



XAVIER
COLLEGE

School Performance Report

2023

A CATHOLIC CO-EDUCATIONAL COLLEGE
Educating in the Salesian Tradition





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Principal's Report



About Xavier College

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

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

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

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

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

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

Mark Flaherty

Principal

College Values

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

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

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

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

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

Practical Application of RUAH

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

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

Respect

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

Affection

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

Understanding

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

Humour

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



The Xavier College Community

The Xavier College community consists of families from a diverse range of socio-economic circumstances, reflected by the College DMI (Commonwealth and State) of 96. The College had 2,025 students at the August 2023 census (791 Primary and 1,234 Secondary Students).

Enrolments

Year Level	Two Wells	Evanston	Gawler Belt	Enrolments
Reception	106	86		192
Year 1	50	51		101
Year 2	55	25		80
Year 3	54	52		106
Year 4	49	48		97
Year 5	58	62		120
Year 6	57	37		94
Year 7	80		190	270
Year 8	67		190	257
Year 9	26		186	212
Year 10			205	205
Year 11			164	164
Year 12			127	127
Total	602	361	1,062	2,025

Using the NCCD Level of Adjustments, Xavier College had 7 students in the Extensive category, 79 students in the Substantial category, 416 students in the Supplementary category and 82 students in the QDTP (Qualitative Differentiated Teaching Practices) category. A number of other students were also provided with assistance with their learning by the Inclusive Education team or through differentiation strategies within subject classes.

Information in the August Census included 95 Indigenous students.

Our Staff

In 2023, the College:

- Recruited and welcomed 111 new staff across the three campuses.
- Advertised 71 positions (internal, external).
- Advertised 17 POR (Person of Responsibility) roles (fixed-term and replacement).
- Received approximately 957 applications in total for advertised positions.

We saw an increase in qualifications and experience of new and existing staff at the College.

As of 31 December 2023, our professional and dedicated staff consists of 158 teachers (average FTE 0.92) and non-teaching staff of 82 (average FTE 0.75). In addition, we had 32 casual OSHC staff working across both our Services at Two Wells and Evanston.

The average length of service of teachers currently employed at the College is 8 years and 0 months and for current non-teaching staff it is 4 years 9 months.

One staff member identifies as Aboriginal and/or Torres Strait Islander.

Student Attendance

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

Year Level	% Attendance
Reception	88.2
Year 1	89.6
Year 2	89.2
Year 3	89.6
Year 4	88.6
Year 5	88.1
Year 6	88.2
Year 7	86.6
Year 8	85.0
Year 9	84.3
Year 10	85.5
Year 11	84.5
Year 12	84.4
Average	86.6

Doctorate	1
Master's Degree	47
Bachelor's Degree	196
Diploma	71
Graduate Diploma	22
Graduate Certificate	37
Cert IV	10
Cert III	5
Cert II	1

Note: Staff may have more than one qualification.



NAPLAN Results

2023 College Results

Arrows indicate a 6.5 point or greater shift from the 2022 score on the NAPLAN scale.

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
3	360 ↓	396 –	366 ↓	350 ↓	372 ↑
5	453 ↓	434 ↓	460 ↓	438 ↓	458 ↓
7	511 ↓	506 ↓	516 ↓	509 ↓	505 ↓
9	542 ↓	551 ↓	547 ↓	531 ↓	539 ↓

2023 National Results

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
3	404 ↓	417 –	404 ↓	409 ↓	407 –
5	496 ↓	483 –	490 ↓	496 –	488 –
7	536 ↓	534 –	539 ↓	539 –	538 ↓
9	565 ↓	567 ↑	568 ↓	556 ↓	568 ↓

Senior Secondary Outcomes

In 2023, 127 Year 12 students completed the South Australian Certificate of Education (SACE) and 100% achieved the SACE. 112 students (88.2% of the cohort) qualified for an Australian Tertiary Admission Rank (ATAR) and of those, 66 (59%) applied to the South Australian Tertiary Admissions Centre for a course at a tertiary institution. Of those who applied, 62 students (94%) were offered a place in a South Australian tertiary institution.

