It is by being united to Jesus Christ that we will be united with each other. Catherine McAuley

The spirit of union is the greatest blessing Almighty God can bestow on a community.

Catherine McAuley
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Let us rejoice when good is done no matter by whom it may be accomplished. Catherine McAuley
We may perceive from all our instructions that a strong and lively faith is the solid foundation of all virtue. Catherine McAuley
Over the last twelve months the work of the Mercy Education Board has been engaging, constant and at times frenetic and much has been achieved. In this report I will focus on some of the highlights of the year.

The Board spent considerable time reviewing its Strategic Goals which were first set in 2008. Much has changed since then, especially regarding the expanding Governance responsibilities and the civil and legal responsibilities stipulated for companies.

The Board identified four major goals namely:

- **Living Ethos** that is ensuring Catherine McAuley’s vision of the lived Gospel is at the heart of each educational community
- **Excellent Educational Communities** that support a climate of excellence which underpins all learning
- **Outstanding Leadership** that results in selection and support of outstanding senior leaders in our schools
- **Corporate Governance** that provides prudent stewardship, protecting the communities and resources of our Colleges in order to ensure the continuation of our mission.

The final Strategic Plan was published late in 2013 and included an outline of the story of Catherine McAuley and the arrival of the first Sisters in Australia, and the Mission and Vision of Mercy Education Ltd. It was circulated to all staff in our twelve schools including St Aloysius College, Adelaide whom we welcomed into our Ministry at the beginning of 2014. St Aloysius is steeped in history, founded in 1880, and will enrich the network of schools in Mercy Education.

The Board spent much time reviewing its many policies and procedures while ensuring that all documents are presented in a consistent manner, easily identifiable as emanating from MEL. Our task has been complicated by policy variations between states, for example, differences regarding the length of tenure for Principals and Deputy Principals and in the management of Enrichment/Professional Leave entitlements. This work is ongoing.

The Board has embarked on an ambitious plan in recent years to invite all schools, on the completion of their School Improvement Plan, to present their findings and results and to indicate how the College plans to address recommendations contained in their school’s report. As this is the core business of every school we see this as having equal status with the presentation of Master and Building Plans and College Budgets.

Risk Management and Compliance have become increasingly important in the work of the Board. In addition to our responsibility for secondary schools we also have schools with primary and kindergarten components and boarding facilities. This work requires expert knowledge and diligence and to that end we have appointed and welcome Brendan Lynch as our Risk and Compliance Manager.

A review of the College Advisory Councils Constitution took place in 2010 and responses from member schools at the time resulted in a number of changes. The Board undertook another review in 2013 with the purpose of receiving further feedback especially from the schools that have come under its jurisdiction since 2011. These responses are being processed and further changes to the Constitution are imminent.

Mercy Education Ltd has been a co-sponsor of the Mercy Ethos program in Dublin for senior staff since 2001 and was responsible for much of the planning and organisation.
In August of 2013 the Institute Ethos Office agreed to the sole management of this outstanding formation program beginning in 2014. MEL will continue to support the program. During 2013 the Board also sponsored and supported a student pilgrimage to Dublin and Rome and will continue to promote this program throughout its network. We thank and acknowledge the significant and generous work of Sr Mary Moloney rsm in planning and leading this biennial program.

All Directors attended the 11th Australian Mercy Secondary Schools Biennial Conference in Auckland in July last year. This enabled Board Directors to enhance professional learning and to engage with other participants from the network of schools across Australia and New Zealand. A Board meeting was also held at this venue.

This is by no means an exhaustive outline of activities for the Board. We continue on a regular basis to monitor school finances, approve and recommend capital works, loans, budgets as well as conducting performance reviews for Principals, Deputy Principals and Business Managers as part of our responsibilities.

**Tributes and Thanks**

In October the Directors thanked and celebrated the work of Mr Darren McGregor (Catholic College Bendigo) and Mr Darren Atkinson (St Joseph’s College Mildura) recognising their outstanding contributions to Mercy Education. Both have taken up new appointments in Catholic Education commencing in 2014.

We also congratulate and welcome newly appointed Principals Mr Michael Chalkley, Bendigo and Mr Anthony Banks, Mildura.

Dr John Brick retired from his role as a Director of MEL after eight years. We thank him for his distinguished service. We welcome two new members to the Board, Mrs Mary Retel, former Principal and Deputy Director, Catholic Education Office WA and Mr Max Fletcher, former Principal and Deputy Director, Catholic Education Office Sandhurst.

Santa Maria College, Attadale WA celebrated its 75th Anniversary in 2013. We congratulate all at the College and thank them for their outstanding service to the Catholic Community of Perth and beyond.

Each year in my annual report I thank the Board Directors, the Executive and Office Staff and consultants who make managing the work of MEL possible. The words seem an inadequate recognition of all that you do, but they are heartfelt and convey sincere appreciation.

These thanks extend also to our Principals and College leadership teams whom we rely on to implement the vision of MEL.

The Board is always conscious that it works on behalf of the Sisters of Mercy of Australia and PNG and that it aims at all times to meet its Civil and Canonical responsibilities. We continue this work with inspiration from Catherine McAuley and the blessings of God.

John Shannon
Board Chair
I am pleased to make a contribution to the 2013 Annual Report of Mercy Education Limited and to acknowledge the wonderful contribution made during the past year by so many in the name of Mercy education.

Education is in our ‘Mercy DNA’! The spiritual and corporal works of mercy provided a reference point for Catherine McAuley as she found ways to serve those in need in Dublin and beyond during the 1820s, 1830s and 1840s. We know she ‘engaged in the particular ministries of teaching, care of the sick and offering refuge for women and children at risk of exploitation and homelessness.’ (ISMAPNG Constitutions 4.03). As Board Directors and those providing Executive support, Advisory Council members, principals and leadership team members, staff, students, parents, guardians and helpers in each school community associated with Mercy Education Limited, you are contributing to the growth and development of these ministries in our times. On behalf of all the sisters I thank you for your fidelity to the ministry of Mercy education begun many years ago but given renewed life and energy through your efforts.

Since I wrote one year ago a number of significant developments have taken place within ISMAPNG. I would like to comment on three which have particular significance for Mercy Education.

Establishment of the new role of Executive Officer, Ministries

At the end of October 2013, Jonathan Campton was appointed the Executive Officer, Ministries. In his role, Jonathan assists the Institute Leadership Team (ILT) to carry out their governance role within the 22 companies for which the ILT has responsibility. Increasingly it is Jonathan who is interacting with ministry Boards and leaders on behalf of the ILT. I am most grateful to John Shannon and Eugene Lynch for the support they are providing and enabling this new role to become established in a way which benefits Mercy Education and the ILT. Jonathan has been joining members of the ILT at AGMs and ministry visits. We have not been to every school as yet but plan to do so when and as we are able.

Ministry Governance and Leadership Forum

In February 2014 the ILT and key ISMAPNG leaders met with ISMAPNG Board Chairs and senior leaders in Sydney. A gathering had taken place the year before for Board Chairs but we wanted to broaden the group as we discussed issues of governance and leadership in a cross-ministry context. The ILT was thrilled that each of our ISMAPNG ministries and co-sponsored ministries was represented at the gathering. Information was shared formally and informally during the two days. Input in the areas of Professional Standards, Mercy Ethos formation, Mission direction, support services available within ISMAPNG and emerging governance issues was timely and much appreciated. Participants contributed their suggestions about material which could be included in an ISMAPNG Governance Charter and a small group of volunteers who offered to assist with the drafting of the Charter document have already commenced their work. A companion Governance Manual which will be more flexible to allow for the inclusion of ministry-specific material is also being planned. Both documents will be most useful resources for those responsible for governance matters across ISMAPNG.

Mission gatherings

During August and September 2014 sisters and Mercy women and men who work with us in so many ways across ISMAPNG are being invited to attend gatherings, the focus of which is ‘showing and being shown mercy in our times.’ These Mission gatherings will enable us to explore together the emerging needs of our time and to determine ways of responding to those needs. In many ways, we need new responses. As a group of religious women we are in a new time. As Catholics in the Christian tradition, we have a leader in Pope Francis who seems to have captured the attention of the whole world by his deeds and his words which back them up. As a Religious Institute, ISMAPNG is trying to find a new language and new ways of including the many people who feel called to be ‘mercy’. The brochure for the Mission gatherings says it this way: ‘What is the new imagery, the new language for the new vision that will enable us today to proclaim, as did Jesus, God’s dream or God’s desire for the entire earth community?’

As educators, as people responsible for the governance and leadership of our educational ministries, you know how rapidly the social, political, legal and economic landscape is changing. You also know the huge moral questions we are facing with regard to the dignity of people who call on us to advocate for them in their times of need. Among your school communities you have people from all walks of life. I am sure you respond to them as best you can, with the resources at your disposal – refugee families; families which have seen better days; estranged families; families coping with illness or unemployment; students struggling to establish life-giving supportive networks. Who knows what would emerge if all the ministries within ISMAPNG could work together more strategically to respond to these issues, to tell the ‘success stories’ arising from their efforts and to commit to new ways of responding to need? We invite you to join us as we embark on this journey together.

