

# ANNUAL REPORT

TO THE SCHOOL  
COMMUNITY

2017



## Mercy Regional College, Camperdown



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## Minimum Standards Attestation

I, Darren Egberts attest that Mercy Regional College is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2017 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

18<sup>th</sup> May 2018

## 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

## 2017 Annual Action Plan

### 1. Consolidation of Learning and Teaching initiatives

- Ongoing focus for learning to be student-directed and therefore increasingly differentiated and personalised.
- No specific or onerous new programs to be introduced in the first part of 2017 rather emphasis is on **broad and consistent uptake** of those in place.
- Largely led by DPP and HOTLs

*“Broad and consistent uptake of existing strategies that ensure that provision of curriculum, teaching, assessment and feedback is as easy and efficient as possible.”*

These strategies will include:

(a) That all teaching staff make appropriate and timely use of SIMON and its teaching and learning support

- Further PL opportunities and support to be provided
- Some clarification of its use to be provided also

(b) Emphasis on the non-negotiable nature of collaboration in year level and/or domain groups for planning, review and assessment consistency

(c) All teaching staff are expected to reinforce agreed outcome wrt student uniform and behaviour management

### 2. Greater accountability of staff by Leadership in respect of our professional responsibilities

These include:

(a) Consistent and timely use of SIMON to facilitate the learning partnership between teachers, students and parents

(b) SELT – the expectation that all teachers will have completed this program by the end of this year. To be an biennial expectation after 2017.

(c) Greater clarity and accountability regarding attendance of all staff at relevant meetings (staff, school, domain, etc.) and professional completion of yard duties and extra/replacements.

### 3. Exploration of the reasons for, and whole school response to, low levels of student engagement in learning.

- Presentation on 2016 ISRC data to be a focus of next staff meeting – student information particularly of interest.
- A key focus for DPP, HOTL and HOS this year
- Development of strategies to address this will be informed by whole school PD session.
- Timeline for implementation – 2<sup>nd</sup> half of 2017 and into 2018.
- Further work to be undertaken on literacy across the curriculum to be included in this work.

## Principal's Report

### Farewell to Fr Matthew

2017 was significant as we said goodbye to Fr Matthew with his new appointment as Parish Priest of Swan Hill. In the week of his departure, we had two opportunities to celebrate Matthew's significant contributions to Mercy Regional College over the last eight years: through a moving blessing at the College Commencement Mass and, last night, at a joint celebration of the Mercy and St Patrick's PS staff

As Principal, I would like to thank Fr Matt for all he has given to our students, staff, parents, families and broader community. As a priest, teacher, colleague, friend and canonical administrator, Matthew has exemplified the Christian virtues of service, compassion, care and wisdom. He has a passion for Catholic education and the opportunities that it provides to grow children and adolescents into fully human persons and has been unceasing in his support and encouragement of our staff in their efforts to improve the learning outcomes for our students.

### Arrival of Fr Neville Stanislaus

In May, the new Parish Priest for Camperdown and Timboon/Simpson arrived in town to be met by a day of beautiful winter sunshine.

### Annual Victorian Catholic Secondary Schools Principals' Conference

In May, I was privileged to spend three days in Marysville attending the annual conference of the Principals Association of Victorian Catholic Secondary Schools with the highlight of the time away undoubtedly being the guest presenter, Fr Timothy Radcliffe OP, a Dominican theologian from the United Kingdom. The prayer below is one that was used at the conference and brings to mind the importance of our environment. A theme that we were acutely aware of as the conference centre was built on the same site as the historic Cumberland Resort sat in Marysville, one of the hundreds of buildings destroyed in the brutal and tragic 2009 Black Saturday bushfires.

*All-powerful God, you are present in the whole universe and in the smallest of your creatures. You embrace with your tenderness all that exists. Pour out upon us the power of your love, that we may protect life and beauty. Fill us with peace, that we may live as brothers and sisters, harming no one.*

*O God of the poor, help us to rescue the abandoned and forgotten of this earth, so precious in your eyes. Bring healing to our lives, that we may protect the world and not prey on it, that we may sow beauty, not pollution and destruction.*

*Touch the hearts of those who look only for gain at the expense of the poor and the earth. Teach us to discover the worth of each thing to be filled with awe and contemplation, to recognize that we are profoundly united with every creature as we journey towards your infinite light.*

*We thank you for being with us each day. Encourage us, we pray, in our struggle for justice, love and peace.*

Francis, Laudato Si'

Pope

### Review of Assessment at Mercy

As part of the College's School Improvement Plan priorities, our teaching and learning team has identified quality assessment as a key plank by which students' learning outcomes can be improved. Over many years overwhelming evidence has argued that for students to make ongoing improvement in their learning outcomes (regardless of their individual academic capacity), assessment needs to be formative as well as summative. That is, students need to



be aware of how they are going in a unit of work or with the uptake of a set of skills during the learning not just afterwards.

In fact, recent work by world-famous Australian educational researcher, John Hattie has identified meaningful feedback between teachers and students as one of the most important effective ways of improving student learning outcomes. This is also a core plank of the Professional Learning Community model that has been embraced by each of the HCSN primary schools in recent years. Mercy Regional College is already using this on Simon (PAM) where teacher provide students with feedback on tasks and students write reflections on what they did well and how they can improve in future.

