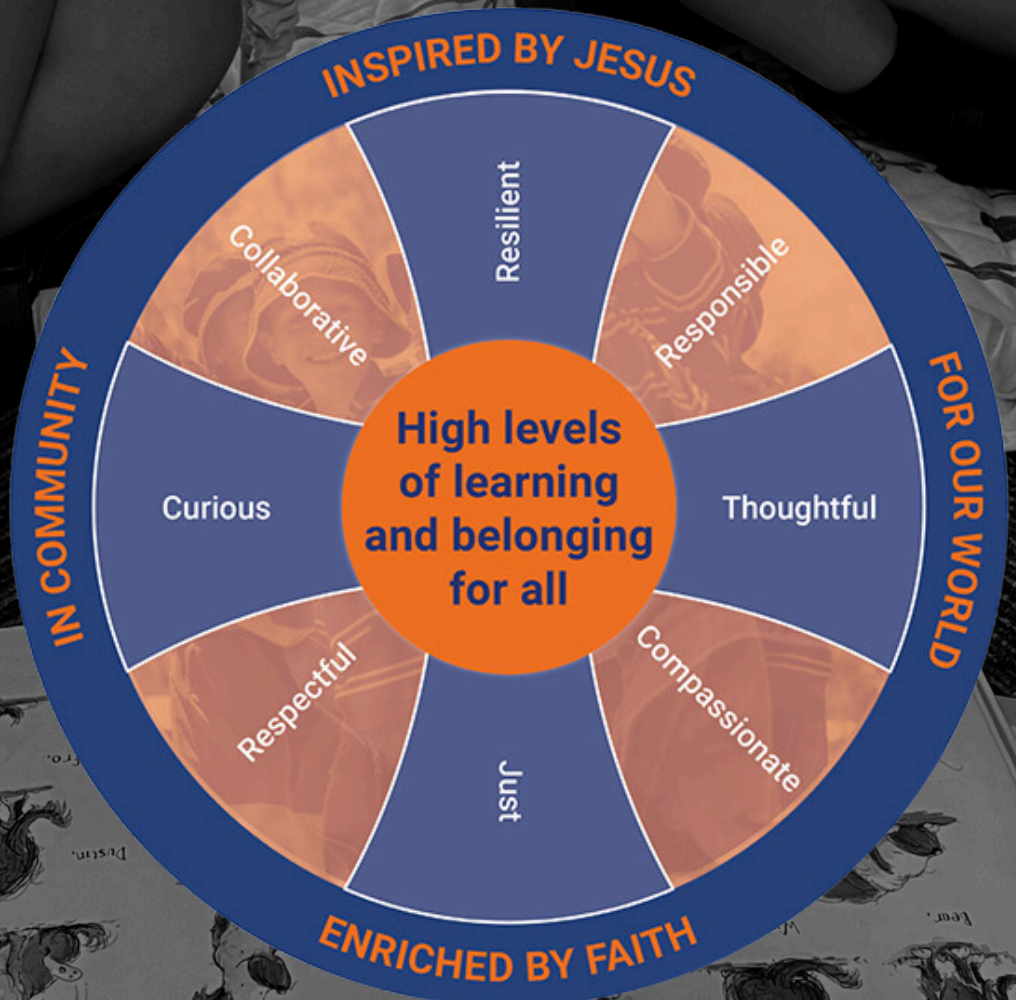




St Raphael's School
P A R K S I D E

ST RAPHAEL'S SCHOOL ANNUAL GENERAL MEETING

School Board Report April 2025



CATHOLIC IDENTITY

Catholic identity

Strategic intent

We are committed to enriching faith by engaging our community in:

- Meaningful spiritual formation
- Contemporary, authentic religious education
- The principles and practices of Catholic Social Teaching

Goals

- Use the redesigned Crossways Curriculum effectively to design, implement and assess a rigorous Religious Education Program
- Build a strong understanding of Catholic Social Teaching and embed principles in learning culture
- Ensure authentic opportunities for staff, students and families to engage in meaningful spiritual formation
- Ensure our school's Mercy values are embedded into our teaching, learning, living and leading culture



We are committed to enriching faith by engaging our community in: Meaningful spiritual formation, contemporary, authentic, religious education and the principles and practices of Catholic Social Teaching

Throughout 2024, we have remained steadfast in our commitment to deepening the Catholic identity of our school, ensuring that faith is at the heart of all we do. Guided by the principles of Catholic Social Teaching (CST), we have worked collaboratively to cultivate a shared understanding of the Gospels and their relevance in our school community.

