Introduction

1. The School

The School/College

St Francis De Sales Regional College is a Catholic Co-educational Day and Weekly Boarding School providing a comprehensive education across Years 7-12, for students from Leeton, Narrandera and surrounding rural areas in the Riverina.

The purpose of the College is to contribute to the Church's Mission to proclaim the Gospel of Jesus Christ and to offer to the Catholic Community and others within our Region an educational foundation for life – meaning development towards the physical, intellectual, social, emotional and moral growth of the students.

St Francis College is registered with the New South Board of Studies as a systemic school within the Diocese of Wagga Wagga.

Catholic Identity

St Francis De Sales Regional College is a Catholic School. The school is a community of faith based on belief in God and a Christian way of life. The spirit and values of the Gospel determine the atmosphere of the school and underpin all that is done and said.

This spirit is apparent to those who enter the College and in all our dealings with students, between staff, and with parents and members of the wider community.

The religious orientation of the College as a Catholic school relies on the presence of a committed staff who understand, give witness to and accept the ethos of the school.

Liturgical Life

St Francis College is committed to providing liturgical experiences, which reflect the life of the community, celebrate God among us and which affirm the leadership of men and women in ritual and ministry. Liturgy reflects the rhythmic cycle of the Church's seasons; it reflects the spirituality present in the natural seasons; it reflects stages in the life journey of the individual; it responds to events, developments and crises, which touch the human community.

Mass is celebrated in the College Chapel for Boarders and others who would like to attend. As a whole College the student, staff and parents gather to celebrate the Eucharist on significant occasions such as the start of the school year, the end of the school year, commissioning of leaders and Founders' Day.

Year Group Retreats are held throughout the year. These days provide students with the opportunity to reflect on their lives and the place of God within them. The College is strongly committed to its Retreat program, which is constantly being updated and changed to meet the different demands each Year Group brings. It is an expectation that every student attend Retreat each year.

The highlight of the 2008 school year was WORLD YOUTH DAY. The WYD Cross and Icon visited the College and this enabled every student to have some form of participation in this amazing journey.

The July school holidays saw the College Community come alive with 120 pilgrims from Austria, Germany and Switzerland stay in the boarding school. During four amazing days we were able to experience our Catholic faith from a different cultural perspective.

Following the departure of our visitors a group of 85 Year 11 students and 13 teachers and parents made the pilgrimage to Randwick to be part of the bigger celebrations of WYD08. The outward display of the faith of the youth of the World at the Saturday Night Vigil with Pope Benedict XVI was an experience that will long be remembered.

Students and staff uphold a vibrant prayer life by participating in prayer each morning during the Pastoral period and the opportunity exists for students to attend an active Prayer Group which is held weekly. Staff gather each morning for prayer and each year begins and ends with a special and meaningful Staff Liturgy.
Religious Education Curriculum

The Religion Department bases its teaching on the principles enunciated in Sharing Our Story, the Diocesan Education program, the Studies of Religion syllabus, CSO policies, as well as the Goals agreed upon by the College Staff in its Vision Statement.

The College follows ‘Sharing Our Story’ for all students in 7 – 10, Studies of Religion (1 & 2 Unit) in 11 & 12. Students have the option of choosing Studies of Religion in Year 12 / Stage 6 or studying ‘Sharing our Story’ program.

Religious Education is assessed and reported to parents in semester reports.

Preparation for World Youth Day 2008 was a major focus of Religious Education during 2007. St Francis College hosted a Pilgrimage of all Year 10 students from the five secondary schools in the Diocese in May.

St Francis De Sales Regional College is committed to the promotion of social justice. The College supports community organizations such as Caritas Australia, the Pontifical Missions and the St Vincent de Paul Society. There is a strong history of generous donations to causes with which the College has a connection e.g. students working voluntarily in orphanages in Africa, associates who work with the Afar people, as well as connections with our sister town Luro in East Timor. The newly formed Social Justice Group work in collaboration with the Pastoral Care teams and Religion teachers to educate and urge the students to be involved in fund raising for these worthy causes. Students are also exposed to immersion experiences in social outreach through attendance at the ‘Street Retreat’ during their Senior years of schooling. Year 12 students are also becoming committed to an end of year visit to the Santa Teresa Mission in the Northern Territory.

