

2011/12  
annual report



Mercy  Limited  
Education

ACN: 154 531 870

Formerly Mercy Secondary Education Inc



# CONTENTS

<b>THE BOARD</b>	<b>02</b>
<b>CHAIR'S REPORT</b>	<b>03</b>
<b>INSTITUTE DEPUTY LEADER'S REPORT</b>	<b>05</b>
<b>EXECUTIVE OFFICER'S REPORT</b>	<b>06</b>
<b>REPORTS FROM SCHOOLS</b>	<b>07</b>
Mercedes College, Perth, W.A.....	07
Academy of Mary Immaculate, Fitzroy.....	08
Sacred Heart College, Geelong.....	09
St Aloysius College, North Melbourne.....	10
Sacred Heart College, Kyneton.....	11
Mount Lilydale Mercy College, Lilydale.....	14
St Joseph's College, Mildura.....	15
Our Lady of Mercy College, Heidelberg.....	16
St Brigid's College, Lesmurdie, W.A.....	17
Santa Maria College, Attadale, W.A.....	18
Emmanuel College, Warrnambool.....	19
Catholic College Bendigo.....	20
<b>SCHOOL STATISTICS</b>	<b>21</b>
<b>INSTITUTE OWNED SCHOOLS</b>	<b>21</b>
<b>CO-SPONSORED SCHOOLS</b>	<b>22</b>
<b>INSTITUTE OWNED SCHOOLS, INCOME AND EXPENDITURE</b>	<b>23</b>
<b>COLLEGE ADVISORY COUNCIL MEMBERS - SPONSORED AND CO-SPONSORED</b>	<b>24</b>

# THE BOARD



Mr John Shannon



Sr Mary Moloney rsm



Mrs Liz Monahan



Mrs Lucy Molony



Dr John Brick



Mr Don Pasquariello  
(Financial Consultant)



Mr Jacob Okno  
(Legal Consultant)



Mr Eugene Lynch  
(Executive Officer)

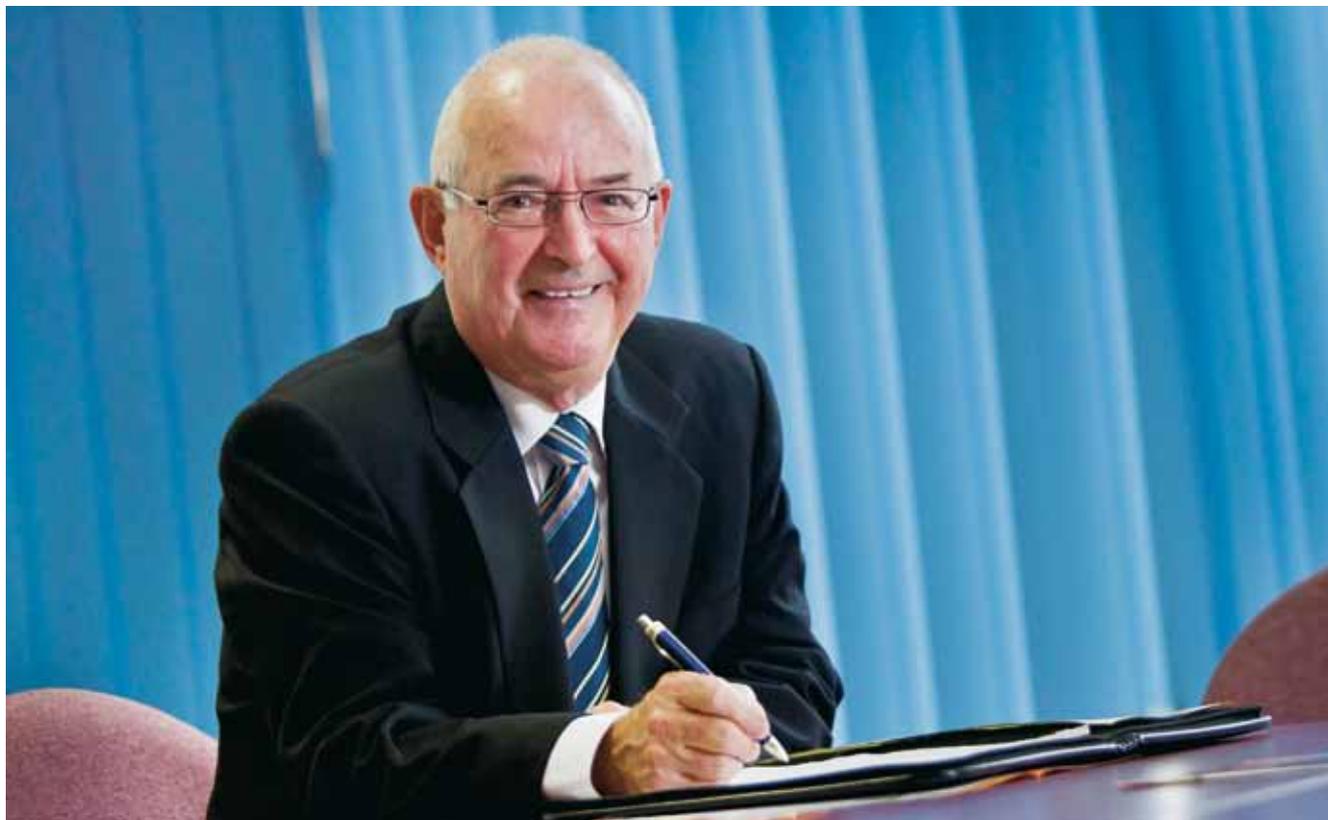


Pamela de Kort  
(Executive Secretary)



Effie Coulson  
(Executive Secretary)

# CHAIR'S REPORT



2012 has seen a significant change in the role and administration of Mercy Education.

Until November of last year, Mercy Education was known as Mercy Secondary Education Incorporated (MSEI) and conducted its business under State Legislation. However, the Mercy Sisters requested the Board undertake Governance responsibilities beyond Victoria, once the amalgamation across Australia and Papua New Guinea had taken place.

Thus there was a need for a change to our legal structure to become a Company Limited by Guarantee under Commonwealth Law to allow Mercy Education Limited to operate interstate where and when required.

The Board of Directors is now responsible for the governance of three schools in Perth, namely Mercedes College, St Brigid's College and Santa Maria College, the latter two schools having primary components as well as boarding facilities.

This responsibility is in addition to the seven schools in Victoria and assistance with the Governance of two co-sponsored colleges. The new governance has created an exciting opportunity for Mercy Schools across Australia, but also brings with it many challenges for the Board.

The Board is conscious of its shift in responsibility from the Melbourne Mercy Congregation leadership team to the new Institute, ISMAPNG and is currently engaged in dialogue to find the most effective and prudent way forward.

## LIVING ETHOS

Mercy Education Limited has supported a number of programs that ensure Catherine McAuley's vision and the lived Gospel are at the heart of each Education Community.

Over the last year there have been many events and programs of which I will highlight just a few.

The Australasian Mercy Secondary Schools Association AMSSA Conference was held at Santa Maria College Perth in July and was attended by all Board Members and many Principals and staff from our schools. The organisation of the Conference along with presenters, Australian and International, were outstanding. The Conference facilitated a great opportunity to further the Mercy spirituality and ethos for all those who attended, which for the first time also included student delegates.

The Young Mercy Leaders Pilgrimage comprising twenty-four students and five staff, representing nine Victorian Mercy Associated Schools travelled to Dublin in August, before attending World Youth Day in Madrid.

The success of this program is best summed up by the students who wrote, "There is no word or phrase that could adequately sum up our experience at this Conference. Led by unique Mercy Sisters, inspiring speeches, prayer and reflection, it was here that many of the young pilgrims began to take the first steps of what would be an amazing

spiritual journey. "Thank you especially to Sr Mary Moloney for her initiative and organisation.

There was also a week-long visit in March by Sr Marilyn Lacey rsm. Sr Marilyn, a Sister of Mercy from the United States of America, addressed staff and students, visited schools and inspired all of us to live out the values of Catherine McAuley by reaching out beyond borders. Heartfelt thanks to the organising committees of Board members, Mercy Principals and coordinators who enabled Sr Marilyn's visit.

## EFFECTIVE GOVERNANCE

The Board continues to monitor on a regular basis, the Financial Statements of Colleges as well as building proposals that include a financial plan. The Board is confident that financial management is sound and judicious. In addition, the Board is looking to review the Constitution, Statement of Purposes, Reserve Powers and Policies in this new environment. It also ensures that compliance with OH & S and other Risk Management is being met.

## WELL SUPPORTED LEADERSHIP

The support of leaders in our schools is a primary focus for Mercy Education. 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 Business Managers and Goal Setting for all Principals on an annual basis.

The new constitution for College Advisory Councils is also aimed at supporting leadership in our schools. The Board recognises the importance of College Councils in offering advice and support to Principals, and in representing the views of the parent population.

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 schools' 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 also been proactive in advising the Board about its responsibilities as a Company. In addition his work with the Business Managers has been invaluable.

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

#### **STRONG PARTNERSHIPS AND COMMUNICATIONS**

There are a variety of communications available between the Board and schools. The Quarterly Board Bulletin and Mercy Ed Newsletter all focus on detail about significant events and people. The Mercy Education website gives easy access to schools about Board issues and policies and conversely the Board accesses school websites and newsletters. The Mercy Education website is

currently being updated.

There are many effective networks in operation that include a wide variety of school personnel from Principals, Deputy Principals to Archivists and Personal Assistants. These last twelve months have been highlighted by some very special partnership events. The celebration at St Patrick's Cathedral, Melbourne and the Foundation Eucharist of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) at St Mary's Cathedral, Sydney were amazing experiences for all Board Members and Principals who were able to attend. It was a privilege for all of us to be present.

Meetings between the Board and representatives from the other Mercy Ministries have been most successful. They have led to greater understanding and appreciation of each others' work and regular links have been established for the future.

#### **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 Catholic Education Commission Victoria (CECV) and Catholic Religious Victoria (CRV). Meetings with the Catholic Education Offices (CEO) Victoria and Western Australia regarding policies, trends and future planning have been initiated by the Board, ensuring Mercy schools are well informed of CEO planning likely to affect them.

#### **TRIBUTES AND THANKS**

Congratulations are extended to those involved in major celebrations this past year. The Sisters of Mercy across Australia as mentioned earlier as well as St Aloysius College North Melbourne. The College celebrated 125 years of outstanding service to the people of Melbourne and has a

very proud history. We thank the organisers for the well-planned celebrations that recognised this milestone.

Thank you to Board members who willingly devote so much of their time to the many responsibilities of Mercy Education and to Mr Eugene Lynch, Executive Officer for his untiring support of the schools and the Board itself. Despite the increasing work load and more complex role, all is done with a smile, good humour and proficiency. I also thank Effie Coulson and Pam de Kort for their generous assistance to the organisation.

Sr Kath Tiemey attended her final Board Meeting in Perth in March, after 12 years of extraordinary service to the Board. It is impossible to find the right words. Thank you is insufficient. Sr Kath attended all meetings when available, made herself freely accessible to schools and individuals and showed faith and trust in the work of the Board. We owe her a great debt and wish her God's blessing in the next phase of her profession.

Thank you to Mr Jacob Okno for his legal advice and Mr Don Pasquariello for his financial advice. Both give generously and readily to the work of 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. Congratulations on another splendid year in Mercy Education. Thank you for the work you do every day with students and staff in bringing God's Kingdom to life and for following in the footsteps of Catherine McAuley. May your lives be richly blessed.

**Mr John Shannon**  
Board Chair

# INSTITUTE DEPUTY LEADER'S REPORT



**From left to right:**  
Sisters Annette Schneider,  
Theresia Tina, Barbara  
Bolster, Sally Bradley -  
(Institute Councillors)  
and Berneice Loch  
(Institute Leader)

In the five months since the establishment of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) on December 12, 2011, much has been achieved. Our first priority as a leadership team was the appointment of the six new Community Leaders who have responsibility for the pastoral care of the sisters. We also needed to establish some internal processes for effectively exercising our responsibilities, as bringing fifteen different congregations together to form one Institute is a major change process.

