



KILDARE
COLLEGE



2024 School Performance Report



STRENGTH AND GENTLENESS



A KILDARE EDUCATION MINISTRIES CATHOLIC COLLEGE IN THE BRIGIDINE TRADITION.

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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 2024 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



Front Reception and Student Reception

Café

Studios and Kiln Room

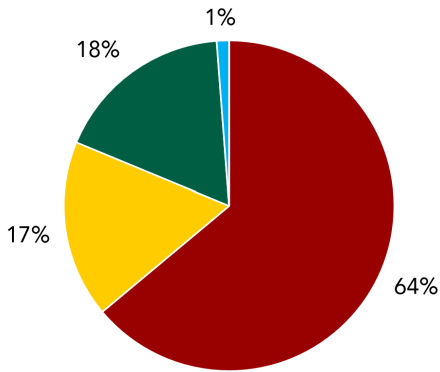
Refreshed Classrooms

Chapel

College Finances

Financial Income 2024

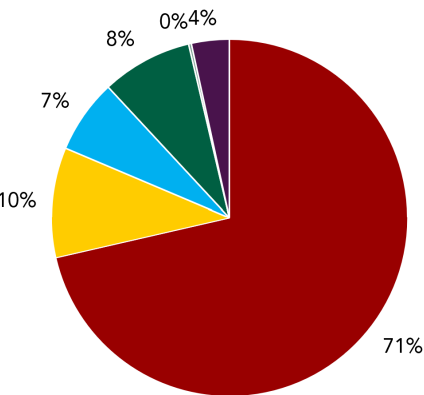
Commonwealth Government Recurrent Grants	\$10,649,759
Tuition Fees and Charges	\$2,887,643
State Government Grants	\$2,924,084
Other Private Sources	\$200,447



Financial Income 2024

Financial Expenses 2024

Salaries and Related Costs	\$10,210,643
Operating Expenses - Administration	\$1,421,100
Operating Expenses - Tuition	\$1,179,425
Building Operations, Grounds and Maintenance	\$958,997
Capital Expenditure	\$35,611
Depreciation	\$491,395



Financial Expenses 2024

Facilities and Improvements

During 2024, we implemented substantial enhancements to our facilities, significantly enriching the learning environment for our students. The MakerSpace area, adjacent to the Wirra Garden, has been converted into two bright, light-filled Art Studios that now include a dedicated Kiln Room. These spaces provide an inspiring setting for students to engage in creative exploration and artistic inquiry. The addition of the kiln, a long-awaited feature, stands as a testament to our commitment to supporting student creativity.

In response to student feedback, we have also introduced the Café, which is equipped with café-style furnishings and a commercial coffee machine. This addition offers students authentic, real-world experiences in a professional environment, aligning with the aims of the Café Culture subject. The space, complete with acoustic panelling, commercial refrigeration, café tables, and greenery, creates a welcoming and practical environment for learning. It also serves as an ideal venue for hosting community events, where students can extend hospitality to our guests.

During the Christmas break, four general classrooms underwent significant refurbishment, including the cladding of exposed brickwork, fresh paint, new carpeting, and modern furnishings. Additionally, eight more classrooms were updated with new desks and chairs, ensuring that all spaces remain inviting and comfortable for our students.

Our Chapel has also been revitalised, with fresh paint and refurbished furniture that complement the vibrant hues of the stained-glass windows, creating a warm and peaceful atmosphere for prayer and reflection.

Finally, both the Front Reception and Student Reception areas have been refurbished to provide a contemporary and welcoming entrance for visitors. The new furniture layout offers a more spacious and inviting environment for greeting guests, while staff now enjoy working in a refreshed, open space.

