

2015 COMPLIANCE REPORT

All Saints' College is one of Australia's leading independent Anglican coeducational College's from Pre-Kindergarten to Year 12. Founded in 1981, the College is located in the southern suburbs of Perth, close to public transportation.

We believe in creating dynamic learning environments that encourage the pursuit of personal excellence and our dedicated staff, combined with our unique programs, support each student in fulfilling his or her potential.

In addition to outstanding academic results, All Saints' College is renowned for its world-class facilities, including our Indoor Aquatics and Sports Centres and our Centre for Performing Arts.

For more information please visit www.allsaints.wa.edu.au

1. College facts 2015

School sector	Non-government
School type	Combined
Year range	Pre-Kindergarten - 12
Total enrolments	1223
Location	Metropolitan

2. College staff 2015

Teaching staff	111
Full-time equivalent teaching staff	101.5
Non-teaching staff	90
Full-time equivalent non-teaching staff	73.8

Staff names, roles and qualifications

PRINCIPAL

Ms B Provis BA, DipEd, MBA

LEADERSHIP TEAM

Vice Principal

Ms H Aguiar BEd, MEd (Lead&Mgt), MEd (RE)

Dean of Junior School

Ms P Crane BEd, DipTchg, MEd

Dean of Teaching and Learning

Mrs T Dale BA, BEd (Leave 2015)

Mr L Bostelman BA, DipEd (2015)

Dean of Student Wellbeing

Mr S Davies BAppSc, GradDipEd, MEdL

Director of Business and Administration

Mr D Kerr FCA

Director of Marketing and Community Relations

Mrs J Mulligan BA

Director of Personnel and Policy

Mr T Bilson MHRM

ACADEMIC AND PASTORAL STAFF**Heads of Department**

Mr O Beath BEd – *Health and Physical Education (Leave Terms 1 and 2)*

Mrs M Beattie BA (Hons), PGCE – *Design and Technologies*

Dr P Brockbank PhD, MSc, BEd, DipTchg – *Mathematics*

Ms S Cameron BAppSc, DipSecEd, ALIA – *Library Services*

Mrs P Chu Yu Chee BEd, BA, DipEd – *Languages*

Mr W Giles BEcon, DipEd – *Humanities (2015)*

Mrs E Harrison BSc, DipEd – *Transition Program*

Mrs A Kerkovius BMus (Hons), TchDipMusic – *Music*

Mr P Langford-Smith BA, MEd (Hons), CELTA – *English*

Mr S Roberts BA (Hons), QTS – *Arts*

Revd T Russell BTheol, MEd, GradDipSecEd – *Service Learning*

Mr J Shackleton BSc, GradDipEd – *Science*

Mr S Tsocas BPHE, DipEd – *ICT Integration*

Mr J Zauris MOEd, BPHE, DipEd, APIOL (UK) – *Outdoor Learning*

Heads of House – Senior School

Ms B Haendel BSc, DipEd – *Health Coordinator, Forrest House (Leave Term 2)*

Mr G Hill BSc, BEd – *Durack House*

Mrs C Kroeger BComm, HigherDipEd – *Murdoch House*

Mr M Lanigan BPE, DipEd, DipAppSc – *Cowan House, Academic Care Coordinator*

Mrs D White, BEd – *Stirling House*

Mr S Young BPE, DipEd – *O'Connor House*

Assistant Dean of Junior School (Student Wellbeing)

Mr L Collins BA, BEd

Assistant Dean of Junior School (Teaching and Learning)

Mrs Sue Demarte MEd, BEd, DipTchg

Early Childhood Coordinator (PK to Year 2)

Mrs S Mano BEd (Hons), DipEd, DipEd (Ed Leadership)

