

# 2023 ANNUAL REPORT

## SECONDARY



# 2023 Annual Report (Kildare Catholic College)

## About this Report

Kildare Catholic College is registered by the NSW Education Standards Authority. Catholic Education Diocese, Wagga Wagga (CEDWW) is the 'approved authority' for the Registration System formed under Section 39 of the Education Act 1990 (NSW).

Kildare Catholic College Annual Report to the community provides parents and the wider community with fair, reliable and objective information about the school's performance measures and policies, as determined by the Minister for Education. The report also outlines information about initiatives and developments of major interest and importance during the year and the achievements arising from the implementation of the school's Annual Improvement Plan.

The Annual Report demonstrates accountability to regulatory bodies, the school community and Catholic Education Diocese, Wagga Wagga. This report has been approved by Catholic Education Diocese, Wagga Wagga and in so doing, acknowledges that Kildare Catholic College, Wagga Wagga has the appropriate processes in place to ensure compliance with all NSW Education Standards Authority requirements for registration and accreditation.

This report complements and is supplementary to Kildare Catholic College newsletters and other forms of communication. Further information about Kildare Catholic College may be obtained by contacting the school directly or by visiting the school's [website](#).

## Section 1: Message from Key Groups in Our School Community

### Message from the Principal:

Welcome to the Kildare Catholic College Annual Report. We welcome your interest and look forward to meeting with you

The College Leadership Team are in the second year of a three year Strategic Plan 2023-25 across Religious Education and Evangelisation, Learning, Wellbeing, Professional Learning, Community and Capital Development.

The college maintains a vibrant and busy co-curricular program across sport and cultural pursuits with great success in the Hardy Shield and Carroll Cup boys competitions, junior girls AFL and senior boys basketball and rugby union. Further success was found in runners-up placements in several sports. Further, we successfully held the musical "Back to the 80's" with ⅓ of the school involved in the many facets of production and performance.

Much work has been done in the area of student leadership with an expansion of our SRC and the implementation of a portfolio structure to give students much more agency in the life of the college. As a consequence we also saw the award of a Premier's Respect Award to our captain Tyrone Vatapululi on behalf of the SRC's work against racism across the college. TJ accepted the award in person supported by his parents in Sydney.

## 2023 Annual Report (Kildare Catholic College)

Our work in the domain of Faith and Mission saw the welcome of our new chaplain Fr Sean Byrnes and the expansion of our mass program with weekly masses across Years 7 and 8.

Throughout 2022 consultations were conducted in regard to a refresh of the college uniform. In 2023 after the work put into uniform design and the planning for the college uniform shop onsite we rolled out the uniform successfully with Years 7 and 11 and a strong take up in other years. The response has been quite positive to our uniform upgrade as part of lifting standards in many areas of college life.

In preparation for our new building program we installed four brand new demountable classrooms with modern flexible furniture as a lab for new pedagogies. These began use in 2023 with teachers keen to implement new approaches to teaching in a flexible space.

Significant consultations were undertaken across staff, students and parents through the College Advisory Council in the development of the College Building Master Plan. We look forward to taking this to a grant application with a view to beginning construction in 2025.

Our deep commitment to data-informed best practice has been enhanced with the significant developments in moving our data wall from coloured cards to electronically published profiles consolidating the many sources of data into individual cards for each student to allow us to track growth.

Our HSC results were a fine reward for a hard-working and diligent group who showed commendable and above-average growth across their time at the college.

In closing I'd like to thank our departing College Advisory Council chairperson Mr Mark Gray for his five years of service, navigating through difficult waters early in his time with a desire to always serve the best interests of the students and the college.



Chris Browne  
**College Principal**

# 2023 Annual Report (Kildare Catholic College)

## **Message from the Parent Body:**

The Kildare Catholic College Advisory Council represents the school community in an advisory capacity to support the Principal with his responsibilities in the management of the College.

The Advisory Council provides the Principal with a forum to discuss College opportunities and challenges in a confidential manner. We offer support, suggestions and raise matters on behalf of the parents.

In my position as Advisory Council Chair, for the past 5 years I have had the fortunate role of co-interviewing senior students for the Rice Nagle Scholarship. Each and every year, including 2023, all applicants speak passionately of KCC and their teacher's care and commitment to their learning and well being.

On behalf of the Kildare College Advisory Council, I sincerely thank the Principal and all of the staff for their unwavering dedication to the education of our children throughout 2023.

As 2023 was my last year on the College Advisory Council, I wish the entire KCC community all the very best for the future.

Mark Gray

**Chair**

**College Council**

## **Message from the Student Body:**

The 2023 school year was a time of realignment and redefinition. After years of COVID, we saw realignment in the forms of how we approach community days, sporting events and the performing arts by creating an engaging school environment that strived for inclusivity and community spirit. The SRC bridged the gaps in relationships between teachers and students, as well as redefined boundaries that once excluded students from feeling fully part of the school community by championing an atmosphere of immense camaraderie.

