SCHOOL IMPROVEMENT

Mercy Regional College
Camperdown

REGISTERED SCHOOL NUMBER: 690
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Contact Details

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<th>Henderson St., Camperdown</th>
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<td>VIC 3260</td>
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<tr>
<td>PRINCIPAL</td>
<td>Dr Darren Egberts</td>
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<td>CANONICAL ADMINISTRATOR</td>
<td>Fr Matthew Thomas &amp; Fr Gerry Prunty</td>
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Our College Vision

VISION STATEMENT
Mercy Regional College serves a wide rural community which values growth and diversity in Catholic Education in the Mercy tradition.

MISSION STATEMENT
In the Spirit of the Gospels we commit ourselves to the core values of community, inclusiveness, learning, care, justice and mercy, excellence and achievement.

OUR GOALS
At Mercy Regional College, through the Mercy tradition, we:
- promote the uniqueness of the community and its heritage;
- welcome and celebrate individual difference;
- encourage our community to seek knowledge, to nurture curiosity and to love learning;
- commit ourselves to caring for each other;
- seek to act with love, fairness, tolerance and compassion to all;
- support, acknowledge and strive for personal excellence and achievement.
College Overview

Mercy Regional College is one of the leading Catholic co-educational schools in the South West Region of Victoria, with campuses located at Camperdown and Noorat (6km from Terang).

The College proudly serves the parishes of Camperdown, Mortlake, Terang and Timboon. It is a Catholic Secondary School, having been established in 1973. The College engages students in a diverse range of learning experiences and challenges all students to achieve personal excellence in all areas of school life.

Mercy Regional College is justifiably proud of the contributions of its students to all areas of community life. Our past students have excelled in all walks of life and they continue to show leadership within our community.

As we continue to provide programs that will challenge and extend our current and future students, this legacy of excellence and community service will continue.

Goal No. 1: Community
In the Mercy tradition, we promote the uniqueness of the community and its heritage.
We will endeavour to:
- maintain links with the HCSN to facilitate continuity in Catholic education for young people in our parishes and districts
- celebrate opportunities to focus on our history through our feast day, liturgies and other school functions and occasions
- enhance our family, school and church links in order to nurture a community spirit based on faith
- be a welcoming and hospitable community

Goal No. 2: Inclusiveness
In the Mercy tradition we welcome and celebrate individual difference
We will endeavour to:
- create a supportive learning environment which recognises and appreciates the uniqueness of each person
- maintain and be attentive to developing individual pathways for success

Goal No. 3: Learning
In the Mercy tradition, we encourage our community to seek knowledge, to nurture curiosity and to love learning.
We will endeavour to:
- expose our students to a wide and rich range of experiences and resources
- create an environment in which life-long learning is sought and valued
- offer a broad, inclusive and relevant curriculum
- provide a curriculum that is challenging, flexible and open to change
Goal No. 4: Care
In the Mercy tradition, we commit ourselves to caring for each other
We will endeavour to:
  • provide each person with a safe and protective environment
  • support each other
  • listen to and share in the experiences of others

Goal No. 5: Justice and Mercy
In the Mercy tradition, we seek to act with love, fairness, tolerance and compassion to all.
We will endeavour to:
  • express our love for one another by appreciating the dignity of each person
  • instil empathy and seek justice for the marginalized
  • develop policies and procedures that are fair and compassionate to all
  • further develop social justice awareness and action

Goal No. 6: Excellence and Achievement
In the Mercy tradition, we strive to support and acknowledge personal excellence and achievement.
We will endeavour to:
  • challenge students to achieve personal excellence and reach their potential
  • appreciate that students achieve at different levels
  • acknowledge that each person’s learning is different
Principal’s Report

2012 was another successful year for the students, staff and broader community of Mercy Regional College. The following report and those that follow capture something of the joy, excitement and satisfaction of being part of such a special place.

Changes to College Board

Thanks is extended on behalf of the whole College community to Mr Michael Saunders for his contribution to the Board over the last two years as the Hampden Catholic Schools’ Network representative and Mr Terry Harney, Principal of St Thomas’ School, Terang was welcomed as the new HCSN representative.

New Staff

During 2012, the College welcomed twelve new staff members:

- Mr Chris Grant, Deputy Principal – Teaching and Learning. Also teaching Year 9 Integrated Project and Information Technology.
- Mr Ben Brisbane, Head of Middle School. Teaching Outdoor Education and Physical Education.
- Mrs Jo Williams, VCAL/VET Coordinator. Teaching VCAL and Drama.
- Mrs Freya Egberts, Teaching Dance and Drama.
- Mrs Mel Brisbane, Teaching Year 7 English, SOSE and Religious Education.
- Mrs Chamon Vogels, Teaching Year 8 English and VCAL.
- Mrs Tania Bruckner, Teaching Year 8-10 Food Technology and SOSE.
- Mrs Melissa Wood, Teaching Year 10 and VCAL Mathematics and Year 10 Science.
- Mrs Claire Walsh, Integration Aide.
- Mrs Jan Smith, Integration Aide.
- Mr Charlie Bradshaw, AFL Trainee.
- Mr Justin Taff, IT Technician.

Each new staff member participated in a full day’s induction program led by Deputy Principal – Wellbeing, Mr Kerin Glennen and was assigned a staff mentor to assist them with the transition into a new job and/or school.

Welcome to Fr Gerry

The College welcomed a new canonical administrator and Parish Priest of Terang and Mortlake, Fr Gerry Prunty. Fr Gerry replaced Fr Eugene McKinnon who was appointed Parish Priest of Donald and Birchip. On behalf of the Mercy community, I would like to Fr Eugene for the significant contribution he has made to the College over four years and for the guidance and spiritual support he has offered the parishioners of Terang and Mortlake.
Property and Building Works

On 16th January 2012, the College completed the purchase of 50 Walls St off Mrs Margaret Russell. The College has no plans to demolish the house on the property and is using it for instrumental music classes. Longer term plans will be informed by the College Master Plan 2012-2015.

Enrolments

Notwithstanding a significant drop in the number of Grade 6 students coming from the three HCSN primary schools, the enrolments for 2012 remained around the same as 2011 at 492. This result reinforces the trend of recent years of increasing enrolments.

