



KILDARE
COLLEGE

2025 School Performance Report

STRENGTH AND GENTLENESS



A KILDARE EDUCATION MINISTRIES CATHOLIC COLLEGE IN THE BRIGIDINE TRADITION.

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Introduction

Kildare College is a place where young women are encouraged to grow with courage, curiosity and compassion. A place where every student is known, valued, and supported in becoming the very best version of herself.

Since opening in 1966 with just 32 students and one building, Kildare has continued to grow and evolve while remaining grounded in the values and vision of the Brigidine Sisters and the legacy of Nano Nagle. As a Kildare Ministries College, we are proud of the strong sense of community, justice and hospitality that continues to shape who we are today.

At Kildare, learning is both purposeful and personal. We believe girls thrive when they are challenged, encouraged and given the confidence to use their voice. Our students are supported to think critically, take risks in their learning, build meaningful relationships and develop the resilience needed to navigate an ever-changing world.

Our broad and innovative curriculum, together with extensive co-curricular opportunities, allows students to discover their strengths, pursue their passions and experience success in many different ways. Just as importantly, we place great importance on wellbeing and belonging, because young people flourish when they feel connected, safe and understood.

This 2025 School Performance Report reflects the many achievements of our students, staff and community. It captures not only academic success, but also the spirit of service, growth and opportunity that exists across the College each day.

Thank you for taking the time to learn more about Kildare College. We are proud of our story, excited about our future and grateful for the trust families place in us.

Tina Neate
Principal

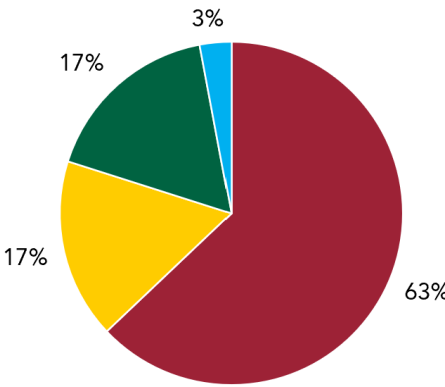
As of June 2026
The information contained in this publication is correct at the time of distribution but may be subject to change without notice.



College Finances

Financial Income 2025

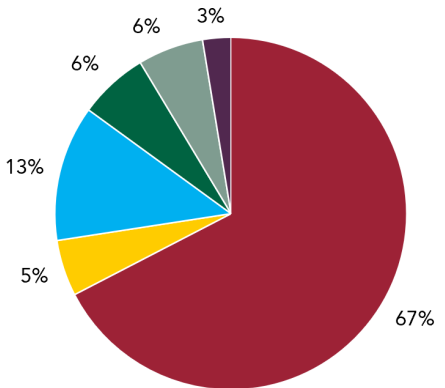
Commonwealth Government Recurrent Grants	\$11,446,905
Tuition Fees and Charges	\$3,087,762
State Government Grants	\$3,119,228
Other Private Sources	\$536,550



Financial Income 2025

Financial Expenses 2025

Salaries and Related Costs	\$11,759,588
Operating Expenses - Administration	\$899,611
Operating Expenses - Tuition	\$1,110,791
Building Operations, Grounds and Maintenance	\$2,172,726
Capital Expenditure	\$1,050,640
Depreciation	\$453,375



Financial Expenses 2025

Facilities and Improvements

2025 has been a significant year of preparation for the upcoming Lightbridge Centre, our new Performing Arts and Wellbeing Centre.

Our primary focus was on establishing temporary classrooms and relocating all services from our 1966 original building, the Hall. This included the movement of key areas such as the House Leaders and Counsellors offices, IT Office, Counselling Offices, and a staff workroom.

The relocation of two existing transportable classrooms from the front of the College to the oval precinct presented several logistical challenges, including low-hanging power lines, limited access, and torrential rain on the scheduled day.

In addition, we received four temporary classrooms from Catholic Education South Australia, which were then fitted out with a large veranda, extensive decking, and new outdoor seating and tables for students.

The emptying of the Hall and the creative reallocation of workspace for 18 staff members required careful planning and adaptability, resulting in a number of smaller projects across the College.

The final decommissioning of the original College building has been a rewarding process, with a focus on reclaiming and recycling materials such as the beautiful timber, original doors, hardware, carpet, and blinds. We look forward to seeing how our woodwork students repurpose some of these materials in 2026.

Alongside these major undertakings, ongoing maintenance and upgrades continued throughout the year. This included refreshing the Administration Office walkway, recarpeting five classrooms, and relocating numerous plants and trees from the construction site to other areas of the College grounds.

