

**ANNUAL
REPORT**
TO THE SCHOOL
COMMUNITY

2018



MERCY
Regional College

MERCY REGIONAL COLLEGE, CAMPERDOWN



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Contact Details

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Minimum Standards Attestation

I, Bernadette Sinnott, 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 2017 (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 2018 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*

13th May 2019

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 lifelong 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 marginalised
- 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

2018 Annual Action Plan

1. **To continue to nourish the Catholic Identity of Mercy Regional College particularly as it is informed by the Enhancing Catholic School Identity (ECSI) project**
 - *Through further professional development on the opportunities that ECSI provides for the College and its community*
 - *Completion of the ECSI surveys by staff, students and parents. Feedback on these to LT, College Board and staff*
 - *Formalisation of processes to document and support staff achieving Accreditation to Teach in a Catholic School.*

2. **To continue work on explicitly targeting literacy as a foundation to learning across all Domain areas**
 - *Focus of a whole school PD during the course of year. Direct towards practical tools to assist students with the breadth of literacy challenges within a unit or task.*
 - *Support for pre-existing and new initiatives Eg. Emphasising reading in English, Exploration of what is working at 'like schools', Modelling of best practise, literacy a significant consideration for SELT.*
 - *Further exploration of opportunities for resourcing literacy leadership Semester 2 2018 and/or 2019.*

3. **Maintaining and expanding the expectation of collaboration being an essential element of the work practices at Mercy Regional College**
 - *Expectations maintained that collaboration is a non-negotiable professional expectation of teaching staff (especially within Domain areas) for planning, development of assessments and review processes.*
 - *Developing clearer and more effective partnerships between teaching and non-teaching staff (Eg. teaching staff and LSO's, admin and teaching staff).*
 - *Redeveloping the opportunities for collaboration between staff across HCSN schools, particularly Year 5 – 8 teachers.*

4. **Ensure processes and opportunities are in place that nourish the wellbeing of all students and therefore allows equitable access to quality learning outcomes.**
 - *Review of policies, procedures and accountability to these across all aspects of Pastoral Care, students-at-risk and student behaviour management.*
 - *Significant resources dedicated to the Resilience Project – involving students, staff, families and the broader community.*

- *Introduction of formal Student Voice opportunities with the goal of development authentic student input into school decisions and operations.*

5. Professional Learning (opportunities and systems) and Nourishing Leadership Capacity

- *Introduction of individual PL plans (to meet VRQA requirements)*
- *Supporting professional practice hours for teaching staff*
- *Introduction of new EMS 360 platform to support PL and other priorities*
- *Ensuring clarity of roles and responsibilities especially with major changes to roles and personnel over last 18 months*
- *Supporting new and experienced middle leaders in the new POL cycle*
- *Supporting new LT in 2019*

Principal's Report

A particular challenge for Catholic schools in the twenty-first century is how to ensure that they remain authentically Catholic and centred in Jesus Christ.

This question was not one that needed to be considered when growing up and attending the local Catholic school; at that time, schools were populated almost entirely by children of Catholic families who attended weekly parish celebrations and included a significant proportion of religious staff.

However, as Catholic education approaches 2020, the environment is very different. Our society is almost entirely secular, mainstream media finds traditional religious practices and belief almost a curiosity and the Catholic Church has been scandalised by the horrific accounts of victims and survivors of clerical sexual abuse.

St Patrick's Day Fires

Firstly, the response of the students, staff and broader College community to the terrible St Patrick's Day bushfires was significantly overwhelming. The events of that horrible night affected our school severely with several families losing their houses and possessions and many other families affected through loss of farmland, stock and infrastructure. However, the emotional and psychological toll of the fires was even greater. The College community invested so much in supporting those in need that precious little was left for the months that followed. I would like to particularly highlight the efforts of our Year 12 student leaders who chose to forego their normal Graduation fundraising efforts to ensure that all money raised by the College community went to those in need.

Secondly, the support and love offered to our staff, each of whom has been profoundly challenged by circumstances outside of their control. The unconditional care given to each exemplifies the Christian virtues of mercy and compassion and humbles us all.

