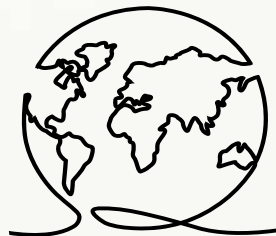
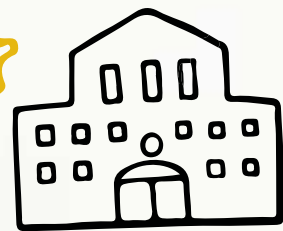
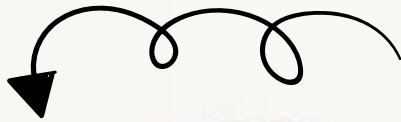




# Annual Report 2022



Nazareth



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# School Context

Nazareth is a Catholic community, a place of welcome and connection; a place where everyone belongs. Our aim is to engage with families across the whole-of-life journey. From precious newborns through to Wise Owls and everyone in between, we are creating communities of faith, learning and wellbeing.

Spanning across multiple campuses and sites on Kurna land in the western suburbs of Adelaide, Nazareth incorporates an Early Childhood Centre, Reception to Year 12 College including the St Gabriel Centre (Senior Centre) and a variety of community and engagement programs.

We provide learning that is holistic, inclusive, life-giving and lifelong. Our promise is that students will find their chosen pathway and graduate knowing they matter absolutely, have the power to make the world a better place and influence positive change.

**"WE ARE PEOPLE OF JUSTICE,  
COMMITTED TO BUILDING  
COMMUNITY, NOURISHING  
FAMILY LIFE AND MAKING  
THE WORLD A BETTER PLACE."**



A strong partnership between staff, children and families ensures we are all striving for the same outcomes.

Families are at the heart of our faith and learning environment and we are committed to building community through nourishing family life. It is not just students who get to experience what Nazareth has to offer, as we coordinate a range of programs and initiatives to support and celebrate all members of our community including early learners, graduates, parents, seniors and friends.



# Message to our Families and Community

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

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

In 2022, our theme was Be The Light: providing guidance, foresight, faith, hope and kindness, with all of the different groups in our community shining light on others and allowing each individual to shine, representing inclusivity, diversity and agency.

The development of a Senior Campus at 344 Findon Road, Kidman Park progressed at a great pace over the course of the year. The new campus will duplicate the facilities currently available to students at the Flinders Park campus which will continue to cater for the Middle Years (Year 7 to 9 students), while the Kidman Park campus will cater for Year 10 to 12 students. This expansion will allow Nazareth to continue to reimagine how we deliver curriculum and create community in a modern and everchanging 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 throughout 2022, with children attending playgroups four times a week, and Wise Owls participating in Gentle Fitness, Craft, Knit and Natter, Book Club, Tai Chi and regular gatherings/outings.

I acknowledge and thank the Nazareth Leadership Team, staff, families and our broader community for their dedication and contribution to our community, along with the members of the Nazareth Governing Council and the Stewardship Committee for their contribution to the governance of Nazareth in 2022.

Mr Andrew Baker  
Principal



"In Joyful Hope"

## 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.

## 2022 Annual Theme





# Strategic Direction

In 2022 we adjusted our internal structures to better align with each quadrant of the plan, and brought together key staff to oversee the areas of Catholic Identity, Learning and Wellbeing, Stewardship and Community.

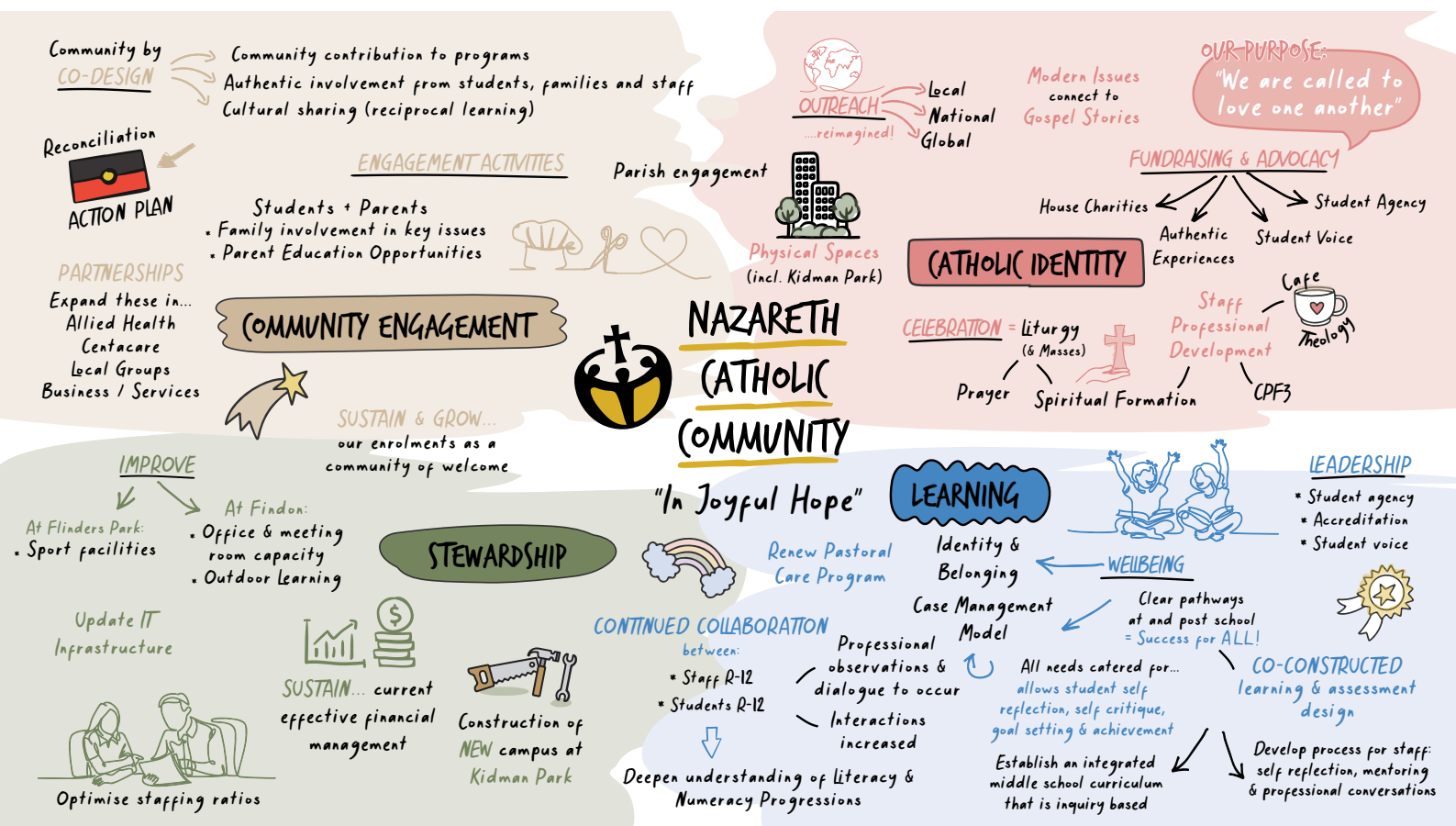
These teams comprised of members of the Nazareth leadership team as well as staff and student representatives, and parents and community members as invitees.

