

Annual Report 2023



St. Andrew's
Grammar

OUR SCHOOL

St. Andrew's Grammar is a co-educational Pre-Kindergarten to Year 12 School in Dianella, Perth WA, run under the auspices of the Hellenic Community of Western Australia.

Our Mission

As an inclusive multicultural community, with traditional Hellenic ideals, we strive for excellence in our academic, sporting and cultural pursuits.

Our Values

Through our teaching programs, our students will:

- reach their own personal level of excellence.
- exhibit and experience independence.
- be committed.
- show responsibility.
- have an understanding and respect for all cultures.

School Overview

Address	2 Hellenic Dve, Dianella
Telephone	+61 8 9303 3840
Email	reception@sag.wa.edu.au
Principal	Mr Craig Monaghan
CRICOS	01488G

The School has been designed with two sub-schools of Primary (Pre-K-Year 6) and Secondary (Year 7-12) allowing for a seamless transition brought about through the structured curriculum and programme of pastoral care.

Curriculum continuity, the Greek language and culture and educational leadership and management policy bind the two sub-schools to create a single entity that is St. Andrew's Grammar. The School aims to achieve excellence in all areas of school endeavour and strike a balance between academic, creative and physical education.

St. Andrew's Grammar also aims to develop in each child an understanding of our spiritual heritage and a respect for moral and ethical living. St. Andrew's concern is for the welfare and development of the "whole" child. In a well ordered and caring environment, it aims to encourage its students to pursue and develop their intellectual, social, physical, creative and spiritual capacities.

GOVERNANCE

St. Andrew's Grammar Board 2023

Mrs Eleni Evangel	Board Chair
Mr Paul Afkos OAM	President of HCWA
Mrs Georgia Karasiotou	Board Member - Greek Consul of WA Representative
Fr Terry Gerovasilis	Board Member – HCWA/Archdiocese Representative
Mr George Karageorge	Board Member - HCWA Representative
Mr Evan Nicholas	Board Member - HCWA Representative
Mr Dimitrios Tsokos	Board Member - HCWA Representative
Mr Fotis Gardounis	Board Member - HCWA Representative
Mr Peter Katsambanis	Board Member - HCWA Representative
Mr Damien King	Board Member - Parents and Friends President Representative
Mr Craig Monaghan (ex-officio)	School Principal
Mr Paul Butler (ex-officio)	St. Andrew's Grammar Business Manager

