SEDA™ COLLEGE NSW

2019

ANNUAL SCHOOL REPORT

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Statement from the Principal

This report is intended to provide an overview of the operations and achievements of the College in its fourth year of operation with enrolled students, 2019.

The SEDA College NSW vision is that each young person benefits from being exposed to a range of learning opportunities which allow them to develop a strong sense of themselves as learners, community participants, family members and designers of their own careers.

All students at SEDA have an interest in and are motivated by sport, and most play sport weekly outside of school. A few students are competing at elite level, but high-level sporting ability is not a pre-requisite to attend the College.

The College's intention is to ensure that each young person enrolled with us develops as a confident learner, cares for and about others, and is optimistic about their future. We aim for students to graduate from SEDA College NSW with an HSC, as well as coaching and Vocational qualifications, a clear idea of what they want to achieve, and the skills and attributes they will need to be successful in their life and future endeavours.

Our College strives to build our students' capacities within a system of core values:

Professionalism: representing SEDA College NSW and their industry partner with pride, and demonstrating consistent and solid achievement.

Innovation and Leadership: taking the opportunities presented and working both independently and with their teacher to create their own, especially in volunteering and on work placement.

Integrity: working to improve their skills and understanding in all areas of the program. Showing honesty, reliability and a willingness to apply effort.

Collaboration: using energy, enthusiasm and interpersonal skills to build positive relationships and assist others to achieve.

Courage: striving for and achieving significant personal growth in one or more areas of the program, especially when faced with challenges.

The College Council, the governing body for the school, met six times in 2019. The Council encompasses a broad range of expertise including accounting, legal, governance, education, and sport. Information about the Council can be viewed at: https://www.sedacollege.nsw.edu.au/about-seda/college-leadership/

Context of Our School

SEDA College NSW is an independent, co-educational Year 11 to Year 12 school, established in 2015, which provides HSC programs in a hands-on, industry-based environment. We partner with high-profile organisations to deliver our program.

In 2019 our partnerships in the sports industry included Cricket Australia, Cricket NSW, South Sydney Rabbitohs and Souths Cares, Sydney FC, Western Sydney Wanderers FC, Netball NSW, Sydney Swans, AFLNSW, Sydney Kings and Basketball NSW. Our partnerships allow us to provide a unique hands-on learning program in which students can complete their HSC while becoming ready to confidently face their future after year 12, whether that be in the Sport and Recreation Industries or in other areas. The Industry partners provide:

- vocational industry currency to our program
- network opportunities for students
- internship opportunities and work placements for students across many career areas
- volunteering and paid work at game days and other high-profile events
- coaching training and qualifications to our students and staff
- relevant input on all areas of the sport and recreation industry and work within that industry.

The College's aim is to develop an engaging and caring learning environment which fosters the growth of each young person, and provides pathways to lifelong learning. At SEDA College NSW, students benefit from being exposed to high standards and a range of learning opportunities, both inside and out of the classroom, allowing them to reach their personal and career goals.

In 2016, the first year of enrolment, 26 Year 11 students were enrolled. In 2019 we achieved an enrolment of 169 students across our two campuses.

Many students commence year 11 at SEDA College NSW having disengaged with education in their previous school, for a variety of reasons. These include having:

- an established or potential interest in working in the sport and recreation industries that is not met at the current school
- a desire to develop their confidence, employment skills, and professional networks at the same time as gaining an HSC qualification
- difficulty in managing their sport commitments alongside a traditional senior schooling model
- a need for a more individual, student focussed learning environment
- time restraints related to participating in elite sport

The school enrols students with a wide range of abilities and strengths, both in sport and in academic learning. We are immensely proud of the academic, sporting, life and volunteering outcomes our students achieve.

Student outcomes in standardised literacy and numeracy testing

SEDA College NSW does not participate in NAPLAN as we are a senior secondary school. We assess all students' literacy and numeracy levels on entry to SEDA College NSW and where needed, support them to achieve the NSW minimum numeracy and literacy standard required to be awarded the HSC.

Senior Secondary Outcomes

In 2019, 100% of Year 11 and Year 12 students participated in vocational (VET) or trade training as part of their HSC.

Qualification	Number completed	Percentage of cohort completed
Cert II Sport and Recreation	97	99%
Cert III Sport and Recreation	70	99%
Cert II Business Services	71	100%

Qualification	Number completed	Percentage of cohort completed
Preliminary HSC	98	100%
HSC	71	100%

Higher School Certificate Band Results

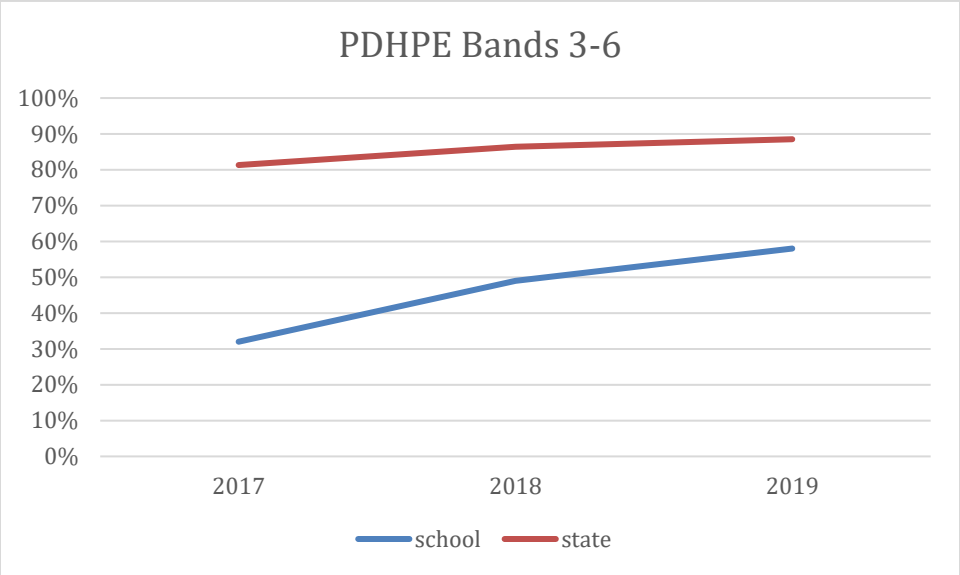
The first year of year 12 for the College was 2017.

