

2023

Annual Report to the School Community



Catherine McAuley College

164 Barkly Street, BENDIGO 3550

Principal: Brian Turner

Web: www.cmc.vic.edu.au

Registration: 130, E Number: E3002

Principal's Attestation

I, Brian Turner, attest that Catherine McAuley College is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 27 Mar 2024

About this report

Catherine McAuley College is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report is supplementary to other forms of regular communication to the school community regarding initiatives, activities and programs which support the learning and wellbeing of its students. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

Governing Authority Report

Mercy Education Limited (Mercy Education) is an incorporated ministry of **Mercy Ministry Companions (MMC)**. MMC is responsible for ensuring, as faithfully as Catherine McAuley and her sisters, that the Catholic identity, charism and spirituality of schools previously under the stewardship of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG), thrive into the future.

MMC delegates the responsibility of these thirteen schools' governance to Mercy Education. There are nine schools in Victoria, three in Western Australia and one in South Australia.

Commencing on 3 December 2021, the MMC Trustee Directors were installed by the Institute Leadership Team of ISMAPNG as the canonical authority for Mercy Education Ltd. The Trustee Directors also comprise the Board Directors of Mercy Ministry Companions Limited (MMCL), the civil body of Mercy Ministry Companions. Mercy Ministry Companions Limited is the Member of Mercy Education Limited.

In transferring the incorporated Education, Health and Community Service ministries to Mercy Ministry Companions, the Institute Leadership Council and the Institute has entrusted the Trustee Directors with this Mercy heritage and empowered them to develop new expressions of the "gift of mercy". In the new era of Mercy Ministry Companions, canonical stewards, board directors, executives and management continue to embody the compassion, hospitality, integrity, care, justice, practicality and service which characterise contemporary channels of Mercy.

The governance role of the Board of Mercy Education is confined to the thirteen schools and sets policies, approves schools' strategic plans, appoints Principals, approves senior leadership positions and fulfils due diligence in finance and audit management, capital development, risk management and litigation.

The current Board Directors and National Office Staff of Mercy Education are listed at <https://www.mercy.edu.au/governance/board-members>

and <https://www.mercy.edu.au/governance/office-members> respectively.

Catherine McAuley College is a Mercy Education Limited School.

Mercy Education is the Employer of the Principal and staff of the Mercy Colleges. The existence of Mercy Education Limited gives strength, support and solidarity to each of the member Mercy schools and its community.

Vision and Mission

Our Vision

Catherine McAuley College (CMC) lives out the Mercy charism, striving to make Jesus Christ known and loved by all. We are a Child Safe School, our learning community identifies, values and develops the gifts of each young person and provides them with educational opportunities to experience personal success.

Our Touchstone Statement

Inspiring members of our community to be learners impelled to thrive and serve.

Our Mission Statements

To:

- provide a broad and challenging academic curriculum which fosters a passion for learning, develops independent, critical thinkers and focuses on excellence.
- offer a mature and responsive student wellbeing program, as an integral element of an inspiring and rewarding education.
- recognise that quality educational outcomes are driven by excellence in teaching and learning provided by the highest quality, motivated teaching and educational support staff.
- lead and innovate in developing resources, sites and facilities that support students' learning in a dynamic 21st century environment.
- provide a rich source of opportunity, personal growth and sense of belonging for all members.
- secure a sustainable future that supports investment in facilities and resources, which deliver a visionary education for CMC students.

Our Strategic Pillars

To uphold and deliver CMC's Vision and Missions, the College has developed a series of strategic pillars.

- Student Learning and Achievement
- Student Wellbeing
- Excellence in Staff
- Innovation and Resources
- Secure Future

College Overview

Catherine McAuley College (CMC) has a proud tradition of Catholic education dating back to 1876 when Sister Aloysius Martyn and the Sisters of Mercy first arrived in Bendigo. For nearly 150 years, the Sisters of Mercy have given extraordinary service to the Bendigo community. We are inspired by the pioneering spirit of our founders to continue their legacy of service, offering an outstanding Catholic education to the families of Central Victoria and working towards a secure sustainable future.

The College is situated on two campuses nine kilometres apart. Years 7 to 9 are at Coolock Campus on the eastern edge of Bendigo and Years 10 to 12 are at St Mary's Campus in the city centre. In 2023 the total enrolment was 1546 students - Coolock 911/St Mary's 635 (Feb 23 census).

