision

To provide an exceptional Montessori environment that develops each child's potential.

Mission

To prepare the school community and environment to foster our school's core values of respect, responsibility, resilience, empathy and love, so that each child develops a lifetime love of learning.

Students are directly involved with designing our Student Protective Management tools and share their flyers with peers. Our Behaviour Management Policy is provided to all parents with the explicit intention that we all work to enhance positive skills through mediation. Provision to students, parents and staff of anti-bullying (including cyberbullying) workshops, supports awareness and relevant strategies. Child Protection seminars are provided to every community member that works or volunteers in our school.

Our school understands and values mental and physical wellbeing for all in our community. Our attention to socio-emotional development is included in our assessments of students and staff participate in our “Welcoming Our Wellbeing” (WOW) program.

Parental Involvement

The Caboolture Montessori School provides strong involvement with all families for the benefit of our students.

Both the School Board and Parents & Friends (P&F) Associations are comprised of parent and business people that volunteer their time to develop a strategic plan. Parents are included in reading programs, cooking, gardening and generally supporting staff in building a strong educational context. Every class is supported by a Parent Representative and they liaise with the P&F. Parents are provided monthly forums to grow their understanding of Montessori, learning and general parenting strategies.

The school values and considers parent interaction as an integral part of the student’s success with learning. There is a clear process with the manner with which parents are guided and inducted into our community to provide an effective, well managed and safe environment. We would not have grown so rapidly without the support of our families.

Staffing Information

Staff Composition, Including Indigenous Staff

Sourcing Montessori staff does present a challenge to most Montessori schools. Teachers have to add additional training to their four year teaching degree. Montessori qualifications can take an extra three years of training. During 2017, the composition of our staff was:

Part time	Fulltime	Teaching (incl. Teacher Aides)	Non-teaching	Indigenous Staff
28	11	30	9	0

Staff Retention

Number of permanent teaching staff at end of previous year	Number of these staff retained in the following year (the program year)	% retention rate
12	11	91.7%

From the end of 2016, 91.7% of staff were retained for the entire 2017 school year.

Staff Attendance

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days:

Number of Teaching Staff	Number of School Days	Total Days Staff Absences	Average Staff Attendance Rate
13	1889	65	97%

For permanent and temporary classroom teachers and school leaders the average staff attendance rate was in 2017.

Staff Qualification

Highest Qualification	Percentage of classroom teachers and school leaders at the school
Doctorate	0%
Masters	15%
Graduate Certificate	8%
Bachelor Degree	77%