A Message from key School Bodies

St Francis College Council Report 2007-2008

It is with pleasure that I present the Annual Report for the year 2007 – 2008 to the St Francis College Council.

St Francis goes from strength to strength. It is highly regarded as a place of learning throughout the south west of the State, such that there is now a waiting list for students for placement in the boarding section of the school.

There has not been a major project with which the Council has been involved with this year, but rather a wide ranging review of a number of activities and plans for the College. Such things as Community Water Grants, a Master Plan for Power and Water, options for the refurbishment of the Main Administrative office and Library complex, landscaping and improvements to the garden areas around the building, sources of funding for learning, staff development and building maintenance, the Bishop’s Pastoral Letter, traffic flow and the arrangements around the College and enrolments, and demand for places in the College. The Finance and Maintenance Sub Committees of Council constantly review the College Budget and progress with building maintenance and refurbishment.

The Council provides a forum for parents to contribute ideas and support to the policies and programs developed and implemented by the College Executive, and again this has been the case in the many topics considered by Council in this past year. For this I would like to extend my thanks to parent members of Council for their contributions in this regard.

I would like to thank the P & F for their continued support and efforts in fundraising to enhance the capacity of the College to provide the best learning environment for our children as is possible.

To all College staff I offer our appreciation for the professional manner in which the needs of the student body are met. This care and professionalism is reflected in the results that our students attain both internally and in external exams, particularly the HSC. I would also like to thank Brenda King, our Principal for her support and assistance over the past 12 months. To all members of the College Council, I would like to thank you for your continued support and input during the past
year, and look forward to your input over the next year.

Mr George Stevens
College Council Chairman
June 10th 2008

SRC SPEECH DAY REPORT FOR 2008 by Rachael Clancy & Andrew Nardi

Your chosen Representatives for 2008 were:

Year 12:
- Erin Hutchinson and Albert Roe

Year 11:
- Rachel Clancy, Alice Hoysted and Andrew Nardi

Year 10:
- Alice Maher, Beau Clarke and Angus Heath

Year 9:
- Eliza Star and Will Houghton

Year 8:
- Kaedi Speer and Tom Keely

Year 7:
- Gemma Sullivan, Bryce Kefford and Mikaela Shannon

The SRC had a busy year getting involved with some major fundraisers, including Pink Ribbon Day, Daffodil Day, The Biggest Morning Tea, SFC Fun Day and the Coins for Congo Casual Clothes Day.

Our main event for Term 2 was the “Pirates and Princesses” Social, which was a huge success. We raised over $2000, which went directly towards the purchase of the blue steel picnic benches now scattered around the school.

Our regular meetings attracted some wild and wonderful suggestions, including the usual ‘softer toilet paper in the boarding house please’, ‘new netball uniforms please’, ‘different juice please’, ‘more bins please’, ‘new tennis nets please’, ‘a bigger library please’ (Although that last one may have snuck in from the Library staff)...along with many other great suggestions. Many of these issues have been addressed, while some take a bit longer than getting tomato sauce for the sausage rolls...

Our last big fundraiser for the year was the “Coins for Congo” Casual Clothes Day as part of the College’s Mission collection. We were so taken by the work done by Dr Elaine Dietsch with Women’s health in this region of Africa that we thought this would be a really worthy cause, and Dr Dietsch was overwhelmed by our generosity. We reached our goal of $1000 for the day, and our cheque of $1075 was added to the collection by the local Rotary Club to be used for medical treatment and education for the children of the Congo region.

Many thanks to Mrs Megan Martin, Miss Renee Cooper and Mrs Papasidero for their help and organisation of the SRC this year.

2. Information on Key School Programs

School/College Determined Improvement Targets

Learning and Teaching is at the centre of the educational life of the College and during 2008 the following key areas were a focus:

1. Continue to work towards all students to achieving better outcomes in the Higher School Certificate, School Certificate and NAPLAN.

