KILDARE COLLEGE

2019 School Performance Report

STRENGTH AND GENTLENESS

Kildare EDUCATION MINISTRIES

A KILDARE EDUCATION MINISTRIES CATHOLIC COLLEGE IN THE BRIGIDINE TRADITION.

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The information contained in this publication is correct at the time of printing but may be subject to change without notice.

Introduction

We welcome you to Kildare College: a school small enough for every student to be known and valued, yet big enough to bring out her best.

Kildare College is a Kildare Education Ministries Catholic College in the Bridigine tradition, educating girls from Years 7-12. The College is proud of its heritage, contemporary in its thinking and committed to carrying out the values of St Brigid. We enjoy a reputation of being a hospitable, vibrant and diverse learning community that nurtures independent and thoughtful women with strength and gentleness of character.

At Kildare we are committed to challenging, inspiring and bringing out the best in your daughter. Our broad and innovative curriculum caters to her individuality, supports her talents and promotes academic excellence. Kildare students develop a sense of wellbeing, identity, success and belonging and gain the skills to live a full and meaningful life beyond the classroom.

We hope the 2019 School Performance Report gives you an insight into our unique education. We encourage you to explore the website and invite you and your daughter to discover first-hand the Kildare difference.

We look forward to welcoming you to our community.

Tina Neate
Principal

School Finances

FINANCIAL INCOME 2019

Commonwealth Government Grants	$5,919,195
Tuition Fees and Charges	$2,125,811
State Government Grants	$1,732,060
Other Private Sources	$140,445

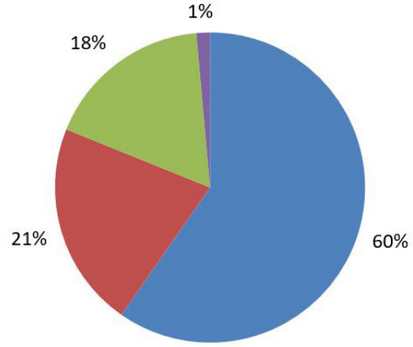


Figure 1: Financial Income 2019

FINANCIAL EXPENSES 2019

Salaries and Related Costs	$6,600,510
Operating Expenses - Administration	$641,322
Operating Expenses - Tuition	$638,853
Building Operations, Grounds and Maintenance	$791,039
Capital Expenditure	$594,055
Depreciation	$208,252

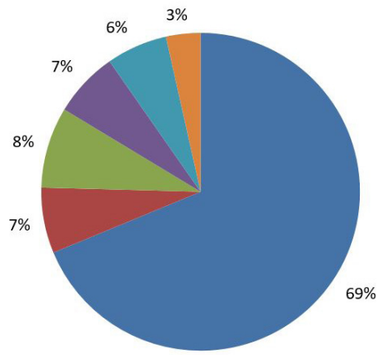
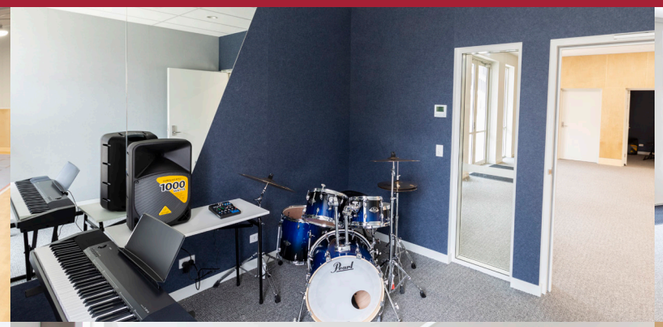
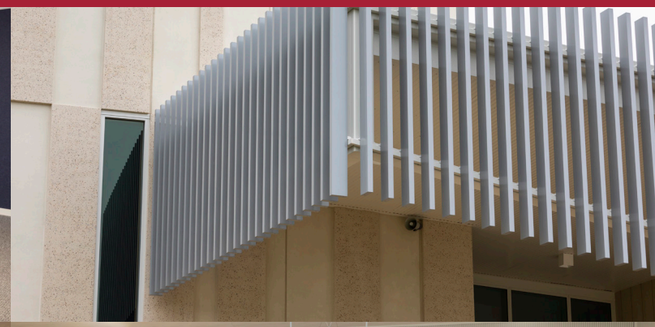


Figure 2: Financial Expenses 2019





Facilities & Improvements

MASTERPLAN

Kildare College made many improvements to the learning spaces, refurbishing and enhancing many of our learning areas, ready for the new school year.

