

2020  
*annual report*



**Nazareth**  
CATHOLIC COMMUNITY



## *To our Families and Community*

Any organisation's Annual Report is required to highlight and share key information that demonstrates its performance in any given year using words, graphs, tables and photos. For Nazareth Catholic Community, our Annual Report is also a chance to celebrate what occurs across our whole community inclusive of the Nazareth Early Childhood Centre, Nazareth Catholic College and our various family and community programs and services.

Through this report you will see images of our community in action with stories of how we came together in an extraordinary year to learn, care and connect with one another. However, it would be impossible to convey the courageous, resilient spirit that flowed through our community this year in words, graphs, tables and photos alone.

The COVID-19 pandemic offered up a myriad of challenges for Nazareth Catholic Community in every dimension of our work – Catholic identity, education, community and stewardship.

In all this, we followed the directives of Catholic Education South Australia (CESA) which were informed by state and federal government protocols.

In 2020, our theme was Grace though Gratitude. Little did we know at the beginning of the year how apt this theme was. We came to be grateful for time with our families, for our health, and for living in Australia.

In a year like no other, we ALWAYS found that spark of hope, resilience and joy with examples of our strength, our resilience, our innovation and our creativity.

Amidst all this we have achieved so much.

The Early Childhood Centre was assessed as a Centre of excellence, acknowledging formally its rightful place at the highest level of excellence in the delivery of early learning and care in the state.

Our playgroup families and our senior Wise Owls experienced our determination to maintain their connection to our community despite the cancellation of our community programs with hand delivered DVDs of their favourite exercise programs and online playgroup activities.

Nazareth was named as one of "The Educators" top innovative schools in Australia. We were the only Catholic school in South Australia to receive this honour and specifically the NazTech Conference was nationally recognised for its innovative approach to educating educators.

The extraordinary Year 6 Wakakirri performance was recognized in the national awards winning the Best Environmental Story Award one of so many amazing creative and performing art productions produced this year including our participation in the 'virtual' Catholic Schools Music Festival.

Our Open Girls Soccer team won the statewide knock out and the Boys Open A Basketball team were crowned state champions being just 2 of so many examples of this community's quality sports programs.

We worked with CESA to source, get approval to develop, purchase and oversee the design of an innovative Year 12 Centre to be called the St Gabriel Centre in Underdale and we worked closely with staff, families and the young people to co-create a tailored experience for Year 12s from 2021.

This collaboration forms part of a strategic response to meeting the growing number of applications for enrolment into Year 7 at Nazareth Catholic College from families in the western suburbs

These things and so much more.

I acknowledge and thank the Nazareth Leadership Team, staff, families and our broader community for their dedication and contribution to our community in 2020 - a year like no other.

Early in 2020, the Director of CESA appointed Deputy Director of Catholic Education, Mr John Mula, to the Governing Council and he was subsequently nominated and elected Chairperson at the first meeting of the Governing Council after the Annual Community Meeting in March.

On his behalf, a sincere thank you is extended to the members of the Governing Council and the Faith and Education and Stewardship standing committees for their contribution to the governance of Nazareth Catholic Community in 2020.

Ms Ann Bliss

Director



## *Our Purpose*

*We are called to love one another.*

## *Our Vision*

*We are a Catholic community of welcome, connecting faith, family and education.*

## *Our Mission*

*Inspired by Jesus of Nazareth and our Patrons we are people of justice each committed to building community, nourishing family life and making the world a better place.*



# *Our Purpose - We are called to love one another*



### *Catholic Identity*

*We invite and lead families to a deeper understanding of God through the living message of Jesus Christ and the mission of the Church.*

### *Education*

*Our learning is holistic, inclusive, life-giving and life-long.*

### *Stewardship*

*Our stewardship is Christ-centred, wise, just, effective and sustainable.*

### *Community*

*We are a place of welcome and connection.*

<i>Catholic Identity</i>	<i>Education</i>	<i>Stewardship</i>	<i>Community</i>
<p><b>WE ASPIRE...</b> to be a living experience of the Church's mission in the contemporary world.</p>	<p><b>WE ASPIRE...</b> to excellence in learning and success for all.</p>	<p><b>WE ASPIRE...</b> to the responsible use of our own resources and all of God's creation.</p>	<p><b>WE ASPIRE...</b> to be a place where all feel loved and valued.</p>
<p><b>WE VALUE...</b></p> <ul style="list-style-type: none"> <li>Prayer</li> <li>Liturgy and ritual</li> <li>Celebration</li> <li>Sacrament</li> <li>Forgiveness</li> <li>Formation</li> <li>Outreach</li> <li>Justice</li> <li>Service to others</li> <li>Scripture</li> <li>Symbol</li> <li>Spirituality</li> </ul>	<p><b>WE VALUE...</b></p> <ul style="list-style-type: none"> <li>High expectations</li> <li>Continuous improvement</li> <li>Quality programmes</li> <li>Family engagement</li> <li>Innovation</li> <li>Creativity</li> <li>Imagination</li> <li>Exploration</li> <li>Multiple pathways</li> <li>Diversity</li> <li>Inclusivity</li> </ul>	<p><b>WE VALUE...</b></p> <ul style="list-style-type: none"> <li>Mutual responsibility</li> <li>Sound, ethical and pastoral management practices</li> <li>Enhancing and building existing and new partnerships</li> <li>Shared resources</li> <li>The principle of the Common Good</li> <li>Environmental sustainability</li> <li>Personal contributions and responsibility</li> </ul>	<p><b>WE VALUE...</b></p> <ul style="list-style-type: none"> <li>Inclusion</li> <li>Participation</li> <li>Involvement</li> <li>Compassion</li> <li>Hospitality</li> <li>Love</li> <li>Respect</li> <li>Recognition</li> <li>Communication</li> <li>Reconciliation</li> <li>Wisdom</li> </ul>
<p><b>WE WILL...</b></p> <ul style="list-style-type: none"> <li>Invite our community to a deeper relationship with God and creation, through engaging, life-giving experiences.</li> <li>Be people of Justice who respond as Christ's witness to environmental and social needs.</li> </ul>	<p><b>WE WILL...</b></p> <ul style="list-style-type: none"> <li>Provide excellence in teaching and learning through the delivery of contemporary and innovative educational practices.</li> <li>Sustain a culture of continuous improvement in learning for all within Nazareth Catholic Community.</li> </ul>	<p><b>WE WILL...</b></p> <ul style="list-style-type: none"> <li>Exercise stewardship that is wise, just, effective and sustainable.</li> </ul>	<p><b>WE WILL...</b></p> <ul style="list-style-type: none"> <li>Strengthen family and community engagement across Nazareth Catholic Community.</li> <li>Ensure that community engagement support's Nazareth to be a community that is connected and responsive.</li> </ul>

*Our Vision*  
We are a Catholic community of welcome, connecting faith, family and education.