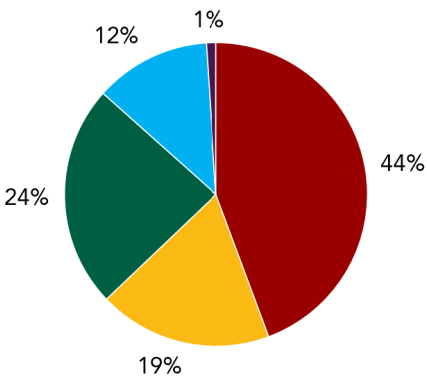


Professional Engagement

Workforce Composition

During 2024 the composition of dedicated and enthusiastic staff of Kildare College including the following:

	Part Time	Full Time	Total Number
Teaching Staff	18	43	61
Non-Teaching Staff	12	23	36
Indigenous Staff	1		



Teaching and Non-Teaching Staff
Full Time and Part Time

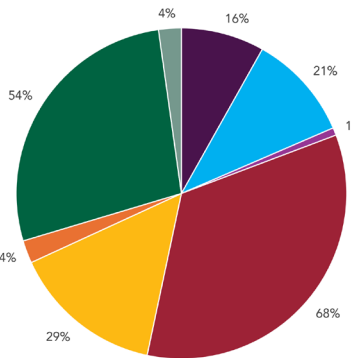
Specialist Teaching Staff

A number of specialist teaching staff support the diverse and cohesive curriculum:

- 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
 - Project Based Learning (PBL)
 - Religious Education
 - Sciences
 - STEM

Teacher Qualifications

Bachelor Degree	46	Graduate Certificate	11
Diploma	1	Graduate Diploma	14
Doctorate	3	Honours	3
Double Degree	20	Master Degree	37



Teacher Qualifications

Teacher Length of Service

Years of Service	0 - 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	17	19	21	24	25	27	31	33	35	39
Number of Staff	1	6	9	4	4	4	3	3	1	4	2	1	2	4	1	2	2	1	2	3	1	1	1	2	1

Teacher Length of Service at Kildare College

Years of Service	0 - 1	2	3	4	5	6	7	8	9	10	11	14	15	17	25	35
Number of Staff	20	9	13	3	5	4	1	1	2	3	1	1	2	1	1	1



Teaching and Learning

Future Pathways for students

Future pathways is an area we continue to develop to ensure students have access to the many different opportunities available to them once they finish at Kildare. This year, we proudly introduced the inaugural **Kildare College Mentors Breakfast**, which brought together over 60 enthusiastic Years 11 and 12 students with 22 inspiring mentors, including Old Scholars and professionals from a wide range of industries. This event provided students with the chance to engage in meaningful conversations, gain insights into various career paths, and receive guidance from those with lived experience in their fields of interest. Our guest speakers, both Old Scholars, shared powerful messages about the importance of adaptability and lifelong learning in shaping a successful career.

Our **Futures Fair** offered students and families a comprehensive look at post-school options. The event featured a diverse range of higher education providers and specialist employers. The event empowered students to make informed decisions about subject selection, VET integration, understanding the differences between SACE and ATAR pathways. Students actively engaged with stallholders, collecting resources, and asking thoughtful questions about their futures.

Together, these initiatives reflect our unwavering commitment to **preparing young women for life beyond school**. We want to encourage them to dream big, remain resilient, and embrace the many pathways available to them as they take their next steps.

Artificial Intelligence at Kildare

At the College, we have taken a proactive and thoughtful approach to the integration of **artificial intelligence (AI)** in education, ensuring its use by students is both ethical and academically sound. Throughout the year we consulted with government bodies and agencies such as the SACE Board so that we were able to develop a comprehensive framework to guide AI use within the College.

Through the research and collaboration, we created clear guidelines for both staff and students on AI-generated content detection and ways that we can maintain academic integrity. Our families were informed of these processes to ensure we continued to work in partnership. Staff also received professional development from leading experts on how to effectively incorporate AI into their teaching practice.

To support the use of AI within assessment we introduced an **AI Scale**, which helps to indicate the level of AI involvement students can use. Additionally, dedicated lessons have been introduced to educate students on the ethical use of AI and the appropriate tools that can support their learning. Our referencing guidelines were also updated to reflect the new research methods and to also ensure the integrity of the students work.

AI technology is a field that is evolving. Throughout this space we will continue to review our guidelines and supports to stay current in this rapidly changing field.

Creative Industries Growth

Creative Industries is a dynamic and **rapidly growing** learning area at Kildare College, and over the past few years, we have made significant strides in expanding opportunities for students to explore their creativity across a range of disciplines. **Creative Industries Week** was a vibrant celebration of student talent, with each day dedicated to a different art form. These hands-on experiences not only nurtured artistic skills but also encouraged critical thinking and self-expression.