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<th>Current Enrolment (as at February 9, 2012)</th>
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<td>Year 12</td>
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Insight SRC Surveys

At the August Board meeting, I detailed how staff, students and parents had just completed the bi-annual set of Insight SRC surveys; these examinined the health and efficacy of Mercy Regional College highlighting our strengths, challenges and opportunities for improvement. The results for these surveys arrived in October and were very positive. The Board looked at these results in details at our November meeting.

iPads@MRC

Early March saw two weeks of high excitement at both O’Keeffe and McAuley Campuses with the long-awaited rollout of iPads to students in Year 7 & 9. Apparently, the comment heard most often as the new boxes were unwrapped was ‘it is like Christmas again’. Students spent three lessons over two days being introduced to the devices, how to connect them to the College’s systems and to the Apple iTunes store, the security and safety arrangements in place and the new Student Acceptable Use Policy and Agreement for all student users.

A number of publications went out to students and parents to accompany this rollout and all Year 7 & 9 parents were encouraged to look at these with their children.

VCE Results

2011 again saw Year 12 (and Year 11) students achieve very high results across the range of VCE subjects offered at Mercy Regional College. The Dux for 2011 was Jac Domney who achieved an ATAR score of 97.35 with two other students, Caleb Kissick (92.25) and Connor Saunders (92.00) achieving scores over 90. Just as commendable were the four students who achieved ATARs in the high 80’s.
Challenges
The last twelve months have seen a number of significant challenges for the College Board and Leadership Team, these included:

Changes to Conveyance Allowance
The Victorian State Government’s snap decision to introduce means-testing for students attracting Conveyance Allowance was a great concern with the cost to parents and/or the College more than $70,000 in its first year. Following a concerted state-wide campaign, the decision was rescinded.

CNA
After a two year campaign that culminated in a detailed letter directed to the Grants Allocation Commission (Secondary) – GAC(S) – the College received notice that the monthly capital charges for the O’Keeffe Campus’ second CNA connection would be stopped and that we would receive a Special Factor grant to cover those costs charged since 2010. Significantly increased data capacity would be able through both CNA connections in 2013.

Building and Maintenance Levy
To increase the College’s recurrent income, the Board approved the introduction of an increased Building Maintenance Levy for each family. The levy which increased from $170 to $400 per annum) was billed from the start of the 2013 school year.
Canonical Administrator’s Report

This year has been another great year as I have had the privilege of being the school chaplain for Mercy Regional College for 2012.

Over the year, we have shown the great values set by Jesus to live by, to love, honour and value each other and to respect other opinions and beliefs. The Opening School Mass gave us an opportunity to welcome our new students and staff to the school community. This was a great way for the school community to prepare ourselves for a year full of many challenges and celebrations. During the mass we also blessed the school leaders and their badges.

The retreats have been a way for me to meet a large number of students throughout the year, and also work with different staff.

We have been greatly involved in the wider community with Year 10s completing charity community work. The Year 11s have also been involved in the soup kitchens and worked with the homeless; another great undertaking by both staff and students. This experience allowed the students to meet people who live on the streets and engage them in conversation and assist them with a meal.

All home room groups also attended mass on a Friday - Year 7 and 8 went to St Thomas’ Terang, and Year 9-12 joined with the local community at St Patrick’s Camperdown. The local communities and the students were able to join around the altar and be a support to each other. I thank all the students and families who are leaving us and wish them well in the future.

Thanks for the memories and may God continue to bless you all.

Fr Matthew Thomas
College Council/Board Report

As 2012 Chairman of the Board, firstly let me thank our Principal, Darren Egberts, for the diligent way in which he has led and guided the school again this year. Well done, Darren.

History will show that 2012 was yet another very fruitful year for Mercy Regional College with continued record enrolments in this wonderful learning establishment. The start of 2012 saw us bid farewell to our Canonical Administrator and Terang Parish Priest, Father Eugene McKinnon. I would like to thank Father Eugene for his contribution and guidance that he showed the board during the previous four years, which oversaw the development of the separate Year 7 and 8 O’Keeffe Campus, and an extensive school building program. Thank you, Eugene.

I would also like to take the opportunity to thank our other retiring board member Rose Henry, who also showed wonderful input during her time on the School Board. We welcomed Father Gerry Prunty as our new Canonical Administrator and Terang Parish Priest. I would like to thank Father Gerry, together with our other Canonical Administrator, Father Matthew Thomas, and our Catholic Education Office representative, Bill Slatter, for their governing support and input during the year. They have shown fantastic leadership and guidance to the Board.

We also welcomed Sharyn Grinter onto the board this year. With Sharyn’s educational knowledge, she is proving to be a valuable addition to the School Board. As you can read from the events in the pages of this yearbook, there have been many discussions that have come to the School Board’s attention this year – ranging from the Masterplan, Property purchases, Enrolments, School fees, iPads, Camps, and many other governing issues that are too numerous to mention individually. These discussions and decisions were all handled professionally, expertly and diligently by a select group of people.

Thank you to the wonderful and very supportive fellow Board Members - Sharyn Grinter, Jane Kingston, Kathryn Moloney, Michael Saunders, Stephen Watson and Brendan Williams. My thanks also to staff members Sue Bohm and the very meticulous Lynn Wadley for supporting the board, and their contribution to the administration of the school.

Final thanks must go to Darren, all the Staff, Teachers, Parents and Students of this fine learning institution that is, and continues to be, Mercy Regional College.

God Bless to All.

Gerard Ryan,
Board Chairman
Catholic School Culture

Goals & Intended Outcomes

Inclusiveness
Through the Mercy tradition, we welcome and celebrate individual difference
We will endeavour to:
- create a supportive learning environment which recognises and appreciates the uniqueness of each person
- maintain and be attentive to developing individual pathways for success

Justice and Mercy
Through the Mercy tradition, we seek to act with love, fairness, tolerance and compassion to all.
We will endeavour to:
- express our love for one another by appreciating the dignity of each person
- instil empathy and seek justice for the marginalized
- develop policies and procedures that are fair and compassionate to all further develop social justice awareness and action

As a Catholic school, Mercy Regional College is committed to the education of the whole person – spiritually, intellectually, psychologically, socially and physically. The faith development of all in the school community is a core goal with the life and message of Jesus Christ as the exemplar model of life.

Every effort is made to bring the needs of our world and personal lives to a focus with prayer leading to action. In this way we live out the call of the founder of the Mercy Sisters, Catherine McAuley, to see God in all things and to support each other to follow God’s call.

Opportunities for the expression of faith are provided through Eucharist and various other liturgies to celebrate special feasts and occasions. The centrality of the Eucharist is recognized with whole school masses celebrated every term and classes and/or year level attending parish mass at Camperdown or Terang. Students are also encouraged to reflect upon their faith and spirituality through prayer, retreats and reflection days.

We provide a caring, learning environment for our students - to strive, to fulfill their potential, to share their talents, instill a love of learning and to become informed and compassionate people of faith, who will contribute freely and creatively to our society.