Our quadrant teams met twice per term and were responsible for implementing the final elements of our strategic plan and reporting back to the leadership team, Nazareth Governing Council and ultimately, Catholic Education South Australia.

The key targets of our annual school improvement plan are represented in the image below, which was presented to our College community early in the year.

During 2022, Nazareth and Catholic Education South Australia embarked on a review of the Rules for the Governance of the College to ensure its alignment with the current leadership structure. As a result, the Faith and Education Standing Committee was incorporated into the new Catholic Identity Quadrant Team.

We recognise and thank all of the outgoing members of the Faith and Education Standing Committee for their valuable input over a number of years.



# Our Governance Committees

## Governing Council

Mr John Mula OAM  
Dr Vin Thomas  
Mr Andrew Baker  
Fr Lancy D'Silva  
Ms Jenny Papps  
Ms Sara Ucci  
Ms Lynette Bellwood  
Mr Paul Harwood  
Mr Darren Bailey  
Ms Emma Williamson  
(Secretary)

## Stewardship Standing Committee

Mr Paul Harwood  
Mr Peter Cavallaro  
Mr Joby Thachappilly  
Mr Darren Bailey  
Mr Andrew Baker  
Mr Jeff Sochacki

## Faith & Education Standing Committee

Dr Pauline Hill  
Dr Elizabeth Goble  
Ms Narita Perrotta  
Ms Kelly Blandford  
Ms Angela Cavallaro  
Ms Juliana Martino  
Mr Andrew Baker  
Ms Natalie Cameron  
Mr Adam Cibich

We acknowledge and thank the Members who completed their terms on the Nazareth Governing Council and Standing Committees this year:

Mr Con Babaniotis, Dr Pauline Hill, Mr Nathan Conolan, Ms Fiona Margrie, Dr Elizabeth Goble, Ms Narita Perrotta, Ms Kelly Blandford, Ms Angela Cavallaro and Ms Juliana Martino, Ms Natalie Cameron and Mr Adam Cibich.

## Our Nazareth Leadership Team

Mr Andrew Baker  
*Principal*

Mr Darren Bailey  
*Business Manager*

Mr Jeff Sochacki  
*R-12 Deputy Principal*

Ms Natasha Walc and  
Ms Juliana Martino  
*Early Years Directors,  
Early Childhood Centre*

Ms Natalie Cameron  
*Head of Campus,  
Findon (R-6)*

Mr Adam Cibich  
*Head of Campus,  
Flinders Park (7-12)*

Ms Victoria Richardson  
*Communications and  
Engagement Manager*

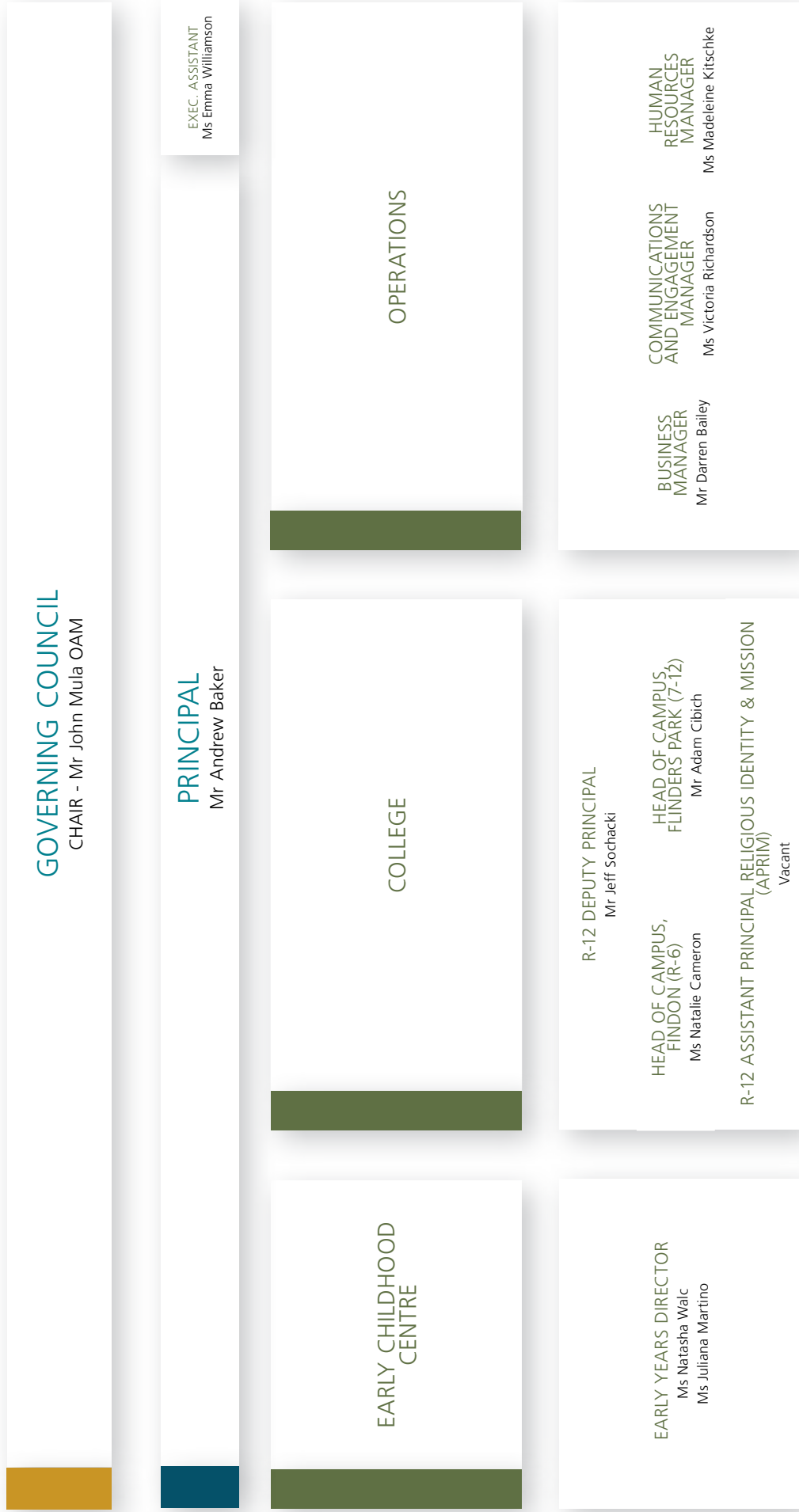
Ms Madeleine Kitschke  
*Human Resources  
Manager*