New Staff

- Claudia Lee – AFL trainee
- Kristie Jensen – Director of Student Learning, Teacher
- Tina Gartlan – Arts and Technology teacher
- Claire Wrigley - Assistant Principal of Students

Building and Property Works

Initial plans were put in place to improve and expand the O’Keeffe Campus. It is hoped that these developments will be completed before the commencement of 2020.

- Refurbishment of the Multipurpose area
- New Asphalt area for sport, including shelter and protection
- New Arts and meeting space, also the inclusion of two new teaching spaces
- Additional offices, staff and student toilets
- Updated administration area, including Head of Campus office and first aid area.

Board and Finance Committee membership

The Board welcomed Mrs Claire Walsh and Mrs Julie Finny onto the College Board of Management and farewelled Mr Chris Grant, Mrs Trish Gibson and Mrs Ida Bone after many years of membership including six as chair.

The College’s Finance Committee replaced Mr Chris Grant with Mrs Berni Sinnott to its membership.

Staff and Student Activities

There is a vast number of these and I have included a representative list below:

- Year 7, 8, 9 & 11 camps
- Year 10 & 12 Retreats
- Year 10 work experience
- Swimming, Athletics, Cross country carnivals
- HSSSA, district and state competitions in many sports
- Christian Outreach, Seeds of Justice, Lions Youth of the Year
- Victorian Reading Challenge
- Fitness Club
- Year 9 BRICKs program
- O’Keeffe Campus Grandparents’ Day
- Oratory Competition, Instrumental Concert, Frayne Festival
- ANZAC and Remembrance Day commemorations

2018 Cambodia Immersion

Mercy Regional College again took their Social Justice service to a new level with the 2018 Cambodia Immersion Trip. Under the guidance of Destination Dreaming, 14 students and two staff journeyed to Cambodia for 12 days in late March, early April.

Our immersion into Cambodian culture began with a cultural tour of number of temples including Angkor Wat and Ta Phrom and the Landmine museum.

The team stayed at the Jesuit Reflection Centre in Siem Reap and under the guidance of Sr. Denise Coghlan, an Australian Sister of Mercy who has been in Cambodia for some 35 years, the students learnt about the needs of the Cambodian people and their struggles through many years of political upheaval and conflict. Students learnt of the call for peace, forgiveness and support that transcends all religious beliefs and cultural divides in Cambodia.

Our students then ventured inland to Kampong Thom where they were welcomed into the AHHA school there. Each afternoon for four days they shared the skills of conversational English and some mathematics. Most importantly, relationships were formed and students made contacts as global citizens. Our students taught small children through to some parents and others in their mid-twenties.

While in Kampong Thom students also were lucky enough to see the Caritas (Catholic International Aid Program) headquarters and hear about the programs that Caritas has underway in the region. Bio-gas, solar panels, dam building and organic farming were all discussed and fortunately the following day our students were able to go out to the villages and farms and see first-hand, the projects as well as the success and pride of the farmers and communities.

The program showed our students that families across Cambodia have many issues to deal with including amputations from landmines and displacement of family members. They work so hard to learn English and to achieve success in their schooling, striving to lead Cambodia into a positive future. Our Mercy students supported one another as a team and learned what it meant to have their comfort zones widened by engagement with others in different language, culture and economic standing. The Cambodia trip is a bi annual event for the MRC community and plans are already underway to prepare for the next trip in 2020.

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 and Fr. Neville 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 organising the many student awards and the students, parents and families who joined us for the afternoon.

College Board Report

As we have finished another wonderful year at Mercy we reflect on events and happenings that have shaped 2018. It has been a challenging year for many of our students, staff and Mercy families after the horrific night of St Patrick's Day. It was heartwarming to see the response to this disaster from the College, our student body and the wider community. As Chairperson of the Mercy Regional College Board, I'd like those families affected to know they are still in our thoughts and prayers and remain a focus of the Mercy Board going forward.

I'd like to thank our Principal, Darren Egberts, for his leadership throughout 2018. His diligence and guidance to continually grow and develop our school community is valued and appreciated. I would also like to thank our Deputy Principals, Berni Sinnott and Claire Wrigley for their support and assistance to Darren in the running of our school. And to our leadership team, it really is a team effort. Well done to you all on another year of good leadership and teamwork. We wish Darren all the best in his new position at Sacred Heart College, Kyneton. May the spirit of Mercy remain with him in the future.

