

# Annual Report

## 2021



**Nazareth**  
CATHOLIC COMMUNITY

# Contents

School Context.....	3
Message To Our Families And Community.....	4
Our Purpose, Vision And Mission.....	5
Our Theme For 2021.....	5
Strategic Direction.....	6
Our Governance Committees.....	7
Our Leadership Structure.....	8
Catholic Identity.....	9
Education.....	12
Community.....	16
Stewardship.....	22
Enrolments, Transition And Performance.....	24
Our Workplace.....	29
Finance.....	32



# School Context

---

Nazareth Catholic Community is a place of welcome, connecting faith, family, and education. Every family is at the heart of our Church, with inclusion a vital part of our vision.

**“We are people of justice, committed to building community, nourishing family life and making the world a better place.”**

At Nazareth, we provide more than just an education – we are a community. We provide students with endless opportunities, and our hope is that they will graduate empowered to be people of justice committed to making the world a better place.

We have two contemporary campuses at Findon and Flinders Park, incorporating an Early Childhood Centre, Reception to Year 12 College, the St Gabriel Centre (Senior Centre) and a variety of Family and Community Services. There are 2065 students across the campuses.

Students have access to state-of-the-art technology and infrastructure, including multipurpose gyms, domestic and commercial kitchens, outside courts and play spaces, music, drama and dance facilities, resource, and discovery centres. In 2021 our designated senior secondary facility, the St Gabriel Centre, was officially opened following unprecedented enrolment demand. The College offers a rich and diverse curriculum which encourages children and young people to flourish.

A strong partnership between staff, students and families ensures we are all striving for the same outcomes and our academic excellence speaks for itself, with year-on-year outstanding results.

Our pastoral care, religious and social justice programs have been developed to help build strong community relationships which support and nurture each individual to realise their full potential.

An Early Childhood Centre, playgroups, parent education, community cafes, a vibrant old scholar network, and a range of activities for older members of the community contribute to a rich community life for families at Nazareth.



# *To our Families and Community*

Once again, the Nazareth Catholic Community has demonstrated its creative and resilient spirit in response to a further year of challenges in every dimension of our work, through the continuation of the COVID-19 pandemic.

Our community has remained an incredibly vibrant place with a passion to fulfil our mission, and staff who are committed to ensuring there is a place for everybody; from our Early Childhood Centre through to our Wise Owls, and all in between.

In 2021, our theme was United in Faith, Hope and Love, symbolising faith and humanity interconnected with hope, growth and new beginnings through love, openness, acceptance and healing.

This year saw the official opening and blessing of the St Gabriel Centre by Archbishop Patrick O'Regan. The St Gabriel Centre is a dedicated centre for Year 12 students including visual art spaces, science facilities, a student hub for collaboration as well as self-directed study, general learning spaces, kitchenettes and outdoor areas, and a café.

In conjunction with Catholic Education South Australia in response to unprecedented enrolment demand, 2.64ha of land was purchased at 344 Findon Road, Kidman Park where a third campus will be purpose built. The new campus will duplicate the facilities currently available to students at the Flinders Park campus which will continue to cater for Year 7-10 students, while the Kidman Park campus will cater for Year 11 and 12 students. This expansion will allow Nazareth to continue to reimagine how we deliver curriculum and create community in a modern and ever-changing context. The Kidman Park campus will be completed in mid 2023.

Our playgroup families and Wise Owls were able to maintain their connection to our community despite a number of COVID restrictions throughout 2021, with children attending playgroups twice a week, and Wise Owls participating in Gentle Fitness, Craft and Tai Chi.

I acknowledge and thank the Nazareth Leadership Team, staff, families and our broader community for their dedication and contribution to our community in 2021. I also thank 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 2021.

During 2021 we farewelled Ms Ann Bliss, inaugural Governing Council Chair, Community Development Leader, and Director, who devoted herself to developing the Nazareth community. Ann's commitment to the mission of Nazareth was inspirational and will always be part of the fabric of this community.

Mr Andrew Baker  
Principal





# *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.*

*United in Faith, Hope and Love*



# Our Purpose We are called to love one another

*Catholic Identity*

**WE ASPIRE...**  
to be a living experience of the Church's mission in the contemporary world.

**WE VALUE...**

- Prayer
- Liturgy and ritual
- Celebration
- Sacrament
- Forgiveness
- Formation

*Catholic Identity*

*Education*

**WE ASPIRE...**  
to excellence in learning and success for all.

**WE VALUE...**

- High expectations
- Continuous improvement
- Quality programmes
- Family engagement
- Innovation

*Education*

*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.

*Stewardship*

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

*Community*

**WE ASPIRE...**  
to be a place where all feel loved and valued.

**WE VALUE...**

- Inclusion
- Participation
- Involvement
- Compassion
- Hospitality
- Love

*Community*

*Stewardship*

**WE ASPIRE...**  
to the responsible use of our own resources and all of God's creation.

**WE VALUE...**

- Mutual responsibility
- Sound, ethical and pastoral management practices
- Enhancing and building existing and new partnerships
- Shared resources

*Stewardship*

*Education*

**WE WILL...**

- Provide excellence in teaching and learning through the delivery of contemporary and innovative educational practices.
- Sustain a culture of continuous improvement in learning for all within Nazareth Catholic Community.

*Community*

**WE WILL...**

- Strengthen family and community engagement across Nazareth Catholic Community.
- Ensure that community engagement supports Nazareth to be a community that is connected and responsive.

*Education*

**WE WILL...**

- Invite our community to a deeper relationship with God and creation, through engaging, life-giving experiences.
- Be people of justice who respond as Christ's witness to environmental and social needs.

*Community*

We are a place of welcome and connection.

