

# MORE THAN AN EDUCATION



## ST NORBERT COLLEGE ANNUAL REPORT 2017



St Norbert  
College





# CONTENTS

Contextual Information	3
Teacher Standards and Qualifications	4
Student Attendance	5
Senior Secondary Outcomes	6
Academic Performance - Class of 2017	7
NAPLAN Data	8
Student Satisfaction	9
Staff Satisfaction	10
Parent Satisfaction	10
Post-School Destinations	11
School Income	12
Annual School Improvement	13
Financial and Infrastructure Report	14
From the Advisory Board	15



## CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College of approximately 872 students in 2017 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.



03

TRADITION INNOVATION COMMUNITY

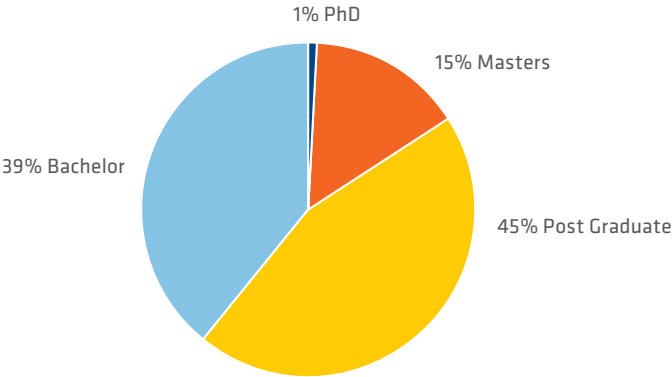


# TEACHER STANDARDS AND QUALIFICATIONS

In 2017, St Norbert College had 105 employees made up of 69 teaching and 36 non-teaching staff, encompassing full-time and part-time employees. The pie chart below presents information on the 2017 teaching staff qualifications.

Our 2017 College annual, *Koinonia*, lists each staff member’s qualifications, both teaching and non-teaching.

## TEACHER QUALIFICATIONS



04



## Workforce Composition

Teaching Staff	Male	25	Female	44	Indigenous	0
Non-Teaching Staff	Male	12	Female	24	Indigenous	0

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





## STUDENT ATTENDANCE

Total attendance for students in Years 7 – 12 in 2017	94.65%
Year 7	95.27%
Year 8	95.44%
Year 9	94.95%
Year 10	93.83%
Year 11	94.76%
Year 12	93.62%

In 2017, 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.



05





## 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.



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 include:

- 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 Nights; 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 and Athletics).
- Interschool sport competitions for Australian Rules (AFL); Netball and Soccer.
- The Specialised Basketball Program for students to participate in the Perth Basketball Association and the Southern Associated Schools Junior Sport competitions.
- Cultural and Performing Arts including the Catholic Performing Arts Festival (music performance) and the Angelico Art Exhibition.
- Tours and immersive cultural experiences.





## ACADEMIC PERFORMANCE - CLASS OF 2017

Number of students	126
WACE Graduation Rate	96.03%
[CEWA Schools Graduation Rate = 95.3%]	

Median ATAR	87.6
[CEWA Schools Media ATAR = 82.1]	

Number of Certificates of Distinction	3
Number of Certificates of Merit	13
VET Certificates of Excellence	1
Percentage of students undertaking vocational training (Achieved the Certificate II or higher)	58%

St Norbert College students achieved the 'Highest Performing' status in the following Year 12 ATAR Courses in 2017 (Highest mean scaled score in the 2017 WACE Examinations):

- Health Studies
- Physical Education Studies

Our students were also among the best performers in CEWA schools for:

- Computer Science
- Japanese – Second Language
- Psychology

07







# NAPLAN DATA

## YEAR 7 2017

	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE	% WHO SCORED AT OR ABOVE NATIONAL MINIMUM STANDARD (BAND 5)
Numeracy	554	559	96%
Reading	545	539	96%
Writing (Persuasive)	513	519	96%
Spelling	550	560	98%
Grammar & Punctuation	542	546	95%

## YEAR 9 2017

	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE	% WHO SCORED AT OR ABOVE NATIONAL MINIMUM STANDARD (BAND 6)
Numeracy	592	605	98%
Reading	581	590	97%
Writing (Persuasive)	552	586	93%
Spelling	581	601	97%
Grammar & Punctuation	570	579	95%







### Some comments taken from the Year 7 student survey:

*"Starting Year 7 has been a great experience. All the students at St Norbert are very kind and caring. Everyone I knew was really nervous, but I walked in with a lot of confidence. The teachers were all very understanding and kind."*

*"I really enjoyed the first week of school very much because we did fun activities and made new friends."*

*"I like that I have found friends that are in my class and Homeroom."*

*"I felt very nervous when I first came to this College. Now I feel very comfortable in this school making new friends."*

## 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 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 12 students 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 of the opportunities they receive at the College.



