

# 2023

## ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

*Together in Christ*



### St Francis Xavier's College

286 Parkway Avenue, HAMILTON 2303

Principal: Greg Ptolemy

Web: <http://www.hamilton.catholic.edu.au>

## About this report

---

St Francis Xavier's College (the 'College') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Schools Office (CSO), Maitland-Newcastle. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. Additionally, the Report complements and is supplementary to other forms of regular communication to the College community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

Detailed information about the College's improvement journey is documented in the Strategic Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders. Further information about the contents of this Report may be obtained by contacting the College directly or by visiting the College's website. Information can be also be obtained from the My School website.

## Message from key groups in our community

---

### Principal's Message

St Francis Xavier's College Hamilton is a Catholic co-educational senior secondary environment catering for students in Years 11 and 12 in the greater Newcastle region. It is a College steeped in the Marist tradition, where the school motto 'Christ My Light' animates the very life of the College, encouraging the students to become young women and men who are ready to meet the challenge of being active and hope-filled citizens, contributing readily to the wider world for the greater good.

As an educational community, St Francis Xavier's College believes in a holistic approach to learning, based in the principles of the Catholic faith and reflecting the values of the Gospel. The College offers students a diverse array of opportunities to develop and showcase their talents in a multitude of fields including creative and performing arts, sport, industry and academic pursuits to name but a few. Importantly, every student is encouraged to actively engage with the extracurricular life of the College so that they can realise their full potential.

Of particular significance to the St Francis Xavier's College community is our commitment to social justice initiatives, as we consistently invite our students to be connected with their world in meaningful ways.

One of the fundamental tenets of our College is a belief that relationships are central to learning. We believe that deep learning is significantly enhanced where valued and trusted relationships are first developed. Only in such an environment are students enabled to take appropriate learning risks, secure in the knowledge that they will be supported and nurtured in their learning journey. Indeed, every member of our community is encouraged to embrace the relational journey of lifelong learning.

### Parent Body Message

The College does not have a current Parents and Friends Association but actively seeks to engage with local parents, the Parents and Friends Federation and the Catholic Schools' Office P&F Liaison Officer to provide forums to present appropriate information from specialist presentations to parents and students regarding issues of concern such as pressure and depression, social concerns regarding parties and behaviour, alcohol, vaping and drugs more generally, as well as exploring opportunities for future pathways for our students. The College invites 'experts' to present relevant material to parents and carers. The College has regular information evenings for parents. The College regularly provides families with access to resources and online learning environments across a broad range of educational topics.

As the College prepares to enter a new era in transitionings to a 7-12 comprehensive structure from next year, the involvement of parents and carers will become ever more important. Consultation with families of the first Year 7 cohort (2024) has occurred throughout 2023 and this has seen engagement in developing new uniforms, sports, academic pursuits and facilities. In 2024, the College will adopt a PEG model to further develop community engagement.

The College has also sought community support in key staffing procedures.

### **Student Body Message**

Students at the college are encouraged to be active participants in College life and embrace the opportunity to become part of the College community. Students are encouraged to take control and responsibility for their own learning and growth. All students are invited to be involved as leaders in their own right. As a senior college, a high level of maturity and responsibility is expected and witnessed among the students. There are many formal and informal leadership opportunities at the college. Formally, there are 4 College Leaders, 4 House Leaders, leaders in the College Chapter of St Vincent de Paul, and Tutor Group Leaders. The SRC engage directly with College leadership through weekly meetings. Furthermore, students lead College assemblies, organise and run House Days and exercise pivotal roles in major College events. Students are encouraged to be active in social justice initiatives and recognise the important role that religious organisations have to play in outreach. When health regulations allow, students and staff have opportunities to work together to provide hospitality and friendship to the marginalised in the community through the work of the St Vincent de Paul chapter and other similar charities, as well as participate in an immersion opportunity to Cambodia. Spiritual, personal and social development are emphasised. This is evident in events such as the Marist Student Leaders' Retreat, Marist Youth Forums, Diocesan Leadership Retreat, Combined Schools ANZAC Service, Leadership Conferences and the Year 12 Retreat.

