



LORETO KIRRIBILLI

85 Carabella Street Kirribilli NSW 2061

Mrs Anna Dickinson Principal

Telephone: +61 2 9957 4722

Email: info@loreto.nsw.edu.au

Registered: Kindergarten to Year 12 from 1 January 2019 to 31 December 2023

Accredited: Years 7 to 12 teaching School Certificate and Higher School Certificate
from 1 January 2019 to 31 December 2024

TABLE OF CONTENTS

INTRODUCTION	4
PRINCIPAL'S MESSAGE	5
OUR SCHOOL	9
GOVERNANCE	11
KEY SCHOOL BODIES	11
OUTCOMES & RESULTS	14
STAFFING	29
STUDENT ATTENDANCE	30
SCHOOL POLICIES	31
STAKEHOLDER SATISFACTION	32
FINANCIAL INFORMATION SUMMARY	34
CONCLUSION	35

INTRODUCTION

Loreto Kirribilli Limited ('Loreto Kirribilli') is a fully comprehensive independent Catholic School for girls from Kindergarten through to Year 12. The School is one of seven in Australia founded by members of the Institute of the Blessed Virgin Mary, commonly referred to as the Loreto Sisters.

The total enrolment in 2023 at the August census was 1 164 with 285 students in Kindergarten-Year 6 and 879 in Years 7-12, which is indicative of annual enrolment patterns. The School's underlying philosophy is based on the following five values: Freedom of Spirit, Justice, Sincerity, Verity and Felicity.

The information contained in this report has been compiled for submission to the NSW Education Standards Authority to comply with legislative requirements for the continuing Registration and Accreditation of Loreto Kirribilli as a School in NSW.

As well as its heritage, one of the greatest strengths of Loreto Kirribilli is its staff, a group of dedicated and hard-working teachers and support staff whose aim is to provide an excellent education and nurturing environment for our students.



PRINCIPAL'S MESSAGE

The year 2023 was a significant milestone in the life of Loreto Kirribilli, marking 115 years since our fledgling School opened its doors in the Elamang residence on Carabella Street. The growth of our School since those early days is a testament to the generosity of the Loreto community, which has continued to support and sustain continuing generations of students.

The latest example of this generosity is the new means-tested Loreto Kirribilli Bursary, which we launched this year. We have all been delighted with the support from our community for this initiative, which will allow young women to complete their Senior School education in the tradition of the Loreto Sisters. I particularly thank the Ex-Students' Union for joining their long-standing bursary fund with our own. This contribution, coupled with the funds raised by our parents and friends, has ensured that we can fund two bursaries for Year 10 students starting in 2025.

This year was also the final stage of our 2020-23 Strategic Plan, *Inspired Minds, Catalysts for Change*. I am pleased to report important progress on the three pillars of that plan: inspiring educational excellence; enriching our community of faith; and managing for sustainability – progress which could only have been achieved with the leadership, faith and wisdom shown by my outstanding School Executive team.

INSPIRING EDUCATIONAL EXCELLENCE

After the joyous opening of our new Spiritus building, our students have embraced the opportunities offered by the new learning spaces within Spiritus. Robotics students have excelled this year in their new Maker studio; our TAS students have relished the beautiful new workshops and sophisticated Food Technology kitchen; and cross-faculty transdisciplinary projects have made good use of the open collaboration spaces and interactive technologies.

Digital transformation has been a priority across the campus. We have strengthened the capability to track individual student's learning by instituting new database management systems which inform teachers of student development. This has allowed for timely intervention strategies to improve learning where needed.

We continue to celebrate the achievements of our students, not only in their studies but also on the sporting field, on stage, and in a myriad of extra-curricular activities. One stand-out event for me was that our Year 11 Mock Trial team prevailed in their final trial of the year, and were judged winners of the NSW Law Society's annual competition. This is the third time that Loreto Kirribilli has won this prestigious competition in the last five years.

Educational excellence was certainly in evidence in the impressive results of the HSC Class of 2023. These students have demonstrated exceptional dedication, hard work, and perseverance throughout their academic journey, culminating in outstanding results. Their success is a testament to their commitment to excellence and their performance reflects a passion for learning and their ability to apply critical and creative thinking skills.





Their academic results were simply outstanding. While detailed further in *Outcomes & Results*, I especially note:

- 13 students who were All-Rounders (Band 6 in all courses).

We congratulate our joint Duxes Stella Constable and Meckenzie Lai who achieved an ATAR of 99.95. Our data informs us that the 2023 class included:

1. 7 students with an ATAR over 99
2. 13 above 98 ATAR
3. 37 above 95 ATAR
4. 72 above 90 ATAR

Each year, the Sydney Morning Herald releases a ranking based on the number of Band 6/E4 results as a percentage of the overall number of examinations sat by Loreto Kirribilli students. In 2023, Loreto Kirribilli was placed 22nd overall and was the 1st Catholic girls' school in NSW.

We congratulate the Class of 2023 for working collaboratively with each other and valuing the wisdom and expertise of their dedicated teachers. Our students have demonstrated inspiring leadership, teamwork, and community service and engagement.

ENRICHING OUR COMMUNITY OF FAITH

In 2023 we celebrated the year of Justice, reflecting Loreto Kirribilli's long tradition of challenging social inequity wherever it is found. From the substantial amounts raised for Mary Ward International, to the social justice and awareness-raising events organised by our student leaders, we are blessed to belong to a School community that demonstrates continual support and care for those in need.

The much-anticipated highlights of our School year, May Day, Junior School Concert and Music Festival, are inspiring events that bring our community together. I must confess to a tinge of sadness as we celebrated these events, each one a 'last' for me in my final year as Principal and CEO of this School I have come to love.



The Mary Ward Service Recognition Program was reintroduced this year, giving students the opportunity to undertake outside-of-school-hours community service and receive a Mary Ward Service Certificate. Entering into solidarity with the poor, the marginalised, and the voiceless is an integral part of the girls' faith formation beyond the classroom.

Other important faith experiences designed to build respect, understanding and inclusion this year were the Verity Immersion to Arnhem Land, the trip to 2023 World Youth Day in Portugal, and our successful Companions in Learning Program with St Aloysius' College, now in its second year.

