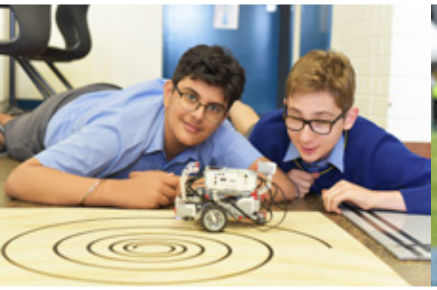


AD OMNIA PARATUS

St Norbert College

ANNUAL REPORT 2019

CONTENTS

Contextual Information	3
Teacher Standards and Qualifications	4
Student Attendance	5
Senior Secondary Outcomes	6
Academic Performance - Class of 2018	7
NAPLAN Data	8
Student Satisfaction	11
Staff Satisfaction	12
Parent Satisfaction	13
Post-School Destinations	14
School Income	15
Annual School Improvement	16
Financial and Infrastructure Report	18
From the Advisory Board	19

CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College of approximately 905 students in 2019 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.

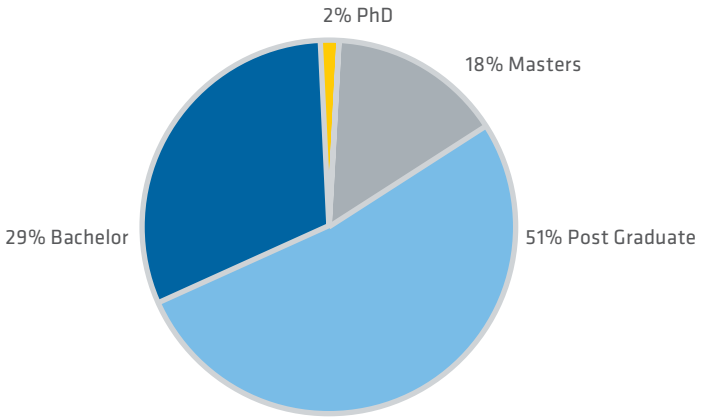
We work in partnership with families to encourage our students to reflect our College Motto: *'Ad Omnia Paratus'- Prepared for all Good Works.*

TEACHER STANDARDS AND QUALIFICATIONS

In 2019 St Norbert College had 104 employees made up of 66 teaching and 36 non-teaching staff, encompassing full-time and part-time employees. The pie chart below presents information on the 2019 teaching staff qualifications.

Our 2019 College annual, *Koinonia* lists each staff member's qualifications both teaching and non-teaching.

TEACHER QUALIFICATIONS



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Workforce Composition

Teaching Staff	Male	25	Female	41	Indigenous	0
Non-Teaching Staff	Male	11	Female	24	Indigenous	1

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

STUDENT ATTENDANCE

Total attendance for students in Years 7 – 12 in 2019	94.75%
Year 7	95.22
Year 8	94.66
Year 9	94.49
Year 10	93.90
Year 11	95.07
Year 12	95.19

In 2019, 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 Twelve 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 2019

Number of students	117
WACE Graduation Rate	94.9%
Median ATAR (Ranked 10th across all WA Catholic schools and 29th in secondary schools in WA)	83.4
Top ATAR Student	99.45
Number of Students above 95	7
25% ATAR students achieved a ranking above 90 (in the top 10% in the state)	
89% ATAR students received an offer to a public university in the main round	
Number of Certificates of Distinction	1
Number of Certificates of Merit	11
Subject Certificate of Excellence	1
VET Certificates of Excellence	3
VET Exhibition	1
100% of our VET students completed a Cert II or higher in VET programs (68 students)	

