

Performance Outcomes 2020

Introduction

The School is required to report to the School community on specific performance outcomes for 2020 in order to comply with the *Australian Education Act 2013*.

About the School

The groundwork for The Friends' School was first proposed in 1884 when a group of Quakers and local parents requested assistance from English Quakers in starting a school in Tasmania. The official name for Quakers is The Religious Society of Friends; thus the origin of the School's name. The Friends' School was started in 1887 under the guidance of its first Principal – Samuel Clemes.

The Commercial Road campus was purchased in 1889 in North Hobart. Non-Quakers in Hobart and Quakers

in all parts of Australia and England gave the means for purchasing the property and effecting necessary alterations. Clemes was an educator ahead of his times. He set about with "great assiduity and thoroughness" to make the School one where education was concerned with every child, not just the few gifted.

The School acts on the expectation that each member of our learning community seeks to challenge themselves in order to grow and live more fully in the truth. We aim for the development of self-discipline and self-respect within each student that enables them to enter more deeply into their own understandings and ongoing maturation in order to let their life speak. The School employs professional educators with expertise and experience to guide students to these outcomes.



The culture and ethos of The Friends' School is derived because at its core it is a Quaker school. Families from all religious and spiritual traditions, or none, are attracted to Quaker schools throughout the world and this is evident at The Friends' School. There are two core principles of Quakerism that have a defining influence on the educational philosophy of all Quaker schools.

The first is that 'there is that of God in everyone' which is clearly stated in the School's Purpose and Concerns statement. In an educational setting, this concept translates into a core belief in the unique dignity of each person that Quaker schools have an obligation to recognise and nurture. All members of the School community share in the obligation to answer what is best in themselves and in others – developing talents to the fullest, and respecting the strengths, efforts and perspectives of all.

The second principle is 'continuing revelation'; the idea that Truth is continually revealed through seeking, experience and reflection. All members of The Friends' School community are on the journey of seeking a way forward together. Students at Quaker schools are encouraged to ask questions, to think both independently and cooperatively, to test ideas against experience and newly received information. All are asked to engage in education as a process of exploration and discovery.

Purpose & Concerns Statement (Mission Statement)

The Friends' School puts into practice on a daily basis the values embedded in the Purpose and Concerns Statement. The Purpose and Concerns serves as the School's mission statement.

The Friends' School is a coeducational Quaker school based on fundamental values such as the intrinsic worth of each person, the recognition of 'that of God' in everyone, the desirability of simplicity and the need to establish peace and justice.

As a learning community, we are concerned for the academic, cultural, physical, social, emotional and spiritual development of each person in our care.

We seek to help our students develop into people who will think clearly, act with integrity, make decisions for themselves, be sensitive to the needs of others and the environment, be strong in service and hold a global perspective.

We believe that these aims can best be achieved with the active support of all members of our School community.



Key Student Outcomes

Value Added Outcomes 2020

The Friends' School believes it adds value through:

- extensive co-curricular programs
- adherence to Quaker values and practices
- offering different curriculum choices
- the way the School presents a global perspective to its students
- the way it uses technology and the natural environment in its teaching and learning.

Senior Secondary Academic Outcomes

The 2020 academic results of The Friends' School Year 12 leavers were once again outstanding. This was largely due to the dedication of students and staff working in partnership and inspired by the School's belief in the intrinsic worth of each person and its expectation that students will do their best.

Students at Friends' can achieve their pre-tertiary qualifications through two pathways: the Tasmanian Certificate of Education (TCE) or the International Baccalaureate Diploma Programme (IB). The IB Diploma Programme is recognised throughout the world as a means to qualify for university admission.