The SRC were a well-rounded group that divided and conquered issues around the school such as racism, bullying, mental health and climate change. Our SRC worked very well together as a team and as a result we achieved many of our goals that were set during our camp. Some of these achievements include working with ANU climate activists, student-led interventions regarding racism, men's mental health awareness and a foundation for future harmony days. Our SRC team was the first group to be formed using the new structure that introduced additional roles under the school values of Faith, Justice, Learning and Care. This worked out well as each group were able to focus on specific issues regarding their designated roles, however, these roles did not limit the SRC as we all constantly changed

## 2023 Annual Report (Kildare Catholic College)

roles, filled in gaps and covered for each other which led to our success in working towards our common goals.

On top of working towards these goals, our SRC valued the concept of school spirit and coming together as a community. As a result, we placed great emphasis on engaging in school events, joining extracurricular activities, participating in community days and organising extra events for the sole purpose of bonding and creating memories that students may take beyond their high school years. As an overall cohort, our goal was to not only be traditional role models for the younger years, but to show them that by creating an environment that thrives in open-mindedness, communal spirit and inclusion that you are able to live up to the school's values and be good people without sacrificing the ability to have fun.

Kildare does an exceptional job at providing students the opportunity to feel a sense of community and belonging through its sporting teams and performing arts. We saw success in the sports of Netball, Soccer, AFL and Rugby, winning the Girl's AFL, Carroll Cup (AFL), Girl's Rugby Union and the Hardy Shield (Rugby League). Our school's musical 'Back to the 80s' was a hit and showcased the amazing talent, hardwork and dedication that Kildare's students have to offer.

Ella McCorry and Tyrone Vatubuli, College Captains 2023

## Section 2: School Features/Context

Kildare Catholic College, Wagga Wagga is a co-educational high school catering for day and boarding students in Years 7–12. It was established in 2004 on the site of previous schools Mt Erin High School (girls 7–10) and Trinity Senior High School (co-educational 11–12).

Enrolment was 977 students at the August Census. Mt Erin Boarding House, a part of the College, catered for 85 students, with 40 of these attending Kildare Catholic College and 45 attending Mater Dei Catholic College, a partner diocesan co-educational 7–12 school.

Catholic education has taken place on the site since the 1880s, when the Bishop of Goulburn invited The Presentation Sisters to establish a school for girls in Wagga Wagga. The Presentation influence remains strong, with a vibrant local community of Presentation Sisters supporting and regularly visiting the College. The Christian Brothers also had a presence on the site through their co-governance of Trinity Senior High School with the Presentation Sisters. Kildare Catholic College is one of five secondary and 26 primary schools in the Diocese of Wagga Wagga. These schools work in close partnership with leadership from Catholic Education Diocese of Wagga Wagga.

## Section 3: Student Profile

The following information describes the student profile for 2023:

<b>Girls</b>	<b>Boys</b>	<b>LBOTE*</b>	<b>Indigenous</b>	<b>Total</b>
524	453	68	54	1099

\*Language background other than English

### 1. Enrolment Policy

Catholic Education Diocese of Wagga Wagga has established an Enrolment Policy. The implementation of this policy is monitored by the CEDWW.

Copies of this policy and other policies in the report may be obtained from the CEDWW website or by contacting the Central Office or by contacting the school.

See [CEDWW Policy here](#)

### 2. Student Attendance and Retention Rates

<b>Year</b>	<b>Attendance %</b>
Year 7	85%
Year 8	83%

## 2023 Annual Report (Kildare Catholic College)

Year 9	83%
Year 10	83%
Year 11	84%
Year 12	83%

The average student attendance rate for 2023 was 84%.

Regular attendance at school is essential if students are to maximise their potential. The school, in partnership with parents, is responsible for promoting the regular attendance of students. While parents are legally responsible for the regular attendance of their children, school staff, as part of their duty of care, monitor part or whole day absences.

**School** staff, under the principal's leadership, support the regular attendance of students by:

- Providing a caring teaching and learning environment which fosters students' sense of well being and belonging to the School community.
- Maintaining accurate records of student attendance.
- Recognising and rewarding excellent and improved student attendance.
- Implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- Parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance.
- All cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and the appropriate intervention strategies are implemented.
- Documented plans are developed to address the needs of students whose attendance is identified as being of concern.
- The Director of Catholic Education Diocese, Wagga Wagga or designated Catholic Education Diocese, Wagga Wagga officer is provided with regular information about students for whom chronic non-attendance is an issue and for whom school strategies have failed to restore regular attendance.

### Student Retention Rates

Year 10 Total Enrolment 2023	<b>153</b>
Year 12 Enrolment at Census Date remaining in Year 12 at the end of 2023	<b>144</b> <b>144</b>
Actual Retention Rate in Percentage	<b>100%</b>

## 2023 Annual Report (Kildare Catholic College)

### Senior Secondary Outcomes

The table below sets out the percentage of students undertaking vocational training in their senior years as well as those attaining the award of Higher School Certificate (or equivalent vocational education and training qualifications).

