



XAVIER
COLLEGE

School Performance Report

2022

A CATHOLIC CO-EDUCATIONAL COLLEGE
Educating in the Salesian Tradition



Contents

Principal's Report	5
About Xavier College	
College Values	6
The Xavier College Community	7
Enrolments	
Our Staff	
Student Attendance	
NAPLAN Results	8
2022 College Results	
2022 National Results	
Senior Secondary Outcomes	9
Outstanding Achievements	
Vocational Studies	
Post School Destinations	
Community Feedback	10
Year 7 Survey Overview	
Year 12 Parent Survey Overview	
Finance Chair Report	12
Table 1: Net Assets	
Table 2: Inflows	
Table 3: Outflows	
Table 4: Outstanding Tuition Fees	
Table 5: Tuition Fee Debt per Student	
Table 6: Annual Enrolments	
School Improvement Plan	15



Principal's Report

About Xavier College

Xavier College is an affordable Catholic co-educational Reception to Year 12 school. All three campuses are located approximately 50 kilometres north of the Adelaide CBD. The Gawler Belt Campus (Years 7-12) is located just outside the town of Gawler. The Two Wells Campus (currently Reception-Year 9 and expanding to Year 12 in the coming years) is located on the northern edge of the Two Wells township. The Evanston Campus (Reception-Year 6) is located near the southern edge of the Gawler township.

The College was established in 1995 in the tradition of the Salesian Order. The Salesians are a Congregation of the Catholic Church that have been involved in teaching and youth ministries around the world for over 150 years.

The Salesians pass on their ethos and rich tradition in the education of young people to our modern day College. In keeping with this tradition, the College is inspired by the example of St John Bosco, striving to be a dynamic learning community committed to the holistic development of each student. The College maintains an atmosphere of reasonableness and kindness, fostering a nurturing environment in which each child is truly known. In line with the 'Salesian Charter for Schools in Australia', Xavier College aims to be: a home that welcomes; a parish that evangelises; a school that prepares for life; and a playground where friends meet and enjoy themselves.

The core values of the College are summarised within the Hebrew word RUAH, meaning 'Spirit of God'. It's used as an acronym to summarise our College values of Respect, Understanding, Affection and Humour. These values shape our learning environment which is relational and joyfully celebrates the unique gifts and talents of each and every student. Our highly skilled and dedicated staff work closely with our students and families to ensure each student reaches their full potential.

The vision, mission and culture of our College is enhanced by our Pastoral Care program which is designed around a House and Oratory (home group) structure. Within each House are Oratory groups made up of students from all year levels. Xavier College offers students a broad curriculum experience, with a strong academic focus in all core subjects as well as other areas of learning including Religious Education, Creative and Performing Arts, Language, Agriculture, Food and Hospitality, and Vocational Education and Training in the senior years. Students participate in a range of co-curricular activities which include, but are not limited to, interschool sport, pedal prix competitions, music and drama productions, a range of music ensembles, public speaking, and gymkhana.

Xavier College is a school within Catholic Education SA (CESA) and therefore implements the Living Learning Leading Framework and Standards that make up the CESA Learning Experience, aiming to nurture thriving people, capable learners, and leaders for the world God desires.

Mark Flaherty

Principal



College Values

At Xavier College we have adopted RUAH as our core values of Respect, Understanding, Affection, and Humour. These are guiding principles that are intrinsic to our treatment of self and each other.

The mystery of God at the heart of the young, demands that those teaching within the Salesian tradition be polite, honest, genuine, and sensitive in relating to the young. The dignity of the young person should be obvious in the behaviour of the Salesian educator.

A Salesian works with the limitations and potential of young people as groups and as individuals. Knowing their fears and strengths the Salesian educator shepherds them towards experiences that lead to life, preventing harm before it happens.

Engaging with young people with the heart and establishing genuine and friendly relationships is essential to the Salesian tradition. Don Bosco said that affection sets up an emotional current of confidence between adults and young people by which hearts are opened, hurts are healed and life unfolds for both.

Don Bosco saw fun and laughter as an expression of faith in the God of life. In touching what is deepest in the young he preferred noise, laughter and chaos to heavy and solemn silences. Cheerfulness in adults and young people is a sign of holiness for those in a Salesian environment.

Practical Application of RUAH

By using RUAH in our daily interactions with others we can go a long way to allowing the Holy Spirit to be our guide. By implementing these values we are helping to create the Spirit of our College.