Subject	Year	No. of students	Bands 3-6	Bands 1-2
PDHPE	2019	71	School: 58% State: 88.5%	School: 42% State: 11.5%
	2018	51	School: 49% State: 86.4%	School: 51% State: 13.6%
	2017	25	School: 32% State: 81.3%	School: 68% State: 18.7%
Business Services	2019	48	School: 91.7 % State: 95.2 %	School: 8.3 % State: 4.8%
	2018	30	School: 76.7% State: 89.2%	School: 23.3% State: 10.8%
	2017	12	School: 100% State: 90.1%	School: 0% State: 9.9%
English Studies*	2019	60	School: 40% State: 45.5%	School: 60% State: 64.5%

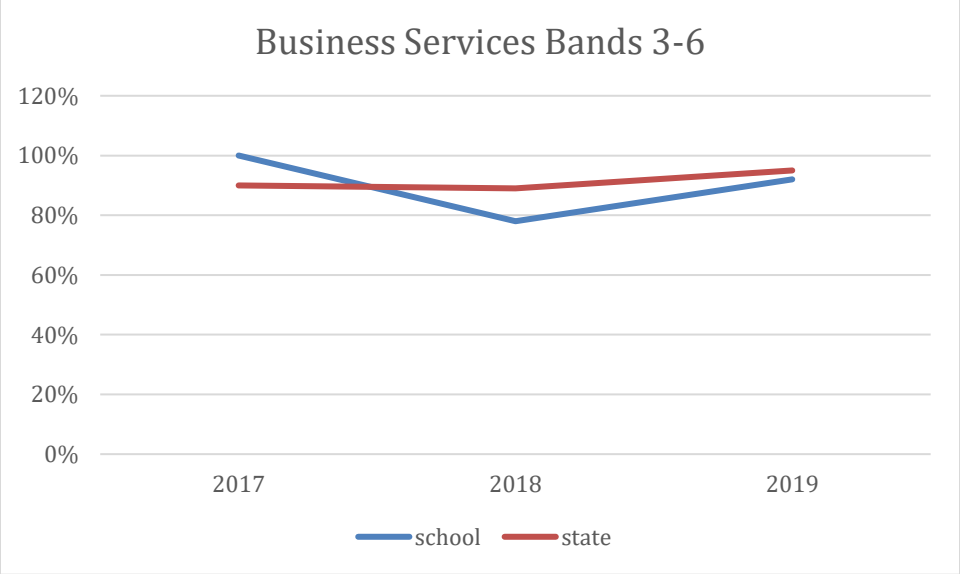
*English Studies was made available by NESA as an exam subject for the first time in 2019.

In 2020, the English Studies examination will be available for the second year, and the College will also have students sitting the Standard Mathematics Examination.

The College is steadily making improvements in band results in the PDHPE external HSC examination.



The College is maintaining a high standard in band results in the Business Services external HSC examination.



Initiatives promoting respect and responsibility

The College wants all students to recognise that they are valued and integral parts of the school community, with parents and staff providing the support that engenders self-esteem, mutual respect, leadership and responsibility. There are many opportunities for all students at the College to develop their abilities and to learn through experiences.

The College provides the students with opportunities to develop skills for life as an integral part of the teaching program. These include responsibility, resilience, professionalism and effective communication.

The College also specifically promotes understanding of Australia's first people through its teaching in stage 6 PDHPE, participation in events such as Reconciliation week, Sorry Day, and NAIDOC week activities.

The school actively encourages awareness of emotional and mental health needs of its diverse community through association with Headspace, psychology practitioners, BeYou (a schools' initiative with Beyond Blue), the maintenance of a support reference section of the College intranet, active support of students and families with extra needs, and membership of the City of Sydney Youth Interagency Group. The College provides sessions with inspiring speakers, (especially from sporting associations), and presentations from Mental Health Advocacy and Support services.

We have a very active pastoral care model which allows for high level support of all students and attention to the specific learning and emotional needs of each student. In Term 4 2019 our program was expanded to include the appointment of a full-time staff member as Head of Student Welfare.

Teacher Qualifications and Professional Learning

Qualifications

Classification	Number of staff
Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	13
Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	0

Professional learning

The School Council participated in Governance courses developed by the Association of Independent School, NSW and AICD. All teaching staff participated in one week of professional learning prior to the start of term 1 about mandatory reporting, emergency procedures, and curriculum, and one further week of school mandated professional development at the start of term 4.
In addition, the following professional learning activities were undertaken by staff throughout 2019:

Description	Number of Staff
Annual Industry Partner meetings	9
HLTAID003 - Provide First Aid	9
Certificate IV TAE40116	3
Numeracy Stage 6 CEC Pilot	3
Sydney FC New Student Induction	3
Training and Assessment, Certificate IV in (TAE40116)	3
VET Business Services Qualification	3
VET Teacher Training - Methodology Orientation Program	3
VET RTO Update Webinar	3
Numeracy Stage 6 Video Conference: Catering for Diversity	2
PDHPE HSC Enrichment Days	2
PDHPE TA Annual Conference 2019	2
Accidental Counsellor Online training	1
Draft syllabus meeting Years 11-12 (Stage 6)	1
Project Based Learning	1
Stage 6 Conference PDHPE	1
Proficient Teacher accreditation	1
2019 Reimagining Learning - Schools Investing in a Confident Future!	1
Working Together - Multi-tiered Systems of Support for Student Success	1

Teacher Accreditation 2019

Level of Accreditation	Number
Conditional	2
Provisional	1
Proficient Teacher	10
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
TOTAL	**13**

Workforce Composition

School Staff	Number
Teaching staff	13
Full time equivalent teaching staff	11.4
Non-teaching staff	3
Aboriginal and Torres Strait Islander staff	1

Student attendance and retention

Retention rate is the percentage of students who were counted in the Federal student census in 2018 and who stayed on into year 12 the following year at SEDA College. Students who left SEDA College during the Year 11 school year (including those who left to go to other schools or other study destinations such as TAFE) are counted as **not** retained. Retention is not stated for year 12 as these students do not continue at the school after graduation.

2019 Year Level	Attendance Rate	Retention rate
11	85%	99%
12	85%	NA

Attendance at SEDA College NSW is managed in accordance with the Attendance Policy as outlined below:

a. Students are expected to attend class every day that instruction is given. Students are required to make contact with their teacher on the day that they are reporting that they will be absent from class (parents/carers may make contact on behalf of students where appropriate).

b. In the case of an unexplained absence, teaching staff will make contact with the student's family for an explanation of the absence.

c. Students absent for an extended period of time (e.g. illness) will be provided with work. Teaching staff will liaise with their Principal to make arrangements with students and their families. Regular contact will be made with students who are absent for extended periods.

d. Where student attendance falls below 80%, the parent/carer will be contacted and a meeting will be convened to develop a plan to best support the student in improving their attendance.

e. In the case that a student ceases to attend class, College staff will contact the student and/or their parent/carer to attempt to convene a meeting. The purpose of the meeting is to have the student recommence class or confirm their new destination. In instances where a meeting cannot be arranged, this process may be facilitated via phone calls, text messages, emails and letters.

f. Where the destination of a student below 17 years is unknown, a NESA liaison officer will be notified of the student's full name, date of birth, last known address, last date of attendance, parents' names and contact details, an indication of possible destination, other information that may assist officers to locate the student and any known occupational health and safety risks associated with contacting the parents or student.

g. All data will be managed and retained in line with the information security and records management policy

Student completion of courses

100% of enrolled students in the Year 11 cohort at census date completed Year 11 in 2019.