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

# Our Governance Committees

## Governing Council

Mr John Mula OAM  
Dr Vin Thomas  
Mr Andrew Baker  
Fr Lancy D'Silva  
Mr Con Babaniotis  
Dr Pauline Hill  
Ms Jenny Papps  
Ms Sara Ucci  
Ms Lynette Bellwood  
Ms Victoria Richardson  
Mr Darren Bailey  
Ms Emma Williamson  
(Secretary)

## Stewardship Standing Committee

Mr Con Babaniotis  
Mr Darren Bailey  
Mr Andrew Baker  
Mr Peter Cavallaro  
Mr Nathan Conolan  
Ms Narelle Sandercock  
Mr Paul Harwood  
Ms Fiona Margrie  
Mr Jeff Sochacki

## Faith & Education Standing Committee

Dr Pauline Hill  
Mr Joe Hicks  
Ms Kelly Blandford  
Mr Andrew Baker  
Ms Angela Cavallaro  
Ms Rebecca Donnon  
Dr Elizabeth Goble  
Mr Christian Leonardi  
Ms Juliana Martino  
Ms Narita Perrotta  
Ms Nici Slack/  
Ms Natasha Walc  
Ms Natalie Cameron

We acknowledge and thank the Members who completed their terms on the Nazareth Governing Council this year: Ms Ann Bliss, Mr Peter Bierer, Mr Dale West, Fr Peter Zwaans and Ms Jane Fox as Secretary.

## Our Nazareth Leadership Team

Mr Andrew Baker  
Mr Joe Hicks  
Ms Juliana Martino  
Ms Emma Williamson  
(Executive Assistant)

Mr Jeff Sochacki  
Ms Natalie Cameron  
Ms Victoria Richardson  
Mr Darren Bailey

Ms Nici Slack /  
Ms Natasha Walc  
Ms Madeleine Kitschke

*“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 OAM

**PRINCIPAL**  
Andrew Baker

**EA TO THE PRINCIPAL**  
Emma Williamson

**COLLEGE**

**HEAD OF CAMPUS FLINDERS PARK**  
Jeff Sochacki

**HEAD OF CAMPUS FINDON**  
Natale Cameron

**ASSISTANT PRINCIPAL RELIGIOUS IDENTITY & MISSION (APRIM)**  
Joe Hicks

**EARLY CHILDHOOD SERVICES**

**EARLY YEARS DIRECTOR**  
Mici Slack  
Natasha Walc

**OPERATION SERVICES**

**BUSINESS MANAGER**  
Darren Bailey

**MARKETING AND COMMUNICATIONS MANAGER**  
Victoria Richardson

**HUMAN RESOURCES MANAGER**  
Madeleine Kitschke

**COMMUNITY SERVICES**

**COMMUNITY DEVELOPMENT LEADER**  
Juliana Martino



*Catholic  
Identity*



# Catholic Identity

**We 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 2021 theme 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 2021 included:

- family participation in the Sacramental Preparation programs for receiving the sacraments of Baptism, Reconciliation, Confirmation and First Eucharist.
- regular celebrations of Masses, liturgies and classroom visits in collaboration with the Parish.
- a Staff Reflection day with a focus on wellbeing; physical, mental and spiritual. Guest speaker Brett Burton discussed the neuroscience behind mindfulness and the day was celebrated with a beautiful Mass led by Vicar General Fr Philip Marshall.
- the continued participation of staff in faith formation through Café Theology sessions once per term at the St Gabriel Centre; guest speakers unpacked theological ideas allowing concepts to be relatable and meaningful for participants.





## We are 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, despite the challenges of COVID-19 restrictions.

Highlights in 2021 included:

- the return of 'Healthy Breakfast' at the Findon campus where Social Justice club members assisted in the preparation of fruit and healthy snacks for students.
- continued support of our relationship with Vinnies SA in their winter appeal and can drives across both the Flinders Park and Findon campus. Nazareth continues to be a significant school contributor to this initiative.
- continued financial support of the Good Crocodile Foundation & Timor Leste relationship through our sponsorship of two nursing students.
- our Nazareth Houses across Years 7 – 12 contributed in various ways to key charities.
- visiting St Catherine's School in Stirling to learn how a zero-waste school is combatting pollution and reducing their carbon footprint.
- participation in Soup Kitchen at the Flinders Park campus once again, assisting with preparation of hot soups donated to the Hutt Street Centre.
- regular community 'cook ups' restocked the 'Naz Connects' freezer and hundreds of meals were delivered to families in this time of need (pictured).





# Education





# High Quality Teaching and Learning

**We 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 2021 included:

- 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.
- a revised Positions of Responsibility (POR) Structure in the College was implemented to align with CESA strategies for driving improvement.
- 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 2021 Naz Tech Future Learners Conference.
- in anticipation of an expected drop in student attendance or possible school closure due to COVID-19, teaching staff continued their preparation for possible online delivery of teaching and learning. This included strategies for supporting and maintaining routine and structure for children learning from home to support students' wellbeing.
- the introduction of the Rite Journey program for our Year 9 student cohort as a purposeful step in formalising and strengthening our students' rite of passage from middle school to secondary schooling. The program supported the development of self-awareness, responsibility, respect, resilience and resourcefulness.
- continued growth of the Social Enterprise Project for Year 9 students, where an independent learning experience is undertaken to consolidate students' learning in the middle years, connect classroom learning with personal experiences and interests and encourage life-long learning.



## We 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 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 2021 included:

- continued use of inquiry-based learning in the ECC, honouring the childrens' voices and supporting their own ideas and interests.
- the Naz Tech Future Learners conference in October attended by more than 100 educators and pre-service teachers from South Australian schools. Attendees participated in a range of masterclasses and were provided with networking opportunities. Nazareth staff shared their expertise in areas ranging from integrating the Digital Technologies curriculum, to showcasing the Nazareth Capabilities and exploring emerging contemporary pedagogies.
- Nazareth students continued achievement of outstanding SACE Stage 2 results.





## OUR LEARNING PHILOSOPHY

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

As Nazareth Catholic Community we recognise and honour each individual's unique gifts and potential. Guided by our call to "love one another" we aspire to be thriving people, capable learners, leaders for the world God desires.

As Nazareth Catholic Community we nurture active citizens and innovative learners through the use of intentional and contemporary approaches, which honour each individual's learning journey.

As Nazareth Catholic Community we design collaborative, meaningful and future-focused opportunities which encourage each individual to take ownership of their learning.

As Nazareth Catholic Community we create inclusive learning environments which inspire and enrich learning experiences, and foster a sense of belonging.

As Nazareth Catholic Community we encourage all learners to evaluate their understanding and seek authentic opportunities to demonstrate, share and celebrate their learning achievements.