Outstanding Achievements

Dux of College: Alby Turnbull

Dux Proxime Accessit: Caelyn Pate

Governor of South Australia Commendation - Excellence Award recipient: Keeley Hurst

ATAR Over 90

Student	ATAR
Alby Turnbull	96.65
Caelyn Pate	96.55
Keeley Hurst	95.80
Liam Pettrey	95.25
William Evans	94.95
Caitlin Mudge	94.50
Shaylee Milligan	92.70
Stefanie Cirillo	92.55
Brodie Herrmann	92.05
Tomoyuki Nagai	91.90
Blake Guidotto	91.35
Jed Hudson	90.95

Merit Awards

Student	Subject
Stefanie Cirillo	Food and Hospitality
Carmine Emanuele	Integrated Learning A
Erin Harding	Integrated Learning A
Jed Hudson	Research Project B
Ryan Lane-Ellis	Integrated Learning A
Ebony Lewis	Integrated Learning A
Caelyn Pate	Research Project B
Liam Pettrey	Integrated Learning B
Holly Sayce	Research Project B

Vocational Studies

In 2023, students have accessed Vocational Studies both on-site and off-site. This year a smaller number of students transitioned to St Patrick's Technical College. There were 11 students who transitioned from Xavier College to St Patrick's to undertake a full vocational-based program.