The students returned in 2019 to an additional kitchen for Food and Hospitality classes, MakerSpace rooms for STEM and other projects, an improved dynamic Drama area, a new location for Music, Dance and Physical Education in the state of the art Brigidine Centre, and other internal and external enhancements throughout the College.

The Brigidine Centre and plaza area now also offer some fantastic, purpose built contemporary learning areas for our students.

INTRODUCTION OF YEAR 7

It was with great anticipation and excitement that we welcomed the inaugural Year 7 cohort in 2019 Prior to their arrival, teachers worked tirelessly to ensure that the students' transition to Kildare College was as seamless as possible. Wellbeing for Learning plays a central role at Kildare. Teachers planned collaboratively so that our Year 7students had the best possible opportunity for success.

English, HASS and Religious Education were integrated to become HUMS, while Maths, Science, Technology and Engineering were integrated to become STEM. Building relationships is the key to success in learning. Students have less teachers in Year 7 to assist with the transition to secondary school and help students develop and develop lasting friendships with their peers. In addition to these Core subjects students have access to courses in Food and Hospitality, Art, Music, Dance, Outdoor Education and Drama.

The Year 7 students joined the Kildare community with excitement and enthusiasm. The energy of the students is certainly infectious because they are engaged and eager to learn. The addition of Year 7 has been a positive experience for our community.

PROJECT BASED LEARNING

The introduction of Year 7 at Kildare College in 2019, coupled with a growing number of enrolments, provided a wonderful opportunity to review pedagogical practices at Kildare and remain innovative whilst providing pathways for all.

Kildare College fosters an innovative and dynamic environment of continues improvement. Professional learning provided by the Buck Institute of Education enabled Kildare teachers to explore the concepts of Project Based Learning (PBL) to ensure a comprehensive understanding of PBL best practices.

STEM and HUMS teachers then worked together to create an integrated PBL unit for Year 7 students, around the driving question, 'How can we capture an aspect of Ancient Egypt through the creation of a contemporary piece of jewellery?' The STEM and HUMS teachers completed further professional development, learning the art of jewellery making with trainer Megan from TAFE SA. Staff used these skills and knowledge to then teach their students as part of the project

Students visited the SA Museum and Botanic Gardens as a stimulus to drive their thinking about different aspects of Ancient Egypt. They completed a 'Needs to Know' activity at both locations to encourage deep thinking and reflection, which led to further inquiry related to one aspect of Ancient Egypt Students, using the engineering & design process, then created a contemporary jewellery product Jewellery was created from polymer clay, 3D printed plastic, laser cut wood or metal.

A public exhibition for families and the community took place in Term 4. Students displayed their jewellery, as well as other pieces of work that demonstrated the process. While the exhibition was the culmination of the PBL, it is the process where the key aspects of students' learning occurs. Some examples from the process include, the engineering and design process booklet, jewellery making skills, peer and teacher feedback during the process including a charrette and a gallery walk.

