2016 Annual General Meeting
Principal’s Report

It is my pleasure to report on the many and significant developments which have occurred since my last report in 2014.

The school continues to be a strong presence in the local community as a Catholic School with a strong sense of Identity, a significant contributor to social and religious life of the local community and a potent force in the provision of a contemporary education within local Catholic schools, Catholic Education generally and the broader educational community. I congratulate Suzette Finn and the members of the School Board for their encouragement, wisdom and oversight of these emerging successes.

The school maintains and supports the Mass centre for the Salisbury Catholic Parish and Syro-Malibar Catholic Community as well as providing venues for a variety of Youth Group Activities for the various ethnic, cultural and religious groups which reside in our local community. The school has supported Archdiocesan ventures such as the Cathedral Restoration Project and fundraising activities for the international projects in Vietnam.

The school highly values its relationship with the Salisbury Catholic Parish and welcomes the support of our Parish Priest, Fr Roderick and the assistance provided by Fr Shibu and Fr Tong together with Deacon Arturo Jimenea, Fr Roderick has also supported us by providing a series of Professional Learning Opportunities for our School Staff during staff meetings.

The School has been engaged in a prolonged program of consolidating school buildings by replacing temporary transportable buildings with permanent buildings of solid construction.

In the past seven years the school has been substantially rebuilt providing facilities for the school during the week and valuable community venues on the weekends and during the evening. The school can now offer the Parish and the community a range of comfortable venues depending on the size of their group. Despite this context of an ongoing building program and considerable costs, the school was able to return its’ consolidated cash reserves to the figure prescribed by the Catholic Church Endowment Society ($650,000) for the first time since 2008. I congratulate our Bursar Jessie Ng for her diligent work to achieve this outcome.

The relationship of the school with the community is one of our most treasured assets.

Another great asset is our ethnic, cultural and religious diversity. Our School is part of the Catholic Parish of Salisbury and welcomes members of the Syro Malibar Community and the Vietnamese Catholic Community and the Filipino Catholic Community. Overall we serve a community of 45 different ethnic and cultural groups who provide us with a unique character and presence in the community. I congratulate our Assistant Principal Michael Urdanoff for his unstinting work of collaboration with each of these groups.

The recent Harmony Day held at the school was a marvellous festival of diversity celebrating the richness that each of these community groups bring into the school. The Early Learning Centre Dinner was catered for by the Vietnamese community which provided eight courses of sumptuous food for 600 guests. I congratulate Hong Nguyen, our community liaison officer for her great work with the community and Magdalena our EAL line leader for her energy and commitment.

Holy Family Catholic School has been influential among schools in a variety of educational projects and curriculum initiatives. We were a leading influence in the Leuven Catholic Identity Project, in the Ecological Conversion initiative working closely with Professor Paul Clark from the UK. Of recent times we have taken a leading role in promoting the benefits of Positive Education working with Northern Connections and Geelong Grammar School. At the end of this term we will be hosting a four-day Conference for 161 teachers from northern Adelaide, including 111 from northern Catholic schools. I congratulate Daniel Cowan, our Deputy-Principal, the other School Leaders and the school staff for bringing this educational Visio into the realm of reality.

Holy Family offers a rich and diverse curriculum featuring language, the Arts, School Sports and a program of outdoor education, sports and school camps. I congratulate the NIT Team which continues to foster these important extra-curricular activities.
Our school provides an important layer of family support through the OHSC Service, Vacation Care, the Uniform Shop and the School Canteen. I congratulate the staff of these services for their care and support of our community.

Our latest innovation is the establishment of our Early Learning Centre. This service will serve children in the 3-5 years age group. I congratulate the whole staff for their insights in reimagining childhood 0-18 years. Our Vision is for an excellent program for these very young children and to form relationships with young families as they are first forming. We believe this will provide fascinating insights for Catholic education and for local Church.

