



KILDARE
COLLEGE

2022

School Performance Report



STRENGTH AND GENTLENESS



A KILDARE EDUCATION MINISTRIES CATHOLIC COLLEGE IN THE BRIGIDINE TRADITION.



Contents

Introduction	4
College Finances	5
Financial Income	5
Financial Expenses.	5
Facilities and Improvements	6
Professional Engagement	10
Workforce Composition	10
Specialist Teaching Staff	10
Teacher Length of Service.	11
Teacher Standards and Qualifications	11
Teaching and Learning	12
Graduate Teacher Program	12
The Tullow Centre	12
Average Standardised Results	14
PAT and PISA Testing.	14
NAPLAN Results	15
Key Student Outcomes	16
Student Profile	16
Student Attendance	16
Process for Non-attendance.	17
Senior Secondary Outcomes	18
Results.	18
Subject Achievements	18
Diversity of Pathways.	19
Post School Destinations	20
Satisfaction Surveys	21
Families	22
Students	24
Staff.	26

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



Introduction

Welcome to Kildare College, a vibrant and innovative learning community committed to nurturing every student to achieve their full potential.

Established in 1966 by the Brigidine Sisters, Kildare College has a rich history of providing excellent education to girls in Years 7-12. While we embrace contemporary ideas, we also remain true to the core values of St. Brigid and Nano Nagle as a Kildare Ministries College.

At Kildare, we foster a hospitable, diverse, and dynamic community that empowers young women to become independent, thoughtful, and resilient. Our broad and innovative curriculum is tailored to challenge and inspire our students, catering to their unique individuality, supporting their talents, and promoting academic excellence.

We believe that true success goes beyond the classroom, and we strive to equip our students with the skills they need to lead fulfilling and meaningful lives. Through our dynamic and comprehensive programs, our students develop a strong sense of wellbeing, identity, success and belonging, which they carry with them beyond their time at Kildare.

Our 2022 School Performance Report provides valuable insights into our academic achievements, culture of service and community offerings.

Thank you for your interest in Kildare College, and we invite you to explore what sets Kildare apart from other schools and experience our student-centred approach to education.

Tina Neate
Principal

College Finances

FINANCIAL INCOME 2022

Commonwealth Government Recurrent Grants	\$8,646,199
Commonwealth Government Capital Grant	\$1,500,000
Tuition Fees and Charges	\$2,665,969
State Government Grants	\$2,462,852
Other Private Sources	\$128,738

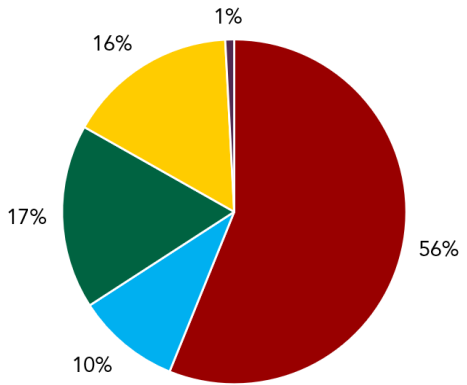


Figure 1: Financial Income 2022

FINANCIAL EXPENSES 2022

Salaries and Related Costs	\$8,439,089
Operating Expenses - Administration	\$903,340
Operating Expenses - Tuition	\$966,695
Building Operations, Grounds and Maintenance	\$901,146
Capital Expenditure	\$4,205,565
Depreciation	\$442,552

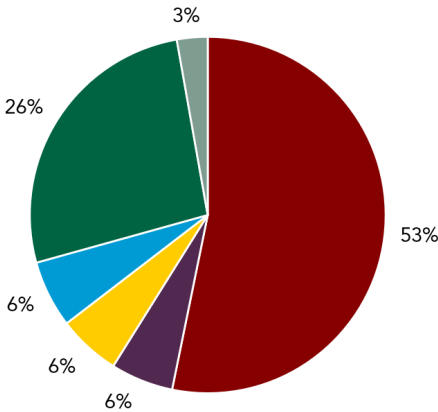
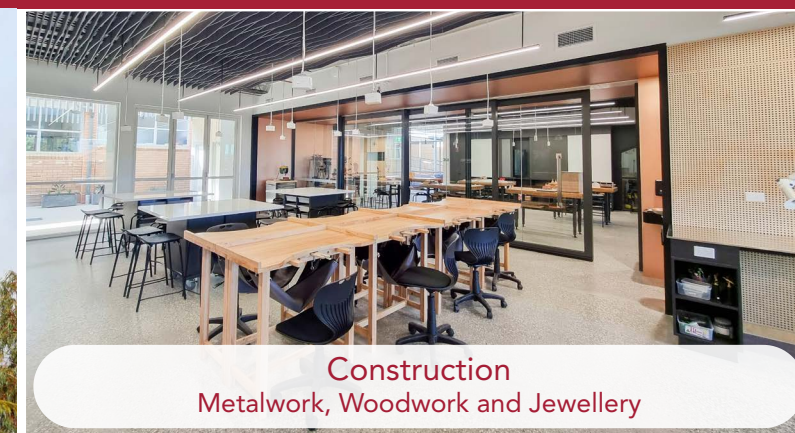


