



St Norbert  
College

# ANNUAL REPORT 2021





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## CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College of more than 900 students in 2021 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 intrastate educational trips, together with Specialised Basketball and Football, 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.*



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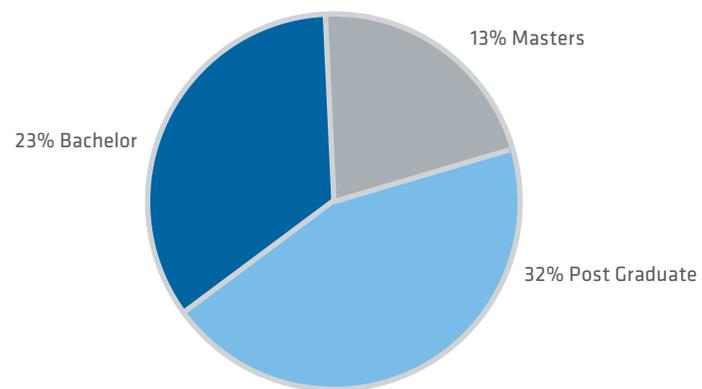


## TEACHER STANDARDS AND QUALIFICATIONS

In 2021 St Norbert College had 105 employees made up of 68 teaching and 37 non-teaching staff, encompassing full-time and part-time employees. The pie chart below presents information on the 2021 teaching staff qualifications.

Our 2021 College year book, *Koinonia* lists each staff member's qualifications both teaching and non-teaching.

### TEACHER QUALIFICATIONS



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### Workforce Composition

Teaching Staff	Male	24	Female	43	Indigenous	1
Non-Teaching Staff	Male	10	Female	26	Indigenous	1

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



## STUDENT ATTENDANCE

Total attendance for students in Years 7 – 12 in 2021	92.56%
Year 7	94.77
Year 8	92.89
Year 9	91.33
Year 10	91.29
Year 11	92.73
Year 12	92.35

A period by period based system is 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.

Heads of House and Deputy Principals monitor students whose attendance rate falls below 90% and communicate with parents/guardians to encourage improvement.



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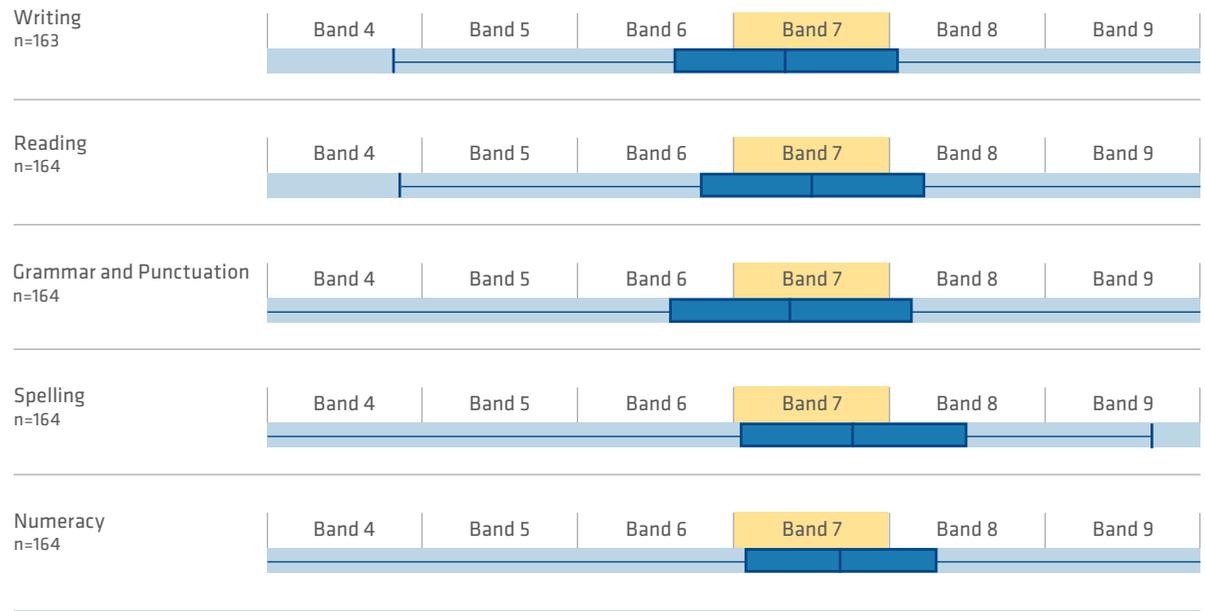
## NAPLAN DATA

