Contents

The Board 2
Chair’s Report 3
Congregation Leader’s Message 5
Executive Officer’s Report 6
Reports from the schools 7
Academy of Mary Immaculate, Fitzroy 7
Sacred Heart College, Geelong 8
St Aloysius College, North Melbourne 9
Sacred Heart College, Kyneton 12
Mount Lilydale Mercy College, Lilydale 13
St Joseph’s College, Mildura 14
Our Lady of Mercy College, Heidelberg 15
Emmanuel College, Warrnambool 16
Catholic College Bendigo, Bendigo 17
School statistics 18
Congregation owned schools 18
Co-sponsored schools 19
Congregation owned schools, income and expenditure 20
School Councillors and Governors 21
The Board

Standing from left: Mr Eugene Lynch (Executive Officer), Mrs Liz Monahan, Mr Don Pasquariello (Financial Consultant), Sr Mary Moloney rsm, Dr John Brick

Seated from left: Mrs Lucy Molony, Mr John Shannon, Sr Kathleen Tierney rsm

Mr Jacob Okno, (Legal Consultant)
Chair’s Report

Introduction

In keeping with recent tradition I will attempt to capture the past twelve months’ activities of the MSEI Board, under the headings as outlined in our current Strategic Plan. It was by design that the first page of the Strategic Plan established in 2008 depicts students representing our Mercy Colleges. The purpose of the MSEI Board is to offer support to all Principals, Deputy Principals and staff in our schools, so they can provide the best possible education and opportunities for the students.

Living Ethos

In ensuring that Catherine McAuley’s vision of the lived gospel is at the heart of each Education Community, Board Members actively supported a number of programs, participated in the Catherine McAuley Symposium held at Monte Sant’ Angelo Mercy College, in North Sydney and were privileged to listen to outstanding presentations that included Anne Prawley-Mangan’s speech “Animating the Soul of Australia” and viewed a wonderful student art Exhibition depicting the same theme.

At the time of writing, the Mercy Ethics programmes being held in Dublin are underway with Co-ordinator Mrs Carmel Crawford. Participants include representatives of different ministries. In addition, a Young Mercy Leaders Pilgrimage has been planned on route to World Youth Day in Madrid and includes a week at Baggot Street, from 7 – 12 August. Up to twenty four students from nine Victorian Mercy Associated schools and five staff will be attending, special thanks to Sr Mary Moloney for the initiative and organisation. In the words of my predecessor, Ms Patricia Ryan, “we cannot underestimate the power of these programmes to bring the Mercy story into the lives and hearts of those who work in Mercy ministries.”

Planning is also underway for formation programs for College Advisory Councils and for Chairs of these important Councils.

Effective Governance

The Board has continuously reviewed its Model of Governance to ensure its effectiveness and appropriateness and undertook a lengthy consultative process of reviewing the role of School Advisory Councils.

With a 70% response from Council members and further discussion with Principals, changes have been made to the Constitution. School Councils, now known as College Advisory Councils have increased membership appointments made by Principals, no longer requiring the approval of the MSEI Board, and have increased appointment times from two years to three years, with a maximum of three terms and include a range of sub-committees.

The Board continues to monitor on a regular basis, the Financial Statements of Colleges and Building proposals that include a financial plan. MSEI is confident that financial management is sound and judicious. In addition the Board is currently reviewing its policies in relation to the Collection of outstanding Fees, in consultation with Principals and Business Managers. It also ensures that compliance with OH&S and other Risk Management is being met.

Well-supported Leadership

The support of Leadership in our schools is a primary focus for MSEI. Regular meetings with Principals and Deputy Principals provide opportunities for sharing ideas, concerns and future planning.

Board Members have continued their roles in Reviews and Appraisals of Principals, Deputy Principals and Goal Setting for newly appointed Principals. Discussions are underway to further improve our current model.

The Board has supported a major review of Deputy Principals’ Professional Learning in conjunction with Principals and current Deputy Principals. This review is not yet concluded but aimed at identifying Deputy Principals’ needs and to make recommendations regarding a Leadership framework for ongoing professional learning and a structure for its implementation.

The review of College Councils has been documented previously but equally is aimed at supporting leadership in our schools.

The Board has been actively involved in a research and analysis project supporting St Aloysius College, North Melbourne, in its development of a Strategic Plan for the future, as has been the case for other Colleges in the past.

Principals of schools, which have participated in the School Improvement Framework have been invited to present to the Board the Reviewer’s findings and recommendations, and to address the school’s response to these.

Effective Systems

In developing a practice of advice, planning and review the Board is grateful to its Financial Advisor, Mr Don Pasquariello who monitors the Audit process in schools on our behalf. He has noted a level of consistency in reporting by MDHC Audit Assurance in response to our request, which in turn gives support to the Principals and Business Managers in complying with this important process of financial accountability.

The Board meets bi-annually with Xchanging, which manages WorkCover in our schools. Xchanging advises MSEI Board on trends, claims and premiums which in turn is taken up with Principals and Business Managers as appropriate.

Strong Partnerships & Communications

To keep Principals and staff informed of the Board’s activities a variety of communications have been enlisted.

The Quarterly Board Bulletin is made available to all staff in schools and includes information about current events, whilst the Mercy Ed Newsletter focuses on detail about significant events and people.

The Mercy website gives easy access to schools about Board Policies. In turn, the Board has access to school websites and regular updates of school newsletters to keep it informed of weekly news and events.

However the most effective communication is between the various networks. Principals, Deputy Principals, Business Managers, Religious Education Co-ordinators and Archivists. Recently an initiative for Personal Assistants to meet, that included other Mercy Ministries, culminated in a most successful way.

Networking amongst our students through Seeds of Justice and Frayne Speech Festival also enhance the sense of belonging to a wider community of Mercy Colleges.

Participation in Policy Forums

To be proactive in our engagement with the wider Catholic Education system the Board is represented on Governance networks and Committees of CECV and...
Meetings with the Catholic Education Office (CEO), regarding trends and future planning have been initiated by MSEI Board, ensuring Mercy schools are well informed of CEO planning likely to affect them.

Tributes and Thanks
Sadly we farewelled Mr John Arthurson, first lay Principal at Sacred Heart College, Kyneton who was called to eternal life in October 2010. The transition from a Religious Mercy Principal to a Lay Principal at the College was smooth but tragically cut short by John’s illness. John was a passionate energetic and enthusiastic Principal, a wonderful family man and a man of great faith. The regard in which he was held by colleagues and friends was evidenced by the many people who attended his Requiem Mass. Thanks are extended to Acting Principal, Mr Brian Reed and the Sacred Heart College Leadership team for their support during the past twelve months, and congratulations to Mr Craig Holmes who has been appointed the new Principal at the College. He too has the full support of the Board.

Congratulations are also extended to those involved in major celebrations this past year. Sacred Heart College, Geelong’s 150 years and Our Lady of Mercy College, Heidelberg 100 years. Both Colleges should be very proud of their history and the well planned celebrations that recognised these milestones.

Mrs Maureen Smyth retired in November 2010 as MSEI Executive Secretary. Maureen worked for the Congregation and MSEI for fourteen years and made a wonderful contribution to the efficiency of both organisations.

Thank you to MSEI Executive Officer, Eugene Lynch who keeps the organisation running smoothly. He is an efficient, ebullient and intrepid Executive Officer who keeps me “up to the mark” and to his assistant Effie Coulson for her generous and amenable contribution.

To Sr Kath Tierney ram for her support of the Board and its work, for her “feet on the ground” and practical approach to the many challenges we face and to Board Members without whom none of the above would happen.

Penultimate thanks to Mr Jacob Okno for his legal advice which he gives generously and readily.

We welcome Mrs Elizabeth (Liz) Monahan to the Board this month. Liz is the immediate past Principal of Mercy College Coburg and will bring a wealth of experience to the Board.