The start of 2018 saw the Board say goodbye to Chris Grant, as he left Mercy to continue his career at Damascus. We also farewelled Trish Gibson as her time on the Board ended and her last child finished school. I'd like to thank Chris and Trish for their contribution to the Board, their wisdom and experience was invaluable.

This year we welcomed Claire Walsh and Julie Finney to the Board. Although it was a disrupted year, they have both settled in well to their roles and provide valuable contributions to the Board. Our other board members in 2018 were Michael Scanlon and Tim Bourke, our HCSN Principal representative, both providing 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. A very big thank you also to staff members Jude Murfitt our Business Manager, who does an amazing job and has our finances under control; and Sue Bohm, for her administrative support to the Board.

We were also very grateful for Bill Slatter, our representative from the Catholic Education Office. Bill's knowledge and experience is greatly appreciated during board discussions and we will miss his wisdom and insight now that he has retired. May the Spirit of Mercy go with you Bill and we wish you all the best for the future. We have now welcomed Andrew Watson to our Board as he steps into Bill's position.

It has been a very busy year for Mercy in 2018. A focus of each Board meeting was the St Patrick's Day Fires and our response in helping those affected. Our attention has also been drawn to the funding of our school and programs run within our school that influence our budget. A major project for the college this year was the introduction of The Resilience Project and a focus on wellbeing, both wholeheartedly supported by the Board. 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 Cambodia Immersion experience, our biannual Central Australia Trip, 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.

Have a wonderful Christmas break,
Rachael Johnstone
MRC Board Chair

Education in Faith

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 2018, Mercy Regional College undertook the following activities to further school improvement:

Liturgies

Ash Wednesday: Lent is a time of reflection, asking for forgiveness, prayer and doing works for those less fortunate than ourselves. Ash Wednesday itself is solemn day marked by the traditional liturgy of having the cross drawn in ashes on our forehead. Students and staff gathered (mostly in parish centres) for this liturgy. There was no meat available for sale from the College canteen on Ash Wednesday.

Mercy Regional College Feast Day Mass and Assembly

On Thursday 24th May, the whole school community joined Fr Gerry and Fr Neville 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.

Our Lady of Mercy Mass

Celebrated in the last week of August, 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. Once again, 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 may prevent this from being a regular event.

Thanks to Fr Gerry and Fr Neville 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.

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.

Cambodia Immersion

March saw a small group of students and staff travel to an immersion experience in Cambodia under the leadership of the group, "Destination Dreaming". They spent time in and around the town of San Riap working and living in a local school with a particular focus on English Language classes. Congratulations to Jo Saunders and Kellie Wilson for their work in this unique endeavour.

Catholic School Identity

In recent years, a core priority for the College has been 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 all social justice activities 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 recognise 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 recognises 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 analyse 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 optimise the physical, social and emotional components of health for individuals, families and communities.

The Arts and Technology

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.

Food Technology is compulsory study for Year 7 and Year 8, and as an elective in Year 9-10, provides students with the opportunity of understanding diet, nutrition and lifestyle.

All students from Year 7 to Year 12 use MacBooks to assist their learning. Students also have other learning technologies as appropriate in key learning areas.

Languages

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

Achievements**2017 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 95.3 was Ripley Watt

Subject Selection

Across third term, most students from Year 8 – 11 were heavily involved with subject selection briefings and interviews ahead of 2019. 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 personalised 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 Notre Dame College, Shepparton.

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 2018 was Mrs Rose Henry and 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.

Instrumental Music Night

The highly successful Instrumental Music Night was held in the McAuley Multipurpose room 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. Bernadette Savory as well as her support staff, Mr. Luke Bouchier and Mrs. Freya Egberts.

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. Sheyna Robbins of 10B was the worthy winner, speaking on the topic of "Australia should be solely powered by renewable energy by 2050". Ruby Bennett of 9B was given the Encouragement Award, for her speech on the topic of "Food for thought".

All speakers did an excellent job, and credit must be given to their peers for being an attentive audience. Hayley Wason also gets a special mention for singing to entertain the group while the judges deliberated.

Thanks to the judges on the day, Old Collegians Jude Murfitt and Anna Whiting (Sinnott's Accounting) and Ann Cunningham from SLM Law.

Thank you to everyone for your help in organising the Oratory Comp, particularly Luke Bouchier, Danny Gordon and Mark Evans. Thanks to everyone who gave up class time, too.