*Community*

# *Strong Home, School, Community Engagement*

## **We 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 2021 included:

- well-coordinated, timely communications to staff, families and young people regarding COVID-19 protocols and contingency planning.
- continued use of Seesaw, SEQTA and Microsoft Teams to virtually deliver a rich curriculum and support and connect with our students and families during the height of the pandemic. Staff used their devices to conduct a virtual morning roll call, prayer and meditation, and explicit teaching experiences for all students, whether they were learning at home or on campus. Students used their device to check-in, and video call their teacher and class members so that their connection to their peers, teachers and school was maintained.
- continued offerings of translating and interpreting services to families to strengthen their engagement in the ECC and College community.
- a comprehensive consultation process involving students, staff and families in relation to the proposed Kidman Park Campus. This provided rich information to inform planning of this initiative.
- continuation of the African Parent Group and continued meetings with the Community Development Leader and Cultural Liaison Officer.
- continued provision of online Career and VET resources for students and families, together with industry videos.
- Karno Martin, Aboriginal Cultural Liaison Officer, working as artist in resident with Year 3 students and providing a Welcome to Country on Staff Reflection Day and at the St Gabriel Centre official opening and blessing.
- the Loving, Learning, Thriving program continued to support the successful transition of pre-school children and their families into Reception.





## We 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 2021 included:

- continued promotion of resources and activities for family and community members when possible, such as playgroups, the Fun Moves program, Wise Owls visits to museums and murals and participation in Tai Chi in the park, and a Nature Play session at Wittunga Botanical Gardens for our ECC families.
- continued focus on improving our enrolment and retention processes to ensure a coordinated and pastoral approach to support families joining or leaving the school community.
- continued provision of the Foodbank Breakfast Club for identified food insecure students, and family food packs and vouchers provided to families in need.
- the close monitoring and responding to staff and family wellbeing needs during the height of COVID restrictions.
- continued participation by students across R-12 in CESA's Classroom Pulse Survey once per term, to gauge student wellbeing and engagement and identify areas to build connection, belonging and engagement.
- the implementation of the R-12 Wellbeing Program, a key priority of the College's Improvement Plan for 2021.
- the development of a draft Cultural Diversity Policy incorporating a Reconciliation Action Plan, and realignment of cultural liaison services to incorporate support for Aboriginal and Torres Strait Islander students and families.

Our community and parent programs, including access to our cafes, playgroups, Tai Chai, Gentle Fitness and other Wise Owls activities were unable to operate onsite for a significant part of 2021.

Reimagined online programs or offsite activities continued to keep participants and community members engaged and connected to the Nazareth community during these periods. Phone calls, social media posts, online sessions and home deliveries all supported this connection.

## Parent, Teacher and Student Satisfaction

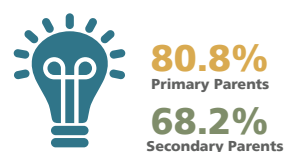
Several surveys were undertaken during 2021, inviting responses from families, students, and staff.

Families were invited to share their level of confidence in our response as we addressed the challenges of the COVID-19 pandemic. Responses reflected confidence in the Nazareth Leadership Team's response to the COVID situation.

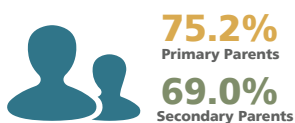
Classroom Pulse Surveys were undertaken with all R-12 students each term to gauge student wellbeing and engagement in relation to their sense of connection, belonging and engagement. Data gathered is analysed by teachers and leadership teams to identify trends, target support and professional development priorities. An R-12 Wellbeing Program is a key priority of the College Improvement Plan and is being finalised for implementation.

Students, families and teaching staff participated in the Living, Learning, Leading (LLL) survey, developed by Catholic Education South Australia (CESA) to monitor and report on the performance of its schools according to the 'Living, Learning, Leading' (LLL) standard. Questions were asked in the areas of Catholic Identity, Learning & Wellbeing, Community and Resourcing. Survey results highlighted areas in which the school is most effective and least effective in addressing the LLL standard, as can be seen in the graphs below:

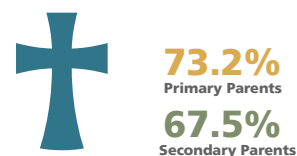
## 2021 LLL Survey - Parent Feedback



**Enjoyment  
of School**



**Learning  
Support**



**Catholic  
Education**

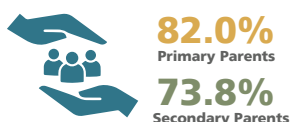


**Welcoming  
School**

Both above  
**80%**  
for both  
Primary & Secondary



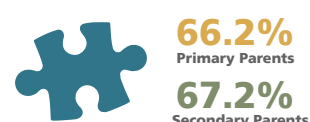
**Infrastructure**



**Safe School**

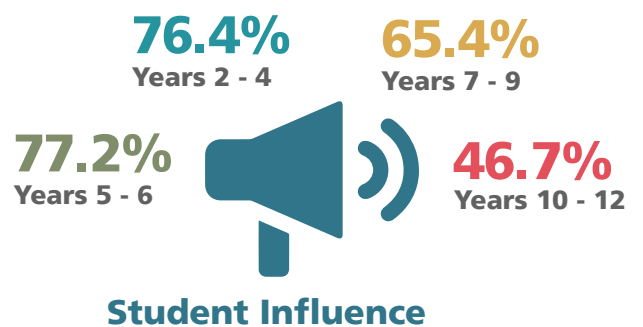
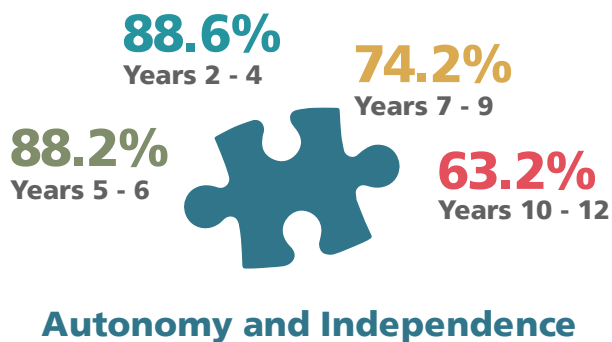
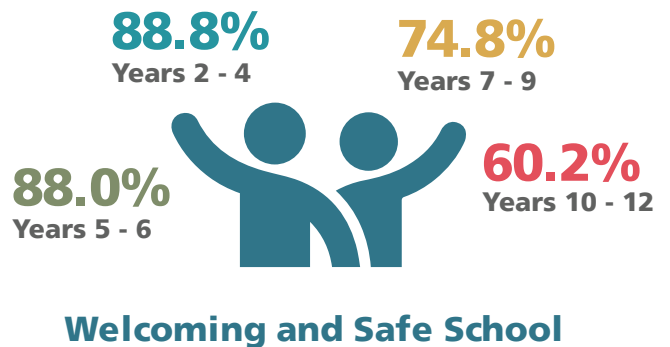
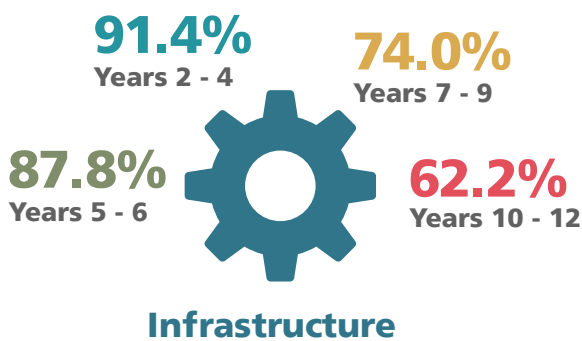
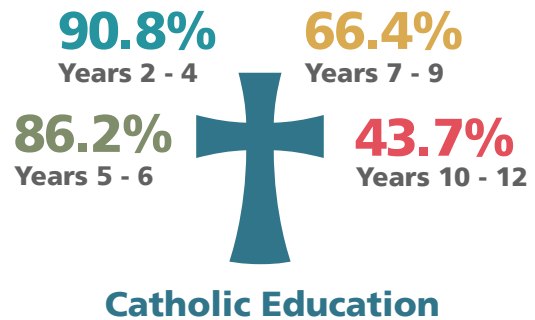
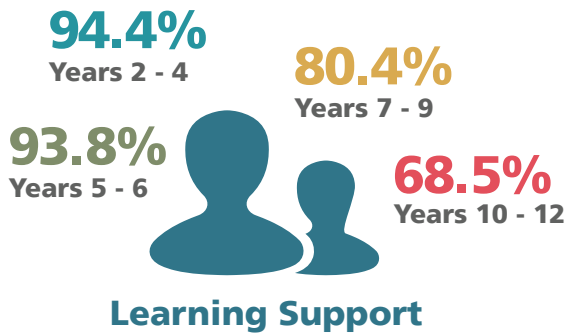