Every single person's actions and attitudes determine the culture of our College community.

Respect

Our school community is based on mutual respect. The way that we speak to one another and the way we treat one another with dignity and respect is extremely important. In a Salesian school this should be obvious for anyone to see.

Affection

This means that we show kindness to others both in our school and in the wider community. It means that we establish and grow strong friendships to create an environment where everyone feels safe and happy.

Understanding

We need to recognise and celebrate each other's different abilities, talents and skills. We need to try to understand ourselves and others better, particularly if things are difficult.

Humour

This means that we keep things in perspective all the time. We remember to enjoy school and all that it offers.



The Xavier College Community

The Xavier College community consists of families from a diverse range of socio-economic circumstances, reflected by the College DMI (Commonwealth) of 96 and DMI (State) of 95. The College had 1,429 students at the August 2022 census date with a year level breakdown as follows:

Enrolments

The information in the August census included 38 indigenous students. Using the NCCD Level of Adjustments, Xavier College had 0 students in the Extensive category, 45 students in the Substantial category, 249 students in the Supplementary category and 36 students in the QDTP (Qualitative Differentiated Teaching Practices) category. A number of other students were also provided with assistance with their learning by the Inclusive Education team or through differentiation strategies within subject classes.

Year Level	Enrolments
Reception	68
Year 1	39
Year 2	44
Year 3	42
Year 4	45
Year 5	46
Year 6	36
Year 7	248
Year 8	209
Year 9	223
Year 10	174
Year 11	149
Year 12	117

Student Attendance

The College complies with DECD requirements in relation to any concerns about truancy.

Year Level	% Attendance
Reception	91.12
Year 1	87.24
Year 2	86.76
Year 3	88.87
Year 4	87.65
Year 5	88.02
Year 6	87.7
Year 7	88.62
Year 8	86.66
Year 9	87.19
Year 10	87.78
Year 11	86.79
Year 12	87.88
Average	87.4

Our Staff

The workforce composition of the College is: 106 teachers (FTE 99.8) and a non-teaching staff of 42 (FTE 34.3), with one staff member identifying as Aboriginal or Torres Strait Islander. The average length of service of teachers currently employed at the College is 7 years and 9 months and for current non-teaching staff it is 5 years and 6 months.

All teachers employed at Xavier College hold the Degree equivalent of teaching qualifications, with many holding higher or additional qualifications.

Doctorate	1
Master's Degree	39
Bachelor's Degree	153
Diploma	12
Graduate Diploma	24
Graduate Certificate	29
Cert IV	8



Russel Millard Photography

NAPLAN Results

2022 College Results

Arrows indicate a 6.5 point or greater shift from the 2021 score on the NAPLAN scale.

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
3	405 ↑	392 ↑	378 ↑	385 ↓	365 ↓
5	493 ↑	460 –	479 –	478 ↑	476 ↑
7	532 –	514 –	532 –	524 –	524 ↓
9	584 ↑	567 ↑	577 –	576 ↑	581 –

2022 National Results

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
3	439	422	419	435	401
5	510	485	506	500	489
7	544	530	549	535	548
9	580	560	579	577	586

Senior Secondary Outcomes

In 2022, 118 Year 12 students completed the South Australian Certificate of Education (SACE) and 100% achieved the SACE. 108 students (92% of the cohort) qualified for an Australian Tertiary Admission Rank (ATAR) and of those 72 (61%) applied to the South Australian Tertiary Admissions Centre for a course at a tertiary institution. Of those who applied, 69 students (96%) were offered a place in a South Australian tertiary institution.

Outstanding Achievements

Dux of College: Layne Bailey

Layne was also awarded the Governor of South Australia Commendation - Excellence Award.

ATAR Over 90

Student	ATAR
Layne Bailey	97.80
Rachel Saunderson	97.00
Jasmine Koch	95.95
Maddison Saunders	95.65
Ryan Ramsay	94.95
Alanna Whalen	94.50
Declan Kennett	92.80
Amy Mudge	92.50
Laura Cassell	91.85
Morgan Taylor	91.60
Ella Goodson	90.85
Hayley Blondell	90.35

Merit Awards

Student	Subject
Hayley Blondell	Research Project B Integrated Learning B
Alex Brennand	Research Project B
Blake Guidotto	Integrated Learning A
Keeley Hurst	Integrated Learning A
Jasmine Koch	Integrated Learning B
Maddison Saunders	Research Project B
Rachel Saunderson	Integrated Learning B

Vocational Studies

In 2022, students have accessed Vocational Studies both on-site and off-site. This year a smaller number of students transitioned to St. Patrick's Technical College. There were 11 students who transitioned from Xavier College to St Patrick's to undertake a full vocational-based program.