Professional learning has been a key focus this year, equipping our staff with the knowledge and confidence to integrate Catholic teachings into all aspects of school life. Our teachers have undertaken training in the Made in the Image of God (MITIOG) program, ensuring that students engage with a faith-informed understanding of human dignity and relationships. Additionally, a shared professional development day with Stella Maris School on the Crossways curriculum has strengthened our collective approach to religious education, fostering dialogue and best practices across both school communities.

We are also proud to support the professional formation of our educators, with two staff members currently undertaking their Graduate Certificate in Catholic Studies. Their deepening theological knowledge and pedagogical expertise are already enriching classroom experiences, further embedding faith-based education within our curriculum.

Faith formation opportunities have continued to grow through the weekly visits of Father Tony, who has met with each class to share scripture, engage in discussion, and foster meaningful connections between students and the Church. These visits have provided an invaluable opportunity for students to encounter faith in a personal and engaging way, strengthening their understanding of Gospel values.

Our partnership with the Parish continues to flourish, providing meaningful connections for our students and staff beyond the school gates. Our visits to the Monastery including our Mini Monet Art Celebration, a unique initiative that showcased student creativity in a sacred and historic setting, have deepened our spiritual engagement. One of the standout events of the year was Mercy Day, which we celebrated at the Monastery. This special occasion reinforced our commitment to the Mercy Values and provided an opportunity for students to actively live out their faith.

CURRICULUM & CO-CONSTRUCTED LEARNING

Curriculum & co-constructed learning & assessment design

Strategic intent

We are committed to strengthening the school's shared vision for learning by:

- Professional dialogue and collaboration between teachers
- Aligning curriculum design, pedagogy, and assessment practices

Goals

- Build strong, collaborative professional learning communities within and beyond our school
- Use Understanding by Design consistently and effectively as the basis for all learning design
- Use data as evidence to effectively inform teaching and learning to achieve high levels of learning and wellbeing for all



We are committed to strengthening the school's shared vision for learning by professional dialogue and collaboration.

At St. Raphael's School, we are committed to strengthening a shared vision for learning through intentional professional dialogue, collaboration, and a commitment to high-impact teaching practices. In 2024, this strategic focus has continued to drive educational excellence across the school, supporting both staff capability and student achievement.

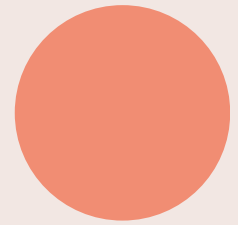
A highlight of the year has been our Expert in Residence program, featuring the invaluable contribution of Tony Hole, a specialist in English and literacy instruction. Tony has worked closely with staff to deepen their understanding and teaching of grammar in context, supporting the development of a whole-school approach to writing instruction. His guidance has helped teachers unpack grammar not as isolated skills, but as purposeful tools to enhance students' expression and clarity in writing. This shared professional learning has had a direct impact on the quality of student writing across year levels and has strengthened our collective pedagogical practice.

In the spirit of collaborative growth, we continued our moderation partnership with St Catherine's School, allowing teaching teams to engage in cross-school dialogue around student learning, assessment, and achievement standards. This partnership has ensured consistency in teacher judgment and has enriched our understanding of the curriculum through the lens of shared practice and professional trust.

Another standout initiative in 2024 has been our engagement with the Playberry Multisensory Literacy Program. This targeted professional learning has provided staff with a structured and evidence-based approach to early reading instruction. As a result we are proud to report that 100% of our Year 1 students passed the Phonics Screening Check—a testament to the strength of our early years teaching and the impact of consistent, high-quality literacy practices across classrooms.

Through these initiatives, our staff have continued to work collaboratively to refine and align teaching approaches, ensuring that our shared vision for learning is not only aspirational but consistently enacted in classrooms every day.

STUDENT AGENCY, IDENTITY, LEARNING AND LEADERSHIP



Student agency, identity, learning and leadership



Strategic intent

We are committed to enhancing student agency through:

- Co-construction of learning and assessment
- A culture of self-reflection, feedback and improvement
- Student voice included in decision making

Goals

- Establish a mechanism for students to have an authentic voice in the school decision making processes
- Enable students to develop and reflect upon their key capabilities as learners, people and leaders
- Ensure the principles of visible learning are embedded in school practices so that all students know what and why they are learning and how to be successful in their learning and how to be successful in their learning

We are committed to enhancing student agency through the co-construction of learning and assessment, a culture of self-reflection, feedback and improvement, and student voice included in decision making.

