



ST STANISLAUS' COLLEGE

# 2024 ANNUAL REPORT

As required by the NSW  
Education Standards  
Authority (NESA)



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**1.0 A Message from Key School Bodies****From the Board of Directors**

The Board of Directors is privileged to work with the College community to support the mission and good governance of the school.

In 2024, the Board welcomed two new Directors. Old Boy, Mr Shaun Rafferty, and Mrs Kerry Maher joined the Board in the first half of the year, taking the total number of Directors to seven for the remainder of the year.

The Board met a total of nine times throughout the year with an additional meeting focusing on the development of the new Strategic Plan. The Board is supported in its work by the Finance Audit and Risk Committee which met three times in 2024 and the Governance Committee which met five times in 2024. The work undertaken by these two Committees serves to inform the work of the Board and supports the College in its good governance.

In February, the Board held a full day meeting to focus on the development of the new College Strategic Plan. This day was led by Dr Mark Turkington, who worked with the College and its community to develop an updated Mission, Vision and strategic direction. The new Multi-Year Strategic Plan was launched by the College at its Speech Day and will commence in 2025. The Board looks forward to working with the College community in implementing and achieving the goals of this Plan.

Ongoing is the work of the Master Plan project. The Board is committed to seeing this work come to life and has worked through a revised scope of works with Catholic Schools NSW. The College and the Board will continue to drive this work forward and hopes to see some commencement on this project in the second half of 2025.

The College continues to experience growth and strengthening of its financial position. A key objective of the Board is to ensure that the College is financially viable into the future and the Board has great confidence in the position of the College. I commend the leadership of College staff for their judicious stewardship of the College.

The work of the Board is tireless and I am thankful for each Board Director in their commitment and giving of time to lead the College and ensure its success. We look forward to working with the College Leadership Team in 2025 to deliver on its Strategic Plan and goals.

*Mr Angus Benbow*  
*Board Chair*

## BOARD OF DIRECTORS



Angus Benbow,  
Board Chair



Jenny Allen,  
Deputy Board Chair



Lena Danaia,  
Board Director



James Horsburgh,  
Board Director



Kerry Maher,  
Board Director



Shaun Rafferty, Board Director  
Convenor Finance Audit & Risk Committee



Fr Greg Walsh,  
Board Director



Lindsay Luck, CEO



Elizabeth Christian,  
Company Secretary

### BOARD DIRECTORS

- Chair: Mr Angus Benbow, BEng(Mechanical) Hons, MBA(Exec), GAICD, Adv Management Program (Harvard Business School)
- Deputy Chair: Mrs Jenny Allen, DipTeach, BEd, MEducationalLeadership, GradDipRE
- Assoc Prof Lena Danaia, BEd(Hons), PhD
- Mr James Horsburgh, BComm, LLB, MAppLaw(Family), AccSpec(FamilyLaw)
- Mrs Kerry Maher, BEd, GradDipRelEd, GradDipEdLeadership, DipSpecEd, DipTh
- Mr Shaun Rafferty, BBus(Accounting), CPA
- Fr Greg Walsh CM, BSc, DipEd, BTh
- CEO: Mr Lindsay Luck, CertIVTrain&Assess, BEd, GradDipRE, GradCertEdBusLeadership, MEdLeadership&Admin, MHR&OrgDev
- Company Secretary: Ms Elizabeth Christian

### **A Message from the Head of College**

Another school year closes and with it another year in this rich history of St Stanislaus' College.

The enrolment growth experienced in 2023 continued in 2024 - we welcomed 139 new students, including 129 Year 7 students and 10 students across Years 8 to 12. This enrolment growth saw the installation of four new modular classrooms adjacent to the PAC building. These new classrooms provided a modern teaching and learning space to enhance our students' Vincentian education.

In our 157th year, we continued to provide a comprehensive range of learning opportunities for our students. These opportunities included the academic subjects of Maths, Science and English and the more hands-on subjects including Automotive, Metals and Engineering, and Primary Industries. Coupled with these learning experiences is the co-curricular life of the College. Pursuits included rugby, soccer, tennis, cricket and basketball; creative arts including the combined College musical with MacKillop College; debating and public speaking; chess; Duke of Edinburgh; and many more. In addition, the College was able to coordinate two overseas tours in 2024. One was a service tour to Fiji and the other was a cricket tour to New Zealand. Whilst these tours have two very different focuses, the one thread between them is the experience that our students have with each other whilst on tour. These tours are experiences that our students hold dear memories of well into the future.

College staff work tirelessly to ensure that our students have the best possible learning experiences. Staff engage in professional development opportunities throughout the year to further develop and refine their skills. As part of this professional development, an important aspect of College life is the way in which we reflect on being a Vincentian school, and staff had the opportunity to participate in a retreat program where they were able to disconnect from their daily duties and reflect on what it means to bring a Vincentian approach to their work. These experiences were valuable for staff and feedback was extremely positive. I am incredibly grateful to work with such a committed team of staff across all work areas.