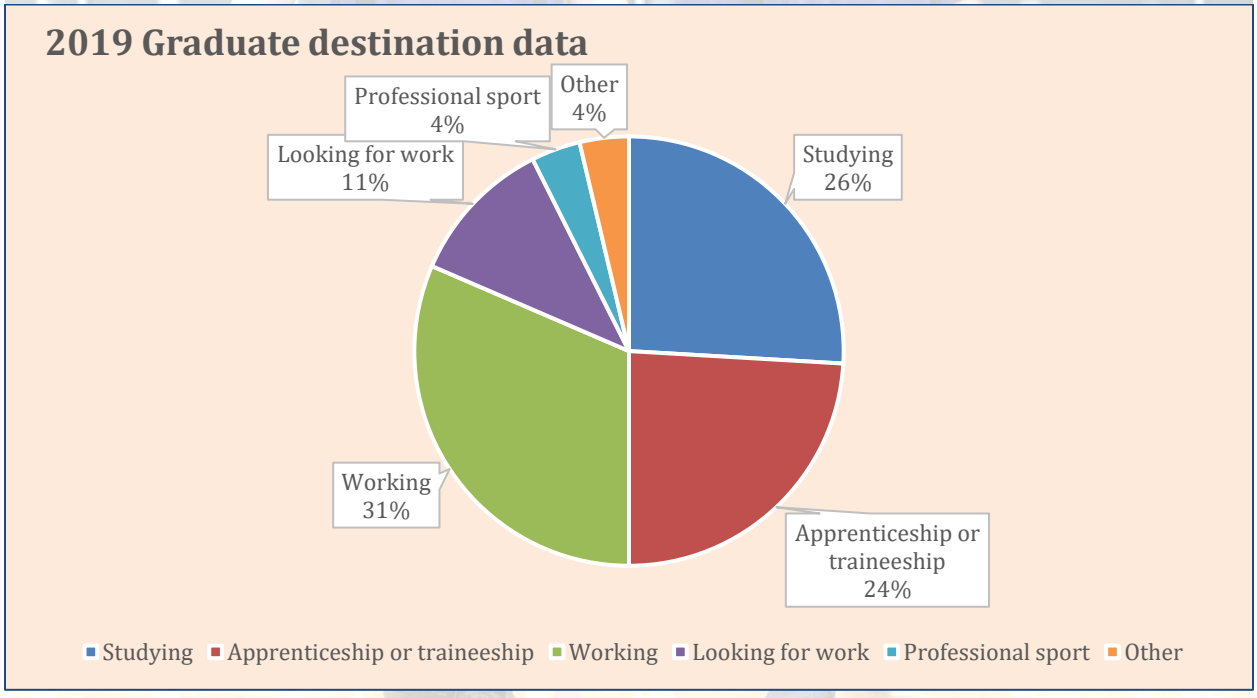
100% of enrolled students in the Year 12 cohort completed Year 12 and gained an HSC in 2019.

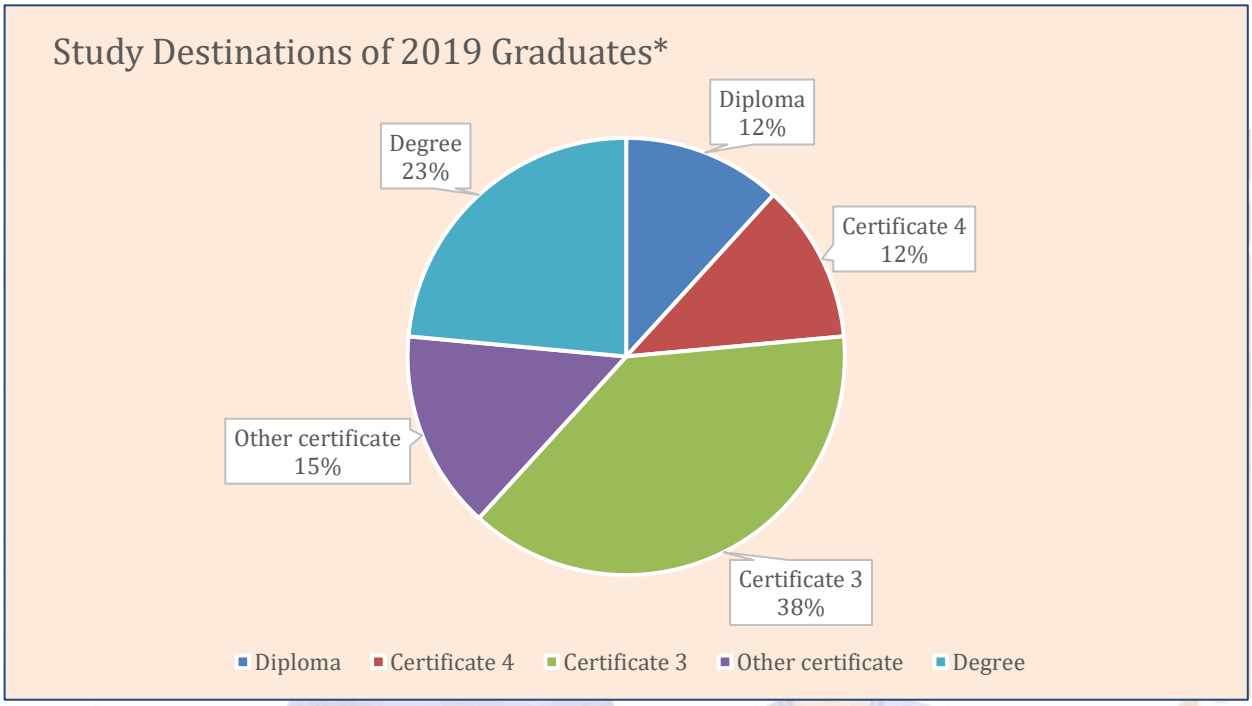
99% of enrolled students in the Year 11 cohort at census date completed the full requirements of their VET courses (**Business Certificate II and Sport and Recreation Certificate II**) in 2019.