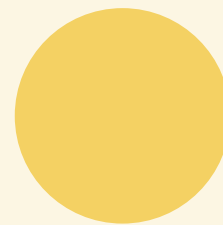
At St. Raphael's School, we are committed to enhancing student agency, ensuring that students take an active role in their learning journey. Through the co-construction of learning and assessment, a culture of self-reflection, feedback, and continuous improvement, and the inclusion of student voice in decision-making, we empower our students to become confident, independent learners who take ownership of their education.

A key highlight of 2024 was our staff's participation in the Eastern Region Conference, which focused on Student Agency. This event provided invaluable professional learning opportunities, including insights from global speaker Lee Crocket, who shared strategies on embedding student agency at different levels—from Level 1, where students begin developing ownership of their learning, to Level 8, where students demonstrate full autonomy and self-directed learning. These insights have inspired our ongoing work in strengthening student agency across all year levels.

We were also privileged to be part of the pilot group that co-designed the CESA Digital Asset on Student Agency, a groundbreaking initiative that will be implemented across all Catholic schools in South Australia. This tool provides a framework for fostering student agency in contemporary learning environments, supporting teachers in designing learning experiences that encourage student choice, responsibility, and engagement. We are particularly proud of Tia Dela Pace, who played an integral role in contributing to the development of this resource, ensuring that it reflects the needs and aspirations of students in Catholic education.

As we continue to embed student agency into all aspects of learning, we remain committed to fostering a school culture where students are empowered to set goals, reflect on their progress, seek feedback, and drive their own learning. By creating opportunities for authentic student voice and decision-making, we are shaping confident, capable, and future-ready learners who will thrive in an ever-changing world.

COMMUNITY ENGAGEMENT



Community engagement

Strategic intent

We are committed to building community engagement by:

- Positive and collaborative partnerships within and beyond our community
- A culture of inclusion and diversity

Goals

- Develop strong collaborative and respectful partnerships with families and the wider school community, embedding inclusive practices centred on the Catholic Identity of the school
- Build a culture of welcome, inclusion and shared responsibility, enabling student agency and wellbeing
- Enhance agency of staff, students and families in school decision making
- Build strong community engagement with the Glen Osmond/Parkside Parish



We are committed to building community engagement through positive and collaborative partnerships within and beyond our community as well as a culture of inclusion and diversity.

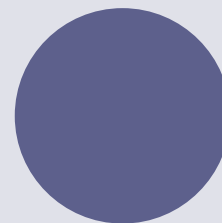
At St. Raphael's School, we are committed to building community engagement through positive and collaborative partnerships within and beyond our school. By fostering a culture of inclusion and diversity, we strengthen the connections between students, families, and the wider community, creating meaningful opportunities for learning, celebration, and shared experiences.

A major highlight of 2024 was our inaugural School Community Fair, which brought together families from across the Parkside and Unley area, along with our own school families, in a day of fun, connection, and celebration. This fantastic event was a true reflection of our strong and welcoming community, and it was enjoyed by all who attended. The success of the fair has reinforced the importance of community collaboration, and we look forward to making it an annual tradition.

Another significant milestone was the launch of our Reading Revolution, a literacy initiative in partnership with local kindergartens and Early Learning Centres. This program not only strengthened our relationships with early childhood providers but also fostered a shared love of reading among young learners. As part of this initiative, we hosted an expert panel featuring authors, library professionals, and literacy specialists, sparking important discussions about the power of reading in early education. The impact of this initiative was widely recognised, and we were honoured to receive the Community Event of the Year award on Australia Day—a testament to the meaningful connections this program has fostered.

Our commitment to supporting families extended beyond student learning, with the hosting of a Parent Education Session run by Madhavi Nawana Parker. This highly valued session provided practical strategies for parents, offering insights into children's emotional well-being and resilience. The overwhelmingly positive feedback from families highlighted the importance of these sessions in strengthening the school-home partnership.

RESOURCES



Resources

Strategic intent

We are committed to growing our school by becoming a school of choice.

Goals

- Build cohesive strong parent/school partnerships recognising the inherent dignity of individual students and their families
- Use the financial resources to provide quality and contemporary programs to further engage students in their learning
- Continually develop Marketing strategies that celebrate learning with the wider community
- Develop and refine processes for school infrastructure to continue to grow



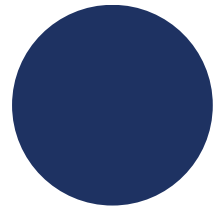
We are committed to growing our school by becoming a school of choice.

In 2024, St. Raphael's School experienced significant growth, reinforcing our position as a thriving and dynamic learning community. Our commitment to delivering an exceptional, values-driven education has resonated with families, resulting in a 20% increase in enrolments. This growth reflects the strength of our school's reputation and the confidence families have in our ability to provide a high-quality Catholic education that nurtures the whole child.