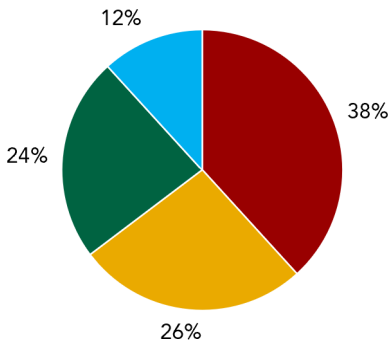


Professional Engagement

Workforce Composition

During 2025 the composition of dedicated and enthusiastic staff of Kildare College including the following:

	Part Time	Full Time	Total Number
Teaching Staff	27	39	61
Non-Teaching Staff	12	24	36
Indigenous Staff	0		



Teaching and Non-Teaching Staff
Full Time and Part Time

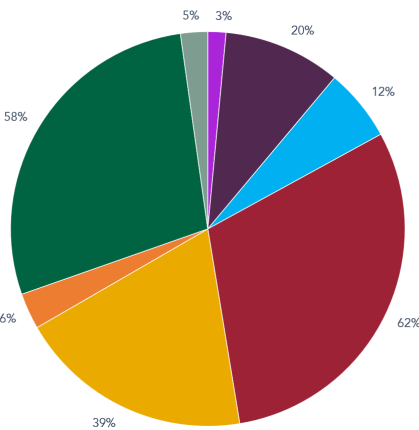
Specialist Teaching Staff

A number of specialist teaching staff support the diverse and cohesive curriculum:

- Art and Design
 - Business and Technology
 - Design and Technologies (Child Studies, Food and Hospitality, Fashion and Textiles)
 - Dance
 - Drama
- Design, Technology and Engineering (Woodwork and Jewellery)
 - English
 - Health and Physical Education
 - Hospitality and Design
 - Humanities and Social Sciences
- Italian
 - Mathematics
 - Music
 - Project Based Learning (PBL)
 - Religious Education
 - Sciences
 - STEM

Teacher Qualifications

Bachelor Degree	41	Graduate Certificate	13
Diploma	2	Graduate Diploma	8
Doctorate	3	Honours	4
Double Degree	26	Master Degree	38



Teacher Qualifications

Teacher Length of Service

Years of Service	0 - 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	19	20	21	24	25	27	32	33	35	39
Number of Staff	2	5	7	8	4	6	3	3	3	2	1	2	2	3	1	1	1	1	1	1	1	2	1	1	1	2	1

Teacher Length of Service at Kildare College

Years of Service	0 - 1	1	2	3	4	5	6	7	8	9	10	11	14	15	17	25	35
Number of Staff	8	15	6	11	3	5	5	1	1	1	3	2	1	1	1	1	1



Teaching and Learning

Assessment and Data Informed Practice

Throughout 2025, Kildare College continued to **strengthen assessment practices** across the College through whole-staff professional learning, focused on the design of high-quality, standards-based assessment tasks. Staff engaged in professional development that explored the role of assessment in improving student learning, with a particular focus on backward design using the ACARA achievement standards. Additionally cognitive verbs were examined to provide greater precision enabling students to demonstrate deep, reflective learning, transferable to the real world. This work supported a shared understanding of how assessment can be used not only to measure achievement, but to inform teaching, clarify learning expectations and support student growth.

Staff worked collaboratively and individually to review assessment design, consider the level of thinking required through frameworks such as Bloom's Taxonomy, and reflect on how assessment data can inform future teaching and intervention. This continued focus on assessment reflects Kildare's commitment to fair, equitable and clearly understood assessment practices that support consistency, improve teacher judgement and provide students with meaningful opportunities to demonstrate their learning.

STEM, Innovation and Future-Focused Learning

STEM and innovation remained significant areas of growth and achievement at Kildare College throughout 2025. Students engaged in a wide range of learning experiences that encouraged curiosity, problem solving, creativity and real-world application. **National Science Week** provided students with opportunities to explore astronomy, engineering, renewable energy, Mars biomes, earthquake-proof designs and Newton's Laws through hands-on activities and collaborative challenges.

In 2025, we launched our **Year 10 Extension STEM Class**. Students design, assemble and fly their own drones through a **Smart Unmanned Aerial Vehicles (UAV) Program** that turns the classroom into a working engineering lab. In partnership with Adelaide Micro Drones, the program places students at the forefront of emerging technology, where soldering irons, circuit boards, sensors and flight controllers sit alongside curiosity, creativity and problem-solving.

Kildare College once again achieved success in the **STEM Making a Difference competition**, hosted by Catholic Education South Australia, marking our **third consecutive year securing First Place in South Australia** (see page 12 for further details).

In 2025, Kildare College participated in the **STEM Racing State Finals** for the first time, achieving outstanding results and receiving two awards in recognition of students' exceptional work (see page 12 for further details).

The **Year 9 RISE Future Anything Winter Showcase** was another significant example of future-focused learning. Students developed innovative, sustainable and scalable business ideas designed to make a positive impact in the world. Through this process, they strengthened their ability to think critically, communicate ideas clearly and apply their learning to authentic problems. These initiatives reflect Kildare's commitment to preparing young women to be confident, innovative and capable contributors to the future.

Creative Industries and Authentic Learning

Creative Industries continued to flourish in 2025, providing students with rich opportunities to develop technical skills, personal expression and confidence across a wide range of disciplines. The **Ripple Creative Industries and Home Economics Exhibition** was the College's largest exhibition to date, showcasing work from students in Years 7 to 11, alongside 75 Year 12 pieces. The exhibition highlighted achievement across Art, Design, Photography, Media, Woodwork, Jewellery, Child Studies, Food and Hospitality, and Textiles, demonstrating the breadth and quality of student learning.