The College is in the Catholic Diocese of Sandhurst and in being so, operates at the grace of the Bishop of Sandhurst, Most Rev Shane Mackinlay DD. The College liaises closely with the nine Catholic primary schools in the Diocese to provide a 13-year journey in Catholic Education.

Mercy Education Limited appoints the Principal, to whom they delegate the administration of the College. The Principal is responsible for the Catholic ethos of the College, the educational administration, the selection of staff and designation of duties within the College, the curriculum, the academic standards, school discipline within the pastoral criteria established by the Advisory Council, and the care and maintenance of the College.

At CMC, we are dedicated to evidence-based learning where growth and academic success is constantly measured and celebrated. We are dedicated to developing students who are independent, critical and creative thinkers, with a passion for learning and striving for excellence. Our students are empowered to see themselves as positive agents of change, who are called to participate actively and ethically in society as young people of Mercy.

Our programs are inclusive and learning settings are innovative, stimulating and continue to evolve from our master plan. Bright and expansive learning spaces that accommodate growing enrolments and innovative educational approaches are complemented by attractively designed passive and active recreation areas.

In September 2023, we celebrated the opening of the Mercy Junortoun Sporting Precinct. It is a high-quality state-of-the-art junior sporting hub with irrigated sports fields, indoor basketball courts and cricket nets, AFL and soccer fields alongside netball courts, serving both our school and local community. The precinct supports educational use during school hours and community use outside school hours.

Partnerships are valued at CMC to support outstanding learning opportunities and better facilities for our students and the community. As well as the partnership with the City of Greater Bendigo to provide excellent sporting facilities, the College also has partnerships with Mercy Health, Australian Catholic University, Cricket Australia and Liverpool FC.



Principal's Report

2023 was memorable for all the right reasons. Our students had the opportunity to learn, grow, explore and express themselves in all the ways that young people should as they develop into young adults and prepare for the world.

I am proud to say that students have made full use of all opportunities offered to them by achieving their best in artistic, academic, social justice and sporting endeavours across the College.

During the year, our staff undertook training for the Berry Street Education Model which focused on classroom strategies to help students regulate emotions and promote on-task learning.

People and relationships are central to our community and our traditions such as Mercy Day, retreats and camps, concerts, the College Production, Caritas Ks and carnivals, are all part of the rich experience of growing up at Catherine McAuley College.

We are proud of the student leadership team who worked hard to build community spirit through the many College events and fundraising efforts for Caritas, Vinnies, Mercy Works and Bendigo Foodshare.

The 2023 graduating class commenced in 2018 when we were exploring our new identity as Catherine McAuley College. They were the first students to wear the new uniform and were pioneers throughout their secondary school years, rising to meet many challenges. We congratulate this outstanding cohort who achieved the highest proportion of ATAR scores above 70 in the history of our school and we wish the Class of 2023 every success in the years ahead.

Change and growth are valued at CMC and we are always evolving and planning to meet the changing needs of our students as we continue to develop our Master Plan and review our processes. Substantial development is anticipated in coming years to provide specialist learning opportunities at Coolock for more year levels, making the most of the gift of space that we have at Junortoun.

A highlight of 2023 was the completion and opening of the Mercy Junortoun Sporting Precinct (MJSP) which has taken almost ten years of vision, planning, negotiations and hard work. The dream has finally turned into reality and will benefit current students as well as the community for many, many years.

While we have continued to develop and strengthen our existing partnerships at CMC, in Term 4 we celebrated the launch of a new relationship with Liverpool Football Club

International Academy. We also celebrated and honoured a partnership from our past during 2023, with the St Vincent's College anniversary gathering and Sports Hall of Fame.

Our College theme for 2023 was May your word be a lamp to our feet and a light to our path, which explored the idea that the word of God not only illuminates the path for us to follow but also gives our lives direction. This call to action underpinned our celebrations during the year.

Mr Brian Turner, Principal



Catholic Identity and Mission

Goals & Intended Outcomes

We strive to make Jesus known and loved by all.

Like Catherine McAuley, the teachings of Jesus and the Gospels inspire us in our words and actions and support the Mercy Values of Compassion, Justice, Respect, Hospitality, Service and Courage.