Ms Emma Williamson  
*Executive Assistant*

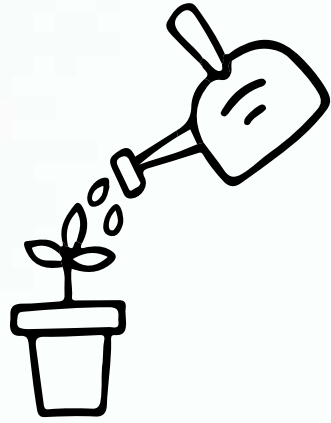
The R-12 Assistant Principal Religious Identity and Mission is also a member of the Nazareth Leadership Team; recruitment for this vacancy commenced in the latter part of 2022.



# Our Leadership Structure



# Catholic Identity



# Catholic Identity

At the core of our work and reflected in our 2022 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 2022 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, where possible in line with COVID restrictions
- a staff reflection day with a focus on Aboriginal cultural sensitivity training involving all staff, with guest speaker Haydyn Bromley, founder of Bookabee Australia, a qualified teacher with over 30 years' experience and a leader in authentic Aboriginal cultural consultancy services. The day commenced with a beautiful Mass led by Fr Lancy D'Silva
- 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
- our student retreat program where students explore the annual College theme
- the reinstatement of small group retreats for our staff
- engaging with staff, students and families to discuss and plan for a visible presence of relevant Catholic Identity at the Kidman Park campus.

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

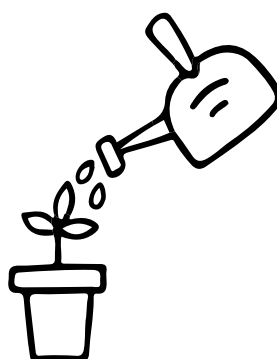


## WE ARE PEOPLE OF JUSTICE WHO RESPOND AS CHRIST'S WITNESS TO ENVIRONMENTAL AND SOCIAL NEEDS.

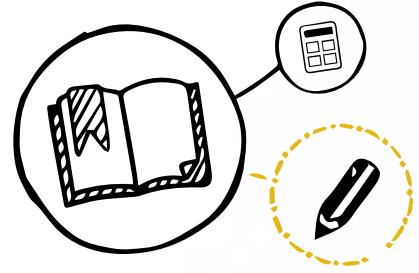
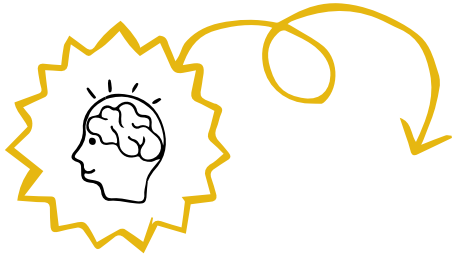
As a Catholic community, we continued to live out this calling in a myriad of creative and innovative ways across the community.

### Highlights in 2022 included:

- the support for the people of Ukraine and Northern Rivers Floods through donation of goods and supplies
- continued support of our relationship with Vinnies SA in their winter appeal and can drives across both the Flinders Park and Findon campuses. Nazareth continues to be a significant school contributor to this initiative
- the continuation of 'Healthy Breakfast' at the Findon campus where Social Justice club members assisted in the preparation of fruit and healthy snacks for students
- 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 contributing in various ways to key charities
- Stage 2 Food and Hospitality students and community members producing hundreds of portions of food to restock the 'Naz Connects' freezer allowing meals to be delivered to families in need
- Development of the Nazareth Family Support and Pastoral Care program, aimed to further support our families in need and ensure students can access the curriculum to reach their full potential. Supports can include access to basic school supplies such as uniforms, shoes, stationery, books and online resources
- hosting the 2022 Diocesan Assembly, continuing important discussions about the life of the church and making recommendations for the work and mission of the Catholic Archdiocese.



# Education





# High Quality Teaching & Learning

WE PROVIDE EXCELLENCE IN TEACHING AND LEARNING THROUGH THE DELIVERY OF CONTEMPORARY AND INNOVATIVE EDUCATIONAL PRACTICES.

We sustain a culture of continuous improvement in learning for all within the Nazareth community.

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.

We recognise every member of Nazareth 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 High Quality Teaching and Learning in 2022 included:

- strategic planning activities in line with Catholic Education South Australia's Toward 2027 Strategic Plan, designed to expand horizons and deepen practices
- the continued use of inquiry-based learning in the ECC, honouring the childrens' voices and supporting their own ideas and interests
- the review and update of the Quality Improvement Plans (QIPs) for the Early Childhood Centre (ECC) and the Out of School Hours Care (OSHC) as per the Australian Children's Education and Care Quality Authority's (ACECQA) regulations
- engagement of key leaders across the organisation from the ECC to Year 12 in Lyn Sharratt's Clarity Learning Suite – a scaffolded model of professional learning to create a culture of shared responsibility for student growth, attainment and wellbeing
- embarking on a 3-year Culturally Responsive Pedagogy research project involving staff across the ECC to Year 12 in conjunction with the University of South Australia. The project aims to examine how schools become culturally responsive, and support teachers and educators to redesign curriculum informed by culturally responsive pedagogy research and trials
- several Nazareth staff and volunteers being nominated in every category at the Catholic Education South Australia awards. Assistant Director of the ECC, Aurianne Warley was the inaugural recipient of the Catholic Education Award in the category of Early Career Teacher
- the opportunity for our Stage 2 students to pilot a new subject – the revitalised Research Project – Activating Identities and Futures. AIF was designed to allow each student to build upon their own knowledge, skills, and capabilities and provide the freedom to explore their interests, passions and aspirations through research or entrepreneurial action
- the continuing achievement of outstanding SACE Stage 2 results for Nazareth students.



