



## St Patrick's College, Ballarat



# 2014 ANNUAL REPORT to the School Community

REGISTERED SCHOOL NUMBER: 0028

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## Contact Details

<b>ADDRESS</b>	1431 Sturt Street BALLARAT VIC 3350
<b>PRINCIPAL</b>	Mr John Crowley
<b>GOVERNING AUTHORITY</b>	Edmund Rice Education Australia
<b>SCHOOL BOARD CHAIR</b>	Mr Andrew Byrne
<b>TELEPHONE</b>	(03) 5331 1688
<b>EMAIL</b>	principal@stpats.vic.edu.au
<b>WEBSITE</b>	www.stpats.vic.edu.au

## Minimum Standards Attestation

I, Mr John Crowley attest that St Patrick's College Ballarat 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 2014 school year under the Schools Assistance Act 2008 (Cth) and the Schools Assistance Regulations 2009 (Cth)

22 May 2015

## Our College Vision

### A Vision for St Patrick's College, 2011-2014....

*'Raising fine boys to the status of great men'.*

#### Our Mission

*Our Vision will be fulfilled through our commitment to honour the rich traditions which have shaped the identity and culture of St Patrick's College Ballarat:*



#### Our Catholic Faith

- We provide hope by making Jesus present, through proclaiming, sharing and celebrating our Catholic faith.
- We express our faith through our service of others.
- We are first and foremost a Catholic school for boys guided in all that we do by the teachings of Jesus of the Gospels.

#### In the Spirit of Edmund Rice

- We welcome all boys who wish to honour our tradition, commit themselves to our values and contribute to our story.
- We develop young men who will serve the College and shape society with compassion and justice.
- We work with, and for the marginalised locally, nationally and internationally.
- We recognise and celebrate our Indigenous brothers and sisters as the first inhabitants of this land and commit to walking with them to close the gap that currently exists between Indigenous and non-Indigenous Australians.

#### Teaching and Learning



- We provide a holistic, challenging and engaging education that is accessible to all boys and will inspire boys to be motivated and informed life-long learners.
- We provide a curriculum that is challenging and relevant to the needs of each learner using appropriate technology and engaging methodologies informed by good pedagogy.
- We foster a personal responsibility for learning as a lifetime's work.
- We have committed and highly skilled staff who will be professionally skilled, rewarded and publicly acknowledged.
- We provide excellent resources and facilities which enhance learning and teaching.

### College Tradition

- We recognise, respect and build on our St Patrick's tradition of excellence for boys in a joyful celebration of emerging manhood.
- We recognise and celebrate the Christian Brothers as custodians of this land since 1893.

### Pastoral Care

- We value and nurture the uniqueness of each individual within our community.
- We provide a school environment where all feel safe and happy.

### Communication

- We recognise the family as the primary educators of our students and collaborate with parents for the development of their sons. We communicate effectively with all members of our community of students, staff, parents, clergy and Old Collegians and the wider society.

### Values

*Our vision and mission are underpinned by our community's commitment to bear witness to the following shared values as modelled by Jesus Christ and Edmund Rice:*

- Justice – for all;
- Commitment – to personal excellence;
- Respect – for self, others and the environment;
- Responsibility – for ourselves and our living traditions;
- Compassion – for all in our community and those at the margins; and
- Honesty – in all dealings.





## College Overview

St Patrick's College is a Catholic secondary school for boys located in Ballarat, Victoria. The College was founded in 1893 by the Christian Brothers under the patronage of the Bishop of Ballarat, Dr James Moore. The College caters for both day and boarding students. St Patrick's is located on Sturt Street Ballarat and is part of a recognised education precinct with its close proximity to Ballarat Clarendon College, Loreto College and Ballarat High School.

The College's teachings are based upon the Gospel of Jesus Christ and the charism of Edmund Rice, founder of the Christian Brothers. This philosophy arose from Edmund's reading and interpretation of the Gospel of Jesus Christ and his awareness of the moral, social and political realities of his day. Using a process of liberation through education Edmund was able to restore the dignity of young Irish Catholic boys and provide them with vocational prospects for the future.

This charism is reflected in the current practices of the College. St Patrick's College maintains an inclusive enrolment policy, is generally considered to be a low fee school and offers a broad range of curricular and co-curricular options to cater for boys with a range of needs. This is highlighted by the wide range of vocations that graduates enter following school, ranging from tertiary studies to traineeships and apprenticeships.

Ballarat is a major regional city within Victoria and is recognised as a service centre for the Central Highlands, Wimmera and Volcanic Plains regions. This trend will continue into the future as government, health and retail services are progressively withdrawn from outlying areas. Ballarat continues to grow well ahead of the national growth rate.

Ballarat is renowned as a centre for education and currently boasts the presence of three Universities: University of Ballarat, Australian Catholic University and the University of Melbourne (School of Forestry Creswick); a range of Catholic and independent secondary schools, a diverse range of government secondary schools as well as an extensive Catholic, independent and government primary schools sector.

The 2014 school year saw St Patrick's College's enrolment at 1361, with 62 students living within the College's Boarding Houses.

The 2011-2014 Strategic Plan Project has been managed by the Policy and Planning Committee. The process to develop the Strategic Plan has utilised primary and secondary research materials, the collective expertise and experience of the Committees of the Board as well as incorporated input from a broad cross-section of the St Patrick's College community.



## Headmaster's Report



The College continues to flourish as a Ballarat Catholic school for boys in the Edmund Rice tradition. This is attributable to the strong and effective support of the College Board led by Mr Andrew Byrne; the Board committees comprising Board members, parents, staff, and community members; the Associations of the College represented here tonight amongst our guests; the senior leadership of the College including our Deputy Heads, Mr Jon Franzin (Student and Staff Wellbeing) and Mr Stephen Hill (Teaching and Learning), and the Business Manager, Mrs Shirley Walters; the Leadership Team consisting of the Heads of School and the Directors of Administration, Kelty Resource Centre, Mission, Pastoral Care, Performing Arts and Sport; the Year Level Coordinators; the Heads of Faculty and so many other collaborators within our teaching and non-teaching staff.

### Student Programmes

Mr Mark Holland, new head of ICT, with his extensive team, has led a very successful rollout of iPads electronic textbooks, and electronic diaries.

### Teaching & Learning

Ms Elizabeth Till who is leaving us to take up the position of Executive Deputy Principal at Loreto College Ballarat has furthered the staff coaching programme.

### Student Leadership

Ben Martin has led by example, ably assisted by David Adams and Sam Romeril in a most positive manner. The student body has been active, entertained, challenged and responsive!

### Pastoral

Our recognition of student achievement across academics, performing and visual arts, community service and sport continues to grow, with record levels of participation.

### Cultural

Our new Director of Performing Arts and Head of Music, Mr Mark Witham, has led many great initiatives, lifting the profile of the performing arts in all their aspects. A highlight was the musical soiree in the Chapel, capped by the Year 7 Choir who led us tonight in the singing of the National Anthem.

### Catholic Identity

Our Mission Team led by Mr Geoff Brodie, continues to develop processes and experiences to offer our boys ways of connecting with our tradition and their own evolving futures. Fr James Kerr as chaplain has been a most welcome addition to our staff and prayer life. Sunday evening Mass in our Chapel led by Bishop Peter Connors has been another great initiative.



