

2016

**ANNUAL  
REPORT**  
TO THE SCHOOL  
COMMUNITY



**MERCY**  
Regional College

**Mercy Regional College**



REGISTERED SCHOOL NUMBER: 0690

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## Contact Details

<b>ADDRESS</b>	Henderson St., Camperdown Victoria, 3260
<b>PRINCIPAL</b>	Dr Darren Egberts
<b>PARISH PRIEST</b>	Fr Gerry Prunty and Fr Matthew Thomas
<b>SCHOOL BOARD CHAIR</b>	Mrs Rachael Johnstone
<b>TELEPHONE</b>	(03) 5593 2011
<b>EMAIL</b>	principal@mercy.vic.edu.au
<b>WEBSITE</b>	mercy.vic.edu.au

## 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 2016 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

19 May 2017

## **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

## 2016 Annual Action Plan

1. Students as Learners
  - Ongoing focus for learning to be student-directed and therefore increasingly differentiated and personalised.
  - Initiate work directed towards encouraging a culture of excellence in student learning. May extend the initial work on homework done in 2015 with parents & students.
  - MRC Pastoral Care program to be reviewed, rewritten and implemented across all year levels. Focus to be the six College core values.
  
2. Enabling personalised, contemporary and engaging teaching and learning
  - Continuing and extending the opportunities and requirements for teachers to work collaboratively. Particularly in year level and/or domain groups.
  - Reviewing the meetings schedule and culture at MRC to have smaller, more-focused meetings. May be longer in time. May affect frequency of traditional meetings.
  - Leadership to prescribe some guidelines and expectations of meeting formats and attendance at these.
  - SELT to continue through trial and first phase of rollout.
  
3. All teachers are teachers of literacy
  - Leadership and HOTL to develop targets for staff Professional Learning in this area. To be implemented from semester 2 2016 – 2018.
  
4. Leadership Development
  - Workshops for senior and middle leaders
    - Leadership Team (one per term)
    - Mercy POL holders (one per semester)
  - Annual goal setting
  - Senior leadership to review and rewrite key system policies and processes including student wellbeing, learning and teaching, and critical incident management.
  
5. Parents
  - To communicate more explicitly all aspect of the College's core values with parents and the wider community.
  - To explore the provision of a number of learning or domain-focused evening sessions for parents/students.
  
6. Catholic School Culture
  - Confirmation and installation of symbols of MRC as a Catholic school
  - Celebration of the current liturgical year as the Year of Mercy.

## Canonical Administrator's Report

This year has been another great year; I have had the privilege of being the school chaplain for Mercy Regional College for 2016. We have over the year shown the great values set by Jesus to live by; to love God, ourselves and others, to honour those of the past and present and value each other and to respect other options and beliefs that maybe different from our own. In the history of the school we are following those who have gone before us, as students, staff, priests, sisters of Mercy, parents and community members.

The Opening School Mass, gave us an opportunity to welcome our new students and staff to the school community. This was a great way for the school community to prepare ourselves for a year full of many challenges and celebrations. I also liked the fact that the HCSN at the beginning of the school year mass acknowledged and celebrated the staff who have served within the HCSN many years of dedicated service to education, they honoured staff for 5, 10, 15, 20, 25, 30, 35, 40 years.

The retreats and camps have been a way for me to meet a large number of students through the year, and also to work with different staff. The year 10 Boys retreat to Anglesea is always a great experience with the boys and seeing how they change over the a 24hour period looking at their own character and life experiences of others. Another highlight for me is the Central Australia Trip which is an opportunity of the students and staff to experience this amazing country that we live in and to have an appreciation of the Aboriginal people and their cultures and customs.

We have had a great involvement in the greater community with year 10's doing community works of charity through their involvement in community outreach. This experience allowed the students and staff to meet people and to also provide support to those in our local community who may be in aged cared or community support programs.

During the year all home rooms groups attended mass on a Friday, year 7 and 8 went to St Thomas' Terang, and Year 9-12 joined with the local community at St Patrick's Camperdown. The local communities and also the students were able to join around the Altar and be a support to each other.

I thank all the students, staff and families who are leaving us and wish them well in the future. Thanks for the memories and may God Continue to bless you all.

Fr Matthew Thomas



## College Board Report

It is an honour to write this report, my first as Chair of the Board of Mercy Regional College. It has been another wonderful year at Mercy both in the classroom and out, due to the efforts of many people.