Figure 2: Financial Expenses 2022



Construction
Metalwork, Woodwork and Jewellery



Media Studio
With soundproof rooms and a green screen



General Learning Classrooms



Meeting Room

Facilities and Improvements

THE TULLOW CENTRE - Creativity | Construction | Innovation

Designed by Walter Brooke Architects and built by Sarah Constructions, the Tuillow Centre inspires creativity, construction and innovation and allows our students to learn in an innovative, interactive learning environment incorporating state of the art technology.

The building was officially opened on 12 September 2022.

The Tullow Centre includes the following:

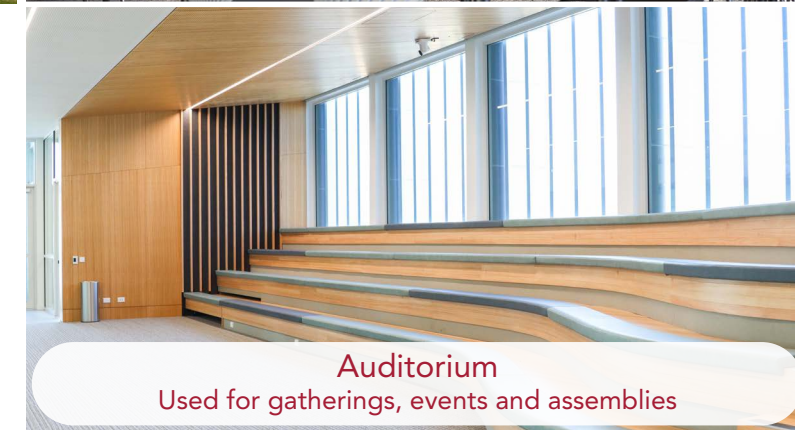
- Construction area used for metal/wood/plastics/cement/resin and acrylics such as jewellery and woodwork
- Digital Technology room
- STEM room with options for 3D printing, laser cutting and soldering
- Science Laboratory.

Upper Level:

- A media suite with a green screen and soundproofing ideal for podcasting and film editing
- An auditorium arena
- Three general learning areas that can be utilised together or separately and open onto an expansive terrace area
- Break out spaces and flexible learning areas for students, administration areas for staff and amenities.

Other features:

- A canopy constructed of glass solar panels linked to a digital readout screen within the foyer
- State-of-the-art technology in the classrooms
- Lift, with a large glass panel that allows our students to see the mechanisms of a working lift.



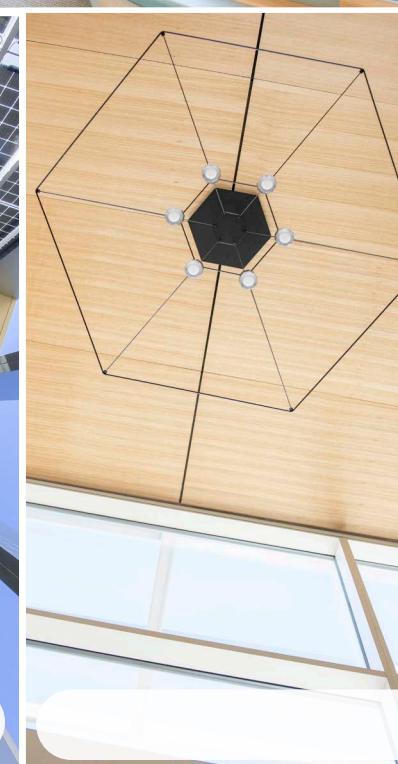
Auditorium
Used for gatherings, events and assemblies