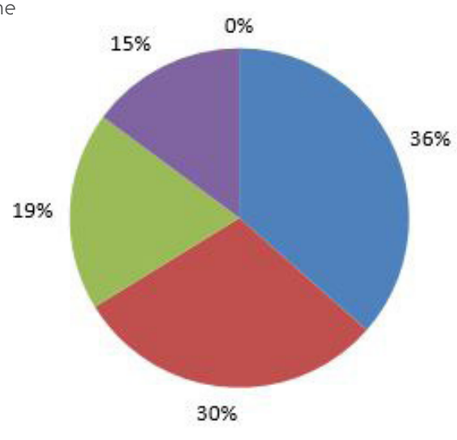
Aspects of the General Capabilities of Critical and Creative Thinking and Personal and Social Capability including self-management and working independently (goal setting and meeting deadlines) were explicitly and implicitly embedded into the PBL. As a joint teaching and learning program between different learning areas the Year 7 PBL proved to be a highlight in the students' academic year.

Professional Engagement

WORKFORCE COMPOSITION

During 2019, the composition of dedicated and enthusiastic staff of Kildare College was as follows:

	Full Time	Part Time
Teaching Staff	27	22
Full-time Equivalent Teaching Staff	42	
Non-Teaching Staff	14	11
Full-time Equivalent Non-Teaching Staff	21	
Indigenous Staff	0	

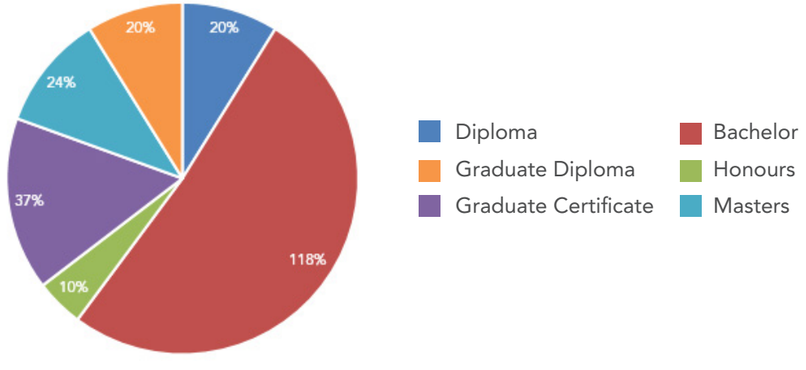


A number of specialist teaching staff including ART, Business Studies, Drama, Maths, Music, Physical Education, LOTE, STEM and Science support the cohesive curriculum.

TEACHER LENGTH OF SERVICE

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	14	16	18	20	21	22	24	25	27	30	34	35	40	41	42	49
Number of Staff	5	2	3	2	3	1	1	4	4	1	4	1	3	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1

TEACHER STANDARDS AND QUALIFICATIONS



Key Student Outcomes

STUDENT PROFILE

Totals in each Year Level (as at August Census 2019)

Year 7	101
Year 8	100
Year 9	102
Year 10	100
Year 11	81
Year 12	84

Total Full Time Enrolments	568 students
% Indigenous Enrolments	15 students (2.6%)
% Students with disabilities	151* students (26.6%)

*Reported via *Nationally Consistent Collection of Data*

STUDENT ATTENDANCE

Average daily attendance in 2019 for each year level:

Year 7	91.9%
Year 8	93.8%
Year 9	90.9%
Year 10	90.7%
Year 11	87.8%
Year 12	88.0%

Total average student attendance rate for Kildare in 2019 was: 90.5%

PROCESS FOR NON-ATTENDANCE

Students' daily attendance/absence is manually entered into SEQTA via a computer/laptop either by the Teacher, Student Reception or Front Reception for each lesson throughout the day.

Parents of students who sign in late without a note in their diaries, or prior notification, will receive an SMS by 9.30am. If the school is not notified of a student's absence, an SMS message is sent at 10.00am followed by a phone call and email if notification is still not received.

Diaries, SMS messages and phone calls to the school are all means of absentee communication between the parent and the school. Prolonged continual absence is followed up with communication from the Pastoral Care teacher, or the appropriate House Leader or Middle/Senior Years Coordinators.

Long term absences are monitored and followed up by the College Counsellor, Social Worker or Leadership Team.