08

NAPLAN DATA

YEAR 7 2019

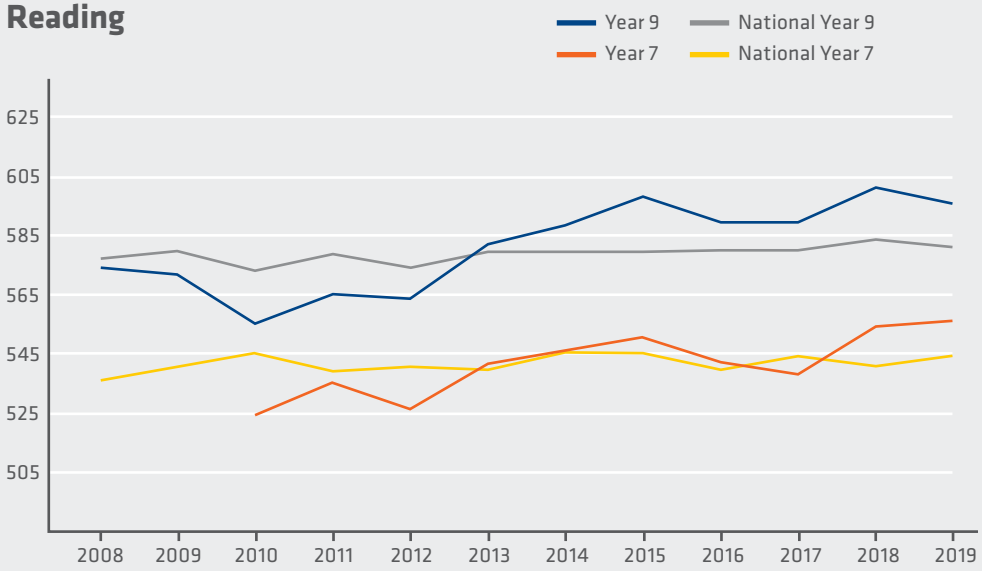
	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE
Reading	546	557
Writing (Persuasive)	513	535
Spelling	546	575
Grammar & Punctuation	542	559
Numeracy	554	574

YEAR 9 2019

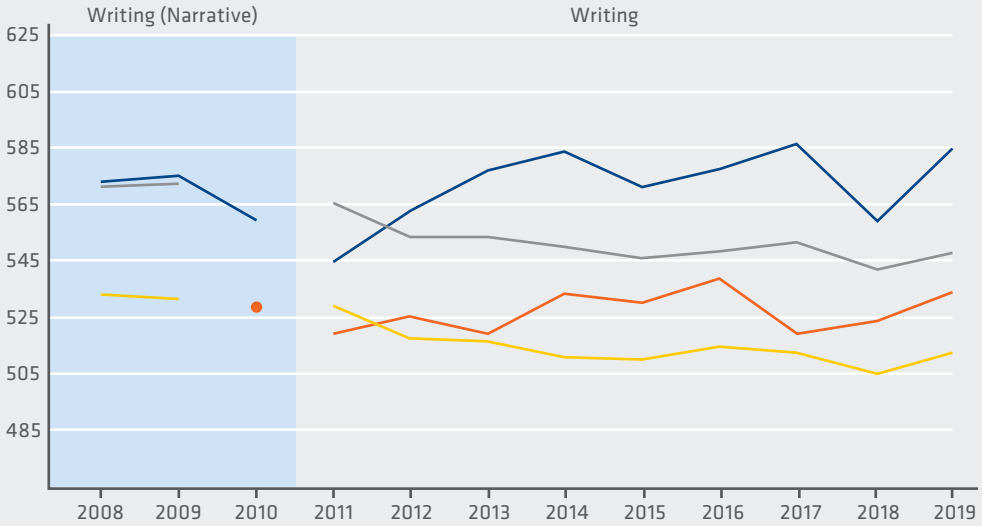
	ALL AUSTRALIAN SCHOOLS AVERAGE	ST NORBERT COLLEGE AVERAGE
Reading	581	596
Writing (Persuasive)	549	587
Spelling	582	604
Grammar & Punctuation	574	583
Numeracy	592	599

ACADEMIC HISTORY – NAPLAN (2008 – 2019)