Firstly I'd like to thank our Principal, Darren Egberts, for his leadership throughout 2016 and his guidance to continually grow and develop as a school community. I would also like to thank our Deputy Principal, Chris Grant, who stepped in as acting Principal for term two and several weeks of term three whilst Darren was on leave. He was ably assisted by Berni Sinnott as acting Deputy Principal. They both did a great job stepping up and fulfilling these roles and keeping things running smoothly. Well done to you all on another year of good leadership and team work.

The start of 2016 saw the Board say goodbye to our Chairperson, Gerard Ryan. Gerard served as a board member for seven years, five of these as chairperson. It is a wonderful effort and we thank Gerard for his contribution to the board and the school community. We also farewelled Jenny Phillips from the board and I'd like to thank Jenny for her contribution during her time on the board, her wisdom and experience was invaluable.

This year we welcomed Chris Grant and Michael Scanlon to the board. A very short settling in period for Chris before taking on his acting Principal role. However both seemed to have enjoyed their role and contributed well to board discussion. Our other board members in 2016 are Michael McKenzie, Trish Gibson and Ida Bone who have all provided us with great input around the board table.

I would like to thank our Canonical Administrators, Father Matthew Thomas and Father Gerry Prunty. Their leadership and guidance during the year is important not only in the boardroom but across the whole school community. I would also like to thank Bill Slater, 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 Lynn Wadley our Business Manager, who always has our finances well in hand. I'd like to take this opportunity to thank Lynn for her contribution to the school over her years with us and wish her all the best for her future as she embarks on the next phase of her life.

It has been a busy and exciting year for Mercy in 2016 with the official opening of Stage One of our building project at the beginning of the year by Bishop Paul Bird. The senior students moved into their new classrooms and classes began in the new science rooms, a bigger, brighter, better place to maximise learning. Construction began on Stage 2 of the Master Plan, building of new middle school classrooms, and in spite of challenging weather is nearing completion as I write this report. Year 10s are hoping to move in over the next few weeks. An excellent addition to our school. Further maintenance and renovation has been completed in other areas at both campuses of the school to come in line with our new buildings and keep our school buildings fresh and up to date.

A huge change took place this year in our technology department with a major upgrade, the introduction of Casper, and the first roll out of MacBooks across Year 7 and Year 10. A lot of work behind the scenes has ensured a relatively seamless transition in this department.

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- school trips to Cambodia, Central Australia and the Kimberley to 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 this year from enrolments and staffing, to buildings and technology. 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.

Rachael Johnstone.

## Principal's Report

### Principal's Leave

- I was very fortunate to be granted long service leave for all of term 2 by my canonical administrators where we spent 14 weeks away travelling around Australia; talking to staff, students and parents has given us the opportunity to relive some of the many highlights of our trip.

Our time away was one of the very best things we have ever done as a family and our country is an extraordinary place to be able to explore. We travelled more than 24,000km in our Ford Ranger and caravan passing through central NSW, outback Queensland, Mount Isa, Katherine, Darwin and Kakadu, the Kimberley, Pilbara and Western Australia coast, Perth, Kalgoorlie and then the Nullabor Plain and home. There were highlights every day and many that we missed (perhaps next time). But the best memories are those long days and nights as a family in a tent or by ourselves in a caravan park talking about the day just gone and looking forward to what the next day would bring.

- At the end of term 3, I travelled "In the Footsteps of St Paul" through Greece, Cyprus and Malta. Although I was quite reticent to leave my family for three weeks, the time away was very rewarding – the historical, social and theological contexts of these ancient lands are profound. As well as bringing to life the extraordinary life of St Paul, our travels opened up the rich tradition of the Greek Orthodox Christian Church and the significant medieval influence of the Knights of St John of Malta.
- The College was very fortunate in both of these cases to have the excellent leadership of Mr Chris Grant as Acting Principal. Chris was ably supported by Mrs Berni Sinnott who assumed the role of Acting Deputy Principal.

### Retirement of Lynn Wadley

It was with equal measures of sadness and excitement that I announced the retirement of Lynn Wadley as Business Manager of Mercy Regional College from the end of the school year. She accrued a great deal of Long Service Leave and will take this from the start of the 2017 school year before retiring formally mid year. Lynn is looking forward to much more time with Graeme, her family and her budding list of grandchildren.

In December, Mrs Jude Murfitt was appointed to replace Lynn with her contract commencing at the start of the 2017 school year.