Finally and most importantly, thank you to the Principals of our schools. I know what a challenging, rewarding and sometimes frustrating role you have, but we follow in the footsteps of Catherine McAuley and with courage, faith and dedication offer our students the message of hope.

John Shannon
MSEI Board Chair
In our Mercy tradition, we have many wonderful role models of educators in faith, education and life – in fact, we stand on the shoulders of those who have gone before us.

The greatest teacher, of course, is Jesus Christ and His Gospel message which is at the heart of all that we do in Mercy education. Catherine McAuley’s commitment to the education of girls in Ireland in the 1800s has had an extraordinary influence in our world and is still an inspiration to us today.

In linking the leadership experiences of now to our history, we are currently conducting the Mercy Ethos Program in Dublin, Ireland. This joint initiative of Mercy Secondary Education and the Congregation has been the hallmark of our Mercy ethos for the past 10 years now.

The cross ministry program is conducted biennially and gives expression to our commitment to partnership with our colleagues, who are the face of Mercy each day in their roles for and on behalf of the Sisters of Mercy.

At this time, the Sisters of Mercy within Australia are engaged in a process of Reconfiguring. As of December 2011, the Sisters of Mercy, Melbourne Congregation, will cease to exist as such and will become part of a new Institute along with 13 other Congregations and Papua New Guinea.

During our history, we have had many transformations – from autonomous houses conducting all their own affairs, to Amalgamation, to a Province, and then to a Congregation. The new Institute will offer opportunities for mission that goes beyond State and Diocesan boundaries, beyond Congregations and will now be International.

There will be many celebrations in the second half of 2011 to acknowledge and honour the stories, the tradition and the legacy of the Melbourne Congregation.

This is my last report as Congregation Leader and as a member of the MSEI Board. I have been greatly enriched by the experience of serving on the Board and, most of all, by the relationships that have been formed in education circles. I am in awe of the outstanding role that each educator has to influence individual students and to shape their lives for leadership in the future. I pray that you will never underestimate the extraordinary positions that you hold – as teachers of the Word, as role models, and as those who pass on the experience of learning and the love of learning.

I wish to thank all Board Members for their dedication to Mercy education and, in particular, to Mr John Shannon, for his leadership as Chair of the Board.

Thank you to the Principals for your leadership in all things Mercy amongst the staff and in the Colleges. Members of the College Councils support our Principals, and I thank them for their commitment at the local level within the College communities.

Each staff member makes a contribution to the life of the College and to each individual student. Thank you to the staff of our Colleges for your dedication in your work and the many extra tasks that you do daily.

To Mr Eugene Lynch, Executive Officer of MSEI, I have a great debt. Eugene has ensured that I am always updated, informed and prepared for any tasks within the education sphere. Thank you, Eugene, for your commitment to Mercy education in all the big and small things.

I will pray for each one as you continue to walk in the footsteps of Catherine and offer the mercy of our God to all you meet.

Sister Kathleen M Tierney rsm
Congregation Leader

Congregation Leadership Team

Sr Mary Bennett rsm
Sr Beth Calthorpe rsm
Sr Julie O’Brien rsm
Sr Nicole Rotaru rsm
At the time of writing this annual report, I am aware of the imminent start of the biennial Mercy Ethos program, which will once again be held in Catherine McAuley’s founding House of Mercy in Dublin, Ireland. The Ethos program, which commenced in 2001, has gifted nearly 200 Mercy people the opportunity to deepen their understanding of the founding Mercy story and to do so in the company of Sisters and fellow Mercy women and men from across the ministries of health, welfare and education. This journey will be remembered for many years after the program is completed and will nourish the soul, often and at times most unexpected.

The program, facilitated for the first time by Carmel Crawford, Mercy Ethos Coordinator, in conjunction with co-facilitator and presenter, Sr Annette Schneider rsrm, brings to life the history of the Mercy Congregation, the charism of Catherine McAuley and the teachings of Jesus with the particular emphasis and deep concern for the poor and marginalised in our society. The program also challenges participants to consider how they can, through their daily work and decision making, devise strategies and develop practical approaches to serving the poor, the marginalised and the uneducated. As co-sponsors of the program with the Congregation Leader and Council, MSEI Board members consider that this on-going investment brings great reward and much personal and community benefit to all in Mercy Education.

The very same experience of discovering mercy more deeply is explored by our students and staff when they participate in the Seeds of Justice program. In 2010 students joined their peers from across Victoria and deepened their understanding of the Mercy story told to them by various presenters, including Sisters of Mercy. During the October program, the theme focussed on the four areas identified by the Institute of the Sisters of Mercy of Australia (ISMA), namely: Asylum Seekers and Refugees, Women and Poverty, Eco-Justice and Indigenous Concerns. Invited speakers, each committed to bring about a more just and compassionate world, identified a number of obstacles that hinder the alleviation of problems in each of these areas and urged students to gain a better understanding of these issues and, like Catherine McAuley, to become agents of reversal in our society.

The activities and work of the MSEI Board continue to support Principals, Deputy Principals and Business Managers through the active networks that have been established for more than ten years now. Members of the MSEI Board are most generous in attending and participating in many of the seminars, functions, school productions, openings and blessings and many other celebrations that are very much a part of the life of Mercy secondary education. Following the joyful centenary celebrations at Our Lady of Mercy College Heidelberg and the sesquicentenary celebrations at Sacred Heart College Geelong, we all look forward to future occasions including the 125th anniversary celebrations at St Aloysius College in 2012.

Since its beginnings over 180 years ago, Mercy education has been built on the shoulders of the Sisters who have gone before us, women who have devoted their lives to serving and educating young people. As Mercy education continues to grow and respond to the changing needs of society, so too are the Sisters of Mercy responding to the needs and challenges that lie ahead for them. Currently, Sisters of Mercy across Australia are discerning the next phase of their journey in a faith-filled and supportive environment. Fourteen Mercy Congregations and PNG, have decided that they will come together as one new Institute. We look forward to another new beginning for the Sisters of Mercy and offer our prayerful support and unequivocal belief in the providence of God for what lies ahead.

It is a privilege to work in Mercy education, under the direction of Congregation Leader, Sr Kath Tierney rsrm, and with the members of the MSEI Board, under the astute guidance of Board Chair, Mr John Shannon. I thank the Board members for their trust and confidence and acknowledge the efficient and effective work of Effie Coulson, Maureen Smyth (recently retired) and Pamela de Kort (recently appointed) as the MSEI secretariat. Finally the Board is indebted to the outstanding contribution and expert advice provided by its financial and legal consultants, Mr Don Pasquariello and Mr Jacob Okno.

Eugene Lynch
Executive Officer

MSEI Secretariat, from left, Pamela de Kort, Eugene Lynch and Effie Coulson
What is it that makes a school unique? It is a question well worth pondering and one that parents often ask. What does the Academy have to offer that sets it apart from other schools? Is it the happy, smiling student faces that greet staff every morning? Is it the strong sense of community articulated best by a Year 7 student to a potential parent, as: “At the Academy we have a rule that no girl is allowed to be by herself in the playground”. Is it the lived reality of the Mercy spirit?

Yes...all these...but what really distinguishes one school from another is the articulated focus of a school as expressed through their Vision and Mission Statement.

“The Academy of Mary Immaculate is a vibrant learning community grounded in the spirit and tradition of Mercy. At the Academy young women develop a strong sense of social justice within a culture of educational endeavour and individual empowerment.” (AMI Vision Statement)

In 2010 the Academy underwent a School Improvement Framework Review and this lens provided further direction for the future.

The Religious Dimension of Christian life and experience underpins every aspect of life at the Academy and Catherine McAuley’s charism, exemplified in the spirit and tradition of Mercy, is brought to life in our encounters within the classroom, our sacramental moments and our commitment to social justice.

In 2010 all our key events continued to be acknowledged through the celebration of the Eucharist, with Mass also being celebrated each Tuesday morning by our dedicated College Chaplain, Fr Peter Varengo. Our Tuesday morning Masses are always attended by the Sisters of Mercy of the Nicholson Street convent who are visible reminders to staff and students of our Mercy legacy and living examples of faith filled lives of service.