The Religious Education program at Mercy is based upon the Religious Education P-12 Curriculum, “Awakenings” which is used throughout the Ballarat diocese. This document was mandated for use by our Bishop, Peter Connors, in 2005.
Achievements

In 2012, Mercy Regional College undertook the following activities to further school improvement:

Liturgies
Highlights of our calendar have been the four celebrations of the Eucharist during the year. We have included a fourth whole school Mass in honour of Our Lady of Mercy. This whole school Eucharistic celebration means we gather as a whole school for Mass once each term. These celebrations not only focus on our understanding of the Mass as being central to our faith, but also to recognize the charism of the Sisters of Mercy and the legacy that former families and students have left to the school. We also use our whole school masses to welcome, to congratulate and to celebrate our successes at Mercy Regional College.

We gathered together as a community for the opening of the school year Commencement Mass, our Feast Day in May (Our Lady Help of Christians), in third term to honor the Feast day of Our Lady of Mercy, the Year 12 Graduation Mass and the Mass of Thanksgiving for the Year. Throughout the year, we gather as a community and the de Chantal Stadium is transformed into a sacred space with the help of ground staff and members of the St Patrick’s parish, Camperdown. We are very grateful to our two parish priests and Canonical Administrators, Fr Gerry Prunty and Fr Matthew Thomas for their continued support of the liturgical life of the College.

Another initiative undertaken during the 2012 school year was homerooms attending local parish masses on Fridays. Students from the O’Keeffe Campus travelled to St Thomas’ in Terang and the students in years 9 – 12 walked to mass at St Patrick’s in Camperdown. The McAuley Campus students were often joined by children from St Patrick’s School. This extension of our schools into the community through Eucharistic Celebrations has become very popular with parents.

Commencement Mass
Our commencement Mass coincided with Ash Wednesday and was a time for rejoicing at the beginning of a new school year. Our year 7 students assembled and the College Captains were also presented to the community. All new staff and students received a blessing and were welcomed into the faith life of our school.

Feast Day
The second whole school mass was held on our Feast day, May 24th, that of Our Lady Help of Christians. On this day, the heritage of our school and its spirit within the community were highlighted. After the school Mass, the talent of students in our school was featured with Mercy’s Battle of the Bands.

Our Lady of Mercy
September saw us celebrate the Feast day of Our Lady of Mercy. This Eucharistic celebration was a wonderful link to the history of the Sisters of Mercy, in particular, Catherine McAuley and the charism that is continually imbued into the school. As with most of our school Masses the
students who provide the music and serve in other ministries, do us proud. The sharing of their God given talents is to be applauded.

**Mass of Thanksgiving**

Our final school whole school Mass took place in December and was our Mass of Thanksgiving for the 2012 school year. At this Mass, we gave thanks for all we have learned, all we have shared, for the friendship and the accomplishments of the year. This Mass was held at St Thomas’ Parish in Terang and was followed by an evening of fellowship for the school community. At the conclusion of this celebration our student award winners are honoured publicly and before the entire school community and their families.

**St Vinnies Christmas Appeal**

As in past Christmas seasons, the staff and students of Mercy Regional College supplied gifts for disadvantaged families in the area under the auspice of St Vincent De Paul conference of Camperdown. Homerooms provided gifts for two people knowing only their ages and gender. Some homerooms chose to each buy their own gifts and bring them to school wrapped and tagged while others collected money and took the journey to local stores to purchase ‘just the right’ gift. Our commitment to the Vinnies Christmas appeal is a wonderful way to reach out in the spirit of the Gospel message.

**Retreats**

One of the most thought provoking, challenging and fun parts of the Religious Education curriculum are the year level retreats. Throughout the year, the students at Mercy Regional College have shared the reflective and fun activities in our retreat programs. Each year level has been able to experience a different style of retreat and has been able to share these colourful experiences with classmates and teachers.

- Year 7 and 9 retreats are musically based with the messages of Chris Doyle from Karis Ministries Sydney. His relaxed style and easy conversation stirred the students to consider how they act, the type of person they want to be and the way they treat their neighbour.
- Year 8 students discovered the challenges of the “Social Justice” retreat, coordinated by Fr Matthew Thomas, our College chaplain. With wonderful input from the local CWL ladies, year eight students discovered the frustrations and hunger pains associated with a less fortunate life when they became one of the “haves” or “have nots” for the day.
- Year 10 students travelled to Araluen camp at Anglesea for their retreat experience. This long standing tradition of having a separate retreat experience for girls and boys is a wonderful chance to focus on appropriate topics for each gender during this important year where students are changing from young teens to young adults. Team building activities, affirmations, reflecting on the positive men and women in our lives, all created an atmosphere of trust, thoughtfulness and heightened awareness of the responsibilities we take on as young men and women in our family and community.
- Year 11 students were challenged to take up a richer Social Justice commitment with the Street Retreat program becoming compulsory for all members of the cohort. Year Eleven students were outstanding in their representation as followers of the true Catholic Social Teaching message of unconditional preferential options for the poor. Each student ventured to Melbourne to be part of the Matthew Talbot Vinnies Soup Van experience.
Students were challenged to consider the facelessness of the disadvantaged, their lack of someone to share a story with or even to be greeted by name. In a world where many people seem to be ‘invisible’ within the community, the students were encouraged to step out of their comfort zone, to speak, listen and converse with those who visited the soup van.

Overall, the extension of this outreach program has had many benefits for both staff and students. Often these ‘awakenings’ come upon the students long after the retreat is over and hopefully will enrich their lives for many years to come.

Staff are encouraged to attend this Street Retreat and all staff are welcome to do so, whether teaching or non teaching staff. This continued increase of experience shared by all members of our school community, deepens relationships and

- Year 12 students relish the opportunity to begin their ‘end’ of secondary school together at Dunkeld. The retreat focuses on the life choices ahead of the students and discovering the depth of friendships, Christian values and the affirmations shared. This is a time of considering how we should live, how we do live and the potential we have to live rewarding and honorable lives by witnessing Gospel values and maintaining the principles laid down by family, friends and other valued adults.