Reflecting the importance of this strategy, a committee of staff explored the effectiveness of our current assessment regime at Mercy Regional College and, in particular, the use of semester exams for core subjects at Years 7 – 10. Previously students complete an end of semester exam in each core subject (English, Mathematics, Science, Humanities and French) from the end of Year 7 onwards. This committee has recommended moving away from such a heavy emphasis on exams that, to a significant extent, only provides summative assessment.

As a result, the College made the following changes:

- Removal of the end of year exams at Year 7
- Removal of the mid-year exams at Year 8
- Enforcing a much stronger and consistent feedback regime with respect to formal student assessments

### 2017 Mercy Showcase

In August, almost 1000 students, families and members of our local communities had the opportunity to be thrilled by the extraordinary talents of students in the 2017 Mercy Showcase. Although my family and I had a substantial vested interest in the Showcase, the feedback that came back to me as Principal from within the school and outside was overwhelming. I have no doubt that it was the highest quality production put on by Mercy in my time and provided a worthy platform for the talents of our students to shine. Many comments were also made about how well the narrative of the Showcase explored and celebrated the College's six core values: community, care, learning, inclusiveness, excellence and achievement, and justice and mercy as well as the College's foundations as Catholic school.

Congratulations to everyone involved across all aspects of the Showcase but especially to Mrs. Freya Egberts who inspiration and drive brought out the best in all as well as her key assistants – Mrs. Briony Howells (costumes), Mr. Toby McKenzie, Ms. Martinique McKenzie, Ms. Jordyn Hickey, Mrs. Jo-Anne Saunders and Ms. Jacqui Hester (props). Thanks also to the efficiency and attention to detail of the show's producer, Mrs. Jenny Phillips. Lastly, thanks for me to Mr. Tony Dupleix who has many links to our College community and whose expertise and generosity ensured that the show ran like clockwork from a technical perspective.

### 2017 Battlefields Tour

This article reflects my trip with Mercy students and staff to the Battlefields of the First World War in France and Belgium. As a prayer, I return to the famous poem, "In Flanders Fields" written by Canadian doctor, Lieutenant-Colonel John McCrae in May 1915. The poem itself was written in memory of a close friend of McCrae's who was killed in the second battle of Ypres.

In Flanders Fields

*In Flanders fields the poppies grow  
Between the crosses, row on row,  
That mark our place; and in the sky  
The larks, still bravely singing, fly  
Scarce heard amid the guns below.*

*We are the Dead. Short days ago  
We lived, felt dawn, saw sunset glow,  
Loved and were loved, and now we lie  
In Flanders fields.*

*Take up our quarrel with the foe:  
To you from failing hands we throw  
The torch; be yours to hold it high.  
If ye break faith with us who die  
We shall not sleep, though poppies grow  
In Flanders fields.*



This sombre poem captures both the indomitable human spirit that remains across the fields and low rolling hills of the Western Front as well as the desolation of a place that saw the pointless loss of countless young lives.

One hundred years after the Great War, these sites remain significant sites of pilgrimage for young and older people alike; they are visited by visitors from Europe, North America and from the other side of the globe, Australia and New Zealand. Hundreds of thousands of graves (named and unnamed) dot the landscape, impeccably maintained by the Commonwealth War Graves Commission with each cemetery, large and small, identical in their formality and simplicity.

Our Battlefields trip was bookended by time in two of the world's great cities, Paris and London, yet the highlights of the two weeks away were the visits to dozens of Commonwealth cemeteries where our students paid homage to relatives and family friends who had served and often perished in these fields.

A sincere thank you to the students and staff who shared this time away but especially to Mr. Lachie Lee whose inspiration, knowledge and leadership made the trip so memorable.

Visit to McAuley Campus by BDSAC

In term 4, Mercy's McAuley Campus hosted members of the Ballarat Diocesan Schools Advisory Council (BDSAC). The role of the BDSAC is to provide advice to the Bishop of Ballarat on all matters associated with diocesan education and the council includes Bishop Paul Bird, staff from the CEO Ballarat, primary and secondary school principals and parent representatives. The visit included a tour of the campus, morning tea with Mercy staff, meetings as well as a visit to St Patrick's PS.

End of Year Thanksgiving Mass and Awards

At the end of the school year, I had the privilege of joining our students, staff and many parents and friends at St Thomas' Church, Terang for the College's End of Year Mass of Thanksgiving and Awards ceremony.

For the last two years, we have celebrated this Mass and the Awards that follow during the day and the benefits of the decision to move from the evening are bearing fruit; the congregation included all Year 7 – 11 students as well as all staff and many parents and families. Having such a large and rich crowd as part of this important celebration provided an excellent way for the College's spiritual and academic year to come to a close.

I would like to thank Fr. Gerry for celebrating mass with us, Mrs. Jo-Anne Saunders for her work in preparing the mass and the SVDP gift giving and the College's staff for their work in organizing the many student awards and the students, parents and families who joined us on the night.

## College Board Report

It has been another wonderful year at Mercy both in the classroom and out, due to the efforts of many people. As Chairperson of the Mercy Regional College Board I'd like to take this opportunity to acknowledge some of these people. I'd like to thank our Principal, Darren Egberts, for his leadership throughout 2017. His diligence and guidance to continually grow and develop our school community is valued and appreciated. I would also like to thank our Deputy Principal, Chris Grant and our Head of School Operations, Berni Sinnott for their support and assistance to Darren in the running of our school. Well done to you all on another year of good leadership and team work. We will be sad to see Chris leave at the end of 2017 but wish him all the best in his future endeavours at Damascus College and beyond. May the Mercy spirit live on in you and your work.