**These statistics are as of December 2023*

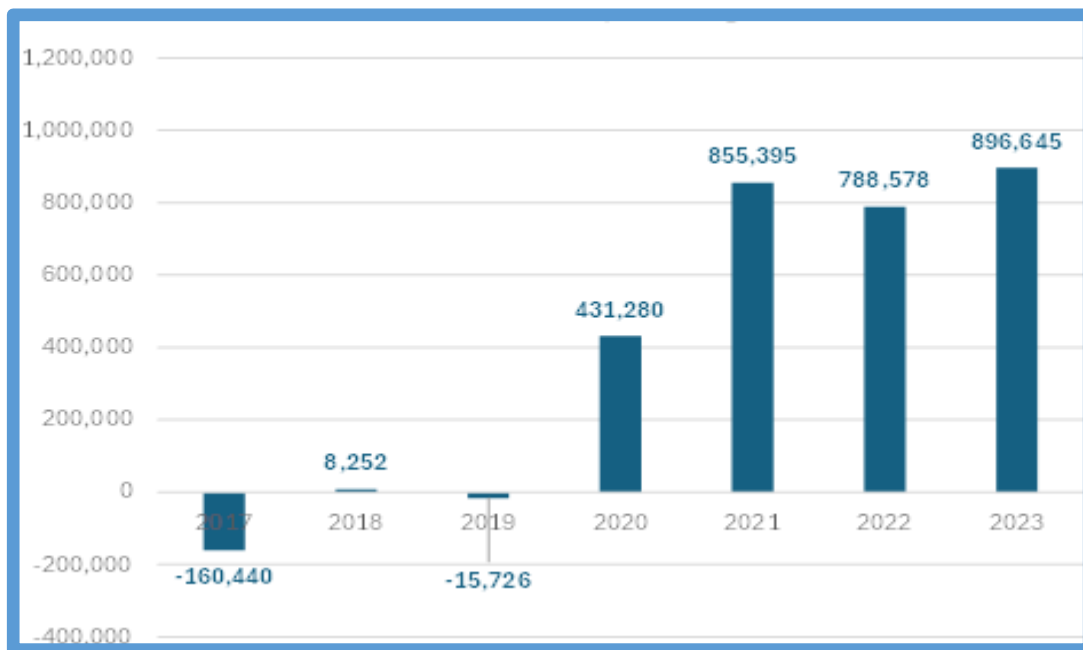
School Financials

Finance Committee

Dimitrios Tsokos (Chair)	John Metaxas
Paul Butler (Business Manager)	Craig Monaghan (Principal)

To show the progress that the school has made financially in recent years the following illustration is useful.

Operating results over time:



In 2023, the school had been challenged on three key financial performance indicators namely: Each of these were each achieved, as outlined below:

1. *Student numbers increasing by 3.5%*. Student numbers have increased by 7.24% well more than the 3.5% target. We have become one of Australia's fastest growing established schools since 2019. See expanded section below.
2. *Salary expenditure as a % of income to be less than 70%*. After an extensive look at staffing efficiencies by Mr Monaghan and his Executive Team achieved an impressive 66.2%.

3. *Cash surplus 7% of EBIT.* The school achieved an operating surplus of \$896,645 which was a major success.

Operating Surplus including Depreciation and Amortization	\$896,645
Depreciation	\$490,791
Result with Depreciation add back	\$1,387,436
Less Capex (Buildings, Renovations etc)	\$802,994
Loan Principal repayments	\$400,000
	\$1,202,994
Cash movement	\$184,442
Required cash movement; 7% EBIT	\$75,843
Variance	\$108,599

This shows an impressive achievement achieving well above the required \$75,843 even with all CAPEX costs included achieving a cash surplus of \$108,599. An impressive result indeed.

2023 BUILDING AND CAMPUS PLANNING

Maintenance Improvements

Thanks to the appointment of our outstanding Facilities Manager Mr Shane Bogunovich, a significant amount of much needed maintenance occurred in 2023 namely:

- Classroom and campus painting*
- Palassis roof replacement
- Addition of cricket pitch
- Addition of all-weather cover to primary kiss and drive
- Air conditioning improvements*
- Carpet replenishment*
- A complete revamp of the long awaited Palassis Toilets

* the start of a cyclical approach to this).

Major Improvements

- Tiered seating outside canteen
- Reticulation improvements to the front oval
- New Kindergarten nature playground
- New LED presentation screens have been as well as an effective sound system to both the undercover area and gymnasium.

Future planning

Thanks to the significant work of the building and facilities subcommittee we have completed extensive planning for our next 6 years of campus improvements. It's members:

Emmanuel Takoniatis (SAG INC)	Shane Bogunovich (Facilities Manager)
Anthony Michael (external consultant)	Craig Monaghan (Principal)
Paul Butler (Business Manager)	

We have plans to complete three projects in the upcoming next five years which looks to enhance our Pre-Kindergarten and Primary Offices (Project 1); our Secondary Science and Technology Hub (project 2) and a new cafeteria, primary PE area/playground and the refurbishment of Harmanis creating 5 state-of-the-art science labs (Project 3).

2023 STUDENT NUMBERS

St Andrew's Grammar has become one of Australia's fastest growing established schools.

Since 2019 where our numbers hit rock bottom there has been a steady increase in the number of students attending the school. In 2023 we are now a school in real demand we are starting to cut off various cohorts to create waiting lists a very different picture than in 2018-19.