The LK Connect Networking and Mentoring program has gone from strength to strength as we uncover the immense talents of our ex-student community, who are excelling in almost all fields of endeavour, and who generously share their time and expertise with our students and young graduates.

Loreto Kirribilli is blessed with our community of parents and friends who do so much for the School, from class-level parent engagement to whole-school events. The magnificent 2023 Spring Fair, with its marvellous sense of community, attracted record crowds. This was due to the scores of parents who worked for months in the lead up to the event and on the day to make it such a success.

MANAGING FOR SUSTAINABILITY

The continued success of our School depends on careful management of resources with the future in mind, in particular as we weather the decrease in government funding and the necessary increases in teacher salaries.

A strategic Cyber Security Response Plan and new compliance software have been introduced to further future-proof the School. Other significant technology upgrades include the replacement of MAZE with a multifaceted digital solution including Compass (Student Information System), Sage Intact (Finance), a future families enrolment solution through Salesforce, Raisely for fundraising, and Clipboard for Sports and extra-curricular management.

The School's response to the threats posed by the rise of artificial intelligence(AI) has resulted in a set of Guidelines developed to offer teachers and students a clear strategy for the responsible use of AI.



Following the launch of our Environmental Sustainability Framework in 2022, the school has pursued a policy of sustainability across the campus, with the goal of taking the School to a more efficient, biodiverse and carbon-neutral 2030. Our School Board Environmental Sustainability Subcommittee includes three Environment Council student leaders, giving these young women a unique opportunity to advocate at board level. In recognition of these initiatives, the school was recently named as one of Australia's most sustainable schools in The Educator Magazine's 2023 5 Star Sustainable Awards.

As a thriving community, we shall continue to rise to the challenges presented to us by a rapidly-changing world - and as always, the Loreto Kirribilli community will do that together.

On a final note, I deeply appreciate the support and encouragement I have received throughout my ten years at Loreto Kirribilli. I particularly thank our Loreto Sisters who trusted me to be a custodian of the wonderful Loreto Kirribilli culture.

For 115 years, the students of Loreto Kirribilli have followed in the footsteps of Mary Ward, as 'seekers of truth and doers of justice.' I know that they will continue to do so, guided by their Loreto values to become women of faith, hope and love.



OUR SCHOOL

As a Catholic School in the Loreto tradition, our aim is to educate our students from Kindergarten through to Year 12 in more than the basic curriculum. Living up to the expectations of Mary Ward, who founded the Institute of the Blessed Virgin Mary (IBVM) in 1609, students at Loreto are offered an education with 'something more'. Hence, while we are proud of the high performance of our students in the academic curriculum required of students in NSW and Australia, our commitment to the faith formation of our students, our Wellbeing program and the co-curricular aspects of our education are also of great importance.

FAITH LIFE

At Loreto Kirribilli there is an emphasis on spiritual and values development, with our core values drawn from the Ignatian spirituality of our foundress, Mary Ward, whose mission was built on the Gospel message. A rich religious and liturgical program nourishes the spiritual formation of our students.

A vigorous belief in the capacity of women to contribute to society underpins our extensive student leadership and social justice programs. We are committed to the development of leadership through service, and social justice initiatives have prominence in our School year. It is our vision that students to use their individual gifts with confidence, creativity and generosity in loving and responsible service.

The annual election of students to various positions of responsibility is an important aspect of our School year. In 2023 there were approximately 200 student leadership positions from K-12.

A spirited House system allows students from different year groups to build relationships as well as promoting healthy competition in dance, sport, debating, music and other co-curricular activities.

Loreto Kirribilli is committed to engage with First Nations Peoples. As a Catholic school of integrity, inclusivity and equity we seek truth, justice and healing. We open our hearts to listen deeply and with empathy, so that we can work collaboratively with First Nations Peoples to restore and strengthen relationships with the wider Australian community.



WELLBEING

Wellbeing at Loreto Kirribilli is a shared commitment between students, staff and parents founded on our Loreto Values and our Ignatian spirituality. It promotes the holistic growth and flourishing of every individual by creating a nurturing and supportive community, encompassing the whole person, where individuals feel supported, valued and connected. Wellbeing is fostered through a collaborative and inclusive environment, cultivating resilience, positive relationships and self-care practices. Each individual is empowered to navigate the challenges and opportunities in academic, personal and social contexts.

One of the focus areas of 2023 was K-12 Wellbeing. A committee was formed to refine the current pastoral and wellbeing initiatives in the school and strengthen the K - 12 Wellbeing Program, including a whole school definition.

EXTRA-CURRICULAR ACTIVITIES

In pursuit of a balanced and holistic education our students are engaged in a vast array of extracurricular activities such as Sport, Duke of Edinburgh, Music, Robotics, Mock Trial, Social Justice activities, student leadership initiatives, Debating and Public Speaking. We endeavour to give to future generations “wise, loving and well-educated young women” (Mother Gonzaga Barry, 1900).

In all of the above we work in partnership with parents, the first educators of children.

STUDENT POPULATION

The majority of students live within a geographically accessible suburb to the School, largely in the northern suburbs of Sydney, although enrolments from students in the inner west have increased slightly in recent years. While many students are first generation Australian, a minority of students have a language background other than English.

FURTHER INFORMATION

More information about the philosophy and life of the School can be gained by visiting loreto.nsw.edu.au. In assessing the value added by the School to the lives of students there are a number of reports we generate. We can report on the immediate, quantifiable results gained from external testing such as NAPLAN and Higher School Certificate examinations. We can report on the many co-curricular activities we offer which are designed to enrich children’s and adolescents’ quality of life. We can report on the leadership program which is an important aspect of our schooling, and we can report on the personal development and spiritual aspects of our School. These important elements of a Loreto Kirribilli education are all intended to add value to students’ lives.

We believe that the education we provide will have its maximum impact on our students when they are mature women, in many years to come. The value added will be most evident in the women they are in the future. Quantifiable results gained from external examinations and testing are reported in Governance.

Information about the School also can be found on the [MySchool website](#).