## **Sporting**

We have been blessed as usual with many highlights in our sporting calendar and student achievements, but the most public of these would have to be our fifth consecutive Herald-Sun Shield win in the football. The participation rates in representative and house sports continue to grow.

## **Boarding**

Our new Director of Boarding, Mr Mike Silcock, assisted by Ms Tamara Westwood and the boarding team, has had a busy but successful year. The Kenny House extension has been well populated, parent dinners and Sunday evening Masses have been well attended and quite effective.

## **Population**

Once again demand for places has been high, but we have held to our commitment to try to provide a place for every boy who wishes to join us in good faith, respecting our tradition and wishing to add to it. Currently we have well over 1400 boys on our books for 2014.

## **Finances**

In the Financial area we are travelling well, balancing income with the growing demands of providing quality education. The 2014 forecast is for a modest deficit and the 2015 budget has us breaking even. The board, at its November meeting, has agreed to apply to EREA for a \$5million loan to commence the next round of buildings for Food Technology, boarding catering and dining, and an Arts Wing paralleling the Pell Wing. Subject to approvals these works would commence in 2015.

These new works are in line with the Board's revised Building Master Plan, revisited as part of the Board's Strategic Plan 2015-18, which is in draft form awaiting the arrival of the new Headmaster to put his stamp on it in February 2015. Generally the building stock is in excellent condition apart from the Pell and Purton Wings, and the maintenance area.

We are indebted once again to each of our support groups:

Old Collegians Association, North Old Boys-SPCOCA Amateur Football Club, SPC Rugby Club, the SPC Foundation, the Friends of St Patrick's, the Friends of Music, the SPC Rowing Club Inc, and a newcomer this year: Gymsports, led by Don Pennell, which has established the Br B.J. Scott Gymsports Centre in Sebastopol.

Amongst the staff, we have this year welcomed a new Deputy in Mr Jon Franzin, a Head of Performing Arts and Director of Music in Mr Mark Witham, and Head of ICT in Mr Mark Holland.

Resignations and transfers at the end of 2014 include long serving staff members: Mr Michael Brady, Mr Malcolm Barrins, Ms Sara Taylor, Mrs Anne Hucker, Mr Jamie Lynn, Ms Elizabeth Till, Mrs Felicity Knobel and Miss Therese Mount. We thank them, wish them well and we will pray for their continued good health.

I thank the Board members led by Mr Andrew Byrne for their unflagging support while offering due diligence across all aspects of our venture.



Since the age of five, I have been involved in schools. That represents 60 of my 65 years. I have been registered as a teacher for 45 years - over 16,000 days. I have been a principal for 29 years - over 10,000 days. I have attended more than 250 Board meetings. The list goes on, to be wallowed in by geriatrics like me. But above all I have been in the blessed position to make a difference to the lives of innumerable students. For this I am most grateful. I can think of nowhere else on earth I would rather be, and no calling preferable to that which has been mine at St Patrick's College.

May God go with us all.

**Dr Peter M Casey**  
**Headmaster**



## College Board Report

I am pleased to report that 2014 was another successful and busy year for the College. Dr Peter Casey retires after 13 years of leading the school through an exciting and successful period of growth as Headmaster. Mr John Crowley was appointed to take over the position from Peter and he comes with experience and leadership qualities to enable him continue to lead the school into the future.

Demand for places at the College continues to be strong. To cater for the planned growth the board adopted an innovative Building Master Plan and hopes to commence work on stage 1 of the plan during 2015. We enjoyed continued success on the sporting fields and our boys had excellent academic results.

The Board and committee members look forward to 2015 with enthusiasm in striving to achieve our mission of transforming "fine boys into great men".

### Building Committee

The Building committee has worked hard during the year with the College community to bring to the Board for approval the Building Master Plan. This plan will guide us for many years to come to ensure we continue to have a modern and progressive education environment for teaching. In line with this Plan the committee has recommended that the proposed works be staged over a number of years. Stage 1 being the building of facilities to cater for food technology, catering/dining and an arts wing is planned to commence and be completed during 2015. This committee has also adopted a Conservation Management Plan that will provide guidance for future building and infrastructure projects across the College.

Kennedy House is now complete and offers good facilities for the Headmaster, Building Manager, Director of Development and Payroll and Archives as well as offering a good meeting room for the Board and other groups.

### Education Committee

The Education Committee had a busy year in 2014. The main aim of the Committee has been to oversee the professional development of the staff and the students.

The committee's main focus over 2014 was the development of the *Expected Standards of Attainment in Assessment Tasks Guidelines*. When this programme is implemented it has the potential to enhance and further the academic and learning culture of the College.

There was also a shift of focus of the Colleague Mentor group towards the more contemporary pedagogy of the coaching model which assists in the ongoing development of this initiative. The committee will now focus over 2015 on improving student engagement, developing a College-wide approach to improving literacy and differentiation in the curriculum.

### Policy and Planning Committee

This committee is responsible for ensuring all policies are updated in line with the College's Policy Review Schedule. It also ensures the implementation of the School Improvement Framework and the College Strategic Plan for 2015 - 2018. It must also plan for the School Renewal process which occurs every six years.

The committee had a busy year with the renewal of six policies. There are a number of policies that the committee will be updating during 2015 to ensure that all policies are up to date.

The committee has been busy in meeting with staff, students, parents and members of the College community as part of the process for reviewing the new College Strategic Plan. It is proposed that this plan will be ready for approval by the board in early 2015.

### **Finance Committee**

The committee has a very important goal and that is to plan for and monitor the continued strong financial performance of the College. In line with this goal is the preparation of the budgets by the committee both for the current operation of the College and its long term growth. With the adoption by the board of stage 1 of the Building Master Plan the committee was able to build into the budget for 2015 the cost of these works without impacting on the fees.

The College undergoes different Internal Control Audits as well as external audits. The committee was involved in assisting with these audits and is also responsible for the reviewing of the Internal Controls and recommendations of the auditors.

The committee has worked hard over 2014 to ensure the College was able to effectively budget for these major works as well as making sure that our fee structure is in keeping with the College Strategic Plan.

### **Public Relations and Marketing Committee**

The Public Relations and Marketing Committee has worked tirelessly and enthusiastically over 2014. The College is well regard as a result of the continued promotion by this committee as a school that strives to "transform fine boys into great men".

Some of the highlights of the year in which the committee were involved include:

- Rebuilding the College website which should be launched early in 2015,
- Promotion of the record achievement in winning five consecutive Herald Sun Shield Premierships by the production a commemorative 88-page magazine "SPC Glory".
- professionally presented promotional material for the College including the College Annual Magazine and the Shamrock,
- Another very successful Flanagan Art Exhibition,
- Promotion of the College at such events as the Hamilton Sheepvention and the annual Legends Dinners.

### **St Patrick's College Board**

Dr Peter Casey retires as Headmaster after serving the school well over his 13 years in the position. During Peter's tenure we have seen the school grow in numbers from around 850 students to 1,400. He has transformed the facility to create a vibrant and exciting secondary school for boys which provides an inclusive and high standard of education. Although Peter is leaving the school he will be remember as a great leader and I, on behalf of the school community, acknowledge with gratitude his fine achievements.