Arts Night and Car Raffle Draw

On Wednesday 21st 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 staff and the presence of many students, families and friends of the College.

French Language Day

November saw the O’Keeffe 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.

Parent Teacher Interviews

Over three days across the year, many parents, students and members of the College community participated in Parent Teacher Interviews for 2018. 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.

POST-SCHOOL DESTINATIONS	
TERTIARY STUDY OFFERS	64%
TERTIARY STUDY	31 %
TAFE / VET	10 %
APPRENTICESHIP / TRAINEESHIP	22 %
DEFERRED	33 %
EMPLOYMENT	35 %

Student Wellbeing

Goals & Intended Outcomes

Care:

Through 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

Achievements

Resilience Project

Parents, staff and students were involved in the Resilience Project presentation held in August. This presentation centred around four aspects, gratitude, empathy, mindfulness and emotional literacy. The implementation of the program happens during pastoral care from Year 7 -Year 10.

Mental Health First Aid

MRC hosted a mental health first aid course in October. Six staff members completed the course over two days. This provided staff with the knowledge and skills to assist others who may be suffering from mental health issues.

Positive Behaviour Program

Heads/Assistant of school together with Assistant Principal (Staff and Student Wellbeing) planned and developed a behaviour program that assists with the management of behaviour. This sees the tracking of behavioural points through SIMON with parents able to access through PAM.

MRC Student Voice

During the year we saw the formation of the MRC Student Voice. Interested students attended a VIC SRC day at Trinity College in Colac to develop their knowledge of what a authentic student voice looks like and time spent developing their skills to be effective student voice members. Several students from Year 8 -Year 10 are involved in student and various matters are discussed at regular meetings allowing for student to have an authentic voice in their school.

Student Wellbeing Action Group (SWAG)

The establishment of this group in 2018 comprising of MRC Wellbeing Coordinator, Assistant Principal (Staff & Student Wellbeing) and Head of school sees meetings held each fortnight. The purpose of the group is to discuss any students of concerns and actions that need to occur or outside agencies that need to be accessed to support these young people.

Staff Wellbeing

- Resilience Project
- Mercy Regional College staff induction programs
- Celebrating milestones with in the staff as well as taking time to remember those who have passed away.
- MRC Wellbeing week staff sessions
- Workplace Mental Health First Aid course
- Various staff activities such as staff challenges, staff appreciation activities and social gatherings

Parent Wellbeing programs

- Resilience Project
- Supporting students with their examination preparation.
- 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
- Year 11 Road safety presentation
- Year 10 Boys retreat
- Year 10 Girls retreat
- Resilience Project
- Presentations from Police and Ambulance officers
- Year 11- 2 day Melbourne Experience
- Community Visiting
- Year 12 retreat
- Year 12 guest speakers from various agencies.
- The TIS tour for senior student
- Seeds of Justice program
- MRC Wellbeing Week
- R U Ok Day
- You the Man Presentation - Year 9

Transition Interviews

In term 3 we held our Year 7 2019 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.

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

- Establishment of attendance guidelines

- Clear processes based around the percentage of attendance as recorded on SIMON.
- Letters of absence concern emailed home via PAM

Behaviour management

The further development of processes and procedures for behaviour management in our school. This system supports both staff and students through a restorative process that ensure student engagement and positive relationships between all students and staff. It allows opportunity for students to reflect on their behaviour with the support of staff.

Camps, Retreat and Work Experience

Year 12 students relished the opportunity to begin their 'final' year with a retreat at Halls Gap. 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 honourable lives by witnessing Gospel values and maintaining the principles laid down by family, friends and other valued adults. Congratulations to student for their positive participation and to staff for the revamp of this program as this was the first year at a new venue, which included new activities for the students.

Year 11 students had a wonderful experience on their two-day Melbourne higher education experience. this camp allows the opportunity for students to experience the varied higher educational opportunities for students in Melbourne and Geelong.

In February, Year 10 students completed Work Experience at a wide variety of locations and workplaces in our local communities and beyond. Several staff members contact of visit places of work experience.

Year 7, Year 8 and Year 9 all had a wonderful time at the camps held throughout the year. The camps provide our students with varied opportunities allowing them to develop relationships with staff and students, resilience and positive experiences to broaden their knowledge and skills in various areas.

