



# **ANNUAL PERFORMANCE REPORT**

**2024**

## 2024 Report to the School Community

### School Context

Antonio Catholic School, located in the Catholic Parish of Morphett Vale, SA, is a vibrant, faith-centred learning community where every individual is valued. Our mission is grounded in three guiding principles: valuing relationships to support learning and wellbeing, holding high expectations of ourselves and for student achievement, and recognising that students, parents, and staff all actively contribute to teaching and learning.

We are a community of confident, compassionate learners committed to excellence in faith, relationships, and work. Our learning environment is student-centred, with a strong emphasis on quality, self-management, and lifelong learning. At Antonio, everyone matters ... and matters absolutely.

In 2024, we continue to prioritise the development of strong, respectful relationships across our community. These relationships are the foundation for a rigorous and engaging curriculum, delivered through contemporary, research-informed pedagogy. Our flexible learning spaces support collaborative home groups led by skilled educators and co-educators who nurture inclusive, dynamic learning environments.

We believe that high expectations drive achievement. Our educators are committed to professional growth and co-designing learning experiences with students that are intentional, relevant, and responsive to their needs. This process is enriched by the active involvement of families and the broader community, ensuring that learning is a shared responsibility and a collective success.

In alignment with this vision, we are deeply committed to developing a strong and cohesive Tier 1, 2, and 3 teaching and learning program that supports both the academic growth and wellbeing of every learner in our diverse and vibrant community. Our approach is inclusive and evidence-based, ensuring that universal, targeted, and intensive supports are embedded across all levels of instruction.

To enable this, a significant investment was made throughout 2024 to build the skill and capacity of our staff. This professional learning focus has empowered educators to deliver high-quality teaching and learning at every tier, fostering a culture of excellence, equity, and continuous improvement.

Digital technologies are integrated across all learning areas, enhancing engagement and supporting diverse learning needs. A wide range of sports and physical education activities are offered throughout the year, with students achieving success at both State and National levels. Our gymnasium remains a vital hub for sports, performing arts, assemblies, and community events, ensuring activities are not weather-dependent and providing a vibrant space for school and wider community use.

Our specialist programs continue to thrive in 2024, with weekly lessons in Sports (two per week), Auslan, and Music. The Sports program at Antonio provides students across all year levels with opportunities to explore a variety of sports, develop physical skills, and engage in both team and individual activities. Our dedicated sports coordinator facilitates after-school sports teams for all age groups, encouraging participation, teamwork, and school spirit beyond the classroom. In 2024, students proudly represented Antonio in SAPSASA and SACPSSA sports carnivals, where both individual excellence and team achievements were celebrated. These events not only showcased our students' athletic talents but also reinforced values of perseverance, collaboration, and pride in representing their school community.

Music and performing arts education at Antonio is joyful, inclusive, and a celebrated part of school life. Every child participates in performances each term, which are highlights at assemblies, school functions, and community gatherings. Students can join the Antonio Band,

Drum Corps, and Choir, and can access individual tuition in piano, guitar, and drums, as well as participate in ensemble groups. In 2024, our incredible Wakakirri Story-Dance Festival troupe brought energy, pride, and joy to the stage, representing Antonio with creativity and passion. Their performance was a testament to the vibrant performing arts culture at our school, inspiring both peers and the wider community.

A major highlight of 2024 has been the completion of our new Year 3–6 learning facility, the most significant building project since the school’s inception. This state-of-the-art building includes eight warm, welcoming, and flexible classrooms, designed to support high-quality teaching and learning. The facility also features three small group think tanks for focused learning, and two versatile shared spaces that accommodate cooking, art, and lunchtime clubs—fostering creativity, collaboration, and student engagement. In addition, new student toilets have been installed to enhance comfort and accessibility. These thoughtfully designed spaces reflect our commitment to providing a modern, inclusive, and inspiring environment where students and educators can thrive.

As highlighted on the My School website, Antonio Catholic School serves a diverse and vibrant community in the southern suburbs of Adelaide, with enrolments from Reception to Year 6. The school maintains a strong focus on student wellbeing, academic growth, and inclusive education. The school community reflects a broad socio-economic mix, and Antonio is committed to equity and access for all families. Our Index of Community Socio-Educational Advantage (ICSEA) score highlights the importance of tailored support and high expectations to ensure every student thrives. We are proud of our consistent student attendance rates, and our NAPLAN results demonstrate steady growth in key learning areas. Government and private funding is strategically used to enhance learning environments, professional development, and student support programs. This data reinforces our commitment to continuous improvement and transparency, and it supports families in making informed decisions about their child’s education.