In 2024, the College welcomed a number of new staff including Miss Eliza Bennett, Miss Francesca Burke, Mr Nathan Buttsworth, Mrs Alison Cant, Mrs Tammy Crew, Mr Steven Cutmore, Miss Sophie Davies, Miss Jacqueline Drinkall, Mr Michael Dunn, Ms Lizzie Foster, Mrs Tabby Fuller, Ms Sharon Grimmond, Mr Caleb Hansen, Dr Gabi Hotham, Mr Stephen Howell, Miss Cali Jackson, Ms Jennifer Jones, Mr Lochlain Kelly, Mr Grant Kitchingman, Mrs Kristina Loxley, Mr Tony Maroun, Mr Michael Martin, Miss Lily McElroy, Mrs Felicity Norman, Mr James Norman, Mrs Tina Roberts, Mr Tom Siejka, Mr Trevor Simm, Mr David Strickland, Mr Daniel Weber, and Ms Gisele Williams.

The College also farewelled a number of staff including Mr Jeff Adams, Mr Afi Hogan, Ms Rachel Hughes, Miss Ainsley Maurer, Mr Robert McLean, Ms Kylie Mulholland, Mr Taylor Newton, Mr Joe Pucci, Mr Alexander Schmidberger, Mrs Sheree Schmidt and Mrs Antonia Suthers.

As the College moves into its 158th year, a new multi-year Strategic Plan will commence. The focus of this multi-year Strategic Plan includes: nurturing our Catholic identity by living our Vincentian tradition; improving student engagement and learning outcomes; sustaining a community of connection, partnership and opportunity; and ensuring the future through stewardship and effective governance. This multi-year Strategic Plan will be supported by Annual School Improvement Plans, of which the first will commence in 2025. I look forward to working with our community as we continue to grow and strengthen the College into the future.

The new school year brings with it much to be done and may we do that work with "the strength of our arms and with the sweat of our brows".

*Mr Lindsay Luck, Head of College*

### **A Message from the Parents and Friends Association**

It's my pleasure to provide the St Stanislaus' College Parents and Friends (P&F) Association Report for 2024.

#### *College Community*

The aims and objectives of the P&F are to build community. The P&F contributes to the College calendar of events by organising volunteers and resources so that the community can contribute, connect and support each other – and have some fun. The community's generosity towards these activities was evident in several events through 2024, with a wonderful result that the P&F can use to support students. P&F meetings are held monthly in the Senior Ref, encouraging as many people as possible to share their views and ideas.

#### *Welcome Barbecue and Information Evenings*

During Term 1, the traditional welcome function and barbecue included the new students, returning boarding students and their families. It was a great success, and the initiatives of the College Leadership Team to ensure that as many parents, students and staff could attend as possible was most welcome.

The P&F also supported the information evening for Year 6 students with a barbecue and a great function in the quadrangle undercroft.

#### *Home Rugby Games – P&F Barbecue and Support for the Canteen*

The P&F thanks the many volunteers who assisted with home games, including the generous help with some modifications to the barbecues for improved safety and operation.

The barbecue activities add to the culture of the school and provide significant enhancement to community-building processes, fostering connection among people and offering a collective space for sharing experiences. It's a testament to the volunteers and the output from these events that teams visiting from Sydney often make such generous comments about how welcome they feel at our games and how hospitable the barbecue and canteen offerings are. Mrs Chris Tobin continues to provide her guidance and assistance in the organisation of these volunteers, and her help and support are much valued and appreciated.

#### *Trivia Night*

The P&F 2024 Trivia Evening was held in Term 2 and was a great success. Over 180 guests attended the evening. This year's theme of Hippy Culture inspired some amazing outfits, with the Scooby Doo table scooping the prizes.

Kellie Borland and Mrs Sonia Nunan, supported by Mrs Nadine Schoenmaker. We much appreciated the joint emcees, Mr Paul McDonald and Ms Victoria Roth, giving up their valuable time. They gave away over \$3000 in donated prizes and gifts. We also recognise the contribution of Mrs Anne Gerstenberger and Mrs Kimberley Van Zyl and the students from the Student Media Team, who volunteered their time. The school should be proud of the way the community came together for the fun-filled night and of the funds raised for the College.

#### *Working Bee for the Graduation – Garden Beds*

There has been a long tradition to contribute via a P&F working bee to provide colourful potted plants for the upcoming events at the College, including the graduation and end-of-year celebrations. Volunteers gave up their time on a cool September Saturday morning, and their contribution is acknowledged.

#### *Melbourne Cup Spectacular*

A Melbourne Cup function was held at Paddy's Hotel this year. This was the second time this event has been held and was possible due to the support from generous sponsors. The event allowed parents and friends to gather outside school and enjoy the Melbourne Cup together.

*Thank you, Business Sponsors, Volunteers and Donors*

The events of 2024 have generated a welcome surplus of funds that will help purchase student equipment for the Ag Team and a drone for the Student Media Team. It's a fantastic outcome when the P&F can come together and contribute to the ongoing success of staff and students in these crucial areas of the College's curriculum.

The generosity of our community in donating prizes, gifts and their time has been phenomenal, and we are very grateful. We would like to thank all the volunteers for our events in 2024. Mr Lindsay Luck, Mr Mark Elliott and Mrs Victoria Hughes have been present at our meetings and provided considerable support and guidance.

I would like to thank the 2024 P&F Executive for their tiresome work and their support during the year.