Social Justice
Many activities were undertaken by the College and the Social Justice Group within it, under the guidance of Mrs Jo-Anne Saunders and Social Justice Captains, Elizabeth Smart and Laura McKenzie. The group included a large number of students from across Years 7 – 12. Initiatives included:

- Our Year 10 students were rewarded with commendations for their work through the Christian Outreach Program, which is part of the Year 10 Religious Education program.
- “Seeds of Justice” – A Mercy Ethos initiative. Four students and staff travelled to Melbourne to participate in the “Seeds of Justice” events during May which included guest speakers and practical outreach in the community. The initiative of a SouthWest Seeds of Justice Program was developed and a wonderful Seeds event was held at Anglesea in September. This occasion brought together students from many schools including Horsham, Colac, Camperdown and Shepparton.
- A Year 8 retreat with a sole focus on Global Social Justice Issues
- An invitation to the local St Vincent De Paul Conference to be an active part of our Year 7 Religious Education Curriculum and Year 8 Retreat day.
- Crazy hair and Shave for a Cure day supported by students at both campuses.
- Year 9 fundraising for Daffodil Day to support cancer research.
- Awareness campaigns for Juvenile Diabetes and the Butterfly Foundation.
- Fundraising through the connectedness with Sisters of Mercy in Peru and women's workshops. This fundraiser encompassed many within the school community and indeed the region as well as staff from other local schools.
## Catholic School Identity

After a very positive review of our Catholic School Culture, one new imperative was to highlight and celebrate the Catholicity of our school. This has brought about a renewed focus on *naming the link between our actions and the core elements of Catholic Social Teaching at any time the school and wider community gathers.* Students are becoming more aware of the purpose behind supporting those less fortunate, and the relevance of the Eucharistic celebration as a physical expression of the faith values we share at Mercy Regional College. Students are also challenged to reflect upon Retreat days and experiences such as the Year 11 Street Retreat in a more concrete way through both writing and sharing.
Learning & Teaching

Goals & Intended Outcomes

Learning:
Through the Mercy tradition, we encourage our community to seek knowledge, to nurture curiosity and to love learning.
We will endeavour to:
- expose our students to a wide and rich range of experiences and resources
- create an environment in which life-long learning is sought and valued
- offer a broad, inclusive and relevant curriculum
- provide a curriculum that is challenging, flexible and open to change

Excellence and Achievement:
Through the Mercy tradition, we strive to support and acknowledge personal excellence and achievement.
We will endeavour to:
- challenge students to achieve personal excellence and reach their potential
- appreciate that students achieve at different levels
- acknowledge that each person’s learning is different

Curriculum Overview
The structure of curriculum at Mercy Regional College highlights the eight Key Learning Areas as defined in the National Curriculum and a ninth area, Religious Education, which is central to the ethos of the school.

Religious Education
The College aims to provide the opportunity for all students to recognize and understand their own faith journey. The Religious Education curriculum is based upon the Awakenings Religious Education Curriculum which is mandated for use by the Bishop of Ballarat.

English
English is an essential part of the program of studies from Year 7 to Year 12 as the school recognizes the importance of coherent and accurate expression in the articulation of ideas. The English courses from Years 7 - 10 provide a basis for the development of language and literature. The development of oral communication is also a significant part of the English Curriculum and this is supported by participation in Public Speaking and Debating competitions. The craft of writing is nurtured within the English Curriculum.

Mathematics
The mathematical program enables each student to acquire and develop the skills and concepts necessary for everyday life in a changing society. From Year 7 to Year 12, proficiency in basic facts and written algorithms is a priority. Emphasis is also placed on the development of problem solving techniques appropriate to the students’ level of mathematics.
Science
All students from Year 7 to Year 12 have the opportunity to interpret the world through an introduction to scientific concepts, themes and methods of scientific enquiry. Students at all levels are encouraged to improve their powers of observation and to predict and analyze outcomes. Practical experiments provide the basis of many investigative activities and as a result, students also develop their report writing skills. The use of learning technologies is incorporated into the science curriculum at all year levels.

Humanities
The subject found under the Humanities banner, encompass Geography, History and Commerce and are central to the development of an understanding of both contemporary and traditional cultures.

Health and Physical Education
Health and Physical Education is a compulsory study in Years 7 – 10 and an additional elective is offered from Years 11 and 12. The aim of this study is to promote an understanding of factors that develop, maintain and optimize the physical, social and emotional components of health for individuals, families and communities.
Home Economics is compulsory study for Year 7 to Year 9, and as an elective in Year 10, provides students with the opportunity of understanding diet, nutrition and lifestyle.

Technology
All students from Year 7 to Year 12 have access to computers, utilizing learning technologies as appropriate in key learning areas. Year 7 and 9 students had iPads to assist their learning.

The Arts
There is a rich tradition in the Creative Arts at MRC that offers challenging opportunities for students to develop their aesthetic sensitivity and to express their imagination in performance, visual arts activities and research.

Achievements

iPads@MRC
2012 saw continued developments in the areas of information technology, infrastructure and staff professional learning with the introduction of iPads to all Year 7 and 9 students. Further rollouts will occur in the coming years. iPads offer a number of opportunities to improve the quality of students’ learning outcomes:

- Through an increased emphasis on personalised learning
- By providing a much more flexible platform for students to access the internet and its rich resources
- Through the choice of different apps is quickly adaptable
- Provides the opportunity to bring together learning outcomes across a number of different subjects
- Has the opportunity in future years of replacing text books with ebooks and other epublications.

2011 Year 12 Results
2012 again saw Year 12 (and Year 11) students achieve very high results across the range of VCE subjects offered at Mercy Regional College. The Dux for 2012 was Stephen Delwig who
achieved an ATAR score of 96.70. Courtney Mathew (92.15), Rachel Harney (92.10) and Elizabeth Smart (91.90) achieved an ATAR result above 90.

College Dux
Stephen Delwig who achieved an ATAR score of (96.70)

Other ATAR scores over 90
Courtney Mathew (92.15), Rachel Harney (92.10) and Elizabeth Smart (91.90)

Dux of Unit 3 & 4 Subjects
Agricultural & Horticultural Studies: Declan O’Connor
Biology: Rachael Harney
Business Management: Daniel Leversha, Toby McKenzie, Emily Walsh
Chemistry: Stephen Delwig
English: Elizabeth Smart
Equine Industry: Verity Watt
Food Technology: Lucy Place
Health & Human Development: Meagan Carlin
Australian History: Genevieve Lee
Hospitality: Thomas Brett
Information Technology: Joseph Battistello
I.T. Applications: Bronson Whytcross
Legal Studies: Elizabeth Smart
Literature: Elizabeth Smart
Further Mathematics: Rachael Harney
Mathematical Methods: Stephen Delwig
Specialist Mathematics: Stephen Delwig
Outdoor & Environmental Studies: Ella Woodmason
Physical Education: Rachael Gibson
Physics: Stephen Delwig
Product Design & Technology: Emily Walsh
Psychology: Zachary O’Flynn
Studio Art: Amity Pope
Visual Communication Design: Hannah Jackson
Overall, the Mercy Year 12 results were excellent with students performing well above the results predicted by their GAT results in all subjects. These results bear testament to the quality of teaching offered by the Year 12 MRC teachers; their subject knowledge, willingness to offer time outside of class and the passion they have for their subject and students.