09



## 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 among 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.



# 10 SATISFACTION

## PARENT SATISFACTION

Parents are acknowledged as the first educators for their child(ren) by the College 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 annual

College Community Mass held in February attracts in excess of 2000 participants and the school swimming and athletics carnivals always attract a significant number of parents and grandparents as both 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 in 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.





## POST-SCHOOL DESTINATIONS

DESTINATION	PERCENTAGE
University Direct Entry (ATAR)	40%
University Alternative Entry (Cert IV/Bridging Program)	23%
TAFE/Private RTO	20%
Employment (Apprenticeship/Open Employment)	17%

11







12



## SCHOOL INCOME

For information regarding school income, please refer to the My School webpage for St Norbert College at the following address: <http://www.myschool.edu.au>.





13



## ANNUAL SCHOOL IMPROVEMENT

### Success Measures 2017

The academic highlight for the St Norbert College community was the achievements of our Year 12 cohort from the class of 2017, with a median ATAR that ranked the College in the top 4 for Catholic schools in Western Australia. Further, all of our VET students achieved a Certificate II qualification or higher; the cohort achieved a graduation rate of 96%; the College was ranked a top performing school in Health Studies and Physical Education Studies and was among the highest scores for CEWA schools in Computer Science, Health Studies, Japanese as Second Language and Psychology.

Our NAPLAN results were again a credit to the hard work and diligent efforts of staff, students and families. The previous trend from 2014 – 2016 of above average gains in Reading, Writing and Numeracy were clearly evident again in the 2017 results. These above average gains are in comparisons to schools rated as having similar students.

The Academic Excellence program is growing in strength and achievement since commencing in 2016. There were a number of notable achievements in 2017 including first place in the State Finals of the Brain Bee Challenge.

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 2018

The key goals for 2018 include a focus on the wellbeing of staff and students, reflection and collaboration and inclusivity, in an effort, to increase student outcomes through engagement:

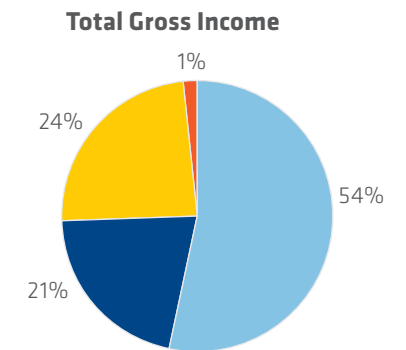
- Expose staff and students to programs and practices that will assist in the development of positive mental, emotional and social wellbeing.
- Equip our teaching staff to cater for students of diverse backgrounds and abilities.
- Develop an explicit Aboriginal Education Plan within the CEWA Aboriginal Education Transforming Lives: Strategy 2025.
- Increase opportunities for students to engage explicitly in the teaching and learning programs.
- Give staff the tools to engage and collaborate with peers to grow the capacity of staff to improve teaching and learning.



## FINANCIAL AND INFRASTRUCTURE REPORT

### Planned Budget 2018 – Net Recurrent Income

Australian Government Recurrent Funding	7,899,480
State Government Recurrent Funding	3,026,450
Fees, Charges and Parent Contributions	3,452,741
Other Private Sources	154,100
<b>Total Gross Income</b>	<b>14,532,771</b>
Less Deductions	694,784
<b>Total Net Recurrent Income</b>	<b>13,837,987</b>







## FROM THE ADVISORY BOARD

Each new College year commences with a sense of anticipation, of continuing to improve educational standards, of managing change and of meeting the challenges of the year ahead. 2017 was no different. The new state-of-the-art Xanten Performing Arts Centre was opened to wide acclaim, not just for the quality of the building but also for the facilities and opportunities it provides for our students.

Further progress has also been made in the acquisition of several properties adjacent to our campus that will provide further security and options for future use. The Board continues its role in the strong governance of the College and advice to the Norbertine Canons and Principal. As always the financial wellbeing of the College is at the forefront of that guidance and in times of economic tension and continuing political uncertainty on school funding we are fortunate to have College management and staff who understand well the need to live within our means. That task is undoubtedly aided by the timely payment of school fees by our parent body.

St Norbert College continues to offer outstanding education provided by dedicated teachers who genuinely want their students to succeed, not just academically but also as valued members of the community. This is underpinned by the support and spiritual nourishment the Norbertines provide. The College is truly blessed.



15





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