# 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.

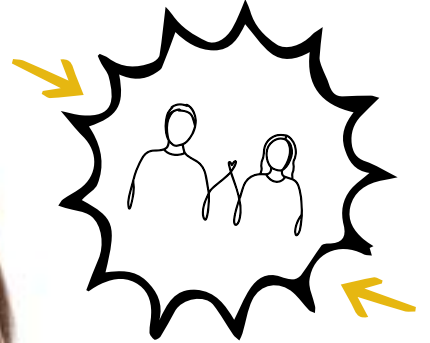
As Nazareth Catholic Community we design collaborative, meaningful and future-focused opportunities which encourage each individual to take ownership of their learning.

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.



# Our Community



# Strong Home, School, Community Engagement

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.

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

## Highlights in 2022 included:

- our use of technology to virtually deliver a rich curriculum and support and connect with our students and families during continued challenges associated with the pandemic, as we commenced the year in a hybrid learning mode
- 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 participation by students across R-12 in Catholic Education South Australia's Classroom Pulse Survey once per term, to gauge student wellbeing and engagement and identify areas to build connection, belonging and engagement
- our focus on continual improvement of the R-12 Wellbeing Program, a key priority of the College's Improvement Plan for 2022
- continued provision of the Foodbank Breakfast Club for identified food insecure students, and family food packs and vouchers provided to families in need
- offerings of translation and interpreting services to strengthen families' engagement in the ECC and College community
- establishing a relationship with Nic & Co consulting to support the development of our Cultural Diversity Policy and Reconciliation Action Plan to further support Aboriginal and Torres Strait Islander students and families, in support of our Reconciliation journey

WE STRENGTHEN FAMILY AND COMMUNITY ENGAGEMENT ACROSS THE NAZARETH COMMUNITY TO ENSURE THAT NAZARETH IS A COMMUNITY THAT IS CONNECTED AND RESPONSIVE.



- support for the successful transition of preschool children and their families into Reception through the Loving, Learning, Thriving program
- our Reception parent morning tea and mid-year reception parent welcome coffees, café conversations and our inaugural Year 7 families gathering coordinated by parents – each with the aim of providing opportunity for connection within the community
- engaging Flinders University Nutrition and Dietetics Students working towards an Interprofessional Collaboration Playgroup including Occupational Therapy, Speech Pathology, Psychology and Dietetic disciplines incorporating the use and redesign of the Nazareth community garden
- continuing the consultation process with students, staff and families in relation to the Kidman Park campus providing rich information to inform the development of the facility
- the development of the Nazareth Network and Community Business Directory, aimed to create greater opportunities for meaningful partnerships, and develop connections within our community
- increased engagement with graduates of Nazareth through volunteering opportunities at Naz Day, supporting our Year 9 Social Enterprise Project mentoring sessions, and our Class of 2012 Reunion where 40 graduates gathered for a tour of the Flinders Park campus followed by a shared meal
- the thriving participation in our community and parent programs, including cafes, playgroups, Fun Moves, Gentle Fitness, Craft and Knit & Natter as well as day trips for Wise Owls, to name just a few.



# Parent, Teacher and Student Satisfaction

Each year a comprehensive survey is conducted among students, families, and staff to evaluate Nazareth's performance in key areas such as Catholic Identity, Curriculum, Student Agency and Community Engagement. The survey results play a pivotal role in shaping our strategic plan and Annual improvement plan for 2023.

Based on the 2022 survey findings, our primary areas of focus going forward are Catholic Education, Student Voice, Infrastructure, and Inclusion.

While we are pleased with the overall outcomes we are committed to enhancing/improving student engagement with the survey, particularly secondary students.

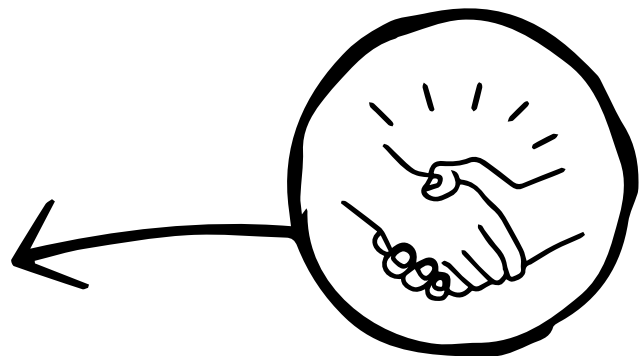
Family engagement significantly increased in 2022, with over 200 more parents and caregivers completing the survey compared to the previous year. This positive trend underscores the importance of involving families in our educational journey.

The valuable insights gathered from student voice results have prompted a focus on the Middle Years program, career counselling, and implementing our Partnerships and Pathways strategy by 2024.

In terms of infrastructure, the survey outcomes have directed our attention to the development of the Flinders Park campus as a Middle Years campus from 2024, complementing the completion of the Kidman Park campus which will cater to our Year 10-12 students. These infrastructure changes are key to ensuring a safe and conducive learning environment for all.

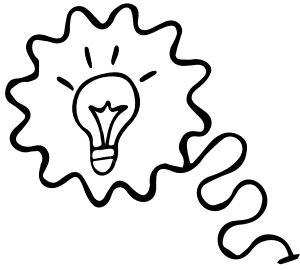
We remain dedicated to fostering partnerships across the entire Nazareth community, ranging from our Early Learning families to our Wise Owls. Collaborative efforts continue to be a focal point as we work towards the holistic development and success of all of our students, building community and celebrating all members including early learners, graduates, parents, seniors and friends.

