



Prospective Teacher Information

Moral Purpose: "At St Mary's Primary School, we work in partnership with families and the Goldfields community to provide a Christ-centred and child-focused school of excellence, where children are nurtured and empowered to reach their potential."

Contact us if you interested in working in a vibrant and dynamic learning environment filled with dedicated teachers!



About us:

St Mary's is a double-stream primary school catering for children K-6. We are located centrally in a town called Kalgoorlie in the heart of the Goldfields (approx. 600km east of Perth). The school has been operating on this site since 1900, so we have beautiful heritage listed buildings amongst our more modern premises.

Kalgoorlie is a large regional city with a population of approximately 30 000 people. It is serviced daily with trains and airlines and is included in the state government's discounted 'airfares for residents' program. There are many choices for foodies, fitness and exercise, entertainment and events, sporting clubs, social activities and medical facilities. With its proximity to the beautiful coastal town of Esperance, it's a great place to live for singles, couples and families. Go to <https://www.ckb.wa.gov.au/our-community> for more information.



Working at St Mary's

Our staff excel at collaboration and create a welcoming, safe environment. Working at a regional school offers accelerated leadership opportunities and the chance to contribute to various initiatives and committees in areas you're passionate about or skilled in, such as Making Jesus Real, student voice and pastoral care, curriculum, Aboriginal education, PLC presentations, environmental projects, technology, EAL/D & SWD, and the all-important staff social committee!

We believe that the distance from Perth should not be a barrier for our children to reach their full potential. We have high expectations, and in collaboration with their families, we work hard to empower our students and teachers to meet them. Staff enjoy working at our school. We have an Organisational Health Index of 91/100 which indicates a supportive workplace where all team members understand the goals of the school and how we are going work together to achieve them. We have introduced a successful whole school 'Levels of Behaviour' framework.



Our school is well resourced. All teachers are allocated a MacBook for personal and professional use and has a 1-1 iPad policy for children in Years 3-6 with many online subscriptions for teachers and students. Each subject area has its own budget for purchasing teaching resources (eg reading books, hands-on manipulatives). We have a generous number of Education Assistants offering classroom support for teachers and students. A new classroom is currently being built to cater for a new 3YO Kindy Program commencing in 2025, and the 4YO Kindy Program will increase to three full days per week.

Our School Community

Many of our parents work in service or mining related industries and businesses in town. We have a somewhat transient population as families move in and out of Kalgoorlie regularly throughout the year. Our supportive community inspires and encourages our students to develop 'the whole child' in all areas of development and create a foundation for their future success. We have approx. 440 students enrolled reflecting a diverse range of cultures. Class sizes range from 25-30 and the overall engagement and behaviour of our students is excellent.

Teaching and Learning

Where possible, St Mary's uses whole school approaches in teaching and learning, pedagogy and curriculum. St Mary's is currently reviewing its practices to align with the 'Science of Reading' and explicit instruction. This approach ensures consistency of language and strategies across the school which not only benefits the students, but also allows teachers to collaborate with ease. To assist teachers with time and confidence, we have documents and structures in place to support planning and record keeping.

We use Promoting Literacy Development (PLD) in K-1 and Spelling Mastery (Yr 2-6) for Phonics and Spelling. The Talk 4 Writing Program is used across the school, VCOP and the Criterion Scale for writing assessment and the 'Learning Through Doing' Mathematics Program. We run intervention programs including MiniLit, MacqLit, Reading Recovery, EMU Maths and Number Bonds.

Our specialist classes for 2025 will include Science/Visual Arts (junior/senior Semester 1/2 rotation), Digital Technologies, Physical Education, Music and Auslan (LOTE). We also have

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St Mary's Catholic Primary School
Kalgoorlie



extra-curricular activities such as IMAGIneers (extension program including robotics, TOMs, Numero) and a specialised Lego Program for students with additional needs.



EBA Salary & Allowances 2025 (equivalent levels transferrable from DoE)

Teachers (38 hours per week):

Step 1 (\$78 143) – Limited Authority to Teach

Step 2 (\$85 370) – 1st Year Graduate

Step 3 (\$88 432) – 2nd Year Graduate

Step 4-10 continues to increase in annual increments

End of Year Bonus - A \$5000 annual bonus is paid to all teachers who have completed 12 months of continuous service.