Staff Professional Development

PROFESSIONAL DEVELOPMENT 2017					
Staff PD			Staff meetings		
Date	TOPICS	PRESENTER	WHERE/WHEN	HRS	CPD Areas
January 2017					
16/01/2016	Welcome to new staff + Staff meeting Motivating & Fun	Principal Michelle Blythe	Library	3	-
17/01/2017	SPELD – Dyslexia + Literacy coaching, focus: writing moderation and using moderated assessment criteria (by Cycle) Class meetings			3.5	1,2,3,4,6
18/01/2017	Cycle meeting - protocols and agenda for cycle meetings for 2017 Stress management workshop	Teaching Staff Anne		1.5 0.5	3,4,6,7 4,7
19/01/2017	First Aid/CPR / Asthma /Anaphylaxis	Allen's Training	Library Classrooms First Aid: 8.30-4.15 (CPR is only 2 hours, 8.30-10.30)	2/6	4,6,7
20/01/17	Fire training + Child Protection + WHS + Induction + Emergency Plan	Psyche/ Principal	Library 9-10.30am (Olympic Fire Services)	3.5	3,4,5,6,7
February					
01/02/17	Staff meeting Setting the PD schedule				
08/02/17	Staff Meeting – OT and Speech			1 (3.30-4.30)	1,2,3,5,6,7
15/02/17	Staff meeting Family Planning			2 (3.30-5.30)	1,2,3,5,6,7
March					
01/03/17	Cycle meeting	Cycle 1	Teacher presentations to assistants Literacy coaching: Spelling Classroom management/Routines	1.5 (3.30-5.00)	
		Cycle 2	*Literacy coaching Marg and Sue to share experiences of implementing Muriel Dwyer program	1.5 (3.30-5.00)	
		Cycle 3	* Data collection - common writing task 6+1 writing rubrics Writing moderation	1.5 (3.30-5.00)	
08/03/17	Staff meeting TASS		3B is at camp	2 (3.30-5.30)	3,6,7
15/03/17	Staff meeting - Lit Coaching Reading		3A is at camp	0.5 (3.30-4.00)	1,2,3,5,6,7
22/03/17	Cycle meetings	Cycle 1	Teacher presentations to assistants Fine motor control/handwriting dev. Presentation: Pencil/scissors grasp	1.5 (3.30-5.00)	
		Cycle 2	Plan for move Term 2 Gardening NAPLAN planning Term 2 cycle meeting topics (use list of suggestions) and chair other events Term 2	1.5 (3.30-5.00)	
		Cycle 3	*Literacy coaching follow up Writing moderation	1.5 (3.30-5.00)	
29/03/17	Cycle meeting	Cycle 1	Teacher presentations to assistants *Data collection/reporting Presentation: Data/report sampling	1.5 (3.30-5.00)	
		Cycle 2	Co-ordinate NAPLAN preparation materials classroom tour of materials identify materials to acquire/share *Memorisation materials	1.5 (3.30-5.00)	
		Cycle 3	Senior's work experience Senior leadership Canberra trip Taster days – value?	1.5 (3.30-5.00)	

Date	TOPICS	PRESENTER	WHERE/WHEN	HRS	CPD Areas
April					
05/04/17	Holiday				
12/04/17	Holiday				
19/04/17	Staff meeting Transition meeting + NAPLAN			1.5 (3.30-5.00)	1,2,3,5,6,7
26/04/17	Cycle meeting	Cycle 1	Teacher presentations to assistants *Montessori philosophy normalization in classrooms Social/life skills Parent communication	1.5 (3.30-5.00)	
		Cycle 2	*Behaviour management including communication with parents. *Montessori philosophy wrt normalisation/behaviour	1.5 (3.30-5.00)	
		Cycle 3	Term overview Summative assessment tasks Planned excursions/taster days NAPLAN pre-meeting	1.5 (3.30-5.00)	
May					
03/05/17	Staff Meeting				
10/05/17	Cycle meeting	Cycle 1	Teacher presentations to assistants *Montessori philosophy identification between play and work with materials Material extension	1.5 (3.30-5.00)	
		Cycle 2	*Student data collection (possibly analysing our data)	1.5 (3.30-5.00)	
		Cycle 3	*Student Data Collection Literacy Coaching (spelling) Behaviour management and logical consequences	1.5 (3.30-5.00)	
17/05/17	Report Writing (No meeting planned for this day) Send staff meeting agenda via email				
24/05/17	Reports due to Principal (No meeting planned for this date)				
31/05/17	Cycle meeting	Cycle 1	Teacher presentations to assistants Teacher well-being/metal-health/mindfulness Support strategies Work collaboration	1.5 (3.30-5.00)	
		Cycle 2	Cycle 2 camp preparation	1.5 (3.30-5.00)	
		Cycle 3	Indoor to outdoor flow Use of 'shared' spaces in new building (discussed at meeting 19/06/2017)	1.5 (3.30-5.00)	
June					
07/06/17	Staff meeting – Literacy Coaching				
19/06/17	Staff meeting Autism			2 9-11	1,2,3,5,6,7
28/06/17	Holiday				
July					
05/07/17	Holiday				
12/07/17	Staff meeting Coding				
19/07/17	Cycle meeting	C2	Aligning Maths and language objectives for reporting. Check in on data collection for data committee (Marg)		
		C3	Term overview Planned excursions Work Experience Data Collection & Summative assessment tasks Learning Enhancement / Support staff Actions on outstanding items		
26/07/17	Staff meeting/Critical Incident				