Child Safe Standards

Goals and Intended Outcomes

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 – Claire Wrigley & 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. All staff will have signed the Code of Conduct for 2019.

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.

Achievements

In this section schools should describe their achievements in the ongoing implementation and review of the Child Safe Standards and the steps they took to bring about cultural change in the school community.

You may wish to consider:

- The embedding of policies and commitments into every day practice
- Training of teachers, non-teaching staff and volunteers
- Implementation of 'PROTECT, Identifying and Responding to all Forms of Abuse in Victorian Schools'
- Student participation and empowerment strategies
- Strategies addressing the principle of inclusion
- Child safety Team/Committee structures
- Engagement of Families and communities in promoting child safety
- Human Resources practices
- Child safety – Risk Management practices

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

At the 2018 Annual General Meeting of the Mercy Regional College Board of Management was held. At this meeting the annual reports from the Principal and Board Chair were presented. The meeting also formally appointed the members of the Board for 2018.

Governors of the College

Fr Neville Stanislaus – Parish Priest of Camperdown
Fr Gerry Prunty – Parish Priest of Terang

Board Members for 2018

Mrs Rachael Johnstone (Chairperson)
Mr Tim Bourke
Mrs Claire Walsh
Mrs Julie Finny
Mr Michael Scanlon
Mrs Jude Murfitt (College Business Manager)
Mr Bill Slatter (Catholic Education Office)
Dr Darren Egberts (Principal)

Departures for 2018

Our Principal, Dr Darren Egberts was appointed Principal of Sacred Heart Kyneton for the start of the 2019 school year. Darren has lead Mercy Regional College for 8 years. This is a very exciting appointment for Darren and his family and they venture into new and exciting waters. Longstanding staff members Joanne Williams, Freya Egberts and Daryl Richardson also left at the end of 2018. Jo accepted a position at Brauer College (closer to her family home at Port Fairy) and Daryl has transitioned into retirement, although he is likely to be a regular CRT at MRC in 2019.

Staffing

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 Principal for Semester 1, 2019
- Mr. Dan Glennen has been appointed as Assistant Principal: School Operation for Semester 1, 2019
- Mr Jeremy Baker will be Assistant Head of Senior School.

Corangamite Youth Achievement Awards

Corangamite's Youth Achievement Awards 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 have been listed below.

We congratulate Sheridan Heath and Grace Moloney who were amongst the winners on the night.

- | | |
|--|----------------|
| • Music Award | Grace Moloney |
| • Environment Award | Sheridan Heath |
| • Agriculture Award | Sheridan Heath |
| • Community Service Award (Individual) | Sheridan Heath |

College 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

Resilience Project

In term three we saw the presentation of the Resilience Project held for staff, student and parents from Mercy Regional College and St Patrick's primary school. This program allowed staff from both schools come together for professional developments sessions and a wonderful community presentation held at Camperdown Football club attended by over 150 people.

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 2018, the shield was won by Frayne house.

The shield had been 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 Monday 5th February. The night was hosted by Mr Brisbane 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.

2018 Mercy Regional College Presentation Ball

Almost 80 Year 11 students did their families proud as participants in the 2018 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 Coordinators, Mrs Rose Henry, Tracey Baker, Tania Davis and Jane Wyss.

Last Day for Year 12 2018

Each year, the College's calendar includes the final day(s) for our Year 12 group; for the class of 2018. I would like to pay credit to these wonderful young women and men as the day's celebrations were an absolute pleasure to be a part of. As was 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.

Graduation Mass and Dinner

In October we celebrated Mass and the Eucharist at St Patrick's church Camperdown. We recognised the achievements of the graduating class of 2018. This was a separate evening to the Graduation Dinner which was held in November, after the students' final exams. The event took place at the Five Star Function Centre, Camperdown. 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. Our graduands looked fantastic with the evening culminating with speeches.

Mercy Arts Night and Car Raffle Draw

November 21st was an excellent event with the annual College Arts Night followed by the Car Raffle draw. This year, all staff supported the evening and it certainly added to the success of the evening.

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 Mr Brian Justin.

Mercy Regional College Open Day

In term 1, the College opened its O’Keeffe Campus for our annual Open day 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 day 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 Ben Harkin.

