Cardijn College Annual Report 2015

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CARDIJN COLLEGE BOARD MEMBERSHIP

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Fr Charles Gauci

Chair of the Board
Helen Bates

Deputy Chair
Julie Coster

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Brenda Byrne

Treasurer
Wayne Copley

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P & F Representative
Cathy Kite

Principal
Paul Rijken

Staff Representative
Michael Wilcock
I have had the pleasure once again during 2015 to lead the work of the College Board, supported by an incredibly skilled and able team who have given their time and talents with a smile to ensure Cardijn continues to be an excellent centre of faith and learning in the heart of our community. My very sincere thanks are extended to each member of the College Board for another year of dedicated service and tireless enthusiasm.

I extend my gratitude particularly to Julie Coster and Cathy Kite who each retired from the Board at the end of 2015 after six years of faithful service, having always been ready to share their wit and wisdom.

As well as its work overseeing College finances, reviewing policies and ensuring the College operates within legislation and to best practice procedures, the Board was involved in several other aspects of College life during 2015. Our strategic and development plans have been consistently on our agenda, and we rejoiced along with the whole community to see the addition of a new car park and the completion of building works after a prolonged period of disruption on site. My thanks to Business Manager, Johnny Ioannou, for his skill and tenacity in bringing the development works to a successful conclusion and to our students, families and staff for their patience and understanding during the works.

Throughout 2015 the Board has been following the progress of the implementation of the College’s strategic plan keenly. Having worked with the Leadership Team to help formulate and shape the plan, it is so pleasing to see the goals we set for ourselves and our College community being achieved to benefit our students now and into the future.

The past year has also seen Catholic Education South Australia (CESA) consult on and launch its ‘Strategy for Leading Catholic Education to New Levels of Excellence’. I have personally contributed to the consultation process, representing the views of the Cardijn Board, reporting back on progress and ultimately seeing some of our feedback and suggestions reflected in the re-draft of the strategy.

I was also privileged to be involved in the selection of a Principal for Cardijn College, and I was delighted to be able to congratulate Paul Rijken on his re-appointment to this role. Paul proved to be an absolutely outstanding candidate and the Board welcomed the decision of the panel to re-appoint him to lead the College for the next ten years.

Members of the Board enjoyed sharing in several social events during 2015, including the College quiz night and open night. I extend my gratitude to Julie Humphries for his enthusiasm and energy in organising a night of fun and musical entertainment to thank the College staff for everything they contribute to our community. It was a fantastic evening, enjoyed and appreciated by all who attended.

My grateful thanks are extended to our amazing teaching and administrative staff for their unflinching commitment to our students and to each other. The genuine care and support shown so consistently across the whole College community is what makes Cardijn a truly great place to belong.

My thanks also to the Leadership Team who, leading by example, live out the College slogan of ‘Inspiring the Best’ by challenging themselves and the staff and students in their care to be the best they can be, to achieve their potential and to inspire others to do the same.

Last but by no means least, I would like to acknowledge our wonderful students; for their commitment to the College, their investment in themselves and their encouragement of their fellow students; for their sense of humour, incredible camaraderie and seemingly endless capacity to shine brightly for Cardijn and the whole community.

Our students have shown us time and time again that each and every one of them is, as Joseph Cardijn said, worth more than all the gold in the world. 2015 was no exception, and I congratulate the entire Cardijn College community on another wonderful and memorable year.

Helen Bates
Chair of the Board
Cardijn College is situated about 25km south of Adelaide, South Australia, with a vista encompassing both vineyards and the sea. Adjacent to St Luke’s Parish Church, the College is a major presence and hub of Catholic activity in the Southern Vales. The College takes its name from Joseph Cardijn, the founder of the worldwide Young Christian Workers movement.

The College offers a wide and flexible secondary curriculum in a co-educational setting offering both academic and vocational pathways to students of different abilities. Cardijn College caters for students with special needs and has a Special Education Unit which is integrated into the campus. The College is committed to providing the best possible environment for students to succeed - not only academically, but as confident, healthy, empowered young people who are well equipped to choose future pathways and begin a rich and rewarding life journey.