Bernice Loch rsm
Institute Leader
Mercy Education is privileged to be a part of this founding tradition and to be connected to the rest of the Mercy world in fulfilling Catherine’s dreams and ambitions.

Mercy Education Ltd continues to grow in many ways with the most important of these, to live out the Gospel story and to promote the mission of Mercy. The Religious Congregation of Sisters of Mercy, founded by Catherine McAuley in 1831, was established to, “shelter homeless women, reach out to the sick and dying, and educate poor girls.” Some 180 years later, the works of the Sisters of Mercy continue to serve the needs of people from all walks of life and across all parts of the world. Mercy Education is privileged to be a part of this founding tradition and to be connected to the rest of the Mercy world in fulfilling Catherine’s dreams and ambitions. There are many examples of the ways we are connected to the Mercy family across the world.

As I write this report, pilgrims on a journey have gathered at Catherine’s founding House of Mercy at Baggot Street, Dublin, Ireland to participate in the 2014 Mercy Ethos program. This is the eleventh program conducted since its inception in 2001. It is coordinated and facilitated by the Institute’s Ethos Office and led by Carmel Crawford and Sr Karon Donnellon rsm. The program has seen over 200 pilgrims – Sisters of Mercy and lay partners from across all the Mercy ministries – experience first hand the spirit of Catherine McAuley and gain a deeper understanding of Catherine’s passion to serve the poor. Mercy Education is represented at this year’s program by five leaders from across the Mercy colleges – Anthony Banks, Principal of SJC Mildura; Paddy McEvoy, Principal of SAC Adelaide; Mick Chalkley, Principal of CCB Bendigo; Janine Walsh, Deputy Principal of SBC Lismurderie and Trish Hatzis, Deputy Principal (Years 11 and 12) of SHC Geelong.

A similar experience in 2013 was organised and coordinated by Sr Mary Moloney rsm, Principal of AMI Fitzroy and current MEL Board Director, for twenty-seven young pilgrims from Mercy colleges across Australia to visit Baggot Street and to share their experience with other Mercy students from across the world. Those other Mercy students were pilgrims from America, England, Ireland and Belize (Central America).

The biennial Australasian Mercy Secondary Schools Association (AMSSA) conference was held in Auckland New Zealand in July 2013 and saw the gathering of Mercy educators and Mercy students from across five countries. The concurrent programs provided new friendships, collegial support and networking opportunities for representatives from 46 Mercy schools, governing boards and members of the Congregation/Institute of Sisters of Mercy across Aotearoa New Zealand, Samoa, Tonga, Papua New Guinea and Australia. A highlight of the AMSSA Conference was the attendance of senior staff and students from Mercy Secondary School in Yarapos, PNG. The delegates were sponsored by Santa Maria College, Attadale WA and their sponsoring partner, InterOil. Their presence allowed us to get to know our Mercy partners in our neighbouring world better and endeavours are currently underway, through MercyWorks, to provide financial and physical support to the school and to the 700 girls who attend, 600 of whom are boarding students.

What was once at a more local level, the Seeds of Justice program has grown from the Melbourne program to offering two further programs – one in regional Victoria and the other in Perth. Each year nearly 200 students come together in the name of Mercy to listen, learn and understand how better to take a leading role in society and to raise voices against injustices in the world.

“Catherine’s approach to education was very simple: she wished to empower poor people and others to lead happy, mutually sustaining lives; she believed the development of girls’ and women’s talents is most conducive to the good of society; and she saw religious education as the centrepiece of a truly merciful education.”

Our Mercy schools today are faithful to Catherine’s call and offer opportunities to students to grow in their faith, become strong and resilient, educated to take their place in society and to be compassionate and courageous in standing alongside those who need our care and support. Principals, staff and students in our Mercy colleges are rightfully proud of the contribution they make to ‘the good of society’.

To support all these endeavours, the Board of Mercy Education Ltd has grown and expanded. Board Directors are now seven in number and we are blessed with the passion, commitment, wisdom, experience and the seriousness with which take their governance responsibilities. The expansion of the Mercy Education Office to include further expertise and business acumen with Finance Manager, Joe Konynenburg, and Risk and Compliance Manager, Brendan Lynch, has brought much needed support to the Board and to the colleges. We are most fortunate.

It is indeed a privilege to know of this courageous, faith-filled woman, Venerable Catherine McAuley, to know of her legacy and to be a part of the ministerial works of the Sisters of Mercy. May we continue to live her story through all we say and do.

God bless.

Eugene Lynch
Executive Officer

Extracts from The Life and Legacy of Catherine McAuley by Mary C Sullivan rsm
T he final sentence of the shared Vision for Mercedes College states that ‘our girls become women with a sense of who they are and of the influence they can have in the world beyond Mercedes’. The young women of Mercedes never tire in accepting challenges that come their way.

As each year gets busier, it becomes even more crucial to safeguard those times when the community lives out our Catholic faith through Liturgy, Reflection Days, Retreats and opportunities for Mercy Service. Wednesday morning Mass is a celebration we share each week and blessings and commissionsing of such groups as our seniors, Prefects and Student Representative Council members, Environmental Stewards, tour groups and Extraordinary Ministers of the Eucharist are special gatherings.

The values of Justice and Compassion continued to be lived through the different social justice groups within the College. The Young Mercies grew to over 80 girls meeting weekly to cook for the Big Issue Street Soccer Service program, distribute meals to the homeless in the city and visit the elderly Sisters of Mercy. A group of Year 9 girls participated in the Just Leadership program, Year 10’s attended Beyond the Classroom conducted by the Salvation Army, two Year 11 girls participated in the Young Mercy Justice Tree program and a group of Year 10’s attended the inaugural Seeds of Justice Conference held here in Perth, which brought together young women from four Mercy schools. Mercy Day was a very special event, focusing on Kenya and raising awareness of and funds for the Sisters’ Mission there.

Teachers continued to work on the implementation of the Australian Curriculum and testing and interviews were held for the selection of the first group of Year 9’s to participate in the Accelerated Learning Program in 2014. Highlights in learning and teaching were the introduction of iPads for all students and the exciting opportunities for enhanced learning and teaching that have accompanied that. Media students presenting a live feed for Swimming WA’s Summer Sensation Swim Meet and the Year 9 Galaxy Quest Science Elective, linking up with the Victorian Space Science Education Centre in Melbourne. The Year 10 Prepare Produce Provide Project where students from twelve schools, in conjunction with Crown Perth Apprentices and local industry professionals, worked together to produce 500 meals for Foodbank, and the launch of the Year 9/10 Personal Research Project were two further initiatives. In 2013 Mercedes College became an accredited Habits of Mind School, with the Habits embedded in all facets of College life.

Co-curricular opportunities continued to expand with the production of Joseph and His Amazing Technicolour Dreamcoat, the Drama/Dance Festival, the Film Festival and the Choral Festival and House Choir competition, all showcasing the incredible talents of the girls. The College took out six shields in the 2013 Catholic Schools Performing Arts Festival, including for Choral singing, Liturgical Dance, the cast and crew of Joseph, Instrumental groups and Drama. The Jazz and String Groups, the Wind Orchestra and the Wind ensemble also won awards in the Australian Band and Orchestra Directors School Bands Festival. The energy of the girls and the staff who support them never cease to amaze me and every accolade goes their way for their dedication and love of all they do across so many areas. In sport the girls won second place overall in the ACC Interschool A-division Swimming Carnival and won the Senior Girls’ Shield and first place overall in the Girls Aggregate of the ACC Interschool A-division Athletics Carnival. Wins in volleyball, netball, beach volleyball, badminton, hockey and triathlon kept the girls motivated, fit and healthy.

The broader networking amongst MEL schools and the opportunity to visit other Mercy schools in Victoria provided us with rich conversations and many new ideas to explore. Ongoing leadership and Mercy formation for all leadership groups within the College and professional learning opportunities, both within the College and with other schools, state and national conferences and the AMSSA Conference in Auckland, provided much thought for ongoing planning.

Refurbishment and maintenance of different buildings on campus continued during 2013. Work on the Art rooms, the Hall kitchen and Our Lady’s Wing Heritage room, the different ICT projects to improve the wireless facility and install multi-media projectors to all classrooms, the installation of the Vertical Gardens and the rejuvenation of Catherine’s Garden have been obvious projects that the College community has appreciated. The re-furbishment of St Joseph’s was a major project during 2013.

Finally, none of these projects and events would have been possible without the amazing support of the parents. The Advisory Council provided support and encouragement for all initiatives and their generosity was much appreciated. The Sisters were part of many College events, the myriad of parent groups grew in numbers and the different community events, including the College Fete, welcomed new families to the College and involved everyone in important social gatherings. A highlight of the year was the inaugural Alumni Mercy Day Mass. As a College community we are truly blessed.
2013 saw the Academy of Mary Immaculate celebrating 156 years of Mercy education on its original founding site – certainly a significant achievement. However, each year as the longevity of the College is acknowledged, there is always the inherent challenge – as custodians of the Mercy Spirit and tradition, how do we continue to be true to the Vision of Ursula Frayne?

