



St Andrew's
School 1850

**Where
Bright
Futures
Begin.**



critical thinker

St Andrew's School Performance 2022

School Performance Report 2022

The Australian Education Act 2013 requires independent schools to publicly report a range of school performance information. Much of this information is reported in the School's Annual Report; however, what follows is an explicit response to the Commonwealth Government's requirements under the headings required by the Commonwealth Government. The information relates to the 2022 school year.

About St Andrew's

St Andrew's School is a specialist co-educational early years and primary school.

We believe that the primary years are significant in a child's learning journey and equip them with the building blocks for their future. We believe in the innate capacity of each child.

Our desire is to create an environment where the learning experience is engaging, honours individuals, builds positive relationships and prepares students to be active citizens who are able to be creative, passionate and motivated learners today and as citizens of tomorrow.

As an independent Anglican School, St Andrew's has offered a liberal Christian education for over 171 years, where countless children from many faiths have been nurtured in our caring family environment, where all feel a strong sense of community. We have a close relationship with parents and build a strong sense of belonging in a supportive community.

Strong literacy, numeracy and inquiry skills are embedded in our approach.

We offer the International Baccalaureate Primary Years Programme and follow the Reggio Emilia philosophy starting from the Early Learning Centre.

Students are involved in a broad range of educational opportunities and co-curricular activities, enabling them to develop critical thinking skills, to question, to be resourceful and reflective learners thus adding to the learning experiences across the School. These experiences also include personal development through excursions, camps and outdoor educational experiences, which develop skills of autonomy and independence.

The co-curricular program is comprehensive and enhances opportunities for student learning, develops their interests and talents and also builds on their friendship group and connects them to peers in other year levels across the School.

Our Goal

Our aim is to provide a future focused education, which will equip our students with skills and knowledge for life and inspire them to be contributing citizens.

St Andrew's School will be a community that is recognised as inclusive, connected, and creative.

Our Values

Integrity 	Creativity 
Belonging 	Celebrating Success 

Teachers' Standards and Qualifications

A full list of teachers and their academic qualifications appears in the 2022 School Year Book, with a summary in the Annual Report.

Masters – Education	11
Masters – Other	4
Graduate Diploma Education	9
Bachelor of Education (Hons)	5
Bachelor of Education/Teaching	37
Education/Technical Diploma	11
Bachelor of Music	15
Bachelor of Music (Hons)	5
Others	22

Workforce Composition Including Indigenous Composition

Total Headcount (includes full time, part-time and casual staff)	156
Teaching Staff (full time equivalent)	40.33
Non-teaching staff (full time equivalent)	41.93
Gender composition (headcount)	121 female/ 34 male/ 1 other
Number of Indigenous staff (per reported)	0

Note: figures have been adjusted for 2022 to include staff employed as casuals to provide teaching cover and other services.

Student Attendance

The average student attendance rate for 2022 was **93.31%** compared with **93.42%** in 2021. In the early part of 2022, a significant number of absentees were due to COVID-19.

Reception	94.26%
Year 1	93.58%
Year 2	92.53%
Year 3	94.42%
Year 4	94.18%
Year 5	92.70%
Year 6	91.52%
Average for attendance	93.31%

Languages

Languages, other than English, spoken by students and their parents include:

Albanian	Macedonian
Arabic	Malay
Bengali	Maltese
Bulgarian	Mandarin
Burmese	Mangala
Burmese and Related Languages	Marathi
Cantonese	Mongolian
Chinese	Nepali
Dutch	Persian (excluding Dari)
Eastern European Languages	Polish
Estonian	Punjabi
French	Russian
German	Serbian
Greek	Sinhalese
Gujarati	Slovak
Hindi	Spanish
Indonesian	Tagalog
Italian	Tamil
Japanese	Telugu
Kannada	Teochew
Khmer	Thai
Konkani	Vietnamese
Korean	

Student Outcomes in Standardised National Literacy and Numeracy Testing (NAPLAN)

Each year, all students in Years 3 and 5 are required to sit Australia-wide tests in reading, writing, language conventions (grammar and spelling) and numeracy to establish the proportion of students achieving national benchmarks. The results of St Andrew's School in 2022 are provided in the table below:

Percentage of Students Achieving National Minimum Standard

	Spelling	Grammar	Writing	Reading	Numeracy
Year 3	100	100	100	100	100
Year 5	94	98	94	98	100

St Andrew's encourages all students to sit all tests. The 2022 results are well above state averages at each year level.

