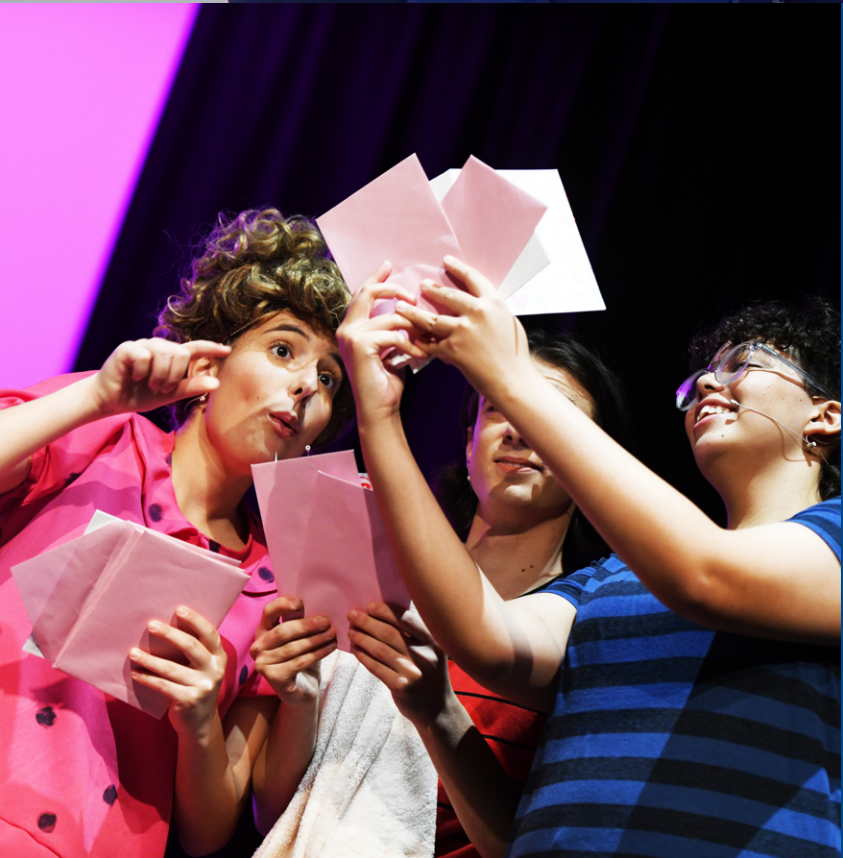




St Norbert  
College

# ANNUAL REPORT 2023



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## CONTEXTUAL INFORMATION

St Norbert College is a co-educational secondary College comprising of approximately 900 students in 2023 from 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.

At the end of 2023, St Norbert College was recognised as one of the Top 20 High Performing Schools by the Australian Curriculum Assessment and Reporting Authority (ACARA). One of only two Catholic schools in WA identified, our results over the last three years (2021-2023) indicate that our students have been performing higher than all other students nationally with the same socio-economic advantage.

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 General, ATAR and Certificate 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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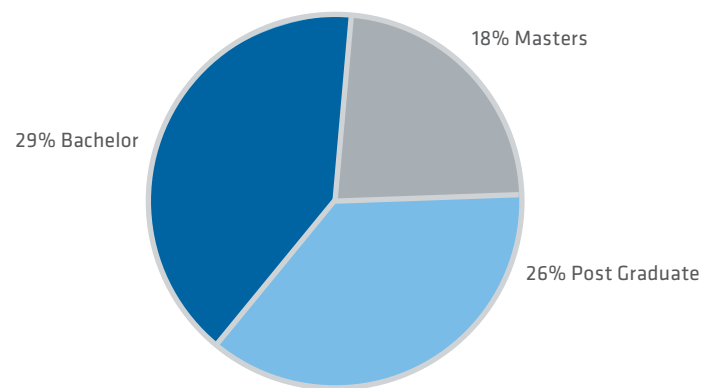


## TEACHER STANDARDS AND QUALIFICATIONS

In 2023 St Norbert College had 111 employees made up of 70 teaching and 41 non-teaching staff, encompassing full-time and part-time employees. The pie chart below presents information on the 2023 teaching staff qualifications.