## School Features

---

St Francis Xavier's College was established in 1985 to serve the Catholic youth of Newcastle and surrounding districts for the final two years of their secondary schooling. It was seen as a continuation of the Catholic Education system founded in the Diocese of Maitland-Newcastle more than a hundred years ago. The inaugural year of the new college, 1985, was a transitional year with co-educational classes in Year 10 as well as in Year 11, and with boys only in Year 12. It was not until the following year that there were only Years 11 and 12 at the college. The college is located in the inner-city suburb of Hamilton and students who attend the college come from the surrounding suburbs as well as more distant areas to the north and south of the city. Two Years 7 - 10 schools (San Clemente Mayfield and St Pius X Adamstown) provide students direct access to the school, although there are many students who join the college for their final two years of secondary education from other schools. (Enrolments for 2023 arrived from approximately 40 different schools).

From the beginning there has been an ongoing building program necessitated by an increasing enrolment and a changing school curriculum. The MacKillop Centre, a special needs initiative for students with disabilities and a Hospitality Centre for students studying in the VET Hospitality framework have been constructed, are significant examples of such developments. 2022 saw the completion of a significant re-roofing of the 'B' Block area and accompanying this was an investment in a full refurbishment to create a brand new Wellness Centre.

With a planned transition to Years 7-12 over the coming years, commencing with Year 7 in 2024, a Year 7 wing has been refurbished in 2023, along with the establishment of a new sick bay and an increase in recreation spaces.

The College is steeped in a Marist tradition and continues to be part of the Marist Schools Association. The College participates in a variety of established Marist activities and programs.

The College also has a proud sporting history. St Francis Xavier's College entered 2023 as the reigning NSW Open Football Champions having defeated all-comers in the state tournament in 2022. The College has a strong participation rate in pathways sports, and sport is seen as a useful tool in developing values for life.

# Student Profile

## Student Enrolment

The College caters for students in Years 11 & 12. Students attending this College come from a variety of backgrounds and nationalities. The following information describes the student profile for 2023: Additional information can be found on My School website.

Girls	Boys	LBOTE*	Total Students
541	374	121	915

\* Language Background Other than English

## Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy and accompanying [Enrolment Procedures](#). It aims to:

- Set direction for school procedures and practices for enrolling students into Catholic primary and secondary schools within the Diocese of Maitland-Newcastle.
- Establish a common, consistent approach in enrolment practices.
- Assist the system of Catholic schools to:
  - provide schooling, where possible, for children of Catholic families who seek enrolment
  - cater for the individual needs of each child equitably within the constraints of the available teaching and material resources
  - encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

## Student Attendance Rates

The average student attendance rate for 2023 was 84.10%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group		
Year 11	Year 12	
83.15	85.05	

## Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The College, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, College staff, as part of their duty of care, monitor part or whole day absences.

College staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the College community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the designated CSO officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom the College's strategies have failed to restore regular attendance.

## Senior Secondary Outcomes

The table below sets out the percentages of students undertaking vocational training in their senior years as well as those attaining the award of Higher School Certificate (or equivalent vocational education and training qualifications).

Senior secondary outcomes 2023	
% of students undertaking vocational training or training in a trade during the senior years of schooling	20 %
% of students attaining the award of Higher School Certificate or equivalent vocational education and training qualification	98 %

## Post School Destinations

Each year the College collects destination data relating to the Year 12 student cohort.

Each year the College collects destination data relating to the Year 12 student cohort. Approximately 70% of the Year 12 cohort in 2023 continued on to further tertiary studies after completing their stay at St Francis Xavier's College, Hamilton. Less students found their way to university studies through the traditional ATAR pathway, with more receiving early offers. Almost all of the students not continuing to further studies entered the workforce in some capacity, although some deferred study and/or work to pursue other interests, with a particular interest being shown in travelling and working overseas.



## Staffing Profile

---

### Staffing Profile

The following information describes the staffing profile for 2023:

Total number of staff	124
Number of full time teaching staff	80
Number of part time teaching staff	22
Number of non-teaching staff	22

### Total number of teaching staff by NESA category

Teachers at this College are either accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocesan Schools System (systemic schools) at these levels is as follows:

- Conditional 107 teachers
- Provisional 69 teachers
- Proficient 1887 teachers
- 4 Highly Accomplished teacher
- 1 Lead teacher

Additionally, there are approximately 10 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the College.

### Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in services, meetings and conferences and a range of professional learning programs provided by the Catholic Schools Office (CSO). The College takes responsibility for planning, implementing, evaluating and tracking of its staff professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

## Summary of professional learning at this school

The Diocesan Collaborative Learning agenda was the centrepiece of undertakings in 2023 and staff were regularly engaged in ongoing learning through the exploration of Lyn Sharratt's 'Clarity' work. The Pedagogical Mentor role continued to provide an important source of professional engagement and also served as a knowledgeable other who would source learning opportunities. Presentations by the Pedagogical Mentor continued to feature in all meetings in 2023.

Staff were also engaged in a Literacy program through the diocese.

The most significant Professional Development in 2023 came through the establishment of working relationships with our Primary Pathways schools. College staff ventured into these schools to begin to form relationships with students who were to join us as Year 7 in 2024. The teachers team-taught with their primary colleagues, and this provided invaluable learning about pedagogy and classroom approaches with the young students we would soon inherit. All staff involved found this a rewarding and renewing experience.

## Catholic Identity and Mission

---

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

St Francis Xavier's College is a Catholic Diocesan school, steeped in the Marist tradition. As such it seeks to answer a calling to be an educational arm of the local diocesan community, while aspiring to the values espoused by the founder of the Marist Brothers, Saint Marcellin Champagnat's whose mission was 'to make Jesus Christ known and loved'. He saw education as the way to lead young people to the experience of personal faith and to their vocation as good Christians and virtuous citizens.

As part of the College restructure, the College's vision, mission and values statement has been renewed in 2023 so that it is inclusive of all our students. The vision focuses on the College motto, 'Christus Lux Mea' (Christ My Light) and proclaims that as a community we seek to be the bearers of Christ's light for the world in a similar way to the missionary St Francis Xavier.

In pursuit of such a vision, our mission is supported in a practical way by four values: Family, Truth, Mercy and Service. Each value is derived from one of our College houses which are named after four significant religious orders who were foundational in establishing Catholic education within the diocese - Champagnat, Dominic, McAuley and MacKillop.

As a College, we seek to use the values of Family, Truth, Mercy and Service to prepare our graduates to be the bearers of Christ to the world.

In practical ways, the College actively supports the Marist Asia Pacific Solidarity (MAPS) projects and contributes both financially and in person (although the latter was again not possible in 2022 due to Covid-19).

A committed St Vincent de Paul group sees the students involved in contributing to the practical support of the less fortunate.

A number of students assist with classes as a service and as a part of a supportive network of Catholic teachers in several primary schools.

During the year Mass is celebrated weekly in the College Chapel. Celebrating Mass together is a significant start and finish for Yr 11 (and will be for Year 7) as is the Graduation Mass for Yr 12 and their families. Staff traditionally participate in a Spirituality Day focussing on the current Marist theme "Created and Called" (2023). The weekly College assemblies and staff briefings begin with reflective prayer. The College Community celebrate significant religious rituals throughout the year: Ash Wednesday, Easter and Christmas as well as participating in liturgies to recognise the founders of each House. Opportunities for further faith development are provided by the school's participation in the Marist run Footsteps Program and a variety of focussed Retreats. All Year 12 students attend a three day off-site Retreat which is a core aspect of every students' time at the College. This is a reflective time where students have the opportunity to deepen their relationship with themselves, others and their God. For many, this is a highlight of school life. These Retreats are run by the College staff and are conducted concurrently at six different sites. Formation of staff in preparation for these Retreats is also a focus and many staff took the professional development opportunity to work with Br Tony Leon in developing their understanding and capacity for this vital work.

Religious Education is foundational at the College. Studies of Religion (1 or 2 unit levels) which may contribute to a student's ATAR or Studies in Catholic Thought are elements of our religious education program. These courses are knowledge based and are part of the broad Religious Education Program. It is mandatory for students to study one of these courses. There is also an accelerated program on offer to the students in their study of Religion.

The College seeks to model and emphasise values that promote respect and responsibility. Accordingly, the College is a place where people are challenged to:

Respect each other, themselves, the wider community and the environment.

Be responsible for their own actions and be aware of the impact of their actions on other people.

Be aware of those in our own community, and the wider community, who are in need and respond to their needs as appropriate.