Parent, Student and Staff Satisfaction with St Andrew's School

Parent Feedback

In September 2022 our parent community participated in a Satisfaction Survey, which has provided St Andrew's with feedback on various areas of the School. The broad objective of this research was to assess parents' perceptions of the performance of St Andrew's School and to measure these performance outcomes against both internal and external benchmarks, as well as results from previous years.

The survey was completed by 148 parents with representations across the different year levels and areas of the School.

The survey reflected strong satisfaction in the area of Administration Staff; broad satisfaction was reported in the areas of Image and Reputation, Personal and Social Development, Quality of Learning and Teaching, Co-Curricular Program, Quality of Caring and Support, Communication, and Curriculum.

More specifically, the survey results indicated that parents have very high levels of satisfaction, with their expectations being met in the areas of providing opportunities for students to feel they are a part of a Christian community, in the Anglican tradition, and the School's reputation for music.

The survey results provided insights into areas of ongoing improvement which included the need for investment in plans for the future with strong and clear leadership and governance.

We value the responses shared with us and the time spent completing the online survey. The information helps us to appreciate the evolving needs of our families and to evaluate our current programs and structures. Parent surveys are conducted biennially to gain, and respond to, feedback, and continually improve what St Andrew's has to offer.

Staff Feedback

Staff satisfaction is determined through a Staff Survey, informal conversations, and staff meetings. Anecdotal feedback indicates St Andrew's staff enjoy working at the School and the collegial support and opportunities this provides is valued.

The biennial survey reflected strong levels of satisfaction in these areas:

- | Quality of Learning and Teaching
- | Curriculum
- | Quality of Caring and Support
- | Personal and Social Development
- | Leadership
- | Administration and Support
- | Current Leadership of Deputy, Coordinator or Line Manager
- | Work Group Cohesion
- | Communication

The average staff satisfaction index including scores from the past is as follows:

Year	2010	2012	2014	2016	2018	2020	2022
Score	82.2	84.8	85.9	88.1	89.8	86.8	82.9

Student Feedback

An exit survey was conducted with the Year 6 and 7 students, and the overall response was positive. Some of the comments from the survey are as follows.

“

What advice can you give to our current Year 6 students?

Be strong and independent. Always have confidence and enjoy every moment you have at St Andrew's.

Make the most out of your last year at St Andrew's.

To never give up and to keep trying to keep learning.

Remember the memories you make in primary school.

What would you never want to see change at St Andrew's?

The closeness that students and teachers gain throughout the students' years at St Andrew's.

I want to preserve the old buildings and the history of St Andrew's.

I would never want to see the kindness and helpfulness of the teachers change.

The teachers, the programs and the learning style.

Which activities/programs did you enjoy the most at St Andrew's?

Knitting club, debating, senior vocals, personal project, the musical.

I loved the personal project and the basketball teams.

I enjoyed music, and the science and design tech programs here.

Gardening club and music programs.

Co-curricular activities.

A challenge I have found since leaving St Andrew's...

Being separated from my friends.

Adjusting to a much larger campus and a new environment.

Having different teachers for almost all of my subjects.