**WE REMAIN DEDICATED TO  
FOSTERING PARTNERSHIPS  
ACROSS THE ENTIRE NAZARETH  
COMMUNITY**

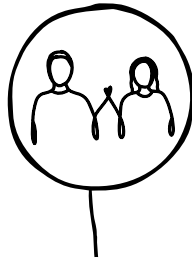




# STUDENTS



AUTONOMY & INDEPENDENCE



WELCOME & SAFE SCHOOL



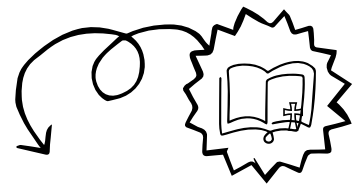
STUDENT INFLUENCE



LEARNING SUPPORT



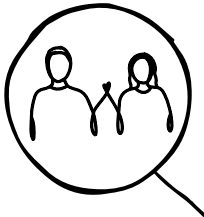
INFRASTRUCTURE



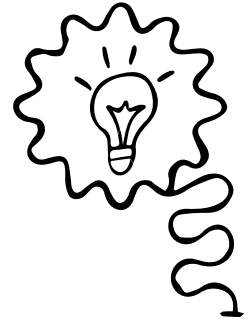
CATHOLIC EDUCATION

# Nazareth

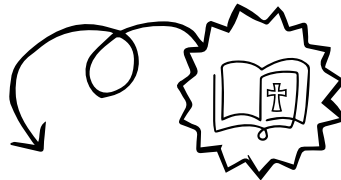
## LLL SURVEY RESULTS



WELCOME & SAFE SCHOOL



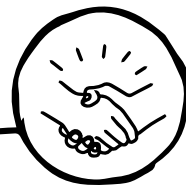
AUTONOMY & INDEPENDENCE



CATHOLIC EDUCATION



LEARNING SUPPORT

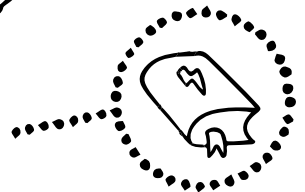


PARENT PARTNERSHIPS

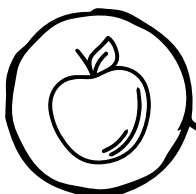
INCREASE IN SURVEY RESPONDENTS



ENJOYMENT OF SCHOOL



# PARENTS



TEACHERS - VERY LITTLE VARIATION IN THE RESULTS FROM 2021 - 2022



# Stewardship



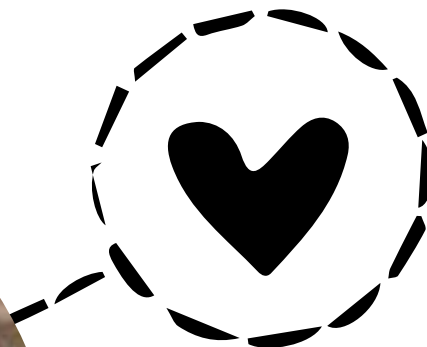
# Effective Administration and Resourcing

**WE EXERCISE STEWARDSHIP THAT IS WISE, JUST, EFFECTIVE AND SUSTAINABLE.**

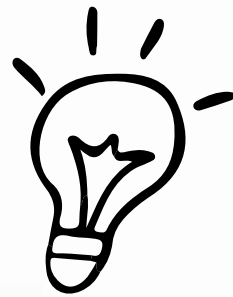
Stewardship of our resources continued to be influenced by our values, our faith and our mission to support the provision of quality programs and services for families across the lifespan.

## **Highlights for 2022 included:**

- the success of our enrolment strategy implementation, College Tours and Open Days, resulting in unprecedented enrolment demand
- the Nazareth St Gabriel Centre being recognised at the Australian Institute of Architects (SA Chapter) Awards with Russell & Yelland winning the EmAGN Project Award for their work on this development
- the ongoing financial management and timely construction of the Kidman Park campus to create a dedicated space for our senior students ready for 2023 occupation
- our pastoral approach to resource management and staff absences, and our innovative strategies to overcome recruitment challenges posed by the pandemic
- our continued implementation of Nazareth's COVID Risk Management and COVID Safe Plan
- the audit of Nazareth's WHS management systems reaffirming our strong safety culture.



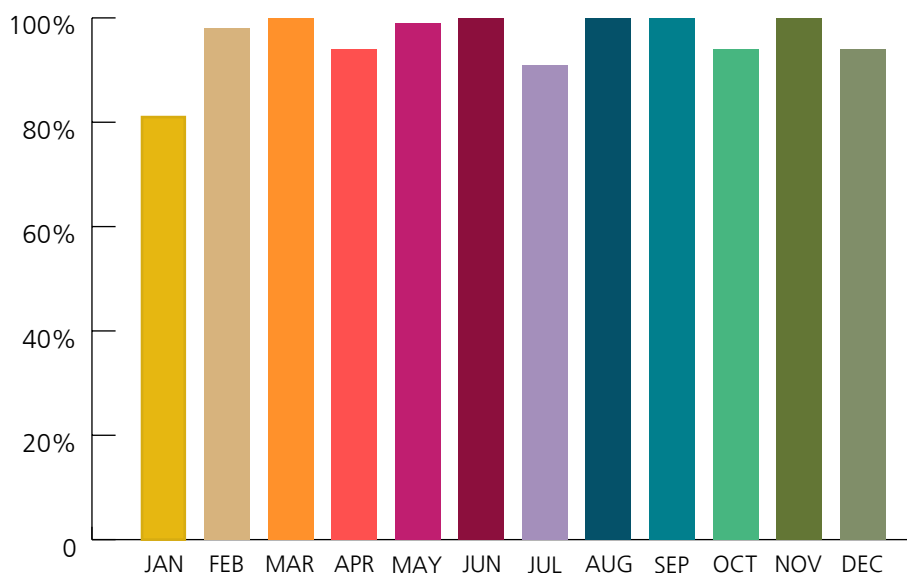
# ECC and College Enrolments, Transition and Performance



