



School Performance Report 2022

extraordinary

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Introduction

Concordia College is a leading co-educational International Baccalaureate (IB) World School in Adelaide, South Australia, with around 1200 students from Early Learning Centre (ELC) to Year 12.

Founded in 1890, Concordia is conveniently located 5km (10 minutes) from Adelaide's city centre and 20 minutes from Adelaide International Airport. Concordia College offers contemporary and innovative learning spaces set in leafy landscaped grounds on a single site.

We have a strong commitment to academic engagement, success and achievement. Concordia College offers a wide range of learning and co-curricular opportunities that encourage students to discover and

develop their talents and interests including STEM, Music and Sport – within a safe and supportive environment.

Christian faith and spirituality underpins the practices of Concordia College. It is an important aspect of school life. In fulfilling our mission we provide opportunities for students to learn and grow through service to reflect on their own spiritual development.

Students study the PYP and MYP International Baccalaureate, selecting from a broad range of subjects as part of a well-balanced curriculum, which allows them to gain the South Australian Certificate of Education (SACE) on completion of Year 12. Our hope is for all Concordia graduates to leave with a quiet but confident and resilient sense of who they are and that they will be able to achieve in all that they aspire to do.

1200
Students **ELC** Y12



*Inspiring and equipping
hearts, hands and minds for
a world of possibilities.*

Vision

Inspiring and equipping hearts, hands and minds for a world of possibilities.

Mission

We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ. We seek to inspire young people to actively engage in lifelong learning, achieve their best and become global citizens who serve with an open heart.

Values

Our values define our learning community and guide our relationships and interactions

- + Our compassionate and connected community
- + Serving others in response to the love of God
- + Nurturing high quality teaching and learning
- + Excellence in a spirit of humility and grace
- + Creativity and innovation
- + Caring for the environment as stewards of God's creation
- + A global perspective shaped by hope and courage
- + Resilience in embracing challenges
- + Our unique heritage

Motto

Fortiter in Re, Suaviter in Modo
Firm in Principle, Gentle in Manner



Inclusive Learning

Inclusive Education and Learning at Concordia College (ELC to Year 12) recognises that diversity builds a rich community and works within the principles of the Inclusive Learning Policy and Response to Intervention guidelines.

At Concordia College, we celebrate student diversity, valuing inclusive practices and recognising individual difference as a positive feature of our school community.

The College supports teaching and learning practices that result in support for students through a Response to Intervention Model (RTI). This model is an inclusive, systematic and collaborative learning and teaching framework that ensures all students receive quality differentiated teaching instruction. Intervention is timely and targeted to match a student's specific learning needs.

Inclusive Learning teachers at Concordia College work within this model with students, ensuring they build knowledge, trust and relationships with students, parents and teachers.

We combine our Inclusive Learning with Extended Curriculum teachers who work across teachers and students, planning curriculum differentiation and support.

This includes:

- focusing on student strength
- differentiating for individual needs in the following areas:
 - + students requiring extension
 - + students with various learning challenges
 - + students with disabilities
- building teacher capacity
- planning for student diversity in advance
- supporting and guiding students in future pathways.

Concordia College recognises that engaging in UDL (Universal Design Learning) as a collaborative group and engaging in educational practice from the perspective of understanding and valuing diversity facilitates accessible and equitable learning. Thus, staff are engaging in the support of all students in the classroom.

In 2022, the College commenced planning an evaluation of our ELC-12 Inclusive Learning model and approaches, to identify areas of strength and further development in supporting the learning progress and outcomes of all students.



Student Enrolment Information

At the conclusion of 2022, the St John's Campus had three students who identified as Indigenous – Years 1, 3 and 6.

At the conclusion of 2022, the Concordia Campus had five students who identified as Aboriginal – Years 6, 8, 9 and 12.

Concordia seeks to meet the needs of students with a variety of learning needs, both those with learning disabilities and difficulties and those that require enrichment and extension. Our College has a strong emphasis and reputation for catering for the needs of all our students, whether they be intellectual, physical or behavioural.



