

Xavier
High School
ALBURY

2011
Annual Report





1. Message from Key Groups in Our School Community

1.1 Message from the Principal

Xavier High School continues, as a provider of Catholic Secondary Education to the families and young people of the Albury Region, to grow and develop. We are very mindful of the long tradition that our school has in Catholic education in Albury and the surrounding district. At Xavier we are blessed with energetic, positive and dedicated staff, spacious grounds and modern facilities incorporating current technology to facilitate and enhance learning.

As members of a Christian community we are called to be people of hope. I see this hope personified in our students, each one in the 'morning of their lives' and uniquely precious. We, who work with the young are privileged people.

This report endeavours to summarise for readers both general information about Xavier and particular achievements during the 2011 year.

1.2 Message from the Parent Body

It is with much pleasure and some sadness, that I submit my final report as Chairman of the Xavier High School Council. The year, as has been the case in all my time at Xavier, was a very busy one for the school, with the most significant milestone being the completion of the new Administration Centre.

We continue to progress the Master Plan for the school, and have lodged our application with the Block Grants authority for the final phase of the Initial Master Plan – the replacement of the Portable Classrooms.

This will be a major capital expenditure, which, when finished will further enhance the learning environment at Xavier and ensure that our school has cutting edge facilities. We are awaiting confirmation from the Catholic Schools Office as the success or otherwise of our application with the Block Grants Authority.

As with other applications, we are very grateful for the assistance of Commonwealth and State Government Funding in our endeavours to deliver state of the art learning facilities.

Xavier continues to attract very good enrolments each year, which is testament to the Physical Environment that the students enjoy. This physical environment, together with the work of the School Executive and Staff in providing a curriculum that is as broad in choice and rigorous in its content, continues to offer our students the very best in educational outcomes. All this is provided in an environment which, has at its heart, a pastoral care program which as a parent, has in my mind, equipped our students exceptionally well for life after School.

I would like to take this opportunity to ask that parents of students at the school, consider offering their services to the school through service on the School Council. As a departing Chairman, it worries and saddens me that with a School population of over 750 students and 500 Families, that we struggle to fill positions on the School Council. While not an onerous task, the role of a School Councillor is critical to ensuring that we continue to provide our students with the best facilities we can, and thereby, compliment the work of the schools staff. So please consider offering your services to the school. You truly receive much more by giving than receiving, and I can assure you of much satisfaction in the role.

I would like to take this opportunity of thanking all the Council members for their input over the last 12 months. In particular, to those members who are leaving the council, my thanks for your efforts over, not only the past 12 months, but the years in which your children have been at Xavier. As detailed earlier, the school would welcome new members to the school council and I ask that you continue to support the school in the many ways that you do.

A final thank you to our Principal, Mr Neville Powles and the school executive for the support we received this year. We have always enjoyed an excellent working relationship and continue to undertake strategic planning for the future projects at Xavier. Our commitment is to continue to plan for, provide and improve the total environment that Xavier High School provides to its school community.

Chairman
Chair of School Council



1.3 Message from the Student Body (School Captains Report November 2011)

Wow, what a year this has been. It certainly does not feel like a year has passed since we stood on that stage as nervous Year 11 students presenting ourselves as possible candidates for your 2011 School Captains.

During this year the SRC has worked tirelessly on a number of projects working towards a better Xavier High School community. Sometimes these small actions may seem insignificant but we believe they all combine with one another to improve this school. Casual clothes days, raising money for World Youth Day, St Vincent de Paul and Braedon's Bucket are just some of the contributions of the SRC. Alongside this, lunchtime music days, as well as allowing students to borrow sporting equipment, have added to the already large range of opportunities at Xavier High School. We would like to extend a warm thank you to our fantastic SRC Team for 2011.

At Xavier High School we have some fantastic teachers. The support we have received during the stress of Year 12 has been invaluable. Our teachers have worked tirelessly to make sure we are given access to an environment which allows us to achieve our best. We would like to thank the teachers for helping us through the last six years to prepare for the real world.

We extend the biggest thank you to our fellow Year 12's and the students of Xavier High School who have made our school years the most unforgettable of experiences and even though we could not win the staff vs. students soccer match, we have enjoyed so many amazing times together. As we prepare to say good-bye we know that the lasting memories will mean many of our friendships will last for years to come.

We feel extremely blessed to have been your School Captains for 2011. We will be leaving you in the very safe hands of Harry and Tara who we are sure will do an amazing job in 2012! Have a happy and safe New Year!

