

2016 COMPLIANCE REPORT

All Saints' College is one of Australia's leading independent Anglican coeducational schools from Pre-Kindergarten to Year 12. The College enjoys a national reputation for excellence across our curricular and cocurricular programs, and works alongside families and community to foster in our young people a sense of responsibility rather than a sense of entitlement.

Guided by our motto - To serve with wisdom and courage - our focus is to help nurture young people with a deep awareness of, empathy for, and responsibility towards others. However, this alone is not enough. Our students must then also be empowered to act, to make a difference in their world, striving to achieve our College vision - Making a positive difference in our world.

To achieve this, we believe in creating dynamic learning environments that encourage self-aware students who are committed to the pursuit of personal excellence in all they do. Our dedicated staff, combined with our unique programs, support each student in fulfilling his or her potential.

In addition to this, All Saints' College is renowned for its world-class facilities that sit on 19 hectares of beautifully-landscaped grounds. Some of our specialty areas include our indoor Aquatics Centre and indoor Sports Centre, as well as our state-of-the-art Centre for Performing Arts.

The College is located just south of the Perth CBD, easily accessible by car, bus and train.

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

1. College facts 2016

School sector Non-government School type Combined

Year range Pre-Kindergarten - 12

Total enrolments 1242

Location Metropolitan

2. College staff 2016

Teaching staff	115
Full-time equivalent teaching staff	102.9
Non-teaching staff	91
Full-time equivalent non-teaching staff	75.1

ALL SAINTS' COLLEGE STAFF 2016

PRINCIPAL

Ms B Provis BA, DipEd, MBA

LEADERSHIP TEAM

Vice Principal

Ms H Aguiar BEd, MEd (Lead&Mgt), MEd (RE) (Leave Semester 2) Mr S Davies BAppSc, GradDipEd, MEdL (Semester 2)

Dean of Junior School

Ms P Crane BEd, DipTchg, MEd

Dean of Teaching and Learning

Ms Esther Hill BA, GradDipEd

Dean of Student Wellbeing

Rev T Russell BTheol, MEd, GradDipSecEd (Acting Semester 2)

Director of Business and Administration

Mr D Kerr FCA

Director of Marketing and Community Relations

Mr B Dahlstrom BA (Media Studies), GradCertBus, MAIntRel

Director of Personnel and Policy

Mr T Bilson MHRM

ACADEMIC AND PASTORAL STAFF

Heads of Department

Mr O Beath BEd - Health and Physical Education

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 BA, DipEd, GradCertEd - Languages

Ms T Harris BA, DipEd - Humanities

Miss K Harris BSc, DipEd – Outdoor Learning (Acting Semester 2)

Mrs E Harrison BSc, DipEd – Transition Program (Leave 2016)

Mrs A Kerkovius BMus (Hons), TchDipMusic - Music

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

Miss M Lingensjo BA (Ed) – Transition Program (Acting 2016)

Mr S Roberts BA (Hons), QTS - The Arts

Mrs N Saunders BA, DipEd – Service Learning (Acting Semester 2)

Mr J Shackleton BSc (Hons), GradDipEd, MRACI - Science

Mr S Tsocas BPHE, DipEd - ICT Integration

Mr J Zaurs MOEd, BPHE, DipEd, APIOL (UK) - Outdoor Learning (Leave Semester 2)

Heads of House - Senior School

Ms B Haendel BSc, DipEd - Health Coordinator, Forrest House

Mr G Hill BSc, BEd - Durack House

Mrs C Kroeger BComm, HigherDipEd – Murdoch House (Leave Term 1)

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

Mrs D White, BEd - Stirling House

Mr S Young BPE, DipEd - O'Connor House

Assistant Dean of Junior School (Wellbeing)

Mr L Collins BA, BEd, GradDipEdLshp

Assistant Dean of Junior School (Teaching and Learning)

Mrs S Demarte MEd, BEd, DipTchg, GradDipEdLship

Early Childhood Coordinator (Pre-K 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

Miss L Smith BTchLn (Primary) - Cowan House

Mr K Mastan BSc, GradDipEd - O'Connor House

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

College Counsellors

Mrs A Harmsen BA, BPsych, GradDipEd – Senior School

Mr J Weeks BSc (Hons), MPsych, MAPS - Junior School

Mrs S Wilson BPsych, DipEd - Senior School

Chaplain

Rev P Duckworth BA, BTh (Hons), DipEd

Learning Support Coordinator

Mrs J Sealy DipTchg, BEd, GradDip

Teaching Staff

Mr B Ainslie BA, DipEd

Mrs S Alfano DipEd, BEd

Mrs A Baker MTchg, BA

Mr D Baptist BA, DipEd

Mr B Basell BA (Hons), MIA, DipEd

Mrs F Bassett BA, GradDipEd

Mrs M Bate BEd

Mrs A Bellini MTchg, BA

Mrs H Bentley BEd (Terms 2-4)