KERRY WHITE
PRINCIPAL

March, 2016
### Physical Health and Wellbeing

- **AEDC domain:** Physical health and wellbeing
- **Geography:** Your School, SA, National
- **Children with valid scores (%):**

### Social Competence

- **AEDC domain:** Social competence
- **Geography:** Your School, SA, National
- **Children with valid scores (%):**
  - 2015: 67, 98, 14,081, 13,129, 11,111, 207,405, 193,900, 162,701

### Emotional Maturity

- **AEDC domain:** Emotional maturity
- **Geography:** Your School, SA, National
- **Children with valid scores (%):**
  - 2015: 67, 98, 14,081, 13,129, 11,111, 207,405, 193,900, 162,701

### Language and Cognitive Skills (School-based)

- **AEDC domain:** Language and cognitive skills (school-based)
- **Geography:** Your School, SA, National
- **Children with valid scores (%):**
  - 2015: 67, 98, 14,081, 13,129, 11,111, 207,405, 193,900, 162,701

### Communication Skills and General Knowledge

- **AEDC domain:** Communication skills and general knowledge
- **Geography:** Your School, SA, National
- **Children with valid scores (%):**
  - 2015: 67, 98, 14,081, 13,129, 11,111, 207,405, 193,900, 162,701

### Children with valid scores (Number)

<table>
<thead>
<tr>
<th>Year</th>
<th>Developmentally on track</th>
<th>Developmentally at risk</th>
<th>Developmentally vulnerable</th>
<th>Total</th>
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<tbody>
<tr>
<td>2015</td>
<td>67</td>
<td>99</td>
<td>14,081</td>
<td>16,233</td>
</tr>
<tr>
<td>2016</td>
<td>66</td>
<td>98</td>
<td>14,215</td>
<td>15,555</td>
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<tr>
<td>2017</td>
<td>67</td>
<td>99</td>
<td>14,215</td>
<td>15,555</td>
</tr>
<tr>
<td>2018</td>
<td>66</td>
<td>98</td>
<td>14,215</td>
<td>15,555</td>
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<tr>
<td>2019</td>
<td>66</td>
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<tr>
<td>2020</td>
<td>66</td>
<td>98</td>
<td>14,215</td>
<td>15,555</td>
</tr>
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</table>
**Worries**

*Figure 4.7*

<table>
<thead>
<tr>
<th>Worries</th>
<th>Your school</th>
<th>South Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>96</td>
<td>6420</td>
</tr>
<tr>
<td>Medium</td>
<td>61</td>
<td>4454</td>
</tr>
<tr>
<td>High</td>
<td>82</td>
<td>5276</td>
</tr>
</tbody>
</table>

*Note: A low level of worries was considered a positive developmental outcome and a high level of worries was considered a negative developmental outcome.*

**Perseverance**

*Figure 4.8*

<table>
<thead>
<tr>
<th>Perseverance</th>
<th>Your school</th>
<th>South Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>85</td>
<td>5241</td>
</tr>
<tr>
<td>Medium</td>
<td>91</td>
<td>5659</td>
</tr>
<tr>
<td>Low</td>
<td>61</td>
<td>4814</td>
</tr>
</tbody>
</table>

**Engagement**

*Figure 4.9*

<table>
<thead>
<tr>
<th>Engagement</th>
<th>Your school</th>
<th>South Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>107</td>
<td>5014</td>
</tr>
<tr>
<td>Medium</td>
<td>81</td>
<td>5083</td>
</tr>
<tr>
<td>Low</td>
<td>49</td>
<td>8788</td>
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</tbody>
</table>
Chairperson’s Report

Welcome to our Annual General Meeting for 2016. It is with pleasure that I have been given the opportunity in 2015 to again represent the Holy Family Catholic School Board as Chairperson. I have personally enjoyed contributing & supporting this great school as it is such an honour to be a part of this wonderful community.

I would sincerely like to thank all school leaders, teachers, students, office administrative staff, our Parish, school board members and all families within our school community for their outstanding contribution made to our school this year. Your kindness, support and commitment to our school is continually demonstrated through positive wellbeing.

During 2015 we had continued to see many new exciting developments & changes around our school which will continue to demonstrate our schools clear vision for the future for our community. Our schools future plans are focused on providing continual growth and what we can all do to support our families within this vision by building on our current resources and aiming to expand on possible new opportunities that may present us. Our new 6/7 building which is due to open by term 2 of this year along with our brand new canteen facilities will contribute to some amazing learning outcomes & also provide us with some greater healthy eating programs /options for our children by having these additional resources.

Our Annual Spring Fair was again a great success this year as this had continued to bring our school & community together in a celebration of what can be achieved by all that have continued to demonstrate such great commitments in making this annual event a success. Along with the Early Learning Centre Fund Raising Dinner being such an amazing success and whilst an entertaining night for all I would like to thank everyone for your continual support & efforts in our school fundraising events as your dedication & willingness to be involved will continue to provide additional educational support and resources for our current & future children here at Holy Family. These are just a couple of many examples this year of a community working together for something that we all truly believe in that will support & help the future of Catholic Education.

