

CABRA
DOMINICAN COLLEGE



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2021 PERFORMANCE REPORT

This report provides an overview of the various aspects of school performance in 2021.



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The following school information is provided in accordance with the Commonwealth Government Accountability requirements under the Schools Assistance Act 2008. It relates to the 2020 school academic year.

School Context

Board Members

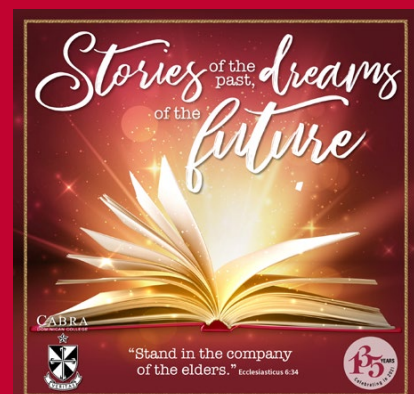
Chair:	Michael Dahl
Deputy Chair:	Mary-Ann Royle
Directors:	Meredyth Stewart, Kerry Bolland, Stephanie DeGaris, Elysia Ryan, Christopher Allen, Peter Bierer and Craig Battams
Executive Officer:	Dr Helen Riekie
Company Secretary:	Karl Barber

Introduction

Cabra Dominican College is a co-educational Year 7 to 12 Catholic school, offering an education in the Dominican tradition. In 2021 Cabra celebrated 135 years since the Dominican Sisters opened the school in 1886. As we looked back on our history, our liturgical theme was: **Stories of the past, dreams of the future**, and included the bible reference: “Stand in the company of the elders.” Ecclesiasticus 6:34

Vision Statement

“Cabra Dominican College, as a Christian community in the Catholic tradition, strives to nurture and develop the unique gifts of individuals, to liberate them in the search for truth, and to empower them to create a better world.”



Our 2021 theme is taken from a line in Timothy Radcliffe's prayer "To be a Dominican". And with this notion of 'story and dreams' we have celebrated our school's past, present and future in many different ways this year. We have done so while also bringing to mind our Dominican sisters and their many contributions to this place – a rich story in and of itself. And we have done so by honouring the bigger story that surrounds this; the story of Dominic, which was ultimately one inspired by the story of Jesus.

In immersing ourselves in this theme, we have also remembered our own stories. This is because, as members of this community, we are the sum of our personal life experiences and so cannot help but share something of ourselves when we are in this place. At the beginning of the school year, Caleruega Hall was transformed into a sacred space showcasing 1000+ personal images and reflections that captured formative moments in the lives of our students and staff. It was a striking visual reminder that our community is proudly built not only on the stories of Jesus, Dominic and our Sisters, but also on our stories, and on the stories yet to be told. Through these images, we glimpsed how each of us has been nurtured by various moments and encounters with grace throughout our own history. As a Dominican community, we truly believe that each person's past, present and future is steeped in the mystery and wonder of God, and so it is our mission is to seek the truth and beauty to be found there.

Due to COVID lockdowns and restrictions at the conclusion of the 2020 year, our Graduation and Cabra Celebrates ceremonies moved to February 2021. Despite the challenges that came with being COVID-compliant, we also held a significant number of other events including the Year 12 Formal, St Dominic's Day, and our 135 Year Garden Party for alumni, as well as a successful theatrical run of the college musical, Wicked. Additionally, we have held our normal end of year celebrations of Graduation and Cabra Celebrates in November and December 2021, respectively.

Community Living Week (CLW) was again a success, with the introduction of set camps for all Year 7 and 8 students combined with a range of camps, excursions and incursions for our Year 9-11 students.

Student Enrolments

Year Level	2021 Male	2021 Female	2021 Total
Year 7	117	97	214
Year 8	114	109	223
Year 9	93	127	220
Year 10	94	91	185
Year 11	113	90	203
Year 12	83	80	163
TOTAL	614	594	1,208



Staff

Workforce Composition	
Teaching staff	89
Full-time equivalent teaching staff	77.1
Non-teaching staff	57
Full-time equivalent non-teaching staff	43.4

One staff member identifies as Aboriginal or Torres Strait Islander.