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

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

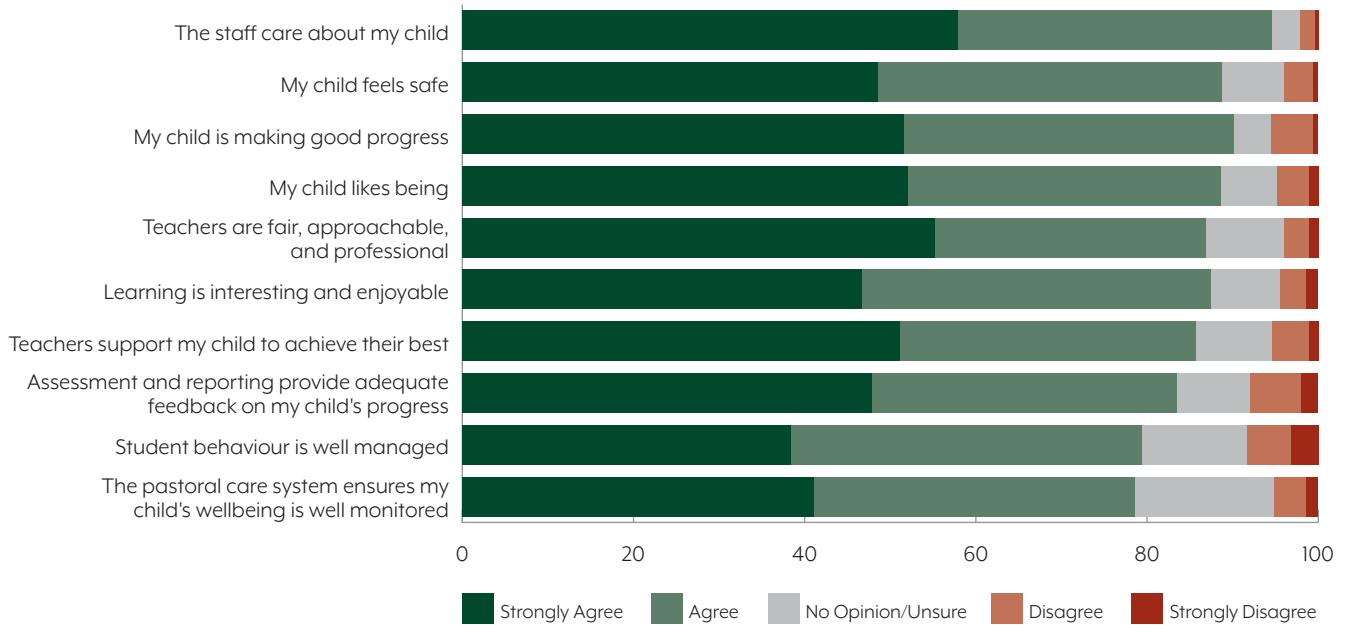
Post School Destinations

In all, the students who completed their studies at Xavier College in 2023 pursued a variety of pathways including: full and part-time study at Universities in metropolitan Adelaide; full and part-time study at TAFE; commenced traineeships/apprenticeships or were employed working full-time, part-time or on a casual basis.

