



St Norbert
College

ANNUAL REPORT 2022





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CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College of over 900 students in 2022 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 and include annual immersions, retreats and service opportunities.

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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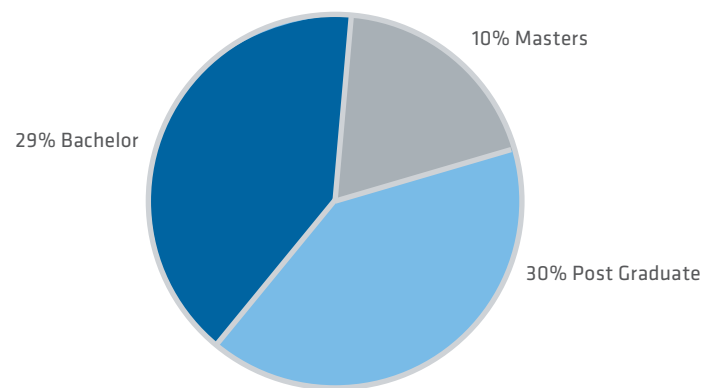


TEACHER STANDARDS AND QUALIFICATIONS

In 2022 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 2022 teaching staff qualifications.

Our 2022 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	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 2022	89.23%
Year 7	91.24
Year 8	90.22
Year 9	89.6
Year 10	88.24
Year 11	87.38
Year 12	88.7

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, Head of Year 7, Counsellor and Psychologist 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 achievement data for Year 7 and Year 9 NAPLAN (mean scores) in the following table shows the comparison of the College achievement compared against other CEWA schools as well as State and National comparisons. The mean scores for all students (Year 7 & 9) across all components were above the CEWA, state, and national mean scores. The second data set indicates the school achievement over time for each respective year group by gender.

MEAN SCORE COMPARISON FOR SELECTED YEAR LEVEL

YEAR 7 FEMALE 2022

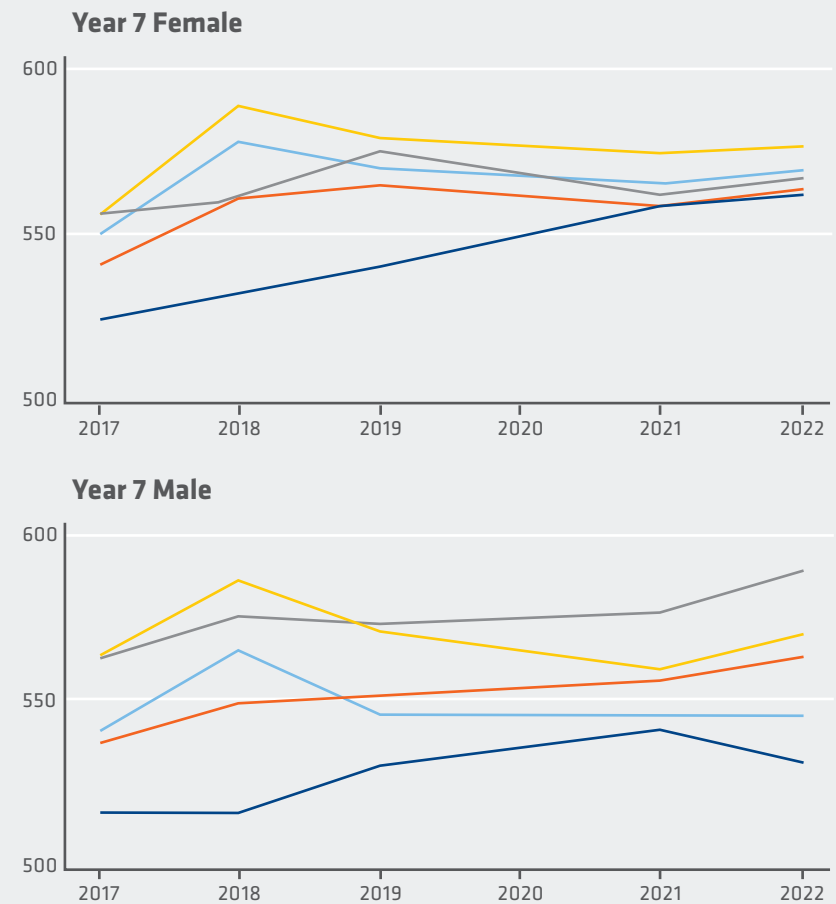
	SCHOOL	CEWA	STATE	NATIONAL
Reading	563	551	547	549
Writing	561	550	542	544
Spelling	577	558	556	555
Grammar	569	547	543	543
Numeracy	567	546	543	541