**Parent-School  
Partnerships**



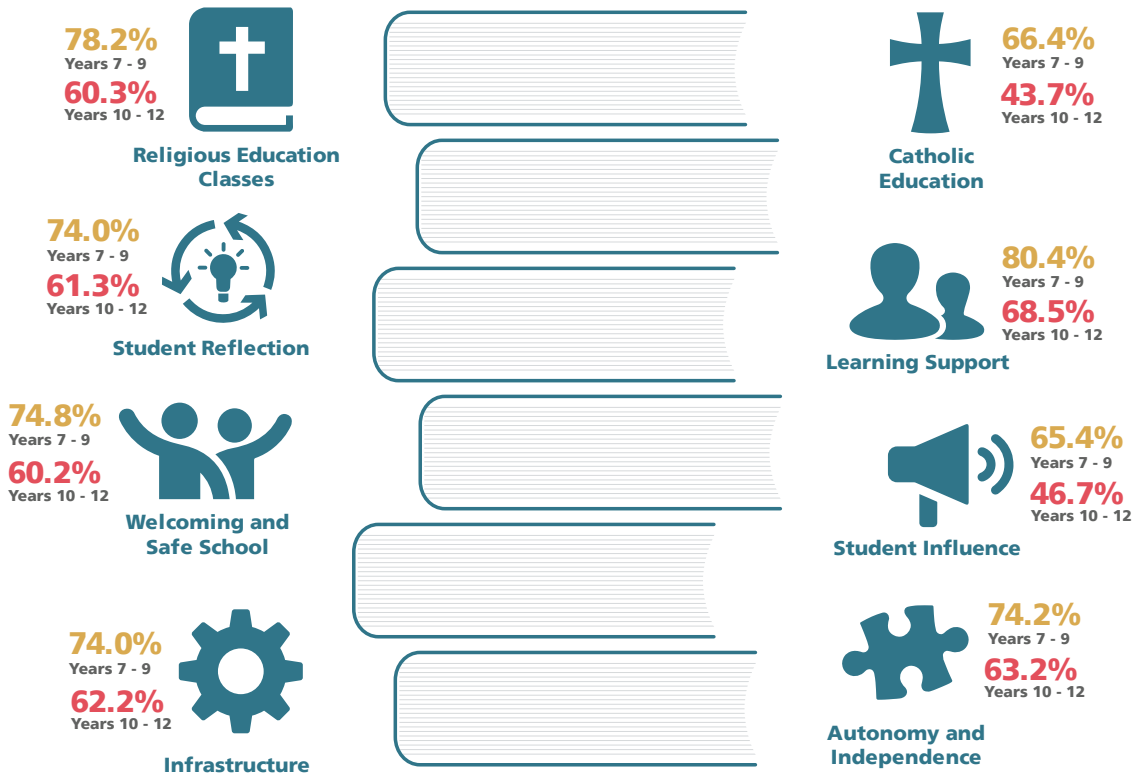
**Autonomy &  
Independence**

## 2021 LLL Survey - Parent Feedback

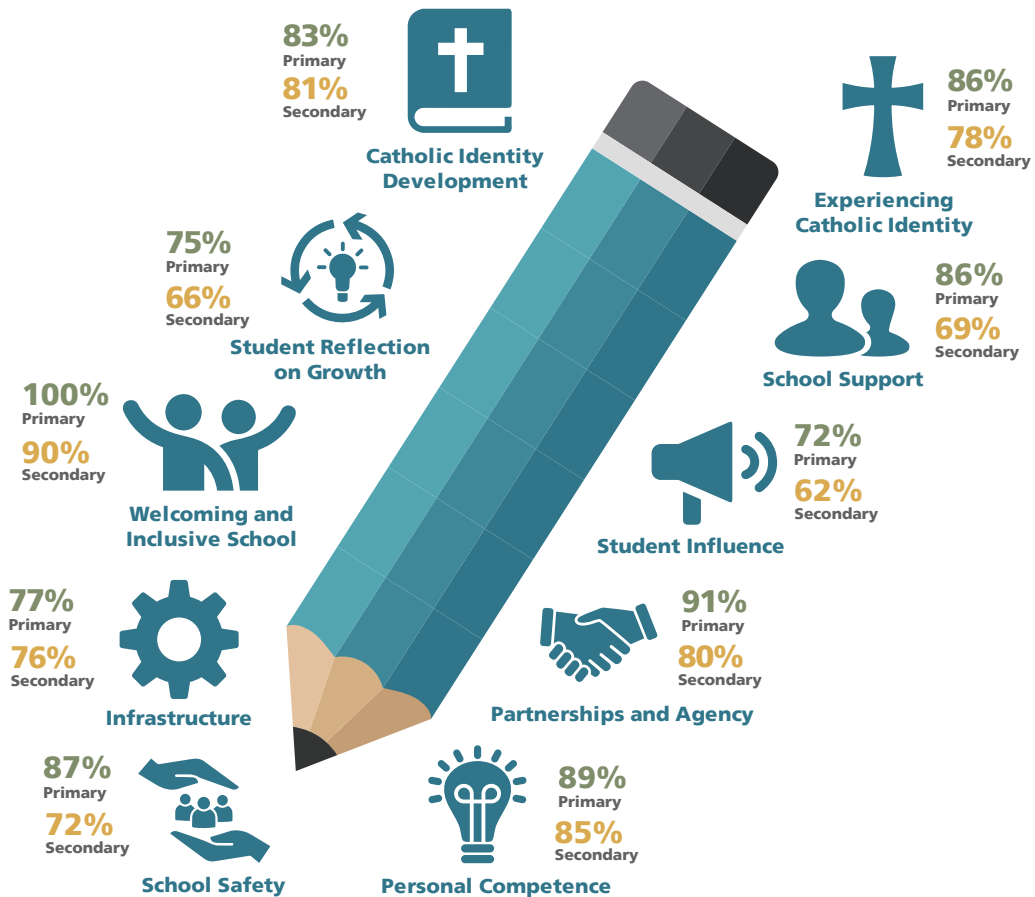




# 2021 LLL Survey - Student Feedback - Secondary Only



# 2021 LLL Survey - Staff Feedback



# Stewardship



# Effective Administration and Resourcing

We 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 2021 included:

- the successful completion of the St Gabriel Centre at 12-20 Arthur Lemon Avenue, Underdale, incorporating 11 classrooms, staff room, meeting rooms, breakout spaces, science labs, art rooms and café, in addition to student hub and landscaped outside breakout spaces.
- the purchase of land at Kidman Park to create a further dedicated space for our senior students, in response to unprecedented enrolment demand. Following this, significant consultation was undertaken with students, staff and families in the planning of the Kidman Park construction.
- continued offerings of fee remission to families affected by the economic impact of the COVID-19 pandemic and a full fee remission was offered to families of children starting mid-year Reception.
- continued implementation of Nazareth's COVID Risk Management Plan and COVID Safe Plans.