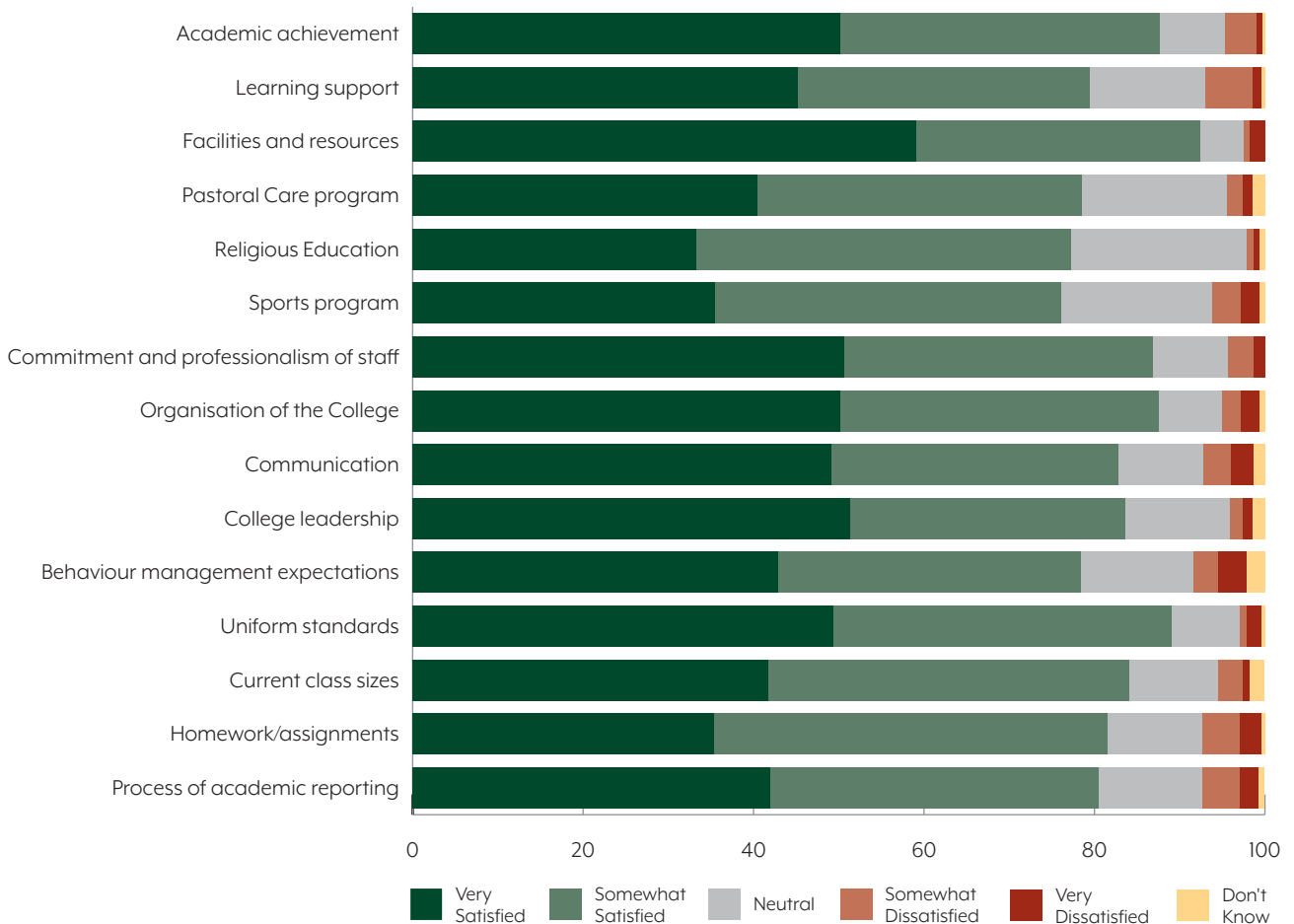
Community Feedback

Parent/Caregiver Survey

Overall experience provided by the College



Satisfaction with education provided by the College



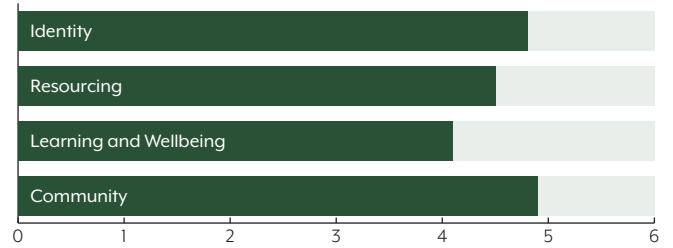
Living, Learning, Leading Surveys

The Living, Learning, Leading Surveys have been developed to support schools in rating their performance and progress towards meeting the intent of Catholic Education South Australia's [Living Learning Leading Framework](#). The annual Surveys gather staff, student, and parent/caregiver perceptions around the domains of Catholic Identity, Resources, Learning and Wellbeing, and Community Engagement.

As part of this survey, staff and students have given a score out of a maximum of six for different aspects of College life. The average response is shown in the adjacent graphs.

Xavier College Staff

Staff at all three campuses



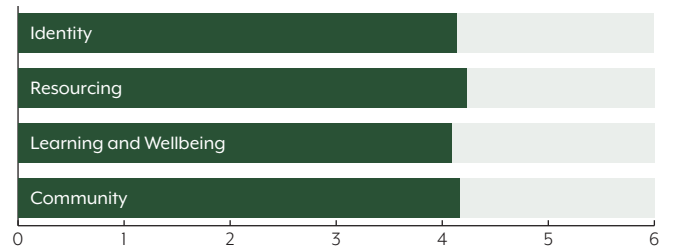
Early Years Students

Evanston and Two Wells campuses



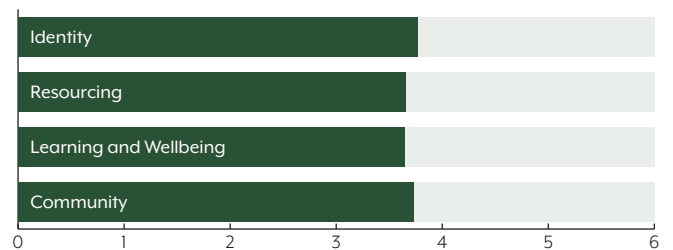
Primary Years Students

Evanston and Two Wells campuses



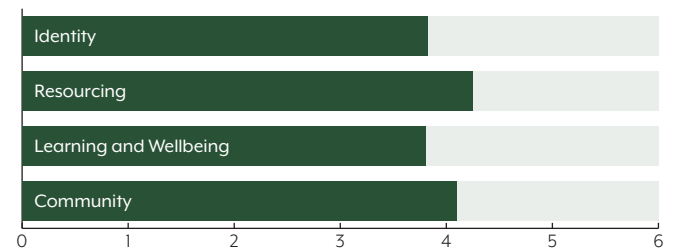
Middle Years Students

Galwer Belt and Two Wells campuses



Senior Students

Gawler Belt Campus



Finance Chair Report

Mr Francis Pellizzari, Chair of College Finance, and Mr Nicholas Pullman, Chairman of the College Board, present the 2023 Finance Report for Xavier College.

