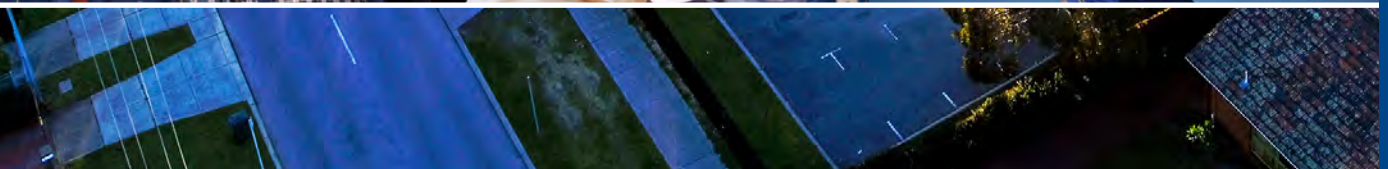
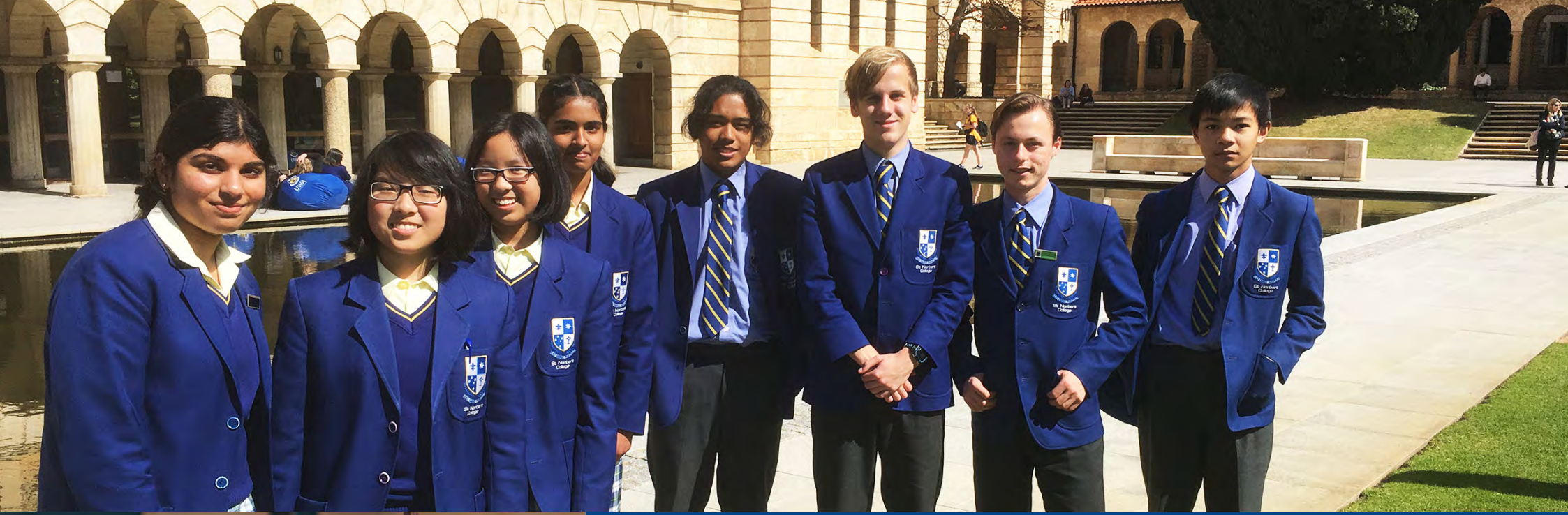


St Norbert College

ANNUAL REPORT 2018



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CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College of approximately 879 students in 2018 comprising Year 7 to Year 12.

We provide a Catholic education in the Norbertine tradition based on our values of Respect, Heritage, Community, Friendship, Adaptability and Commitment.

Every student who belongs to the St Norbert community is provided with a safe and nurturing learning environment which has its foundations in a strong vertical pastoral care system. Each student belongs to a Homeroom within the College House system. We continually encourage our students to strive for personal excellence and to be socially conscious young men and women.