Finally, we leave you with the words of Dr Zuess...
"Don't cry because it's over, smile because it happened."

Yours sincerely
School Captains 2011



2. School Profile

2.1 Introduction

There has been a long history of Catholic education in Albury. The provision of Catholic secondary education for many years was through St Joseph's Ladies College for girls and Aquinas College for boys. It was decided in the early 1980s that the two schools would amalgamate to become a co-educational school for secondary students and in 1983 Xavier High School was formed.

2.2 Student Profile

The following information describes the student profile for 2011: (as of July 2011)

Girls	Boys	LBOTE*	Indigenous	Total
360	406	12	6	766

*Language background other than English

2.3 Enrolment Policy

The Diocese of Wagga Wagga has established an [Enrolment Policy](#)[†] which is implemented by all systemic schools in the Diocese.

The implementation of this policy is monitored by the Catholic Schools Office.

[†]Copies of this policy and other policies in this report may be obtained from the Catholic Schools Office website <http://web.csoww.catholic.edu.au> or by contacting the Catholic Schools Office on 02 69370000.

2.4 Staff Profile

The NSW government requires that this report details the number of teachers in each of the following categories:

- have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines
- have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications
- do not have qualifications as described in (a) or (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed:
 - to 'teach' in NSW before 1 October 2004 (either on a permanent, casual or temporary basis), and
 - as a 'teacher' during the last five (5) years in a permanent, casual or temporary capacity.

a	b	c	Total
64	0	0	64

2.5 Teacher Attendance and Retention Rates

The average teacher attendance rate during 2011 was 98%. This figure does not include teachers on planned leave.

The teacher retention rate from 2010 to 2011 was 94%.

2.6 Teacher Satisfaction

Full Staff meetings are conducted three times each term. As part of the meeting there is the opportunity for any staff member to list general business. Backing onto these meetings are Staff Forums which once again are opportunities to raise and discuss any issue.



2.7 Student Attendance and Retention Rates

Year	Attendance %
Year 7	90.65%
Year 8	89.46%
Year 9	87.19%
Year 10	86.46%
Year 11	85.35%
Year 12	84.17%

The average student attendance rate for 2011 was 87.2%.

Of the students who completed Year 10 in 2009, 70% completed Year 12 in 2011.

Management of non-attendance: All absences were followed in line with expected requirements.

2.8 Student Satisfaction

The extended leadership structure in each of the eight Houses served to provide a density of leadership opportunities. This included the SRC – representing all Year levels and each House. The major project was the organisation of Xavier Day in Term Three. A day of celebration and involvement by all students and staff.

2.9 Senior Secondary Outcomes

The percentage of students in Year 12 attaining a Year 12 Certificate or equivalent VET qualification in 2011 was 100%.

The percentage of students in Year 12 undertaking vocational or trade training was 27.8%.

2.10 Student Destinations

The ninety seven HSC students have received fifty two offers across a broad range of courses including Engineering, Occupational Therapy, Medicine, Commerce, Teaching, Nursing, Chiropractic Science, Medical Science, Podiatry, Arts and Speech Pathology.



3. Catholic Life and Mission

3.1 Catholic Heritage

The life of the school is based on Gospel values where the worth of the individual is recognised regardless of ethnic background, academic ability or social opportunity. This diversity of characteristics is viewed as an opportunity for richness.

The formation of students in Catholic discipleship is pursued in light of the heritage of both the Christian Brothers and Sisters of Mercy. Central is our motto "The truth will set you free."

3.2 Religious Life of the School

The school year at Xavier commenced with all students and staff attending Mass celebrated by our Chaplain. During Term One, House Masses and meals were held in the evenings as an opportunity for families and staff to develop stronger ties. Liturgies were held to recognise Ash Wednesday and Easter. Mass was celebrated in Term Three to celebrate Xavier Day and recognise our Founders. Mass was also conducted for our Year 12 graduating class and their families in November and the general school population at the end of the year. Class Masses were held throughout the year. RE Teachers organised the theme with their classes and Mass was held within scheduled classes in the Mercy Chapel.

The particular seasons of the Church and its Holy Days were recognised in each of the Religious Education classes. The Mercy Chapel was used regularly by classes as part of the routine Religious Education curriculum.

3.3 Catholic Worldview

Xavier has continued to offer the Religious Education Program adopted by the Wagga Wagga Diocese – "Sharing Our Story". Additionally students undertaking the Preliminary HSC Course and HSC Course were able to choose either the Studies of Religion Course or the Sharing Our Story Course.