*Our Mission*  
Inspired by Jesus of Nazareth and our patrons we are people of justice each committed to building community, nourishing family life and making the world a better place.

*"I have come that they may have life and have it to the full." (John 10:10)*  
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# Our Governance Committees

## GOVERNING COUNCIL

Mr John Mula  
Ms Ann Bliss  
Mr Darren Bailey  
Mr Con Babaniotis  
Mr Peter Bierer  
Dr Pauline Hill  
Ms Juliana Martino  
Ms Jenny Papps  
Ms Victoria Richardson  
Ms Mel Scherwitzel/  
Mr Andrew Baker  
Dr Vin Thomas  
Ms Sara Ucci  
Mr Dale West  
Fr Peter Zwaans  
Ms Jane Fox (Secretary)

## STEWARDSHIP STANDING COMMITTEE

Mr Dale West  
Mr Darren Bailey  
Mr Con Babaniotis  
Ms Ann Bliss  
Mr Peter Cavallaro  
Mr Nathan Conolan  
Mrs Emma Fowler  
Mr Paul Harwood  
Ms Fiona Margrie  
Mr Jeff Sochacki  
Mr Simon Watkins

## FAITH & EDUCATION STANDING COMMITTEE

Dr Pauline Hill  
Mr Michael Honey  
Ms Kelly Blandford  
Ms Ann Bliss  
Mrs Angela Cavallaro  
Ms Rebecca Donnon  
Ms Elizabeth Goble  
Mr Christian Leonardi  
Ms Juliana Martino  
Ms Narita Perrotta  
Ms Natasha Walc

## OUR NAZARETH LEADERSHIP TEAM

Ms Ann Bliss  
Ms Mel Scherwitzel/  
Mr Andrew Baker  
Mr Jeff Sochacki

Mr Michael Honey  
Ms Juliana Martino  
Ms Natasha Walc

Mr Darren Bailey  
Mr Joe Hicks  
Ms Jane Fox  
(Executive Assistant)

*“I have come that they may have life  
and have it to the full.” (John 10:10)*

# *Our Leadership Structure*



**GOVERNING COUNCIL**  
CHAIR - John Mula

**DIRECTOR**  
Ann Bliss

**COLLEGE**

**EA TO THE DIRECTOR**  
Jane Fox

**COMMUNITY SERVICES**

**OPERATION SERVICES**

**EARLY CHILDHOOD SERVICES**

**COLLEGE PRINCIPAL**  
Mel Scherwitzel / Andrew Baker

**HEADS OF CAMPUS**  
Michael Honey - Findon  
Jeff Sochacki - Flinders Park

**APRIM**  
Joe Hicks

**COMMUNITY DEVELOPMENT LEADER**  
Juliana Martino

**BUSINESS MANAGER**  
Darren Bailey

**EARLY YEARS DIRECTOR**  
Natasha Walc

# Catholic Identity





## **INVITE OUR COMMUNITY TO A DEEPER RELATIONSHIP WITH GOD AND CREATION, THROUGH ENGAGING, LIFE-GIVING EXPERIENCES**

At the core of our work and reflected in our 2020 theme 'Grace through Gratitude' was the opportunity for children, young people, families and staff across our community to be inspired by Jesus of Nazareth and our patrons through prayer, liturgy, reflection, youth ministry and formation experiences.

Highlights in 2020 included:

- 110 families participated in the Sacramental Preparation programs for receiving the sacraments of Baptism, Reconciliation, Confirmation and First Eucharist.
- Regular celebrations of Mass, liturgies and classroom visits in collaboration with the Parish.
- Leadership Team and Staff Retreats facilitated by Wayne Brabin, a 2 night Senior Student Leader Retreat and the 3 day Year 12 Retreat. The Youth Ministers facilitated two Reflection Days with Social Justice and Ministry Group students across R-12.
- Staff engaged in 2 formal formation days; the first where they unpacked the 2020 theme Grace through Gratitude and the second where staff participated in various acts of service across the wider community, supporting 40 different activities and organisations (*see list on page 11*).
- Honouring our commitment to student voice and engagement, Year 10 and 11 students were invited to research and recommend options for the naming of the proposed Senior Centre. The Nazareth Leadership Team chose St Gabriel Centre from the options provided based on the rationale that: "The patron saint of Messengers, Gabriel brought good news to many, and each message he delivered symbolised a new era. So as such, the name St Gabriel Centre will symbolise a new era for Nazareth Catholic Community".

## BE PEOPLE OF JUSTICE WHO RESPOND AS CHRIST'S WITNESS TO ENVIRONMENTAL AND SOCIAL NEEDS

As a Catholic community, we continued to live out this calling in a myriad of creative and innovative ways across the community.

Highlights in 2020 included:

- In a combined effort across Nazareth Catholic Community, 12,500 cans of food were collected and donated to Vinnies SA for distribution to the poor and marginalised across South Australia.
- Significant reduction of single use plastic across the community with changes to practice including provision of compostable cutlery and plates in the cafes.
- Regular community 'cook ups' restocked the 'Naz Connects' freezer and hundreds of meals were delivered to families in this time of need (*pictured*).
- Two Arch D podcasts were produced capturing stories of our Youth Ministry program and outreach work on Bathurst Island.
- Teaching staff across the ECC and R-12 College were supported by the Assistant Principal Religious Identity and Mission (APRIM) and Religious Education Coordinators as they worked to deliver faith, education and prayer differently.
- Christian Service Learning was embedded into the R-12 curricula as part of the College Annual Improvement Plan.



# Our Faith in Action

- a snapshot -

## ACTS OF SERVICE

Nazareth Staff completed acts of service as part of their Staff Formation Day

## FAITH IN ACTION

35 students met weekly at the Flinders Park Campus to organise 'faith in action' activities.