The **Artist in Residence Program** further enriched student learning, with Barkindji artist Caitlyn Davies-Plummer working alongside students to explore symbolism, storytelling, culture and identity. This culminated in a collaborative artwork displayed in the Tullow Centre, providing a lasting representation of student voice, creativity and cultural understanding.

Students also demonstrated excellence through opportunities such as **Write a Book in a Day**, where they planned, wrote, illustrated and submitted a complete storybook within one school day, combining literacy, teamwork, creativity and service. These achievements show that academic success at Kildare is broad and meaningful, encompassing not only results, but also creativity, collaboration, confidence and the ability to use learning to make a positive contribution.



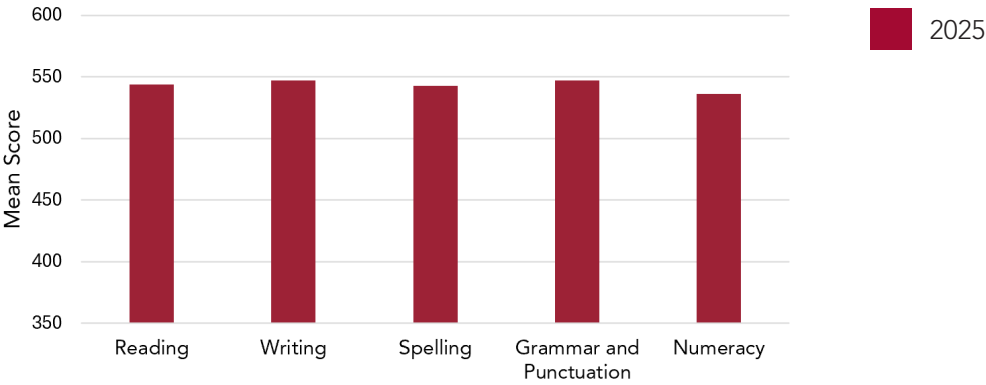
Teaching and Learning

NAPLAN

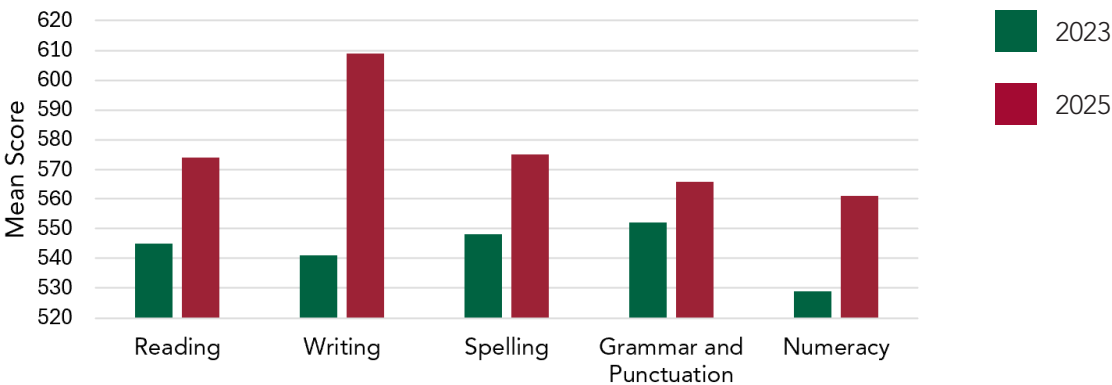
NAPLAN is a key data source that informs our teaching and learning programs. Accurate data collection and interpretation rely on capturing authentic student achievement, rather than focusing solely on test preparation. Our focus is on creating effective learning environments and high-quality teaching practices that are informed by student growth. This approach supports the holistic development of our students, both within the classroom and beyond. We are proud to report that NAPLAN participation rates have continued to increase, with 95% of students participating in all NAPLAN tests. This strong level of engagement reflects the College’s commitment to academic excellence and our students’ dedication to personal growth.

Once collected, NAPLAN data is used to identify areas of strength and opportunities for growth across the College. By analysing overall academic trends, we are able to make College-wide improvements, while individual student data allows us to provide targeted support, intervention and extension. This ensures that both support and extension are effectively provided to meet the diverse needs of our students. Through this analysis, we have continued to see strong growth from Year 7 to Year 9 across all NAPLAN results, with particularly excellent growth in Writing. There has also been a positive shift in students moving into higher proficiency bands.

Year 7 NAPLAN 2025 Results



Year 7 - 9 NAPLAN Growth (2023 v 2025)





Awards and Recognition

STEM MAD South Australia Winners for Third Consecutive Year

In 2025, our STEM Making A Difference (MAD) Year 7 students demonstrated remarkable achievements, with their Phonics Device, **winning the South Australia State Showcase (Years 7-12)**. This incredible achievement is Kildare's third consecutive State win alongside other awards, testament to the creativity and teamwork in STEM but also highlighting our commitment to nurturing exceptional STEM education.

STEM Racing

In our first STEM Racing State Finals, our Year 8 students Elise and Gianna placed **2nd** in the **Cadet Category**, and Kildare College received the **Chair of Judges Award** for the positive energy we brought to the event.

