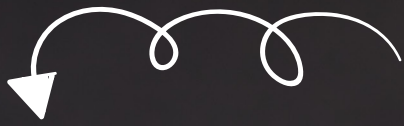


Annual Report 2023



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, a Pathways and Partnerships 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."**

Nazareth embraces a contemporary approach to faith and learning, where innovation, technology and our environment enable both students and staff to be at the forefront of education. Success comes in many forms, and it is our promise that all students will graduate empowered to lead their own fulfilling and holistic lives. Whether their pathway is university, further education, training, apprenticeships, or the workforce – we aspire for every student to be working towards a career that not only values their talents, but for which they also have a real passion and purpose.

Families are at the heart of our faith and learning environment and we are committed to building community through nourishing family life. It's 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

Our community continued to be 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 2023, our theme was Companions on the Journey; representing the great sense of companionship felt within our Nazareth community across the whole lifespan, cultivating a culture where all voices are heard, respected and valued, and supporting each other, regardless of our different pathways.

The development of the Senior Years Campus at 344 Findon Road, Kidman Park was completed in Term 3, to 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.

Our playgroup families and Wise Owls thrived in 2023, with our largest cohort of children attending playgroups, 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 Catholic College Advisory Board and Finance Committee for their contribution to the governance of Nazareth in 2023.

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.

2023 Annual Theme

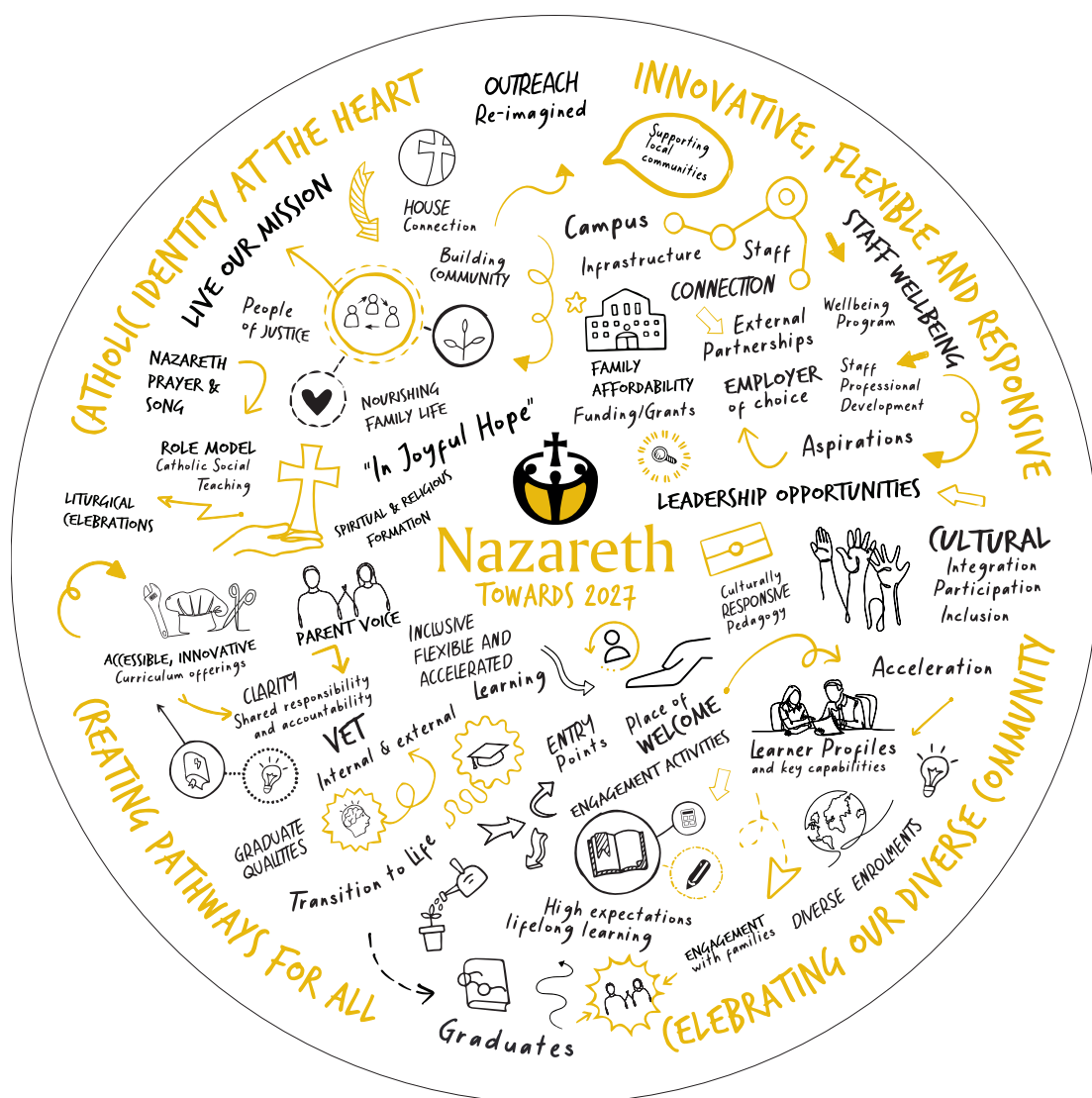


Strategic Direction

In 2023 we transitioned into the next phase of our strategic planning, aligning our internal structures to harmonise with the South Australian Commission for Catholic Schools and Catholic Education South Australia's Strategic Plan, Towards 2027.