Secretaries: Rosemaree Kemp and Kellie Borland

Treasurers: Anna Lewis and Kirsten Watters

Volunteer Coordinator: Chris Tobin

Vice-President: Sonia Nunan

President: Keith Hogan

*Mr Keith Hogan*

*P&F Association President*



*P&F Welcome BBQ, Term 1, 2024*

**A Message from the Student Representative Body – Excerpt from Graduation Address Delivered by College Head Prefect**

I would like to extend a warm welcome to all honoured guests, faculty members and the graduating class of 2024 as we gather tonight to celebrate our journey and mark our farewell to the College. Year 12 marks the pivotal moment when boys transition into young men, a journey that has been at the heart of our time here at St Stanislaus' College.

When I first arrived in 2019, it quickly became clear that the vision of the College extended far beyond academic success; it was about shaping the character and values of young men like myself and my peers. The College instilled discipline and responsibility in us, moulding mischievous boys into strong, respectful, intellectual and independent young men – ready to take on the world. Of course, these qualities are only the beginning. The essence of the “Stannies Man” embodies much more: integrity, leadership, empathy and resilience. These traits have been carefully refined in each of us throughout our years at the College. And tonight, as you look around the room at the faces of the young men seated before you, I invite you to reflect on the profound growth and transformation they have undergone. Whether you are a parent, teacher, peer or mentor, know that you have played an essential role in helping these young men reach this point. Your support and guidance have contributed to the individuals we see today and hopefully later tonight.

As I reflect upon our time together, I realise that Year 12 is truly unlike any other year. Whether it takes the entire six years or the last nine months, everyone finds their purpose here. What I have noticed in the process of each of us finding our purpose is that it is clearly a time when the bonds between us grew tighter than ever in ways that almost feel miraculous. This year has been about more than just academics; it has been about forming a brotherhood that goes beyond the classroom. We have comforted each other when times were tough, celebrated each other's successes and reassured one another that no matter what happens, we will always have each other's backs. This sense of camaraderie and loyalty is something that defines us as Stannies men and will continue to do so long after we leave.

I am reminded of one of the many famous stories from Mr English, and it brings to mind the unique dynamics within our cohort. In his geography class, there were two boys who, on the surface, couldn't have been more different. They were polar opposites, and no matter the situation, they never seemed to get along. A fiery competition for the top rank in class fuelled their rivalry, and it often seemed like they would never find common ground. But as the HSC loomed closer, despite their long-standing differences and even their dislike for one another, they put aside their grudges. They chose to help each other through the challenging period ahead, supporting one another in the face of one of the most significant milestones of our schooling years. To me, that perfectly captures the spirit of this cohort. We may not always see eye to eye, and we may have our differences, but when it matters most we stand together, lifting each other up, pushing through adversity and helping one another succeed – because, as brothers, that's what we do.

I can assure you that the 78 men here tonight will always be a band of brothers, no matter what endeavours we choose to pursue. St Stanislaus' College will always be our home. This bond we have built is more than just a connection formed during our school years. It's a lifelong brotherhood that will endure through all the challenges and adventures that lie ahead. Whether we meet again next week, next year at the 1st XV Old Boys Round or at our 50th reunion, we will always carry with us the values, the lessons and the unwavering support of our Stannies family.

As we conclude our secondary education, we have experienced many “lasts”. Whether it was the final game of handball in the quad, the last Thursday morning plank in the IRC with the rugby boys, the last late-night musical performance in the PAC, the last unsupervised adventure to the farm with Clemo, the last time belting out “Amazing Grace” with Cantor Group or even the last time singing “The Ric” as a cohort, these moments hold a special place in our memories. As we reflect on these experiences, we begin to understand

how significant our time at school truly was and the lifelong memories and lessons we'll carry with us. While I am sure every man here tonight feels ready to move on, tonight is not just about looking forward. It's about remembering and cherishing all the fun and embarrassing moments that made these years unforgettable.

As I often speak about the Stannies Man and the men we have become as a cohort, it would be remiss not to acknowledge the faculty members who have played such a vital role in shaping us. The task of guiding and transforming us into the individuals you see today is not as simple as it sounds. Without the dedication of our Tutors, Houseparents, Counsellors, Coaches and the Leadership Team, this school wouldn't carry the same level of integrity or the deep sense of privilege that comes with being a student at this College.

There's something special about the staff here that is hard to put into words. Each one of them has a unique way of connecting with us, guiding us and ultimately shaping us into the purposeful men we are today – creating bonds that will last long after we leave these walls. Their influence runs deeper than just lessons or rules. It is in the little moments that leave a lasting impact.

Take Mrs Hughes and Mr Elliott's good cop/bad cop lectures. They weren't just a balancing act of discipline and understanding. They taught us that leadership requires both firmness and compassion. Through their guidance, we learned that success comes not only from being held accountable but also from being shown kindness when we need it most.

Then there is Ms Halloway's enthusiastic morning greetings, no matter if we were only 30 seconds late to tutor group. Her energy and unrelenting positivity showed us the power of attitude – how showing up with a smile can turn even the smallest moments into something uplifting.

Our coaches, too, were a huge part of our growth. Their commitment and the countless hours they spent developing our abilities went far beyond the field or court. From them, we learned discipline, resilience and the importance of striving for excellence in everything we do, no matter how hard the task or how many setbacks we face. They showed us that effort and dedication pay off and that improvement comes through persistence.