The following Certificate Courses were undertaken by students in Years 10, 11 and 12:

- 6 Certificate III in Early Childhood Care and Education (Year 11 and Year 12)
- 6 Certificate III in Fitness (Year 12)
- 3 Certificate II in Animal Studies (Year 11)
- 5 Students enrolled in Retail Certificate III (combination of Year 10, 11 and 12 students)
- 10 Certificate II in Engineering Pathways (Year 11 students) (delivered on the Gawler Belt Campus)
- 1 Certificate III in Business (Year 11)
- 2 Certificate II in Make-up (Year 11)
- 1 Certificate III in Commercial Cookery (Year 12)
- 1 Certificate III in Agriculture (Year 12)
- 1 Certificate II in Electrotechnology (Year 11)

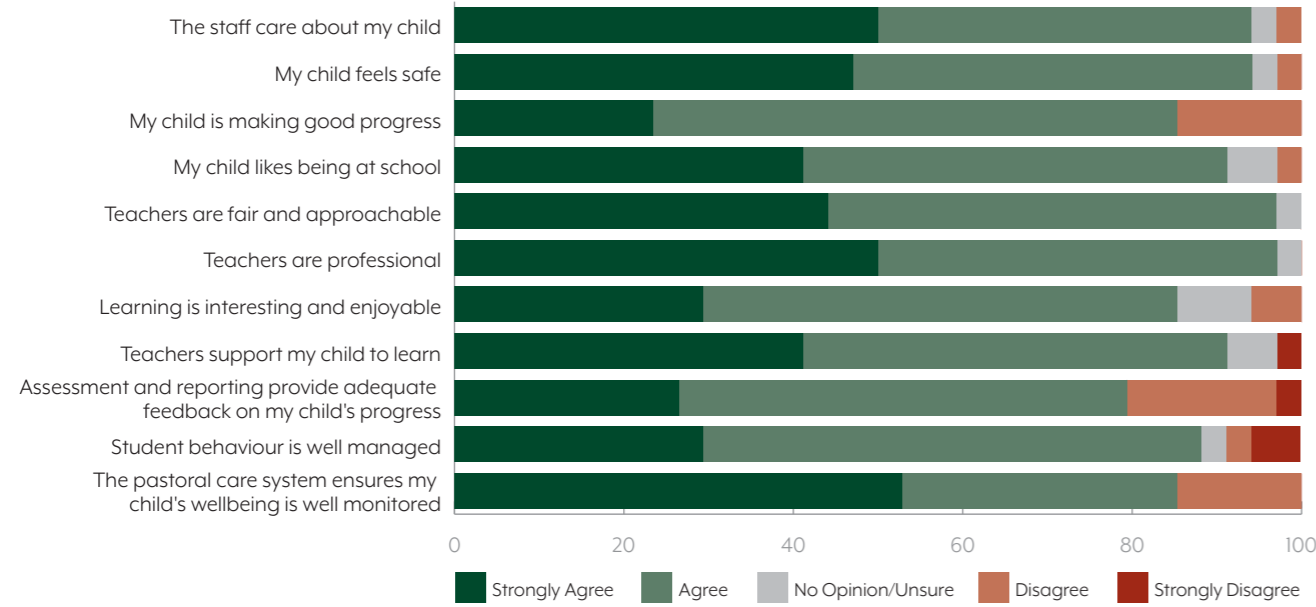
Post School Destinations

In all, the students who completed their studies at Xavier College in 2022 pursued a variety of pathways including: full and part-time study at Universities in metropolitan Adelaide; full and part-time study at TAFE; commenced traineeships/apprenticeships or were employed working full-time, part-time or on a casual basis.