Vocational Education

Our Victorian Certificate of Applied Learning (VCAL) course continues to be highly regarded and commended for its innovation and ability to engage students to learn from across the state and nationally. Leading the VCAL team in 2012 was Ms Jo Williams. The development of new options for students reflects their capacities to ‘think outside the square’ and work diligently to achieve goals.

The work experience program offered to our Year 10 students provides an opportunity to experience life in the workforce for a week. It also gives them the opportunity to consider what options they may like to take in the years ahead, in relation to tertiary studies, apprenticeships or entry to the workforce.

The option of completing Vocational Education & Training (VET) courses has been offered, once again, to our Year 10 and 11 students. These VET courses provide the opportunity for students to undertake a diverse range of studies that otherwise would not be accessed via the VCE. Students are able to access VET courses through the College, South West TAFE and other VET providers.

Parent Teacher Interviews

Over three days across the year, many parents, students and members of the College community participated in Parent Teacher Interviews for 2012. These meetings are an essential means of nourishing the educational partnership that exists between the College and parents who are the first educators of their children.

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<td>YEAR 7 WRITING</td>
<td>96.5%</td>
<td>96.8%</td>
<td>+0.3 %</td>
<td>95.5%</td>
<td>-1.3 %</td>
</tr>
<tr>
<td>YEAR 7 SPELLING</td>
<td>94.3%</td>
<td>95.8%</td>
<td>+1.5 %</td>
<td>93.3%</td>
<td>-2.5 %</td>
</tr>
<tr>
<td>YEAR 7 GRAMMAR &amp; PUNCTUATION</td>
<td>97.7%</td>
<td>97.9%</td>
<td>+0.2 %</td>
<td>97.8%</td>
<td>-0.1 %</td>
</tr>
<tr>
<td>YEAR 7 NUMERACY</td>
<td>100%</td>
<td>100%</td>
<td></td>
<td>96.6%</td>
<td>-3.4 %</td>
</tr>
</tbody>
</table>
YEAR 9 READING | 98.7% | 98.6% | -0.1% | 97.6% | -1.0%  
YEAR 9 WRITING | 97.4% | 95.6% | -1.8% | 91.6% | -4.0%  
YEAR 9 SPELLING | 92.2% | 95.6% | +2.4% | 91.5% | -4.1%  
YEAR 9 GRAMMAR & PUNCTUATION | 98.7% | 97.1% | -1.6% | 92.7% | -4.4%  
YEAR 9 NUMERACY | 100% | 98.5% | -1.5% | 98.8% | +0.3%  
YEARS 9-12 STUDENT RETENTION RATE | 97.1%  
MEDIAN NAPLAN RESULTS FOR YEAR 9  
YEAR 9 READING | 5.21 | Score  
YEAR 9 WRITING | - | Score  
YEAR 9 SPELLING | 4.77 | Score  
YEAR 9 GRAMMAR & PUNCTUATION | 4.52 | Score  
YEAR 9 NUMERACY | 4.76 | Score  
SENIOR SECONDARY OUTCOMES  
VCE MEDIAN SCORE | 29.0 | Score  
VCE COMPLETION RATE | 100% | %  
VCAL COMPLETION RATE | 100% | %  
POST-SCHOOL DESTINATIONS  
TERTIARY STUDY | 44.90 %  
TAFE / VET | 4.34 %  
APPRENTICESHIP / TRAINEESHIP | 10.14 %  
DEFERRED | 14.49 %  
EMPLOYMENT | 13.04 %
VALUE ADDED

Victorian Premier’s Reading Challenge
More than twenty students took the opportunity of being involved in the College’s running of the Victorian Premier’s Reading Challenge. As a group, these students received acknowledgements from both the College and through the newspapers from the Victorian Premier.

Mercy Oratory Competition
School Oratory competitions held at the O’Keeffe and McAuley Campuses in fourth term. Students from each of the English classes were involved in public speaking with one student representing each homeroom in the competition.

Other Activities
In 2012, Mercy Regional College undertook the following activities to further school improvement:
- After school and holiday study and revision programs
- Junior and Middle School Oratory Competition
- iPads@MRC program – staff and parent professional development
- SW TAFE and TIS introductory programs
- Expansion of Careers counselling
- Introduction of VET Furniture and numerous new electives at Years 9 and 10
- Year 11 Mock Interview Program
- Public speaking and Debating competitions including Debaters Association Victoria, Frayne Festival and Lions’ Youth of Year
- Staff professional learning opportunities
- MRC/TCC exchange program
- Year 11 & 9 camps
- Pathways programs
- MRC Student Support resources and programs
- VCAL program
- VET offerings
- Student Achievement awards across Years 7 – 12
- Tournament of the Minds
Student Wellbeing

Goals & Intended Outcomes

Care:
Through the Mercy tradition, we commit ourselves to caring for each other.
We will endeavor to:
- Provide each person with a safe and protective environment
- Support each other
- Listen to and share in the experiences of others

Achievements

Throughout 2012 students, parents and staff across both campuses have had opportunities to be involved in a number of activities that are centred on the wellbeing for our community members.

Our community has also had access to wellbeing information and discussions with the team, who work across both campuses. All students, staff and parents have the choice of referrals to doctors and or other wellbeing professionals as required.

Mercy wellbeing staff access support from outside agencies such as, the Catholic Education Office at both Warrnambool and Ballarat and their staff members, Centrecare, Brophy’s and St Vincent de Paul to name a few.

Attendance records of our students for this year indicate that each student attendance is, on average is 98.7%, this is a wonderful endorsement form our parents that indicate that they trust Mercy not only to teach their children but also look after their wellbeing/mental health as well.

Staff Wellbeing

- Restorative Justice training
- Staff retreat
- Mercy induction programs
- Celebrating milestones with in the staff as well as taking time to remember those who have passed away.

Parent Wellbeing programs

- Experiencing cyberbullying
- Tips for running a adolescent party
- Supporting students with their examination preparation.
- Centrecare presentation regarding mental health challenges for our students.
- Information regarding the new drinking laws.
- Access to Wellbeing information on the Mercy homepage, giving parents up to date information as well as after hour phone numbers they may need.
A selection of Student Wellbeing programs offered during the year:

- Year 7 retreat
- Year 8 retreat
- Student presentations Eg. “The Shape of a Girl”
- V/Line wellbeing workshops on the impact of drinking
- Experiencing cyberbullying workshop
- Year 10 Boys retreat
- Year 10 Girls retreat
- Year 9 / 10 Issues day
- Presentations from Police and Ambulance officers
- Year 11 2 day Melbourne Experience
- Year 11 Shane Garner Team building
- Community Visiting
- Year 12 retreat
- Year 12 Forum with students previously at Mercy
- Year 12 guest speakers form various agencies.
- The TIS tour for senior student
- Seeds of Justice program
- The White Ribbon program
- Caritas collection

Mercy students are cared for in an environment that nurtures and challenges them, staff and parents support the adolescent we work with. The wellbeing team is part of the community who take responsibility for students, parents and staff welfare.