A major milestone this year was the launch of our International Program, which expands our global reach and welcomes students from diverse cultural backgrounds. This initiative supports short-term study opportunities and school group visits, providing international students with an enriching experience within our school community while fostering global connections for our students. By embracing international education, we continue to cultivate an inclusive and globally minded learning environment, strengthening our school's cultural diversity and enriching the educational experience for all.

In addition to enrolment growth, we celebrated the completion of our major building project, which has significantly enhanced our learning and administrative spaces. The opening of two brand-new classrooms has provided modern, flexible learning environments that support innovative teaching practices and student engagement. Alongside this, our new administration area was officially opened, offering a welcoming and functional space that better serves our students, staff, and families. These new facilities mark an exciting step forward in ensuring our school infrastructure continues to evolve to meet the needs of our growing community.

CHAIR PERSON'S REPORT



2024 was a year of growth, reflection, and new beginnings for St. Raphael's School - a year that has set the stage for an exciting new chapter in our school's journey.

Looking back at the past 12 months, the board has remained steadfast in its role of providing governance and advice, ensuring that the school continues to thrive while staying true to the Mercy values and mission.

Over the past year, the board has been involved in several key initiatives, including:

- Review and streamlining of communications: After examining the various communication channels used by the school and gathering data and opinions, we identified the need for a more streamlined approach. This effort led to the successful implementation of Seesaw as the primary tool for communication, with other apps and online still supporting. This transition has enhanced clarity and accessibility, strengthening connections between the school, parents, and the broader community.
- Facilities Upgrades and ongoing works: We have overseen significant upgrades to the school's facilities, ensuring that the physical environment supports our students' learning and well-being. While many of these projects have been completed, important works are still in progress, and we look forward to their completion, which will further elevate the school's infrastructure and facilities.
- Strategic Planning: The board took an active role in assisting with the development of the Strategic Plan. This plan serves as a roadmap for the school's future, outlining our goals and priorities and setting a clear vision for the years to come.

These accomplishments are a testament to the dedication and collaborative spirit of the St. Raphael's community. I would like to extend my thanks to my fellow board members, the leadership team, the staff, and, most importantly, the families and students who make this school so special.

As we move into this new era for St. Raphael's School, we do so with a renewed commitment to fostering an environment where every student can thrive, learn, and grow. In the coming year, the Board is preparing to be part of the development of the outdoor spaces, including replacing the playground and reconnecting the students to our environment through planting various species and in the longer term, growing and harvesting vegetables.

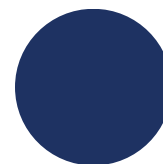
The coming year will undoubtedly bring new challenges, but with those challenges come opportunities—opportunities to innovate, to inspire, and to continue building a future that reflects the Mercy values we hold dear.

Thank you for your ongoing support. Together, we are creating a forward thinking, innovative and creative environment for our children to learn, grow and develop.

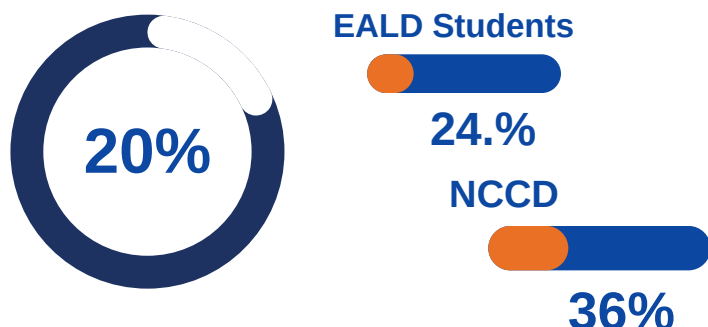
I encourage all parents and caregivers to join the School Board to help support and drive the exciting future direction of our school.