Our 2023 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	22	Female	48	Indigenous	0
Non-Teaching Staff	Male	11	Female	29	Indigenous	1

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



## STUDENT ATTENDANCE

Total attendance for students in Years 7 – 12 in 2023	91.55%
Year 7	93.65
Year 8	90.95
Year 9	91.17
Year 10	90.93
Year 11	91.88
Year 12	90.70

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 2023

	SCHOOL	CEWA	STATE	NATIONAL
Reading	574	546	541	543
Writing	575	553	546	548
Spelling	569	549	548	545
Grammar	572	549	548	548
Numeracy	561	535	532	531

#### YEAR 7 MALE 2023

	SCHOOL	CEWA	STATE	NATIONAL
Reading	546	535	524	529
Writing	549	528	514	520
Spelling	563	542	534	534
Grammar	545	533	526	530
Numeracy	570	552	543	545



## MEAN SCORE COMPARISON FOR SELECTED YEAR LEVEL

### YEAR 9 FEMALE 2023

	SCHOOL	CEWA	STATE	NATIONAL
Reading	601	587	580	572
Writing	607	597	586	584
Spelling	597	581	576	573
Grammar	591	578	574	569
Numeracy	586	577	570	563

### YEAR 9 MALE 2023

	SCHOOL	CEWA	STATE	NATIONAL
Reading	593	579	567	557
Writing	589	571	554	550
Spelling	590	573	564	562
Grammar	583	561	552	545
Numeracy	608	596	582	572



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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 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."*

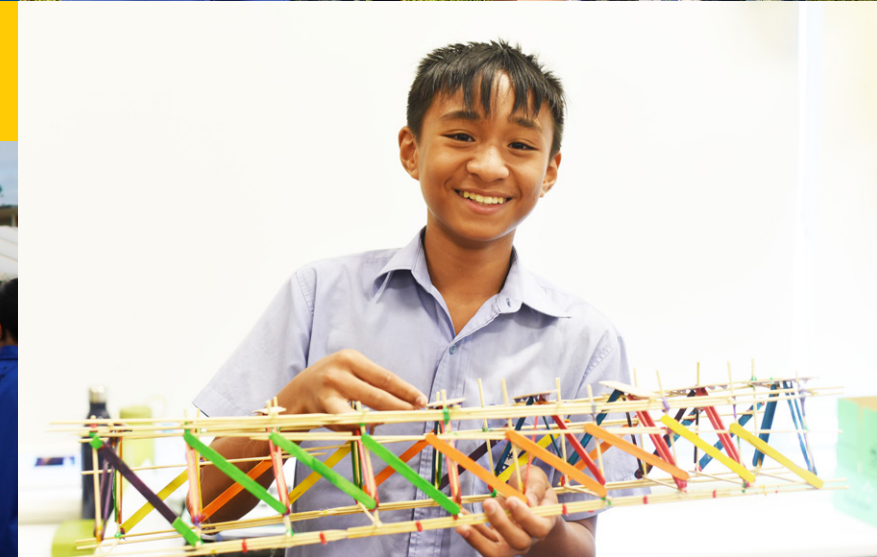
*"My buddy has shown me there is no need to stress at school."*

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:

*"I have been wanting to send an email since Presentation Night, to thank you for the wonderful journey xxxxxx has had.*

*Every step of the way from Open Day to Graduation, both she and I have felt at home at St Norberts. The level of care from all the staff is everything a parent could hope for. There has never been a lack of opportunities for her to explore, nor staff to guide her along the way.*

*I have felt so supported by the School when trying to navigate the teenage world of today – thank you so much for all you and your amazing team have done for both of us.*

*We will miss being part of the College Community – feeling so grateful to have been a part of it for the last six years." (Year 12 Parent)*

*"I wanted to thank you and all the staff and xxxxxx's teachers at St Norbert's for everything they have done for our baby boy.*

*We had the Curtin University open day yesterday which we attended with xxxxxx. We sat in on a few lectures which explained pathways in the areas that he wants to pursue commerce and Law and we had the opportunity to speak to lecturers and students and they offered their advice and opinions to xxxxxx. This was a very surreal moment for xxxxxx and ourselves that he is going to be taking this next chapter of his life next year.*