SASTA Oliphant Science Awards

Year 9 student Sophie R received a **Highly Commended award** in the Photography category for her work Feathery Friends. This achievement highlighted the important connection between scientific observation, communication and creativity.

Royal Adelaide Show

The Kildare College Orchid Club won the prestigious **Best School in the Orchids in Schools Award** at the Royal Adelaide Show. This is a premier event for our students, who have won a variety of awards over the past 10 years, also showcasing their orchid knowledge with live demonstrations of how to care for Orchids.

Tea Tree Gully Youth Achievement Awards

An incredible **five Kildare students, one Old Scholar and our Nunga Group** were nominated for the Tea Tree Gully Youth Achievement Awards. We are proud to share that all nominees in the categories of Everyday Hero, Peer Choice, Together We Can, Creative Community and Change Maker, were either a runner up or a first place recipient.

The Educator - 5-Star Employer of Choice

Kildare College has been **nationally recognised as a leading Australian workplace**, receiving the title of 5-Star Employer of Choice for 2025 by The Educator.

Alongside only 35 other schools across Australia, this recognition celebrates an unwavering commitment to cultivating an exceptional organisational culture, prioritising staff wellbeing, and fostering outstanding leadership practices.

As part of the evaluation process, Kildare College staff were invited to complete an anonymous survey assessing their workplace experience. The results were overwhelmingly positive with a satisfaction rating of 84.5%, and an average score of 4.2 out of 5.



Catholic Education South Australia Awards - Volunteer

Passionate, dedicated and long-serving Kildare College volunteer Leslie Nesbitt is the recipient of the Volunteer Award at the 2025 Catholic Education South Australia Awards, an annual event celebrating outstanding outcomes through commitment to Catholic Education. The Volunteer Award recognises Leslie's outstanding service to student learning and his dedication to conserving Australia's unique native flora.

Since joining Kildare College in 2014 as a volunteer, **Leslie Nesbitt** has generously devoted his time, knowledge, and passion to mentoring students annually through workshops; enhancing environmental education with a particular focus on orchid ecology, maintenance and propagation.

Through his leadership, students have learned techniques and advanced scientific skills critical to the preservation of Australia's threatened orchid species. Leslie's influence is also evident in the College's success at numerous orchid competitions, including winning the Champion School Orchid title at the Royal Adelaide Show on multiple occasions.



Key Student Outcomes

Student Profile and Student Attendance

	Totals in each Year Level (as at August Census 2025)	Average daily attendance in 2025 for each Year Level
Year 7	147	89.2%
Year 8	143	89.3%
Year 9	111	88.1%
Year 10	117	90.9%
Year 11	129	87.4%
Year 12	121	87.7%

Total average student attendance rate for Kildare in 2024 was 88.8%

Total Full Time Enrolments	768	(%)
% Indigenous Enrolments	17 students	(2%)
% Students with disabilities	252 students	(33%)

*Reported via 2024 August Census

Process for Non-Attendance

Students’ daily attendance or absence is manually entered into SEQTA by the Teacher, Student Reception or Front Reception for each lesson throughout the day.

To ensure we meet our Duty of Care obligations, families of students who sign in late without a note, or prior notification, receive an SMS. If the College is not notified of a student’s absence, an SMS message is sent at 10.00am followed by a phone call and email if notification is still not received.

SMS messages and phone calls to the College are all means of absentee communication between the families and the College. Prolonged continual absences are followed up with communication from the Pastoral Care teacher, or the student’s House Leader and the Head of Middle Years/Head of Senior Years. Long term absences are monitored and followed up by the relevant staff.



Senior Secondary Outcomes

2025

100% SACE Completion

College Dux **Jasmine Tsiros** | 99.95 University Entrance Score

Merits and A+ Grades were achieved across many different subjects placing students in the top 1% of the state

96% of the grades were in the A and B grade bands (Well above the State average of 78.12%)

2025

University Offers

Kildare College students were accepted into a variety of courses at the University of Adelaide, Flinders University, University of South Australia and TAFE SA.

Scholarship **Breeanna Anderson** | University of Adelaide Principals’ Scholarship

Outstanding University Offers that showcase endless potential

- Bachelor of Architecture and Design
 - Bachelor of Arts
 - Bachelor of Aviation
 - Bachelor of Business
 - Bachelor of Biomedical and Health Science
 - Bachelor of Business
 - Bachelor of Chemical Engineering (Honours)
 - Bachelor of Commerce Property
 - Bachelor of Criminology
 - Bachelor of Criminology and Criminal Justice
 - Bachelor of Cyber Security
 - Bachelor of Exercise and Sport Science
 - Bachelor of Fine Arts
 - Bachelor of Health Sciences
- Bachelor of Health Sciences (Vision Science) / Master of Optometry
 - Bachelor of Human Movement
 - Bachelor of Human Nutrition
 - Bachelor of Interior Architecture (Honours)
 - Bachelor of International Relations
 - Bachelor of Laboratory Medicine (Honours)
 - Bachelor of Laws
 - Bachelor of Laws (Honours)
 - Bachelor of Marketing
 - Bachelor of Media and Communication
 - Bachelor of Medical Radiation
 - Bachelor of Medical Science
 - Bachelor of Midwifery
 - Bachelor of Nursing
 - Bachelor of Nutrition and Dietetics
- Bachelor of Occupational Therapy (Honours)
 - Bachelor of Paramedicine
 - Bachelor of Pharmacy (Honours)
 - Bachelor of Physiotherapy (Honours)
 - Bachelor of Psychology
 - Bachelor of Psychology (Honours)
 - Bachelor of Science
 - Bachelor of Science - Animal Behaviour (Honours)
 - Bachelor of Social Work
 - Bachelor of Speech Pathology
 - Bachelor of Teaching - Early Childhood Education
 - Bachelor of Teaching - Primary
 - Bachelor of Teaching - Primary (Honours)
 - Bachelor of Teaching - Secondary



