



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 2018

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 – 202																						
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: 50% Boys: 50% <table border="1"> <tr> <td>Toddlers</td> <td>30</td> </tr> <tr> <td>Pre-Kindy</td> <td>17</td> </tr> <tr> <td>Kindy</td> <td>23</td> </tr> <tr> <td>Prep</td> <td>39</td> </tr> <tr> <td>Year 1</td> <td>44</td> </tr> <tr> <td>Year 2</td> <td>24</td> </tr> <tr> <td>Year 3</td> <td>18</td> </tr> <tr> <td>Year 4</td> <td>10</td> </tr> <tr> <td>Year 5</td> <td>13</td> </tr> <tr> <td>Year 6</td> <td>14</td> </tr> <tr> <td>Total</td> <td>202</td> </tr> </table>	Toddlers	30	Pre-Kindy	17	Kindy	23	Prep	39	Year 1	44	Year 2	24	Year 3	18	Year 4	10	Year 5	13	Year 6	14	Total	202
Toddlers	30																						
Pre-Kindy	17																						
Kindy	23																						
Prep	39																						
Year 1	44																						
Year 2	24																						
Year 3	18																						
Year 4	10																						
Year 5	13																						
Year 6	14																						
Total	202																						
Contact person for further information	Yvonne Rinaldi – <i>Principal</i>																						

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. Our planned date for opening the doors to our unique secondary program is 2024.

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 50% males and 50% 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 robotics program, meeting the STEAM skill sets for our young learners, starts at the age of 3 and is developed and augmented to expose our students to future problem solving and creative exploration.

We have a renewed focus of early intervention which will ensure our student's needs are explicitly managed and supported from the very beginning of their schooling experience. This will address learning and establish effective teaching strategies.

Mental health is an important factor in the school agenda for students and staff and programs are implemented to monitor and support our community.

We now have a professionally run Outside School Hours Care program that offers a rich program in accordance to ACECQA regulations and Montessori philosophy.

Co-curricular and extra-curricular Programs

During 2018 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) incursions and excursions
- Cycle 2 & 3 (6-12 year old) Camps
- Canberra visit
- Learning journeys – students teach parents
- Learning Connections
- 'Support A Talker'
- Breaking the Code
- Mentoring of younger students by older students
- Yoga
- Student Cafe
- OSHC
- 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. All members of our community follow a relevant Code Of Conduct.

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

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 2018, the composition of our staff was:

Part time	Full time	Teaching (inc Teacher Aides)	Non-teaching	Female Staff	Male Staff	Indigenous Staff
26	12	29	9	33	5	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
13	13	100%
From the end of 2017, 100% of teaching staff were retained for the entire 2018 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
14	2,328.5	84.5	96.4%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate was 96.4% in 2018.			

Staff Qualification

Highest Qualification	Percentage of classroom teachers and school leaders at the school
Masters	21%
Graduate Diploma	7%
Graduate Certificate	7%
Bachelor Degree	64%

Staff Professional Development

PROFESSIONAL DEVELOPMENT 2018					
Cycle meetings & PD			Staff meetings		
Date	TOPICS	PRESENTER	WHERE/DETAILS	HRS	CPD Areas
January 2018					
15/01/2018	Welcome to new staff + Staff meeting Calendars Docs to staff LE meet with Principal Motivating & Fun	Principal/Deputy Principal & LE Sophie Munns	Library Yvonne's Office		Nil
16/01/2018	Role Plays TASS (2 hrs) Cycle meetings Class meetings LE/Teaching staff meetings Meet Psyche – Policies		Library Classrooms	3	1,3,4,6
17/01/2018	Critical Incident Child Protection WH&S Language S&S	Psyche/ Principal		4	4,6,7
18/01/2018	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)	4/1.5	4,6,7
19/01/2018	First Aid/CPR / Asthma /Anaphylaxis Fire training	Allen's Training	Library 1.00pm-2.30pm (Olympic Fire Services)	1.5 2	4,6,7
24/01/2018	_____		C3: Leadership program/Camp		
31/01/2018	Staff/Parent meeting				
February					
07/02/2018	Staff meeting	Principal	Setting the PD schedule – Grace & Courtesy	0.5	3,4,5,6
14/02/2018	Cycle meetings	Directors	C3 Camp C2: Behaviours/case studies		
21/02/2018	Staff meeting +	Bernadette Beasley	Girls on the spectrum	1.5	1,2,3,4,5
28/02/2018	Cycle meetings	Directors	C2: gardening/materials sharing C3: Data collection language conventions, comprehension		
March					
07/03/2018	Staff meeting	Principal	Topics from cycle meetings to share + Literacy coaching plan (include cursive writing, handwriting, moderation, spelling) School Rules from cycle to cycle		
12-13/03/2018					
14/03/2018	Cycle meetings	Directors	C2: NAPLAN/handwriting C3: Dance fever and management (awards)		
21/03/2018	Staff meeting	Yvonne/Bill	Conferencing/Literacy coaching (handwriting)	1	1,2,3,4,5,6,7
28/03/2018	Cycle meetings	Directors	C2: Science C3: Language S&S		2,3,5,6,7
April					
04/04/2018	Holiday				