Key Student Outcomes

AVERAGE STANDARDISED RESULTS

The 2019 National Program for Literacy and Numeracy tests (NAPLAN) were completed by 93% of Year 7 and 87% of Year 9 students enrolled at Kildare College.

NAPLAN data is just one indicator that we use as a College, to inform our teaching and learning programs and professional learning continues to focus on effective teaching practices in and beyond the classroom.

Whilst NAPLAN results are generally pleasing, we have continued to note that a small percentage of students not participating through absence or withdrawal by parents. During the past 3 years Kildare College has improved its overall scores in the areas of Reading, Spelling and Grammar and Punctuation.

New approaches are being developed as part of teachers' engagement in the online Maths Pathways program, which was introduced at the beginning of 2018. Work will also continue regarding support for our EALD students in the area of writing.

NAPLAN - YEAR 7

Year 7 students achieving National minimum standards in 2019
(Kildare College introduced Year 7 for the first time in 2019).

	2019
Reading	96.0%
Writing	92.0%
Spelling	94.0%
Grammar and Punctuation	96.0%
Numeracy	95.0%

The mean scaled scores for 2019 were:

	Mean Score	Mean Score as Proficiency Band
Reading	532.3	7
Writing	524.2	6
Spelling	544.9	7
Grammar and Punctuation	539.7	7
Numeracy	530.5	7

Key Student Outcomes

NAPLAN - YEAR 9

For comparison purposes the percentages of Year 9 students at or above the national minimum standard in reading, writing, spelling, grammar and punctuation and numeracy have been included for 2015-2019.

	2015	2016	2017	2018	2019
Reading	96.0%	97.0%	94.0%	97.0%	99.0%
Writing	91.0%	90.0%	91.0%	93.0%	91.0%
Spelling	91.0%	95.0%	97.0%	95.0%	98.0%
Grammar and Punctuation	85.0%	92.0%	97.0%	98.0%	99.0%
Numeracy	95.0%	97.0%	99.0%	95.0%	98.0%

	Mean Score				Mean Score as Proficiency Band			
	2016	2017	2018	2019	2016	2017	2018	2019
Reading	576.7	583.7	590.6	590.5	7	8	8	8
Writing	564.7	556.8	572.6	571.5	7	7	7	7
Spelling	582.5	579.5	586.0	598.6	8	7	8	8
Grammar and Punctuation	567.1	576.6	592.6	589.7	7	7	8	8
Numeracy	555.0	569.9	577.1	571.9	7	7	7	7

Senior Secondary Outcomes

SACE

Of the 84 students who graduated, 100% gained their South Australian Certificate of Education (SACE) giving them the opportunity to follow a diverse range of future pathways.

VOCATIONAL OR TRADE TRAINING

12% of Year 12 students completed Vocational Training as part of their Stage 2 learning. Students gained qualifications in the following areas:

Number of students	Qualification	Area
2	Certificate III	Animal Studies
2	Certificate III	Makeup
1	Certificate III	Hospitality
1	Certificate III	Early Childhood Education and Care
1	Certificate III (result of a two-year traineeship)	Early Childhood Education and Care
2	Certificate III (result of a two-year traineeship)	Business
1	Certificate III (requires additional training beyond secondary schooling years)	Retail Baking

DIVERSITY OF PATHWAYS

Kildare College students were accepted into a variety of courses at the University of Adelaide, Flinders University, University of South Australia and TAFE SA. These courses included but were not limited to:

- Archaeology
- Occupational Therapy
- Creative Arts
- Oral Health
- Business
- Health and Medical Science
- Social Work
- Education
- Criminology
- Pharmaceutical Science
- Law
- Media Arts
- Psychological Science
- Animal Science
- Accounting
- Architectural Studies
- Medical Science (Vision Science)
- Commerce

POST SCHOOL DESTINATIONS

A variety of pathways have been pursued by students who completed their senior schooling at Kildare College in 2019. Based on a review of SATAC offers to students:

University

71% applied to university. 95% of those students who applied to university received offers in the first round.