Amy Thornton
Chairperson, St. Raphael's School Board

SCHOOL METRICS



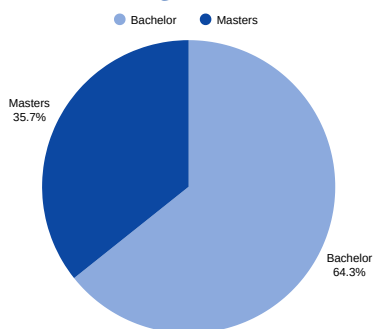
Enrolment Numbers



Fulltime Equivalent Staff



Teacher Qualifications

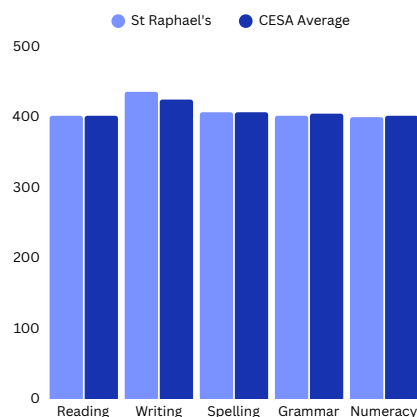


LLL Satisfaction Survey Data

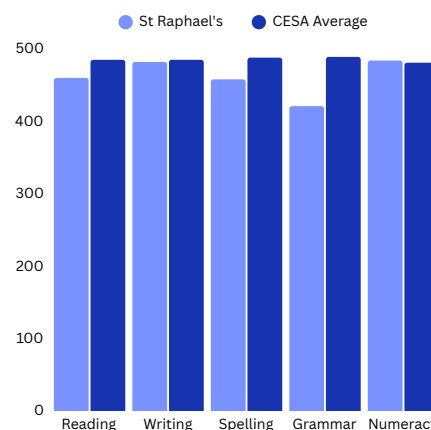
Balanced Score Card: Teacher & Leadership Perceptions (LLL Framework)



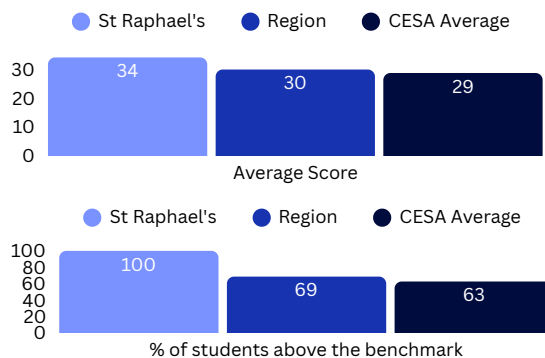
NAPLAN Results Year 3



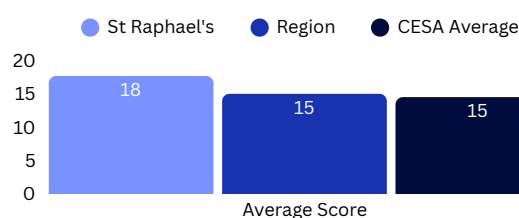
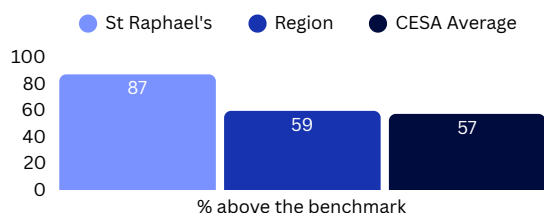
NAPLAN Results Year 5



Phonics Screening Check Year 1



Number Check Year 1



MARKETING REPORT

Written by: Katrina tucker
Marketing Coordinator

Website Traffic

Active users increade by 8.2 K ↑

Organic search increade by 1 K ↑

Direct traffic increade by 1.9K ↑

St Raphael's School has significantly enhanced its marketing efforts in 2024, focusing on digital campaigns, community engagement, and strategic partnerships. Our initiatives have resulted in increased website traffic, improved tour bookings, and enhanced community involvement, setting a strong foundation for future growth.

Enrolment Impact

Tour bookings increased by 17% ↑

School enrolments increased by 20% ↑

Kindergarten Partnerships

Extended buddy programs with local kindergartens, including Cranley House, Kozy Kids, Grove Kindergarten and Guardian Child Care Centre

Organised a family session discussing transitioning to primary school – although this event did not go ahead due to low numbers its awareness was great with Katrina being asked to present on it at a CESA PD.

Distributed flyers promoting the Book Club Playgroup and literacy events to partner kindergartens

Reading Revolution Program

- Launched the Reading Revolution read-a-thon from November 4th to 8th, engaging students and local kindergartens.
- Distributed flyers through kindergarten partners to promote literacy events and reinforce the school's commitment to early childhood education.

Media Coverage

- Secured a prominent article and editorial in The Advertiser featuring Principal Emma discussing the critical importance of literacy in education
- This media coverage significantly boosted St Raphael's profile as a literacy-focused school and reinforced our commitment to academic excellence.

Third -Party Advertisers

Formed new partnerships with Kids In Adelaide, Kiddo Mag, and Play & Go for broader reach.

Discontinued the NewsCorp campaign due to poor ROI, reallocating budget to more effective platforms.

Started working with GLAM Adelaide and Event Brite with encouraging results.