YEAR 7 MALE 2022

	SCHOOL	CEWA	STATE	NATIONAL
Reading	563	542	534	536
Writing	531	522	513	516
Spelling	570	547	542	540
Grammar	545	530	523	523
Numeracy	590	562	554	552

FIGURE 3: SCHOOL ACHIEVEMENT OVER TIME

— Grammar — Numeracy — Reading — Spelling — Writing



MEAN SCORE COMPARISON FOR SELECTED YEAR LEVEL

YEAR 9 FEMALE 2022

	SCHOOL	CEWA	STATE	NATIONAL
Reading	609	600	592	587
Writing	604	593	580	576
Spelling	607	592	588	584
Grammar	612	597	589	585
Numeracy	603	595	590	581

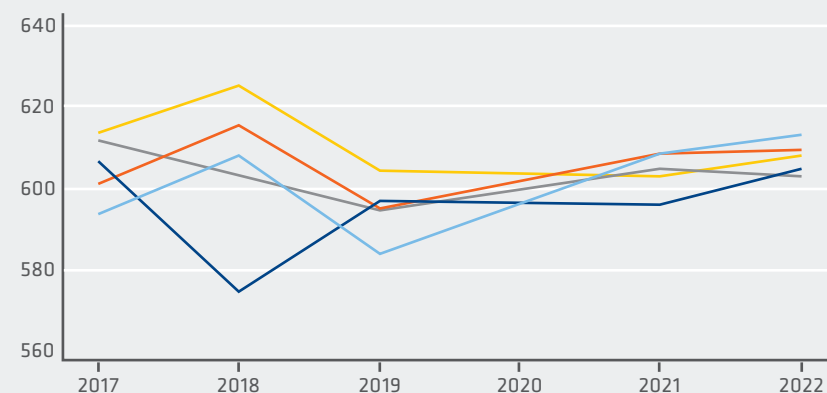
YEAR 9 MALE 2022

	SCHOOL	CEWA	STATE	NATIONAL
Reading	604	591	578	569
Writing	580	566	550	544
Spelling	599	583	575	570
Grammar	591	580	568	562
Numeracy	612	608	598	588

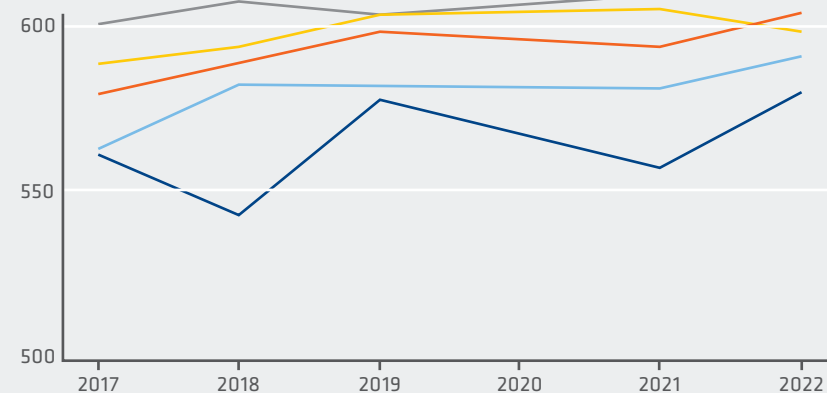
FIGURE 3: SCHOOL ACHIEVEMENT OVER TIME

— Grammar — Numeracy — Reading — Spelling — Writing

Year 7 Female



Year 7 Male



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 students get to know the College and feel comfortable with other students and staff.

"My Peer Support Mentor has helped me a lot. I've been stuck finding places and she's taken me there or given me directions."

"My buddy has shown me there is no need to stress at school."

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. The Climate Canons work at caring for our common home (Pope Francis. Laudato Si 2015) by working at sustainability initiatives at the College. 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 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 for the opportunities they receive at the College.

