

# ANNUAL REPORT

TO THE SCHOOL  
COMMUNITY

2019



**MERCY**  
REGIONAL COLLEGE

## MERCY REGIONAL COLLEGE, CAMPERDOWN



SCHOOL REGISTRATION NUMBER: 690



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## Minimum Standards Attestation

I, Ms Sharon Gillett, 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 2019 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

17 April 2020

## 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.

### 2019 Annual Action Plan

**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.

**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.

**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.

**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.

**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

2019 has been a year of transition for Mercy Regional College. The academic year began in the safe and experienced hands of Mrs Berni Sinnott before my appointment to the role of Principal from the beginning of Semester 2, 2019. The 2019 Mercy Regional College theme chosen at the beginning of the year was "By God's mercy, we have been given this work to do" (2 Corinthians 4:1). This scriptural reference has different meanings to all of us. Translations include recognising that because it is God that has asked us to complete our work then we should be grateful, persist in difficulty, not become discouraged in the face of adversity, be courageous, not give up or lose heart. The young people in our community were asked at the Beginning of Year Mass to consider what this could mean to them. It might have had meaning in relation to their schoolwork or in building relationships with their peers. Perhaps it was the way that they enacted our College values. Whichever way this scripture made meaning to each of us, we are all encouraged to always give and be our best selves. My personal understanding is that at some stage we all experience difficulties or setbacks and sometimes we might lose our way but if we remember that we are loved, respected and valued we can find the strength to continue, be courageous, reach our goals and fulfil our unique potential. This is all God asks of us.

Our College aphorism is "Learning to care, caring to learn". Care is at the heart of our Mercy Regional College community. It is these two things, caring for oneself and caring for others that we work for our young people to understand and have an opportunity and invitation to practice. We hope to promote and nurture in all young people academic potential as well as a spiritual way of living, learning and being that is based on care, good ethics, good morals and kindness. This is what we define as a holistic education where each young person flourishes academically, spiritually, emotionally, socially and physically.

Every day I am grateful to have the opportunity to witness our young people embracing the myriad of opportunities that are made available to them. They truly understand the meaning of community and go out of their way to enact this – collaborating together, welcoming the stranger, finding joy and supporting each other. They express their Catholicity through their action for social and ecological justice and their enactment of our College and the Gospel values. They have supported the marginalised and disadvantaged by standing up against bullying, gender and other forms of inequality and racism whilst raising awareness and often financial support for homelessness, mental illness, cancer and other illnesses.

I have been inspired by the increasingly aspirational attitude of our students throughout the year. Many of our students have succeeded in securing apprenticeships and traineeships that will stand them in good stead for their futures. Their love of God's creation is often seen in their desire to remain connected to the land and animals through pursuing careers in farming, agronomy and animal husbandry. Mercy Regional College also has a significant proportion of graduates that seek either careers or gap years in the defence forces demonstrating their desire to be of service to others and selflessness. Those that choose to pursue further study worked hard to achieve their VCE or VCAL certificates and for those wishing to secure a place at university they applied themselves to achieve their best possible ATAR.

My sincere thanks go to the exceptionally hardworking staff of the College. I admire and am grateful for their dedication to their students and the College. Their pride in themselves and our students and community ensure that they go beyond expectation to support and encourage all to be and give their best. My thanks also to all our parents for their ongoing partnership and support of the students, staff and each other. I finish with a quote by Helen Keller “Alone we can do so little; together we can do so much.”

Sharon Gillett

Principal



## College Board Report

When I look back on 2019, I think of it as a year of change and growth. This applies to me personally as my family grows up and some leave school to begin work and uni life. They are not at home all the time and the dynamics shift and change before settling again. And this certainly applies to our school as our Principal and leader moves on and we have others take their place. This change can be a time of growth and renewal and the new dynamics can be embraced and celebrated as we evaluate what is important to us as a school and strive to achieve this. As Chairperson of the Mercy Regional College Board, I'd like to welcome and acknowledge those who have contributed to the running of our school as we strive to embrace this change and keep the Mercy spirit alive.

I'd like to thank Mrs. Berni Sinnott for accepting the role of Principal for Terms 1 and 2 and taking on the responsibility of leading our school whilst we looked for a new Principal. Berni you did a fantastic job and kept the school running smoothly during this time. A very big welcome and thanks then to our new principal, Ms. Sharon Gillett. You have embraced the challenge of your new position and moving into a new community. It has been heartening to watch you take in all that is Mercy and then add your own influence to guide and lead the school. Your enthusiasm for getting to know our school, staff, students, parents and the wider communities is admirable and I hope you have felt a warm welcome in return. We look forward to the future under your guidance. A big thank you also to Mrs. Claire Wrigley and Mr. Dan Glennen and all of the leadership team for the support and leadership throughout 2019.

The start of 2019 saw the Board say goodbye to Mr. Bill Slatter, as he retired, and also to Mr. Michael Scanlon and Mr. Tim Bourke as their time on the Board came to an end. I'd like to thank Bill, Michael and Tim for their contribution to the Board; their wisdom and experience was invaluable. I'd also like to thank Mrs. Sue Bohm, our minute Secretary, as she retired from school life, for her massive contribution not only to our Board, but to the whole school community.

This year we welcomed Mr. Ben van de Camp, Mrs. Sharee Scanlon, and Mr. Andrew Watson to our Board. Ben is the HCSN Principal representative, Sharee is a parent and Andrew is from the Catholic Education Office in Ballarat. Andrew lead us through the process of appointing our new Principal and his guidance has been very valuable on many levels. Our remaining Board members are Ms. Julie Finney and Mrs. Claire Walsh. All members of our Board have contributed to discussion around the Board table and offered insight, guidance or questioned the various issues raised at our meetings. I thank my fellow board members for the diligence, respect and support they offer to the Board on a continual basis.

A very big thank you to our Canonical Administrators, Fr. Gerry Prunty and Fr. 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 Ms. Jude Murfitt our Business Manager, who does an amazing job with our finances. She has the confidence of the Board and we appreciate her expertise. I'd like to welcome Mrs. Nicole Darcy this year to our Board meetings. As part of her role as Executive assistant to Sharon, Nicole offers great administrative support to the Board and we are very grateful for this assistance.

I'd like to thank our teaching staff and our non-teaching staff for the effort and energy they put into our school and its young inhabitants. There are so many extras on top of teaching and learning that help shape and guide our students into becoming the best people they can be. Our staff contribute to this in an amazing way and help show that Mercy spirit every day.

The Board continues its oversight of financial, curriculum, policy, uniform and infrastructure development within the College and a lot of thought and discussion takes place around these issues.

I am grateful for the support given by my fellow board members and encourage other members of our school community to consider taking on a position on our Board.

This is my final year as Chairperson of the Board. I have had the privilege of being on the Board for six years, four as Chairperson. I have seen many changes to our leadership and to our school during my time. I hope moving forward we continue to embrace change and see it as an opportunity to grow and flourish. It has been an honour to be a part of Mercy Regional College Board and I am sure it will continue to be a place of 'Learning to Care, Caring to Learn'. Have a wonderful Christmas break.

Mrs. Rachael Johnstone

MRC Chairperson

## Catholic School Culture

### Goals & Intended Outcomes

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.

### Achievements

#### Catholic School Identity

In recent years, a core priority for the College has been to highlight, celebrate and enhance 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. As part of the body of the church we are called to be of service to others.

Our Social Justice Captains promote these good works and with the help of staff are prompted to live out the Gospel values in the regional community. Students are 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 by reflecting on the gospel values we live out when we are of service to others.

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, instil 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.

VCE students complete Unit 1 and 2 Religion and Society. During the 2019 year we have made the decision to change the way we deliver our Year 12 RE program at the Year 12 level, moving to a school based program (based on post-compulsory Awakenings.) Part of this has seen the introduction of Seminar Days across the year, which will enable our students to engage in theme based experiences which enact their RE learning. This we hope will enable our senior students some time to reflect on who they are as well as the type of person they would like to be. Our inaugural Seminar Day was held on November 21st 2019.

## VALUE ADDED

In 2019, Mercy Regional College undertook the following activities to further school improvement in the area of Catholic School Culture:

### LITURGIES

#### Commencement Mass

Our commencement Mass was held in the school stadium and was a very fitting way to welcome the school family back together. New staff were commissioned and the Year 7s were presented with their Bibles as a way of officially welcoming them into the faith community. Year 12s were introduced to the school community as well.

#### 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 in St Thomas Church Terang (Year 7 and 8) for Mass, joining with St Thomas' Primary school as part of the Hampden Catholic school network. Years 9 – 12 gathered in the church at St Patrick's in Camperdown for Mass. There was no meat available for sale from the College canteen on Ash Wednesday.

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

On Thursday 24<sup>th</sup> 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 small student choir under the leadership of Miss Jacqui Hester and Mr Luke Bourchier. 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 early September, our annual Mercy Day Mass reflected on the Feast Day of Our Lady of Mercy and the influence of the Sisters of Mercy on our district and local Catholic Education. 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.

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.

