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| Queen of Apostles Primary School |
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| **Principal’s Annual Report to the School Community** |



**17TH november 2021**

Queen of Apostles Primary School

**Principal’s Annual Report**

**OUR SCHOOL VISION**

Queen of Apostles is a vibrant and inclusive Catholic community. Our vision is:

***To inspire a passion for life-long learning in an environment of faith, love and care for others.***

**OUR SCHOOL MISSION**

Our mission is to empower students to:

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Our school embraces diversity in teaching and a modern approach to curriculum delivery and design. ***Teaching and learning*** at Queen of Apostles occurs within ***21st century classroom environments with access to 21st century teaching tools.***

As a committed group of educators, we support individual needs and ***accommodate learning differences*** whilst encouraging and fostering a culture ***of experimentation, flexible learning, adventure, problem-solving and creativity.***

INTRODUCTION

It is my privilege to present the 2021 Principal’s report to the Queen of Apostles community.

I begin by acknowledging the Wadjuk Noongar people and pay my respect to their Elders, past, present and emerging. We acknowledge their deep, ongoing spiritual and cultural connection to this Country – and to this land on which our school has been built.

With the COVID 19 pandemic, my first year at Queen of Apostles has been an unusual year to say the least and where possible we have tried to keep the routines as normal as we could in order to facilitate positive learning experiences for our students. We have also managed to focus on our identified priority areas and consolidating our relationships and networks with parents and the broader community. I am incredibly proud to be Principal of this wonderful school and so privileged to meet and work with so many wonderful students, staff and community members. The school is in a great position with increased enrolments, great facilities and a wonderful staff who provide high quality teaching and learning opportunities for all students.

Each year we are guided by our School Improvement Plans and we continue our strong commitment to offering quality teaching and learning which draws on pedagogical practice that is data informed, evidenced based and aligned to the Western Australian Curriculum. All we do aims to cater for and enhance the spiritual, pastoral, educational, physical, social, emotional and cultural needs of all children entrusted to our care.

The level of involvement and support from our wonderful community has been outstanding. I have been impressed and very appreciative of the high level of support the P&F and School Advisory Council members have shown towards Queen of Apostles. There is a very genuine desire to work collaboratively to continue the efforts to ensure a strong and vibrant community spirit.

The relationship between our Parish and School is a very strong one. This alignment is led by Fr. Paul who takes a keen interest in school affairs and makes himself available to advise, support and encourage. He is a great asset to our community and he brings the human and pastoral face of our God to all.

This report outlines some of the highlights of our year’s journey across the domains of Education, Community, Stewardship and Catholic Identity.

CATHOLIC IDENTITY

**RELIGIOUS EDUCATION, SACRAMENTS & LITURGY**

Queen of Apostles School is a place where every individual is welcomed, cherished, respected and valued. Our Catholic ethos ensures that a Christ-centered approach is at the heart of all we do. We live and learn within a community that is caring, loving, compassionate and forgiving. Meaningful relationships form the basis of all our interactions.

Prayer is an important part of school life at Queen of Apostles. Opportunities are provided for staff, children and parents to nurture our Catholic Faith through meaningful Class Prayer, Liturgies, Gathering Reflections and Whole School Masses. Staff Prayer is held on a regular basis and provides active witness to our community of the importance of our faith. Overall, our aim is to provide prayerful experiences for the community in order to give opportunity for each person to further develop their personal relationship with God.

The school implements the Archdiocesan Religious Education Curriculum. In addition to developing children’s knowledge and faith through strong curriculum, the school demonstrates an active partnership with the local parish and is enthusiastically involved in the broader life of the Church.

I sincerely thank Father Paul for the support and guidance he offers to the staff, students and the community of Queen of Apostles. I extend my personal thanks to Father Paul for his support and efforts in maintaining such a positive and healthy parish/school relationship.