Students in Years 11 and 12 attended a three day Retreat as part of their experience at Xavier.

As a Catholic school, Xavier has the particular task of presenting quality education as an expression of the Catholic world view. We therefore seek to offer opportunities to apply that world view to all aspects of school life and life outside of school. A group of students accompanied by two staff member travelled to Yuendumu (Northern Territory) for an immersion experience – assisting the local people and appreciating the differences in lifestyle. Two Year 11 students and a staff member travelled to Spain for WYD11.

Through the House System students raised funds for overseas missions. Significant donations were made to Catholic Mission and Mercy International.

3.4 Professional Learning in Catholic Life and Mission

The Diocese of Wagga Wagga Catholic Schools Office has established a policy on the [Professional Requirements for the Accreditation of Teachers of Religious Education](#)† which is implemented by all systemic schools in the Diocese.

Of the sixty teaching staff twenty or 33.3% are involved in teaching religious education in the classroom and all teaching staff are formally involved in the vertical pastoral care structures which incorporates active ministry of students.



4. Pastoral Care

Pastoral Care is an integrating concept. It does not happen only in a formal pastoral program, but it underlies much of what the school does and the way it does it. It embraces the relationships between families, students, staff, administrators, community agencies and church. We are all invited to belong and to contribute to the school community.

The focus of the Pastoral Care Policy, in this format, is directed at the students.

4.1 Diocesan Policies

The Diocese of Wagga Wagga has established [Pastoral Care Policy†](#) and [Safe Schools Policy†](#) which are implemented by all schools in the Diocese.

The implementation of these policies is monitored by the Catholic Schools Office.

4.2 School Implementation of Diocesan Policy

Over the course of the year the Staged Student Management System was implemented across all levels of the school. On-going monitoring and modifications were considered and adjustments to the procedures made.

4.3 Pastoral Care of Families

Both formal and informal support structures exist for families within the Xavier community. A School Counsellor is available to consult with students and parents in relation to any pastoral issue. House Co-ordinators, Assistant Principal and Principal all work closely with parents during the year to provide whatever support is required in relation to issues concerning their sons and daughters. External agencies from the community are engaged as needed.

4.4 Resolving Issues

The Diocese of Wagga Wagga has established a [Complaints and Suggestions Policy†](#) which is implemented by all schools in the Diocese. The implementation of this policy is monitored by the Catholic Schools Office.

4.5 Occupational Health and Safety

Each school is required to implement and comply with the Diocesan School System Occupational Health and Safety Management System (OHSMS). This system reflects the current statutory requirements for OHS and complies with the Australian Standard for OHS Management Systems. The OHSMS adopted by the CSO for Wagga Wagga Systemic Schools has been designed to address general health, safety and welfare matters and also to take account of specific issues that apply to school communities. The management system supports the provision of a 'safe and supportive' environment for all students as well as taking into account the health, safety and welfare of staff, visitors and contractors to the school site.

Principals, in consultation with the relevant CSO personnel, are responsible for monitoring the school's compliance with OHS legislation and to implement the management system in keeping with the Catholic Schools Office's Annual OHS Plan. External OHS system audits are conducted across a sample of schools each year to validate the implementation of the management system.



5. Excellence in Teaching and Learning

Xavier High School staff continue to ensure a comprehensive curriculum is delivered in a vibrant and enthusiastic manner. We pride ourselves on the professional manner in which all aspects of school life are managed. Our results and student outcomes reflect this approach.

Staff consistently go above and beyond what is expected to ensure our students are given a broad range of opportunities both within and outside the classroom.

5.1 Quality Teaching and Learning

See comments in the Professional Learning Section (page 9 section 5.4).

5.2 Student Achievement

2011 was the third year of the National Assessment Program – Literacy and Numeracy (NAPLAN). Several points should be noted:

- Students who were exempted from any test were deemed not to have met the National Minimum Standard in that test area.
- In the 2011 cohort, there were 136 students in Year 7 and 127 students in Year 9.

Detail on school performance is provided in the following tables where band distributions and percentages of students achieving the national minimum standard are outlined separately for Year 7 and Year 9. In Year 7, the highest band that a student can achieve is Band 9. In Year 9, the highest band that a student can achieve is Band 10.