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Some comments taken from the Year 7 student survey:

"I have enjoyed doing service learning because it made me feel important by giving back to others"

"I have enjoyed getting to know new people and becoming friends with them. I've also liked all of the fun things that we did like the Year 7 Social and the activity day."

Some comments taken from the Year 12 student survey:

"Thank you so much for putting up with everything I have thrown at you. From solving friendship problems to helping me drop ATAR, you never failed to do what's best for me! You're the coolest Deputy Principal I could have asked for."

"St Norbert College has many rules that may seem silly to the students, but I feel as though at the end of the day it is entirely to make sure that we all have a safe and enjoyable experience at the college along with looking presentable. The support from the teachers over my time at the college that has been provided for me has been amazing and allowed me to feel safe when going to school. If I one day have children, I would definitely want to send them to this amazing school."

"The opportunity it provides in the Year 11 and 12 vocation program are incredible in providing certification and necessary experience, setting me up for the future. It also has the necessary facilities to help most students and the staff are always friendly and accommodating."

"The friendships made not only between myself and my peers but between myself and staff members too."

"Year 9 camp as we all bonded so well and of course the Year 12 ball which was my favourite memory with everyone"

"It has helped me to get the skills and resources I need for my future, my time at the college has helped me drastically to be ready for my future after graduation and I am really sad to leave."

"St Norbert College has allowed me to realise that I should always be prepared and work to the best of my abilities. To always remember that there are people to help me and I should believe in myself."



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. One Professional Development Day is always allocated for staff wellbeing, teamwork and bonding.

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 driven by the College's Professional Enhancement Program.

Students have many opportunities to engage in the co-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 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, the College Newsletter and social media platforms. 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:

"Thank you for organising (our sons) application for extra time during his ATAR exams. We were able to get his GP to sign the form. (Our son) has written his paragraph in the draft section. I didn't help him with this but I think what he has written explains his needs very well. (Year 12 Parent)

"Thank you so much for supporting our son through Year 12 whilst I was going through my treatment. Thank you for always taking the time to ask me how I was. All your support is much appreciated. Thank you" (Year 12 parent)

"We would like to express our sincere thanks and heartfelt gratitude for the decision made to move the Year 12 ball from Fraser's Restaurant to the East Fremantle Yacht Club, in order to be inclusive and accepting of all students.

We are extremely relieved that St. Norbert's is not discriminating against students based on their medical records/personal health status. This stance against segregation and ostracism is to be congratulated and applauded. The decision is also encouraging in regards to supporting the mental health, bodily autonomy and human dignity/rights of each person.

Thank you for showing the true spirit of Jesus and reflecting Christian values/Catholic ethos by the respect and freedom of choice that you have demonstrated in the decision made regarding the ball." (Years 10 and 12 Parent)

"Thanks again for the opportunity and experiences that our son has been given during his time at the College. We greatly appreciate the support and inclusion that he has received."

"We have thoroughly enjoyed our experiences with St Norbert College and greatly appreciate the opportunities our daughter has been given since commencing in Year 7."

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; co-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.



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 Climate Canons (care for the environment)
- 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, Netball and Soccer
- The Specialised Basketball and Football Programs 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.

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ACADEMIC PERFORMANCE – CLASS OF 2022

The number of fulltime, eligible Year Twelve students in 2022 was 127, and 117 students (92.1%) achieved the WACE. The number of students offered their first preference was 38 (57.6%) and was a slight increase from 36 students (57.1%) in 2021. The number of students offered a place in the main round was 54 (81.8%) and was an increase from 47 students (74.6%) in 2021. When compared to the predicted ATAR that was calculated in October, 33% of the ATAR cohort of students made an improvement on the actual ATAR. The College was acknowledged for having a number of high performing students in the Year 12 Health Studies ATAR course. In 2022, there was a total of 13 awards presented and included:

- 1x VET Certificate of Excellence including Special VET Certificate of Excellence (*Special VET Certificate of Excellence: Community Services, Health and Education*)
- 1 x Certificate of Distinction (*ATAR of 99.3*)
- 11 x Certificates of Merit

The level of student achievement in the Vocational Pathway is a strength of the College, and as demonstrated in the table below, the achievement in Certificate III courses continues to be significantly above both the percentage for CEWA schools and for the State.