Mr C Bisset BSc, DipEd

Mrs J Boserio BA, DipTchg

Ms E Bowyer BA (Hons), GradDipEd

Mrs J Brown BA, HigherDipEd - Relief Coordinator

Mr T Brown BA (Hons), GradCertEd - Years 11 and 12 Coordinator

Ms K Cadeau MTchg, BA, Dip (Sports Ad) (Term 1)

Miss K Chatto MEd, BEd

Miss N Codalonga BSc, BA (Hons), GradDipEd

Mrs A Craig BEd, DipEd, BTchg

Miss L Crimson BA, GradDipEd (Term 4)

Mrs D Da Cruz BSc, GradDipEd

Mrs J Dinsdale MEd, BEd, DipEd

Ms K Dolan (Semester 2)

Ms C Donnelly BSc, GradDipEd

Ms J Dowling BA (Hons), DipEd

Mrs S Duminski BA (Leave 2016)

Mrs C Ebstein BEd, CELTA

Miss G Eddington BSocSc, BA (Leave Semester 2)

Mrs M Ellement BSc, DipEd

Ms L Elscot BA, GradDipEd, BA Fine Arts, DipFineArts (Leave Term 4)

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

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

Mr G Gatti BA, DipEd – Acting Head of Murdoch House (Term 1)

Mr P Gault BSc (Hons), GradDipEd

Mr W Giles BEcon, DipEd

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

Mrs S Gladman BA, BEd, MEd

Mr A Goor DipEd, BSc

Miss B Gray BSc, DipEd, DipSc

Miss R Greene BA, BEd

Mr D Haddow BEd, BDes

Mr R Haxby BSc, DipEd

Mr J Hunt MA, BADipEd, DipDeptMngmt

Ms G Itzstein BSc, DipEd

Mr M Jamieson BEd

Mrs K Johns BA

Mrs R Jose BMus (Hons) - Voice/Piano

Mr R Kayser BEd

Ms M Keelan BA, DipEd (Leave 2016)

Miss E Kerr BA, DipEd

Ms V Kirkham BEd, BA

Mrs I Knight DipEd, BEd

Ms K Knoblauch BEd, BSc

Mrs T Kotzé BMus, BMus (Hons), GradDipTchg - Violin, Strings Coordinator

Mrs J Lamont BEd (Leave 2016)

Ms B Lockyer BAppSc, DipEd, GradCertEd

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

Ms K Makinson MA, BA, DipFineArts, GradDipEd

Mrs A McInnis BEd. TchAsstCert

Ms G Middleton DipTchg, GrapDip

Mrs A Miller TchrCert, DipTchg

Mr J Morcombe MBA, BSc (Hons), GradDipEd (Semester 1)

Miss C Morton (Term 3)

Ms E Nheu-Leong BMusEd (Hons)

Miss R Payne BSc, BA (Semester 2)

Mrs J Pedroli BA, DipSecEd (Leave Semester 1)

Miss E Perrella BA, GradDipEd

Mrs S Regnard MTchg, BA, B.Law

Ms E Reid BA, BEd

Mrs B Renton BA, BEd (Terms 2-4)

Mrs A Rosman BA, GradDipEd

Ms A Schoen BSc (Hons), MTchg, GradDipEd

Miss J Shaw BComm, DipEd

Mr D Stevens BSc, DipEd

Mrs A Stewart BA, DipEd, ANCOS Accreditation Level 2

Mrs A Strautins MAppSc, BA, GradDipEd

Ms L Strentz MAT, BA (Semester 2)

Ms R Strickland BHM, GradDipEd (Term 1)

Mrs J Sullivan BEd, BSc (Terms 1-3)