Eavesdropping on Macca's light-hearted phone calls sometimes seemed trivial, but they were moments of connection, reminding us that even the busiest days should have room for a laugh.

Even the simple head nod or the polite "Hello, Miss" or "Sir" in the corridor carried weight. These small interactions taught us respect, humility and the importance of acknowledging those who guided us. They were daily reminders that leadership isn't always loud or flashy – it can be found in the quiet gestures of respect we show others.

On behalf of the class of 2024, I would like to extend our deepest thanks to the entire staff for not just investing your time in us but also for your passion, patience and care. You have helped us carry forward the legacy of the Stannies Man and the tradition of excellence that comes with it. These lessons will stay with us as we move on, and we'll miss the connection, warmth and values you have instilled in us.

As we reflect on the legacy we leave behind, it is important to recognise Mr Jack English and Ms Kate Bonny for their unwavering support. They should feel a deep sense of accomplishment for guiding us through these formative years. No easy feat, especially when it involved managing things like a mandarin war at Year 7 camp or handling the tough task of farewelling students and dealing with the banter from other year coordinators. They have seen us at both our lowest and our highest, yet they always managed to keep us grounded. I am sure it is a rewarding job, although it may take them six years to truly appreciate it. On behalf of the Year 12 cohort, we extend our heartfelt thanks for helping us grow into the fine young men we are today.

As the night draws to a close and tomorrow edges closer, I would like to once again extend my gratitude to all the distinguished guests, family members and staff for celebrating this special milestone with us and for supporting us as we graduate from our forever home, St Stanislaus' College. I'm deeply sorry for my absence tonight; I hope my speech hasn't bored too many of you and that this unique video lives up to the traditional speech. Before I go, men, tonight is a night you will remember forever and a night you will reflect on in the years to come. It's not just any old night; it's our final night together as the Year 12 class of 2024. Our six years have now turned into six hours, the last six hours you will ever spend at this College with the brothers around you. So cherish tonight, and while you watch the sunrise tomorrow, I ask that you share all the mischievous memories with each other and laugh in pain from an aching headache.

*Cooper Watters*  
*Head Prefect 2024*



*Year 12, 2024 Graduation*

## 2.0 Contextual Information about the School

### St Stanislaus' College – In the Vincentian Tradition

St Stanislaus College Bathurst is a day and boarding school for boys in Years 7 to 12. The College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of our students and all associated with the school in a welcoming, caring environment where all our students are encouraged to do their best. The College is a world where boys can find their place, safe in the knowledge that they will be supported and challenged to strive for personal excellence, where learning is engaging, where teachers focus on boys' education, on their wellbeing and unlocking the wonders of a future full of hope. The College is a very special place from where our graduates enter the world as Vincentians, firm in their conviction that together they will change the world by their being "a man for others".

As a Catholic school in the Vincentian tradition, education at the College is underpinned by the below College Values.



In 2024, the College had an enrolment of 691 students at the August Census date. Of these 691 students, 96 were boarding students. The College had a total of 41 indigenous students enrolled, nine of whom were boarders.

## 3.0 Student outcomes in standardised national literacy and numeracy testing (NAPLAN)

Following the completion of the 2024 NAPLAN testing, the College has continued to work with teachers and staff in utilising this data to analyse patterns in group and individual performance.

The following data has been extracted from the *My School* website and is based on a comparison to students with a similar background. NAPLAN participation for the College was 98% with NAPLAN participation for all Australian students at 95%.

### Year 7 NAPLAN Results 2024

	Reading	Writing	Spelling	Grammar	Numeracy
<b>School</b>	535	538	538	526	549

### Year 9 NAPLAN Results 2024

	Reading	Writing	Spelling	Grammar	Numeracy
<b>School</b>	552	557	560	534	563

**4.0 The granting of Record of School Achievement (ROSA)**

Students in Year 10 are informed about eligibility requirements for the ROSA. Any student choosing to leave school prior to completion of Year 12 is advised regarding the ROSA. The Dean of Curriculum, Compliance and Analytics monitors the progress of students in Year 10 to ensure they are satisfying eligibility requirements for the ROSA.

**5.0 Higher School Certificate Results**

**2024 Higher School Certificate**

**ST STANISLAUS' COLLEGE**  
*Congratulations*  
**2024 HSC CLASS**

Demonstrating excellence across the breadth of boys' education achieving Band 6 results across subjects including Biology, Chemistry, Construction, Legal Studies, Mathematics Advanced, Mathematics Extension, Maths Standard 2, Modern History, Physics, Primary Industries, Software Design and Development, Studies of Religion 1, Studies of Religion 2.

**TOP ACHIEVERS**

<b>Jack Clayton</b> Modern History Studies of Religion II	<b>Bevyn Daunt</b> Mathematics Advanced Mathematics Extension 1 Physics Software Design and Development	<b>Lucas Kamper</b> Primary Industries	<b>David Noonan</b> Studies of Religion I	
<b>Alex Nowlan</b> Mathematics Standard 2	<b>Declan Prior</b> Software Design and Development	<b>Alex Renshaw</b> Legal Studies Modern History Studies of Religion II	<b>Charlie Sutton</b> Construction Mathematics Standard 2	<b>Jackson Tait</b> Biology

**STUDENT SPOTLIGHT: AARNAV SHAH**  
*College Dux*  
 Five Band 6 subjects  
 Biology, Chemistry, Mathematics Advanced, Mathematics Extension 1, Physics

97% of non-tertiary pathway students have secured apprenticeships and full-time work in Automotive Body Repair, Automotive Mechanic, Butcher, Carpentry, Defence Force, Diesel Mechanic, Electrical, Horticulture, Jackeroo, Plumbing, Policing.