Staff Standards and Qualifications

Cabra staff hold qualifications as shown in the table below:

Qualification	Number completed:	currently undertaking:
Bachelor degree	129	1
Masters degree	22	10
Doctorate	4	0
Certificate III or IV	19	1
Diploma/ Graduate/ Advanced	58	
Graduate Certificate	10	5

Four staff members completed their Graduate Certificate in Education (Catholic Education), facilitated by UniSA. A further three staff members completed a unit towards this qualification.

Staff Professional Learning

Professional learning opportunities for all staff remained a strong focus in 2021. With the requirement for continued online learning for our students, much of the college's investment was into training and upskilling for all staff in the use of Teams, for online collaboration and learning.

Through the Catholic Education South Australia Learning Manager tool, staff undertook online training in the following modules:

- Preparing for fire and emergencies
- Emergency Management
- Code of Conduct
- ICT acceptable use guidelines
- Privacy statement
- Protective practices

In 2021 we completed the cycle of 'LeadLearn Coaching', aimed at enhancing teachers' practice and learning environment through data collation, observation, and coaching to action. Those teachers who undertook the first cycle in 2020, became the coaches of the broader staff in 2021. Some teachers in leadership positions were provided extra coaching with LeadLearn.

Education Support Officer staff engaged in a workshop with Sue Giacobbe and Dan Kuss, aimed at enhancing teamwork and goal setting.

The Dominican Education Enrichment Program (DEEP), designed to provide staff with an opportunity to connect with our Dominican story, continued in its second year, with sessions led by the Principal and the Dominican Sisters. This is undertaken by staff new to Cabra, or by others who wish to deepen their knowledge and understanding of our rich history and charism.





Student Outcomes

Learning

The Learning and Teaching program at Cabra is student-centered, evidence based and inclusive. We focus on creating a supportive and engaging space, fostering enquiry and appreciation of beauty, nurturing scholarship, and a love of learning. We also understand the importance of taking risks and making mistakes as essential parts of great learning. Our students are able to choose from a rich and diverse range of subjects as they progress through different year levels.

In 2020, driven by best practice 21st century pedagogy and the agenda set forth by the OECD, Shergold Report for Future Pathways and the SACE Board's 'Thrive' Agenda, staff began to engage in professional learning which focused on the development of a capability-driven curriculum, which focuses on not only knowledge, but ways of thinking, problem-solving, entrepreneurship, critical literacies, and numeracy. It is this school of thought, supported by the idea that the development of employability 'soft skills' such as communication, respect, and integrity, have become a catalyst in a shift for the scope and sequencing of learning and teaching programs.

Overview of SACE Results:

Dr Helen Northey Dux of the College:
Isabella Courtney with an ATAR of 99.15 and
Samuel Green with an ATAR of 99.15
Dux Proxime: Grace Austin with an ATAR of 98.95

- 16 students with an ATAR of 90+
- 100% SACE completion
- 12 A+ Merits
- 33 A+ grades
- 5.58% of all grades were A+ compared with 4.39% as the state average
- 77.69% of all grades were a 'B grade or higher', compared to the SACE state average of 73.07%
- 99.8% of all grades were a C grade or higher
- 7 students completed 14 University courses and achieved Credit to High Distinctions, as part of their SACE
- All of our students in the St Mary's Unit achieved their SACE

2021 NAPLAN Results

Cabra sits above the national school average, in each category. Part of the agenda of the College Strategic Plan is continue to develop pedagogy and practice which allows students to grow and improve their skill development in literacy and numeracy.

(In the brackets are the National average results)

	Reading	Writing	Spelling	Grammar	Numeracy
Year 7	548 (542)	532 (522)	550 (548)	540 (533)	558 (550)
Year 9	587 (577)	573 (522)	587 (580)	579 (533)	590 (558)

Student Attendance

Year Level	Attendance Percentage
Year 7	92%
Year 8	91%
Year 9	91%
Year 10	91%
Year 11	91%
Year 12	92%

Attendance and engagement in learning is paramount to staff supporting students in academic growth, as well as students being active agents in their own learning, and in our wider community. Consequently, the College has an agenda that each student achieves a minimum attendance of 90%. We recognise that in times where communities are greatly affected by the COVID-19 pandemic, this way not always be the case, however, this is a target we continue to work towards.