The College theme for 2013 “If not us, Who? If not now, When?”, a theme chosen by the Senior Student Leadership team, provided the lens through which we determined our actions and priorities throughout the year, certain in our belief that these were questions Ursula Frayne would have asked of herself and the founding sisters.

In 2013 there was significant student involvement in a range of Mercy and Justice activities. The theme provided the already strong Academy Student Justice group with even greater direction and a heightened awareness of the importance of social responsibility. 2013 also heralded the emergence of a student group whose focus was Prayer and Liturgy. This group “Alive in Mercy” provided students with greater opportunities to be involved in liturgy preparation across the College and to continue to explore what it means to be a Mercy school and to be people of Mercy.

A number of students were also privileged to attend a range of Mercy Conferences and other activities – Seeds of Justice, the AMSSA Conference in New Zealand, World Youth Day in Rio de Janeiro, the Catholic Youth Festival and the Mercy Pilgrimage to Dublin and Rome. The three Academy students who participated in the Dublin/Rome Pilgrimage which also included the special Group Mass in the Irish Chapel of St Peter’s Basilica in Rome, returned to the College with enthusiasm, energy and an Action Plan – the fruits of which have carried into 2014.

I take this opportunity to acknowledge again our College Chaplain, Fr Peter Varengo sdb, for his fidelity to us and for undertaking the 8 hour journey from his hometown in Italy to Rome to celebrate the Pilgrimage Mass at St Peter’s Basilica.

In August 2013 the Blessing and Renaming of College Buildings took place with their geographic names being replaced by the names of outstanding exemplars of lived Mercy – another way of reminding us again of the contribution of the Sisters who came before us.

We were also saddened by the deaths of Sisters Mary McAllen, Past Principal of the Academy, and Kathleen Hill, two members of the current Fitzroy Mercy Community. May they rest in peace in the arms of the God of Mercy.

2013 saw a review of the College’s Student Wellbeing program. This has led to the particular development of a new program at Year 9 level, supported by the Health Sciences department, with a significant focus on the areas of resilience, mental health and student wellbeing. Guest speakers in the area of alcohol, drugs and cyber-safety have also supported the Academy’s overall Student Wellbeing program and the parent community is currently looking forward to a presentation by Dr Michael Carr-Gregg on “How to Raise Happy and Resilient Teenagers”.

Much energy has continued to be invested in the teaching and learning program of the College in continued acknowledgment of the interrelationship between student engagement in the classroom and student wellbeing. The continuation of the program of Staff Professional Learning afternoons with the aim of building curriculum that is engaging, challenging and relevant and which fosters collaboration, self-motivation and deeper level thinking was appreciated by teaching staff. Drs Jeni Wilson and Helen McGrath worked with teachers on the development of powerful assessment strategies to promote evidence based learning. The College has also committed to the implementation of the UBD (Understanding by Design) principles over the coming years.

Other exciting initiatives in 2013/14 in the area of teaching and learning have been the introduction of the Years 7 and 8 Ultrabook programs with the Head of e-Learning continuing to support staff through ongoing professional learning focusing on the use of Information technology tools within the classroom. The introduction of a student e-diary has been another timely initiative and the Year 8 Robotics Unit continues to challenge and excite students.

2015 will see the emergence of a new inquiry based program for our Year 9 students and staff have been investigating best practice and innovative, dynamic programs offered by other schools to assist this process.

In acknowledgment of the importance of data analysis and data informed teaching, the College has continued to work with Dr Carmel Richardson whose work has now extended from the analysis of our VCE results to an analytic study of students across Years 7–11.

Our relationship with Simonds College continues to be of mutual benefit through the sharing of staff Professional Learning opportunities, student wellbeing parent evenings, co-instruction in a small number of VCE subjects at Year 12 level and social activities.

The Academy of Mary Immaculate is a community formed and shaped by Mercy and the Mercy values of Respect, Service, Courage, Hospitality, Compassion and Justice impel us forward. We are enriched by the fidelity of the Fitzroy Sisters of Mercy, the wisdom of the College Advisory Council, the involvement of members of the Parents’ Association and the support of the College Alumnae.

As we move into 2014 the highlight of the year will be the completion of the much anticipated science centre which will be blessed and opened by Archbishop Hart in August 2014. At that time the beautiful “Creation” window, designed by Kevin Foley, Academy teacher, and David Watt, will be unveiled.

In 2014 there is much to look forward to – the staff and student Indigenous Immersion Program, the visit of Sr Karen Schneider, Keynote speaker at last year’s Dublin Mercy Pilgrimage, the development of our master plan, virtual reporting, and finally the Catholic Identity Project and School Improvement Framework review both of which will provide direction for the future.

Our 2013 theme provided the challenge, “If not us, who? If not now, when?” Our 2014 theme highlights the dispositions of heart required – “Dare to Change. Act with Courage.”

May we continue to walk in the footsteps of Ursula Frayne.
We belong to God
- all in us is his.

Catherine McAuley
If you wish to understand what lies at the heart and soul of a school one needs only to look at its foundress. For Sacred Heart that is Mother Xavier Maguire. She was a woman described as exhibiting wonderful zeal and powers of organisation and on arriving in Geelong in 1859 she began her work immediately. Our Lady’s orphanage was first erected, an extensive boarding school was soon added and St Catherine’s Day School was then established followed by St Joseph’s Industrial School. But the crowning work of her role was the beautiful Chapel of the Sacred Heart. This year the Chapel celebrates its 140th Anniversary and this will give rise to a series of events during the month of May that will showcase the Chapel within the College, Mercy and Geelong communities.

Keeping with the tradition of community celebration 2014 began with the Maguire Celebration – a formal start to the year attended by all students, their families, past students and friends of the College. The evening incorporated 2013 academic and community awards as well as live musical performances from past and present students. With over 4,000 in attendance, the Premiership Stand at Skilled Stadium was awash in blue. This event signaled the launch of the 2014 academic year and Sacred Heart’s return to Kardinia Park. The last gathering at Skilled Stadium was in 1960 when SHC celebrated its centenary. Three weeks later the College community gathered again for an open-air whole school twilight Mass. This Mass welcomed to Sacred Heart our new Year 7s and their families. Eight sisters of Mercy also renewed their vows at the Mass, celebrating anniversaries of 40, 50 and 60 years since their first profession. At the conclusion of Mass Year 7 students and their families joined in a shared picnic dinner.

In 2013 the dominant themes were: realignment, collective learning and planning. This year they are: refinement, consolidation and setting the direction. Five game changers were launched: Creating a Culture of Thinking; Building Resilience through Positive Psychology; Strengthening Community; Improving learning through Performance Development and Coaching and Keeping on the cutting edge of Technology. This year we further develop these game changers by:

• Using thinking routines in the classroom and extending the Cultures of Thinking into whole school planning.

• Further embedding mindfulness into the school routine as well as applying Positive Psychology to the delivery of Student Support Services.

• Building leadership capacity in Year Level Coordinators and Heads of Faculty through the Performance Development and Coaching.

• Creating a new dedicated learning platform and transferring existing school management systems to Synergetic.

• Creating situations that will engage parents in student learning and continuing to build links with our community.

The Master Planning process that began in 2013 continues. Preliminary consultation has been completed and the planning team will deliver a Master Plan before the end of 2014.

The redevelopment of the Celestine Moran Hospitality Centre is now complete and students are enjoying the use of the 16 work station commercial kitchen and the 120 seat dining area.

Mother Xavier Maguire has been a great inspiration. Her legacy is a great reminder that much can be achieved through hard work, determination and an unwavering belief in the providence of God.

...much can be achieved through hard work, determination and an unwavering belief in the providence of God.
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t the end of the 2013 school year, we formally farewelled Mr Darren McGregor and Darren will take up his Principalship at Marist College Bendigo in May 2014.

I am privileged to have been appointed Principal. I have been Deputy Principal at Catholic College Bendigo for 10 years and very much look forward to continuing the great work of Darren McGregor in leading our community. We are enthusiastic about the co-operative relationship between our Colleges and the most important part of this co-operative relationship is our expansion of our Year 7 enrolments in 2014 to accommodate Year 7 Marist College Bendigo students in Marist House. These students will be with us for twelve months and will then move to Marist College Bendigo as foundation Year 8 students in 2015. The process to find a new Principal has commenced and we look forward to this announcement during Term 2.

Senior Leadership

Mrs Trish Schofield was appointed to the position of Director of Catholic Identity. Trish is well known to our community having been with us since 1989, having held the role of Head of McAuley House for five years. Trish has a deep faith, a high level of professionalism and is deeply committed to the wellbeing of our students. We welcome Trish to the College Leadership Team.