## SOCIAL JUSTICE CLUB

9 students joined the Social Justice Club from R-6

## HYGIENE PROGRAM

\$1,500 transferred to the Good Crocodile Foundation to support COVID-19 hygiene education programs in the remote villages of the Baucau region of Timor-Leste.

## 12,500 CANS

12,500 cans of food were donated for St Vincent de Paul society.

## PUDDLE JUMPERS

\$116.25 raised for Puddle Jumpers by the 3-5 Neighbourhood as they planned, initiated and led Super Hero Dress Up Day

## ECO-CHIEFS

23 students nominated as Eco-Chiefs for semester 1 and 23 for semester 2.

## CEO SLEEPOUT

Director, Ann Bliss participated in the Vinnies CEO Sleepout raising over \$3,500 whilst raising awareness of the issue of homelessness with our community.



## ACTS OF SERVICE

- Vinnies SA Men's Shelter
- Vinnies SA Women's Shelter
- Vinnes SA Migrant & Refugee Centre
- Catherine House - Gardening & Yard Tidy
- Catherine House - Moving on Packs
- Catherine House - Cook Up
- Catherine House - Donation Sorting
- Catherine House - Toiletry Bags
- Hutt Street Centre - Cook Up
- Hutt Street Centre - High Tea for HidDen Society
- Yalata School (APY Lands) - Clothing Drive
- Naz Connects - Cook Up & Delivery
- Birthingline - Packing, Sorting Gardening
- Centacare - Louise Place
- Centacare - Malvern House
- Centacare - Hanna Place
- Centacare - Findon Family Support
- Centacare - Kolbe CottageThe Village Co - Supporting Women's Dignity
- Treasure Boxes - Packing & Sorting Donations
- Heart & Soul Group - Food Market Program
- Foodbank - Warehouse Volunteering
- Clean Up Australia Day - River Clean Up
- Can Do 4 Kids - Green Bean on the Move
- Womens and Children's Hospital Foundation - Cardmaking
- Birthing Kit Foundation - Packing Birthkits
- Bottle & Can Drive
- Birthingline - Baby Goods Drive
- Ronald McDonald House - Help Yourself Dinner Program
- Vinnies - Polymer Earrings
- Timor-Leste - Shipping Container Painting
- Rotary Donations in Kind - Donation Sorting
- Minda - Gardening Project
- The Good Fight - Sewing Project
- Australian Red Cross - Blood Donation
- Vinnies - Game of Life

# Education



# *High quality teaching and learning*

## **PROVIDE EXCELLENCE IN TEACHING AND LEARNING THROUGH THE DELIVERY OF CONTEMPORARY AND INNOVATIVE EDUCATIONAL PRACTICES**

Nazareth embraces a contemporary approach to learning where innovation, technology and our environment enable children, young people and staff to be at the forefront of education. Quality teaching and learning is central to our commitment to success for all and is a key driver of Nazareth's success as a learning community.

Highlights in 2020 included:

- The ECC attained an 'Excellent' Rating from the Australian Children's Education & Care Quality Authority (ACECQA), the highest an education and care service can achieve under the National Quality Framework. Nazareth is one of seven services in South Australia to achieve this highly esteemed rating.
- The College Leadership Team developed the R-12 College Annual Improvement Plan in line with CESA's Live Learn Lead Framework, designed to drive school improvement and strengthen student engagement and retention guided the development of annual improvement plans in liaison with Nazareth's School Quality Performance Consultant.
- A revised Positions of Responsibility (POR) Structure in the College was devised for implementation in 2021 to align with CESA strategies for driving improvement. This included Assistant Principal positions for Teaching and Learning and Learning Diversity, Leaders of Teaching and Learning, and a Year 12 Coordinator position.
- Quality Improvement Plans (QIPs) for the Early Childhood Centre and the Out of School Hours Care (OSHC) service were updated and submitted as per the Australian Children's Education and Care Quality Authority's (ACECQA) regulations.
- R-12 educators from both Nazareth and the wider community came together for the 2020 Naz Tech Future Learners Conference in October.
- In anticipation of an expected drop in student attendances or possible school closure due to COVID College staff prepared for the delivery of teaching and learning online. This included strategies for supporting and maintaining routine and structure for children learning from home to support students' wellbeing.

## **SUSTAIN A CULTURE OF CONTINUOUS IMPROVEMENT IN LEARNING FOR ALL WITHIN NAZARETH CATHOLIC COMMUNITY**

We recognise every member of Nazareth Catholic Community as a learner across their lifespan.

Staff, student and family participation in – or hosting – professional learning, conferences, study tours and professional networks is central to our culture of continuous improvement in holistic, inclusive, life-long and life-giving learning for all.

Highlights in 2020 included:

- Professional development (PD) was run for Education Support Officers focusing on managing difficult situations.
- In the ECC, staff developed and implemented a 'Key Engagement Areas' Plan to enhance supervision and engagement, particularly in the outdoor learning environments. PD was also undertaken focusing on refining documentation and making children's thinking and learning evident and Professional Learning and Development Plans were implemented to support the individual learning journey of staff, developing goals and actions which will be reviewed as part of the appraisal process at the end of the year.
- A College working party was formed to develop a professional learning program for teachers for 2021 focusing on peer mentoring, classroom observation program, deconstructing and applying the AITSL standards, reviewing assessment and task design, and quality and effective feedback.
- An R-12 case management model for all students was developed to ensure the diverse learning and wellbeing needs of all students are catered for – with particular programs and processes being prepared and implemented for students with disabilities, gifted and talented, students with English as an Alternative Language (EAL), Aboriginal and Torres Strait Islander (ATSI) students and students who are discerning pathways alternate to university study.
- College and Community Services staff participated in Restorative Practices PD provided by Bill Hansberry.
- Nazareth students achieved outstanding SACE Stage 2 results (*see graph on pages 25-26*).