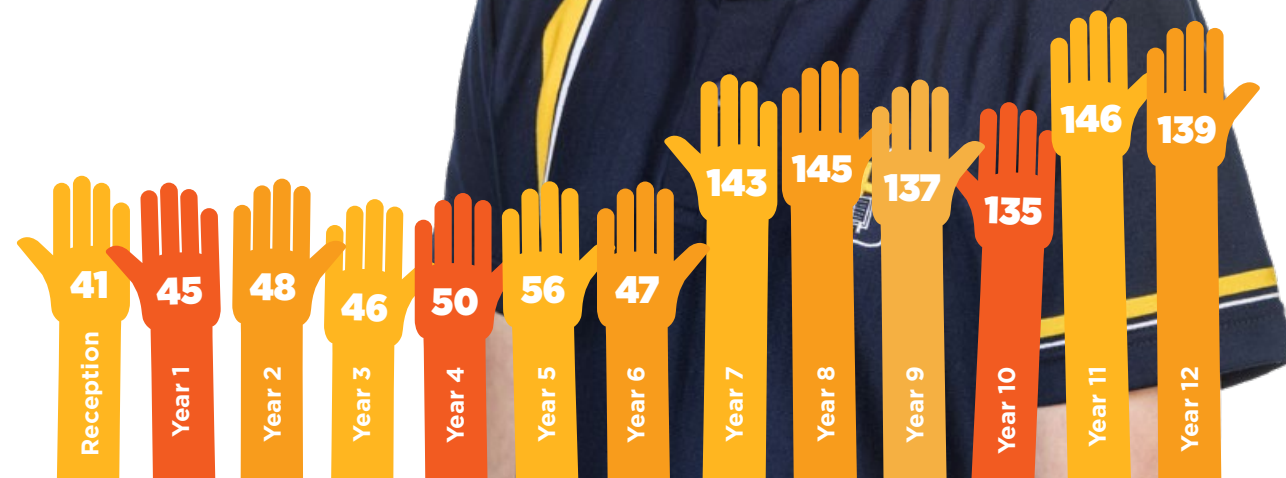
School Attendance Information

The rate of attendance is based on declared Term 3, 2022 collection data provided for Year 1 to Year 10. The average attendance rate is quoted as a percentage and is calculated using the number of days students did not attend relative to the number of days students were required to attend school. It excludes absences due to students participating in representative sporting events.

Year level	Total enrolments	% attendance
Primary School		
Reception	41	89.98
Year 1	45	89
Year 2	48	91.83
Year 3	46	90.3
Year 4	50	92.06
Year 5	56	90.45
Year 6	47	90.56
Middle School		
Year 7	143	91.34
Year 8	145	90.85
Year 9	137	89.9
Year 10	135	89.46
Senior School		
Year 11	146	87.9
Year 12	139	89.17

Accuracy of records and record keeping, and efficiency in obtaining accurate information, are important in recording non-attendance.

A non-attendance database is maintained recording date and reason for non-attendance. This is updated daily, and continuously during the day. If the school has not been notified by a parent/caregiver of a student's absence, the parent/caregiver is contacted by SMS message at 11am. Repeated non-attendance is reported to the Head of School who meets with the family to discuss the issue.



Community Satisfaction

Concordia College continues to enjoy high staff and student retention rates. On the Concordia Campus 13 (thirteen) teachers left the College (2 through retirement, 3 due to new positions within the system, 2 due to promotion, 5 for personal reasons and 1 due to further study) in 2022. 8 (Eight) LSOs resigned in 2022 (3 through retirement, 3 for career progression, and 2 for personal reasons).

On the St John's Campus 4 (four) teachers left the College (4 to pursue new roles or promotion), 1 (one) member of the Leadership team resigned in 2022 (through retirement) and 1 (one) LSO resigned in 2022 (through retirement).

Parent events continue to attract strong support from families across the College community. These include year level events to enable parents of children each year to get to know each other. Additional events include **Mother's and Father's Day breakfasts**, and **parent seminars**. However, due to COVID-19 most events were restricted, cancelled or shared via digital technology.