We also welcome our Senior Leaders to this Team: Mr Brian Brasher (Coolock) and Mrs Jane Taylor (La Valla). Brian and Jane also bring a wealth of knowledge and experience to this Team.

Parents in Partnership with our College

In 2013 we introduced a new position within our College: Parent Community Liaison. We were fortunate to secure Mrs Amanda Lomax for this role. Amanda has a wealth of experience as a teacher and a social worker. Her role is to foster and engage our parent community as the most important educators of their children. The focus of this position is to enable home and school to work co-operatively to provide the best education for our young people. Amanda has introduced a very successful program of ‘learning tours for parents’ where parents have the opportunity to tour the College during class time to witness first hand, the education of their children.

On-line reporting arrived

Following three years of research, we were delighted to introduce on-line reporting to our parents who were seeking further advancement in reporting on their child’s progress. This dream has been realised by the dedication and persistence of our Learning and Teaching Team. Parents can now go on-line to view their child’s recent marks and to read brief comments from the teacher on how that assessment was completed and how improvements could be made. For parents who do not have on-line access, other processes have been established to enable these parents the same opportunity.

Learning and Lifebook Computers

Since the beginning of the 2014 school year, all students from Years 7–12 now have a Lifebook computer along with all teaching staff. Our ambition is for our students to be immersed in a technological culture that enables them to access knowledge anywhere and anytime. Our intention is for learning to be personalised and not confined to a particular building, nor restricted to any single location or moment. To achieve this vision requires that our teachers are equipped with relevant, cutting-edge technologies and have the pedagogical and technical skills to bring our vision to life. It is with this vision in mind that we are committed to delivering relevant and engaging curriculum that is also flexible in its delivery so that it is accessible to all.

In May 2013, the Federal Minister for School Education, Early Childhood and Youth, Mr Peter Garrett MP, spent time observing our new Lifebook computers in action with our Year 9 students. He enjoyed asking our students questions about their new machines and how it helped with their learning. Mr Garrett was impressed with the program and also enjoyed visiting our Trade Training Centre facility.

Annual Marian Lecture

Each year we are fortunate to have world renowned presenters to lead our Marian Lecture. On 15 August Sr Veronica Lawson, RSM, led an inspiring presentation titled “Mary of Nazareth, Spirit-filled Woman of Mercy and Justice”. Sr Veronica explored a Lukan interpretation of Mary with exceptional depth and skill. We were honoured to hear Sr Veronica’s wisdom as a highly-credentialed biblical scholar.

Mercy Works on the Golf Course

In 2013 we held our inaugural Mercy Works Golf Day. Apart from being an enormous success as a fundraising venture, it was also a great celebration of our College community. The Bendigo community were very supportive and responded so graciously to our calls for donations and prizes. We raised over $10,000 on the day and we were delighted to have Sr Ailsa McKinnon, RSM, Executive Officer of Mercy Works join us on the day. Our students were delighted to be able to raise $43,293.00 in 2013 to assist Mercy Works in Timor Leste.

VCAL Achievement Awards

In 2013, Mr Martin Dixon, State Minister for Education presented twelve of our VCAL 2012 students with an award in the category of ‘Foundation-Team Achievement’ for their Club Red project which encouraged members of our College community to become blood donors. VCAL Facilitator, Mr Andrew Wild received the ‘Teacher Achievement Award – Integrated Program’ in recognition of his work with the Catholic College Bendigo Construction Trade Crew initiative. The presentation was made at a formal ceremony in Melbourne. Our Construction Trade Crew have subsequently gone on to complete the construction of a shearing shed at La Valla (from the planning stage to full completion) and this was officially opened in April 2014.

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Enrolments have continued to strengthen at St Aloysius College. As the larger cohorts at Years 8 and 9 flow through to Year 10 this year, and as we move towards three streams at every primary year level, the overall enrolment number has passed 1200 students for the first time. The College Advisory Council welcomed the Director of Catholic Education SA, Dr Paul Sharkey, and the Chair of the South Australian Commission for Catholic Schools, Professor Denis Ralph, to discuss some of the current challenges around enrolments in Catholic Schools in SA.

International student numbers at SAC have declined considerably over the last five years, as they have across the state, and we are hoping that changes to visa restrictions and economic climate might see a potential increase to around 30 international students, which would be more sustainable. Our marketing in China this April will hopefully support this plan.

SAC has hosted study tours from Japan (St Capitanio, Mejiro Kenshin and Nobeoka Seijun High School), China (EzGo) and Indonesia (SMPK Penabur School) since December last year. We have also had further enquiries from Japan, Korea and China. We have always valued the international dimension of an education at SAC and hope to continue to build these important relationships with our sister schools around the world. The tours also provide a source of income that has enabled us to build our facilities in order to increase enrolments.

Year 12 results are significant indicators of the success of our teaching and learning platform, and a critical factor in our marketing strategy. Staff, students and parents are very proud of the achievements of our 2013 graduates. 28% of students graduated with an ATAR in the top 10% of students across Australia, with four students achieving ATARs of 99% or higher. Michellee Ong was the Dux of the College with an ATAR of 99.85% and was also awarded a Governor of South Australia Commendation, one of only 28 students in the state. 100% of the 2013 cohort was successful in completing the SACE, indicating well-chosen subjects and a strong curriculum matching students’ needs. SAC is rightly proud of its rich academic tradition and the excellence in teaching and learning that is reflected in these results.

The opening and blessing of the Year 12 and Staff Centre in February was a wonderful celebration. Year 12 students are enjoying the new facilities and the expanded outdoor space has been an asset to the whole school community. With the support of Mercy Education and McAuley Property, we are also investigating options around the Redden Centre in order to create a more predictable future in relation to property costs.

Teaching staff have been working together over the past few months to develop our Teacher Professional Review process. This is designed to focus on the strengths of the staff, which are many and various. The aim of the process is to be participatory and allow staff to be reflective about the learning environment in which they teach. Teachers recognise the value in receiving feedback and working together as reflective practitioners to ensure the best learning opportunities and outcomes for students and to foster a culture of staff development. The Australian Teacher Performance and Development Framework, which has been an important document in framing this process, “recognises the entitlement of teachers to receive feedback and support”.

Another process that has involved collaboration with the whole staff has been the review and appointment for Positions of Responsibility. We began this conversation at our first staff development day in 2014, and have continued to refine the proposal through our Curriculum and Year Level Coordinators Committees in order to develop a model that is fair and supports career development for all teachers, thus enhancing student outcomes.

The appointment of old scholar Maddie Kelly to actively engage students in our Social Justice programs has seen a range of new and revitalised initiatives. Maddie’s Justice and Mercy (JaM) group of passionate students and staff has led a variety of activities around Reconciliation, Harmony Day, St Vinnie’s and Human Trafficking, to name a few. Maddie is also working with staff from other members of the Alliance of Girls’ Schools, SA, to organise a day for student leaders focussed on promoting social action in schools across SA.

These first twelve months of my leadership of Saint Aloysius College have been deeply rewarding. As I have reconnected with staff, students and parents, I have felt all the warmth and openness that are hallmarks of the SAC community. I have also appreciated the strong and steady support of the SAC Board, now the College Advisory Council, in ensuring a smooth transition to lay Principal after 133 years of visionary leadership by the Adelaide Sisters of Mercy. I look forward to watching the Mercy charism unfold even further in the hearts and minds of students and staff at SAC in the years ahead.
2013 continued to be a year where St Aloysius College made every effort to nurture a willingness by all to ‘strive for higher things’. The Mercy values of respect and hospitality remained at the heart of all endeavours and significant improvements were made in all spheres. The focus was very much on people and places, with newly refurbished learning spaces and investment in leadership, wellbeing and better learning and teaching practices. Mercy remained at the core of all activities, direction and purpose. Our mission and vision statement were reviewed to better reflect the values of a Mercy College upon the pillar of a Catholic faith.

Education in Faith

Once again, 2013 was a highly successful year in the sphere of Education in Faith. In the 2013 Insight SRC Survey on Catholic Culture, St Aloysius was in the top 50% of all Catholic schools. The College has worked tirelessly to ensure opportunities for Faith involvement permeate the staff and student environment. Numerous opportunities have been provided to all students to participate in daily prayer and regular liturgical celebrations. Religious Education continues to be at the centre of the learning experience. We have continued to build stronger links with the Parish and social justice activities, notably for Caritas, and these have continued to be prominent. The Staff were provided with a Staff Spiritual Day, led by the Director of Mission with the help of Sr Mary Dennett rsm. All Year 7’s had the opportunity to visit the Sisters in the Convent and have dialogues about life as a Mercy Sister. Accreditation Sessions were also offered to staff.

Learning and Teaching

The focus continued to be about creating a community of highly engaged learners with a student-centred, inquiry approach to learning. The College invested in professional learning for staff, most notably in the arena of technology within the classroom. NAPLAN and VCE results continued to show improvement. The Year 7 learning spaces have been refurbished and will open to classes at the end of Term 1 2014. Personalised learning has been a focus with a new Gifted and Talented Education Program (GATE) introduced. 2013 witnessed all students with personal learning devices. A review of the Outdoor Education Program for Year 7 to 9 was also undertaken. In addition, a review of subject offerings including VET/VCE occurred with the introduction of VET Music and VET Fashion.