Number of eligible Year 12 students

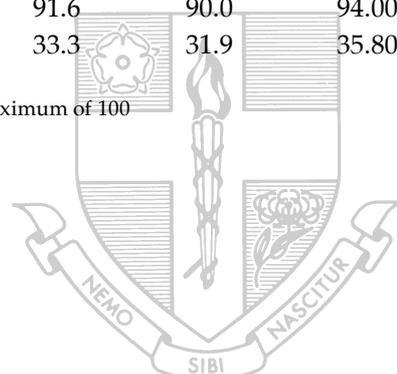
Course/Year	2015	2016	2017	2018	2019	2020
TCE	140	116	127	143	115	120
IB Diploma	17	24	20	13	21	19
Total	157	140	147	156	136	139
% matriculated	98.0	92.8	93.9	95.8	93.4	98.6

Average ATAR (Australian Tertiary Admissions Ranking)

	2015	2016	2017	2018	2019	2020
TCE	87.6	86.8	88.5	87.2	85.5	87.28
IB Diploma*	95.5	88.3	86.9	91.6	90.0	94.00
IB Diploma**	36.0	32.6	31.4	33.3	31.9	35.80

* As derived from the ACTAC conversion scale. Score out of a maximum of 100

** Raw data score. Score out of a maximum of 45



In 2020, 22 Friends' students were included in the listing of 'Top 100' TCE students.

Below is a chart that shows the percentages of Year 12 leavers at specific ATAR achievement levels over the past six years:

Percentiles	2015	2016	2017	2018	2019	2020
Top 50%	96.8	98.4	93.0	91.0	97.6	91.4
Top 10%	58.6	50.0	47.0	49.4	45.5	52.5
Top 1%	10.9	8.5	7.5	5.1	7.3	9.3

The Friends' School believes that this consistent level of exceptional academic achievement reflects the positive culture of learning throughout the School.

VET Qualifications

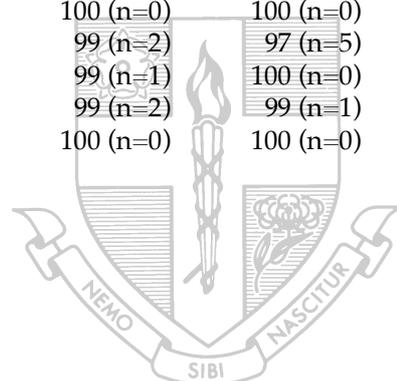
In 2020, 22 Year 11 and 12 students gained a VET qualification. Of these, nine were in Year 12 (6.5% of the cohort) and 13 (9.7%) were in Year 11. There were no students who attained the equivalent of a Year 12 certificate through a VET only pathway.



Percentage of Students achieving National Literacy and Numeracy Benchmarks (NAPLAN)

	Year 3	Year 5	Year 7	Year 9
2020	There were no NAPLAN results for 2020 due to the Covid-19 pandemic.			
2019				
Reading	97.5 (n=1)	100	100	100
Writing	100	97 (n=2)	99(n=1)	100
Conventions	97.5 (n=1)	97 (n=2)	99 (n=1)	99 (n=1)
Spelling	97.5 (n=1)	97 (n=2)	99 (n=1)	99 (n=1)
Numeracy	95 (n=2)	94 (n=6)	99 (n=1)	100
2018				
Reading	98 (n=2)	97 (n=3)	99 (n=1)	99 (n=1)
Writing	98 (n=2)	84 (n=16)	100 (n=0)	91 (n=9)
Conventions	100 (n=0)	93 (n=3)	98 (n=2)	98 (n=2)
Spelling	98 (n=2)	96 (n=4)	97 (n=3)	94 (n=6)
Numeracy	100 (n=0)	99 (n=1)	100 (n=0)	97 (n=3)
2017				
Reading	98 (n=2)	99 (n=1)	100 (n=0)	100 (n=0)
Writing	100	99 (n=1)	98 (n=2)	96 (n=5)
Conventions	98 (n=2)	96 (n=3)	100 (n=0)	100 (n=0)
Spelling	100	96 (n=1)	100 (n=0)	98 (n=3)
Numeracy	98 (n=1)	97 (n=1)	100 (n=0)	100 (n=0)
2016				
Reading	100	97 (n=3)	100 (n=0)	98 (n=4)
Writing	100	95 (n=5)	100(n=0)	91 (n=11)
Conventions	100	96 (n=4)	100 (n=0)	94 (n=8)
Spelling	100	96 (n=4)	99 (n=1)	97 (n=4)
Numeracy	98 (n=1)	97 (n=3)	100 (n=0)	100 (n=0)
2015				
Reading	100	100	100 (n=0)	100 (n=0)
Writing	100	100	99 (n=1)	99 (n=2)
Conventions	100	98 (n=1)	100 (n=0)	97 (n=4)
Spelling	100	100	98 (n=2)	98 (n=3)
Numeracy	96 (n=2)	100	100 (n=0)	100 (n=0)
2014				
Reading	96 (n=4)	99 (n=1)	100 (n=0)	100 (n=0)
Writing	98 (n=2)	99 (n=1)	99 (n=2)	97 (n=5)
Conventions	100 (n=0)	97 (n=3)	99 (n=1)	100 (n=0)
Spelling	96 (n=4)	97 (n=3)	99 (n=2)	99 (n=1)
Numeracy	100 (n=0)	99 (n=1)	100 (n=0)	100 (n=0)