2. Continue to encourage and support teachers to attend HSC marking sessions and professional development offered by professional organizations.

3. Opportunities have been provided for staff to undertake further Professional studies in Religious Education and a Masters in Educational Leadership.

4. Maintain and expand upon the numeracy and literacy activities initiated by the SLANG (St Francis Literacy and Numeracy Group) Group

5. Work towards positive literacy outcomes as a result of Boys Education Initiatives

6. Improve the number of Stage 4 students achieving above the benchmark in National Testing. (NAPLAN)

7. Continue the Stepping-Out Literacy, Professional Development Program for the teaching staff.
Focus on improving the pedagogy in Stage 5 through project based learning and increased use of technology.

The Year 8 Literacy Programme using PIPS (Planning, Implementation, Professional Development, Strategies) will continue.

Encouraging the gifted and Talented students with participation in Mastermind History and Geography Challenge Days, Tournament of the Minds and ITAG.

Programmes to Support Students

Current Curriculum Initiatives

Successful Curriculum Reviews were held for the key Learning Areas of Human Society and Its Environment and Personal Development Health and Physical Education during 2008.

Once again the BBB (boys, barbecue and books) night for year 9 boys and their fathers or significant male role model was well attended. This is a wonderful all male night where the “boys” are able to discuss the relevance and importance of education in their lives.

Boys in Years 9/10 enjoyed sessions with author Celia Lashlie.

The College has a commitment to designing quality assessment tasks and the work of the SALNG committee is to be commended for their consistent review of assessment tasks that leads to students having access to sound assessment tools.

Teachers have attended Professional Learning Sessions on Curriculum Alignment with the view that during 2009 all Key Learning Area Co-ordinators will be trained in implementing this valuable curriculum tool.

Other Learning Support Initiatives

Professional Learning Sessions on the use of Smart Boards have been conducted by the IT Co-ordinator to maintain an awareness and improve teaching skills using these technologies.

The numbers of staff undertaking HSC marking continues to increase. This has certainly been a very positive contributor to our continued success with HSC results.

A significant number attended conferences and professional learning experiences specifically related to curriculum understanding and development.

Attendance at other regular meetings and information sessions such as the Catholic Secondary Schools Association Days in Sydney and Curriculum Co-ordinator Diocesan Days allowed executive staff to stay abreast of current and future issues in education.

Equity Programs Initiatives

Indigenous students are supported in the classroom by Aboriginal Education Assistants who encourage and assist students in their studies. During 2008 the College had funding to run a Homework centre two afternoons a week. The students who attended completed homework and assessment tasks with the assistance of teachers.

Our Indigenous students worked with a local Aboriginal Artist to produce artworks that depicted the students’ connection to the local area.

The College Community celebrated NAIDOC week with a ceremony organised and run by our Indigenous students and teacher.

Student Support Programs

Students at the College have access to various programmes across Years 7-12.

- Peer Support for Year 7 students
- Student Representative Council
- Yr 12 Mentor Programme
- LYNKS Work Place programme for Year 10
- Orientation Days for Year 7 Day and Boarding Students
- Resourceful Adolescent Programme
- Oxygen Factory Day of Hope

Initiatives Promoting Respect and Responsibility

The St Francis College Pastoral Care Policy is based on Respect and Responsibility and this is witnessed by the actions of students and staff through participation in a range of activities.

- Fund raising for CARITAS Australia, St Vincent de Paul, Pontifical
Missions, Cancer Council, Luro (East Timor), the Women of the Congo.

- Students participate in ANZAC Day marches and services in their local communities across the Riverina.
- Students support and participate in Community functions such as the Sunrice Festival, It Takes Two, Benefit Fundraisers, Light Up Leeton, Carols by Candlelight.
- Students are active participants in Parish liturgies and ceremonies.
- Senior students have the opportunity to work with Father Steve Sinn on a Street Retreat at Kings Cross. This develops empathy and respect.