Mrs K Suiter BA, GradDipEd

Mrs R Taranto BA, DipEd

Mrs J Tate BA, CertApplLangStudies

Mrs C Taylor MSc, BPhysEd (Hons), GradDipEd

Mrs N Vander Heyden BA, DipEd

Ms V Velletri MEd, BA, DipInterp

Mrs K von Dietze BEd, DipTchg - Coordinator of Religion & Philosophy

Mr J Warwick BSc, GradCertEd

Miss M Watson BA, BEd

Mrs S Watt BA, GradDipEd

Dr D Wauge PhD, MEngSc, BEMech (Hons I), DipEd

Ms H Wellington BA, GradDipEd

Mrs N Williams BEd, DipEd, DipRSA

Ms J Winley BMus (Hons), GradDipEd

Ms L Winter BA, GradDipEd

Mr A Wolfe BSc, DipEd

ADMINISTRATIVE AND SUPPORT STAFF

Community Relations

Mr J Beaverstock MMus, BA (Hons), DipEd, FTCL, ARCO, AMusA

Mrs R Collins DipSchMkt, DipEventMgmt

Mrs S Fairnie DipTour, CertIVTeamLeading, CertIIIMeetingEventMgt, ExcCertEventMgt

Mrs J Hewett

Miss D Michael

Miss K Osmetti BA

Mrs K Spencer

Ms J Snowden (Terms 2-4)

Mrs M Thornton

Mrs Y Tsang BComm

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

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 MBA, TchrDip, AdvDipBusinessAdmin, CertIIIEdSupport, CertIVEdSupport,

CertIVBusiness (Admin), DipComServ, DipEdSup

Mrs D O'Halloran CertlIITchrAsst, DipChildServices

Mrs C Parcell CertIITchrAsst

Ms D Ralph-Kafarela *DipAppEnvironmentalArts*, *CertIVAppEnvironmentalArts*, *CertIIIChildServices*, *CertIIIHorticulture*

Mrs D Viskovich CertIIIEdAssist

Mrs J Westerman-Power NNEB

Ms P Zoccoli CertIVEdSupport, TchrAsstCert

Finance

Mrs L Haslemore CertAccounting, DipBusinessStudies

Mrs S John

Ms L Kershaw

Mrs M Mason FCCA

Mrs M Matulin DipAccounting

Mrs K Virgo

Grounds and Maintenance Staff

Mr J Fabio

Mr P Gale BHortSc, CertFacMgmt - Facilities Manager

Mr A Guy CertIIIHortPrac, CertTurfMgmt - Grounds Manager

Mr D Kendrick CertTurfMgmt

Mr M Makepeace CertCarpentryandJoinery

Mr B Neighbour CertIIIHortPrac

Mr D Penman CertTurfMgmt

Mr R Pineda SecEdTchgCert

Mr D Rennick

Mr G Swift

Mr S Worley CertIIIHortPrac, CertTurfMgmt

ICT

Mr D Chapman CertlllSoftware, CertlVNetworkMgr, DipInternet (Term 1)

Mr A De Abreu

Mrs D Hatton

Mr B Lucas (Terms 2-4)

Mr I Mackay-Scollay BSc, GradDipEd, GradDipSc (Computer Studies) - ICT Manager

Mr A Musgrave

Mr B Reynolds Cert IV (Networking)

Ms H Rumble

Junior School Administrative Staff

Mrs L Forsyth

Mrs J Green (Term 1)

Mrs K Laycock BAppSc, Reg'd Nurse

Mrs K Lilford-Powys

Mrs C McKee DipNursing, Reg'd Nurse

Mrs F Schwarzinger

Mrs G Smith DipT, DipLib&InfoStudies

Mrs K Wishart

Music Tutors

Mr D Ablett Cert IV (Performance) Jazz - Drums

Mr P Bacich BMus (Performance) Jazz, Cert IV Music (Jazz) - Electric/Acoustic/Bass Guitar

Mrs I Batini AMusA, PerfCert, MIMT - Recorder, Piano

Ms E Cheng BMus (Perf VIn), GradDipEd (Sec.Mus), LMUS (SCSM), LMUS (IMEB), Suzuki Accred. & AKC1 – Violin, Viola

Mrs A Currie BA (Musical Studies) - Piano, Organ

Ms T Denn BMus (Classical Performance), MMus in Music Studies (Performance) - French Horn

Mrs M Fitzgerald BMus (Hons), AMusA – Classical Guitar (Semester 2)

Mrs I Fursa BMus (Performance, Teaching, Accompaniment), DipMus (Performance, Teaching, Accompaniment) – Piano

Mr S Harmer BA (Mus), BA (Ed) - Brass

Mr D Hart BMus Jazz Performance (Saxophone) - Saxophone/Clarinet (Semester 1)

Ms G Lane BMus - Flute

Miss K Low BMus (Hons), MMus - Cello

Mrs J O'Neill BMus (Perf) (Hons) - Clarinet (Semester 1)