With a particular emphasis on the areas of *Catholic Identity at the Heart*, being *Innovative, Flexible and Responsive*, *Creating Pathways for All* and *Celebrating Our Diverse Community*, we ensured our strategic direction aligned with our local context and incorporated our commitment to our children, students, families, staff, old scholars, wise owls and our community as a whole.

As we unveiled our annual school improvement plan to the College community, we showcased key targets and initiatives that mirrored our collective commitment to fostering a vibrant, inclusive, and faith-centred learning environment. Through this strategic alignment, we are poised to navigate the evolving educational landscape while remaining true to our Catholic ethos and values.



Our Governance

Advisory Board

Ms Lynette Bellwood (Chair)
Dr Vin Thomas
Mr Andrew Baker
Fr Lancy D'Silva
Mr Paul Harwood
Ms Sara Ucci
Dr Pauline Hill
Ms Laura Jeffs
Ms Joanne Cooper
Mr Darren Bailey
Ms Emma Williamson (Secretary)

Finance Committee

Mr Paul Harwood
Ms Stacey Hazeldine
Ms Fiona Snowdon
Mr Darren Bailey
Mr Andrew Baker
Mr Jeff Sochacki
Ms Emma Williamson
(Secretary)

We acknowledge and thank the Members who completed their terms on the Nazareth Governing Council and Stewardship Committee in 2023:

Mr John Mula OAM, Ms Jenny Papps, Mr Peter Cavallaro and Mr Joby Thachappilly.

Our Nazareth Leadership Team

Mr Andrew Baker
Principal

Mr Darren Bailey
Business Manager

Mr Jeff Sochacki
R-12 Deputy Principal

Mr Christian Martino
*R-12 Assistant Principal
Religious Identity and Mission*

Ms Natasha Walc
*Early Years Director,
Early Childhood Centre*

Ms Natalie Cameron
Head of Campus, Findon

Mr Adam Cibich
Head of Campus, Flinders Park

Ms Victoria Richardson
Communications and Engagement Manager

Ms Madeleine Kitschke
Human Resources Manager

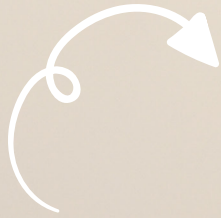
Ms Emma Williamson
Executive Assistant

Our Leadership

<p>NAZARETH ADVISORY BOARD <i>Chairperson – Ms Lynette Bellwood</i></p>			
<p>PRINCIPAL <i>Mr Andrew Baker</i></p>		<p>EXECUTIVE ASSISTANT <i>Ms Emma Williamson</i></p>	
<p>EARLY CHILDHOOD SERVICES</p>		<p>OPERATIONS</p>	
<p>COLLEGE</p>		<p>COMMUNICATIONS AND ENGAGEMENT MANAGER <i>Ms Victoria Richardson</i></p>	
<p>R-12 DEPUTY PRINCIPAL <i>Mr Jeff Sochacki</i></p>		<p>BUSINESS MANAGER <i>Mr Darren Bailey</i></p>	
<p>EARLY YEARS DIRECTOR <i>Ms Natasha Walc</i></p>	<p>HEAD OF CAMPUS FINDON <i>Ms Natalie Cameron</i></p>	<p>HEAD OF CAMPUS FLINDERS PARK <i>Mr Adam Cibich</i></p>	<p>HUMAN RESOURCES MANAGER <i>Ms Madeleine Kitschke</i></p>
<p>R-12 ASSISTANT PRINCIPAL RELIGIOUS IDENTITY & MISSION (APRIM) <i>Mr Christian Martino</i></p>			



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 2023 theme was the concept of working together as a community towards the mission of the church.

Highlights included:

- Family participation in the Sacramental Preparation programs for receiving the Sacraments of Baptism, Reconciliation, Confirmation and First Eucharist, including students from other schools who joined our community for their sacraments
- Regular celebrations of Masses, liturgies and classroom visits in collaboration with the Parish
- A Staff Reflection Day, which focused on acts of service. The day included a guest presentation by Australian humanitarian Moira Kelly. Staff had the opportunity to work with a range of Catholic and secular services across Adelaide to contribute to their social justice work
- 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 Faith Formation and Retreat programs, where students explored the annual theme and key elements from their Religion coursework
- The continuation of small group retreats for our staff

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 included:

- A realignment of our charitable supports to focus on Catholic charities based in South Australia
- Our inaugural Hutt St Op Shop at the Flinders Park Campus, where students had the opportunity to buy clothing donated by our community. The Op Shop was staffed by Year 12 Practical Religion Students. All money raised and any unsold clothing was donated to the Hutt St Centre
- Continued support of our relationship with Vinnies SA in their winter appeal and can drives across the community. Nazareth continues to be a significant school contributor to this initiative