GOVERNANCE

Loreto Kirribilli, a registered Company under the Corporations Act, has a governing School Board of Directors appointed by Loreto Ministries Limited, plus the Principal whose function is also the CEO of the company. Board members are appointed for an initial term of three years which is renewable. The Principal is appointed by the Board, in collaboration with Loreto Ministries Limited, and attends all Board meetings.

The Board meets at least six times per year, at least once per term, and has, in addition, a Retreat / Strategy day with an agenda that includes formation , governance and long term strategic planning.

In 2023 the Board extended to six sub-committees: a Finance, Risk and Audit Committee, a Building Committee, a Bursary Committee, a Nominations and Succession Planning Committee, an Environmental Sustainability Committee and a Cybersecurity and Information Management Committee.

The Finance, Risk and Audit and Building Committees meet on average twice per term. The Building Committee, Bursary Committee, Nominations and Succession Planning Committee, and Cybersecurity and Information Management Committee meet at least once a term. During 2023 the Environmental Sustainability Committee met twice in Semester 1 and following this, environmental sustainability was reported on at the Building Committee meetings.

KEY SCHOOL BODIES

SCHOOL BOARD

As noted above, the body responsible for the governance of Loreto Kirribilli is the School Board. The Board is composed of Directors who have as their prime purpose the fulfilment of the educational mission of the Loreto Sisters. The Board has a skills matrix which ensures excellent governance of Loreto Kirribilli.

The Board is responsible for the governance of the School and delegates to the Principal the management and conduct of the School. The Principal provides a comprehensive report to the Board at each Board meeting. As well, throughout the year where appropriate, the Board receives reports from various staff members on particular areas of their operations.

The Chair and Board members were invited to and attended a number of School functions throughout the year to enable them to meet the students, the staff and the parent body.

The Board was focussed on the following major strategic items in 2023:

- Teaching staff shortages and Staff salaries
- Cybersecurity
- SIS Implementation
- New Principal induction
- Union of IBVM and CJs
- Tax Deductible bursary – focus on donations and the advertising of the first two bursaries





PARENTS AND FRIENDS COMMITTEE (P&F)

The Parents and Friends' Committee (P&F) plays an intrinsic and vital role in supporting the School to provide an education for Loreto students. Its aims are:

1. to build a friendly and welcoming community which seeks to involve all its members;
2. to raise funds to provide resources and opportunities for enriching the learning environment of the School; and
3. to promote co-operation between parents and friends and the School in its community wide activities.

2023 was another year of fulfilment of these aims.

There is strong recognition of the benefits that flow from an active and engaged partnership between parents and the School. This strong partnership benefits not only the students in terms of their wellbeing and education, but also the Loreto community generally.

In order to maintain the strong Loreto Kirribilli community, many P&F activities took place during 2023

Events included:

- P&F Meetings
- P&F Class parent meetings
- P&F Welcome Cocktail party
- P&F participation in the Mother Daughter and Father Daughter Masses organised by the School
- LK Connect, Women in Technology
- LK Connect, Wildlife and the Environment
- P&F Sports Lunch
- P&F Luncheon
- Spring Fair



SENIOR SCHOOL STUDENT REPRESENTATIVE COUNCIL

Loreto Kirribilli's Student Representative Council comprises girls from every Year group who assume positions of leadership, with the primary purpose to foster the realisation of values of freedom, verity, felicity, sincerity and justice, in the image of the School's founder, Mary Ward. At Loreto Kirribilli, learning extends to the whole person, thus necessitating this framework for discussion and growth – setting out to enrich girls' experiences at the School; from pastoral support to School spirit and from social justice to extra-curricular pursuits. The SRC is a platform for girls of all ages and stages to have a voice, and, in turn, the opportunity to think critically about ways to improve the experiences of the student body at Loreto. This endeavour to nurture the initiative and leadership of students stems from the ethos of Mary Ward; to see young women, bound by compassion and justice, to act beyond themselves for the betterment of the whole community.

OUTCOMES & RESULTS

NAPLAN RESULTS

This year, NAPLAN was held earlier in the year and early in Term 1, mid March 2023.

From 2023, new proficiency standards replaced the previous reporting of student NAPLAN results using numerical bands and a national minimum standard.

These proficiency standards provide simple and clear information on student achievement in literacy and numeracy as assessed by NAPLAN. Students' results are measured against 4 levels of proficiency:

- Exceeding
- Strong
- Developing
- Needs additional support.

The proficiency standards allow teachers, parents and carers to easily identify areas of strength, as well as any areas where students may need more support.

Each year we have new students joining Loreto Kirribilli in Years 3, 5, and 7. In 2023 the Year 3 cohort had 9 new enrolments; Year 5, 56 new enrolments and in Year 7, 73 new enrolments.

There were some very pleasing results as a consequence of strategies implemented in 2021 and 2022 and some areas that we need to continue to focus on.

Student performance on NAPLAN will be uploaded to the [MySchool website](#). It should be noted that the data presented on the MySchool site compares Loreto Kirribilli with the rest of Australia and SSSG. SSSG is based on the Index of Community Socio-Economic Advantage (ICSEA) only.

The following tables show the School's results for the five domains at each year level for 2023. They display the percentage of students achieving across the four proficiency standards as well as the percentage of students in NSW State Schools achieving within these standards.

NAPLAN ATTENDANCE

All students in Year 3 and Year 5 participated in all aspects of this testing period. No students were exempted for any tests.

With the total of 154 students in Year 7, 154 students sat the Writing test, 152 sat the Numeracy test and all other tests were completed by 153 students. 141 students in Year 9 completed all aspects of the tests.

NAPLAN: YEAR 3

There was considerable growth in Year 3 particularly in Numeracy. This is in response to the Numeracy programs that have been implemented in the Junior School. Students demonstrated relative strength in grid referencing, reading analogue clocks, problem solving of addition and subtraction involving number sentences and representing problems involving multiplication in a given context. However, the students were challenged by two-dimensional shapes and problem solving using elapsed time. Spelling is an area that will be a focus in 2024, with a new program being implemented in Year 3.