Date	TOPICS	PRESENTER	WHERE/WHEN	HRS	CPD Areas
August					
02/08/17	Staff meeting – ASD. Sensory Processing				
09/08/17	Cycle meeting	Cycle 1		1.5 (3.30-5.00)	
		Cycle 2	*Literacy coaching (reading)	1.5 (3.30-5.00)	
		Cycle 3	Canberra trip		
16/08/17	Staff meeting – ASD Understanding Behaviour				
23/08/17	Plan aligning English to ANC Running records				
30/08/17	Cycle meeting	Cycle 1		1.5 (3.30-5.00)	
		Cycle 2	*Montessori Philosophy	1.5 (3.30-5.00)	
		Cycle 3	*Literacy Coaching (TBC with Bill) Common writing task - identify stimulus for semester 2 task Writing moderation? (to occur in class time - teachers will be released 30/08/17)	1.5 (3.30-5.00)	
September					
06/09/17	Staff meeting/Transitions C1/C2				
13/09/17	Concert practice				
20/09/17	Holiday				
27/09/17	Holiday				
October					
04/10/17	Transition meeting C2/C3				
11/10/17	Cycle meeting	Cycle 1		1.5 (3.30-5.00)	
		Cycle 2	Communication with parents strategies	1.5 (3.30-5.00)	
		Cycle 3	Term overview Summative assessment tasks Planned excursions Senior graduation Work experience	1.5 (3.30-5.00)	
18/10/17	Staff meeting		Cycle 2 at Camp		
25/10/17	Cycle meeting	Cycle 1		1.5 (3.30-5.00)	
		Cycle 2	Sharing curriculum planning	1.5 (3.30-5.00)	
		Cycle 3	NAPLAN analysis	1.5 (3.30-5.00)	
November					
01/11/17	Report Writing				
08/11/17	Reports due to Principal				
15/11/17	PD - Rana	All students	'Visuals' in the classroom		
22/11/17	Staff meeting:	Robotics in 2018			
December					
04/12/16	Calendar for 2018 & Jan PD PD for 2018 to be finalised SIP/QIP/SEMP Review Student Data collection review & Reflection	Staff, Carmel, Yvonne		5	1,2,3,5,6,7
05/12/17	English scope and sequence			5	1,2,3,5,6,7
06/12/17	English scope and sequence			5	1,2,3,5,6,7
08/12/16 – 09/12/16	Appraisals and professional Stds outcome.				
?	Cycle meeting	C3	Reflection on 2017 - how can we improve? Discuss/identify text type for 2018 common writing task Digital Technologies (Jai) Teaching contexts for 2018 (ideas) ?Project based learning: Math/English		
TOTALS				Total Hrs 74.5+(first aid)	

Expenditure on PD

Total Number of Teachers	Total expenditure on teacher PD	Average expenditure on PD Per teacher
13	\$47,296	\$3,638

The proportion of the **teaching staff involved in professional development** activities during 2017 was **100%**.

Our teaching staff are required to complete their Montessori training, keep up-to-date with contemporary educational strategies and theories and ensure they complete the required Continuous Professional Development to satisfy their teacher registration requirements.

The major professional development initiatives were as follows:

- Literacy Montessori scope and sequence aligned to ACARA
- Literacy coaching
- Special needs (ASD and adjustments) Montessori methodology

Key Student Outcomes

At the Caboolture Montessori School student achievement is assessed through various assessments, including mental health evaluations.

Our pedagogical vision: **'To connect, inspire, guide and empower the child, in a rigorously prepared environment.'** Our student achievement is evidenced by our data collection from baseline results measured each beginning of year to final assessments completed at end of year. Other assessments are provided by various tools selected by staff using reliable, standardized and Montessori friendly methods. Our most relevant tool is still student observation and feedback.