- Nazareth became a signatory to the Laudato Si Action Platform to raise awareness about our environmental needs with a local, national and international focus. Nazareth is working through a Laudato Si Action Plan with support from GreenSA and a grant from CESA to implement a native garden at the Kidman Park Campus

- The continuation of 'Healthy Breakfast' at the Findon campus and the implementation of 'Breakfast Club' at the Flinders Park Campus, where Social Justice Club members assisted in the preparation of fruit and healthy snacks for 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 include access to basic school supplies such as uniforms, shoes, stationery, books and online resources
- Visibility of Aboriginal culture throughout liturgical celebrations, including Aboriginal Christian imagery and Masses and liturgies to acknowledge National Sorry Day



Education



SG127

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 included:

- Strategic planning activities in line with Catholic Education South Australia's Toward 2027 Strategic Plan, designed to expand horizons and deepen practices
- Continued 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
- Continuing our commitment to the 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

- Introduction of Nazareth's Pathways and Partnerships strategy to enable increased opportunities for all students, particularly in the senior years, to explore and immerse in learning and pathways that support their thinking about careers and their transition to life and community beyond Nazareth

Early Years

- Professional Learning Communities were established which provided educators with the ability to engage in collective problem solving, professional development and critical reflection as they analysed data, enhanced site culture, and maintained commitment to quality improvement and innovation
- Staff reflected upon Australian Early Development Census (AEDC) data with a focus on improving children's language and communication skills
- The Literacy Project came to fruition and has been shared at a national level through publication in the November issue of the Reggio Emilia Australia Information Exchange 'The Challenge' Journal
- The ECC was recognised nationally as the recipients of the 'Outstanding Service' HESTA Early Childhood Education and Care Award. The ECC received \$10,000 in prize money which will support an international study tour to New Zealand
- The outdoor learning environment upgrade was approved and scheduled to begin works in 2024. The renovation of the space honours children's agency as they influenced the planning process and advocated for facilities such as a swing
- We launched a service-wide inquiry project on sustainability. Children in the 3-5 Neighbourhood developed and shared a submission in response to the parliamentary inquiry into the recycling of soft plastics and other recyclable materials

- Caitlyn Davies-Plummer, a Barkindji woman who lives on Kurna Country, was commissioned to develop a piece of artwork alongside the children following their interest and advocacy for developing their own uniform which adorns Aboriginal artwork. The project was inspired by the new ECC staff apparel which represents our First Nations allyship
- The year was spent examining and developing educators' understanding of the new Early Years Learning Framework for Australia version 2, ready for implementation in February 2024
- Students in Year 4 enjoyed the inaugural school sleepover and the Year 5 students experienced a 1-night Aboriginal Culture Camp at Aldinga
- We continue to improve the learning spaces for our students and staff, both indoors and out. Improvements this year have included expanding a Year 4 classroom, the installation of glass sliding doors to the Year 1 classrooms, the removal of the chicken coop and addition of grassed area, the installation of cricket nets and the completion of the yarning space / mural and mud kitchen area

Primary Years

- Implementation of ACARA V9 across Foundation to Year 6 and a focus on utilising Performance Standards to report on student achievement
- Teachers have been upskilled in writing Learning Intentions and Success Criteria for all lessons and students have General Classroom Success Criteria so that all can feel successful in the classroom on a daily basis
- All students and teachers engaged in workshops with Aboriginal artist David Booth to deepen their understanding of Aboriginal symbols and how they tell a story. David then used some of the students' ideas to create a mural depicting our Nazareth story and connection to Kurna land
- Class teachers and Education Support Officers (ESOs) engaged in Professional Development with Madhavi Nawana Parker to support their work with students in developing their social and emotional capability and overall wellbeing. This partnership will continue in 2024 with further Professional Development for staff as well as a Family Engagement session where Madhavi will speak to the community on 'The Keys to Raising Resilient and Happy Children'
- Full roll out of Professional Practice & Development (PP&D) for all teachers

Middle Years 7-9

- Staff took the opportunity to work with colleagues on professional development with student-centred goals on improving practice which concluded with a Professional Development showcase at the end of the year
- The development of a timetable that will be middle school focussed for 2024, in particular a neighbourhood model where classes belong to a neighbourhood of 4 classes who work together to support students learning. The modelling also gave an opportunity for the first time for Year 7 students to explore a wider variety of elective subjects providing them with a greater experience of secondary education
- The Year 9 Rite Journey continues to grow and is a highlight for students as an experience which aims to develop our young people as they discover who they are
- The Year 9 students' Social Enterprise Project (SEP) for 2023 had a careers focus with the integration of the BECOME program. The BECOME Career Education program is an evidence-based career education program, developed by respected psychologists and career professionals, providing student agency and developing self-efficacy to help young people thrive