We provide a broad educational experience. Senior students have access to a range of academic programs to suit their aptitude, interest and choice of vocation. St Norbert College is career focussed, providing counselling to senior students and a variety of certificate and ATAR courses that provide access to university, training providers and apprenticeship opportunities.

Committed teachers provide a future-focussed learning environment and challenge students to maximise their learning. The co-curricular opportunities including overseas educational trips, together with Specialised Basketball, Music, Drama, Dance, Art and Academic Excellence programs provide for diverse student interests. Student leadership and Ministry opportunities are extensive for Years 7-12.

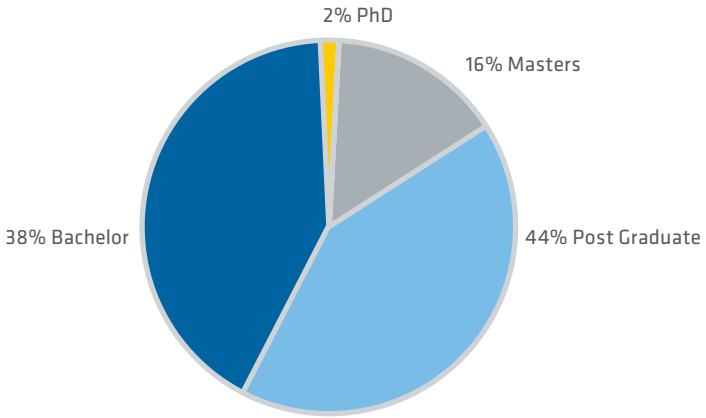
We work in partnership with families to encourage our students to reflect our College Motto: *'Ad Omnia Paratus'- Prepared for all Good Works.*

TEACHER STANDARDS AND QUALIFICATIONS

In 2018 St Norbert College had 104 employees made up of 66 teaching and 38 non-teaching staff, encompassing full-time and part-time employees. The pie chart below presents information on the 2018 teaching staff qualifications.

Our 2018 College annual, *Koinonia* lists each staff member's qualifications both teaching and non-teaching.

TEACHER QUALIFICATIONS



04

Workforce Composition

Teaching Staff	Male	26	Female	40	Indigenous	0
Non-Teaching Staff	Male	12	Female	245	Indigenous	1

Note: This is staff numbers, not FTE of staff employed.

STUDENT ATTENDANCE

Total attendance for students in Years 7 – 12 in 2018	94.18%
Year 7	95.72
Year 8	94.05
Year 9	93.17
Year 10	93.76
Year 11	94.63
Year 12	93.78

In 2018, a period by period based system was used for student attendance. Student attendance is carefully monitored through a variety of measures. When a student is recorded as absent during Homeroom and Period 1, an SMS is sent to verify the reason for the absence. By recess time, Leadership Team, Heads of House, Counsellors and teaching staff are issued with an Absentee Report of students who are absent for that day. Throughout the day, staff members are required to notify the office if any variations to the report occur and these absences are then followed up.

When the College has not received notification of an absence either by telephone, email or direct message, the absence is considered to be "unresolved". These absences are followed up upon the student's return to the College via an email, direct message or letter to the parent/guardian to confirm the reason for the absence. The same process is followed if a student arrives late to the College. All students are required to supply written confirmation of any absence. Information on the number of days absent is shown on both Interim and Semester Reports.

SENIOR SECONDARY OUTCOMES

The Year 12 students at St Norbert College have consistently achieved commendable results when compared with similar schools. The performance indicators demonstrate that students are provided with sound advice with regards to academic pathways and available options that are matched to interest, choice and availability. The features of the academic program include:

- A suite of courses and subjects to prepare all students for tertiary study (including university); vocational and training providers; apprenticeship and pre-apprenticeship programs and direct entry into employment.
- The provision of academic extension through classes within the curriculum; extra-curricular groups and activities and participation in academic competitions (E.g., Australian Mathematics Competition; Tournament of Minds; Scitech Challenge Day; Australian Brain Bee; the Australian Geography Competition and the Aurecon Bridge Building Competition).
- The St Norbert College *WorkPrep* programs that provides workplace learning; vocational (VET) and traineeship opportunities.
- Workshops for literacy and numeracy to maximise student achievement for NAPLAN; OLNA and beyond.
- Course specific excursions and incursions.