Student Wellbeing

College run forums have provided opportunities for parents, staff and students to learn more about personal wellbeing and cyber-bullying. St Aloysius continued to extend its pastoral care program, with students and staff being involved in reflection days and retreats. Restorative practices have become firmly embedded and learning sessions on cyber-bullying have raised awareness. The Student Leadership program was reviewed with Student Leaders for the Middle School introduced. In the 2013 Insight SRC Student Survey on Wellbeing, St Aloysius was in the top 25% of Catholic schools.

Leadership and Management

There was an increased focus placed upon the improved understanding of effective leadership and management throughout 2013. The College invested in professional learning with combined Middle and Executive Leadership sessions which explored the meaning of the role of leaders within the Mercy tradition. Furthermore, this focus filtered through to student leadership initiatives such as the Middle Leaders from Year 7 to 9 and a new Academic Captain position. Additionally, 2013 witnessed a review of Middle leadership positions with the College and the structure of leadership which revealed the potential benefits of introducing a Head of Students and Programs position and the need for an Education and Learning Analytics Administrator.

Community

The Parents and Friends’ Association continued to meet and provide valuable input into the College. In June 2013 the biennial Italy Trip strengthened ties with our Sister School in Milan – Educandato Statale Emanuela Setti Carraro dalla Chiesa and 2013 also witnessed the commencement of a Sister School relationship with a school from Kyoto, Japan – Seibe Gakuen; two Seibe Gakuen staff, including the Deputy Principal, and 16 students also visited. 2013 saw an extension of the VCAL Community program with students having increased involvement in a number of activities with our local Primary Schools; students have also run sporting activities with the parishes of St Brendan and St Michaels.

As the first term finishes, I would like to thank and congratulate the staff and the students on an amazing start to the year which promises to ensure that 2014 will be an equally memorable year.
We journey in Faith' was our 2013 theme for Sacred Heart College Kyneton, within the context of the broader theme of 'The Year of Faith' for the Catholic Church. Anus Fidei compliments the College motto of ‘Semper Fidelis – Faithful Always’.

‘Faith grows when it is lived as an experience of love received and when it is communicated as an experience of grace and joy.' APOSTOLIC LETTER PORTA FIDEI

The College embarked on this journey as we prepared for and entered into the very significant milestone of our 125th celebrations as a Mercy school in Kyneton. Naturally our 2014 theme is reflective of this great occasion building on the anticipation of 2013: ‘Celebrating 125 years… Learning in Mercy’.

Our year commenced with the Opening School Mass, celebrated by Monsignor Greg Bennet, and our five dedicated Chaplains. This Mass provided a wonderful start to our Quasquicentennial celebrations as we gathered as the current school community with past students and invited guests. The day provided the opportunity to launch our 125th publication, ‘Faithful Always’, launched by Sr Mary Moloney. The family of past Principal Mr John Arthurson joined us for the blessing and official opening of the ‘Arthurson Atrium’, our multipurpose cafeteria building.

The College enters 2014 with a renewed enthusiasm and a new College Crest honouring both the past and our Mercy heritage represented by the Mercy Cross as a central element of the new crest.

Leadership and Management

2013 saw our community welcome our Deputy Principal for Learning and Teaching Ms Filina Virgato, and farewell our long standing and dedicated Deputy, Mr Brian Reed at the conclusion of the year. 2014 commenced with the new Deputy Principal for Student Wellbeing, Mr Tim Edwards, who is well known in Mercy circles. With the conclusion of the College Master plan, designed to meet our foreseeable future needs and facilities to enhance student learning in the 21st century, we are now focusing on our Careers and Enterprise Centre which is the start of our Senior Learning Village. This building will be symbolic of a new era of teaching and learning as we pursue our theme: ‘A vibrant learning environment where students thrive’. The Arthurson Atrium, our new cafeteria, is providing a vibrant hub for our students as we prepare for the colder months ahead.

We commenced our school year with a newly developed College Leadership structure and the appointment of staff to Positions of Leadership for 2014-2016. With the aim to forge relationships for success, we are nurturing exemplary leadership via professional learning opportunities for all our leaders.

Education In Faith

With the establishment of the Sacred Heart College Religious Education Bursary we have created the opportunity to recognise a student who, ‘has shown excellence in Religious Education and who has applied for enrolment at a Catholic Tertiary Institution, in order to assist with their studies.’ This is in keeping with our aim of strengthening our Catholic identity and Mercy heritage in our 125th year. We continue to foster student involvement in our social justice programs via our Mercy@Work groups connecting their work with the central messages of the Gospel. In 2014 we welcomed Maria Forde as our new Director of Catholic Identity to work alongside a strong faith leadership team. Our outreach work continues to be strengthened via the leadership of Sam Weir our Justice and Service Coordinator. Camp Camparpe is an initiative of the students under Sam’s guidance catering for local primary school aged children during the term breaks.

Learning And Teaching

Our Secondary Literacy Improvement Project (SLIP) team has consolidated the program at the earlier years while introducing it into Year 9 in 2014. The Year 12 mentoring project was introduced with staff being assigned to a group of four Year 12 students to assist them in setting their goals and study plans for the academic year. We believe this did contribute to the very high ATAR scores for the Dux and other high achievers, while providing valuable support to all VCE and VCAL students. The College strengthened our transition strategies via the production of a video, ‘Moving On Up’, which is shown to our incoming Grade Six students to allay some of their concerns about the transition to secondary school. This is part of a broader strategy in networking with our feeder schools in the district.

Student Wellbeing

Fostering relationships for success underpins our focus for staff and students as we continue to connect our students to their school and community. Parent School Partnerships have also been a priority for us as we continue to work with Dr George Otero, from the Centre for Relational Learning. The focus is to move parents from involvement to true engagement in their students’ education at the College. We continue to address the issue of digital citizenship as students now have one-to-one digital devices across the College. Emotional intelligence, self-awareness and an awareness of others continues to be enhanced by our ‘Solving the Jigsaw’ and ‘Live4Life’ pastoral programs.

Community

Our 125th Anniversary in 2014 is providing the impetus for rekindling the connection of alumni and presenting with pride the College in its current context to the wider community. We aim to utilise all communication opportunities to both reinforce our vision and mission as we invite our connection of alumni and presenting with pride the College in its current context to the wider community. We aim to utilise all communication opportunities to both reinforce our vision and mission as we invite our community. Parent School Partnerships have also been a priority for us as we continue to work with Dr George Otero, from the Centre for Relational Learning. The focus is to move parents from involvement to true engagement in their students’ education at the College. We continue to address the issue of digital citizenship as students now have one-to-one digital devices across the College. Emotional intelligence, self-awareness and an awareness of others continues to be enhanced by our ‘Solving the Jigsaw’ and ‘Live4Life’ pastoral programs.

While we place all our confidence in God, we must act as if all depended on our exertion.'
Mount Lilydale Mercy College has a long standing tradition whereby each year the student body provides a theme to focus our efforts and the theme for our College over 2013 chosen by our College Prefect Team: Dream Together; Embrace Change and Strive as One certainly provided many challenges.

In considering the three aspects of this mantra, for an incoming Principal, the first focus became “The Dream” and how to ensure that it was shared and clearly articulated. After a series of conversations with staff and students about the intricacies of the College Mission Statement a new focusing statement was produced. We called it the College Vision and promptly ensured that it clearly displayed in every room within our College:

“We, at Mount Lilydale Mercy College, inspired by the Mercy Tradition of Catherine McAuley, commit ourselves to striving for excellence in education grounded in the Gospel teachings of Jesus Christ.”

Discussion of the Vision and a clear idea of the dream for an outgoing Mount Lilydale Mercy College student saw the staff focus on the key question of, “What do we as a teaching staff have to do to help our students achieve that dream?” and after much research a Teaching Charter was developed. This Charter has been signed by every member of staff as a commitment to striving to achieve the idea.

Leadership and Management

Committed to the concepts of both a distributed leadership and servant leadership, the College has also undergone an internal restructure to ensure that staff have a voice in the decision-making processes of the College. The concept of School Improvement Teams (SIT) was introduced and trialled in restructuring the Leadership structure of the College. A restructuring of the Committee structure followed with all Committees having a nominated teaching staff presence and a clear Terms of Reference.

Staff were also reintroduced to the concept of Professional Learning Teams (PLTs) which saw staff studies rearranged according to the PLTs which also became the mode of Professional Development in pedagogy and staff professional coaching. The PLT groups also became a safe environment to start the process of formalised student feedback to the teaching staff. Staff within PLTs visit classrooms within this coaching model.

Reviews of Senior Leadership was also introduced with the College Executive undergoing two different types of 360 degree feedback and Campus Directors given a similar opportunity.