99.5% of enrolled students in the Year 12 cohort at census date completed the full requirements of their VET courses (**Business Certificate II and Sport and Recreation Certificate III**) in 2019.

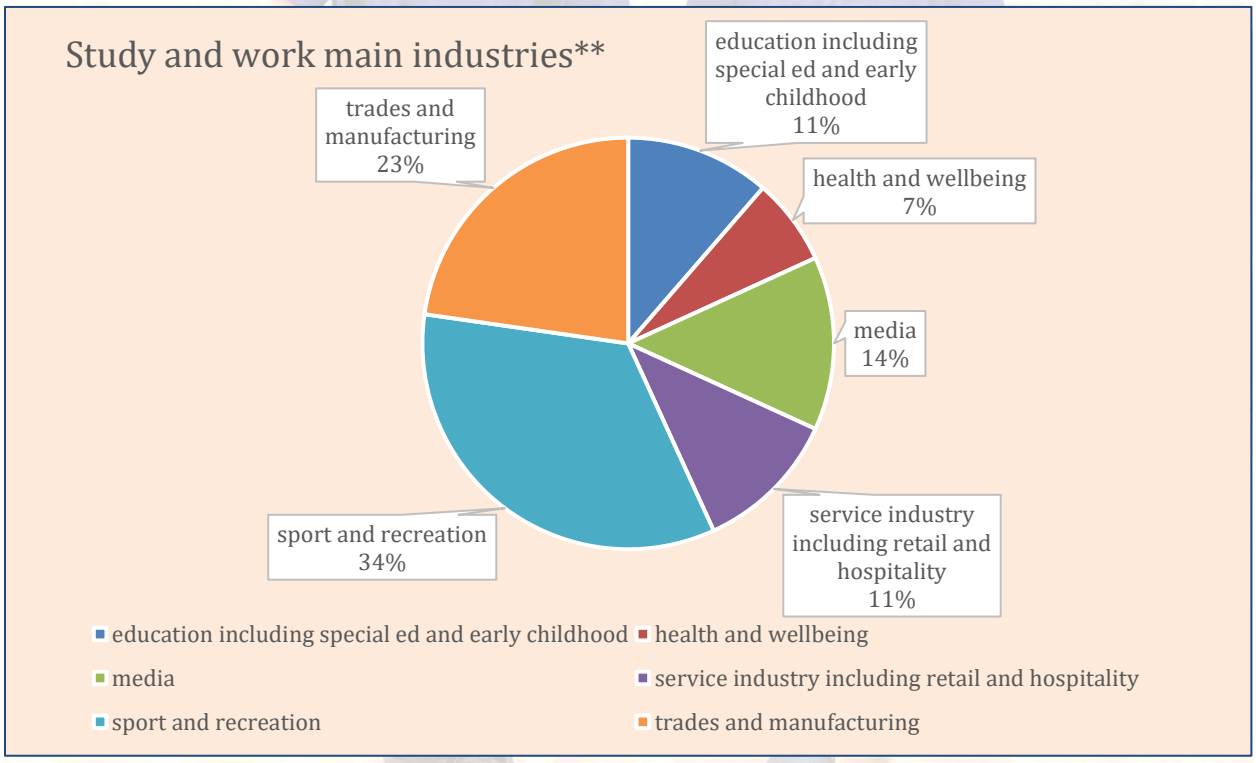
Post school destinations

76% of 2019 graduate students responded to the post destination survey conducted in June 2020.





*Represents only those 2019 graduates who are studying in 2020



**For 2019 graduates in 2020

Enrolment policy

1. Applications for enrolment may be made at any time by the parent/carer(s) of students who wish to study at SEDA College NSW. However, applications to enter Year 12 must be received and processed prior to the start of the HSC learning year, except at the sole discretion of the Principal.

2. Students enrolling at school into Year 11 will have completed Year 10 in a NSW registered school or home school, or the equivalent level of study in an Australian school outside of NSW or an overseas school. Students applying for Year 12 entry must have satisfactorily completed a Year 11 Preliminary HSC course at a NSW school or the equivalent course of study in an Australian school outside of NSW or an overseas school.

3. SEDA College NSW will base any decision about offering a place to a student on:

   The student:
   - the contribution that the student may make to SEDA College NSW
   - the student's reports from previous schools
   - the readiness of the student to participate in the unique learning environment at SEDA College NSW
   - the maturity of the student.

   The student's family:
   - sibling of a current or former student
   - holding attitudes, values and priorities that are compatible with SEDA College NSW's ethos.

   SEDA College NSW:
   - ability to meet the special needs or abilities of the student.

   Other considerations:
   - order of receipt - when the application to enrol and enrolment acceptance is received by SEDA College NSW.

4. SEDA College NSW will meet with both the student and the parent/carer(s) of the student before offering a place.

5. SEDA College NSW has an absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place for the student.

6. Continued enrolment at SEDA College NSW is dependent upon the student making satisfactory academic progress, attending consistently, and the student and the parent/carer(s) observing all behavioural codes of conduct and other requirements of SEDA College NSW which are applicable from time to time.

Other Policies

Our College has many policies that support the welfare and safety of our students. Policies are made available to our community of students, teachers, parents and carers via our school intranet. Several of these are also included in the student handbook, and included as an explicit part of our enrolment and induction processes for families, and during training at the start of each year for staff. All staff must have a current Working with Children Check, and sign a code of conduct and child protection policy statement prior to contact with our students and at the start of each school year.

Policy	Changes in 2019	Access to full text
Student wellbeing The College will provide a supportive, caring environment which promotes positive student and teacher relationships and fosters a sense of belonging, a positive attitude to learning and the pursuit of excellence in all students. The College will provide a proactive and preventative approach, together with a range of strategies and appropriate levels of support to students, their families and to staff. The College will use appropriate external agencies and departments to support students when and if required. The College will provide staff with appropriate professional development in the area of wellbeing issues affecting students.	Nil	The full text of the school's student welfare policy can be accessed on request from the Principal, and from the school intranet.
Anti-Discrimination, Harassment and Bullying The College has a policy of zero tolerance for any behaviour that is discriminatory, harassing or bullying. All staff and students have a right to a safe and secure environment, which is free from discrimination, harassment or bullying. The College promotes an environment which fosters learning, personal growth and self-esteem. All members of The College community have the right to: be respected by others; learn; participate and teach; and be safe and secure. The College wishes to foster a culture with acceptance and respect for diversity.	Nil	The full text of the school's anti-bullying policy can be accessed on request from the Principal, and from the school intranet.
Student Discipline All students are bound by the Student code of conduct which is signed by students prior to beginning at SEDA College NSW. The College has a policy of fostering	Nil	The full text of the school's discipline policy can be accessed on