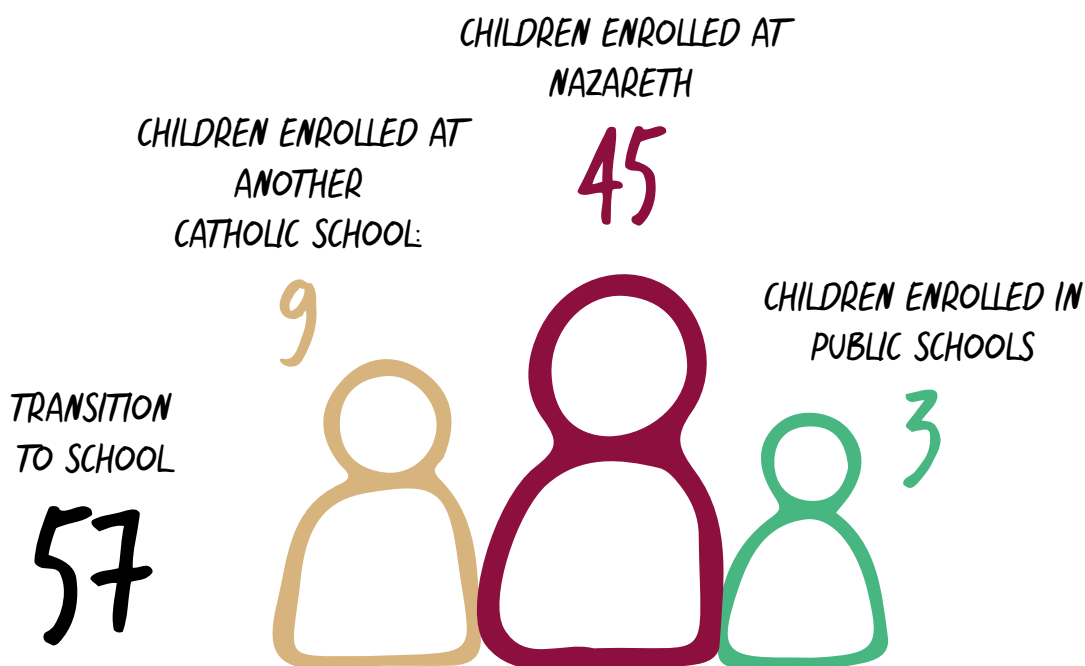


# Early Childhood Centre

The Centre offers up to 100 places each day. Lower numbers in January, April, July, October and December are as a result of pre-school holidays for some children.

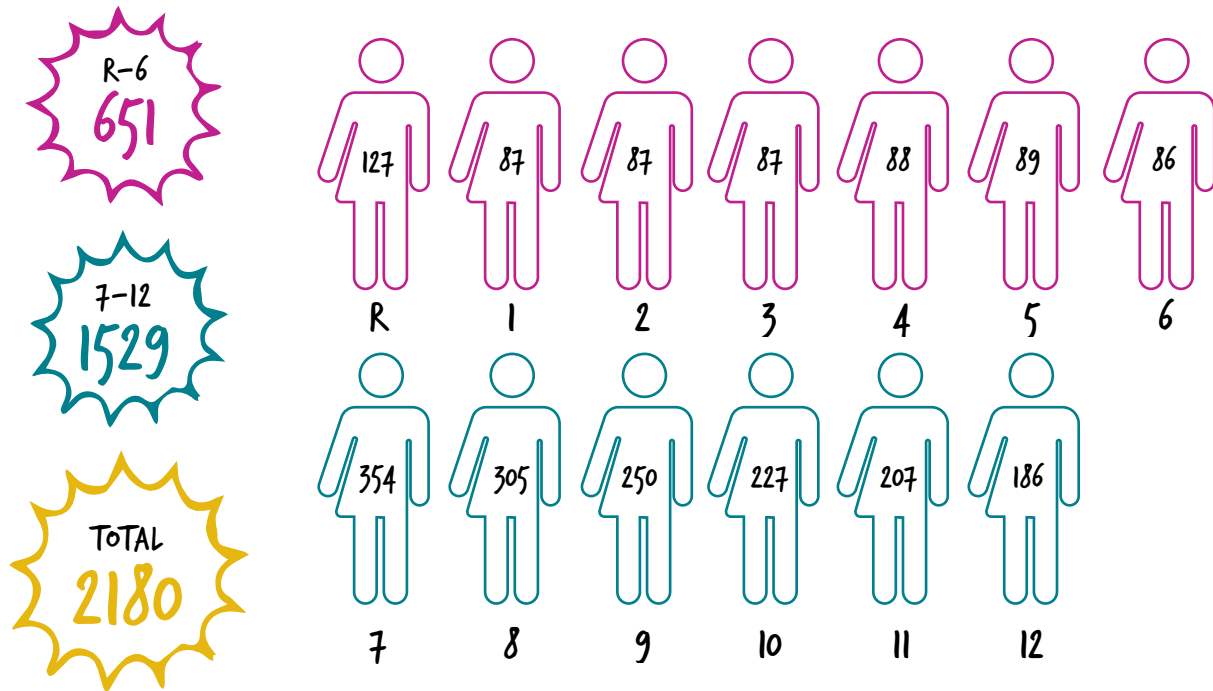


## PATHWAYS FOR EARLY CHILDHOOD CENTRE FAMILIES ACROSS THE 2022 YEAR



# College

## ENROLMENTS IN EACH YEAR LEVEL



### INDIGENOUS ENROLMENTS

0.87%

### STUDENTS WITH DISABILITY

20.83%

### FULL-TIME EQUIVALENT (FTE) FOR 2022

2176.89

### RECEPTION

90%

### YEAR 1

89%

### YEAR 2

90%

### YEAR 3

92%

### YEAR 4

90%

### YEAR 5

90%

### YEAR 6

90%

### YEAR 7

89%

### YEAR 8

87%

### YEAR 9

86%

### YEAR 10

86%

### YEAR 11

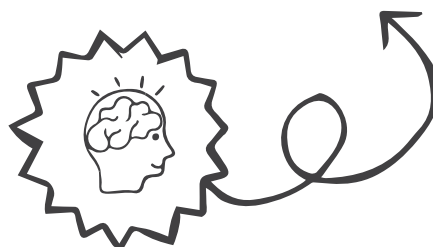
86%

### YEAR 12

91%

## STUDENT ATTENDANCE

The overall average school attendance in 2022 was 82% as outlined in the adjacent table. When a student is absent without explanation, an SMS text message is generated and sent to the parent/caregiver by 10am requesting clarification of the student absent. 2022 saw significant student absent due to COVID-19.