The start of 2017 saw the Board say goodbye to Fr Matthew Thomas, one of our Canonical Administrators, due to his move to Swan Hill. Matt's contribution to our school community, parish and wider community over his 7 1/2yrs with us, is immeasurable and greatly appreciated. He has left a lasting impression on all of our lives and we hope a part of Mercy remains with him always. We also farewelled Lynn Wadley as our Business Manager as she moved into the next phase of her life and Michael McKenzie as his time as HCSN rep came to an end. Halfway through the year we said goodbye to Ida Bone, as she retired from the Board. I'd like to thank Matt, Lynn, Michael and Ida for their contribution to the board, their wisdom and experience was invaluable.

This year we welcomed Jude Murfitt, Tim Bourke and Fr Neville Stanislaus to the board. Jude began as the Business Manager of Mercy at the start of 2017 and has done a remarkable job. As Principal of St Coleman's Mortlake, Tim represents the HCSN on our Board. Fr Neville came to our parish in May this year and we welcome him to our school community. Our other board members in 2017 are Trish Gibson and Michael Scanlon, all have provided us with great input around the board table. I would like to thank our Canonical Administrators, Father Gerry Prunty and Father Neville Stanislaus. Their leadership and governing support during the year is important not only in the boardroom but across the whole school community.

I would also like to thank Bill Slatter, our representative from the Catholic Education Office. Bill's knowledge and experience is greatly appreciated during board discussions. A very big thank you also to staff members Sue Bohm, for her administrative support to the board, and again to Jude Murfitt our Business Manager, who has our finances well in hand.

It has been another big year for Mercy in 2017. We had the official opening of Stage Two of our building project in February, with the Honourable Dan Tehan present to officiate at this ceremony. The middle school students can now enjoy new classrooms and a bigger, brighter, better place to maximise learning. An excellent addition to our school. Further maintenance and renovation has been completed in other areas at both campuses of the school and a focus on landscaping, paths and garden beds to improve our grounds at O'Keeffe Campus. A lot of work again this year on curriculum, it's delivery and assessment and continually striving to improve and develop these areas. Engagement of our students and staff is a constant area of growth and we are lucky to have a strong leadership team at Mercy continually working on this process. An excellent year both in and out of the classrooms this year across all year levels has seen our students participate in some amazing activities- the biannual Battlefields Tour, Year Level camps and Retreats, excursions and competing against other schools in a wide range of sporting

and academic activities. Thank you to the staff who go above and beyond to give our students these fantastic opportunities.

There have been a wide range of issues discussed around the board table over the last year from enrolments and staffing, teaching and learning, to buildings and technology. Curriculum, uniforms, school policy, school trips and many other topics too numerous to mention. All discussion has taken place respectfully and diligently, and at times with humour and I thank my fellow board members for this.

Lastly I would like to thank Darren, his leadership team, all the staff, teachers, students and parents that make up the community of Mercy Regional College. It continues to strive for and be a place of Learning to Care and Caring to Learn.

Have a wonderful Christmas break,

Rachael Johnstone  
MRC Board Chair

## 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.

### Achievements

In 2017, Mercy Regional College undertook the following activities to further school improvement:

#### Mercy Regional College Feast Day Mass and Assembly

On Wednesday 24<sup>th</sup> May, the whole school community joined Fr Gerry to celebrate our College Feast Day Mass in the de Chantal Stadium. Held on the feast day of Our Lady Help of Christians, patron saint of Australia, the mass was a wonderful occasion with the liturgy enlivened by a large student choir under the leadership of Mrs. Freya Egberts. Thanks to Mrs. Jo-Anne Saunders for her coordination of the mass and all those who contributed to its success.

Visit of Bishop Paul

As part of his larger visit to the Camperdown parish, Bishop Paul spent some time at our McAuley campus early in term 3. Bishop Paul and Fr Neville dropped in to Showcase rehearsals on Sunday and saw a couple of the show's numbers being performed and then returned on Monday to share morning tea with staff and visit several senior classes.

Our Lady of Mercy Mass

Celebrated in the first week of September, our annual Mercy Day mass reflected on the Feast Day of Our Lady of Mercy and the influence of the Sisters of Mercy on our district and local Catholic Education. The mass was also notable as we managed to fit all students and staff into St Patrick's Church in Camperdown; the sacredness of the space had a pronounced effect on the feel of the liturgy. Unfortunately, student numbers next year will prevent this from being a regular event.

Thanks to Fr Gerry for celebrating the occasion for us and to Jo Saunders for her organisation of the liturgy and the numerous students and staff who contributed to its success.

Mass was followed by a whole school assembly that was most ably led by our Year 12 student leaders.

## Community Engagement

### 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 and Blessing of Stage 2 Middle School Buildings

Term one saw the Opening and Blessing of the Stage 2 Middle School Buildings. Held in the ground floor of the new building, the event included a liturgy of blessing by Fr Gerry, speeches from our local Federal Member for Wannon, Mr. Dan Tehan, Luke Bone (10D) and myself, instrumental music performances by students and staff, with College Captains, Chloe Gibson and Brad Lucas acting as MCs.

We were joined by around 50 invited guests from the local community, parents, friends, staff (past and present), school principals from around the diocese, student leaders from Junior and Senior Schools as well as the Year 9 student cohort. The opening and blessing also allowed those invited to have a look around the new facilities escorted by Year 12 student leaders. Lunch was enjoyed in the McAuley Campus Multi-Purpose Area. The morning was a most successful one with a number of press outlets providing extensive coverage.