Our children have demonstrated their continual support & dedication by participating in many school events this year including all school sporting carnivals, musical programs, excursions, productions, sacramental programs, fundraising and all our annual special traditional calendar events. They have shown true compassion not only for themselves but for those in our school community and should be congratulated on these efforts & ability that they have demonstrated - We thank you dearly for your kindness, participation and contribution throughout the year.

Parent involvement is always welcomed and encouraged at our school. By donating a small amount of time is sometimes a hard thing to do but this will provide a great opportunity to get involved and see how wonderful our school’s environment can impacted our children. Whilst becoming involved by providing support with fundraising opportunities or by just providing a helping hand in daily classroom activities.

School Safety Guidelines for Families and Children ensures the safety of yourself and your children – it is imperative that we continue to follow these guidelines throughout our school and its surroundings to ensure the wellbeing of our children, families and staff are always our priority.

Our School Board is always encouraged to provide the best possible support to our schools vision by providing an oversight of policy development, financial planning and management resources. In support of our Catholic Identity we shall continue to provide ongoing opportunities for our community.

Thank you for your support at Holy Family as I wish you all the best for the year ahead.

CHAIRPERSON

Suzette Finn
APRIM Report

Making God Visible

John 14:2 says', “In my Father's house there are many rooms if it were not so, I would not have told you.” In the same way I believe at Holy Family we prepare rooms for our entire community and by inviting them in we Make God Visible.

So how do we make God’s presence a reality?

In 2015 we expressed our Catholic Tradition through projects, Ecology, Leuven, Positive Education, and Reggio Emilia that engages our faith by providing a freedom that celebrates our cultural diversity and Catholic Identity.

I think God’s presence becomes real when we are welcoming and invitational. We welcome everyone who enters our gates with positive affirmation and respect so they can express their individuality and giftedness without inhibition.

This is achieved by making people feel special through listening to their voices and also giving them the opportunity to contribute to our community in some way. Our willingness to listen is evident through an acceptance of their diversity and allowing them to showcase their creativity through culture, the arts and their different customs. This is demonstrated by whole school events, e.g. Mission Day, Harmony Day and NADIOC week that reflect the cultural diversity of our school, whole school and class masses, prayer and liturgies celebrating with our parent, student, staff and community offering us the opportunity to express our faith and allow us to grow closer to God.

I believe that it is through creativity we learn not only about cultures but about their significant symbols that give meaning and purpose to their lives. For example, symbols used as provocations where the teacher provides symbols and then watches what happens when the children relate them to rituals of masses, liturgies and prayer. Providing scripture tasks that enable all of the students to explore and convey how the stories provide a message for their lives.

We make decisions and take actions to nurture the student’s faith by using multiple modes of learning and a provision of opportunities that is underpinned by the RE curriculum, Crossways, MITIOG and on Holy Ground. They express their faith which is reflected through their written and oral presentations.

At Holy Family we are stewards over the Earth and celebrate our Catholic Identity. Our environment, connects learning to students lives and aspirations and their relationship with God. For example, the physical environment is the student’s third teacher where they can experience God, spiritually, emotionally, intellectually and physically in all that they do.

Hence when we move and present our physical self we can express our emotions and ideas. This demonstrates our connection with God through Creation and our relationship with all living things revealing that God is with Us.

Michael Urdanoff
APRIM
Staff Report

In 2016, the staff continued their endeavors towards meaningful development in the school’s three points of mission being Ecology, Catholic Identity and Pedagogy. The staff demonstrated their learning with regards to the school’s values and mission in relation to following learning opportunities:

- Emma Tumbridge and Rochelle Nery were involved and presented at the Reimaging Childhood (0-18) project. They shared the school’s vision for learning.
- Jess Smith, Mai Norris, Diem Savy and Elizabeth Feher completed the Early Years Numeracy Project. The group identified their shift and development in Numeracy,
- Kerry White presented the school’s technological innovations at the Apple Distinguished Leaders Summit in Adelaide.
- Dr Paul Clarke worked with staff on Ecological Conversion and Sustainability.
- Kerry White explored Making Learning Visible at Harvard University in Boston. He shared learning with staff about documentation and thinking visibly.
- Che Murray undertook professional learning in Indigenous (ATSI) Education pertaining to opening up perspectives in the curriculum.
- Adam Slater attended a Positive Education in Action workshop at Geelong Grammar which focused on the practical implementation of Positive Psychology.