Heads of House – Junior School

Miss P Crossland BEd (Hons) – *Durack House*

Mr J Dornan BSc, DipEd – *Stirling House*

Mrs E Hailes BEd, DipTchg – *Murdoch House*

Ms M Keelan BA, DipEd – *Cowan House*

Mrs I Knight DipEd, BEd – *O'Connor House*

Mr B Saunders BA, DipEd, MEd (Leadership and Numeracy) – *Forrest House*

College Counsellors

Mrs A Harmsen BA, BPsych, GradDipEd

Mr J Weeks BPsych (Hons), Assoc MAPS

Mrs S Wilson BPsych, DipEd

Chaplain

Fr P Duckworth BA, BTh (Hons), DipEd

Learning Support Coordinator

Mrs J Sealy DipTchg (Secondary), BEd, GradDip (Health Promotions)

Teaching Staff

Mr B Ainslie BA, DipEd

Mrs S Alfano DipEd, BEd

Mrs A Baker MTchg, BA (Media)

Mr D Baptist BA, DipEd (Leave Terms 1 and 2)

Mr B Basell BA (Hons), MIA, DipEd (Leave 2015)

Mrs F Bassett BA, GradDipEd

Mrs M Bate BEd

Mr C Bisset DipEd, BSc

Mrs J Boserio BA, DipTchg

Ms E Bowyer BA (Hons), GradDipEd

Mrs J Brown BA, HigherDipEd – *Relief Coordinator (Leave Term 2)*

Mr T Brown BA (Hons), GradCertEd – *Years 11 and 12 Coordinator (Leave Term 2)*

Ms K Cadeau MTchg, BA, Dip (Sports Ad)

Miss K Chatto MEd (Literacy), BEd

Miss N Codalunga BSc, BA (Hons), GradDipEd

Mrs A Craig BEd, DipEd, BTchg (2015)

Mrs D Da Cruz BSc, GradDipEd

Mrs J Dinsdale MEd (Early Childhood and Primary), BEd, DipEd

Ms C Donnelly BSc (Environmental Biology), GradDipEd (Leave 2015)

Ms J Dowling BA (Hons), DipEd

Mrs S Duminski BA (Leave 2015)

Miss A Durack MTchg, BA

Mrs C Ebstein BEd, CELTA

Miss G Eddington BSocSc, BA

Mrs M Ellement BSc, DipEd

Ms L Elscot BA, GradDipEd, BA Fine Arts, DipFineArts

Ms G Evershed BAppSc, GradDipEd, BEd, Accred B (Religious Studies)

Mr C Fukumoto BA, DipEd

Ms R Garwood MTchg, BA (Indigenous Studies), Dip (Art&Design)

Mr G Gatti BA, DipEd

Mr P Gault BSc (Hons), GradDipEd

Ms B Gittos BVisualArts, BEd, CertIVGraphicDesign&Multimedia, CertIIAuslan

Mrs S Gladman BA (Primary Teaching), BEd, MEd (Leave 2015)

Mr A Goor DipEd, BSc (2015)

Miss B Gray BSc, DipEd, DipSc

Miss R Greene BA, BEd – (*Acting Head of Health and Physical Education Terms 1 and 2*)

Mr D Haddow BEd, BDes – (*Acting Head of Forrest House Term 2*)

Miss K Harris BSc, DipEd

Mr R Haxby BSc, DipEd

Mr J Hunt MA, BADipEd, DipDeptMngmt

Ms G Itzstein B.Sc, DipEd

Mr M Jamieson BEd

Mrs K Johns BA

Miss E Kerr BA (Dance) WAAPA, DipEd

Ms V Kirkham BEd, BA

Mrs I Knight DipEd, BEd

Ms K Knoblauch BEd, BSc

Mrs T Kotze BMus, BMus (Hons), GradDipTchg – *Violin, Strings Coordinator, Orchestra Director (Leave Term 1)*

Mrs J Lamont BEd (Leave 2015)

Miss M Lingsjo BA (Ed)

Ms B Lockyer BAppSc (Library Studies), DipEd, GradCert (Early Childhood Education)

Mr R Macauley BSc (Sport & Exercise Science) DipEd (Sec) (2015)