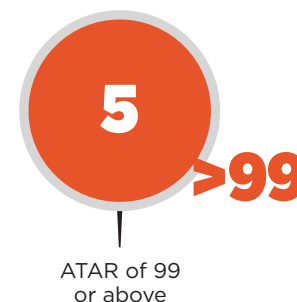
Feedback from students is sought and supplied through **Forums, School Leaders, Action Leaders**, and year level groups, and from parents through the **Parents and Friends**, as well as **Old Concordians (old scholars)** and staff.



Senior Secondary Outcomes

The following information relates to students who completed Year 12 in 2022:

	Total number of Year 12 students	130
VET	Number of students undertaking some VET courses Semester 2	46
	% students undertaking some VET training (of eligible Year 12 students)	8.4%
	Number of students completed a VET certificate in Year 12	7
	Total number of students completed a VET certificate	27
SACE	Number of Year 12 students completing SACE Stage 2	137
	% eligible students completing SACE	100%
	Number of SACE Merit Certificates issued	23
	Total number of students studying at least one SACE Stage 2 subject	282
	Number of SACE students receiving an Australian Tertiary Admission Rank	127
	% SACE subject grades which were rated as 'A'	40
	% SACE subject grades which were rated as 'B'	45.1
	Median ATAR achieved by SACE students	81.3
TOTAL	% students with ATAR of 95 or above	13.6%
	% students with ATAR of 90 or above	24.2%
	% students with ATAR of 80 or above	53%



Dux
Andrew Jenke
99.90

Post-School Destinations

Of the students who commenced post-secondary life in 2022, a total of 120 students were offered a place at a SA university. 94 received an offer for their first preference.



NAPLAN Results

Student Outcomes in Standardised National Literacy and Numeracy Testing

Year 3 & 5 – St John's

Across all Year 3 and Year 5 NAPLAN tests, on average the student cohort achieved above or well above the National Mean Score in 2022.

Year 7

- Across all year 7 NAPLAN tests, on average the student cohort achieved above or well above the National Mean Score.
- All students achieved the National Minimum Standard for Numeracy.

Year 9

- Year 9: Across all Year 9 NAPLAN tests, on average the student cohort achieved above or well above the National Mean Score. All students achieved the National Minimum Standard for Numeracy.

*Expected growth data is not available for these students due to cancellation of the 2020 NAPLAN testing due to COVID.



Teacher Standards & Qualifications

All teaching staff at Concordia College meet the requirements of the Teachers Registration Board which includes teacher registration, relevant qualifications, Responding to Risks of Harm, Abuse & Neglect training (RRHAN-EC), first aid training, and a Working with Children Check. All teachers are involved in targeted professional learning (PL) aligned with the Australian Professional Standards for Teachers. All teachers have a Professional Learning Plan (PLP).

Qualifications	Number of Teachers
Bachelor of Education	66
Bachelor of Teaching	9
Bachelor Degree (inc Honours)	93
Graduate Certificate	21
Graduate Diploma	81
Masters	41
PhD	3
Certificate II – Diploma	9
Total Teacher Qualifications	134



Workforce Composition

As at Census, Concordia College has a total staff of 240 of which 100 are teachers at Concordia Campus and 34 are teachers at St John's Campus, with 6 teachers at our Early Learning Centre. At Concordia College all teaching staff are qualified and registered teachers. Of the teaching staff at Concordia Campus, the balance of gender is 30% male and 70% female. Of the teaching staff at St John's Campus, the balance of gender is 18% male and 82% female. All teaching staff at the Early Learning Centre are female.

To support all students in their learning, Concordia College has staff with specialist training. At St John's Campus, there are qualified Inclusive Learning, Music, Visual Art, Physical Education, Chinese and German staff.

The leadership team at St John's Campus, headed by the Principal, comprises the Deputy Principal, Primary School Coordinator, Primary School Learning Leader, ELC Director and the Learning Mentor.