Post School Destinations

A variety of pathways have been pursued by students who completed their South Australian Certificate of Education (SACE) at Kildare College in 2025.

University

75% of the Year 12 cohort applied to university.

TAFE or Further Training

Whilst data is not released regarding student acceptance of TAFE SA or other VET offers, we are aware of students placing applications with TAFE SA and other vocational education training providers.

Qualifications

7% of Year 12 students completed Vocational Education and Training as part of their Stage 2 learning.

Students gained qualifications in the following areas:

Number of students	Qualification	Area
1	Certificate III	Early Childhood Education and Care
1	Certificate III	Business
1	Certificate III	Makeup
1	Certificate III	Visual Arts
1	Certificate III	Health Services Assistance
1	Certificate III	Animal Care
1	Certificate III	Workplace Skills

Satisfaction Surveys

Each year at Kildare College we survey our community to seek feedback on the level of satisfaction of various elements relating to the College, to ascertain what we are doing well and which areas need improvements.

We encouraged members of the College community to provide feedback. The survey took a short time to complete, and was sent out via a link.

Each question was multiple choice, with answers ranging from ‘strongly agree’ to ‘strongly disagree’. Two free-text comment fields were on the last page of the survey. Recipients were encouraged to respond with extra feedback as appropriate.

The information we gain in these surveys is used to make informed decisions about changes to the College, that benefit students, staff and the community and affirms what the College is doing well.

Recent improvements to the College that have been identified through these satisfaction surveys, include changes to the menu in the canteen to include some healthier options, improved communications with families through SEQTA and the curriculum offerings.

The surveys assist in continuing to make Kildare College a greater learning community.



Family Satisfaction Survey

Survey data from family respondents (143 responses)

Selected Survey Questions	% of respondents expressing agreement or neutrality
The College lives out its Vision, Mission and Core Values.	99%
The 2025 Core Value – Hospitality – Welcoming All – is evident in College life.	97%
I feel welcome at the College and comfortable approaching staff with questions or concerns.	99%
I believe the College listens to and values feedback from families.	97%
I understand how the College’s values are reflected in the everyday life of students.	98%
The College provides high quality teaching and learning. My child is supported academically.	97%
My child feels safe and included at school.	97%
The College encourages students to be confident, creative and independent learners.	99%
The College communicates effectively with families.	97%
I am kept informed about my child’s learning and wellbeing.	94%
I understand who to contact when I have questions or concerns.	96%
I feel informed about upcoming events and opportunities at the College.	100%
I feel my feedback or concerns are followed up on in a respectful and timely way.	96%
I am aware of the Lightbridge Centre and how it will support student wellbeing, performing arts, and creativity.	97%
I believe the College is investing in the right areas for student learning and growth.	97%
I feel excited and hopeful about the direction the College is heading.	95%
My daughter's Pastoral Care teacher is generally approachable.	99%
Staff at Kildare College make me feel welcome	99%
I would recommend Kildare College to others	97%