The Constitutions of ISMAPNG remind us that Catherine McAuley imitated Jesus in serving the afflicted "through the corporal and spiritual works of mercy; and 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." (Constitutions 4.02)

Mercy Education Limited, through the ten Colleges and two co-sponsored Colleges for which it has delegated responsibility from ISMAPNG, continues the ministry of Jesus through the lens of Mercy envisioned by Catherine McAuley. The Institute Leadership team acknowledges the dedication and ongoing commitment shown by members of the Board, College Principals and leadership team members, staff, students, parents and guardians who strive to undertake the works of mercy and nurture core Mercy values through education.

ISMAPNG has responsibility for 23 companies and 44 institutional ministries. Within the next three months, the Institute Leader, Berneice Loch, and I plan to meet the Board members of each company and visit as many of the ministries as we can. With regard to Mercy Education, we want to engage in conversations about the key issues being faced in Catholic education and discuss ways we can address them in collaboration with you, especially the ongoing formation of Board members and senior staff in the Catholic ethos and Mercy tradition which we have the responsibility to uphold. Mercy Education has a strong tradition of placing a high priority on Board, staff and student formation in Mercy Ethos, often in a cross-ministry environment.

On behalf of Berneice, Sally, Barbara, and Theresia, I ask the God of Mercy to bless each one who reads this Annual Report. It is an exciting time for Mercy Education Limited. We look forward to working with you over the next six years as ISMAPNG develops purposeful and effective networks for ministry and governance.

**Annette Schneider rsm**  
(Institute Vicar)

“ ... through the corporal and spiritual works of mercy; and 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.”

(Constitutions 4.02)

# EXECUTIVE OFFICER'S REPORT



Over the past twelve months, much has happened across the Congregations of Sisters of Mercy of Australia and within Mercy Education. The 3rd December 2011 witnessed the beautiful Thanksgiving Mass, celebrated by Archbishop Denis Hart at St Patrick's Cathedral, Melbourne acknowledging the work of the Sisters of Mercy of the Melbourne Congregation over the period of its 154 years. The 12th December 2011 saw the wonderful Celebration Mass with Cardinal George Pell at St Mary's Cathedral, Sydney marking the beginning of the new Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) with Sr Berneice Loch rsm and her four Councillors congratulated and acknowledged as the founding Institute Leadership Team. These two events once again showed the courage of the Sisters of Mercy who for nearly 200 years have been prepared to discern what is best for the times and to move forward with great confidence.

*Catherine's confidence in God's guidance gave her courage to take extraordinary risks. (M Carmel Bourke)*

Throughout the second half of 2011, the Congregation Leaders and Councils of the Perth Congregation and the West Perth Congregation held discussions with Sr Kath Tierney and her Council regarding the prospect of the three Congregation sponsored schools in Perth coming under the sponsorship of the Melbourne Congregation and the governance of Mercy Secondary Education Inc. The three WA schools were of course Mercedes College, Victoria Square; Santa Maria College, Attadale and St Brigid's College, Lesmurdie. This prospect was seen by all involved as a wonderful opportunity and one that would lead to greater strength and unity and true partnership in Mercy Education across the Southern Seas of Australia. In preparation for this partnership across the States, Mercy Secondary Education Inc became deregistered as an association under Victorian legislation and migrated to a company limited by guarantee under Commonwealth law and become known as Mercy Education Limited. Importantly too, the new name embraces the opportunity once again to be involved in primary and pre-primary education, as to varying degrees, the WA schools educate students from as young as pre-kinder through to Year 12. In the short time that has followed since the new structure commenced, there have been numerous positive

signs of true partnership and warm friendship evident in the relationships already formed.

*Catherine was energised by friendship, that choicest of all human gifts. (M Joanna Regan)*

Mercy Education is a work of the Institute (ISMAPNG) and its Board of Directors, capably led by Board Chair, John Shannon, fulfil their governance duties and responsibilities of due diligence and financial oversight of the ten sponsored Colleges. Board Directors will continue to manage the appointment of Principals, approve capital projects, recommend Institute approval of loans, conduct principal reviews and appraisals of senior staff and formulate policies and procedures. The Board will work directly with Institute Leader, Sr Berneice Loch and her Deputy Leader (Vicar), Sr Annette Schneider, who together are responsible for the forty-four ministries across the new Institute. The Board looks forward to establishing strong working relationships with Berneice and Annette and the other members of the Institute Council over the coming year.

The works of Mercy Education will continue under the same structure through the variety of functions, seminars, meetings and networking opportunities for principals, deputy principals, business managers, RE coordinators and Justice coordinators. So too will the student programs continue with the annual Frayne Speech Festival, Seeds of Justice conferences and other exciting student programs such as the recent pilgrimage to Catherine's Founding House in Dublin, held as a precursor to World Youth Day 2011. For it is in bringing people together of like mind and purpose that sees the work of Mercy Education flourish and continue to grow from strength to strength.

*May God bless and protect you and make you the instrument of His glory. (Catherine McAuley)*

Mercy Colleges across the country are well recognised as light posts, as places where young people are cared for, nurtured, educated and empowered to make a difference in the world. Young people who receive an education in the Mercy tradition are given the freedom and the power to shine, to be beacons of hope and good will. In supporting the values instilled by their families, Mercy Colleges promote and provide further opportunities for the young people in their

care to develop fully in their faith, in their learning, in their leadership capacity and as learners in a global world. They enter society therefore as active citizens with a strong sense of justice and integrity. Credit must be attributed for the strength of the Mercy Colleges to the Principals, Deputy Principals, senior staff, teaching and non-teaching staff and of course, to the students themselves.

In acknowledging the Colleges, I would also extend congratulations and recognition to the Directors of the Board of Mercy Education for their untiring work and willingness to give so much to Mercy Education. Directors offer their time, energy and considerable experience and expertise happily and generously. To work with such a group of professional and dedicated people is indeed a privilege. I too wish to add to the comments written in the report by Chair of the Board, John Shannon, and to acknowledge the outstanding contribution made by Sr Kath Tierney, former Melbourne Congregation Leader, for her outstanding contribution to Mercy Education.

Special thanks must go to the Board's consultants, Mr Jacob Okno, legal consultant, and Mr Don Pasquariello, financial consultant, whose expert advice, wisdom and understanding offer great comfort to the Board. May I also thank Effie Coulson and Pam deKort for the untiring, dedicated and proficient work that they manage for the Board and the Colleges.

We look forward to further developing our partnership and forging new friendships.

**Eugene Lynch**  
Executive Officer

# REPORTS FROM SCHOOLS

## MERCEDES COLLEGE, PERTH, W.A.



In 2011 Mercedes College celebrated 165 years of Mercy education at Victoria Square. For the Mercedes College community, we were blessed to be able to honour the courage and faith of Ursula Frayne and the five pioneer Sisters who accompanied her to Western Australia. Each College event during the year was a celebration of the lives of all the Sisters and Mercy men and women who have tenaciously held fast to the vision and values of Catherine McAuley.

The year opened with our whole school Eucharistic Liturgy in St Mary's Cathedral. The liturgy began with Irish dancing to acknowledge our Irish roots and the story of our Mercy heritage was woven through the Mass. 2011 also marked the commencement of our Learning Community Family Masses in the Cathedral at the beginning of the year and the welcome barbecue put on by the P&F afterward. Wednesday morning Mass continued in the Chapel of the Immaculate Conception, prepared by individual RE classes. The Archbishop usually celebrated the liturgy for us and always had something meaningful to say to the girls.

Mercy Day was a special Eucharistic celebration with some of our Sisters followed by a fair to raise money for Mercy ministries. Presentation Night was the culmination of our 165th year with many Sisters of Mercy, past Head Girls and many generations of past students enjoying a history of the College in dance, drama and song.

The Mercedes College values continued to be brought to life through the Year Group Reflection Days and the Staff Mercy Service Learning Day. Two groups of Year 11 girls participated in the Poverty Immersion Program, the four day service immersion that takes the girls into the inner city and to Service agencies assisting the poor, connecting with the most marginalised people in our community. Mercedes College's involvement in the Young Mercy Justice Tree program continued and the Young Mercies flourished with good student numbers.

The end of 2011 saw the completion of our Serisier Learning Centre and the Coady Sports Centre. The long awaited new science laboratories, the fitness room, the refurbished and newly enclosed and heated pool room and the spacious break out areas were filled on the first day of the 2012 academic year with very excited girls and enthusiastic staff.

The 2011 Year 12 cohort finished the year with many personal best results and having achieved

many awards and scholarships for further study. The ongoing consolidation of effective learning and teaching was enhanced by a much more personalised approach to learning pathways. VET has grown in the areas of media, food technology, computing and business. A review of electives in Year 10 meant that many of the Arts electives, PE studies, Languages and Business were enabling students to complete stage 1 courses. This extra year for earning points for graduation certainly gives much needed support to our students most at risk.

2011 marked the third year of our involvement in the International Community Designed Schools (CDS) Network and the second year of enacting our shared Vision through our Future Plan. Mercedes College is now a graduate school. The Centre for Learning Innovation started to take shape through the appointment of our Director of Learning Innovation. The successful application for our Confucius Classroom, the partnership with the Confucius Institute at the University of WA, the foundation of the Asia Literacy Hub with three of our feeder primary schools and the appointment of our teacher of Chinese (Mandarin) were the first fruits of the Centre's research. The appointment of our Parent Liaison person and the establishment of our various 'Friends' groups, including Friends of Ministry, Friends of Hospitality and Dads of Mercedes brought so many parents back onto campus. The preparation for the whole school implementation of Habits of Mind in 2013 has been slowly gaining momentum with sixteen staff members now fully trained.

Our involvement in the Quality Catholic Schooling project initiated by the CEO continued with four action research teams addressing a further four components that focused on areas of whole school improvement. At the end of the year, all staff were involved in building the actions that would facilitate ongoing action across each component.

Mercedes College entered into a partnership with Trinity College and Clontarf Aboriginal College for the Clontarf Trade Training Centre. The focus on metals, woods and horticulture will hopefully enhance the learning pathways for the Clontarf students. Partnerships with Curtin University for Year 12 students in enrolled nursing and accounting continued as did those with other providers to enable the completion of Certificate courses. The relationship with the City of Perth was again a focus with the city sponsoring one of our Year 11 girls to attend the LEAP leadership camp in

the USA and the environmental group working alongside similar groups in the City. The University of Western Australia invited us to be involved in the Face to Faith program through the Tony Blair Faith Foundation which has created many opportunities for our students for international video conferencing in issues of justice, particularly with other students from India, Singapore and Dubai.

I never cease to be amazed at the generosity of our College community. 2011 was the year of our bi-annual Fete and staff, students and parents all worked together for an amazing result. The annual Quiz Night was also well supported and the P&F have committed all money raised to supporting the refurbishment of St Joseph's through the purchase of tables, chairs and lockers. The P&F Executive and the Mercedes College Advisory Council members have been outstanding in their support of me and the College and I express my heartfelt appreciation to them and to all the very generous parents, ex-students and friends of the College for their generosity of spirit.

2011 saw many particular challenges to be faced and we would never have grown so much as a College community without the professionalism and personal commitment of each and every staff member. I thank them sincerely, in particular, for being the face of Mercy to our young women. Personally, I acknowledge the four members of the Executive Leadership Team. Nothing is achieved by one person alone and through the support, encouragement and collaboration of the team, the 2011 journey for Mercedes has been so rich.

The Mercedes College community looks forward to continuing the work of the Sisters of Mercy and Mercy men and women everywhere and, most importantly, remaining true to the vision of Ursula Frayne. May we always be people of courage and faith.