<table>
<thead>
<tr>
<th>AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 7</td>
<td>94.87</td>
</tr>
<tr>
<td>Year 8</td>
<td>90.26</td>
</tr>
<tr>
<td>Year 9</td>
<td>92.96</td>
</tr>
<tr>
<td>Year 10</td>
<td>93.22</td>
</tr>
<tr>
<td>Overall average attendance</td>
<td>92.82</td>
</tr>
</tbody>
</table>

Attendance is monitored electronically with teachers completing rolls on the College’s SIMON intranet every period for the day plus homeroom. Parents are required to phone the school to alert us to any student absence and the reason for that absence. These calls plus school notified absences are added to the attendance rolls which are then checked by Heads of School and the Deputy Principal – Wellbeing. The parents of students who are absent without reason are sent an SMS on the morning of the absence.
The first four weeks of this term were indeed busy ones, with the most significant aspects of these times being the camps, retreats and other activities undertaken by a number of year levels:

- Year 7 students completed a three day camp at Cape Bridgewater. This camp at a new venue for 2012 included a number of new activities such as caving and sandboarding. The two camp groups came together on the Wednesday to complete a bushwalk through the Great South West National Park.
- Year 12 students spent three days away on retreat in Dunkeld with opportunities to reflect on the relationships they share, how these might impact on their life choices and on the opportunities and challenges of the year to come.
- Year 11 students also spent some time reflecting on life choices in Melbourne and then back here at Noorat on the Year 11 camp. While in Melbourne, students visited a number of universities and TAFEs as a way of introducing the options students have on completing their schooling.
- Most Year 10 students completed a week of work experience at a placement in the local area, Geelong or Melbourne.
- In a busy end to last term, all Year 8 students spent three days at Camp Cooriemungle completing a range of activities including canoeing, high ropes, giant swing, climbing wall, scavenger hunt and many others.
- All Year 10 students travelled to Araluen Camp, Anglesea last week for an overnight retreat. This retreat split the year level according to gender and allowed students to reflect upon the unique challenges of growing up as mature, responsible and resilient young men and women.
Leadership & Management

Goals & Intended Outcomes

Leadership and Management at Mercy Regional College strives to achieve each of the six goals articulated in our Vision and Mission Statement.

Achievements

Mercy Regional College Board of Management

On Tuesday 13th March, 2012, the Annual General Meeting of the Mercy Regional College Board of Management was held. At this meeting the annual reports from the Principal, Board Chair and PTFA were presented. The meeting also formally appointed the members of the Board for 2012.

Governors of the College
Fr Matthew Thomas – Parish Priest of Camperdown
Fr Gerry Prunty – Parish Priest of Terang

Board Members for 2012
Mr Gerard Ryan (Chairperson)
Mr Michael Saunders
Mr Brendan Williams
Mr Steven Watson
Mrs Jane Kingston
Mrs Kathryn Moloney
Mrs Sharyn Grinter
Mr Bill Slatter (Catholic Education Office)
Dr Darren Egberts (Principal)
Positions of Leadership 2012 – 2014
A significant change in College middle leadership was implemented with the large majority of incoming POL holders new to leadership at MRC or new to the position. The College is fortunate to have such a rich group of continuing and aspirant leaders with thirteen of the appointments being staff new to the positions.

<table>
<thead>
<tr>
<th>Position of Leadership</th>
<th>Appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of School Operations</td>
<td>Mrs Jenny Phillips</td>
</tr>
<tr>
<td>Director of Religious Education</td>
<td>Mrs Jo-Anne Saunders</td>
</tr>
<tr>
<td>Head of O’Keeffe Campus</td>
<td>Mr Tony Wynd</td>
</tr>
<tr>
<td>Head of Middle School</td>
<td>Mr Ben Brisbane</td>
</tr>
<tr>
<td>Head of Senior School</td>
<td>Mr James Castles</td>
</tr>
<tr>
<td>Head of Junior School – T &amp; L</td>
<td>Mrs Fiona Sargeant</td>
</tr>
<tr>
<td>Head of Middle School – T &amp; L</td>
<td>Mrs Leanne Carpenter</td>
</tr>
<tr>
<td>Head of Senior School – T &amp; L</td>
<td>Mr Lachie Lee</td>
</tr>
<tr>
<td>VCAL/VET Coordinator</td>
<td>Mrs Jo Williams</td>
</tr>
<tr>
<td>Head of Sport</td>
<td>Ms Stacey Hillman</td>
</tr>
<tr>
<td>Careers Coordinator</td>
<td>Mrs Jenny Phillips</td>
</tr>
<tr>
<td>Coordinator of Integration Support</td>
<td>Mrs Danae Fraser</td>
</tr>
<tr>
<td>Timetable Coordinator</td>
<td>Mr Dean Ludeman</td>
</tr>
<tr>
<td>Assistant Head of Middle School</td>
<td>Mr Darren Cheeseman</td>
</tr>
<tr>
<td>Assistant Head of Senior School</td>
<td>Mrs Lesa Thornton</td>
</tr>
</tbody>
</table>

In other staff news, I congratulate Mr Kerin Glennen and Mrs Jenny Phillips on receiving sponsorship to undertake studies in Careers Counselling. Their work will be of significant benefit to students as they investigate post school pathways.

Emergency Management at Mercy Regional College
Throughout 2012, a small group of staff from both Mercy and St Patrick's Primary School met weekly to review and rewrite the emergency management plans that direct the schools' response to critical incidents such as fires, gas leaks or unwanted school intruders. Our response to these issues is heavily informed by guidelines and templates available from the Catholic Education Office Ballarat and the State Government.