### **Student Attendance**

In 2024, Antonio Catholic School achieved an average student attendance rate of 90%, an increase from just over 88% in 2023. This improvement reflects the school’s strong commitment to student wellbeing, consistent routines, and the nurturing of positive relationships with students and families. We are proud to have met our attendance goal set at the end of 2023 and are now aiming to reach 92% or higher in 2025.

Attendance Rate	Percent
All Students	90%
Indigenous Students	87%
Non-Indigenous Students	90%

This growth has been supported by sound and proactive attendance procedures, including clear communication with families and a culture of care and accountability. Parents are encouraged to notify the school of absences by 9:00 am each day. If no notification is received, office staff promptly follow up with an SMS and, if necessary, a phone call. Unexplained absences are closely monitored, and follow-up emails are sent to ensure explanations are provided and support is offered where needed.

Our approach reflects a shared commitment between home and school to ensure every student is present, engaged, and supported in their learning journey.

### Student Learning Outcomes

During 2024 students participated in NAPLAN online in March.

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
3	366	391	371	380	367
5	439	429	455	464	444

NAPLAN participation for Antonio is 100%, while the participation for all Australian students is 95%.

Year Level	Extensive	Substantial	Supplementary	Total	Cohort Total
3	2	7	20	29	42
5	2	2	11	15	27

In 2024, Antonio Catholic School achieved **100% participation** in NAPLAN online testing, significantly above the national average of **95%**. This full engagement reflects the school's strong culture of inclusion, preparation, and commitment to student learning.

### NAPLAN Achievement Highlights

- **Year 3 students** performed solidly across all domains, with particularly strong results in **Writing (391)** and **Grammar (380)**, indicating effective foundational literacy instruction. While our overall result was not at the level we expected, the achievements of individuals benefitting from support, showed our targeted intervention is beginning to have an impact.
- **Year 5 students** demonstrated growth, especially in **Grammar (464)** and **Spelling (455)**, suggesting strong progression in language skills and comprehension.
- **Numeracy scores** were consistent across both year levels (**367 in Year 3** and **444 in Year 5**), showing steady development in mathematical understanding which we are aiming to increase further in 2025/26 to ensure we reach the outcomes and expectations we set ourselves at Antonio and our system aspires to achieve.

These results reflect the impact of high-quality teaching, targeted support, and a curriculum that fosters both skill development and confidence.

### Support and Inclusion

The distribution of students receiving support under the **Extensive, Substantial, and Supplementary** categories highlights Antonio's inclusive approach:

- In **Year 3**, 29 out of 42 students received some form of learning support, with the majority in the **Supplementary** category, indicating proactive and responsive intervention strategies.
- In **Year 5**, 15 out of 27 students received support, again with most in the **Supplementary** category, showing continued attention to individual learning needs.

This data celebrates the school's commitment to **differentiated learning**, ensuring that every student is supported to achieve their potential.

## Staff Profile

In 2024, Antonio Catholic School employed a dedicated team of 25 teaching staff, comprising 22 female and 3 male educators, including full-time, part-time, and replacement teachers. Our teaching team reflects a rich blend of early career and experienced professionals, bringing fresh perspectives alongside deep expertise. The length of service at Antonio is as follows:

1–5 years: 10 staff

6–10 years: 7 staff

More than 10 years: 8 staff

This diversity supports a dynamic and collaborative learning culture where mentoring and shared practice are highly valued.

We also employed 25 non-teaching staff (19 female and 6 male), who play a vital role in supporting student learning and wellbeing. Currently, no staff members identify as Aboriginal or Torres Strait Islander.

Antonio is committed to the ongoing professional growth of all staff. Many of our teachers hold multiple qualifications in education, with 8% currently undertaking a Master's degree. The majority (92%) hold a Bachelor's degree, while 8% have a Diploma of Teaching. Several staff are also preparing to begin or continue study toward a Graduate Certificate in Religious Education, further strengthening our Catholic identity and teaching capacity.

Leadership development is actively encouraged through participation in middle leadership programs, providing pathways for staff to grow in confidence and capability.

Regular professional learning opportunities—both internal and external—ensure our educators remain current with best practice and are equipped to meet the evolving needs of our students.