- Staff engagement with the Culturally Responsive Pedagogy project continued, supporting with insights and reflective tools to use when working with students from diverse backgrounds and developing knowledge on creating safe and responsive classroom and educational settings
- The creation of a Nunga Room designed in conjunction with our First Nations students was completed in late 2023 – this is a wonderful space for students to connect and learn in a safe space about Aboriginal and Torres Strait Islander traditions and customs

Senior Years 10-12

- Development of careers focused education was a highlight of the program for 2023. With an engaged emphasis on pathways for students, a range of Certificate II and III courses and a growing range of industry-specific subjects will be available on-campus for our students in 2024
- Valuable engagement with students in career conversations continued, with events including our own careers evening and industry lounge event, excursions to the Adelaide Careers Expo and opportunities for our students to visit Western Technical College, Universities and various career experiences - these opportunities exposed the students to a wide variety of learning pathways and possibilities
- The continuing achievement of outstanding SACE Stage 2 results for Nazareth students was a highlight.
- Significant planning and implementation of Industry Skills Labs and Flexible Learning Programs at the St Gabriel Centre to complement industry-focussed learning and targeted transition support for 2024
- A range of SACE industry-specific subjects developed for implementation in 2024, including Business Skills, Tools of the Trade and Hospitality Skills
- A range of Industry Immersion and Try-A-Trade experiences held for Year 9 and Year 10 students as opportunities to explore and inform their subject and pathways selections, including in the Construction, Automotive, Plumbing, Civil Construction, Childcare, Business, Health, Food & Hospitality industries and others
- University and Training experiences and exposure, including guest presentations from a range of Apprenticeship and Group Training Organisations, University representatives and Enrichment Excursions to University campuses
- Planning for an increasing number of short courses and microcredentials in 2024, with a pilot Barista short course held in 2023 for some Year 12 students
- An application for a Parents in Education (PIE) grant was successful, with funds supporting an event titled 'How can you be your Child's Career Ally' event. This event was held alongside the Year 9 Social Enterprise Project (SEP) Expo, which had a careers focus with the integration of the BECOME program

Pathways and Partnerships

- New Vocational Education and Training offerings negotiated for delivery at Nazareth campuses in 2024, including Fitness, Early Childhood Education and Care, Cookery, Business, Health Services Assistance and Resources Infrastructure (Civil Construction)
- 5 staff successfully completed professional learning at Catholic Education South Australia's Career Coaching, Counselling and Assessment Course, supporting knowledge and understanding of a culture and mindset for career development as a key component of the Pathways and Partnerships strategy

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 included:

- 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
- Continued development of our family and student support including the development of the Breakspace program at the Flinders Park Campus for identified food insecure students and increasing access to counsellors and the wellbeing team, family support through food packs and vouchers and ongoing family support across key areas of College life including uniforms, booklists, camps and co curricular involvement. Our partnerships with Food Bank, Woolworths Diversion Program (Findon) and Naz Connects cook ups have been instrumental in serving this need
- Offerings of translation and interpreting services to strengthen families' engagement in the ECC and College community
- The final draft of our Reconciliation Action Plan was submitted in conjunction with Nic & Co Consulting to continue support of our Reconciliation journey. David Booth and Cailtyn Davies-Plummer were engaged across our campuses to work with students in the development of key pieces of artwork at the Flinders Park Campus and Early Childhood Centre and a mural at the Findon campus. In addition to this a licence agreement has been established for continued use of artwork across the community and a Nunga Room at Flinders Park was established for First Nations students to connect and for ongoing education for our community
- Support for the successful transition of preschool children and their families into Reception through the Loving, Learning, Thriving program
- Continuing intentional opportunities for families to make connection with each other and our community included welcome morning teas, family gatherings, and meet and greet evenings and a community open for the Kidman Park Campus



- Engaging Dietetics and Nutrition students to continue the redevelopment and partnership within the campus community gardens
- Continuing partnerships across multiple Allied Health disciplines with Flinders University including Occupational Therapy, Speech Pathology, Psychology and Nutrition and Dietetics
- Providing opportunities throughout Term 4 across all campuses to be in conversation with parents and families around community and parent engagement into the future
- Creating a range of formal programs to support student learning including the first AIF Mentoring program for year 12 students, where over 80 individuals connected in a professional capacity and the careers industry lounge as part of the annual Careers Expo
- Increased engagement of our wider community through events such as Naz Day, Languages Incursions, Christmas Concert, Sports Day and Naz Connects
- Celebrated a reunion and school tour for our Class of 2013
- Thriving weekly participation in all of our community engagement programs, with the highest weekly numbers ever. Formal recognition as a Play Together Inclusive Playgroup through Playgroup SA and the SPiCE network was achieved and a small intergenerational community development partnership initiative was undertaken in conjunction with the Parish
- Introduction of new engagement programs including carpet bowls for Wise Owls and a Community Hub time on Thursdays
- Introduction of a number of school holiday programs including playgroups at Findon and Duck & Turtle Fitness at Flinders Park, with a key focus on care provision and highlighting facilities for tweens at the Flinders Park Campus. For the year, Duck & Turtle captured approximately 370 student bookings for the program from at least 12 different schools