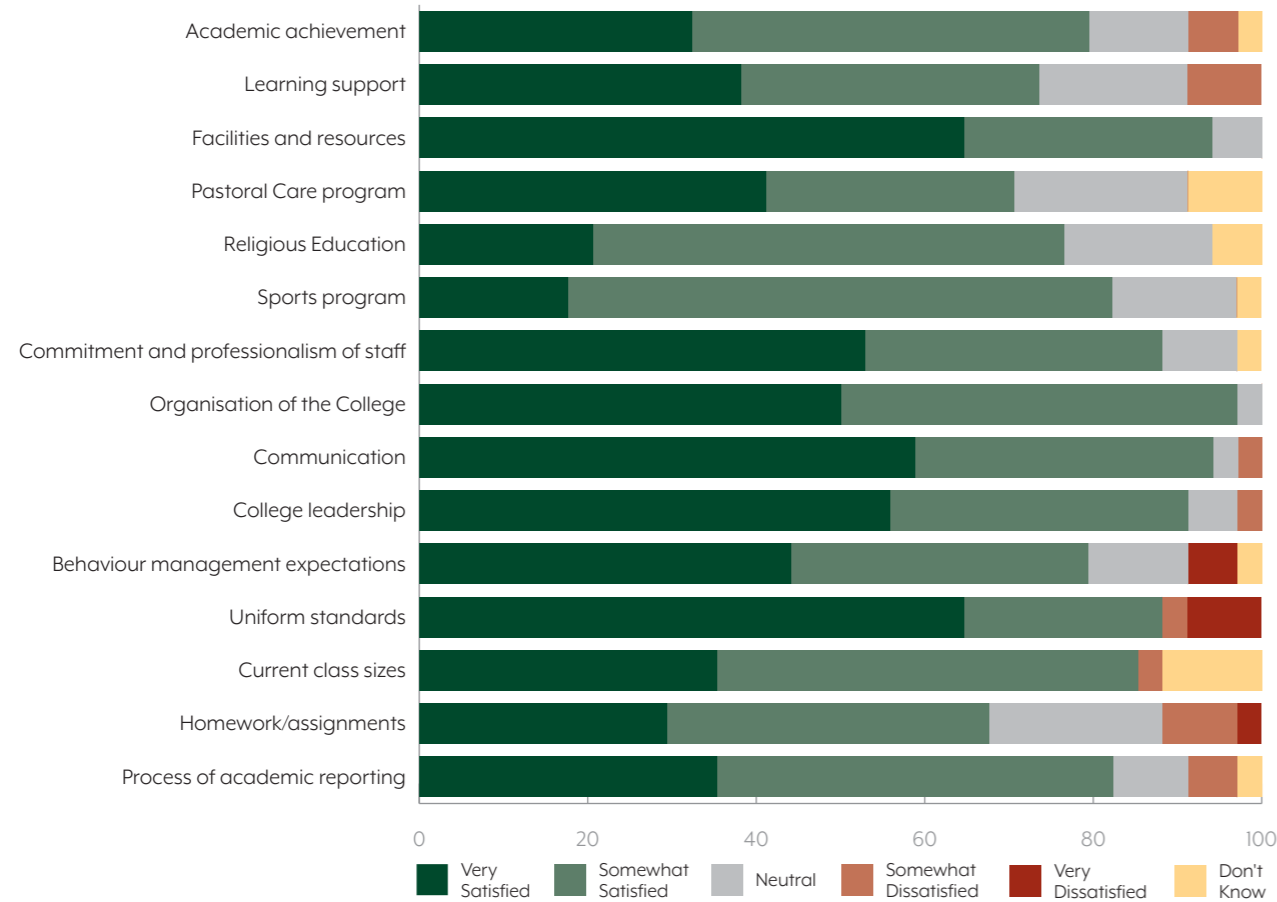
Community Feedback

Year 7 Survey Overview

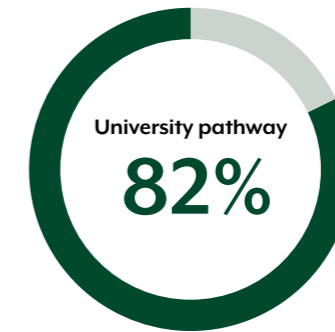
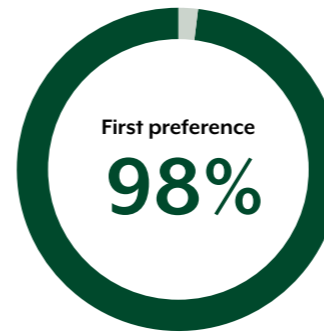
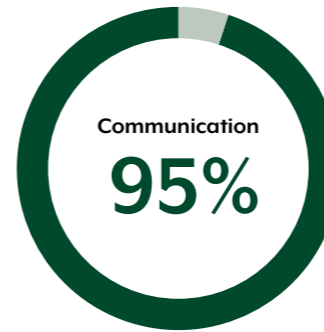
Overall experience provided by the College