**Sheena Barber**  
Principal

# REPORTS FROM SCHOOLS

## ACADEMY OF MARY IMMACULATE, FITZROY



At the end of the second week of school this year one of our new Year 7 students wrote of her aspirations:

*"I would like to make some more friends and get used to life at secondary school. Most of all I am looking forward to becoming a Mercy girl."*

At the Academy we are conscious that Mercy is a calling to be lived and renewed each day. Our students are proud to be women of Mercy and celebrate this joyfully at every moment, but particularly on Mercy day. Their involvement in social justice activities is a practical expression of their Mercy spirit.

2011 saw the Inaugural Young Mercy Leaders' Pilgrimage to Dublin, followed by participation in World Youth Day in Madrid. Twenty-two students from nine Mercy schools participated in this enriching experience. What a joy it was to be in the presence of committed, faith filled students! At the conclusion of the Pilgrimage the students expressed a desire to invite one of the keynote speakers, Sr Marilyn Lacey, to Australia. This dream became a reality and we were privileged to host Sr Marilyn in March 2012 and to learn about the organization she founded, Mercy Beyond Borders. In Sr Marilyn we witnessed Mercy in Action. We look forward to supporting her work in the future.

The provision of opportunities for prayer and for participation in the sacramental life of the Church is of paramount importance at the Academy of Mary Immaculate and all key events continue to be acknowledged through the celebration of the Eucharist. We offer grateful thanks to our College Chaplain, Fr Peter Varengo, for his ongoing support and constant availability.

The focus of the 2011 year at the Academy of Mary Immaculate was on "Teaching and Learning." This may seem a strange statement to make given that we are an educational institution and that Teaching and Learning is our core business, but in 2011 this was identified as a priority area and we worked strategically and with significant and sustained energy to meet our identified goal:

*"The Academy is a vibrant learning community which equips all members for the promise and challenge of a constantly evolving future."*

In 2011 our emphasis continued to be on Contemporary Learning - engaged learning. Our vision in this area was to incorporate a

curriculum based on learning continuums, high expectations of student performance, explicit instruction of essential learnings and a flexible and technologically rich learning environment that allowed students to explore meaning and develop deep understandings. A further aim was to provide access to technological learning spaces and portals to promote learning environments and pedagogy that were student centred and personalized.

The College continued its involvement in the AGQTP (Australian Government Quality Teaching Project) - "Student Centred Learning, Engaging Students in Learning and Teaching in a Contemporary World". Our aims for the project were to establish a Contemporary Learning Street at the Year 7 level, to train students and staff in the use of significant e-Learning tools and to develop contemporary units within departments.

The Year 7 Learning Street has been an exciting development and has transformed a traditional classroom area into a colourful learning space with triangular group tables replacing the traditional rows of desks, the installation of interactive whiteboards (all classrooms in the College have interactive whiteboards), laptop trolleys and break out spaces with retractable walls. Students have benefited from this change and staff have ensured that the space is used to its full potential.

Teaching staff were supported in their work through an extensive program of professional learning, organized and conducted by the Head of e-Learning and through the allocation of significant time to develop contemporary learning units. Professional learning has been embedded even more thoroughly in 2012 with students being dismissed early on eight occasions throughout the year - thus giving staff the opportunity for additional professional learning, both whole school based and within departments.

All Heads of Departments and Year Level Coordinators - Middle Management Leaders - have undertaken professional learning with the aim of assisting them to hone their leadership skills and develop effective teams.

2011 also saw the successful introduction of two VET subjects, Interactive Digital Media and Music at the Academy. These two subjects sit alongside the VET programs offered through

the Inner Melbourne VET Cluster and our VCAL program as important senior learning pathways for students.

Our fruitful and mutually enriching relationship with Simonds College continues to grow providing the opportunity for both schools to offer a wider range of VCE subjects as well as ensuring there were male leads in the 2011 College Musical, "Grease"!

Our new College website was another exciting development encapsulating the story and spirit of the Academy through the visual as well as the written mediums. The website highlights the richness of the Academy Community - students, staff, parents, College Advisory Council Members, Parents' Association Members and College Alumnae - a diverse yet united community - a happy community.

Our Homeroom structure and pastoral care programs continue to be important vehicles to assist us in our desire "to form centred women who are resilient and have a sense of social responsibility in the tradition of Mercy" (College Mission Statement)

In 2012 the Academy is celebrating 155 years - "155@88" - another significant milestone.

I thank all who form the spirited and dynamic community that is the Academy of Mary Immaculate and I pray that we will all continue to walk in the footsteps of our foundress, Ursula Fryne.

**Sr Mary Moloney rsm**  
**Principal**

# REPORTS FROM SCHOOLS

## SACRED HEART COLLEGE, GEELONG



Every year brings its own flavour and this year has been no different. The girls continue to amaze us with their talents and enthusiasm, the teaching staff continue to innovate and create new ways of delivering curriculum, our School Officers give generously of their time to ensure the community runs smoothly and as always, at the forefront of everything we do is the living out the Mercy Ethos.

The girls continue to amaze us with their talents and enthusiasm, the teaching staff continue to innovate and create new ways of delivering curriculum...

### SCHOOL IMPROVEMENT FRAMEWORK

This year's development focus was taking part in the required Catholic Education Office's, School Improvement Framework process. We were very heartened by our survey results and have spent the year looking at areas to develop, new processes which may enhance our community and putting actions in place for the 2012 School year. I'd like to thank Mr Peter Morgan, Mrs Kath Walsh, Mrs Judy Smith, Ms Martina Millard, Ms Sharon Gillett and Mr Tony Grant for leading the various sphere groups. Many staff, parents and students took part in focus groups and surveys throughout the year and I'd like to thank them for their contribution.

### STUDENT WELL BEING

This is an area that we are constantly looking to develop and refine. From our SIF results we were able to put together a structured approach to ensuring that our students are able to have an active voice in their learning. We are hoping that this will give students a greater feeling of acknowledgement of their concerns and a greater voice in their learning. Alongside that we continue to review policies and guidelines relating to Student Wellbeing.

### LEARNING AND TEACHING

In 2010 we introduced the SOAR Program into Year 8 and continue to refine and monitor the benefits of this program and alongside that we have introduced a new approach to learning in Year 7. We have called it EPIC: Engage Protect Imagine Create. These programs are high on our priority. We also have spent many hours discussing the benefits and structures of our Professional Development Program and developing a program where we are using the talents and skills of our own staff.

### EDUCATION IN FAITH

As always, we continue to celebrate our Mercy life which is embedded in everything we do. We have broadened the opportunities for our students and staff within our social justice program which continues to grow from strength to strength.

### SCHOOL COMMUNITY

Last year we saw the introduction of Parent Power which was a re-invention of the Parents and Friends. We have been very pleased with the implementation of this program as we are able

to engage more parents in a variety of activities. Although still in its early stages we are pleased with its humble beginnings.

### LEADERSHIP AND MANAGEMENT

Throughout this year we have been developing plans to transform our tired old library into a 21st Century Learning and Resource Centre and as I write, construction has begun. We are also about to start a major restoration of our chapel which will ensure that this beautiful heritage building will continue to be a special place for current and future generations of students. These are some of the very exciting projects on the table to be completed in August 2012.

Personally for me, 2011 had its own flavour as it gave me the chance to have a break away from the structure and busyness of Principalship for three months. Spending time away in the open air, away from six 50min lesson days, meetings, forms, emails, compliance and legalities gave me a chance to clear my head. I would like to thank Ms Anna Negro for running the school so efficiently in my absence.

As we go to print, we are full speed ahead into our building programs and the sound of jack hammers, cherry pickers, cement trucks and skips coming in and out, is music to our ears. These facilities will only further enhance the learning and teaching spaces for our students and staff.

Now I better go and get ready for all of the openings . . . . .

**Regina Byrne**  
Principal

# REPORTS FROM SCHOOLS

## ST ALOYSIUS COLLEGE, NORTH MELBOURNE



At the end of each year the College produces a magazine called the Aloysian which brings together the stories, experiences and people of the College. On the cover of the 2011 Aloysian is the face of every student and staff member of the College. This is a visual expression of what it means to be a Catholic school in the Mercy tradition; a place where every individual has a place, has a unique contribution to make to the community and where each person is considered as gift.

Our celebration of 125 years in 2012 highlights clearly the wonderful legacy that the many Sisters of Mercy, and more recently lay teachers, have given this community. St Aloysius College has throughout its history responded energetically and faithfully to Catherine McAuley's vision to educate young people in the Catholic faith and to enable them to be full participants in society.

### EDUCATION IN FAITH

The liturgy group, under the direction of Fr Justin Woodford and Ms Bernadette Hogan, enriched the prayer life and our Liturgical celebrations. It is a very real blessing to celebrate weekly mass with the Sisters from the North Melbourne community. The Social Justice committee has continued to inspire the girls, directing and educating the students about the various Mercy Works we support and ensuring we became the first plastic drink bottle free school in Victoria. This group in very tangible ways enacts "Faith into Action" and the support that is offered by the Seeds of Justice conferences inspires the students to continue to live Mercy in the school.

In Term 3 a group of Year 10 and 11 students from the College were involved in the first Western Region "Building Bridges" Program, an interfaith dialogue program. The students involved met and conversed with students from other schools and from various faiths to build trust and friendship through dialogue and sharing. The Religious Education programs continue to be evaluated and rewriting of these has begun. At a staff reflection day, Liam Davison, Director of Religious Education in the Ballarat Diocese, explored with us the Catholic Identity project and how we as a school can live out this identity more faithfully.

### LEARNING AND TEACHING

In the second half of 2011 staff worked in small groups to plan for the two major initiatives to begin at the start of 2012; a Year 7 Accelerated Learning Program and a new Year 9 Program that would use an enquiry mode to deliver a revamped curriculum. To enable a great use of ICT, each Year 9 student received a notebook computer for their personal use throughout Year 9. Students and teachers have embraced the changes and report favourably on the intent of the programs and the gains being made by the students.

Contemporary teaching practices continued to be explored by staff and preparation is well under way for the introduction of the AusVELS curriculum in 2013. A new report format was introduced in second semester.

### LEADERSHIP AND MANAGEMENT

One of the major management undertakings was the introduction of a new student administration package, a new timetable package and a new reporting package. It is a credit to the various staff involved in introducing these packages that the process went very smoothly. As part of the Federal Government funding of computers we upgraded our wireless network in preparation for the introduction of 1 to 1 computers, installed a fibre optic cable backbone and moved to virtual servers.

### STUDENT WELLBEING

Our efforts in the last year, informed by our School Improvement Survey data, have been directed towards improving student connectedness and morale. In particular, addressing issues of student passivity, social and emotional learning and the development of skills and strategies to ensure a whole school approach to wellbeing is embedded in our policy and practice. A review of the Code of Conduct that involved extensive consultation with students, parents and staff was completed and the new Code reflects our commitment to restorative practices. We also completed a review of the Vertical Pastoral structure in the Senior School and have implemented changes for 2012 to address some administrative difficulties. Student leadership within the College continues to grow and the Peer Mediators are taking on a broader peer support role under the heading Peer Connect.

### SCHOOL COMMUNITY

Our engagement with the broader community was enhanced last year with our VCAL students volunteering at the North Melbourne Life Learning Centre to run computer skills training for adults from non-English speaking backgrounds. African families from St Michael's Primary School used our Food Technology facilities to engage in cooking classes as a way of making connections, developing language skills and engaging with the broader community. Our Parent Education evenings in 2011 addressed the issues of Adolescent Development and Cyber Safety.

**John Davidson**  
Principal

... we became  
the first plastic  
drink bottle  
free school in  
Victoria.

# REPORTS FROM SCHOOLS

## SACRED HEART COLLEGE, KYNETON



At Sacred Heart 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.

As we commenced the 2011 school year, 'Prepare the Way...' was our College theme, as I too, joined the Mercy community at Sacred Heart College Kyneton as the new Principal. The year, on a personal level, was extremely rewarding, working in this Mercy Community, with the opportunity for an immersion into the spirituality and values of Catherine McAuley.

