All Saints’ College is one of Australia’s leading independent Anglican coeducational College’s from Pre-Kindergarten to Year 12. Founded in 1981, the College is located in the southern suburbs of Perth, close to public transportation.

We believe in creating dynamic learning environments that encourage the pursuit of personal excellence and our dedicated staff, combined with our unique programs, support each student in fulfilling his or her potential.

In addition to outstanding academic results, All Saints’ College is renowned for its world-class facilities, including our Indoor Aquatics and Sports Centres and our Centre for Performing Arts.

For more information please visit www.allsaints.wa.edu.au

1. College facts 2015
   - School sector: Non-government
   - School type: Combined
   - Year range: Pre-Kindergarten - 12
   - Total enrolments: 1223
   - Location: Metropolitan

2. College staff 2015
   - Teaching staff: 111
   - Full-time equivalent teaching staff: 101.5
   - Non-teaching staff: 90
   - Full-time equivalent non-teaching staff: 73.8

Staff names, roles and qualifications

**PRINCIPAL**
Ms B Provis BA, DipEd, MBA

**LEADERSHIP TEAM**

**Vice Principal**
Ms H Aguiar BEd, MEd (Lead&Mgt), MEd (RE)

**Dean of Junior School**
Ms P Crane BEd, DipTchg, MEd

**Dean of Teaching and Learning**
Mrs T Dale BA, BEd (Leave 2015)
Mr L Bostelman BA, DipEd (2015)
Dean of Student Wellbeing
Mr S Davies BAppSc, GradDipEd, MEdL

Director of Business and Administration
Mr D Kerr FCA

Director of Marketing and Community Relations
Mrs J Mulligan BA

Director of Personnel and Policy
Mr T Bilson MHRM

ACADEMIC AND PASTORAL STAFF

Heads of Department
Mr O Beath BEd – Health and Physical Education (Leave Terms 1 and 2)
Mrs M Beattie BA (Hons), PGCE – Design and Technologies
Dr P Brockbank PhD, MSc, BEd, DipTchg – Mathematics
Ms S Cameron BAppSc, DipSecEd, ALIA – Library Services
Mrs P Chu Yu Chee BEd, BA, DipEd – Languages
Mr W Giles BEcon, DipEd – Humanities (2015)
Mrs E Harrison BSc, DipEd – Transition Program
Mrs A Kerkovius BMus (Hons), TchDipMusic – Music
Mr P Langford-Smith BA, MEd (Hons), CELTA – English
Mr S Roberts BA (Hons), QTS – Arts
Revd T Russell BTheol, MEd, GradDipSecEd – Service Learning
Mr J Shackleton BSc, GradDipEd – Science
Mr S Tsocas BPHE, DipEd – ICT Integration
Mr J Zaurs MOEd, BPHE, DipEd, APIOL (UK) – Outdoor Learning

Heads of House – Senior School
Ms B Haendel BSc, DipEd – Health Coordinator, Forrest House (Leave Term 2)
Mr G Hill BSc, BEd – Durack House
Mrs C Kroeger BComm, HigherDipEd – Murdoch House
Mr M Lanigan BPE, DipEd, DipAppSc – Cowan House, Academic Care Coordinator
Mrs D White, BEd – Stirling House
Mr S Young BPE, DipEd – O’Connor House

Assistant Dean of Junior School (Student Wellbeing)
Mr L Collins BA, BEd

Assistant Dean of Junior School (Teaching and Learning)
Mrs Sue Demarte MEd, BEd, DipTchg

Early Childhood Coordinator (PK to Year 2)
Mrs S Mano BEd (Hons), DipEd, DipEd (Ed Leadership)

Heads of House – Junior School
Miss P Crossland BEd (Hons) – Durack House
Mr J Dornan BSc, DipEd – Stirling House
Mrs E Hailes BEd, DipTchg – Murdoch House
Ms M Keelan BA, DipEd – Cowan House
Mrs I Knight DipEd, BEd – O’Connor House
Mr B Saunders BA, DipEd, MEd (Leadership and Numeracy) – Forrest House