### **Student Leader Investiture**

In 2019 our induction of new captains for the 2020 year ahead was held in the Church at St Patrick's Camperdown. Of particular note this year was the fire carrier ceremony and the passing on of the light from the 2019 captains to the 2020 captains. Sr Rose Glennen from Noorat was our special guest, enhancing the link to the Sisters of Mercy and their important history and continued and connection to our school community.

### **Thanksgiving Mass**

Our Thanksgiving Mass was held at St Thomas' Church Terang. Again, it was a very positive occasion with families gathering to give thanks for the School year which has been. Students were bussed to the Church and were dismissed from the Church after Mass. It was a fitting way to celebrate the achievements of the year and post Mass, the annual awards ceremony was held.

### **RETREATS**

Retreats are always an important time of learning and reflection at our school. All students in 2019 were involved in a retreat experience. Our Year 12 students begin the year with a 3 day and 2 night retreat at Norval in Halls Gap. Our Year 10 students also participate in an overnight Retreat with our male and female students having different retreat experiences with a focus on gender specific issues.

Our Year 11 students had a one day Retreat experience with guest speaker Az Hamilton focusing on having passion in our lives and using gratitude and generosity to help others. Our Year 9 student Retreat has a focus on 'Service'. Part of this involved listening to guest speaker Fr Constantine talk to them about how service has helped give meaning to his life. Our Year 7 and 8 students also had a Retreat day with a focus on different forms of prayer and living in a just world.

At one of our Retreat's our guest speaker talked about some great advice that he gave to our students and is very relevant to us all in living a life of meaning. This is as follows:

- Be yourself and love yourself  
We all truly have so much to be grateful for! To be alive and here exactly where we are is so immense! There are so many miracles taking place in our lives right now that we are unaware of.
- Let God love you  
In order to realise our full potential we need to recognize the light of God. His love is unconditional. God is inside everyone, we just need to listen with the ears of our heart.
- Love nature  
Try to make some time each day to enjoy nature and the world around us. Be aware of it, be thankful for it and really connect with it.
- Love others, be kind  
It is important for us to try and create a world where kindness, compassion and empathy is highly valued. When should realise that our life is about more than just ourselves.

### **SOCIAL JUSTICE**

### **Caritas - Project Compassion**

Lent saw the continued tradition of Mercy Regional College's commitment to supporting Caritas - Project Compassion in the school. An increased focus this year was on informing the students of the story of those the Caritas team have recognised. Information was shared with the students in Religion classes, through display posters and weekly updated stories on the television screens located in the school office and the school library. Financial donations were made by the staff and student community to the Project Compassion boxes located in the classrooms as well as supporting the icy pole sales at the Junior Campus. The term also finished up with a CARITAS K's event held on the school oval at the Junior Campus. Many thanks must go to the entire Junior staff who assisted with the running of this event and to Mrs Brisbane for her coordination.

### **Winter Sleep Out / Foodshare**

The Mercy Regional College Winter Sleep Out was held in June and saw the students and staff involved spend the night engaged in a range of activities surrounding homelessness and the vulnerable. The night began with a bus trip to Foodshare in Warrnambool where the students learnt about the processes involved with food hamper packing for those in need. Prior to the night, the college collected a range of goods by the staff and student community to donate to Foodshare. The night finished up with fair trade activities back at the school and a reflection time. Thanks to Mrs Brisbane for her coordination of the night and to all the staff and students that made this night possible.

### **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. Thank you to Mrs Brisbane for her coordination of this event and to the staff and student community for their generous gift donations.

## Community Engagement

### Goals & Intended Outcomes

**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.

### Achievements

#### Hampden Catholic Schools Network (HCSN)

The Hampden Catholic Schools Network works together to provide a quality education, from Foundation through to Year 12, in a caring, Christian environment to the families within South West Victoria. In 2018 our network of schools increased the number of networking opportunities for our students and staff to four across the year before our transition to Secondary education day in Term 4. MRC staff joined the HCSN Primary Year 5 and Year 6 excursions to further develop recognition and relationships between students and staff. The HCSN Principals, Liaison Officer and parent Representative meet twice a term to ensure the relationship and communication between the schools and communities remains strong.

#### Community Liturgical Celebrations

As a Catholic school we celebrate our Catholic identity and traditions through liturgy. When we invite those within our community to join us, we provide the wider MRC community the opportunity to develop as religious and spiritual people. We have focused this year on enhancing our Catholic Identity through prayer, scripture and liturgy. Opportunities were created for students, staff and community members to come together to celebrate faith and to develop spiritually in meaningful and contemporary ways. We celebrated Mass together to mark the beginning of the educational year, our College and Mercy Feast days, our Year 12 Graduation and the end of the educational year for all students. Liturgies were held in recognition of the beginning of Lent on Ash Wednesday and Easter as well as a way to bring whole year levels together whilst on Retreat.

#### Communication Connection

Our College website, fortnightly newsletter and regular social media posts, facilitate connection to our MRC community and the wider local and regional communities. College news, events and milestones are shared regularly providing an invitation and opportunity for the wider community to connect with us. Our regular support of our community through Outreach and Service is illustrated through our regular meal and communion at the Uniting Church Community Meal and

our Year 10 Christian Outreach Program which sees our students engaging meaningfully with local aged care residents.

### **Principal Meet & Greet**

We held a series of “Meet & Greet” opportunities for members of the College community to come and meet with new Principal Sharon Gillett. These were informal opportunities now only to foster positive relationships but an opportunity for parents and community members to share their ideas for Mercy RC.

### **MRC Annual Car Raffle**

The annual MRC car raffle was again well supported by our regional community. The raffle winner was Denise Moloney. The money raised from our raffle has supported the purchase of new STEAM equipment for our learning programs.

### **Presentation Ball**

Our annual Presentation Ball for Year 11 students was once again celebrated at Glenormiston College

### **Uniform Review**

Our community was directly involved in a focus group to review and renew our College uniform. The group was formed inclusive of students, staff, parents, Alumni and our new uniform supplier representatives. The focus group worked to determine how to renew our uniform to meet the needs of the students. A trans- seasonal uniform was developed inclusive of pants for female students. Students are now able to choose which uniform they wear in line with the weather. New tracksuit pants and PE shorts were also introduced to enable Year 7 and 8 students the opportunity to wear their correct PE uniform to school on the day they have PE in 2020.

### **Mercy RC Arts and Technology Exhibition**

Our annual Arts and Technology Exhibition is always a wonderful way to facilitate connection with the wider community. Held this year in the Camperdown Court House across a week, the event was attended by many community members as well as tourists passing through the region. Our students also exhibited their work at the Corangamite Shire Youth Fest. Mercy’s Got Talent was celebrated once again and is a fantastic showcase of student and staff talent in the Performing Arts celebrated annually on the final day for Year 12.

### **Mercy Alumni and Former Students Association formation**

We began the process of forming an MRC Alumni and Former Students Association. Registrations are being taken on our webpage. Alumni /former students are highlighted on our FB page. Further development of this group is a goal for 2020.



**VALUE ADDED****Curricular activities:**

- Sovereign Hill excursions
- Christine Outreach
- TAC Road Smart education
- Outdoor and Environmental Education: Surf camp, Scuba Diving, Bush Walk, Snow experience,
- Year 7, 8, 9 Camps
- Year 10 Work Experience Program
- Year 10 MIPs
- Mt Noorat Field Trip
- Mt Shadwell Field Trip
- Mt Elephant Field trip
- Girl's in Physics breakfast
- ELEVATE education
- Court visit – Legal Studies
- VCAL Coffee and Barista training
- Year 10 Mock Interviews
- Year 9 Try a Career Day
- We Know Your Name but not your story workshops
- Cyber Bullying and the Law
- Year 7 and 8 Legal Aid
- Author in Residence
- Hamilton Sheepvention
- Year 7,8, 9,10,11 and 12 Retreats
- Mercy Kitchen
- Love the Game presentation
- Physics Synchrotron
- Fit 2 Drive – Year 11
- VCAL Student Forum
- Teen Mental Health Course
- Year 9 Street Art
- French Day
- Hospitality Road trip
- White Card Training
- First Aid Training

**Extra-curricular activities:**

- HSSSD, GWR and State Sports – Swimming, Athletics, Cross Country, Cricket, Golf, Chess, Clay Shooting, Football, Netball, Basketball, Table Tennis,
- Mercy Education Limited Frayne Speech Festival
- Instrumental Music – tuition
- Premier's Reading Challenge
- FIRE Carrier Program
- Student Leader Congress
- Lion's Youth of the Year Quest
- ANZAC Day and Remembrance Day ceremonies

- TIS Tour
- Caritas Education
- MRC Student Voice
- MRC Student Leadership
- Kimberley Cultural and Leadership Immersion
- MEL Seeds of Justice Regional event
- Social Justice Leaders Day
- Project Rokit Forum
- Australian History competition
- Winter Sleepout
- ANCQ Chemistry Quiz
- History Enrichment
- Special persons day
- RUOK Day
- Bullying No Way day
- International Women's Day
- Junior, Middle and Senior Oratory Competitions
- McAuley Cup
- Red Frogs visit
- Deakin Inspire
- Respect Cup
- National Young leaders Conference
- Rural leaders Conference

## PARENT SATISFACTION

Results from our School Improvement Parent Survey as follows:

Scale for Survey is **1 - Not at All** to **7 - All the Time**

- Average response for 'The academic standards at this school provide adequate challenge for my child' was 5.5
- Average response for 'My child's homework helps them with their learning' was 4.1
- Average response for 'My child enjoys the learning they do at school' was 4.5
- Average response for 'My child looks forward to going to school' was 4.8
- Average response for 'My child is developing good social skills' was 5.8
- Average response for 'My child gets on well with other students at school' was 6.2
- Average response for 'My child has been teased recently at school' was 2
- Average response for 'There is good two-way communication between the staff and parents at my child's school' was 5.2

- Average response for 'I have an opportunity to get involved in planning and deciding things at this school if I want to' was 4.9
- Average response for 'My child's school reports are very helpful' was 4.1
- Average response for 'Overall, I am satisfied with the education my child receives from their school' was 5.6
- Average response for 'The teachers at my child's school manage student behaviour fairly' was 4.8
- Average response for 'The teachers at my child's school are very good at making learning fun' was 4.1
- Average response for 'The teachers at my child's school are extremely dedicated' was 5.1
- Average response for 'The behaviour of other students interrupts my child's learning' was 3.7
- Average response for 'The staff in this school collaborate effectively with parents to optimise the learning of students' was 5.1
- Average response for 'My child is well prepared for the next stage of their education' was 5.2
- Average response for 'My child attending a Catholic school is very important to me' was 3.3
- Average response for 'Staff at this school are always fair to others' was 3.6
- Average response for 'Students at this school always care about others' was 3.3
- Average response for 'My child has the opportunity to participate in social justice activities' was 4.2

## Leadership & Stewardship

### Goals & Intended Outcomes

#### 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

### Achievements

#### MERCY REGIONAL COLLEGE BOARD OF MANAGEMENT

At the 2019 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 2019.

#### GOVERNORS OF THE COLLEGE

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

#### BOARD MEMBERS FOR 2019

Mrs Rachael Johnstone (Chairperson)  
Mr Ben Van de Camp  
Mrs Claire Walsh  
Mrs Julie Finny  
Mr Sharee Scanlon  
Mrs Jude Murfitt (College Business Manager)  
Mr Andrew Watson (Catholic Education Office)  
Mrs Berni Sinnott (Principal) February – May  
Mrs Sharon Gillett (Principal) May - November

#### STAFF DEPARTURES IN 2019

- Sarah Oakley                      Camperdown College
- Jenny Philips                      Retirement
- Paul Brown                        End of Contract
- Julie Giblin                        End of Contract
- Sue Bohm                         Retirement
- Joanne Beard                      Resignation
- Marg Jeffery                        Retirement

## STAFFING

New Principal July 2019 - Ms Sharon Gillett

Sharon comes to MRC from Sacred Heart College in Geelong with her husband David Horan. MRC is Sharon's first Principal appointment. Sharon has previously worked across many Deputy Principal portfolios including Mission and Staff, Student Development and Senior Leadership of Teaching and Learning and Wellbeing.

## POLICY DEVELOPMENT IN 2019

In 2019 Mercy Regional College took part in our VRQA review. This review required most of our Policies to be reviewed.

## CEOB MRC 2020 SCHOOL REVIEW

We move into the final phase of the CEOB School Improvement Framework this year and will participate in our School Review. To complete the review, we will work together to finalise our School Self Reflection Report and Data Profile after running one additional survey and self assessment tool - Characteristics of Highly Effective Catholic Schools. We will then work with our community to ensure that all views are considered before completing our Self Reflection Report in preparation for our three day review in August. Evidence from the review and school reflection will allow us to collaboratively develop our new School Improvement Plan.

## BUILDING AND FACILITIES

Over the holiday period we have completed extensive building works and thank Danny Gordon, Peter Stephens, Mark Evans, Stephen Murfitt and the many tradespersons who helped complete the works;

### O'Keeffe

- New Staff room, conversion from part of the Frank Pekin Resource Centre, including new furniture and equipment and 4 desk spaces.
- Library alterations, new desk and work area, painting and expansion from old IT room.
- Alteration of two offices and a storage area to form a new staff workroom, between 8C and the spare classroom.
- The old staffroom has been converted into two office spaces, Head of Campus and Junior Head of Teaching and Learning.
- Solid walls have been constructed between 6 of the 8 classrooms with a glass dividing door between the other two.
- Extensive clean-up of grounds area.

## McAuley

- Renovation of Year 12 Common Room, including new lunch making equipment and furniture.
- All high points of the school have had the gutters cleaned.
- Cleaning of the statue of Mary on the convent.
- Removal of the large gum tree near the stadium and arborist work on all trees, in order to maintain their health.
- Conversion of the Wellbeing space into 3 smaller work areas to be used for wellbeing and instrumental music lessons.
- Addition of an automatic gate on the driveway to Reception to create a safer play zone for students during the day.

## STAFF POSTGRADUATE STUDY 2019

- Georgia Copeland - REAP
- Daniel Lee – REAP
- Sharon Gillett – MBAE ACU

## GOVERNANCE PLANNING

- Continued information provided on change of Governance at beginning of 2021
- DOBCEL governance information from CEOB

## EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

### DESCRIPTION OF PL UNDERTAKEN IN 2019

PD Category	Event/Location	Start Date
Senior	Professional Learning for VCE Biology Teachers: Units 3 & 4 Biology, Geelong - location yet to be confirmed	25-Jan-19
Leadership	PAV Meeting/Dinner, Melbourne	08-Feb-19
Senior	STAV VCE Biology Conference, LaTrobe University, Bundoora	12-Feb-19
General School	Mental Health First Aid, Terang	13-Feb-19
Senior	STAVCON Chemistry Conference, La Trobe, Bundoora	13-Feb-19
Teaching & Learning - Technology	SW Tafe, update Cert 4 in Assessment and Learning, SW Tafe Warrnambool	14-Feb-19
Teaching & Learning - Technology	Training and Assessment upgrade, Warrnambool	14-Feb-19
Senior	STAV VCE Physics Conference, LaTrobe Uni Bundoora	15-Feb-19
Senior	Unit 1 and 3 Visual Communication Design Seminar, Abbotsford Convent 1 St Heliers Street, Abbotsford Vic 3067	15-Feb-19
Senior	VCE School Leaders Briefing, Warrnambool	18-Feb-19

Teaching & Learning - English	Professional PD with Jeanette Morris teaching Indigenous Issues at year 9 English,McAuley Campus	18-Feb-19
Leadership	General meeting 1 PAV,Essendon	18-Feb-19
Wellbeing	Mental Health First Aid Day 2,Terang	20-Feb-19
Teaching & Learning - HPE	Understanding your VCE results,Warrnambool	20-Feb-19
General School	Whole school literacy,Ballarat - CEOB	22-Feb-19
Teaching & Learning - Humanities	HTAV VCE UNITS 1 & 3 HISTORY CONFERENCE 2019,Melbourne	22-Feb-19
Leadership	MEL meeting,Mercy College Coburg	22-Feb-19
Teaching & Learning General	Secondary Whole School Literacy- All Learning Areas,Glowery- MacKillop Rooms Ballarat Diocese Precinct	22-Feb-19
General School	Learning Diversity Secondary Cluster Meeting,Horsham	25-Feb-19
General School	WDCTA Meeting,Warrnambool Cheese & Butter Factory	25-Feb-19
Senior	Analysing your school's VCE Results,Webinar	26-Feb-19
Teaching & Learning - Technology	Update Cert 4 in Assessment and Learning,SW Tafe Warrnambool	28-Feb-19
Leadership	BDSP meeting,Horsham	28-Feb-19
Teaching & Learning - English	English workshop,Camperdown College	28-Feb-19
General School	CARSOF Meeting,McAuley Campus	28-Feb-19
Senior	Health Teachers Network- 2018 Exam Review ,Webinar	28-Feb-19
Teaching & Learning - Humanities	LegalStudies toolkit,Melbourne	01-Mar-19
Teaching & Learning - Humanities	Legal Studies Teachers' Toolkit - Unit 3,Mulgrave Country	01-Mar-19
General School	CEAV Conference,MCG	04-Mar-19
Teaching & Learning General	Teaching EAL Students in the Mainstream Classroom,Horsham	05-Mar-19
Senior	VCAL Template Writing Session,Brauer College Warrnambool	06-Mar-19
Senior	VCE Analysing results,MRC Webinar	06-Mar-19
Teaching & Learning - HPE	PE Exam webinar,Mercy Regional College	06-Mar-19
Wellbeing	South West Health Care health and well being workshops ,Camperdown	07-Mar-19
General School	Catholic Development Network ,St Bede's College - 2 Mentone Pde, Mentone 3194	07-Mar-19
Leadership	Deputy Principal Seminar ,Academy of Mary Immaculate, Fitzroy	07-Mar-19
Leadership	Deputy Principals Seminar,Academy of Mary Immaculate, Fitzroy	07-Mar-19
Junior	Year 8 Humanities Teacher Meeting,O'Keeffe campus	12-Mar-19
Teaching & Learning General	NAPLAN PD,Geelong	13-Mar-19
Teaching & Learning General	Secondary Learning Leaders Network Meeting,Ballarat Tech School	15-Mar-19
Wellbeing	CEOB Wellbeing Network Meeting,Warrnambool	15-Mar-19
Religious Education	REAP Lectures 1 of 4 for the year.,Ballarat	15-Mar-19
Leadership	HCSN Meeting with Principal's,St Pat's	18-Mar-19
Leadership	Visits to HCSN Primary schools,	19-Mar-19
Teaching & Learning General	Teaching EAL Students in the Mainstream Classroom,Horsham	19-Mar-19
Teaching & Learning - Language	AIM ONE DAY WORKSHOP,IVANHOE GIRLS' GRAMMAR	20-Mar-19