Learning and Teaching

The focus within the Learning and Teaching Sphere was to use data to further empower student learning, digital literacy and to foster high personal achievement. This was achieved through increasing opportunities for professional conversations, observational practice and encouraging innovation.

New learning spaces were developed and opened to our Year 9 students to build upon pedagogical changes linked to collaborative learning and iPad technologies introduced in Year 7 and 8 to create a seamless link to build upon pedagogical changes linked to collaborative learning and encouraging innovation.

In line with our intended outcomes a pilot program was developed for introducing an additional subject into Year 11 to broaden student subject choices and a new Academic Foundation Program was introduced which enabled VCE and VCAL classes to begin prior to the commencement of the school year, adding valuable teaching time.

Our enhancement program (Personalised Learning Accelerated Years – P.L.A.Y) was integrated into the Year 7 to 9 delivery.

Education in Faith

Mount Lilydale Mercy College embraces the challenge of being a Mercy community that aims to strengthen and sustain knowledge, understanding and application of Gospel values as we continue our Faith Journey as a community. This was evident through:

• Year 12 Retreat: Trust yourself to God and Dare to Dream
• Year 11 Retreat: Relationships with God
• Year 10: John 10:10

Prayer and Liturgical Experience

• There was an increased level of involvement of students participating in the planning and preparation of College Masses and liturgical events.
• The Old Collegian’s Mass has now become an annual event.
• All year levels participated in class or year level Masses, made possible by the availability of a full time Chaplain on site.
• Year 9 students participated in a Service of Reconciliation.
• Legion of Mary donated rosaries for all Year 9 students during their unit on Mary – used as part of a prayer service.

Social Justice

• Students and staff continue to support the Matthew Talbot Soup Van and Ozanam House.

Whole school social justice activities were completed to raise awareness and money including:

• Project Compassion – Caritas Australia – Operation Christmas Child
• Shave for a Cure – St Brigid’s Milking Cow Project
• Our Mercy Day celebrations raised in excess of $10,000 which went to support McAuley Community Services and Mercy Beyond Borders.
• Gifts of food, toiletries and other useful items were donated to St Vincent de Paul and the Asylum Seeker Resource Centre. Christmas gifts were also donated to these two organisations.
In a time of rapid change for St Joseph’s College, what has remained constant is the Catholic and Mercy Ethos of the College. This has Christ as the model by which we live our lives, treating all people with dignity and respect. Further to this we look to the example set by the Foundress of the Mercy Sisters, Catherine McAuley, to reach out to those in need.

Education in Faith
Weekly Gospel reflections are important in giving us a regular connection with the teachings of Jesus and as a source of evangelisation. The Gospel has been a source of reflection at staff briefings each week, at weekly staff morning liturgies and in the weekly College Newsletter. One of the aims is to connect the message of the Gospel with events occurring within the life of the College at the time.

At the College Opening Mass and Investiture of Student Leaders at the beginning of the 2014 school year, we were delighted to have the Bishop of the Ballarat Diocese, the Most Reverend Paul Bird celebrate with us and invest our student leaders for 2014.

Early in 2014, The Sacred Heart Parish held a Commissioning Mass where a large number of the College staff publicly declared their commitment to Catholic Education in the Sunraysia Region.

Learning and Teaching
The start of 2014 saw the introduction of a student owned electronic device at years seven and eight. The benefits of this device are many, with the students being able to instantly access resources, learning applications, research material, store information and load text books directly onto their device.

One of the aims of the Annual Action Plan for 2013 was the ability to differentiate the learning needs of students. This has been facilitated by the continued identification of students with specific learning needs as well as the development of the identification and delivery of specific programs for those students craving specific extension.

In 2013 and 2014, staff have undertaken professional development on instructional leadership based on the writings of Charlotte Danielson. Within the Danielson Framework, Learning Partners conduct classroom observations and provide feedback to teaching staff, which we see as being vital to the improved learning outcomes of the students.

One of the major strengths of the College approach to student wellbeing is the House System. The continuity of the House System allows both students and their families to form lasting and meaningful relationships with both their Home Room Teacher and their House Leader.

2014 has seen the planning and initiation of the Healthy Breakfast Program, which has the dual purpose of raising the awareness of the benefits of a healthy diet as well as providing for students who would be otherwise denied of a morning meal.

Leadership and Management
An exciting development at the College is the planning and construction of a facility which has been designed for 21st century learning in the domains of Maths and Science. The building is currently under construction and we expect it to be completed by early 2015.

The beginning of 2014 has also seen the increased use of the College Stadium site, with year seven and eight core and elective classes being conducted there on a regular basis, allowing those students to learn in a different setting and utilise the wonderful stadium facilities.

The Riverside Trade Training Centre became fully operational and we are able to provide VET Certificates in the areas of Hair and Beauty, as well as Hospitality. Both of these fields have been identified as trades that have a skill shortage in the Sunraysia Region.

College Community
The College Advisory Council is an integral part of the decision making process of the College and we thank all members of the Council, which has been very capably and enthusiastically chaired by Mrs Suzanne Watt.

Some of the ways the College interacts with the wider community are through the Mercy Works Outreach Program and the Sacred Heart Parish Soup Kitchen, as well as providing extracurricular programs for students and parents such as the Debutant Balls, Keys Please Sessions and the VCE Information Evenings.

Each year the College recognises and celebrates the achievements of some past students via our Inspiring Alumni Workshops and Evening. The aims of the proceedings are to recognise former students who have excelled in their chosen field/profession and to inspire our current students that they too can achieve their hopes and dreams and make an impact on the world they live in. In 2014 the four Inductees were Mr Brett Thornycroft (Academic Law), Ms Susan Dimasi (Fashion and Business), Ms Alana Lowes (Journalism and Media) and Mr Stuart Shugg (Performing Arts).

The College continues to appreciate the important work of our Home-School Liaison Officers Sister Rosemary Graham and Sister Caroline Coyle, who provide an important link to families and the College.

Recognising that communication to families and to the wider community is very important, we continue to use social media sites such as Facebook and Twitter as well the web based application of “Skool Bag”.

Darren Aitkinson (Principal 2009–2013)
The end of 2013 saw the departure of Mr Darren Aitkinson who had 5 years of esteemed service as the College Principal at St Joseph’s, and a total of 18 years at the College. Darren was appointed as the Principal of Aquinas College in Ringwood from 2014. Darren has left a legacy of professionalism and a focus on the improvement of the Learning Outcomes of the students, both of which the College will benefit from for many years to come.
like any school year, 2013 was not without its challenges, but the challenges did not overshadow the many joys and achievements of life and learning at OLMC. In honouring the Church’s Year of Grace, there was no shortage of graced moments and experiences!

Education in Faith
Our Mercy story and ethos continued to drive, shape and grow our community engagement and social outreach programs. One highlight in August was a ‘Heidelberg Conversations’ evening, attended by over 150 people, with the topic being Asylum Seekers: Exploring the Myths. A panel of exceptional speakers engaged us in challenging, informative and at times profoundly moving interactions. The event coincided with National Refugee Week, which we marked by a number of powerful awareness-raising activities.

In September, the College sponsored 6 staff for a Cambodian Teachers Across Borders immersion program. On route to their placement, staff caught up with Sr Denise Coghlan, in Siem Reap. They were inspired by her tenacity in pursuing social justice for refugees and for Cambodians struggling with the impacts of poverty, landmines and cluster bombs. Their subsequent involvement with trainee teachers in Kampong was, by all accounts, humbling and profoundly enriching.

In Term 4 we commenced a systematic review of our retreat programs, reflection days and RE curriculum provision at Years 7–10. The review outcomes are yet to be finalised, however, we are well placed to introduce some new or strengthened initiatives from the beginning of Semester 2, with other changes to occur in 2015.

Learning and Teaching
We began 2014 with a launch of our Learning and Teaching Charter and with a celebration of the College’s 2013 VCE results, which on a range of measures were our ‘best-ever’.

A comprehensive review of our senior program was completed in 2013, with new structures and programs now being implemented and monitored. The new arrangements include a stand-alone program for VCAL students in Years 11 and 12; more opportunities for accelerated study in Years 10 and 11; and the introduction of 3 VETiS subjects in Year 10.

We also undertook a comprehensive review of our online reporting practices. As a result, we are now implementing several initiatives for improved practices. Complementing this was a whole-school professional learning program that focused on developmental taxonomies and their use within rubrics to provide feedback about student learning. The quality of feedback we provide students and parents continue to be a major focus of our improvement agenda in 2014.

Student Wellbeing
In April we were re-accredited as a Restorative Practices School following a rigorous assessment and evaluation regime over 3 years. In the Catholic sector, very few schools have attained the milestone of re-accreditation. We were understandably proud and delighted with this achievement.

World Mental Health Day was celebrated in October and we recognised this with a ‘Wellness Week’. Daily pastoral activities, uplifting music and information-sharing regarding mental health were part of the week-long experiences. Wellness Week was the first of its kind at OLMC and well received by students and staff. We intend to build on its successes in 2014.