READING		
	SCHOOL	STATE
Exceeding	63%	20.1%
Strong	37%	49.6%
Developing	0%	20.9%
Needs Improvement	0%	7.7%

WRITING		
	SCHOOL	STATE
Exceeding	37%	11.8%
Strong	63%	57.9%
Developing	0%	14%
Needs Improvement	0%	5%

SPELLING		
	SCHOOL	STATE
Exceeding	26%	20.7%
Strong	67%	45.4%
Developing	7%	23%
Needs Improvement	0%	9.2%

GRAMMAR & PUNCTUATION		
	SCHOOL	STATE
Exceeding	26%	11.4%
Strong	63%	47.7%
Developing	11%	27.9%
Needs Improvement	0%	11.4%

NUMERACY		
	SCHOOL	STATE
Exceeding	44%	15.4%
Strong	52%	52.9%
Developing	4%	21.6%
Needs Improvement	0%	8.6%

NAPLAN: YEAR 5

There were consistent results from Year 5 students 2022 to 2023 across all five domains. In Writing, there was a small growth. It was noted that students were able to write cohesive texts by using knowledge of sentence structure, grammar and vocabulary in responding to the stimulus.

READING		
	SCHOOL	STATE
Exceeding	50%	23.7%
Strong	48%	51.7%
Developing	2%	16.6%
Needs Improvement	0%	6.6%

WRITING		
	SCHOOL	STATE
Exceeding	27%	14%
Strong	71%	55.8%
Developing	1%	20.6%
Needs Improvement	0%	8.3%

SPELLING		
	SCHOOL	STATE
Exceeding	30%	24.5%
Strong	64%	48.1%
Developing	5%	18.6%
Needs Improvement	1%	7.5%

GRAMMAR & PUNCTUATION		
	SCHOOL	STATE
Exceeding	31%	16%
Strong	62%	50.3%
Developing	6%	22.8%
Needs Improvement	1%	9.5%

NUMERACY		
	SCHOOL	STATE
Exceeding	19%	15.6%
Strong	73%	55.3%
Developing	6%	19.5%
Needs Improvement	1%	8.3%

NAPLAN: YEAR 7

There were consistent results from Year 7 students 2023 across all five domains. Results across four domains are high with percentages above the state in the top two proficiency levels, Exceeding and Strong. Although the Year 7 Numeracy results showed a slightly lower percentage of students in the Exceeding level of proficiency, when compared to the literacy domains, the results are well above the state average for the Strong proficiency category. Students demonstrated strength in Reading, Writing and Grammar and Punctuation. Areas for growth were identified in Spelling and Numeracy. Particular areas for growth and development in Numeracy include number and algebra and measurement and geometry. In the Reading domain, an area for development includes interpreting meaning and inference in persuasive texts.

READING		
	SCHOOL	STATE
Exceeding	50%	21%
Strong	44%	49%
Developing	5%	19.9%
Needs Improvement	1%	8.1%

WRITING		
	SCHOOL	STATE
Exceeding	36%	16.4%
Strong	54%	49.6%
Developing	8%	23.3%
Needs Improvement	1%	9.1%

SPELLING		
	SCHOOL	STATE
Exceeding	31%	25.8%
Strong	59%	50.7%
Developing	8%	15.9%
Needs Improvement	1%	6.1%

GRAMMAR & PUNCTUATION		
	SCHOOL	STATE
Exceeding	30%	16.1%
Strong	60%	50.8%
Developing	9%	22.6%
Needs Improvement	1%	9.7%

NUMERACY		
	SCHOOL	STATE
Exceeding	14%	15.8%
Strong	76%	54%
Developing	10%	20.3%
Needs Improvement	1%	8.2%

NAPLAN: YEAR 9

There were consistent results from Year 9 students in 2023 across all five domains and reflected considerable growth from Year 7 2021 results. Results across all five domains are high with percentages consistently above the state in the top two proficiency levels, Exceeding and Strong. Students demonstrated particular strengths in Reading and Writing. Areas for growth were identified in Spelling, Numeracy, Grammar and Punctuation, particularly in persuasive and informative texts. Numeracy areas for growth include a focus on Measurement and Geometry.

READING		
	SCHOOL	STATE
Exceeding	50%	18%
Strong	45%	45.5%
Developing	4%	24.4%
Needs Improvement	1%	10.4%

WRITING		
	SCHOOL	STATE
Exceeding	44%	18%
Strong	48%	41.2%
Developing	9%	28.3%
Needs Improvement	0%	10.8%

SPELLING		
	SCHOOL	STATE
Exceeding	36%	20.4%
Strong	58%	53%
Developing	5%	18%
Needs Improvement	1%	7%

GRAMMAR & PUNCTUATION		
	SCHOOL	STATE
Exceeding	38%	14.8%
Strong	50%	42.8%
Developing	11%	28.8%
Needs Improvement	1%	12%

NUMERACY		
	SCHOOL	STATE
Exceeding	27%	12.7%
Strong	65%	53.5%
Developing	8%	23%
Needs Improvement	1%	9.2%

YEAR 12 POST-SCHOOL DESTINATION DATA 2023

There were 140 students in Year 12, 2023, 138 of whom pursued university entry. Of these 138, there were 225 offers made by NSW and ACT Universities through the University Admissions Centre (UAC) system. Many offers were for double (combined) degrees totalling 225 degree offers within 9 fields of studies. These UAC offers were made up of 100 Early Entry offers through the Schools Recommendation Scheme, January Main Round offers, and Late Round offers in February 2024.

Additional university offers were made to students through Direct Early Entry applications and the school supported 99 students in applying to 15 Direct Entry university schemes in NSW, the ACT and Queensland.

(i) Notable Achievements

HSC 2023 students distinguished themselves by securing a range of prestigious scholarships including: 1 University of Sydney Dalyell Scholarship. 27, secured offers in the University of Sydney Combined Studies degree programs. One student received a UNSW Co-op Program Scholarship. 48 students received Macquarie Leaders and Achievers Scholarship.

Students engaged in Early Offer options with 100 of the 138 university-bound Loreto Kirribilli students receiving multiple unconditional Direct Entry and conditional Early Entry offers for university places.

Most Direct Early Entry offers are not confirmed by universities. Loreto Kirribilli supported 88 students in their Direct Entry applications to ANU through documentation, but ANU does not disclose any Direct Early Entry offer information to schools.