### New Staff

- Darcy Collins – AFL trainee
- Teresa Matthews – Learning Support Officer
- Trevor Gardner – Learning Support Officer
- Julie Giblin – Promotions and Media Officer

### **Building and Property Works**

A significant year of building for the College with the completion of Master Plan Stage 2 (Middle School):

- Refurbishment of two classrooms, offices and corridors
- Eight new classrooms in two levels
- New maintenance and storage areas
- Additional offices, staff and student toilets
- New north facing entrance for students

The College also had the opportunity to purchase and take possession of another property adjacent to the McAuley Campus on Walls St in Camperdown. The property is a double block of land and includes a large heritage-listed house. In the future it will provide a new entrance for the school on Walls St and will open up a direct access towards St Patrick's Church.

### **Board and Finance Committee membership**

The Board welcomed Mr Michael Scanlon onto the College Board of Management and farwelled Mr Gerard Ryan after many years of membership including six as chair.

The College's Finance Committee enjoyed the addition of Mrs Maree Beasley to its membership.

### **Staff and Student Activities**

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

- VCAL Barn Dance at St Patrick's PS
- Year 7, 8, 9 & 11 camps
- Year 10 & 12 Retreats
- Year 10 work experience
- Swimming, Athletics, Crosscountry carnivals
- HSSSA, district and state competitions in many sports
- Christian Outreach, Street Retreats, Seeds of Justice, Lions Youth of the Year
- Victorian Reading Challenge
- Running Club
- Year 9 BRICKs program
- O'Keeffe Campus Grandparents' Day
- Oratory Competition, Instrumental Concert, Frayne Festival
- ANZAC and Remembrance Day commemorations
- Year 12 Bowls Night

In conclusion, I believe that 2016 was an excellent year for Mercy Regional College and for my own leadership as Principal.

Yours in Mercy,

Dr Darren Egberts  
Principal

## 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 2016, 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.

October was a significant one for the College in a liturgical sense with two important Eucharistic celebrations:

- A number of staff plus two 2017 student leaders joined me at St Mary's Church, Colac for a memorial mass for the life of Fr Bob Markey. Fr Markey passed away last month and Tuesday's celebration reflected the European practice of coming together four weeks after a funeral. The importance of Fr Markey to the foundation and early life of Mercy Regional College (then Catholic Regional College) is reflected below in the summary used at our term 2 whole school mass.

*Fr. Bob Markey was the Parish Priest of Simpson. It has been warmly reflected that Bob was certainly an independent spirit and managed over the years to do many things "his way". He had a consistent and profound disdain for all he classified as bureaucrats, vainly seeking to tell him what to do – whether in society at large or in the Church. Bob was in his element in Simpson. His tenacity and drive ensured parents from the Heytesbury Settlement in particular, had access to Catholic secondary education rather than sending their children to Catholic boarding schools in Hamilton, Ballarat or Melbourne. He canvassed parents continuously to enlist their support.*

- More than 300 Year 5 – 8 students from St Colman's, St Thomas', St Patrick's and Mercy Regional College came together at St Thomas' Church in Terang to celebrate the current Year of Mercy. The mass was the first part of a day that included shared activities at our O'Keeffe Campus, a staff morning tea and plenty of opportunities for students from across the four schools to renew old friendships. A highlight of the mass was the combined schools' choir with almost 100 students coming together to sing under the guidance of Mrs Freya Egberts, Mrs Marie Ewing and Mr Mick Saunders. Congratulations and thanks to the overall coordinator of the day, Mrs Jo Saunders.

### **Congratulations to Fr Matthew**

In March, a substantial number of Mercy Regional College and St Patrick's Primary School staff plus local parishioners joined Fr Matthew as he celebrated the ten year anniversary of his ordination as a priest. It was a wonderful evening that began with mass at St Patrick's and then moved to supper at St Patrick's School. Congratulations to Fr Matt!

### **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.

## VALUE ADDED

### **Immersion Programs**

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 Ben Brisbane for your work in this unique endeavour.

October saw the return of our intrepid students and staff who were part of the College’s second Kimberley Immersion program based in Halls Creek, Broome and Fitzroy Crossing. All returned well and, for most, profoundly affected by the people, culture and landscapes of the north-west.

### **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 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

In 2015, the College reintroduced the study of Languages with French being offered as a core subject at Year 7 and as an elective in Year 9. The College is supporting a current teacher in studies to enable her to lead this program.

## **Achievements**

### **2015 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 92.05 was Jack Williams. Jack was offered a place at Monash University studying Medicine.