**College Enrolments 2015**

The 2015 enrolment by year level at the February census date was:

<table>
<thead>
<tr>
<th>Year Level</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>203</td>
<td>181</td>
<td>186</td>
<td>174</td>
<td>162</td>
</tr>
</tbody>
</table>

Total enrolment 906 with 1.9% Indigenous enrolment and 3.3% enrolment of students with disabilities.

**Staff Qualifications**

Recognising the continual professional learning of staff and attainment of qualifications, the school has the following qualification breakdown for its staff:

<table>
<thead>
<tr>
<th>Staff Qualifications</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Degrees with Honours</td>
<td>4</td>
</tr>
<tr>
<td>Masters Degree</td>
<td>17</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>117</td>
</tr>
<tr>
<td>Graduate Diploma</td>
<td>18</td>
</tr>
<tr>
<td>Advanced Diploma</td>
<td>5</td>
</tr>
<tr>
<td>Diploma</td>
<td>21</td>
</tr>
<tr>
<td>Graduate Certificate</td>
<td>12</td>
</tr>
<tr>
<td>Certificate</td>
<td>24</td>
</tr>
</tbody>
</table>

In 2015 three staff were engaged in their Doctorate studies and five staff in their Masters Degree studies. Eleven staff are currently in various stages of completion in their Graduate Certificate in Catholic Studies.
Workforce Composition, Including Indigenous Composition

In 2015, the workforce composition was as follows:

- Teaching Staff: 75
- FTE Teaching Staff: 68.6
- Non Teaching Staff: 40
- FTE Non Teaching Staff: 29

Expenditure and Teacher Participation in Professional Learning

Our staff have established a strong commitment to professional learning. The College has a Professional Learning Policy which outlines every staff member’s responsibility to improve their professional learning in their field of work. This applies to both teachers and education support officers. Cardijn staff have been involved in a range of professional development activities which have included mandatory training in WH&S and child protection, conflict resolution and Asthma training, as well as curriculum development of the SACE and development in the Australian curriculum.

The school has a number of processes in place to monitor student attendance and communicates with families when there are unexplained absences. This includes an automated SMS system which alerts parents if their child is not at school and in cases where the school has no information regarding the absence, a system which alerts frequent unexplained absences, which then are followed up by key staff. A review of absences is conducted each 5 weeks by the Heads of School.

In 2015, the school introduced the iScholaris student management platform that provides a system for lesson by lesson tracking of student attendance.

Student Attendance

Attendance at school has a direct correlation with student progress and hence student achievement. However, at times students cannot attend school due to sickness or special circumstances. In 2015 our overall student attendance rate was 91.6% which is a satisfactory achievement. The Indigenous student attendance rate was 88.1%.

Student attendance rate by year level:

- Year 8: 91.5%
- Year 9: 91.4%
- Year 10: 91.6%
- Year 11: 91.4%
- Year 12: 92.3%

Vocational Education and Training

Cardijn College offers a range of vocational education pathways for students interested in this area. In 2015, the number of students starting a School Based Apprenticeship/Traineeship (SBAT) was 18 with 18 other students continuing their apprenticeship or traineeship, bringing the total to 36. In 2015, 28 students accessed a range of training courses offered through Marcellin Technical College, TAFE SA and private Registered Training Organisations.

The number of students starting a Training Guarantee for SACE Students (TGSS) pathway was 7. The number of students in Structured Workplace Learning (SWL) was 7. Eleven students completed a vocational qualification in 2015 and a further 17 students achieved partial qualification.

All Year 10 students are involved in Australian Business Week (ABW) which is an intense one week enterprise education program providing students with a valuable insight into the process of establishing, promoting and running a small business. In addition, Year 10 students were involved in the Personal Learning Plan, which is a tailored program to assist students in preparing for their pathway in school and beyond school. Year 11 students are involved in a one week work experience program which is supported by a range of work related study programs to best prepare students for this experience.
SPECIAL AND ADAPTIVE EDUCATION
In 2015 the Special Education and Learning Centre moved into a new, shared facility adjacent to the staff room. The Marist Centre unit for students with intellectual disabilities catered for 11 students ranging from Years 8 to 12 with tailored programs as well as undertaking mainstream classes. The Special Education Centre has a coordinator, an education support officer and several teaching staff assist in the learning of the students.