Selection of comments from family respondents

- Attitudes of staff and leadership seem genuinely positive and I think this reflects well on our daughter.
- Communication and teacher's attitude. My girls always talk highly of their teachers, and how they fit into the school environment and make each day fun.
- We have appreciated the support and guidance our daughter has received over the years at Kildare, we have (and will continue to) recommended the College to others. Thankyou for your contribution into making our daughter the lovely young woman she is today.
- Opportunities for students to participate in fun, engaging activities. Communication of events is excellent
- Communication, warmth of staff, community engagement and I think it is the most wonderful school for our future generation of young women.
- The welcome to the Year 7s was great. It's a scary time for them and my daughter felt very welcomed and safe.
- Student wellbeing and learning. My girls are cared for and supported at Kildare; a beautiful atmosphere for everyone.
- Support and encouragement are provided by all my daughter's teachers.
- The teachers have addressed all my concerns and got back to me. I'm pleased academically. The office staff have always been nice to myself and my daughters.
- Preparing students for exams, study skills, advising parents what homework tasks are due for younger students.
- Both my girls absolutely love Kildare College and they feel part of the community. The connections they have with the teachers is valued as it provides a sense of well being and desire to learn and achieve goals.
- We came to the College part way through Yr 9, although it was difficult for our daughter, she has always felt like she belonged. After the past week with the Graduation process, the College and all of the Yr 12 teachers are to be commended, they have all gone above and beyond to make it an amazing memory for the girls. Well done.
- Kildare College continues to "feel like the right school" for our family. We have been thrilled with our daughter's progress through the years, and are looking forward to her senior year with excitement and sadness both. Sadness because she will miss the incredible community that Kildare offers. Thank you Tina and all Kildare staff for really looking after our girls. I have never felt like my daughter was just a number, and have always felt more like we are part of a large family.
- Communication with parents is good. I always enjoy hearing from the school. I'm glad that Kildare is being positively regarded these days.
- Make students feel safe and welcome. Excellent focus on values, wellbeing and communication.
- I think the College does a fantastic job of creating a positive, inclusive environment where students feel safe, supported, and motivated to do their best both academically and personally.
- The personal touch Kildare has and genuine care for their students is commendable.
- Makes sure us parents, know how our daughters are going at school through SEQTA Engage and through semesterly meetings that we can organise with them.
- As a planner I appreciate having the term dates in advance. I think the parent/teacher interviews are well organised. All staff have been approachable and action any concerned that have been raised.
- The support given to our daughter when she has had some tough family/personal issues to navigate the past 12-15 months has been amazing. The constant communication in trying to help our daughter as much as possible, is above and beyond what we would have expected.
- Communication about daily life and updates is excellent. Every time I've contacted a teacher about something, no matter how trivial, it is always responded to. SEQTA is easy to track my daughter's learning.
- We as parents are extremely satisfied for choosing Kildare for our daughter. The College has done exceptionally well to meet my daughter's needs and understand her which is highly appreciated. She felt included in everything at the College during the whole first year at Kildare.
- Communication is really good from the school, even in challenging situations this year the school has handled it well.
- All of the Catholic initiatives/events that occur regularly (fundraising etc) are fantastic. It makes my girls think more deeply about how they can help others in our own community, and be grateful for their own lives.
- The leadership is exceptional. The kindness, support and love for all students and families is evident.
- Address traffic management problems.
- I think Tina is remarkable. I feel that her care of the girls and the joy she has in carrying out her job trickles down into everything the staff and teachers do. I've been to other school where these attributes seem fake and are incongruent to what happens in the day to day life of the students. At Kildare, I truly believe the staff want the very best for our girls.
- I do like the inclusive nature of the College. Staff always seem ready to welcome parents on site, and answer any questions. I think everyone seems quite professional. I think Kildare College excels at being able to meet the educational needs of the girls.
- There is so much. The phone calls, rather than emails. Prompt responses that are collaborative. The teaching is very engaging. My daughter tells me about what they learn and do in class, it's up to date, which is engaging and interesting for all. My daughter has her own challenges and issues socially; however, she feels safe at the school and respects many of the teachers. She enjoys the learning at school and the activities. The activities are wonderful. The school appears to celebrate everything - like Mother's Day etc. It's like a well-oiled machine. there is a process for everything, and it runs smoothly. I am very happy with my choice of school for my 3 girls who are all very different, requiring quite different things from their education/ learning journey.
- Absolutely everything! My daughter is supported academically, socially, and emotionally/psychologically. Communication is outstanding, teacher commitment is well above expectations and the opportunities that she has available to her are consistently wonderful. From the visit to the RAH, cultural experiences, mentoring, to performing arts performances, to leadership opportunities - I regularly spruik the brilliant environment for girls at Kildare. Since the day our family made the brilliant decision to join the College, we have been grateful. From the way office staff speak to us on the phone, the way we are greeted at school events, and the interactions we have had with teachers and leaders, we have felt listened to, validated and in all dealings, our daughter is treated with respect, fairness, accountability and choice. You are all doing a magnificent job and our family is very grateful for all that you do. What a privilege it is to be part of Kildare.
- You look after individual students and their well being and address issues in a timely manner
- Kind and respectful communicatin.
- I feel there is an amazing support structure.



Student Satisfaction Survey

Survey data from student respondents (450 responses)

Selected Survey Questions	% of respondents expressing agreement or neutrality
The 2025 Core Value – Hospitality – Welcoming All – is something I see and feel at school.	96%
I feel safe at Kildare.	98%
I feel supported and cared for by staff.	97%
I feel valued for who I am.	94%
I know who I can talk to if I need help.	97%
I feel like I belong at Kildare.	95%
I am encouraged to do my best in my learning	98%
My teachers help me to grow in confidence.	96%
I know what to do if I am struggling in my learning.	96%
I am proud of the work I do at school.	95%
I am encouraged to think creatively and try new things.	96%
Students are treated fairly at Kildare.	90%
I feel included in what happens at school.	96%
Behaviour and uniform expectations are clear at Kildare College.	98%
I am excited about the Lightbridge Centre and the new learning and wellbeing spaces it will offer.	96%
I know how the College is changing and growing to support students.	96%
My teachers are generally approachable	98%
My Pastoral Care teacher is generally approachable	97%