2010 saw a significant growth in the student justice group with the active involvement of over 100 girls. As well as significant fundraising (a new Mercy Day fundraising record of $6,500 was set) our students strove to live justice in practical ways. Our Year 10 students participated in a week of Community Action and a number of students and staff supported the Atherton Gardens Homework Club assisting and mentoring primary age students from the nearby Public Housing Estate. There was also enthusiastic student participation in Seeds of Justice conferences and other justice initiatives. One new event in 2010 was the organization of a Cultural Day which enabled students to celebrate through dance, food and dress, the multicultural richness of our College. The Cultural day was a precursor to our 2011 College theme, “Unity through Diversity”.

October saw the Canonisation of Mary MacKillop – an event of particular significance for the Academy community given our proximity to her birthplace. While Academy students have celebrated the Canonisation through participation in local celebrations in and around Fitzroy, two members of the Academy community, Year 11 student and newly elected 2011 College Captain, Sylvia Rienks, and myself, were privileged to witness the Canonisation in Rome - an experience never to be forgotten.

While Teaching and Learning is the core business of any school, 2010 saw the investment of particular energy in this area and this focus has continued into 2011. In terms of staffing there was a total review of all Positions of Leadership and the creation of a new position – Head of e-Learning, along with the development of an e-Learning Strategic Plan to take us into the future.

In 2010 the College also established a Contemporary Learning Committee and enrolled in an Australian Government Quality Teaching project. Involvement in this project included working with two external educational consultants to advise, support and guide a team of Academy teachers in their exploration of the potential and opportunities offered through Contemporary Pedagogies and the powerful new digital tools such as the electronic whiteboards, that are now available throughout the College, the increasing availability of digital cameras, the virtual learning spaces on our SIMON Intranet and the apple iPad that is exciting interest among staff and students. In 2011 our innovative Learning Street is enabling Year 7 students to learn in a flexible and vibrant learning area, rich in technology.

An emphasis on the establishment of individual learning pathways for students in Years 9-12 has seen the further development of our VET offerings with students being able to access and study two VET subjects at the Academy – Digital Media and Music, as well as continuing to access VET offerings through the inner Melbourne Cluster. A small number of students also continue to embrace VCAL as their preferred pathway.

Co-instruction at VCE level with Simonds College has been another new initiative enabling both schools to significantly expand VCE offerings.

Throughout 2010 staff have participated in significant ongoing professional learning in the area of e-Learning, contemporary learning and student welfare with a number of staff also undertaking external post graduate study in the Mathematics and Educational Leadership areas. In term one of 2011 a significant focus has been on the provision of support and appropriate and ongoing professional learning opportunities for Heads of Departments and Year Level Coordinators to assist these staff holding Middle Management Leadership positions in the College to develop a shared understanding of ways to optimize their leadership effectiveness and build strong teams.

Our SIF report indicates that Academy students feel very safe at school and that there is a great sense of community. Students are fully involved in College life and enthusiastically embrace all that is offered here, especially in the area of extra-curricular activities. Student welfare is central to our Mission as Mercy educators and our Mission Statement clearly states our aim of educating ‘resilient, centred women of Mercy.’ In 2010 we have continued to adapt our Pastoral Care program to meet the needs of our students and of the time, with a particular focus being in the area of Cyber Bullying. A review of the Disciplined and Welfare Policy has also taken place with the aim of ensuring that all students are able to develop academically, socially and physically in an environment which is conducive to learning.

Following consultation with all members of the Academy community, modification was made to the College uniform to ensure a more contemporary style. Year 7 2011 is the first group to wear the new uniform which will be phased in over the next two years.

The Academy of Mary Immaculate is a community in every sense of the word. My continued thanks to the members of that community – staff, students, parents, College Council members, Parents’ Association members, College Alumnae – thank you for making the Academy unique and for your contribution in ensuring that we continue to be grounded in the spirit and tradition of Mercy.

We look to the future with confidence.

May we continue to walk in the footsteps of Ursula Frayne and Mary MacKillop.

Mary Moloney rsm
Principal
What a year! What a celebration! What a privilege! 2010 has certainly been an amazing year for Sacred Heart College and I think we can congratulate ourselves on the way that we, as a community, have celebrated the 150th Anniversary of the school. Our pride was evident, it was there when we joined the Sisters to celebrate the anniversary of their arrival in Geelong in 1859 and it was there when more than 6000 members of our community gathered for a Thanksgiving Mass on the College oval on April 18th.

There have been so many highlights during the year but one that made its way round the world via YouTube was the flash mob performance when 1350 girls, in full school uniform, danced for joy at the close of our Anniversary Mass.

However, even in our 150th year the normal job of being an educational institution didn’t get put on hold. Learning and Teaching

While we constantly try to develop and tweak our curriculum to ensure the best learning and practice is happening in our classroom, the Digital Revolution certainly had thrown us into a shorter timeline than envisaged for the introduction of one to one laptops. This was certainly a focus and a steep learning curve both for our IT Department and also for the classroom teacher.

The introduction of the SOA=R (Strength Optimism Adversity = Resilience) program has put a whole new focus on learning for students in Year 8. This program which runs for all of Term 4 was developed by a Core Team of teachers and then supplemented and delivered by the Sacred Heart staff, both teaching and support. Its success was evident, we ensured we had structures in place to be able to measure its success and in 2011 we have begun the process of refining and developing this program further.

Education and Faith

It has been a year that saw Australia elect its first female Prime Minister and on 11th October, Blessed Mary MacKillop become our first saint.

St Mary MacKillop’s canonisation and our own 150th Celebration Mass, gave us time to reflect on our own faith journey many times throughout the year. This was brought into focus at our Mercy Day Mass where we dedicated the Celtic Cross that now stands proudly at the entrance of the school. This beautiful cross is a reminder of our Irish heritage and the guiding influence of the Sisters of Mercy.

So it was with some sadness when we learned that the Newtown Convent, which shares the grounds of the school, was to close. The building was formally handed over to the school on 3 December 2010. Although the Sisters will no longer be living in our midst, their example of Mercy will continue to inspire us and all we do.

Facilities Upgrade

Obviously with the 150th celebration a lot of time and effort was put into ensuring that Sacred Heart looked its best on the day of our 150th Anniversary.

With the introduction of the SOA=R program and our commitment to developing contemporary flexible learning spaces to enhance our teaching and learning, we have also re-vamped the Year 9 Classrooms with new paint, specially designed tables, different types of furniture and brand new ergonomic chairs. New murals, reflective words on the wall, whiteboards on all four walls and data projectors in all classrooms has totally transformed these learning spaces. We also totally refurbished four tired classrooms into five vibrant, cooled and heated (not just open the window or shut the window!) flexible learning spaces.

Finally, I would like to thank the students and staff who have worked so hard to make the 150th anniversary year so special. The Sacred Heart Staff continue to take on new challenges with enthusiasm and the College Leadership Team continues to work for the benefit of the school community.

We are indebted to the Congregation, MSEI Board, College Advisory Council, Parents and Friends, the Old Collegians’ Association, the Sacred Heart Rowing Club and the many volunteers who give their time and energies so readily to help the school.

Below is a quote from our first Australian saint, which really sums up our 150th year, but allows us now to ‘turn the page’ and begin the journey of the next 150 years.

“Keep young as long as you can ... work on with consistency and courage. Bear your little trials with patience and love. Remember they all come from the hand of a loving God ... look upon them as stepping stones to an eternity of happiness.”

God bless

Regina Byrne
Principal
Education in Faith

"Catholic education means to educate the whole person. This whole person is seen as a child of God, a member of the human family and a responsible citizen of the world. The education of the whole person includes not only the development of the intellectual and spiritual life, but also the moral, social, physical and emotional well-being. It is a holistic education which aims to help young people to develop into fully human persons who love God and serve him with all their mind, body and soul.