responsibility and trust and all students are supported to develop the maturity to be successful within this environment. A teacher will implement a strategy or consequence, specifically chosen to best improve the behaviour of each student. Strategies to improve student behaviour may include: ● drawing attention to the behaviour referencing the Student Code of Conduct ● relocating the student in the learning environment ● discussion of the behaviour with the student at break time and reminder of the Student Code of Conduct ● temporary suspension by the Program Coordinator from part or all of the program (for less than one day) Broader support strategies may include: ● communicating with parents/carers ● further counselling ● tutoring/peer tutoring ● mentoring ● developing individual flexible learning, behaviour or attendance plans ● involving community support agencies The College expressly prohibits corporal punishment as a measure for student discipline. The College does not sanction the administering of corporal punishment by non-College persons, including parents, to enforce discipline at The College.		request from the Principal, and from the school intranet.
Reporting Complaints and Resolving Grievances A concern can be raised in person with a staff member. A complaint can be made in person or in writing to the student's: ● Teacher about issues occurring in their class or group. ● Program Coordinator if the issue is across classes or groups or relates to the Teacher. ● Principal about any other issue. ● Where the complaint is about the Principal, the complaint will need to be made to the College Council Chair.	Nil	The full text of the school's Complaints policy can be accessed on request from the Principal, and from the school intranet.

The College expects a person raising a complaint to:

- Do so as soon as possible after the issue occurs and to provide complete and factual information about the complaint.
- Maintain and respect the privacy and confidentiality of all parties and acknowledge that a common goal is to achieve an outcome acceptable to all parties.
- Act in good faith, and in a calm and courteous manner.
- Show respect and understanding of each other's point of view and value difference, rather than judge and blame.
- Recognise that all parties have rights and responsibilities which must be balanced.

All complaints will be recorded and acted upon promptly in an effort to resolve complaints.

A remedy or action may include one or more of the following:

- An explanation or further information about the issue.
- Acknowledgement of each other's perspective and an agreement on ways to manage differences.
- Agreement on what constitutes acceptable behaviour.
- An undertaking that unacceptable behaviour will change.
- Mediation, counselling or other support.
- An apology or expression of regret.
- A change in decision.
- A change to policy, procedure or practice.
- The cancelling of a debt (such as for the College payments).

The College seeks to use a restorative justice approach to resolve issues that pertain to student behaviours that have impacted on class colleagues, staff or the broader community. These outcomes are negotiated as part of the restorative justice process.

Teacher, parent, and student satisfaction

TEACHERS

100% of teachers completed the teacher reflection process in 2019.

Staff complete a formal reflection twice per year on their own teaching practice, class management and relationships with students. Teachers also receive de-identified summary survey and feedback data from their students.

Staff also completed a satisfaction survey based in part on results from the OECD Teaching and Learning International Survey (TALIS). Results are below.

TALIS asks teachers and school leaders about working conditions and learning environments at their schools to help countries face diverse challenges.

100% of staff responded to the survey. The maximum score in a category is 100%.

QUESTIONS 2019 - STAFF ***PERCENTAGE RESPONSE (of staff): 100%***	**2019**	**2018 TALIS**	**2018 TALIS**
Percentage of staff answering "Strongly agree" or "Agree".	**SEDA NSW**	**Australia [1]**	**TALIS Average[2]**
All in all, I am satisfied with my job.	100.0	90	90
In this school, teachers and students usually get on well with each other.	100.0	97	96
Most teachers in this school believe that students' well-being is important.	100.0	99	96
Most teachers in this school are interested in what students have to say.	100.0	96	92
If a student from this school needs extra assistance, the school provides it.	100.0	94	92
I would recommend my school as a good place to work.	100.0	84	83
I would still like to be working for SEDA College NSW in 12 months.	100.0	NA	NA
My work gives me a sense of personal enjoyment - it is more than just a job.	100.0	NA	NA
I feel that I am making a significant educational difference in the lives of my students.	100.0	NA	NA
I usually know how to get through to students.	100.0	NA	NA
Teachers in this school are well respected by administration.	100.0	NA	NA

[1] TALIS 2018, The Teaching and Learning International Survey, Australian Report, Volume 1 - https://research.acer.edu.au/cgi/viewcontent.cgi?article=1006&context=talis

[2] TALIS 2018, The Teaching and Learning International Survey, Australian Report, Volume 1 - https://research.acer.edu.au/cgi/viewcontent.cgi?article=1006&context=talis