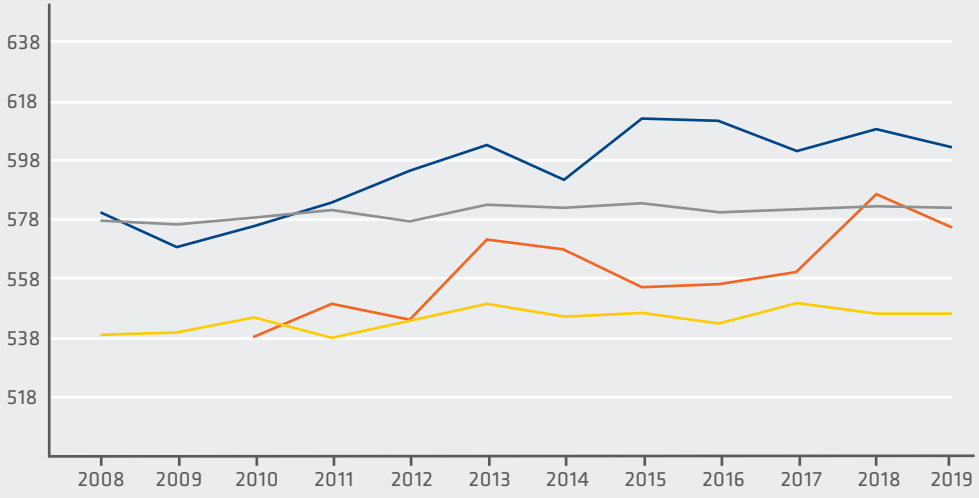
Reading



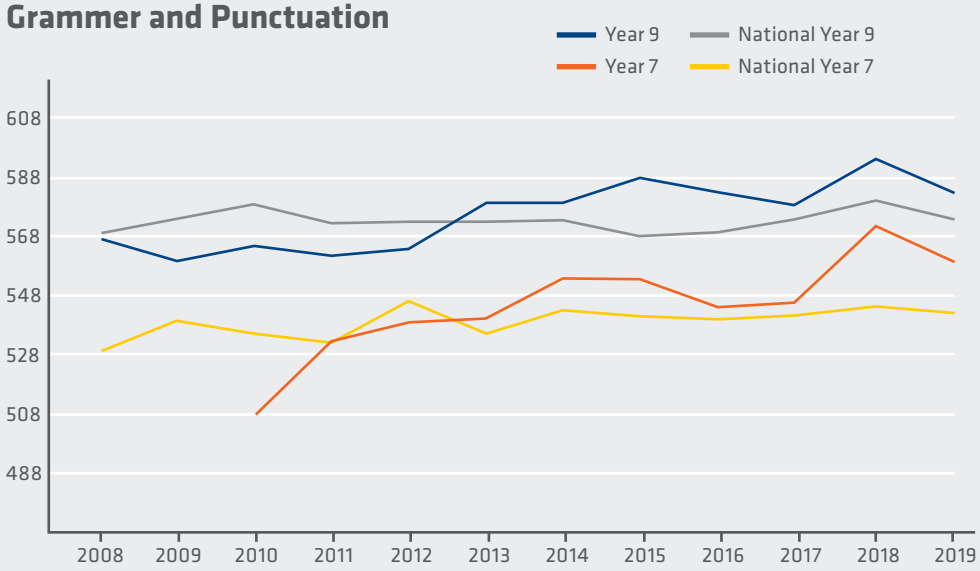
Writing



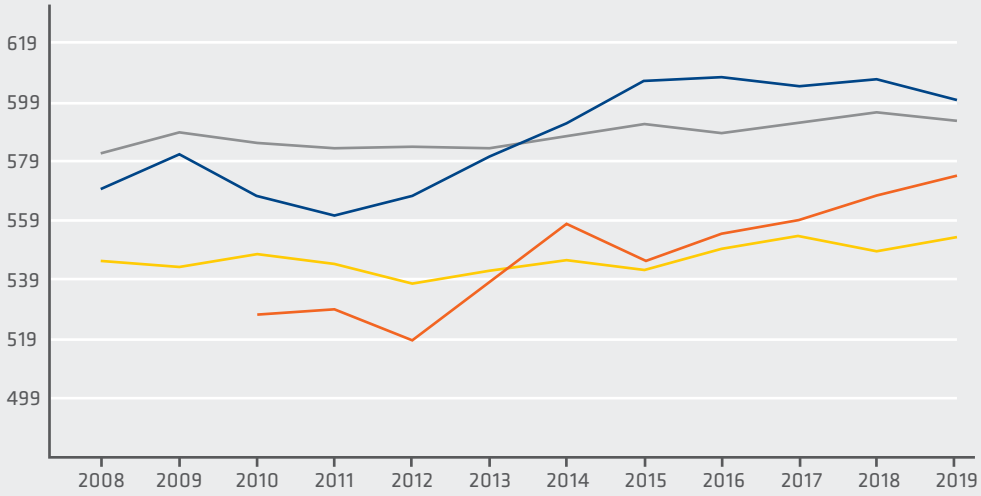
Spelling



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:

"In my primary school there was a lot of bullying towards the other kids and most people were quite rude (but not all) but in Saint Norbert, there is not much being rude or anything like that. I feel safe, welcome and happy"

"I've enjoyed all the classes and amazing teachers. The classes aren't all boring and bad, they are fun and exciting. The teachers are so kind and friendly to us."