General School	Deakin CPAB Meeting, Deakin University Warrnambool	20-Mar-19
Leadership	Diocesan Education Leader Gathering, Horsham	20-Mar-19
Teaching & Learning - English	VCAA English Assessor PD, Webinar - at school	20-Mar-19
Senior	VCE Revision Lectures 2019, Deakin University Warrnambool	20-Mar-19
Senior	WORK PLACE VISIT, TERANG	21-Mar-19
Senior	Webinar - AAP, MRC	21-Mar-19
General School	Understanding the Autism Spectrum with Dr Richard Eisenmajer, Ballarat	21-Mar-19
Teaching & Learning - English	Teachers as artful writers, Ballarat Fine Art Gallery	22-Mar-19
Teaching & Learning - Mathematics	VCE Further Maths SAC writing workshop, Terang College	25-Mar-19
Religious Education	ECSI Meeting with CEO, Boardroom	25-Mar-19
General School	Learning Diversity Leaders Termly Day, Warrnambool	26-Mar-19
General School	CARSOF Meeting, McAuley Campus	28-Mar-19
Teaching & Learning General	Southern Zone Catholic Library Network, Emmanuel College, Warrnambool	29-Mar-19
Teaching & Learning General	School Interventions information session, Mercy Regional College McAuley Campus	01-Apr-19
Senior	VCAL Template Writing, SWTAFE	02-Apr-19
Teaching & Learning General	Teaching EAL Students in the Mainstream Classroom, Horsham	02-Apr-19
Senior	VCE Meet the Assessors Workshop, Terang College	03-Apr-19
Wellbeing	Lookout, Monivae College	03-Apr-19
Teaching & Learning - Language	AIM implementation curriculum planning, O'Keeffe campus meeting room	03-Apr-19
Teaching & Learning - Mathematics	Yr 9 Maths planning session, School	04-Apr-19
General School	CEAV Careers Workshop, Torquay	04-Apr-19
Religious Education	CRL- Year 7 Religion, Mercy Regional College	26-Apr-19
Wellbeing	Overcoming school refusal, Eastern Hub, Geelong	26-Apr-19
Wellbeing	Harnessing Positive Education in the Western District Project., Hamilton & Alexandra Grammar School	28-Apr-19
General School	CARSOF Meeting, McAuley Campus	30-Apr-19
Teaching & Learning General	Teaching EAL Students in the Mainstream Classroom, Horsham	30-Apr-19
Teaching & Learning General	EAL PD, McAuley Campus	03-May-19
Religious Education	REAP Lectures Days 3 and 4, Ballarat	03-May-19
Teaching & Learning - Art	Unit 2 and 4 VCD PLANNING AND PREPARATION, Darebin Arts Centre, cnr Bell St & St Georges Rd Preston	03-May-19
Leadership	Timetable and Curriculum Review Meeting (Pre-planning), McAuley Campus Boardroom	06-May-19
Teaching & Learning - Humanities	Year 8 Humanities planning meeting, O'Keeffe campus	07-May-19
Teaching & Learning General	Teaching EAL students in the mainstream classroom, Aarat	07-May-19
Teaching & Learning General	Data Analysis Session and Intervention Recommendations, McAuley Campus Board Room	09-May-19
Leadership	General meeting 2 PAV, Bulleen	10-May-19
Teaching & Learning - Humanities	Unit 2 Legal Studies toolkit, Melbourne	10-May-19
Teaching & Learning - HPE	Health and Human Development- Preparing for 2019 Unit 2, Geelong	10-May-19
Teaching & Learning - Technology	VET Teachers Seminar, Melbourne University	10-May-19



Teaching & Learning - Humanities	Legal Studies VCE Teachers' Toolkit Unit 4, Mulgrave Country Club, Wheelers Hill	10-May-19
General School	Excel Training in Macros and Dashboards, Warrnambool	14-May-19
General School	WDCTA Meeting, Hawkesdale Secondary College	14-May-19
Teaching & Learning - Language	French Film screening in Warrnambool, Lighthouse Theatre	14-May-19
Junior	Autism and Anxiety, Ballarat	15-May-19
General School	Ballarat Business Managers Meeting, Monivae College - Hamilton	16-May-19
Religious Education	Caritas Global Justice Course, Emmanuel College Warrnambool	17-May-19
General School	Curriculum Review meeting, O'Keeffe Campus	20-May-19
Teaching & Learning General	Term 2 Teaching and Learning Domain Leader Meetings, O'Keeffe Campus Meeting Room	20-May-19
Junior	Empowering Autistic Learners, Warrnambool Primary School	21-May-19
General School	Education and Copyright National Seminar, Emmanuel College, Warrnambool	21-May-19
General School	Empowering Autistic Learners I Can Network PD, Warrnambool Primary School	21-May-19
Leadership	PAV Conference, Marysville	21-May-19
Wellbeing	Youth Mental Health Course, Timboon	22-May-19
Teaching & Learning General	Term 2 Teaching and Learning Domain Meetings, McAuley Campus Meeting Room	22-May-19
General School	CARSOF Meeting, McAuley Campus	23-May-19
Teaching & Learning General	VCE Scoring Meeting, McAuley Campus Board Room	24-May-19
General School	SW TAFE Education Week, SW TAFE Warrnambool	24-May-19
General School	2019 education Support conference, Warrnambool	24-May-19
Teaching & Learning General	Data analysis recommendations and interventions, McAuley Campus Boardroom	24-May-19
General School	2019 Education Support Staff Conference, South West TAFE Warrnambool	24-May-19
Wellbeing	Youth Mental Health Course, Timboon and District Healthcare Service.	29-May-19
General School	CDN Seminar, Assumption College, Kilmore	29-May-19
Teaching & Learning General	NCCD Briefing, St Pius X Parish Hall, St Pius X Primary School, 32 Hoddle Street,	29-May-19
Leadership	Diocese Meeting, Ballarat TBC	30-May-19
Leadership	Introduction to Leadership Coaching - Warrnambool, Deakin University - Warrnambool	03-Jun-19
Teaching & Learning General	NCCD Briefing, Ballarat	04-Jun-19
Teaching & Learning - Technology	CRL Meeting - Technology, Meeting Room McAuley Campus	05-Jun-19
Leadership	BDSP Meeting, Damascus	06-Jun-19
Leadership	HCSN Principals meeting, McAuley Campus	06-Jun-19
Teaching & Learning - Technology	SW TAFE auspicing, SW TAFE Warrnambool	12-Jun-19
Senior	SWTAFE VALIDATION DAY FOR AUSPICED SCHOOLS, WARRANAMBOOL	12-Jun-19
General School	22303VIC Course in Verifying the Correct Use of Adrenaline Autoinjector Devices, Warrnambool	13-Jun-19
Teaching & Learning - English	English Domain PD, MID01	13-Jun-19
Teaching & Learning General	Skype Meeting- Greg Mitchell, McAuley Campus	17-Jun-19
Leadership	General Meeting 3 PAV, Bulleen	21-Jun-19
Teaching & Learning - HPE	2019 HPE secondary VCE conference, Melbourne	21-Jun-19