The College’s Catholic faith is reflected in its mission statement, which is: "To be a Catholic community where the values of Mercy Education are evident. The College is a centre of excellence where students are challenged and encouraged to achieve their potential academically, socially, physically and spiritually.""}

Learning and Teaching

One of the goals of the School Improvement Framework was to nurture student independence and as one of the strategies, staff members were introduced to the Catholic Education Office Melbourne’s “Learning Centred Schools: A Sacred Landscape”. A critical element of this landscape is a teaching and learning framework which focuses on staff and students working collaboratively, on high quality learning and teaching and the use of contemporary learning practices to ensure students reach their potential. This saw the development of Action Research Teams in the following areas: Student Performance and Assessment; Engaging Teaching Practices and Contemporary Learning Tools; Year 9 Curriculum; Student Wellbeing and Social Justice. Each of these teams will continue to work throughout 2011 to bring about changes in the learning and teaching within the College.

The Year 9 program has been running successfully in the College for a number of years and the focus on “Mi World, Mi Responsibility” saw the students involved in week long exploration of this theme. Gardner’s ‘Multiple Intelligences’ was used to explore sustainability and the impact of our ecological footprint. The Year 9 Curriculum Action Research Team our now working on developing a year-long program to be implemented in 2012. Our VCE and VCAL results in 2010 point to a high standard of academic excellence and the ability of teachers to bring out the best in our students.}

Student Wellbeing

The aim for the last twelve months has been to enhance resilience and to foster personal agency and empowerment in our students. Mindful that this is a whole school approach we have worked with students, parents and staff. Dr Craig Hossed from Monash University worked with staff and presented on the interconnection between Mindfulness and Wellbeing. Dr Karen Hanson presented on Emotional Intelligence to parents and to staff illustrating how this impacts on student learning. Pastoral Care Programs were reviewed using student surveys to ensure the focus on Positive Relationships, Organisation and Planning, and activities which encourage Personal Development and Skills for Life were being met.

The review of the Code of Conduct was commenced in 2010. This process has been extensive allowing for critical issues to be identified and discussed as a whole community. Consultation with parents and students has been undertaken and staff professional development with Sr Cathy Solano, reflecting once again on our Mercy values, has taken place to remind ourselves of the spirit within which our relationships and the discipline of our students must be framed. The Peer Mediation program has been developed further with activities directed towards creating stronger bonds with and between students.

Management and Facilities

Building the Educational Revolution Digital Education Foundation has been used to move the College to virtual servers in preparation for the move to 1 to 1 computer across Years 9 to 12. A major review of the ICT infrastructure by ttpartners created a roadmap that will ensure we have a robust and effective system that will support Contemporary Learning strategies and the roll out of Notebook computers throughout the College. The wireless infrastructure has been upgraded. The College has installed a new Administration package that will reduce the multitude of databases within the school.

St Aloysius College

As forecast in the last Annual Report, a Master Plan Committee developed a brief for architects to draw up a Master Plan. At the end of the year the Architects, WBA presented a plan that over four stages would see the renewal of College facilities and spaces that will provide access for all. As we celebrate 124 years the Master Plan will enable us to provide the physical facilities so we can meet the needs of twenty first century learners into the future.

It is a great privilege to be leading a College community where the values of Mercy Education are so evident. I am truly appreciative of the efforts of so many, the staff, parents, the members of the Advisory Council and the Parents and Friends Association who give their all to ensure our students are given every opportunity. I want to acknowledge three long serving staff members who finished at St Aloysius College at the end of 2010; Mrs Raylee Bartlett, Mrs Adelina Melia-Douvos and Mr Robert Anastasio who between them served the College faithfully for nearly 90 years; we wish them every success in their new endeavours.

To all who have been a part of St Aloysius College in the last twelve months my sincerest thanks for the support and guidance you offer and I know that together we will continue to provide excellent education to the young women in our charge.

John Davidson
Principal
Mercy Secondary Education
Semper Fidelis – “Always Faithful” was our College Theme for 2010. In the spirit of these words we are challenged to be faithful to our values and beliefs, faithful to our families, friends and College, faithful to ourselves and to who we are. As usual, it proved to be most apt. As the year unfolded, the wording of the theme was incorporated repeatedly in everyday parliance around the College. Students and staff alike were heard to be invoking it within their conversations and classroom/assembly presentations.

The year commenced with the Principal, Mr John Arthurson on combined Enrichment Leave and Sick Leave for the duration of Terms 1 and 2. Because of the continued decline in his health, John was forced to take the remainder of the year off and he subsequently resigned. Sadly, John passed into eternal life at the end of October, 2010. This report is dedicated to the memory of John’s contribution to Sacred Heart College during his years as Principal, 2006-2010.

During the early parts of 2010, our School Improvement Framework (SIF) sphere working parties resumed work in relation to their Intended Outcomes, Targets and Relevant Strategies for the College Annual Action Plan for 2010.

Education in Faith at Sacred Heart during 2010 was evident in a variety of ways. Specifically, and generally, we continue to explore and create faith-deepening opportunities for our students. It is our aspiration that our students have an experiential engagement in the Catholic faith. During 2010, there has been increased strengthening of our Parish-School and Community-School relationships. This is reflected in the following statement summing up the ethos of the College:

“Sacred Heart College is a community of students, teachers and parents within the Kingdom of God with Christ as its centre and focus. It strives for the total development of the human and spiritual faculties of its members who, in response, are inspired to commit themselves to serve God and their fellow people and make the world a better place in which to live.”

In keeping with the spirit of this statement and as part of our strengthening the Mercy ethos throughout the College ‘Mercy @ Work’ was initiated as a coordination strategy for the various initiatives undertaken by the student body.

Learning and Teaching, continues to grow in complexity with all the obvious contemporary internal and external forces at work. Our proximity to Melbourne has advantages as it is quite convenient for one day (or part thereof) excursions. Enriched study skills, supervised study during ‘free periods’ for Year 11 and 12 students and orientation programs have been introduced to assist students to develop a greater acceptance of the responsibility which they are expected to have for their own learning. The Arts, Music and performance based subjects continue to grow in strength as was highlighted by the talents of our students in the College Production, ‘Scrooge’. The Mary Moloney Theatre is an excellent facility that continues as an impetus for these events.

The DER funding provided by the Federal Government has seen the school expand the IT network in the school moving to a laptop program for our senior students as they undertake Years 11 and 12.

Student Wellbeing, embracing relationship building, pastoral care, and growing people, continues to be a central focus with the formation of a new College Discipline Policy termed the College Justice Policy. The Student Wellbeing sphere working party reviewed the College Discipline Policy during 2009. The College Justice Policy coming from these deliberations were implemented during 2010. The allied outcome is that Restorative Practices underpins the Student Welfare Policy.

At Sacred Heart, the Leadership and Management Team completed a review of the College Vision and Mission Statement. Building upon earlier work, the Statement has been published and discussed widely throughout the College community. Within the College, ongoing work is being done in renewed clarification of roles for all staff. Given the dynamic nature of the College, it is common that roles evolve and develop as growth and change take place.

Sacred Heart has been intimately involved in a range of wider community ventures during the year and this involvement is ongoing. ‘The Fit to Drive Program provides valuable and objective education for our senior students in areas associated with responsible use of alcohol, safe party practices, and driving and road use. The College is an active member in the Schools as Core Social Centres (SACSC’s) Kyneton Cluster, and the Macedon Ranges Live4Life Schools Supporting Rural Students Mental Health Project. The SACSC’s group comprises the four Kyneton schools (primary and secondary), while the Live4Life Project involves the five secondary schools in the Macedon Ranges.

Brian Reed
Acting Principal 2010

As we commence the new school year, as we ‘Prepare the Way…’ our College theme for 2011, as the new Principal I am very pleased to join the Mercy community at Sacred Heart College Kyneton. The College’s aspirations centre on the students and their learning. We are first and foremost a place of learning, where quality teaching will be our professional pursuit. We are a Catholic school in the Mercy tradition which offers great strength to our educational endeavour. The College enjoys a rich history and a special place in the history of the Kyneton district. The College has built a solid reputation in the Macedon Ranges, which will be the foundation for improvements to come.