The Net Profit, which represents the College's total recurrent revenue and income less the total expenses for 2023 was \$13.949m.

Net Assets

Table 1 represents the College's Net Assets over the last five (5) years. The College's Net Assets have increased by 160% over the last five (5) years. Continued construction at the Two Wells Campus accounted for much of the 32% increase in 2023.

Cashflow

Table 2 represents a breakdown of the College's inflows, with 61% received from Government Recurrent Grants (47% Commonwealth and 14% State Grants). Net Tuition Fees being 13%, new Borrowings represented 14% and Commonwealth Grant making up 5%. Employee reimbursements were 1% of inflows predominantly made up of LSL reimbursements from CESA, while Trading Entities made up 4% of all income for 2023.

Table 3 represents a breakdown of the College's outflows, where Staff Salaries comprised 53% of total payments for the year which accounted for 74% of non-capital purchases and loan repayments. Capital Expenditure (26%) reflects primarily the expansion of the Two Wells Campus.

Overall, the net cash flow outcome for 2023 was a surplus of \$12.85m. This has been supported by the College retained earnings position.

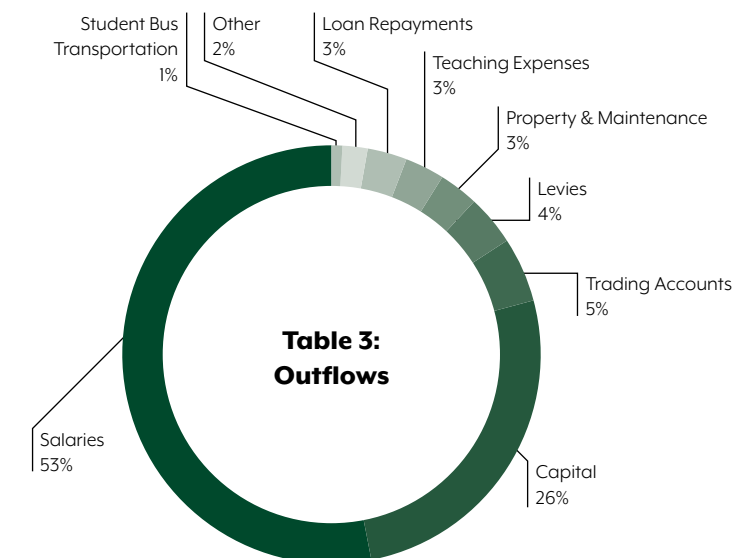
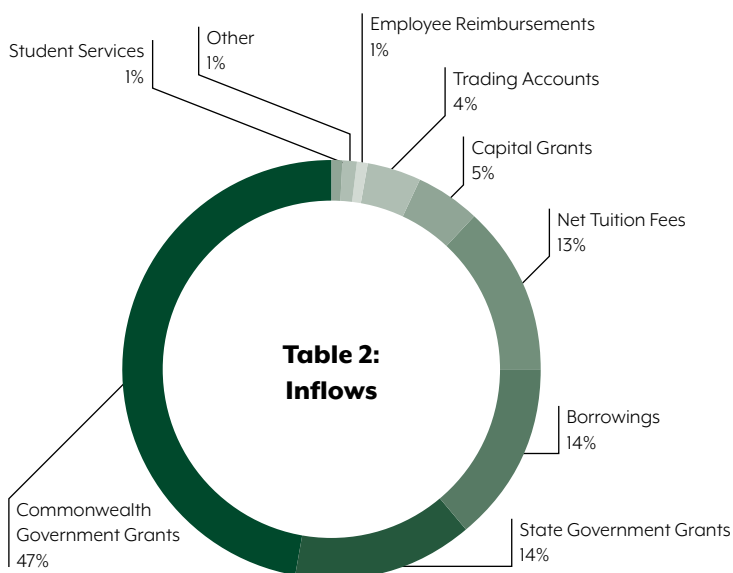
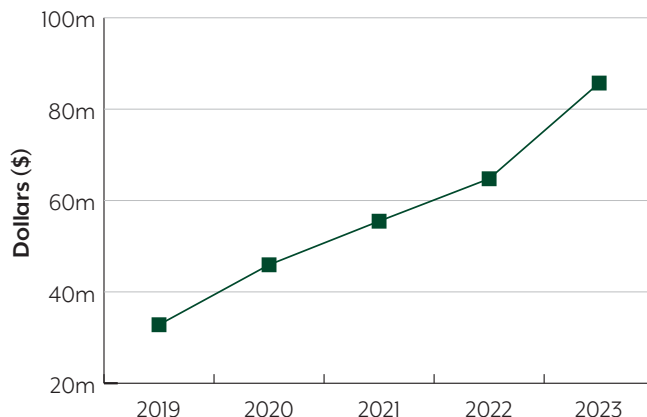
Xavier College has continued significant building project work at the Two Wells Campus to accommodate anticipated growth over the coming years. We opened the new Two Well Gymnasium in November 2023. Planning is well advance for Stage 4 (Secondary Schooling Facilities) of Campus Master Plan which we anticipate will commence in the second half of 2024.