In order to encourage these values the College implements a variety of initiatives. These have included: special programs during Tutor Group lessons, special presentations highlighting the importance of values, opportunities to be involved in Social Justice Programs (both locally and internationally), collecting for a number of charities and involvement in the

outreach programs (St Vincent de Paul, teaching in primary schools, Marist Solidarity). Furthermore, the House and Tutor Group system has been significant in building and enhancing community, relationships, a sense of belonging and respect.

## Curriculum, Learning and Teaching

---

### Secondary Curriculum

The Secondary Curriculum follows the NSW Education Standards Authority (NESA) syllabus for each course offered as required for Registration and Accreditation under the Education Act 1990 (NSW) and implements the curriculum requirements of the Catholic Schools Office (CSO).

The Curriculum is structured around the outcomes and content for each learning area and general capabilities for learning across the curriculum including literacy, numeracy, information and communication technology, critical and creative thinking, ethical behaviour, personal and social competence and intercultural understanding.

St Francis Xavier's College (SFX), Hamilton, is a comprehensive, co-educational senior College catering for Years 11 and 12. SFX has a high quality, broad curriculum catering for the learning needs of a diverse array of students, enabling them to successfully meet the requirements of the Higher School Certificate (HSC), whilst preparing them to transition to a range of post-school options.

More than 50 different courses are offered onsite, while students also have the opportunity to complete courses through distance education and to engage with a range of co-curricular activities in the areas of performing arts, sport, public speaking and community involvement.

Students have access to refurbished learning spaces including multiple science laboratories, the College library, and music centre. Classrooms are air-conditioned to provide a year-round optimum learning environment and the campus also includes a multipurpose hall, a small theatre, Chapel, canteen, a special collaborative learning centre, a new Wellbeing space and a hospitality complex that also serves as a pre-school café for staff and students. A Year 7 wing has also been constructed in preparation for 2024.

The College provides specialist learning support for students with a disability, delivering discrete HSC Stage 6 life courses and also provides professional development and guidance to teachers to formulate adjustments to support students with a disability who are engaged in a mainstream HSC program.

SFX also provides accelerated programs in Mathematics and Studies of Religion to enhance the opportunities of talented students.

The College is currently engaging in a Leading Learning Collaborative with Lyn Sharratt to refine practices and ensure a focused and consistent approach in all of our learning endeavours. This is complemented by the diocesan LiFT initiative.

## Student Performance in Tests and Examinations

---

### Higher School Certificate (HSC) Diocese

The results of the College's Higher School Certificate (HSC) candidature are reported for particular subjects. The table provided shows the percentage of students who achieved in the top two bands and shows comparison with results from previous years.

NB: A number of new syllabuses were implemented this year which means there was a change in either subject name and/or course number. For this reason, results from previous years may appear as 0%. Some courses no longer run and therefore will show as 0%.

The results of students across the college continue to provide an appropriate reflection of the diverse range of students who are part of our community. Academically gifted students continue to excel in all domains while students of more humble capacity consistently overachieve which is reflected in the scarcity of results in the bottom two bands. The trend data reflects consistent growth for students in terms of their learning continuum.

Accelerated classes in both Mathematics and Studies of Religion have proven to be an important initiative, with a number of students in the accelerated classes performing exceptionally in their HSC examinations. As a college, the staff remain committed to the analysis of all available trend data and continue to dissect HSC Examination Committee responses to ensure that our practices remain current and appropriate.

Currently the College is undertaking a review of the impact of course selections on overall outcomes for students. There is a focus on ensuring that the best possible advice is received by students at the time of entering course preferences.

Higher School Certificate	<i>Percentage of students in the top 2 bands (Bands 5 and 6)</i>					
	2021		2022		2023	
	School	State	School	State	School	State
Community & Family Studie	60 %	32 %	53 %	33 %	65 %	36 %
Construction Exam	59 %	41 %	65 %	41 %	50 %	44 %
English (Advanced)	60 %	69 %	57 %	67 %	68 %	67 %
English Extension 1	85 %	94 %	88 %	93 %	100 %	94 %
Food Technology	44 %	36 %	35 %	30 %	56 %	30 %
French Beginners	75 %	51 %	43 %	43 %	67 %	43 %
History Extension	60 %	77 %	100 %	84 %	100 %	85 %
Mathematics Extension 2	100 %	87 %	33 %	85 %	100 %	86 %
Music 1	95 %	64 %	87 %	70 %	81 %	69 %
Textiles and Design	33 %	57 %	60 %	54 %	58 %	52 %

### Record of School Achievement (RoSA)

Eligible students who leave school before receiving their Higher School Certificate will receive the NSW Record of School Achievement (RoSA). The RoSA has been designed to provide grades for all Stage 5 (Year 10) and Stage 6 (Preliminary) courses completed during secondary education. In 2023, the number of students issued with a RoSA was 76.