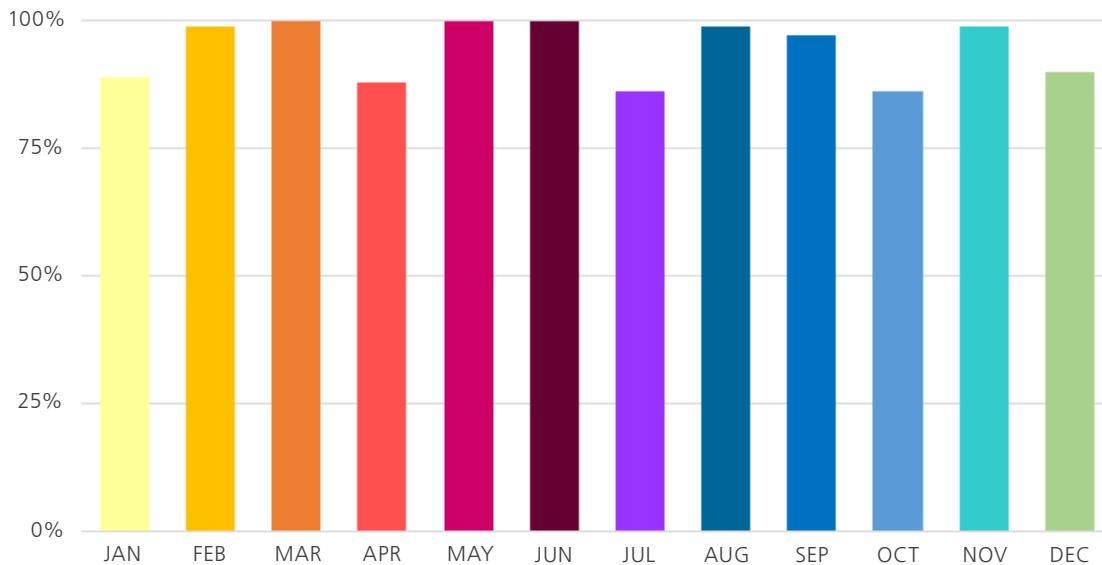


**ECC AND COLLEGE  
ENROLMENTS,  
TRANSITION AND  
PERFORMANCE**

# Early Childhood Centre

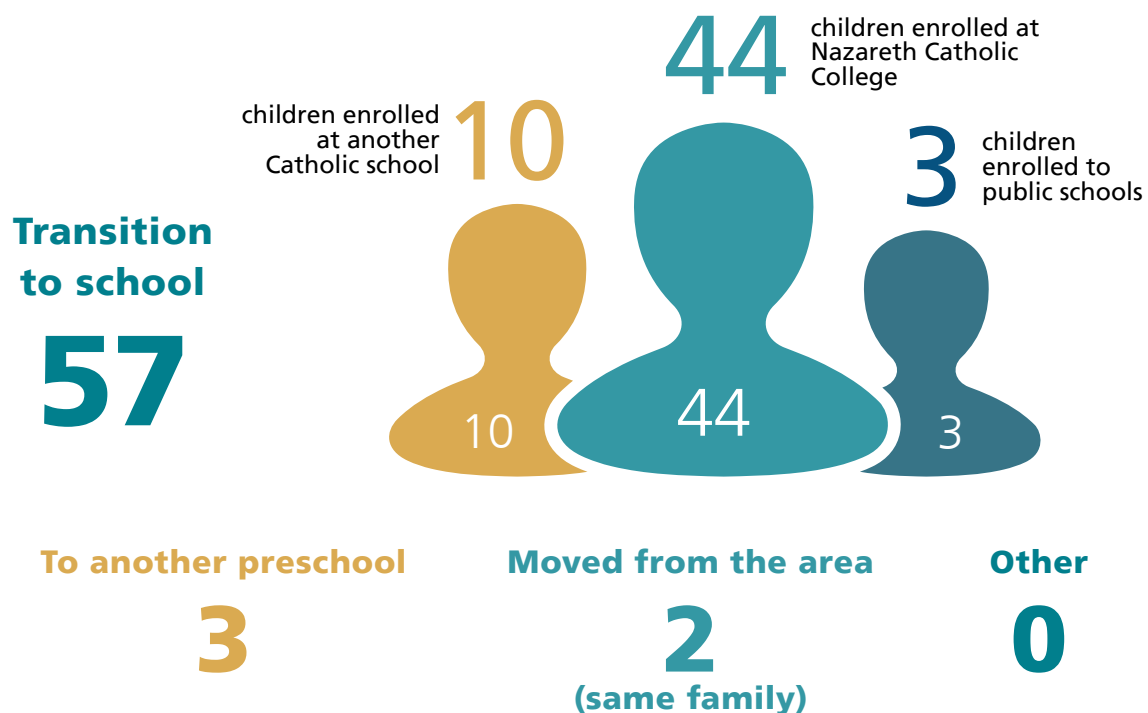
## Room Utilisation

The Centre offers up to 100 places each day.



*\*lower numbers in Jan, April, Jul, Oct and Dec are as a result of Pre-School holidays for some children.*

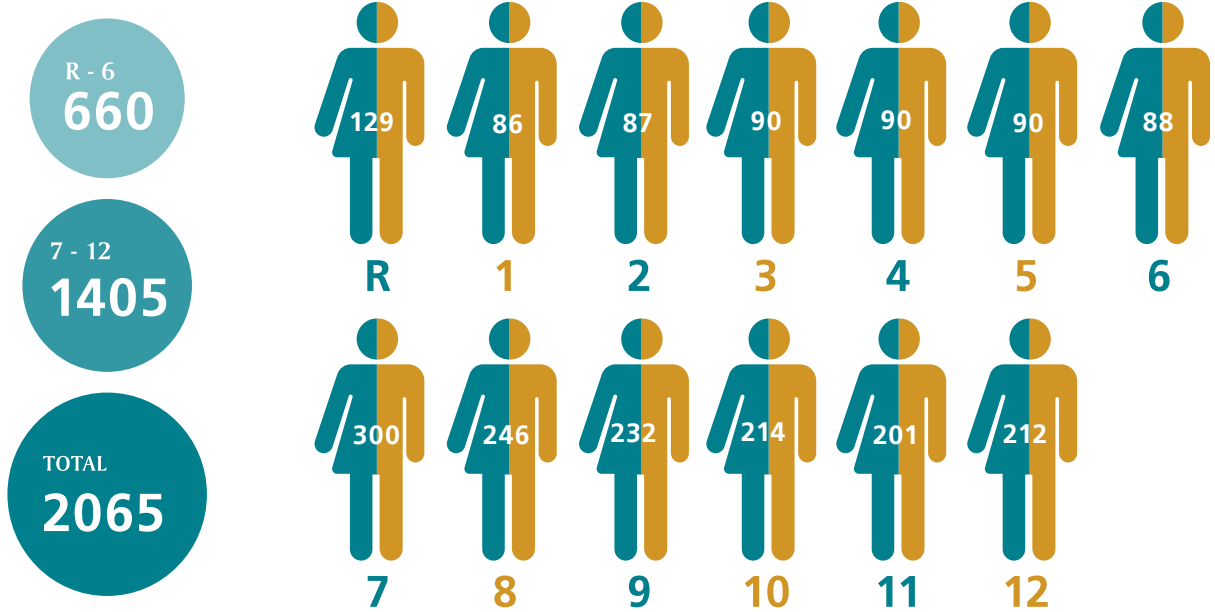
## Pathways for Early Childhood Centre families across the 2021 Year





# College

## Enrolments in each year level



Indigenous Enrolments

**1.07%**

Students with Disability

**18.26%**

Full-Time Equivalent (FTE) Enrolments

**2060.4**

## Student Attendance

Overall school attendance in 2021 was 94.08% as outlined in the adjacent table.

When a student is absent without explanation, a SMS text message is generated and sent to the parent/caregiver by 10am requesting clarification of the student absence

Reception	96.13%
Year 1	94.28%
Year 2	95.19%
Year 3	96.15%
Year 4	95.58%
Year 5	96.03%
Year 6	95.43%
Year 7	95.69%
Year 8	92.74%
Year 9	92.28%
Year 10	91.20%
Year 11	90.31%
Year 12	91.99%

# NAPLAN Results

Year 3	Mean Score			Mean Scores as Proficiency Band			% Students who achieved the NMS		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<b>Component</b>									
Reading	425.9	-	448.0	4	-	5	95	-	100
Writing	434.8	-	445.3	5	-	5	94	-	100
Spelling	420.2	-	431.5	4	-	5	94	-	100
Grammar and Punctuation	431.3	-	444.7	5	-	5	93	-	100
Numeracy	388.9	-	393.4	4	-	4	98	-	99

Year 5	Mean Score	Mean Scores as Proficiency Band	% Students who achieved the NMS
	2021	2021	2021
<b>Component</b>			
Reading	500.1	6	99
Writing	480.6	6	97
Spelling	509.2	6	100
Grammar and Punctuation	497.3	6	99
Numeracy	475.0	5	99

Year 7	Mean Score	Mean Scores as Proficiency Band	% Students who achieved the NMS
	2021	2021	2021
<b>Component</b>			
Reading	538.1	7	98
Writing	514.8	6	94
Spelling	547.6	7	98
Grammar and Punctuation	535.2	7	94
Numeracy	547.2	7	95