"I have enjoyed making new friends and learning new things. But I especially loved doing electives because you can have fun while learning."

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.

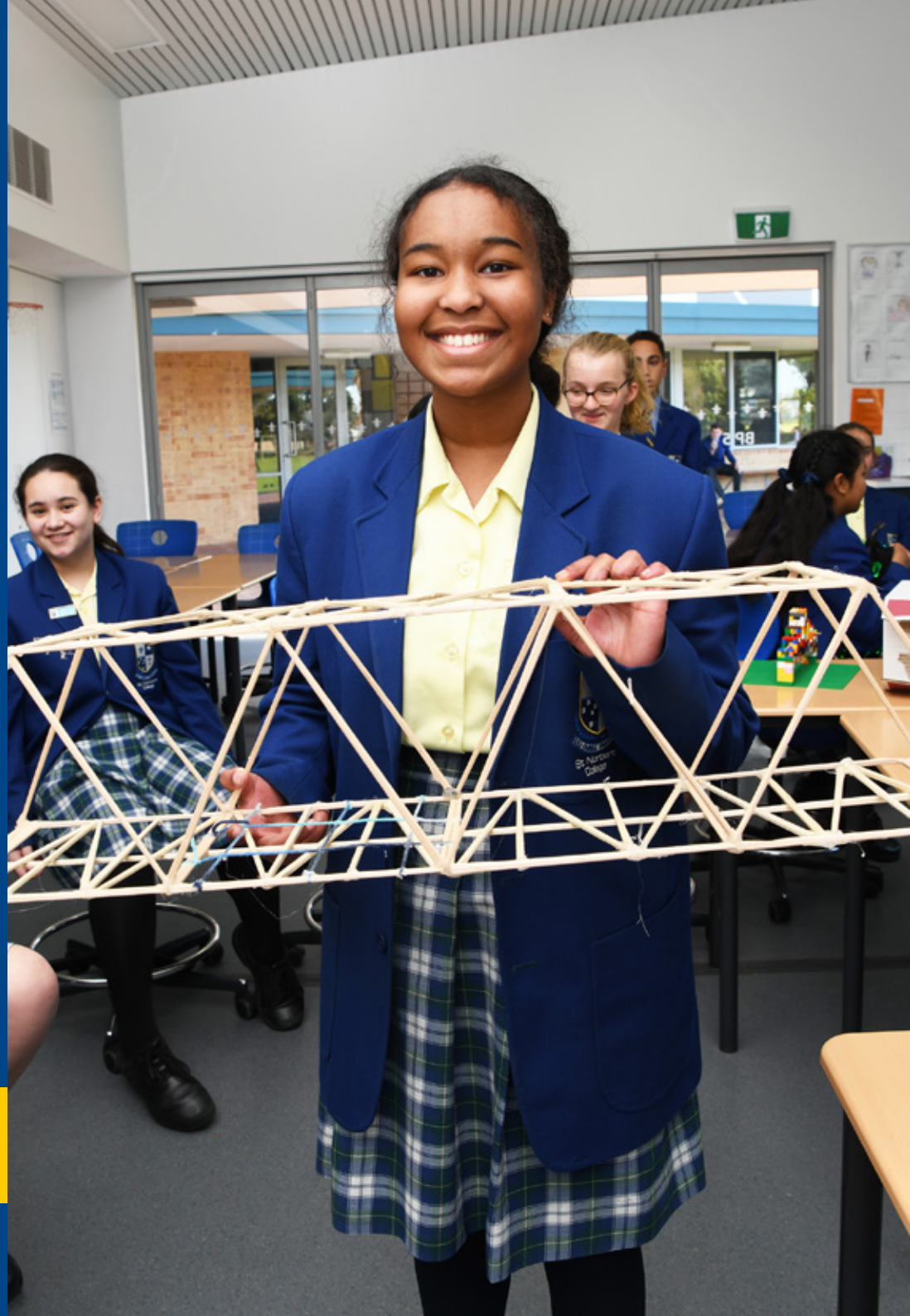
There is a strong sense of collaboration and consultation amongst staff resulting in learning programs being developed at a high standard. Shared resources, classroom visits, teacher-led discussions about pedagogy and teacher mentoring are all indicators of a strong professional learning community.