Student Attendance

Year levels	Average attendance rate
Whole School	90%

Year levels	Average attendance rate
Year 1	89%
Year 2	88%
Year 3	91%
Year 4	88%
Year 5	92%
Year 6	91%

How non-attendance is managed by the school

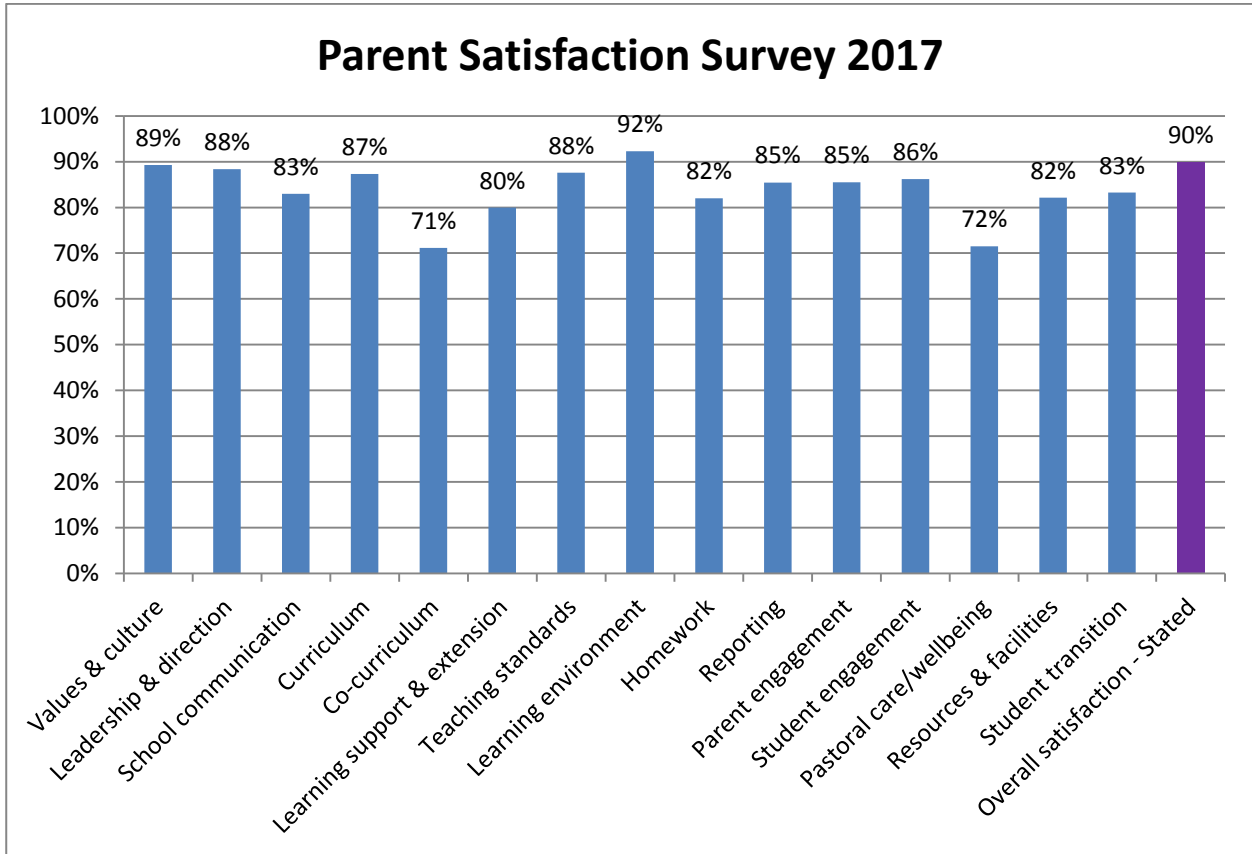
The students enrolled at the CMS do not miss many school days and when they do, parents are asked to call the school to let us know reason for absence. Staff will call parents/guardians if a child is not at school for two days to enquire about student's health and reason for non-attendance. Staff will visit students that are not able/willing to come to school.