Co-Curricular Opportunities

Through our extensive programs, students participated in the following co-curricular learning opportunities:

Music

- ABODA Festival
- Adelaide Choral Eisteddfod (Show Choir, Soul Train and Harmony)
- Catholic Schools Music Festival
- Performances at school events such as Sports Day, Principal's Tours, masses and assemblies
- All ensembles performed in a series of concerts held in St Dominic's Hall, Caleruega Hall and St Brigid's Square
- Instrumental Music students had the opportunity to perform in boutique concerts in the Therese Sweeney Music Centre and St Dominic's Hall

Sport

- Summer: Basketball, Cricket, Tennis, Volleyball
- Winter: Basketball, Netball, Soccer, Football, Squash, Table Tennis
- Year level carnivals
- Statewide Knockout competitions

Academic Challenge and Enrichment

- Debating competitions
- Chess competitions
- Da Vinci Decathlon
- Ethics Olympiad
- Junior Parliament
- Tournament of Minds
- Minecraft and Robo Club
- Mock Trial

Student Leadership and Social Justice

- Project Compassion fundraising including Pancakes for Shrove Tuesday
- Vinnie's fundraising including Winter Sleepout
- International Women's Day Breakfast
- Colour Run for Operation Flinders
- RUOK? Day and Wellbeing Week
- Student guides on Principal's Tours
- Sports Day planning and organisation

...and

- Book Week
- St Dominic's Day Talent Quest
- Language Clubs
- Biennial College Musical – Wicked



Post School Destinations

Students at Cabra are supported in nurturing their own unique gifts as they transition from secondary education to tertiary education or employment. The Future Pathways team, in collaboration with the Learning & Teaching team support students in career counselling using a variety of mechanisms including software packages, as well as one on one counselling appointments. Further to this, those students interested in a tertiary education pathway are offered course counselling at the College, provided by the three major universities in South Australia; UniSA, University of Adelaide and Flinders University. In regards to tertiary study pathways 101 students received a university offer, equating to 62% of the graduating Class of 2021, and 80, or 49% of these students, received their first preference.

In 2021 a number of students achieved a complete Certificate 3 qualification, or partial qualification, which allows them to enter the workforce, or alternatively transfer into a post-school apprenticeship, adding voice to the statement that each student experiences success based on their own skills, expertise and interests. Over the course of their SACE journey, 64 students in the graduating class of 2021 achieved a VET qualification, equating to 39% of the cohort (29 in 2021, and 35 in 2020, recognising that SACE completion is a two year journey).

Further to this, 4 students completed the Barkuma Transition Program, supporting the completion of vocational education and workforce placement for these students with a disability.

Parent, Student and Teacher Satisfaction with the College

Parents were kept parents regularly informed through fortnightly email updates from the Deputy Principal: People, Culture and Operations and fortnightly “Good News” electronic newsletters from the Principal’s Office. Social media channels widened to include Instagram, and with it the ability for parents to comment directly on topics. Feedback from our current families via social media was universally positive.

As part of the annual goal setting and review process, all staff were supported to set personal/professional goals. They then had an opportunity to meet with a senior leadership staff member to review goal achievement and identify continued areas of focus and development.

Parent Teacher Review meetings were held in Terms 2 and 3 via phone due to the COVID restrictions. This enables our teachers to provide feedback to our families around each student’s learning and celebrate their success.

The platforms that we use to support learning – SEQTA and Consent2Go were refined to enhance accessibility for all and enable students, families and teachers to work together to enhance student learning.

For our staff, we launched a new Human Resource platform – UKG – to work more effectively and enable our staff to work more efficiently and, in turn, deliver better outcomes for our students.

We engaged Effective School Improvement to undertake a series of surveys of staff, parents and caregivers and students. Parents and caregivers showed high levels of satisfaction with the college across all areas surveyed. The data from the 2021 survey was compared with data from the same survey collected in 2018. An improvement was shown in the areas of communication, assessment and feedback, and in the welcoming nature of the school.

For staff, the data showed that staff feel that collegiality is strong, our mission is well shared, and that Cabra is a safe environment.





School Improvement

College Strategic Plan Work

2021 saw the launch of the **Strategic Plan – Forward Together**.