VOCATIONAL EDUCATION AND TRAINING (VET) - PARTICIPATION AND ACHIEVEMENT 2020 - 2022

	Year	No. F/T eligible Yr12 students	Completed Certificate I* in Years 10-12		Completed Certificate II* in Years 10-12		Completed Certificate III* or higher in Years 10-12	
			No.	%	No.	%	No.	%
St Norbert College	2022	127	0	0.0	75	39.9	113	60.1
	2021	131	0	0.0	69	38.3	111	61.7
	2020	136	0	0.0	105	47.1	118	52.9
CEWA	2022	4193	7	0.2	1880	57.1	1404	42.7
	2021	4839	124	3.2	2303	59.6	1437	37.2
	2020	4873	449	8.3	3170	58.6	1786	33.0
STATE	2022	22977	417	1.8	12857	56.0	6165	26.8
	2021	24505	637	3.2	14134	69.8	5477	27.1
	2020	24335	1131	4.4	18317	71.3	6226	24.3

LITERACY & NUMERACY

The achievement data from Year 9 NAPLAN and OLN (Year 10 – 12) informs students of their progress towards achieving the required standard in order to achieve the WACE at the end of Year 12. In 2022, the achievement of these standards includes the following:

- A total of 118 students (92.9%) achieved the standard for numeracy at the end of Year 12
(The increase in students demonstrating the standard from Year 9 was 28.3%)
- A total of 121 students (95.3%) achieved the standard for numeracy at the end of Year 12
(The increase in students demonstrating the standard from Year 9 was 34.7%)
- A total of 124 students (97.6%) achieved the standard for numeracy at the end of Year 12
(The increase in students demonstrating the standard from Year 9 was 38.6%)

LITERACY & NUMERACY ACHIEVEMENT (2022)

Category	No. of F/T eligible students	Yr12 students prequalified in Yr9 NAPLAN		Increase in students demonstrating the standard by end of Yr12		Total Yr12 students demonstrated the standard	
		No.	%	No.	%	No.	%
Numeracy	127	82	64.6	36	28.3	118	92.9
Reading		77	60.6	44	34.7	121	95.3
Writing		75	59.1	49	38.6	124	97.6





SCHOOL IMPROVEMENT PLAN FOR 2023

St Norbert College is a Christian community; a Catholic school influenced by the ethos of the Norbertine order to foster the growth of our students as whole persons who will live in faith with the Church and humanity, in the image of Christ.

CATHOLIC IDENTITY INSPIRING CHRIST CENTRED LEADERS	
IMPROVEMENT GOALS	RELEVANT ACTIONS
Performance & development goal to be achieved	What actions will we take to achieve the goal?
Enhance community understanding of Catholic (and Norbertine) faith and knowledge.	Embed the Norbertine context and content into the RE curriculum through the scope and sequence audit.
Increase staff and student knowledge of Norbertine history and tradition.	Collate for a centrally co-ordinated register of titles and meanings behind the naming of College buildings/areas. Conduct visits to schools who have undertaken identity/iconography process.



EDUCATION

CATHOLIC SCHOOLS OF EXCELLENCE

IMPROVEMENT GOALS

Performance & development goal to be achieved

Improve the classroom experience for students and teachers by focusing on the delivery of an engaging and contemporary pedagogy.

Develop a robust process for drafting the St Norbert College Vision for Learning.

RELEVANT ACTIONS

What actions will we take to achieve the goal?

Ongoing teaching staff involvement in the PEP cycles.

Promote the use of Pivot Student Surveys to provide students with a voice within

Upskill HOLAs to ensure they can lead data informed practice within their Learning Areas.

Celebrate exemplars of good quality teaching amongst the staff. Encourage staff uptake on PL opportunities for High Impact Teaching Strategies.

Develop a SNC Curriculum & Assessment Guide to align academic practices to enable teachers to focus more on quality teaching.

Imbed the Vision for Learning Committee as part of the PEP.

Grow membership of the Vision for Learning Committee

Develop a timeline and process for community consultations. Meet with key stakeholders.