Dr ME MacDonald PhD, MA, BA(Hons), BD, ARCT Piano

Ms K Makinson MA (Visual Arts), BA (Fine Art), GradDipEd, DipFineArts

Mrs A McInnis BEd (Early Childhood & Primary), TchAsstCert

Mr P Mendel MA (Hons) DipEd, DipTchg

Ms G Middleton DipTchg, GradDip (Science & Maths)
Mrs A Miller TchrCert, DipTchg
Mr J Morcombe MBA, BSc (Hons), GradDipEd
Ms E Nheu-Leong BMusEd (Hons)
Miss S Norsworthy BA (Hons), AdvDipEdu, AdvDipFineArt, DesignandTech
Ms L Parker BSc (Human Biological Medicine), BSc (Zoology), MEd (Science)
Miss R Payne BSc, BA (Terms 1 and 2)
Mrs S Regnard MTchg, BA, B.Law
Ms E Reid BA, BEd (2015)
Mrs N Sakai BA, MTchg (Early Childhood), DipEd (Terms 3 and 4)
Mrs N Saunders BA, DipEd
Mr F Schaffer BSc (Hons), GradDipTchg, GradDipBusAdmin
Ms A Schoen BSc (Hons), MTchg, GradDipEd
Miss J Shaw BComm, DipEd (2015)
Miss L Smith BTchLn (Primary)
Mr L Smith BSc (Hons), GradDipEd
Mr S Smith BA, BEd (2015)
Ms J Stalley BComm, DipEd, MTchg (2015)
Mr D Stevens BSc, DipEd
Mrs A Stewart BA, DipEd, ANCOS Accreditation Level 2
Mrs A Strautins MAppSc, BA, GradDipEd
Mrs J Sullivan BEd, BSc (Leave 2015)
Mr J Sykes BSc (Geography), PGradCertEd (2015)
Mrs R Taranto BA, DipEd
Mrs J Tate BA, CertApplLangStudies (Leave Terms 3 and 4)
Mrs C Taylor MSc, BPhysEd (Hons), GradDipEd
Mrs N Vander Heyden BA, DipEd
Mrs K von Dietze BEd, DipTchg - *Coordinator of Religion & Philosophy*
Mr J Waterton BSc (Term 2)
Miss M Watson BA, BEd
Ms S Watson BA, GradDipEd
Dr D Wauge PhD, MEngSc, BEMech (Hons I), DipEd – (*Acting Years 11-13 Coordinator Term 2*)
Ms H Wellington BA, GradDipEd (Leave 2015)
Ms J Wiedemann BA, DipSecEd (Leave 2015)
Mrs N Williams BEd, DipEd, DipRSA
Ms J Winley BMus (Hons), GradDipEd
Mr A Wolfe BSc, DipEd

ADMINISTRATIVE AND SUPPORT STAFF

Community Relations

Mr J Beaverstock MMus, BA (Hons), DipEd, FTCL, ARCO, AMusA
Ms M Breen BEd, CertEventMgmt (Term 1)
Mrs R Collins DipSchMkt, DipEventMgmt
Mrs J Hewett
Mrs K Lilford-Powys
Mrs J Lockwood (Terms 1 to 3)
Miss D Michael
Miss K Osmetti BA
Mrs K Spencer
Mrs M Thornton
Mrs Y Tsang BComm (Terms 2 to 4)
Mrs S Ware BA (Term 4)

Education Assistants

Ms S Brookland BA Design and Art (Hons)
Mrs R Chapman CertIIIComServ, CertIVComServ, CertIIITchrAssit, CertIVEdAssit (Special Needs),
DipEdSupport
Mrs N Dollar CertTchrAssist (Special Needs), DipEdSup, NDip (Photography)
Mrs L Done BA, GradDipEd, DipED
Ms T Gladwell DipChildServices, AdvDipChildServices