Currently, most Loreto Kirribilli students are ineligible for Early Entry offers from the University of Sydney and UNSW as Early Entry is reserved for disadvantaged students at these universities. Please note that “disadvantage” usually implies financial hardship.

(ii) Other University Offers

Enrolment numbers are confirmed by universities post census date, which is the end of March 2023. Interstate and international offers are unconfirmed. There were 88 students who applied to ANU, 16 applied to the University of Melbourne, 3 to the University of Queensland and 4 to Bond University. 28 to the University of Tasmania. Four students have applied to American tertiary institutions and one student has applied to the United Kingdom.



UNIVERSITY OFFERS TO LORETO KIRRIBILLI HSC 2023 STUDENTS THROUGH THE UNIVERSITIES ADMISSION CENTRE (UAC)

RANKING	UNIVERSITY	NUMBER OF OFFERS (225) MADE TO LK HSC 2023 STUDENTS THROUGH THE UNIVERSITIES ADMISSIONS CENTRE (UAC) (*NOT INCLUDING DIRECT EARLY ENTRY OFFERS)
1	University of Sydney	63 offers (including 15 double degrees)
2	UTS University of Technology, Sydney*	52 offers (including 17 double degrees) (+ 3 Diploma offers)
3	Macquarie University*	34 offers (including 25 double degrees)
4	UNSW University of New South Wales	26 offers (including 8 double degrees)
5	Australian Catholic University*	11 offers (including 2 double degrees)
6	University of Newcastle	15 offers (including 8 double degrees)
7	University of Notre Dame*	8 offers (including 3 double degree)
8	University of Wollongong*	2 offers
9	University of Western Sydney*	3 offers
	University of Canberra	4 double degrees offer
	University of New England*	1 offer
	Southern Cross University*	1 offer
	Private Universities (ICMS, Torrens, SAE, SIBT) ANU* (All ANU Direct Early Entry offers are undisclosed to schools)	5 offers + 1 Diploma offer



242 UNIVERSITY PLACES TO LORETO KIRIBILLI HSC 2023 STUDENTS

RANKING	UNIVERSITY FACULTY
1	Society and Culture = 61
2	Management and Commerce = 52
3	Health = 30
4	Creative Arts = 24
5	Natural and Physical Science = 22
6	Engineering and Related Technologies = 17
7	Architecture and Building = 6
8	Education = 6
9	Information Technology = 3
10	Agriculture Environment and Related Studies = 2
	Undisclosed Universities = 19

POST-SCHOOL DESTINATION	PERCENTAGE OF COHORT
University	95 %
Apprenticeships / Traineeships	N/A
TAFE	1%
Private Colleges (6 students + 1 student studying at Taronga Zoo Conservation Society)	NIL
Cadetships	0
Workforce	0
Gap Year	4%

HSC RESULTS

The success of the Class of 2023 is a testament to their commitment to excellence, and their performance reflects their ability to apply critical and creative thinking skills. They have embraced the challenges of their studies with enthusiasm and determination. Their success reflects the collaborative efforts of supportive families and our dedicated teachers and of course the hard work and resilience of the students themselves. The following table of strategies lists the ways in which support was provided to HSC students:

TEACHING AND LEARNING	STUDENT WELLBEING	SYSTEMS AND PROCESSES
<ul style="list-style-type: none"> • Quality Teaching and learning • Strong emphasis on professional learning • Before school / lunch classes run by various departments • Staff collaborating on strategies to improve student outcomes • Encouraging student collaboration • Focus on quality, timely feedback • Focus on critical thinking • Thorough RAP analysis • Individualised coaching program • Ex-students mentoring Year 12 students in the library • Bookable teachers during study periods and lunch breaks • Working to stretch the top end • Holiday workshops • Mock exams offered • Guest speakers on relevant HSC topics • Focus on data analysis and use of data to support improvement • The support and coaching offered by House Academic Care Coordinators, Year Wellbeing Coordinators, School Executive members and Circle teachers • Maintaining our structured timetable and learning experiences during Remote on-line Learning resulting in 99-100% attendance patterns throughout this time 	<ul style="list-style-type: none"> • Principal’s Year 12 lunches • Continual Year Wellbeing and HAC Coordinators relationship and support from Years 7-12 • High expectations of students • Year 12 Mentor program • Students willing to support one another, student leaders encouraging one another to collaborate • Working with students to consider 10 units as opposed to stretching to 12 units and thus removing additional stress • The availability of a therapy dog “Peggy” • A focus on wellbeing weeks and fun! • Encouraging students to engage in sports and other extra-curricular activities to ensure they have balance of work and play 	<ul style="list-style-type: none"> • Library open for Year 12 until 8pm each week night and Saturdays from 9-3pm • Library open during holidays for Year 12 with seminar programs • Changes to assessment/ exams – More time for teaching introduced in 2019 • Extracurricular: No other activities Wed lunchtime to support the attendance at the additional English classes offered • Teacher availability at recess and lunchtime with the removal of playground duty from teachers to support student needs

100% of Year 12 students who attended Loreto Kirribilli attained their HSC.

HSC results are released as a combination of assessment marks and examination marks which are added together to give the final HSC mark for the student in that subject. This final HSC mark is then awarded a grade or Band. For all 2 unit and 1 unit courses the top Band is Band 6 and the lowest is Band 1. In Extension courses, the Bands are from Extension 4 (E4 = top) to Extension 1 (E1 = lowest).

We had 13 students who were All-Rounders (Band 6 in all courses). One student achieved 2nd place in Music Extension and another student achieved 10th place in Economics. A Year 11 Mathematics accelerant, achieved a perfect score of 100% in Advanced Mathematics.

We are also pleased to report that of this cohort, 311 Distinguished Achievers (attaining a Band 6) were shared among 117 students. We had 99% of students achieve a result in Bands 5 or 6, while 54 students received 3 or more Band 6s.

HSC SUBJECT ACHIEVEMENTS

Every one of the courses undertaken at Loreto Kirribilli exceeded the State mean. Subjects where all students achieved in the top Bands (Bands 5 and 6 or E3 and 4 for Extension subjects) included: Ancient History, Chinese Continuers, Design and Technology, Drama, English Extension 2, Food Technology, French Extension 1, History Extension, Italian Extension 1, Music 1, Music Extension 1, Science Extension and Visual Arts.