*When we came for the interview with xxxxxx to St Norbert's coming from Notre Dame Primary School, he was struggling with his education his confidence in his abilities, and he was bullied to know end in primary school which really put him so far behind his peers. I asked of St Norbert's to please give xxxxxx the opportunity and guidance and I know he will make you all proud. He just needs some encouragement and support.*

*How would I ever express as a parent what St Norbert's has done for xxxxxx with his determination and his educators you have made him a very polite intelligent young man who can now chase his dreams." (Year 12 parent)*

*"We are very proud to be associated with St Norberts and to have our children attending your college.*

*I believe that you guys do an absolutely amazing job. Your communication is next level and we are so grateful for this. Thank you to all the staff." (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."*

## 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.

At St Norbert College we offer:

- 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.
- A Pastoral Care Program that includes wellbeing activities, peer support and social and emotional learning.
- The Year 9 Camp is part of the educational program with opportunities for students to be challenged, to take risks and to become their 'best self'.



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 Immersions 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), Volleyball, 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 2023

The number of fulltime, eligible Year Twelve students in 2023 was 135, and 133 students (98.5%) achieved the WACE. The number of students offered their first preference was 51 (68%) and was an increase from 38 students (57.6%) in 2022. The number of students offered a place in the main round was 64 (85%) and was an increase from 54 students (81.8%) in 2022. The College was acknowledged for having a number of high performing students in the Year 12 Religion and Life ATAR and Psychology ATAR courses. In 2023, there was a total of 16 awards presented and included:

- The highest award achieved was a VET Exhibition Award (Construction Industries) and a VET Certificate of Excellence plus a VET Certificate of Excellence (Automotive, Engineering and Logistics).
- 8 students with an ATAR higher than 95.
- 14 students attained an ATAR of 90+.
- 9 Certificates of Merit.
- 4 Certificates of Distinction.
- 201 vocational qualifications were achieved.
- 1 VET Exhibition (including Special VET Award).
- 2 VET Certificate of Excellence (including Special VET Certificate of Excellence).

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 and Certificate IV courses continue to be significantly above both the percentage for CEWA schools and for the State.

### VOCATIONAL EDUCATION AND TRAINING (VET) - PARTICIPATION AND ACHIEVEMENT 2020 – 2023

	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.	%
<b>St Norbert College</b>	2023	135	0	0.0	67	33.5	133	66.5
	2022	127	0	0.0	75	39.9	113	60.1
	2021	131	0	0.0	69	38.3	111	61.7
<b>CEWA</b>	2023	4364	13	0.4	1957	56.8	1477	42.8
	2022	4193	7	0.2	1880	57.1	1404	32.7
	2021	4839	124	3.2	2303	59.6	1437	37.2
<b>STATE</b>	2023	23840	396	2.0	12928	63.9	6904	34.10
	2022	22977	417	1.8	12857	56.0	6165	26.8
	2021	24505	637	3.2	14134	69.8	5477	27.1

## 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 2023, the achievement of these standards includes the following:

- A total of 135 students (98.5%) achieved the standard for numeracy at the end of Year 12.
- A total of 135 students (98.5%) achieved the standard for numeracy at the end of Year 12.
- A total of 115 students (83.9%) achieved the standard for numeracy at the end of Year 12

### LITERACY & NUMERACY ACHIEVEMENT (2023)

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	137	0	0	135	100	135	98.5
Reading		0	0	135	100	135	98.5
Writing		0	0	135	100	115	83.9





## 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

##### GOALS

Increase staff and student knowledge of Norbertine history and tradition.

##### SUCCESS INDICATORS

Staff and students demonstrate a greater understanding of people and places associated with Norbertine history, tradition and charism.

Visible signs, symbols and explanations around the College.