Student Demographics 2023

	KG	PP	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
December 2023	29	43	42	46	53	50	46	64	71	79	62	58	38	38	719

Our numbers of Greek students are also increasing at an even faster rate than the standard school population as shown by these figures:

	Percentage of total school population that are Greek
2022	6
2023	7.2

2023 ACADEMICS

NAPLAN

The following results of NAPLAN 2023 were to be commended. Students in every year group that was tested (Years 3,5,7,9) achieved **above the mean in every mode of learning in both the state and national achievement levels**. This is something very few schools in Australia could report. An excellent result from St Andrew's Grammar students

Year 3 Mean									
Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
School Mean	417	School Mean	451	School Mean	435	School Mean	437	School Mean	427
National Mean	439	National Mean	423	National Mean	418	National Mean	433	National Mean	400
State Mean	428	State Mean	419	State Mean	414	State Mean	424	State Mean	395

Year 5 Mean									
Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
School Mean	517	School Mean	528	School Mean	537	School Mean	532	School Mean	520
National Mean	510	National Mean	485	National Mean	505	National Mean	499	National Mean	489
State Mean	505	State Mean	480	State Mean	505	State Mean	496	State Mean	487

Year 7 Mean									
Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
School Mean	535	School Mean	550	School Mean	558	School Mean	549	School Mean	578
National Mean	543	National Mean	531	National Mean	548	National Mean	534	National Mean	547
State Mean	541	State Mean	527	State Mean	549	State Mean	532	State Mean	549

Year 9 Mean									
Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
School Mean	577	School Mean	588	School Mean	589	School Mean	578	School Mean	578
National Mean	543	National Mean	531	National Mean	548	National Mean	534	National Mean	547
State Mean	541	State Mean	527	State Mean	549	State Mean	532	State Mean	549

Year 12 Results

Our ATAR results in 2023 were the best results in the school's history by quite some margin and were far better than predicted or better than anticipated for the Year 12 ATAR Cohort.

Some key statistics are highlighted:

- The highest Year 12 result for 2023 was 98.75 (compared to 92.90 in 2022)
- 31% of students above an ATAR of 90 1 Certificate of distinction
- 2 Certificates of Merit
- Subject of Excellence award (Psychology)
- Listed as a school with the highest performing students (Maths Applications)
- Our graduation rate was 84% (compared to an average of 56% in the two years previous)

These results are even more incredible when you acknowledge that nearly 90% of our multi-cultural student body have English as a second or third language. In WACE we also achieved well in 2023. Our cohort had an average ATAR of 82.4, this group of students thoroughly deserved our congratulations. I know our entire school community is understandably proud of these academic results, as I am.

Unfortunately, less than 20 students completed the ATAR pathway at St. Andrew's Grammar in 2023, and hence results are therefore not published in the media (only published if greater than 20 students).

In the General pathway, our students undertook the UniReady course, which provides direct entrance into Curtin University, they did so successfully completing their course and have started at university.

Vocational studies students were also successful. A total of 16 Cert II, 2 Cert III and 1 Cert IV were awarded to students in a variety of courses. In all, our 2023 Year 12 graduates have done outstandingly well in a multiple of pathways. They have set the benchmark for all others to follow.

IPSHA Team Academic Champions (2nd year in a row)

In primary school this year, we won the IPSHA Academic Challenge which pitted our best against the very best academics across all Perth Primary Independent Schools. Against the 'elite' primary schools we won this Perth-wide competition for the second year in a row.

We are justifiably proud of all these academic successes. I wish to thank our outstanding team of staff for their efforts in facilitating these amazing results.