Gawler Belt Campus commenced writing a master plan brief which went out to tender early 2024, to commence the process of Master Planning. In addition to this, various classroom refurbishments were undertaken.

In 2023 the Evanston Campus saw significant investment in maintenance and refurbishment throughout the administration, playgroup and teaching facilities.

The start of 2023 saw the integration of St Brigid's Catholic School Evanston with Xavier College. The success of 2023 can be measured in many ways, including Evanston Campus enrolment numbers which increased by 10% from 2022 to 2023.

Table 1: Net Assets



College Fees

Table 4 represents the outstanding Tuition Fees, including Levies, as at 31 December of each year. The Fees outstanding balance increased by \$517K (81.3%) between 2022 and 2023. This compares to our enrolments which increased by 41.4% in the same period.

Table 5 represents the outstanding Tuition Fee Debt per Student. The impact of the COVID-19 Pandemic pushed up Tuition Debt to Student ratio to over \$570 per Student at the end of 2021. After an improved 2022, we returned to \$570 per student at the end of 2023. Integrating St Brigid's community into Xavier, coupled with strong enrolment growth in 2023, impacted on the College's Collection processes. Additional Finance Team staffing in second half of 2023 has seen additional resources dedicated to Xavier's Collection processes. Outcomes in early 2024, support consensus that we are making progress to improve our Tuition Fee Debt per Student ratio.

At the commencement of 2023, due to the amalgamation, a transfer of \$164,200 outstanding debt was incurred from St Brigid's Catholic School.

Enrolments

Table 6 represents the Annual Enrolments as of the August Census over the last four (4) years, with an overall increase of 211% since 2019.

There were an additional 593 students attending Xavier College during 2023 with 362 attending our Evanston Campus, enrolments increasing by 215 at Two Wells and a sustainable increase of 16 students at Gawler Belt.

Financial Performance, Sustainability and Investment

A Financial Performance Audit was carried out by KPMG during February 2024 and the College's working papers and processes were reviewed by the Audit Team. Initial feedback has been very positive, with many of our processes recognised as being extremely thorough and effective in reducing errors. It is anticipated that the final audit will be completed and presented to the College Board by 15 April 2024.

The Two Wells campus continues to be successful. 2023 has seen a continuation of undertaking commenced in 2022. We saw the completions of stage 3 Gymnasium along with the integration of an additional 4 transportable classrooms ready for use at start of the 2024 school year.