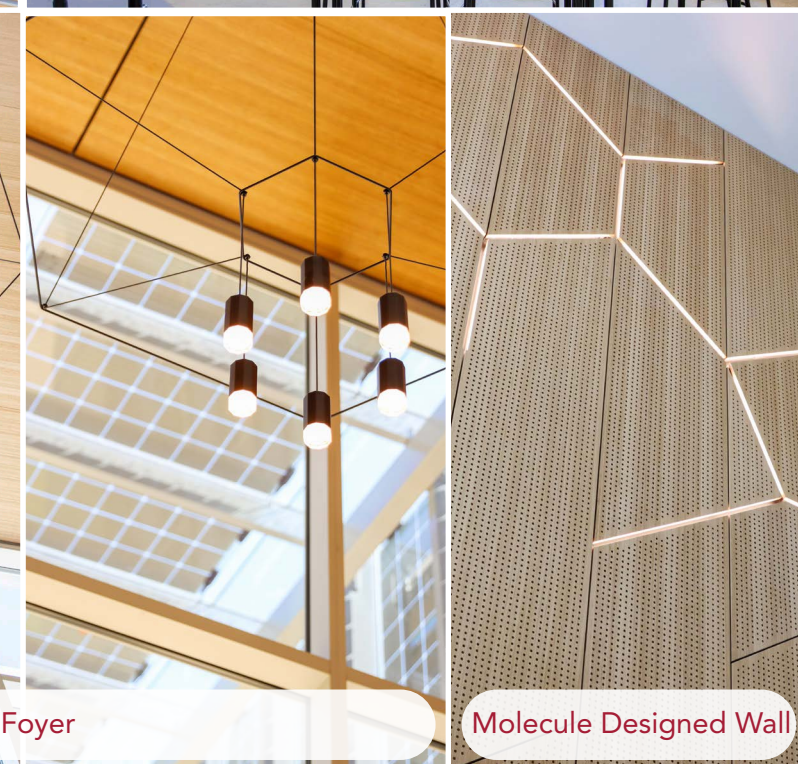
STEM / Science / Digital Technology Labs
Flexible spaces and fittings



Solar Panel Canopy



Foyer



Molecule Designed Wall



Facilities and Improvements

Throughout 2022 Kildare College made many improvements to enhance the College facilities.

ADMINISTRATION BUILDING

- New windows at Reception and in Principal's Assistant's office
- Clad and painted the Administration Building walkway and painted the Principal's office
- New carpet in Administration building
- New wood panels in the Administration Building
- New Acrylic framing to display Graduation Photos on wood panelling
- Principal and College Captains' honour boards installed
- Refreshed furniture in the Conference Room.

VARIOUS UPDATES AROUND THE COLLEGE

- New House Banners in the Gym
- New House Marquees
- Whole College phone system replaced, and network cabled
- 4 x Jellybean student seating sets placed under Dance Sails
- Refurbishment of the old woodwork room into a spacious contemporary classroom
- Refreshed furniture in the House Leaders' office, Admin meeting room, Room 5
- Replaced oval entrance driveway
- Avenue of potted plants outside Tullow Centre
- Computer Numerical Control (CNC) Machine added to the woodwork room
- Replaced 8 data projectors with TV screens using Vivi software.
- Additional garden mulch on Lyons Road verge between fence and footpath
- Vending Machine.





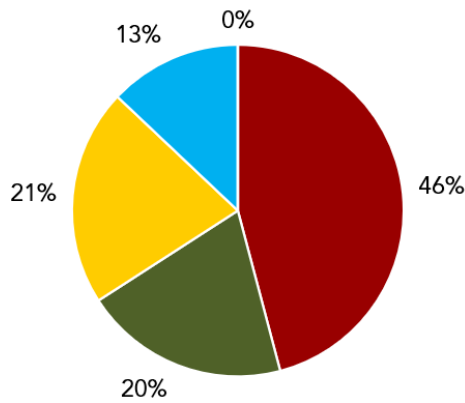
Professional Engagement

WORKFORCE COMPOSITION

During 2022, the composition of dedicated and enthusiastic staff of Kildare College was as follows, as of August Census.

Total Teaching Staff	56
Total Non-Teaching Staff	29

	Full Time	Part Time
Teaching Staff	46%	20%
Non-Teaching Staff	21%	13%
Indigenous Staff	0%	