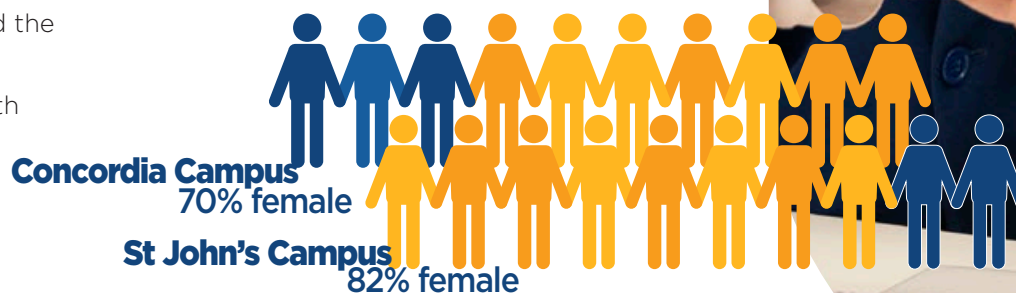
This leadership team, together with all teachers and support staff, contributes to the education and wellbeing of the students.

The leadership team at Concordia Campus, headed by the Head of College, comprises of Principal, the Director of Business Operations, Director of Community Relations, Director of Staff Administration, Director of Learning & Innovation, Director of Digital Resources and the College Pastor.

The Curriculum Learning Leaders are the Middle School Learning Leader and the Senior School Learning Leader.

At Concordia Campus there are also School Leaders, Heads of Faculty/Department, Year Level Leaders, an Inclusive Learning Coordinator, a Head of International Student Programs, two School Counsellors and a Wellbeing Researcher in Residence. All teachers and support staff contribute to the education and wellbeing of the students.

In 2022, no staff employed at Concordia College identified as Indigenous.



Student Enrichment Programs

Student Leadership:

Students are provided with many different opportunities to practice servant leadership during their time at the college. Servant leadership moves away from traditional, hierarchical systems of leadership. Rather, our leaders accept the need to serve the college community by contributing ideas, actions and the modelling of expectations and guidance. We want every student to strive to be a servant leader and will provide opportunities for students to develop their leadership skills and demonstrate service. Major Programs include:

- Student Forum (Yr7-12)
- Middle School Student Leader Program x 16 (Yr10)
- Student Leaders 8 (Yr12)

The Middle School Student Leaders are a group of 16 students in Year 10. This group is required to perform a variety of duties including:

- Attending community events as representatives of the college
- Appearing in promotional material
- Speaking at college events and occasions.
- Providing service to the wider community through fundraising & appeals
- Developing the sense of community within the Middle School

- Supporting the transition and induction of new students into the Middle School
- Leading and engaging in; initial Middle School Student Leader program meeting, Middle School assemblies, devotions, principal's tours and other College and community-based functions.
- Supporting environmental issues within the College and wider communities
- Taking part in student leadership training opportunities

Our Year 12 students are offered the opportunity to serve the community as Student Leaders. We elect two School Captains, two Deputy School Captains, and four Student Leaders who serve the community in a range of ways across the year. We also offer the chance for enrichment through our Action Leader (unlimited number) and House Leader programs (16 positions available).

Students at the St John's and St Peter's Campuses are involved in classroom devotions and whole school worship throughout the week. Students can also take part in leading church services at their supporting congregations throughout the school year. These times of spiritual development allow students to feel connected to one another and

continued over



the school community and to grow in the knowledge that they are valued and loved children of God.

Our students' wellbeing and social and emotional development is nurtured and fostered through:

- regular classroom learning engagements and explicitly taught curriculum focused on brain development and regulation strategies.
- opportunities to participate in teacher-facilitated, extracurricular 'lunch clubs', allowing students to experience a sense of belonging as they develop and form new friendships and social skills.
- specialised small group social skill development programs facilitated by the school counsellor to support students in navigating the challenges of friendships and developing their social skills.

Middle and Senior School

We offer a range of opportunities from Yr 7-12 for students to grow in faith and develop a sound sense of personal wellbeing, including:

- a faith-formation elective at Year 11, incorporating personal spiritual elements within the SACE subject framework Values and Wellbeing Development through a range of pastoral support programs, guest speakers and service activities
- the development of Spiritual Values through
- whole school worship in Chapel services three mornings per week
- Christian Studies Program Years 7-12
- discovering a servant heart through engagement with a broad range of organisations, local and abroad
- student-led Chapel services
- meditation and reflection offered at various year level gatherings
- opportunities to attend outside events, such as the ALWS Walk My Way event and Bible Society masterclasses
- internal events encouraging exploration of Christian spirituality.