Mrs H Rix DipMus (Performance) - Viola

Ms E Scott MMus, BMus - Clarinet

Ms T Stampalia BA, BMus – Flute

Mrs I Thomson BMus - Percussion

Mr J Trezona MMus, BMus (Hons) – Saxophone (Semester 2)

Mr M Vouyoucalos ADPA (Music), Cert (Music), Cert Audio Engineering - Double Bass/Electric Bass

Ms H Wilson BAMus, DipTch (NZ), DipTch (Ontario), ATCL Piano – Piano

Dr N Wright BMus (Hons), DMA - Cello

Mrs B Young DipTch - Trumpet

Out of School Hours Care

Miss E Berger BEd, BSc (Environmental Biology) (Leave Semester 1)

Miss V Paxton (Semester 1)

Miss A Ravi BA, MTchg

Senior School Administrative Staff

Mrs S Allen BPsych (Hons), GradDipInfoLibStds, MInfoMgnt

Mr A Arnold CertDip (Media), CertDip (Photo), Dip (TechArts&Design)

Mrs F Beechen CertIV (Laboratory Techniques)

Ms V Browne CertIVWorkHealth&Safety (Leave Terms 2-4)

Miss A Burton JD, BComm (Sports Management/Commercial Law)

Mrs D Crisafio

Mrs D Deisel

Ms T Foster

Mr G Glencross

Mrs J Gwynn (Terms 2-4)

Mrs C laleggio

Mrs D Kirwan DipMechEng, CertBookkeeping, CertIVWorkHealth&Safety

Mr C Lynn

Ms W Macdougall (Term 1)

Mrs S Manolas

Miss L Peci CertIIIBus, CertIVHR (Terms 2-4)

Mrs C Peters

Mrs M Price BSc (General) Nursing, CertIIIPublicSectorQualityMgnt, DipFinancialServices (Conveyancing), CertIIIFinancialServices (Accounts Clerical), CertIVBusinessGovernance (Semester 1)

Mrs M Rodgers BSc (Library Technology), GradDipAppSc, GradDipEd, DipLibInfoStudies

Ms E Sartorelli CertIIIHumanServices, CertIVCommAdvo (Semester 2)

Mrs M Shine BBsHRMgmt

Mrs K Slender

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)

Mrs V Rappold

Uniform Store

Mrs M Amos

Ms K Bennison – Manager (Semester 2)

Mrs L MacGregor

Mrs M Read *DigTchg – Manager (Semester 2)*

Mrs S Ware - Manager (Term 1)

Ms E Young – Manager (Term 2)

3. Student Background 2016

College ICSEA value 1168
Average ICSEA value 1000

Data source Parent information

Distribution of students

	Bottom quarter	Middle qua	irters	Top quarter
School Distribution	1%	6%	20%	72%
Australian Distribution	25%	25%	25%	25%

4. Students 2016

Total enrolments	1242
Girls	598
Boys	644
Full-time equivalent enrolments	1241.3
Indigenous students	1%
Language background other than English	9%

5. Attendance rate (all students) 2016

All students 94%

All Saints' College Student Attendance Policy

Students need to attend school on a regular basis to gain the maximum benefit from schooling in order to optimise their life opportunities. It is widely recognised that attendance problems are best managed by early identification and intervention. The School Education Act requires compulsory-age students, as defined in the Act, to attend school, or participate in an educational program of a school, on the days on which the school is open for instruction unless an arrangement in writing has been entered into. Parents are required to notify their intent and seek the approval of the Minister to allow their child to participate in any activity other than full time attendance at school until the end of the year in which that child turns 17. Absenteeism therefore, is viewed very seriously by All Saints' College. To comply with the Act, 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 the Senior School. Attendance is noted twice each day in the Junior School, in the morning and again after lunch.

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 absence 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.

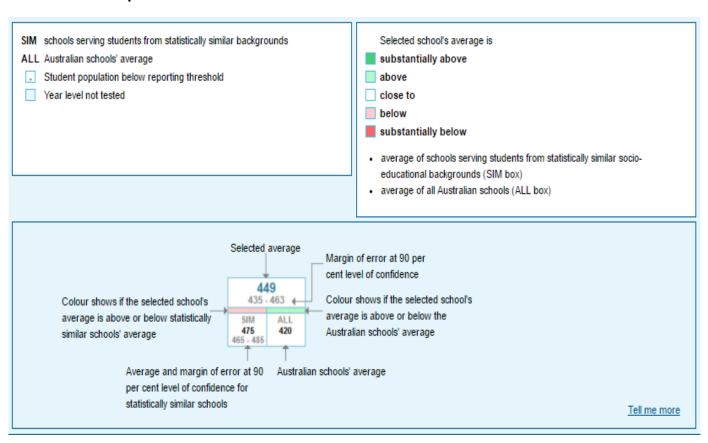
6. VET in Schools 2016

VET enrolments College-based apprenticeships and traineeships						
7. Senior Secondary Outcomes 2016						
Senior Secondary certificates awarded	135					
Completed Senior Secondary School	142					