In addition, the College Learning Centre accommodates students with specific learning disabilities and students who have been identified as needing assistance academically. In 2015 over 106 students accessed the Centre for assistance. 76 of these students were additional needs students and a further 30 received assistance through the Literacy and Numeracy programs. The Centre is staffed by two coordinators, two teachers and two education support officers as well as several members of the teaching staff that deliver the Literacy and Numeracy programs.

INDIGENOUS EDUCATION
The College also supported Indigenous students with a team of teachers under a coordinator, who work with the students to develop their Aboriginal identity. The Indigenous students are involved in a number of programs both within the school setting and with other Catholic Schools. In addition, the College ran a three day camp for Indigenous students.

CATHOLIC CULTURE
Cardijn College is a Catholic school and as such its goal is the integration of the Catholic faith with the lives of students, staff and families. The College does this in many ways but most importantly through its Religious Education Program and Liturgical, Faith and Ministry Programs.

Each term the whole school meets for a whole school Mass and individual year levels and Houses also celebrate Mass together during the year. Each year level has a special focus in the College Retreat Program.

The College also has a focus on ministry and outreach especially through Project Compassion, Athon Day and Catholic Charities Month. The College has been a long-time supporter of St Vincent de Paul and Caritas Australia. Each of the seven Houses also adopts a Catholic charity to support each year. The College Prayer Program begins each day with Staff Prayer in the Staff Room and Morning Prayer in the homerooms. Each day students in the Middle School pray the Angelus as part of their Faith Formation.

ARTS
The College offers an extensive Music, Drama and Visual Arts Program. Students are able to join stage bands, ensembles, choir and private music tuition. An active Drama and Art Club draws students together for performances and shows. An Arts Week is celebrated in August each alternate year, when all three Arts areas participate in a showcase of student talents. Biennially the College produces a major musical at the Hopgood Theatre. In 2015, the College was very successful with its Music Program featuring strongly with the various bands and vocal ensembles supporting community events such as the Emmaus School Fair and the South Adelaide Football Club Christmas Carols in addition to their strong performances at the Catholic Schools Music Festival.

EXTRA-CURRICULAR
Cardijn provides a range of extra-curricular programs which include: an extensive range of Summer and Winter sports played both during and after school time primarily in the Adelaide Schools Sports competition, Catholic Schoolgirls netball competitions, Volleyball SA competitions, South Australia Secondary School Sports Association knockout competitions, International Pedal Prix, Robotics, Journalism, Debating SA competitions, F1 Challenge, UAV Challenge, Holden Eco Cruze Challenge, Duke of Edinburgh Awards, Italian Student Exchange Program and camps. In addition, the College continues its annual sporting exchange with Tenison Woods College, Mt Gambier.
STUDENT, STAFF AND PARENT SATISFACTION

Surveys are conducted on a regular basis and in 2015 students, parents and staff reported the following:

- 93% of parents agreed that Cardijn has high academic standards and expectations
- 89% of students agreed that Cardijn sets high academic standards and expectations
- 89% of parents agreed that Cardijn takes their concerns seriously
- 90% of parents agreed that they were kept well informed about school programs
- 91% of students agreed that the school’s specialist facilities are of a good standard
- 97% of students plan to complete Year 12 and follow a university/TAFE pathway
- 92% of staff agreed that in general policies and practices are communicated widely and made available to the College community.

NAPLAN RESULTS

Year 9 Literacy and Numeracy (NAPLAN) Results

In 2015 students at Cardijn completed the NAPLAN with the following results:

<table>
<thead>
<tr>
<th>NAPLAN 2015</th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar &amp; Punctuation</th>
<th>Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardijn College</td>
<td>573</td>
<td>537</td>
<td>568</td>
<td>555</td>
<td>564</td>
</tr>
<tr>
<td>Similar Schools</td>
<td>580</td>
<td>550</td>
<td>584</td>
<td>568</td>
<td>586</td>
</tr>
<tr>
<td>All Schools</td>
<td>580</td>
<td>547</td>
<td>583</td>
<td>568</td>
<td>592</td>
</tr>
</tbody>
</table>

FACILITIES

The 2015 year saw the occupation and operation of the new Library, Senior School Study Centre, Special Education Unit, Learning Centre and staff room. The Music Performance Centre was completed towards the end of 2015 ready for classes at the beginning of 2016 as was the former Resource Centre which has been recommissioned as the new Mitchell House containing five classrooms.