The NAPLAN results for 2021 indicate that the Year 7 cohort has performed above expectations in Spelling and Numeracy, as expected in Reading and within the typical range for Writing and Grammar and Punctuation – see Figure 1.

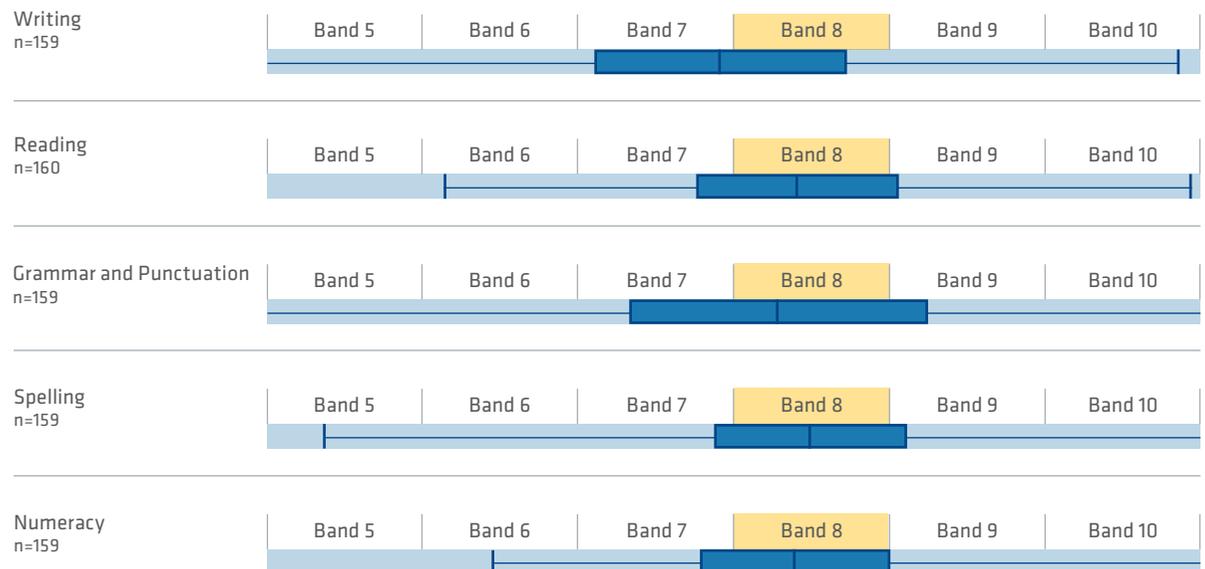
The Year Nine cohort demonstrated results as expected for Reading, Spelling and Numeracy and towards the lower expected range for Writing and Grammar and Punctuation – see Figure 2. In evaluating the school performance over time (2016 – 2021), the

College has continued to perform above the national and state averages and above the CEWA average for most areas aside from Year 9 Reading and Writing in 2021. – See Figure 3.