Xavier students performed in NAPLAN with the following results;

Comparison of student performance to National performance:

YEAR 7 – 134 students completed the tests

	<i>Xavier</i>	<i>State</i>
Reading	545	544
Writing	523	528
Spelling	538	547
Grammar & Punctuation	544	538

	<i>Xavier</i>	<i>State</i>
Number & algebra	540	549
Space & Geometry	545	552
Numeracy	543	550

YEAR 9 – 124 students completed the tests

	<i>Xavier</i>	<i>State</i>
Reading	589	588
Writing	575	585
Spelling	595	600
Grammar & Punctuation	587	583

	<i>Xavier</i>	<i>State</i>
Number & Data	588	585
Measurement & Geometry	592	587
Numeracy	590	585



School Certificate

One hundred and twenty four students completed the (NSW Board of Studies) external exams in English, Mathematics, Science, History, Geography and Computer Skills. Results are expressed in Bands from 1 to 6. Band 6 being the higher end result.

Students at Xavier achieved Bands 4, 5 or 6 in the following percentages:

English – 92.6%

Mathematics – 52.1%

Science – 79.6%

History – 59.4%

Geography – 69.9%

Computer Skills – 60.2% were either competent or highly competent.

Higher School Certificate

The HSC class of 2011 achieved some excellent results. Ten students achieved an ATAR in the 90's. There were thirty seven Band 6 results across sixteen different courses.

Our 2011 Dux achieved the outstanding score of 95.55.

HSC students have received fifty two offers across a broad range of courses including Engineering, Occupational Therapy, Medicine, Commerce, Teaching, Nursing, Chiropractic Science, Medical Science, Podiatry, Arts and Speech Pathology.

5.3 Extracurricular Activities

There are a broad range of extracurricular activities students are involved in. These include subject related excursions, Year level Retreats and camps, extensive sporting activities and cultural events.

5.4 Professional Learning

The National Computer Scheme now sees Xavier with computers in the hands of students in Years 9 to 12. Staff professional development continued to be a major focus in the area of use of technology to enhance teaching pedagogy. Key Learning Areas fostered skills specific to their needs while whole staff gatherings continued to enhance the manner in which technology was used to consolidate student learning.

There was a focus on team teaching with the benefits of having specialist teachers combine their expertise to enhance the learning environments for students.

Additionally there were many and varied activities individual staff accessed throughout the year.



6. Strategic Initiatives

6.1 2011 Priorities and Achievements

- Formation of St Vinnies Group
- WYD11 – Spain. Two Year 11 students and one staff member attended
- Immersion experience to Yuendumu for six students and two staff
- Implementation of smaller class sizes for practical classes
- Preparation for the National Curriculum
- Development of Professional Learning Plans for Executive members
- Development of new reporting format
- Appointment of Literacy and Numeracy Coordinator
- Implement Quicksmart Numeracy remediation program
- Implementation of daily reading time for all students (DEAR)
- Expand the notebook provision to include all Years 9,10,11
- Successful application for capital grant to replace all portables
- Successful application for Trade Training Centre Grant
- Installation of video conferencing facilities
- Re-write anti-bullying policy to be compliant with National Safes Schools Framework

6.2 2012 Priorities and Challenges

- Preparation for NSW Board of Studies Registration & Accreditation
- Construction of buildings to replace portable classrooms
- Construction of Trade Training Centre
- Appointment of Technology & Digital Learning Coordinator
- MORE Project – inclusive education
- Professional Learning Plans for all staff
- Focus on pedagogical improvement in areas of student and staff collaboration via action research using student centred model (Ross Todd)
- Staff training in Teach More Manage Less
- Ipad training to promote use of technology by staff in class room
- Sustainability – expansion of school wetlands and further investigation into solar energy
- On-line booking system for Parent/Student/Interviews



7. Parent Participation

Parent involvement in the life of the school is encouraged at all levels. It is recognised that higher levels of parental involvement promotes student learning.

7.1 Introduction

Parents are involved in the governance of the school through the elected members of the Advisory School Council and the open membership of the Parents' & Friends' Association. Both groups meet on a regular basis.

The P&F work industriously to raise valuable funds for the school – recently contributing to funding new outdoor furniture and bubblers.

The School Council has been closely involved in the continued development of the grounds and planning for future building projects. This included the successful application for Capital Grants to replace portable classrooms currently in use. The school is also required to make a contribution to this building program.

7.2 Parent Satisfaction

The continued strong demand for places at Xavier is an indicator that parent satisfaction is generally high.



8. Financial Report