DOTT - (270 minutes pw = 6x45 minute periods) + an extra 60 minutes pw for 1st & 2nd Year graduates.

Classroom Budgets - Each classroom teacher is given a generous annual allowance (approx. \$2000) to set up their classrooms, buy resources such as stickers, rewards, craft materials etc. and cover excursions.

Stationery & Consumables - Parents pay a levy for each child on their school fees to purchase stationery (eg pens, pencils, scrapbooks, files etc). Teachers bulk order what they need online – no need to collect money or ask parents to purchase textbooks or extra stationery during the year!

Early Career Teachers (ECT) – CEWA facilitates five days of face-to-face networking in the Goldfields region over two years, where ECTs are given the opportunity to connect, share experiences and engage in professional development relevant to ECT teachers. St Mary's have also developed our own ECT support program using graduate feedback. This includes weekly 1-1 high level structured support with a coach and mentoring which builds confidence and success in the beginning of your teaching career. In addition to this, we are also invited to attend the ECT collaboration days scheduled each term by the Goldfields DoE.

Leave Allowances – In addition to school holidays and other leave allowances as outlined in the EBA (incl 4 weeks annual leave), teachers in CEWA schools are also provided with a Catholic Day to recognize your attendance at Catholic events occurring outside of school hours such as sacramental celebrations. An annual Discretionary Leave Day (day off for personal reasons without explanation) is available to all staff after 12 months of continuous service.



Pupil-Free & School Development Days:

*Two days are reserved at the beginning of the year (half day allowance for work related matters at the discretion of the teacher eg prep time).

*Five additional days spread over the year (one day allowance for work related matters at the discretion of the teacher eg DOTT time).

*In Term 4, Week 10, all CEWA schools are provided with five student-free days (used for PDs, end-of-year handovers, mandatory training, transition etc).

Professional Development Days (PDs) & PLCs – In 2025, St Mary's whole-school PDs & PLCs will be focused on further embedding 'MJR' consistently across the school, continuing 'Berry St' (trauma-informed education) and commencing 'Learnership' skills with James Anderson. Additional training required, such as the Talk 4 Writing Program, PLD, 'Learning Through Doing' etc. will be arranged and paid for by the school. If you have a special area of interest in education and it aligns with the school's improvement plan, you are encouraged to discuss your ideas with the principal.

Remote Area Package Summary – 2025

Accommodation – Trish Forward, the CEWA Housing and Remote Area Packaging Support Officer will assist you to source a suitable residence in Kalgoorlie. You do not need to pay a rental bond or for water use. Pets are allowed on an individual basis. You will only pay 7% (deducted from your fortnightly salary) for rentals up to a maximum of \$480 pw (2x1- singles). The rental allowance is more for couples/dependents, and the percentage less if you are willing to share.

Travel on Appointment - Your airfare/travel costs to Kalgoorlie (and your spouse/children, if applicable) will be covered by the school from point of hire. You have the option of flying to Kalgoorlie and having your car transported, however, most teachers choose to drive their cars and are paid a per km allowance (approx. the same amount as a one-way flight). If you stay at the school for two years or more, your return travel costs are also covered, as above.

Christmas Travel – If you have completed one year of continuous service and are returning to the school the following year, your travel to Perth and back to Kalgoorlie will be covered by the school (fly or drive).

Furniture Relocation - Your furniture and personal effects will be moved by Grace Removals/Key Brothers from point of hire to Kalgoorlie (single teachers' allowance is 15 m3 or those with spouse/dependents is 30 m3). The furniture will be returned to your original location after two years of continuous service.

Location Allowance - \$21.88f/n (no dependent/s) or \$43.75f/n (with dependent/s).

Air-conditioning Allowance - \$10.62 per f/n.

We hope this will answer some of your questions about working at our beautiful school. Please feel free to contact us for further information or check out our website at <https://www.stmkalg.wa.edu.au/>. You can contact us on 90920900 or email admin@stmkalg.wa.edu.au. We look forward to hearing from you soon!