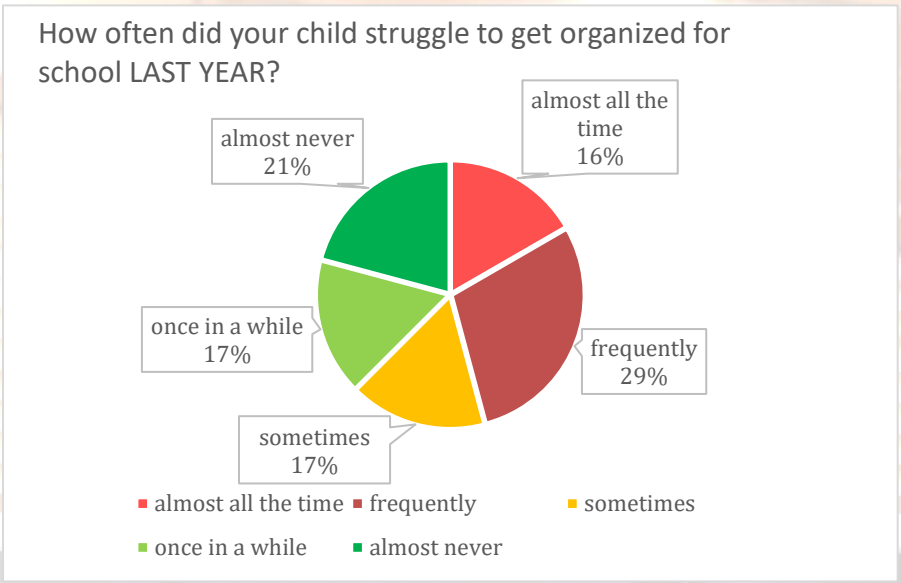
PARENTS

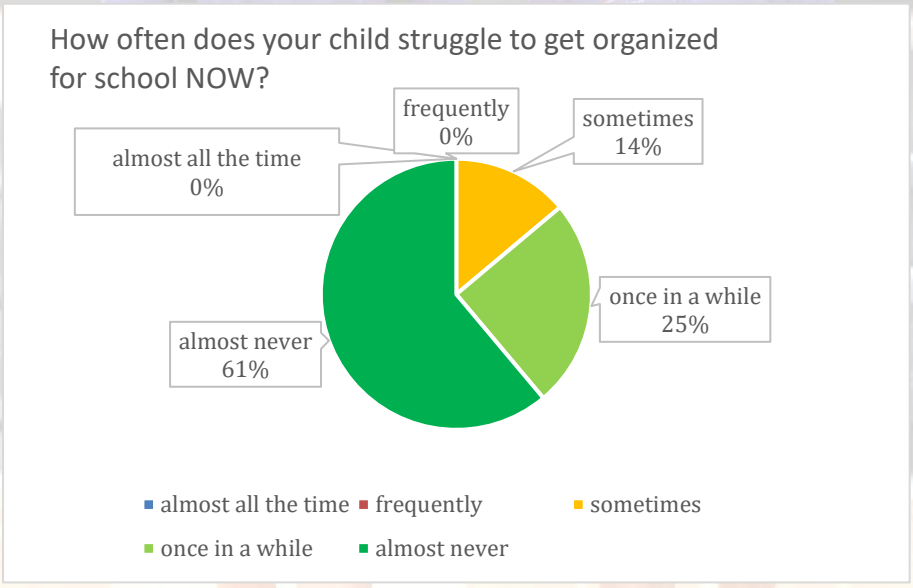
51% of parents responded to the parent survey. The maximum score in any category is 1.

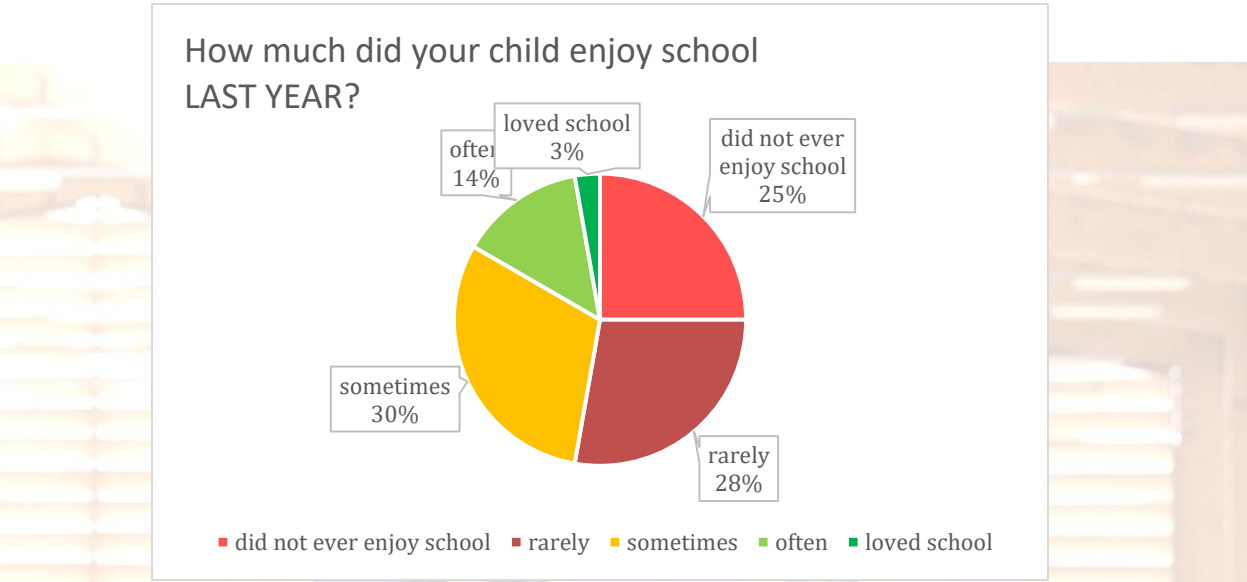
QUESTIONS 2019 - PARENTS	2019	
PERCENTAGE RESPONSE (of school population)	*51%*	
Measure what Matters	**SCORE**	**AVG**
OVERALL SCHOOL SCORE AVERAGE: MAXIMUM SCORE IS 1		**0.85**
student improvement		0.83
How much has SEDA College improved your child's confidence?	0.83	
relationships		0.83
How respectful are teachers to students at SEDA College?	0.88	
How well does SEDA College consider the individual needs of students?	0.83	
How strong are the relationships between your child and his/her teachers at this school?	0.81	
How comfortable does your child feel asking questions in class at this school?	0.78	
responsiveness		0.87
How quickly do staff at this school respond to questions from parents?	0.92	
How satisfied are you with the overall quality of teaching at SEDA College?	0.93	
How well does SEDA College meet its objectives?	0.82	
How well does SEDA College meet your child's needs?	0.81	
overall satisfaction		0.89
How satisfied with SEDA College are you?	0.89	
How likely are you to recommend SEDA College to other families?	0.88	
Net Promoter Score (NPS) - parents[3]		**51**

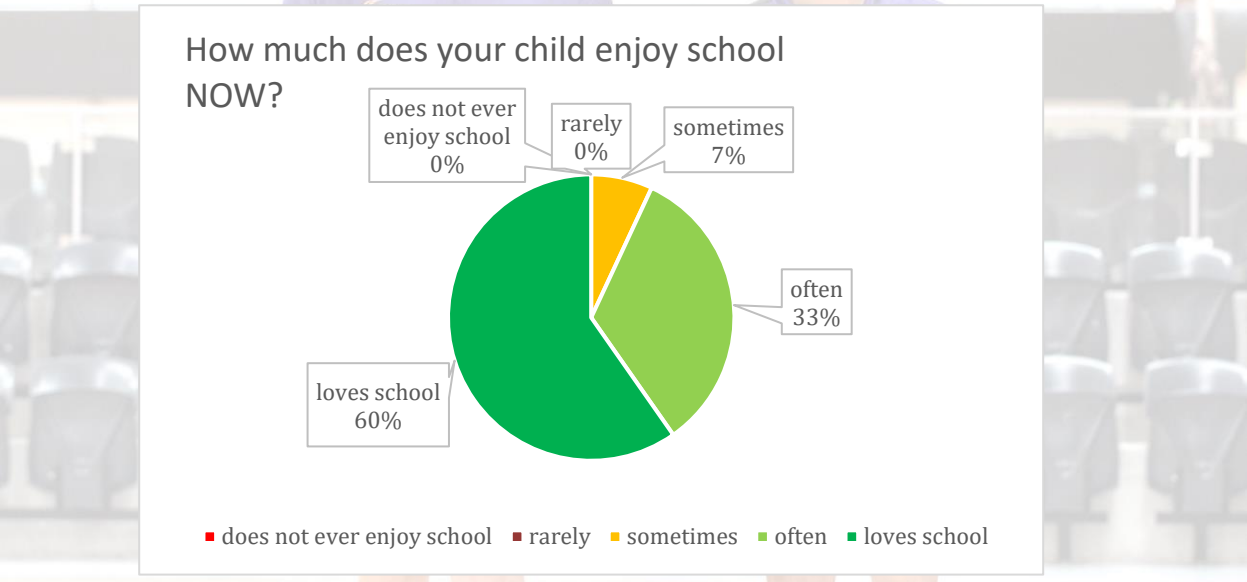
[3] *Sourced from a single 'NPS question' in Parent MWM Survey (i.e. 'would the promoter recommend ….'); scored over a range of -100 to +100, where a positive score above zero is considered 'good', >50 is considered 'excellent', and >70 is considered 'world class'.* https://www.questionpro.com/blog/nps-considered-good-net-promoter-score/