SPECIALIST TEACHING STAFF

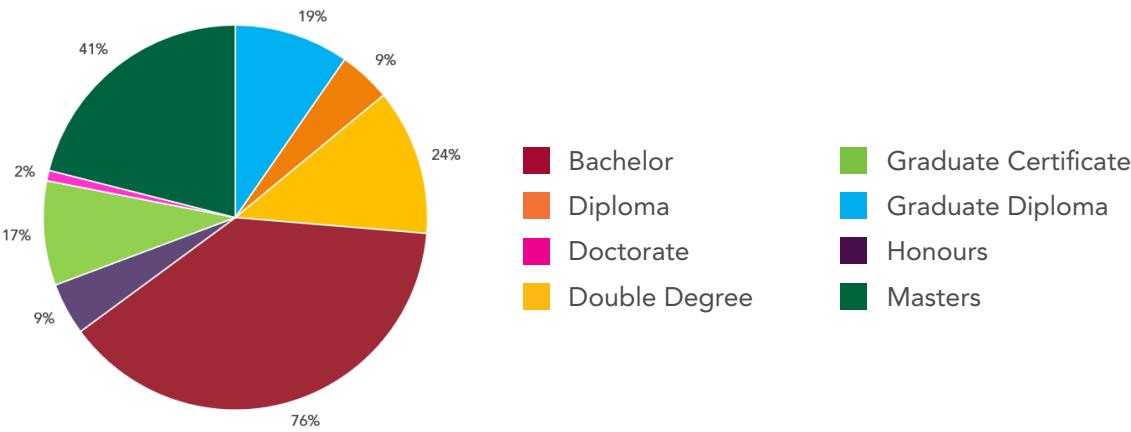
A number of specialist teaching staff support the cohesive curriculum including:

- Art and Design
 - Business and Technology
 - Design and Technologies (Child Studies, Food and Hospitality, Fashion and Textiles)
 - Dance
 - Drama
- Design, Technology and Engineering (Woodwork and Jewellery)
 - English
 - Health and Physical Education
 - Hospitality and Design
 - Humanities and Social Sciences
- Italian
 - Mathematics
 - Music
 - Religious Education
 - Sciences
 - STEM
 - Project Based Learning (PBL)

TEACHER LENGTH OF SERVICE

Years of Service	0-1	2	3	4	5	6	7	8	10	11	12	13	14	15	17	18	22	23	24	26	28	29	32	36	43
Number of Staff	11	3	9	4	2	3	2	1	2	4	1	1	1	1	1	1	2	1	1	1	1	1	2	1	1

TEACHER STANDARDS AND QUALIFICATIONS





Teaching and Learning

TULLOW CENTRE

During 2022 Kildare was very proud to open the Tullow Centre. A remarkable addition to Kildare College. The building's design was carefully constructed to ensure its adaptability as education continues to evolve. With the construction of the Tullow Centre, Kildare is committed to progressive education and empowering students to challenge gender stereotypes and pursue new subjects, such as Material Constructions with Timber and Metal. The number of students participating in these programs has steadily increased over the past 3 years, including Year 12 students who achieved outstanding results, with all students earning an A grade or above by the end of 2022.

The building is an educational tool, fostering creativity, critical thinking, and problem-solving skills. Its contemporary design is a primary factor contributing to the Tullow Centre's success, which provides students with an immersive learning experience. The innovative features of the building, such as the glass-encapsulated lift system and open cable trays, provide students with an understanding of the lift's mechanics and the technology that links the spaces together. The centre's commitment to sustainability is evident through real-time solar panel monitoring, encouraging students to make informed decisions about energy use.

The Tullow Centre provides students with a modern facility that equips them with the skills needed to succeed. Over the past 12 months, the centre has introduced more advanced STEM projects, podcasting, and photography, enabling students to explore a broader range of subjects and develop a deeper understanding of their interests.

The Tullow Centre's flexible learning spaces incorporate state-of-the-art technology, ensuring that Kildare College stays abreast of the latest education trends and prepares students for future employment. We are very proud of how the Tullow Centre has revolutionised the delivery of education at Kildare College, and its positive impact will be felt for future years.

GRADUATE TEACHER PROGRAM

Kildare College is dedicated to both attracting and retaining exceptional educators. Over the past two years, the College has successfully recruited and integrated over 15 Early Career Teachers (ECTs). Due to the number of early graduates coming to Kildare we established the award winning Kildare Graduate Program. Through the Graduate Program, the ECTs have been provided with many opportunities for professional growth and development, ensuring they can thrive and make meaningful contributions to the College community.

Kildare's Graduate Program is a research-based, innovative, high-impact approach that supports the Early Career Teachers' transition to competent, capable, and dynamic professionals. The program's foundation is built upon the College's Core Values and extensive research. It is aligned with the AITSL framework, enabling graduates to develop their pedagogical knowledge and skills consistently and sequentially.