College Counsellors
Mrs A Harmsen BA, BPych, GradDipEd
Mr J Weeks BPych (Hons), Assoc MAPS
Mrs S Wilson BPych, DipEd

Chaplain
Fr P Duckworth BA, BTh (Hons), DipEd

**Learning Support Coordinator**
Mrs J Sealy DipTchg (Secondary), BEd, GradDip (Health Promotions)

**Teaching Staff**
Mr B Ainslie BA, DipEd
Mrs S Alfano DipEd, BEd
Mrs A Baker MTchg, BA (Media)
Mr D Baptist BA, DipEd (Leave Terms 1 and 2)
Mr B Basell BA (Hons), MIA, DipEd (Leave 2015)
Mrs F Bassett BA, GradDipEd
Mrs M Bate BEd
Mr C Bisset DipEd, BSc
Mrs J Biserio BA, DipTchg
Ms E Bowyer BA (Hons), GradDipEd
Mrs J Brown BA, HigherDipEd – Relief Coordinator (Leave Term 2)
Mr T Brown BA (Hons), GradCertEd – Years 11 and 12 Coordinator (Leave Term 2)
Ms K Cadeau MTchg, BA, Dip (Sports Ad)
Miss K Chatto MEd (Literacy), BEd
Miss N Codalonga BSc, BA (Hons), GradDipEd
Mrs A Craig BEd, DipEd, BTchg (2015)
Mrs D Da Cruz BSc, GradDipEd
Mrs J Dinsdale MEd (Early Childhood and Primary), BEd, DipEd
Ms C Donnelly BSc (Environmental Biology), GradDipEd (Leave 2015)
Ms J Dowling BA (Hons), DipEd
Mrs S Duminski BA (Leave 2015)
Miss A Durack MTchg, BA
Mrs C Ebstein BEd, CELTA
Miss G Eddington BSocSc, BA
Mrs M Ellement BSc, DipEd
Ms L Elscott BA, GradDipEd, BA Fine Arts, DipFineArts
Ms G Evershed BAppSc, GradDipEd, BEd, Accred B (Religious Studies)
Mr C Fukumoto BA, DipEd
Ms R Garwood MTchg, BA (Indigenous Studies), Dip (Art&Design)
Mr G Gatti BA, DipEd
Mr P Gault BSc (Hons), GradDipEd
Ms B Gittos BVVisualArts, BEd, CertIVGraphicDesign&Multimedia, CertIIAuslan
Mrs S Gladman BA (Primary Teaching), BEd, MEd (Leave 2015)
Mr A Goor DipEd, BSc (2015)
Miss B Gray BSc, DipEd, DipSc
Miss R Greene BA, BEd – (Acting Head of Health and Physical Education Terms 1 and 2)
Mr D Haddow BEd, BDes – (Acting Head of Forrest House Term 2)
Miss K Harris BSc, DipEd
Mr R Haxby BSc, DipEd
Mr J Hunt MA, BADipEd, DipDeptMngmt
Ms G Itzstein B.Sc, DipEd
Mr M Jamieson BEd
Mrs K Johns BA
Miss E Kerr BA (Dance) WAAPA, DipEd
Ms V Kirkham BEd, BA