Student Performance

National and State-wide Tests and Examinations

National Assessment Program - Literacy and Numeracy [NAPLAN]

St Francis de Sales Regional College has participated in ELLA and SNAP since its inception 2002-2006.

In the past we have compared our student performance to state-wide performance and the trends associated with this. The nature of this reporting has shifted from reporting on percentage of students achieving benchmarks to the proportion of students at or above the national minimum standards. Thus, the college this year is not expected to report on trends in NAPLAN results for the 2008 school year.

St Francis College has monitored the NAPLAN data in 2008 and has used this information to inform the learning and teaching practices for 2008 and 2009.

St Francis College NAPLAN results:

St Francis College Year 7 students performed in NAPLAN with the following results for Literacy and Numeracy. Students are placed in Bands 4-9 and with a cohort of 142 students only a very small percentage were placed in the lowest Band, Band 4.

Percentages of Year 7 students in Band 4 for Literacy

<table>
<thead>
<tr>
<th>Band</th>
<th>Reading</th>
<th>Writing</th>
<th>Spelling</th>
<th>Grammar Punctuation</th>
<th>Overall Literacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

Percentage of Year 7 students in Band 4 for Numeracy

<table>
<thead>
<tr>
<th>Band</th>
<th>Number Patterns and Algebra</th>
<th>Measure and Data</th>
<th>Space and Geometry</th>
<th>Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>4</td>
<td>9</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>School</td>
<td>2</td>
<td>6</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

School Certificate

The results in the School Certificate for 2008 have continued the trend of increased numbers of students achieving Bands 5 and 6. Significant improvement has occurred in all subjects with the exception of Mathematics. However, it must be noted that Year 10 students have a particular Stage 5 Mathematics Course that must be thoroughly completed before students begin Stage 6 study. Therefore less emphasis has been placed on the School Certificate numeracy test. Teachers are addressing this in 2009.

The School Certificate results over the past 4 years have fluctuated according to the variation in the standards of the cohort for that year. However, despite the variations in percentage of courses above state average, there has been a very positive upward trend in the overall patterns of achievement.

School Certificate Percentage of Courses above State Average

<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>67</td>
<td>67</td>
<td>40</td>
<td>100</td>
<td>20</td>
</tr>
</tbody>
</table>
The Following Table shows the percentage of Year 10 students achieving Bands 4,5 and 6 (a mark above 70) in the 2008 School Certificate

<table>
<thead>
<tr>
<th>Subject</th>
<th>2008</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>80</td>
<td>77</td>
<td>70</td>
</tr>
<tr>
<td>Maths</td>
<td>52</td>
<td>49</td>
<td>77</td>
</tr>
<tr>
<td>Science</td>
<td>75</td>
<td>88</td>
<td>59</td>
</tr>
<tr>
<td>History</td>
<td>41</td>
<td>80</td>
<td>49</td>
</tr>
<tr>
<td>Geography</td>
<td>72</td>
<td>91</td>
<td>69</td>
</tr>
</tbody>
</table>

Higher School Certificate

The Higher School Certificate results for 2008 confirmed the trend for St Francis College to consistently achieve very good HSC results. Whilst the performance levels in Band 6 were down a little the number of students achieving Bands 5 and 4 increased.

In terms of the UAI (University Admission Index) achievements, 9 students achieved a UAI above 90 and another 12 students achieved a UAI above 80. This was an excellent overall result.

The various initiatives introduced by the college have certainly contributed to the very positive trend that has occurred with HSC results.

The table below indicates the percentage of students who achieved marks above 70% in the various subjects offered at St Francis College for the 2008 Higher School Certificate.