**ST STANISLAUS' COLLEGE** [www.stannies.com](http://www.stannies.com) @stanniesbathurst

Performance band achievement by %						
Subject	2023			2024		
	No. of students	Bands 4 – 6		No. of students	Bands 4 – 6	
		School	State		School	State
Agriculture	8	75	57	10	80	46
Ancient History	11	63	60	17	29	64
Automotive	7	28	32	9	33	34
Biology	9	78	63	8	87	69
Business Studies	10	50	63	20	30	63
Chemistry	8	-	66	5	60	67
Construction	9	100	57	5	100	59
Design and Technology	2	100	78	3	99	77
English – Advanced	14	100	95	10	100	96
English – Standard	46	61	59	49	59	67
Food Technology	8	62	64	5	80	60
Geography	-	-	-	16	56	73
Industrial Technology	25	60	54	27	66	54
Legal Studies	10	90	69	10	70	68
Mathematics Standard 1	1	-	43	-	-	-
Mathematics Standard 2	37	54	57	39	56	58
Mathematics Advanced	16	37	75	11	45	77
Modern History	28	43	64	16	68	71
Music 1	7	86	89	2	100	89
PD, Health & PE	24	71	63	20	55	66
Physics	5	40	67	8	50	65
Primary Industries	4	75	57	11	72	59
Retail Services	1	100	42	-	-	-
Software Design & Development	5	100	65	6	83	68
Studies of Religion 1	44	86	84	53	54	80
Studies of Religion 2	16	62	82	6	50	80
Visual Arts	10	100	91	6	100	93

Performance band achievement by %						
Subject	2023			2024		
	No. of students	Bands E3, E4		No. of students	Band E3, E4	
		School	State		School	State
English Extension 1	-	-	-	2	50	95
History Extension	12	33	85	10	40	86
Mathematics Extension 1	5	20	72	4	75	80
Mathematics Extension 2	2	50	86	-	-	-

**6.0 Senior Secondary Outcomes****2024 HSC Vet Students**

Number of Participating Students (total number in course)	VET Course Name
9	Automotive
5	Construction
11	Primary Industries

**7.0 Professional Learning**

All College staff are encouraged to be life-long learners and as such the College promotes a range of ongoing professional activities to staff and in accordance with NESAs Teacher Accreditation requirements. The College supported staff throughout 2024 in a range of professional learning and development areas. The following table outlines professional learning opportunities across a number of key areas. NB: an instance refers to the session and may have included multiple staff at each session.

Professional Development Activity	Number of Instances
Academic Care and Curriculum	49
Boarding	1
Careers	2
First Aid/CPR	All teaching staff
Inclusion Support	5
Leadership Team Development	1
Legislative Requirements (Child Protection, Workplace Bullying and Harassment, Work Health and Safety)	All Staff
Pastoral Care	6
Professional Commitment Activities	All teaching staff
Vincentian Formation	All Staff

\* All teaching and support staff of the College complete mandatory online training through Sentrion in the modules of Child Protection and Bullying (average one hour completion).

**8.0 Teacher Accreditation & Qualifications****Teacher Accreditation Information as at 31 December 2024**

Level of Accreditation	Number of Teachers
Conditional	4
Provisional	6
Proficient Teacher	48
Highly Accomplished Teacher	1
Lead Teacher	-
<b>Total number of teachers</b>	<b>59</b>

**Qualifications of St Stanislaus' College Teachers in 2024**

Category	Number of Teachers
1. Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	59
2. Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	-

**9.0 Workforce Composition**

School Staff 2024 as at August Census	
	FTE
Principal (Head of College)	1
Teaching Staff	57
Specialist Support	14.3
Building Operations	6
Administrative and Clerical	13.4
Boarding Staff	20

Five staff members identify as Indigenous, two of whom are employed as Leader – First Nations Education.

**10.0 Student attendance**

Year	Attendance Rate
Year 7	89%
Year 8	89%
Year 9	87%
Year 10	85%
Year 11	87%
Year 12	89%
Whole School	87%

Note: Attendance data sourced from SEQTA Student Management System.

**11.0 Management of non-attendance**

Attendance is managed through SEQTA, the Student Management System utilised by the College. The College *Attendance Policy and Procedures* outlines how the College manages student attendance on a daily basis.

Attendance is recorded at Tutor Group each day. Any identified areas of concern are followed up by phone calls to parents from the Tutor and later by Pastoral Care Coordinators if required. In addition, any student who is absent from Tutor Group will be marked as absent in SEQTA with an absentee SMS sent to parents/guardians to advise their son is absent from school.

Teachers are expected to take attendance at the beginning of each class period using SEQTA and are also responsible for recording attendance when undertaking a Variation to Routine (VTR) activity. Boarding students who are on approved leave during the school day are signed out via REACH and SEQTA by either boarding staff or reception staff, whomever is processing the approved leave.