I believe that good schools get in the way of great schools. We aim to be a great school for our students.

Mercy @ Work has been implemented this year with the aim of coordinating, supporting and expanding on the works of Mercy undertaken in the College by a range of groups including; Sustainability, Celebrating Diversity, Justice and Service, Peer Support and SRC. The need for coordination of our approach seems timely given the growing requests for outreach, serving others and expressing the Gospel values of works of mercy.

The support of the staff, parents and the community has been outstanding and greatly appreciated by the College.

Craig Holmes
Principal 2011
Education in Faith

The Year 7-10 Programmes of Study have been ‘customised’ to meet the needs of students with “To Know, Worship and Love” being used as one of the main resources. Year 7 students began by studying our college history and Mercy heritage. The students also study the life and relevance of Catherine McAuley with input from teachers who have participated in the Mercy Formation programme in Dublin.

In addition to the formal Religious Education programme, the college continued to provide many opportunities for the students to learn values and skills. Our liturgical celebrations continue to be uplifting and a large number of students, parents and staff attended our Community Mass to celebrate the commencement of the school year.

Retreats were conducted for Years 12, 11 & 10 students and Well-Being and Resilience days were conducted for Years 8 – 11. The Year 10 LIFE Programme provided students with a range of experiences at the college and in the city to promote independence and team work.

Year 12 students and staff continued to support the Matthew Talbot Soup Van, Ozanam House and Regina Coeli Community for Women. Whole School Justice activities were completed to raise awareness and money for Project Compassion, Caritas Australia, “Shave for a Cure”, Vinnies, Red Cross, “Jeans for Genes Day”, “Close the Gap” Day and to support Mercy schools in Queensland.

A number of students and staff participated with other Mercy schools in the Young Mercy Justice Tree Group and in the two Seeds of Justice Conferences. Year 10 students completed a two day Outreach Programme as volunteers in the local community in which students had the opportunity to continue assisting landowners affected by the bushfires.

Links have been forged with the Refugee Lajee Centre in Bethlehem and Year 11 students are now supporting two refugee centres in Melbourne.

Two groups of Year 10 students and staff each completed a week-long residential visit to the Jigalong Remote Aboriginal Community and a group of Year 12 Students and a staff member stayed for a week with the Santa Teresa Indigenous Community in the Northern Territory. Students worked with students from Worawa Aboriginal College and Aunty Dot Peters to publish the story of Bunjil.

Staff attended a retreat day to focus on Jesus the teacher’ while a full day programme, presented by Rev Richard Leonard SJ, focused on ‘Children, Modern Culture and the Media’.

Learning & Teaching

Our ATAR and Study scores in the VCE & our VCAL results in 2010 improved again. During the first term of 2011 we undertook a thorough review of these results with a view to improving the outcomes for all students. One immediate outcome has been an increase in status of the position of VCAL Coordinator. A thorough study has been undertaken on VCE subject selections in Term 1 of 2011.

The Year 10 Skills for Work (New Horizons) Programme has been modified to broaden the focus to further engage students at risk. An additional outcome of this programme has been a positive impact upon the mainstream Year 10 classes with teachers and students more able to focus on learning.

Staff have undertaken sessions on restorative practices and classroom management. Teaching staff worked in Action Research Teams to investigate various approaches to curriculum delivery. We developed our Professional Code of Conduct and conducted sessions on managing professional misconduct and mandatory reporting. ICT Mentors have been allocated time to support colleagues with their use of technology in the classroom.

Building Relationships/Pastoral Care

An essential element of human wellbeing is the experience of belonging, of being connected to others in a community. Our students appreciate the importance that is attached to ‘belonging’ to their school. Whenever our student leaders address an assembly they encourage the younger students to join in school activities. To hear the College Captains speak at their final assembly about their time at Mount Lilydale Mercy College and what it has meant to them and their peers is uplifting for all.

The record numbers of students applying for the wide range of co-curricular and leadership activities on offer at the College is seen as a response to this message.

Our Student Wellbeing Team is well versed in the theory and delivery of a restorative justice approach to behaviour management. Such an approach fully supports Mercy spirituality and the values of compassion and forgiveness.

Mount Lilydale Mercy College

Management – Resources

Planning for a Year 7 Learning Centre and a new Administration Centre took place during the year and work commenced on the project in January 2011.

The strong financial position of the college enabled decisions to be made late in the year to undertake additional projects and refurbishments, including preliminary projects and refurbishments, including preliminary works for the new building project and the demolition of the existing buildings.

College Community

Results of sample surveys of students, parents and staff have provided an excellent basis for future goal setting as we work towards further improvement of learning outcomes for students. Special note has been taken of areas where responses indicate that improvement is not only possible, but also desirable. These include greater consistency in classroom management, improved role clarity, further empowerment of teachers in decision making and engaging students more in their learning.

Some of the student responses indicate that the students believe that: they are being prepared well for the future; they are happy and feel they belong at the college; they get on well with other students and their friends really care about them; they have the opportunity to learn about the Catholic faith; they are encouraged to be compassionate and the college provides opportunities for them to show compassion to others; the college raises their awareness of Social Justice Issues and that they have the opportunity to participate in Social Justice Activities.

In general, the surveys indicated that both parents and students have a high degree of satisfaction with the education currently being provided by Mount Lilydale Mercy College.

Bernard G Dobson
Principal

2011 Annual Report
t is my great pleasure to present this report of the last twelve months at St Joseph’s College, Mildura. It has been a time of great hardship in the agricultural sector of this region, however, the energy of the College community continues to remain positive and optimistic.

Catholic School Culture
Our Mercy Heritage Trail Stage 1 was launched on December 4th and it was wonderful to have Sr Kath Tierney, Sr Madeleine Fox, Sr Rosemary Graham and John and Gail Shannon present on the evening as special guests of our Advisory Council to help celebrate this event. In setting this date for the launch of the Heritage Trail, we were able to acknowledge the 50th Jubilee for Sr Rosemary and pass on our heartfelt thanks for her ongoing work in our community. Other Sisters present for the occasion included Sr Marion, Sr Patricia and Sr Grace. Thanks go to Mercy Ethos Coordinator, Denise Knight, for her work in compiling the early history of the College so that a visual representation of our story can continue to educate and inspire our community. The next stage of our Heritage Trail sees us undertaking work in the Mercy Centre to inform our students of its original purpose as the Convent of Mercy.

Student Wellbeing
During 2010 a full audit of our pastoral care system was completed using the Mind Matters framework. The aim of this process was to plan a whole school strategy at St Joseph’s College addressing our main wellbeing issues. The actions of high priority identified by the review were to: conduct an annual bullying survey; promote awareness of policies and processes on bullying/mandatory reporting (Child First); support students by improving their stress and coping skills, and to support new student induction and look at new ways to improve the existing system.

Each of these areas will be addressed in 2011 and our progress reviewed. A new student induction process was commenced in 2010 including a program of an orientation meeting for our Year 7 students, their parents and home-room teachers, as well as an induction evening for new students in Years 8 to 12. There was very positive feedback from parents and students who attended these sessions.

Building Community
With the Mildura Arts Centre demolished and awaiting reconstruction, the Mercy Theatre at St Joseph’s College has taken over as the performing arts centre for the region. While the high demand from external parties has posed a number of challenges to our daily use of the theatre, it has also raised our reputation in the community as a centre for high quality performing arts. Our core purpose remains to provide for our student needs and to support community-based and not for profit entities. However we have been able to accommodate a number of shows sponsored by Arts Victoria so that the people of our region do not miss an opportunity to experience the Arts. Mildura Rural City Council has been very grateful to the College for providing the venue and they have helped to support us with some extra staffing.