Mrs I Knight DipEd, BEd
Ms K Knoblauch BEd, BSc
Mrs T Kotze BMus, BMus (Hons), GradDipTchg – Violin, Strings Coordinator, Orchestra Director (Leave Term 1)
Mrs J Lamont BEd (Leave 2015)
Miss M Lingensjo BA (Ed)
Ms B Lockyer BA, DipEd, GradCert (Early Childhood Education)
Mr R Macauley BSc (Sport & Exercise Science) DipEd (Sec) (2015)
Dr M MacDonald PhD, MA, BA(Hons), BD, ARCT Piano
Ms K Makinson MA (Visual Arts), BA (Fine Art), GradDipEd, DipFineArts
Mrs A McInnis BEd (Early Childhood & Primary), TchAsstCert
Mr P Mendel MA (Hons) DipEd, DipTchg
Ms G Middleton DipTchg, GrapDip (Science & Maths)
Mrs A Miller TchrCert, DipTchg
Mr J Morcombe MBA, BSc (Hons), GradDipEd
Ms E Nheu-Leong BMusEd (Hons)
Miss S Norsworthy BA (Hons), AdvDipEdu, AdvDipFineArt, DesignandTech
Ms L Parker BSc (Human Biological Medicine), BSc (Zoology), MEd (Science)
Miss R Payne BSc, BA (Terms 1 and 2)
Mrs S Regnard MTchg, BA, B.Law
Ms E Reid BA, BEd (2015)
Mrs N Sakai BA, MTchg (Early Childhood), DipEd (Terms 3 and 4)
Mrs N Saunders BA, DipEd
Mr F Schaffer BSc (Hons), GradDipTchg, GradDipBusAdmin
Ms A Schoen BSc (Hons), MTchg, GradDipEd
Miss J Shaw BComm, DipEd (2015)
Miss L Smith BTchLn (Primary)
Mr L Smith BSc (Hons), GradDipEd
Mr S Smith BA, BEd (2015)
Mr D Stevens BSc, DipEd
Mrs A Stewart BA, DipEd, ANCOS Accreditation Level 2
Mrs A Strautins MAppSc, BA, GradDipEd
Mrs J Sullivan BEd, BSc (Leave 2015)
Mr J Sykes BSc (Geography), PGradCertEd (2015)
Mrs R Taranto BA, DipEd
Mrs J Tate BA, CertAppLangStudies (Leave Terms 3 and 4)
Mrs C Taylor MSc, BPhysEd (Hons), GradDipEd
Mrs N Vander Heyden BA, DipEd
Mrs K von Dietze BEd, DipTchg - Coordinator of Religion & Philosophy
Mr J Waterton BSc (Term 2)
Miss M Watson BA, BEd
Ms S Watson BA, GradDipEd
Dr D Wauge PhD, MEngSc, BEMech (Hons I), DipEd – (Acting Years 11-13 Coordinator Term 2)
Ms H Wellington BA, GradDipEd (Leave 2015)
Ms J Wiedemann BA, DipSecEd (Leave 2015)
Mrs N Williams BEd, DipEd, DipRSA
Ms J Winley BMus (Hons), GradDipEd
Mr A Wolfe BSc, DipEd