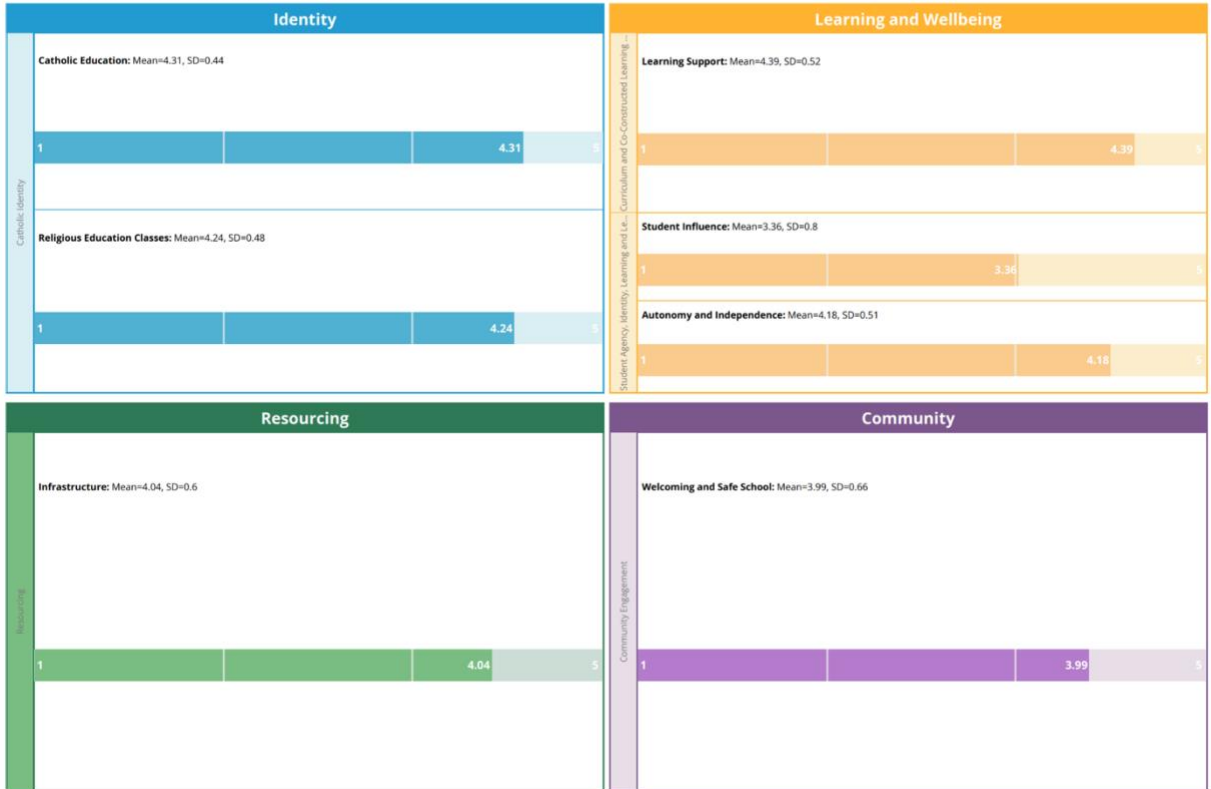
## Parent, Student and Staff Satisfaction