## NAPLAN Results

Year 3	Mean Score				Mean Scores as Proficiency Band				% Students who achieved the NMS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Reading	425.9	N/A	448.0	439.5	4	N/A	5	5	95	N/A	100	96
Writing	434.8	N/A	445.3	425.4	5	N/A	5	4	94	N/A	100	99
Spelling	420.2	N/A	431.5	409.7	4	N/A	5	4	94	N/A	100	99
Grammar and Punctuation	431.3	N/A	444.7	434.2	5	N/A	5	5	93	N/A	100	99
Numeracy	388.9	N/A	393.4	395.8	4	N/A	4	4	98	N/A	99	99

Year 5	Mean Score		Mean Scores as Proficiency Band		% Students who achieved the NMS	
	2021	2022	2021	2022	2021	2022
Reading	500.1	515.9	6	6	99	100
Writing	480.6	496.2	6	6	97	98
Spelling	509.2	514.3	6	6	100	100
Grammar and Punctuation	497.3	499.7	6	6	99	99
Numeracy	475.0	495.2	5	6	99	99

Year 7	Mean Score		Mean Scores as Proficiency Band		% Students who achieved the NMS	
	2021	2022	2021	2022	2021	2022
Reading	538.1	544.2	7	7	98	98
Writing	514.8	538.1	6	7	94	96
Spelling	547.6	553.0	7	7	98	97
Grammar and Punctuation	535.2	534.3	7	7	94	97
Numeracy	547.2	541.1	7	7	95	96

Year 9	Mean Score		Mean Scores as Proficiency Band		% Students who achieved the NMS	
	2021	2022	2021	2022	2021	2022
Reading	576.2	565.6	7	7	92	92
Writing	565.0	566.1	7	7	87	90
Spelling	577.6	568.8	7	7	94	91
Grammar and Punctuation	573.6	567.2	7	7	91	90
Numeracy	581.9	571.0	7	7	99	98



## Senior Secondary Results Summary

100% SACE COMPLETION

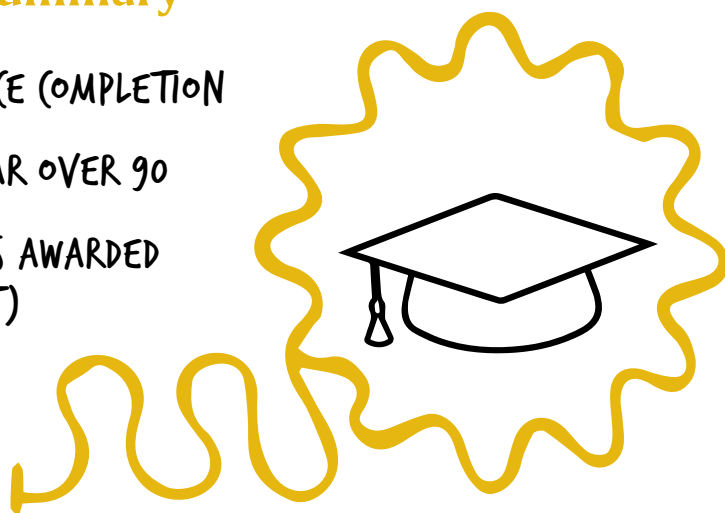
31 STUDENTS WITH AN ATAR OVER 90

24 SUBJECT MERITS AWARDED  
(A+ WITH MERIT)

400 RESULTS ACHIEVED  
WITHIN THE A GRADE BAND  
(39% OF ALL GRADES)

59 A+ GRADES ACHIEVED

44 STUDENTS COMPLETED THE SACE WITH VET



## Post-School Study Offers and Study Destinations

SCIENCES 38

BUSINESS 26

MEDIA 13

NURSING & MIDWIFERY 12

EDUCATION, PRIMARY 11

COMPUTER SCIENCE 9

ENGINEERING 6

SOCIAL WORK 5

LAW, INTER-RELATION, POLITICS 5

FOUNDATION SKILLS 5

ARTS 4

MUSIC 4

ARCHITECT 2

AVIATION 1



UNIVERSITY OF SOUTH AUSTRALIA 74

ADELAIDE UNIVERSITY 44

FLINDERS UNIVERSITY 23

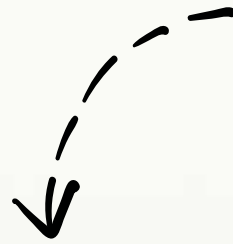
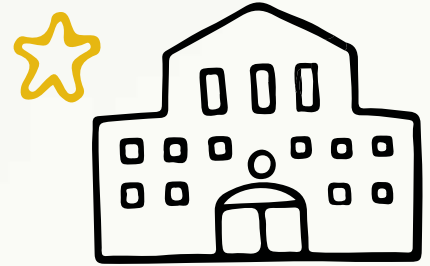
APPRENTICESHIPS/TRAINEESHIPS 25

EMPLOYMENT 11

TAFE COLLEGES ACROSS ADELAIDE 5

79% OF NAZARETH STUDENTS RECEIVED THEIR FIRST PREFERENCE UNIVERSITY OFFER

# 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 2022 we welcomed 77 new staff to the Nazareth community – 64 at Nazareth Catholic College and 13 at the Early Childhood Centre.

Staff Profile	Full Time Equivalent (FTE)
Teachers – Full Time	72.00
Teachers – Part Time	93.38
Education Support Officers – Full Time	32.00
Education Support Officers – Part Time	45.32
Education Support Officers – Casual	10.02
<b>Total Staff - College</b>	<b>252.72</b>
Early Childhood Centre – Full Time Teachers	2.00
Early Childhood Centre – Part Time Teachers	3.50
Early Childhood Centre – Full Time Educators	11.00
Early Childhood Centre – Part Time Educators	7.04
Early Childhood Centre – Casual	0.67
Early Childhood Centre – Support Staff	2.39
<b>Total Staff – Early Childhood Centre</b>	<b>26.60</b>
<b>Grand Total</b>	<b>279.32</b>

*Temporary relief teachers and sports coaches not reported.*



0.48% of staff at Nazareth identify as Aboriginal or Torres Strait Islander.