**FIGURE 1: Year 7**

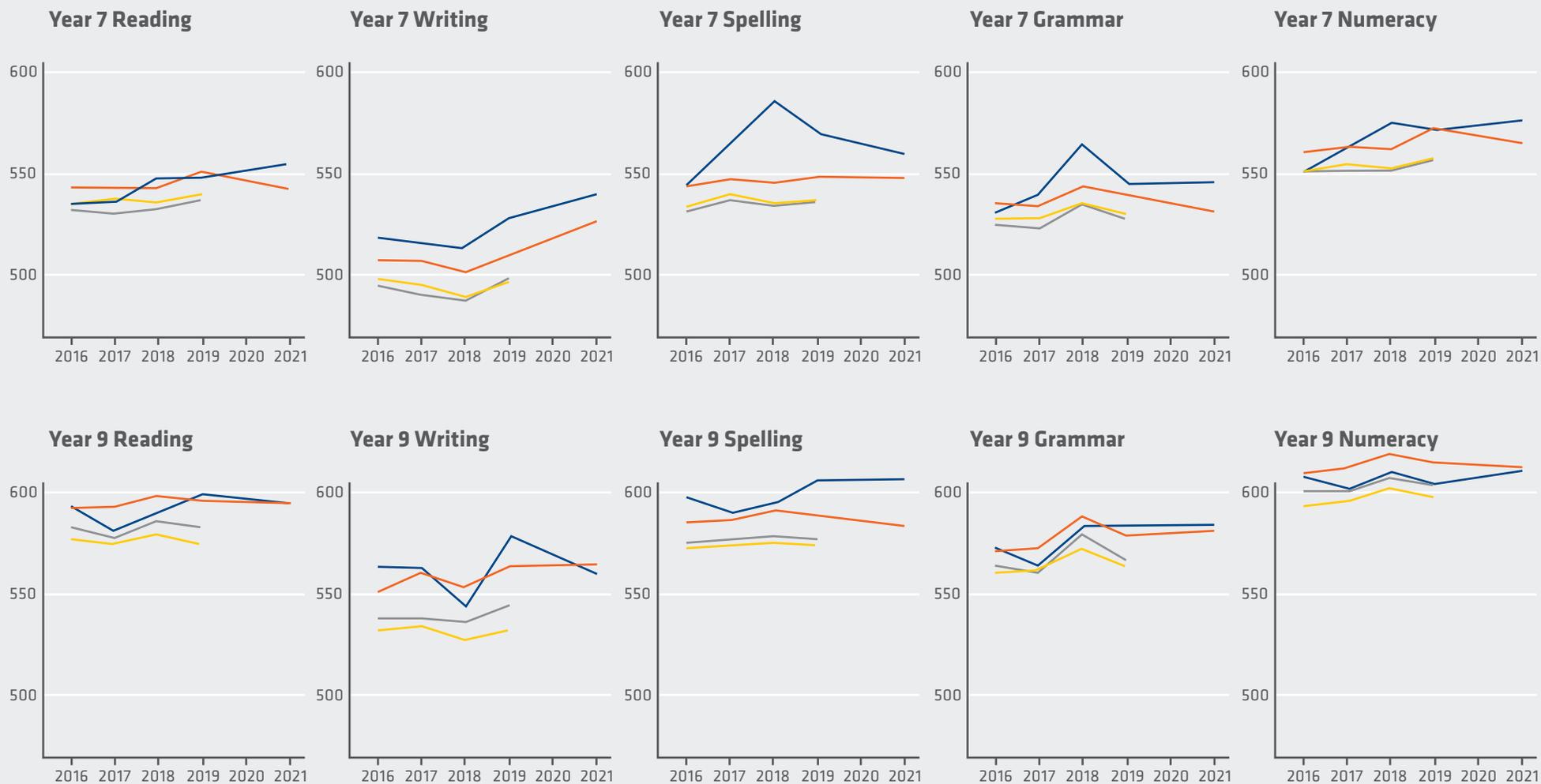


**FIGURE 2: Year 9**



**FIGURE 3: SCHOOL ACHIEVEMENT OVER TIME (2016-2021)**

— School — State — CEWA — National



A further analysis reveals the relative Mean Score of St Norbert College for the respective NAPLAN cohorts in comparison to CEWA schools:

### YEAR 9 MALE 2021

	ST NORBERT COLLEGE AVERAGE	CEWA AVERAGE
Reading	594	594
Writing	559	564
Spelling	605	583
Grammar	583	580
Numeracy	609	611

### YEAR 7 MALE 2021

	ST NORBERT COLLEGE AVERAGE	CEWA AVERAGE
Reading	556	544
Writing	540	528
Spelling	560	548
Grammar	546	533
Numeracy	576	566