#### Mercy Regional College Parents Consultative Group

Over the last three years, I have been privileged to work with a group of parents from across our region in the Mercy Parents Consultative Group. This group comes together once a term to provide advice to the Principal on issues currently under discussion in school, to offer suggestions on areas of improvement and to continue to build the fundamental partnership between parents, families and school.

#### Presentation of the McLeod Shield

An expanded College house competition was introduced that culminated in the awarding of a shield to recognise the winning house. Throughout the competition, students were able to earn points for their house through participation in sport, performing arts, student leadership and, more broadly, through acts deemed by College staff as worthy of recognition. In 2017, the shield was won by Ryan house.

At last Wednesday's assembly, I was privileged to announce that the shield had been formally named as the McLeod Shield recognising two brothers and Mercy old collegians, Nathan and Bernard McLeod. Both brothers were passionate about their house and their enthusiasm and example will provide an excellent foundation for this important competition.

#### Year 7 Welcome BBQ

It was fantastic to see so many students, staff, parents and families at the Year 7 Welcome BBQ and Information Night held at the O'Keeffe Campus on Tuesday night. The night was



hosted by Mr Castles as Head of Campus and included opportunities for parents to meet their child's homeroom teacher as well as important information on the important start to secondary school.

#### 2017 Mercy Regional College Presentation Ball

Almost 80 Year 11 students did their families proud as participants in the 2017 Mercy Regional College Presentation Ball. Held at Glenormiston College, it was an outstanding night with the young men and women looking their very finest and putting into practise the many hours they had spent under the very capable direction of Mr Colin and Mrs Yvonne Langley.

It was a privilege to be a part of the Official Party that greeted each couple as they finished the long trek down the College hall. Thanks to all the staff and parents who worked so hard in the lead up to Friday night (and on the night itself) but special thanks to our wonderful Ball Coordinator, Mrs Rose Henry.

#### Spirit of Anzac Awards

In term 1, we received confirmation of the success of Josh Newcombe (11D) and Lauren Huth (11B) at the Spirit of Anzac awards. As a result, Josh is travelling to Darwin and Singapore and Lauren to Canberra to further explore the role of Australia in the two world wars.

#### Last Day for Year 12 2017

Each year, the College's calendar includes the final day(s) for our Year 12 group; for the class of 2017. I would like to pay credit to this wonderful young women and men as the day's celebrations were an absolute pleasure to be a part of. As I said to them at the conclusion of their Year 12 assembly, "It says much that your final days at Mercy testify to the respect, affection and joy in which you hold staff, other students and your peers".

The day included a number of separate aspects:

- Celebrations conducted in good spirits as students arrived for breakfast cooked by the Year 12 teachers;
- A liturgy prepared by Mrs. Kellie Wilson to celebrate their final year at Mercy;
- The annual Mercy's Got Talent where students from across Years 7 – 11 performed a range of solo, duet and group musical numbers in a range of styles.

Thanks to Mrs. Janet Backhaus for her leadership of this excellent event and also to her support cast of Mr. Luke Bouchier, Mr. Brendon Norman and Old Collegian, Mr. Christopher Barks.

The memorable Year 12 Assembly hosted by Emily Van Donk and Nikita Buchholz and attended by all College students, staff as well as the parents and families of many Year 12 students. It was also great to see Fr. Gerry Prunty as well as a special return by Fr. Matthew Thomas. This year's assembly was amongst the best I've seen; congratulations to all involved and especially to Alexander Wallace whose technical nous facilitated seamless moves between videos and live action.

#### Graduation

In November, we recognised the achievements of the graduating class of 2017 with Eucharist at St Thomas' Church, Terang followed by our Graduation dinner at the Kolora-Noorat FNC rooms. As is the case every year, the evening was enormously enjoyable with students, parents and staff celebrating twelve months of sustained effort and 13 years of primary and secondary school education. Despite the warmth of the night, our graduands looked fantastic with each student receiving their graduation certificate and gifts after our mass; additionally, all of the Year 12 special award winners were announced.

#### Mercy Arts Night and Car Raffle Draw

November 22 was an excellent one with the annual College Arts Night followed by the Car Raffle draw. Although the evening was probably affected by thunderstorms, numbers were substantially higher than 2016 and the buzz was more positive.

This year, a decision was taken to make the evening compulsory for most staff; I felt it added to the perception of the night and certainly the efforts by all to make it successful.

The Car Raffle draw was exciting this year with so many prizes being won by people with close and current links to the College and, especially, with the car being won by Mrs Helen Hickey.

### VALUE ADDED

#### Mercy Regional College Open Night

In term 2, the College opened its O’Keeffe Campus for our annual Open Night where prospective Mercy students, their parents and families are invited to engage with the school and experience what a Mercy education has to offer. This year’s Open Night was very different to previous years with a much greater focus on providing prospective students with engaging and interactive experiences across each of the Domains and subjects offered at Mercy Regional College. For the first time, we also actively encouraged Grade 5 students to join us as they begin to consider their pathway into secondary education.

The evening was an outstanding success with the O’Keeffe Campus full of excited and energised children as well as parents, siblings and Mercy staff. We were blessed with fine weather and students had a wonderful time making their way around each of the different activities offered. From the student’s feedback, the most frequented appeared to be Health and PE, Science, The Arts and STEM plus the ever popular Food Technology.

Thanks from me to all families who attended on the night and particularly to my staff who worked extremely hard over recent weeks to achieve the successes seen last night.

