

Performance Outcomes 2023

Introduction

The Friends' School Incorporated (Friends') is required to report to the School community on specific performance outcomes for 2023 in order to comply with the *Australian Education Act 2013*.

About the School

The groundwork for Friends' 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. Friends' 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 Friends' one where education was concerned with every child, not just the few gifted.

Friends' 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. Friends' employs professional educators with expertise and experience to guide students to these outcomes.



The culture and ethos of Friends' 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 Friends'. 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 Friends' *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 Friends' 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 Friends' 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)

Friends' puts into practice on a daily basis the values embedded in the *Purpose and Concerns Statement*. The *Purpose and Concerns* serves as Friends' 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 2023

Friends' believes it adds value through:

- extensive co-curricular programs
- adherence to Quaker values and practices
- offering different curriculum choices
- the way Friends' 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 2023 academic results of Friends' Year 12 leavers were once again outstanding. This was largely due to the dedication of students and staff working in partnership and inspired by Friends' 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

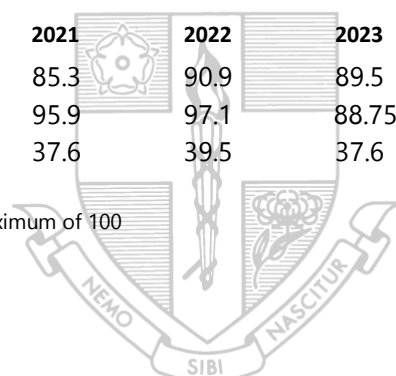
Course/Year	2018	2019	2020	2021	2022	2023
TCE	143	115	120	105	101	109
IB Diploma	13	21	19	22	23	24
Total	156	136	139	127	124	133
% matriculated	95.8	93.4	98.6	99.2%	95.2	98.5

Average ATAR (Australian Tertiary Admissions Ranking)

	2018	2019	2020	2021	2022	2023
TCE	87.2	85.5	87.28	85.3	90.9	89.5
IB Diploma*	91.6	90.0	94.00	95.9	97.1	88.75
IB Diploma**	33.3	31.9	35.80	37.6	39.5	37.6

* 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 2023, 18 Friends' students were included in the listing of 'Top 101' 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	2018	2019	2020	2021	2022	2023
Top 50%	91.0	97.6	91.4	93.7	98.3	96.3
Top 10%	49.4	45.5	52.5	46.5	53.3	47.6
Top 1%	5.1	7.3	9.3	10.2	13.5	17.1

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

VET Qualifications

In 2023, 35 Year 11 and 12 students gained a VET qualification. Of these, three were in Year 12 (2.2% of the cohort) and 32 (21.33%) 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 Achievement (NAPLAN)

2023	Year 3			Year 5			Year 7			Year 9		
	Sup	Dev	Str +	Sup	Dev	Str +	Sup	Dev	Str +	Sup	Dev	Str +
Numeracy	4.5	25.0	70.5	7.0	14.1	78.9	2.8	10.6	86.5	2.3	13.0	84.7
Reading	11.1	26.6	62.3	5.6	9.7	84.7	2.1	5.7	92.2	6.7	8.9	84.4
Writing	4.5	15.9	79.6	9.7	23.6	63.9	2.1	9.9	87.9	4.4	19.9	75.8
Spelling	11.1	37.8	51.1	7.0	19.7	70.4	1.4	10.6	87.9	5.2	16.4	78.4
Grammar	13.3	35.6	51.1	8.4	26.8	64.8	4.3	15.6	80.1	2.2	18.7	79.1

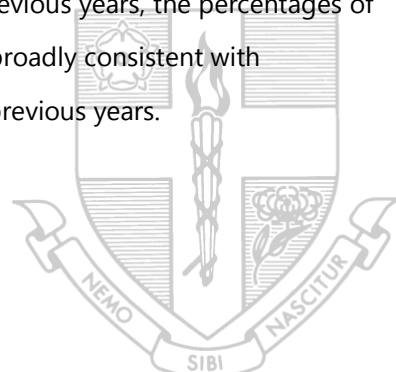
Explanatory Notes: NAPLAN reporting 'Bands' from previous years were replaced with 'Proficiency Levels' in 2023. Reporting no longer indicates a 'National Minimum Standard'. NAPLAN provides the following proficiency levels:

- **Exceeding:** the student's result exceeds expectations at the time of testing;
- **Strong:** the student's result meets challenging but reasonable expectations at the time of testing;
- **Developing:** the student's result indicates that they are working towards expectations at the time of testing;
- **Needs additional support:** the student's result indicates that they are not achieving the learning outcomes that are expected at the time of testing. They are likely to need additional support to progress satisfactorily.

Although 2023 reporting is not directly comparable with previous years, the percentages of students achieving at the level of 'Developing' or above is broadly consistent with percentages meeting the 'National Minimum Standard' in previous years.

Percentages are summarised here for:

- Needs additional Support (Sup)
- Developing (Dev)
- Strong or Exceeding (Str +)



Broadly speaking, Friends' would consider that 'Sup' is indicative of students needing Tier 2 intervention, while students in the 'Dev' category would benefit from ongoing monitoring and Tier 1 support.



Student Attendance

		2021	2022	2023
Morris - Friends' Primary Years	=	94.09%	95.35%	93.67%
High School	=	93.69%	91.54%	92.79%
Clemes (Years 11 and 12)	=	94.67	93.17%	93.38%

Attendance is recorded electronically on Friends' 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 Friends'.

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

Middle and Senior School 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 2023 Year 12 group of 133 students, 96.2% gained university entrance pre-tertiary scores. Of the 65 (48.8%) students who completed the destination survey, 42 (64%) of the cohort indicated they would go straight to tertiary education (22 to UTAS, 20 to interstate universities, University of Melbourne and Monash were the most popular of the interstate choices).

Of the rest (comprising 36%) options included paid work for 9 students, travel (10 students) volunteer work (1 student) and 3 students indicated they had 'other plans'. Most plan to study in the following year.



Our Staff

Workforce Composition

Total Number of Employees and FTE June 2023	Teaching Staff	General Staff**	Total
Total no. of employees *	163	152	315
Total FTE of employees	129.50	106.80	236.30
Number of full-time employees*	97	69	166
Number of part-time employees*	66	83	149
Number of male employees*	54	40	94
Number of female employees*	109	112	221
Number of part-time male employees*	14	17	31
Number of part-time female employees*	52	66	118

* 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 Friends' are degree holders with qualifications in teaching/education.

Staff Attendance

Teaching staff attendance was 95% in 2023.

School Finances

Friends' income for 2023 was derived from:

Net Tuition Fees & Charges	66.1%
Tasmanian & Australian Government Grants	31.3%
Other Income	2.6%

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

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



Parent, Student and Staff Satisfaction

Friends' uses the Council of International Schools (CIS) satisfaction survey, adapting it for Friends'. The survey is conducted every 2 years and invites students, parents/guardians, staff and the Board to participate and provide feedback. The most recent survey was undertaken in 2022, with the community to be canvassed for feedback in Term 3, 2024.

The 2022 survey scores continue to provide positive results predominantly rated in the 'High Satisfaction' category. The survey also provides valuable feedback and areas for development.

For a copy of the 2022 survey report, please visit the [Performance and Academic Excellence](#) page of Friends' website.

The Friends' School
23 Commercial Road
North Hobart Tasmania 7000
Australia

The Friends' School Incorporated trading as The Friends' School

CRICOS Registration No 00477G
ABN 34 682 819 626