The introduction of a **kiln** in 2024 has further enriched our curriculum, enabling students to produce unique ceramic works and contributing to our selection for the prestigious Tea Tree Gully Exhibition, The Nature of Us.

Our annual exhibition, titled **'Bloom'** in 2024, showcased the breadth of student achievement across Art, Design, Photography, Media, Woodwork, Jewellery, Child Studies, and Textiles, including cross-curricular projects, Bluetooth speakers and custom laptop pouches.

Student enrolment in Creative Industries electives has surged from 2024 to 2025, reflecting the growing enthusiasm and value placed on these subjects. Through expert-led workshops, real-world learning experiences, and a strong focus on innovation, we are proud to be cultivating a space where creativity thrives and students are empowered to see the arts as a vital part of their future pathways.



Teaching and Learning

NAPLAN

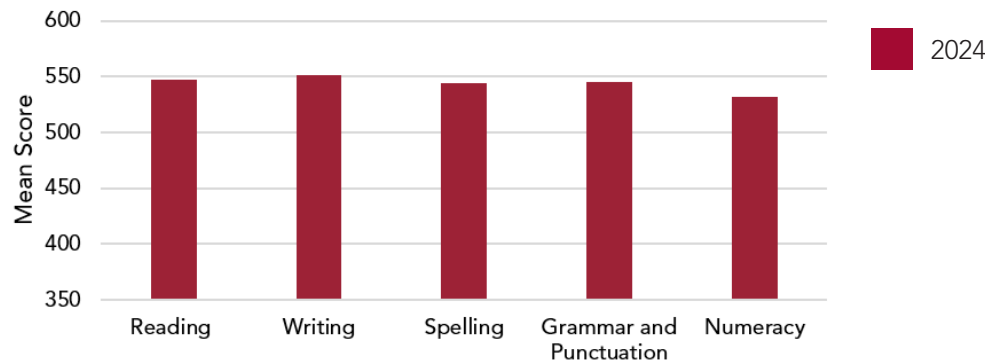
NAPLAN data serves as a valuable tool for our College, providing insights that inform our teaching and learning programs. While we recognise the importance of standardised tests, our professional learning initiatives go beyond test preparation, focusing on fostering effective teaching practices that nurture holistic student growth, both inside and outside the classroom.

We are pleased to note that participation rates in NAPLAN have remained consistent over the past year, with 94% of Year 9 students and 98% of Year 7 students participating in all NAPLAN components. This high level of engagement reflects our community's commitment to academic excellence.

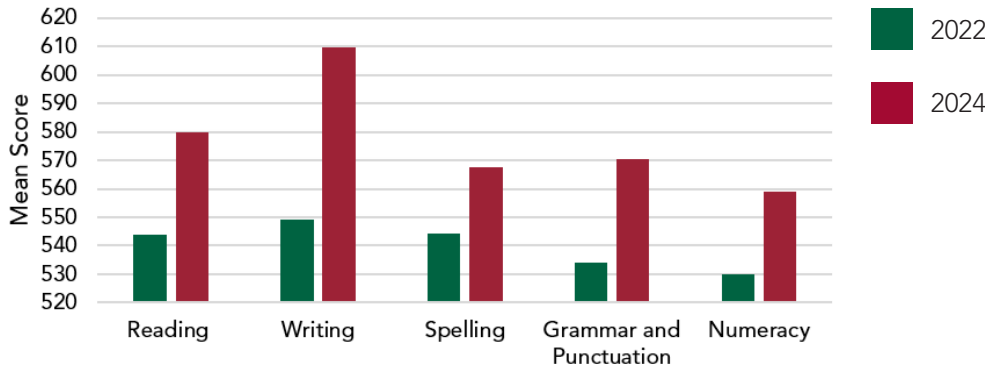
Once results are available, we analyse all data, identifying areas of strength and areas that require further attention. By doing so, we can tailor our instructional strategies, allocate resources effectively, and implement targeted interventions to support the diverse needs of our students.

Through our analysis and intervention, we have had strong growth of students from Year 7 through to Year 9 across all NAPLAN components. This also includes the ability to shift students from the lower range to a higher standard.