Mrs B Hardinge TchrAsstCert
Mrs M Hickmott
Mrs A Irani BA (Hons), DipChildrenServices, TchrAsstCert
Mrs S Kelly TchrAsstCert
Mrs C Long CertIIIEdSupport, CertIVEdSupport (Special Needs)
Mrs M Meachim DipTchrAssist
Mrs L Minchin CertIIIEdAssist
Miss D Naisbitt DipChildrenServices, AssDipSocSc
Mrs S Narine-Dindial TchrDip, AdvDipBusinessAdmin, CertIIIEdSupport, CertIVEdSupport,
CertIVBusiness (Admin), MBA
Mrs D O'Halloran CertIIITchrAsst, DipChildServices
Mrs C Parcell CertIIITchrAsst
Ms D Ralph-Kafarela DipAppEnvironmentalArts, CertIVAppEnvironmentalArts, CertIIIChildServices,
CertIIIHorticulture
Mrs D Viskovich CertIIIEdAssist (Terms 3 and 4)
Miss D Viti CertIIIEdAssist, CertIVEdSupport (Special Needs) (Terms 1 and 2)
Mrs J Westerman-Power NNEB
Ms P Zoccoli CertIVEdSupport, TchrAsstCert (Leave Term 3)

Finance

Mrs L Haslemore CertAccounting, DipBusinessStudies
Mrs S John
Ms L Kershaw
Mrs L Matulin DipAccounting
Mrs K Virgo

Grounds and Maintenance Staff

Mr P Gale BHortSc, CertFacMgmt – **Facilities Manager**
Mr A Guy CertIIIHortPrac, CertTurfMgmt – **Grounds Manager**
Mr J Fabio
Mr D Kendrick CertTurfMgmt
Mr M Makepeace CertCarpentryandJoinery
Mr B Neighbour
Mr D Penman CertTurfMgmt
Mr R Pineda SecEdTchgCert
Mr D Rennick
Mr G Swift
Mr S Worley CertIIIHortPrac, CertTurfMgmt

ICT

Mr I Mackay-Scollay BSc, GradDipEd, GradDipSc (Computer Studies) – **ICT Manager**
Mr D Chapman CertIIISoftware, CertIVNetworkMgr, DiplInternet
Mr A De Abreu
Mrs D Hatton
Mr B Reynolds Cert IV (Networking)
Ms H Rumble – (*Acting Relief Coordinator Term 2*)

Instrumental Tutors

Mr D Ablett Cert IV (Performance) Jazz – *Drums, Rock Band Director*
Mr P Bacich BMus (Performance) Jazz, Cert IV Music (Jazz) – *Electric/Acoustic Guitar*
Mrs I Batini AMusA, PerfCert, MIMT – *Recorder, Piano*
Mr J Beaverstock MMus, BA (Hons), DipEd, FTCL, ARCO, AMusA – *Voice*
Ms E Cheng BMus (Perf Vln), GradDipEd (Mus), LMUS (SCSM), LMUS (1MEB), Suzuki Accred AKC1
– *Viola*
Mrs A Currie BA (Musical Studies) – *Piano, College Voices Director*
Mrs L Dillon BMus, GradDipEd (Early Childhood Studies) – *Violin/Viola*
Mrs I Fursa BMus, DipMus – *Piano*
Mr S Harmer BA (Mus), BA (Ed) – *Brass, Brass Ensembles Director*
Mr D Hart BMus Jazz Performance (Saxophone) – *Saxophone/Clarinet, Jazz Saints Director*
Miss F Hombergen – *French Horn*
Mrs R Jose BMus (Hons) – *Voice/Piano*
Ms G Lane BMus – *Flute*
Miss K Low BMus (Hons), MMus – *Suzuki Cello*

Mrs J O'Neill BMus (Perf) (Hons) – *Clarinet*
Mrs H Rix DipMus – *Viola*
Ms E Scott MMus, BMus – *Clarinet*
Ms T Stampalia BA, BMus – *Flute*
Mrs I Thomson BMus – *Percussion*
Mr M Vouyoucalos ADPA (Music), Cert (Music), Cert Audio Engineering – *Double Bass/Electric Bass*
Dr N Wright PhD, BMus (Hons), DMA – *Cello, Amati Strings Director*
Mrs B Young DipTchg – *Trumpet*

Junior School Administration

Mrs L Forsyth
Mrs J Green
Mrs K Laycock BAppSc, Reg'd Nurse
Mrs C McKee DipNursing, Reg'd Nurse
Mrs F Schwarzinger
Mrs G Smith DipT, DipLib&InfoStudies
Mrs K Wishart