ADMINISTRATIVE AND SUPPORT STAFF

Community Relations
Mr J Beaverstock MMus, BA (Hons), DipEd, FTCL, ARCO, AMusA
Ms M Breen BEd, CertEventMgmt (Term 1)
Mrs R Chapman DipSchMkt, DipEventMgmt
Mrs J Hewett
Mrs K Lilford-Powys
Mrs J Lockwood (Terms 1 to 3)
Miss D Michael
Miss K Osmetti BA
Mrs K Spencer
Mrs M Thornton
Mrs Y Tsang BComm (Terms 2 to 4)
Mrs S Ware BA (Term 4)

Education Assistants
Ms S Brookland BA Design and Art (Hons)
Mrs R Chapman CertIIIComServ, CertIVComServ, CertIIIITchrAssit, CertIVEdAssit (Special Needs), DipEdSupport
Mrs N Dollar CertTchrAssist (Special Needs), DipEdSup, NDip (Photography)
Mrs L Done BA, GradDipEd, DipED
Ms T Gladwell DipChildServices, AdvDipChildServices
Mrs B Hardinge TchrAsstCert
Mrs M Hickmott
Mrs A Irani BA (Hons), DipChildrenServices, TchrAsstCert
Mrs S Kelly TchrAsstCert
Mrs C Long CertIIIEdSupport, CertIVEdSupport (Special Needs)
Mrs M Meachim DipTchrAssist
Mrs L Minchin CertIIEdAssist
Miss D Naisibitt DipChildrenServices, AssDipSocSc
Mrs S Narine-Dindial TchrDip, AdvDipBusinessAdmin, CertIIIEdSupport, CertIVEdSupport, CertIVBusiness (Admin), MBA
Mrs D O’Halloran CertIII TchrAsst, DipChildServices
Mrs C Parcell CertII TchrAsst
Ms D Ralph-Kafarela DipAppEnvironmentalArts, CertIVAppEnvironmentalArts, CertIII ChildServices, CertII Horticulture
Mrs M Meachim DipTchrAssist
Mrs L Minchin CertIIIEdAssist
Mrs S Narine-Dindial TchrDip, AdvDipBusinessAdmin, CertIIIEdSupport, CertIVEdSupport, CertIVBusiness (Admin), MBA
Mrs D O’Halloran CertIII TchrAsst, DipChildServices
Mrs C Parcell CertII TchrAsst
Ms D Ralph-Kafarela DipAppEnvironmentalArts, CertIVAppEnvironmentalArts, CertIII ChildServices, CertII Horticulture
Mrs D Viskovich CertIIIEdAssist (Terms 3 and 4)
Miss D Viti CertIIIEdAssist, CertIVEdSupport (Special Needs) (Terms 1 and 2)
Mrs J Westerman-Power NNEB
Ms P Zoccoli CertIVEdSupport, TchrAsstCert (Leave Term 3)

Finance
Mrs L Haslemore CertAccounting, DipBusinessStudies
Mrs S John
Ms L Kershaw
Mrs L Matulin DipAccounting
Mrs K Virgo

Grounds and Maintenance Staff
Mr P Gale BHortSc, CertFacMgmt – Facilities Manager
Mr A Guy CertIII HortPrc, CertTurfMgmt – Grounds Manager
Mr J Fabio
Mr D Kendrick CertTurfMgmt
Mr M Makepeace CertCarpentry and Joinery
Mr B Neighbour
Mr D Penman CertTurfMgmt
Mr R Pineda SecEdTechgCert
Mr D Rennick
Mr G Swift
Mr S Worley CertIII HortPrc, CertTurfMgmt

ICT
Mr I Mackay-Scollay BSc, GradDipEd, GradDipSc (Computer Studies) – ICT Manager
Mr D Chapman CertIII Software, CertIV Network Mgr, DipInternet
Mr A De Abreu
Mrs D Hatton
Mr B Reynolds Cert IV (Networking)
Ms H Rumble – (Acting Relief Coordinator Term 2)

Instruments Tutors
Mr D Ablett Cert IV (Performance) Jazz – Drums, Rock Band Director
Mr R Bacich BMus (Performance) Jazz, Cert IV Music (Jazz) – Electric/Acoustic Guitar
Mrs I Batini AMusA, PerfCert, MIMT – Recorder, Piano
Mr J Beaverstock MMus, BA (Hons), DipEd, FTCL, ARCO, AMusA – Voice
Ms E Cheng BMus (Perf Vln), GradDipEd (Mus), LMUS (SCSM), LMUS (1MEB), Suzuki Accred AKC1 – Viola
Mrs A Currie BA (Musical Studies) – Piano, College Voices Director
Mrs L Dillon BMus, GradDipEd (Early Childhood Studies) – Violin/Viola
Mrs I Fursa BMus, DipMus – Piano
Mr S Harmer BA (Mus), BA (Ed) – Brass, Brass Ensembles Director
Mr D Hart BMus Jazz Performance (Saxophone) – Saxophone/Clarinet, Jazz Saints Director
Miss F Hombergren – French Horn
Mrs R Jose BMus (Hons) – Voice/Piano
Ms G Lane BMus – Flute
Miss K Low BMus (Hons), MMus – Suzuki Cello
Mrs J O’Neill BMus (Perf) (Hons) – Clarinet
Mrs H Rix DipMus – Viola
Ms E Scott MMus, BMus – Clarinet
Ms T Stampalia BA, BMus – Flute
Mrs I Thomson BMus – Percussion
Mr M Vouyoucalos ADPA (Music), Cert (Music), Cert Audio Engineering – Double Bass/Electric Bass
Dr N Wright PhD, BMus (Hons), DMA – Cello, Amati Strings Director
Mrs B Young DipTchg – Trumpet