Music Programs

Concordia's comprehensive Year 7 – 12

Music program includes:

- curriculum Music lessons for all students (compulsory in Years 7 and 8), as well as music extension opportunities in the Middle Years (Special Interest Music) and Senior Years in SACE.
- instrumental (incorporating all band and orchestral instruments) and vocal tuition is available to all students.
- an extensive Ensemble program including specialised and Year level Choirs, Jazz Bands, String Orchestras, Concert Bands, and small ensembles.

Performances were less limited in 2022, and the following took place:

- 120 students participated in the Year 7 – 12 musical “*Oliver*” at the Hopgood Theatre.
- 6 large ensembles presented at the 2022 ABODA Music Festival held at Westminster School.
- Small Ensembles Concert at Ukaria
- Concordia in Concert at Hopgood Theatre
- Year 7 Special Interest Music class performance of African Drumming with guest musician Dada Nii.
- Year 7 Special Interest Music class performance of Gamelan (Indonesian Orchestra).

- Middle School Vocal Concert
- Senior Vocal Cabaret held at the Arkaba Function Centre
- Year Level Parent functions held at Living Choice
- Small ensemble performances at community events such as The View fundraiser luncheon and Themis Dinner.
- Valedictory Service
- Carols Service
- Regular provision of Music to support Chapel services
- Ensemble performances at Old Concordians’ Association events and College Tours.

Music Trips

56 students from Years 7 – 12 attended an 11-day music tour travelling from Adelaide to Alice Springs. Concerts were performed by the students in the Flinders Ranges, Coober Pedy, Hermannsburg and Alice Springs. Adam Page and indigenous performer, Scott Darlow accompanied the tour group as guest musicians and mentors.



Art

Our St John's Campus ELC and Primary students enjoy weekly Visual Arts lessons. They explore a broad range of materials, developing new skills and techniques which equip them to express their creativity. Students respond to art they view and make through a conceptual approach to their creative thinking and learning.

Junior primary students explored texture, learnt impressionist painting techniques and created sculptures from recycled materials. Middle and upper primary students honed their drawing skills, worked with textiles in mixed media and collaborated on a street art installation of wooden fish on the basketball fence. Their creativity is truly inspiring.



Sport

ELC to Year 6

Students at the Primary school were exposed to a range of different sporting activities and opportunities in 2022. Students in ELC-Year 6 developed their Fundamental Movement Skills (FMS) and Game Play through a variety of modified experiences. Within the curriculum we looked at Invasion Games, Court Divided Games, Striking and Fielding Games, Athletics and Gymnastics.

Our voluntary extra-curricular programs were well supported by students and parent volunteers. Through several different associations we fielded teams in a variety of sports including Netball, Basketball, Cricket, Volleyball, Softball, Tennis, Soccer, AFL and Chess.

Grassroot sporting opportunities were also available for our Reception-Year 2 students through our 'Have a Go' Sports Programs that catered for Netball, Basketball, Soccer, Auskick, Tennis and Tee Ball.

Concordia teams were again entered in single-day Interschool events for Swimming, Cross Country, Golf and Athletics through our affiliation with SSSA. We also entered Basketball, Cricket, Netball and Soccer teams in State-wide knockout competitions via the same affiliation.

Year 7 to Year 12

Our comprehensive sport program across the school year, split into summer and winter seasons, with team entries based on voluntary student nomination, was again a very strong aspect of the college's co-curricular program.

Multiple teams, catering for the breadth of year levels from 7-12, were entered into seasonal competitions administered

by the Independent Girls Schools Sports Association (IGSSA), Sports Association for Adelaide Schools (SAAS) and the Southern Zones sector of the Secondary Schools Sports Association (SSSA).

Concordia teams were again entered in single-day Interschool events for SSSA run Swimming and Athletics, and we entered numerous teams in state-wide knockout (KO) competitions, also via the SSSA affiliation.

All sports within the College's official seasonal program were again supported by learning offered within the curricular Physical Education program across Years 7 and 8.

Students seeking leadership development had opportunity to engage in peer coaching, Year 4-6 Auskick coaching, administering at Interschool Year 4-6 athletics and Cross-Country events and supporting as officials at various KO or Swimming meets involving our teams.