### YEAR 9 FEMALE 2021

	ST NORBERT COLLEGE AVERAGE	CEWA AVERAGE
Reading	608	603
Writing	596	594
Spelling	602	596
Grammar	607	595
Numeracy	604	599

### YEAR 7 FEMALE 2021

	ST NORBERT COLLEGE AVERAGE	CEWA AVERAGE
Reading	557	554
Writing	556	551
Spelling	574	559
Grammar	564	551
Numeracy	562	551

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## 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 they become familiar with 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 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 in which 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 hanging out with my new group of friends. I have also enjoyed Harmony Day, Kilnacrott Day and Cross Country."*

*"I have enjoyed Library - the thing I like about library is the teacher Ms Smith. Mostly because Ms Smith is very kind and understandable. The other thing is sport, I have enjoyed all the sports activities during this subject and much more."*

*"I have enjoyed the kindness and compassion people have shown to me at this school and I loved anime club because it helped me understand different people and people just like me."*

### Some comments taken from the Year 12 student survey:

*"The school was able to provide me with exceptional support in pursuing my academic endeavours. It was also exceptionally positive in making sure that students were well-supported throughout their endeavours, shown by the school's efforts to meet with students both as a year group and individually."*

*"The St Norbert College community is very supportive of each other and I've had experiences throughout my time at the College which exemplify this. Studying at the College has also given me a myriad of opportunities: such as attending Australian Catholic Youth Festival; Pedal Prix Challenge in Busselton; and being able to do work experience in Year 10 at a medical centre and hospital – without having to go to TAFE – through the Careers & Enterprise elective, to name a few."*

*"The amount of effort and time that the school puts into its students is astonishing and is one of its best and most defining features. I think that they (staff) try and even, though they miss the mark sometimes it's still evident of the amount of effort put into it."*

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## 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.

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## PARENT SATISFACTION

Parents are acknowledged, by the College, as the first educators for their children and are 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:

*"The main reason for writing to you is to thank you and the teaching staff and the admin staff for their kindness, love, devotion and time spent teaching and guiding our daughter while reinforcing the values, attitudes and responsibilities we have tried to instill in her at home. From Day 1 of Year 7 to today we have repeatedly commented that we are so thankful that we chose St Norbert College. If there was a Dux Award for the best high school, St Norbert would be the sure winner. Again, thank you so very much." \_ Year 12 parent*

*"Mr Harvey, I would like to commend your staff on the compassionate manner in dealing with both my sons and also their professionalism. Your VET staff have done a fantastic job in ensuring that both boys get work placements even at short notice. My son has been offered an apprenticeship with the workplace learning company that he is presently with, which is amazing." \_ Year 11 and 12 parent*

*"We wish to say a big thanks to each of you. Last week was a tough week (for our family), and your kind words and amazing pastoral care helped (our girls) get through. Thanks for taking the time out of your day to ensure that the girls were okay – for the hugs and for allowing them the time to leave class to have a moment if needed. Special thanks to Mrs Leon Rogers – you are an amazing "school Mum" and it is reassuring to know the girls can go to you if they need. Thanks to each and every one of you. Simon, you have an amazing staffing team, and the pastoral care has been fantastic." \_ Year 8 and 12 parent*



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## ACADEMIC PERFORMANCE - CLASS OF 2021

Number of students	131
WACE Graduation Rate	95.4%
Median ATAR (Ranked 10th across all WA Catholic schools and 29th in secondary schools in WA)	79.5
Top ATAR Student	96.45
Number of Students above 95	2
92% ATAR students received an offer to a public university in the main round	
Number of Certificates of Distinction	1
Number of Certificates of Merit	15
VET Exhibition Award	1
VET Certificates of Excellence	2
100% of our VET students completed a Cert II or higher in VET programs	

## 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 and the Australian Geography 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.



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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 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 Rugby, Netball and Soccer
- Specialised Basketball and Specialised Football programs leading to 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.