Leadership and Management
The College Executive welcomed 3 new members to its team in 2013 – Mr Andrew Kuppe, Deputy Principal; Ms Brooke Kilborn, Head of Student Wellbeing; and Ms Ornalla Dharumasena, Head of Faith and Mission. Substantial time and resources were therefore allocated to formation in the Mercy ethos and values, to induction in ‘all things OLMC’, and to team-building pursuits. Andrew, Brooke and Ornalla have quickly earned the respect of their leadership colleagues and staff and they are value adding in significant ways to the operations and strategic priorities of the College.

During the year one of our students became critically ill while at school. It was a frightening experience for all involved and a sobering reminder of the importance of team work and well rehearsed emergency management procedures. Of notable significance was the skilled interventions of several staff who prevented what could have been a devastating outcome. The staff were rewarded with an Ambulance Victoria Certificate of Commendation, for which we and they are proud.

College Community
Recently the College gratefully accepted a cheque for $18,500 from the Parents’ Association. Their fundraising activities were both extensive and enjoyable. The funds helped to equip our new and impressive Sports Lab.

The activities of our Past Pupils Association are another indicator of strong collegial networks and support. In recent years we have noticed an increase in the number of class groups who initiate a reunion; 2013 was no exception.

There is no respite from the ongoing challenge of providing contemporary and well equipped learning spaces and technologies. In these matters I am particularly grateful to the College Council and Business Manager for their stewardship of the College resources and their acumen in ensuring that the College Master Plan is ever-responsive to the requirements of contemporary learning.

The key intentions and blessings of Year of Grace did not end on 31 December 2013; they are alive and well in our first semester at OLMC. My hope is that all Mercy colleges and colleagues can attest to similar good tidings!

Julie Ryan, Principal
Reporting on a busy, successful Year of 2013, which included more than a few inaugural activities, is challenging in a few words. However, while waiting for a delayed flight home, I was delighted to receive a glowing report from the mother of a past graduate of St Brigid’s College, what she described as “the St B’s experience”, from which her daughter had benefitted not just academically but also in many other ways. I use some of her insights to shape this report.

Education in Faith
The mother recognised the importance of St B’s values based education, how Christian values are well embedded in discussions, liturgies and in action. As a result, the mother said her daughter had developed into a confident young woman, principled, with a strong sense of service to others, of which her mother was proud.

In 2013, we continued to work with the local Parish to ensure we created opportunities for liturgies which are developmentally appropriate and meaningful for all our children. We also have been exploring the possibility of refurbishments of the largely unused Parish Centre to accommodate our growing number of prospective boarding students. Developing our global-mindedness and appreciation of wider collaboration for social justice, for the first time, our annual Cambodian service learning tour included staff and students from our sister school in Coburg.

Learning and Teaching
The mother described her daughter as having ‘average intelligence’ and so the daughter had found her schoolwork challenging yet had secured a place at university in the health field. In particular, the mother identified the very challenging, year-long Personal Project as a time of enormous development of self-understanding as a student and as a person. Now at university, according to the mother, the daughter recognises that this project taught her how to organise, plan, research, collaborate, hypothesise, test ideas, to ‘bounce back’ from failures, act, communicate her findings and evaluate her product: useful skills at university for which she was thankful.

In the meantime, refurbishments of the College’s facilities continue, with the BIN (Big Ideas Nursery) inspiring creativity and innovative practice from staff and students, rooms in the Heritage building returning to earlier glory, a shelter for the Junior School emerging from the ground with many curious children tracing its construction with their daily visits and reports.

The mother particularly liked how leadership was distributed to students throughout the year levels so that students were able to demonstrate their developing leadership skills, as they prepared and ran assemblies, or other lunchtime activities.

In 2013, Student leaders were offered numerous external leadership activities and in turn created and offered other students opportunities for awareness raising, enrichment and entertainment.

College Community
The mother recalled being welcomed to the College by existing parents and having shared parenting responsibilities with other parents through the years as their daughters had befriended one another.

In 2013, the College’s Parent Forum’s outstanding support was expressed in a myriad of ways, as leaders of the College parents, as classroom representatives, classroom helpers, and during the College’s Fair and Art Exhibition, sundowner, movie night and the annual ‘open day’, at which 100s of visitors participated and provided very favourable feedback.

This year has also seen members of the Senior Leadership Team working collaboratively with members of the wider community on a pre-feasibility study for the Perth Hills Arts Centre, which was presented to the Mercy Education Limited Board for their consideration.

Without the support of our College community, the achievement of our students and so the College’s success, would be constrained. Just as the mother whose vivid description of ‘the St B’s experience’ was balm for a tired Principal at the end of a very long day far from home, the support may be unexpected, take many forms but God sent.

We are thankful: we are well supported.
2013 was the College’s 75th Anniversary Year, a wonderful time to celebrate and reflect on the dedication and hard work of the Sisters of Mercy in founding and developing a truly magnificent legacy of quality education; the partnerships of staff, parent groups, community leaders and volunteers who sustain this legacy; and the thousands of young women that have been, and continue to be, educated at the College who benefit from this legacy.

The 75th Anniversary culminated in a weekend of September celebrations which included historical displays, Music, Fashion and Performing Arts Showcases, an Art Exhibition, an Old Girls’ Association Mass and Morning Tea, and Campus and Heritage Tours. Hundreds of guests enjoyed the exceptional standard of presentations and welcoming community, defining of our Mercy value of Excellence (2013) and our new Mercy Value of Hospitality (2014). Whilst our Anniversary celebrations enabled us to focus on the College’s rich historical past and blessed present, some exciting new initiatives have been executed in 2013 and early 2014, which augur well for the College’s future.

Education In Faith
During December, a group of eighteen Year 12 students and two staff members took part in an introductory overseas immersion program in Cambodia, organised by our Deputy Principal (Mission), Helen Chaffer. The group visited Siem Reap, working with Sr Denise Coglan, a Sister of Mercy who has lived and worked for many years in Cambodia, then moved onto Phnom Penh to undertake community work at an orphanage. The intent is that this program will be offered to Year 12 students each year as an alternative to ‘Leavers’ and be a project that can involve past students and current students. An inaugural Seeds of Justice Conference attended by students from a number of WA Mercy Schools was held in July focusing on the theme of asylum seekers and refugees. Links have also been established with the Mercy Yarapos school in Papua New Guinea that will see an immersion program offered to our Year 10 students later in 2014. Active resources support for key areas of need in this school has already commenced.

Student Well-being
Through the concerted efforts of our Head of Senior School, Carol Bell, the College developed and delivered an explicit Positive Education Program in 2013, initially focused on Year 10, but now being more widely implemented across the College under our Mercy Well-being Program. The Program seeks to help the girls build realistic expectations, resilience and motivation for the future and the capacity to handle disappointments and failures that are a normal part of life. Baseline data taken at the end of 2013 evaluating the effectiveness of the Program has been very pleasing.

A very successful two day Mercy Well-being Conference was then held in February 2014 for all staff at the College to become aware of and more engaged in this area of well-being.

Learning and Teaching
The academic results for our 2013 Year 12 cohort were outstanding. Some highlights: Santa Maria ranked third in WA (of 181 schools) for the number of students who received Awards and was the number one Catholic School for Awards; our median ATAR was 90.05 achieved by 86% of the cohort; 90% of our students were in the top two-thirds of students statewide; and 60% were in the top third, the first time this has been achieved by any Catholic School. Analysis has shown the improvements were not just focused on the top students but about achieving an incremental lift all through the cohort to strengthen the overall results.

I am delighted to report that two areas of significant focus in 2013 for my Deputy Principal (Teaching and Learning), Jen Oaten, have been brought to fruition. The first of these was the phased implementation of our new Learning Management System, SEQTA, which has greatly enhanced the ability of teachers and parents to be aware of all aspects of our girls’ academic co-curriculum and pastoral progress whilst at the College. The College is also about to issue our first online Interim Report at the end of Term 1.

During the latter part of 2013 a great deal of work was undertaken on developing an exciting Gifted and Talented Program for the College which will be launched in Term 2 2014 for Years 5 and 7 and from Years 5 to 9 in 2015.

I am also very proud of the continuing work being done by our Head of Professional Learning, Shani Andrews. The Teacher Peer Observation Program, our Graduate Teacher Program, leadership reviews and online student surveys are just some of the work being done to focus on improving teaching and learning at the College. The strong commitment staff have shown for these initiatives is an example of how they value their own professional growth.

College Community
Planning approval was received in 2013 to proceed with the building of our new Consilii Science Centre which is expected to be completed by Term 2 2015. Considerable work on designing and budgeting for this innovative capital development has been the responsibility of our Business Manager, Jim Watkins, a significant challenge in the current uncertain times of education funding. In all areas in 2013, I believe the College has delivered on its Mercy Value of Excellence.
Emmanuel College, Warrnambool

The 2013 school year was one of transition and consolidation for Emmanuel College. A new Principal and Business Manager commenced during the year whilst the balance of staff remained stable. The significant growth in student numbers brought about by changes and growth in the Warrnambool community in the previous ten years began to moderate. The College now faces a period of comparatively consistent enrolment allowing time to consolidate and build for the future when further growth is anticipated.