### Overview

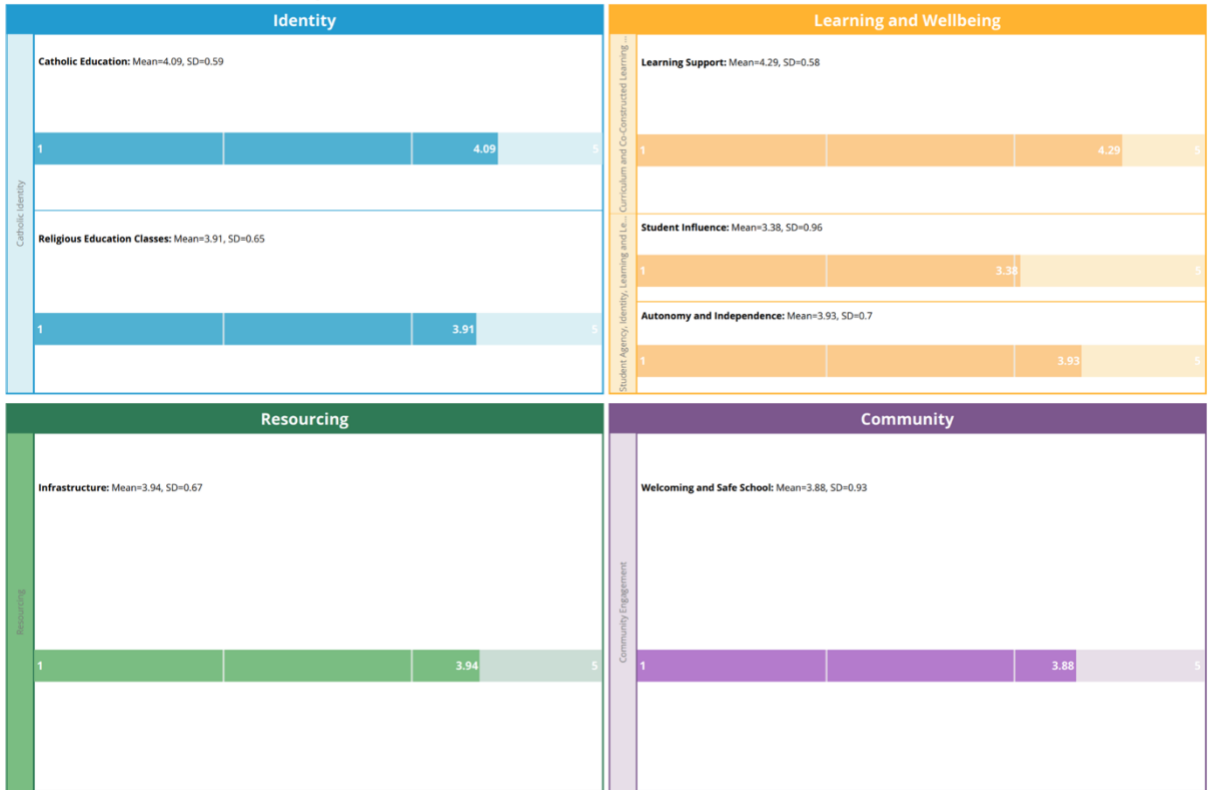
The 2024 LLL surveys gathered feedback from **students (Years 2–6), parents/caregivers, teachers and leaders, and education support officers (ESOs)**. Across all groups, the data reflects a **strong, inclusive, and faith-centred learning community** with a shared commitment to student wellbeing, learning, and continuous improvement.

Student Surveys: Firstly Years 2-4 survey, followed by Year 5 and 6 survey.