11/04/2018	Holiday				
16/4/2018	Hive Mind Workshop	Amelia Kalifa	Intro to staff re project - library	1.5	
18/04/2018	Staff meeting		Transition meeting + NAPLAN		
24/04/2018	Meeting re Report Writing Days	Teaching staff			
25/04/2018	Public holiday				
May					
02/05/2018	Cycle meetings		Language S&S C2: Student wellbeing data collection	3	1,2,3,5,6,7
9/05/2018	Staff meeting	Carmel	LE Roles and responsibilities NCCD (30min)		
16/05/2018	Report Writing		(No meeting planned for this day) Send staff meeting agenda via email		
23/05/2018	Reports due to Principal		(No meeting planned for this date)		
30/05/2018	Cycle meeting	Directors	Language S&S C2: Language S&S	3	1,2,3,5,6,7
June					
06/06/2018	Staff meeting –				
08-09/06/2018	Montessori whole school refresher		Novotel Sydney Brighton Beach	5	1,2,3,4,5,6,7
13/06/2018	Cycle meetings		C2: Camp prep/6+1 Conventions		
20/06/2018	Staff meeting		Literacy coaching		
22/06/2018	MQAP	Debra Avery & Pam Nun	Due to incompleting surveys		
23/06/2018	MAF 3-6 Montessori Literacy	Debra Avery	Spelling 3-6	4	1,2,3,5,6,7
25/06/18-29/06/18		25/06/18	Senior Leadership School Policies Positive Partnerships		
		26/06/18	Spelling- whole school	5	1,2,3,5,6,7
		27/06-29/06	Moderation Language Conventions (6+1) Language S&S	15	1,2,3,5,6,7
July					
02/07/2018-13/07/2018	Montessori Assistant Course	MAF	6-12 Assistant Course	30	1,3,4,5,6,7
04/07/2018	Holiday				
11/07/2018	Holiday				
18/07/2018	Staff meeting			1	4,6,7
25/07/2018	Cycle meeting	Directors	C1 – Fantasy vs Reality C2: Maths (Fractions) C2 & C3 – Behaviour management		
August					
01/08/2018	Staff meeting	Rana	Behaviour	1	1,2,3,4,6,7
08/08/2018	Cycle meeting	Directors	Canberra Montessori presentations C2: Behaviour management/Materials sharing		
15/08/2018	Staff meeting		Going Out		
22/08/2018	Cycle meeting		Language S&S to complete	2	1,2,3,5,6,7
29/08/2018	Staff meeting		Transitions C1/C2 - Transition meeting C2/C3		
September					
05/09/2018	Cycle meetings	Directors	Outside Learning/Montessori presentations C2: Outdoor environment/outdoor working C3 writing moderation		
08/09/2018	Montessori language 6-12	Peter Erskine			
12/09/2018	Staff meeting				
19/09/2018	Concert practice				
26/09/2018	Holiday				
October					
17/10/2018	Staff meeting	Psyche	Lock down procedures		