<table>
<thead>
<tr>
<th>Subject</th>
<th>Percentage of students Achieving a mark greater than 70</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>67</td>
</tr>
<tr>
<td>Ancient History</td>
<td>76</td>
</tr>
<tr>
<td>Biology</td>
<td>38</td>
</tr>
<tr>
<td>Business Studies</td>
<td>69</td>
</tr>
<tr>
<td>Chemistry</td>
<td>54</td>
</tr>
<tr>
<td>Design and Technology</td>
<td>94</td>
</tr>
<tr>
<td>Drama</td>
<td>100</td>
</tr>
<tr>
<td>Standard English</td>
<td>52</td>
</tr>
<tr>
<td>Advanced English</td>
<td>97</td>
</tr>
<tr>
<td>Extension 1 English</td>
<td>100</td>
</tr>
<tr>
<td>Food Technology</td>
<td>66</td>
</tr>
<tr>
<td>Geography</td>
<td>73</td>
</tr>
<tr>
<td>Information Processes and Technology</td>
<td>50</td>
</tr>
<tr>
<td>Legal Studies</td>
<td>78</td>
</tr>
<tr>
<td>General Maths</td>
<td>61</td>
</tr>
<tr>
<td>Mathematics</td>
<td>100</td>
</tr>
<tr>
<td>Extension 1 Maths</td>
<td>40</td>
</tr>
<tr>
<td>Extension 2 Maths</td>
<td>50</td>
</tr>
<tr>
<td>Modern History</td>
<td>100</td>
</tr>
<tr>
<td>Music 1</td>
<td>100</td>
</tr>
<tr>
<td>PD/H/PE</td>
<td>94</td>
</tr>
<tr>
<td>Physics</td>
<td>40</td>
</tr>
<tr>
<td>Senior Science</td>
<td>75</td>
</tr>
<tr>
<td>Studies Of Religion 1 unit</td>
<td>71</td>
</tr>
<tr>
<td>Studies of Religion 2 unit</td>
<td>87</td>
</tr>
<tr>
<td>Textiles and Design</td>
<td>100</td>
</tr>
<tr>
<td>Metals and Engineering</td>
<td>20</td>
</tr>
<tr>
<td>Business Services Administration</td>
<td>90</td>
</tr>
<tr>
<td>Hospitality</td>
<td>70</td>
</tr>
<tr>
<td>Information Technology</td>
<td>75</td>
</tr>
</tbody>
</table>

School Percentage of Courses Above State Average

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>63</td>
<td>66</td>
<td>50</td>
<td>39</td>
<td>42</td>
</tr>
</tbody>
</table>
3. School Overview

School Policies

Discipline Policy

The central aim of St Francis is to foster the full development of the individual within a Christian Community, and to encourage self-disciplined and self-directed individuals.

Education is an active attempt to guide young people to a state where they can live comfortably with themselves and with others, as members of a family, community and society. Hence, the College must endeavour to develop students who are responsible, inner-directed and capable of choosing freely in conformity with their conscience. Self-discipline gives individuals the strength to make choices and to live with the consequences of these choices.

The Mutual Respect & Discipline Policy Statement outlines the rights of students at the College as well as the responsibilities that go with these rights. It further provides the guidelines for dealing with situations where students do not live up to these responsibilities.

The “RIGHTS & RESPONSIBILITIES” approach to discipline is used to encourage the students to realise that rights do not exist without responsibilities and vice versa. Students should act in such a way that they show respect for the rights of others.

Staff too, should always respect the rights of students, a lack of such respect brings certain consequences.

Such an approach stresses the importance of mutual respect and the growth of self-discipline.

Student Welfare Policy

The welfare of students is at the heart of St Francis College and this is reflected in the Pastoral Care Credo below:

We at St Francis De Sales Regional College, Leeton believe that Pastoral Care is an all pervasive force that animates our School Community, and generates a safe and secure environment.

We believe that each person is created in the image of God and empowered by His Spirit.

We believe that we are motivated by the example of Jesus and hence we endeavour to live out His values of love, justice, care, compassion, tolerance and hope.

We value each person for who they are, while at the same time challenging them to reach their potential; and we encourage them to be relational people.

We recognise that each of us is called to contribute our gifts to the creation of this learning community, where each person’s life journey is recognised, nurtured and celebrated.

When Pastoral Care is effective, it enables us to create a hope-filled and affirming environment that is St Francis De Sales Regional College.

(Credo statement for Pastoral Care)

Complaints and Grievances

St Francis College follows and implements the Diocesan policy for Complaints and Grievances.