06

The St Norbert College co-curricular program provides students with learning to extend their capabilities beyond the formal curriculum, offering opportunities for growth and development of the whole self. The activities on offer at the College includes:

- The Student Ministry Program that incorporates Christian Service Learning and retreats
- The Student Representative Council
- College and House Captain roles
- Inter-House competitions (Sport and Cultural)
- The College Performing Arts program of Music, Dance and Drama Nights; the biennial Musical and Drama productions; the Talent Quest and comprehensive Dance, Drama and Music programs for all year levels

In addition, St Norbert College offers opportunities for students to represent the College through:

- Associated and Catholic Colleges (ACC) Sport that incorporates interschool carnivals (Swimming; Cross-Country & Athletics)
- Interschool Sport competitions for Australian Rules Football (AFL), Cricket, Touch, Netball and Soccer
- The Specialised Basketball Program for students to participate in the ACC Championships, SSWA Finals and the SASJ (Southern Associated Schools Junior Sport) competitions
- Cultural and Performing Arts including the Catholic Performing Arts Festival (music, dance and drama performances) and the Angelico Art Exhibition
- Tours and immersive cultural experiences.

ACADEMIC PERFORMANCE - CLASS OF 2018

Number of students	122
WACE Graduation Rate [CEWA Schools Graduation Rate = 95.7%]	99.2%
Median ATAR [CEWA Schools = 82.75%]	83
Top ATAR Student	99.6
Number of Students above 95	4
Number of Certificates of Distinction	2
Number of Certificates of Merit	5
Subject Certificate of Excellence	1
VET Certificates of Excellence	1
Number of Students completed Certificate II or higher	84

NAPLAN DATA

YEAR 7 2018

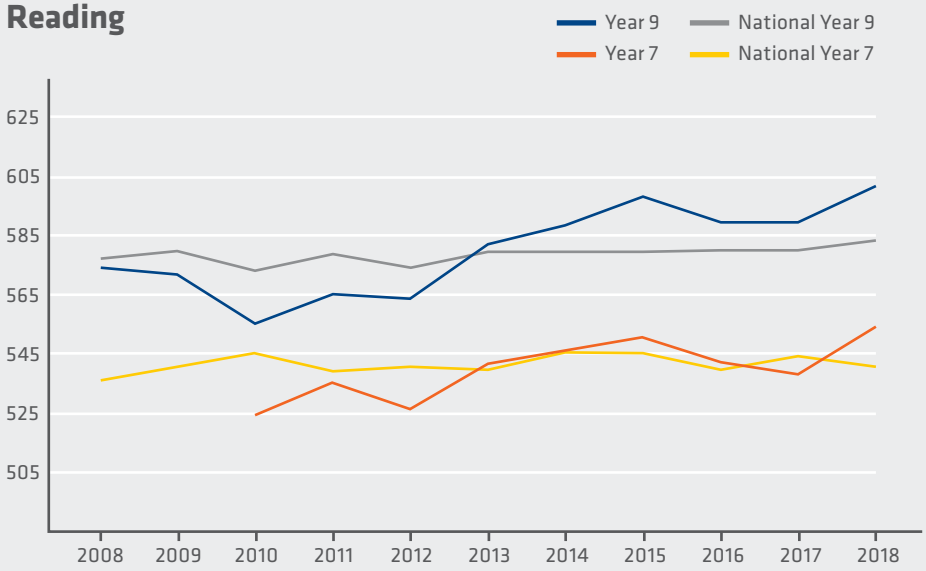
	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE
Reading	541	555
Writing (Persuasive)	505	525
Spelling	545	587
Grammar & Punctuation	544	572
Numeracy	548	567