### **Professional Development**

- In November, six Mercy Regional College staff were fortunate to participate in a professional development day that was organised by Mr Michael McKenzie at St Patrick's Primary School with North American educator, Tom Hierck. His message was a positive and engaging one: *"education is about people working and learning together. It is about building relationships with the students and adults in an effort to create a professional learning community. How we treat each other and the way we interact with one another will set the tone for everything else we do in school."* It was timely to have the day to reflect on our teaching and learning practice and priorities ahead of planning for 2017.
- A full day in October was spent by our teaching staff in domain and year level teams exploring the new Oxford texts and eBooks for 2017. Thanks to our learning and teaching leaders for their coordination of the day.

### **Pathway's Maker Projects**

I was very privileged to join staff and parents of 9C when students presented their 'Maker Projects'. These projects were the culmination of several day's work across all subjects at the end of third term with students (individually or in groups) required to respond to a stimulus from the Roald Dahl book, "Danny, The Champion of the World". Particularly pleasing was the professional and mature way students presented their designs and the design process to their audience – without doubt, it was the best piece of learning and teaching I have seen this year.

### **End of Year Thanksgiving Mass and Awards**

Mid-December, 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. It was a very special morning and it was great to see so many parents and family members there to support their children. But the highlight of the morning was to share mass and the awards with all Year 7 – 10 students and a number of Year 11s. The change this year from an evening time to the day meant that some parents and family members were not be able to attend because of work commitments but believe that the value in students celebrating Eucharist together and then seeing their peers recognised for excellence and achievement was the greater good.

### **Science, Technology, Engineering and Mathematics (STEM) Education**

This long acronym is a buzzword in education and especially so in Australia. There are significant resources being directed towards the different aspects of STEM education from federal and state governments all with a view to increasing the profile of these subjects for students. The College spent some time developing staff and programs capable of leading the introduction and integration of this area; a number of fantastic STEM activities resulted.

### **Oratory Competition**

October 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, Demby McKenzie, who spoke on "Boundless Plains to Share" and to the winner of our encouragement award, Tully Watt, who spoke on "The Book is Dead".

### **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 2016 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.

**Pathways**

The Middle School Pathways program continued in 2016 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 2016. 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.

**Enhanced Learning**

A greater focus was given in 2016 to provide opportunities inside and outside the classroom for students of high ability. These opportunities included increased and more targeted testing, allocation of some dedicated teaching time for these students, a greater push on co-curricular programs such as debating, public speaking and the Tournament of Minds as well as the ‘Think Tank Day’:

A number of students selected for their high capacity in areas such as problem solving and independent thinking participated in a full day workshop at the College’s O’Keeffe Campus. Entitled, the ‘Think Tank’, the day offered a range of group-based problem solving tasks, guest speakers and other activities.

**STUDENT LEARNING OUTCOMES**

All Year 7 NAPLAN tests show a slight decrease from the previous year, with an exception being a greater decrease in Spelling. Numeracy levels over the three year period have stayed at a consistent level. Both the reading and Grammar & Punctuation tests at Year 9 level have seen a steady increase over the last two years. The Reading, Numeracy and Writing scores have fluctuated over the three year period, but generally stayed at a similar level. Like the Year 7 data, the Spelling test has seen a decline over the past three years. This is definitely an area for focus and future improvement.

POST-SCHOOL DESTINATIONS	
TERTIARY STUDY	41.5 %
TAFE / VET	13.2 %
APPRENTICESHIP / TRAINEESHIP	18.9 %
DEFERRED	11.3 %
EMPLOYMENT	15.1 %

## Student Wellbeing

### Goals & Intended Outcomes

#### Care:

Through the Mercy tradition, we commit ourselves to caring for each other.

We will endeavor to:

- Provide each person with a safe and protective environment
- Support each other
- Listen to and share in the experiences of others

### Achievements

#### 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
- Student presentations Eg. "The Shape of a Girl"
- V/Line wellbeing workshops on the impact of drinking
- Experiencing cyberbullying workshop
- Year 10 Boys retreat
- Year 10 Girls retreat
- Year 9 / 10 Issues day
- Presentations from Police and Ambulance officers
- Year 11 2 day Melbourne Experience
- 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