The program's effectiveness is further evidenced by its ability to make a significant contribution to Catholic Education, supporting teachers to build strong relationships, manage their classrooms effectively, and continuously improve their teaching practice. The award winning program in the CESA Innovative Program is testament to its value for all schools in supporting early career teachers. Through support and resources, ECTs become competent, capable, and dynamic professionals who have an immediate impact on student learning and meaningfully contribute to all aspects of College life.

ASSESSMENT

Assessment plays a critical role in the education system, providing insights into student learning and driving improvements in teaching and learning practices. Assessment is also a vital tool for identifying areas of strength and weakness and informing instructional decision-making. It can take many forms, including tests, summative assessments, and classroom-based assessments. While assessments can provide valuable information about student learning, it's important to consider their impact on students.

Over-assessment of students can have negative consequences on their learning and well-being, and can also lead to a narrow focus on test-taking strategies, rather than on developing deeper understanding and critical thinking skills, that are required for students in their future academic and professional challenges. During 2022, Kildare analysed their current assessment practices and supported by extensive research reduced the amount of summative assessment the students were completing whilst still ensuring their understanding of the content in their Learning Areas. This will continue to be refined throughout 2023.



Teaching and Learning

AVERAGE STANDARDISED RESULTS

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.

The NAPLAN results are generally pleasing, however, we have continued to note that a small percentage of students are not participating through absence or exemption by parents.

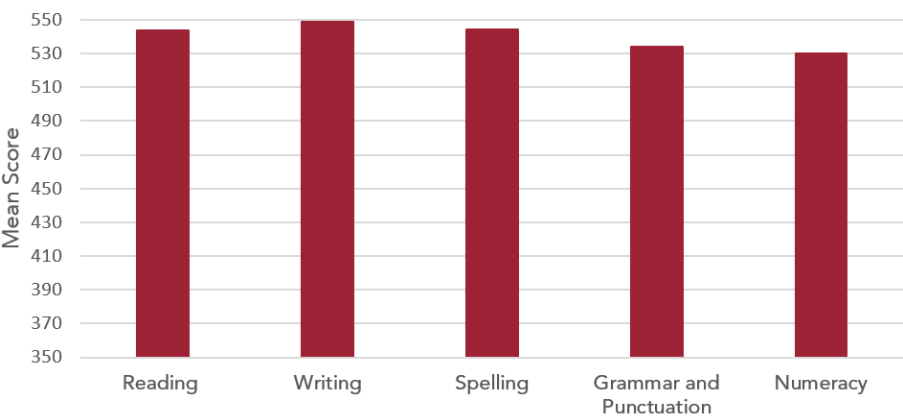
Our 2022 NAPLAN Data was also greatly affected by Covid-19 absences and exemptions. We continue to monitor all data from standardised tests so that we can improve the outcomes for our students.

New approaches include working with the Numeracy and Literacy Strategy released by CESA to further develop pathways that enable better support for all students.

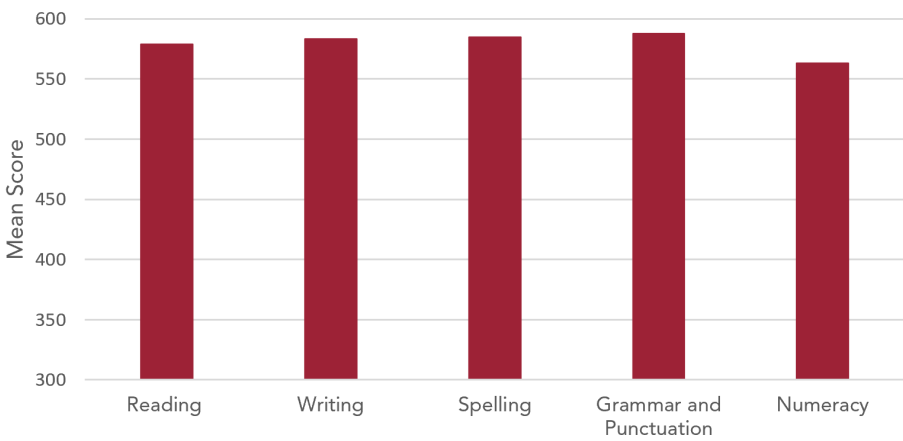
PROGRESSIVE ACHIEVEMENT TEST (PAT) AND PROGRAMME FOR INTERNATIONAL STUDENT ASSESSMENT (PISA)

In Years 7-10 our students sit the Progressive Achievement Test (PAT) delivered by ACER. These tests serve as a powerful tool in enhancing student performance by providing individualised assessment, continuous monitoring, formative feedback and a learning profile for each student. Its application in curriculum and data-informed instruction strengthens our planning and supports our commitment to delivering quality education. By utilising the benefits of PAT, we can empower our students to achieve their full potential and ensure continuous improvement in teaching and learning practices.