8. NAPLAN Results 2016

	Reading		Writing		Spelling		Grammar and Punctuation		Numeracy	
Year 3	444 426 - 462		436 421 - 452		441 424 - 457		445 426 - 464		423 408 - 439	
	SIM 484 475 - 493	ALL 426	SIM 459 451 - 467	ALL 421	SIM 472 463 - 480	ALL 420	SIM 502 493 - 512	ALL 436	SIM 462 454 - 470	ALL 402
	564 549 - 578		519 506 - 533		541 528 - 554		565 550 - 581		542 529 - 554	
Year 5	SIM 554 546 - 563	ALL 502	SIM 515 506 - 523	ALL 476	SIM 535 527 - 543	ALL 493	SIM 563 554 - 572	ALL 505	SIM 550 542 - 558	ALL 493
	598 588 - 609		598 571		592 581 - 603		605 593 - 617		619 608 - 629	
Year 7	SIM 593 586 - 600	ALL 541	SIM 563 555 - 572	ALL 515	SIM 583 576 - 591	ALL 543	SIM 597 588 - 605	ALL 540	SIM 608 600 - 615	ALL 550
	632 606 621 - 642 592 - 620		622 610 - 633		623 611 - 635		659 649 - 668			
Year 9	SIM 637 630 - 645	ALL 581	SIM 610 601 - 620	ALL 549	SIM 637 629 - 645	ALL 580	SIM 631 623 - 639	ALL 569	SIM 665 657 - 672	ALL 589

How to interpret this chart:



9. ATAR Results 2016

- 6% of our students achieving an ATAR of 99 or above;
- 22% of our students achieving an ATAR of 95 or above;
- 36% of our students achieving an ATAR of 90 or above.

We also celebrate the following:

- General Exhibition: Luke Barber top 50 students in the state across five courses;
- Certificates of Excellence (top 0.5% of total cohort):

o Biology: Navina Adriannalakshumee;

o **Drama**: Luke Barber;

Human Biology: Georgia Khinsoe;

Modern History: Olivia Smyth;

Physics: Jonathan Morgan;

Politics and Law: Luke Barber.

All Saints' College's median ATAR was 85.0.

College ATAR Duces: Luke Barber and Jonathan Morgan 99.8

Proxime Accessit: Georgia Khinsoe 99.65

10. College finances 2016

Total net recurrent income (based on PKG to Year 12 students)

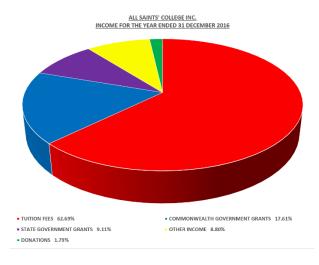
\$32,631,940

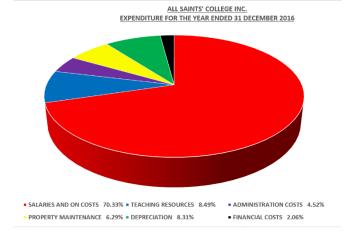
Per student net recurrent income (based on PP to Year 12 students - 1,241.3)

\$26,288.52

Total capital expenditure

\$10,581,992





11. Parent satisfaction

ASC Strategic Plan Goals

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

The College's 2016 parent satisfaction survey showed that 96.50% 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 2016 parent satisfaction survey showed that 97.08% of all respondents felt pleased with the pastoral care provided to their child/ren.

The College's 2016 parent satisfaction survey showed that 95.58% 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 2016 parent satisfaction survey showed that 93.00% 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 2016 parent satisfaction survey showed that 98.24% of all respondents felt pleased with the range of College services available to support their family.

The College's 2016 parent satisfaction survey showed that 96.47% of all respondents agreed that All Saints' Mission and Values are clearly visible in all that the College does.

The College's 2016 parent satisfaction survey showed that 88.55% 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 2016 parent satisfaction survey showed that 94.03% of all respondents felt pleased with the ICT/Technology available to support the Teaching and Learning Program.

The College's 2016 parent satisfaction survey showed that 97.09% 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.