YEAR 9 2018

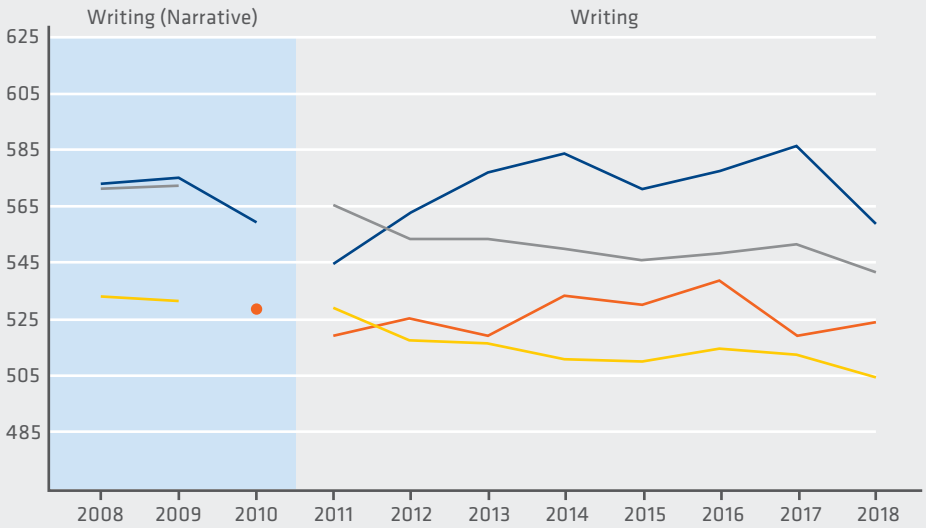
	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE
Reading	583	603
Writing (Persuasive)	542	559
Spelling	583	610
Grammar & Punctuation	580	595
Numeracy	596	607

ACADEMIC HISTORY – NAPLAN (2008 – 2018)