General School	Verifying the Correct Use of Adrenaline Autoinjector Devices Course,Warrnambool	24-Jun-19
Teaching & Learning General	SPELD Learning Diversity Leaders,Ballarat	24-Jun-19
Leadership	Head of O'Keeffe Campus Handover,O'Keeffe Campus	25-Jun-19
Teaching & Learning General	Oxford meeting,Warrnambool	25-Jun-19
Teaching & Learning - HPE	medium rigid licence ,hamilton	27-Jun-19
General School	CARSOF Meeting,McAuley Campus	27-Jun-19
Religious Education	ECSI PD Day,	28-Jun-19
Wellbeing	MHFA Refresher course,Geelong	03-Jul-19
Wellbeing	MHFA Staff,External	18-Jul-19
Wellbeing	Respect cup meeting,279 Koroit St, Warrnambool.	18-Jul-19
Teaching & Learning General	Staff PD Day,McAuley	22-Jul-19
Teaching & Learning - Technology	VET validation day,Moonee Valley Racecourse	22-Jul-19
General School	Gandel Holocaust Studies Program for Australian Educators Interviews ,1341 Dandenong Road, Chadstone, VICTORIA, 3148	23-Jul-19
Wellbeing	SWH Health and Wellbeing Workshops,Camperdown	24-Jul-19
General School	Whole Staff Meeting,McAuley	24-Jul-19
Teaching & Learning General	Learning Support Meeting,Meeting Room	24-Jul-19
Senior	Careers Meeting,McAuley Library	24-Jul-19
Teaching & Learning General	T&L planning meeting,McAuley or O'Keeffe	25-Jul-19
General School	Mercy Business Managers Forum,Sacred Heart Geelong	25-Jul-19
Senior	VCAA School-based Assessment webinar: VCE Biology,Mercy Regional College	25-Jul-19
Teaching & Learning General	VCAA Whole School Curriculum Planning,McAuley Campus- Webinar	25-Jul-19
Teaching & Learning General	NCCD Moderation,Boardroom	26-Jul-19
Senior	SWTAFE VALIDATION ,WARRNAMBOOL	29-Jul-19
Teaching & Learning General	ACER PD,Online	29-Jul-19
Teaching & Learning General	NCCD Moderation,Boardroom	29-Jul-19
Teaching & Learning - HPE	PPT - Year 12 PE Audit,Home	29-Jul-19
Teaching & Learning - Humanities	Humanities Domain Meeting,Teaching teams preferred campus	31-Jul-19
Leadership	Mercy DP Review Panel,Bendigo	01-Aug-19
General School	Whole Staff Meeting,McAuley Campus	05-Aug-19
Teaching & Learning General	Mentor meeting Chamon and Kristie ,O'Keeffe Campus Meeting Room	06-Aug-19
Teaching & Learning - Technology	CRL Digital Technology 8 ,O'Keeffe Campus	06-Aug-19
Leadership	Safe Guarding Child Reference Group Meeting - CEOB,McAuley Boardroom	07-Aug-19
Senior	VTAC Briefing,Deakin University Warrnambool	08-Aug-19
Religious Education	AMSSA Conference,Sydney	08-Aug-19
Senior	Senior School PAC Programs Planning 2020,MID01	08-Aug-19
Leadership	AMSSA Conference,Sydney	08-Aug-19
Leadership	CEOB Ballarat Principals Meeting,Ballarat	12-Aug-19
Senior	Senior School Meeting,SEN02	12-Aug-19
Senior	PEEC Curriculum Day,Warrnambool	12-Aug-19
Teaching & Learning General	Curriculum Audit Meeting,O'Keeffe Campus	13-Aug-19
Teaching & Learning General	Reading Tutor PD,MRC	14-Aug-19

Teaching & Learning - HPE	VCCA PE teachers Webinar,McAuley campus	14-Aug-19
General School	WDCTA Meeting,SWTAFE	14-Aug-19
Teaching & Learning General	Curriculum Executive Meeting,McAuley Boardroom	15-Aug-19
Wellbeing	Empowering families and community,School	15-Aug-19
Teaching & Learning - English	VATE Middle Years Conference,RACV Country Club, Healesville	16-Aug-19
Leadership	MEL Frayne Festival,SHC Geelong	16-Aug-19
Teaching & Learning - English	VATE Middle years conference,Healesville	16-Aug-19
General School	Cultures of Thinking Conference (Masterclass) ,Bialik College	16-Aug-19
Religious Education	REAP Lectures Days 5 and 6,Warrnambool	16-Aug-19
General School	Cultures of Thinking Conference (Panel, Presentation, Soapbox, Workshops),Bialik College	18-Aug-19
Teaching & Learning - Art	CRL - The Arts,McAuley Campus	19-Aug-19
General School	Cultures of Thinking Conference (Observation) ,Bialik College	20-Aug-19
Middle	Middle School Meeting,MID01	20-Aug-19
Teaching & Learning General	Curriculum Review Meeting 1,Boardroom	21-Aug-19
Religious Education	REL (F-12) Conference,Comfort Inn, Halls Gap	22-Aug-19
General School	HTOL/HOS Combined Meeting,McAuley Campus	22-Aug-19
Leadership	Anti-Discrimination: Minimising your school's risks in an uncertain landscape,O'Keefe Campus	23-Aug-19
Senior	VCAL CEOB Meeting ,McAuley	26-Aug-19
Teaching & Learning - Language	Post-graduate French Intensive,UNE, Paramatta, NSW	26-Aug-19
Teaching & Learning General	CRL Meeting- English,Meeting Room- McAuley Campus	26-Aug-19
Teaching & Learning General	Maths Intervention and 5-8 Bridging the Gap ,O'Keefe Campus Boardroom	26-Aug-19
General School	Whole Staff Meeting,O'Keefe Campus, Noorat	28-Aug-19
Teaching & Learning General	VIT Meeting,Staffroom	28-Aug-19
Teaching & Learning - English	Year 8 English Text Selection meeting,O'Keefe campus meeting room	28-Aug-19
Leadership	RSA Training,Geelong	29-Aug-19
Teaching & Learning General	Secondary Schools Network Meeting- Teaching and Learning Leaders ,Emmanuel College Warrnambool	30-Aug-19
Teaching & Learning - English	Year 12 English Text Selection meeting ,staffroom	30-Aug-19
Senior	VCAL INDUSTRY EXCURSION,WARRNAMBOOL	30-Aug-19
Leadership	First Aid Update,Geelong	30-Aug-19
Teaching & Learning - Humanities	Webinar - countdown to the VCE exam, Legal Studies,Webinar (school or home)	02-Sep-19
Leadership	MRC Leadership Team Planning Day,Camperdown	02-Sep-19
Teaching & Learning General	Webinar - unpacking the effective use of teacher assistants,Webinar (school or home) / Evidence for Learning	03-Sep-19
Teaching & Learning - English	Year 7 English text selection meeting,McAuley Meeting Room	03-Sep-19
Senior	VCAA SWLr PD,SWTAFE Warrnambool	03-Sep-19
Teaching & Learning - English	Year 10 English Text Selection meeting ,MID rooms	04-Sep-19
Teaching & Learning - Science	Science meeting,	04-Sep-19
Teaching & Learning General	T&L meeting,school	05-Sep-19
Teaching & Learning -	TI-Nspire workshops,Colac	05-Sep-19

Mathematics	Secondary College	
General School	'Reaching Out' CDN Conference 2019,Rendezvous Hotel - Melbourne	05-Sep-19
Senior	IVET HOSPITALITY,COBURG	06-Sep-19
Senior	IVET inservice,Preston Melbourne	06-Sep-19
Teaching & Learning General	STAGE 2 QA Meeting,Emmanuel College	09-Sep-19
Leadership	CEOB -GAC Meeting,CEOB Ballarat	09-Sep-19
Teaching & Learning General	Curriculum Meeting- RE,McAuley Meeting Room	09-Sep-19
General School	Whole Staff Meeting,MID02	09-Sep-19
Teaching & Learning - English	Year 11 English Text Selection meeting,staffroom	10-Sep-19
Teaching & Learning - English	English meeting / PP meeting,McAuley meeting room	11-Sep-19
Teaching & Learning General	VIT meeting,McAuley meeting room	12-Sep-19
Wellbeing	CEOB Safeguarding standing committee,Catholic Ed Office Ballarat	13-Sep-19
Wellbeing	Managing Complex Behaviour through Trauma-Informed Positive Education Strategies + Be You Essentials,The Savoy Hotel	16-Sep-19
Teaching & Learning General	professional learning review meeting,O'Keeffe library	16-Sep-19
Leadership	Risk Management Workshop,Catholic Leadership Centre East Melb	17-Sep-19
Teaching & Learning - HPE	Meeting with Department of Ed,O'Keeffe Campus	17-Sep-19
Junior	Junior School Oratory Competition ,O'Keeffe Campus	17-Sep-19
Teaching & Learning General	Unpacking the 2019 NAPLAN data ,SEN02	17-Sep-19
Teaching & Learning General	ACER Data analysis and interventions suggestions,McAuley Campus Boardroom	18-Sep-19
Teaching & Learning - Art	PP meeting - Edrolo,MID upstairs office	19-Sep-19
Teaching & Learning General	Staff meeting - ACE, Risk Assessment,O'Keeffe	07-Oct-19
Teaching & Learning - English	Year 9 English Text Selection meeting,Staffroom	08-Oct-19
General School	Career Tools Workshop,Geelong Grammar School	09-Oct-19
Senior	RSA training,MRC	09-Oct-19
Leadership	Mercy Education Limited Leadership Seminar, Mass and Dinner,Melbourne	10-Oct-19
Religious Education	REAP Lectures Days 7 and 8,Warrnambool	11-Oct-19
General School	Whole Staff Meeting,Middle School	15-Oct-19
Senior	Meeting with Camperdown College VCAA Exams ,Camperdown College	15-Oct-19
Teaching & Learning - Language	Assessment Scheduling - FRENCH,O'Keeffe Campus	16-Oct-19
Leadership	CEOB Principal Induction,Ballarat	17-Oct-19
Teaching & Learning - Language	CRL Languages,O'Keeffe Campus	17-Oct-19
Teaching & Learning General	Teaching and Learning Meeting- Senior School ,KJ Office	17-Oct-19
Leadership	Future provision of Catholic education in Camperdown,Warrnambool	21-Oct-19
Teaching & Learning General	Data Analysis Meeting,McAuley Campus Boardroom	22-Oct-19
Junior	Digital Technology Planning and Teaching Team Training ,O'Keeffe Campus- Library	22-Oct-19
Leadership	Interview Panel - Leader Wellbeing Catholic Education Office ,Ballarat	22-Oct-19
Teaching & Learning General	NAPLAN Online Workshop,Online webinar	24-Oct-19
General School	CARSOF,McAuley Campus	24-Oct-19