Student Activities
Our first major show, Grease, was an outstanding success and it would seem a new tradition has been born. The performers excelled and it was very rewarding to see that a number of the senior students have been accepted in highly acclaimed tertiary performing arts centres such as WAAPA. With great excitement, we are getting ready for our 2011 production of Suessical – The Musical.

An Italian cultural trip was conducted in September and over thirty students, parents and staff took the opportunity to spend time seeing the famous sights of Italy. Italian as a LOTE is taught at St Joseph’s College and while the focus of the trip was not an immersion program, those who had Italian language skills were grateful when trying to communicate with local people.

The College joined School Sport Victoria during 2010 after a long period of denied access to high level competition against DEECD schools. Sport is highly valued in country communities and students at St Joseph’s College participate both with great vigour and pride in the College.

Learning and Teaching
Curriculum at St Joseph’s College continues to change and develop as we move towards a National Curriculum. This year preparations began for these changes particularly in the areas of English, Science, Maths and History, with teachers attending Professional Development programs that introduced the new curricula and discussions at Department level about the implications of the proposed changes. As well we have been very mindful of the information reported to the school as part of the School Improvement Framework trials. During 2010 we saw increased professional dialogue opportunities through Professional Learning Teams which met regularly during the year.

We continued to develop programs that made use of the Flexible Learning Areas we now enjoy in the McAuley Building and these rooms have become sought after by teachers as they explore the possibilities of teaching in an innovative manner. On a practical level we saw the implementation of a new Late Work Policy, including the reporting of Late Work, and the introduction of an SMS service being used to notify parents when their children had not completed required work. This has received excellent feedback from parents and teachers. Another new development, Web Preferences, was used in subject selection for Years 10, 11 & 12 which has led to a more efficient process. The introduction of the Homeroom report and the Year 7 Introductory Report provide excellent information for parents. A continued theme in 2010 was the increased levels of data analysis used to help in improving learning and teaching at the school. We have begun to use this data in a more diagnostic manner to provide teachers with valuable information about their students and their own teaching and highlight when areas of curriculum need to be covered in more detail or perhaps in a different way.

Leadership
Mildura as a region is over represented in the data on early school leaving and high levels of youth unemployment – with the associated social issues. With this knowledge, a consortium of all of the schools in the region made an application to the Australian Government to fund a Trade Training Centre and in September it was announced that our application was successful and $11.8 million would be dedicated to specialist facilities for trade training. St Joseph’s College will receive approximately $1 million of this funding to redesign facilities for the teaching of Hospitality and Commercial Cookery, and Hair and Beauty. We hope to be operational to commence the 2013 academic year if not sooner. We have also contracted architects to begin work on a new master plan to guide our development for the next decade. In the very early stages there are some challenging concepts currently being discussed in trying to establish a vision for what our school may look like in twenty years’ time.

In the shorter term, we have been able to significantly upgrade our music facilities with the purchase of a modern portable building that will far better accommodate our thriving music program and provide a more comfortable learning space for the students and staff.

Darren Atkinson
Principal
Our Lady of Mercy College

Centenary Celebrations

Our centenary year will always hold a special place in the hearts and memories of the current students, staff, parents, past pupils and local community members. We celebrated 100 years of learning at OLMC with an extensive program of events that drew on the energy, goodwill and generosity of countless people. The efforts of the founding Sisters of Mercy and those who succeeded them is a story we honoured with high measures of admiration, pride and fidelity. Our history is alive and well, and we have a much keener sense of the heritage we carry into the future.

The centenary presented an important opportunity to strengthen connections between the current school community, former students and staff, the local community and the Sisters of Mercy. The events were extremely well attended, with highlights including the Past Pupils’ Reunion Dinner and Reunion Weekend, the High Tea with the Sisters of Mercy and previous staff, the Centenary Concert at Hamer Hall and the Centenary Fair. The Fair brought together many parents, local traders and other associates of the College, and the funds raised (close to $30,000) were donated to one local welfare organisation (The Exodus Community in Heidelberg) and one global humanitarian project (‘Every Child’ – a Sisters of Mercy Cambodian Project).

The College now has a Past Pupils database with over 2450 registered names. The Centenary Committee is continuing to meet to establish a Past Pupils Association and to organise other events that build on the momentum of 2010.

Faith and Mission

The theme of ‘remarkable women’ was enlivened not just by the stories of our founding Sisters and their successors, but also by Mary MacKillop, now Saint Mary of the Cross. Within and beyond the classrooms, our students were involved in various events to celebrate the canonisation. They were also proactive and deeply immersed in a wide range of social justice and outreach programs, some of which involved some innovative and highly enjoyable fundraising ventures.

Learning and Teaching

A major emphasis in classrooms was on ‘making thinking visible’ in order to develop higher order thinking and deeper understanding. Our staff have undergone extensive professional learning on this approach and there are early and clear indications of improved learning outcomes for the majority of our students.

All Year 9 students were issued with a notebook in the second semester of 2010, with Year 10 students next in line in 2011. The College has employed a ‘technology coach’ to ensure that staff are confident and equipped to effectively use these and other technology resources in their teaching programs, and we are already seeing evidence of strengthened student engagement in learning.

Substantial work was undertaken in reviewing and refining our assessment and reporting practices. Following feedback from parents and extensive consultation with staff, the College is now making significant changes, one being the use of an online reporting system to provide parents and students with more frequent and timely feedback on assessment tasks and another being the reintroduction of a grading system for these assessment tasks. We are confident that these changes will move students forward in their learning and assist parents to track, support and encourage their daughter’s progress.

In 2010 we made final arrangements for the full implementation in 2011 of the Year 9 Horizon Project (previously named the Heidelberg Project when first developed and trialled throughout 2009–10).

Student Wellbeing

In 2010 we introduced a vertical pastoral system at Years 10–12. The feedback from students and staff has been very positive, with the most explicit benefits occurring in peer mentoring experiences, through both formal and informal mechanisms.

College facilities

A major project has been the construction of a new 3-storey science and classroom facility. The College is committed to providing students with well resourced learning environments that encourage creativity, develop intellectual and social skills, and engender a passion for learning. When the new building opens in Semester 2, 2011, it will offer state of the art learning spaces that represent the most significant and substantial capital investment we are making in our future.

The College now has more prominent and contemporary signage around the property, along with beautifully landscaped gardens surrounding our front entrance. These changes have been well received, particularly the garden spaces which have become appealing gathering spaces for students during their breaks.

Our 2011 school review

As the College moves into its second century of learning, we are about to embark on a second school review, using the Archdiocesan School Improvement Framework (SIF). We look forward to the findings of and to developing a new 4-year strategic plan that will take us confidently and courageously into the future. We enter into the review remaining committed to pursuing excellence in all we do, and to live by the words of Catherine McAuley to be ‘shining lamps, giving light to all around us’.

Julie Ryan
Principal
"OD: Chasing Our Dreams (only you can control your future)" proclaimed College Captains, Bethany Taggart and Isaac Mahoney-Kendall, at the Opening School Mass, therein setting the theme for 2011 and in so doing, declaring the whole community invited to participate in the dreaming and supporting each other in achieving their dreams. They outlined the Leaders program for mentoring programs, for tutoring programs, for the Student Leadership Representative group and for the College newspaper.

For the tenth year in a row, the population of our College has continued to grow. The population in 2010 was 1132 students, with nine streams of Year 7 students, and in 2011 this increased to 1185 students, again with nine streams of Year 7 students. This year the College had in excess of 264 applications for 216 places. Predictions for 2012 have the intake at 200 students and an overall population of 1225 students. We have, and will continue to work, to ensure that as we grow, we maintain the culture and values base that concept was accepted with detailed plans now being prepared and Stage 1 being constructed during 2011. Accordingly, a review of the College structure was held with the outcome to move to a school model within the College. The College now operates with three schools, each with a Head of School, two year level coordinators and two assistant year level coordinators. This structure is working well.

Similarly, after extensive consultation through a school improvement team (SIT), the decision was made to move to a ten day cyclic timetable. This too was implemented in 2011.