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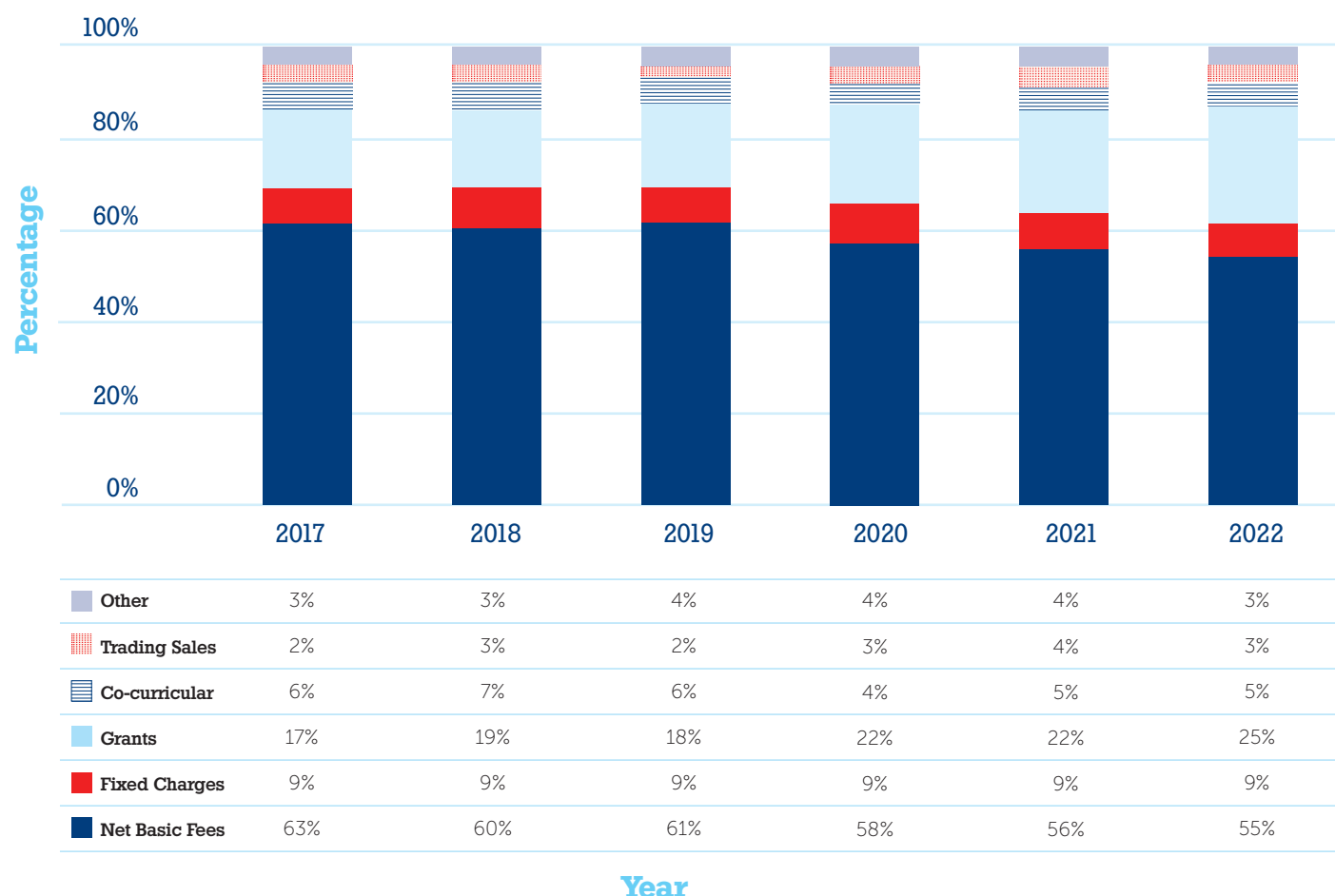
School Income Broken Down by Funding Source

St Andrew's financial reports are audited by independent Chartered Accountants. In their opinion:

The financial report of St Andrew's School Incorporated has been prepared in accordance with the Australian Charities and Not-for-profits Commission Act 2012, stating that:

- The attached financial statements present fairly the results of the operations of the School for the financial year ended 31 December 2022 and the state of affairs of the School as at the end of that financial year; and
- The School Board has reasonable grounds to believe that the School will be able to pay its debts as and when they fall due; and
- The financial statements have been made in accordance with the accounting policies to the extent detailed in Note 1.

Income Streams



Our income streams are constant and in accordance with St Andrew's School continuity and planning processes.