I have been pleased to be involved in the appointment of the new Headmaster and I am confident that John Crowley will continue to lead the College with great success. I welcome John to the position and look forward to working with him.

The Board has worked tirelessly and effectively over 2014. Some of our achievements include:

- A revised Building Master Plan with stage 1 of the plans budgeted and planned to be completed in 2015,
- A revision of our Strategic Plan for 2015 - 2018
- Completion of renovations to Kennedy House suitable for administration staff, Headmaster's office and board meeting rooms,
- The successful integration of boarding into and the opening of the Phyland- Farley House,
- Reviewing the College budget to ensure continued growth but taking into account our vision to keep fees affordable,
- We continue to review and adopt strategies to ensure the continued improvement with our academic results, sporting results and to ensure that we focus on our vision of transforming fine boys into great men.

I have enjoyed my time as Chair over the year and look forward to the challenges of 2015. The College Board is well qualified to continue to serve the College well. The members of the College Board for 2014 were:



- Andrew Byrne (Chair)
- Dr Peter Casey
- Terry Lloyd (Deputy Chair)
- Adrian Doyle
- Jon Franzin
- Stephen Hill
- Angela Carey
- Mick Smith
- Denise Corboy
- Leonie Spencer

**Back Row:** Mr Jon Franzin, Mr Stephen Hill

**Middle Row:** Mr Mick Smith, Mr Adrian Doyle, Dr Peter Casey, Professor Terry Lloyd

**Front Row:** Dr Denise Corboy, Mrs Leonie Spencer, Mr Andrew Byrne, Mrs Angela Carey

There have been changes to the Board Members during the year. As mentioned above Dr Peter Casey retires as Headmaster and John Crowley takes over this position on the board. Adrian Doyle retires from the board but remains on the Building Committee. I thank Adrian for his many years of service as a board member. Jon Franzin joined the board in his position as Deputy Headmaster.

St Patrick's College continues to be a great boys' school. I am sure with the continued hard work of all members of the College staff and community the College will continue to have a great future as a great school transforming fine boys into great men.

**Mr Andrew Byrne**  
**Chairman of the Board**



## Catholic School Culture

### Goals & Intended Outcomes & Achievements (*italics*)

The resources under the Director of Mission continue to strive to achieve the following objectives:

- Expand membership of the Mission Team to staff and students
  - *Planning and discussion about best approach was undertaken. However, no positive action commenced. Director of Mission will consult wider about the effective ways this might happen to minimise chances of a misdirected first attempt.*
  
- Create an accountable structure for each of the Domains to assist the voluntary members of each Domain achieve meaningful and valuable outcomes
  - *Time allocation offered for Faith in Action in 2015 domain to increase resources in this aspect of College identity.*
  - *Continued use of the rhetoric of the 'anatomy of the question' as the most direct experience of Mission.*
  - *Domain Leaders regularly reported to community through Mission team meetings.*
  - *Work of Mission Team communicated to members of the community.*
  - *Constant invitation to participate communicated through regular channels.*
  
- Engage the wider College population in the Social Justice Domain
  - *Time allocation offered for Faith in Action in 2015 domain to increase resources in this aspect of College identity. The focus here is to better facilitate administration of the opportunities for student engagement.*
  - *Excursion to East Timor for 12 students, led by Kristine Smardon.*
  - *Year 7 programme of volunteer donation to Caritas Australia initiated by Mr Brett Dickinson. Pilot programme was a success in 2014 and will be expanded in 2015.*
  - *Boarding House community has taken up second bread run as part of the College chapter of St Vincent de Paul Society.*
  - *Caritas Australia utilised as a source of speakers/resources for students. Ongoing discussions of a deeper relationship with Caritas occurred through Mrs Sue Searles.*
  
- Consolidate weekly Mass and liturgical opportunities for community through growth in the College chaplaincy
  - *Weekly Mass continued.*
  - *Adoration of the Blessed Sacrament offered once a week.*
  - *Sacrament of Reconciliation offered once a week.*
  - *Morning of Prayer and Discernment offered to students. This was supported directly by Bishop Paul Bird, Fr John Corrigan and seminarians from Melbourne.*
  - *The work of Fr James Kerr in classrooms and on the rugby field cannot be underestimated for its living witness to students, as a 'dramatic/lived' encounter with 'institutional' Church.*
  - *Bishop Peter Connor became an integral part of the Boarding community as Director of Boarding, Mr Michael Silcock, expanded the opportunities for liturgy in the boarding community.*

- *The Mission team was invited to create and lead several liturgies beyond the immediate College environment, such as Catholic Leaders' Conference and Catholic Education Week for the CEO.*
- Continue to collaborate on the heuristic definition of Mission lived in the understanding, choices and actions of staff as the key 'place where Mission is found'
  - *The theme of "Heart speaks to Heart" reflected the desire to locate Mission in human encounters.*
  - *The Staff formation presenters, Mr Jonathon Doyle and Br Damien Price created much conversation, debate and engagement on this dimension of Mission.*
- Review the Catholic Schools Youth Ministry Australia (CSYMA) programme within the College
  - *This programme will not continue in 2015 in the current form.*

#### VALUE ADDED

- Mother's Day Mass
- Father's Day Mass
- Retreats
- Year 10 Homeless Night
- St Patrick's Chapter of the St Vinnie's Bread Run
- Tutoring in St Albans
- Weekly Mass
- Social Justice Assembly
- Edmund Rice Day Walkathon raising \$35,468



## Learning & Teaching

### Goals & Intended Outcomes

The Curriculum Committee aimed to achieve the following in 2014:

- Continue development of a shared understanding of an agreed set of skills and practices in relation to contemporary learning.
- Further teachers' understanding in using data to improve student learning outcomes.
- Ensure staff reinforce high expectations for all students.
- Improve quality and timeliness of student feedback.
- Review contemporary pedagogy on student motivation, with particular emphasis on the use the Visible Learning principles.
- Develop a whole school approach to learning and teaching to meet the diverse student needs.
- Continued development of the Learning Areas section of SIMON to maximise use of Parent Access Module.
- Support the implementation of the Years 7-9 iPad programme.
- Support the implementation of the Literacy Style Guide.
- Contribute to the next Strategic Plan in a positive and meaningful way.