**In 2021 we fostered liturgical prayer and life through a wide range of experiences. These included:**

* Whole School Masses throughout the year
* Reconciliation services
* Rosary recital in May & October
* Daily classroom prayers
* Lenten and Advent reflections
* Queen of Apostles Feast Day
* Ash Wednesday
* Feast of the Assumption
* Sacramental Commitment Mass
* All Saints Mass
* Remembrance Day Prayer Service
* Praise & Thanksgiving Mass
* Sacramental Retreats
* Celebration of the Sacraments of Confirmation, Eucharist and Penance

**MISSIONS & CHARITIES**

The generosity of our school community throughout 2021 to support those less fortunate has been amazing. As a result, significant contributions, both spiritually and financially, has been extended to the following charities and organisations:

* Caritas’ Project Compassion
* Lifelink
* St Vincent de Paul
* Flame of Love Orphanage

**EVANGELISATION PLANNING**

In March of this year Mrs Anderson and I attended a three-day course ran by Bishop Gerard Holohan on Evangelisation planning. A major part of this course was devoted to developing a new Evangelisation plan for the school. Below are the major focus areas and implementation strategies over the next three years.

1. **WITNESS – Examples of Expressing the Divine Within & Raising Awareness of the Presence of Jesus**
* Religious symbols in prominent positions in the school
* Display of indigenous religious symbols
* Prominent prayer focus in each classroom
* Understanding and observing religious etiquette
* Introducing Making Jesus Real to assist in understanding the person of Jesus in contemporary terms

**2. CALL TO FAITH**

* Staff and students focus on Social Justice issues
* Christian Service
* Social Justice focus during morning announcements
* Gospel summaries in newsletter
1. **CALL TO GROW IN DISCIPLESHIP**
* Introduction of Sacred Silences as a form of prayer and reflection
* Participation in Lenten and Advent Liturgies

**BISHOPS’ RELIGIOUS LITERACY ASSESSMENTS**

Children in Year 3 and 5 sit The Bishops’ Religious Literacy Assessment each year. This year the test was administered online. Results of this test are used to inform teaching and learning from Kindergarten to Year 6. The summary data is as follows:

|  |  |  |
| --- | --- | --- |
|  | **QUEEN OF APOSTLES CLASS AVERAGE**  | **ALL PARTICIPATING SCHOOLS AVERAGE**  |
| **YEAR 5** | **60.1%** | **56.3%** |
| **YEAR 3** | **66.6%** | **52.7%** |

EDUCATION

**2021 SCHOOL IMPROVEMENT PLAN**

In line with our School Improvement Plan for 2021, the past year has seen the accomplishment of a number of significant milestones.

These include:

**Evangelistaion Plan Focus: Ongoing Formation of Students**

* Buddy system in place for all year levels
* Timetabled buddy lessons
* Having a social environment where the students are safe, respected & supported and their social/emotional wellbeing is being fostered

**Curriculum Plan Focus: Future Focused Learning / Inquiry Learning**

* Using Learning Intentions and Success Criteria as the basis for tracking student progress, providing feedback and assessing achievement
* Taking part in Professional Learning Masterclasses with Lee Crockett to increase teacher knowledge
* Providing parents/care givers the opportunity to witness the inquiry learning process during a normal school day (FFL Day)

**Aboriginal Education Plan Focus: Increase in teacher practice and pedagogy**

* The establishment of an Aboriginal Education Coordinator
* Meeting with Aboriginal Education Officer and School Support Consultant from CEWA to develop a school Aboriginal Perspectives Plan. This will be continued in 2022

**Early Years Focus: NQS Audit**

* Structuring the Learning Hub to relate to the learning program
* Use of Educational Assistants
* Evidence of Learning Hub use in Daily Workpads and Programming Documents

**Wellbeing Focus: Student Code of Conduct**

* Creation of a student Code of Conduct (voice of the child)
* Student Code of Conduct displayed around the school

**TALK FOR WRITING**

This year we implemented Talk for Writing as a whole school approach. Talk for Writing enables the students to read and write independently for a variety of audiences and purposes within different subjects. A key feature is that children internalise the language structures needed to write through ‘talking the text’, as well as close reading. The approach moves from dependence towards independence, with the teacher using shared and guided teaching to develop the ability in children to write creatively. Staff completed Professional Development in first term this year and the program is now up and running in each classroom. This will continue in 2022.

**TOURNAMENT OF MINDS**

As part of our enrichment classes this year we entered three mixed teams of year 4, 5 and 6 students in the Tournament of Minds competition at EUC in Joondalup. Tournament of Minds (TOM) is an international educational competition challenging students to develop diverse skills, enterprise, time management and the discipline to work collaboratively within a challenging and competitive environment. Mrs. Anderson worked very closely with these students as they worked on problem solving skills and preparing solutions to STEM, Arts and Literature challenges. All teams performed extremely well with the Arts team making it all the way to the National Final and eventually becoming National Champions. This is an amazing achievement and one which they should be very proud of.