Google Ads

Increased budget allocation to Google Ads after reallocating funds from NewsExtend campaigns.

Higher conversion rates were achieved compared to previous years due to improved

WHS REPORT

Written by: Wendy Davey
WHS Coordinator

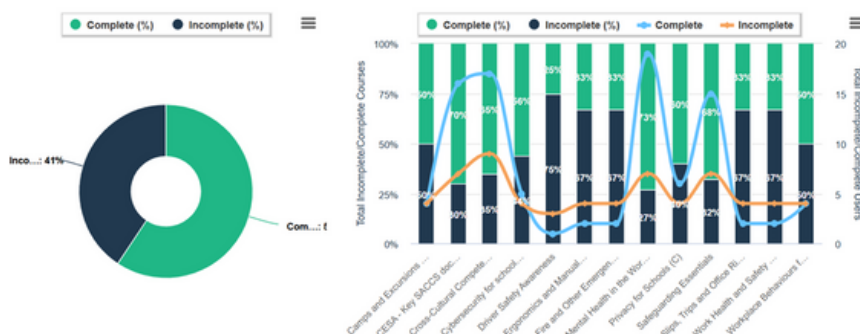
Site Tasks

All 'Rapid Global' Incident and Hazard tasks were completed throughout the year to fulfil our compliance. There were no "notifiable incidents" during 2023.

Site Training

- All new staff and regular visitors to our school undertake a site induction upon commencement at our school. All staff returning to work after a long leave of absence also undertake a refresher site induction.
- All tutors are required to undertake our school site induction.
- All staff signed off after reviewing the CESA Code of Conduct. This is an annual expectation.
- All staff continue to complete set modules in online learning / training which ensures that everyone working in our School is fully aware of their WHS responsibilities, policies and procedures. Catholic Education South Australia sets the policies and procedures to be reviewed each semester.

SALT Training completed by staff



Risk Management

The Staff continue to be diligent in preparing thorough Risk Assessments for all excursions and incursions. Staff and volunteers are also encouraged to conduct RA's in their general workplace with Work Place Inspections being conducted twice a year and RA's being undertaken when any circumstances change in their work area (such as new equipment or furniture) and all staff and visitors know and are expected to report any hazards and near-misses immediately.

Wardens

Emma Fowler, Damian Emery, Verity Arthur and myself are current Fire Wardens for 2024/2025. During the year we conducted 2 effective fire evacuation drills and 2 lockdown drills to fulfil our WHS responsibilities.

Volunteers

All volunteers are highly valued and appreciated at St Raphael's School and all have acquired a DCSI Working with Children Check and online RAN Training. Along with a Volunteers' Induction, the process is extremely thorough. Our School Community thanks and acknowledges the time involved in this compliance process and greatly appreciates the time and expertise contributed by each volunteer in their role.

Site Works

Late 2024 an audit of our playgrounds were conducted. Any required works will be completed in April 2025.

Consultation

Quarterly Work Health and Safety bulletins provided by CCI (Catholic Church Insurances Limited) were shared with staff regarding WHS matters, reminders and tips. The Principal passes on essential items relating to health, safety and wellbeing to staff during staff meetings and WHS information is shared on a regular basis via staff email. Regular WHS reports have been included at School Board meetings.

FINANCIAL REPORT

Written by: Damian Emery
Finance Manager

Finance Summary Report for St Raphael's School for Year End 31 December 2024

I am pleased to be able to present the Finance Summary Report, along with the Financial Statements, for the year ended 31 December 2024. Following a year of consistency with no challenges of the COVID-19 pandemic and moving from planning to building the new Administration and GLA Buildings, we can report that the overall result for the year was a deficit of \$76,266.

Recurrent Income and Expenditure

Recurrent income and expenditure tracked roughly broke even. Recurrent income tracked similar to last year, however the significant difference was in recurrent expenditure where the recurrent administration expenses were higher than 2023. This was partly due to a couple of increased wages for administration staff (some of which should have been transferred to OSHC), electricity being higher due to the solar panel system breakdown, but mainly due to smaller asset purchases attributed to the new buildings such as tables, chairs, office furniture and technology additions.

Trading Accounts

These accounts traded at a combined deficit of -\$37,478. The large deficit is still a result of the loss of OSHC income due to reduced numbers and OSHC expense due to extra staffing (Catholic Education requirement for a reasonable amount of overstaffing). Canteen and Uniform should be near \$0 from now on as both have been outsourced with minimal requirements internally.

We continue to believe that the provision of these functions is important in continuing to service existing students and families, and to attracting new families to our school community.