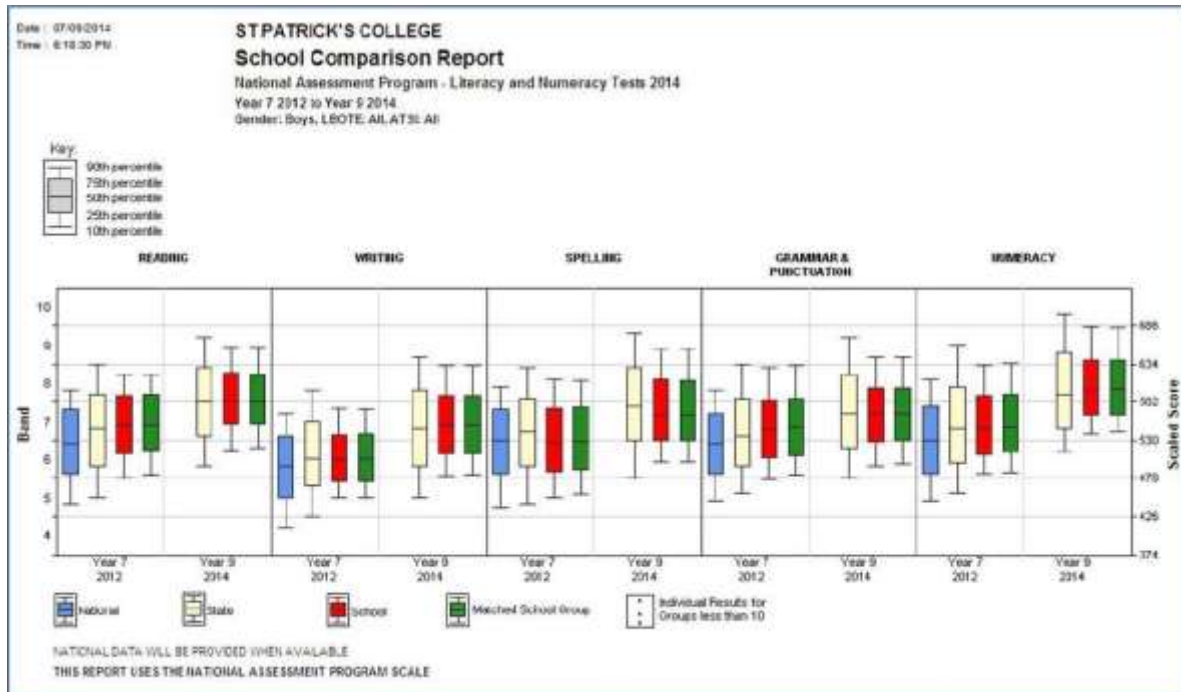
### Achievements

- Regular input from a number of members of the Committee and regular professional reading furthered the group's continued development of a shared understanding of an agreed set of skills and practices in relation to contemporary learning.
- Actions arising from the Middle School programme review were initiated, including the introduction of three new or modified blocks in 2014 – Literacy (incorporating Japanese), Extended Learning Projects and one whole year level Elective line (focussing on The Arts, Technology and IT only).
- The Learning Areas section of SIMON was fully integrated into all classroom programmes. This was expanded throughout the year to include clear identification of any modified assessment tasks completed. This initiative was introduced in response to the need to ensure that all assessment tasks were reported on in an accurate and truthful manner. Teachers are now inputting results from all assessment tasks directly in Learning Areas, maximising parent use of Parent Access Module and building further efficiencies into the reporting process.
- The committee was regularly updated on the progress and issues associated with the implementation of the next phase of the DER 1:1 development – the Years 7-9 iPad programme and the introduction of LearningField. In particular, I would like to acknowledge the outstanding work of Mark Holland, Julia Petrov, Nikki Hexter and Stuart

Lethbridge, whose diligent work ensured a successful introduction of the iPad and LearningField into Years 7-9.

## STUDENT LEARNING OUTCOMES

Following is the 2012 Year 7 to 2014 Year 9 (Boys) *School Comparison Report* from the National Assessment Program - Literacy and Numeracy Tests.



	READING			WRITING			SPELLING			GRAMMAR & PUNCTUATION			NUMERACY		
	2012	2014	Diff	2012	2014	Diff	2012	2014	Diff	2012	2014	Diff	2012	2014	Diff
National Mean	535	N/A	N/A	501	N/A	N/A	535	N/A	N/A	536	N/A	N/A	544	N/A	N/A
State Mean	543	561	38	509	543	34	536	576	40	541	570	29	553	601	48
School Mean	551	587	36	506	553	47	530	571	41	548	567	19	553	605	52
No. of Students (School)	245	234	-11	246	233	-13	246	238	-8	246	238	-8	247	233	-14
Matched School Mean #	553	588	35	506	553	47	532	572	40	551	568	17	556	606	50
No. of students Matched		219			218			222			222			218	
% Matched		94 %			94 %			93 %			93 %			94 %	

Of note is the progress made in the key areas of writing, in particular, and numeracy compared to other Year 9 boys across the State. In 2012, or Year 7, the School Mean for Writing was below the State Mean. In 2014, or Year 9, this is now above the State Mean and the difference, or growth, between 2012 and 2014 was some 38% larger than for the State.

In Year 7, the School Mean for Numeracy was the same as the State Mean. In 2014, or Year 9, this is now above the State Mean and the difference, or growth, between 2011 and 2013 larger than for the State.



<b>POST-SCHOOL DESTINATIONS</b>	
<b>TERTIARY STUDY</b>	56.1%
<b>TAFE / VET</b>	6.8%
<b>APPRENTICESHIP / TRAINEESHIP</b>	12.9%
<b>DEFERRED</b>	10.6%
<b>EMPLOYMENT</b>	9.8%

## Wellbeing

### Goals & Intended Outcomes

- Coordinate and facilitate the School Improvement Framework (SIF) process.
- Coordinate and facilitate the College Strategic Plan 2015-2018.
- Review the Pastoral Care Programme Years 7-12 ensuring that it meets student needs, is developmentally appropriate and is well documented to support staff in the delivery of the programme.
- Assist Year Level Coordinators in the management of student behaviour so that College policies and procedures are administered consistently across all year levels.
- Be available to staff, students and parents in the management of pastoral care issues which may arise and facilitate appropriate response and support procedures.
- Work closely with the College Counsellors to ensure that they provide best practice in the support of young people's wellbeing.
- Working closely with Director of Boarding Michael Silcock in the management and delivery of the Boarding programme at the College.

### Achievements

- The School Improvement Framework process was a significant undertaking at the commencement of the 2014 school year. The process of engaging staff, interpreting SIF data and producing a self- reflection report was completed in a relatively short time frame. The SIF Review Panel consisted of Liz Monohan and Pauline Zappulla. Both Liz and Pauline met with the College Executive, Leadership Team, Middle Management, Parents and Board prior to receiving the SIF report. The SIF Report incorporated data from the five domains of Education in Faith, Teaching & Learning, Leadership and Management and School Community. This report along with the School Improvement Surveys assisted the Review Panel in the development of their evaluation report which outlined a number of recommendations and commendations. The findings of the Review Panel were delivered to the College Community at a staff meeting in Term 2. Representatives of the College Board were also present at the meeting.
- The College Strategic Plan 2015-2018 gathered momentum when Bob White from EREA came to St Patrick's College and worked with key stakeholders to gather data from the College Board, College Leadership Team, Old Collegians, staff, students and parents. Bob will return in Term 1 2015 to assist the Reference Group in the development of the new Strategic Plan 2015-2018.
- The support of the Year Level Coordinators and College Counsellors has been an ongoing priority particularly in response to significant behavioural issues, mental health concerns and support for many vulnerable young people in our care. The YLC's in collaboration with the College Counsellors do a wonderful job supporting students and families in need and we are very fortunate to have such a committed and professional group of staff at the College.

- The Pastoral Care Programme – Years 7-12 continues to be a focus for myself and the YLC's. At present the programme is not well documented with an inconsistent approach applied across all year levels. Although many good things occur greater documentation is required to ensure that all Pastoral Tutors are delivering a developmentally appropriate programme which is well resourced and meets student's needs.
- There is great support for staff to engage in relevant and appropriate professional development throughout the year. Formation programmes offered by EREA are well supported by staff at the College along with subject specific professional learning. This along with the College professional learning plan and staff days ensure that staff are professionally developed in areas such as ICT's, staff formation and curriculum development. However, of great concern is the lack of documentation and support for staff who are not performing adequately in the classroom. Greater clarity in how these issues are dealt with along with clear processes and procedures are urgently required if we are to manage these issues effectively and support staff who are struggling with the demands of their work.