### EDUCATION IN FAITH

We welcomed back our students from their Dublin immersion program, the home of Catherine McAuley, and the World Youth Day in Madrid, Spain. This was a wonderful experience for these students to celebrate the Mercy heritage of their College and their broader Catholic identity. Staff and students who attended the Australian Mercy Secondary Schools Conference in Perth found it a very worthwhile event. Our Year 10 students have focused on World Religions as part of their Religious Education program, gaining important insights into a more diverse Australia.

Our Social Justice program has been strengthened under our Mercy@Work structure, comprising five key student teams that operate in the College. Students actively participated in Anti-Poverty Week, Stand-Up Day and the Make Poverty History Concert. Our Year 8 students organized a Sleep-out for the Homeless, raising sufficient funds to purchase thirty swags for the homeless. Sacred Heart College hosted visitors from Jalmadangah Aboriginal Community in the Kimberly.

### STUDENT WELLBEING

We held A Parent Forum to review the current Justice Policy at the College. This policy underpins our approach to discipline, based on a model of restorative practices.

Pastoral Care Programs: As a College we commenced a two year trial program, 'The

Four Rooms of Change'. The research is being undertaken by Swinburne University and focuses on student emotional intelligence. Listed below are a few of the Pastoral Care programs that we offer at the College.

- Schools as Core Social Centers: Schools as Core Social Centres (SACSC) is a key initiative of the Student Wellbeing Unit of the Catholic Education Office Melbourne. SACSC supports the development of a whole school approach to wellbeing and provides a framework for School Improvement through the development of an optimal learning environment for all students.
- Jigsaw: Solving the Jigsaw's school-based programs run over 20 or 40 weeks and are delivered by a trained facilitator to a class or group. Solving the Jigsaw deals with bullying and violence by talking openly about violence, and about its types, effects and where it occurs. The program is undertaken at Year 7.
- Live4Life: The Live4Life project is a school and community collaboration that takes an evidence-based approach to providing secondary local schools and the community with local networks, strategies and tools to assist with mental health awareness of the 6000 plus rural young people living in the Macedon Ranges Shire. The program is undertaken at Year 8.
- Four Rooms of Change: We have committed to participation in a research pilot project that if successful could deliver new strategies to prevent bullying in schools. The research is being undertaken by Swinburne University under the sponsorship of Professor Con Stough. The program was initiated in Year 9.

### LEARNING AND TEACHING

As part of the Digital Education Revolution, the College investigated a range of options to provide our students with the latest technology to support their learning. Staff investigated iPads as one possible device to complement our ICT infrastructure at the College.

We prepared a team of teachers who will be involved in an exciting project for 2012 known as SLIP – Secondary Literacy Improvement Project. We will be supported by the staff of the Catholic

Education Office and academic staff from Sydney University, and the University of New England, Armadale.

Our Year 9 students displayed their projects and talents at their Expo Night, a culmination of their MyLearning unit of study. I had the privilege of visiting each of the 140 booths, meeting and entering into dialogue with the students. This was a 'Life-Long Learning' opportunity where students had to stand-by what they had produced; I was truly amazed by what I witnessed. Many of the students demonstrated the values, support and encouragement that came from the home.

Journey – An Exhibition is to be held this Saturday at Stockroom on Piper Street. This exhibition showcased the installation created by our Year 9 and 10 Visual Communication, Studio Arts and Media students. The students' work responds to the Sudanese refugee experience and universal themes of journey, identity, displacement and belonging. The College is assisted by our Artist-in-Residence, Tanja Beer.

### COMMUNITY

We had a wonderful opportunity to welcome back a past student of the College, Sr Mildred O'Brien who studied at the College from 1923 to 1926. Sr Mildred addressed our Year 10 students, reminiscing about life as it was back then for a student at the College. Her detailed description of life in Kyneton was fascinating.

The annual Frayne Speech Festival provided wonderful news for our community, that our students won the Frayne Debating grand-final.

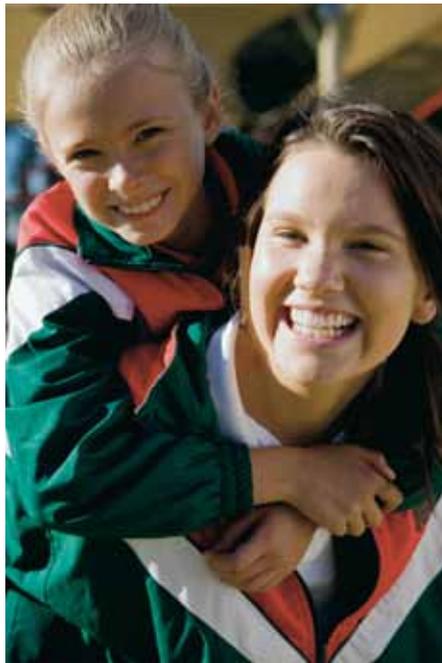
We are now in the process of planning for the College's 125th Anniversary in 2014.

### LEADERSHIP AND MANAGEMENT

As a College we are in the process of preparing for our external School Improvement Framework (SIF) review which is scheduled for next year. The SIF process provides an opportunity for staff, students and parents to be included and informed about how the school will plan and develop its next steps forward in a strategic and measured way. The College commenced a Building Master Plan which will be completed in 2012 with an identified new learning space to be developed.

**Craig Holmes**  
Principal

# MERCY EDUCATION





# REPORTS FROM SCHOOLS

## MOUNT LILYDALE MERCY COLLEGE, LILYDALE



### EDUCATION IN FAITH

Mount Lilydale Mercy College embraces the challenge of providing witness to the spirit of Mercy, courage, trust and confidence in God in a constantly changing world. We promote and respect the dignity of the human person through a strong sense of social justice. Our values also promote and embrace a holistic environment, which reflects the works of Mercy in all aspects of College life.

In addition to the formal teaching and learning Religious Education programme, retreats operated at Years 10 & 12, Years 8-9 students participated in well-being and resilience programmes and Year 7 students undertook programs that helped them understand the ideals of the College and the 'Mercy' tradition.

### SOCIAL JUSTICE

- Year 11 and 12 students and staff continued on a fortnightly basis to support the Matthew Talbot Soup Van, Ozanam House and McAuley House for women.
- Justice activities were completed to raise awareness and funds for Project Compassion, Caritas Australia, Shave for a Cure, St. Vincent de Paul, Jeans for Genes Day and "Close the Gap" Day.
- A number of students and staff participated with other Mercy schools in the young Mercy Justice Tree group and Seeds of Justice Conferences.
- Year 10 students completed two days of the compulsory Outreach Programme as volunteers in the local community.

### LEARNING & TEACHING

At the commencement of 2011 the College set two broad goals in the learning area:

- That there are improved student outcomes in VCE, VCAL and VET.
- Develop appropriate changes in pedagogy and collaborative learning.

Over the past year collaborative and inquiry learning have been supported by our continual rollout of new technologies, including iPads for Year 7, to assist learning activities.

The changes made to the Year 10 elective blockings addressed the international PISA standards for financial literacy and provided students with greater diversity and enrichment in both academic and vocational pathways allowing students increased exposure to VCE and VET units. The College also increased the number of on

campus VET offerings in response to the identified needs of our students.

We introduced a new learning structure for student tracking and academic performance to further optimise learning support for all. This was combined with our extensive refinement of longitudinal VCE and NAPLAN data which helped facilitate new learning recommendations aimed to improve student results. Our VCE and VCAL results maintained 100% completion rates and 150 out of 157 students who applied for tertiary offers received a first round offer.

Our overall enrolments into further study or training (Uni/TAFE/ Apprentice) increased. Apprenticeships were up on the past two years.

Our Top score ATAR score of 99.8 was our highest score in recent years. ATAR scores over 50 were up on past years indicating that we are positively impacting on our lower end students and raising their overall results.

### STUDENT WELLBEING/BUILDING RELATIONSHIPS/PASTORAL CARE

Student wellbeing is best achieved within a school environment that is safe, supportive, inclusive and empowering, where diversity is respected and valued, where human rights and the common good are honoured, where students experience connectedness and engagement and where those experiencing difficulty or special need receive particular care and support.

We must provide students with an experience of 'belonging to their school'. When addressing student behaviour that is judged inappropriate, behaviour management processes which ensure that the student remains engaged and connected with the College community are preferred to those that disengage the student. A restorative justice approach fully supports Mercy spirituality and the belief that compassion and forgiveness are key elements of our College community.

Programmes have been introduced at Years 7, 8 and 9 to develop student leadership potential. With Peer Support at Year 10, Yellow Ribbon at Year 11, our Prefect Leadership Group and Student Council we now have a broad range of leadership opportunities for all students.

We offer parent seminars relevant to emerging adolescents and in 2011 Clinical Psychologist Sally Anne McCormack conducted a seminar on adolescent depression.

The 2011 SIF data reflects a reduced perception based on the 2010 data. All other indicators such

as the level of student involvement in co-curricular activities, nominations for leadership positions, the decreased number of student detentions and suspensions as well as the general school climate would not support this.

### LEADERSHIP AND MANAGEMENT

One of our goals is to develop a distributed leadership culture within the College that empowers staff. The 2011 School Improvement Framework Report recommended that a greater focus be applied to the elements of Empowerment, Supportive Leadership and Appraisal Recognition. The College Executive has taken action to provide this focus. A PD programme for Middle Leaders is being conducted to empower them and to encourage them to support their staff whilst they themselves are being supported by the Executive.

Professional Development in 2011 focussed on Faith Development, ICT, particularly iPad training; and the implementation of the new National Curriculum.

### MANAGEMENT—RESOURCES

The Annual Financial Report indicates a strong outcome for 2011 and this enabled construction to commence in January on Our Lady of Mercy Chapel.

Our new Administration Centre, named Dublin House after Dublin where Catherine McAuley built her first House of Mercy, and our new Year 7 building, named Mansfield Learning Centre to acknowledge that it was from Mansfield that the first Sisters of Mercy came to Lilydale, were completed in February and are exciting additions to the educational facilities available at the College.

### SCHOOL COMMUNITY

The Parents and Friends Association and the Organisational Skills Group remain active and the Advisory Council and its Advisory Groups on curriculum/policy, building and finance provide opportunities for parents, students and staff to be involved in key decisions.

An Old Collegians' Association has been established and the committee is actively engaging with old collegians and the local community. The College webpage has been updated and is refreshed regularly to help keep the community informed of activities and programmes operating in the College.

**Bernard G Dobson**  
Principal

# REPORTS FROM SCHOOLS

## ST JOSEPH'S COLLEGE, MILDURA



It is my great pleasure to present this report of the last twelve months at St Joseph's College, Mildura. After undergoing School Improvement Framework Review during 2011, we have commenced the implementation of our goals and there is a great energy in the College.

### EDUCATION IN FAITH

St Joseph's College has continued in its active commitment to support the development of our staff and students in the Mercy charism of our founding Sisters in Mildura. To this end, we have encouraged staff and students to attend special gatherings to become more immersed in the Mercy Story. This has included staff and students travelling to Perth for the Australasian Mercy Conference, to Dublin for Mercy Induction during the World Youth Day experience, continued involvement in the Seeds of Justice seminars and the Young Mercy Justice Tree in Adelaide.

### STUDENT WELLBEING

Traditionally, the College had leadership positions for College and House Captains; however, to create more opportunities, a number of Specialist Leader Positions were created for students in 2011 in the following areas: Environment, Academic, Creative arts, Performing Arts, Mercy Action, Sports as well as Media and Publicity. These leaders report to the students in assemblies conducted by our College Captains which has meant that our College Assemblies are almost entirely planned and conducted by our student leaders.

A Student Leadership Forum meets twice a term to share ideas and discuss initiatives with the College Executive. One such initiative relates to the process in which senior students acquire passes to leave the premises and a trial of a more flexible process is being undertaken. We have also seen our Wellbeing Team grow with the addition of a second school counsellor. We are also fortunate to have Sr Caroline Coyle join our team to assist Sr Rosemary Graham in sharing the role of Home-school Liaison.