The year begun with the professional development of the staff in the area of devising drivers to enable students to be ‘Resilient Agents of their own learning, knowledge creation and performance.’ Ruth Deakin Crick from Bristol University, Simon Buckingham-Shum from University of Technology Sydney and Chris Goldspink from Inception Labs Australia shared insights into the drivers and how staff and the leaders can develop towards shared goals. By undertaking this exploration and dialogue, the staff were able to focus on the competencies of learning opportunities across all age levels. What organically formed from this learning were new perspectives and pedagogies for the staff.

In the Term 2 holidays the teaching staff from around the state and nation, as well as staff from our school attended a Positive Education course. This professional development was held at Holy Family, which was a number of teachers from Geelong Grammar lead seminars and workshops on the personal and education relevance and purpose of Positive Psychology. This led to a parent workshop being held by staff for the parent community.

At the beginning of Term 3 the staff held a retreat at the Botanical Gardens. Julian Kluge from the Catholic Education Office led the group. The intent for the day was for connectedness, belonging and dialogue. Catholic Identity was the key focus with the staff exploring Pope Francis’ Laudato Si Encyclical about the need to care for our common home being the Earth. The teachers had valuable opportunities for sharing, reflection and mindfulness throughout the day.

At the end of Term 3 Adam Slater and Nathan Sanders worked to introduce a whole school shared approach to Ecological Conversion. A major part of this was ‘EDU COP DAY,’ in which the whole school was involved showcasing learning projects on sustainability as a part of the COP forum for world leaders on Climate Change. The staff were involved in creating projects to share with others about their learning in the area of Ecology. Other opportunities arose from this learning in the form of staff working with the council to organize native plants for the entrance of the school which were planted by the the students.

Throughout the year a group of staff attended an 8-day course in Cognitive Coaching developing their capacity in providing supportive relationships to all members of the community. This learning certainly influenced the way that staff communicate and support one another. Overall from a staff perspective 2015 was a time to continue to develop what is at the heart of our mission in the areas on developing dynamic pedagogies, richer faith and to maintain our commitment towards ecological conversion.

ADAM SLATER
Treasurer’s Report

Overview
The school has reported a surplus of $276,866 for the 2015 School Year. Whilst this is less than last year’s surplus there are aspects of the results that make it excellent:

- Student numbers were lower which equates to less income and pressure on the bottom line.
- The OSHC program continued to improve profit and was able to contribute for the use of school resources.
- The surplus is after spending $127,000 on equipment and improvements including the new canteen – this is in addition to lease payment of $491,000 for IT equipment.
- The school’s bank account has been restored to the CEO required level for reserves ($596k) – the first time since 2008.

Planning
This year saw the continuation of the planning of the Early Learning Centre that commenced in 2014. The new canteen and the Year 6/7 Centre were part of the planning/construction process for the ELC.

Student Numbers

<table>
<thead>
<tr>
<th>Year</th>
<th>2013 (Aug)</th>
<th>2014 (Feb)</th>
<th>2015 (Feb)</th>
<th>2016 (Feb)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>885</td>
<td>834</td>
<td>795</td>
<td>757</td>
</tr>
</tbody>
</table>

2015 saw the re-introduction of multiple intakes of Reception student. As a result of this student numbers will increase during the year.

Trading Accounts

Through careful planning, Holy Family has a highly successful OSHC program, Canteen and Uniform Shop all of which have contributed to the successful year while the P&F has continued to contribute.

- Canteen: $7,662
- Uniform Shop: $7,869
- OCHC: $63,000
- P&F Fund Raising: $10,850

Summary of results

The importance of the recurrent surplus cannot be under estimated. The surplus along with prudent financial management is essential to the wellbeing of the School and to its future.

All involved should be congratulated.

Stephen Blick
Treasurer
REPORT TO THE BOARD OF
HOLY FAMILY CATHOLIC SCHOOL

31st December 2015

1. Overview and summary of results
2. Summary of results
3. Recommendations
4. Comparison to previous years

1. Overview of results:

The school has reported a surplus of $276,866 for this year – as outlined in the ‘Summary of results’ section of this report.