24/10/2018		Cycle 2 camp			
31/10/2018	GTIS report back	Principal			
November					
07/11/2018	Report Writing				
14/11/2018	Reports due to Principal				
21/11/2018	Staff meeting		List of reminders, Appraisal form, Tech	Principal /Deputy	
28/11/2018			C2: Cultural materials		
December					
PLEASE DO NOT BOOK YOURSELF FOR ANYTHING OUTSIDE OF SCHOOL FOR THIS WEEK					
10/12/2018	Calendar for 2018 & Jan PD PD for 2019 to be finalised SIP/QIP/SEMP Review Student Data collection review & Reflection – DIP Work of Air and Water	Staff, Carmel, Yvonne Leah & Marg		2	1,2,3,5,6,7
10/12/2018	Language scope and sequence				
11/12/2018	Language scope and sequence				
12/12/2018 – 14/12/2018	Appraisals and Professional Stds outcomes.				
TOTALS					

PROFESSIONAL DEVELOPMENT FOR ASSISTANTS

DATE	TOPIC	TOPIC FOR C1	TIME & PLACE	PRESENTER
20/02/2018	Environment preparation	Supporting new children; practical life	MPR	Yvonne & Staff
13/03/2018	Lunch – mindful eating	Behaviour management		Yvonne & Staff
24/04/2018	Inside/Outside work flow	Sensorial extensions; binomial/trinomial cube		Yvonne & Staff
22/05/2018	Review filing			Nicky
19/06/2018	Decanomial	Language & letter formation games/extensions		Yvonne & Staff
24/07/2018	Homework	Advanced practical life; engaging older children in PL		Yvonne & Staff
21/08/2018	Independence building – conferencing	Early science ideas/lessons		Yvonne & Staff
18/09/2018	Checklist	Colour tablets		Yvonne & Staff
16/10/2018	Language	Addition strip board & small number rods		Yvonne & Staff
20/11/2018	Maths	Bead Chains		Yvonne & Staff

PROFESSIONAL DEVELOPMENT FOR OSHC STAFF

DATE	TOPIC	PRESENTER CPD/Location	Hrs
14/02/2018	Understanding own role	Y Rinaldi/Office	1
14/03/2018	My Time, My Place & Montessori	Y Rinaldi/Office	1
17/04/2018	Mandatory reporting	Y Rinaldi/Office	1
15/05/2018	Behaviour Management	Y Rinaldi/Office	1
13/06/2018	Community: building and managing concerns. Communication	Y Rinaldi/Office	1
24/07/2018	Growing socio-emotional skills, independence and responsibility	Y Rinaldi/Office	1
21/08/2018	ASD	Debra/Rana	2

PROFESSIONAL DEVELOPMENT FOR PRINCIPAL

DATE	TOPIC	PRESENTER CPD/Location	Hrs	Standards
January				
18/01/2018	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)	6 4,6,7
19/01/2018	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				
09/02/2018	GTIS Strategic Performance Development &		ISQ	5 3,4,6,7,
15/02/2018	SIP		ISQ	2 3,4,6,7
21/02/2018	Girls on the Spectrum	Katrina Trist	Library	2 1,2,3,4,5,7
March				
01/03/2018	Data informed Pedagogy		ISQ	4 3,4,6,7
05/03/2018	Montessori Leadership Forum		Avenues Montessori Children's House	1 3,4,6,7
08/03/2018	Data informed Pedagogy		ISQ	4 3,4,6,7
	MAF Consultation Forum Leaders	MAF		2
12-13/03/2018	Visible Learning	John Hattie	Brisbane Convention & Exhibition Centre	4 1,2,4,5,6
April				
11/04/2018	Observations	Principal	Observe teaching staff and provide feedback	5 1,2,3,5,6,7
May				
24/05/2018	ISQ SIP	Randall B	Reviewing progress of SIP	3 3,4,6,7
June				
08-09/06/2018	MAF Refresher			5 1,2,3,5,6,7
23/06/2018	MAF 3-6	Debra Avery	Spelling 3-6	
July				
04/07/2018	ISQ Spelling			2 2,5,6
August				
08/08/2018	Montessori future training	M Principals	AMI Training	3 3,6,7
September				
05/09/2018	Webinar	J Hattie	Power of Feedback	1 1,2,3,5,6,7
08/09/2018	Montessori spelling	P Erskine	Spelling in a Montessori class	5 1,2,3,5,6,7
October				
18/10/2018	Data informed Pedagogy		ISQ	3 3,4,6,7
TOTAL				60.5

Expenditure on PD

Total Number of Teachers	Total expenditure on teacher PD	Average expenditure on PD Per teacher
15	\$59,380	\$3,959