TAFE or Further Training

Whilst data is not released regarding student acceptance of TAFE SA offers, we are aware of students placing applications with TAFE SA in the career fields of Nursing, Community Services and Hair & Makeup. Two students had the choice to continue VET studies with TAFE SA in 2020, after successfully completing Certificate III in Animal Studies in Year 12 and being offered places in the Diploma of Animal Technology this year. The student who began her Certificate III in Retail Baking (combined) in Year 12 continues her apprenticeship in 2020 as well as maintaining her own baking company.

Employment

It is unknown what percentage of students entered full time work after Stage 2 studies however, it is known that both students who undertook Certificate III in Early Childhood Education and Care, were able to move straight into employment once their studies were completed. This was also the case for the student who had completed a Certificate III in Hospitality. One Year 12 also gained a Sports and Recreation traineeship for 2020 at a South Australian Catholic secondary school. We are also aware of two students who have demonstrated entrepreneurship and have been developing and overseeing their own businesses-one in baking and the other focusing on fashion accessories. Interest was shown also shown in careers in the Australian Defence Force and South Australian Police by several Year 12 students with at least two students entering the Army Reserves.

Satisfaction Surveys

Each year at Kildare College we survey our community to seek feedback on the level of satisfaction of various elements relating to the College, to ascertain what we are doing well and which areas need improvements.

We encouraged members of the College community to give us feedback. The survey took only a few minutes to complete, and was sent out via a link.

Each question was multiple choice, with answers ranging from ‘strongly agree’ to ‘strongly disagree’. Two free-text comment fields were on the last page of the survey. Recipients were encouraged to respond with extra feedback as appropriate.

The information we gain in these surveys is used to make informed decisions about changes to the College, that benefit students, staff and the community.

Recent improvements to the College that have been identified through these satisfaction surveys, include changes to the menu in the canteen to include some healthier options, improved communications with parents through SEQTA, the construction of the Brigidine Centre and more.

The surveys assist in continuing to make Kildare College a greater learning community.

Satisfaction Surveys

PARENT RESPONSES

(171 responses)

Selection of comments from parent respondents

- Welcoming, community spirit, friendliness of students and teachers, communication, learning opportunities.
- My daughter loves learning here. The teaching style fits with my daughter's needs and she is thriving; her grades are the best they have ever been. The subject of projects assigned keep her interested and challenged.
- Great leadership that is striving for the best out of our girls while also being approachable, understanding, and compassionate.
- The welcome feeling I receive every single time I enter the school. Teachers are respectful to students and students are happy to learn and go to school.
- Genuine care for the girls attending the school. Size of the school as it still has a personal feel.
- My daughter has flourished as a dancer and has become more confident within herself because of the Dance program offered at Kildare.
- I like the different opportunities the girls get to explore and hoe the school provides unique experiences in learning and school excursions/camps.
- Many additional opportunities offered to my daughter, and staff recognise her strengths and offer extension and support in those areas.
- Kildare has a strong focus on the girl's mental health and wellbeing and builds confidence.
- The teachers are approachable, and my daughter feels comfortable in speaking them if there is a problem.
- Enforcing the rules of the Mobile Phone Policy needs to be reviewed.
- There needs to be a greater food menu, it is very limited in its food choice.