- Boarding continues to be a very positive influence on the culture of the College. Under the leadership of Michael Silcock student numbers are stable and staffing arrangements for 2015 are in place to ensure the optimum environment for Boarders at the College. Routines and procedures are well known by staff and students ensuring that the environment is conducive to supporting and developing the young men in our care. Although the upgrading of Kenny House is welcomed this year much work is required in each of the three houses to ensure that facilities are commensurate with other College's in the region.



- Attendance records are kept for all students, with attendance being checked and marked twice daily. On average, students attended 93% of the days required for the year.

## VALUE ADDED

- Hobart Cricket Tour
- Year Level Camps and Retreats
- Darwin Football Tour
- Spelling Bee Production
- Year 9 Immersion Week
- Annual Music Camp
- Year 9 Melbourne Experience
- Year 10 Work Experience
- Queensland Music Tour
- One Night of Homelessness



## STUDENT SATISFACTION

- The student responses in the SIS data, reveal the majority of students in the survey feel positive and connected to their school. A number of the student survey indicators met the 66.2% target. The indicator *Connectedness to School* meets the target within the top 25% of schools. This reflects the students' sense of belonging and feeling assured at the College.



## Leadership & Management

### Goals & Intended Outcomes

- To sustain a vibrant and accountable professional learning community which is inspired by a vision of servant leadership and a shared mission.

### Achievements

- Staff empowerment and ownership has been addressed through the development of a clearer structure for leadership and clarification of roles, particularly lines of accountability and support through the Year Level coordinators, Heads of School and Deputy Heads, along pastoral, administrative and teaching & learning lines.
- To improve professional learning and appraisal and recognition practices the Director of Administration has reviewed the paperwork and processes for annual and triennial reviews, and instigated a programme of staff mentoring.
- The College's facilities continue to expand and be enhanced, including the refurbishment of 20 classrooms for Junior School and Enhanced Learning, and the construction of 10 classrooms for the Middle School, along with staff amenities. ICT access and the appropriate use of emerging technologies are exemplary and recognized as such, e.g. the LOTE faculty's early adoption of various pedagogies and technologies under the leadership of Margaret McIntyre, and the i-Pad rollout to Years 7-9 led by Mark Holland, Nikki Hexter and others.
- The growth of services to enhance the teaching and learning programmes has been exemplified in the ICT, Finance, Boarding, Student Services, Counselling, Enhanced Learning and Development areas.

### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

#### DESCRIPTION OF PL UNDERTAKEN IN 2014

- Whole school formation
- Catholic Ethos (Integrity in the Service of the Church)
- Improving Teaching pedagogy (both whole school and discipline specific)
- Introduction of 1:1 device in Year 7-9 (iPads in the classroom; Learning Field; App 4; iMac.
- Post Graduate study
- Promotion and development of school initiatives eg. Literacy, IT.

NUMBER OF TEACHERS WHO PARTICIPATED IN PL

110

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$557



## College Community

### Goals & Intended Outcomes

- Ensure a profitable and enjoyable night when the College announces its Greatest Football Team of 120 Years at a gala dinner in February.
- Continue work on publication of book to trace the stories of all SPC Old Boys who fought in WWI.
- Continue restructure/expansion of Development Office staffing to ensure optimum promotion and management of events.
- Restructure OCA reunion programme to make it more streamlined.
- Continue developing new income streams for SPC Foundation.
- Foster greater relationships with NOB-SPC Amateur Football Club.
- Revamp College website.



## Achievements

- Greatest Football Team of 120 Years gala dinner attracted 180+ attendees and raised nearly \$6000.
- Profiles for all 300 Old Collegians who fought in WWI were written and proofed ahead of design and publication of book in 2015.
- Appointment of Rachel Bryant as Development Officer and Caitlin Bennett as Registrar.
- OCA reunions streamlined into a three-week timeframe with great success.
- Significant progress made with several prominent Old Collegians planning to launch a major scholarship fundraising campaign in 2015. Development of new commercial partnerships with potential for significant income in 2015.
- Closer ties with NOB-SPC Football Club developed.
- College website being redesigned ahead of 2015 launch.

## VALUE ADDED

- Flanagan Art Prize
- Mother's Day Mass and Breakfast
- Father's Day Mass and Breakfast
- OCA Legends Dinner
- OCA Regional Dinners in Warrnambool, Terang, Geelong, Bendigo and Shepparton
- OCA Melbourne Legends Dinner
- St Patrick's Day Luncheon
- OCA Reunions; 1, 5, 10, 20, 30 & 40 Year Reunions
- Greatest Team of 120 Years Football Dinner
- OCA Golf Day
- College Ball
- Speech Night
- Valedictory Dinner
- Board and Board Committees Dinner



## Financial Performance

REPORTING FRAMEWORK	MODIFIED CASH \$
<b>Recurrent income</b>	<b>Tuition</b>
School fees	7,107,455
Other fee income	356,896
Private income	387,513
State government recurrent grants	2,855,130
Australian government recurrent grants	11,776,481
<b>Total recurrent income</b>	<b>22,483,478</b>
<b>Recurrent Expenditure</b>	<b>Tuition</b>
Salaries; allowances and related expenses	15,824,940
Non salary expenses	7,424,799
<b>Total recurrent expenditure</b>	<b>23,249,739</b>
<b>Capital income and expenditure</b>	<b>Tuition</b>
Government capital grants	
Capital fees and levies	797,570
Other capital income	9,106
<b>Total capital income</b>	<b>806,676</b>
<b>Total capital expenditure</b>	<b>419,722</b>
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	
<b>Total opening balance</b>	<b>10,141,484</b>
<b>Total closing balance</b>	<b>8,915,015</b>

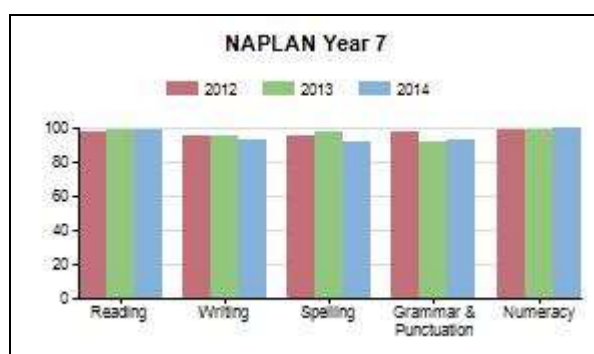
*Note that the information provided above does not include the following items:*