Teaching & Learning General	Secondary Learning Leaders Network Meeting, Trinity College, Colac	25-Oct-19
General School	Whole Staff Meeting, Middle School Building	28-Oct-19
Teaching & Learning General	2020 Digital Technology/STEM Planning, McAuley Campus	29-Oct-19
Teaching & Learning General	Macqlit Planning Meeting, O'Keeffe Campus	29-Oct-19
General School	Staff PD Session, McAuley	30-Oct-19
Leadership	CEOB Leadership Gathering, Horsham	30-Oct-19
Teaching & Learning - Mathematics	Math Pathways Presentation , Internal	30-Oct-19
Teaching & Learning - Science	Science Meeting, SCI01	30-Oct-19
Teaching & Learning - Science	Science curriculum planning., SCI01	30-Oct-19
General School	Secondary LDL Meeting, Horsham	31-Oct-19
General School	Southern Zone Catholic Library Network Meeting and PD, Mortlake	31-Oct-19
Religious Education	REAP-GCTRE Study Day, Camperdown	31-Oct-19
General School	WDCTA Meeting, Deakin University Warrnambool	31-Oct-19
Teaching & Learning - Science	Science Curriculum planning, SCI01	07-Nov-19
Leadership	Ballarat Principals Meeting, Mildura	07-Nov-19
Teaching & Learning - Humanities	Humanities Domain Meeting, McAuley Campus - MID04	07-Nov-19
Senior	Campus change, McAuley Campus	11-Nov-19
Leadership	Teaching Sprints, Sydney	11-Nov-19
Senior	Deakin University CPAB Meeting, Deakin University Warrnambool	12-Nov-19
General School	Inspire Geelong Networking Breakfast, Geelong	14-Nov-19
General School	Inspire Geelong Networking Breakfast, The Pier Geelong	14-Nov-19
Leadership	SHC Alumni Breakfast, Geelong	14-Nov-19
General School	SWTAFE FINIALISING DAY, SWTAFE WARRNAMBOOL	15-Nov-19
Teaching & Learning General	PP meeting with Liam Charles, MID upstairs office	15-Nov-19
Teaching & Learning General	Confident Communication: Improving your Confidence and Assertiveness, Hawthorn	15-Nov-19
Wellbeing	Respect Cup Debrief Meeting, Warrnambool Womens Health & Wellbeing Office	18-Nov-19
General School	Gandel Holocaust Studies Program Pre-Seminar Presentation , Jewish Museum of Australia	19-Nov-19
General School	Compliance & Risk Support Working Parting, Ballarat	19-Nov-19
Teaching & Learning General	PP/SELT meeting, Meeting Room	19-Nov-19
Teaching & Learning General	Learning Support Meeting- Reading intervention programs 2020, O'Keeffe Campus	20-Nov-19
Leadership	CEOB Interview Panel, Ballarat	20-Nov-19
Teaching & Learning - Humanities	Teaching VCE History in 2020, Loreto Mandeville Hall, 10 Mandeville Crescent, Toorak	21-Nov-19
Leadership	HCSN Principals meeting, Terang	21-Nov-19
Teaching & Learning - Humanities	Teaching VCE History in 2020, Toorak	21-Nov-19
Teaching & Learning - Science	CEA Chemistry November Lectures, Melbourne	22-Nov-19
Teaching & Learning General	FSA Global Voices // A PBL masterclass with Thom Markham , Melbourne- Hampton Park Secondary College	22-Nov-19
Teaching & Learning General	Transitions Meeting, St Pat's	25-Nov-19

Teaching & Learning General	STEAM Learning Programs; preparing for jobs of the future Professional Development,Ballarat Tech School	25-Nov-19	
Wellbeing	Positive Education program day 1,Geelong Clonhard College	25-Nov-19	
Teaching & Learning General	2019 Awards Planning,McAuley Campus	26-Nov-19	
Senior	VCAL VET WORKSHOP,WARRNAMBOOL	27-Nov-19	
Wellbeing	Respectful relationships induction workshop,Mortlake College	28-Nov-19	
Teaching & Learning - Mathematics	Maths Pathway Trainer Retreat ,Cleveland Winery Resort & Events, Lancefield.	28-Nov-19	
Teaching & Learning - HPE	Preparing for 2020 Unit 1- Health and Human Development,Chadstone	29-Nov-19	
Teaching & Learning - English	Multilit meeting ,O'Keeffe - Chamon's office	29-Nov-19	
Wellbeing	DOBCEL SAFEGUARDING CHILDREN REFERENCE GROUP MEETING,CEO Ballarat	29-Nov-19	
General School	Inspiring Learners, Building Minds - Creative readers - SLAV Conference,Melbourne Convention Centre	29-Nov-19	
Teaching & Learning - Humanities	S.L.A.V. conference "Inspiring Learners, Building Minds",Convention Centre, South Wharf, Melbourne	29-Nov-19	
Teaching & Learning General	2019 Awards Planning,O'Keeffe Campus/ McAuley Campus	02-Dec-19	
Teaching & Learning - English	VATE/AATE Annual Conference,Deakin University Burwood	02-Dec-19	
General School	All Staff Meeting,McAuley Campus	02-Dec-19	
Teaching & Learning - Mathematics	TI PD day and MAV conference,Mantra Bel St and La Trobe Uni	04-Dec-19	
Teaching & Learning - Mathematics	MAV maths conference,Melbourne	05-Dec-19	
Wellbeing	Partnerships & cross-community collaboration meeting,17/31 Queen St Melbourne	05-Dec-19	
Teaching & Learning General	T&L Team- Reflection of year meeting,McAuley Campus Meeting Room	05-Dec-19	
Teaching & Learning - Technology	AIET VET Teachers training,MSAC (Melbourne Sports and Aquatic Centre)	10-Dec-19	
Teaching & Learning General	Webinar - Clarity in Learning, Teaching & Leading,Webinar	10-Dec-19	
General School	NDIS Infomation PD,Warrnambool	11-Dec-19	
<b>NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019</b>			<b>75</b>
<b>AVERAGE EXPENDITURE PER TEACHER FOR PL</b>			<b>\$43.66</b>

## TEACHER SATISFACTION

Results from our School Improvement Teacher Survey as follows:

Scale for Survey is **1 - Not at All** to **7 - All the Time**

- Average response for Teachers feeling positive at school was 5.1
- Average response for Teachers feeling stressed at School was 3.5
- Average response for Teachers feeling depressed at School was 2.2

Scale for Survey is **1 – Strongly Disagree** to **5 – Strongly Agree**

- Average response to ‘There is good communication between staff and leaders in this school’ was 3.5
- Average response to ‘The leaders in this school can be relied upon when things get tough’ was 4.1
- Average response to ‘The school’s leaders have a good understanding of the challenges which occur at my school’ was 3.6
- Average response to ‘I am always clear about what others in this school expect of me’ was 3.5
- Average response to ‘I am clear about my professional responsibilities’ was 4.2
- Average response to ‘There is good teamwork in this school’ was 3.7
- Average response to ‘Staff frequently discuss and share teaching methods and strategies with each other’ was 3.8
- Average response to ‘The staff are committed to the school’s goals and values’ was 3.8
- Average response to ‘I am encouraged in my work by praise, thanks or other recognition’ was 3.6
- Average response to ‘I receive regular feedback from a range of sources about my performance in this school’ was 2.7
- Average response to ‘There are opportunities in this school for developing new skills’ was 3.7
- Average response to ‘Staff in this school experience a lot of stress’ was 3
- Average response to ‘The rules and sanctions relating to discipline in this school are well understood by staff and students’ was 3.7
- Average response to ‘Students are treated with respect in this school’ was 4.4
- Average response to ‘Students are generally well-behaved in this school’ was 4.1
- Average response to ‘Students in this school are always focused on school improvement’ was 3.6
- Average response to ‘Students at this school are really motivated to learn’ was 2.7
- Average response to ‘Teaching practice in this school engages students in their learning’ was 3.3
- Average response to ‘The staff in this school collaborate effectively with parents to optimise the learning of students’ was 3.2
- Average response to ‘The curriculum in this school is well planned’ was 3.4
- Average response to ‘Teaching at a Catholic school is very important to me’ was 3.9
- Average response to ‘This school provides opportunities for me to show compassion to others’ was 4.5

## Learning & Teaching

### Goals & Intended Outcomes

#### 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.

### Achievements

#### 2019 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 90.65 was Sonni Guthrie

#### Subject Selection

Across third term, most students from Year 8 – 11 were heavily involved with subject selection briefings and interviews ahead of 2020. 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 Sacred Heart College, Geelong

#### 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 2019 was Mrs Rose Henry, Mrs Lydia Darcy and Mr Daniel Glennen. 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 during 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 Junior and Middle School Oratory Competitions 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. Grace Van Eck 9A was the worthy winner, speaking on the topic of "Unravelling the knot". Jed Podger was given the Encouragement Award. At the O'Keeffe Camp, Katerina Dombrovskaya 8D was the eventual winner speaking on the topic "Fake News". Pippa Jones, 7B was awarded the encouragement award speaking on "Climate Change". 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.