- Caritas collection

### 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

#### Camps, Retreat and Work Experience

- Congratulations to Year 7 students who spent Wednesday at the Noorat Community Centre on retreat. The day was organized and led by the Year 7 RE teachers and included meditation, a reflection walk and the opportunity to create Christmas cards for local SVDP conferences. A fine revamp of the program which had remained unchanged for many years.
- Year 10 students travelled to Anglesea for their retreat experience. This longstanding tradition of having a separate retreat experience for girls and boys is a wonderful chance to focus on appropriate topics for each gender during this important year where students are changing from young teens to young adults. Team building activities, affirmations, reflecting on the positive men and women in our lives, all created an atmosphere of trust, thoughtfulness and heightened awareness of the responsibilities we take on as young men and women in our family and community.
- Year 12 students relish the opportunity to begin their 'end' of secondary school together at Bacchus March. The retreat focuses on the life choices ahead of the students and discovering the depth of friendships, Christian values and the affirmations shared. This is a time of considering how we *should* live, how we *do* live and the potential we have to live rewarding and honorable lives by witnessing Gospel values and maintaining the principles laid down by family, friends and other valued adults
- In February, Year 10 students completed Work Experience at a wide variety of locations and workplaces in our local communities and beyond.

## STUDENT SATISFACTION

- Although the 2016 Insight SRC surveys were overwhelming positive about the effectiveness of Mercy Regional College in most areas (particularly from the perspective of parents and staff), a major concern was the low scores reported by many of our student population. This was particularly the case with respect to engagement and challenge of learning in classrooms.
- This has been identified as a focus for the learning and teaching team over the next 12-24 months.
- Notwithstanding concerns with student engagement, the results for student safety and students' respect for staff remained very high.

## 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. All Catholic secondary schools were required to formally attest as to their compliance by 17<sup>th</sup> August through a statutory declaration.

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). Tabled and adopted at September Board meeting.

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

We have adopted and accepted a draft MRC Code of Conduct.

#### **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.

#### **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 have completed 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.



## 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 2016 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 2016.

#### Governors of the College

Fr Matthew Thomas – Parish Priest of Camperdown

Fr Gerry Prunty – Parish Priest of Terang

#### Board Members for 2016

Mrs Rachael Johnstone (Chairperson)

Mr Michael McKenzie

Mrs Ida Bone

Mrs Trish Gibson

Mr Michael Scanlon

Mr Chris Grant

Mr Bill Slatter (Catholic Education Office)

Dr Darren Egberts (Principal)

#### 2017 Leadership Positions

With several staff changes (see below) and the appointment of Mr Chris Grant as sole Deputy Principal, a number of new staff have been appointed to positions of leadership in 2017 as well as an new position entirely – Director of Professional Practice.

- Mrs Leesa Henriksen will be taking 12 months following her husband's appointment to the Brisbane Lions FC coaching panel.
- Mr Jarrod Carter has accepted a position as Head of Digital Learning at Kildare College in Adelaide from the start of the 2017 school year.
- Mr Tony Wynd has indicated that after more than 30 years of service to the Mercy Regional College community he will be retiring in 2017.
- I was delighted to announce that Ms Sarah Oakley will be joining the MRC staff in 2017 as a senior and middle school Mathematics teacher.

#### Emergency Management Plan

In February, there was significant press coverage of a large number of hoax bomb and other threats made to schools in Victoria and interstate. Although each of these threats was subsequently found to be a hoax, schools have an absolute responsibility to take them seriously. The College has put significant time and resources over the last four years to develop a comprehensive emergency management plan (EMP) that meets the needs of our particular situation and we have taken time at least annually to trial different scenarios within that EMP.

Given the broader context, a trial offsite evacuation was conducted at our O’Keeffe Campus with all students and staff moving to the Noorat Recreation Reserve. The trial and our procedures worked very well.

A number of key points within our broader College EMP were highlighted in the College newsletter:

- Our College EMP reflects best practice in schools and follows the template required by the CEO Ballarat.
- It has been developed by a team here at the College and designed to meet the specific needs of Mercy Regional College including our dual Campus structure.
- The EMP includes consideration of McAuley Campus being adjacent to St Patricks Primary School with most emergencies triggering coordinated responses at both sites.
- The plan includes provision for offsite evacuation at either campus with electronic links to the College’s rolls, website and email if available.
- There have been annual or twice-annual trials of each of the scenarios within the EMP most of which have included the staff and students of St Patricks PS.
- If the College (or St Patricks) received a threat, our priority would be to ensure the safety and wellbeing of students, staff and visitors and therefore we would not necessarily be able to communicate with parents and the broader school community until the emergency had been resolved. There have been some comments in the press that schools failed to tell parents that an evacuation had taken place – this is understandable as evacuation by nature require schools to move offsite.

## EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

### DESCRIPTION OF PL UNDERTAKEN IN 2016

- 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

\$1632

## TEACHER SATISFACTION

- Please refer longer comments under Wellbeing. Overwhelmingly positive responses from staff.
- 2016 saw the introduction 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 held once per semester across both campuses.

## 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

#### Opening of Stage 1 Buildings

February saw a host of special guests join students, staff, parents and members of the broader Mercy Regional College community for the Opening and Blessing of our Master Plan Stage 1 Buildings. It was a privilege for the College to host Bishop Paul Bird, Bishop of Ballarat who officially blessed and opened our new Science laboratories, senior classrooms and other refurbished learning spaces. Bishop Paul was joined by Ms Audrey Brown, Director of Catholic Education Ballarat, Mr Christopher Houlihan, Chief Executive of Mercy Education Limited, Mrs Jo Beard, Mayor of Corangamite Shire, our College chaplains Fr Matthew Thomas and Fr Gerry Prunty as well as principals from other Ballarat diocesan secondary schools, Hampden Catholic Network schools and local government secondary schools.

The opening was hosted by our College Captains Indi Kent and Austin Evans; the enthusiasm and pride they demonstrated as well as that by fellow Year 12 student, Lucretia Bell, was a definite highlight of the day. Another highlight was the presence of a number of community members whose connections to Mercy goes back more than 40 years; their delight in seeing the growth of the College provided wonderful memories for all.

#### 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 2015, the shield was won by Markey 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. At the Opening Year assembly, we were fortunate to have Chris and Sharon McLeod present to present the shield to the leaders of Markey House, Indi Kent and Sebastian Hulme.

### **Year Level Welcome BBQs**

A welcome was extended to our incoming Year 7 students at the Opening Mass; in 2016 68 students joined MRC and it was a pleasure to meet so many of the families of these students at the O'Keeffe Welcome BBQ. Any parents with students new to Year 7s to make use of the Orientation booklet, 'So Your Child is Coming to Mercy' which includes detailed information on most aspects of the transition to secondary school.

In 2016, the practice of welcome BBQs was extended to Middle School, with the new Stage 1 buildings hosting a welcome evening in February for families, parents and friends.

### **Transition**

The O'Keeffe Campus hosted almost 80 prospective 2017 Year 7 students in the first of two transition days. They were days marked by equal parts nerves and excitement. Leadership and Stewardship

### **Welcome to Richard Riordan**

As part of the Middle School Oratory Competition, the College was also honoured to host the recently elected State Member for Polwarth, Mr Richard Riordan. Richard was one of our four judges for the day and commented on the high quality of the presentations.

### **Corangamite Australia Day Awards**

I had the privilege of spending part of Australia Day at the Corangamite Shire's Australia Day celebrations. A significant part of these celebrations was the recognition of local people who have contributed in a particularly meaningful way to our region's community spirit. Amongst those recognised were a number of Mercy Regional College students and staff: Chloe Gibson, Stacey and Hayley Riches and Matt Murray, as well as 2015 MRC student Christopher Barks. Also nominated for Community Event of the Year was the College's VCAL class for the "Dance Till the Cows Come Home" Barn Dance and the 2015 school production, "High School Musical". Special congratulations to old collegian Mr Toby McKenzie who was awarded the Male Young Citizen of the Year.

### **Presentation Ball**

On the evening of Friday 4<sup>th</sup> March, I had the great privilege of attending this year's Mercy Regional College Presentation Ball at Glenormiston College. This year's ball was an outstanding

success; it highlighted how the Ball is a celebration of family, community and young people. A sincere thank you to all those who contributed to the preparation and running of the night but especially to Mrs. Rose Henry whose organisation, attention to detail and calmness under pressure made the event ensured that the event ran seamlessly. Special congratulations to the young men and women who made the Ball a memorable event; throughout the Ball and its associated activities, they conducted themselves with maturity and good humour.

### **Spirit of Anzac Award**

In February, the College was thrilled to hear that Tate Tregear-Copeland (10B) had been selected as a recipient of the 2015-16 Premier's Spirit of ANZAC Prize. The competition is open to all Years 9 & 10 students across Victorian government, Catholic and independent schools. Tate will be part of an overseas study tour to Lemnos, Gallipoli and the Western Front.

### **Insight SRC Surveys**

Many staff, families and students completed Insight SRC surveys for the College in third term. These surveys provide an invaluable set of data for the school to judge its performance and particularly through the lenses of staff, students and parents.