**12.0 Retention of Year 10 to Year 12**

Actual retention rates reflect the reality of some Year 10 students choosing to study at another educational institution for their HSC and also a number of students being offered apprenticeships and full-time employment before HSC completion.

Year 10 / HSC	Year 10 Total Enrolment	Year 12 Total Enrolment for the Higher School Certificate	Year 10 Enrolment Remaining in Year 12 to Complete the HSC	Apparent Retention Rate	Actual Retention Rate
2000/2002	130	117	99	90.0%	76.2%
2001/2003	121	92	78	76.0%	64.5%
2002/2004	120	98	80	82.3%	67.2%
2003/2005	132	96	85	72.7%	64.4%
2004/2006	146	115	102	78.8%	69.9%
2005/2007	129	97	87	75.2%	67.4%
2006/2008	120	87	81	72.5%	67.5%
2007/2009	140	111	98	79.3%	70.0%
2008/2010	107	84	65	78.5%	60.7%
2009/2011	104	84	70	80.8%	67.3%
2010/2012	126	107	96	84.9%	76.1%
2011/2013	96	82	71	85.4%	73.9%
2012/2014	93	86	71	92.4%	76.3%
2013/2015	115	90	79	78.2%	68.7%
2014/2016	110	96	89	87.3%	80.9%
2015/2017	117	101	99	86.3%	84.6%
2016/2018	100	81	75	81.0%	75.0%
2017/2019	93	86	80	92.4%	86.0%
2018/2020	81	66	62	81.48%	76.54%
2019/2021	113	82	83	72.56%	73.45%
2020/2022	100	77	88	77%	88%
2021/2023	97	73	70	75.2%	72.16%
2022/2024	90	76	74	84.4%	82.2%

**13.0 Post School Destinations – Year 12, 2024**

University	38
Apprenticeships/Traineeships	9
Full-time employment	25
Defence Force	1
Unknown	2

**14.0 Student Body**

**Student Population**

As at the 2024 Commonwealth Census date, the College had 691 students enrolled.

Year Group	Day Students	Boarding Students	TOTAL
7	120	10	130
8	122	13	135
9	107	19	126
10	110	17	127
11	79	18	97
12	57	19	76
<b>TOTAL</b>	<b>595</b>	<b>96</b>	<b>691</b>

**15.0 School Policies**

St Stanislaus' College Policies and Procedures reflect our Vincentian commitment to ensure every student is respected, cared for, challenged and supported. Teachers and other professionals share appropriate responsibilities for the wellbeing of students. The school seeks to establish strong and appropriate relationships between teachers, the students and their families.

The following school policies are available on the College website at <https://stannies.com/governance/>:

- Assessment Policy and Procedures
- Attendance Policy and Procedures
- Boarding House Policy and Procedures
- Complains and Grievances Policy and Procedures
- Enrolment Policy and Procedures
- External Providers for HSC Courses Policy and Procedures
- Parent Code of Conduct
- Pastoral Care Policy and Procedures
- Student Anti-Bullying Policy and Procedures
- Suspension and Termination of Enrolment Policy and Procedures

**16.0 Priority Areas for Improvement**

**Achievement of Priorities Identified for 2024**

Area	Priorities	Achievements
<b>A Safe Connected Vincentian Community</b>	Our charism is enhanced through our vibrant sacramental, liturgical and prayer life; our traditions, social justice initiatives, citizenship and ways of working.	<ul style="list-style-type: none"> <li>• Regular year group Masses.</li> <li>• Regular attendance of boarding students at local Catholic Mass.</li> <li>• Continued engagement of the St Vincent de Paul Student Conferences and fundraising to assist various appeals including Green Team, Winter Appeal and Matthew Talbot Hostel,</li> </ul>

		and donations to local charities following Mothers Day and Fathers Day fundraisers.
	We build capacity in the College and each other.	<ul style="list-style-type: none"> <li>• Staff retreat programs to enhance connections and understanding of what it means to be a Vincentian.</li> </ul>
	We honour and care for each other through our relationships built on the command of Christ to love one another as he loved us.	<ul style="list-style-type: none"> <li>• Focus on being respectful and honourable across the community.</li> </ul>
<b>High Performance Pedagogy and Outcomes</b>	Our students' outcomes are a measure of our success.	<ul style="list-style-type: none"> <li>• Continuous review of student data and progress.</li> <li>• Thorough analysis of HSC and NAPLAN results.</li> <li>• Rigorous review of results at reporting times.</li> </ul>
	Our staff are recognised as contemporary, innovative and responsive.	<ul style="list-style-type: none"> <li>• Continued engagement in professional learning for all staff, teaching and non-teaching.</li> <li>• Staff supported to undertake higher education learning.</li> </ul>
	We educate as a community, families and staff, to enact a plan for every student.	<ul style="list-style-type: none"> <li>• Head of College meets with every new student and their family enrolling at the College.</li> <li>• All students meet daily in Tutor Group where their Tutor monitors their progress from a pastoral care and academic perspective.</li> </ul>
<b>Stewardship – Care of People and Place</b>	We are collegial, creative and service orientated.	<ul style="list-style-type: none"> <li>• Staff provided opportunities to collaborate and come together.</li> <li>• Focus on service to our school community.</li> </ul>
	Our College is the school of choice for boys education.	<ul style="list-style-type: none"> <li>• Increased enrolments in 2024 resulting in waiting lists across year groups for day student and boarding student enrolments.</li> </ul>

	Our resources, human and physical, enhance the provision of holistic Vincentian education.	<ul style="list-style-type: none"> <li>• Focus on ensuring that the College facilities are adequate to meet the enrolment growth.</li> </ul>
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2025 goals, priorities and achievements will be guided by the new Multi-Year Strategic Plan which was launched at the end of the 2024 school year. The work of the College will also be guided by Annual School Improvement Plans which are directly linked to the Strategic Plan.