### SCHOOL COMMUNITY

Links to our community were further enhanced in March with our inaugural "Inspiring Alumni Evening". In what turned out to be a very special event, five past students of the College were recognised for their post-school achievements in the areas of Academia, Arts, Community and Environment, Science and Technology, and Sport. Dr Cameron Wolfe, Mr Charlie Kedmenec, Ms

Ellen Sandell, Ms Margie Hawke and Mr Matthew Knights were selected by a panel as epitomising the qualities that we identify in our core values and as powerful role models to which future generations can aspire. The recipients of these awards expressed deep gratitude to the College community for the recognition and each encouraged our current students to pursue their dreams, work hard and persist when hurdles arise. It was a message well received by the student present, many of whom performed as part of the evening's entertainment. The keynote address was offered by Sr Kath Tierney rsm – a past student and great supporter of St Joseph's College. Sr Kath talked about how lucky we are to live in Sunraysia with the clean air, clear skies, productive industry and close sense of community. It was a powerful message that challenged the notion of regional disadvantage in acknowledging the unique opportunities that growing up in Mildura provides. The "Inspiring Alumni Evening" was a project of the College Advisory Council and it proved an excellent opportunity for our council members to share both their expertise and passion for the College.

### LEARNING AND TEACHING

The last twelve months have been very significant in the area of Learning and Teaching at St. Joseph's College.

In 2011, the College completed the final year of the four year review process. As a result of the review and the subsequent review report, we have begun a new and exciting phase in the area of Learning and Teaching.

The focus is clearly on student engagement, differentiation and a strategic approach to Teacher Professional Development. This is all taking place within a new instructional leadership model where Domain Leaders have increased time allocations and new roles with an emphasis on leadership in pedagogy.

This exciting development began with a whole school Professional Development day in September 2011 where we identified what makes a good lesson. This was enthusiastically addressed by the staff and we identified ten features that are nearly always found in good lessons. As a result of this we have begun to implement these into the lesson planning of all our classes. Our starting point was to make sure that every lesson clearly conveyed to the students the intention of the lesson and we will introduce the other features of good lessons over the next few terms.

As a further development to enhance student engagement we have prepared a very exciting Active Learners Program for all our Year 8 students. This program is Domain based and works outside the normal constraints of classrooms and timetables. We have also made "differentiation" and "engagement" the focus of our Professional Development program, (both whole school and individual professional development) over the next period of time. This strategic and all-encompassing approach provides the framework to make significant developments in improving the learning outcomes of our students.

Students in our VCAL program are currently trialling the use of tablet computers as an aid to their learning and record-keeping. The College Production for 2011 was "Seussical the Musical" and it was another great success. As we continue to grow our reputation for excellence in the performing arts look out for "Beauty and the Beast" in 2012.

### LEADERSHIP AND MANAGEMENT

Our School Improvement Report highlighted the need to develop greater opportunities for all members of our staff to engage in leadership activities. We also identified the possibility for increased student voice through the development of more leadership opportunities for students.

In reviewing our staff leadership structure in 2011, we made some significant changes to our Positions of Leadership for 2012 and beyond. Emphasising that our primary focus as a school is the teaching and learning process, we aimed to develop the capacity of our staff in the area of "instructional leadership". Applicants were selected on the basis of their willingness and openness to develop as instructional leaders and we have provided, and will continue to provide, targeted professional development in this area.

Delays in finalising a funding agreement have stalled the beginning of our Trade Training Centre development including a commercial kitchen, domestic kitchen and hair salon. We are still optimistic that these facilities can be completed and operational for Term 2, 2013.

Other developments include the addition of portable classrooms for our growing music program, the refurbishment of our library, and upgrades to air conditioning in staff work areas. We have also completed a master planning exercise with our architects to identify our priorities for future growth.

**Darren Atkinson**  
Principal

# REPORTS FROM SCHOOLS

## OUR LADY OF MERCY COLLEGE, HEIDELBERG



There was no shortage of significant events at OLMC in 2011 and across all spheres of the School Improvement Framework we can attest to some successful initiatives and noteworthy achievements.

### EDUCATION IN FAITH

The College continued to enact its long-term commitment to strengthening students' sense of connectedness to the Catholic faith tradition. We focused on extending and enriching student and staff experiences of meaningful liturgy and prayer, and we also consolidated the College's Meditation Program, with most RE staff now trained to effectively engage students in meditation practices. In addition, the College's 'reflective spaces' were extended and enriched by a new sculpture, titled *The Keeper of the Light*, symbolising womanhood and the College values.

We drew on the Mercy story to illuminate many contemporary expressions of social justice and social responsibility and to strengthen student and staff commitment in these pursuits. We were delighted that Teresa Lincoln, Vice Principal Student Wellbeing, participated in the Mercy Ethos Program held in Dublin (April), and that two of our senior students participated in the Young Mercy Leaders Pilgrimage in Dublin, en route to World Youth Day in Madrid (August). We were also pleased to sponsor an immersion experience in Cambodia, for the third successive year, for six members of staff. The staff worked with student teachers and spent some time at a village school in Siem Reap, where OLMC fundraising from our Centenary Fair in 2010 had contributed to the construction of new classrooms.

### LEARNING AND TEACHING

A new online reporting system was introduced in 2011. It operates through the College Portal and provides parents and students with more frequent and timely feedback on 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.

The College made steady progress towards achieving technology-rich learning environments, not only through its continued investment in ICT infrastructure but also by recruiting specialised staff to coach teachers in the effective use of these powerful learning tools.

As a result of concerted efforts and a range of initiatives over several years, student learning

outcomes in numeracy and literacy showed improvement, with our NAPLAN results scaling upwards. This was followed in December by the College celebrating our best-ever VCE results. The hard work of our students and teachers and the support of our girls' families have been instrumental in 'raising the bar' for high expectations and for higher levels of student motivation and engagement in their learning.

### STUDENT WELLBEING

We focused on improving and extending teacher and parent access to information about students and their wellbeing. Enhancements were made to the College Portal which enabled:

- staff to report on and be aware of student behavioural issues via teacher comments recorded on individual Student Profile pages;
- staff to access trend data pertaining to student use of the medical centre and counselling services;
- parents to access their daughter's daily attendance and punctuality data and to be alerted by an SMS if an unexplained absence was recorded.

Another new initiative was the establishment of Pastoral Interviews for all Year 7, 8 and 10 students and their parents. Students' individual learning goals are a key focus of these interviews. We are confident that the interviews will become an increasingly important mechanism for encouraging high aspirations amongst our students and for building collaborative and supportive partnerships with parents in the education of their daughters.

### LEADERSHIP AND MANAGEMENT

In line with our School Improvement Plan, the Leadership Team worked systematically and progressively to build leadership capacity. More authority and responsibility for problem-solving and decision-making was delegated to staff holding positions of leadership (POLs), and higher numbers of staff were involved in leading and managing initiatives within their areas of expertise and interest.

Another key priority for 2011 was a review of the structures, appraisal and training arrangements for school administration officers. Significant changes to staff roles and responsibilities have been enacted, and we are working towards strengthening capacity for more flexible and multi-skilled teams amongst our school officer staff.

### SCHOOL COMMUNITY

Throughout the year we made final decisions about a new uniform and at the start of the 2012 it was gratifying to see the girls wearing it with pride. We are confident that the new uniform is contemporary and at the same respectful of the traditions of OLMC.

The College continued to draw on its long history and the Mercy tradition of building relationships in the local area. A new community initiative in 2011 was a partnership venture with several other local organisations, titled the Bell Bardia Community Meal Project, which has particular benefits for residents of the Olympic Village public housing estate.

In October the Staff and Parents Association joined forces to host an OLMC Trivia Night. It was a highly competitive night (the teachers' teams won!) and the donations from parents and local businesses were extremely generous. The \$10,000 raised was sent to the village school in Santeheap, Cambodia, to help complete their classroom construction.

Other highlights for the school community in 2011 included the spectacular staging of the annual college musical, *My Fair Lady* (in collaboration with Marcellin College Bulleen), the hosting of the Frayne Speech Festival in September and the official opening and blessing of our Centenary Building in November.

### LOOKING AHEAD

Early in 2011 the College engaged in its second whole-school review under the School Improvement Framework. The outcomes were extremely gratifying and confirmed that the College has many outstanding features and achievements of which it can be proud.

The Review process assisted us to identify priorities that are now embedded in OLMC's Strategic Plan 2012–2015. As we move into 2012 and beyond, we will continue to firmly and faithfully embrace our Mercy heritage. We will also continue to be innovative, improvement-driven and committed to sustaining a culture of high expectations where our students are encouraged and supported to achieve their full potential.

**Julie Ryan**  
Principal

# REPORTS FROM SCHOOLS

## ST BRIGID'S COLLEGE, LESMURDIE, W.A.



The last twelve months has seen our community discern the beginning of a new era. The signs are clear calling us to renew our commitment to Mercy education in our place and time.

First, while immensely grateful to our West Perth Mercy Sisters and the legacy they have left our hills community, St Brigid's College is delighted to be joining with Mercy schools across Australia and Papua New Guinea under the umbrella of Mercy Education Ltd. This broader association will enable us to continue to be inspired by Mercy stories, and reinterpret our shared Mercy tradition in meaningful ways for our community with the benefit of multiple perspectives of our sister schools.

Inspired by Catherine McAuley, we at St Brigid's College adopt the "head, heart and hands" model for education in faith, for while knowledge, understanding and reflection are essential to inform our faith, it is when our hearts are moved and our hands are active that we truly nurture our faith and make a difference. To this end, service learning continues to be embedded in the expectations we have of ourselves. Formation activities and immersion tours to Cambodia, Timor, Kimberley and, in 2011 for the first time, to Perth city and its people in need, were life changing experiences for many staff and students.

Second, after several years of planning and construction, at the beginning of 2012, we took possession of our new *One World Centre*. This is an amazing facility which allows our 3 – 18 year old students, their parents, staff and visitors to the College to be accommodated in a central place with dedicated spaces for learning, teaching, collaborating, socialising, healing and showing mercy hospitality. Already, the building is helping to bring young and old together with common purpose and delight. It is a source of pride for us all, including our 'Golden Girls', past and current families and Friends of St Brigid's who are finding their way back to visit with us.

The move into our *One World Centre* has vacated what have been the secondary and primary school libraries, both of which will be refurbished for anticipated future needs. Currently, the old secondary library building is being converted into Year 7 learning and project spaces for increasing numbers of students at this year level. This refurbishment echoes the external and internal design of the *One World Centre*. It begins to

implement our strategic plan to unify all campus facilities with common architectural features: a very visible sign of our commitment to making our community one in creating a better and more peaceful world.

Third, as an authorised *International Baccalaureate Organisation (IBO) World School*, we continue to offer challenging programmes of international education that encourage and equip students to make a difference locally, nationally and internationally. In the last twelve months we have been affirmed through an IBO pre-authorisation visit to seek full authorization for the *Primary Years Programme* in 2012. At the same time, IBO representatives are scheduled for an evaluation visit for the *Middle Years Programme*, for which we are preparing in earnest. All this, while beginning to implement the first phase of the Australian Curriculum and the National Quality Framework for Early Learning Years, is keeping us busy indeed.

The start of a new era is built on past achievements. 100% of the Class of 2011 met State graduation criteria, with the College Dux achieving an ATAR of 99.35. 100% of Vocational Education and Training (VET) students achieved at least one Australian Quality Framework Certificate II or higher. This excellence put St Brigid's College in a shared first place ranking of schools across Western Australia. 97% of students who applied were offered a place at university, including VET students because of their outstanding results. Several girls won scholarships to university. St Brigid's was rated in the top schools in WA for Dance, English and Politics & Law. Beyond academics, the College choir returned from singing at the Opera House in Sydney with a silver medal, the first hockey team won the grand final and the swimming squad continues to hold the winner's trophy for the A Division for the third year in a row. We are blessed; the list goes on.