**Balanced Score Card: Student Perceptions (LLL Framework)**

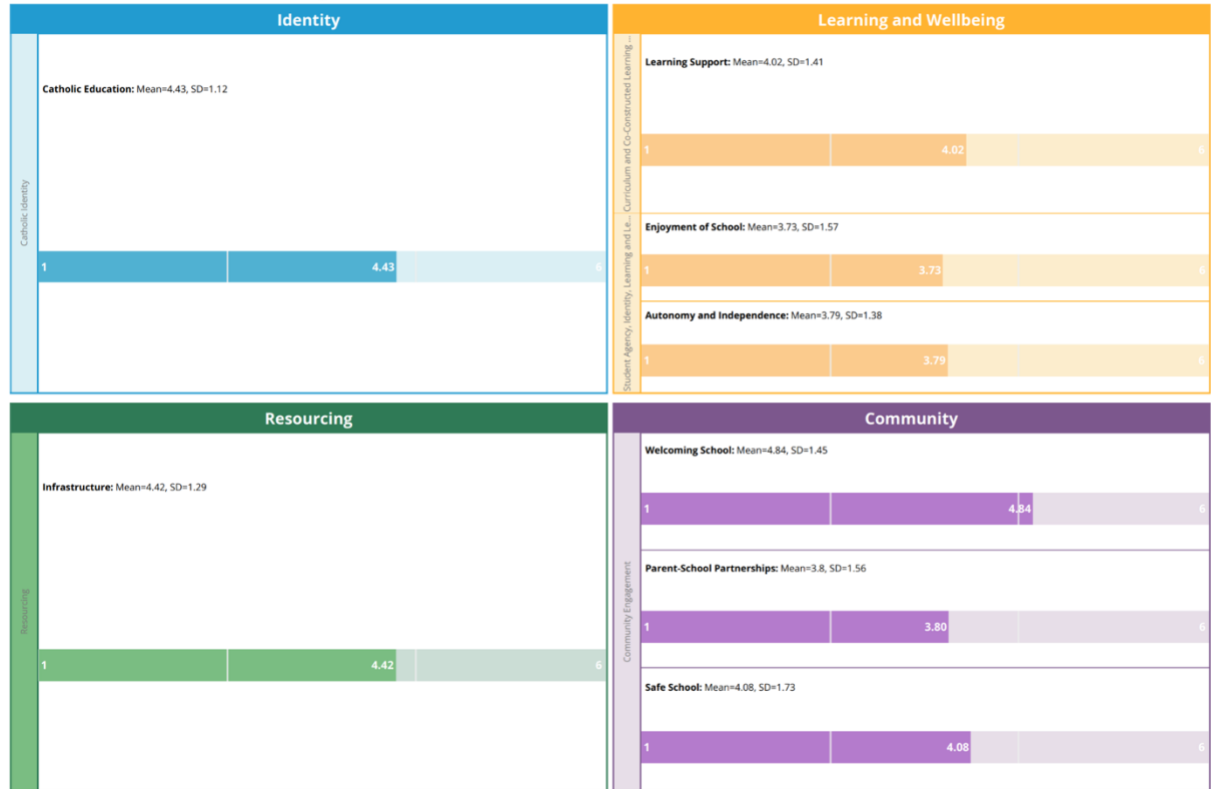


**Balanced Score Card: Student Perceptions (LLL Framework)**



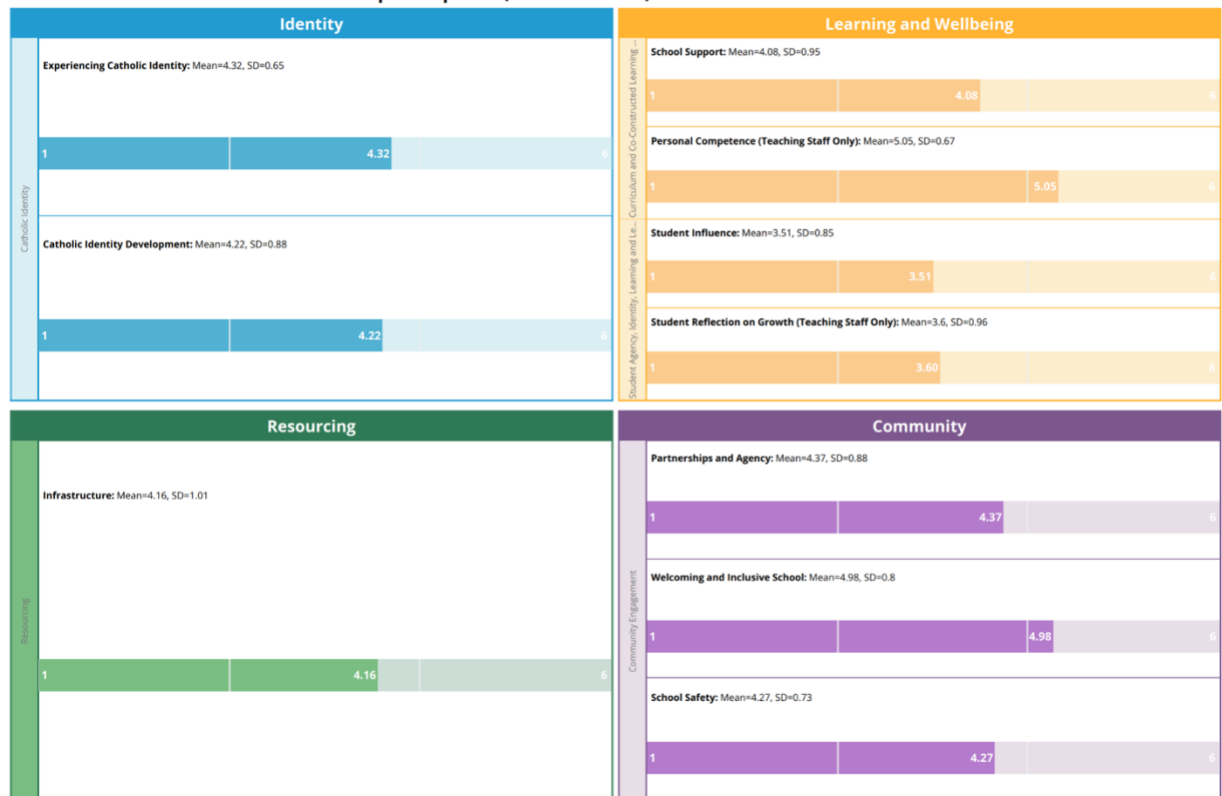
## Parents

Balanced Score Card: Parent & Caregiver Perceptions (LLL Framework)