**Junior School Administration**
Mrs L Forsyth
Mrs J Green
Mrs K Laycock BAppSc, Reg’d Nurse
Mrs C McKee DipNursing, Reg’d Nurse
Mrs F Schwarzinger
Mrs G Smith DipT, DipLib&InfoStudies
Mrs K Wishart

**OSHC Coordinator**
Miss E Berger BEd, BSc (Environmental Biology)

**Senior School Administration**
Mrs S Allen BPych (Hons), GradDipInfoLibStds, MInfoMgnt
Mr A Arnold CertDip (Media), CertDip (Photo), Dip (TechArts&Design)
Mr M Bancroft DipElectrotechnology
Mrs F Beechen CertIV (Laboratory Techniques)
Ms V Browne CertIVWorkHealth&Safety
Miss A Burton BComm (Sports Management/ Commercial Law) (Term 4)
Mrs D Crisafio
Mrs D Deisel
Ms T Foster
Mrs C Ialeggio
Mrs D Kirwan DipMechEng, CertBookkeeping, CertIVWorkHealth&Safety
Mrs K Lerski (2015)
Mrs K Lilford-Powys
Mr C Lynn
Ms W Macdougall
Mrs S Manolas
Mrs C Peters
Mrs C Png (Terms 1 and 2)
Mrs M Price BSc (General) Nursing, CertIIIPublicSectorQualityMgnt, DipFinancialServices (Conveyancing), CertIIIFinancialServices (Accounts Clerical), CertIVBusinessGovernance (Terms 3 and 4)
Mrs M Rodgers BSc (Library Technology), GradDipAppSc, GradDipEd, DipLib/InfoStudies
Mrs K Slender
Ms J Snowden (2015)
Mrs K Waddell-Kingham Cert IV (Laboratory Techniques)
Ms L Walters
Miss L Wilson BSc (Library Technology)

**Swimming**
Mr T Stachewicz GradDipSportsCoaching – **Director of Swimming**
Mr L Bowling CertIIISport&Rec, CertIIISport (Coaching) (Term 4)
Ms H Preston Cert IV Training and Assessment, Cert IV Business and Human Resources (Terms 1 to 3)
Mrs V Rappold
3. Student Background 2015

College ICSEA value 1 172
Average ICSEA value 1 000
Data source Parent information

<table>
<thead>
<tr>
<th>Distribution of students</th>
<th>Bottom quarter</th>
<th>Middle quarters</th>
<th>Top quarter</th>
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<tr>
<td>School Distribution</td>
<td>1%</td>
<td>6%</td>
<td>20%</td>
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<tr>
<td>Australian Distribution</td>
<td>25%</td>
<td>25%</td>
<td>25%</td>
</tr>
</tbody>
</table>

4. Students 2015

Total enrolments 1 223
Girls 589
Boys 634
Full-time equivalent enrolments 1 223
Indigenous students 1%
Language background other than English 9%

5. Attendance rate (all students) 2015

All students 94%

All Saints’ College student attendance procedures

Students need to attend school on a regular basis to gain the maximum benefit from schooling, thus optimising their life opportunities. It is widely recognised that attendance problems are best managed by early identification and intervention.

Absenteeism is, therefore, viewed very seriously by All Saints’ College. We require all enrolled students to attend College each day during term time and College events as stated in the calendar each year.

The College keeps accurate records by rigorously monitoring attendance of all students. Appropriate strategies are implemented to restore attendance if issues become evident. Attendance records are kept for each student enrolled at the College. This includes recording attendance during Tutor group in the morning and recording attendance for every period during the school day (in Senior School).