Year 7 NAPLAN 2024 Results



Year 7 - 9 NAPLAN Growth (2022 v 2024)





Awards and Recognitions

2024

Student Awards and Recognitions

STEM MAD South Australia Winners for Second Consecutive Year

In 2024, our STEM Making A Difference (MAD) Year 8 students demonstrated remarkable achievements, with their Micro-filter Force, **winning the South Australia State Showcase (Years 7-12)** and also placing **third**. This incredible achievement is Kildare's second consecutive state win alongside other awards, testament to the creativity and teamwork in STEM but also highlighting Kildare College's commitment to nurturing exceptional STEM education.

Royal Adelaide Show

The Kildare College Orchid Club won the prestigious **Best School in the Orchids in Schools Award** at the Royal Adelaide Show. This is a premier event for our students, who have won a variety of awards over the past 10 years, also showcasing their orchid knowledge with live demonstrations of how to care for Orchids.

South Australian Chemistry Titration Competition

Our Year 12 Chemistry students had to titrate potassium hydrogen phthalate (KHP) against sodium hydroxide to determine the number of molecules of KHP in an unknown sample. Our students received a variety of awards including a **gold award** with only 0.2% error, and **two silver awards** with an error of 1.2% and 1.5%.

Tea Tree Gully Youth Achievement Awards

An incredible **five Kildare students** were acknowledged at the Tea Tree Gully Youth Achievement Awards being the recipients of Winners and Runners-up. It was a wonderful acknowledgement of the kindness within the Kildare community.

2024

Staff Awards and Recognitions

Catholic Education South Australia Awards - Laudato Si'

Inspirational, passionate and innovative educator, **Paul Beltrame**, was the recipient of the Laudato Si' Award at the 2024 Catholic Education South Australia Awards, an annual event celebrating outstanding outcomes through commitment to Catholic Education. Educator of 24 years at Kildare, with a commitment to and advocacy for Stewardship of the Earth, Paul ignites students' passion and drive to build a sustainable world for the future. In 2023, the College was proud to receive the CESA Innovative Program Award for the Kildare Graduate Teacher Program.

Minister's Arts Education Awards - Early Career Arts Educator

Brittany Neeb, Creative Industries Curriculum Coordinator at Kildare College, was been honoured with the prestigious Early Career Arts Educator Award at the 2024 Minister's Arts Education Awards, solidifying her reputation as one of the most innovative art educators of her generation. This one-of-a-kind award was partnered with a substantial funding prize, empowering Brittany to engage in professional learning opportunities. Brittany's impact has seen student enrolment in Creative Industries elective subjects rise with an increase in Senior Year students' subject retention rates.

The Educator - Rising Star

Patrick Johnson, English Curriculum Coordinator and Gifted Education Key Teacher at Kildare College, was awarded the prestigious 'Rising Star' title by The Educator for 2024. Patrick's outstanding leadership and innovative teaching and learning initiatives have garnered commendation from the community. His latest achievement marks the official launch of Enlight, a Gifted Education Program at Kildare College



Key Student Outcomes

Student Profile and Student Attendance

	Totals in each Year Level (as at August Census 2024)	Average daily attendance in 2024 for each Year Level
Year 7	138	91.40%
Year 8	115	91.16%
Year 9	128	89.73%
Year 10	136	88.34%
Year 11	125	87.72%
Year 12	87	87.16%

Total average student attendance rate for Kildare in 2024 was 89.25%.

Total Full Time Enrolments	734	(%)
% Indigenous Enrolments	12 students	(2%)
% Students with disabilities	240 students	(33%)

*Reported via 2024 August Census

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.

Families of students who sign in late without a note, or prior notification, receive an SMS. 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 absences are followed up with communication from the Pastoral Care teacher, or the student’s House Leader or Head of Middle Years/Head of Senior Years. Long term absences are monitored and followed up by the relevant staff.



Senior Secondary Outcomes

2024

100% SACE Completion

College Dux

Maddison Montgomery | 99.95 with a Subject Merit in Biology

Merits and A+ Grades

were achieved across many different subjects placing students in the top 1% of the state

91.6%

of the grades were in the A and B grade bands (Well above the State average of 76%)

100%

of the students who applied to an Australian University received an offer
Abby Jones | Awarded University of Adelaide Principals' Scholarship



University Offers

Kildare College students were accepted into a variety of courses at the University of Adelaide, Flinders University, University of South Australia and TAFE SA.