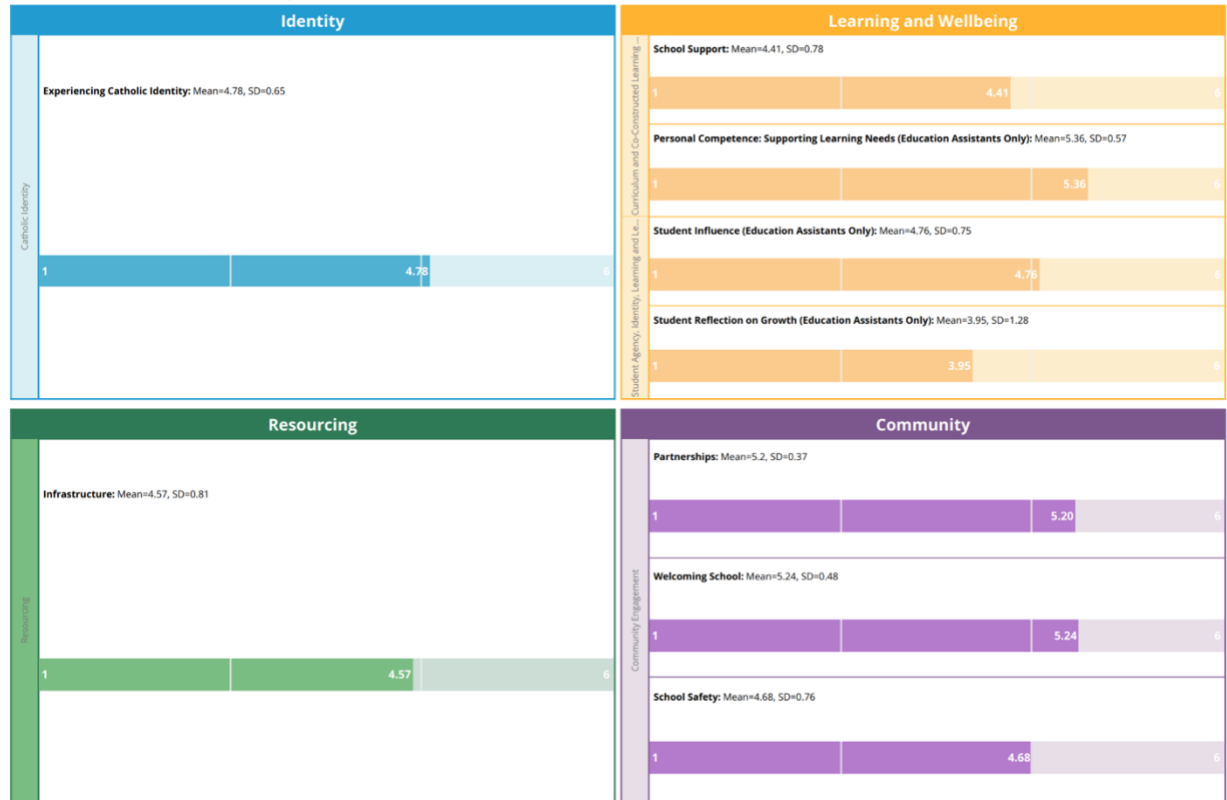
## Teacher and Leadership

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



## ESO Staff

**Balanced Score Card: ESO Perceptions (LLL Framework)**



**Shared Strengths in Satisfaction Survey**

The 2024 LLL surveys across students, parents, teachers, leaders, and education support officers reveal a deeply embedded Catholic identity that is meaningful, inclusive, and central to school life. All groups consistently praised the welcoming and respectful culture at Antonio Catholic School, highlighting strong relationships among staff, students, and families. There is a clear sense of belonging and pride in being part of the school community. Staff demonstrated high levels of professional competence, with teachers and ESOs expressing confidence in their ability to support diverse learning needs and adapt practices to foster student success. The school’s infrastructure was also positively rated, with facilities seen as well-maintained, inclusive, and conducive to learning. These strengths reflect a cohesive and caring environment where faith, learning, and wellbeing are nurtured collaboratively.