Our Strategic Plan is grounded in our mission and seeks to leverage off our current strong position. Working from four key domains, we aim to ensure Cabra Dominican College students can continue to access a high quality, contemporary education that enables them to thrive – both now and in the future.

Our central domain **Consciously Catholic, mindfully Dominican** articulates who we are and what we do, recognising the importance of the Sacramental life of our work. The three other domains are no less significant, and highlight our commitment to the Cabra community.

Lead for an inclusive community represents our steadfast commitment to shape a connected community of welcome, that is inclusive, caring, just and equitable.

Strengthen and innovate for the future represents our commitment to remain future focussed, meeting the current and anticipating the future requirements of our community.

Pursue excellence and growth is bold and purposeful and represents our commitment to growth and improvement across all areas of the college.

Cabra's **Annual Development Plan (ADP)** is co-created each year by the Executive team, and reviewed by the Board, to operationalise the Strategic Plan. The ADP provides a very clear work plan for each member of the Executive team, aligning their work with the college's strategic goals.

The final stage of the previous **Master Plan** was completed in 2020 with the renovation of the Sisters' Choir Chapel and the Food Tech area of the Convent. After consultation with stakeholders in 2020, the appointment of Russell & Yelland architects, and a ratification process involving the Board and Dominican Education Australia, the new Master Plan was launched in 2021.

Capital Development Projects

Angelico Centre

Following on from the Master Plan approved during 2020, Cabra Dominican College Ltd (Cabra) commenced Stage 1; the design and development of the new two storey Angelico Centre. This new facility is to replace the former single storey Fra Angelico Art and Technology building.

The Angelico Centre will include woodwork and metalwork trade areas on the ground floor, accompanied by a think lab room. Upstairs will include a number of art, ceramics, fashion, architecture, multimedia and breakout learning and teaching spaces.

New landscaping will welcome students, staff and visitors to the main entrance of the new facility. In addition, the upstairs of the Angelico Centre will connect to St Dominic's Hall through to the air bridge all the way to the Convent building, providing students and staff the ability to walk from the Convent building all the way back to the Angelico Centre.

This project was tendered and awarded to the builder in late December 2021, who commenced early works prior to the end of 2021.

Sisters' Choir Chapel Windows

After the renovation of the area the previous year, in early 2021 we announced the Windows Project, which will see the Sisters' Choir Chapel house an extraordinary work of art in the form of twelve stained glass windows. The windows, featuring the artwork of Fr Kim En Joong OP, will amplify the beauty of the Chapel in an incredible new way. They will be a fitting tribute and memorial for the Dominican Sisters who founded our school, and all those Sisters who have dedicated their life's work to Cabra in the years since.

The windows were officially commissioned, and the design finalised in early 2021. Later in the year manufacture of the windows began, at Glasmalerei Peters Studios in Paderborn, Germany.

While Father Kim En Joong's artwork for the windows has been kindly gifted to the Sisters' Choir Chapel, we sought the generous support of our alumni and broader school community to donate towards the production, shipping and installation of the windows.

We launched a fundraising campaign in June and throughout the year continued to actively seek donations.



Risk and Work, Health and Safety (WHS)

The college undertook a review of its Governance and Management Risk Register, and determined a business continuity plan to be planned and developed during 2022. In addition, an independent WHS audit was conducted that provided feedback on the college's operations. In addition, as part of the college's risk strategies, a number of policies and procedures were either developed or reviewed to ensure they were relevant and up to date.

Improvements around the college include:

- Rendering of the external walls of the the Monica Farrelly Atrium and O'Mara buildings
- Additional electric blinds installed in the Monica Farrelly Atrium to manage heat and glare loads
- Upgrade of the college's IT switches
- Investigations into a lightning strike system for the Convent







Financial Information

Category	2018	2019	2020
Education Fees	\$ 9,649,084	\$ 9,455,280	\$ 9,538,897
Other fees, charges and income	\$264,031	\$460,076	\$ 292,339
Government grants	\$13,269,949	\$13,661,414	\$18,972,626
Total	\$23,183,064	\$23,576,770	\$28,803,862

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Cabra Dominican College is an educational
ministry of Dominican Education Australia