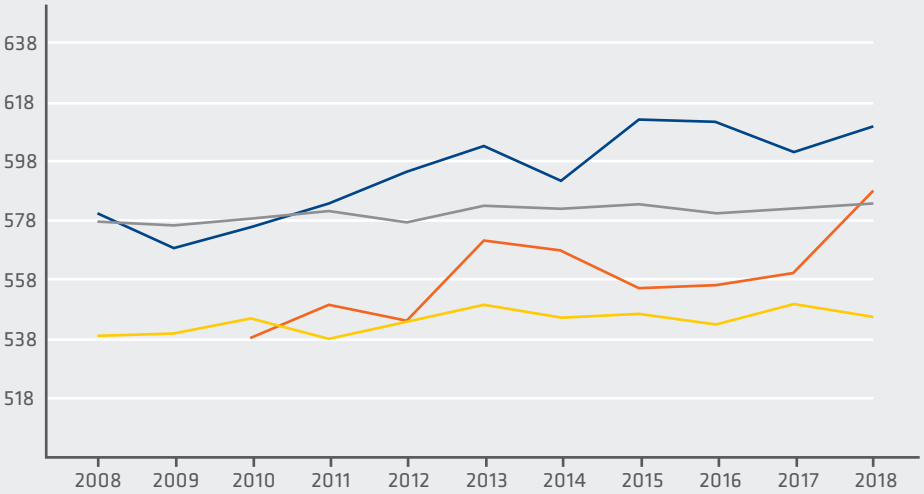
Reading



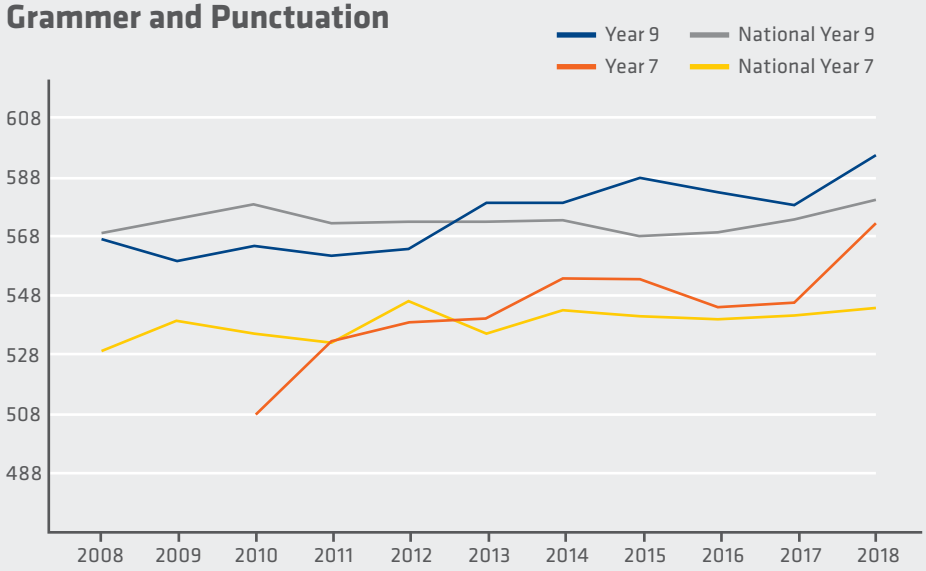
Writing



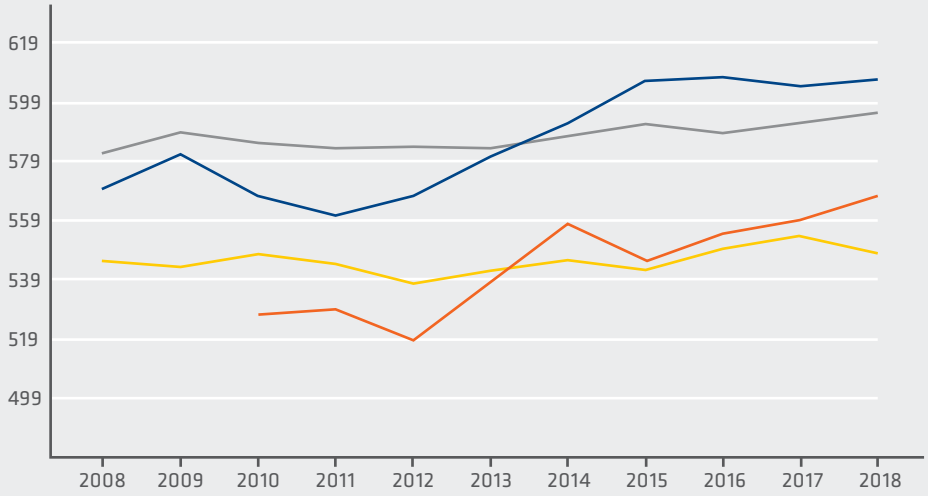
Spelling



Grammer and Punctuation



Numeracy



STUDENT SATISFACTION

All new students are welcomed to the College with an orientation program designed to ensure that their transition is smooth and allays any fears they may have about secondary school or commencing at a 'new school'. A series of activities are also organised early in the year to ensure that they get to know the College and feel comfortable with other students and staff.

Students have strong pride in the College and student leadership is encouraged in all years. The Student Representative Council (SRC) is very proactive in providing activities for all students. St Norbert College students demonstrate a keen desire to serve others and this is reflected by the service they give to external organisations and their generosity when we hold appeals in the College. The participation of our students in the Student Ministry program grows with each year.

Students are surveyed for their opinions and feedback about various aspects of College life, such as their first days at school. In addition all Year 12s complete an exit survey where they are given the opportunity to contribute to improvement strategies at the College for the students. Year 12 students are always positive about their experience and appreciative for the opportunities they receive at the College.

Some comments taken from the Year 7 student survey:

"I have enjoyed my classes and being with my new and kind friends, I have also loved being in drama club and I can't wait to audition for the musical, the teachers are also very nice. Also, having a canteen that is open daily, serving my favourite, pasta!"

"I look forward to assignments that allow me to be creative. I've recently had a few assignments involving iMovie or preforming. If assignments continue like that I'd very much look forward to those."