Selection of comments from student respondents

- In my younger years I hated school so much and as I matured and started turning my life around I found school a lot easier. The teachers really try and meet you where you are and the help and support I have received this year was phenomenal. I couldn't have made it thought this year without the support from my teachers.
- Having a safe environment to do my work in and get a good education.
- I always feel as though I am part of something, whether it's a group learning project, a class, or a friend group. I always feel as though I am contributing and belong somewhere
- Everyone is kind to one and other, and I feel okay to be myself. I truly feel like I belong.
- My favourite aspect of being a Kildare student is the incredible sense of community built upon trust and genuine support. My teachers are truly exceptional, in the sense that they are patient and kind mentors who are deeply invested in our success. I believe being a student at Kildare lets you form a strong relationship with your teacher, who you can trust and talk to when needed. Kildare's positive environment makes me feel incredibly safe every day, fostering an atmosphere where I genuinely love coming to school.
- Education opportunities - excursions, competitions, presentations, workshops.
- I really loved the sense of community Kildare provided, everyone knew everyone and it made me feel seen. All the teachers and staff were so welcoming, I am truly sad to be leaving.
- I love how welcoming everyone is and how everyone treats each other fairly.
- Support and communication from teachers.
- I like being a Kildare girl because I feel like I belong at Kildare.
- I like the fact the we can always see someone if we need help.
- I like the facilities we have a Kildare, and how we can always approach teachers.
- The support from peers and teachers and the overall kindness and care from others.
- I like all the activities and events that are planned throughout the year.
- Being able to try new things and being confident enough to do what I enjoy.
- I really like being in the special entry dance program and doing the dance production.
- I like how everyone is nice and open to helping you at any time.
- I love the opportunity to do what I really like and grow in it.
- I love the community and the connections I've been able to make with students and teachers!
- It is a fun environment.
- I love how the community is so welcoming and everyone values you for who you are.
- Being able to organise and participate in events at the College/ feeling like I have a say.
- I like the different opportunities and the different classes we get to choose.
- I enjoy the opportunities that being at Kildare offers.
- Something I really like about being a student at Kildare is that I know that I am seen by many and if I am struggling there are many support systems offered that I can go talk to.
- We have lots of options for electives.
- I like being a student at Kildare as I feel they have really good support options available when students are struggling.
- Spending time with friends when we have excursions, and participating in statewide/extra curricular activities.
- I like that everyone tries to model the Core Values in their everyday lives and it is visible.
- Every student has equal opportunity to be involved in the college. Whether that's College Tour Guides, Student Mentors, Leadership positions, School Clubs, even the musical and dance and music production. These opportunities give all student a chance to have a say and overall just be involved.
- I enjoy being a Kildare student because I feel empowered and proud of being a Kildare girl and I feel supported by staff and students. I also enjoy the dance program and the variety of subjects the college offers for students.
- Something I really like about Kildare is the support that the staff and community provide. It allows me to feel like I am not alone, but included and belonged.
- Being valued and having pride in wearing the uniform, as well as the number of subjects to choose from and leadership opportunities as well.
- Something I really like about being a student at Kildare is how supportive the teachers are. They always encourage us to do our best and help us when we're struggling.
- I appreciate the welcoming community of teachers and students at Kildare who help me overcome challenges and do my best in my school work.
- That I can have opportunities to experience what it's like to perform in front of many people.
- EVERYTHING! I love Kildare!
- I really enjoy the opportunities that are given to all of the year levels and how we get to expand on our learning.
- I have many chances to find what I want to do in the future. And my teachers support me.
- Something I really like about being a student at Kildare is that everyone at school/ all the staff are very caring and they are all just the best and are very helpful.
- I'm excited for the Lightbridge Centre and doing senior years subjects since a lot are offered, and I want to discover my true self.
- At Kildare I like feeling like i matter just as much as everyone else and how everyone is made to feel good about themselves no matter who they are.
- I like being a student at Kildare because we have lots of different learning opportunities.
- I love how inclusive the school is and how the teachers let us do things with our friends - we get more work done and feel more comfortable working with them.
- One thing I like about being a student at kildare is that everyone's opinions are seen and heard.
- Something I really like about being a student here at Kildare is how I am genuinely supported and that my teachers actually care about me and my wellbeing. In primary school, while we asked to put supports for me in place, I felt like they weren't really implemented and I felt my teachers and leadership team would judge me whenever I said it was too much and wanted to go home, but here at Kildare, they actually make sure the supports I want and need are put in place and staff understand that when I say I want to go home, I'm saying that it's too much for me, which I really value.



Staff Satisfaction Survey

Survey data from staff respondents (41 responses)

Selected Survey Questions	% of respondents expressing agreement or neutrality
• I feel proud to work at Kildare	100%
• I feel aligned with the College’s Vision, Mission and Core Values.	100%
• The 2025 Core Value – Hospitality – Welcoming All – is reflected in our culture.	93%
• I feel a strong sense of belonging in our staff community.	95%
• There is a visible commitment to justice, compassion and inclusion at Kildare.	98%
• I feel supported in my role.	95%
• I feel valued for the work I do	90%
• I have opportunities to grow professionally.	90%
• I receive helpful feedback and support from the College.	93%
• There is a clear sense of teamwork and collaboration across the College.	98%
• The wellbeing of staff is a visible and lived priority.	100%
• I am supported to maintain a healthy work/life balance.	90%
• There are opportunities for staff to connect meaningfully across different areas of the College.	98%
• The College provides support and resources that help me thrive.	98%
• Recognition and celebration of staff contributions are evident.	98%
• I feel informed about College initiatives, decisions and changes.	100%
• I feel that my input is respected and considered in decision-making.	98%
• I understand the strategic direction of the College and how my work contributes to it.	100%
• I am excited about the opportunities the Lightbridge Centre will bring to teaching, learning, and student wellbeing.	100%
• My feedback is valued at Kildare College.	98%
• Kildare College is a student-centred school.	100%
• Kildare College encourages innovation in a variety of areas.	100%