Year 9	Mean Score	Mean Scores as Proficiency Band	% Students who achieved the NMS
	2021	2021	2021
<b>Component</b>			
Reading	576.2	7	92
Writing	565.0	7	87
Spelling	577.6	7	94
Grammar and Punctuation	573.6	7	91
Numeracy	581.9	7	99

# Senior Secondary Results Summary

## 100% SACE

completion for the 12th consecutive year

## 10%

of 2021 Year 12 students undertaking VET

## 419 subject

results were across the A grade band

## DUX ATAR

of 99.80 with 2 merits

## 217

Nazareth Students completed SACE in 2021

## 26 Merits

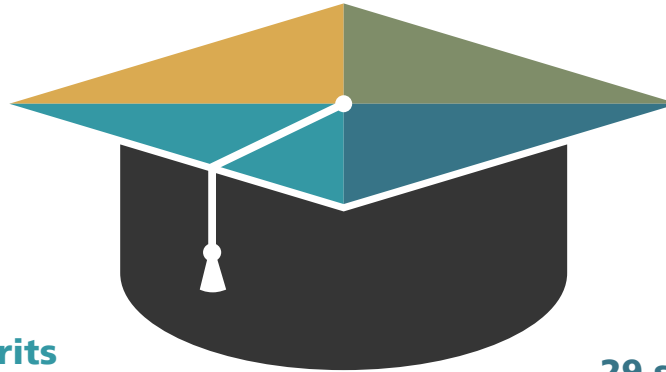
were achieved by Nazareth students in 2021

## 14 students

completed either a Certificate 1, 2 or 3 qualification

## 29 students

received an ATAR over 90



# Post-School Study Offers and Study

## SCIENCES

(Health, Medical, Mathematical, Social, Psychological, Radiology, Biotechnology, Human Services, Computer, Exercise and Sport Sciences)

35

## BUSINESS

18

## NURSING & MIDWIFERY

14

## SOCIAL WORK

8

## ENGINEERING

7



FLINDERS UNIVERSITY

THE UNIVERSITY OF ADELAIDE

UNIVERSITY OF SOUTH AUSTRALIA

TAFE COLLEGES ACROSS ADELAIDE

APPRENTICESHIPS

EMPLOYMENT





**OUR WORKPLACE**



# Staff Profile

Every member of our staff community, working across campuses at Findon and Flinders Park as well as the Uniform Shop and the St Gabriel Centre, 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.

In 2021 we welcomed 47 new staff to the Nazareth community - 42 at Nazareth Catholic College and 5 at the Early Childhood Centre.

Staff Profile	Full Time Equivalent (FTE)
Teachers – Full Time	101.00
Teachers – Part Time	42.21
Education Support Officers – Full Time	22.00
Education Support Officers – Part Time	42.71
Education Support Officers – Casual	10.40
<b>Total Staff - College</b>	<b>218.32</b>
Early Childhood Centre – Full Time	17.00
Early Childhood Centre – Part Time	7.64
Early Childhood Centre – Casual	0.99
<b>Total Staff – Early Childhood Centre</b>	<b>25.63</b>
<b>Grand Total</b>	<b>243.95</b>

*Temporary relief teachers and sports coaches not reported.*

Nazareth staff are life-long learners and are highly qualified in their chosen fields, as shown in the table below:

Qualification	% of staff with this qualification
Certificate I	0.5%
Certificate II	2.0%
Certificate III	6.0%
Certificate IV	7.0%
Graduate Certificate	11.5%
Diploma	0.2%
Graduate Diploma	4.0%
Advanced Diploma	50.5%
Bachelor Degree	6.5%
Post Graduate Degree	10.0%
Post Graduate Degree – Honours	5.5%
Masters	11.5%

# Staff Professional Learning

Staff at Nazareth undertake both group and individual professional learning, as summarised below:

Professional Learning	AITSL Standards	Hours	Venue
Community Staff Meeting	6.2	0.75 hour	NCC, Flinders Park
7-12 Staff Meeting	1.1, 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.7, 6.1, 6.2, 6.3, 6.4, 7.1, 7.2	1 hour	NCC, Flinders Park
7-12 Staff Meeting	1.1, 1.2, 1.3, 1.5, 1.6, 2.1, 2.3, 2.5, 2.6, 3.1, 3.2, 3.3, 3.4, 3.7, 4.5, 5.1, 5.2, 5.3, 5.5, 6.2, 6.3, 6.4	1.5 hours	NCC, Flinders Park
7-12 Teaching Staff Meeting	1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.1, 2.2, 2.3, 2.5, 2.6, 3.1, 3.3, 3.4, 3.7, 4.1, 4.3, 4.4, 5.1, 5.2, 5.3, 5.5, 6.1, 6.2, 6.3, 6.4, 7.1, 7.4	1.5 hours	NCC, Flinders Park
7-12 Teaching Staff Meeting	1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.3, 2.5, 2.6, 3.1, 3.3, 3.7, 5.1, 5.3, 5.5, 6.1, 6.2, 6.3, 6.4, 7.1, 7.4	1.5 hours	NCC, Flinders Park
Admin and Class Creator		1.5 hours	NCC, Findon
Admin and Report Writing		1.5 hours	NCC, Findon
Assessment Moderation	5.3, 6.2, 6.3	1.5 hours	NCC, Findon
Findon Online Learning	1.4, 1.6, 2.1	1.5 hours	NCC, Findon
Literacy	2.1, 2.2, 2.3, 3.3, 3.6, 6.1, 6.2, 6.3, 6.4, 7.4	1.5 hours	NCC, Findon
Makers Empire	2.6, 3.4, 4.5, 6.2	1 hour	NCC, Findon
NazTech Future Learners Conference	2.1, 3.4, 6.2, 6.3	7 hours	NCC, Findon
New Staff Induction 2021	6.3, 7.2	2.5 hours	NCC, Findon
Performance Standards		1 hour	NCC, Findon
Positive Psychology - Day 1	2.1, 2.2, 2.3, 3.3, 3.4, 3.5, 4.1, 4.2, 4.3, 4.4, 6.1, 6.2, 6.3, 6.4, 7.4	7 hours	NCC, Flinders Park
Protective Practices catch-up session	6.2, 7.1, 7.2	0.5 hour	NCC, Flinders Park
R-12 Staff Meeting	1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.1, 2.2, 2.3, 2.6, 3.3, 3.4, 4.1, 5.1, 5.2, 5.3, 5.4, 5.5, 6.2, 6.3, 6.4, 7.4	1 hour	NCC, Flinders Park
R-12 Staff Meeting	1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.4, 2.5, 2.6, 3.1, 3.2, 3.3, 3.4, 3.5, 3.7, 4.1, 4.2, 4.3, 4.5, 5.1, 5.2, 5.3, 5.4, 5.5, 6.1, 6.2, 6.3, 6.4, 7.1, 7.4	1.25 hours	NCC, Flinders Park
R-12 Teaching Staff Meeting	1.2, 1.3, 1.5, 1.6, 6.1, 6.2, 6.3, 6.4, 7.1	1.5 hours	NCC, Flinders Park
RE, reporting and Performance Standards	5.1, 5.3	1.5 hours	NCC, Findon
Religious Education-MITIOG & Scripture Scope & Sequence	1.2, 1.6, 2.1, 2.2, 3.2, 3.4, 3.6, 4.1, 5.1, 5.5, 6.1, 6.2, 6.3, 6.4	1.5 hours	NCC, Findon
SACCS Engagement Strategy		1.5 hours	NCC, Findon
Speech Pathology & Occupational Therapy	1.1, 1.2, 1.3, 1.5, 1.6, 3.3, 3.4, 4.1, 5.3, 6.2, 6.3, 6.4, 7.4	1 hour	NCC, Findon
SPELD Dyslexia Training	1.1, 1.2, 1.5, 1.6, 2.1, 2.5, 3.1, 3.3, 3.4, 3.6, 4.1, 5.2, 6.2, 6.3, 6.4, 7.4	1.5 hours	NCC, Findon
Staff Meeting		1.5 hours	NCC, Findon
Wellbeing- Personal Responsibility and Wellbeing Procedure	1.1, 1.5, 3.3, 3.5, 3.7, 4.1, 4.2, 4.3, 4.4, 4.5, 6.2, 6.3, 7.1, 7.2, 7.3	1 hour	NCC, Findon
Whole Staff Gathering	7.2, 7.4	4 hours	NCC, Flinders Park