Other subjects where over 80% of students achieved in the top two bands included: Business Studies, Economics, English Advanced, English Extension 1, Legal Studies, Mathematics Standard 2, Mathematics Extension 1, Mathematics Extension 2, History Extension, Physics, Studies of Religion I and Studies of Religion II.

Students were nominated in their various fields for ARTEXPRESS (Art), with two students selected for exhibition at art galleries across NSW, as well as SHAPE (Design and Technology, Industrial Technology, Textiles and Design), Encore (Music) and OnSTAGE Individual Performance and Group Performance (Drama) with two Individual Projects selected for exhibition.

Table 1 shows the percentage of Year 12 students undertaking vocational or trade training, and the percentage of students who achieved a Year 12 equivalent VET qualification.

TABLE 1

VOCATIONAL / TRADE TRAINING SUBJECT	% YEAR 12 STUDYING	% YEAR 12 ACHIEVING QUALIFICATION
Hospitality	<5%	<5%
Tourism	<1%	<1%

Table 2 shows a comparison of student achievement in Bands 4-6 in 2 Unit courses (a mark above 70) and E2-E4 in Extension courses (a mark above 25/50) between the Loreto Kirribilli cohort and the general NSW candidature for all subjects attempted.

TABLE 2

SUBJECTS	BANDS 4-6 BANDS E2-E4 AT LORETO KIRIBILLI	BANDS 4-6 BANDS E2-E4 IN NSW COMPARISON
Ancient History	100%	61%
Biology	97%	64%
Business Studies	100%	64%
Chemistry	100%	66%
Chinese Continuers	100%	70%
Design and Technology	100%	78%
Drama	100%	88%
Economics	100%	77%
Engineering Studies	100%	69%
English (Advanced)	100%	95%
English (Standard)	96%	60%
English Extension 1	100%	100%
English Extension 2	100%	99%
Food Technology	100%	65%
French Continuers	100%	93%
French Extension	100%	100%
Geography	100%	78%
History Extension	100%	98%
Italian Continuers	83%	86%
Italian Extension	100%	100%
Legal Studies	100%	69%
Mathematics Advanced	100%	69%
Mathematics Extension 1	100%	96%
Mathematics Extension 2	100%	99%
Mathematics Standard 2	86%	58%
Modern History	89%	64%
Music 1	100%	90%
Music Extension	100%	100%
PDHPE	98%	64%
Physics	100%	68%
Science Extension	100%	99%
Studies of Religion I	96%	84%
Studies of Religion II	96%	82%
Visual Arts	100%	91%



The following table, Table 3, shows the percentage of students in each subject who achieved a Band 6 (i.e. that is, marks between 90 and 100) or Band 5 (i.e. marks between 80 and 90). Also included are the students who achieved an E4 or E3 in an Extension course (i.e. marks above 35 out of a possible 50). The table also shows a comparison of student achievement in Bands 5-6 and E3-E4 between the Loreto Kirribilli cohort and the general NSW candidature for all subjects attempted in 2022 as a percentage

TABLE 3

COURSE	2023 BANDS 5-6 E3-E4 LORETO KIRRIBILLI	2023 BANDS 5-6 E3-E4 NSW
Ancient History	100%	33%
Biology	73%	32%
Business Studies	90%	36%
Chemistry	76%	38%
Chinese Continuers	100%	70%
Design and Technology	100%	47%
Drama	100%	60%
Economics	92%	43%
English (Advanced)	98%	67%
English (Standard)	68%	13%
English Extension 1	96%	94%
English Extension 2	100%	86%
Engineering Studies	25%	29%
Food Technology	100%	30%
French Continuers	75%	59%
French Extension	100%	84%
Geography	56%	42%



COURSE	2023 BANDS 5-6 E3-E4 LORETO KIRIBILLI	2023 BANDS 5-6 E3-E4 NSW
History Extension	100%	85%
Italian Continuers	67%	65%
Italian Extension	100%	100%
Legal Studies	84%	43%
Mathematics Advanced	70%	50%
Mathematics Extension 1	94%	72%
Mathematics Extension 2	90%	86%
Mathematics Standard 2	82%	32%
Modern History	79%	35%
Music 1	100%	69%
PDHPE	76%	31%
Physics	81%	39%
Science Extension	100%	78%
Studies of Religion I	91%	41%
Studies of Religion II	86%	46%
Visual Arts	100%	66%
Visual Arts	100%	91%

Table 4 HSC Results: This table shows a longitudinal comparison of student achievement in Bands 5-6 or E3-4 results as a percentage from 2017 to 2023 at Loreto Kirribilli.

TABLE 4

COMBINATION OF BAND 5 - 6 AND E3 - E4 RESULTS AS A PERCENTAGE							
SUBJECT	2023	2022	2021	2020	2019	2018	2017
Ancient History	100%	50%	75%	84%	90%	100%	100%
Biology	73%	75%	48%	73%	65%	68%	88%
Business Studies	90%	85%	83%	78%	86%	72%	93%
Chemistry	76%	57%	69%	60%	71%	47%	47%
Chinese Continuers	100%	50%	100%	100%	100%	100%	100%
Design and Technology	100%	94%	80%	100%	100%	100%	100%
Drama	100%	100%	100%	86%	100%	89%	100%
Economics	92%	100%	100%	100%	100%	73%	70%
English Advanced	98%	97%	89%	95%	98%	92%	98%
English Extension 1	96%	61%	95%	100%	100%	100%	100%
English Extension 2	100%	90%	83%	100%	75%	100%	75%
Engineering Studies	25%	NA	NA	NA	NA	NA	NA
English Standard	68%	100%	63%	56%	68%	49%	85%
Food Technology	100%	100%	100%	100%	66%	67%	88%
French Continuers	75%	83%	100%	100%	75%	100%	92%
French Extension	100%	100%	100%	100%	n/a	100%	100%
Geography	56%	90%	67%	93%	90%	81%	87%
History Extension	100%	100%	80%	100%	88%	91%	100%
Hospitality Examination*		80%	80%	67%	100%	83%	83%
Italian Continuers	67%	100%	88%	100%	88%	80%	83%
Italian Extension	100%	N/A	100%	100%	100%	100%	100%
Legal Studies	84%	85%	88%	93%	87%	83%	92%
Mathematics Advanced	70%	73%	75%	84%	77%	75%	78%
Mathematics Extension 1	94%	92%	92%	90%	98%	93%	91%
Mathematics Extension 2	90%	100%	100%	100%	100%	92%	100%
Mathematics Standard	82%	62%	61%	59%	79%	79%	82%
Modern History	79%	93%	75%	83%	92%	79%	100%