OSHC Coordinator

Miss E Berger BEd, BSc (Environmental Biology)

Senior School Administration

Mrs S Allen BPsych (Hons), GradDipInfoLibStds, MInfoMgnt
Mr A Arnold CertDip (Media), CertDip (Photo), Dip (TechArts&Design)
Mr M Bancroft DipElectrotechnology
Mrs F Beechen CertIV (Laboratory Techniques)
Ms V Browne CertIVWorkHealth&Safety
Miss A Burton BComm (Sports Management/ Commercial Law) (Term 4)
Mrs D Crisafio
Mrs D Deisel
Ms T Foster
Mrs C Ialeggio
Mrs D Kirwan DipMechEng, CertBookkeeping, CertIVWorkHealth&Safety
Mrs K Lerski (2015)
Mrs K Lilford-Powys
Mr C Lynn
Ms W Macdougall
Mrs S Manolas
Mrs C Peters
Mrs C Png (Terms 1 and 2)
Mrs M Price BSc (General) Nursing, CertIIIPublicSectorQualityMgnt, DipFinancialServices (Conveyancing), CertIIIFinancialServices (Accounts Clerical), CertIVBusinessGovernance (Terms 3 and 4)
Mrs M Rodgers BSc (Library Technology), GradDipAppSc, GradDipEd, DipLib/InfoStudies
Mrs K Slender
Ms J Snowden (2015)
Mrs K Waddell-Kingham Cert IV (Laboratory Techniques)
Ms L Walters
Miss L Wilson BSc (Library Technology)

Swimming

Mr T Stachewicz GradDipSportsCoaching – **Director of Swimming**
Mr L Bowling CertIISport&Rec, CertIISport (Coaching) (Term 4)
Ms H Preston Cert IVTrainingandAssessment, Cert IVBusiness&Human Resources (Terms 1 to 3)
Mrs V Rappold

3. Student Background 2015

College ICSEA value	1 172
Average ICSEA value	1 000
Data source	Parent information

Distribution of students

	Bottom quarter	Middle quarters		Top quarter
School Distribution	1%	6%	20%	73%
Australian Distribution	25%	25%	25%	25%

4. Students 2015

Total enrolments	1 223
Girls	589
Boys	634
Full-time equivalent enrolments	1 223
Indigenous students	1%
Language background other than English	9%

5. Attendance rate (all students) 2015

All students	94%
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All Saints' College student attendance procedures

Students need to attend school on a regular basis to gain the maximum benefit from schooling, thus optimising their life opportunities. It is widely recognised that attendance problems are best managed by early identification and intervention.

Absenteeism is, therefore, viewed very seriously by All Saints' College. We require all enrolled students to attend College each day during term time and College events as stated in the calendar each year.

The College keeps accurate records by rigorously monitoring attendance of all students. Appropriate strategies are implemented to restore attendance if issues become evident. Attendance records are kept for each student enrolled at the College. This includes recording attendance during Tutor group in the morning and recording attendance for every period during the school day (*in Senior School*).

The Student Services Office monitors student absences and produces regular absence reports for Tutors, Head of House/Head of Transition and the Dean of Student Wellbeing. At any time when a student's absences is considered likely to interfere with the student's educational progress a number of steps will be taken by members of the Wellbeing Team to help address the issue/s.