### 17.0 Actions Undertaken to Promote Respect and Responsibility

Actions to promote respect and responsibility are central to the Mission of St Stanislaus' College as a Vincentian Catholic School. The specific section of the Vincentian Philosophy of Education relevant to this area centres on our specific goals in the area of Moral and Social Formation. The Philosophy Statement in this context notes:

*“In the area of Moral and Social Formation we aim*

- a) to develop in students a spirit of solidarity, particularly with respect to the weak, the fragile and the outcast*
- b) to assist students to reflect critically on our society's values and foster in them the courage to oppose its elements of materialism, pragmatism, hedonism and technocracy*
- c) to enable students to become self-disciplined, to take progressive responsibility for their lives and actions and to work with others for the betterment of our world*
- d) to assist students to embrace a set of coherent values centred on love, justice, truth and fidelity*
- e) to develop leadership and community building skills in students and to provide opportunities to exercise those skills*
- f) to develop in students an appreciation of how their work shares in God's creative activity and to foster in them a respect for the environment and an attitude of care for our world.”*

In 2024, some of the particular actions taken by the school to promote respect and responsibility among our staff and students included:

- International Women’s Day activities led by senior students;
- Harmony Day, Reconciliation and NAIDOC Week acknowledgements;
- War service and ANZAC recognitions and acknowledgements;
- Indigenous student focus on sharing culture with the community including participating at local indigenous celebrations;
- Installation and use of a Yarning Circle to promote culture and respectful relationships;
- Continued focus on working with students who have diverse learning needs and encouraging them to reach their full potential;
- Ongoing commitment to social justice outreach including CARITAS, St Vincent de Paul Winter Appeal and Matthew Talbot Hostel Christmas outreach;

- Years 7 and 9 camps and Year 11 retreat encouraging all student participation and new connections amongst peer groups;
- Whole staff day in Term 4 to focus on Vincentian Charism;
- Various teaching programs promoting respect and responsibility were taught throughout the school to all students;
- Regular year group meetings with a focus on age-appropriate themes of respect and responsibility.

## 18.0 Parent, Student and Teacher Satisfaction

### Parent Satisfaction

The school provides a number of channels for parents to express their responses to the operation of the school. On the last Monday of each month, the Parents and Friends Association meets and provides one of a number of avenues for parents to express their level of satisfaction. The feedback from the Association is very positive.

The school held two sets of Parent/Teacher/Student interviews during the course of the year and encouraged all parents to attend these meetings with their sons. In 2024, these continued via Zoom to maximise parent engagement with these opportunities. Feedback from parents on these occasions has also been very positive and in particular boarding families have appreciated the online format enabling them to connect with their son's teachers.

In 2024, community visits to boarding areas were undertaken along with engagement at Boarding Schools Expos.

In addition to the above measures, in 2024, the College undertook a Diagnostic Inventory of School Alignment (DISA). This analysis included parent surveys which showed that parents overall agree that the school has clearly defined Values which align with the vision of the school and that teaching staff are extremely professional and play an important role in educating students. This analysis also found that parents hold high expectations for student achievement and believe that the school encourages students to care for others in their community, as well as the school celebrating group and individual achievement.

The DISA also identified areas of growth which were highlighted by parent feedback that teachers are not always involved in educational decisions that impact the school and that the school does not use community resources to improve school programs.

Following review of the DISA data, the College has incorporated strategic measures into its new Multi-Year Strategic Plan document to address areas of growth identified.

### Student Satisfaction

Students have the opportunity to provide feedback through a variety of means:

- Tutor Group/Tutor;
- College Counsellors;
- Year Coordinators;
- Head of Boarding/House Parent;
- Prefect Leadership Group.

At various times throughout the school year students have the opportunity to complete surveys on various aspects of College life. Student Wellbeing Surveys are issued to students via their Tutor Groups with the addition of a PULSE Survey in 2024 which students complete weekly in Tutor Group. These Surveys invite student responses to a broad range of school experiences. The responses are monitored by Tutors and the