## Pastoral Care and Student Wellbeing

---

### Pastoral Care Policy

The College's pastoral care and student wellbeing policies guidelines and procedures are informed by the [Student Wellbeing and Pastoral Care Policy](#).

The Student Wellbeing and Pastoral Care Policy 2022 aims to provide a framework for the policies, programs, resources and practices implemented at system and school level with the purpose of supporting and enhancing the wellbeing of students, and all within its school community. It refers to the overall climate of care that exists within a Catholic school.

The environment is designed to be safe and inclusive, one that promotes academic rigour. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents, and the wellbeing of all.

### Behaviour Management and Student Discipline Policy

The College's policies and procedures for the management of student behaviour are aligned the CSO [Student Wellbeing and Pastoral Care Policy](#) and to the [Suspension, Exclusion and Expulsion Procedure](#). The dignity and responsibility of each person is promoted at all times along with positive student behaviours whilst ensuring respect for the rights of all students and staff. Corporal punishment is expressly prohibited in this College. The College does not sanction administration of corporal punishment by College persons and non-College persons, including parents, to enforce discipline in the College. Further information about this and other related policies may be obtained from the College's website.

### Anti-Bullying Policy

The Catholic Schools Office has established an [Anti-Bullying Policy](#) which is implemented by our school and all schools in the diocese. It provides a framework for school communities to work together to prevent and address issues of student bullying, in order to build respectful relationships that respond effectively and sensitively to the needs of each person. The CSO monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the College's website, the administration office or at the CSO website.

## **Complaints Handling Policy**

The Diocese of Maitland-Newcastle has established a [Complaints Resolution Policy](#) which is implemented by our school and all systemic schools in the diocese. The rationale for the policy is that within the reality of the schooling experience, it is recognised that, from time to time, misunderstandings and differences of opinion will occur, and that these need to be resolved satisfactorily. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world. CSO monitors the implementation of this policy.

The full text of the [Complaints Resolution Policy](#) may be accessed on the College's website, the administration office or at the CSO website.

## **Initiatives promoting respect and responsibility**

All students at St Francis Xavier's College are supported in their growth to become young women and men who are ready to meet the challenge of being active and hope-filled citizens. They are challenged to recognise that they are responsible for the greater good in their world and that each of them has a role to play. This is realised in the daily life of the college and in the extracurricular opportunities provided to students. One of the fundamental tenets of the college is a belief that relationships are central to human existence. To this end, St Francis Xavier's College has well established programs that are directly focused on community and wellbeing. Year 12 retreats, leadership teams, orientation days, information evenings on contemporary issues, active engagement in the ANZAC Day memorial, extensive long tutor group programs, and house celebration days are important to the fabric of the college. Student leadership has led specific focus assemblies and days to raise awareness of global issues in the domain of respect and responsibility. Individual support is also emphasised through the provision of daily, onsite student counselling which has increased significantly over the last few years utilising a full-time Careers Advisor, Pastoral Care Worker, Beyond The Gates Worker, and school staff who are highly experienced in the welfare needs of Years 11 and 12 students. Students and staff are encouraged to work beyond the college confines to embrace social justice initiatives as a reminder of the fundamental calling of Christ to care for the poor.

## School Improvement

---

The College implements the system's review cycle of improvement which outlines the processes and benchmarks for creating the culture and practice of continuous improvement with students as the focus. Strategic Improvement Plans are future focused documents that map the College's directions, aimed specifically at improving educational and wellbeing outcomes for all students through the following areas:

- Catholic Identity and Catholic Curriculum
- Learning and Wellbeing

Each year, the College develops a Strategic Improvement Plan indicating the intended key improvements for student learning outcomes. A copy of the school's Strategic Improvement Plan may be obtained from the College administrative office.