"I have enjoyed learning new things and doing the really fun electives."

Some comments taken from the Year 12 student survey:

"They provide a great sense of community in that they have multiple school events which allow the integration and socialisation of students and teachers."

"St Norbert College makes students aware of the very many pathway options, for example the use of a certificate IV in Business as a way to gain entry into uni."

"Provides many opportunities, whether it be academic, vocational or co-curricular, and is supportive of students' choices."

STAFF SATISFACTION

A very strong sense of community exists at the College and this can be attributed to the Norbertine Canons who live on site and have been at the heart of the College since 1965.

Staff have a high level of commitment to the College and its goals. They always endeavour to provide the best opportunities for the students. Staff have the opportunity to learn together and to enjoy social occasions together. The professional development program is organised and carried out by a group of teachers who have surveyed and listened carefully to their colleagues' needs.

There is a strong sense of collaboration and consultation amongst staff resulting in learning programs being developed at a high standard. Shared resources, classroom visits, teacher-led discussions about pedagogy and teacher mentoring are all indicators of a strong professional learning community.

Students have many opportunities to engage in the extra-curricular programs at the College. Staff are very generous with their time, sharing their own gifts and talents in a relaxed setting outside of class time. The activities and number of students on the campus well after the end of the school day is evidence of the commitment of staff.

PARENT SATISFACTION

Parents are acknowledged, by the College, as the first educators for their child(ren) and encouraged to be actively involved in their child's learning by communicating with teachers. Parent participation, involvement and feedback at the College is steadily increasing.

Parents are invited to be part of the Parent Committee. Parent Seminars are held to provide parents with information pertaining to teenage issues. The College Community Mass held in February attracts 2000 participants and the swimming and athletics carnivals always attract a significant number of parents and grandparents as spectators and helpers.

Every effort is made to communicate with parents effectively. Information is sent through SEQTA Engage and also the College Newsletter. Parents are encouraged to keep contact through the Parent Portal, email, telephone and by making appointments with staff.

Strong enrolments and the significant number of ex-students who wish to enrol their children suggest that the College is a school of choice. Regular positive feedback through letters and emails from parents and the wider College community confirms a high level of satisfaction with the College.

Comments taken from Parent Communications:

"I would like to draw attention to the behaviour of one of your teacher's that highlights the professional standards of the St Norbert's staff and for them to know that it is very much appreciated. They are setting a great example for our students and that can only enhance the reputation of the school. Sometimes the intangibles are more important than the tangibles". (Year 9 parent)

"Just a note to thank you and the community of St Norbert's for our time there. I wanted to ensure that I convey some of the amazing people that have made our son's stay at St Norbert's a positive one". (Year 12 parent)

"In my opinion, as a parent, decision of sending our child to St Norbert College is the best thing that ever happened in their school life. And this year success was possible due to the amazing effort, support and dedication of all the teachers who always go to extra lengths and tried their best to bring out our son's abilities and made it possible for him to pass this year smoothly with lots of achievements". (Year 8 parent)

"We are very grateful for all of the support from the St Norbert College staff and are very appreciative of their concern for our daughter's welfare, we have been particularly impressed with the Pastoral Care support and encouragement. We are looking forward to our son, commencing Year 7 at St Norbert College next year. We expect him to enjoy and appreciate the opportunity of attending such an excellent school". (Year 10 parent)

POST-SCHOOL DESTINATIONS

DESTINATION	PERCENTAGE
Direct University Entry (ATAR)	32%
Alternative Entry (Cert IV/Bridging Program)	29%
TAFE/Private RTO	21%
Work (Apprenticeship/Open Employment)	18%

SCHOOL INCOME

Please refer to the My School webpage for St Norbert College on the ACARA website at the following address: http://www.myschool.edu.au/

ANNUAL SCHOOL IMPROVEMENT

The academic highlight for the St Norbert College community was again the achievements of our Year 12 cohort from the class of 2018, following those of 2017. The 2018 results saw the cohort achieve a graduation rate of 99 per cent, a median ATAR that ranked the College 13th for Catholic schools in Western Australia, with all of our ATAR students receiving an offer to a public university in the Main Round. Further, all of our VET students achieved a Certificate II qualification or higher and 66 per cent of courses offered at the College for our Year 12 students had a mean above the State average.