Satisfaction with education provided by the College



Year 12 Parent Survey Overview



Positive Feedback

- The College caters for a wide range of students with different needs.
- The College is amazing at shaping good citizens for the future.
- Not requiring the students to change for sport.
- Providing every opportunity for my son to shine.
- Knowing that the teachers really cared about my daughter.

Areas for Growth

- The compulsory Religious Education units posed a challenge in relation to enrolling in the subjects my daughter wanted to undertake.
- Vehicle access to the property posed a challenge at peak times.
- The provision of more Academic Tutors after school.
- The College needs refrigerated water coolers for the students.

Finance Chair Report

Mr Chairman, Board members, College staff and visitors, I am pleased to present the 2022 Finance Report for Xavier College.

Throughout my presentation, I will be referring to the Tables and Graphs represented in the Finance Report paper, which has been distributed.

The Net Profit, which represents the College's total recurrent revenue and income less the total expenses for 2022 was \$9.042M.

Net Assets

Table 1 represents the College's Net Assets over the last four (4) years. The College's Net Assets have increased by approximately 97.4% over the last four (4) years. The continued construction and development of the Two Wells Campus accounted for 16.7% of this increase in 2022.

Cashflow

Table 2 represents a breakdown of the College's inflows, where revenue comprising of 73% received from Government Recurrent Grants (56% Commonwealth and 17% State Grants). Net Tuition Fees comprised 19% with a further 2% recorded as Tuition-based Capital. Employee reimbursements were 2% of inflows made up of Long Service Leave reimbursements from CESA. The Trading Entities made up 3% of all income for 2022.

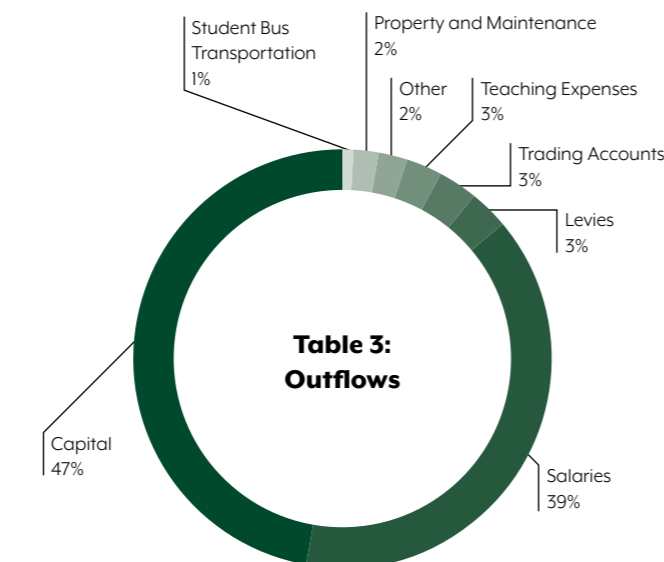
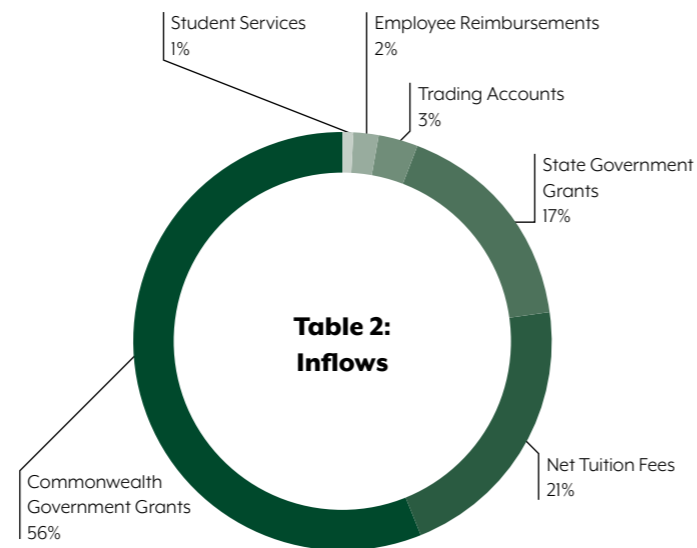
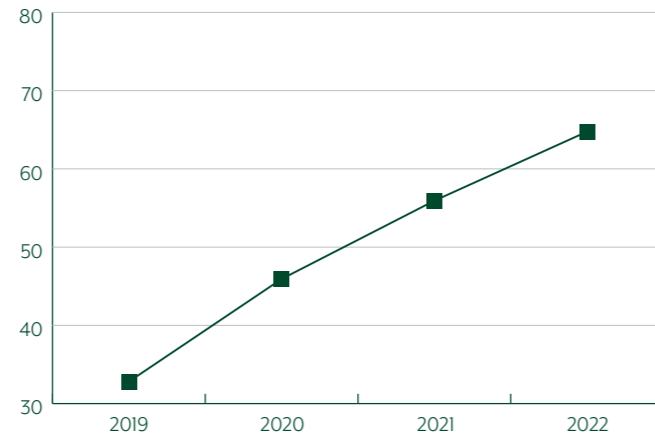
Table 3 represents a breakdown of the College's outflows, where the largest cash outflow item was Capital Expenditure primarily attributed to the expansion of the Two Wells Campus at 47%. Staff Salaries comprised 39% of total payments for the year, which accounted for 68% of Non-Capital purchases.