**3-YEAR-OLD KINDY**

In Term Two of this year our Three-Year-Old Kindy classes began on a Tuesday and Thursday for the first time at Queen of Apostles. We began with 10 students and as word got out this quickly grew to 18. I am very grateful to Mrs. Fanto and Mrs. Kingston who set up the program ensuring our 3 Year Olds were adequately catered for. The program is a fantastic transition into Kindy and will operate again in 2022.

**MORNING FITNESS**

This year we implemented morning fitness for our Year 1 to 6 classes with the sports captains developing a roster of activities. The aim of the morning fitness classes is to get our students moving and get the blood pumping around the body. Research shows this can assist with increased alertness and better focus. It is also a fun way to start the day.

**ANGELO ARTS EXHIBITION**

The Angelico Exhibition for Catholic Students is an annual event on the Catholic schools’ art calendar. The Exhibition is named after Fra Angelico, a 15th Century Dominican Friar and artist. He’s known as the Patron of Artists. This year, our school entered some of the artwork produced by our students into the exhibition for the first time. The artworks were on display at the Forrest Centre in St Georges Terrace from Monday 9th August until Friday 27th August.

**CYBER SAFETY**

This year to compliment what we already do in class, the school engaged Paul Litherland to talk to our Year 5 & 6 classes on the topic of Cyber Safety. Paul is an ex-police officer and excellent presenter who gave our students tips on ways to keep themselves safe when using certain apps, gaming sites and websites. We are aiming to get Paul to speak to our parent community at some stage next year.

**PERFORMING ARTS FESTIVAL**

This year we had quite a number of students participating in the Catholic Performing Arts Festival (PAF). We had many instrumental solo performers as well as our junior & senior choirs. Our students performed extremely well with many outstanding results achieved. Our music assembly in Term 3 was a showcase of the talented musicians we have here at Queen of Apostles and an insight into the PAF performances. I thank Mrs. Perry for her coordination of the PAF students and offering them this wonderful opportunity.

**NAPLAN DATA**

In May of this year, National Literacy and Numeracy Assessments were administered to students in Years 3, 5, 7 and 9. The assessments in Literacy covered: Reading, Writing, Language Conventions, Spelling and Grammar & Punctuation. The Numeracy test covered mathematical concepts. The Writing assessment was based on the narrative writing genre. This year all assessments except for Year 3 writing were done online.

Individual and detailed reports are provided to the parents of children who undertook the national assessments. Furthermore, school receives detailed evaluation of the whole school and class cohorts, which allows for ongoing school improvement. The data provided to school also allows teachers to examine individual and class performance on each of the questions. It is important to remember that the national assessments are only one source of evidence of student achievement, gained on one particular day. Similarly, comparisons from one cohort to another can be remarkably different. The summary data for Year Three and Year Five for our school is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **YEAR 3** | **QOA Mean** | **CEWA Mean** | **All Australian Schools Mean** |
| **Reading** | 445 | 430 | 426 |
| **Writing** | 451 | 435 | 425 |
| **Spelling** | 463 | 418 | 421 |
| **Grammar & Punctuation** | 466 | 429 | 433 |
| **Numeracy** | 428 | 399 | 403 |

|  |  |  |  |
| --- | --- | --- | --- |
| **YEAR 5** | **QOA Mean** | **CEWA Mean** | **All Australian Schools Mean** |
| **Reading** | 552 | 516 | 512 |
| **Writing** | 519 | 491 | 480 |
| **Spelling** | 529 | 513 | 505 |
| **Grammar & Punctuation** | 524 | 504 | 503 |
| **Numeracy** | 529 | 494 | 495 |

**PROFESSIONAL DEVELOPMENT**

Our dedicated staff continue to engage in professional development. This ensures that our staff are at the forefront of the latest developments in the Catholic Identity, Educational, Community and Stewardship domains. The following is a snapshot of the development undertaken.