Selection of comments from staff respondents

- It has a beautiful culture, and everyone is happy to help, regardless of their role.
- Community. Across staff, students and families. Great sense of community and belonging.
- A Student-Centred focus is evident at all levels of decision making. Identifying and celebrating student success is something that is to be commended at Kildare. Opportunities for students to participate in outside of traditional learning environments is also wonderful to see.
- Our College provides exceptional opportunities and facilities that truly enrich ourstudents’ learning experiences. From outstanding woodwork and metalwork projects to engaging camps, incursions, and excursions, students are given hands-on, high-quality experiences that inspire creativity and growth. The facilities are fantastic, and the value families receive for their investment is remarkable - our community genuinely gets anexceptional experience for the fees paid.
- Tina really cares for every individual in her care, students and staff. She is generous with her time and is truly committed to continuous improvement by seeking feedback and encouraging students and teachers to take risks for greater outcomes.
- Fosters and promotes innovation, risk taking and learning beyond the classroom. Staff, student and parent voice is valued and sought.
- I feel that the College, and in particular leadership, do a good job at making staff feel valued and appreciated. I know that I feel that I am valued and that my contribution to the school is appreciated. I also think that the leadership of the school is approachable, and I feel that I can always go and ask a question without feeling like I am an inconvenience or should not be asking a question.
- The College holds high standards, which is a good thing as we all (students and staff) need to rise to them. Working at Kildare for a few years now it has been a pleasure to watch students grow and develop from Year 7 to 12. The initiatives, support, and opportunities we provide for them, are evident in their final weeks.
- Student focused and the amazing programs that are available for students to be involvedin. Staff wellbeing - the Leadership are very caring and provide opportunities for staff to look after themselves and their families. Just being able to take PPCL without justifying it and trusting your staff to use the leave appropriately and respectfully, is an amazing way to develop trust.
- The College has a wonderful atmosphere and a fantastic Leadership Team who are visionary and supportive. I feel very grateful to work with such people who I know I can turn to for guidance and help.
- Communication of events and updates is handled very effectively, whether it’s through staff emails or information shared during staff briefings. These channels ensure that everyone is consistently kept informed about what is happening across the College, fostering transparency and helping staff feel well-supported and up to date.
- Communication and transparency.
- The flexibility of everyone to adapt and support where needed during various times throughout the year
- Student wellbeing and student choice! The school is very focused on creating a student-led learning environment where the girls can make decisions about what they require.
- There are so many areas of our College which is doing exceptionally well. I would say that the First Nations Cultural Day was outstanding and long overdue. I believe, it would be so beneficial for our staff, students and families for Steven to come out again in 2026 to carry out a follow up session as well. The Peer Support Program at the College really caters for the needs of students transitioning to high school. The training of the Leaders is unique to the College community and the program for the Year 7 students caters for their specific needs as the youngest members of the College community.
- A philosophy to 'give it a go' and 'see what is next' drives continue reflection and development to support our students.
- Book Week is always great fun.
- A real highlight of the year has been the effort invested in recycling and repurposing materials from the old school building before its demolition. It has been inspiring to see the College honour its history while demonstrating genuine care for the environment. This initiative not only preserved a piece of our story but also showed students the importance of sustainability, creativity, and respect for resources - a powerful lesson that extends far beyond the classroom.
- Working with the students from St Pat's during the Staff Retreat Day was a great experience.
- The generosity of spirit of many staff who willingly support the many events we host. Being named an Employer of Choice.
- Staff wellbeing day (Term 3) was such a mood boost and made such a difference.
- Not a specific event, but I felt that I have been trusted more and given more responsibility this year and that is my highlight. I feel I have grown professionally because of this.
- The new First Nations Artwork in the Tullow Centre
- Highlights for me are the performances. XOXO, Music and Musical. They were excellent showcase events.
- The College Musical, it was lovely to see the hard work of students and staff come to a positive/musical finish!
- One highlight of the year for me is the Dance and Music Production. It is incredible seeing everyone's skills and talents come together - both students and staff. It also showcases the impressive quality of learning and opportunities available to our students.
- I think for me the whole school year has been a massive highlight. I have achieved more than I thought I ever would in my first year of teaching. Having the opportunities this learning community has provided me has allowed me to grow and become the very best teacher I can be.
- K FACTOR this year was brilliant. The Prefects/Captains initiative was great along with K Factor. So many new staff to our College are amazed at the way we come together as a College community to support everyone. XOXO was spectacular - it was one of our most joyful dance/music/drama productions we have had.



KILDARE COLLEGE
96 Valiant Road
Holden Hill SA 5088

8369 9999
info@kildare.catholic.edu.au
kildare.catholic.edu.au