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

## VRQA Compliance Data

E2001  
St Patrick's College, Ballarat

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2012 %	2013 %	2012–2013 Changes %	2014 %	2013–2014 Changes %
YR 07 Reading	98.4	98.8	0.4	98.7	-0.1
YR 07 Writing	95.5	95.1	-0.4	93.6	-1.5
YR 07 Spelling	95.9	97.6	1.7	92.3	-5.3
YR 07 Grammar & Punctuation	98.0	92.3	-5.7	92.7	0.4
YR 07 Numeracy	98.8	98.8	0.0	99.6	0.8
YR 09 Reading	96.4	99.6	3.2	97.9	-1.7
YR 09 Writing	89.7	88.2	-1.5	88.8	0.6
YR 09 Spelling	93.3	92.7	-0.6	96.2	3.5
YR 09 Grammar & Punctuation	94.3	92.7	-1.6	94.1	1.4
YR 09 Numeracy	99.5	98.3	-1.2	100.0	1.7



### YEARS 9–12 STUDENT RETENTION RATE

Years 9–12 Student Retention Rate	88.89%
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AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Year 7	93.13
Year 8	93.93
Year 9	93.42
Year 10	91.55
Overall Average Attendance	93.00

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	93.75%
STAFF RETENTION RATE	
Staff Retention Rate	90.38%

TEACHER QUALIFICATIONS	
Doctorate	0.91%
Masters	25.45%
Graduate	62.72%
Certificate Graduate	10.90%
Degree Bachelor	95.45%
Diploma Advanced	21.00%
No Qualifications Listed	0.00%

**Headmaster**

Dr P. M. Casey, Dip.Teach., B.Sc., B.Ed., M.Ed., Ph.D.

**Deputy Headmaster, Student and Staff Wellbeing**

Mr J. Franzin, B.Ed., M.Ed.(Lead), Grad.Dip.Ed.(R.E.), M.Spec.Ed., B.Spec.Ed

**Deputy Headmaster, Teaching and Learning**

Mr S. Hill, B.A., B.Ed., Grad.Dip.Ed.Admin., Grad.Dip.R.E., M.Ed., Cert. IV Assess. & Workplace Training

**Teaching Staff**

Mr A. Agardy, B.A., Grad.Dip.Ed. (Sec.)

Mr N. Arthurson, Dip.Teach., B.Ed., M.Ed., Cert. IV Assess. & Workplace Training, Cert. IV Bus. (Real Estate)

Mr M. Barrins, Dip.Tech.Ed., National Cert.Engineering., Cert. IV Assess. & Workplace Training

Mr K. Baxter, Grad.Dip.Ed. (Sec.), B.A. (Hons), Assoc.Dip.Outdoor.Ed.

Mr A. Beggs, B.App.Sc., Grad.Dip.Ed., Grad.Cert.R.E., Grad.Dip.Comp., Grad.Dip.Theol.

Mr P. Brady, Dip.Teach., Grad.Dip.Ed. (R.E.)

Mrs U. Bridges, B.Sc., M.Ed.

Mr G. Brodie, Grad.Cert.R.E., Grad.Dip.Ed. (Sec.), B.A., M.A. (Theol.Stud.)

Miss B. Brown, B. Man. (Marketing), Grad.Dip.Ed. (Sec.)  
 Mrs J. Burge, Dip.Ed., Grad.Dip.Spec.Ed.  
 Mr M. Busscher, M.Ed. (Leadership), Dip.Teach., Grad.Dip.Ed. (R.E.)  
 Mr J. Carmody, B.App.Sc., Grad.Dip.Ed., Grad.Cert.Ed.Admin.  
 Miss E. Carracher, B.A. (Hons) B.A., Dip.Ed.  
 Ms R. Carter, B.A., Grad.Dip.Ed., Cert. IV Assess. & Workplace Training, Cert.Syst.Theol.  
 Miss J. Casey, B.A., Post.Grad.Dip.Ed., M.Teach. (Sec.)  
 Mr A. Chamings, B.App.Sc., Grad.Dip.Ed. (Sec.), Cert. IV Assess. & Workplace Training  
 Mr H Clark, B.Ed., Dip.Teach.  
 Miss K. Clegg, Grad.Dip,Ed, (Sec.), B.V.A.  
 Mr L. Corden, B.Ed.  
 Mr J. Daniel, B.Ed. (P.E.)  
 Mrs L. Darken, Dip. Teach., Adv.Dip.Lib.Info.Skills  
 Mr J Davey, B.A., Dip.Ed.  
 Mr E.Desfosses, Grad.Dip.Ed., B.A. (Hons), B.A.  
 Mr B. Dickinson, B.Ed.  
 Mrs N. Dixon, B.Bus., Grad.Dip.Ed. (Sec.), Grad.Cert.R.E., Grad.Cert.Maths  
 Ms E. Downey, B.Sc., Grad.Dip.Ed., M.Ed., Grad.Cert.Gifted Edn.  
 Mr B. Earl, B.Ed., B.Tech., Cert. III Com. Cook. (Trade), Cert. IV Assess. & Workplace Training  
 Mr M. Emerson, B.Sc. (Hons), Grad.Dip.Ed. (Sec.)  
 Ms L. Fazzalari, Dip.Ed., B.A., Cert. IV Assess. & Workplace Training  
 Mr I. Fernee, B.Info.Tech., B.Man., Grad.Dip.Ed. (Sec.)  
 Mr N. Geaghan, B.Ed., Cert. IV Train.Assess.  
 Mr J. Giampaolo, B.Ed. (P.E.)  
 Mr B. Gilbert, B.Ed. (P.E.)  
 Mrs M. Griffin, Dip.Art, Grad.Dip.Ed.  
 Ms A. Hadley, B.A., Grad.Dip,Spec.Ed.  
 Mr S. Harridge, B.A. (Hons), Dip.Ed., International Politics  
 Miss K. Hart, B.Sc., Grad.Dip.Ed. (Sec.)  
 Mr S. Hayes, B.Teach., B.A.  
 Mrs N. Hexter, B.Ed., Dip.Sport & Rec.  
 Mr M. Holland, Dip. Teach. (Sec.), B.Ed., Grad.Dip.Info.Syst., M.Ed.  
 Mr P. Hutchins, B.A., Grad.Dip.Ed. (Sec.)  
 Ms D. Jordan, B.Ed., Grad.Cert.Human & Soc.Sc., B.Sc.  
 Mr P. Joyce, B.A., Post.Grad.Dip.Ed.  
 Mr J. Kaczkowski, M.Ed., B.Ed., Grad.Dip.Student Welfare, Grad.Dip.Ed.Admin.,  
 Grad.Dip.Health Ed.  
 Mrs M. Kambouridis, B.Ed., Cert. III Spec.Ed., Cert. IV Assess. & Workplace Training,  
 Dip.Childrens' Services  
 Mrs C. Kavanagh, B.Sc., Grad.Dip.Ed.  
 Mr D. Kinnersly, B.Ed. (P.E.), Cert. IV Train.Assess., Cert. III Fitness, Cert. IV Fitness (Personal  
 Training), M.P.E.T.  
 Mrs L. Klopak, B.App.Sc., Dip.Ed., Grad.Cert.Prof.Dev., P.B.C.E.  
 Mr R. Knight, B.Ed., B.Tech.  
 Mrs F. Knobel, B.A., Grad.Dip.Ed., Grad.Cert.R.E., M.Ed.(Lead),  
 Mrs S. Kochskamper, B.Ed., B.Tech.  
 Ms B. Lees, Grad.Cert.R.E, B.A. (Performing Arts), L.T.C.L., F.T.C.L., Grad.Dip.Ed. (Sec.),  
 G.D.C.  
 Miss R. Leighton, B.A., Grad.Dip.Ed. (Sec.)  
 Mr M. Leviston, Grad.Dip.Ed. (Sec.)  
 Mr J. Lynn, B.Ed.  
 Mr J. Magee, B.A., Post Grad.Dip.Teach., M.Ed.,LL.B.  
 Mr H. McCrum, B.Ed. (Mathematics), Grad.Dip(R.E.)  
 Mrs M. McIntyre, B.A., Grad.Dip.Lib., Grad.Dip.Ed., Grad.Dip.Arts (App. Jap. Ling.)