Selected Survey Questions	Percentage of respondents who agreed
• Kildare College has a strong focus on the Kildare Ministries Core Values.	92%
• Kildare College has a good community spirit.	93%
• Kildare College is a good school	95%
• I am happy with the facilities	95%
• My daughter is happy going to Kildare College	91%
• Kildare College is a safe place for my daughter	93%
• The staff take an interest in my daughter's learning and wellbeing	92%
• I am satisfied with the quality of education my daughter is receiving at Kildare College	94%
• I am happy with the quality of teaching my daughter receives at Kildare College	91%
• Behaviour and uniform expectations are clear at Kildare College	90%
• Kildare College responds to my concerns quickly	90%
• My daughter's Pastoral care teacher is generally approachable	92%
• General communication between home and Kildare college is good	92%
• I would recommend Kildare College to others	93%

Satisfaction Surveys

STUDENT RESPONSES

(381 responses)

Selection of comments from student respondents

- I like how welcoming all the teachers are and how they always care about our learning and make sure we always do the best.
- How all year levels are welcoming and nice to each other and how all the girls in my class are supportive about my and each other's learning.
- The best quality of Kildare College is its sense of community and how the teachers and staff take time to help students with whatever they need.
- The facilities we are offered and being around teachers that genuinely take interest in my achievements and education
- I like the community feel of the school because it is not too big of a school and the facilities are all updated and clean.
- The variety of subjects for everybody and welcoming teachers and students.
- I love that the school makes work fun and easy enough for everyone to keep at their own pace.
- The warm community and extensive help we receive on assignments.
- I like electives. They teach me something different to learn and do, such as textiles. I got a chance to try it otherwise I was not confident in it because I had never tried it before.
- If I could improve one thing about Kildare College, it would be that the students could have more freedom (within reason) to present assignments and their learning the way they feel most comfortable to.
- I personally don't think any aspects of Kildare College need to change, but, I have an idea for communication for younger or new students. It would be to make a page on SEQTA where the Leadership Team, teachers and staff have their name and photo so that younger or new students know who is who and how to contact them.

Selected Survey Questions	Percentage of respondents who agreed
• Kildare College has a strong focus on the Kildare Ministries Core Values.	92%
• Kildare College has a good community spirit.	90%
• I am happy with the facilities and resources available	88%
• Kildare College is a safe place	89%
• Behaviour and uniform expectations are clear at Kildare College	96%
• The Principal, Mrs Neate, is generally available	93%
• My Pastoral Care teacher is generally available	93%
• The Catholic Ethos of the college is evident	95%
• Kildare College is a good school	87%
• I am satisfied with the quality of education I am receiving at Kildare College	88%
• Continuous feedback via SEQTA and reports keep me informed about my progress	94%
• I feel I am well informed regarding what is needed to complete my work	89%
• I can make contact with my teachers and other staff easily	93%
• Staff in general at Kildare make me feel welcome	91%