Our goal is to support students in developing a meaningful, contemporary connection to their faith through prayer, liturgies, social justice activities, community service and Mercy in action.

Achievements

2023 College Theme:

May your word be a lamp to my feet and a light to my path

The theme taken from the Psalm 119:105 is a call to action – Jesus' words impel us to act, to be people that see a need and act on it. His words move us, guide and steer us, and keep us on the right path. We know without Jesus' guiding light, we will stumble and fall, but with it, we will have light and know which path to take.

Faith and Mission

As a faith-filled community, Catherine McAuley College fosters the development of people who are Christ centred, hope filled and agents of change. To achieve this in 2023, we worked together each term to raise awareness and funds for the following organisations:

- Caritas Australia Project Compassion: For All Future Generations was the 2023 theme and our donations helped create lasting change. The College raised \$5,000 through its solidarity fundraising campaign where students walked six kilometres along the O'Keefe Trail.
- St Vincent de Paul Society: The College supported Vinnies through a coat drive to support the most vulnerable in our community.
- Mercy Works: Mercy Day was celebrated by the whole College community in the newly built Mercy Junortoun Sporting Precinct. Our liturgy focused on the legacy of Catherine and the continued work of the Sisters of Mercy. \$18,000 was raised through our fundraising efforts and the Mercy Day Carnival.
- Bendigo Foodshare: Supporting our local community in the lead up to Christmas the College donated 300 kilograms in food items, prepared over 700 dinners, donated fresh produce from the Trade Training Centre and raised \$2,116.20.

Value Added

Connecting to our Mercy story is important in the spiritual journey of students at Catherine McAuley College. We seek to develop a social conscience in our students through faith in action and living Mercy in our daily lives. The College offered the following opportunities in 2023 to strengthen students' awareness of our Mercy story, local and global issues and understanding of the Gospel values.

- Religious Education program in Years 7 – 12
- Liturgical celebrations
- Daily prayer in Student Advocate Groups
- Opening Mass
- Year 12 Retreat
- Shrove Tuesday
- Caritas Project Compassion launch for the Sandhurst Diocese
- Ash Wednesday Liturgy
- Caritas Ks – Solidarity action day
- Easter Liturgy
- Year 7 Encounter Day
- Vinnies Winter Appeal
- Anzac Liturgy
- Mercy Works guest speaker, Jo Casamento
- Mercy Day Liturgy and Carnival
- Year 11 Retreat
- Year 9 Encounter Day
- Rug Up Day
- Seasons of Creation Diocese Mass
- Year 12 Graduation Mass
- Remembrance Day liturgy
- Faith Professional Learning for staff
- Year 7 Community in Action
- Friends Igniting Reconciliation through Education (FIRE) Carrier program



Learning and Teaching

Goals & Intended Outcomes

Our goal is to meet every student at their point of need and achieve one year's growth for each year the students are at Catherine McAuley College. To achieve this, we offer a diverse range of programs and support for our students at every stage of their academic journey.

Students' programs are planned to support their selected pathway and to assist them to transition successfully from CMC to further studies and vocations. Students' programs are continuously reviewed and new subject offerings are explored. Opportunities and programs have been expanded, particularly with the implementation of the VCE Vocational Major.

Our Religious Education program underwent significant review and staff explored how we can develop a program of pedagogical encounter and dialogue. A College priority was focussing on routine and structure in classrooms.

Achievements

We are delighted to highlight the significant strides made in cultivating settled and routine classroom environments as we transitioned back to a semblance of normalcy post-COVID. Throughout the year, we witnessed the resurgence of cherished educational experiences such as camps, excursions, sports and extracurricular activities, all contributing to the holistic development of our students. This return to pre-pandemic activities not only invigorated our school community but also provided invaluable opportunities for students to engage in hands-on learning experiences beyond the confines of traditional classrooms.