In 2022, a selection of our Year 10 students also undertook PISA (Programme for International Student Assessment) testing. This data can provide us with valuable insights into the students' performance on a global scale. Once the results are finalised, we will be able to better identify areas for improvement and enhance our educational practices.



YEAR 7 NAPLAN 2022 RESULTS



YEAR 9 NAPLAN 2022 RESULTS



Key Student Outcomes

STUDENT PROFILE

Totals in each Year Level (as at August Census 2022)

Year 7	132
Year 8	140
Year 9	140
Year 10	101
Year 11	77
Year 12	79

Total Full Time Enrolments	669 students	(%)
% Indigenous Enrolments	12 students	(1.8%)
% Students with disabilities	252* students	(37.67%)

*Reported via Nationally Consistent Collection of Data (NCCD)

STUDENT ATTENDANCE

Average daily attendance in 2022 for each year level:

Year 7	91.11%
Year 8	87.75%
Year 9	84.37%
Year 10	85.67%
Year 11	86.77%
Year 12	88.17%

Total average student attendance rate for Kildare in 2022 was 87.6%. This is lower than normal which can be attributed to the COVID disruptions.

PROCESS FOR NON-ATTENDANCE

Students’ daily attendance/absence is manually entered into SEQTA by the Teacher, Student Reception or Front Reception for each lesson throughout the day.

Parents of students who sign in late without a note, or prior notification, will receive an SMS by 9.30am. If the College 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.

SMS messages and phone calls to the College are all means of absentee communication between the families and the College. 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 Counselling Team and/or Leadership Team.



Senior Secondary Outcomes

RESULTS

- **100% of our 2022 Year 12 students gained their South Australian Certificate of Education (SACE)** giving them the opportunity to follow a diverse range of future pathways.
- **91.5% of the grades were in the A and B grade bands (well above the Catholic Schools average of 79.4%)**
- Our College Dux achieved a **University Entrance Score of 99.20** and was awarded the University of Adelaide Principals' Scholarship.
- Our College Proxime Accessit's achieved an incredible **ATAR of 96.20 and University Entrance Scores of 98.65 and 97.60 respectively.**

SUBJECT ACHIEVEMENTS

Merits and A+ grades (top 1% of the state) awarded for:

- Spiritualities, Religion and Meaning
- Creative Arts
- Psychology
- Material Solutions
- Research Program
- Child Studies
- Women's Studies
- Spanish (continuers)

100% of our students received all A and B grades in these subjects

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• Chemistry• Community Connections• Dance• Drama• English• English Literary Studies• Food and Hospitality• Integrated Learning A• Integrated Learning B• Material Solutions | <ul style="list-style-type: none">• Music Performance - Ensemble• Physical Education• Physics• Specialist Mathematics• Spiritualities, Religion, and Meaning (20 credits)• Visual Arts (Design)• Women's Studies• Workplace Practices |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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. Due to the continued impact of COVID-19, students were able to apply to both Flinders University and University of Adelaide using Year 11 results for entry consideration or by utilising their end of year ATAR score.

100% of students received an offer from an Australian University.

Tertiary courses included but were not limited to:

- | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• Archaeology• Arts (Advanced)• Aviation• Biomedical Science• Business (Tourism and Event Management)• Creative Industries• Computer Science• Criminology• Early Childhood Education• Engineering (Flexible and General) | <ul style="list-style-type: none">• English• Exercise and Sport Science• Health and Medical Science• Human Movement• Information Technology• Interior Architecture• Laws and Legal Practice• Marine and Wildlife Conservation• Marketing and Communication• Medical Science• Medical (Radiation Therapy)• Nursing | <ul style="list-style-type: none">• Occupational Therapy• Primary Education• Psychology (Advanced)• Psychological Science• Sciences<ul style="list-style-type: none">• Space Science and Astrophysics• Animal Behaviour• Forensic and Analytical• Secondary Education• Social Work• Speech Pathology |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



POST SCHOOL DESTINATIONS

A variety of pathways have been pursued by students who completed their senior schooling at Kildare College in 2022.

University

98% of the students who applied to an Australian University received an offer.
78% of the Year 12 cohort applied to university.

TAFE or Further Training

Whilst data is not released regarding student acceptance of TAFE SA or other VET offers, we are aware of students placing applications with TAFE SA in the career fields of Enrolled Nursing, Animal Studies.