Summary of parent/carer questions specific to Year 11 students:






How much did your child enjoy school LAST YEAR?
loved school 3%
often 14%
did not ever enjoy school 25%
sometimes 30%
rarely 28%
did not ever enjoy school
rarely
sometimes
often
loved school


How much does your child enjoy school NOW?
does not ever enjoy school 0%
rarely 0%
sometimes 7%
often 33%
loves school 60%
does not ever enjoy school
rarely
sometimes
often
loves school

STUDENTS

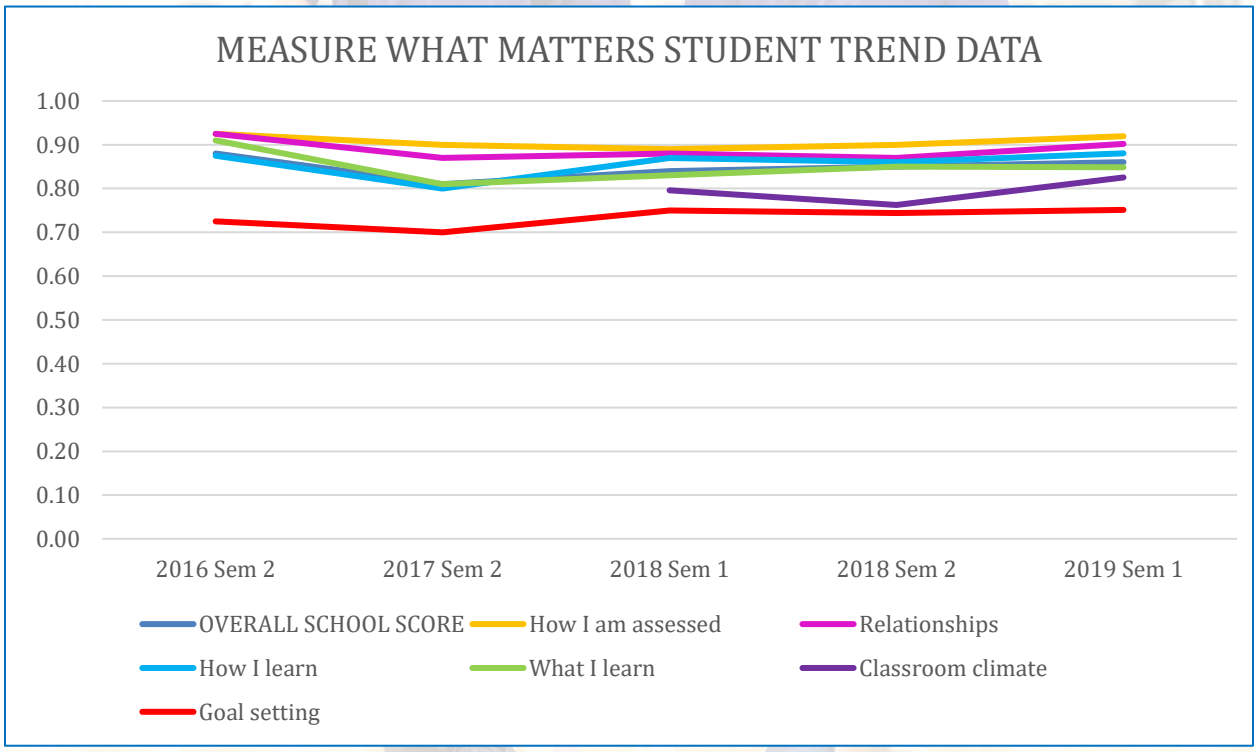
94% of students responded to the survey. The maximum score in any category is 1.

	QUESTIONS 2019 - STUDENTS	2019	
	PERCENTAGE RESPONSE (of school population)	94%	
	Measure what Matters: MAXIMUM SCORE IS 1	**SCORE**	**AVG**
TOTAL	**OVERALL SCHOOL SCORE - 2017 measures**		0.86
TOTAL	**OVERALL SCHOOL SCORE - 2018 measures**		0.87
CATEGORY	**What I learn**		0.87
	I am learning new information (things I know)	0.93	
	I am learning new skills (things I can do)	0.92	
	I enjoy what I am learning	0.81	
	I am confused about what I am learning	0.85	
	What I am learning is valuable or important	0.85	
	I get opportunities to solve problems that matter	0.86	
CATEGORY	**How I am assessed**		0.92
	I know how my learning will be assessed	0.91	
	The way I am assessed is fair	0.95	
	It is more important to understand what I am learning than to memorise answers	0.91	
CATEGORY	**How I learn**		0.88
	I get opportunities to work with others	0.89	
	I have enough time to think in class	0.88	
	I understand what I have to do to improve	0.90	
	I try again when I get something wrong	0.89	
	I want to give up because I do not understand what I am learning	0.83	
	I ask for help when I need it	0.88	
CATEGORY	**Goal setting**		0.75
	I set goals for myself	0.68	
	My teacher sets goals for me	0.83	
	I plan my work to meet my goals	0.71	
	I achieve my personal goals	0.79	