Stewardship

EFFECTIVE ADMINISTRATION AND RESOURCING

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 included:

- The success of our enrolment strategy incorporating College Tours and Open Days, as evidenced by the overwhelming demand for enrolment
- The opening of the Nazareth Kidman Park Campus stands as testament to our commitment to provide our senior students with an unparalleled educational experience in cutting edge facilities
- The timely construction and sound financial management of the Kidman Park Campus project underscore our dedication to delivering excellence in education while ensuring responsible stewardship of resources
- Our pastoral approach to resource management and innovative recruitment strategies have enabled us to effectively navigate ongoing challenges in a competitive market
- Our unwavering commitment to safety remains a cornerstone of our culture, ensuring a secure and nurturing environment for all members of the Nazareth community

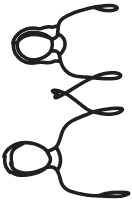




Nazareth LLL SURVEY RESULTS

SECONDARY FAMILIES

continued to have high ratings for Learning Support
Autonomy and Independence
Infrastructure
Welcoming School and Safe School



improved high ratings for Catholic Education
Learning Support
Autonomy And Independence
Enjoyment Of School
Infrastructure
Parent School Partnerships
Welcoming School And Safe School



TEACHERS/ESO

improved high ratings for Catholic Identity
Personal Competence
Infrastructure
Partnerships and Agency
Welcoming & Inclusive School

YEARS 2-6 STUDENTS

continued to have high ratings for Catholic Education
Religious Education Classes
Learning Support
Autonomy & Independence
Infrastructure
Welcoming & Safe School



YEARS 10-12 STUDENTS

had an improved rating in Catholic Education
Religious Education Classes
Student Reflection
Welcoming and Safe School



YEARS 7-12 STUDENTS

increased family responses **322** continued to rate Learning Support highly

Family, 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 2024.

Based on the 2023 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 for secondary students.

Family engagement remained strong in 2023, with increasing numbers of parents and caregivers completing the survey. This positive trend underscores the importance of involving families in our educational journey.


The valuable insights gathered from student voice results prompted us to realign our efforts towards the Middle Years program, career counselling, and the transformation of the St Gabriel Centre into a Pathways and Partnerships Centre by 2024.

In terms of infrastructure, the survey outcomes 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 catering 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

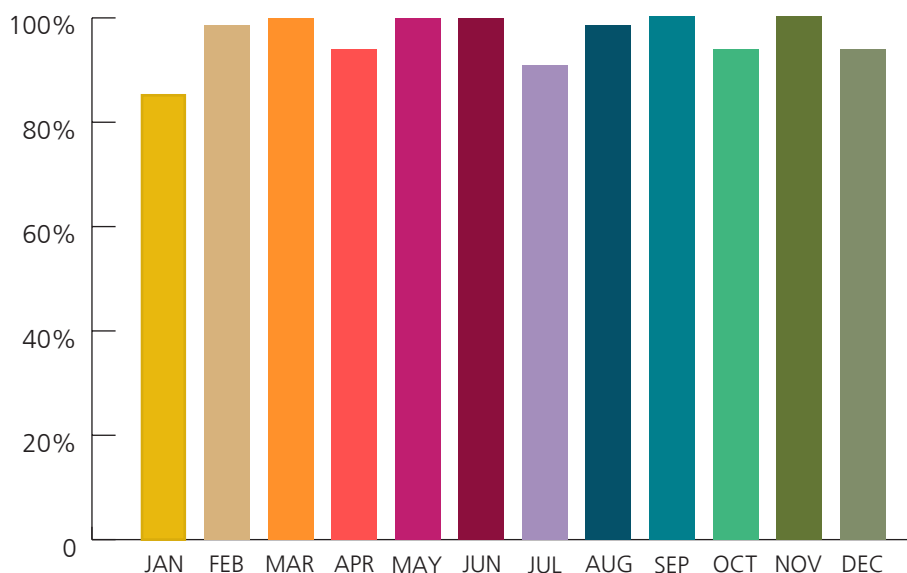


A group of young children in school uniforms, with a girl in the foreground smiling. The background is blurred, showing other children and an adult with glasses.