COMBINATION OF BAND 5 - 6 AND E3 - E4 RESULTS AS A PERCENTAGE							
SUBJECT	2023	2022	2021	2020	2019	2018	2017
Music 1	100%	100%	100%	100%	100%	100%	100%
PDHPE	76%	70%	65%	75%	68%	65%	69%
Physics	81%	100%	88%	75%	55%	63%	71%
Science Extension	100%	100%	100%	100%	n/a	n/a	n/a
Studies of Religion 1	91%	91%	76%	80%	82%	59%	84%
Studies of Religion 2	86%	86%	82%	89%	96%	82%	96%
Visual Arts	100%	100%	100%	100%	100%	96%	100%

The Band 5/6 and E3/E4 results for the Class of 2023 are comparable with trends over recent years, with some minor fluctuations in some subjects.

The Hospitality results are a result of a co-teaching arrangement with the Northern Sydney Institute (Northern Beaches TAFE campus). The students are formally enrolled with Northern Sydney Institute.

In 2023 we had joint Duxes with an ATAR of 99.95.

- 99+ 5% (7 students)
- 98+ 9% (13 students)
- 97+ 14% (20 students)
- 95+ 27% (37 students)
- 90+ 52% (72 students)

The Sydney Morning Herald each year releases a ranking based on the number of Band 6/E4 results as a percentage of the overall number of examinations sat by our students. This year, Loreto Kirribilli was placed 22nd overall, 13th in Independent Schools, 2nd in Catholic Schools, and the 1st Catholic Girls' School.



STAFFING

TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	2
Provisional	4
Proficient Teacher	102
Experienced Teacher (voluntary accreditation)	18
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Total number of teachers	126

SCHOOL STAFF 2023	NUMBER OF TEACHERS
Teaching Staff	126
Full-time Equivalent Teaching Staff	112.4
Non-teaching staff	72
Full-time equivalent non-teaching staff	63.3

ABORIGINAL OR TORRES STRAIT ISLANDER STAFF

No staff identified as Aboriginal or Torres Strait Islander.



STUDENT ATTENDANCE

In 2023, an average of 93% per cent of students attended school each school day. This was similar to the daily attendance in 2022.

YEAR LEVEL	ATTENDANCE RATE %
Kindergarten	94
Year 1	94
Year 2	92
Year 3	94
Year 4	95
Year 5	94
Year 6	94
Year 7	93
Year 8	93
Year 9	92
Year 10	92
Year 11	93
Year 12	95
Average	93

MANAGEMENT OF NON-ATTENDANCE

Extended or repeated non-attendance by students was usually for illness. In the rare situation that a student had prolonged, or repeated non-attendance not related to illness the situation was first addressed in a pastoral way by the Year Wellbeing Coordinator, Coordinator of Student Wellbeing, Head of Senior School in Years 7-12 or by the Head of Junior School and Assistant Head of Junior School for K-6 students. If the situation persisted the Principal requested an interview with the parents and follow up actions were determined. If the situation was to persist, then a Department of Family and Community Services report would be made.

For whole School attendance rates please refer to the School’s data on the [MySchool website](#).



SCHOOL POLICIES

The following school policies are publicly available on the website:

- [Enrolment policy](#)
- [Child Safe policy](#)
- [Bullying Prevention and Intervention policy](#)
- [Student Behaviour Management policy](#)
- [Complaints Handling policies](#)





STAKEHOLDER SATISFACTION

PARENT SATISFACTION

A strong sign of parent satisfaction is the high levels of parent engagement and volunteering evident in the School. The dedicated P&F Committee, Class Parents and the parent volunteers who worked with staff both in the Junior and Senior Schools and support the school in many ways. There are also volunteers who have given many hours to the various Board committees, which are all evidence of the high levels of parental engagement. The School also used the opportunities of Student Learning Conferences, Parent Information Evenings, Parent/Teacher meetings, Coffee and Conversation mornings and other parent functions to informally determine levels of satisfaction of parents. These opportunities have provided evidence of an overwhelmingly positive satisfaction of the school.

Community involvement and engagement is a distinctive element of being an Independent School. The School's performance across this domain of Community is strong, showing the strong satisfaction with the school. Enrolment is very strong at Loreto Kirribilli, indicating strong parent satisfaction.

STUDENT SATISFACTION

Students at Loreto Kirribilli continue to report they are happy with the pastoral care and quality of learning at the School. The positive comments from the Year 12 Principal lunches, as well as the students' recommendations for improvement are strong indicators of student satisfaction. Student involvement in the SRC and associated activities and the high numbers of students who return to the School as homework tutors, sport and debating coaches are all indicators of a student body that is highly satisfied with the offerings of the School. Year 12 students are surveyed annually via a Year 12 Exit Survey.

Our student leaders engaged other students to express opinions and ideas, empowering students throughout the school. This increase in student voice is evident in our school assemblies, gatherings and new initiatives. There is great satisfaction with both formal and informal leadership opportunities available to the students.





TEACHER SATISFACTION

Staff satisfaction has been principally measured through participation in an externally administered survey giving staff the opportunity to reflect on the year. The Voice Project survey was conducted at the start of Term 2 in 2023. The 2023 Voice survey highlighted particularly high results in the areas of Engagement and Progress which represents the level of job satisfaction and commitment to the School; and school progress reflects staff perceptions about organisational performance. The top 5 strong responses were related to vision, recognition, performance feedback, cross team cooperation and technology.

COMMUNITY SURVEYS

Since 2020, the School has participated in a series of biennial student, parent and staff surveys that will result in a continuous cyclical review process, based primarily on stakeholder views and the School's mission and values. The same surveys are due for implementation again in 2024. The community has been consulted formally with surveys in extra curricular Music and Sport. These results have informed the school in continuing to refine and grow in our extra curricular offering. The same surveys are due for implementation again in 2024.