Our new Evanston Campus received a face lift in 2023, through expenditure in maintenance, grounds and new capital works. With the increase in student enrolments from the prior year, we saw the integration of an additional two transportable classrooms, plus a further two transportables to be delivered in 2024 to meet enrolment growth.

Master planning work is being progressed for each of our Campuses in 2024: i) Gawler Belt; ii) Evanston; and iii) Two Wells. For Two Wells this will result in approval to commence construction on Stage 4 Secondary Schooling Facilities. Facility improvements will continue at Gawler Belt and Evanston Campuses with the focus on our teaching spaces.

Table 4: Outstanding Tuition Fees

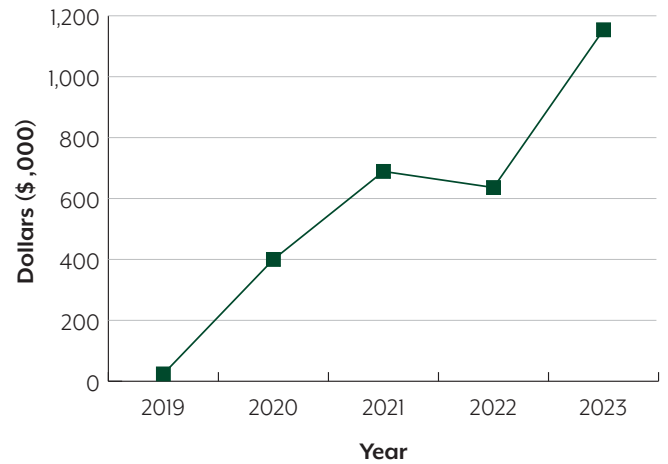


Table 5: Tuition Fee Debt per Student

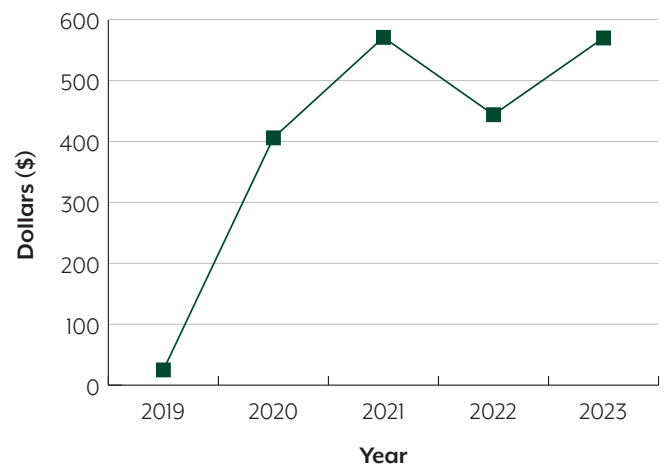
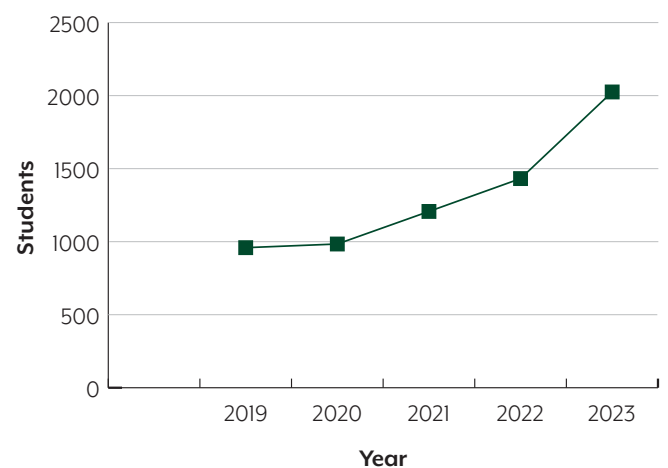


Table 6: Annual Enrolments



Completed gymnasium and OSHC facility at Two Wells Campus



New gymnasium interior at Two Wells Campus.



Blessing and Official Opening of the Two Wells Campus gymnasium.