#### HCSN Combined Boards Dinner

In Catholic Education Week, the four Boards and School Advisory Councils of the Hampden Catholic Schools Network (HCSN) celebrated together at our annual HCSN dinner. The dinner was hosted by Mercy Regional College and featured an address by Old Collegian and Paralympian, Josh Hose.

#### Lake to Lake Fun Run

Congratulations to those school and local community members who participated in October’s Lake-To-Lake Fun Run. The morning was blessed with good weather and the run or walk was an excellent way to start the day and to signal the end of the school holidays. Thanks to all of the student leaders, staff and, especially coordinator Mr. Darren Cheeseman for putting together such a well-run event.

## PARENT SATISFACTION

Three important groups are meeting at times during the rest of this term (and beyond that) that I would welcome parent involvement into:

- In 2017, the College put in place a College Promotions Committee whose role was to lead and support Mrs. Julie Giblin, Promotions Officer, in her work of promoting Mercy Regional College in the school and broader community. Among the Committee's initial priorities was a review and revamp of our annual College Open Evening.
- Three years ago, we undertook a significant relaunch of the College's PTFA with the result being the Mercy Parents' Consultative Group (PCG) – their role was to provide direct advice to the Principal on major issues and developments at the College. The PCG meets towards the end of each term and we always seek new members.
- The College's Finance Committee provides support and oversight to the Principal and Business Manager and reports directly to the College Board. This committee meets eight times per year after school on the second Tuesday of the month and we are looking for parents to join who have an interest or expertise in any aspect of financial & business management.

In 2017, Mercy Regional College undertook the following activities to further school improvement:

- Year 10 Christian Outreach
- Mercy Battlefields Trip
- Whole school, year level and class-based Eucharistic celebrations
- School participation in weekly parish Eucharistic celebrations
- Year 11 Presentation Ball
- Year 12 Graduation
- HCSN Combined Boards Dinner
- Feast Day celebrations
- Mercy's Got Talent
- Mercy Arts Night
- MRC Instrumental Music Night
- Public speaking and Debating competitions including Debaters Association Victoria, Frayne Festival and Lions' Youth of Year.

## Leadership & Stewardship

### 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

At the 2017 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 2017.

#### Governors of the College

Fr Neville Stanislaus – Parish Priest of Camperdown

Fr Gerry Prunty – Parish Priest of Terang

#### Board Members for 2017

Mrs Rachael Johnstone (Chairperson)

Mr Tim Bourke

Mrs Trish Gibson

Mrs Ida Bone

Mr Michael Scanlon

Mr Chris Grant

Mrs Jude Murfitt (College Business Manager)

Mr Bill Slatter (Catholic Education Office)

Dr Darren Egberts (Principal)

#### Departure of Mr Chris Grant

Our Deputy Principal, Mr. Chris Grant was appointed as the new Deputy Principal of Damascus College, Ballarat from the start of the 2018 school year. Chris has been at Mercy Regional College since 2012 initially as Deputy Principal – Learning and Teaching and then last year as sole Deputy Principal. This is a very exciting appointment for Chris as his family home is in Ross Creek, about 15 km south of Ballarat.

#### Hampden Catholic Schools Network Compliance Officer

Across much of 2017, the Hampden Catholic Schools Network (HCSN) worked through the process of appointing a Compliance Officer to work across areas such risk, risk management, compliance, emergency management, child safe and other regulatory areas. The Compliance Officer reports to the four HCSN principals with monthly meeting scheduled to manage this. Given the role is a very new one to most primary and secondary schools, significant work will need to be undertaken exploring the scope of the role and putting in place protocols that will allow policies/procedures to be developed or adapted for use across the network.

Mr Paul Brown was appointed to the position commencing from the start of term 4. Paul is well known to many in our communities and has broad industry experience in areas of risk and compliance. Paul's children attend St Patrick's Primary School in Camperdown. Paul will be

based at the McAuley and O'Keeffe MRC campuses but will spend time in each of the 4 HCSN schools.

#### Farewell to Mr. Castles

Term 3 was the final one for Mr. James Castles before he and his family headed north to the Kimberley. James was appointed as the Director of the East Kimberley Clontarf Academy based in Kununurra. Over the last couple of weeks, students and staff have had the opportunity to farewell James and thank him for his significant contributions to Mercy Regional College over the last 11 years as a teacher, educational leader and fantastic person of Mercy.

#### Reportable Conduct Scheme

At a term 3 staff meeting and our September Board meeting, I outlined the new Reportable Conduct Scheme which is another part of the Victorian State Government's response to their parliamentary inquiry into child abuse. It builds on pre-existing misconduct and child safety schemes to provide independent oversight responses to cases of suspected child abuse. The newly established Commission for Children and Young People will oversee the scheme.

#### Staffing

In December, many past and current Mercy Regional College staff joined his family and professional colleagues from across the Diocese of Ballarat to farewell Mr. Kerin Glennen. Kerin is finishing his time with us at Mercy Regional College after 18 years and more than 30 years in diocesan schools.

In other staffing news for 2018:

Following the appointment of Mr. Chris Grant to Damascus College, Ballarat in 2018, a review of senior leadership positions has resulted in the following appointments

- Mrs. Berni Sinnott has been appointed as Assistant Principal: School Operations
- Mrs. Claire Wrigley has been appointed as Assistant Principal: Staff and Students. Claire is currently Year 7 coordinator at St Joseph's College, Newtown and is moving to the South-West with her family following her husband's appointment as Deputy Principal at Emmanuel College, Warrnambool.
- Mrs. Kristen Jensen is joining the College in a new senior curriculum role, Director of Student Learning. Kristen has had a number of lead curriculum roles in her 10+ years in government schools and looks forward to joining us from Phoenix Community College, Sebastopol.
- Mr. Ben Brisbane has been appointed as Head of O'Keeffe Campus for 2018-2020. Ben has been Acting Head of O'Keeffe this term following the departure of James Castles.