With Covid restrictions lifted by year's end, we were able to re-introduce the Gold Coast trips for National Schools competition in Volleyball (Girls and Boys teams) and Boys Basketball.

Summer Sports 2022: Athletics (boys and girls), Cricket (boys and girls), Tennis (boys and girls), Volleyball (boys and girls), Basketball (girls), Swimming (mixed).

Winter Sports 2022: Football (boys and girls), Soccer (boys and girls), Netball (girls), Basketball (boys), Cross Country (boys and girls), Hockey (mixed).

2022 knockout involvements: Basketball (boys and girls), Volleyball (boys and girls), Football (boys), Netball (girls).



Media

The Media program at Concordia, runs from Year 10-12, and offers students the opportunity to develop a broad and diverse range of practical skills.

In 2022 Yr10 students started their Media journey by developing their analytical skills to be able to identify memorable techniques used in advertising; before collaboratively planning and creating short adverts themselves. In the Photography unit, pupils learnt about framing and composition, how to manually expose photos - and took pictures based on the themes of Nature, Architecture, and Identity, that were showcased through a self-created website.

Year 11 students produced individual character documentaries on members of their family, looked at how TV shows/films are constructed for different demographic groups, and learnt how to use artificial lighting, projected images, and editing software to shoot portraits effectively and creatively.

The year 12 cohort liaised with local business owners in the township of Willunga, to create promotional videos for their social Media platforms, and produced a limited set of images of the school, showcasing the facilities, resources, and areas of interest - that are now on display outside the leadership offices.

They also facilitated a workshop in the TV studio for a group of Y6 students from Unley Primary school, who wanted to produce an end of year review in the style of a news report.

In addition, they planned and ran a second workshop for students from St. Peters Blackwood, who created a short film that documented their day of experiences in Media, Food Technology and DT.

The Y12 SACE results were outstanding, with eleven students achieving an A+ and three receiving subject merit awards.



School Trips

Year 1

- **Year 1 Fern Avenue Community Garden Walk**

Year 1 students visited Fern Avenue Community Garden as part of their *Sharing the Planet* inquiry. Students walked to the to explore what living things need to survive.

Year 2

- **Year 2 South Australia Museum**

Year 2 students explored technologies from the past and how they have changed, specifically how the changes have impacted on our lives. Students visited the South Australian Museum and inquired into the technologies and tools used by Australian First Nations people and Pacific Islanders in the past, how these might have changed and why.

Year 4

- **Year 4 Unley Council Chambers**

Year 4 students visited the Unley Council Chambers to learn more about what happens in the Chambers. Students also learnt about the history of the Unley Council Chambers.

Year 5

- **Year 5 Excursion to Parliament House and Government House**

Year 5 student inquired into the Central Idea of “*Leaders interact with people in different ways that affect others’ actions*”. Students started their excursion with a wonderful play and picnic lunch at Princess Elizabeth Playground, South Terrace, Adelaide. Following this, Year 5 classes toured Parliament House (guided by their local member of parliament Hon. David Pisoni MP), Government House and the Anzac Centenary Memorial Walk. A great day was had by all students.

Year 6

- **Year 6 students visited Hahndorf** to learning about the German history as part of the learning they have been doing in the German Classes.



Special Curricular Initiatives

Both campuses have been involved in Service-Learning activities to support people in need outside our immediate community. We focus on projects; local, national and international. We support Australian Lutheran World Service, The Salvation Army, World Vision, Mustard Seed Family Project and Lutheran Care.

Students and families are encouraged to variously raise funds, participate in walk-a-thons and bring goods and clothes for Winter and Christmas appeals. Guest speakers and other learning opportunities are provided to increase the understanding and need for support of the many people in disadvantaged in our world.



School Income

The following information indicates the sources of income in 2022 of Concordia College.

Income for year ended 31 December 2022	\$
Recurrent income	
Tuition and other receipts from students	12,533,544
Commonwealth government grants	10,792,454
State government grants	2,216,092
Other income	4,105,374
Total recurrent income	29,647,465
Capital income	
Commonwealth government capital grants	
Other capital income	349,087
Total capital income	349,087
Total income from all sources	29,996,552





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