Benchmark Data: NAPLAN 2017

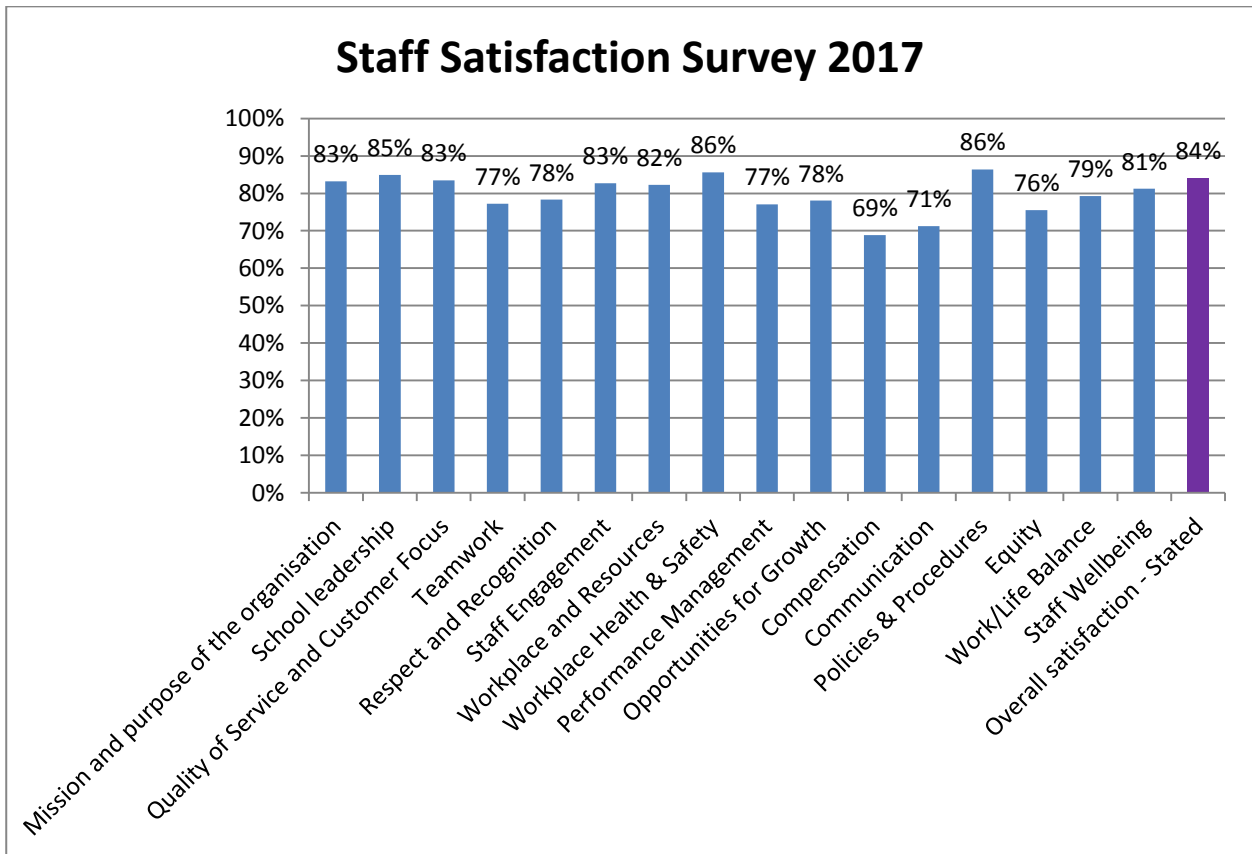
CMS student outcomes may be addressed by accessing *My School* website <http://www.myschool.edu.au/>.

Reading			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3	443	431	2.78 above
Year 5	539	506	6.52 above
Writing			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3	421	414	1.69 above
Year 5	464	473	1.90 below
Spelling			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3	411	416	1.20 below
Year 5	505	501	0.80 above
Grammar and Punctuation			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3	461	439	5.01 above
Year 5	562	499	12.63 above
Numeracy			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3	432	409	5.62 above
Year 5	513	494	3.85 above

Parent Satisfaction Data



Staff Satisfaction Data



School Income Broken Down by Funding Source

Please refer to 'My School' website for School Income information – <http://www.myschool.edu.au/>

Contact Person for Further Information:

Principal – Yvonne Rinaldi