Mrs. Tina Gartlan has been employed as a senior Art and Design Technology – Wood teacher from the start of the 2018 school year. Tina has most recently been working at Mortlake P-12 College.

#### Corangamite Youth Achievement Awards

On Friday 13<sup>th</sup> October, I attended the Shire of Corangamite's Youth Achievement Awards that were held at Camperdown's Theatre Royal. They are always an excellent night and showcase the talents of young people from across the district in a wide variety of areas.

Mercy Regional College students featured in a number of categories that I have listed below with special recognition going to Ripley Watt who, in addition to receiving a nomination, did an outstanding job co-hosting the evening on stage.

#### **Performing Arts (Individual and Group)**

Lauren Huth (Winner)

Demby McKenzie

2017 Mercy Showcase cast and crew

**Sports (Individual)**

Tully Watt (Winner)  
Lachlan Gass  
Nina Parker

**Music**

Hayley Wason  
Isabel Rowan (Joint winner)

**Workplace Endeavour**

Polly Moloney

**Community Service**

Ripley Watt  
Joshua Newcombe  
Isabel Rowan  
Year 11 & 12 MRC Student Leaders  
Cheyenne Beaver

**Agriculture**

Cally O'Shannassy  
Hannah Whytcross (Winner)

**EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING**

DESCRIPTION OF PL UNDERTAKEN IN 2017

- New Staff Induction
- Visible Learning
- Domain specifics and unit preparation
- Psychological Wellbeing for staff
- EduTECH Conference, Brisbane
- Using PAM and SIMON
- Enhanced Learning Conference, Melbourne
- Leadership and mentoring
- Religious Education and Awakenings
- Christian sexuality and education
- Anaphylaxis & Asthma
- Assessment and Reporting
- Completion of units in diploma, bachelor and master degree programs
- Exam marking and setting

NUMBER OF TEACHERS WHO PARTICIPATED IN PL

50

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$1960

**TEACHER SATISFACTION**

- Please refer longer comments under Wellbeing. Overwhelmingly positive responses from staff.
- 2017 saw the continuation of dedicated 'voice' sessions for staff. These were an initiative of middle leaders and provide a mechanism for all staff to raise concerns or suggest improvements across all areas of the College. The sessions are facilitated by the Head of School Operations and Deputy Principal and were held each semester across both campuses.

## 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.

### Languages

French is offered as a core subject at Year 7 and as an elective in Year 9 - 10. The College is looking forward to offering VCE French in 2019.

## **Achievements**

### 2016 VCE Results

Congratulations to all students on the very good results that Mercy Regional College achieved in last year's VCE studies. Dux of the College achieving an ATAR of 92.75 was Caitlin Williams.

### Excellence in Science Teaching

Mercy Regional College hosted a day's workshop for local Science teachers on best practice in Science teaching. The day was led by ASELL (Advancing Science by Enhancing Learning in



the Laboratory) and thanks to Mrs Jess Niblett for her excellent leadership and coordination of the day.

### Subject Selection

Across third term, most students from Year 8 – 11 were heavily involved with subject selection briefings and interviews ahead of 2018. This process is very important as it provides the opportunity for dialogue between students, parents and College staff on the best pathway and subject offerings for each child. A fundamental tenet of Mercy Regional College is personalized learning and this time of the year is a key part of that process.

### Literacy Initiatives

Term three saw many examples of excellence in the broad field of literacy at Mercy Regional College. These have included the very successful I Love Literacy week held at the O’Keeffe Campus; those students who participated in the Mercy Education Frayne Public Speaking Festival at the Academy Mary Immaculate in Fitzroy; and, the success of Tate Tregea-Copeland and Jack Bell in the Evatt Victoria debating and diplomacy competition with both boys in the semi-finals of this competition.

### Instrumental Music Night

The highly successful Instrumental Music Night was held in the Middle School building towards the end of term 3. The talent, determination and growth on display was remarkable and a testament to the skill of our instrumental music teachers. Congratulations to all involved and especially to coordinator, Mrs. Janet Backhaus as well as her support staff, Mr. Brendon Norman, Mr. Tony Forbes and ex-student, Christopher Barks.

### Oratory Competitions

The end of term 3 saw the completion of the Middle School Oratory Competition and, like previous years, the standard of performance was simply outstanding. The quality of the speakers is a fine testament both to the students and the work they had put in as well as the important role played by their English teachers. Congratulations to the eventual winner, Tadgh Dwyer (10C) who spoke on ‘Social Media is destroying Human Relationships’ and also to Rebecca Uebergang (10B) who was awarded the encouragement award. Thanks to the judges on the day, Old Collegians Sarah Baker & Meagen Compton and staff member, Beth Marburg.

### Shire PD

A group of Mercy staff joined more than 200 other teachers at a professional learning workshop put on by the Corangamite Shire directed towards the challenges facing young people who had suffered significant brain trauma.

### Arts Night and Car Raffle Draw

On 15<sup>th</sup> November, our annual College Arts Night was held in the de Chantal Stadium, Camperdown. Work from across Years 7 – 12 was on display and I am always inspired by the creativity and talent of the young people whose work is seen.

