

SCHOOL PERFORMANCE REPORT 2015

In line with the reporting obligations under the *Schools Assistance Regulations 2009*, 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 2015 school year.

About St Andrew's School

St Andrew's School is a specialist co-educational 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 165 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 programme 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: we value and respect the contribution of all members of our community in determining our success.

Inclusivity: we nurture everyone in our School and encourage them to achieve their potential within a global context.

Creativity: we believe in innovation and continual evaluation to be the best school we can be.

Celebrating success: we value the recognition, success and pride of our achievements (by the whole community).

Teachers' Standards and Qualifications

A full list of teachers and their academic qualification appears in the 2015 School Year Book, with a summary in the Annual Report.

Graduate Diploma Education	8	Bachelor of Education (Hons)	6
Graduate Diploma	6	Bachelor of Education/Teaching	27
Masters Education	6	Bachelor of Music	17
Masters	8	Bachelor of Music (Hons)	2
Education/Technical Diploma	28	Others	20

Workforce Composition, Including Indigenous Composition

Total headcount (includes full time, part-time and casual staff)	85
Teaching Staff (full time equivalent)	39
Non-teaching staff (full time equivalent)	25
Gender composition (headcount)	64 females and 21 males
Number of Indigenous staff	0

Student Attendance

The percentage figure for the average student attendance rate shows the proportion of days that each student, on average, attended school over the whole year. The larger the percentage, the smaller the number of days that students are absent from School.

The average student attendance rate for 2015 was 95.6%.

Reception	97.3%
Year 1	94.2%
Year 2	95.0%
Year 3	94.4%
Year 4	95.7%
Year 5	96.3%
Year 6	95.9%
Year 7	96.2%
Total average for attendance	95.6%

A significant number of absentees at St Andrew's are due to family holidays. Absentees are recorded daily and, where a class teacher becomes concerned about an individual student's attendance, the matter is discussed with parents.

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

Each year, all students in Years 3, 5 and 7 are required to sit Australia wide tests in reading, writing, spelling and numeracy to establish the proportion of students achieving national benchmarks. The results of St Andrew's School in 2015 are provided in the table below:

	Percentage of Students Achieving National Minimum Standard				
	Spelling	Grammar	Writing	Reading	Numeracy
Year 3	97	100	97	97	100
Year 5	100	100	100	100	100
Year 7	100	98	100	100	100

St Andrew's encourages all students to sit all tests. The 2015 results are well above state averages at each year level.

Parent, Student and Staff satisfaction with the School

Parent Satisfaction

The School values feedback from parents and seeks to respond to this where it is able and where the feedback aligns with the underlying principles and strategic directions of the School. Opportunities for feedback are provided through the weekly newsletter, interviews, email, various parent committees, interest groups and focus groups.

A Parent Survey was not conducted in 2015, as St Andrew's School surveys are conducted biennially.

The Principal, Deputies and Staff are available through appointments, Parent/Teacher Interviews and informal meetings to the School Community and this assists in gauging the current climate and trends.

St Andrew's aim is to have the community fully informed and an understanding of what we do, and we are always looking to improve what St Andrew's has to offer.

Student Satisfaction

During 2015 the Principal met with all Year 7 students, over a shared lunch, to discuss their progress, their goals for the year and their ambitions. The students expressed their gratification with their St Andrew's experience and the opportunities afforded to them during their time at school. Students highlighted the camps, trips and Personal Project as activities they most enjoyed.

When asked what you would never change the answer was powerful. Their Teachers had a significant impact on the depth of knowledge and understanding and had made such a positive difference to how they had grown as people. Teachers are key to student success and at 'St Andrew's we have awesome Teachers!'

An exit survey was also conducted with the Year 7 students and the overall response was very positive. Overwhelmingly the students commented that they felt safe and happy at St Andrew's and were given good grounding and had learnt what they needed to prepare them for the high school curriculum.

Staff Survey

Teacher satisfaction is determined through 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.

A Staff Survey was not conducted in 2015 as St Andrew's School staff satisfaction surveys are conducted biennially.

School Income Broken Down By Funding Source

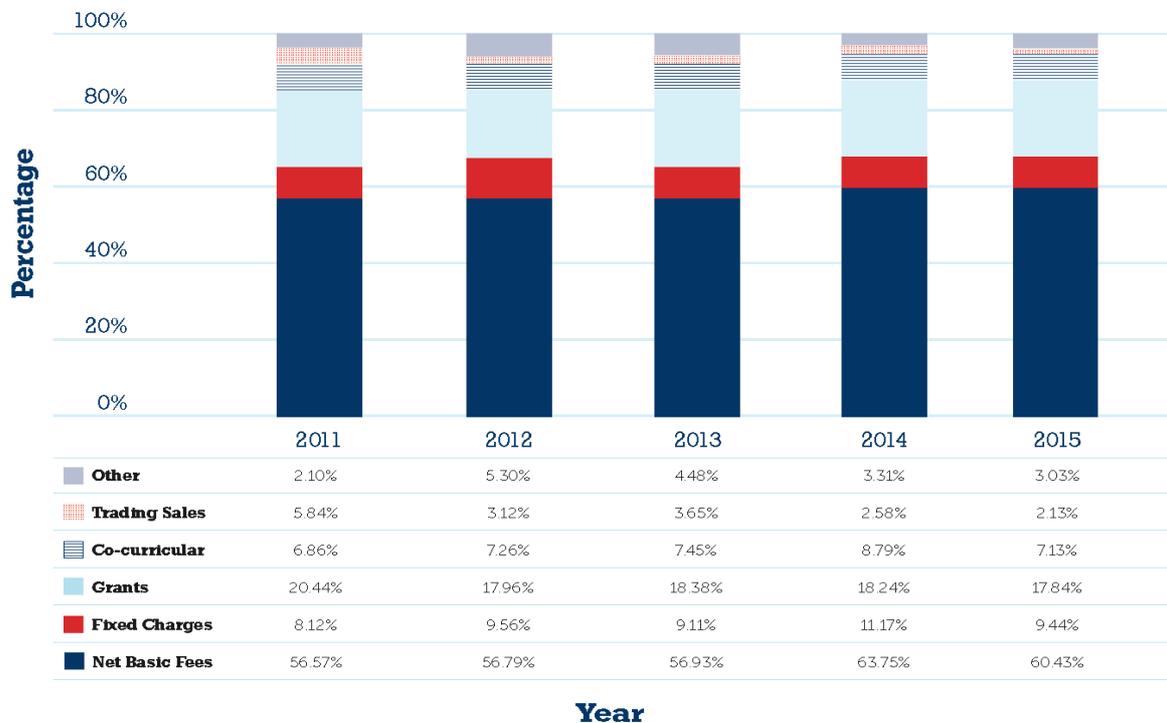
St Andrew's financial reports are audited by independent Chartered Accountants.

In their opinion:

The Financial Statements of St Andrew's School Inc presents fairly, in all material respects, the Association's financial position as at 31 December 2015 and of its performance and cash flow for the year then ended in accordance with the accounting policies described in the financial statements.

Financial Results

Income Streams



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

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