- The Year 3 neighbourhood engaged deeply in Project Based Learning which saw the teachers turn their breakout space into new magical worlds every term. From Narnia to Willy Wonka's Chocolate Factory and then Seussville, each term brought new and exciting learning opportunities which integrated multiple curriculum areas.
- A \$25,000 grant from CESA supported all Nazareth Catholic College R-6 Teachers to plan and implement a consistent Guided Reading Program.
- The Naz Tech Future Learners conference was nationally recognised for its innovative approach to educating educators. Over 170 educators and pre-service teachers from Catholic Schools in SA came together in October to participate in a range of masterclasses and to network ideas and become inspired. Our College staff shared their expertise in areas ranging from integrating The Digital Technologies Curriculum, to showcasing The Nazareth Capabilities and exploring emerging contemporary pedagogies.
- Transitions for new and existing families at the ECC were examined and new initiatives were developed and implemented to strengthen children and family's sense of belonging and foster secure, trusting relationships. This included the introduction of Learning Conversations upon enrolment and transitioning one educator to each learning environment during the mid-year intake.
- STEM (Science, Technology, Engineering and Mathematics) practices continued to flourish at the ECC through inquiry learning approaches. A centre-wide project exploring the Worth of Water was initiated which stimulated child-led discovery and research.



*Community*





# *Strong home, school, community engagement*

## **STRENGTHEN FAMILY AND COMMUNITY ENGAGEMENT ACROSS NAZARETH CATHOLIC COMMUNITY**

Families are at the heart of our community and we honour the role of families in providing a child's first, ongoing and most significant experience of love, faith and learning. By strengthening family and community engagement in learning and the life of our community, we are nurturing a powerful partnership to support each child and young person to flourish.

Highlights in 2020 included:

- Well coordinated, timely communications to staff, families and young people regarding COVID-19 protocols and contingency planning.
- Seesaw, SEQTA and Microsoft Teams were used to virtually deliver a rich curriculum and support and connect with our students and families during the height of the pandemic. College staff were able to use their devices to conduct a virtual morning roll call, prayer & meditation, and explicit teaching experiences for all students, whether they were learning at home or on campus. Students were also able to use their 1:1 device to check-in, and video call their teacher and class members so that their connection to their peers, teachers and school was maintained.
- The ECC formed a Parent Policy Review Group, to promote family voice and engagement in the service.
- Translating and interpreting services were offered to families to strengthen their engagement in the ECC and College community.
- A comprehensive consultation process was undertaken with students, staff and families in relation to the proposed Senior Centre. This provided rich information to inform planning of this initiative.
- The African Parent Group grew in number and continued to meet with the Community Development Leader and the Cultural Liaison Officer.
- Online Career and VET resources were developed for students and families and posted on a dedicated page on our website, together with shared industry videos.
- A new outdoor nature playground was installed adjacent the Findon Community Café improving outdoor learning experiences for playgroup and other community groups.

- Aboriginal artist-in-residence, Iteka Sanderson Bromley worked with students to create a beautiful mural at the Findon Campus representing Dreaming stories.
- Children within the 3-5 Neighbourhood responded to the City of Charles Sturt proposed upgrade of the Almond Avenue playground reserve.
- The Loving, Learning, Thriving program ran in Term 2 to support the successful transition of 49 pre-school children and their families into Reception in Term 3. This program incorporated several short visits where families were invited to spend time in the school environment. The revised transition program was designed to meet COVID restrictions.

### **ENSURE THAT COMMUNITY ENGAGEMENT SUPPORTS NAZARETH TO BE A COMMUNITY THAT IS CONNECTED AND RESPONSIVE**

Creating a faith filled community of welcome and connection is a key part of our mission to nurture family life.

Highlights in 2020 included:

- The Community Services Team prepared and promoted resources and activities to share online with families and community members unable to attend regular playgroup and Wise Owls programs e.g. DVDs of recorded sessions of 'Tai Chai' classes were hand delivered to participants' mailboxes.
- The ECC offered one-on-one tours for inquiring parents to adapt to COVID restrictions and will continue to do so instead of group 'tours' into the future.
- Enrolment and retention processes were strengthened to ensure a coordinated and pastoral approach to support families joining or leaving the school community.
- The wellbeing of staff was closely monitored during the height of the COVID restrictions and responded to in a timely manner when required. An online Wellbeing Professional Learning session facilitated by Dr Adam Fraser on 'How to sustain your wellbeing and engagement during struggle and uncertainty' was accessed and promoted to all staff.
- Students across R-12 participated in CESA's Classroom Pulse Survey once per term to gauge student wellbeing and engagement and identify areas for building students' experience of connection, belonging and engagement.
- The R-12 Wellbeing Program - a key priority of the College's Improvement Plan – was finalised for implementation from 2021.

- To ensure our sense of connection continued throughout the year, a range of Virtual Assemblies were broadcast to both students and families in our community. A highlight of the year was the 2020 STEAM Week assembly where students who competed in the Number Facts Tournament were virtually broadcast to classes, allowing all students to still gain the full STEAM Week experience.
- Opportunities for keeping our diversely abled graduates connected to Nazareth were explored in collaboration with families. These include opportunities such as work experience in the ECC and playgroup programs.

## COMMUNITY BY NUMBERS



### Playgroups

Tuesday – an average of 13 families with 17 children attended.  
Friday – an average of 13 families with 16 children attended.



### Fun Moves

An average of 10 families with 10 children attended this program each week in 2020.



### Wise Owls

Craft group – 2 regular participants each week.  
Knit and Natter – 9 regular participants each week.  
Gentle Fitness – an average of 33 attended each week.  
Tai Chi Flinders Park – 14 regular participants each week.  
Tai Chi Findon – 3 regular participants each week.



### Naz Connects

Over 100 meals were prepared and delivered to families in need as part of our Nazareth Connects program.



### Community Cafe

Countess cups of coffee were lovingly poured for our community.

Due to COVID restrictions Community Programs including community access to the cafes, playgroups, Tai Chi and Gentle Fitness ceased for 18 weeks. Participants acknowledged with gratitude the commitment of staff to keep them connected to the Nazareth Community during this period through phone calls, social media posts, online playgroup sessions and home delivered DVDs of Tai Chi lessons.

# Stewardship



# *Effective Administration and Resourcing*

## **EXERCISE STEWARDSHIP THAT IS WISE, JUST, EFFECTIVE AND SUSTAINABLE**

Stewardship of our resources continued to be influenced by our values, our faith and our mission to support the provision of quality programs and services for families across the lifespan.