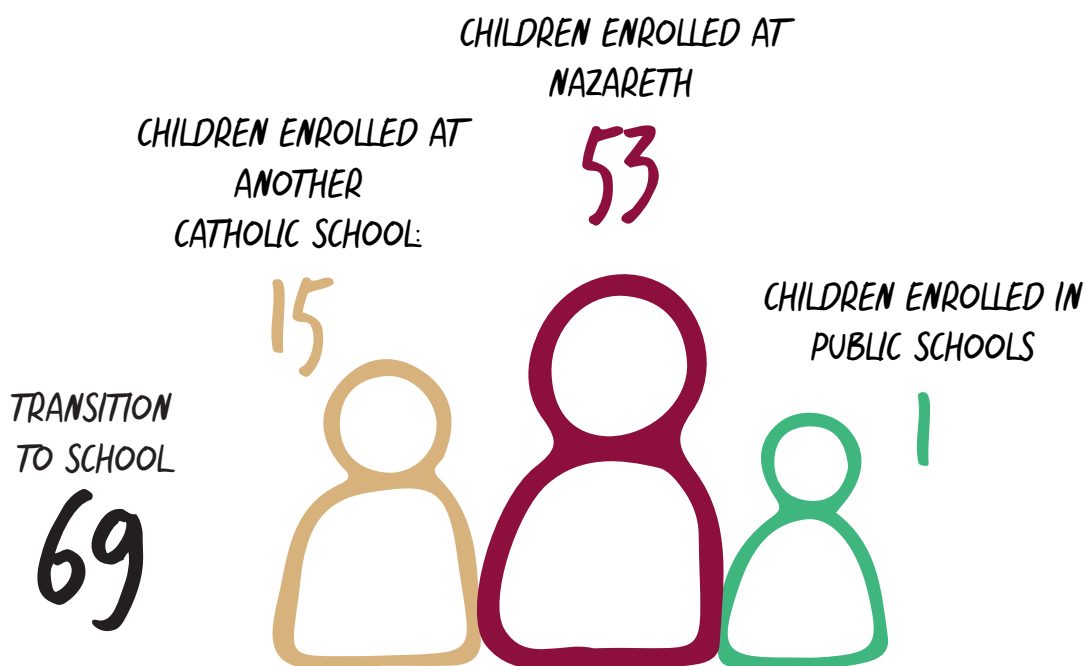
ECC and College Enrolments, Transition and Performance

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 preschool holidays for some children.

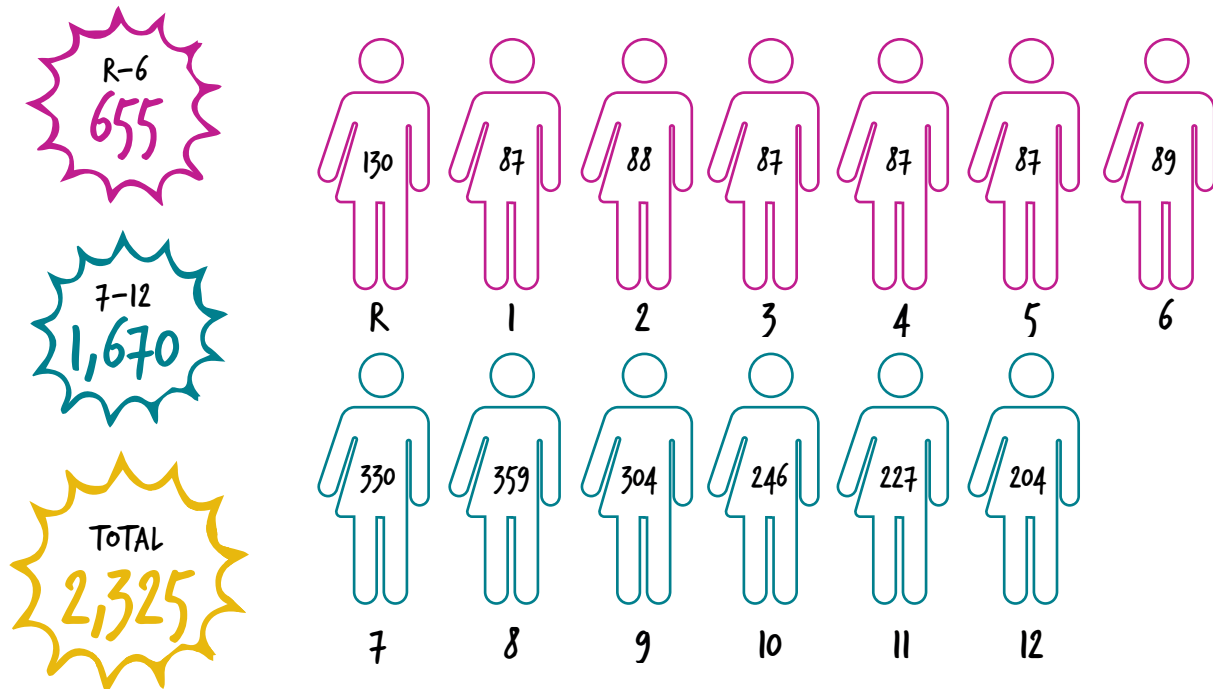


PATHWAYS FOR EARLY CHILDHOOD CENTRE FAMILIES ACROSS THE 2023 YEAR



College

ENROLMENTS IN EACH YEAR LEVEL



INDIGENOUS ENROLMENTS

0.82%

STUDENTS WITH DISABILITY

19.31%

FULL-TIME EQUIVALENT (FTE) FOR 2023

2,322.8

RECEPTION

92%

YEAR 1

93%

YEAR 2

92%

YEAR 3

92%

YEAR 4

92%

YEAR 5

92%

YEAR 6

92%

YEAR 7

90%

YEAR 8

89%

YEAR 9

87%

YEAR 10

88%

YEAR 11

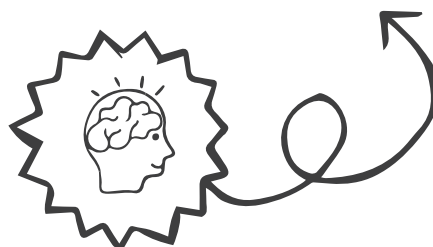
87%

YEAR 12

91%

STUDENT ATTENDANCE

The overall average school attendance in 2023 was 91%. 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 absence.