## EDUCATION

### CATHOLIC SCHOOLS OF EXCELLENCE

IMPROVEMENT GOALS	SUCCESS INDICATORS
Improve the classroom experience for students and teachers by focusing on the delivery of an engaging and contemporary pedagogy.	Staff have submitted the Performance Goals, formed Coaching teams to develop strategies to meet professional goals.  Analysis of Pivot Learning Area data with HOLAs.  Engagement with key stakeholders across the College; Involvement of CEWA consultants.
Complete and implement the St Norbert College Vision for Learning.	Engagement with key stakeholders across the College; Involvement of CEWA consultants.  The Vision for Learning is visible in classrooms, offices and the College Website. The College's Vision for Learning is part of the culture of T & L and implemented in all classrooms.
Craft and design future Learning Pathways inclusive of both Vocational & ATAR students.	SNC Learning Pathway Model created for Subject Selection Handbooks/Process in 2025.  Class of 2026 access the new Learning Pathway.



## COMMUNITY

### CATHOLIC PASTORAL COMMUNITIES

#### GOALS

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

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

#### SUCCESS INDICATORS

Year 7 classes understand the Levels of Behaviour and teachers use the Response Plan for classroom management.

Pastoral care of students that is holistic and collaborative.

Attendance rates for students above 90%.

Social event occurs for every Year group.

Students and families are aware of key events, procedures, expectations.

The College recognises and affirms the diverse (cultural) backgrounds of our students, highlighted with the Harmony Day and NAIDOC celebrations.

The Parent Committee to continue to be a channel for engagement with the College.

The College will promote family participation in liturgical celebrations in both the College and parish of St Joseph's, Queens Park.

Students become involved in the St Joseph's Youth Group.

Continue to provide active support to local Catholic agencies including the Emmaus Community and Shopfront.

Working Party creates a series of events for 2025, updates contact details for past community members including staff and students.

## STEWARDSHIP

### ACCESSIBLE, AFFORDABLE AND SUSTAINABLE SYSTEM OF SCHOOLS

#### GOALS

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.

Utilise the new Building The Gennepe Centre.

#### SUCCESS INDICATORS

A College register of professional learning is reviewed at the end of the year.

Professional goals are met by staff.

Staff can recognise and use their strengths and work at improving their weaknesses.

Each middle leader and/or staff member with responsibility for a budget will meet on an annual basis with the Principal and Business Manager.

Staff use the new Staff Retreat at break times and attend planned morning teas, briefings and raffles.

More staff attend social club drinks on Friday afternoons.

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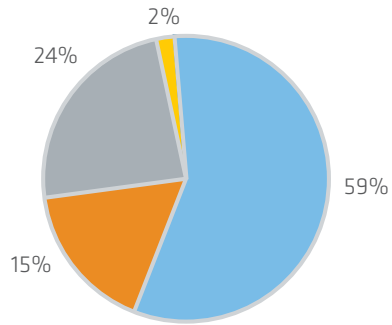
## SCHOOL INCOME

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

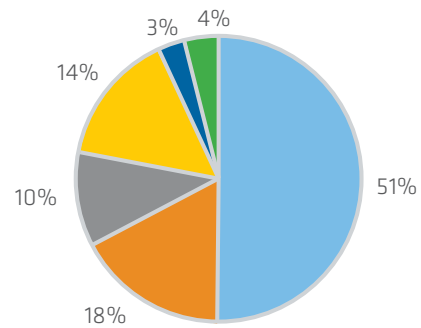


# FINANCIAL REPORT 2023

Sources of Revenue



Expense Distribution



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

- Salaries Teaching
- Salaries All other staff
- Other Staff Expenses
- Operating Expenses
- Maintenance and Minor Capital
- Depreciation

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## FROM THE ADVISORY BOARD

2023 saw the commencement of the tenure of Ms Sharon Rainford as Principal. I can think of no one more able, or better prepared, for that position and I congratulate her on reaching the most important position at St Norbert College. It has been a year of development at the College. After significant careful planning and prudent financial management and oversight from the Advisory Board, work commenced on new facilities for staff and students. The facilities will prove a much needed update to the College's image.

The College continues to attract a high calibre of staff who excel in engaging with students and fostering a balance between mind, spirit and body. This ethos, together with reasonable student numbers and reasonable school fees, continues to endear itself to parents.

I look forward to the completion of construction works and use of the new facilities for mutual benefit of staff, students and friends of the College.

Mr Robert Spiegl  
Chair  
St Norbert College Advisory Board





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St Norbert  
College

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