Therefore, during the past 12 months, geographically re-orientating ourselves to the centre rather than dispersed at the periphery of a large campus, working towards unity while celebrating our diversity, collaborating more closely with people who have different training, experiences and practices are challenging and enriching experiences. To be a part of our children and young women achieving their personal best and outstanding achievements, such as those above, is a privilege. There is much we can learn

from one another. And so, we look forward to future experiences, which we will be sharing with our expanded Mercy family across Australia and Papua New Guinea.

**Amelia Toffoli**  
Principal

... we continue to offer challenging programmes of international education that encourage and equip students to make a difference locally, nationally and internationally.



# REPORTS FROM SCHOOLS

## SANTA MARIA COLLEGE, ATTADALE, W.A.



As another busy year commences, I look back on 2011 with a great sense of pride. A large amount of planning and hard work throughout the College community has seen many projects and initiatives come to fruition. The variety and vibrancy of College life along with the growth, improvement and exceptional achievements in so many areas bears strong witness to our community living out the Colleges Values of Mercy, Compassion, Justice, Excellence and our 2012 value, Service. The task of highlighting these is a difficult one in deed.

### EDUCATION IN FAITH

The very successful biennial Australian Mercy Secondary Schools Association Conference hosted by the College in July 2011 brought together 200 adult and student delegates from across Australia, New Zealand and Papua New Guinea. International Keynote speakers and forum presenters enhanced the unity of the Mercy spirit in our schools.

2011 marked the fifth successive trip to the Pilbara by staff and students of Santa Maria College taking part in the Punmu Immersion Program. This program, involving a partnership with Rawa School at Punmu, provides a unique opportunity to be immersed in, learn about and appreciate the culture of the indigenous Martu people and to put into practice the charisma of Catherine McAuley.

An important part of the religious formation of students is the opportunity to take part in Reflection and/or Retreat Days. The College's commitment to the first Year 12 Retreat since 1999 was strongly affirmed in the evaluations done by the girls on their return from the three day Retreat, also attended by twenty-one staff.

### LEARNING AND TEACHING

The strengthening of sub-school arrangements, so the Junior, Middle and Senior Schools continue to improve their offerings of age-appropriate curriculum and pastoral care, was a focus of the College Management Team in 2011.

Junior School: The Junior School was modified to include three classes of Years 5 and 6 which saw class sizes reduced to twenty-four students. This, along with access to laptops/classroom computers, specialist secondary teachers in languages, performing arts, physical education and visual arts and the excellent facilities on campus, have all contributed to enhancing the positive influence of the classroom educational experience for our Junior School students.

Middle School: Due to the flexible nature of the Middle School curriculum, the College expanded on a number of very successful integrated learning programs in 2011 to extend students and provide an alternative to traditional teaching and learning styles. Year 8 students were involved in Explore8, a cross-curricular program delivered during two full weeks of Term 4 on the topic 'Improving Australia's Future'. The Program was developed by a team of College staff who are highly committed to middle schooling philosophies and strategies and facilitated by a large number of staff who share their enthusiasm and vision. Students were encouraged to move out of their comfort zone to explore their potential and achieve personal excellence. The Year 9 Cohort worked throughout 2011 on a project entitled Strive9, a Social Action Program with the aim of extending all students and allowing them to be more creative and independent learners. Successful both pastorally and academically, the Program focuses on students sharing their gifts and talents and making a difference in their world.

Senior School: Santa Maria College is not a selective school in terms of enrolment and we have a wide range of academic ability amongst our students. The Class of 2011 performed extremely well with 85% of our students gaining a university rank, the highest percentage recorded at the College. Our students on the ACCESS pathway also gained outstanding results. Of the twenty-eight girls, twenty-one achieved a Certificate IV and five achieved a Certificate III. Santa Maria College received the highest number of Curriculum Council awards (39) in any Catholic School in WA, 12 of them being ACCESS students. There are over 175 secondary schools in Western Australia offering Vocational Education and from these schools only twenty-five students received the Australian Vocational Prize. To have two winners from Santa Maria College is a remarkable achievement.

The last twelve months has seen a continued integration of ICT into the curriculum. An innovative strategy established in 2011 was Classroom 2.0, a forum to showcase best practice and share ways to improve teaching and learning run by our own staff. The College has been designated both as an Apple Distinguished School and a Cisco Exemplar School, one of only two in WA, recognising the College's significant progress in this area and affording us access to accelerated ICT training and technology.

### LEADERSHIP AND MANAGEMENT

The appointment of Mrs Jennifer Oaten to the

position of Deputy Principal, Teaching and Learning in 2011 has seen her focus on the professional development of staff, ICT integration, the tracking of students and differentiation in the classroom, all areas that have benefited from her focus. The appointment of Mrs Shani Andrews to a new position of Head of Professional Learning has seen work commence in 2012 on three projects identified by College Management: a formalised staff mentoring program for staff new to the College, supporting beginning/graduate teachers and effective professional learning. Shani Andrews is acknowledged as a 'super teacher' by peers and a key driver in academic programs such as Explore8 and Strive9.

### STUDENT WELLBEING

Whilst initiatives in the Pastoral Programs of all three Schools are numerous, the work the College undertakes in conjunction with our Parent Council in the hosting of Parent Forums is worth highlighting from an overall holistic perspective. Three very notable speakers presented at forums during 2011, Dr Bruce Robinson speaking on fathers and daughters, Susan McLean speaking on Cyber Bullying and Paul Dillon speaking on Drugs and Alcohol.

### SCHOOL COMMUNITY

The College took possession of the new refurbished McDonald Building in Term 1. The new multifunctional building, which has now doubled in size, provides a wonderful space for College assemblies, teaching rooms, offices, a large entry foyer and kitchen facilities, a climbing wall, drop down audio visual screens, 450 retractable seats, a fitness centre and new changerooms. Term 4 saw the completion of the adjacent beautifully designed landscaped area named The Terrace which allows for many activities: teaching; reflection; student gathering recreation; and outdoor functions.

The College website was redesigned in 2011 entirely with a focus on community. Our students, parents and staff find this online area highly informative and interactive. From its debut the website reflects our constantly evolving College, alive with stories, important articles, pictures, audio and video, something all members of our community can be justly proud.

**Ian Elder**  
Principal

# REPORTS FROM SCHOOLS

## EMMANUEL COLLEGE, WARRNAMBOOL



Once again it is with a great sense of pride, satisfaction and appreciation that I present to you the Emmanuel College report for 2011. I hope that as you read and enjoy it that you remember that we are a community that continues to dream and inspire those within its corridors to dream. To dream is to live and in our College, 2011 was about chasing our dreams.

This year was made somewhat more special for us by the way that we chose to start it. 2011 marked the start of our twenty first year as Emmanuel College, having built on the traditions of the Sisters of Mercy and Christian Brothers for 139 years. So this year we celebrated in a very special way by processing down the main street of Warrnambool, Liebig Street, to the Civic Green where we held our Opening School Mass and Student Leader Induction ceremonies. It was a great sight to see the students parade en mass, but it was a delight to see so many members of the community come out of shops and wave to the students as they passed. It was also delightful to see so many bystanders join in the Opening Mass and ceremonies. Emmanuel College is an integral part of the Warrnambool community and it is essential that we celebrate with that whole community.

### A YEAR OF HIGH AND LOWS

Although there were many highlights throughout 2011, there was also a huge tragedy that affected the whole College community. On the 12th November 2011 whilst travelling to the Dunkeld races, five members of the 2009 graduation class were involved in a tragic and horrific motor vehicle accident and lost their lives. The five young people that died were: Timothy Cooper, Sean Doran, Rebecca McKenzie and the Wright twins, Caroline and Olivia.

This accident had huge ramifications for our College community and the wider Warrnambool community and even today as I write this report I still witness its effects. Whilst a huge sense of loss remains and nothing can ever replace these five beautiful young people in our lives, the sense of community and support that was shown at that time was beyond belief and reinforced for me, and for us all, the importance of faith in our lives. We

will continue to remember Tim, Sean Rebecca, Olivia and Caroline in our prayers knowing that they will always be a part of our community. May their souls rest in peace and may their families continue to be supported as they find peace.

### THE COLLEGE POPULATION

For the twelfth year in a row the population of our College continued to grow with the year 7 group being 225 students, spread through ten homerooms. The College population at February census was 1223 students, but it has grown since then. Applications for year 7 in 2013 continue to grow, however, we now expect the College to consolidate at about this size.

### CURRICULUM

Throughout 2009 and 2010, the College had been re-evaluating the curriculum offerings and timetable to start a transition to school a model; but allow a long process. 2011 saw the introduction of a 10 day cyclic timetable. This also saw a realigning of the structure of the Flexible Learning Years (FLY) program to allow Year 8 to be programmed separately from Years 9 and 10. This transition means that the curriculum now sits well within the school model that was introduced within the College, whereby each of Years 7 and 8 (Junior school), Years 9 and 10 (Middle school) and Years 11 and 12 (Senior school) is overseen by a Head of School. This new curriculum model allowed subject realignment in preparation for a National Curriculum.

### THE PARENTS AND FRIENDS GROUP

The Parents and Friends group continue to make a vital contribution to our College and it is important that they continue to flourish. At the end of 2011 the P&F donated \$127,000 to the College with the view that this money be used to support technology in the new building by way of supplying ten new smartboards with the remaining funds supporting the landscaping of the project.

The Parents and Friends are a vital part of our growing College and we need many new faces to spread the load of the work. I cannot thank the P&F enough for their vital work. Important events like the Year 12 Graduation and the Year 11 Presentation Ball, which are

essential parts of our rights of passage, could not happen without them.

### OUR INSPIRING ALUMNI

Saturday 5th November saw the College host its third evening of Inspiration, whereby five old collegians were inducted with the intent that they indeed inspire all our students to aspire. They are ordinary people who have worked in their chosen field and achieved at a very high level.

The 2011 Inductees were:-

Jonathon Brown: Sport  
Prof Colin Ferguson: Academia  
Sr Adele Howard: Service  
Shaun Ryan: Sport  
Karan Smith: Health

The event was made more special by the attendance of Mr Martin Flannagan and his wife Poly. Martin is a well known and respected author with an interest in sports. He presented the key note address and then joined Jonathon on stage for a session on the couch.

### THE LITTLE SHOP OF HORRORS

Following on from the Pirates of Penzance production in 2010, the College musical for 2011 was the Little Shop of Horrors. Once again directed by parents Richard and Kerry Ziegeler; however, this year because the Warrnambool Entertainment Centre was out of action, it was performed in the Ardlie Street hall. A huge stage was constructed and the plant named Dorothy was a sight to behold. It was very entertaining and all involved learnt a lot from the experience. Hopefully this will set the scene for many Emmanuel College Musical Productions in the years to come.

### STUDENT OUTCOMES

Once again we can all be proud of our student body and the teachers that support them in achieving their dreams and their goals.

Whilst VCE results are only one measure of success, I am happy to report that there was a 99% pass rate, and Bethany Taggart was the College Dux, with an ATAR score of 98.05.

**Philip Morison**  
Principal

# REPORTS FROM SCHOOLS

## CATHOLIC COLLEGE BENDIGO



### FAITH

In 2011 our College was challenged to 'Awaken the goodness within'. As a Christian community we were called to realise the 'goodness' of Christ's presence in ourselves, in each other and in our world. So too, are we challenged to enable other people to find this same goodness within themselves so that together we can work towards creating a world that is more peaceful, more just and more loving.

Reflecting on our last twelve months, there are so many ways that we have awoken and expressed the goodness within our community. The Samoan Immersion experience, St Vincent de Paul winter appeal, Project Compassion campaign, soup van, Justice Matters classes and the fundraising for Mercy and Marist missions and local charities, are just a few of the many ways we demonstrate a Christ that is very active and alive in our world. The staff members this year accepted the call to support Mercy Works and donated nearly \$17,000 through weekly salary deductions. This is continuing this year.