n = number of students below national benchmark.



Student Attendance

		2018	2019	2020
Morris - Friends' Primary Years	=	93.64%	92.7%	93.00%
High School	=	92.42%	92.81%	92.59%
Clemes (Years 11 and 12)	=	95.23%	91.87%	93.05%

Attendance is recorded electronically on the School's student database.

When students are absent from school for any reason, parents are requested to contact the relevant School office. Unexplained absences are followed up by a telephone call and/or email to ensure the safety of students. If students are to be away for an extended period of time, parents are asked to formally write to the School.

Students in the primary area that leave the School during the day require the presence of an accompanying parent/guardian.

High School and Clemes students may not leave school during school hours without signing out and receiving the specific permission of a Head of School. Students with medical or other appointments are expected to bring a note from their parents or an appointment card.

Any concerns regarding attendance are followed up by class teachers, tutors or a Head of School.

Post-School Destinations

Of the 2020 Year 12 group of 139 students, 128 gained university entrance pre-tertiary scores. Of the 127 students who completed the destinations survey, 82% (104) of the cohort indicated they would go straight to tertiary education (23% higher than last year), (38 to UTAS, 57 to interstate universities and 1 to international university – United States. Two students indicated an intention to study at TAFE, one at Dance Force. The number of different universities (17) chosen by our students is increasing each year as they seek out specific courses. ANU and University of Melbourne were the most popular of the interstate universities.

Of the rest, comprising 18% (23 students), options included paid work (15 students), apprenticeships (4 students), travel (3 students) and the Royal Australian Navy (1 student). Most plan to study in the following year.



Our Staff

Workforce Composition

Total Number of Employees and FTE June 2021	Teaching Staff	General Staff**	Total
Total no. of employees *	163	151	314
Total FTE of employees	137.53	100.34	237.87
Number of full-time employees*	104	58	162
Number of part-time employees*	60	92	152
Number of male employees*	46	40	86
Number of female employees*	118	110	228
Number of part-time male employees*	13	18	31
Number of part-time female employees*	47	74	121

* Head count (each employee counts as 1 whether full-time or part-time)

** General staff includes all employees other than teaching employees

Teacher Qualifications

All teachers at The Friends' School are degree holders with qualifications in teaching/education.

Staff Attendance

Teaching staff attendance was 97% in 2020. This does not include leave granted for Covid tests.

School Finances –

School income for 2020 was derived from:

Net Tuition Fees & Charges	65.6%
Tasmanian & Australian Government Grants	32.4%
Other Income	2.0%

More detail regarding the School's income and expenditure can be accessed on the My School website:

<https://www.myschool.edu.au/school/40028/finances>



Parent, Student and Staff Satisfaction

In 2020, The Friends' School used the Council of International Schools satisfaction survey, adapting it for The Friends' School. The survey has been conducted in this format every two years since 2014. In 2020, the School engaged with and received responses from 934 students, staff, parents and the Board of Governors. An executive summary is published on The Friends' School website, under the 'Performance and Academic Excellence' section. (website <https://www.friends.tas.edu.au/performance-outcomes>)

The results continue to provide positive feedback that is predominantly rated in the 'high satisfaction' category. Some feedback and result areas may have been impacted due to the survey being conducted during the COVID-19 global pandemic and shortly after the School returned from a Distance Learning period.

Data were collected against seven sections:

1. School Guiding Statements
2. Teaching and Learning
3. Governance and Leadership
4. Faculty and Support Staff
5. Access to Teaching and Learning
6. School Culture and Partnerships for Learning
7. Operational Systems.

The survey provides valuable feedback and areas for development throughout the School in these key areas.

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