Highlights for 2020 included:

- An updated Nazareth Master Plan was approved reflecting proposed capital development works for both Findon and Flinders Park, factoring the consideration of enrolment maximums for each campus and future anticipated demand.
- A new property and existing two storey office building at 12-20 Arthur Lemon Ave Underdale was purchased. A major refurbishment was undertaken in the second half of the year seeing this building become our new Senior Centre. The new facility includes 11 classrooms, staffroom, meeting rooms, breakout spaces, science labs, art rooms, café with student hub and landscaped outside breakout spaces.
- A refurbishment of junior primary classrooms was undertaken to maximise the learning spaces. Several classrooms on both campuses have been updated with new AV technology.
- To ensure all students could access learning from home during COVID restrictions, Nazareth purchased 1:1 device for students in Reception – Year 2.
- Technology within the 3-5 Neighbourhood was upgraded with the installation of 2 Clever Touch screens.
- As part of a CESA ICT infrastructure strategy, all Nazareth wireless access points were upgraded to new devices to provide a modern and efficient wireless network.
- Nazareth purchased a second hand medium sized bus to complement our two commuter vans. The new larger capacity bus will reduce ongoing bus hire costs and will be predominately used for Outdoor Education, sport tournaments, and small group excursions by students / staff / community (e.g. wise owls) as well as transport students between the St Gabriel Centre and the Flinders Park Campus in extreme weather.

- A comprehensive review into risk assessments at the Early Childhood Centre was undertaken.
- As per CESA directives, fee remissions were offered to families affected by the economic impact of the COVID-19 pandemic. Full fee remission was also offered to families of children starting mid-year Reception in Term 3.
- Short term partial stand-downs were implemented across both the College and the ECC due to the impact of COVID-19 restrictions.
- A Critical Incidents Team coordinated Nazareth's COVID management planning and response. A COVID specific Risk Assessment and Management Plan was developed and COVID Safe Plans were developed and implemented across all relevant community programs. Relevant staff undertook COVID Marshal training and required protocols were followed for all events and functions. Additional cleaning and hygiene practices were established.



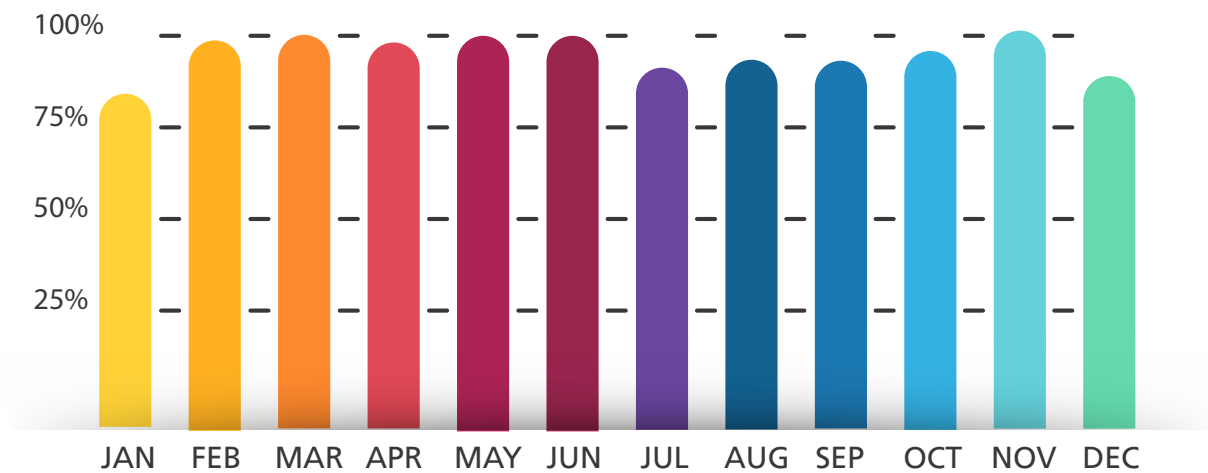


**ECC AND COLLEGE  
ENROLMENTS,  
TRANSITION AND  
PERFORMANCE**

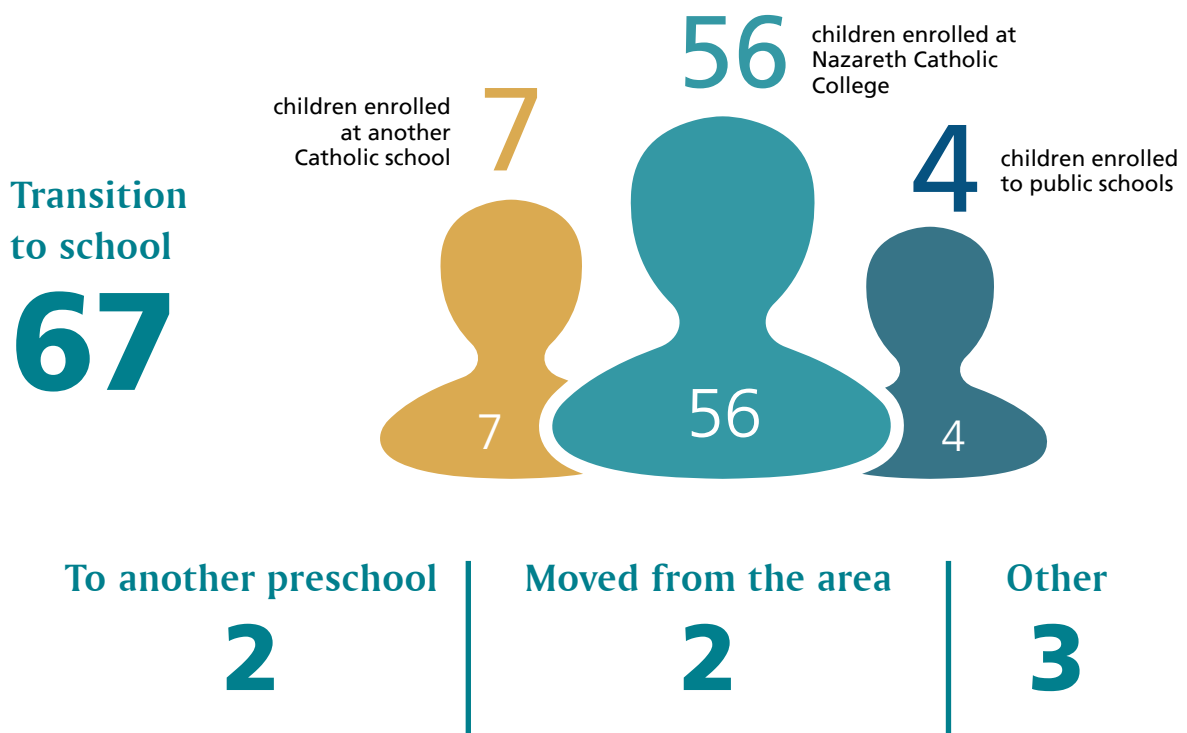
# Early Childhood Centre

## ROOM UTILISATION

The Centre offers up to 100 places each day.