Overall, the net cash flow outcome for 2022 was a surplus of \$7.443M.

The Two Wells Campus has continued to be successful with final numbers being more than two times greater than in 2021. Xavier College has continued a significant building project at the Two Wells Campus to accommodate anticipated growth over the coming years. The Second stage of the Lynn Martin Building was completed in late November 2022 in readiness for accommodation from the 2023 year. Work continues on the Gymnasium which is anticipated for completion in August 2023.

Following the announcement from CESA in November 2021 that St Brigid's Catholic School in Evanston would become a campus of Xavier College, significant background work has been occurring to enable a successful transition from the commencement of the 2023 year. We welcome the Evanston staff and students into the Xavier community.

Table 1: Net Assets



College Fees

Table 4 represents the outstanding Tuition Fees, including Levies, as at 31st December of each year. The Fees outstanding balance decreased by \$53K (-7.7%) between 2021 and 2022. This has been an overall increase of \$612.7K over the last four (4) years. It is also important to note that Student enrolments increased by 49.3% over the same period including the commencement of the Two Wells Campus.

Table 5 represents the outstanding Tuition Fee Debt per Student. Following an extended period of decreases to a low of \$24 per student in 2019, the impact of the COVID-19 Pandemic has pushed this up to over \$570 per Student at the end of 2021. 2022 has seen this improve to a value of \$444 per student.

Enrolments

Table 6 represents the Annual Enrolments as of the August Census over the last four (4) years, with an overall increase of 49.3% since 2019. There were an additional 225 students attending Xavier College during 2022 – with 200 of these attending the Two Wells Campus. This equated to a 18.6% increase in numbers from 2021.

A Financial Performance Audit was carried out by KPMG during February 2023 and the College's working papers and processes were reviewed by the Audit Team. Initial feedback has been positive, with many of our processes recognised as being extremely thorough and effective.

The Two Wells Campus continues to be successful and has continued to grow. The amalgamation of St Brigid's Catholic School with Xavier College will strengthen Catholic education in the region, but also provide an additional challenge of supporting multiple campuses.

In closing, throughout 2022 we have continued to see increased capital works projects, as we finalised our next building project towards completion at Two Wells and the refurbishment of the Front Office at Gawler Belt. Construction of Stage 3 (Gymnasium at Two Wells) is well under way, and we look forward to opening this facility in August 2023. Improvements will continue at Gawler Belt with the focus on General teaching areas, Science and Home Economics.

I would like to congratulate Liz Polljonker, the College Business Manager, David Craig, the Finance Manager and the College's Finance Team on another successful financial year for Xavier College.