* Future Focused Learning
* Talk for Writing
* Digital Technologies
* Faith Development
* Staff Wellness
* Learning Support
* Assistant Principal & Principal Development Days
* Leaders’ Forums

**INCURSIONS & EXCURSIONS**

To enrich curriculum delivery teachers organise a number of incursions and excursions. These activities help to broaden the learning experiences for students. Some special events in 2021 included the following:

*Perth Mint Sacramental Retreats Book Week Incursion*

*Perth Zoo Bounce School Camp*

 *First Aid Browns Dairy Cyber Safety*

 *Chinese New Year Growth & Development Perth Museum*

COMMUNITY

**OUR COMMUNITY**

At Queen of Apostles School, we provide a nurturing learning environment where students feel happy and safe. Our students respect themselves and others in a non-judgmental manner and show tolerance and respect toward all cultures, both within the school and in the wider community. We ensure that all within our community are treated with dignity and respect. Our school encourages all people to participate within the school community. All classrooms are open, welcoming and include all children regardless of needs.

**MOTHER’S DAY & FATHER’S DAY**

This year the P&F ran Mother’s and Father’s Day breakfasts. The Mother’s Day breakfast was delayed by a couple of weeks due to COVID but took place much to our mum’s delight. Both breakfasts were very well attended and there were a large number of helpers to ensure they ran smoothly. Thank you to Andrew Upfold, Damien Clancy and Tracy Italiano who stepped up to coordinate these events on behalf on the P&F. They were both special occasions where our families could spend time together over a meal.

**GRANDPARENT’S MASS & MORNING TEA**

At the beginning of Term Three we welcomed our grandparents and significant adults to school for a Mass and morning tea. It was a wonderful celebration and very well attended. It was also great that our grandparents could come to classrooms and see the wonderful work that was on display.

**OPEN NIGHT**

It was great to welcome our families to school on Open Night. There was a real buzz in the air with many excited children taking their family members on a journey around the school. Each of the classrooms really looked the part and the choirs/musicians were amazing. The Book Fair was also very popular (almost a record amount taken) and added to our evening. It was quite fortunate that the grass went down on the old demountable section that day. It was definitely a talking point. I would like to thank our hard-working staff here at QOA for their work in making sure open night was a success. I would also like to thank the Parish for running the sausage sizzle to feed our community.

**COLOUR RUN**

In Term 4 this year, the P&F again ran a colour run in the school. The aim of the Colour Run was to promote fun and fitness across the school. There was also a fundraising aspect that raised over $10 000. This was a wonderful effort by our students and families and a great initiative by the P&F. I thank our P&F and Bianca Lilly for her efforts in getting this up and running again in 2021. It was a great afternoon that was enjoyed by all.

**PARENTAL PARTICIPATION**

The commitment of our parents in supporting school is greatly appreciated by all staff and students. Along with assisting on excursions, parents have been actively involved in a range of activities across the school including:

* School banking
* Canteen
* Library – covering books
* Classroom learning
* Social events
* Raffles
* Sports Carnivals
* Colour Run

STEWARDSHIP

**BASKETBALL COURT UPGRADE**

Through the funds raised by the P&F this year we managed to totally revamp the basketball court area. Firstly, we engaged TeamWork Fencing to retain the garden area surrounding the courts. Once that work was complete Merger Contracting went about their business of installing an aqua drain and resurfacing the whole area. New basketball backboards and rings have been installed and poles painted. New basketball, netball, four square and handball lines have also been painted. The students absolutely love the area and is exciting to see the amount of use it receives. The hard-working P&F need to be thanked again for their concentrated effort to get this project of the ground. I would also like to thank our groundsman, John Boley, for the work he has done it ensure the area looks fantastic. It’s now an area our students and community can be proud of.

**REMOVAL OF DEMOUNTABLE CLASSROOMS**

As the school will be a fully single stream school in 2022 and after discussions at School Advisory Council meetings in Term One, it was decided to explore the option of removing the demountable classrooms next to the church and turning it into a grassed area. CEWA consultants were contacted and even the Executive Director, Debra Sayce, came to visit. After a lot of meetings and paperwork we finally got approval to go ahead with the project in Term Three. The school engaged Rob Hollier for RM Limestone to manage the project. The work stated late in Term Three preparing the area. The buildings were removed in the holidays and the ground works began. By early Term 4 the grass was down and the area was fully reticulated. The students are now playing on this space and absolutely loving it. I thank the School Advisory Council for their diligence in ensuring this project was a priority this year.