The proportion of the **teaching staff involved in professional development** activities during 2018 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:

- 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 the year. Student data is collected with 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	87.9%

Year levels	Average attendance rate
Year 1	85.4%
Year 2	86.5%
Year 3	89.3%
Year 4	91.2%
Year 5	89.6%
Year 6	91.5%

How non-attendance is managed by the school

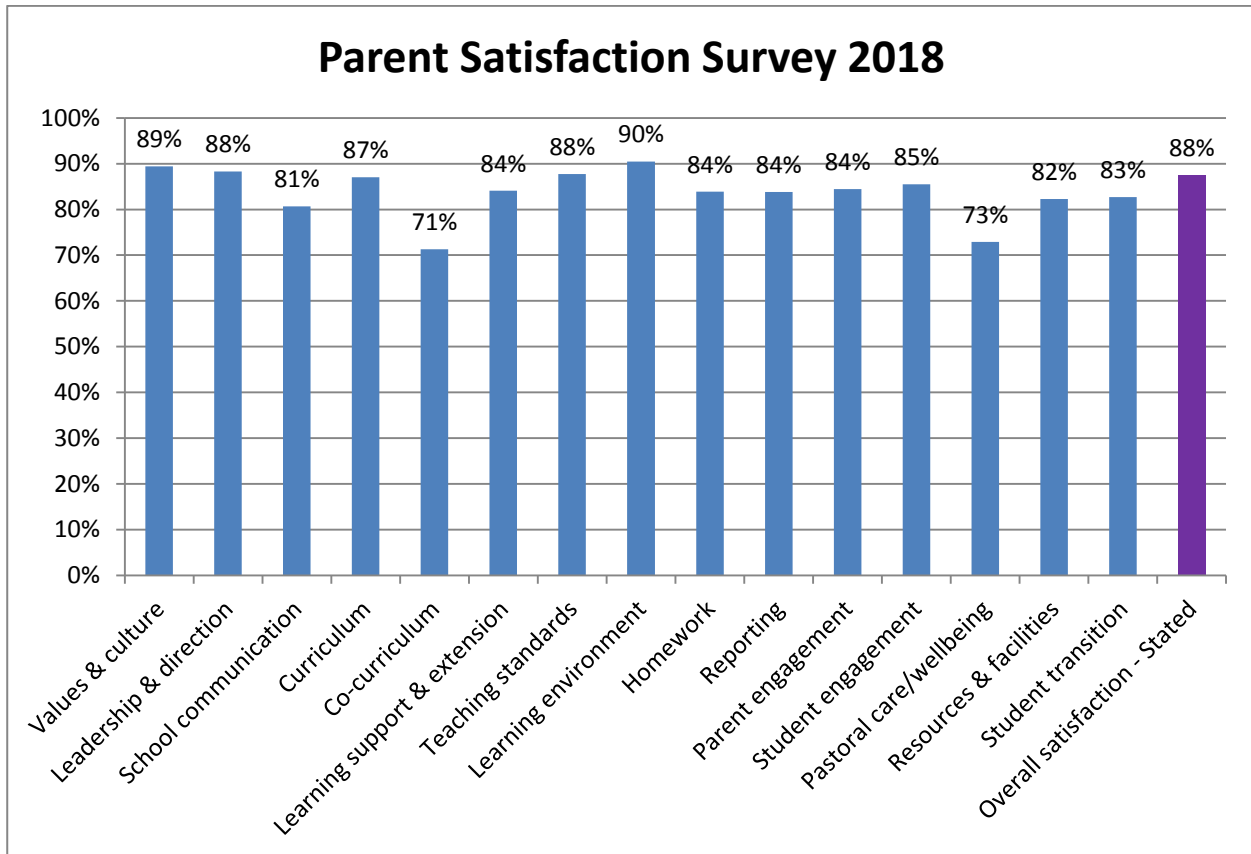
The students enrolled at the CMS do not miss many school days and when they do, parents are asked to call the school to let us know reason for absence. Staff will call parents/guardians if a child is not at school for two days to enquire about student’s health and reason for non-attendance. Staff will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