Learning & Teaching
2010 saw an extensive review of the Flexible Learning Years program (FLY), which is our middle school vertical curriculum for Years 8-10. This review allowed a better alignment of units so that Year 10 students have the option to do more VCE units, allowing an extension program for those interested students. A SIT on metacognition was convened with all the recommendations accepted.

Student Well Being
All policies centred around student well-being were reviewed and all staff and students were surveyed. As a result, the Well Being Team was restructured with the introduction of a new Student Well Being Coordinator to supplement the current Student Counsellor and the Well Being Team. A new position of Junior Campus Careers was also added to this team.

To ensure that students had a voice in the planning processes of the College, the student leadership model was extended to include a student leader representative group (SLRG), which meets monthly. This group, chaired by the College captains, discusses planning, student policy and OHS issues.

Community
Our intended goal for community over the past 12 months has been to foster supportive relationships with the:
• Introduction and commitment to the Inspiring Alumni Dinner;
• Re-introduction of the college musical. The 2010 production was the Pirates of Penzance;
• Re-introduction of parent information forums.

Philip Morison
Principal
Catholic College Bendigo

2010 theme; “Through living hope we sow our future” challenged us to make the link between the Good News of our faith and how we must live this faith to ensure we are well prepared for the future. It called us to recognise those in our community and broader lives who are examples of this living hope and it also called us to take responsibility to ensure we were, ourselves examples of living hope. To me this was evident each day in the witness of our students, staff and parents.

A New Mission Statement
In 2010 significant work was undertaken to write our new Mission statement. In November 2009 we declared 2010 as a year of discernment in which we would spend time reflecting on who we are as a College and where we are heading. This year of discernment was a very energising time and involved many consultation sessions with Staff, Students, Parents, the College Advisory Council and the Governors. The end result is a new mission statement that was published at the beginning of 2011. It was a thoroughly enjoyable process of listening, discussing and ultimately agreeing on what is central to our community.

In the Mission Statement we have recognised that our core focus is to make Jesus Christ known and loved by all in our community. The statement also lists four key belief statements for our community. After wide consultation we agreed that we believe:

- Life is a gift from God;
- Relationships are built on love and respect;
- Learning brings fullness of life;
- In the goodness of young people.

Our College community looks forward to living out these belief statements in the coming years.

Becoming Incorporated
Another significant change behind the scenes was the move for our Governors to have the College incorporated. This will ultimately result in a Board of Directors replacing the College Advisory Board. At the beginning of 2011 an interim Board of Directors was appointed and now meet monthly. Whilst this new structure is a positive step, I would like to acknowledge the members of the College Advisory Council. This has been a very supportive and wise council. Ms Patricia Ryan was the Mercy representative on the Advisory Council for nearly 10 years and her contribution has been invaluable to me both personally and professionally. To the retiring Chair, Dr Dennis O’Connor, I say a special thank you for his authentic leadership of this group over the last four years.

Student Leadership
Student Leadership reached new heights in our College in 2010 and because of their strong commitment to building a sense of community, the Student Leadership Team ensured the new House Structure has become a vibrant system to which students across all year levels now have a strong sense of belonging. In 2011 the new Student Leadership Team has already presented as a professional team that is committed to being involved in College decision making in a real way. They have also shown an enormous commitment to raising student awareness on issues of social justice.

A Committed Staff
Throughout 2010 I was once again so impressed with the level of dedication, professionalism and sheer hard work the staff members across the college have shown throughout the year. There were countless examples on a daily basis of staff members who simply give their all for our students. This is quite evident in the daily gift of teaching but it is also evident across all facets of College life.

The Loss of Bishop Joe
In December our College Community was rocked by the loss of our dearly loved Bishop Joseph Grech who died suddenly on 28 December. Bishop Joe was a Governor of our College but he was also a close friend to our students and staff. His loss has had a deep impact on our College. Bishop Joe was a bishop of and for the people but particularly a bishop for the young people. He was regularly present in our College and had inspired many of our senior students to become passionate about their faith both spiritually and academically.

Staff Conference
The 2011 academic year has begun well and a highlight for staff was a 2 day conference for all staff for the first two days of the year. Under the theme “What lies within . . .”, the conference was fully facilitated by the Leadership Team and current staff and focussed on our new Mission Statement. It was a very energising beginning for all 250 staff members and this has carried strongly into Term One.

Focus on Learning
Our facilities for learning continue to improve with a $3M Agriculture and Horticulture Centre about to open at La Vallia and a $3M English Learning Centre at Coolock due for completion in November. Perhaps more importantly is a strong focus on making student learning a key area of improvement in 2011. Under the direction of new Director of Teaching and Learning, Mr John Geary and Deputy Principal Staff, Ms Giselle Talbot, teachers are committing current professional learning sessions and extra time on focussing on improving classroom practices. This includes a significant emphasis on data analysis and collegial sharing and opening the classroom door to other teachers.

From the old theme to the new
As we close the books on the 2010 theme: “Through Living hope we sow our future” there were countless references to the sower of the seeds mentioned in Jesus’ famous parable. I am confident that we did all in our power to provide the fertile soil for the seeds to take hold and germinate. I am also confident that in the years to come, the harvest shall be great. Now we have begun the 2011 College year exploring the theme “Awaken the goodness within”. We have already realised in Term One that there is much goodness to awaken and celebrate. That will come as no surprise to anyone who works with young people in Catholic Education.

Darren McGregor
Principal
Congregation Owned Schools

Statistics

**Academy of Mary Immaculate, Fitzroy**
Students: 634  Staff:  
- Teaching: 56
- Non-teaching: 25
- Religious: 1

**HEAD COUNT** 82 = 68.7 FTE

**Sacred Heart College, Geelong**
Students: 1,326  Staff:  
- Teaching: 108
- Non-teaching: 41
- Religious: 1

**HEAD COUNT** 150 = 126.1 FTE

**Our Lady of Mercy College, Heidelberg**
Students: 1118  Staff:  
- Teaching: 95
- Non-teaching: 31
- Religious: 0

**HEAD COUNT** 126 = 112.6 FTE

**Sacred Heart College, Kyneton**
Students: 805  Staff:  
- Teaching: 66
- Non-teaching: 42
- Religious: 0

**HEAD COUNT** 108 = 90.5 FTE

**Mount Lilydale Mercy College, Lilydale**
Students: 1,443  Staff:  
- Teaching: 133
- Non-teaching: 57
- Religious: 0

**HEAD COUNT** 190 = 169.2 FTE

**St Joseph’s College, Mildura**
Students: 821  Staff:  
- Teaching: 71
- Non-teaching: 44
- Religious: 1

**HEAD COUNT** 116 = 94.6 FTE

**St Aloysius College, North Melbourne**
Students: 505  Staff:  
- Teaching: 51
- Non-teaching: 18
- Religious: 0

**HEAD COUNT** 69 = 63.2 FTE
Co-Sponsored Schools Statistics

**Catholic College Bendigo**

Students: 1,868  
Staff: Teaching 152  
Non-teaching 82  
Religious 3  

HEAD COUNT 234 = 210.4 FTE

**Emmanuel College, Warrnambool**

Students: 1,161.7  
Staff: Teaching 91  
Non-teaching 65  
Religious 1  

HEAD COUNT 157 = 123.7 FTE

---

**College Foundation Dates**

1850

- Academy of Mary Immaculate – Fitzroy 1857

1860

- Sacred Heart College – Geelong 1860

1870

- St Ann’s College amalgamated to Emmanuel College – Warrnambool 1872
- St Mary’s College amalgamated to Catholic College Bendigo 1876

1880

- St Aloysius College – North Melbourne 1887
- Sacred Heart College – Kyneton 1889