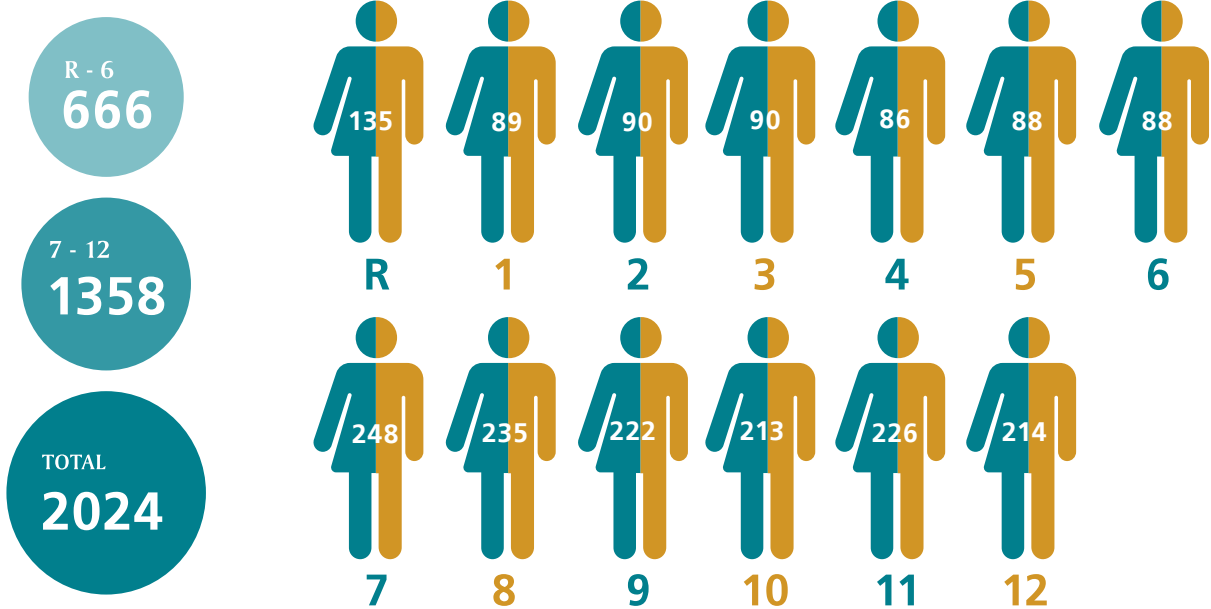


## PATHWAYS FOR EARLY CHILDHOOD CENTRE FAMILIES ACROSS THE 2020 YEAR





## YEAR RANGE AND ENROLMENTS IN EACH YEAR LEVEL



Indigenous Enrolments

**1.14%**

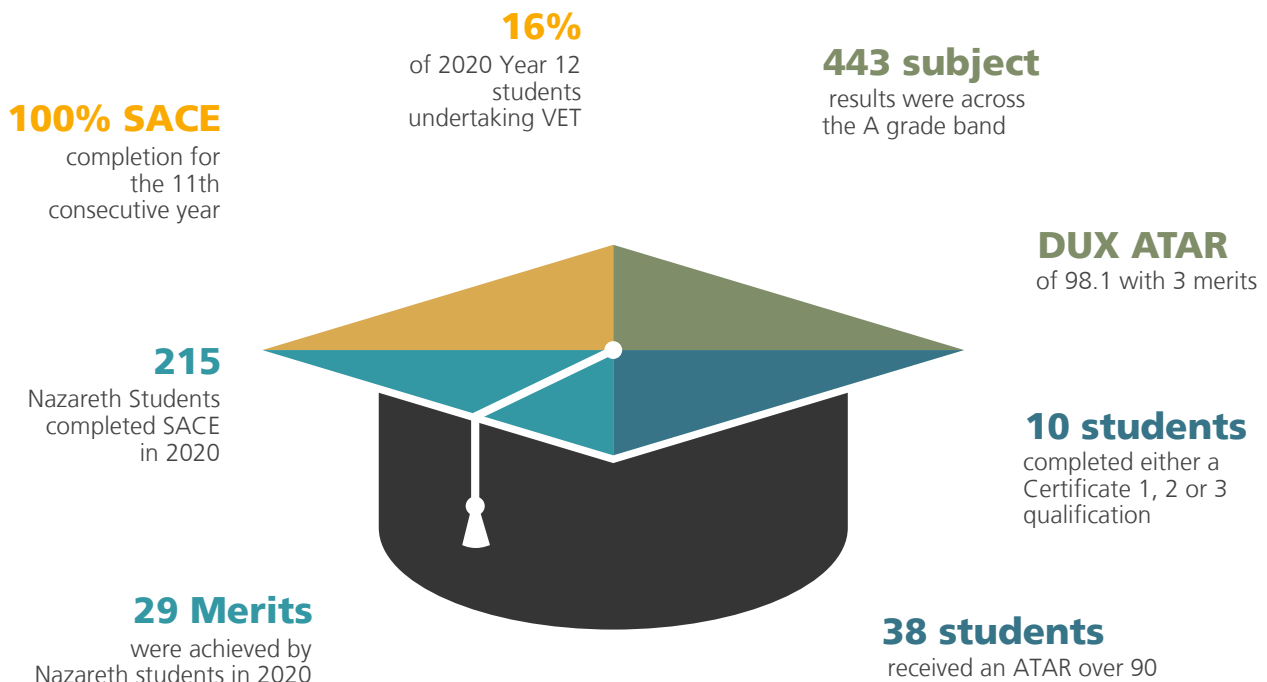
Students with Disabilities

**15.96%**

Full-Time Equivalent (FTE) Enrolments

**2020.8**

## YEAR 12 RESULTS SUMMARY



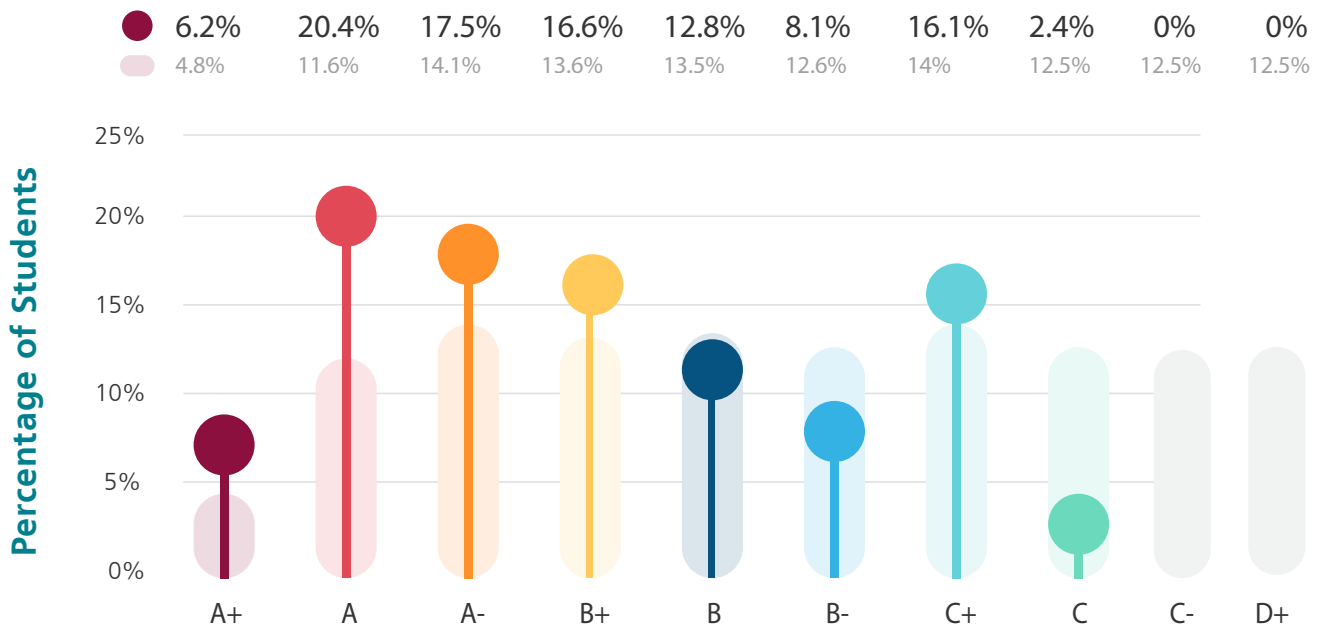
# POST SCHOOL DESTINATIONS



- FLINDERS UNIVERSITY
- THE UNIVERSITY OF ADELAIDE
- UNIVERSITY OF SOUTH AUSTRALIA
- TAFE COLLEGES ACROSS ADELAIDE
- APPRENTICESHIPS
- EMPLOYMENT

## STAGE 2 RESULTS FOR RESEARCH PROJECT A & B

### Nazareth vs State Average





**OUR WORKPLACE**

## OUR STAFF

Every member of our staff community – working across the two campuses at Findon and Flinders Park and the Uniform Shop - contributes to living out the mission and vision of our Nazareth Catholic Community. Early years educators, teachers, administration officers, education support officers, family and pastoral support workers, student counsellors, community services officers, allied health workers, café workers, a cook, cultural liaison, maintenance, human resources, finance, IT and marketing and communications officers make up our exceptional staff community.



## WORKPLACE HEALTH & SAFETY (WHS) REPORT

Nazareth Catholic Community is committed to providing a safe working environment for all workers.

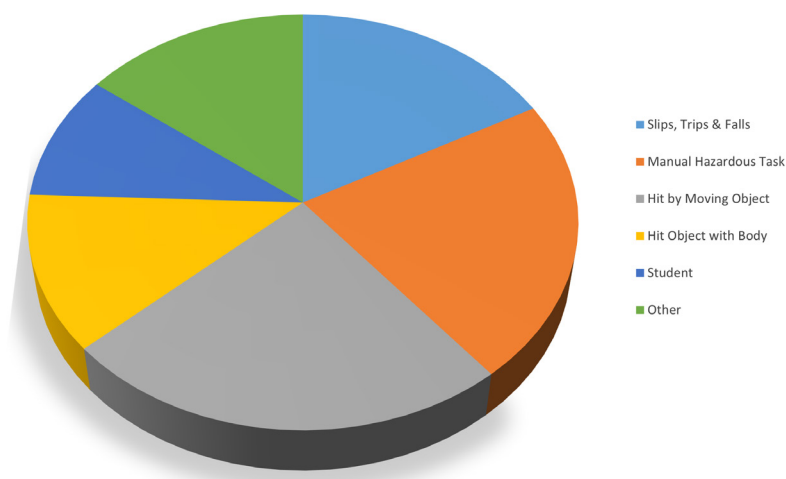