Capital

Our CAPEX spend for the year was unfavourable \$71,544. The main project finalised this year was the Administration and General Learning Area. Although unfavourable by a reasonable amount, additions to the School have placed us in a better position from a visual, practical and financial perspective. The School had contributed more than funded for the building project in 2024, whilst improving the facilities with new paintwork and repairs (especially in the Hall), providing new laptops and ipads to students and staff to assist in improved technology, processes and performance, a disability accessible chilled water fountain and replacement of the old (broken) 4.5kw solar system with a new 35kw solar system with battery.

Bank Balance

Bank balance available as at 31 December, 2024, was \$568,422.

This healthy bank balance, combined with improvements throughout 2024 and budgeted for 2025, puts the school in a favourable position moving forward, as it allows for future CAPEX projects as well as an ability to fund operational expenditure planned to help the School continue to provide a quality education and support to existing students and families as well as attract new enrolments.

FINANCIAL REPORT (CONTINUED)

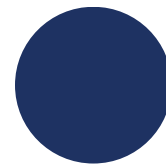
Auditors

While KPMG continue to audit all Catholic Education Schools, the audit processes has meant that the Audited Statement will now be finalised in early April 2025. In the case that any adjustments are required, financial statements will be amended accordingly.

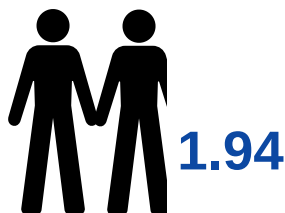
I congratulate Emma Fowler, Damian Emery, staff and Catholic Education for their diligent management of the school's financial resources in the complex and challenging environment of 2024, and I wish to thank them for their support. The financial results for this year demonstrate that the school has been able to operate close to its budget, make important capital improvements, and maintain its cash reserves near a level required by Catholic Education, which places it in a favourable position to manage the forecast budget for 2025.

	Actual 2023	Actual 2024
<u>Recurrent Income</u>		
School Fees	254,182	268,452
Remissions & Discounts	(49,777)	(58,304)
Net School Fees	204,405	210,148
Government Grants	2,591,773	2,559,974
Other Income	110,291	210,542
	2,906,469	2,980,664
<u>Recurrent Expenses</u>		
Tuition	(1,978,358)	(1,968,980)
Administration	(693,605)	(978,928)
	(2,671,963)	(2,947,908)
<u>Trading Accounts</u>		
Canteen	\$2,945.02	(924)
Uniforms	\$1,274.61	(285)
OSHC	(\$42,437)	(31,466)
P & F	\$366.14	(4,803)
	(37,851)	(37,478)
Net Revenue & Expenditure	196,655	(4,722)
Net Income before Capital income & expenditure		
<u>Capital Income</u>		
Govt Capital Grants		2,643,780
		2,643,780
<u>Capital Expenses</u>		
Fixed Equipment		2,536,268
Furniture & Equipment		73,475
Computer Equipment		105,581
Loan Repayments		-
		2,715,324
Net Capital Income		(71,544)
<u>Cash Flow Summary 2024</u>		
Cash at Bank Opening Balance 01/01/24		\$644,648
Surplus (Deficit)		-\$76,266
Closing Cash at Bank 31/12/2024		\$568,422
Debtors		\$65,888

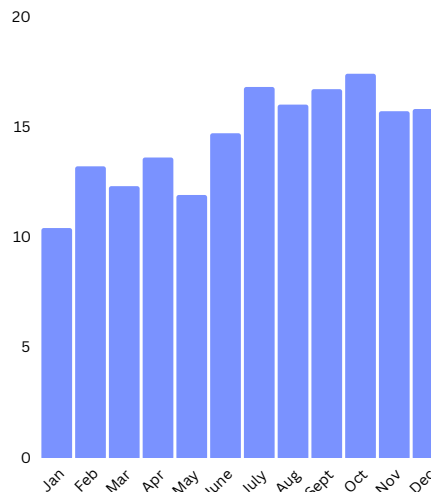
OSHC REPORT



Average Staffing Numbers



Average Attendance Numbers



In 2024, our OSHC service continued to grow and evolve in response to the needs of our school community. We are proud to report that following our most recent review by the Education Standards Board (ESB), our OSHC received a rating of Meeting the National Quality Standard in all areas. This achievement reflects the commitment of our OSHC team to providing a safe, engaging, and supportive environment for all children.