Staff Professional Learning
A Focus on Leadership
Amongst key priorities for 2012, leadership across the school was highlighted as something that needed to be emphasized and nourished. This focus is in addition to the high scores that the College receives in respect of the quality and sharing of leadership already present. To launch this focus, all staff holding a position of leadership travelled to Dunkeld on February 2\textsuperscript{nd} and 3\textsuperscript{rd} for a two-day leadership program. The program was facilitated by Kerin Glennen, myself and other senior College leaders; sessions included:

- What is leadership?
- Styles of leadership
- A history of leadership at MRC

The two days also provided personal reflection time and opportunities for teams from Senior, Middle and Junior Schools to plan and discuss their roles and plan for the future.
Reconfiguring – the Changes in Governance for the Sisters of Mercy in Australia
At a second term staff meeting, staff were taken through the major changes that have occurred in the governance and commercial arrangements of the Sisters of Mercy in Australia. Although not directly affecting MRC, the changes represent a significant historical change for the Mercy’s, many of whom still have strong links to our school community.

Mercy – The Business of our Lives
On Monday 16th April, the first day of term, all Mercy staff spent a day reflecting on the requirements of Catholic social justice teachings and, in particular, the contemporary issue of refugees and asylum seekers. Our guest speaker, Sr Lizzie Finnerty rsm has worked closely with a variety of asylum seeker groups in Australia and overseas and she challenged all staff to reflect on the issue in light of the facts as well as what it might mean to be an asylum seeker. As a Sister of Mercy, Lizzie exemplifies the call of Catherine McAuley to reach out to those most marginalized in society and to put their needs first rather than last.

Recognising the importance of Lizzie’s message and as thanks for her time with us, the College and staff have made a significant donation to the work of the Sisters of Mercy with displaced persons overseas. It is also an issue that will remain a priority of the College’s social justice group and a number of subject teachers.

Personalised Learning - Differentiating the Curriculum
The major curriculum focus for staff across 2012 was differentiating learning and learning tasks in the classroom. This focus was introduced with a full day facilitated by Dr Susan Nikakis from the CEO Melbourne and reinforced during the year with a day that was domain-based. The second day was directed towards ensuring that Year 7 – 10 curriculum and teaching and learning strategies engaged all students at all levels rather than simply ‘teaching to the middle’.

In the last twelve months, other staff professional learning activities across a range of educational areas included:
- Curriculum development
- Leadership and mentoring
- Religious Education and Awakenings
- Christian sexuality and education
- Anaphylaxis
- Assessment and Reporting
- iPad and associated technology work
- Completion of units in diploma, bachelor and master degree programs
- Subject specific professional development
- Exam marking and setting

<table>
<thead>
<tr>
<th>TEACHING STAFF ATTENDANCE RATE</th>
<th>94.80 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAFF RETENTION RATE</td>
<td>90.69 %</td>
</tr>
</tbody>
</table>

In 2012, the average rate of attendance for teaching staff was ZZZ%. This figure includes days when staff were engaged in professional learning activities and off-site activities (camps and excursions) but does not include days when teaching staff were on approved leave (Eg long service, maternity leave, leave without pay, study leave).
### TEACHER QUALIFICATIONS

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate</td>
<td>2.13%</td>
</tr>
<tr>
<td>Masters</td>
<td>8.51%</td>
</tr>
<tr>
<td>Graduate</td>
<td>42.55%</td>
</tr>
<tr>
<td>Certificate Graduate</td>
<td>-%</td>
</tr>
<tr>
<td>Degree Bachelor</td>
<td>38.3%</td>
</tr>
<tr>
<td>Diploma Advanced</td>
<td>4.26%</td>
</tr>
<tr>
<td>No Qualifications Listed</td>
<td>-%</td>
</tr>
</tbody>
</table>

### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

**DESCRIPTION OF PL UNDERTAKEN IN 2012**

See details above

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUMBER OF TEACHERS WHO PARTICIPATED IN PL</td>
<td>43</td>
</tr>
<tr>
<td>AVERAGE EXPENDITURE PER TEACHER FOR PL</td>
<td>$1,133.33</td>
</tr>
</tbody>
</table>

### STAFF COMPOSITION

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Class</td>
<td>1</td>
</tr>
<tr>
<td>Teaching Staff (Head Count)</td>
<td>47</td>
</tr>
<tr>
<td>FTE Teaching Staff</td>
<td>39.2</td>
</tr>
<tr>
<td>Non-Teaching Staff (Head Count)</td>
<td>16</td>
</tr>
<tr>
<td>FTE Non-Teaching Staff</td>
<td>13.4</td>
</tr>
<tr>
<td>Indigenous Teaching Staff</td>
<td>-</td>
</tr>
</tbody>
</table>
## TEACHER SATISFACTION

In 2012, Mercy Regional College undertook the following activities to further school improvement:

- College student leadership program
- SRC
- Student leadership camp
- Country Diocesan Leadership program
- Administration meetings
- Support of, and for, Hampden Catholic Schools Network
- Staff Faith PD Day
- Staff professional learning and postgraduate programs
- Emergency Management Planning Committee
School Community

Goals & Intended Outcomes

Community:
Through the Mercy tradition, we promote the uniqueness of the community and its heritage. We will endeavour to:

- maintain links with the HCSN to facilitate continuity in Catholic education for young people in our parishes and districts
- celebrate opportunities to focus on our history through our feast day, liturgies and other school functions and occasions
- enhance our family, school and church links in order to nurture a community spirit based on faith
- be a welcoming and hospitable community

Achievements

Opening of Dinny’s Diner

At the first staff meeting of 2012, a special morning tea was held to officially rename the College canteen, “Dinny’s Diner”. This name recognised the enormous contribution made by Mr Dinny Ryan to the community of Mercy Regional College over more than thirty years. Dinny was remembered fondly both in the liturgy of blessing that preceded the opening and in the stories shared afterwards.

Performing Arts

A number of initiatives were put in place throughout 2012 to expand the opportunities Mercy students have to get involved with, and excel at, the Performing Arts:

- Most students undertaking Instrumental Music lessons at McAuley Campus (and those coming from St Patrick’s School) were able to undertake these in the new College property at 50 Walls St.
- For the first time, the College offered VCE Dance Units 1 & 2.
- The College has engaged Michelle McKinnon to lead a weekly choir rehearsal at the O’Keeffe Campus. The opportunity is a free one for students with the choir then performing at significant school and community occasions.
- The Chapel at the O’Keeffe Campus has been converted from a computer laboratory into a multi-use performance space with music and drama classes appreciating the dedicated space.
- Initial meetings were held to explore the possibility of a College musical production being staged in 2013.

Presentation Ball

Friday 23rd March dawned a little hostile with the weather wet and cold but not at Glenormiston College where 67 Year Eleven students were presented at the 2012 Mercy Regional College. The young women and men looked delightful and their dancing and behavior on the night was a credit to themselves and to their families.
Year 12 students’ final day celebrations

Thursday 25th October was another wonderful day of celebration for Mercy Regional College with our Year 12 students completing six years of secondary education in style. Their day included time with their homeroom, the larger year level and then with the College as a whole in ‘Mercy’s Got Talent’ and Year 12 Final Assembly. Over recent years, much effort and education has been directed towards encouraging students to celebrate their end of compulsory education in a manner that reflects the tremendous way they conduct themselves throughout their final year at Mercy.