Mr L. McKee, B.Ed. (P.E.)  
 Mrs H. McLennan, B.Ed., Grad.Dip.Child.Lit., Grad.Dip.Spec.Ed., Cert. IV Assess & Workplace Training  
 Mr S. McMahon, B.App.Sc. (H.M.) (Hons), Grad.Dip.Ed., Grad.Cert. Middle School Maths., M.Ed., M.Ed.Lead., Cert. IV Train. Assess., Cert.II.Comm.Rec, Cert.II I.T.  
 Ms D. McNaughton, B.A., Grad.Dip.Ed. (Sec.), Spec.Cert.Lit.Lead.  
 Mr T. Molan, Dip.Teach.,B.Ed.,Post.Grad.Dip.Ed  
 Miss V. Moore, B.A., Grad.Dip.Ed., Grad.Cert.R.E.  
 Miss T. Mount, B.A.,B.Sc., Grad.Dip.Ed., Grad.Cert.R.E  
 Mr S. Murphy, B.A., Grad.Dip.Ed. (Sec.)  
 Mr B. Murray, B.Mus., B.Teach., Cert. IV TAA Train.Assess.  
 Mr A. Nichols, B.Theol., Grad.Dip.Ed. (R.E.), Grad.Dip.Ed. (Sec.)  
 Mr C. Nielsen, B.App.Sci. (Enviro.Man), Grad.Dip.Ed. (Sec.), Assoc.Dip.Hort.  
 Mr E. Nolan, B.Sc., Grad.Dip.Ed.  
 Mr A. Nunan, Grad.Dip.Ed., B.App.Sc.  
 Mr M. O'Loughlan, B.Sc., Grad.Dip.Ed. (Sec.)  
 Ms S. Parsons, B.Sc., B. Teach.(Sc.)  
 Mr J. Pelly, B.App.Sc., B.Bus., Dip.Ed.  
 Mrs J. Petrov, B.A., Dip.Ed., M.Ed. (Teach.Lib.)  
 Mr C. Procaccino, B.Ed., B.Tech, Cert. IV Assess. & Workplace Training  
 Ms C. Pruscino, B.A., Grad.Dip.Ed. (Sec.), Post.Grad.Dip.Educational Studies (Student Welfare)  
 Ms F. Purcell, M.Ed., Dip.Ed., B.Sc.  
 Ms R. Rajki, B.Ed.  
 Mr S. Rajki, B.Ed., B.Eng.(Hons)  
 Mr J. Richards, B.Ed., Dip.Teach.  
 Mrs M. Richards, B.Ed., Dip.Teach.  
 Ms E. Ryan, Dip.Teach., M.B.A., LL.B., B.Ed., Grad.Dip.Ed. (Sec.), Grad.Dip.Ed.Admin., Prof.Cert.Instruct.Lead.  
 Mr J. Ryan, Dip.Teach.,B.Teach.,M.R.E.  
 Mr P. Ryan, Grad.Dip.Ed. (Sec.), Dip.Art (Industrial Design), Cert. IV Assess. & Workplace Training  
 Mr A. Schuurs, B.App.Sc. (Maths), Grad.Dip.Ed. (Sec.), Grad.Dip.R.E., Grad.Dip.Comp.Sc., M.Ed.  
 Mr G. Shawcross, B.A., Grad.Dip.Ed. (Sec.), B.A., Arts (Acting)  
 Mrs A. Silcock, Grad.Dip.Ed.,B.App.Sc.(Hons)  
 Mr M. Silcock, M.A., Dip.Ed.  
 Miss S. Slater, M.Ed. (Lead.), Grad.Dip.Ed., B.A.  
 Mrs K. Smardon, Dip.Ed., Grad.Dip.Ed. (R.E.), Grad.Dip.Teach.Comp., M.R.E  
 Mr F. Spittle, Dip.Art, Dip.Ed., Dip.Arts Education  
 Mr J. Sullivan, B.Ed., B.Tech.  
 Mr D. Sutton, B.Sc. (Hons), Cert. IV Bus., Cert. III Hosp., Grad.Cert.Sc.Com.  
 Mr M. Taylor, Grad.Dip.Ed., Cert. IV Assess. & Workplace Training, B.V.A., Grad.Cert.R.E.  
 Ms S. Taylor, B.A., M.A., Dip.Ed., Grad.Dip.Teach.Lib.  
 Mrs S. Thapa, B.Ed., M.Ed., Cert. IV Assess. & Workplace Training, Cert. IV T.E.S.O.L.  
 Ms E. Till, M.Ed., Dip.Ed., Grad.Dip.Residential Boarding, B.Sc.  
 Mr M. Toohey, B.Sc.(Ex.Sci.), Grad.Dip.Ed. (Sec), Grad.Dip.Ed. (R.E.)  
 Mrs D. Tually, Grad.Dip.Ed. (Sec.), B.Sc., Cert.IV.Theol.  
 Mr M. Weadon, B.Ed., M.Ed., Grad.Cert. Middle School Maths, Grad.Dip.Arts  
 Mr G. Webb, B.Ed. (P.E.)  
 Mr G Willis, Dip.Teach.(Primary), B.Ed.  
 Mrs J. Willis, Dip.Teach., B.Ed., M.Ed.  
 Mr. R.Wise, B.A., B.Teach., Grad.Cert.R.E.  
 Mr M. Witham, M.Music Tech., Grad.Cert.Music Tech.

### **Business Manager**

Mrs S. A. Walters

### **Kelty Resource Centre**

Director

Mrs J. Petrov, B.A., Dip.Ed., M.Ed. (Teach.Lib.)

### **Information and Communication Technology**

#### **Director**

Mr M. Holland, Dip. Teach. (Sec.), B.Ed., Grad.Dip.Info.Syst., M.Ed.

#### **Technician**

Mr M. Abeyrama, B.Info.Tech., ICT Technician

Mr A. Brodie, ICT Technician

Mr G. Fisher, AV Technician

Mr S. Lethbridge, B.Info.Tech.

Mr T. Quaranta, ICT Technician

Mr P. Shawcroft, AV Technician

### **Curriculum Support**

Ms A Birkett, Food Technology Assistant

Ms S. Clark, Cert.III,Ed.Support, Enhanced Learning Aide

Mrs P. Delahunty, Dip.Lib. & Info. Services, T.P.T.C., T.T.L.C., Library

Ms A-M. Driscoll, B.Ed., Dip.R.E., Enhanced Learning Aide

Mrs S. Edwards, Dip.Lib., Library Technician

Mr J. Finch, Enhanced Learning Aide

Mr G. Fitzsimons, Cert. IV Assess. & Workplace Training, Cert. IV Career Devel., Dip.Bus.