Senior Secondary Outcomes	
% of students undertaking vocational training or training in a trade during the senior years of schooling.	28.4%
% of students attaining the award of <i>Higher School Certificate</i> or equivalent vocational education and training qualification.	99.3% (1 Student did not meet NESA HSC VET Placement Hours required for course completion)

### Student Post School Destinations

Each year the School collects destination data relating to the Year 12 student cohort. The table below sets out the percentage of students for the various categories.

Destination data Year 12, 2023 Graduation Class *	University	TAFE/Other Institutions	Workforce Entry	Destination not reported
	39.3% in 2024	4.9%	31.1%	3.3%
	21.3% deferred to 2025- Gap year			
	125 Pre HSC offers.			



## Section 4: Staffing Profile

There are a total of **85** teachers and **48** support staff at Kildare Catholic College. This includes **62** full-time and **24** part-time teachers.

### Teacher Accreditation Status

The accreditation status of all teaching staff responsible for delivering the curriculum is:

Teacher Accreditation Status	Number of Teachers
Conditional/Provisional	<b>9</b>
Proficient	<b>86</b>

Percentage of staff who are indigenous	
--	--

<b>A</b>	Those having formal qualifications from a recognised higher education institution or equivalent	97%
<b>B</b>	Those having graduate qualifications but not a formal teaching qualification from a recognised higher education institution or equivalent.	3% Three 'Waiver B' teachers

### Professional Learning

The ongoing professional development of each staff member is highly valued. Professional learning can take many forms including whole school staff days, subject specific in service courses, meetings, conferences and a range of professional learning programs provided by the Catholic Education Diocese, Wagga Wagga.

### 2023 Staff Professional Learning Plan

Staff Professional Learning is prioritised according to the goals of the Annual Improvement Plan. It is framed by the following domains of the National School Improvement Tool:

- An explicit improvement agenda
- Analysis and discussion of data
- A culture that promotes learning
- Targeted use of school resources
- An expert teaching team
- Systematic curriculum delivery

## 2023 Annual Report (Kildare Catholic College)

- Differentiated teaching and learning
- Effective pedagogical practices
- School community partnerships

In 2023, the Staff Professional Learning Program focused on the following priorities from the Annual Improvement Plan:

- Student data informing learning
- Implementation of the Transformative Learning Statement- whole staff
- Trauma Informed Practice
- Positive Behaviour for Learning
- Preparation for new curriculum

## Section 5: Catholic Life and Religious Education

Catholic Schools have a unique role in the evangelising and educating mission of the Church. **Kildare Catholic College** follows the Wagga Wagga Diocesan Religious Education curriculum, ***Sharing Our Story***.

### Catholic Heritage

God tirelessly calls each person to this mysterious encounter with Himself. Prayer unfolds throughout the whole history of salvation as a reciprocal Call between God and man. '

The Catechism of the Catholic Church #2591

The essence and spirit of Kildare Catholic College is reflected in its crest and motto. St Brigid established a monastery in the Irish township of Kildare. It became a place of refuge for the poor, the aged, orphans and the sick. It was a centre of learning and St Brigid is known as the patron saint of students. The school motto, 'Live the Truth', signals our determination to actively reflect the Gospel truths in our daily lives.

With 140 years of Catholic education on the site, members of the Kildare community are surrounded by positive reminders of Catholic and Presentation heritage. Just as significantly, strong relationships are maintained with the Presentation community of Wagga Wagga and beyond. In 2016, the Presentation Sisters and the College proceeded with an agreement that would see the Sisters develop a historical education centre on the site, within the current Boarding House buildings. In 2018 the Heritage Centre opened providing a living legacy of the Presentation Sisters, as well as learning opportunities for Kildare students. In 2021 all Religious Education and Studies in Catholic Thought classes had an opportunity to visit the Heritage Centre.

The contribution of the Christian Brothers is also acknowledged alongside the Presentation Sisters through various units in the Religious Education programme. Both charisms are also acknowledged through the icons of both founders being used at all school liturgies and masses.

### Liturgical Life of the School

'The Church is the Body of Christ. Through the Spirit and his action in the sacraments, above all the Eucharist, Christ, who once was dead and is now risen, establishes the community of believers as his own Body. '

The Catechism of the Catholic Church #805

The College year began with a Staff Mass. Other significant liturgical celebrations included the College Commencement Mass, Ash Wednesday liturgy (promoting Project Compassion as a Lenten sacrifice), the Triduum dramatic reflection, Founders' Day Mass, Year 12 Boarders Liturgy, Graduation Mass for Year 12, Kildare Day and end of year liturgies for students and staff.