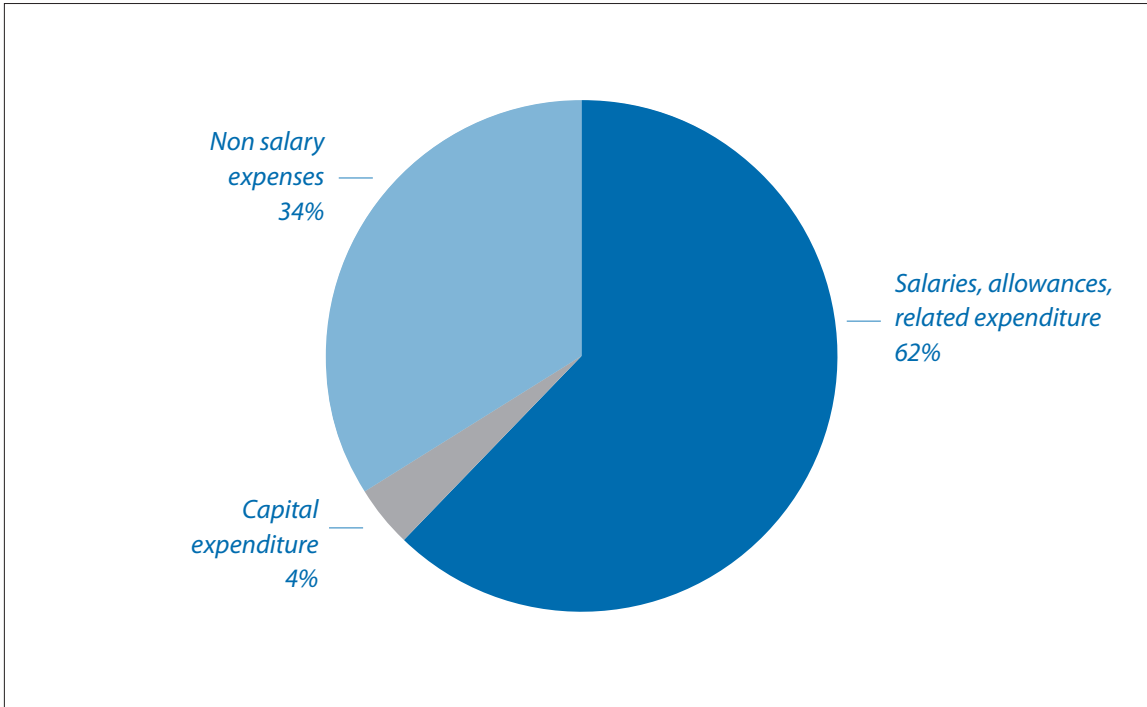
SUMMARY OF SURVEY RESPONSES FOR 2023

Across all groups of stakeholders, the vast majority of responses were positive. Overall what emerged from the data is a school that offers a holistic education that is supportive, safe, hard-working, values-focused, and a caring environment for learning and wellbeing development. Most students expressed high levels of overall satisfaction with their experience.

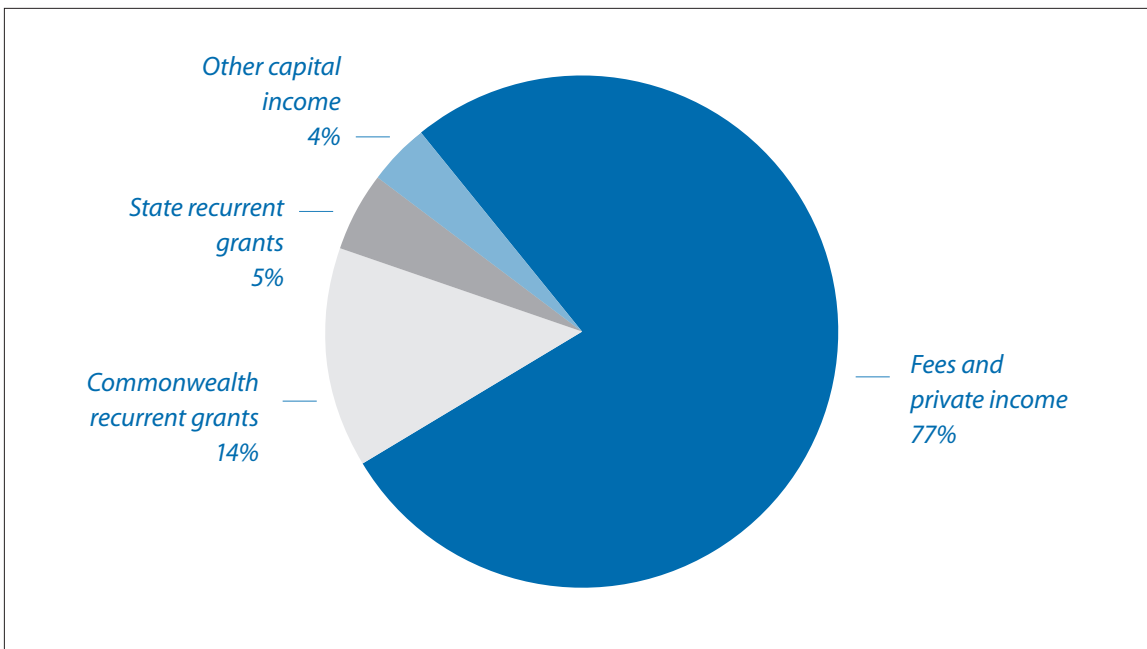


FINANCIAL INFORMATION SUMMARY

RECURRENT/CAPITAL EXPENDITURE LORETO KIRRIBILLI 2023



RECURRENT/CAPITAL INCOME LORETO KIRRIBILLI 2023





CONCLUSION

This information on the 2023 School year is provided to comply with NSW Education Standards Authority legislation.

N. Archard

Dr Nicole Archard

Principal

27 June 2024



LORETO KIRRIBILLI

85 Carabella St Kirribilli NSW 2061 | Phone +61 2 9954 0374

loreto.nsw.edu.au