### PASTORAL CARE

As mentioned in last year's report, our year began with a two day Conference for all staff. During this time we focused on the new College Mission Statement and what it really means to be part of the Catholic College Bendigo community. Throughout the year we have continued to discuss what the most important aspects of our role as educators are in the year 2011 and the years ahead.

Throughout the year there have again been many opportunities for students to see the goodness within. We had a number of students attend World Youth Day in Madrid. Others went on the Immersion Program to Samoa. For the first time we had some athletes compete in the World School Games in Poland and these girls acquitted themselves very well in a competition of a very high standard. In addition to these, there are seemingly endless individual and group activities that students have had the opportunity of participating in this year.

### LEARNING

The implementation of a number of major teaching and learning initiatives has meant that students and staff have experienced many opportunities, challenges and change within and beyond our classrooms in the last 12 months. After three years of negotiation, planning and building, the partnership between Catholic College Bendigo, other schools in the Bendigo community and TAFE culminated in our students being able to access some of the premier trade training facilities in Australia. The College has increased its role in providing young people with immersion opportunities in the world of robotics and 3D printing. What does this all mean? Our students will have a greater array of choices and have training delivered which often goes beyond contemporary industry standards. Our students are being provided with skills training necessary for the workplaces of tomorrow.

We changed the contents of many of our student's school bags half-way through the year when we rolled out the student Lifebook program to Years 9 and 10. This has continued into Years 11 and 12. Staff have invested time encouraging students to be more discerning in regards to the information available through the internet. Staff spent more time discussing what 'quality' learning is, how the Lifebook can be utilised as a tool to enhance learning, and attended sessions on Wednesdays after school, which assisted them to develop their own skills in the use of learning technologies.

Some things stayed the same. The College continued to promote learning which occurs beyond the classroom. The debating and public speaking skills of students were honed by staff through many hours of tireless work. The community interviews which are now an integral part of the Year 9, 20th Century History experience, bring the community to the school and takes the school to the community. Our students' involvement with Righteous Pups, visiting and volunteering in aged care facilities, our Author-in-Residence program and the many excursions and guest speakers reflected our commitment to 'Lifelong Learning'.

### FACILITIES

Trade Training Centre at La Valla has been a huge investment in our facilities. There are now new opportunities for courses in Agriculture, Horticulture and Laboratory Skills and new pathways for our students. All staff and students who have been part of the development of Agriculture at La Valla over the past ten years should take great pride in what has emerged from a simple vision and significant passion.

The new English Learning Centre at Coolock was completed in December. We anticipate the blessing and official opening of this Centre will occur in June. This has provided us with seven new classrooms and other teaching spaces that we very much look forward to using this year.

### AND 2012 . . .

The Most Rev. Leslie Tomlinson DD was installed during Term One as the 7th Bishop of Sandhurst. It was a wonderful celebration and there was a strong sense of welcoming for our new Bishop as parishioners from all parishes across the diocese came to celebrate the beginning of a new era. We were very fortunate to have the opportunity to welcome Bishop Leslie to speak at our first whole College Assembly just two weeks later.

It seems that there are certain events, celebrations and learning experiences that always happen in Term One. This year has been no exception at Catholic College Bendigo. This would not be surprising was it not for the fact that Term One has only had eight weeks rather than the usual ten. As we come to the end of Term One I would like to openly thank and congratulate all the staff, students and parents who have given so much of themselves to ensure we have had such a wonderful commencement to this Academic Year. Amidst what seems an endless list of quality co-curricular activities we have also had a very strong start to classroom learning and our students should all be very pleased with the academic grounding provided during this very important first term.

**Mr Darren McGregor**  
Principal

# INSTITUTE OWNED SCHOOLS STATISTICS

## MERCEDES COLLEGE, PERTH W.A.

Students: 936	Staff:	Teaching	89
		Non-teaching	41
		Religious	1

**HEAD COUNT 131 = 110 FTE**

## ACADEMY OF MARY IMMACULATE, FITZROY

Students: 644	Staff:	Teaching	56
		Non-teaching	31
		Religious	1

**HEAD COUNT 88 = 70.3 FTE**

## SACRED HEART COLLEGE, GEELONG

Students: 1355	Staff:	Teaching	102
		Non-teaching	47
		Religious	0

**HEAD COUNT 149 = 128 FTE**

## ST ALOYSIUS COLLEGE, NORTH MELBOURNE

Students: 523	Staff:	Teaching	52
		Non-teaching	18
		Religious	0

**HEAD COUNT 70 = 64.1 FTE**

## SACRED HEART COLLEGE, KYNETON

Students: 785	Staff:	Teaching	67
		Non-teaching	41
		Religious	0

**HEAD COUNT 108 = 89.64 FTE**

## MOUNT LILYDALE MERCY COLLEGE, LILYDALE

Students: 1472	Staff:	Teaching	116
		Non-teaching	61
		Religious	1

**HEAD COUNT 178 = 154.4 FTE**

## ST JOSEPH'S COLLEGE, MILDURA

Students: 877	Staff:	Teaching	75
		Non-teaching	43
		Religious	2

**HEAD COUNT 120 = 102 FTE**

## OUR LADY OF MERCY COLLEGE, HEIDELBERG

Students: 1136	Staff:	Teaching	94
		Non-teaching	34
		Religious	0

**HEAD COUNT 128 = 114.3 FTE**

## ST BRIGID'S COLLEGE, LESMURDIE

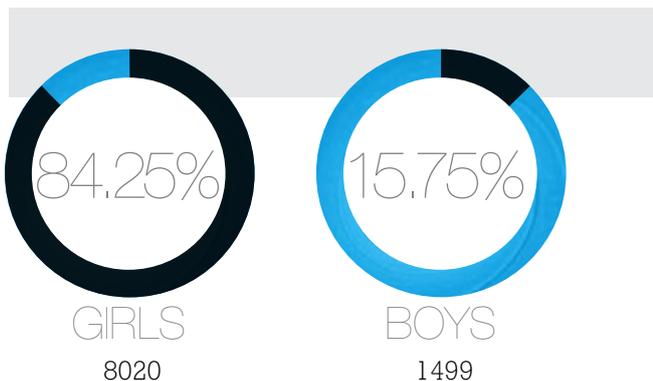
Students: 1252	Staff:		
	Yrs 7-12 = 740	Teaching	85
	Yrs P-6 = 418	Non-teaching	54
	Pre Kinder + Kinder = 94	Religious	0

**HEAD COUNT 139 = 127.4 FTE**

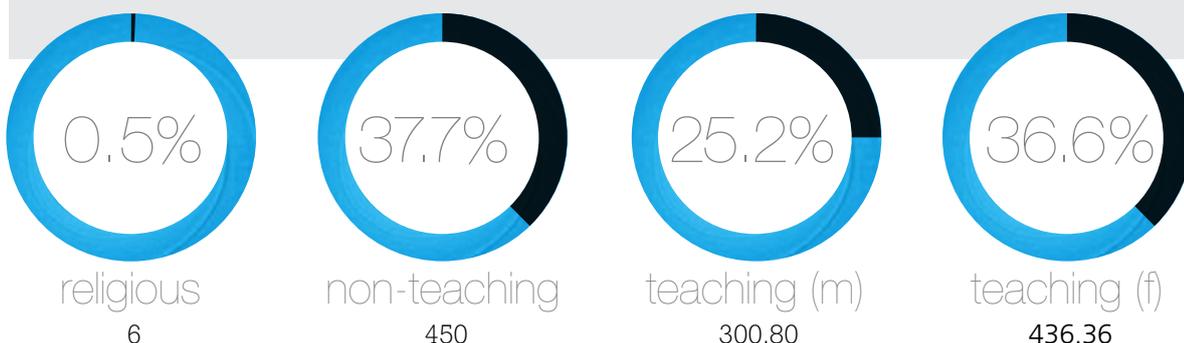
## SANTA MARIA COLLEGE, ATTADALE W.A.

Students: 1194	Staff:		
	Yrs 7-12 = 1051	Teaching	100
	Yrs 5-6 = 143	Non-teaching	80
	Religious	1	

**HEAD COUNT 181 = 156.73 FTE**



## FTE



# CO-SPONSORED SCHOOLS STATISTICS

## EMMANUEL COLLEGE, WARRNAMBOOL

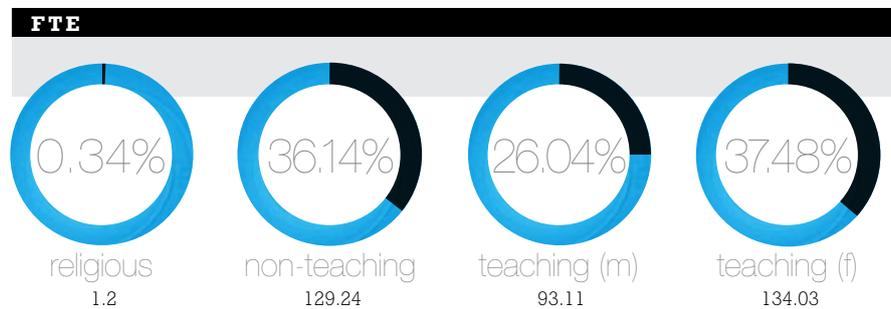
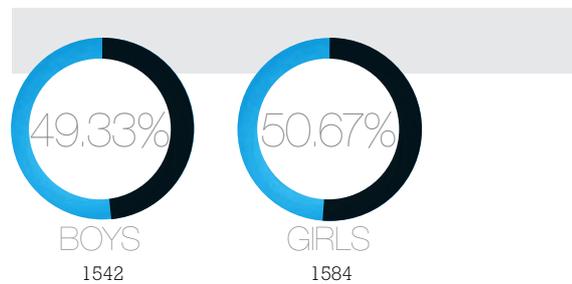
Students: 1223	Staff: Teaching	95
	Non-teaching	66
	Religious	1

**HEAD COUNT 162 = 130.31 FTE**

## CATHOLIC COLLEGE BENDIGO

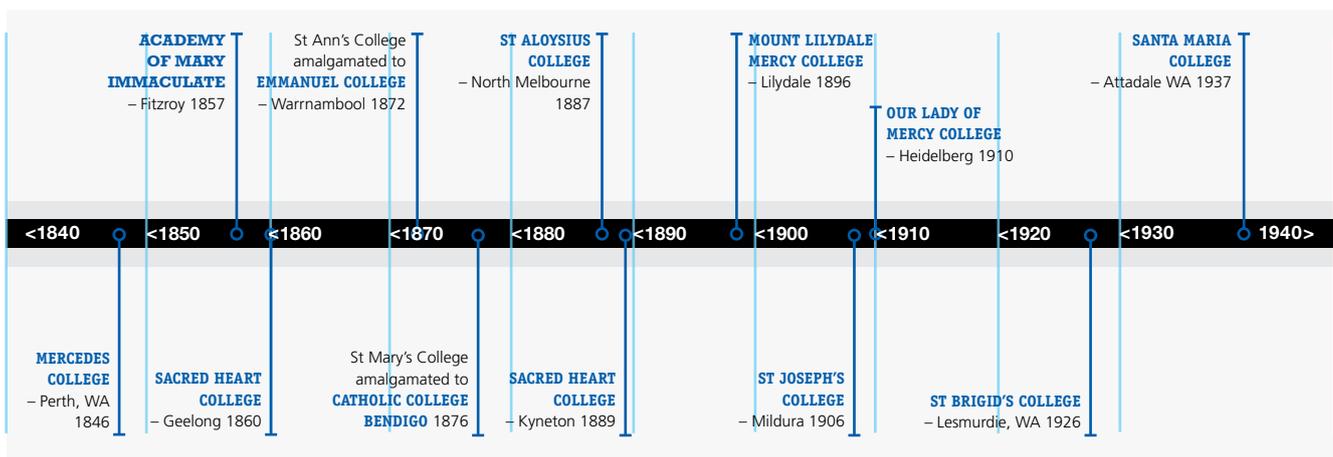
Students: 1903	Staff: Teaching	164
	Non-teaching	100
	Religious	3

**HEAD COUNT 267 = 229 FTE**



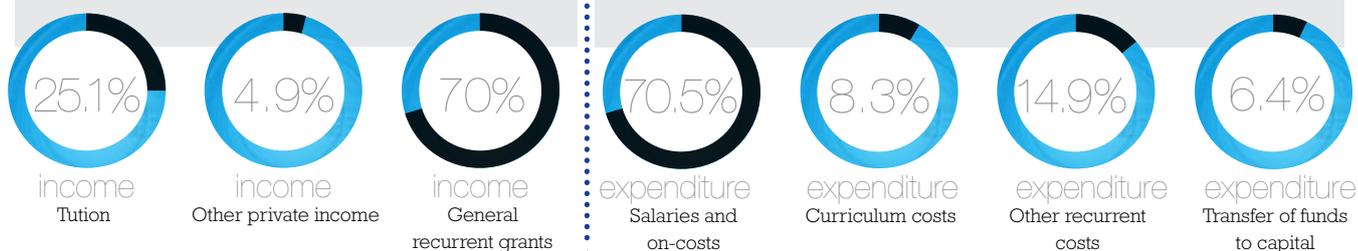
Mercy Education Limited has supported a number of programs that ensure Catherine McAuley's vision and the lived Gospel are at the heart of each Education Community.