**UNIFORM**

This year we have worked with our uniform shop providers ‘One World Uniforms’ in providing more options for our students. We have introduced a Queen of Apostles raincoat for all students which has been a very popular item. We have also introduced more options for girls in with trousers available in winter and skorts in summer. I am looking forward to working with One World to ensure our uniform is worn with pride.

**PAINTING AND MAINTENANCE**

This year was the first year of our 7-Year painting contract with Programmed. At the beginning of the year the majority of the interior and exterior of the school was painted. This really brightened up the place and ensured our school was looking good. We will meet with Programmed to ensure the painting in the school is maintained to a high standard.

**NEW WEBSITE 2022**

In 2022 Queen of Apostles will have a new website that is easy to navigate and contains all relevant information for parents. It is being designed as we speak and will be easier for us to manage as a school. It will be up and running at the start of next year. I thank Jennifer for her research to make sure we have the best product for our school.

**SCHOOL BOARD/ PARENTS & FRIENDS ASSOCIATION**

The Parents and Friends Association of our school needs to be thanked for their magnificent efforts in securing funding, supporting school activities, enabling extra opportunities and in building a strong school community. Their planning and commitment in a year with COVID interruptions needs to be congratulated. The generosity of our families, as members of the Parents and Friends Association, always amazes me and I am grateful to every person who has contributed in some capacity to support the school. I thank Nola D’Souza who as the Parents and Friends Association President for the past three years, will be finishing her tenure this year. Nola has done an amazing job in leading her team and ensuring the P&F provide numerous opportunities for our students and families. I have really appreciated Nola’s support this year and wish her all the best for the future. I would also like to thank Linda Indrisie who will also be standing down from her role as P&F Treasurer at the end of the year. Linda has been tresurer for the last four years and has done an amazing job in ensuring all things financial are taken care of. Finally, thank you to Paulynne Farrell for the job you have done as P&F Secretary over the past year. Your minutes are amazing and it’s very clear what have been achieved and what needs to be followed up on. Next year will be a changing of the guard for our P&F and I am excited to see what the future holds.

We are very fortunate to have School Advisory Council Members who willingly share their skills, wisdom and desire to see our students and school flourish. Our School Advisory Council, ably led by Rob Wynne (President), has continued to work diligently in supporting the school vision and ensuring that school facilities match the needs of our children. It is with appreciation that I also thank Paul Martin (Treasurer), Andrew Upfold (Secretary), Nola D’Souza (P&F Rep), Ben Indrisie, Sheri McDonald, Jamie Liu, Elizabeth Conocono (Parish Rep Semester 1), Pavel Orjzanowski (Parish Rep Semester 2) and Fr Paul Manickathan for the hours spent in planning for the financially sustainable future for our school. You are a great team to work with and help to make the school what it is today.

**STAFF**

We constantly recognise that all members of our staff – regardless of position or qualification - are teachers - as their influence on the education of our children is insurmountable. Teaching is not always fun or easy and is certainly not an 8.30am to 3pm job. The staff of Queen of Apostles are sincere, passionate people and this drives them to put so much energy into everything they do. Their passion helps them to keep going when faced with difficulties and motivates them to continue to look for ways to improve their abilities – regardless of their experience and expertise. You cannot be a great teacher without a very real and obvious love of and passion for learning. Our children are fortunate to have great role models that instill a love of living life fully and a true hunger for learning. Our staff work hard and are always willing to do whatever it takes to ensure the best outcomes for all. As individuals, and as a team, they strive for the common good and understand that it is through consistent effort and endeavor that we truly succeed. Our staff care about our children. They show our children they believe in them, and their abilities, and know the importance of challenging them to excel while supporting them to do so.

Thank you to Mrs. Jennifer Anderson who, as Assistant Principal has carried out her leadership responsibilities with professionalism and amazing energy. Jennifer’s passion and commitment to the vision and purpose of our school is endless, and her support is greatly appreciated.