## 2023 Annual Report (Kildare Catholic College)

Community prayers were organised for numerous events including Mary MacKillop's Feast Day, All Saints' and All Souls' Days, Kildare Day, National Reconciliation Week, NAIDOC Week and Refugee Day. Student participation was a priority in all liturgies and the Kildare Student Representative Council worked closely with the RE and Creative Arts KLAs to provide meaningful and accessible faith experiences.

Daily prayer in homegroup classes as well as in Religious Education classes continues to be a common practice and expectation. Staff meetings and gatherings begin with prayer including staff briefings, wellbeing briefings and leadership meetings.

### **Staff and Student Faith Formation**

Staff and student faith formation continued to be informed by the concept of Missionary Discipleship and the College mission: 'Inspired by Jesus, we work to bring all to the fullness of life' (John 10:10).

Recently, when speaking with students and teachers, Pope Francis gave this message. "One of the principle elements of education is to learn to be generous." Being generous allows us to have a big heart, to have a great spirit and to have great ideals. It is doing the small things every day with a big heart open to God and to others. School not only expands your intellectual dimension but also the human heart.

The Staff Spirituality Day had a focus around embracing the new Education Charter introduced by Bishop Mark Edwards and the Catholic Diocese of Wagga Wagga. The Charter identifies the goals of each Catholic School in the Diocese to:

- Be truly Catholic in their identity and life.
- Be centres for sharing the Gospel message.
- Enable students to achieve high levels of 'Catholic religious literacy', learning excellence, wisdom and commitment to the common good.
- Be led and staffed by people who will contribute to these goals.

(Diocese of Wagga, Catholic Education Charter, 2023)

Staff had the opportunity to consider the enactment of the goals of the Education Charter through being communities of welcome, faith, service and learning.

Professional development was offered to staff and several engaged with courses offered through CEDWW. This also included staff engaging with Work, Teach, Lead modules.

A Year 7 Belonging Day supported the induction of new students into this faith community, incorporating a close partnership with Erin Earth and the Heritage Centre. Students participated in House groups and spent time focusing on the values and attributes of their House patron and how they inform our work today as members of Kildare. The day incorporated a focus on healthy relationships and the contribution of Wiradjuri indigenous culture.

## 2023 Annual Report (Kildare Catholic College)

Year 12 students attended a three day retreat based at Green Hills in Canberra. This included input from the Burn Bright team as well as visits to the Buddhist temple and Islamic centre. Students also had the opportunity to participate in a reconciliation service.

We welcomed Father Sean Burns as College Chaplain. He supported the College by introducing weekly Wednesday Mass at the Mt Erin Chapel. Students attended these Masses in class groups with their class teachers on a roster basis.

### **Evangelisation and Social Justice**

Numerous social justice opportunities were provided throughout the year. The Caritas Lenten appeal for Project Compassion was a school-wide focus and funds were raised during the first Community Day for the year. National Reconciliation Week and NAIDOC Week were celebrated and Aboriginal school and community workers supported NAIDOC Week celebrations at different schools across the system. Year 10 Peer Support Leaders were engaged to support Year 7 transition and with the Year 7 Belonging Day.

Students participated in a Vinnies Winter Sleepout appeal to raise money and awareness for the St Vincent de Paul Winter Appeal. The St Vincent de Paul Christmas Appeals were supported by Home Groups collecting blankets and warm clothes and non-perishable food for Christmas hampers. The second and third Community Days raised funds for these appeals.

Kildare continued to forge its commitment as a Laudato Si Action School with staff and student learning being offered through our partnership with the Australian National University. Our Laudato Si Coordinator partnered with ANU, CSU and Wagga Wagga City Council to organise the ANU ICEDS Climate Update event. Students from Kildare spoke at the event and it was attended by many staff and members of the public. Students participated in Clean Up Australia Day, conducted a waste audit at the College and a student group met regularly to talk about how to change hearts and minds to truly care for our common home. Through this commitment, Kildare also forged a stronger partnership with Erin Earth, providing student volunteers for their Open Days and ongoing volunteer work. Additionally, Kildare students recycled paper from our site to create Christmas decorations for Erin Earth volunteers embedded with endemic seeds sourced from the gardens at Erin Earth.

Community Service awards acknowledged significant hours of voluntary service provided by students in the local communities throughout the year.

## 2023 Annual Report (Kildare Catholic College)

### **Professional Learning in Catholic Life and Mission**

The Catholic Education Diocese of Wagga Wagga has established a policy on the [Professional Requirements for the Accreditation of Teachers of Religious Education](#) which is implemented by all systemic schools in the diocese.