To achieve this WHS is an area that is in a constant state of activity from training to audits to policy updates to liaising with state and federal regulatory bodies, meeting with WHS Coordinators from other CEO sites and always receiving guidance and support from Catholic Safety Health and Welfare.

Please see the accompanying tables for a snapshot of some of the key WHS activities for 2020.

Audits			
Type of Audit	Auditor	Date	Corrective Actions Identified (e.g. # Non Conformance Reports (NCR's) issued, observations etc, areas requiring action)
Switch Agency Review	Switch	January	No actions required
Charles Sturt Food Business Audit	Charles Sturt Council	May	Minor observations
Worksite Inspections	WHS Manager	July	Some maintenance and documentation (risk assessments) requirements
ECC – Food Audit	Charles Sturt Council	October	Minor observations regarding documentation

Training			
Title	Provider	Date completed	# attended
Information Security	CCI – Learning Manager	June	Approximately 300 (staff can move training to other CEO sites – unable to determine final numbers)
Mental Health First Aid		December	
WHS for Officers	CSHW	Feb	2
Working At heights	ATEC	January	2
Contact Officer	CEO	February	5
Chainsaw Training	ATEC	February	2
Supporting Return to Work	Return to Work SA	July	1
002 BELS First Aid training	St Johns	December	84
003 Senior/Provide First Aid training	First Aid Pro and St Johns	Various dates (as needed)	12
004 Provide First Aid in a Childcare Setting	First Aid Pro	Various dates (as needed)	5 6