### Key Improvements Achieved

Pedagogy has continued to be a central focus of our professional development programs in 2023. Aligned with the diocesan priorities established within the Leading Learning Collaborative, we have continued to deepen our commitment to a shared language in learning intentions, success criteria and feedback. Learning Walks and Talks have led to robust conversations about methodologies and best practices to deepen student learning. The most impactful of these classroom experiences have occurred in relation to our primary school visits, where almost half of our teaching staff have been engaged in developing their own practices through the wisdom of the practice of others.

There has also been significant growth in our understanding that we are all responsible for the learning of every student - there is a focus on collective efficacy. Conversations abound regarding 'our' collective students which is important as we seek growth universally throughout the College.

Increasing numbers of staff have now been exposed to DeCourcy materials and workshops to deepen our understanding of the data that is available to us, and to guide our improvement dialogue.

From a Catholic perspective, we have made considerable inroads this year in having our vision, mission and values shared and owned. While our vision statement was powerful in its own right, it was clear that it was not universally known or driving our daily action. 2023 saw us spend time as a College developing a deeper understanding of our mission in action.

### **Priority Key Improvements for Next Year**

The continuation of a renewal of pedagogy to embrace junior students will be central to all that is undertaken in 2024. Almost half of our teaching staff will still not engage in Year 7 classrooms in 2024, but will need to be ready to do so in 2025, so this will be an obvious area for focus.

Considerable resources will also be committed to ensuring that the College and its staff are ready for Stage 5 learning in the years ahead.

Junior enrichment programs are specifically on the agenda for further development.

Embedding the new vision, mission, and values particularly with Year 7 will be a focus as we welcome them into our 'Family'.

## Community Satisfaction

---

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the College has used a variety of processes to gain information about the level of satisfaction with the College from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups annually. This data is shared with the school community and contributes to the priorities for future planning.

### Parent satisfaction

While our survey data reflects that our parent body are not as involved with us as they have been at junior schools, this tends to be a natural occurrence given the age of our students. However, our parent body express ongoing satisfaction with the service provided and particularly highlight our strong wellbeing program.

2023 did see a substantial change in our parent relationships as we welcomed Year 6 parents to our site. The degree of satisfaction for these parents is very high as signified by our significant list of students waiting for a place in Year 7 after we have filled all vacant positions. Our parent body have expressed great satisfaction with the processes of transition and communication.

Our parent feedback remains consistently positive about the College and its staff in terms of the commitment and dedication to obtaining successful outcomes.

### Student satisfaction

While most students reflect on an enjoyable senior schooling experience, some identify challenges in realising future directions, expressing a struggle to connect purposefully. While Covid undoubtedly has a lingering part to play in this, it is an important challenge for the College. The arrival of Year 7 and building a six year culture, is seen as having considerable potential for us to further grow the sense of belonging for all students, as we recognise the importance of relationships on the learning journey.

Most students reflected an assurance in their safety in the College environment and could nominate at least one staff member from whom they could seek support if required. The Retreat experience according to student reviews remained a highlight of the year.

## Teacher satisfaction

Teacher responses in the Tell Them From Me Survey reflected commitment to learning and collegiality. The staff response to opportunities to engage with the transitional changes has been overwhelmingly positive. Staff highlight positive areas for students in learning that is visibly driven by the effective use of data. They also report a significant commitment to the community nature of the College that ensures a productive and positive workplace environment. Staff express a strong working relationship with the leadership of the College, though an area for growth is identified in the need to continue to support teacher development in the transition process.

# Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2023 year is detailed below:

Recurrent and Capital Income 2023	
Commonwealth Recurrent Grants <sup>1</sup>	\$12,817,339
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$3,423,171
Fees and Private Income <sup>4</sup>	\$3,914,217
Interest Subsidy Grants	\$14,868
Other Capital Income <sup>5</sup>	\$1,301,772
<b>Total Income</b>	<b>\$21,471,367</b>

Recurrent and Capital Expenditure 2023	
Capital Expenditure <sup>6</sup>	\$1,877,290
Salaries and Related Expenses <sup>7</sup>	\$16,407,025
Non-Salary Expenses <sup>8</sup>	\$4,415,480
<b>Total Expenditure</b>	<b>\$22,699,795</b>

**Notes**

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private income.
5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

END OF 2023 REPORT