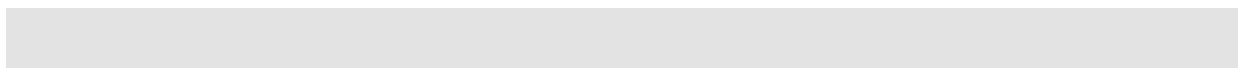
Thanks to the judges on the day, Wayne Oakes, Fr Matthew Crane, Luke Bouchier, Claire Wrigley, Sharon Gillett, Lachie Lee and Nicole Darcy. Thank you to everyone for your help in organising the Oratory Comp, particularly Luke Bouchier, Danny Gordon and Mark Evans. Thanks to everyone who gave up class time, too.

### **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 2019. 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.

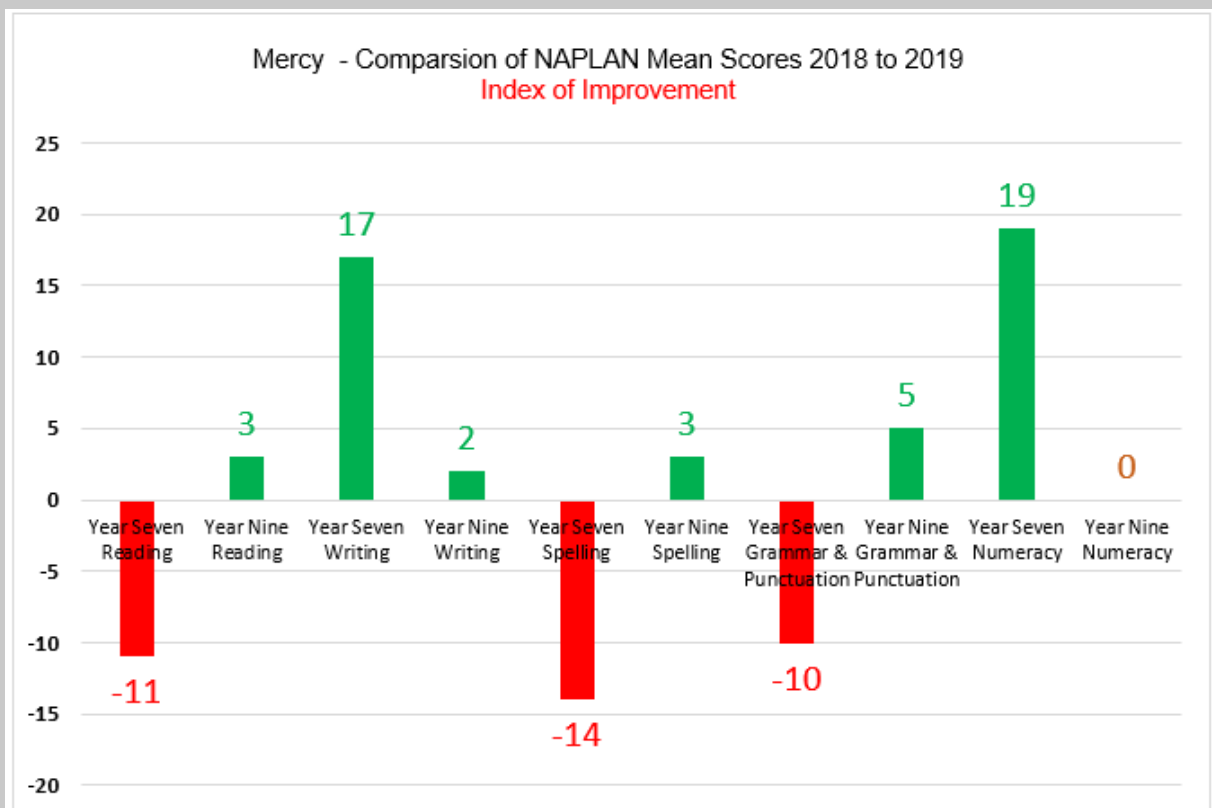


### Student Learning Outcomes

NAPLAN data at Mercy College has continued to show a positive trend towards improvement in six of the ten possible areas between 2018 and 2019.

In particular, there is strong evidence of improvement in student growth and achievement in Year 7 writing and numeracy with NAPLAN results, when comparing 2018 to 2019. Year 9 NAPLAN mean scores have also increased or been maintained in all 5 domains.

Mercy Regional College, Camperdown NAPLAN Mean Scores	2018	2019	Difference 2018 to 2019
Year Seven Reading	550	539	-11
Year Nine Reading	581	584	+3
Year Seven Writing	506	523	+17
Year Nine Writing	545	547	+2
Year Seven Spelling	548	534	-14
Year Nine Spelling	579	582	+3
Year Seven Grammar & Punctuation	554	544	-10
Year Nine Grammar & Punctuation	558	563	+5
Year Seven Numeracy	553	572	+19
Year Nine Numeracy	587	587	0



## Percentage of students making above average progress

The table below shows the percentage of students at the school who achieved above average progress, compared to students of a similar background and who had the same starting score on their previous NAPLAN test.

Year 7-9		Submit				
	2012-2014	2013-2015	2014-2016	2015-2017	2016-2018	2017-2019
Reading	44	48	52	50	50	53
Writing	60	57	54	53	53	53
Numeracy	48	48	41	43	48	54

### Interpreting the table

Selected school's average when compared to students with the same starting score and similar background

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

## Wellbeing

### Goals & Intended Outcomes

**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.

### Achievements

#### TEEN MENTAL HEALTH FIRST AID

The College hosted a Teen Mental Health First Aid course in October for all Year 10 students. The course was led by Suzi Stropin, Mental Health Australia Facilitator. The college was successful in securing a grant from the Foundation for Rural & Regional Renewal (FRRR) to cover the cost of the course. The 3.5-hour Teen MHFA course taught our students how to provide mental health first aid to support their friends. The course has been developed in response to research indicating that young people have a preference for sharing problems with peers. Students were equipped with skills and knowledge to address mental health challenges faced by teens.

#### POSITIVE BEHAVIOUR PROGRAM

Implementation of the Behaviour Management Program in 2019 tracked students behaviour through SIMON. Parents were able to access trackings through PAM. This new system worked well throughout the year, allowing students the transparency of expectations and guidelines for positive behaviour. Restorative Practice was used throughout the program to ensure personal student growth in their social/emotional behaviour. This system supported both staff and students by developing student engagement and positive relationships between all students and staff. It allowed opportunity for students to reflect on their behaviour with the support of staff.

#### CHILD SAFETY COMMITTEE

The formation of this committee occurred in 2019 with representatives from St Patrick's Primary School and Mercy Regional College. The purpose of the committee is to meet once a term to discuss any child safety matters. It was imperative that both schools came together to form this committee as the common site is shared by both schools. The committee members are Principals, Sharon Gillett, Michael McKenzie and Assistant Principals, Claire Wrigley and Annie Judd.

## **E-SAFETY COMMITTEE**

This committee was formed in 2019. Members include Daniel Beard, Kristie Jenson, Claire Wrigley, Paul Brown and Emily Stephens. The role of this committee is to oversee e-safety in the school, evaluate programs in the school and raise awareness of e-safety amongst our school community.

## **STUDENT ADVOCACY & AGENCY**

Regular Student Voice meetings occurred throughout the year allowing students the opportunity to discuss any matter they felt important in the school. The student charter was developed in 2019, it is a statement of the College's staff and students' aspirations and mutual expectations while working in unison in the context of the school motto of 'Learning to care, caring to learn.'

The charter embodies the key principles underpinning the partnership between our students and the College and details teacher and student responsibilities within the school community. It applies to all Mercy Regional College students. This was developed in consultation with students through the representative Student Voice group and key staff.

## **RESPECT CUP**

In October, Mercy Regional College hosted the inaugural Respect Cup. This was an event involving selected Year 9 students from Mercy College, Trinity College and Emmanuel College. The focus of the day was on supporting bystander actions towards Respectful Relationships. It provided an opportunity for students to take a leadership role in promoting healthy and respectful relationships. Keynote speaker was South West Health Strengthening Hospital Responses to Family Violence followed by interactive workshops lead by Police, CASA (Centre Against Sexual Abuse), Women's Health & Wellbeing Barwon South West, Respectful Relationship (DET). The event engaged young people through combining interactive workshops exploring elements of respectful relationships and violence against women, with a mixed netball competition.

## **POSITIVE EDUCATION STAFF PROFESSIONAL DEVELOPMENT**

Mercy Regional College had three staff members attend the Handbury Positive Education Conference held at Hamilton Alexandra College. This event was made possible by benefactor funds from the Handbury family. The conference introduced staff to Positive Education as presented by the Geelong Grammar Positive Education Institute. Mercy Regional College are members of the Western District Handbury Hub and have access to the PEEC curriculum, with components of the Phase 7 course being trialled in the senior school Mercy program.

## **STAFF WELLBEING**

In October a 'Self Care' professional development session was facilitated by Suzi Stropin. This session covered the aspect of personal wellbeing and managing stress levels in our lives. Staff were presented with coping strategies and a self care plan to assist with their mental health.