Years 7 to 9 visited the Bendigo Tech School for programs, where they immersed themselves in innovative programs harnessing 21st-century technology. Through hands-on experiences and collaborative projects, students explored cutting-edge concepts seamlessly integrated with their curriculum outcomes. This immersive learning opportunity not only equipped them with essential technological skills but also fostered creativity, critical thinking and a deeper understanding of real-world applications, preparing them to thrive in an increasingly digital landscape. Through embracing consistent approaches and teaching practices, we fostered an environment conducive to growth and exploration, empowering students to thrive academically, socially and emotionally.

iGEN (Intergenerational Learning) is a partnership between Mercy Health and Catherine McAuley College. The program continued to grow in 2023 with six classes across the year visiting Mercy Health Bethlehem Home for the Aged and expanded to include Golden Rise Independent Living Units, weekly and engaging with residents. The program has grown strongly since its implementation, building close connections with students and residents,

fostering a profound sense of empathy, understanding and mutual respect between generations. This intergenerational exchange transcends traditional educational boundaries, instilling in students a deeper appreciation for the value of community, companionship, and human connection. iGEN extended the program to Shepparton and Ballarat over the past 12 months.

Student Learning Outcomes

Throughout 2023, the College used several assessment tools to track Years 7 to 10 literacy and numeracy. These tools included ACER PAT-R and PAT-M adaptive tests, E Write, Renaissance Reading and Essential Assessment.

NAPLAN

New standards were introduced to NAPLAN reporting in 2023. This reporting replaces the previous numerical NAPLAN reporting bands and national minimum standards and results cannot be compared from previous years.

VCE

The Catherine McAuley College Dux for 2023 was Tess Rule achieving an ATAR of 95.25. Year 12 student Alex Duke achieved a perfect study score of 50 in Physical Education.

2023 saw the highest proportion of students achieving ATAR scores over 70 ever. Physical Education achieved an average study score of 34 and General Maths average study score had a significant increase of an average four study score points to 30.5.



NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 7	526	57%
	Year 9	538	55%
Numeracy	Year 7	521	65%
	Year 9	551	63%
Reading	Year 7	537	72%
	Year 9	555	60%
Spelling	Year 7	530	70%
	Year 9	552	65%
Writing	Year 7	535	66%
	Year 9	562	60%

*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

Senior Secondary Outcomes	
VCE Median Score	29
VCE Completion Rate (includes VCE VM completions)	100.00%
VCAL Completion Rate (VCAL Intermediate)	100.00%

*Not reported due to insufficient data i.e. less than 4 student enrolments for VCE/VCAL.

Post-School Destinations as at 2023	
Tertiary Study	[ASR_PostSchoolDestinations.tertiary]
TAFE / VET	[ASR_PostSchoolDestinations.tafevet]
Apprenticeship / Traineeship	[ASR_PostSchoolDestinations.apprenticeship]
Deferred	[ASR_PostSchoolDestinations.deferred]
Employment	[ASR_PostSchoolDestinations.employment]
Other - The category of Other includes both students Looking for Work and those classed as Other	[ASR_PostSchoolDestinations.other]



Student Wellbeing

Goals & Intended Outcomes

Catherine McAuley College is an inclusive community that is enriched through cultural diversity, empathy and understanding. All members are expected to be respectful and considerate, be of service to others and to care for the Earth.

Our goals include:

- facilitating a smooth transition to secondary school
- offering effective student pastoral care
- nurturing confident and independent young adults in a safe environment
- providing support for academic and social-emotional growth.

In 2023, a priority was monitoring and supporting students in attendance, engagement, social-emotional learning and academic performance.

Achievements

Student Advocates and Individual Support

The College prioritises student wellbeing with integrated support systems. Key features include:

- Scheduled Student Advocate time for regular social and academic support.
- Year Level Learning Leaders coordinate individualised support, informed by Student Advocate updates and SIMON data.
- Learning Diversity teams assist students with additional needs.
- Additional supports such as occupational therapists, psychologists, counsellors and career practitioners ensure holistic wellbeing and academic success for all students.

Berry Street Education Model Implementation

In 2023, the College implemented the Berry Street program, providing professional learning for all staff. This evidence-based framework empowers teachers to create an environment conducive to learning, integrating trauma-informed teaching, positive education and wellbeing practices to enhance student engagement, self-regulation, relationships and academic achievement.

Student Representative Council

The Student Representative Council was dedicated to incorporating student perspectives into the College planning and participated in various events including Mental Health Week activities and Mercy Day. Students convened regularly throughout the academic year.