This year, all College staff were in attendance and the evening included a free BBQ for all who come along. The College’s Art and Technology staff worked very hard to make the evening a showpiece and their work was supported by the presence of many students, families and friends of the College.

### French Language Day

The final day of October saw the Campus’ Language program celebrated with a morning dedicated to French across all classes. French performances, special food, class-based activities and a dress up competition brought joie de vivre to all.

### Pathways

The Middle School Pathways program continued in 2017 at both Years 9 and 10. Designed to provide students with a two-year pathway into VCAL, the program included many of the curriculum aspects seen in senior vocational education. A key component in the program is for a one day per week work placement in Year 10.

### Parent Teacher Interviews

Over three days across the year, many parents, students and members of the College community participated in Parent Teacher Interviews for 2017. 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. A key initiative in this area was the introduction of dedicated Year 12 interviews early in term 3.

## STUDENT LEARNING OUTCOMES

The College has increasingly had the analysis of data as a priority for teachers, teaching teams and the school more broadly. This analysis starts each year with a dedicated data day before students return. Analysis of NAPLAN and PAT data is key to this day. The College's performance across all aspects of Literacy has been a focus in the last two years and it is pleasing to see some improvement in each of the aspects of literacy.

## POST-SCHOOL DESTINATIONS

TERTIARY STUDY	43 %
TAFE / VET	13 %
APPRENTICESHIP / TRAINEESHIP	19 %
DEFERRED	12 %
EMPLOYMENT	18 %

## 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

#### BRICK's

All Year 9 students participated in a three-day program in early term2 called BRICKs (Building Resilience In Corangamite Kids) facilitated by local people who already work with adolescents.

#### Staff Wellbeing

- Restorative Justice training
- 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
- 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
- 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

### Social Media Concerns

In term 2, I sent a letter to parents of all Year 11 students outlining the College's concerns about a number of very serious issues involving social media that we have seen and have been dealing with in the recent weeks. These issues have included the most concerning and widespread abuses of social media that we have seen at Mercy Regional College. They have involved many of our students in Year 11 plus some Year 10 and 12 students. Our senior wellbeing staff have spent a great deal of time with students and parents involved but resolution has been difficult.

As a result, we have made two decisions:

- Parents with concerns about any further incidents will be encouraged to take these directly to the police; and
- No Year 11 students will be permitted to be in the possession of a mobile phone during the school day.

Students who require a phone for before or after school communications will need to leave that phone with senior staff at the start of day. Failure to follow these rules will result in the phone being confiscated.

### **Managing Student Absences**

Working towards full attendance by all Year 7 – 12 students is a core goal of Mercy Regional College. Without regular and consistent attendance, students cannot maximise academic, social and psychological achievement. Amongst the ways that Mercy follows up student absences are –

- Student attendances monitored every period, homeroom via SIMON
- Student absences identified formally twice daily
- Parents required to notify school of child's absences
- Unexplained absences followed up by SMS message home
- Heads of School follow up regular or extended absences
- Student or family holidays require formal notification to College and Principal

## **VALUE ADDED**

### Transition Interviews

In term 3 we held our Year 7 2018 Enrolment Interviews with students, parents and staff; they provide the opportunity to meet, discuss transition arrangements, identify and discuss any areas of concern and provide an invaluable opportunity for prospective students to reflect on what the transition to secondary education might entail.

### Year 9 Camp

At the start of term 4, Melbourne has hosted the Year 9 camp with students undertaking a variety of activities in and around the CBD. Congratulations to all students as your behaviour and enthusiasm was exemplary with staff involved commenting on how enjoyable the three days were.

2018 Year 12 Student Leaders

Early in term 4, I enjoyed speaking with those students who have been elected as the Mercy Regional College Year 12 Student Leaders for 2018. Congratulations to all students who nominated for a position, the speeches and interviews that followed were excellent.

Special Congratulations to Polly Moloney (11C)

Congratulations to Polly Moloney who was successful in Victoria University's 'I Plan a Business' competition. At the awards ceremony in Melbourne, Polly was awarded first place in the individual business plan section for her idea *Polly's Pony Provender* which provides horse feed that owners can custom-design for their horses. Almost 300 students from 34 secondary schools across the state entered the competition. A fantastic achievement by Polly.

## Child Safe Standards

### Goals, Intended Outcomes and Achievements

As a result of Ministerial Order No. 870, all schools (Catholic, Government and Independent) were required to respond to a number of Child Safe Standards – seven in total. The Catholic Education Office Ballarat provided all diocesan schools with significant support in this endeavour in the form of templates, workshops – in person and through videoconferencing – as well as the support of Education Consultants.

A summary of this work is included below:

#### **Standard 1: Strategies to embed an organisational culture of child safety, including effective leadership arrangements**

- College website has been updated to include statement of commitment to child safety.
- Mission and Vision statements to be updated when next reviewed
- Child Protection Officers – Chris Grant & Emily Stephens
- 

#### **Standard 2: A child safety policy or a statement of commitment to child safety in the school**

As a school, we have adopted and accepted a child safety policy (found on the school's website).

#### **Standard 3: A child safety Code of Conduct**

Our 2016 MRC Code of Conduct was reviewed and ratified by the 2017 Board.

#### **Standard 4: School staff selection, supervision & management practices for a child safe environment**

- MRC is complying with the new CECV Guidelines on the Employment of Staff in Catholic Schools.
- Include processes for advertising, a new teaching role description, reference checks, induction program.
- The newly employed HCSN Compliance Officer is developing a template HCSN Guidelines for the employment of Contractors and Use of Volunteers.