Emmanuel College is now the only co-sponsored school presenting the unique challenge of growing and living the powerful charisms of both Mercy and Edmund Rice Education. In 2013 Deputy Principal, Lisa Pope, attended the Mercy Formation Program at Baggot Street, whilst two Year 10 students and REC, John O’Sullivan, participated in the Immersion Program for students. The impact of these experiences was palpable in the discussions and presentations made by these staff and students on their return to the College adding greater meaning to our support for Mercyworks and the Ruben Centre in Kenya. Brother Frank O’Shea, former student and Inductee in Emmanuel College’s Inspiring Alumni, visited us during the year and spoke to staff and students. The College is supporting Frank’s work at Ruben and in 2014 his sister, and Emmanuel staff member, is spending part of her long service leave at Ruben to establish a food technology program.

Emmanuel students are increasingly active in the local community with visits to Mercy Place, weekly set up of St Joseph’s Hall for their soup kitchen, participating in SEEDS of Justice and Young Vinnies. Beginning in 2014 Year 12 students are required to undertake a small amount of community service to graduate as an Emmanuel student. In 2013 the idea of an alternative to “schoolies” turned into a discussion that turned into action with the inaugural trip to Attauro Island, East Timor, to follow Year 10 students and REC, John O’Sullivan, participated in the Immersion Program for students. The impact of these experiences was palpable in the discussions and presentations made by these staff and students on their return to the College adding greater meaning to our support for Mercyworks and the Ruben Centre in Kenya. Brother Frank O’Shea, former student and Inductee in Emmanuel College’s Inspiring Alumni, visited us during the year and spoke to staff and students. The College is supporting Frank’s work at Ruben and in 2014 his sister, and Emmanuel staff member, is spending part of her long service leave at Ruben to establish a food technology program.

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An IT infrastructure upgrade was completed in 2013 allowing for the transition to a 1:1 laptop program in 2014 and providing a complete wireless network supporting close to 1400 laptops and digital textbooks. A restructure of teaching and learning POLs was central to renewing our focus on student learning. Three new positions of learning and teaching coordinators, home room teachers and student services. Personal Development Days continue to run on a regular basis and expose students to guest speakers and age relevant topics. The series of year level camps and the extensive range of extra activities and sports that focus on participation also contribute to wellbeing. Deputy Principal, Brian Brown, has worked with student leaders to develop a statement encompassing personal respect and dignity soon to be released.

Emmanuel College continues to be supported by a dedicated Board of Management with sub-committees that bring additional expertise to College Governance. In 2013, Mr. Felicity Melican concluded her term as Board Chair and was replaced by Sr Joan Wilson rsm. Felicity served the maximum three terms on the Board and Finance Committee; testament to her dedication and passion for Emmanuel College. This community is indebted to Felicity for her wisdom and support. In 2013 former student, Mr Andrew Dowd, was appointed to the position of Business Manager. After 15 years of service, Mr Alan Aulsebrook, relocated to Queensland to assume a similar position.

Following completion of the first stage of the master plan in 2012, the Building and Infrastructure sub-committee has worked with Cirilo architects to develop stage two. Aiming to commence construction by the end of 2014, stage two will be the largest building project undertaken and includes a multipurpose hall and associated facilities, GPLAs, maintenance and storage facilities and space for future development of industrial arts. A highlight of 2013 was the refurbishment of the former St Ann’s Chapel during its 125th anniversary year. Previously renovated in 1969 following the Second Vatican Council, the chapel had become very dark, damp and under utilized. The refurbishment saw artifacts and secrets given up that have been carefully photographed and recorded in our history.

An additional five Inspiring Alumni were inducted into the College Inspiring Alumni in 2013. An “Evening of Inspiration” held at the Lighthouse Theatre showcased the inspiring talents of current students whilst recognizing the outstanding community, artistic, business and social achievements of former students. As the year concluded, two very significant occurrences reminded the College community of the continuous and significant change that is part of any learning community. After 15 years, Sr Marie Mansbridge rsm retired from the College staff. Marie was well known within the College community through her work visiting families and supporting the transition of students into secondary school. Marie was the last Sister of Mercy to work for the College. A woman of great faith, Marie helped all of us to be better people, and in her we witnessed the power of Mercy. A short time afterwards we witnessed the departure of the remaining Christian Brothers from the Warrnambool Community. In February 2014 with Mass at St Joseph’s Church and a special gathering at the Rice Campus of Emmanuel College (formerly Christian Brother’s College, CBC) we farewelled Brothers Gabe Rowbottom, Hugh Sharp and Dermott Shortill. This was a time for much story telling and remembering, in particular the significant contribution since 1912 of the Christian Brothers to Catholic education in this city. As a College community we remain faithful and committed to continuing the legacy of these men and women in the actions invited by our 2014 College theme: Today, not Tomorrow!
### Mercy Education Limited Annual Report

#### Institute Owned Schools

<table>
<thead>
<tr>
<th>School Name</th>
<th>Students</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercedes College, Perth</td>
<td>987</td>
<td>81</td>
</tr>
<tr>
<td>Academy of Mary Immaculate, Fitzroy</td>
<td>654</td>
<td>57</td>
</tr>
<tr>
<td>Sacred Heart College, Geelong</td>
<td>1,375</td>
<td>122</td>
</tr>
<tr>
<td>Catholic College Bendigo, Bendigo</td>
<td>2,029</td>
<td>177</td>
</tr>
<tr>
<td>St Aloysius College, Adelaide</td>
<td>1,219</td>
<td>98</td>
</tr>
<tr>
<td>St Aloysius College, North Melbourne</td>
<td>470</td>
<td>40</td>
</tr>
<tr>
<td>Emmanuel College, Warrnambool</td>
<td>1,223</td>
<td>97</td>
</tr>
</tbody>
</table>

#### Sponsored Schools

<table>
<thead>
<tr>
<th>School Name</th>
<th>Students</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sacred Heart College, Kyneton</td>
<td>821</td>
<td>69</td>
</tr>
<tr>
<td>Mount Lilydale Mercy College, Lilydale</td>
<td>1,465</td>
<td>120</td>
</tr>
<tr>
<td>St Joseph’s College, Mildura</td>
<td>915</td>
<td>85</td>
</tr>
<tr>
<td>Our Lady of Mercy College, Heidelberg</td>
<td>1,147</td>
<td>101</td>
</tr>
<tr>
<td>St Brigid’s College, Lesmurdie</td>
<td>1,253</td>
<td>94</td>
</tr>
<tr>
<td>Santa Maria College, Attadale</td>
<td>1,194</td>
<td>110</td>
</tr>
</tbody>
</table>

#### Co-sponsored School

<table>
<thead>
<tr>
<th>School Name</th>
<th>Students</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emmanuel College, Warrnambool</td>
<td>1,223</td>
<td>97</td>
</tr>
</tbody>
</table>
## Financial Snapshot for 2013

### Recurrent Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (000$)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>67,946</td>
<td>35%</td>
</tr>
<tr>
<td>Tuition Fees</td>
<td>9,766</td>
<td>5%</td>
</tr>
<tr>
<td>Other Private Income</td>
<td>116,904</td>
<td>60%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>194,616</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Recurrent Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (000$)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and on-costs</td>
<td>126,656</td>
<td>65%</td>
</tr>
<tr>
<td>Curriculum</td>
<td>15,895</td>
<td>8%</td>
</tr>
<tr>
<td>Property Management</td>
<td>9,947</td>
<td>5%</td>
</tr>
<tr>
<td>Other Recurrent Costs</td>
<td>20,892</td>
<td>11%</td>
</tr>
<tr>
<td>Transferred to Capital</td>
<td>23,226</td>
<td>12%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>194,616</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Capital Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (000$)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants, Donations, Other</td>
<td>2,725</td>
<td>10%</td>
</tr>
<tr>
<td>Capital Loans</td>
<td>2,956</td>
<td>10%</td>
</tr>
<tr>
<td>Funds Transferred from Recurrent</td>
<td>23,226</td>
<td>80%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>28,907</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Capital Expenditure

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (000$)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan Repayments</td>
<td>5,476</td>
<td>20%</td>
</tr>
<tr>
<td>Capital Expenditure</td>
<td>20,325</td>
<td>70%</td>
</tr>
<tr>
<td>Transfer to reserves</td>
<td>3,106</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>28,907</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Important Note:** Mercy Education Ltd has filed a detailed, audited Special Purpose Financial Report with ASIC. A copy of the Special Purpose Financial Report is available from our website www.mercyed.org.au. The information provided above is designed to show the different funding and cost elements involved in operating our schools. It is not intended, nor should it be used, as an alternative to the detailed, audited accounts of the company. The financial information provided above excludes depreciation.
It is by being united to Jesus Christ that we will be united with each other.

The spirit of union is the greatest blessing Almighty God can bestow on a community.

Catherine McAuley