Benchmark Data: NAPLAN 2018

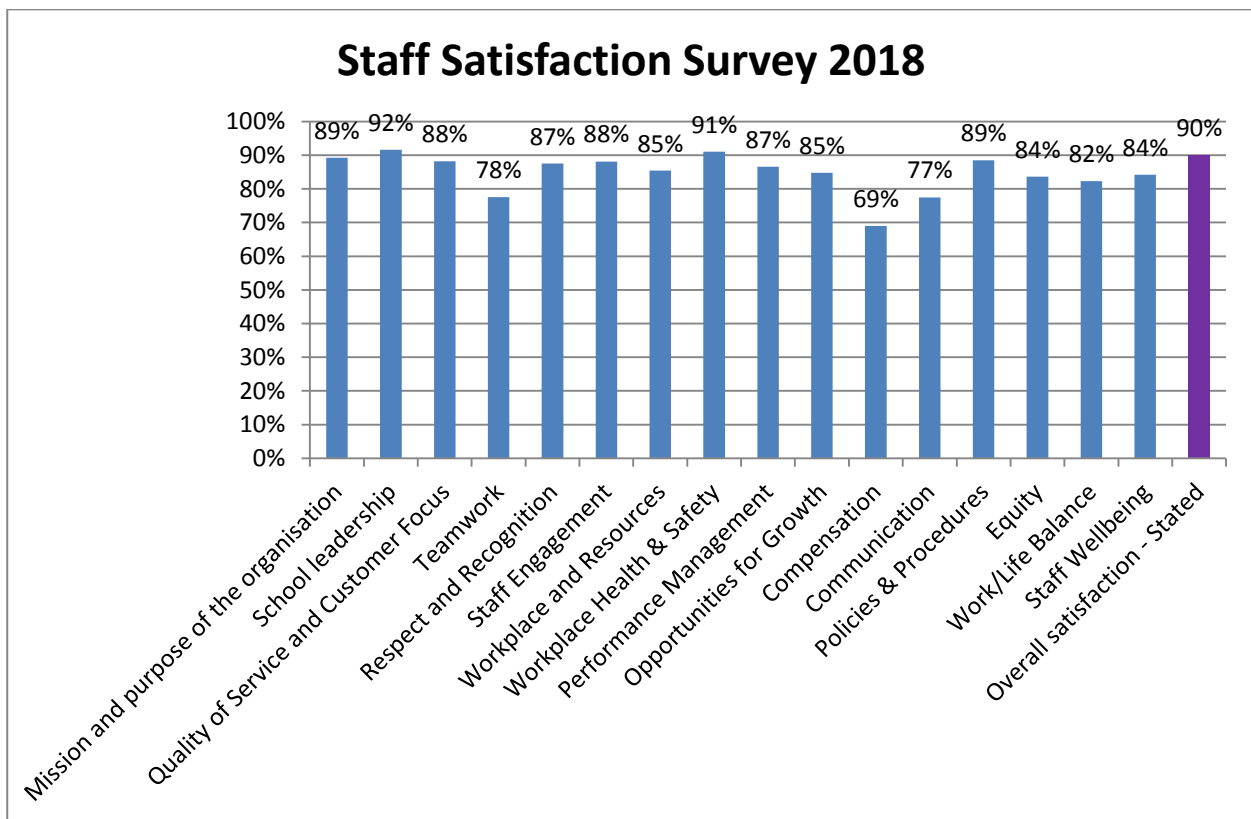
CMS student outcomes may be addressed by accessing *My School* website <http://www.myschool.edu.au/>.

Reading			
Year	Average Score (School)	Average Score (National)	% above/below National Average Score
Year 3	465	434	7.1%
Year 5	507	509	-0.4%
Writing			
Year	Average Score (School)	Average Score (National)	% above/below National Average Score
Year 3	408	407	0.2%
Year 5	442	465	-4.9%
Spelling			
Year	Average Score (School)	Average Score (National)	% above/below National Average Score
Year 3	408	418	-2.4%
Year 5	480	502	-4.4%
Grammar			
Year	Average Score (School)	Average Score (National)	% above/below National Average Score
Year 3	432	432	0.0%
Year 5	504	504	0.0%
Numeracy			
Year	Average Score (School)	Average Score (National)	% above/below National Average Score
Year 3	409	408	0.2%
Year 5	483	494	-2.2%

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