Qualifications

8% of Year 12 students completed Vocational Education and 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	Business
1	Certificate III	Education Support
3	Certificate III	Business
1	Certificate III	Fitness
1	Certificate III	Active Volunteering
3	Commencement of Traineeship	Dental Assisting

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 provide feedback. The survey took a short time 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 families through SEQTA and the proposed construction of our Innovation Hub, the Tullow Centre.

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



Family Satisfaction Survey

Selection of comments from parent respondents (134 responses)

- Endless support for the girls and the school's ability to bring out the best in my daughter
- The affordability
- The girls and I have always felt very welcomed at Kildare. Every event is well organised, families are encouraged to be involved, the girls know they are valued, and their voices are heard.
- Thank you to all staff at Kildare. Our association with the College has now come to an end with our daughter graduating. She has absolutely flourished being part of the Kildare community. We couldn't be more grateful for the education she has received from nurturing and dedicated staff.
- My daughter's wellbeing is a priority for the Kildare College staff. My daughter really values her teachers.
- It is a very caring school, teachers are very approachable and understanding when there are personal issues or illness.
- My daughter is encouraged to excel. She has a great friendship group which supports this. She appears to be happy with all of her teachers / the school environment and this helps her thrive. I really appreciate all the things that are taught to the girls during GAP lessons - the things that aren't in the curriculum, but they should be aware of.
- The opportunities given to my daughter outside of the standard learning, for example STEM and Music are excellent.
- Focus on girls becoming strong women.
- The Principal, Tina Neate, is amazing and the way the teachers and leadership genuinely encourage the girls and care for their wellbeing. Great community spirit.
- How kind and caring the teaching staff are towards my daughter. How they help get the best out of her and help her achieve the best that she can be.
- The way the teachers have shown amazing care and compassion with my girls and always did everything they could to help and resolve any issues.
- Communication is great.
- Wonderful environment which promotes learning and provides many internal/external learning opportunities/experiences. The incursions/excursions are fabulous which extends classroom learning.
- The range of subjects and opportunities on offer. The variety of events. The supportive environment and the care for my daughter's wellbeing.

Selected Survey Questions

Percentage of respondents who agreed

• Kildare College has a strong focus on the Kildare Ministries Core Values.	99%
• The Catholic Ethos of the College is evident	100%
• Kildare College has a good community spirit.	98%
• Kildare College is a good school	98%
• The facilities at Kildare College are continuously improving	99%
• Kildare College is a safe place for my daughter	97%
• My daughter is happy attending Kildare College	92%
• The staff take an interest in my daughter's learning and wellbeing	97%
• I am happy with the quality of teaching my daughter receives at Kildare College	96%
• Academic Requirements are clear at Kildare College	96%
• Continuous feedback via SEQTA and reports keep me informed about my daughter's progress	96%
• My daughter's teachers are generally approachable	99%
• I can make contact with my teachers and other staff easily	96%
• Staff in general at Kildare make me feel welcome	99%
• General communication between home and Kildare College is good	99%
• Behaviour and Uniform expectations are clear at Kildare College	97%
• Communication between home and Kildare College was good during the COVID-19 peak	99%
• Kildare College responds to my concerns quickly	96%
• I am aware of current and future events being held at Kildare College	100%
• Staff at Kildare College make me feel welcome	99%
• I would recommend Kildare College to others	96%



Student Satisfaction Survey

Selection of comments from student respondents (445 responses)

- The sense of community and opportunities to connect with others. This is done via school events, outside of school events and many subject based activities.
- All of the celebrations on offer for Year 12 students. It is very well done!
- The aspect in which I like best about Kildare College is the sense of community and togetherness instilled by students and staff; the school is consistently searching for proactive ways to gather and connect with one another, celebrating friendships and the power of achievement at an all-girls' school.
- The kindness teachers show.
- I like the Resource Centre. I like books and so the Resource Centre feels like a good place to be in. Nice, comfy and warm.
- The friendly teachers and constant improvement of the facilities.
- The canteen.
- A lot of fun days, dance, food, the extra-curricular clubs and the teachers.
- I love all the events that are held and how the teachers make lessons fun and interesting.
- Opportunities to work collaboratively with friends.
- The sports here at Kildare. The interhouse competitions and sport opportunities to help improve us.
- The Tullow Centre.
- I like how everyone is welcoming. I also like how the education challenges me, allowing me to pursue to be my best.
- I like the staff because they are helpful, approachable and kind.
- The thing I like most at Kildare are all the extra-curricular clubs they have going on at recess and lunch. Also the fundraisers to help raise money for all these different things and charities.
- I like that Kildare has a welcoming and inclusive environment. I also like the fact that teachers take the time to address student concerns.
- I like the leadership opportunities.
- I like that if something is wrong or you feel uncomfortable about a certain situation, you straight away know that you have trusted staff that you can talk to, to discuss your problems and ways to fix them.
- The opportunities at Kildare that we are given to improve as a person and student.