# FINANCE





## COLLEGE 2021

2021	Budget	Actual	Variance
Revenue	36,758,000	37,384,000	626,000
Expenses	36,263,000	36,534,000	-271,000
Trading Accounts	5,000	-87,000	-92,000
Surplus	500,000	763,000	263,000

2021	Budget	Actual	Variance
Capital Grant Income	0	15,840,000	15,840,000
Land Acquisition	0	15,840,000	-15,840,000
Capital Expenditure	1,469,000	2,016,000	-547,000
Building Program	3,131,000	5,253,000	-2,122,000
Bank Account	2,800,000	3,666,000	866,000



## INCOME 2021

Income	Actual
Tuition – Gross Fees	11,487,000
Tuition – Fee Discounts	-3,120,000
Government Funding – Federal	20,158,000
Government Funding – State	6,193,000
Government Funding – Specific	307,000
Other Charges / Offsets / Reimbursements	2,359,000
<b>Total Income</b>	<b>37,384,000</b>



## EXPENSES 2021

Expenses	Actual
Tuition – Salaries & Oncosts	20,433,000
Tuition – Goods & Services	2,223,000
Admin – Salaries & Oncosts	4,478,000
Admin – Levies (via CESA)	1,739,000
Admin – Goods & Services	3,719,000
Admin – Interest	1,098,000
Depreciation	2,844,000
<b>Total Expenses</b>	<b>36,534,000</b>



## COLLEGE LOAN SUMMARY 2021

2021 Closing Loan Balance	
Flinders Park Land	9,800,000
Caritas Building	9,800,000

2021 Closing Loan Balance	
St Gabriel Centre	11,750,000
Kidman Park	2,000,000



## 2022 COLLEGE BUDGET

2022	Budget
Revenue	39,478,000
Expenses	38,911,000
Trading Accounts	-67,000
Surplus	500,000
Capital Investment	1,409,000
Building Program	35,000,000
Closing Bank Account	3,055,000



## BUDGET INCOME 2022

Income	Budget
Tuition – Gross Fees	12,177,000
Tuition – Fee Discounts	-3,690,000
Government Funding	29,711,000
Other Charges / Offsets / Reimbursements	1,280,000
<b>Total Income</b>	<b>39,478,000</b>



## BUDGET EXPENSES 2022

Expenses	Budget
Tuition – Salaries & Oncosts	21,768,000
Tuition – Goods & Services	2,670,000
Admin – Salaries & Oncosts	5,002,000
Admin – Levies (via CESA)	2,053,000
Admin – Goods & Services	1,117,000
Admin – Interest	1,292,000
Property & Facilities	1,793,000
Depreciation	3,216,000
<b>Total Expenses</b>	<b>38,911,000</b>



## COLLEGE LOAN BUDGET SUMMARY 2022

2022 Closing Loan Balance	
Flinders Park Land	8,980,000
Caritas Building	9,070,000

2022 Closing Loan Balance	
St Gabriel Centre	11,750,000
Kidman Park	36,000,000



## COMMUNITY (EARLY CHILDHOOD CENTRE)

2021	Budget	Actual	Variance
Revenue	2,737,000	2,997,000	260,000
Expenses	2,687,000	2,853,000	-166,000
Total Surplus	50,000	144,000	94,000
College Cross Charges	232,000	232,000	0
Closing Bank Account	800,000	787,000	-13,000
Utilisation	92%	95%	3%



### INCOME 2021

Income	Actual
Fees	2,814,000
Grants – Specific	97,000
Other Charges	86,000
Total Income	2,997,000



### EXPENSES 2021

Expenses	Actual
Salaries & Oncosts	2,129,000
Materials	76,000
Admin – Salaries & Oncosts	444,000
Admin – Goods & Services	162,000
Depreciation	42,000
Total Expenses	2,853,000



### 2022 COMMUNITY BUDGET

2022	Budget
Revenue	2,861,000
Expenses	2,811,000
Surplus	50,000
College Recharges	-86,000
Closing Bank Account	714,000
Utilisation	95%