OTHER

The College offers an extensive counselling service with special programs. The school has a counselling team which includes two school counsellors and two social workers.

The Heads of School meet every 5 weeks to review student academic progress and ensure students are supported in their learning. The school has a House system which provides students with pastoral care and support. A student leadership program provides students with the opportunity to develop their leadership skills in both the middle school and the senior school. The school also offers students access to facilities for study after school hours.
A C A D E M I C  E X C E L L E N C E

SENIOR SECONDARY OUTCOMES
Using the 2015 data supplied by the SACE Board, the College is proud to supply the following statistics:

• 98.8% of the Stage 2 (Year 12) cohort received their SACE certificate.
• 36 students were involved in vocational education and training.
• Our overall grades for Year 12 in 2015 in As, Bs and Cs continues to be above the State average.

POST-SCHOOL DESTINATIONS
74% of Year 12 students applied to University or TAFE of which 85% of those students who had applied for a tertiary course were accepted in the first round of SATAC offers. The remaining students were offered places at University in subsequent rounds. In addition, more than 75% received either their first or second preference. Pathways to university accounted for 88% of students who applied with the other 12% of applicants receiving an offer for TAFE. The remainder of students who did not apply for tertiary studies transitioned to employment and destinations unknown.

COLLEGE DUX received an ATAR of 98.7

• We received an achievement of 98.9% of all grades with C or better.
• The Dux of the School received an ATAR score of 98.7 placing this student in the top 1.3% of the State. Nine Merit Certificates were awarded to students at the College and an additional four students achieved an A+ result without achieving a merit.

AWARDS

MERIT 9
The College’s financial year is from January to December and an accrual representation of the 2015 financial position is presented. A net income surplus was achieved despite initially budgeting for a deficit and is a great credit to the rigorous attention of our Business Manager Johnny Ioannou and his staff.

The operating surplus and hands-on management of capital development projects by Johnny after initial delays in construction have reduced the College’s reliance on lending.

Smaller loan balances, rigorous tender processes, the ability to partially fund projects from revenue and internal refurbishment works being completed by our own talented maintenance staff have all contributed to the wonderful additions and improvements to facilities at Cardijn College at significantly reduced cost.

The 2016 budget is presented and indicates that the College has budgeted for a small accrual deficit in 2016 reflecting the impact of the final payments for, and operating costs of, the new buildings. Cardijn College remains financially stable and well managed with manageable debt.

The 2016 School Fees are presented. They represent an average increase of 3% and continue to compare favourably with other independent schools in the area.

Thanks to the Board for their input and interest in the financial management of the College.

Wayne Copley
Treasurer
### NET RECURRENT INCOME 2015

<table>
<thead>
<tr>
<th>Source of Income</th>
<th>Total</th>
<th>Per Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian Government recurrent funding</td>
<td>$8,565,356.00</td>
<td>$9,161.00</td>
</tr>
<tr>
<td>State/Territory Government recurrent funding</td>
<td>$2,285,901.00</td>
<td>$2,445.00</td>
</tr>
<tr>
<td>Fees, charges and parent contributions</td>
<td>$4,028,481.00</td>
<td>$4,309.00</td>
</tr>
<tr>
<td>Other private sources</td>
<td>$284,047.00</td>
<td>$304.00</td>
</tr>
<tr>
<td><strong>Total gross income (excluding income from government capital grants)</strong></td>
<td><strong>$15,163,785.00</strong></td>
<td><strong>$16,218.00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deductions</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Income allocated to current capital projects</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Income allocated to future capital projects &amp; diocesan capital funds</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Income allocated to capital debt servicing (including principal repayments and interest on loans)</td>
<td>$45,511.00</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

Less Deductions: $45,511.00  $45.00

**Total net recurrent income**: $15,121,274.00  $16,172.00

### Capital Expenditure 2015

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian Government capital expenditure</td>
<td>$0.00</td>
</tr>
<tr>
<td>State/Territory Government capital expenditure</td>
<td>$0.00</td>
</tr>
<tr>
<td>New school loans</td>
<td>$3,618.00</td>
</tr>
<tr>
<td>Income allocated to current capital projects</td>
<td>$0.00</td>
</tr>
<tr>
<td>Other</td>
<td>$3,201,301.00</td>
</tr>
</tbody>
</table>

**Total capital expenditure**: $3,204,919.00