A feature of the last day that continues to grow is the numbers of parents, family and friends who join the College to be a part of the Year 12 Final Assembly. It is quite an amazing show and one that reinforces the respect that the students have for their teachers – at Year 12 and throughout their time at Mercy.

Student Achievements

A large number of student achievements were highlighted in 2012 in both College newsletters and Board reports:

- Congratulations to those Year 11 and 12 students who competed with distinction at the local Lions Youth of the Year in Camperdown and Terang.
- Congratulations to all students who represented Mercy at the HSSSD Athletics in Camperdown.
- Congratulations to those cyclists who competed in the Australasian Cycling Cup in Shepparton in March. To achieve such good results in a very quality field reflects the enormous amount of work and time that went into preparing for the event.
- Well done to all swimmers who yesterday represented Mercy at the HSSSD Swimming Carnival at Camperdown Pool and came away as overall winners.
- Congratulations to the following teams who participated in the Hampden Cup football and netball:
  - Year 7 girls Undefeated after 4 rounds (1st overall)
  - Year 8 girls Undefeated after 4 rounds (1st overall)
  - Year 9 boys Undefeated after 2 games (1st overall)
- Well done to all those who represented the College at the Colac Gun Club’s Schools shooting competition.

Anzac Day Commemorations

2011 saw significant numbers of Mercy Regional College students, staff and members of the College community participate in the Anzac Day commemorations. The numbers in Camperdown reflected each of the local ceremonies in Camperdown, Terang, Mortlake and Cobden and I wish to pay tribute to all students and staff who represented Mercy Regional College at these important community events.

O’Keeffe Campus

- At the O’Keeffe Campus, the first day Assembly and Pastoral Care by all the teachers are very important in laying the foundation and expectations for the Year 7’s. As they come from over 13 different schools, it is very important for the students to mesh and feel at ease with each other.
- The Year 7 Camp in the first two weeks is an integral part of building a sense of community with each other and their teachers.
- The BBQ night with Year 7 parents is a great chance for new parents to be welcomed to the school in an informal way. Teachers, students and parents sharing tea together is a
very important way for parents to meet new teachers and be comfortable in contacting them.

- Class based liturgies have enabled our school community to join in the local parish community in Masses. The older folk enjoy interacting with the younger students and students enjoy the change in environment and interact well with others in the congregation.
- The new computer system of PAM has allowed greater access by parents to their child’s work. Previously there has been a sharp divide in parent interaction between primary and secondary school. The better and easier access has allowed students and parents better access to teachers and a clearer sense of what is needed for homework.

MRC Running Club

A special word of congratulations to all students, staff and parents who, for two months in term 3, gathered on Wednesday mornings at 7.00 am to form the Mercy Regional College Running Club. The numbers swelled to almost 80 in the last weeks of term three. This commitment was rewarded on in the September holidays when members of the MRC Running Club participated in the short and longer running events held as part of the Melbourne Marathon Festival.

PTFA

2012 was another strong year for the Mercy Regional College PTFA with the two large fundraisers doing particularly well. In second term, the PTFA put together and then distributed chocolates to all families with the proceeds of these coming in over a couple months. Following the chocolate drive, I was astounded at the commitment, organization and success of the MRC Car Raffle that is approaching its 30th year.

PARENT SATISFACTION

In 2012, Mercy Regional College undertook the following activities to further school improvement:

- Year 10 Christian Outreach
- Year 11 Street Retreat Program
- Year 11 Blood Bank program
- Whole school, year level and class-based Eucharistic celebrations
- School participation in weekly parish Eucharistic celebrations
- Year 11 Presentation Ball
- Year 12 Graduation
- Mercy Dinner
- Feast Day celebrations
- Mercy Battle of the Bands
- Mercy’s Got Talent
- Mercy Arts Night
- Public speaking and Debating competitions including Debaters Association Victoria, Frayne Festival and Lions’ Youth of Year.
- Intraschool and Interschool sporting competitions in Athletics, Swimming, Crosscountry, Football, Netball and Shooting
- Central Australia trip
## Financial Performance

<table>
<thead>
<tr>
<th>REPORTING FRAMEWORK</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Recurrent income</strong></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td></td>
</tr>
<tr>
<td>School fees</td>
<td>531,214</td>
</tr>
<tr>
<td>Other fee income</td>
<td>400,655</td>
</tr>
<tr>
<td>Private income</td>
<td>112,501</td>
</tr>
<tr>
<td>State government recurrent grants</td>
<td>1,317,120</td>
</tr>
<tr>
<td>Australian government recurrent grants</td>
<td>3,920,567</td>
</tr>
<tr>
<td><strong>Total recurrent income</strong></td>
<td>6,282,056</td>
</tr>
<tr>
<td><strong>Recurrent Expenditure</strong></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td></td>
</tr>
<tr>
<td>Salaries; allowances and related expenses</td>
<td>4,551,549</td>
</tr>
<tr>
<td>Non salary expenses</td>
<td>1,070,873</td>
</tr>
<tr>
<td><strong>Total recurrent expenditure</strong></td>
<td>5,622,422</td>
</tr>
<tr>
<td><strong>Capital income and expenditure</strong></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td></td>
</tr>
<tr>
<td>Government capital grants</td>
<td>7,115</td>
</tr>
<tr>
<td>Capital fees and levies</td>
<td>177,678</td>
</tr>
<tr>
<td>Other capital income</td>
<td>40,000</td>
</tr>
<tr>
<td><strong>Total capital income</strong></td>
<td>224,793</td>
</tr>
<tr>
<td><strong>Total capital expenditure</strong></td>
<td>349,274</td>
</tr>
<tr>
<td>Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)</td>
<td></td>
</tr>
<tr>
<td><strong>Total opening balance</strong></td>
<td>1,555,662</td>
</tr>
<tr>
<td><strong>Total closing balance</strong></td>
<td>1,658,993</td>
</tr>
</tbody>
</table>

Note that the information provided above does not include the following items: System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. This VRQA template is not comparable to the ACARA school-level income reporting requirements which are to be reported on the MySchool website. ACARA school level reporting requirements will require system level income from Government grants and some private income to be allocated by school. This will be a small adjustment in relation to the total level of school resources. At this stage, recurrent income from Government sources, school generated income and capital expenditure are to be reported by schools. Additionally when assessing the private income of the school include both recurrent and capital school fees.