Parent Satisfaction

Three important groups meet throughout the year and we continue to welcome parent involvement into:

- The College Promotions Committee whose role is 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 day, which has been very successful.
- Four 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 2018, Mercy Regional College undertook the following activities to further school improvement:

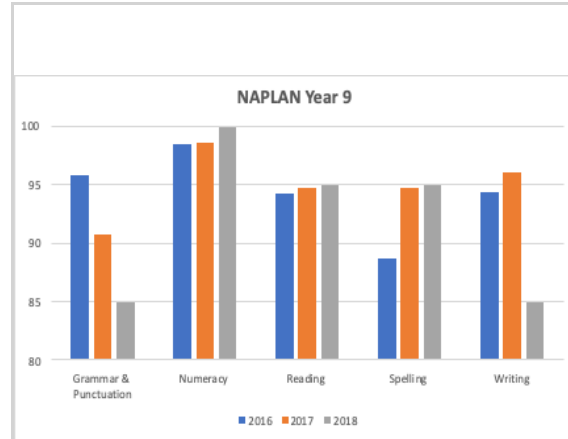
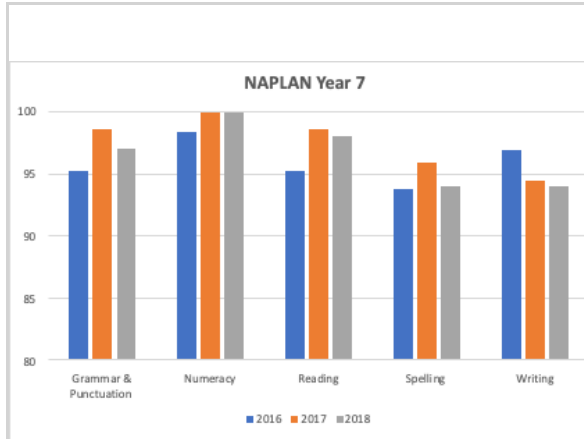
- Year 10 Christian Outreach
- Cambodia Immersion
- Middle School's Central Australia trip
- Whole school, year level and class-based Eucharistic celebrations
- School participation in weekly parish Eucharistic celebrations
- Year 11 Presentation Ball
- Year 12 Graduation
- HCSN Combined Boards Dinner
- 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.

School Performance Data Summary

E2033
Mercy Regional College, Camperdown

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2016 %	2017 %	2016 - 2017 Changes %	2018 %	2017 - 2018 Changes %
YR 07 Grammar & Punctuation	95.3	98.6	3.3	97	-1.6
YR 07 Numeracy	98.4	100.0	1.6	100	0
YR 07 Reading	95.3	98.6	3.3	98	-0.6
YR 07 Spelling	93.8	95.9	2.1	94	-1.9
YR 07 Writing	96.9	94.5	-2.1	94	-0.5
YR 09 Grammar & Punctuation	95.8	90.8	-5.0	85	-5.8
YR 09 Numeracy	98.5	98.6	0.1	100	1.4
YR 09 Reading	94.3	94.8	0.5	95	0.2
YR 09 Spelling	88.7	94.7	6.0	95	-0.3
YR 09 Writing	94.4	96.1	1.7	85	-11.1



YEARS 9 - 12 STUDENT RETENTION RATE	
Years 9 to 12 Student Retention Rate	80.72%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y8	91.70
Y9	91.20
Y10	90.57
Overall average attendance	90.73

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	90.67% TBC

STAFF RETENTION RATE	
Staff Retention Rate	93.00%

STAFF COMPOSITION	
Principal Class	4
Teaching Staff (Head Count)	50
FTE Teaching Staff	40.35
Non-Teaching Staff (Head Count)	26
FTE Non-Teaching Staff	21.20
Indigenous Teaching Staff	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	581
Year 9 Writing	545
Year 9 Spelling	579
Year 9 Grammar & Punctuation	558
Year 9 Numeracy	587

SENIOR SECONDARY OUTCOMES	
VCE Median Score	28
VCE Completion Rate	99%
VCAL Completion Rate	100%

POST-SCHOOL DESTINATIONS AT AS 2018	
Tertiary Study	42.0%
TAFE / VET	13.0%
Apprenticeship / Traineeship	19.0%
Deferred	11.0%

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%
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>