Satisfaction Surveys

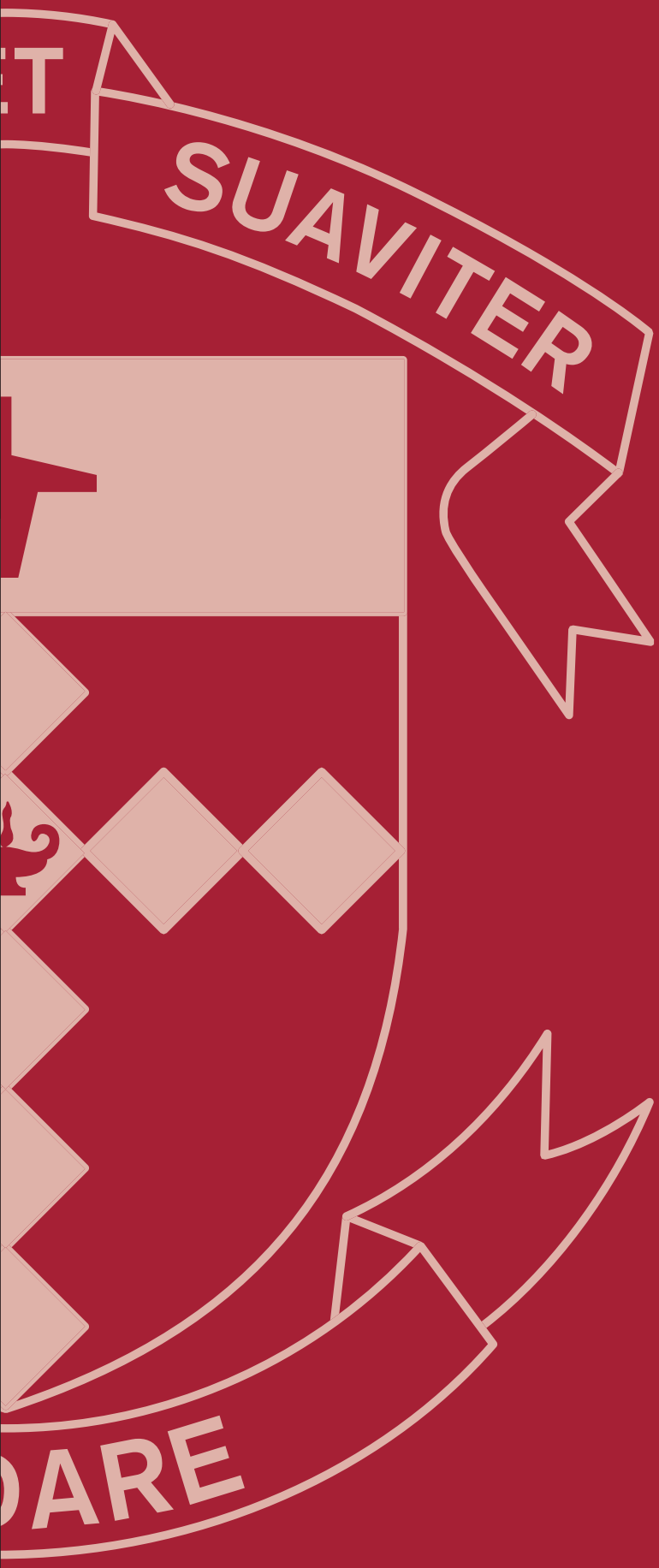
STAFF RESPONSES

(56 responses)

Selection of comments from staff respondents

- The students and their willingness to engage. Teachers and their willingness to give time and energy to their teaching. Opportunity for scholarship and excellence, especially for those in need.
- The inclusive nature which makes everyone feel welcome from the moment they start at Kildare. There is such a strong team vibe when working and collaborating which make coming to work that much more enjoyable.
- The collegial aspect of staff wanting to support each other. The serene physical location of the college, and the updating of buildings and environment.
- Improvements to buildings etc has been a positive step in increasing enrolments. It is a student centred school that cares for all students needs both academic and social and emotional.
- The friendliness of staff. There is lots of laughter and many people are warm and welcoming. You are encouraged to take risks and dream.
- The community that has been built over many years and the commitment to students to support success, in whatever area it may be in.
- Overall student behaviour is very good and this makes teaching much easier.
- Rate of change and implementation of systems - which is representative of the technological age we live in,
- Increase the profile of the College to the general public to strengthen awareness of the amazing education opportunites that exist here.
- The staff at the College clearly care for their students. The facilities in relation to Dance, Music and STEM are exceptional.
- Compassion - The feeling of warmth to be given the chance to explore new ideas.
- The best aspect of Kildare College is that it is a very supportive community. It feels like a second home.

Selected Survey Questions	Percentage of respondents who agreed
• Kildare College has a strong focus on the Kildare Ministries Core Values.	98%
• The Catholic Ethos of the college is evident.	96%
• Kildare College has a good community spirit.	95%
• The facilities at Kildare are for for purpose	91%
• The facilities at Kildare College are continuously improving	97%
• Kildare College provides adequate opportunities for professional learning	87%
• Kildare College provides adequate opportunities for career development	85%
• I find my work meaningful	95%
• The tools and technology I need to do my job well are provided by Kildare College	92%
• I feel welcome as a staff member	97%
• I feel valued as a staff member	89%
• Kildare College is a student centred school	96%
• Kildare College encourages innovation in a variety of areas	85%
• I would reccommend Kildare College to others.	96%



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