School Improvement Plan

At the commencement of 2023, Xavier College engaged in a self-assessment process that led to the development of a revised version of the Annual Development Plan for 2023 based on the domains specified in the Continuous Improvement Framework for Catholic Schools (CESA). The plan is aligned to the four key dimensions of school life: Administrative, Community, Educational and Religious.

Strategies implemented during 2023 included:

- Implementation of sustainable and responsible College budget to ensure sufficient resourcing for the teaching and wellbeing of students whilst ensuring financial success of the College for future developments.
- St Brigid's Catholic School Evanston commenced the 2023 school year as Xavier College Evanston.
- Xavier College Evanston Campus introduced the Oratory model where students were vertically streamed in House groups to strengthen relationships based on the Salesian charism.
- Evanston and Two Wells campuses hosted a community Carols Night at their respective campuses.
- Two Wells Campus introduced the Rite Journey program to Year 9 students. In 2024, this program will continue at Two Wells and be introduced at the Gawler Belt Campus.
- Actively working in partnership to build relationships with local parishes, businesses, and governments to be a visible Catholic presence in the local community.
- Continued professional development for all teaching staff around Assessment.
- Continued mentoring of teaching staff to achieve HALT (Highly Accomplished Lead Teacher) certification in the North.
- Planning for the implementation of the SACE and ACARA Capabilities across all facets of the curriculum.
- Continued to demonstrate high quality curriculum, pedagogy, assessment and reporting practices across all facets of the College.
- Creation of dynamic learning environments in which students experience and engage in learning that is responsive to their individual needs.
- Employment of three Aboriginal and Torres Strait Islander Education Support Officers to meet the needs of increasing student demographics.
- Employment of a new Defence School Mentor to work with students and families across all three campuses.
- Implementation of a Cross-Campus Coordinator to work with Leaders of Learning and Pastoral Care staff, ensuring continuity and consistency across all Xavier College campuses.
- Staff across the three campuses came together for a Faith Formation day. This day provided opportunity for staff to come together as we continued to unpack the life of St John Bosco, our Patron Saint.
- Xavier Day was celebrated across all three campuses where our students had a fun filled day of activities and celebration.
- College staff celebrated our beginning of year Mass at the Evanston Campus and concluded the year with an end of year celebration Mass at the Gawler Belt Campus.
- Continued development of the College's charitable work programs.
- Continued focus on sustainable stewardship in overall administrative decision-making.
- Continued work on updating of the Strategic Plan for 2022 – 2026.

Evanston Campus Facility Improvements

- Improvement to security measures at the front of the Campus through landscaping and paving.
- Installation of fencing and walkway to front carpark.
- Refurbished Music and Music Tutor rooms.
- Refurbished purpose-built Playgroup room.
- Repaint and refurbishment of Staffroom and Front Office.
- Installation of two of the four transportable buildings near oval, including deck.

Gawler Belt Campus Facility Improvements

- Gawler Belt Master Plan Brief was submitted, ready for tender at the commencement of 2024. This process will be conducted during the next 12 months in readiness for capital development on the Gawler Belt Campus.
- New STEM facility was created.
- Student walkway and associated fencing was installed from Kentish Road around the perimeter of the student car park which included extra fencing for student safety around waterway.
- Refurbishment of furniture to four classrooms.
- Continued refurbishment of the Administration area for increasing shared services staffing.

Two Wells Campus Facility Improvements

- Refurbishment and construction of four transportable classrooms (making a total of 14) with associated decking and paving.
- Completion of Stage 3 (Double Court Gymnasium and OSHC).
- Completion of the Master Plan for Two Wells.
- Commencement of Stage 4 design ready for early works construction to commence May 2024.

Audit and Compliance

- Education Standards Board review of registration of the Two Wells Campus.
- Education Standards Board new OSHC facility space registration at the Two Wells Campus.
- Safe Work SA undertook a playground audit at the Two Wells Campus.