Draft an overview of the key Vision for Learning elements for staff feedback.



COMMUNITY

CATHOLIC PASTORAL COMMUNITIES

IMPROVEMENT GOALS

Performance & development goal to be achieved

Create an environment that is safe and welcoming where all members feel connected to the school community.

Build and strengthen links between the College and Catholic groups within the community.

RELEVANT ACTIONS

What actions will we take to achieve the goal?

Creation of a College Pastoral Care Program by using the CEWA Wellbeing Framework.

Professional Development Days that include time for staff wellbeing in addition to PD Day 5 theme of Staff Wellbeing (end of Term 3).

Wellbeing Wednesday activities included in calendar.

Plan a social event for every year level.

Staff Social Committee to plan events suitable for all staff.

Information evenings that include the use of Teams where possible. eg Year 9 Camp Meeting, Year 10 Subject Information Night, Year 12 Information Night.

PST Interviews and SEQTA to provide clear feedback to parents and students.

Formation of the "Transforming Lives" Committee in 2023.

Parent Committee events-Celebrating Mums, Dads & Carers Breakfast, Parent Seminars.

Publish weekly mass times, special feast days and Youth Group events from St Joseph's Parish in Newsletter.

Support the Emmaus Community through Year 10 and Staff Christian Service Learning, Christmas Appeal.

Year 11 students visit the Emmaus Community as part of their Retreat.

Donations provided to Shopfront and staff volunteers active in service.

STEWARDSHIP

ACCESSIBLE, AFFORDABLE AND SUSTAINABLE SYSTEM OF SCHOOLS

IMPROVEMENT GOALS

Performance & development goal to be achieved

Develop the capacity of all staff to flourish in their role(s) at the College.

Manage and maintain all assets and resources in a prudent and sustainable manner.

RELEVANT ACTIONS

What actions will we take to achieve the goal?

Plan and deliver an appropriate and targeted program of professional learning for all staff

Increase the capacity of staff to fulfil their role(s) at the College.

The Principal and Business Manager will maintain oversight of all College Budgets and expenditure.





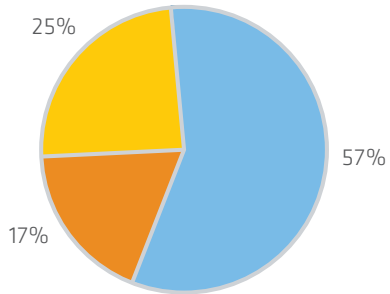
SCHOOL INCOME

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



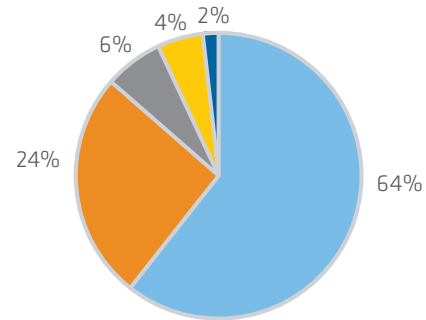
FINANCIAL REPORT 2022

Sources of Revenue



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

Expense Distribution



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



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FROM THE ADVISORY BOARD

Having addressed the challenges posed by the COVID-19 crisis admirably, the College has now returned to its previous high standards of social interaction with students, with the reintroduction of face-to-face learning, sports carnivals, drama, music and arts events and a more active commitment to faith.

The College excels in engaging with students and fostering a balance between mind, spirit and body. This ethos – together with reasonable student numbers and reasonable school fees – endears itself to parents. It is no wonder that the College continues to have waiting lists for prospective students. It is no wonder I ensured that my own children attended the College.

I congratulate the College Leadership Team and the exceptional supportive effort of all teachers and staff in maintaining high standards now that the difficult times have passed.

As a member of the College Advisory Board, I have had the pleasure of working with many people in various walks of life. I value their input in providing sound prudent oversight and input in respect of the College finances. This sound financial management is likely to bear fruit this year with the refurbishment of the O'Reilly Centre change rooms and the construction of four new classrooms and a staff facility.

It is with some regret that I acknowledge that Principal Simon Harvey is leaving and I wish him success in all his future endeavours.

Mr Robert Spiegl
Chair
St Norbert College Advisory Board



St Norbert
College

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