Camps and Retreats

College camps and retreats, spanning all year levels, strengthen year-level communities and foster faith development, student connections and resilience.

Wellbeing Days

- Year 7, 8 and 9 Encounter Days
- Year 7 Transition Days
- Year 9 into 10 Transition Day
- Years 10 – 12 Headstart Community Days: in 2023, St Mary's added community days to Headstart, featuring lunchtime games, music, and a "picnic at St Mick's" to welcome Year 9 students and foster community. Each year level also organised a community event.

Mental Health Week

Mental Health Week, led by student leaders, focused on the five ways to wellbeing and explored a different 'way' each day of the week. These included sporting activities, headspace stalls, education sessions and celebrating R U OK? Day.

Partying Safely

Sonya Karras visited our College once again, to discuss with senior students the importance of safety at parties. Sonya's session focused on providing information and strategies for students to keep themselves safe and make smart decisions when partying.

Reach programs

- 'Grounded' Reach Program: Students across all year levels were identified to be involved in the program. 'Grounded' is for young people who are disengaged or at risk of being disengaged.
- Year 11 Reach Workshops: Year 11 students engaged in Reach workshops led by young leaders. The program fosters resilience by shifting focus from goals to personal identity.

Value Added

- Student Advocate Groups were further embedded in the pastoral care structure.
- Year Level Assemblies were regularly held.
- Curricular and co-curricular activities enhanced wellbeing.

Activities included:

- Year Level Camps and Retreats
- Social Justice programs
- Berry Street Education Model
- SWPBS
- College Production
- Performing arts opportunities
- Art and technology exhibitions
- Year 10 Work Experience
- VET Structured Workplace Learning
- Year 11 Reach program
- Ride 2 School Day
- R U OK? Day
- Liverpool FC International Academy (Soccer)
- SPAN Walk
- Headspace stalls
- Year 9 cyber-security awareness
- Outdoor Education experiences
- Agriculture classes and activities

In 2023, the College continued to implement programs and learning activities that embed the College values and focus on pastoral wellbeing and lifelong learning skills.

- iGEN
- Broadening the Student Advocate program by incorporating dedicated time
- Faith development promoted through retreats, class masses and assemblies

Student Satisfaction

Student satisfaction measured via surveys, including Insight SRC Survey 2023. Data examined for improvements, e.g. bullying management and connectedness.

Highlights:

- Camps, retreats, and sports: satisfactory participation
- Student Representative Council: expanded structure and opportunities
- Engagement with Veritas and Virtues
- Specialist facilities enhancing learning

Student Attendance

In 2023, student attendance across all year levels showed improvement compared to 2022. Those who were unwell stayed home more frequently and for extended periods, reflecting the lingering effects of the COVID-19 pandemic. Attendance at College events and year-level activities, such as camps, increased in certain year levels and declined in others.

Attendance management processes

Daily Monitoring:

- Teachers track class absences.
- Families receive notifications for unapproved absences.

Follow-up:

- Student Advocate and Year Level Learning Leader (YLLL) oversee absences.
- Student Advocate monitors SIMON for attendance concerns (10% missed classes per term), contacts families, and informs YLLs.
- YLLs analyse SIMON data for ongoing attendance issues, meet with families, and develop improvement plans.
- YLLs maintain communication with families via formal letters.

Years 9 - 12 Student Retention Rate	
Years 9 to 12 Student Retention Rate	70.7%

Average Student Attendance Rate by Year Level	
Y07	88.2%
Y08	83.3%
Y09	83.7%
Y10	84.6%
Overall average attendance	85.0%

Leadership

Goals & Intended Outcomes

To uphold and deliver the Catherine McAuley College Vision and Missions, with reference to the six strategic pillars outlined in the 'Future Direction 2020-2024' document:

1. Student Learning and Achievement
2. Student Wellbeing
3. Excellence in Staff
4. Innovation and Resources
5. CMC Community
6. Secure Future

The purpose and goals of each pillar are integrated across the College with actions and priority goals in common language.

reGEN

To challenge our community to work together to contribute to the College's goal of creating a sustainable future.