GREEK STUDIES, ORTHODOX STUDIES AND CULTURAL IMPROVEMENTS IN 2023

Greek Studies Enhancements

- **Added two Primary Greek Studies classrooms:** This made a significant difference to the teaching of Greek Studies in Primary school. Primary students and Primary Greek teachers finally having a home, and this is all-important in a Hellenic based Orthodox school. This has improved student attitudes to this subject and provided more security and support to teachers of Greek.
- **Hiring of an additional Greek teacher to focus on Greek first language and intermediate speakers of Greek:** This has enabled our best speakers of Greek to be extended!! The appointment of the additional teacher has enabled us to challenge these students in small classes of 5-6 and extend them to ensure their needs are met. The ultimate objective is to extend the numbers we have who attempt ATAR Greek in future years. This goal is well underway. This was a very successful strategy and a great start to challenging our best speakers of Greek.
- **Record entries into CGL Greek examinations.**

Enhancing the number and % of Greek families

- **Initiated our first ever Greek Family Open Day:** We had an outstanding Greek family Open Day with 16 families attending, resulting in 7 new Greek families joining in 2024 and 4 students for 2025. This was a great result and a first for the school.
- **Strategically enhance Greek and Orthodox families at SAG:** It is interesting to note that in 2022 we had 41 students who are Greek Orthodox (6%) and now at the start of 2024 we have 75 students or 10%. This has not happened by accident and has been a lot of work.

Effectively working with the Greek Community Liaison Officer

- **Set 4 KPIs for Greek Community Liaison position and met with him every 3 weeks to ensure he achieved in his KPIs.**
- **Challenging the Greek Community Liaison officer to generate interest amongst Greek families.** There are more Greek families than non-Greek families enrolled into KG and pre-KG in 2024. All signs are positive in this regard.

Principals' Support of Hellenic events

- **Constant presence at all major HCWA and Greek consul events and church celebrations.**
- **Attendance at GOANSE event in Melbourne and attended Principal's meetings.**

Enhanced Hellenism opportunities for students and wider community

- **Planning for the upcoming 2025 overseas visit to Greece:** Significant progress was made in this regard with more work in 2024 to fundraise and gain support from Western Australia and overseas agencies.
- **HCWA 100 Year Celebration:** We positively celebrated the HCWA centenary on 23 November (Thursday) in the Amphitheatre. We had an excellent turn out with a wonderful display of performance arts from our parents.

- **Carnival** – with over 5,000 community members attending this was nothing short of success where our school and HCWA was celebrated. A major success

Enhancement of Orthodox Values/religious studies

- **Appointment of Orthodox Greek Studies coordinator:** an effective appointment which was instrumental in creating aligned primary and secondary religious studies. This also created the situation that we will add Orthodox Studies for Year (2024) then adding a cohort each year.
- **Christian Values statement** – new students to sign: Created this statement which every family signs upon entry respective of their faith it is an acknowledgement of our value base as a school and their support of this whilst their child attends the school.
- **Feast of Dormition Service:** An astounding 60+ students attending church voluntarily, this is an excellent sign of support for our ethos. School had never before had this number of students attend a church.

OUR STAFF 2023

Staff Demographics 2023

Teaching Staff	Total
Full-time teaching staff	42
Part-time teaching staff	21
Full time Education Assistants	9
Part-time Education Assistants	9
Executive Staff	
Executive Full-time	4
Executive Part-time	2
Chaplain	
Chaplain (part-time)	1
Non-Teaching Staff	
Office Administration (Full Time)	2
Office Administration (Part time)	4
Finance Administration (Part time)	2
Finance Administration (Full-time)	1
IT Administration (Full-time)	3
HR Administration (Part time)	1
Canteen	
Canteen (Part time)	2
Grounds/Maintenance	
Grounds/Maintenance (Part time)	1
Grounds/Maintenance (Full time)	2
Laboratory Staff	
Laboratory Technician (Part time)	1
TOTAL	107

**These numbers are as of December 2023*

2023 EBA ACHIEVEMENTS

Alongside our staff committee for the first time in nine years of trying we have achieved an EBA agreement. This is a major success of 2023.

Mr Craig Monaghan
Principal

5 April 2024