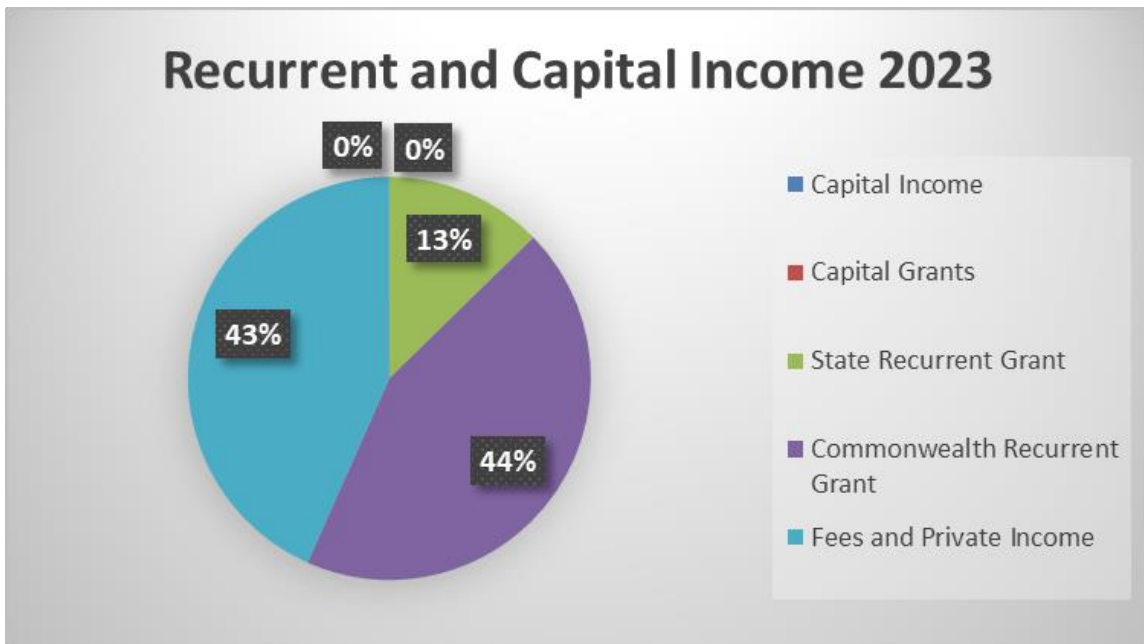
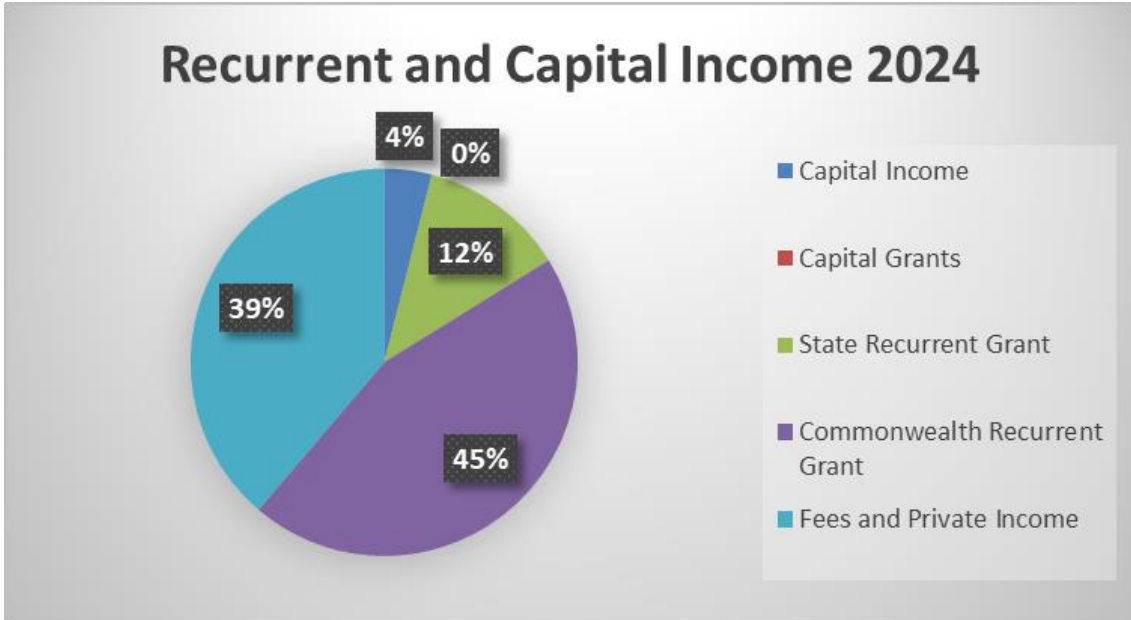
Pastoral Care Team. The College also has a dedicated email address ([pastoralcare@stannies.com](mailto:pastoralcare@stannies.com)) for students to report any bullying concerns or other matters.

### **Teacher Satisfaction**

Teacher satisfaction is regularly monitored at fortnightly Pastoral Care Team meetings, weekly Leadership Team meetings, monthly staff meetings, fortnightly Academic Care Leaders meetings and regular Faculty meetings. On three weekday mornings of term time, a staff morning briefing takes place where teachers have the opportunity to raise any issues of interest and concern. These morning briefings allow the school to regularly address issues as they emerge. Wednesday morning meetings focus on wellbeing matters. The College has high teacher attendance and retention rates. The willingness of staff to become involved in professional development activities which is outlined in Section 7 is further evidence of a positive and supportive group of teachers. The College engages Access EAP as an external agency to support staff wellbeing.

19.0 Summary of Financial Information

Recurrent/Capital Income



Recurrent/Capital Expenditure