100% of students who applied to a University received an offer

- | | | |
|---|--|--|
| • Bachelor of Arts | • Bachelor of Engineering | • Bachelor of Nursing |
| • Bachelor of Arts - Criminology and Criminal Justice | • Bachelor of Exercise and Sport Science | • Bachelor of Occupational Therapy |
| • Bachelor of Business - Real Estate | • Bachelor of Food and Nutrition Science | • Bachelor of Paramedicine |
| • Bachelor of Business - Tourism | • Bachelor of Health Science - Public | • Bachelor of Pharmacy |
| • Bachelor of Business - Design and Marketing | • Bachelor of Health Science - Vision | • Bachelor of Physiotherapy |
| • Bachelor of Communications and Media | • Bachelor of Heath Sciences | • Bachelor of Psychology |
| • Bachelor of Creative Arts - Fashion | • Bachelor of Human Movement | • Bachelor of Psychology - Advanced |
| • Bachelor of Criminology | • Bachelor of Laboratory Medicine | • Bachelor of Primary Education |
| • Bachelor of Criminology - Cyber | • Bachelor of Laws | • Bachelor of Secondary Education |
| • Bachelor of Criminology - Strategy and Analysis | • Bachelor of Law - Legal | • Bachelor of Science – Animal Behaviour |
| • Bachelor of Early Childhood Education | • Bachelor of Media - Marketing | • Bachelor of Science – Animal Science |
| | • Bachelor of Medical Science | • Bachelor of Science – Marine Biology |
| | • Bachelor of Midwifery | • Bachelor of Social Work |



Post School Destinations

A variety of pathways have been pursued by students who completed their senior schooling at Kildare College in 2024.

University

100% of the students who applied to an Australian University received an offer.
72% of the Year 12 cohort applied to university.
2 students were successful in completing their first year of University whilst at school through the Kildare LINKS Program studying via the UniSA Accelerate Program and The University of Adelaide Headstart Program.

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.

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	Early Childhood Education and Care
1	Certificate III	Beauty Services
2	Certificate III	Business
1	Certificate III	Makeup
1	Certificate III	Rural Operations
1	Certificate III	Fitness

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 and affirms what the College is doing well.

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 curriculum offerings.

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



Family Satisfaction Survey

Survey data from family respondents (132 responses)

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	97%
Kildare College has a good community spirit.	97%
Kildare College is a good school	97%
The facilities at Kildare College are continuously improving	99%
Kildare College is a safe place for my daughter	95%
I am satisfied with the quality of education my daughter is receiving at Kildare College	97%
The staff take an interest in my daughter's learning and wellbeing	96%
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	100%
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%
Kildare College responds to my concerns quickly	98%
I am aware of current and future events being held at Kildare College	98%
Staff at Kildare College make me feel welcome	100%
Staff take an interest in my daughter's learning and wellbeing	96%
I would recommend Kildare College to others	94%

Selection of comments from family respondents (132 responses)