NAPLAN Results

Year 3	Mean Score					Proficiency Level
Component	2019	2020	2021	2022	2023	2023
Reading	425.9	N/A	448.0	439.5	419.0	Strong
Writing	434.8	N/A	445.3	425.4	426.1	Strong
Spelling	420.2	N/A	431.5	409.7	414.9	Strong
Grammar and Punctuation	431.3	N/A	444.7	434.2	416.3	Strong
Numeracy	388.9	N/A	393.4	395.8	412.2	Strong

Year 5	Mean Score			Proficiency Level
Component	2021	2022	2023	2023
Reading	500.1	515.9	504.4	Strong
Writing	480.6	496.2	486.9	Strong
Spelling	509.2	514.3	495.3	Strong
Grammar and Punctuation	497.3	499.7	497.0	Strong
Numeracy	475.0	495.2	477.7	Strong

Year 7	Mean Score			Proficiency Level
Component	2021	2022	2023	2023
Reading	538.1	544.2	537.8	Strong
Writing	514.8	538.1	549.5	Strong
Spelling	547.6	553.0	541.2	Strong
Grammar and Punctuation	535.2	534.3	540.2	Strong
Numeracy	547.2	541.1	533.2	Strong

Year 9	Mean Score			Proficiency Level
Component	2021	2022	2023	2023
Reading	576.2	565.6	559.3	Strong
Writing	565.0	566.1	574.6	Strong
Spelling	577.6	568.8	569.4	Strong
Grammar and Punctuation	573.6	567.2	552.9	Strong
Numeracy	581.9	571.0	565.0	Strong

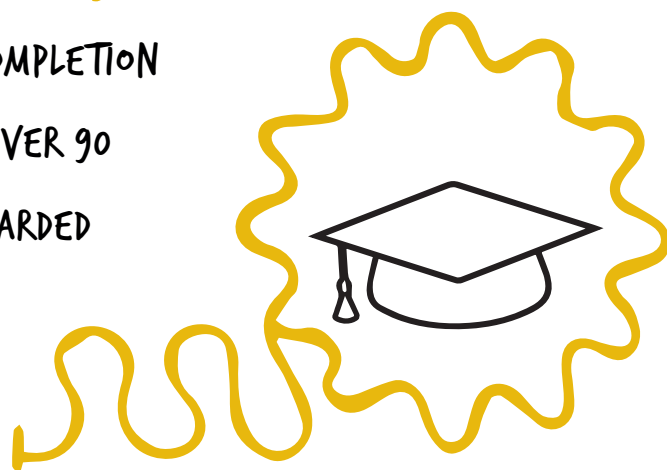
Senior Secondary Results Summary

100% SACE COMPLETION

36 STUDENTS WITH AN ATAR OVER 90

32 SUBJECT MERITS AWARDED
(A⁺ WITH MERIT)

421 RESULTS ACHIEVED WITHIN THE
A GRADE BAND TO 168% STUDENTS
(83% OF STUDENTS)



1 GOVERNOR OF SOUTH AUSTRALIA COMMENDATION EXCELLENCE AWARD

45 STUDENTS COMPLETED VOCATIONAL EDUCATION QUALIFICATIONS AS A PATHWAY
TO POST SCHOOL APPRENTICESHIPS, TRAINEESHIPS OR UNIVERSITY APPLICATIONS.

Post-School Study Offers and Study Destinations

SCIENCES 49

BUSINESS 22

MEDIA 4

NURSING & MIDWIFERY 8

EDUCATION 10

COMPUTER SCIENCE 5

ENGINEERING 4

SOCIAL WORK 2

LAW, INTER-RELATION, POLITICS 10

ARTS 9

MUSIC 1

ARCHITECT 3

AVIATION 1

FOUNDATION SKILLS 4

APPRENTICES / TRAINEESHIPS: 34

EMPLOYMENT PATHWAYS: 17

TAFE COLLEGES ACROSS ADELAIDE, ESTIMATE: 10

UNIVERSITY OFFERS: 132

• UNIVERSITY OF SOUTH AUSTRALIA 70

• ADELAIDE UNIVERSITY 41

• FLINDERS UNIVERSITY 17

• OTHER UNIVERSITIES 4

84% OF NAZARETH STUDENTS RECEIVED
THEIR FIRST PREFERENCE UNIVERSITY OFFER

Our Workplace



Staff Profile

Every member of our staff community, working across campuses and sites, 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 roles make up our exceptional staff community.

In 2023 we welcomed 68 new staff to the Nazareth community – 59 at Nazareth Catholic College and 9 at the Early Childhood Centre.