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	1.4%
Certificate III	6.2%
Certificate IV	7.9%
Diploma	10.3%
Associate Degree	0.2%

Qualification	% of staff with this qualification
Advanced Diploma	2.2%
Bachelor Degree	44.0%
Graduate Diploma	5.5%
Graduate Certificate	9.3%
Bachelor Honors Degree	4.8%
Masters	10.5%

# Staff Professional Learning

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

Professional Learning	AITSL Standards
Graduate Certificate in Catholic Education, MITIOG and Scripture Scope and Sequence, Enhancing Catholic Identity, Religious Education reporting and performance standards	5.1, 5.3, 6.2, 7.1
New Staff to Nazareth Induction; CESA Induction, Protective Practices, Keeping Safe Child Protection Curriculum	4.1, 4.3, 4.4, 6.2, 6.3, 7.1, 7.2
ACEL National Conference, CaSPA National Conference, DEPSLA, EduTech, Aspiring Leaders, Quality School Improvement, Highly Accomplished/Lead Teacher, STEM Conference	2.6, 3.4, 4.5, 6.1, 6.2, 6.3, 6.4, 7.4
Whole Staff Meetings and Gatherings; R-12 Staff Meetings, 7-12 Staff Meetings, SACCS Strategic Plan Towards 2027;	2.5, 3.2, 3.3, 3.6, 6.2, 6.3, 7.1, 7.2
Aboriginal cultural sensitivity and respect; Aboriginal education focus; Culturally Responsive Schooling;	1.3, 1.4, 2.4, 2.5, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 4.1, 4.2, 4.4, 5.1, 5.2, 5.3, 5.4, 5.5, 6.1, 6.2, 6.3, 6.4, 7.4
Professional Learning in Leadership, Pedagogical Leadership, SACE Management, NAPLAN, PAT analysis, Literacy, Numeracy, Key Capabilities, Assessor Training	Examples across standards 1, 2, 3, 5, 6, 7
Professional learning including Literacy, Social Entrepreneurship, Micro credentialing, Ecological Conversion and Environmental Science, Languages Pedagogies	Examples across all standards
Assessment Moderation	5.3, 5.4, 6.2, 6.3
Personal Responsibility and Wellbeing, Behaviour Management Essentials, Supporting Children who refuse to attend school, Youth Mental Health First Aid	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
SPELD Dyslexia Training, Cognitive Coaching, supporting trauma-affected students in schools; understanding Autism Spectrum Disorders, Speech Pathology & Occupational Therapy, Positive Psychology	1.1, 1.2, 1.5, 1.6, 2.1, 2.5, 3.1, 3.3, 3.4, 3.6, 4.1, 4.3, 4.4, 5.2, 6.1, 6.2, 6.3, 6.4, 7.1, 7.4
Stretch Project for Gifted and Talented students – Creating design-based thinking initiatives empowering gifted students; the Social emotional development of gifted children	1.2, 1.5, 1.6, 2.1, 2.2, 3.1, 3.2, 3.3, 3.6, 3.7, 4.1, 4.5, 5.1, 5.2, 5.5, 6.2, 6.3, 6.4



# Finance







## College 2022

2022	Budget	Actual	Variance
Revenue	40,241,000	42,559,000	2,318,000
Expenses	39,674,000	38,038,000	1,636,000
Trading Accounts	-67,000	-123,000	-56,000
Surplus	500,000	4,398,000	3,898,000

2022	Budget	Actual	Variance
Capital Expenditure	1,409,000	1,818,000	-409,000
Building Program	35,000,000	26,345,000	8,655,000
Bank Account	3,055,000	5,050,000	1,995,000



## Income 2022

Income	Actual
Tuition – Gross Fees	11,851,000
Tuition – Fee Discounts	-3,276,000
Government Funding – Federal	23,940,000
Government Funding – State	7,317,000
Government Funding – Specific	436,000
Other Charges / Offsets / Reimbursements	2,291,000
<b>Total Income</b>	<b>42,559,000</b>



## Expenses 2022

Expenses	Actual
Tuition – Salaries & Oncosts	21,914,000
Tuition – Goods & Services	2,452,000
Admin – Salaries & Oncosts	4,991,000
Admin – Levies (via CESA)	2,162,000
Admin – Goods & Services	2,423,000
Admin – Interest	1,068,000
Depreciation	3,028,000
<b>Total Expenses</b>	<b>38,038,000</b>



## College Loan Summary 2022

2022 Closing Loan Balance	
Flinders Park Land	7,700,000
Caritas Building	9,000,000

2022 Closing Loan Balance	
St Gabriel Centre	11,750,000
Kidman Park	28,223,000



## College Budget 2023

2023	Budget
Revenue	42,986,000
Expenses	42,825,000
Trading Accounts	-61,000
Surplus	100,000
Capital Investment	1,523,000
Building Program	36,000,000
Closing Bank Account	4,500,000



## Budget Income 2023

Income	Budget
Tuition – Gross Fees	12,939,000
Tuition – Fee Discounts	-3,795,000
Government Funding	33,245,000
Other Charges / Offsets / Reimbursements	597,000
<b>Total Income</b>	<b>42,986,000</b>



## Budget Expenses 2023

Expenses	Budget
Tuition – Salaries & Oncosts	23,458,000
Tuition – Goods & Services	2,851,000
Admin – Salaries & Oncosts	5,525,000
Admin – Levies (via CESA)	1,641,000
Admin – Goods & Services	1,161,000
Admin – Interest	2,461,000
Property & Facilities	1,972,000
Depreciation	3,756,000
<b>Total Expenses</b>	<b>42,825,000</b>



## College Loan Budget Summary 2023

2023 Closing Loan Balance	
Flinders Park Land	7,535,000
Caritas Building	8,229,000

2023 Closing Loan Balance	
St Gabriel Centre	11,484,000
Kidman Park	60,000,000



## Community (Early Childhood Centre)

2022	Budget	Actual	Variance
Revenue	2,880,000	2,979,000	99,000
Expenses	2,830,000	3,011,000	-181,000
Total Surplus/(Deficit)	50,000	-32,000	-82,000
Closing Bank Account	600,000	627,000	27,000
Utilisation	95%	96%	1%
Capital Investment	0	43,000	-43,000



### Income 2022

Income	Actual
Fees	2,823,000
Grants – Specific	101,000
Other Charges	55,000
<b>Total Income</b>	<b>2,979,000</b>



### Expenses 2022

Expenses	Actual
Salaries & Oncosts	2,327,000
Materials	88,000
Admin – Salaries & Oncosts	373,000
Admin – Goods & Services	176,000
Depreciation	47,000
<b>Total Expenses</b>	<b>3,011,000</b>



## Community Budget 2023

2023	Budget
Revenue	2,950,000
Expenses	2,920,000
Surplus	30,000
Closing Bank Account	625,000
Utilisation	95%
Capital Investment	50,000





Nazareth