## **MRC UNIFORM COMMITTEE**

A committee of students, parents, staff and alumni was formed to review the College uniform. The Mercy community were surveyed and the results prompted some uniform changes. These changes were to occur for the 2020 school year. Changes to be implemented include Junior

school students permitted to wear PE uniform to and from school on the day of PE prac and the implementation of transeasonal uniform, allowing students choice of summer or winter uniform.

## VALUE ADDED

A selection of **Staff Wellbeing programs** offered during the year:

- Mercy Regional College staff induction programs
- Celebrating milestones within the staff as well as taking time to remember those who have passed away.
- MRC R U Ok day luncheon
- Workplace Mental Health First Aid course
- Various staff activities such as staff challenges, staff appreciation activities and social gatherings
- Staff Wellbeing Professional Development Session on Self Care

A selection of **Parent Wellbeing programs** offered during the year:

- Junior school - Presentation from Legal Aid - Sex, Young People and the Law
- Supporting students with their examination preparation - ELEVATE
- Access to Wellbeing information and e-safety information on the Mercy website, giving parents up to date information as well as after hour phone numbers they may need.
- Regular information on college newsletter

A selection of **Student Wellbeing programs** offered during the year:

- Year 7 Camp
- Year 8 Camp
- Year 11 Road safety presentation
- Year 10 Love the Game presentation - connection between gaming & gambling
- Year 10 Boys Retreat
- Year 10 Girls Retreat
- Year 9 Melbourne Experience Camp
- Year 11 Camp
- Resilience Project Lessons
- Presentations from Police in School Program
- Presentation from Legal Aid - Online laws
- Year 12 Retreat
- Year 12 guest speakers from various agencies.
- R U Ok Day
- Bullying No Way Day
- Year 9 BRICK's Program
- You the Man Presentation - Year 10
- Mercy Kitchen

## STUDENT SATISFACTION

Results from our School Improvement Student Survey as follows:

Scale for Survey is **1 – Strongly Disagree** to **5 – Strongly Agree**

- Average response for 'I feel good about being a student at this school' was 3.4
- Average response for 'My teachers provide help and support when it is needed' was 3.4
- Average response for 'My teachers put a lot of energy into teaching our class' was 3.4
- Average response for 'My teachers make learning interesting' was 3
- Average response for 'I think I am generally successful at school' was 3.2
- Average response for 'Continuing or completing my education is important to me' was 3.7
- Average response for 'I get on really well with most of my classmates' was 3.9
- Average response for 'I have been teased in an unpleasant way recently at my school' was 2
- Average response for 'The behaviour of some students in class makes it hard for me to do my work' was 2.8
- Average response for 'Being at a Catholic school is very important to me' was 2.1
- Average response for 'At this school I have the opportunity to learn about the Catholic faith' was 3.7
- Average response for 'Staff at this school always care about others' was 3.6
- Average response for 'This school provides opportunities for me to show compassion to others' was 3.4
- Average response for 'This school raises my awareness of social justice issues' was 3.2

## STUDENT ATTENDANCE

Attendance rolls are kept for homeroom, study periods and all classes. Parents of students who are absent are required to contact the College on the day of the absence by 9.00am via phone or PAM. Extended absences must be requested in writing to the Principal. Students who arrive late are required to sign in at reception. If a student is absent from school and no reason has been provided this will necessitate a SMS message from the College. Parents are requested to respond to the SMS message with an explanation for the student's absence.

## 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.

### Achievements

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

- College website includes a statement of commitment to child safety.
- Assistant Principal -Claire Wrigley gave a presentation to all students about child safety and help seeking advice for any child abuse matters.
- Formation of the e-safety committee.
- Child Protection Officers – Claire Wrigley & Emily Stephens
- Creation of a Child Safety Standing Committee at Leadership level in collaboration with St Patrick's PS.

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

- We have adopted and accepted a child safety policy (found on the school's website).
- We have developed and adopted a child friendly version of the Child Safety Policy

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

- All staff sign the Code of Conduct annually.
- This Code is explained annually to all staff of the College.

#### **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.
- A school register for contractors, cleaner and visitors to the college
- Staff Induction program - outlining of Child Safety Policy and Staff Code of Conduct.

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

- Processes as recommended by CEO Ballarat.
- Complaints Policy ratified.
- Staff informed of child safety procedures at a Staff Meeting in Term 1.
- Key to these is a new 'PROTECT' document developed across systems

#### **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.
- The formation of the Child safety Committee.
- Staff complete a mandatory reporting online module annually.

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

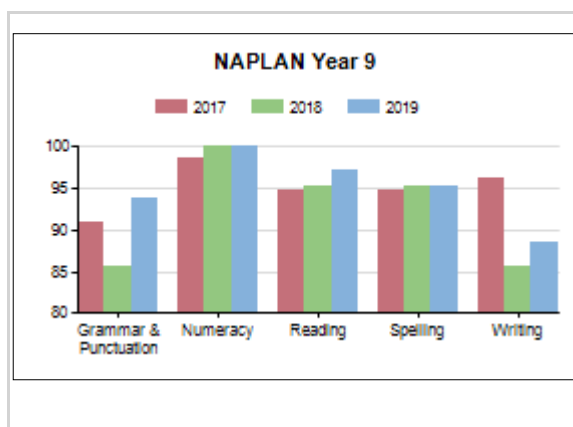
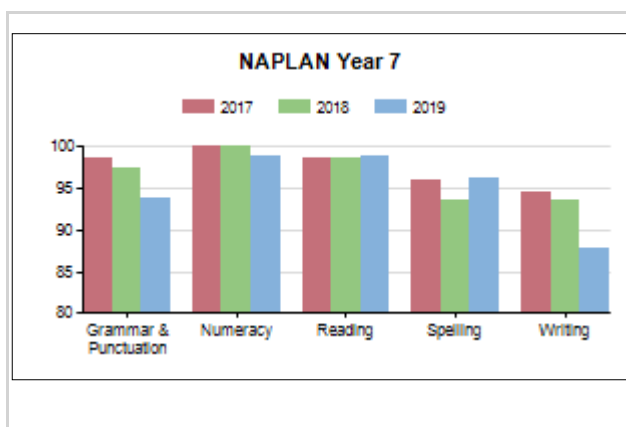
- Mercy Regional College has a range of pre-existing programs, policies and resources that already act to facilitate this standard.
- Students are invited to the opportunity to participate in the Student Voice Committee at the College

## School Performance Data Summary

**E2033**  
**Mercy Regional College, Camperdown**

### PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

<b>NAPLAN TESTS</b>	<b>2017</b> %	<b>2018</b> %	<b>2017 - 2018</b> <b>Changes</b> %	<b>2019</b> %	<b>2018 - 2019</b> <b>Changes</b> %
YR 07 Grammar & Punctuation	98.6	97.4	-1.2	93.8	-3.6
YR 07 Numeracy	100.0	100.0	0.0	98.8	-1.2
YR 07 Reading	98.6	98.7	0.1	98.8	0.1
YR 07 Spelling	95.9	93.6	-2.3	96.3	2.7
YR 07 Writing	94.5	93.6	-0.9	87.8	-5.8
YR 09 Grammar & Punctuation	90.8	85.5	-5.3	93.8	8.3
YR 09 Numeracy	98.6	100.0	1.4	100.0	0.0
YR 09 Reading	94.8	95.2	0.4	97.1	1.9
YR 09 Spelling	94.7	95.2	0.5	95.3	0.1
YR 09 Writing	96.1	85.5	-10.6	88.4	2.9



<b>YEARS 9 - 12 STUDENT RETENTION RATE</b>	
Years 9 to 12 Student Retention Rate	78.2%

<b>AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL</b>	<b>%</b>
Y07	93.1
Y08	91.2
Y09	92.2
Y10	89.1
Overall average attendance	91.4

<b>TEACHING STAFF ATTENDANCE RATE</b>	
Teaching Staff Attendance Rate	93.4%

<b>ALLSTAFF RETENTION RATE</b>	
Staff Retention Rate	92.0%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	15.9%
Graduate	43.2%
Graduate Certificate	6.8%
Bachelor Degree	84.1%
Advanced Diploma	13.6%
No Qualifications Listed	9.1%

STAFF COMPOSITION	
Principal Class (Headcount)	5
Teaching Staff (Headcount)	49
Teaching Staff (FTE)	38.3
Non-Teaching Staff (Headcount)	31
Non-Teaching Staff (FTE)	24.7
Indigenous Teaching Staff (Headcount)	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Grammar & Punctuation	562.7
Year 9 Numeracy	587.0
Year 9 Reading	583.9

Year 9 Spelling	581.7
Year 9 Writing	547.4

SENIOR SECONDARY OUTCOMES	
VCE Median Score	27
VCE Completion Rate	98%
VCAL Completion Rate	100%

POST-SCHOOL DESTINATIONS AS AT 2019	
Tertiary Study	34.0%
TAFE / VET	9.0%
Apprenticeship / Traineeship	25.0%
Deferred	17.0%
Employment	15.0%
Other - The category of Other includes both students Looking for Work and those classed as Other	0.0%

*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 [www.acnc.gov.au](http://www.acnc.gov.au)*