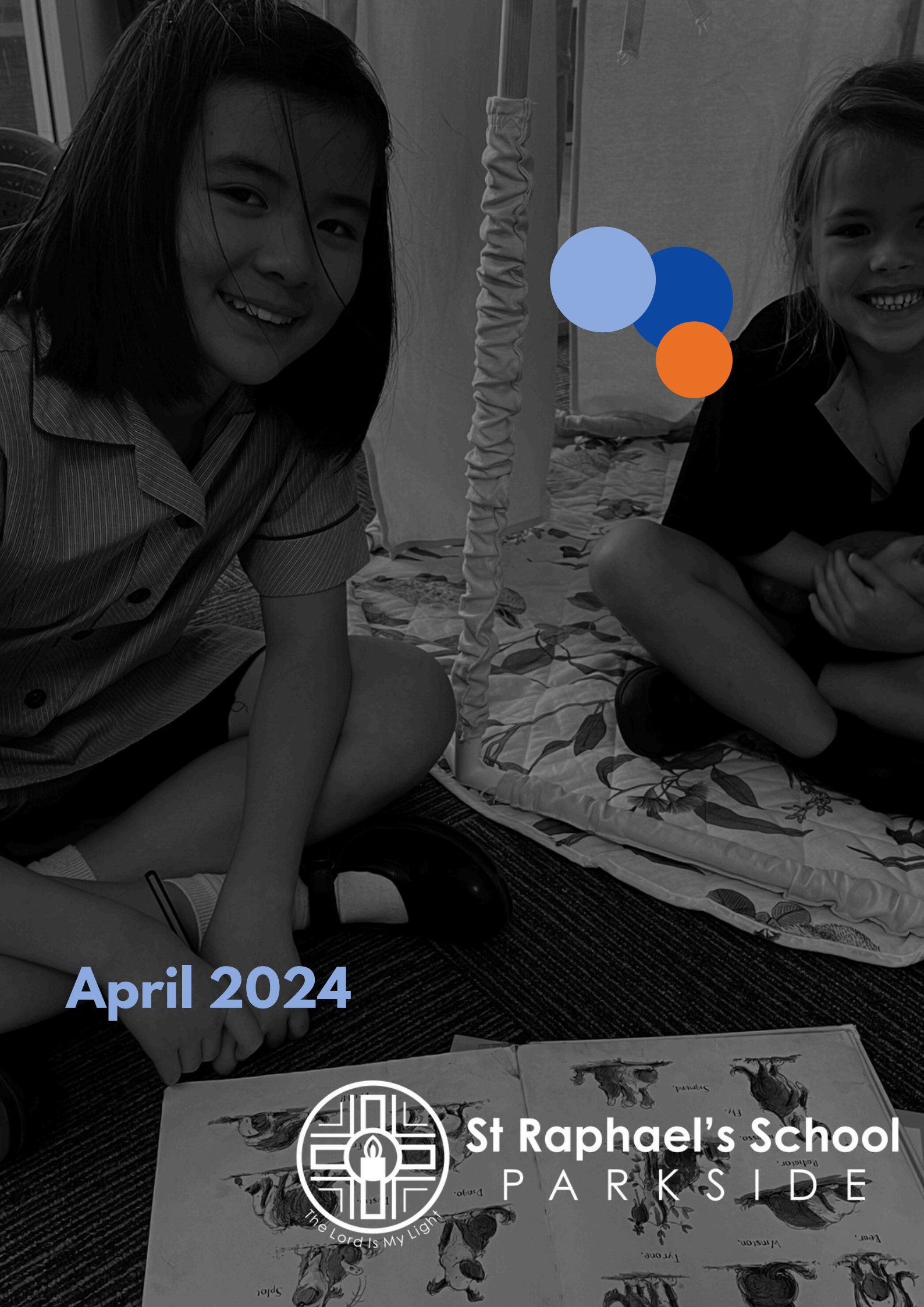
This year, we successfully introduced a Vacation Care program, which was well received by families and has proven to be a valuable addition to our service. The introduction of this program was directly informed by parent feedback gathered through community surveys, highlighting our commitment to responsive and family-focused care.

In further response to community needs, we also introduced an earlier start time for our before-school care sessions, supporting working families with greater flexibility and accessibility.

Our OSHC continues to be an integral part of the St. Raphael's School community, and we remain committed to its ongoing development and alignment with the needs of our families.

PARENTS & FRIENDS REPORT

We introduced new fundraising initiatives, including cookbook sales, to support school programs. Additionally, we successfully organized a Community Fair Day, which attracted hundreds of attendees and fostered a strong sense of community. We also coordinated key social events such as the annual picnic day and 'Parents at the Pub' on school disco night, creating opportunities for families to connect and engage with the school.



April 2024



St Raphael's School
PARKSIDE