(Human Resources), Cert. III Occup.Health & Safety, Grad.Cert.Career Ed. & Dev., Enhanced Learning Aide

Mrs S. Gerdtz, TAA, Cert. IV Train. Assess., Enhanced Learning Aide

Ms M. Green, Library Technician

Ms L. Henderson, Enhanced Learning Aide

Mr N. Henderson, Cert.IV Disabilities, Enhanced Learning Aide

Mr B. Hill, Enhanced Learning Aide

Mrs T. Holland, Cert. III Spec.Ed., Enhanced Learning Aide

Ms C. Horsman, B.Agric.Sc., Laboratory Manager

Mrs A. Hucker, Enhanced Learning Aide

Mrs G. Jarvis, Enhanced Learning Aide

Mrs J. Johns, B.App.Sc., Enhanced Learning Aide

Miss T. Lewin, Enhanced Learning Aide

Mr J. Mallett, Enhanced Learning Aide

Mrs J. McDonald, B.Sc., Laboratory Technician

Mr O. McDonald, Enhanced Learning Aide

Mrs C. Mill, Library Technician

Mr N. Morcombe, Horticulture Trainee

Ms S Oldaker, Food Technology Assistant

Ms P. Pearsall, Library Technician

Mrs M. Richards, Enhanced Learning, Funded Students

Mr R. Roberts, Technology Assistant

Mr P Shawcroft, Audio Visual

Mrs C Walshe, Enhanced Learning Aide

Mr R. White, Technology Support

Mrs M. Wright, Enhanced Learning Aide

### **Transition and Careers**

Mr A. Meehan, B.A., Grad.Dip.Ed. (Sec.), Grad.Cert.R.E., Grad.Dip.Rehabilitation Studies, Post.Grad.Ed. (Career Dev.)

### **Enhanced Learning Coordinator**

Ms R. Carter

### **1:1 Coordinator**

Mrs N. Hexter

### **Literacy Coordinator**

Miss S. Slater

### **Archives**

Ms C. Banks, B.A., Grad.Dip.Archives & Rec.Mgmt.,Dip.Bus.Frontline Mgmt.

### **School Counsellors**

Mr E. Hayes, B.A., Dip.Ed.

Mr G. Knobel, Grad.Dip.Ed. (Sec.), Grad.Cert.R.E., B.A. (Social Science), M.Couns.

Mr A. Montgomery, B.Com, C.A., M.Sc. (Hons), P.G.Dip. Clin. Psych., Cert.Criminal Justice Psych., Clinical Psychologist, M.A.C.P.A., M.A.P.S., M.A.A.C.B.T.

### **Indigenous Support Officer (Programmes)**

Mr R. Balchin, B.Bus. (Marketing)

### **Indigenous Support Officer**

Mr D. Loader

### **Sports & Welfare Liaison Officer**

Miss T. Westwood

### **Administrative Staff**

Ms C. Bennett, Registrar, B. Mgt (Marketing), B. Bus

Ms R. Bryant, Development and Marketing Officer, B.A.

Mrs A. Clark, Shop Assistant

Mrs E. Corden, Finance Officer

Mrs S. Crawford, Headmaster's Executive Assistant

Mrs M. Dalton, Finance Officer (Debtors)

Ms T. Hooper, Finance Officer (Creditors)

Mrs S. Kennedy, Administrative Officer

Miss M. Kenny, Finance Officer (Receptionist)

Mrs G. Kydd, Receptionist (Student Services)

Mrs K. Leach, Administrative Officer (Leadership)

Mr C. Maciejewski, B.Info.Tech., Data Management Officer

Mr D. McCarthy, Payroll Officer

Mrs A. McDonald, Music Secretary

Mrs M. McManus, Administrative Officer (Student Services)

Mrs M. Roberts, Shop Manager

Mrs S. Roberts, Shop Assistant

Ms C. Sinclair, Administrative Officer

Mrs A Van Berkel, Administrative Officer (ERC)



**Director of Development**

Mr P. Nolan

**Director of Organisational Development**

Mr J. Bobrowski, Dip.Front Line Management, Cert. III Fitness, Cert. IV Fitness (Personal Training), Adv.Dip.Bus. (Human Resources), Cert. IV Assess. & Workplace Training, Grad.,Cert.,Occ.,Hazard,Mngt

**VCE Co-ordinator**

Mr H. McCrum

**VETiS Co-ordinator**

Mr D. Kinnersly

**Canteen**

Mrs V.Sizeland  
Mrs C. Strybosch  
Mrs J. Dickson

**College Chaplain**

Fr J. Kerr

**Sacristan**

Mrs H. Lee

**Kitchen**

Mr B. Kenna  
Mrs L. Thompson  
Mrs R. Lamb  
Mr A. Ransome

**Boarding**

**Director of Boarding**

Mr M. Silcock, M.A., Dip.Ed.

**Boarding Administrator / GAP Tutor Coordinator**

Mrs A. Silcock

**Senior Weekend Coordinator**

Miss T. Westwood

**Housemasters**

**McCann House**

Mr R. Wise

**Kenny House**

Mr J. Petrie

**Nangle House**

Mr M. Murphy (B.Med.Rad.Sci.(Medical Imaging), M.A.(Theo)

**Phyland/Farley House**

Mrs F. Knobel

**Resident Tutors**

**Nangle House**

Mr J. Torpey

**McCann House**

Mr E. Larsen

**Phyland/Farley House**

Mr M. Butler

Miss S. Parsons

**Kenny House**

Mr L. Blackwell

**Weekend Tutors**

Mrs A. Wise

Ms D. Boulton

Mr L. Young

**House Keepers**

Mrs B. Brennan

Ms H. Bourke

Mrs J. Clements

Ms J. Crick

**GAP Tutors**

Mr B. Shove

Mr D. Holmes

**Grounds and Maintenance Manager**

Mr A. Liston

**Property Maintenance**

Mr N. Morcombe

Mr J. Ryan

Mr J. Resuggan

Br D. Zoch

**Programme Property Services**

Mr R. Maxwell

Mr P. Button

**Director of Rowing**

Mr J. Cumper

**HaPE Trainee**

Mr X. Vearing

**Visiting Music Teachers**

Mr C. Burke, B.Mus., A.Dip.M.

Mr C. Meddings

Mr S. McCart

Mr M. Evans-Barker  
 Ms K. Govan, B.A. Music (VCA), Dip. Ed.  
 Mrs J. Heley, B.Mus., B.Mus. Ed., B.A., A.Mus.A (piano)  
 Miss G. Parry, B.Mus., A.MusA, L.MusA  
 Mr G. Williams

<b>STAFF COMPOSITION</b>	
Principal Class	3
Teaching Staff (Head Count)	110
FTE Teaching Staff	108.10
Non-Teaching Staff (Head Count)	84
FTE Non-Teaching Staff	72.7
Indigenous Teaching Staff	0

<b>MEDIAN NAPLAN RESULTS FOR YEAR 9</b>	
Year 9 Reading	582.80
Year 9 Writing	546.20
Year 9 Spelling	561.70
Year 9 Grammar & Punctuation	567.20
Year 9 Numeracy	598.20

<b>SENIOR SECONDARY OUTCOMES</b>	
VCE Median Score	30
VCE Completion Rate	99%
VCAL Completion Rate	Not offered