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.

"Hi All,
I wanted to say thanks to the staff at St Norberts for your help and time on behalf of the students and myself attending the MPA Vet in schools program at St Norberts on Thursdays.

We've had a great time and the staff have made us very welcome. Special thanks to Mark Lawson for putting up with us and sharing his knowledge and experience and also for providing the opportunity for the students to carry out real work related activities.

Regards Peter Zappa."



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 spoke to some of the staff both Friday night at the year 12 Graduation and last night at the Presentation night. Would like to express our sincere thanks to all the staff at the college for producing the likeable caring son that I have. He is very well prepared for what lays ahead of him. We have had some challenges along the way with him but St Norbert's Staff have kept on encouraging him. Special thanks to Mrs Rodgers Home room T1 who has been there since Day 1. We as a Family wish the school all the very best for the future. (Year 12 Parent)

"I've probably sent this too late for you to read this year but hopefully you see it in the New Year. I just wanted to say a big thankyou on behalf of my family to you and your staff for all the support you have given my family over this difficult year. It has really been appreciated, particularly all the assistance when my daughter needed to be visited twice a day by the PCH nurses for her antibiotics. It was managed sensitively and efficiently. The care for her needs was outstanding. St Norbert continues to have that strong community feel that originally drew us to the school. (Year 7 parent)

"I understand this is an extremely busy time of the year for you, but I wanted to take the time to bring to your attention and show my appreciation for the care the teachers have for the students. Ms Melda Lim taught my son this year in Advanced Maths. He has only been in a mainstream maths class til this year. Throughout the year Ms Lim had kept me updated with his assessment results and how he was going and what he required to maintain his grade. I have emailed Ms Lim expressing my appreciation of how she worked with him and his applying himself achieving the high results. I truly believe the credit goes to Ms Lim as a teacher putting in the time as much as my son because she gave the time and he listened. I appreciate my son is only young and has many more years ahead of him but I just wanted to acknowledge Ms Lim to you for the great work. You should be proud to have her as a teacher at St Norbert College. Thank you. (Year 8 parent)

POST-SCHOOL DESTINATIONS

DESTINATION	PERCENTAGE
Direct University Entry (ATAR)	40%
Alternative Entry (Cert IV/Bridging Program)	30%
TAFE/Private RTO	12%
Work (Apprenticeship/Open Employment)	17%

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. The 2019 results saw the cohort achieve a graduation rate of 94.9%, a median ATAR that ranked the College 10th 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% of courses offered at the College for our Year 12 students had a mean above the State average.