6. VET in Schools 2015

VET enrolments	3
College-based apprenticeships and traineeships	NIL

7. Senior Secondary Outcomes 2015

Senior Secondary certificates awarded	88
Completed Senior Secondary School	90

8. NAPLAN Results 2015

	Reading		Persuasive Writing		Spelling		Grammar and Punctuation		Numeracy	
Year 3	463 445 - 481		439 424 - 454		432 416 - 449		473 454 - 493		422 407 - 438	
	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL
	491	426	458	416	461	409	501	433	456	398
	482 - 500		450 - 466		452 - 469		491 - 510		447 - 464	
Year 5	557 544 - 570		524 511 - 536		547 535 - 559		566 551 - 580		543 531 - 555	
	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL
	556	499	517	478	534	498	562	503	544	493
	547 - 564		508 - 525		526 - 542		553 - 572		536 - 552	
Year 7	598 588 - 609		572 560 - 584		585 574 - 596		614 602 - 627		619 608 - 630	
	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL
	602	546	572	511	591	547	604	541	606	543
	595 - 609		563 - 581		583 - 598		595 - 612		599 - 614	
Year 9	650 639 - 660		613 599 - 626		641 630 - 652		627 615 - 639		659 649 - 669	
	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL	SIM	ALL
	639	580	615	547	631	583	627	568	662	592
	632 - 646		605 - 624		623 - 639		618 - 635		655 - 669	

How to interpret this chart

SIM schools serving students from statistically similar backgrounds

ALL Australian schools' average

Selected school's average is

substantially above

above

close to

below

substantially below

average of schools serving students from statistically similar socio-educational backgrounds (SIM box)

average of all Australian schools (ALL box)

9. ATAR Results 2015

7% of eligible All Saints' College students obtained an Australian Tertiary Admissions Rank (ATAR) of 99 or more, putting them in the top one per cent of students across the state.

More than 24% of eligible students achieved an ATAR of 95 or above.

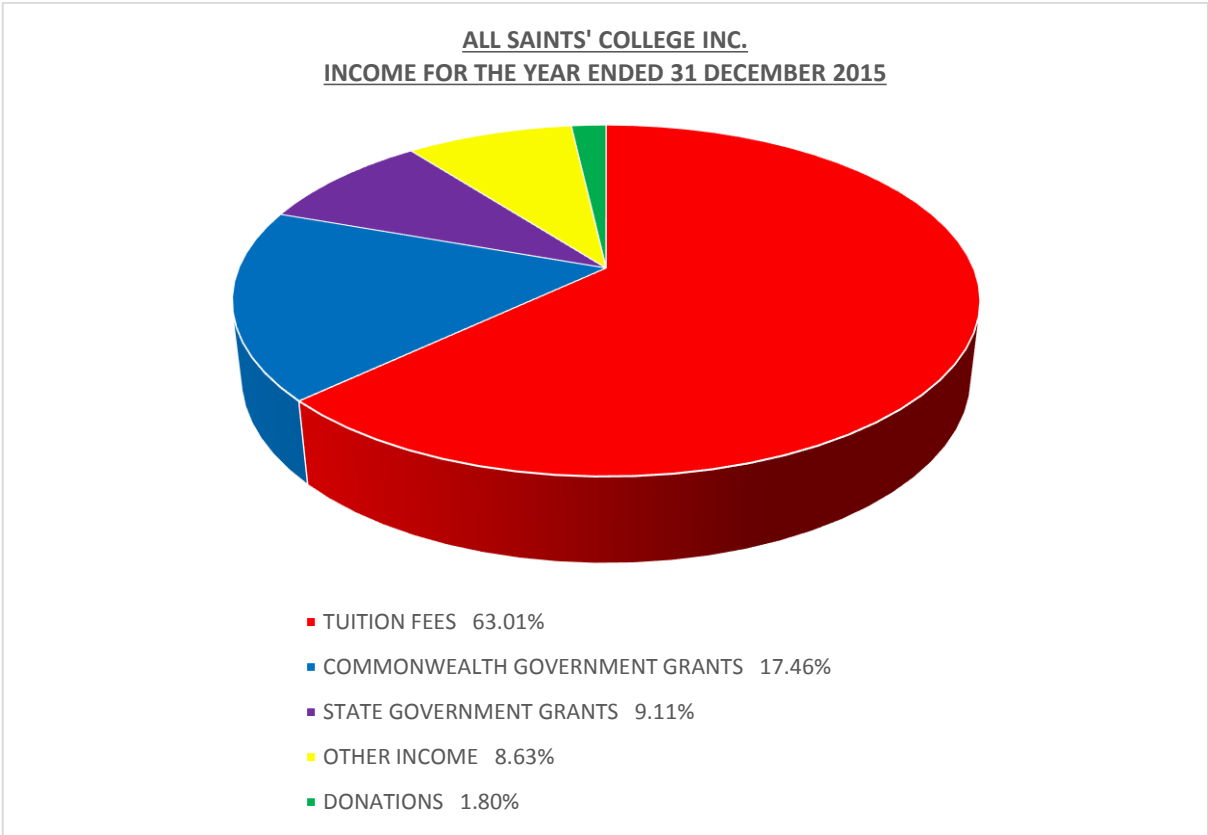
42% of our eligible students achieved an ATAR of 90 or above.