The Diocese of Wagga Wagga has established Pastoral Care, Discipline Policies and Complaints and Grievances Policies which are implemented by all schools/colleges in the Diocese.

The full text of these policies can be found at: http://www.cso.wagga.catholic.edu.au

Enrolment Policy

The Diocese of Wagga Wagga has established an Enrolment Policy which is implemented by all schools/colleges in the Diocese. The full text of this policy can be found at: http://www.cso.wagga.catholic.edu.au
St Francis College has permission to vary this policy. The College’s Policy has siblings being offered enrolment as its first priority. The policy is otherwise in line with the Diocese.

Student Enrolment Profile:

<table>
<thead>
<tr>
<th>Boys</th>
<th>Girls</th>
<th>Indig*</th>
<th>LOTE*</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>342</td>
<td>378</td>
<td>16</td>
<td>18</td>
<td>720</td>
</tr>
</tbody>
</table>

*Language background Other Than English

Structure of Classes

Students in Stage 4 are placed in class groupings that do not exceed 30 for core area subjects and 25 for Practical subjects. Mathematics classes are graded to allow for students to learn at their appropriate level.

Stage 5 students are graded according to their ability in English and Maths. There are two top classes and three mixed ability classes. Elective classes are all mixed ability.

Students in Stage 6 make their subject choices by courses and classes are organised based on the number of students selecting a course.

Student Attendance

Attendance for students at St Francis College for 2008 was 95%.

\[
\text{Attendance} = \frac{(1 - \text{total absences}) \times 100}{\text{student population} \times \text{no. school days}} = \frac{(1 - 7257) \times 100}{720 \times 200} = 95\%
\]

Student Retention Rates

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>85%</td>
<td>77%</td>
<td>76%</td>
</tr>
</tbody>
</table>

Student Destination

Based on student information from the HSC class of 2008 the following table represents a destination survey.

<table>
<thead>
<tr>
<th>Further study</th>
<th>Workforce</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>30%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Staff

Teacher Standards

The NSW government requires that this report detail the number of teachers in each of the following categories:

A) have teaching qualifications from a recognised higher education institution
B) have qualifications from a recognised higher education institution but no formal teacher education qualifications
C) have relevant successful teaching experience and appropriate knowledge but no formal teacher qualifications.

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>53</td>
<td>1</td>
<td>54</td>
<td>54</td>
</tr>
</tbody>
</table>

Professional Learning

Professional Learning undertaken by teachers/staff in 2008 included:

- Stepping Out Literacy training
- Gifted talented
- Training in the use of Smartboards
- Workshops on improving ICLT skills
- HSC marking
- Subject specific courses and annual conferences
- Curriculum Alignment
- Staff studying for formal Religious education qualifications
- Leadership Skills for Key learning Area Co-ordinators
- Executive Coaching
- Mandatory updates in the areas of CPR, Child Protection, Chemical Safety
- Training in SAS Administration Package
Community Satisfaction

The following information has been provided to the school. It has been a valuable gauge for determining the level of satisfaction our community has with St Francis De Sales Regional College, Leeton.

Parents
My child (son or daughter) is usually happy at St Francis De Sales Regional College, Leeton.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>62%</td>
<td>33%</td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

Students
I am usually happy at St Francis De Sales Regional College, Leeton.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>33%</td>
<td>7%</td>
<td></td>
</tr>
</tbody>
</table>

Staff
I am usually happy at St Francis De Sales Regional College, Leeton.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>61%</td>
<td>33%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Teacher Attendance and Retention

The Federal Schools Assistance Act 2005 requires that each school/college report on the average attendance rate of staff members in a given school. The end figure is determined by calculations including certain periods of absence due to sickness, personal carers leave, leave without pay, special leave and accident/workers compensation leave. An attendance rate of 94.93% was achieved in 2008 by staff at St Francis De Sales.

Financial Statement Summary

About This Report

The 2008 Annual report has been written by members of the St Francis College Executive College, Chairperson of the College Council and students from the Student Representative Council.