The Student Services Office monitors student absences and produces regular absence reports for Tutors, Head of House/Head of Transition and the Dean of Student Wellbeing. At any time when a student’s absences is considered likely to interfere with the student’s educational progress a number of steps will be taken by members of the Wellbeing Team to help address the issue/s.

6. VET in Schools 2015

VET enrolments 3
College-based apprenticeships and traineeships NIL

7. Senior Secondary Outcomes 2015

Senior Secondary certificates awarded 88
Completed Senior Secondary School 90
## 8. NAPLAN Results 2015

<table>
<thead>
<tr>
<th>Year</th>
<th>Reading</th>
<th>Persuasive Writing</th>
<th>Spelling</th>
<th>Grammar and Punctuation</th>
<th>Numeracy</th>
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<td>439</td>
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<td>618 - 635</td>
<td>655 - 669</td>
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</table>

### How to interpret this chart

**SIM** schools serving students from statistically similar backgrounds

**ALL** Australian schools' average

**Selected school's average is**

- substantially above
- above
- close to
- below
- substantially below

average of schools serving students from statistically similar socio-educational backgrounds (SIM box)

average of all Australian schools (ALL box)
9. ATAR Results 2015

7% of eligible All Saints’ College students obtained an Australian Tertiary Admissions Rank (ATAR) of 99 or more, putting them in the top one per cent of students across the state.

More than 24% of eligible students achieved an ATAR of 95 or above.

42% of our eligible students achieved an ATAR of 90 or above.

All Saints’ College’s median ATAR was 87.9.

Shannae Carnell the College Dux achieved an ATAR of 99.85 and the Proximae Accessit Sarah Myers achieved an ATAR of 99.8.

10. College finances 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total net recurrent income</td>
<td>$30,899,650</td>
</tr>
<tr>
<td>Per student net recurrent income based on (1,223 students)</td>
<td>$25,265</td>
</tr>
<tr>
<td>Total capital expenditure</td>
<td>$5,184,846</td>
</tr>
</tbody>
</table>

![Pie chart showing income sources for All Saints' College Inc. for the year ended 31 December 2015.](chart.png)
11. Parent satisfaction

ASC Strategic Plan Goals

Goal 1: Optimised Student Learning: confident and engaged learners characterised by a growth mindset.

- The College’s 2015 parent satisfaction survey showed that 95.92% of all respondents felt pleased with the curriculum provided.

Goal 2: Positive Student Wellbeing: ethical, aware and empowered citizens with the desire and skills to make a positive difference.

- The College’s 2015 parent satisfaction survey showed that 93.88% of all respondents felt pleased with the pastoral care provided to their child/ren.

- The College’s 2015 parent satisfaction survey showed that 94.85% of all respondents felt pleased with the College’s cocurricular program.

Goal 3: A Team of Professional Staff: caring, dedicated mentors and supportive colleagues, committed to innovation, learning and review.

- The College’s 2015 parent satisfaction survey showed that 91.91% of all respondents felt pleased with the staff's knowledge of, and responsiveness to, their child/ren's educational needs.
Goal 4: A Connected Community: thriving through partnership.

- The College’s 2015 parent satisfaction survey showed that 97.98% of all respondents felt pleased with the range of College services available to support their family.

- The College’s 2015 parent satisfaction survey showed that 96% of all respondents agreed that All Saints’ Mission and Values are clearly visible in all that the College does.

- The College’s 2015 parent satisfaction survey showed that 92% of all respondents felt pleased with the sense of Community that exists at All Saints’ College.

Goal 5: Prudent Stewardship: the growth of our resources and facilities

- The College’s 2015 parent satisfaction survey showed that 95.92% of all respondents felt pleased with the ICT/Technology available to support the Teaching and Learning Program.

- The College’s 2015 parent satisfaction survey showed that 92% of all respondents felt pleased with the College's facilities.

12. Links

School website
All Saints' College

Association website
Association of Independent Schools of Western Australia Inc.