### **Graduation Mass and Dinner**

In November, I was privileged to join our graduating class of 2016, their parents and teachers at St Patrick's Church, Camperdown and afterwards at the Five Star Function Centre. As I said to those gathered for the Mass, the class of 2016 will always sit fondly in my heart as the first group to travel through Mercy Regional College under my principalship.

### **Mercy Arts Night and Car Raffle**

In mid-November, many students, staff and parents had the opportunity to view and celebrate the year's achievements in visual arts with the Mercy Arts Night being held in de Chantal Stadium. Congratulations to all students who were featured across a range of subjects – visual arts; materials technology (wood, food and textiles), graphics and media. Special congratulations to Tara Suri (11B) who was awarded the Mercy Arts Prize for her outstanding work in photography.

At the conclusion of the evening, the College's annual Car Raffle was drawn with this year's car going to Mrs Denise Moloney of Kolora. It was lovely to hear that Tony Arundell who drew this year's raffle (grandfather of Greta who won the 2015 car) was Denise's first cousin.

### **Year 12 Final Day**

In October, Mercy Regional College said farewell to the class of 2016 through a range of activities organized by students, staff and families. Key amongst these was the Year 12 final assembly in the afternoon; with their parents, families, many grandparents and friends watching, the year level put on a great show that celebrated the funny, memorable and unique moments of the previous twelve months. The day also included a wonderful "Mercy's Got Talent" with acts across a variety of musical spheres – the talent on display was amazing and appropriately received great

affirmation and applause from their audience. The final day for Year 12 students is a major signpost in the lives of these young people and it is always most heartening to see the students, their families and Mercy staff enjoying themselves in a safe, respectful and positive way. It is a strong affirmation of our core goal as a Catholic school – growing young people into the most fully human persons they can be.

## VALUE ADDED

### Student Achievements

A large number of student achievements were highlighted in 2016 in both College newsletters and Board reports:

- Congratulations to those Year 11 and 12 students who competed with distinction at the local Lions Youth of the Year in Camperdown and Terang.
- Congratulations to all students who represented Mercy at the HSSSD Athletics in Camperdown.
- Well done to all swimmers who represented Mercy at the HSSSD Swimming Carnival at Camperdown Pool and came away as overall winners.
- Congratulations to the following teams who participated in the Hampden Cup football and netball
- Well done to all those who represented the College at a variety of Western Victorian Schools' shooting competitions.

### Anzac Day Commemorations

2016 saw significant numbers of Mercy Regional College students, staff and members of the College community participate in the Anzac Day commemorations. The numbers in Camperdown reflected each of the local ceremonies in Camperdown, Terang, Mortlake and Cobden.

### O'Keeffe Campus

- At the O'Keeffe Campus, assemblies and Pastoral Care are important in laying the foundation and expectations for the Year 7's. As students come from over 13 different schools, it is very important for the students to mesh and feel at ease with each other.
- The Year 7 Camp in the first two weeks is an integral part of building a sense of community with each other and their teachers.
- The BBQ night with Year 7 parents is a great chance for new parents to be welcomed to the school in an informal way. Teachers, students and parents sharing tea together is a very important way for parents to meet new teachers and be comfortable in contacting them.
- Class based liturgies have enabled our school community to join in the local parish community in Masses. The older folk enjoy interacting with the younger students and students enjoy the change in environment and interact well with others in the congregation.

The new computer system of PAM has allowed greater access by parents to their child's work. Previously there has been a sharp divide in parent interaction between primary and secondary school. The better and easier access has allowed students and parents better access to teachers and a clearer sense of what is needed for homework.

## PARENT SATISFACTION

In 2016, Mercy Regional College undertook the following activities to further school improvement:

- Year 10 Christian Outreach
- Mercy 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.



## VRQA Compliance Data

### NOTE:

The School's financial performance information has been provided to the Victorian Registration and Qualifications Authority and will be available for the community to access from their website from October 2017.