- My daughter is happy and that's all that matters. She has a great rapport with her peers and educators and is comfortable to ask for assistance if required.
- Nurturing and safe environment and staff that genuinely care about the students.
- Affordable, core values, spiritual, teachers, facilities, staff, well being, resources.
- The education, encouragement and support my daughter is receiving by her teachers.
- The support and help the school gave my daughter was above any levels throughout her 6 years at the school. It's sad my daughters time has come to an end.
- Communication, support for my daughter's learning and medical needs. Clear expectations for behaviour.
- The facilities are excellent and I feel give the teachers and students the best tools to do their job.
- The communication and effective teaching. The standard being set and the expectation that students will adhere to it.
- The variety of programs, clubs and curriculum learning areas.
- Empowering the girls to achieve in all aspects and the support that the staff show toward the girls.
- Enrolling our daughter in Kildare in Year 10 was the best decision we could have made for her education and her future. She is currently excelling in all subjects in Year 11. Our youngest daughter has enjoyed her first year in Year 7 and is also excelling. Students are supported to thrive. An exceptional school. We could not be happier!
- Everything! Kildare is a beautiful school with a huge focus on wellbeing. Empowering our girls to be kind, courteous and successful young adults.
- The joy the school brings daily to my daughter. She loves going to school and is proud to be a Kildare Girl.
- I feel informed about what is happening. Love the community events. My daughter values each of her teachers and knows she can message them via SEQTA or see them in person if she's not sure what to do with an assignment.
- Since our eldest daughter started she's come a long way due to the environment.
- Continue expansion and use of SEQTA to share learning activities, assessment rubrics and feedback.
- Excellent facilities and affordable fees, a focus on the needs of female students, rapport between students and teachers, a genuine sense that the staff want all students to succeed.
- Focus on girls interest and engagement in maths and science. Quick intervention and resolution of student behavioural issues.
- I like that it is an all girls school and my daughters can concentrate on their education and feel safe.
- I love the sense of community spirit at Kildare. One of the first feelings I had when entering Kildare was "This is the school for us". It has been 3 years now, and that feeling is still just as strong. I'm looking forward to my youngest starting in 2026.
- That my daughter comes out of the school gate with a huge smile everyday and always says she's had a great day.
- Clean school, nice grounds - students do complain about their toilets needing updating. Wonderful friendly staff. Keeping things real and fun. Girls have good relationships with teachers. Amazing music and dance productions. Great parent involvement especially at the Mother's Day and Father's day breakfast/bbq- excellent and valued by families.
- The overall atmosphere is a positive and welcoming one - my daughter is thriving.
- The senior leadership of the school is wonderful - very strong, kind and fair and it flows through in the culture
- I really do like everything! From teachers who are just so nurturing and teach with passion and enthusiasm to the variety of subjects within a well resourced College with great facilities. It's a fabulous College all round.
- The individual approach to my daughter's learning. We have not been made to feel bad at all, in fact communication is welcome. Very different experience to primary school.
- The care of my daughters in a holistic sense, not just grades. The extracurricular sport is very well managed.
- Variety of options available for the girls to learn and identify their passions & modest fees that don't increase between year levels. We're very sensitive to cost pressures at the moment.
- Focus on empowering women and helping girls to believe they can achieve anything.
- I love that the environment is kind and welcoming, issues with student behaviour is dealt with quickly and in an adult way, the curriculum is able to be adjusted to meet students needs and the variety helps students enjoy all aspects of learning. I love that I can see my daughters assignments and results easily, I love that my daughter has taken on the attributes of a responsible young woman who manages her times and expectations. Opportunities to participate in things outside of school learning give such a different life view for the girls. Assignments are thought provoking and interesting.
- Continue to enforce good uniform standards and its importance.
- My daughter loves Kildare and so do I! Having had a very average school experience myself, I am regularly surprised at how much pride my daughter takes in her schooling, the school community, her school work and how much respect she has for her teachers. She is engaged, genuinely strives to achieve, is included and feels very much connected to Kildare. The teaching staff are outstanding. They are highly communicative, they show genuine care and concern for my daughter, the encourage her, they make time for her, they reach out to me whenever they need/want to and they provide her with opportunities to engage in sports, leadership roles, mentoring, volunteering at open days, and speaking at assembly. Leaders often spout rhetoric about their participants being more than just a number, but at Kildare, my daughter is seen, she is known, she is appreciated, and she feels it! I could not be more grateful for the experience that my daughter is having at Kildare. Please keep doing everything you're doing. You are ticking all the boxes, with gold stars! I will continue to recommend Kildare to anyone who will listen.
- My daughter started in Year 7 this year and has felt so welcomed and supported. I honestly could not be happier with the transition to high school. Information from Kildare was clear to us as parents. There was lots of time for adjustment (for her and us!) and lots of focus on supporting the girls in their new environment. Teachers have always been available to answer questions, and overall, I think the school is great!
- I love that this school focuses a lot on creativity and not just academic. My daughter is in the dance program which is a key factor for choosing this school. My daughter leans more towards the creative side and loves all the arts and creativity that this school has to offer.
- Tina Neate who exudes passion, excellence and fosters an inclusive environment across the Kildare community. An exceptional Leader and one who leads by example and is an inspiration to all. The students and teachers are very fortunate to have Tina at the helm.
- The diverse and interesting approach to engaging the students with traditional curriculum (ie maths, physics etc).
- Support offered to students when they have issues and responsiveness to parents when there are any concerns.