## 2023 Annual Report (Kildare Catholic College)

### Section 6: Curriculum

**Kildare Catholic College** follows the NSW Education Standards Authority (NESA) syllabus for each subject/course offered as required for Registration and Accreditation under the Education Act 1990 (NSW) and implements the associated requirements of Catholic Education Diocese of Wagga Wagga. (CEDWW)

The courses offered in 2023 were:

<b>2023 course</b>	<b>Yr 12</b>	<b>Yr 11</b>	<b>Yr 10</b>	<b>Yr 9</b>	<b>Yr 8</b>	<b>Yr 7</b>
Studies of Religion 1 unit	•	•				
Studies of Religion 2 unit	•	•				
Studies in Catholic Thought	•	•				
Religion			•	•	•	•
English Studies	•	•				
English Standard	•	•				
English Advanced	•	•				
English			•	•	•	•
Mathematics General			•	•	•	•
Mathematics 2 unit	•	•				
Mathematics Extension 1	•	•				
Mathematics Stand. I,II	•	•				
Biology	•	•				
Chemistry	•	•				
Physics	•	•				
Science			•	•	•	•
Business Studies	•	•				
Legal Studies	•	•				
HSIE			•	•	•	•
Economics		•				
Commerce			•	•		

## 2023 Annual Report (Kildare Catholic College)

Agriculture						
Construction VET	•	•				
Design & Technology	•	•	•	•		
Information & Software Technology	•	•	•	•		
iSTEM			•	•		
Industrial Technology: Timber	•	•	•	•		
Industrial Technology: Multimedia			•	•		
Technology (Mandatory)					•	•
Food Technology	•	•	•	•		
Hospitality Operations VET	•	•				
Manufacturing and Engineering VET						
Technics Metal						
Technics Wood						
Drama	•	•	•	•	•	•
Music	•	•	•	•	•	•
Visual Arts	•	•	•	•	•	•
Photography & Digital Media	•	•	•	•		
Community & Family Studies	•	•				
Physical Activity & Sports Studies			•	•		
PD / Health/PE	•	•	•	•	•	•
Italian Language						
Exploring Early Childhood 1 unit	•	•				
Sport/Lifestyle/Recreation 1 unit	•	•				
Work Studies	•	•				

External providers, including TAFE and Distance Education Schools are engaged to meet the specific needs of students.



### Section 7: Student Performance in State-Wide Tests and Examinations

NAPLAN is an annual assessment for all students in Years 3, 5, 7 and 9. It tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy. School performance is compared with the State, as well as the Statistically Similar School Group (SSSG) which is calculated by ACARA. In 2023 all CEDWW schools completed NAPLAN Online.

#### Summary of Means

	Number of Students	School Mean	State Mean
<b>Year 7</b>			
<b>Numeracy</b>	161	526.8	547.7
<b>Reading</b>	161	516.2	542.2
<b>Writing</b>	162	534.3	541.4
<b>G&amp;P</b>	162	529.0	545.0
<b>Spelling</b>	162	525.9	548.9
<b>Year 8</b>			
<b>Numeracy</b>	168	563.6	575.4
<b>Reading</b>	160	564.8	566.6
<b>Writing</b>	160	575.3	570.2
<b>G&amp;P</b>	166	552.7	561.2
<b>Spelling</b>	166	557.0	572.0

# 2023 Annual Report (Kildare Catholic College)

## Record of School Achievement

Eligible students who leave school before receiving their Higher School Certificate (HSC) will receive the NSW Record of School Achievement (RoSA). The RoSA is a cumulative credential in that it allows students to accumulate their academic results until they leave school. The RoSA records any completed Stage 5 and preliminary Stage 6 courses and grades as well as participation in any uncompleted preliminary Stage 6 courses. It is of specific use to students leaving school prior to the HSC.

2023: The number of students issued with a RoSA (Record of School Achievement)- those who applied.	13
--	----

## Higher School Certificate Results and Achievements:

### 2023 Higher School Certificate

<b>No. of Students</b>	
<b>% Bottom 2 Bands</b>	11.22%
<b>% Top 2 Bands</b>	30.86%
<b>% of Band 6</b>	2.48%
<b>% of E4</b>	4.17%

The results of **Kildare Catholic College** Higher School Certificate (HSC) candidature are reported for subjects studied at the School. The table shows the percentage of students who achieved in the top two bands and shows comparison with results from previous years.

<b>2023 HIGHER SCHOOL CERTIFICATE</b>	<i>Percentage of students in top 2 bands (Bands 5 and 6)</i>					
	<b>2021</b>		<b>2022</b>		<b>2023</b>	
<b>Subjects</b>	<b>School</b>	<b>State</b>	<b>School</b>	<b>State</b>	<b>School</b>	<b>State</b>
Aboriginal Studies	N/A	N/A	33%	35.01%	0%	36.72%
Ancient History	40%	33.75%	7.69%	33.9%	62.5%	32.37%
Biology	22.22%	31.07%	3.85%	26.84%	31.25%	31.82%
Business Studies	29.41%	35.63%	23.33%	34.87%	49.99%	35.75%
Chemistry	10%	40.2%	0%	33.17%	3.84%	38.20%
Community & Family Studies	66.66%	31.53%	36.84%	32.85%	50%	35.31%
Design & Technology	N/A	N/A	100%	47.11%	25%	47.21%