All Saints' College's median ATAR was 87.9.

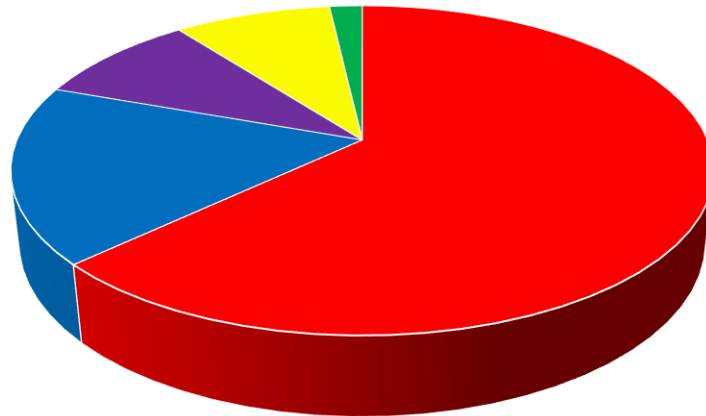
Shannae Carnell the College Dux achieved an ATAR of 99.85 and the Proximae Accessit Sarah Myers achieved an ATAR of 99.8.

10. College finances 2015

Total net recurrent income	<u>\$30,899,650</u>
Per student net recurrent income based on (1,223 students)	<u>\$25,265</u>
Total capital expenditure	<u>\$5,184,846</u>



ALL SAINTS' COLLEGE INC.
INCOME FOR THE YEAR ENDED 31 DECEMBER 2015



- TUITION FEES 63.01%
- COMMONWEALTH GOVERNMENT GRANTS 17.46%
- STATE GOVERNMENT GRANTS 9.11%
- OTHER INCOME 8.63%
- DONATIONS 1.80%

11. Parent satisfaction

ASC Strategic Plan Goals

Goal 1: Optimised Student Learning: confident and engaged learners characterised by a growth mindset.

- The College's 2015 parent satisfaction survey showed that 95.92% of all respondents felt pleased with the curriculum provided.

Goal 2: Positive Student Wellbeing: ethical, aware and empowered citizens with the desire and skills to make a positive difference.

- The College's 2015 parent satisfaction survey showed that 93.88% of all respondents felt pleased with the pastoral care provided to their child/ren.
- The College's 2015 parent satisfaction survey showed that 94.85% of all respondents felt pleased with the College's cocurricular program.

Goal 3: A Team of Professional Staff: caring, dedicated mentors and supportive colleagues, committed to innovation, learning and review.

- The College's 2015 parent satisfaction survey showed that 91.91% of all respondents felt pleased with the staff's knowledge of, and responsiveness to, their child/ren's educational needs.

Goal 4: A Connected Community: thriving through partnership.

- The College's 2015 parent satisfaction survey showed that 97.98% of all respondents felt pleased with the range of College services available to support their family.
- The College's 2015 parent satisfaction survey showed that 96% of all respondents agreed that All Saints' Mission and Values are clearly visible in all that the College does.
- The College's 2015 parent satisfaction survey showed that 92% of all respondents felt pleased with the sense of Community that exists at All Saints' College.

Goal 5: Prudent Stewardship: the growth of our resources and facilities

- The College's 2015 parent satisfaction survey showed that 95.92% of all respondents felt pleased with the ICT/Technology available to support the Teaching and Learning Program.
- The College's 2015 parent satisfaction survey showed that 92% of all respondents felt pleased with the College's facilities.

12. Links

School website

[All Saints' College](#)

Association website

[Association of Independent Schools of Western Australia Inc.](#)