#### **Standard 5: Procedures for responding to and reporting allegations of expected abuse.**

- Processes as recommended by CEO Ballarat. Current Complaints Policy needs to be reviewed and then ratified.
- Key to these is a new 'PROTECT' document developed across systems and released by Education Dept.

#### **Standard 6: Strategies to identify and reduce or remove risks of child abuse**

- A risk management strategy has been introduced that identifies risks to children and to grade & allow action on these risks in a timely manner.
- A risk management and response sub-committee will be introduced.
- Staff complete a mandatory reporting online module annually.

**Standard 7: Strategies to promote child empowerment and participation**

- Mercy Regional College has a range of pre-existing programs, policies and resources that already act to facilitate this standard. But full compliance will not be possible until a new curriculum program is released across the state and implemented. This should occur over the next 12 months.

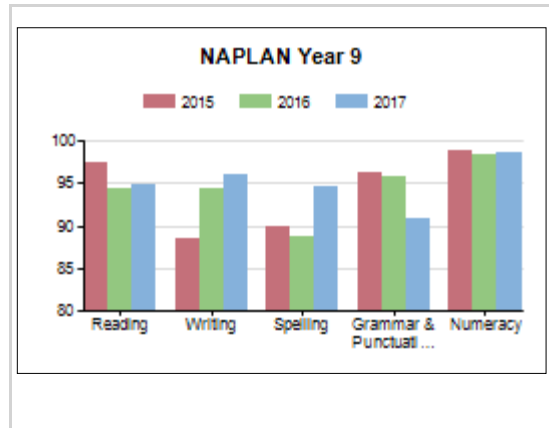
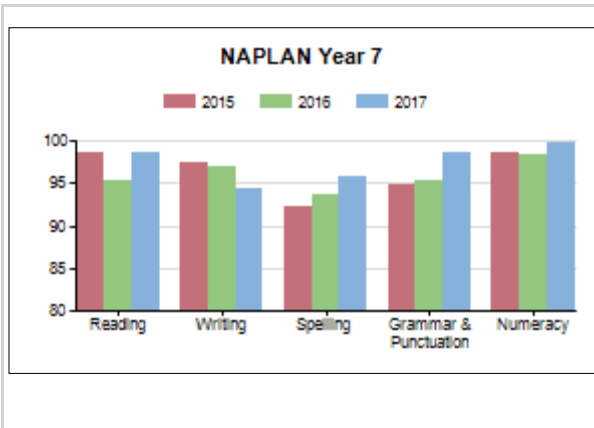


## VRQA Compliance Data

<b>E2033</b> <b>Mercy Regional College, Camperdown</b>
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<b>PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS</b>					
<b>NAPLAN TESTS</b>	<b>2015</b>	<b>2016</b>	<b>2015 - 2016</b>	<b>2017</b>	<b>2016 - 2017</b>
	<b>%</b>	<b>%</b>	<b>Changes</b>	<b>%</b>	<b>Changes</b>
			<b>%</b>		<b>%</b>
YR 07 Grammar & Punctuation	94.9	95.3	0.4	98.6	3.3
YR 07 Numeracy	98.6	98.4	-0.2	100.0	1.6
YR 07 Reading	98.7	95.3	-3.4	98.6	3.3
YR 07 Spelling	92.3	93.8	1.5	95.9	2.1
YR 07 Writing	97.4	96.9	-0.5	94.5	-2.4
YR 09 Grammar & Punctuation	96.3	95.8	-0.5	90.8	-5.0
YR 09 Numeracy	98.8	98.5	-0.3	98.6	0.1
YR 09 Reading	97.5	94.3	-3.2	94.8	0.5
YR 09 Spelling	90.0	88.7	-1.3	94.7	6.0
YR 09 Writing	88.6	94.4	5.8	96.1	1.7





<b>YEARS 9 - 12 STUDENT RETENTION RATE</b>	
Years 9 to 12 Student Retention Rate	80.72%

<b>AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL</b>	<b>%</b>
Y8	92.41
Y9	92.75
Y10	88.97
Overall average attendance	91.38

<b>TEACHING STAFF ATTENDANCE RATE</b>	
Teaching Staff Attendance Rate	90.67%

<b>STAFF RETENTION RATE</b>	
Staff Retention Rate	84.00%

TEACHER QUALIFICATIONS	
Doctorate	2.17%
Masters	10.87%
Graduate	47.83%
Certificate Graduate	2.17%
Degree Bachelor	89.13%
Diploma Advanced	13.04%
No Qualifications Listed	4.35%

STAFF COMPOSITION	
Principal Class	1
Teaching Staff (Head Count)	55
FTE Teaching Staff	43.730
Non-Teaching Staff (Head Count)	28
FTE Non-Teaching Staff	25.079
Indigenous Teaching Staff	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	582.10
Year 9 Writing	546.20
Year 9 Spelling	563.30
Year 9 Grammar & Punctuation	571.50

Year 9 Numeracy	594.90
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SENIOR SECONDARY OUTCOMES	
VCE Median Score	28
VCE Completion Rate	98%
VCAL Completion Rate	100%

POST-SCHOOL DESTINATIONS AT AS 2017	
Tertiary Study	42.0%
TAFE / VET	13.0%
Apprenticeship / Traineeship	19.0%
Deferred	11.0%
Employment	15.0%

**NOTE:**

The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at <http://www.acnc.gov.au>