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 2019 results. These above average gains are in comparisons to schools rated as having similar students. Our 2019 cohort results in all NAPLAN assessments were again above the National means for Year 7 and Year 9 students.

Notwithstanding these excellence achievements, the College still considers it imperative to develop a Literacy Plan and Numeracy Plan to support a College-wide approach to improving literacy and numeracy rates for all students.

In addition, the College has focussed resources in practicing sustainability across the school community and is very proud of the incredible work of our student-led Climate Canons sustainability group.

History, faith and tradition remain essential elements woven throughout the fabric of our College operation and leadership. Wherever possible, we remind ourselves of the uniqueness of our history here and the need to celebrate the richness of our community.

Key goals of the St Norbert College Annual School Improvement Plan 2020

The key goals for 2020 include a focus on the wellbeing of staff and students, reflection and collaboration and inclusivity, in an effort, to increase student outcomes through engagement;

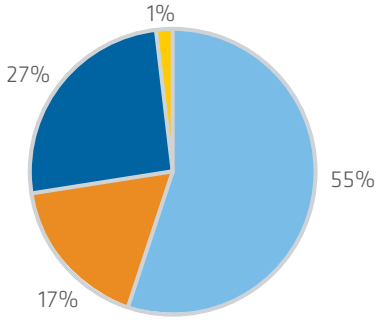
- Foster opportunities for staff, students and community members to participate in the liturgical experiences of the Sacraments, Liturgy and Prayer (in the Norbertine tradition).
- Continue to nurture a culture of Christian service and active response to those in need.
- Review the College Assessment Policy to ensure that is both up-to-date and robust for the changing curriculum demands placed upon the College.
- Conduct an audit all College assessments against the SCSA Principles of Assessment.
- Co-curricular opportunities at the College are varied and involvement is balanced and monitored for staff and students.
- Audit College events to ensure that they add to the development of staff and students. (e.g. meetings, excursions, tours, immersions, sports etc.)
- Investigate models for evidence based reflection of teaching practices.

FINANCIAL AND INFRASTRUCTURE REPORT

Planned Budget 2019 – Net Recurrent Income

Australian Government Recurrent Funding	9,555,328
State Government Recurrent Funding	2,987,477
Fees, Charges and Parent Contributions	4,699,410
Other Private Sources	115,000
Total Gross Income	**17,357,215**
Less Deductions	329,152
Total Net Recurrent Income	**17,028,063**

Total Gross Income



FROM THE ADVISORY BOARD

St Norbert College is now clearly a school of choice for parents and this is reflected in record applications for enrolment. Managing this and the ever increasing costs of providing the facilities and services expected while keeping fee increases to the bare minimum has provided further real challenges.

2019 was also a year of change and renewal in the composition of the College Advisory Board. We have seen the departures of Paul Kelly and Carolyn Pen, long standing and loyal supporters, after many years of service. We have farewelled Ubaldo Salvucci whose work commitments have overtaken his ability to serves as a Board member. We offer our sincere thanks to each of them.

I would like to extend a warm welcome to Natasha Waterford and Kimberly Brosztl, recent appointees to the Advisory Board and wish them well in their new roles. Finally, to my fellow Board members I offer heartfelt thanks for their willingness to serve in true Norbertine tradition, Prepared for All Good Works.

Mr Bernie Kerwin
Chair
St Norbert College Advisory Board

St Norbert
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