Francis J. Pellizzari

Chair - Xavier College Finance Committee

Table 4: Outstanding Tuition Fees

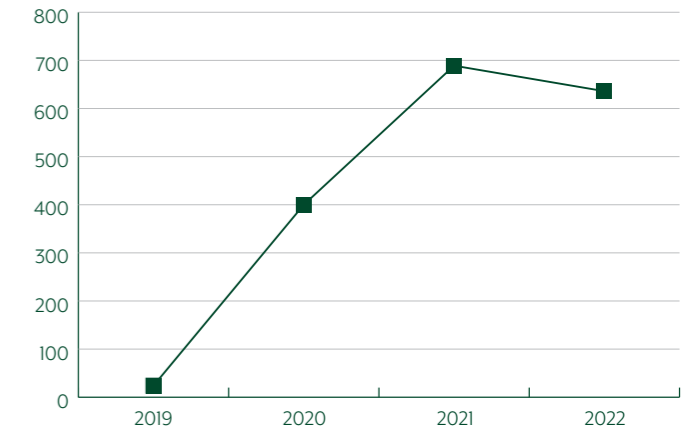


Table 5: Tuition Fee Debt per Student

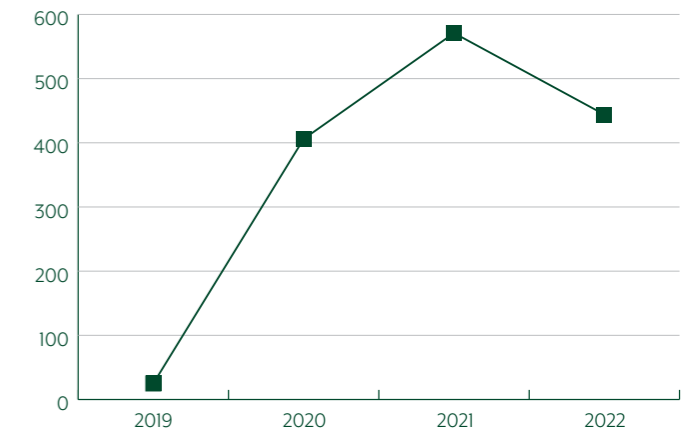


Table 6: Annual Enrolments



Completed Stage 2, and in-progress Stage Three construction in progress at Two Wells Campus



School Improvement Plan

At the commencement of 2022, Xavier College engaged in a self-assessment process that led to the development of a revised version of the Annual Development Plan for 2022 based on the domains specified in the Continuous Improvement Framework for Catholic Schools (CESA). The plan is aligned to the four key dimensions of school life: Administrative, Community, Educational and Religious.

Strategies implemented during 2022 included:

- Implementation of sustainable and responsible College budget to ensure sufficient resourcing for the teaching and wellbeing of students whilst ensuring financial success of the College for future developments.
- Refurbishment and Construction of 10 transportable classrooms with covered outdoor learning space and lawn / play space for increasing students at the Two Wells campus.
- Construction of new soccer pitch and lawned area to the southern side of the swale and installation of perimeter fencing and gates to the Two Wells campus.
- Completion of the Stage 2 (Lynn Martin Building - West) in late November with students moved into their classroom by the end of the school year. This included the completion of the second car park (including drop off zone).
- Commencement of Stage 3 (Double Court Gymnasium and OSHC) due for completion Term 3 2023.
- Commencement of Master Plan for Two Wells to refine future facilities to meet student enrolment demand and Campus future needs (due to be completed Term 1 2023). Master Planning for Evanston and Gawler Belt to commence next year.
- Fit out of new Front Office and Meeting Room area at the Gawler Belt campus, including automated front foyer doors.
- Refurbishment of furniture to four classrooms and the Directors' Office at the Gawler Belt campus.
- Actively working in partnership to build relationships with local parishes, businesses, and governments to be a visible Catholic part of the local community.
- Continued professional development for all teaching staff around Assessment.
- Mentored teaching staff member to become the first recipient of HALT (Highly Accomplished Lead Teacher) certification in the North.
- Planning for the implementation of the SACE and ACARA Capabilities across all facets of the curriculum.
- Continued to demonstrate high quality curriculum, pedagogy, assessment and reporting practices across all facets of the College.
- Creation of dynamic learning environments in which students experience and engage in learning that is responsive to their individual needs.
- Investigating and devising a Student Teaching and Learning and Wellbeing Framework.
- Continued whole-College focus on issues associated with bullying and harassment.
- Continued development of the College's charitable work programs.
- Continued focus on sustainable stewardship in overall administrative decision-making.
- Development of a human capital management plan with the vision of expanding multiple campuses.
- Continued work on updating of the Strategic Plan for 2022–2026.

Architectural concept for the new gymnasium and OSHC facility at Two Wells Campus