Selected Survey Questions	Percentage of respondents who agreed
• Kildare College has a strong focus on the Kildare Ministries Core Values.	97%
• The Catholic ethos of the College is evident	93%
• Kildare College is a safe place	91%
• I am happy with the facilities and resources available	92%
• Kildare College has a good community spirit.	92%
• I am aware of the current and future events being held at Kildare College	90%
• The staff take an interest in my learning and wellbeing	91%
• I am satisfied with the quality of education I am receiving at Kildare College	92%
• Behaviour and uniform expectations are clear at Kildare College	93%
• Continuous feedback via SEQTA and reports keep me informed about my progress	95%
• I feel I am well informed regarding what is needed to complete my work	91%
• I can make contact with my teachers and other staff easily	95%
• My teachers are generally approachable	95%
• My Pastoral Care teacher is generally approachable	93%
• Staff at Kildare make me feel welcome	96%



Staff Satisfaction Survey

Selection of comments from staff respondents (45 responses)

- Staff culture, great students, collaborative work.
- The students are outstanding. Their willingness to participate and to learn is noteworthy and their sense of inclusivity is impeccable.
- The generosity of spirit of the Principal, Tina, and the energy and excitement about subject opportunities for our students.
- The Core Values are evident and are demonstrated in our approach to education and wellbeing of students. Staff are passionate about what they are delivering to the Kildare community. There is a real focus by the Leadership Team on ensuring the culture is one of hospitality, inclusivity, respect and professionalism. As matters are raised, they are dealt with fairly, consistently and expeditiously. They are also communicated appropriately and there is a high level of transparency with regard to operations.
- The best aspect of Kildare for me has been support from Leadership in developing my skills but also taking into account my struggles as well. I have always felt well supported by Michelle and Tina.
- A review on our Uniform and Phone Expectations and Guidelines.
- Focus on wellbeing for students and support from Leadership in this regard by far separated Kildare College from other schools. If I had a daughter, I wouldn't think twice about where to send them - it would be Kildare.
- In my 8 years at the College, I have seen the school continuously grow and improve across all facets. It is wonderful to see how far the College has come since I started in 2015. I am really proud to work here and feel blessed to have landed here after being at 3 other schools and seeing how different communities work. From my experience, I think we are also blessed with the loveliest, most caring Leadership Team at Kildare. Everyone on the Leadership Team has a genuinely lovely soul and big heart with the best interests of the wider community always at the centre of their actions and decisions.
- The community of educators. I find the community of educators so helpful, especially with bouncing ideas and giving feedback about how to be a better teacher. This comes from everyone from senior leadership, graduate teachers and mentors.
- In my extensive experience in education by far the best aspect of Kildare College is the way in which the Principal is authentically interested in staff and student wellbeing and embraces the opportunity to communicate and explore best options for either staff members or students and their families to explore. As a staff member the little things like a text message, email or card/gift left on your desk to reinforce how valuable you are to the College community and that the Principal in her busy day has taken the time to think about you and acknowledge your situation with love, kindness, prayers and support. This means a lot to me and something I have never experienced before in other schools. This makes me want to come to work and work even harder to achieve the best possible outcomes for all.

Selected Survey Questions

Percentage of respondents who agreed

• Kildare College has a strong focus on the Kildare Ministries Core Values.	99%
• The Catholic Ethos of the college is evident.	96%
• Kildare College has a good community spirit.	93%
• The facilities at Kildare College are continuously improving	100%
• I find my work meaningful	99%
• The responsibilities for my role are clearly defined	91%
• The tools and technology I need to do my job are well provided by Kildare College	96%
• I feel welcome as a staff member	99%
• Kildare College takes on interest in my wellbeing	91%
• My feedback is valued at Kildare College	91%
• I feel connected to my colleagues	91%
• The Principal communicates information effectively and in a timely manner	99%
• Kildare College is a student-centred school	99%
• Kildare College encourages innovation in a variety of areas	96%
• I would recommend Kildare College to others.	99%



KILDARE COLLEGE
96 Valiant Road
Holden Hill SA 5088

8369 9999
info@kildare.catholic.edu.au
kildare.catholic.edu.au