## COLLEGE FOUNDATION DATES

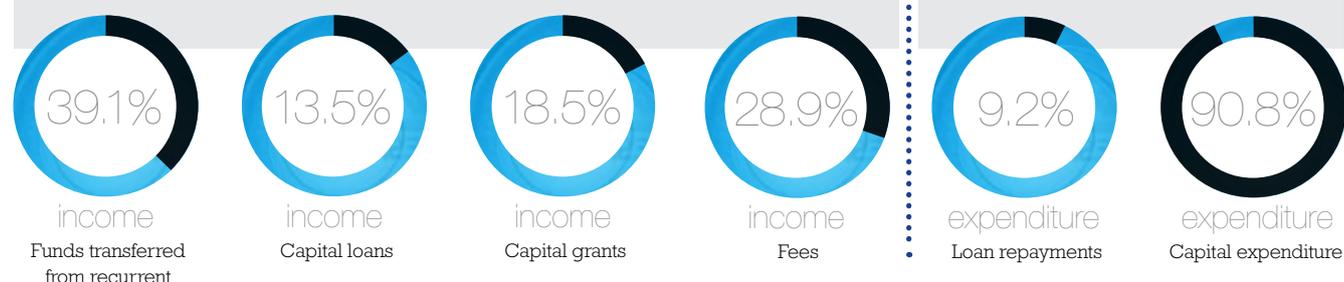


# INSTITUTE OWNED SCHOOLS (VIC) INCOME AND EXPENDITURE

## RECURRENT



## CAPITAL



## MERCY SECONDARY EDUCATION INCORPORATED (VIC)

Excludes Depreciation

RECURRENT	12 MONTHS ENDED 31 DECEMBER 2010		12 MONTHS ENDED 31 DECEMBER 2011	
<b>INCOME</b>				
Tuition	22.8	17,223,182	25.1	21,150,087
Other private income	5.1	3,888,006	4.9	4,166,714
General recurrent grants	72.1	54,453,012	70.0	58,952,707
	<b>100%</b>	<b>\$75,564,200</b>	<b>100%</b>	<b>\$84,269,508</b>
<b>EXPENDITURE</b>				
Salaries and on-costs	76.6	57,915,067	70.5	59,368,755
Curriculum costs	8.8	6,617,647	8.3	6,962,865
Other recurrent costs	14.5	10,959,756	14.9	12,532,597
Transfer of funds to capital	0.1	71,730	6.4	5,405,291
	<b>100%</b>	<b>\$5,564,200</b>	<b>100%</b>	<b>\$84,269,508</b>
<b>CAPITAL</b>				
	12 MONTHS ENDED 31 DECEMBER 2010		12 MONTHS ENDED 31 DECEMBER 2011	
<b>INCOME</b>				
Fees	69.2	10,123,111	39.1	7,319,186
Capital grants	27.1	3,963,123	13.5	2,528,120
Capital loans	3.2	461,354	18.5	3,470,272
Funds transferred from recurrent	0.5	71,730	28.9	5,405,291
	<b>100%</b>	<b>\$14,619,318</b>	<b>100%</b>	<b>\$18,722,869</b>
<b>EXPENDITURE</b>				
Loan repayments	14.1	2,065,293	9.2	1,722,358
Capital expenditure	85.9	12,554,025	90.8	17,000,511
	<b>100%</b>	<b>\$14,619,318</b>	<b>100%</b>	<b>\$18,722,869</b>

# COLLEGE ADVISORY COUNCIL MEMBERS – SPONSORED & CO-SPONSORED

## SCHOOL COUNCILLORS, SPONSORED SCHOOLS

### ACADEMY OF MARY IMMACULATE, FITZROY

Chair	Mr James Baker
Deputy Chair	Ms Anne Walsh
Principal	Sr Mary Moloney rsm
Mercy Education Nominee	Sr Madeleine M Fox rsm
Council Member	Mr Adrian Fuller
Council Member	Ms Maureen Bohan
Council Member	Mr Peter Cattapan
Council Member	Ms Rita Crima (Martin)
Council Member	Ms Deni Hexter
Council Member	Sr Carole McDonald rsm
Council Member	Ms Leanne Abela
Council Member	Dr Timothy Lightfoot
In attendance:	Mr Joe Konynenburg (Business Manager & Minute Secretary)

### SACRED HEART COLLEGE, GEELONG

Chair	Mr Mark (Jack) Sheehan
Deputy Chair	Mrs Louise Paatsch
Principal	Ms Regina Byrne
Mercy Education Nominee	Sr Joan Wilson rsm
Council Member	Ms Jennifer Griffiths
Council Member	Ms Elise Perry
Council Member	Mrs Suzanne Skidmo
Council Member	Mr Brett Amezdroz
Council Member	Dr Veronica Fitzgerald
Council Member	Mr Stephen Fernandes
Minute Secretary	Ms Angela Battaglia
In attendance:	Ms Kath Walsh (Development Manager)

### OUR LADY OF MERCY COLLEGE, HEIDELBERG

Chair	Mr Pat Heagerty
Deputy Chair	Mrs Tania Rostan
Principal	Ms Julie Ryan
Mercy Education Nominee	Sr Eileen Ann Daffy rsm
Council Member	Mr Kevin McEvoy
Council Member	Mr Nicolas Sulzberger
Council Member	Mrs Maree Mahoney
Council Member	Ms Annmarie Farrell
Council Member	Mr Stephen Dole
Council Member	Ms Deborah Houston
Council Member	Mr Paul Tynan
Minute Secretary	Ms Debra Cassidy

### SACRED HEART COLLEGE, KYNETON

Chair	Mrs Rosemary Scarlett
Deputy Chair	Mr Paul Strang
Principal	Mr Craig Holmes
Mercy Education Nominee	Sr Kaye Evans rsm
Council Member	Mr Robert Carrucan
Council Member	Mr David De Grandi
Council Member	Mrs Christine Mathieson
Council Member	Mrs Yvonne Pearce
Council Member	Mr Brian Reed
Minute Secretary:	Mr Timothy Walsh (Business Manager)

### MOUNT LILYDALE MERCY COLLEGE, LILYDALE

Chair	Mrs Marianne Birtchnell
Deputy Chair	Mr Andrew Sherman
Principal	Mr Bernard Dobson
Mercy Education Nominee	Dr John Brick
Council Member	Mrs Angela Soldani
Council Member	Mr Paul Tyndall
Council Member	Mr Victor Miles
Council Member	Mrs Laura Nation
Council Member	Mrs Paula Pearce
Minute Secretary:	Ms Kathy Broadbent
In attendance:	Mr Dean de Munk (Business Manager)

### ST JOSEPH'S COLLEGE, MILDURA

Chair	Mr Chris Ellis
Deputy Chair	Mr Kevin Towns
Principal	Mr Darren Atkinson
Mercy Education Nominee	Sr Madeleine M Fox rsm
Council Member	Mrs Elvira Mazza
Council Member	Mr Darryl Pearl
Council Member	Mrs Julieanne Rigby
Council Member	Mr Patrick Timmons
Council Member	Mrs Suzanne Watt
Minute Secretary:	Mrs Tracy Aston
In attendance:	Mrs Anne Hoyle (Business Manager) Dr Tony Finn (Director of Religious Education)

### ST ALOYSIUS COLLEGE, NORTH MELBOURNE

Chair	Mr Rick Wight
Deputy Chair	Dr Patricia McNamara
Principal	Mr John Davidson
Mercy Education Nominee	Sr Helen Delaney rsm
Council Member	Ms Pauline Ashton
Council Member	Jeffrey Hanlon
Council Member	Mrs Lynette Hamon
Council Member	Mr Damian Nippard
Council Member	Ms Anne Henderson
Council Member	Mr Maurice Roda
Council Member	Mrs Katherine Williams
In attendance:	Mr Brian Collins (Business Manager)

### MERCEDES COLLEGE, PERTH

Chair	Mr Colin Keogh
Deputy Chair	Ms Freda Crucitti
Principal	Mrs Sheena Barber
Mercy Education Nominee	TBA
Council Member	Mr Robert Coltrona
Council Member	Dr Sue Byrne
Council Member	Mrs Kerrin Girando
Council Member	Mr John Pereira
Council Member	Mr Mark Sleight
Council Member	Mr Ian Barter
Minute Secretary:	Mrs Leanne James
In attendance:	Mrs Loretta Wholley (Deputy Principal – participating in Aspiring Principals Program)

### SANTA MARIA COLLEGE, ATTADALE W.A.

Chair	Mrs Dorothy Guerini
Deputy Chair	Mr Andrew Kite
Principal	Mr Ian Elder
Mercy Education Nominee	Mr Steve O'Reilly
Council Member	Sr Florence O'Sullivan
Council Member	Mr John Chortis
Council Member	Mr Ian Clark
Council Member	Mrs Michele Doray
Council Member	Mr Matthew Kenny
Council Member	Mr Francis Lynch
Council Member	Mrs Tanya McGuire
Minute Secretary	Mrs Maureen Gittos
In attendance:	Jim Watkins (Business Manager)

### ST. BRIGID'S COLLEGE, LESMURDIE W.A.

Chair	Ms Rachel Lewis
Principal	Dr Amelia Toffoli
Mercy Education Nominee	TBA
Council Member	Fr Ken Asaba
Council Member	Mr Neil Grime (Director of Finance)
Council Member	Ms Tamara Matsumoto
Council Member	Retired Justice Michael Murray
Council Member	Mr Russell Thom
Council Member	Mr James Trail
Minute Secretary:	Mrs Pauline Guerinoni

## CO-SPONSORED SCHOOLS

### CATHOLIC COLLEGE BENDIGO

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

### EMMANUEL COLLEGE, WARRNAMBOOL

Chair	Ms Felicity Melican
Deputy Chair	Mrs Linda Wilkie-Bell
Principal	Mr Phil Morison
Mercy Education Nominee	Sr Joan Wilson
Council Member	Fr. Bill Van de Camp
Council Member	Mr Jim Dwyer
Council Member	Mr John Hingston
Council Member	Mr Mark Bourke
Minute Secretary	Miss Nikki Williams
In attendance:	Mr Bill Slatter





Mercy   
Limited  
Education

ACN: 154 531 870

720-726 Heidelberg Road  
Alphington Victoria 3078

Tel: (03) 9499 1577 Fax: (03) 9499 3897

Email: [board@mercyed.org.au](mailto:board@mercyed.org.au)

[www.mercyed.org.au](http://www.mercyed.org.au)

PO Box 5067

Alphington Victoria 3078

ABN: 48 467 914 253