# POST-SCHOOL DESTINATIONS

DESTINATION	PERCENTAGE
Direct University Entry (ATAR)	33%
Alternative Entry (Cert IV/Bridging Program)	28%
TAFE/Private RTO	12%
Work (Apprenticeship/Open Employment)	27%



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## 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/>





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## ANNUAL SCHOOL IMPROVEMENT

The academic results for 2021 again highlights the achievements by students in the Year 12 cohort. The Class of 2021 achieved a graduation rate of 95.4%, with a median ATAR of 79.5. Furthermore, 74.6% of ATAR students received a Main Round offer to a public university, and 58% of students achieved a Certificate III in Years 10 – 12.

The College continues to work to assist all students to achieve the required standards for literacy and numeracy, and in 2021 the following results were achieved:

- 100% of Year 12 students achieved the required standard for Writing (51.9% pre-qualified through Year 9 NAPLAN in 2018)
- 100% of Year 12 students achieved the required standard for Reading (67.9% pre-qualified through Year 9 NAPLAN in 2018)
- 97% of Year 12 students achieved the required standard for Numeracy (65.7% pre-qualified through Year 9 NAPLAN in 2018)

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 2021

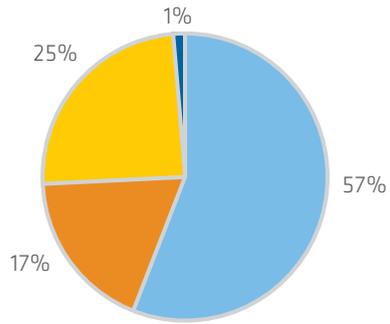
The key goals for 2021 included a focus on the wellbeing of staff and students, reflection and collaboration and inclusivity to increase student outcomes through engagement;

- Deepen opportunities to enhance community understanding of Catholic (and Norbertine) faith and knowledge.
- Consolidate staff and student spirituality and the practice of reflection.
- Align the Professional Enhancement Program with the development of the College's Vision for Learning.
- Upskill teaching staff to be more confident and capable in using data to inform their Teaching and Learning.
- Provide a work environment that promotes staff and student wellbeing
- Relationship building between staff, with students and parents/carers.
- Build and strengthen links between the College and Catholic groups within the community.
- Ensure staff are competent in attending to the learning needs of Aboriginal students at the College.
- Provide agency and opportunity for student 'voice' to be included in the forward planning for the College.



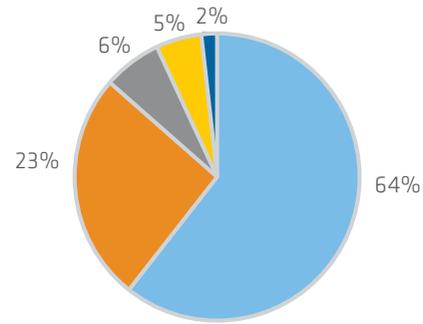
# FINANCIAL REPORT 2021

Sources of Revenue



- Australian Government Recurrent Funding
- State Government Recurrent Funding
- Net Tuition Fees
- Other Income

Expense Distribution



- Teaching Expenses
- Administration Expenses
- Maintenance and Minor Capital
- Depreciation
- Other Expenses



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## FROM THE ADVISORY BOARD

The challenges presented by the COVID-19 virus continued albeit with a lessening impact in 2021. Once again the Leadership Team, headed by the College Principal, Mr Simon Harvey, with the exceptional support of teachers and staff, was successful in creating a learning environment adapted to those changed circumstances. We are all blessed with their quality and commitment to the education safety of our children.

The continuing embellishment of the reputation of the College as a place of learning and a school of choice is well demonstrated by a very strong demand for enrolment for future years. All of this has been achieved while also looking to the future. The College Advisory Board has continued its role providing sound, prudent oversight and input into the College financial structure and, early next year we will see the commencement of building work for additional classrooms and enhancement of some

I once again thank all parents who in spite of economic challenge have maintained their fees commitment to the College, essential in closing the gap between State and Federal grants and our operating costs which enables us to continue to provide the best facilities for education.

I will relinquish my position as Advisory Board member and Chair at the end of the year and offer my best wishes to my successor, Mr Robert Spiegl, and thank him and all of my colleagues for their support and commitment to St Norbert College.

Mr Bernie Kerwin  
Chair  
St Norbert College Advisory Board

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