Student Satisfaction Survey

Survey data from student respondents (281 responses)

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	95%
• Kildare College is a safe place	94%
• I am happy with the facilities and resources available	96%
• Kildare College has a good community spirit.	92%
• Kildare College is a good school.	93%
• 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	94%
• Behaviour and uniform expectations are clear at Kildare College	96%
• Continuous feedback via SEQTA and reports keep me informed about my progress	94%
• I can make contact with my teachers and other staff easily	93%
• My teachers are generally approachable	93%
• My Pastoral Care teacher is generally approachable	94%
• Staff at Kildare make me feel welcome	93%
• I am aware of current and future events being held at Kildare College	92%
• I can make contact with my teachers and other staff easily	93%

Selection of comments from student respondents (281 responses)

- What I love best about Kildare is how close the community is with each other. As a year twelve student this year, I have had no issues with the school, and have loved it!
 - I like the opportunity for girls-only education, which allows us to be the best we can be.
 - I have loved the teachers and their passion and care for students. Really made me feel like I was at home.
 - Care for students, strong education.
 - I like every aspect of this school. it has a good sense of community.
 - How passionate and determined staff members are to making each student feel supported, safe and equal.
 - The community. The teachers seem to bond easily with the students which is great to have.
 - The positive atmosphere.
 - Teachers are very supportive and take wellbeing of students as top priority.
 - The opportunities to get involved.
 - Chanel bathrooms to be given a refresh.
 - The netball opportunities.
 - Community days - Sports Day, Brigidine Day, etc.
 - The thing that I like about Kildare College is that they have great education and lots of clubs and experiences to try out and there is something for everyone.
 - The different learning equipment and lots more experiences. As in in science, we get lots more practical than theory.
 - How my woodwork teacher offers amazing support when I need it.
 - The thing I like best at Kildare are my friends.
 - The welcoming feel when you start Year 7 and the support right through until you're almost finished high school.
 - The elective subjects.
 - Jewellery making.
 - I can ask anyone for help.
 - Facilities and school events.
 - The greenery and all the plants and spaces to sit.
 - The culture/fun days.
 - Student Leadership Team to be more involved in things.
 - My PC teacher is very kind and I enjoy going.
 - That it's only girls school and the fun events.
 - The teachers always helping, the safe environment, having a regular chat to teachers about anything
- All of the facilities that are in the making and that are on campus as well as the community.
 - The community and the friends you make. The events we have. the support you get from your peers and staff.
 - Dance program.
 - The best part of Kildare College for me is how much support is available from staff, to help with our learning, development and wellbeing.
 - Kildare College is a great school! My friends, classmates, staff, classes are all the best! I believe that everyone cares about my wellbeing at school which is great.
 - I LOVE the teachers, they always know how to handle situations and communicate with their students, they're all a positive part of the community.
 - The flexibility in learning.
 - I like that there is alot of opportunities for such a small school and they seem to care about nearly everyone compared to other schools.
 - The fact that's it's an all girls College has to be one of the things I like about Kildare. I like most of the teachers at Kildare because most of them are very kind, helpful and can be considerate of your needs. I like the different opportunities Kildare gives us all girls, in school and outside of school, because we are always being encouraged to get out of our comfort zones and try something new or something you wouldn't normally do.
 - All the music opportunities.
 - It is fun to have activity days in between all the schoolwork so we can be reminded that we can still have fun while being in our youth and that the school cares about that.
 - The arts program and the arts teachers.
 - My friends and the beautiful education opportunity.
 - The dance program, and how supportive the teachers are.
 - I like the community and the spirit of Kildare.
 - I like how friendly the teachers and all the students are. They have been amazing and my first year of high school has been so fun and enjoyable.
 - I really appreciate how the teachers are approachable.
 - I like how there are a lot of different activities and events like Brigidine Day, Cultural Celebration Day, School excursions etc. Because it makes me feel relaxed and excited to look forward to a specific special day and the arrangements are also really clear.
 - The opportunities for my passions and career choices.