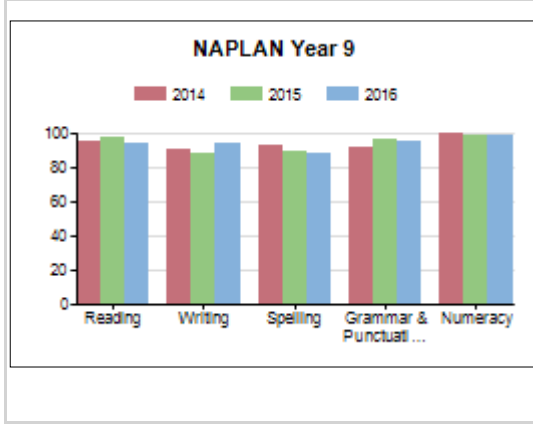
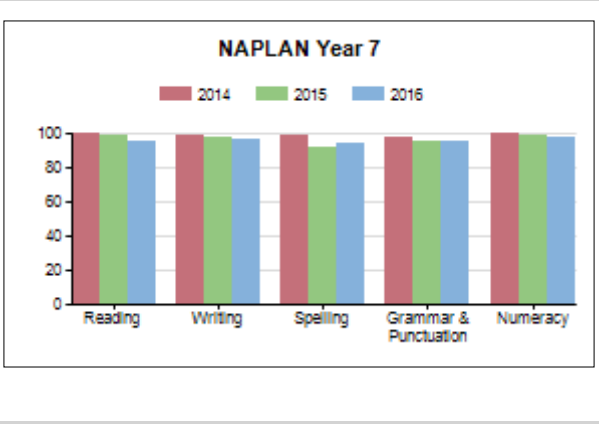
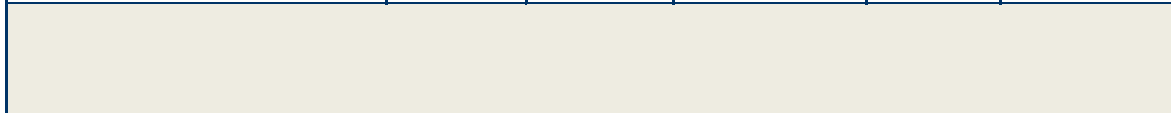
[Victorian Registration and Qualifications Authority](#)

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**Mercy Regional College, Camperdown**

### PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

<b>NAPLAN TESTS</b>	<b>2014</b>	<b>2015</b>	<b>2014–2015</b>	<b>2016</b>	<b>2015–2016</b>
	<b>%</b>	<b>%</b>	<b>Changes</b>	<b>%</b>	<b>Changes</b>
			<b>%</b>		<b>%</b>
YR 07 Reading	100.0	98.7	-1.3	95.3	-3.4
YR 07 Writing	98.7	97.4	-1.3	96.9	-0.5
YR 07 Spelling	98.7	92.3	-6.4	93.8	1.5
YR 07 Grammar & Punctuation	97.4	94.9	-2.5	95.3	0.4
YR 07 Numeracy	100.0	98.6	-1.4	98.4	-0.2
YR 09 Reading	96.0	97.5	1.5	94.3	-3.2
YR 09 Writing	90.7	88.6	-2.1	94.4	5.8

YR 09	Spelling	93.3	90.0	-3.3	88.7	-1.3
YR 09	Grammar & Punctuation	92.0	96.3	4.3	95.8	-0.5
YR 09	Numeracy	100.0	98.8	-1.2	98.5	-0.3



YEARS 9–12 STUDENT RETENTION RATE	
Years 9–12 Student Retention Rate	79.38%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y07	92.43
Y08	91.30
Y09	88.77
Y10	91.24
Overall average attendance	90.94

<b>TEACHING STAFF ATTENDANCE RATE</b>	
Teaching Staff Attendance Rate	93.31%

<b>STAFF RETENTION RATE</b>	
Staff Retention Rate	93.88%

<b>TEACHER QUALIFICATIONS</b>	
Doctorate	2.00%
Masters	12.00%
Graduate	52.00%
Certificate Graduate	2.00%
Degree Bachelor	90.00%
Diploma Advanced	22.00%
No Qualifications Listed	0.00%

<b>STAFF COMPOSITION</b>	
Principal Class	3
Teaching Staff (Head Count)	47
FTE Teaching Staff	36.720
Non-Teaching Staff (Head Count)	19
FTE Non-Teaching Staff	15.460
Indigenous Teaching Staff	0

<b>MEDIAN NAPLAN RESULTS FOR YEAR 9</b>	
Year 9 Reading	576.40
Year 9 Writing	560.20
Year 9 Spelling	566.60
Year 9 Grammar & Punctuation	561.50
Year 9 Numeracy	586.90

<b>SENIOR SECONDARY OUTCOMES</b>	
VCE Median Score	27
VCE Completion Rate	100%
VCAL Completion Rate	94%

<b>POST-SCHOOL DESTINATIONS AT AS 2016</b>	
Tertiary Study	42.0%
TAFE / VET	13.0%
Apprenticeship / Traineeship	19.0%
Deferred	11.0%
Employment	15.0%