1890

- Mount Lilydale Mercy College – Lilydale 1896

1900

- St Joseph’s College – Mildura 1906

1910

- Our Lady of Mercy College – Heidelberg 1910

---

**Girls** 5,188  
78%

**Boys** 1,464  
22%

**Girls** 1,553.4  
51%

**Boys** 1,476.3  
49%

**FTE**

- Teaching (F) 126.5  
37.5%
- Teaching (M) 90.7  
26.9%
- Religious 3.2  
0.9%
- Non-teaching 117.1  
34.7%
- Non-teaching 211.4  
34.7%

**HEAD COUNT**

- Catholic College Bendigo 234  
210.4 FTE
- Emmanuel College, Warrnambool 157  
123.7 FTE
Mercy Education Secondary Incorporated

Excludes Depreciation

<table>
<thead>
<tr>
<th>Recurrent</th>
<th>12 months ended</th>
<th>12 months ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>31 December 2010</td>
<td>31 December 2011</td>
</tr>
<tr>
<td>Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>29.0</td>
<td>22.8</td>
</tr>
<tr>
<td>Other private income</td>
<td>3.2</td>
<td>5.2</td>
</tr>
<tr>
<td>General recurrent grants</td>
<td>67.8</td>
<td>72.0</td>
</tr>
<tr>
<td>100%</td>
<td>75,379,924</td>
<td>75,564,200</td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and on-costs</td>
<td>73.0</td>
<td>76.6</td>
</tr>
<tr>
<td>Curriculum costs</td>
<td>8.4</td>
<td>8.8</td>
</tr>
<tr>
<td>Other recurrent costs</td>
<td>14.6</td>
<td>14.5</td>
</tr>
<tr>
<td>Transfer of funds to capital</td>
<td>4.1</td>
<td>0.1</td>
</tr>
<tr>
<td>100%</td>
<td>75,379,924</td>
<td>75,564,200</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Capital</th>
<th>12 months ended</th>
<th>12 months ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>31 December 2010</td>
<td>31 December 2011</td>
</tr>
<tr>
<td>Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fees</td>
<td>28.6</td>
<td>69.2</td>
</tr>
<tr>
<td>Capital grants</td>
<td>22.0</td>
<td>27.1</td>
</tr>
<tr>
<td>Capital loans</td>
<td>25.0</td>
<td>3.2</td>
</tr>
<tr>
<td>Funds transferred from recurrent</td>
<td>24.5</td>
<td>0.5</td>
</tr>
<tr>
<td>100%</td>
<td>12,602,176</td>
<td>14,619,318</td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan repayments</td>
<td>18.3</td>
<td>14.1</td>
</tr>
<tr>
<td>Capital expenditure</td>
<td>81.7</td>
<td>85.9</td>
</tr>
<tr>
<td>100%</td>
<td>12,602,176</td>
<td>14,619,318</td>
</tr>
<tr>
<td>School Councillors &amp; Governors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ACADEMY OF MARY IMMACULATE, FITZROY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chair: Mr James Baker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deputy Chair: Ms Anne Walsh</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal: Sr Mary Moloney rsm</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSEI nominee: Mr Adrian Fuller</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Peter Cattapan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Deni Hexter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Carole McDonald rsm</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Rita Grima</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mrs Andrea Whitty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minute Secretary Mr Paul Romanin (Business Manager)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| **MOUNT LILYDALE MERCY COLLEGE, LILYDALE** |
| Chair: Mrs Marianne Birtchnell |
| Deputy Chair: Mr Andrew Sherman |
| Principal: Mr Bernard Dobson |
| MSEI nominee: Dr John Brick |
| Mrs Jacinta Cheers |
| Mrs Angela Soldani |
| Mr Kevin Dwyer |
| Mr Victor Miles |
| Mrs Laura Nation |
| Mrs Paula Pearce |
| Minute Secretary Ms Kathy Broadbent |
| In attendance Mr Dean de Munk (Business Manager) |

| **CATHOLIC COLLEGE BENDIGO** |
| Governors |
| Br Julian Casey fms (Chair of Governors) |
| Provincial Superior – Marist Brothers Melbourne Province |
| Sr Kathleen M Tierney rsm Congregation Leader – Sisters of Mercy Melbourne Congregation |
| Monsignor Frank Marriott – Diocesan Administrator Diocese of Sandhurst |

| College Council |
| Chair: Mr Martin Skahill |
| Principal: Darren McGregor |
| Mrs Allison Bodinnar |
| Mr Paul Bowe |
| Mr Max Fletcher |
| Mr Peter Mulqueen |
| Mr Wayne Downie |
| Minute Secretary Mrs Alison Baker |

| **SAINT JOSEPH'S COLLEGE, MILDURA** |
| Chair: Mr Chris Ellis |
| Deputy Chair: Mr Kevin Towns |
| Principal: Mr Darren Atkinson |
| MSEI nominee: Sr Madeleine M Fox rsm |
| Mrs Elvira Mazza |
| Mr Darryl Pearl |
| Mrs Julieanne Rigby |
| Mr Brendan Sheahan |
| Mr Patrick Timmons |
| Mrs Suzanne Watt |
| Minute Secretary Mrs Tracy Aston |
| In attendance Mrs Anne Hoyle (Business Manager) |
| Mr Tony Finn (Director of Religious Education) |

| **EMMANUEL COLLEGE, WARRNAMBOOL** |
| Governors |
| Sr Kathleen M Tierney rsm Congregation Leader – Sisters of Mercy Melbourne Congregation |
| Sr Eileen-Ann Daffy rsm Congregation Leader’s nominee |
| Br Peter Richardson cfc Christian Brothers – Oceania Province |
| Br Chris Meehi cfc Christian Brothers – Oceania Province |
| Rev Fr John Fitzgerald PP Parish Priest – St Joseph’s Parish, Warrnambool |
| Rev Fr Lawrence O’Toole PP Parish Priest’s nominee |

| Board of Management |
| Chair: Ms Felicity Melican |
| Deputy Chair: Mrs Linda Wilkie-Bell |
| Principal & Executive Officer: Mr Philip Morison |
| Sisters of Mercy Representative: Ms Eugene Lynch |
| Christian Brothers Representative: Mr John Highton |
| Mr John Lynch |
| Mr Peter Headon |
| Mrs Helene Clarke |
| Fr Bill Van de Camp |
| Mr Mark Bourke |
| Mr Jim Dwyer |
| Fr Michael Linehan PP (Resigned March 2011) |
| Minute Secretary Ms Nikki Williams |

| **OUR LADY OF MERCY COLLEGE, HEIDELBERG** |
| Chair: Mr Pat Heagerty |
| Principal: Ms Julie Ryan |
| MSEI nominee: Sr Joan Wilson rsm |
| Mr Kenneth Best |
| Mrs Tracey Czarnuch |
| Ms Jennifer Griffiths |
| Ms Elise Perry |
| Mrs Suzanne Skidmore |
| Dr Veronica Fitzgerald |
| Mr Stephen Fernandes |
| Ms Angela Battaglia |
| Ms Kath Walsh (Development Manager) |
| Minute Secretary |

| **ST ALOYSIUS COLLEGE, NORTH MELBOURNE** |
| Chair: Mr John Vernon |
| Deputy Chair: Dr Patricia McNamara |
| Principal: Sr Helen M Delaney rsm |
| MSEI nominee: Ms Pauline Ashton |
| Mrs Kerrie Frew |
| Ms Anne Henderson |
| Mr Maurice Roda |
| Mr Rick Wight |
| Mr Brian Collins – Minute Secretary (Business Manager) |
| In attendance |

| **SAINT JOSEPH'S COLLEGE, KYNETON** |
| Chair: Mrs Rosemary Scarlett |
| Deputy Chair: Mr Paul Strang |
| Principal: Mr Craig Holmes |
| MSEI nominee: Sr Kaye Evans rsm |
| Mr Timothy Baird |
| Mr Robert Carrucan |
| Mr David De Grandi |
| Mrs Christine Mathieson |
| Mrs Yvonne Pearce |
| Mr Brian Reed |
| Minute Secretary Mr Timothy Walsh (Business Manager) |