Staff Satisfaction Survey

Survey data from staff respondents (41 responses)

Selected Survey Questions	Percentage of respondents who agreed
I feel valued as a staff member	100%
Kildare College has a strong focus on the Kildare Ministries Core Values.	100%
The Catholic Ethos of the college is evident.	99%
Kildare College has a good community spirit.	98%
The facilities at Kildare College are continuously improving	99%
I find my work meaningful	100%
The responsibilities for my role are clearly defined	94%
The tools and technology I need to do my job are well provided by Kildare College	98%
I feel welcome as a staff member	98%
Kildare College takes on interest in my wellbeing	95%
My feedback is valued at Kildare College	95%
I feel connected to my colleagues	98%
The Principal communicates information effectively and in a timely manner	100%
Kildare College is a student-centred school	97%
Kildare College encourages innovation in a variety of areas	96%
I would recommend Kildare College to others.	99%
Kildare College provides adequate opportunities for Professional Learning	94%
Kildare College provides adequate opportunities for Career Development	97%

Selection of comments from staff respondents (41 responses)

- The changes we make are not for the sake of change, but are meaningful, and contemporary, without losing sight of our traditions.
- The staffs collaborative and unified approach towards supporting and educating students.
- Support and genuine care of the wellbeing of students and staff.
- There are many aspects to be appreciated around Kildare, the commitment from staff would be at the top.
- Feeling supported to try new opportunities, engage with tasks differently and to help develop gods gifts.
- The core value of hospitality and an expectation of excellence is very evident.
- I belong to a wider team of people who are supportive and encouraging. I feel valued at this school and I am encouraged to strive for excellence.
- The sense of community and genuine care for the work/ life balance of staff members.
- Welcoming and Supportive Since commencing with Kildare, everyone has been very welcoming towards me and very supportive.
- Hard working and knowledgeable staff.
- The support provided from not only leadership but also other co-workers (teachers and ESOs) in order to ensure I am fulfilling my role (both as a PC and subject teacher).
- Staff wellbeing. Coming to Kildare I was concerned about how much the College values staff wellbeing, particularly after listening to the experiences of teachers at other schools who did not feel supported by their leadership teams. Kildare has exceeded my expectations with staff wellbeing.
- A friendly, safe place to work where I feel valued.
- Inclusive environment with many activities that everyone can engage with. Focus on wellbeing is very key within the College for students.
- We are a safe College, our students know they are cared for both emotionally, spiritually, physically and academically. I do not know of another College who has such a strong focus on students.
- The beautiful, welcoming and supportive staff.
- Student expectations and reinforcement around submitting assessments/deadlines and a policy for seeking extensions if needed.
- The belonging to a community, the support and knowing you are valued.
- The supportive environment created by my colleagues, who genuinely care about my growth, makes my experience even more enriching.
- The team of educators and the wider community at Kildare College is excellent. The mentors, the experience and the help is beyond excellent. I genuinely enjoy going to meetings, reading emails, and going to work each day. Everyone is helpful, kind and care for you.
- It is clearly visible that the foundation of all College operations are the Core Values. We know who we are. There are clear expectations for staff and students which support a respectful and supportive culture. Students truly are at the heart of decision making, which ensures we meet our strategic objectives. This is evident in the strong enrolment growth we have experienced over the past few years. It is a joyful workplace environment, where deep respect, great communication and compassion exists within the staff cohort.
- Broadly, the breadth of opportunity students have at their disposal to follow their own interests, right through to Yr 12. Personally, being a new staff member, I have thrived on having won the respect and support of colleagues and being asked for advice by staff on how to approach various situations.
- The best aspect of Kildare is the opportunity to connect with staff in a variety of ways in the college including morning teas, lunches and activity days.
- It is very clear that we are a student focussed school and student learning and wellbeing is at the heart of everything we do. Kildare's leadership is visionary, thinks outside of the square, and always looking ahead for what else can be done. There is a strong emphasis on community, so everyone feels they are a part of something very special. Important development of self-identity and confidence for students. Development and growth for staff.
- Kildare College is a very welcoming and family friendly environment to work in.
- Variety of subject areas.



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