## 2023 Annual Report (Kildare Catholic College)

Drama	49.99%	45.47%	40%	58.56%	40%	60.29%
Earth & Environmental Science	14.28%	27.68%	11.11%	32.15%	0%	33.39%
Economics	37.50%	50.12%	37.50%	49.44%	N/A	N/A
English Standard	48.14%	16.52%	27.63%	15.45%	27.17%	13.12%
English Advanced	50%	68.65%	63.16%	67.17%	66.66%	67.12%
Geography	40.60%	44.07%	36.36%	42.31%	22.22%	41.63%
Industrial Technology	55.55%	25.1%	0%	21.93%	0%	23.57%
Investigating Science	27.27%	40%	22.22%	25.42%	0%	33.65%
Legal Studies	27.27%	40%	44.44%	40.97%	60%	42.18%
Mathematics Standard 2	12.06%	24.5%	0%	29.06%	20.63%	31.42%
Mathematics Extension 1	62.5%	74.11%	40%	73.57%	0%	34.22%
Mathematics Advanced	13.33%	50.10%	14.29%	49.01%	27.26%	49.72%
Modern History	50%	38.06%	16.67%	34.45%	9.09%	34.86%
Music 1	88.83%	64.24%	100%	69.62%	85.72%	68.70%
PD/Health/PE	55.55%	30.64%	13.51%	26.14%	24.32%	30.70%
Physics	28.57%	40.42%	18.18%	41.45%	0%	38.80%
Society & Culture	87.5%	45.38%	50%	43.45%	56.25%	44.76%
Studies of Religion 1	42.84%	41.75%	25%	40.86%	31.57%	38.56%
Studies of Religion 2	38.23%	46.08%	40.54%	46.47%	30.61%	45.98%
Visual Arts	66.66%	63.07%	63.64%	65.84%	63.63%	65.44%
Construction (VET)	50%	41.44%	100%	40.96%	0%	32.42%
Hospitality (VET)	71.43%	26.03%	50%	34.84%	20%	21.11%
Information & Digital Technology (VET)	50%	24.78%	25%	19.55%	22.22%	33.93%

## Section 8: Pastoral Care and Wellbeing

### Pastoral Care / Academic Care / Wellbeing

Catholic Education Diocese of Wagga Wagga has established a Pastoral Care/Student Wellbeing Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga

See CEDWW Policy [HERE](#).

Kildare Catholic College aligns all care with the CEDWW Pastoral Care and Wellbeing Framework which builds on the National Safe Schools Framework and supports a targeted, tiered approach for individuals, groups and the whole school with the aims of:

1. Promoting student engagement and achievement
2. Building resilience
3. Enhancing academic care
4. Building supportive environments and community networks

### Discipline Policy

Catholic Education Diocese of Wagga Wagga has established a Discipline Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [HERE](#).

The management and discipline of students at Kildare Catholic College is undertaken within the College's Academic Care and Wellbeing Policy and within a commitment to work in partnership with parents. The just and equitable treatment of students and the maintenance of their dignity are principles which underpin the policy.

The overall wellbeing and growth of each individual, as well as the welfare of the entire College community, is intrinsic to the management of students.

Student management practices focus on developing self-discipline and for students to understand that there are consequences for their actions. The Gospel value of forgiveness is central to the management of students at Kildare Catholic College, where students are invited to learn and grow from their mistakes.

The College uses the Positive Behaviour Support model and the 'Teach More Manage Less' framework.

# 2023 Annual Report (Kildare Catholic College)

## Anti Bullying Policy

Catholic Education Diocese of Wagga Wagga has established an Anti Bullying Policy which is implemented by all schools in the Diocese. The implementation of this Policy is monitored by Catholic Education Diocese of Wagga Wagga.

See CEDWW Policy [HERE](#).

Anti-bullying initiatives, policy and procedures at Kildare Catholic College align with the CEDWW policy and:

1. Affirms the rights of all members of the school community to feel safe and be safe at school.
2. Acknowledges that being safe and supported at school is essential for student wellbeing and effective learning.
3. Accepts responsibility for developing and sustaining safe and supportive learning and teaching communities that fulfil the school's child protection responsibilities.
4. Encourages the active participation of all school community members in developing and maintaining a safe school community where diversity is valued.
5. Actively supports young people to develop understanding and skills to keep themselves and others safe.
6. Commits to developing a safe school community.