**Opportunities for Growth in Satisfaction Survey**

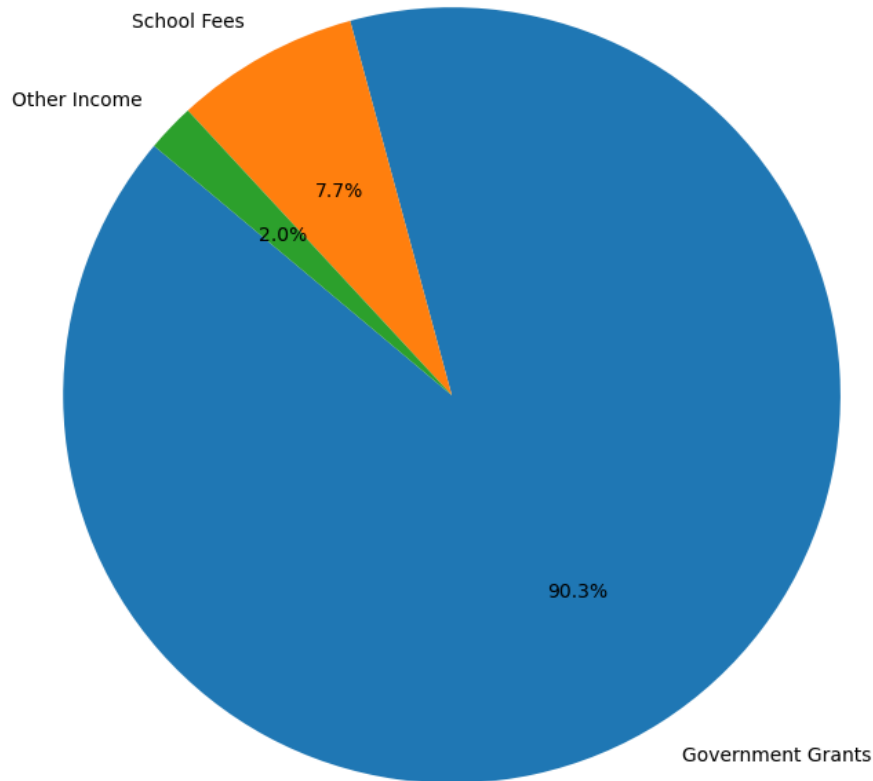
While the school community expressed high satisfaction overall, the surveys identified several areas for continued development. Student agency emerged as a key opportunity, with both students and staff indicating a need for greater voice, choice, and involvement in learning decisions and goal setting. Strengthening family-school partnerships was another area for growth, particularly in enhancing communication and creating more structured opportunities for families to contribute to strategic planning and decision-making. Additionally, while professional learning is valued, there is scope to further embed collaborative reflection and data-informed practice across teams. By focusing on these areas, Antonio Catholic School can continue to evolve as a dynamic, inclusive, and future-focused learning community.

**School Finances**

The 2024 financial statement for Antonio Catholic School reflects a strong financial position, with **actual income exceeding the budget by over \$1.1 million**. The school received **\$6.86 million in total income**, primarily from government grants and school fees, compared to a budgeted \$5.76 million. Expenditure also rose, reaching **\$6.32 million**, largely due to **unexpected costs related to new building loans and higher loan repayments**. Despite these additional expenses, the school achieved a **cash surplus of \$671,631**, surpassing the projected surplus. The trading accounts also performed well, with **net trading income of \$127,602**, exceeding the budgeted \$109,000. These results highlight effective financial management and strong government support, positioning the school well for its 2025 budget.

	Budget	Actual	Budget
	2024	2024	2025
<b>Income</b>			
School Fees & Charges	\$441,800	\$434,251	\$441,800
Government grants	\$5,203,604	\$6,157,641	\$5,128,836
Other income	\$115,660	\$269,841	\$36,500
Non-Current Income	\$0	\$0	\$0
<b>Total Income</b>	<b>\$5,761,064</b>	<b>\$6,861,733</b>	<b>\$5,607,136</b>
<b>EXPENDITURE</b>			
Tuition inc wages	\$3,900,836	\$4,036,296	\$4,095,278
Administration inc wages	\$1,043,135	\$1,079,413	\$1,071,426
Costs outside loan for new building	\$0	\$818,995	\$0
Asset purchases	\$100,000	\$58,000	\$73,000
Loan Repayments	\$235,549	\$325,000	\$362,000
<b>Total Expenditure</b>	<b>\$5,279,520</b>	<b>\$6,317,704</b>	<b>\$5,601,704</b>
<b>TRADING ACCOUNTS</b>			
Income	\$560,250	\$606,938	\$559,100
Expenditure	\$451,250	\$479,336	\$419,872
<b>Net trading income</b>	<b>\$109,000</b>	<b>\$127,602</b>	<b>\$139,228</b>
<b>Cash surplus</b>	<b>\$590,544</b>	<b>\$671,631</b>	<b>\$144,660</b>