**STAFFING COMPOSITION 2022**

Our school has an established and dedicated staffing composition that provides a wealth of knowledge and skills and thus ensures continuity for our community. The staffing composition for 2022 is as follows:

Principal Mark Ryan

Assistant Principal Jennifer Anderson

3YO & 4YO Kindy Ann Fanto

Pre-Primary Georgia Mola

Year 1 Robyn Salvia (4 days) & Maddi Kuhn (1 day)

Year 2 Marika Beacher (3 days) & Simone Gordon (2 days)

Year 3 Gabrielle Lesque

Year 4 Emily Boronovskis

Year 5 TBA

Year 6 Valencia Maloney

Learning Support Zoey Jensen

Music Sheryl Perry

Visual Art Sheryl Perry

Physical Education Ross Bridgeman

Science Ross Bridgeman

Mandarin Ivy Wang

Library Susan Peach

Social Worker Tracy Small

**Educational Assistants**

Pre-Primary Tracie Spardaro (3 days) & Debbie Radice (2 days)

Pre-Kindy Liz Kingston

Kindy Mara McGinty Pam Johansen

General/Special Education Support Dawn O’Brien Lee-Anne Oliver

 Debbie Radici Tracy Watkins

 Amy Lumsden Elizabeth Kingston

**Office Staff**

Finance Officer Caroline Hunneybun

Administration Officer Terri Healey (Tues – Thurs) Liz Kingston (Mon & Fri)

**Ancillary Staff**

Canteen Manager Sharon Fernandes e Soares

Grounds John Boley

CONCLUSION

As 2021 comes to a close, sadly there are some farewells for members of our community whose immediate connection will draw to a close this year.

To our families that are leaving us this year we hope and trust your time at Queen of Apostles has been a rewarding and positive experience for you and your family. We wish you all the best as you embark on the next chapter in your journey.

To our Year Six students, we wish you well as you journey onto high school. Your time with us has been very special, no matter how long, and with the help of all staff you are now ready to take the next step. We are proud of you and hope that you come back and share your new adventures with us with us. Thank you for your contributions to our school and good luck on the next chapter in your life. Remember to embrace all challenges that come your way and do your best in everything you do. You will be missed.

To ***Mrs Debbie Hogg***, who has decided the time is right to explore other opportunities and will be leaving us at the end of the year. Thank you for the many significant contributions you have made to Queen of Apostles School over the past 20 years. You have had a great impact on the many students you have taught, colleagues you have worked with and the school community as a whole. Your experience, ideas and advice have been appreciated by everyone at Queen of Apostles. I wish you all the best in your future journey and know that we will see you around.

To ***Mrs Shareen Minchinton*** who has also decided that the time right to explore other opportunities. Shareen has been a teacher at Queen of Apostles for the past 24 years and has contributed greatly to the life of the school. Thank you for being very passionate about teaching as a profession, and for making your class engaging and fun. Your valuable contributions and useful advice will be missed.

To ***Mrs Michele Colley*** who has accepted a position at Santa Maria College. Michelle has been at Queen of Apostles for the last 7 years and has played a major role in leading our staff in inquiry learning. Michelle has also been a huge part in working with staff and students in the use of technology. I thank Michelle for her commitment to the classes she has taught and all students here at Queen of Apostles. I wish Michelle all the best for the future.

To ***Ms Roberta Yaxley*** who will be leaving us after 30 years of service to Queen of Apostles School as both a teacher and education assistant. Roberta has been a passionate educator and strives to get the best out of all students she teaches. Roberta has been offered a position working for the Independent Education Union which she has accepted. I thank Roberta for her service to Queen of Apostles School.

To ***Mrs Suzanne Garcia*** who has been on leave for the last year and a half has decided to time is right to move onto the next stage of her life and expand her yoga business. Although I never worked with Suzanne, I know she was a committed staff member who had the best interests of the children at heart. I thank Suzanne for her service to the school over 16 years and wish her all the best for the future.

Our school is indeed very fortunate to have so many people who have contributed to our many achievements during 2021 and for this; we have a lot to be thankful for. Our school continues to follow the tradition and practices of Catholic Education, which for over 60 years has offered an outstanding and personalised primary education to the children of Queen of Apostles School. Our children have been involved in wonderful faith, sporting, cultural and academic pursuits and have thrived through the support of teachers, teacher assistants, parents and the parish coming together as one. In conclusion, I thank everyone involved in making our school the vibrant place that it is.

May God bless all members of our community with the spirit of peace, hope and joy, this Christmas season, and may we all be blessed abundantly in 2022.

**Mark Ryan**

**Principal**