## Initiatives Promoting Respect and Responsibility

The contribution of the student body throughout the year demonstrates clearly the College's commitment to think globally, act locally and to live out lives of peace and truth. Initiatives that students engage in for the promotion of respect and responsibility include:

- Coaching for learning improvement and self-reflective learners
- Teach More Manage Less (Language of learning and de-escalation)
- Wagga Police Schools Liaison Anti Bullying seminars
- Celebration of NAIDOC Day
- BATYR Mental Health presentations for Stage 5 students
- Youth Mental Health Forums (Diocesan initiative)
- Whole Year Group Community Days
- Wagga Wagga School Leaders Program
- Careers excursions and guest speakers
- TARP – Trainee Apprenticeship Readiness Programs
- Your Choicez (Choicez Media Stage 4 and Stage 5)
- RYDA Stage 6 driving awareness day
- SRC Training in Racism and strategies

In 2023 Kildare commenced consultation to renew our Positive Behaviour for Learning framework at the College. Students and staff contributed to the development of a Positive Behaviour for Learning Matrix

## 2023 Annual Report (Kildare Catholic College)

### Complaints and Grievances Resolution Policy

Catholic Education Diocese, Wagga Wagga has established a Complaints Handling Policy which is implemented by all schools in the diocese. The implementation of this policy is monitored by the Catholic Education Diocese, Wagga Wagga.

See CEDWW Policy [HERE](#) & Procedures [HERE](#).

### Workplace Health and Safety

Each school is required to implement and comply with the Diocesan School System Workplace Health and Safety Management System (WHSMS). This system reflects the current statutory requirements for WHS and complies with the Australian Standard for WHS Management Systems. The WHSMS adopted by the Catholic Education Diocese, Wagga Wagga Systemic Schools has been designed to address general health, safety and welfare matters and also to take account of specific issues that apply to school communities. The management system supports the provision of a safe and supportive environment for all students as well as taking into account the health, safety and welfare of staff, visitors and contractors to the school site.

Principals, in consultation with the relevant CEDWW personnel, are responsible for monitoring the school's compliance with WHS legislation and to implement the management system in keeping with the Catholic Education Diocese, Wagga Wagga Annual WHS Plan. External WHS system audits are conducted across a sample of schools each year to validate the implementation of the management system.

Catholic schools in the Diocese of Wagga Wagga are committed to a safe and supportive environment. The principles, guidelines and procedures set out in the policy documents CEDWW of Pastoral Care, Student Wellbeing, Bullying and Harassment are the framework for school leaders, students, staff, parents and the wider community to develop a safe and supportive environment. The Diocesan Complaints Handling Procedure forms an important element in the diocese's commitment to ensuring safe and supportive environments for school communities. No changes were made to these diocesan documents in 2023.

In compliance with the **NSW Reform Act 1990**, Corporal Punishment is banned in all schools within the Diocese of Wagga Wagga.

Access to all policies and guidelines can be obtained by contacting the school office.

See CEDWW Policy [HERE](#)

# 2023 Annual Report (Kildare Catholic College)

## Section 9: School Review and Improvement

Each year the school develops an Annual Improvement Plan indicating the intended key improvements for student learning outcomes. The plan is drawn from the Catholic Education Diocese, Wagga Wagga Annual Improvement Plan.

### Priority Key Improvements for 2023

#### Faith and Mission

- 1.1 To implement the Education Charter for CEDWW schools articulating the purpose of Catholic Schooling, KCC will trial *Effectiveness Practices* developed by CEDWW in Terms 2 and 3 of 2023.
- 1.2 By the end of the year development of a College wide formation program.
- 1.3 Engage in CEDWW facilitated Year Level Workshops to revise Religion Scope and Sequences.

#### Learning and Teaching

- 2.1.1 Ensure alignment of policy and practice at KCC in regard to Transformative Learning
- 2.1.2 Review student learning data (PAT, Naplan, HSC) to help guide and develop an informed plan for Learning interventions for all students with a particular focus on males.
- 2.1.3 Review of the impact of the Effective Learning Cycle.
- 2.2 Implement the *Wellbeing for Learning Framework* to inform and improve universal whole school processes and targeted and individual interventions to support student wellbeing, engagement and learning.
- 2.3 To collaborate, plan and implement the new NSW curriculum.

#### Community Engagement

- 3.1 Review areas of parent engagement to identify areas for enhancement across the KCC community and implement activities that enhance parent engagement.

#### Leadership and Stewardship

- 4.1 Development of a College Building Master Plan for the redevelopment of the Kildare Catholic College Site that positions Kildare to be a Catholic school serving the needs of its community into the future.
- 4.2 Continue the development of high-performing and cohesive leadership teams in the college to serve the needs of all students

#### Evaluation

Faith and Mission goals were met including the expansion of our year mass program in partnership with our parish. The college formation program development is ongoing and is being redrafted for 2024 as the system is now more explicitly directing the nature of staff programs under the Work Teach and Lead program.

Transformative Learning was launched by the diocese and staff were inducted into all facets.

## 2023 Annual Report (Kildare Catholic College)

Our data strategy informing learning continues with all faculties visiting the data room and profiling classes for intervention with clarity on the faces behind the data. The strategy which was paper-pen is now electronic with the next iteration to be able to be manipulated via touch screens.

Our review of the Effective Learning Cycle has committed us to focus on two areas going forward- Firstly to re energise staff awareness of the cycle given staff turnover over the past five years and secondly to focus more on the explicit teaching piece of the cycle to ensure consistency and reduce variance across staff.