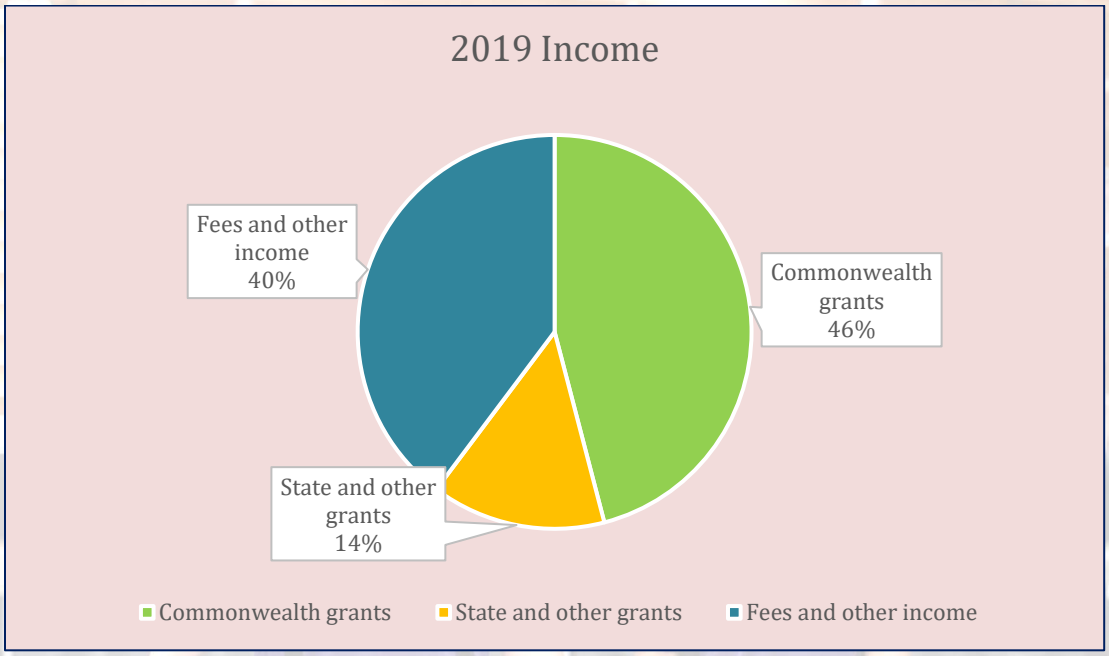
CATEGORY	Relationships		0.90
	I feel confident to ask my teacher questions	0.91	
	My teacher understands how I learn	0.89	
	My teacher knows the subject content really well	0.97	
	My teacher tries to help me	0.94	
	I am happy at school	0.80	
CATEGORY	**Classroom climate**		0.78
	My teacher is usually fair in dealing with behaviour issues in the class	0.89	
	It is hard for me to concentrate and work in class because of other students	0.66	

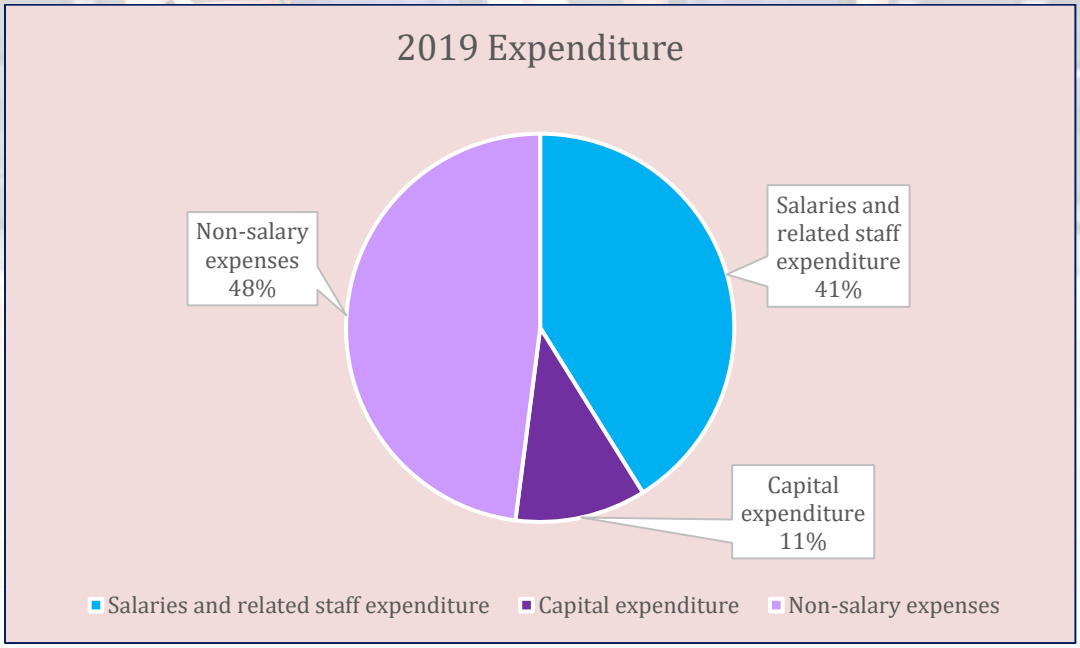
*Note: Questions marked with an * have had the scores reversed to show the outcomes in a way that is consistent with all other questions, and to allow averages to be calculated.*

Student survey trend data



Summary financial information





School determined priority areas for improvement 2019

ACHIEVED IN 2019

AREA	ACHIEVEMENTS
TEACHING AND LEARNING	Planned and hosted an inter-state sports competition involving all students
	Added a Mathematics stream (Standard Mathematics 1) to our curriculum for all students
STUDENT SATISFACTION	Revamped the post school offerings information for Year 12 students
	Implemented Wednesday afternoon sports and wellbeing sessions across the school.
STAFF DEVELOPMENT	Refined specialist areas of expertise for staff to maximise excellence in service delivery across the College
	Delivered NESA accredited in-school Professional Development courses to all staff
FACILITIES AND RESOURCES	Streamlined primary school clinic booking processes and involved more schools in sporting schools' programs
	Employed a dedicated admissions officer to better support parents and people making enquiries
	Located and had registered two campuses with better classroom facilities
	Streamlined parent teacher meeting booking system

School determined priority areas for improvement 2020

2020 GOALS

AREA	GOAL
TEACHING AND LEARNING	Establish a Deputy, Curriculum role to oversee teaching staff development in Quality Teaching practices.
	Continue to improve the percentage band results in PDHPE. Maintain or improve the band results in Business Services. Establish a baseline for English and Mathematics examination band results.
STUDENT SATISFACTION	Continue to expand the support for EVET (vocational) course study at TAFE. Enrol students into University level courses as an extension of their Year 12 studies. (Through CQU)
	Maintain or improve the high level of student satisfaction scores in the Measure What Matters Survey.
	Establish a Head of Student Welfare role to better support students and their families, especially in the area of mental health support.
	Improve the College's internal processes for applications for Special Provisions for the HSC.
STAFF DEVELOPMENT	Establish first term one-on-one feedback meetings with all staff in addition to the second term data meetings.
	Establish a school executive team made up of existing staff members to assist the Principal operationally and strategically.
	Train a second partnerships manager within the school teaching staff to support the work with Industry partners and local primary schools.
FACILITIES AND RESOURCES	Update the website to be more interactive and easier to navigate.
	Improve access to sporting facilities: Establish a gym at Glebe campus
	Improve access to Hockey Field at Sydney Olympic Park campus