## INCIDENT DATA FOR 2020:



- 2020 was the first time in several years that 'Slips, Trips & Falls' was not the highest cause of incidents. It was overtaken by 'Hit by Moving Object' and 'Manual Hazardous Tasks'.
- Incidents listed as 'Hit by Moving Object' were caused mostly by sports items with a few incidents of items falling from heights.
- Incidents listed as 'Manual Hazardous Task' included strains and sprains from sharp or repetitive movements including those with low load bearings. However there were a few unexplained muscular skeletal pains such as sudden back pain while walking or bending.
- The student related incidents were 'scratches', 'striking out' or 'bites' and occurred in the younger groups when children were in heightened emotional states. 'Accidental Student Related' incidents usually involve sports equipment and fall in the hit by moving object category.
- 'Other' includes one off incidents such as pre-existing medical conditions, small lacerations and insect bites.

Corrective and preventative actions have included:

- 'Safety Tip of the Week' e-mail to staff with topics ranging from how to prevent slips, trips and falls, being aware and reporting hazards, sun safety, voice care, manual hazardous tasks and wellbeing.
- Additional ergonomic training to allow for onsite reviews of workstations.
- Working with parents to support student behaviour.
- Working with staff to create solutions for common hazards.
- Workplace inspections to identify and correct hazards.
- Working closely with the maintenance team to ensure a safe working environment.



# FINANCE



## COLLEGE 2020

2020	Budget	Actual	Variance	
Revenue	35,483,000	39,532,000	4,049,000	Favourable
Expenses	33,787,000	32,921,000	866,000	Favourable
Trading Accounts	4,000	48,000	44,000	Favourable
Total Surplus	1,700,000	6,659,000	4,959,000	Favourable
JobKeeper/Cash Boost Redistribution	0	-4,482,000	-4,482,000	Unfavourable
Adjusted Surplus	1,700,000	2,177,000	477,000	Favourable

2020	Budget	Actual	Variance	
Capital Expenditure	1,810,000	1,769,000	41,000	Favourable
Building Program	0	8,704,000	8,704,000	Unfavourable
Bank Account	2,670,000	3,588,000	918,000	Favourable



## INCOME 2020

Income	Actual
Tuition – Gross Fees	11,220,000
Tuition – Fee Discounts	-3,756,000
Government Funding - Federal	18,286,000
Government Funding - State	5,850,000
Government Funding - Specific	222,000
Government Funding - JobKeeper/Cash boost (Net)	1,311,000
Catholic Education Office Support	400,000
Other Charges / Offsets / Reimbursements	1,517,000
<b>Total Income</b>	<b>35,050,000</b>



## EXPENSES 2020

Expenses	Actual
Tuition - Salaries & Oncosts	19,065,000
Tuition – Goods & Services	2,065,000
Admin – Salaries & Oncosts	4,238,000
Admin – Levies (via CEO)	1,733,000
Admin – Goods & Services	2,769,000
Admin – Interest	902,000
Depreciation	2,149,000
<b>Total Expenses</b>	<b>32,921,000</b>





## 2021 COLLEGE BUDGET

2021	Budget
Revenue	34,809,000
Expenses	34,330,000
Trading Accounts	21,000
Surplus	500,000
Capital Investment	1,469,000
Building Program	3,131,000
Closing Bank Account	2,800,000
Enrolments	2,095



## INCOME 2021

Income	
Tuition – Gross Fees	11,627,000
Tuition – Fee Discounts	-3,470,000
Government Funding	25,756,000
Catholic Education Office Support	0
Other Charges / Offsets / Reimbursements	895,000
<b>Total Income</b>	<b>34,808,000</b>



## EXPENSES 2021

Expenses	
Tuition - Salaries & Oncosts	19,402,000
Tuition – Goods & Services	2,225,000
Admin – Salaries & Oncosts	4,689,000
Admin – Levies (via CEO)	1,493,000
Admin – Goods & Services	2,976,000
Admin – Interest	1,207,000
Depreciation	2,338,000
<b>Total Expenses</b>	<b>34,330,000</b>



## COLLEGE LOAN SUMMARY

2020 Opening Loan Balance	
Flinders Park Land	12,000,000
Caritas Building	10,600,000
Loan Drawdowns	8,669,916
Repayment of Principal	1,000,916

2021 Closing Loan Balance	
Flinders Park Land	10,050,000
Caritas Building	9,890,000
St Gabriel Centre Building	4,900,000
St Gabriel Centre Fitout	6,900,000



## COMMUNITY (EARLY CHILDHOOD CENTRE)

2020	Budget	Actual	Variance	
Revenue	2,623,000	3,508,000	885,000	Favourable
Expenses	2,573,000	2,470,000	103,000	Favourable
Total Surplus	50,000	1,038,000	988,000	Favourable
JobKeeper/ Cash Boost Redistribution	0	-198,000	-198,000	Unfavourable
Adjusted Surplus	50,000	840,000	790,000	Favourable
Closing Bank Account	200,000	786,000 (adjusted)	586,000	Favourable
Utilisation	90%	96%	6%	Favourable



### INCOME

Income	Actual
Fees	2,901,000
Grants - Specific	103,000
Government Funding - JobKeeper/Cash boost (Net)	262,000
Other Charges	44,000
<b>Total Income</b>	<b>3,310,000</b>



### EXPENSES

Expenses	Actual
Salaries & Oncosts	1,690,000
Materials	73,000
Admin – Salaries & Oncosts	530,000
Admin - Salaries & Oncosts	140,000
Depreciation	37,000
<b>Total Expenses</b>	<b>2,470,000</b>



### 2021 COMMUNITY BUDGET

2021	Budget
Revenue	2,685,000
Expenses	2,635,000
Surplus	50,000
Community / College Recharges	-202,000
Closing Bank Account	568,000
Utilisation	92%



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# Our Community

1. 12,500 cans collected and donated to Vinnies SA
2. An outdoor nature play area was created next to the Findon community cafe.
3. R-12 Educators from both Nazareth and the wider community came together for the 2020 Naz Tech Future Learners Conference in October
4. ECC child creating the theme logo image
5. Year 3 neighbourhood magical world of Willy Wonka's Chocolate Factory.



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