The wellbeing for Learning framework has been implemented at Kildare along with the rewrite and enhancement of a number of policies. Our universal tier work has focused on Trauma informed practice and then Positive Behaviour for Learning. The former in recognition of the range of student needs and the latter as a response to data pointing to a greater explicit need for clarity and consistency in expectations.

With externally introduced new curriculum in many subjects 2023 was a year of preparation of programs and resources.

We began to introduce forums for parents in 2023 commencing with Safe on Social and later in the year, Tomorrow Man for father / sons. Both were a beginning and we hope to grow these further in 2024.

Much time was put into the development of the College Master Plan with consultations across staff, parents and students with architects. The planning is at a point of developing the Block Grant Application for a significant rebuild of Kildare facilities.

Leadership Development of senior and middle leadership continues in 2023 looking at the foundations of high performing teams around notions of psychological safety and trust.

### Priority Key Improvements for 2024

#### Faith and Mission

- 1.1 By the end of 2024 clarify that explicit links are made between the charter and KCC vision and mission statements.
- 1.2 By the end of 2024 RE Teachers are engaging with the pedagogy of 'Wonder and Awe' incorporated into professional learning and planning.

#### Learning and Teaching

- 2.1 By the end of 2024 all new curriculum planning documentation will reflect the Transformative Learning statement
- 2.2 By the end of 2024 a Professional Learning Community model will be implemented to ensure consistency of common practice through the Effective Learning Cycle informed by data.
- 2.3 By the end of 2024 the Positive Behaviour for Learning Framework Universal Tier will have been implemented across the College.
- 2.4 By the end of 2024 whole school strategies in reading and writing will be implemented

#### Community Engagement

- 3.1 By the end of 2024 a new KCC College Advisory Council will be operational under the revised guidelines.
- 3.2 By the end of 2024 we will have developed and trialled a data informed strategic plan for staff wellbeing supported by the Staff Wellbeing Committee



# 2023 Annual Report (Kildare Catholic College)

## Leadership and Stewardship

- 4.1. The continuing embedding of work with Peoplebench on
  - a. Workforce Strategy
  - b. Commence work on Workforce culture program with Peoplebench.

## Section 10: Parent, Student and Teacher Satisfaction

### Parent Satisfaction

Parents and caregivers are the primary educators of their children and are always welcome at our school. The opinions and ideas of parents, students and teachers are valued. Suggestions are always considered in school planning processes. In 2023, Kildare Catholic College used a variety of processes to gain information about the level of satisfaction with the school from parents, students and teachers.

A key indicator of parent and student satisfaction is the history of increasing enrolment numbers at Kildare Catholic College.

The College Advisory Council meeting agendas and minutes indicate parental approval and satisfaction with Kildare Catholic College, particularly in the areas of improving standards, teaching and learning, improving HSC results and increasing educational profile in the Wagga Wagga region.

Exit surveys of Year 12 parents discuss a high satisfaction level with helpful feedback for further development.

### Student Satisfaction

Students are regularly surveyed in class groups. Class surveys focus on lesson effectiveness. Questions include:

- I know what the learning target is for the lesson
- I know what I will be able to do when I finish the lesson
- My teacher explains the learning target, the work that I am expected to do and what quality work will look like
- There is a focus on building up to a 'performance of understanding', where I am asked to do, say, write, make or perform something that helps me to learn
- I get the opportunity to practise and prepare before I am asked to do, say, write, make or perform something that helps me to learn
- I get fast feedback about what I did well and what I should do next to improve the quality of my work
- I get the opportunity to try again and improve my performance
- I assess my own work by comparing it to high quality work my teacher shows me or describes to me.
- With the data from these surveys, leadership team members, teachers and students work together to maximise student satisfaction.

## 2023 Annual Report (Kildare Catholic College)

Exit surveys of Year 12 students discuss a high satisfaction level with their experience of school, the quality of the teaching they receive and the support of their wellbeing. Further helpful feedback is provided for further development.

### **Teacher Satisfaction**

Teachers have multiple forums to express satisfaction. The college works in partnership with Peoplebench and CEDWW to research staff resilience and wellbeing. Surveys indicate a close correlation to international benchmarks. This collaboration has also spawned the development of a staff wellbeing working group across staff and leadership to look at actions individually and collectively to develop staff wellbeing. A low turnover of staff annually combined with an unusually high number of staff promoted into higher roles in other schools is evidence of the nurturing culture of staff development at Kildare.

The Leadership Team members lead teams of KLA Coordinators, Academic Care & Wellbeing Coordinators, the Intervention Team and general staff meetings. Leaders and teachers strongly indicate a support for the focus of the College around learning, evangelisation and religious education and wellbeing. Staff are generous in their support of and desire to contribute positively to that focus.

### **Financial Report**

**Charts to be inserted by CEDWW**