Sources of Income for Antonio Catholic School



- Government Grants (Federal and State): 91.5%
- School Fees: 7.8%
- Other Income: 0.7%

This visualization highlights the significant role government funding plays in supporting the school's operations, alongside contributions from families and other sources.

### Staff Development and Performance

Research consistently highlights that a successful approach to performance and development is grounded in a strong, supportive, and growth-oriented school culture. At Antonio Catholic School, we have significantly enhanced our staff development and performance processes to reflect this understanding.

In 2024, we implemented a more robust and reflective performance and development framework aligned with the Australian Professional Standards for Teachers (AITSL). This framework includes regular face-to-face meetings between staff and leadership, where educators engage in meaningful reflection on their practice, receive direct and constructive feedback, and collaboratively set and review professional goals.

Teachers participate in a structured cycle of performance feedback that draws on multiple sources of evidence, including student learning outcomes, peer observations, and self-assessment. These insights inform both formal annual reviews and ongoing informal feedback, ensuring that professional growth is continuous and purposeful.

High-quality professional learning opportunities are strategically aligned with individual and school-wide goals, fostering a culture of excellence and shared accountability. This enriched approach not only supports teacher effectiveness but also strengthens our collective capacity to meet the diverse needs of our learning community.

## **Enriching Programs Supporting Student Learning and Wellbeing**

At Antonio Catholic School, we are proud to offer a wide variety of high-quality programs that enrich teaching and learning outcomes for all students. These programs are thoughtfully designed to support academic growth, social development, wellbeing, and community engagement across all year levels.

### **Highly Valued Programs in 2024**

Our diverse range of programs includes:

- **Inclusive Education Initiatives:** Tailored support through Playberry Laser Tier 1 and 2 intervention programs, and the “What’s the Buzz?” social skills development program.
- **Early Years Enrichment:** Mini Explorers Playgroup and the Early Explorers Extended Preschool Transition Program provide strong foundations for our youngest learners.
- **Student Engagement and Enrichment:** Digital Technology Clubs, Lego Club, Gardening, and Buddy Class Support foster creativity, collaboration, and hands-on learning.
- **Out of School Hours Care:** OSHC and Vacation Care programs offer safe, engaging environments that support working families and extend learning beyond the classroom.

### **Community Engagement and Events**

We actively nurture a strong sense of belonging and partnership through regular community events such as:

- Annual Grandparents and Special Friends Day
- Welcome Evenings for New Families
- Book Week and Mary Help of Christians Day
- Fortnightly Assemblies, Quiz Night, Annual Carols Performance
- Multicultural, Italian, and Indigenous Activity Days
- Community Breakfasts and Weekly Friday School Lunches

These events strengthen relationships between families, staff, and students, reinforcing our commitment to shared learning and celebration.

### **Catholic Identity and Faith Formation**

Our Catholic identity is central to our school culture. Programs include:

- Liturgies, Masses, and Staff Faith Formation
- Parish Sacramental Program with Retreat Days
- Mini Vinnies, Project Compassion, Catholic Charities
- Breakfast Club supporting student wellbeing and inclusion

### **Extra-Curricular Opportunities in Sport and the Arts**

Students thrive through a rich array of extra-curricular activities, including:

- School Choir, Antonio Band, Drumming Groups
- Indigenous Immersion Days and Student Performances
- Private Instrumental Tutoring

- Sporting Carnivals, Clinics, and Tournaments in cricket, football, handball, touch, rugby, swimming, athletics, and netball
- Auskick, Have-a-Go Cricket, Neta-ball, Basketball and the Sporting Schools Program

These programs reflect our commitment to holistic education, ensuring every student has access to opportunities that inspire, challenge, and support their growth.