While the bottom line is not extravagant there are aspects of the year’s results that make it excellent, in particular:

- Student numbers were lower which equates to less income and pressure on the bottom line.
- The OSHC program continued to improve profit (rising from $54k in 2014 to $63k this year) and was able to contribute for the use of school resources.
- The surplus is after spending $127k on equipment and improvements including the new canteen – this is in addition to lease payment of $491k for IT equipment.
- The school’s bank account has been restored to the CEO required level for reserves ($596k) – the first time since 2008.

These are wonderful indicators of the school’s resilience to accommodate changing circumstances and they reflect a high level of financial management.

The following chart provides a visual outline of the trend that underpins the improved results as it maps the difference (per student) between income and cost highlighting the increasing margin:

The school is at an exciting stage of development as most of the buildings are contemporary, or will be when the current building program is completed, and the Early Learning Centre is planned for later in 2016.

Student numbers will be important moving forward as they may currently be affected by a changing demographic or competition, but attention to them will be necessary and new for Holy Family.

2. Summary of results:

The following summary of the 2015 results may be helpful to Board members as the figures exclude Provisions for depreciation while including capital costs:

The recurrent surplus of $638k is the essential ingredient of the results because it provides the funds to meet the deficit in capital ($361k) while any excess has been added to the bank balance to create the cash reserves so necessary to future security.
3. **Recommendations:**

**OSHC:**

Recommendations were made in respect to the new computer program to be used in the OSHC (since installed) and which will also be suitable for the ELC.

In addition recommendations were made in respect to processing of receipts and debt management.

During the final audit further recommendations were made to charge a management fee to the OSHC program based on 10% of turnover. The management fee is intended to reimburse the school for the use of premises, administration ESO time and services such as electricity and insurance.

For this year the fee was calculated to cover 2014 and 2015. Surpluses from the OSHC program cannot be used for any purpose other than child care — accordingly the surplus may not be added to the schools — accordingly it is essential to charge the OSHC program a reasonable amount to reimburse the school.

**Early Learning Centre:**

Advice was provided in respect to accounting for the 'start up' capital that is required for the Centre — effectively isolating funds raised in a liability account that can be paid when necessary.

**Wages:**

A review of wages was completed and a list of matters was provided to the school for checking and change.

4. **Comparison to previous years:**

To place this year in the context of the school’s previous history I have attached as schedule 1 a comparison of the main financial results and balances over the past four years with notes on the right hand side referring to the following:

1. As student numbers change each year the best measure of school fee income is an average per student. On this basis the fee income increased by 6.0%. Fee remissions remained constant at 20%.

2. Government ‘per capita’ grants consist of a core amount, based on staffing and student numbers, and an additional component referred to as “loadings” - The loadings that are added to the primary grants represent Needs funding, Salary adjustments and other reimbursements. The mix this year was:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student numbers</td>
<td>795</td>
<td>834</td>
</tr>
<tr>
<td>Grants before loadings</td>
<td>$3,789,381</td>
<td>$3,912,698</td>
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<tr>
<td>Loadings</td>
<td>$2,373,643</td>
<td>$2,196,313</td>
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<tr>
<td>Total grants</td>
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<td>$6,109,011</td>
</tr>
<tr>
<td>Grants per student</td>
<td>$4,767</td>
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<tr>
<td>Loadings per student</td>
<td>$2,986</td>
<td>$2,633</td>
</tr>
</tbody>
</table>

3. Expenses (Tuition and Administration) have increased by 9.7% per student (excluding Provisions) - while income increased by 6.8%.
4. The Canteen and Uniform shop have both contributed $7k to the school while providing an essential service to the community.

5. The OSHC has had an excellent year contributing $63k to the school as mentioned in the ‘overview of results’ above.

6. The ‘available bank balance’ has been elevated to its highest level since 2008 and, now, within the levels recommended by the CEO.

**Financial Ratios:**

Attached as schedule 2 are the results of the School’s Registration Board KPIs (Key Point Indicators) used by that body to assess the financial wellbeing of a school.

These calculations take the financial data from the school’s results and generate ratios or percentages that are compared to benchmark, or desired, values.

Following the solid result this year and improved bank balance most of the school’s results are around or above the benchmark range while any variations have been noted under ‘Comments’.