Staff Profile	Full Time Equivalent (FTE)
Teachers – Full Time	86.00
Teachers – Part Time	80.04
Education Support Officers – Full Time	40.00
Education Support Officers – Part Time	38.09
Education Support Officers – Casual	11.82
Total Staff - College	255.95
Early Childhood Centre – Full Time Teachers	3.00
Early Childhood Centre – Part Time Teachers	2.43
Early Childhood Centre – Full Time Educators	7.00
Early Childhood Centre – Part Time Educators	13.06
Early Childhood Centre – Casual	0.57
Early Childhood Centre – Support Staff	2.64
Total Staff – Early Childhood Centre	28.70
Grand Total	284.65

Temporary relief teachers and sports coaches not reported.



0.94% 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	0.7%
Certificate II	1.8%
Certificate III	9.2%
Certificate IV	9.2%
Diploma	10.1%
Associate Degree	0.5%

Qualification	% of staff with this qualification
Advanced Diploma	2.1%
Bachelor Degree	48.4%
Graduate Diploma	5.7%
Graduate Certificate	9.2%
Bachelor Honors Degree	3.7%
Masters	12.6%

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, DEPSLA, EduTech, Aspiring Leaders, Quality School Improvement, Highly Accomplished/Lead Teacher, STEM Conference, EducatePlus Summit, Mental Health in Schools Conference, HALT National Summit	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	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



Nazareth Catholic College



College 2023

2023	Budget	Actual	Variance
Revenue	45,030,000	45,851,000	821,000
Expenses	44,903,000	44,740,000	163,000
Trading Accounts	-27,000	-159,000	-132,000
Net Surplus	100,000	952,000	852,000

2023	Budget	Actual	Variance
Capital Expenditure	1,523,000	2,227,000	-704,000
Building Program	36,000,000	31,620,000	4,380,000
Bank Account	4,500,000	6,199,000	1,699,000



Income 2023

Income	Actual
Tuition – Gross Fees	12,791,000
Tuition – Fee Discounts	-4,168,000
Government Funding – Federal	27,085,000
Government Funding – State	7,924,000
Government Funding – Specific	258,000
Other Charges / Offsets / Reimbursements	1,961,000
Total Income	45,851,000



Expenses 2023

Expenses	Actual
Tuition – Salaries & Oncosts	24,486,000
Tuition – Goods & Services	2,912,000
Admin – Salaries & Oncosts	5,244,000
Levies (via CESA)	2,247,000
Admin – Goods & Services	1,296,000
Interest	2,311,000
Property & Facilities	2,117,000
Depreciation	4,127,000
Total Expenses	44,740,000



College Loan Summary 2023

2023 Closing Loan Balance	
Flinders Park Land	4,500,000
Caritas Building	8,200,000

2023 Closing Loan Balance	
St Gabriel Centre	11,450,000
Kidman Park	59,950,000
Total	84,100,000



College Budget 2024

2024	Budget
Revenue	47,018,000
Expenses	46,828,000
Trading Accounts	-190,000
Net Surplus	0
Capital Investment	1,753,000
Closing Bank Account	5,000,000



Budget Income 2024

Income	Budget
Tuition – Gross Fees	13,917,000
Tuition – Fee Discounts	-3,635,000
Government Funding	36,000,000
Other Charges / Offsets / Reimbursements	736,000
Total Income	47,018,000



Budget Expenses 2024

Expenses	Budget
Tuition – Salaries & Oncosts	24,508,000
Tuition – Goods & Services	2,959,000
Admin – Salaries & Oncosts	5,713,000
Levies (via CESA)	1,768,000
Admin – Goods & Services	1,170,000
Interest	3,180,000
Property & Facilities	2,124,000
Depreciation	5,406,000
Total Expenses	46,828,000



College Loan Budget Summary 2024

2024 Closing Loan Balance	
Flinders Park Land	5,215,000
Caritas Building	7,420,000

2024 Closing Loan Balance	
St Gabriel Centre	10,654,000
Kidman Park	59,667,000
Total	82,956,000



Community (Early Childhood Centre)

2023	Budget	Actual	Variance
Revenue	3,020,000	3,254,000	234,000
Expenses	2,990,000	3,204,000	-214,000
Net Surplus	30,000	50,000	20,000
Closing Bank Account	625,000	746,000	121,000
Utilisation	95%	97%	2%
Capital Investment	50,000	14,790	35,210



Income 2023

Income	Actual
Fees	3,034,000
Grants – Specific	102,000
Other Charges	118,000
Total Income	3,254,000



Expenses 2023

Expenses	Actual
Salaries & Oncosts	2,492,000
Materials	119,000
Admin – Salaries & Oncosts	329,000
Admin – Goods & Services	212,000
Depreciation	52,000
Total Expenses	3,204,000



Community (Early Childhood Centre) Budget 2024

2024	Budget
Revenue	3,167,000
Expenses	3,137,000
Surplus	30,000
Closing Bank Account	525,000
Utilisation	95%
Capital Investment	200,000



Nazareth