Earlier this year, St Norbert College received formal congratulations from ACARA, who identified our school as having demonstrated substantially above average gain in reading and/or numeracy achievement, as measured by NAPLAN. Our NAPLAN results were again a credit to the hard work and diligent efforts of staff, students and families. The previous trend from 2014 – 2018 of above average gains in Reading, Writing and Numeracy were clearly evident again in the 2018 results. These above average gains are in comparisons to schools rated as having similar students.

A significant aspect of our College development was the work to complete our College Strategic Plan 2019 – 2021. The key focus areas of the previous plan were maintained as the College determined there was a need to refresh the previous plan, rather than engage in a full re-write, in an effort to consolidate the strengths and achievements of the previous four to five years at the College.

Student acknowledgement and recognition is a key aspect of our flourishing merit award and Academic Honours system at St Norbert College.

Key goals of the St Norbert College Annual School Improvement Plan 2019

The key goals for 2019 include a focus on the wellbeing of staff and students, reflection and collaboration and inclusivity, in an effort, to increase student outcomes through engagement;

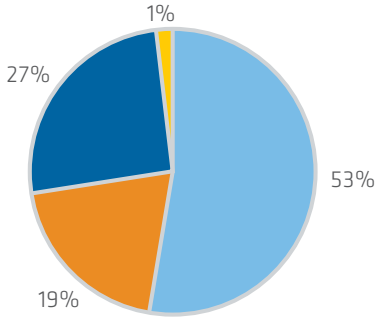
- Provide opportunities to enhance all staff and student understanding of Catholic faith and knowledge.
- Develop a Literacy Plan and Numeracy Plan to support a College-wide approach to improving literacy and numeracy rates for all students.
- Conduct an audit all College assessments against the SCSA Principles of Assessment.
- Implement and embed Positive Education into the Health Curriculum to promote wellbeing using the PERMAH model.
- Develop the Aboriginal Education Plan within the framework of the CEWA Aboriginal Education Transforming Lives: Strategy 2025.

FINANCIAL AND INFRASTRUCTURE REPORT

Planned Budget 2019 – Net Recurrent Income

Australian Government Recurrent Funding	8,716,153
State Government Recurrent Funding	3,161,084
Fees, Charges and Parent Contributions	4,433,045
Other Private Sources	105,000
Total Gross Income	**16,415,282**
Less Deductions	495,780
Total Net Recurrent Income	**15,919,502**

Total Gross Income



FROM THE ADVISORY BOARD

St Norbert College has been blessed over the past decades with quality teachers and particularly with good leadership. From the days of Mr Des O'Sullivan, our first lay principal through to successive appointees, a seamless transition has taken place. More recently we have seen that transition from Mrs Annette Morey to Mr Simon Harvey, equally seamlessly and equally continuing that record of quality leadership. This past year has seen not only consolidation in the leadership team but also further strengthening of our campus with the acquisition of additional property adjoining our grounds. We have also enjoyed a year's experience of our performing arts facility which was proven a most worthwhile extension to the College offering and fully justified the intense planning and financial commitment involved.

The leadership, quality teaching and the facilities we seek to provide enable the opportunity for your children to achieve their full potential, a task at the forefront of all at St Norbert College.

The College Advisory Board continues to provide thoughtful and prudent advice to the Norbertine Canons to assist the ongoing sound financial management of the College and to enable the facilities provided for both now and the future. There is still a level of uncertainty in the area of school funding and the timely payment of fees by our parent body remains essential in the pursuit of our aims.

Finally, I would like to thank my fellow Board members who in the College tradition are truly prepared for all good works to ensure that this great College continues as a school of choice and as a safe environment for all.

Mr Bernie Kerwin
Chair
St Norbert College Advisory Board

St Norbert
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