Achievements

Student Learning and Achievement

- High priority on camps and retreats taking place, despite challenges with staffing and the introduction of Time in Lieu. All camps and retreats were able to take place as scheduled.
- Student-led Conferences continued remotely, including subject selection.
- No year level closures were required.
- Work placements for Applied Learning and Vocational Major students.
- Year 10 Work Experience.
- Implementation of the CEMEA 2022 and consideration of impact on program and activities.
- Improved NAPLAN results.

Student Wellbeing

- Incursions: Sonya Karras (partying safely)
- Spirit of Catherine Awards each term recognise students who epitomise the Mercy Values
- Year 7 2024 Transition – 'Discover CMC' Days, Orientation Day

- Year 9 Transition to St Mary's Campus; extra transition support provided where needed.

Excellence in Staff

- Professional development for graduate teachers and attendance at the Sandhurst Graduate Conference.
- Implementation of CEMEA 2022 and consideration of impact on staffing.
- Staffing recruitment 2023: successfully filled all positions, although some were particularly challenging to fill due to the teacher shortage.
- Recruitment for 2024 teaching positions: a pleasing response with applications and we were successful in filling all vacancies.
- 'World Education Support Staff Day' and 'World Teachers Day' celebrated with gatherings and refreshments.

Innovation and Resources

- The Mercy Junortoun Sporting Precinct gained occupancy, landscaping and fit-out was completed and the precinct was made available for public use.
- Marketing resources updated: photography/videography shoots to support the Year 7 2024 Campaign.
- Coolock: resurfacing of the active play areas within the West Wing.
- St Mary's: new active break areas with the introduction of permanent table tennis tables across the site.

Secure Future

- Successful Year 7 2024 Enrolment Campaign resulted in full enrolment.
- 2023 Open Day held at the Coolock Campus.
- Transition Program: 'Discover CMC' Days, Students with Additional Learning Needs Information Night, regular Transition Updates.
- Timely enrolment and offer process to allow for preparation of student profiles, planning and staffing.
- Masterplan discussions for Stage 1 were held with Mercy Education Limited board.
- Partnerships continue to support outstanding learning opportunities and better facilities for our students and the community. As well as with the City of Greater Bendigo, the College also has partnerships with Liverpool International Football Club, Mercy Health, Australian Catholic University, Danihers Facility Maintenance, Carter and Co. Creative and many other local community organisations.

CMC Community

- Fortnightly News Updates as a main source of information for parents, along with SIMON/PAM Daily Messages. Student activities and achievements celebrated through College latest news articles and social media.

- Parent/carer session with Sonya Karras about partying safely.
- Events included: Careers Night, Subject Selection Evening, Student-led Conferences, Open Day, Performing Arts Evenings, Presentation Evening and various masses and liturgies.
- Production: 'Joseph and the Amazing Technicolor Dreamcoat'. Students, staff and alumni combined to stage the show. Packed out matinee show and two evening performances.
- College Magazine: 'Living Mercy' returned to hard copy format as a keepsake celebrating the 2023 school year.

Expenditure And Teacher Participation in Professional Learning	
List Professional Learning undertaken in 2023	
<p>The College's approach to professional learning in 2023 was designed to support our staff in their ongoing professional development and contribute to the overall improvement of the College. Key features of our professional learning approach for 2023 included staff continuing to pursue higher education, whole-staff professional learning opportunities and supporting staff to achieve their individual professional goals.</p> <p>Master of Education and Theology</p> <p>In 2023, several staff and members of the Leadership Team continued their Master of Education and Theology through Catholic Theological College to further their knowledge in these areas.</p> <p>Australian Association of Gerontology, Reimagining Aging (AAG)</p> <p>Our staff were invited to present at the AAG Conference. Their presentation was focused on our iGEN program.</p> <p>World Youth Day</p> <p>Two staff members were invited to attend World Youth Day (WYD) in Portugal. WYD is a worldwide encounter with the Pope celebrated every three years in a different country.</p> <p>Certificate IV in Training and Assessment</p> <p>Multiple staff members gained their Cert IV in Training and Assessment to assist with the delivery of our VET curriculum.</p>	
Number of teachers who participated in PL in 2023	144
Average expenditure per teacher for PL	\$956.59

Teacher Satisfaction

Although a survey was not carried out in 2023, staff provided positive anecdotal feedback about the College's strong emphasis on the wellbeing of both staff and students as the first full year of onsite learning since before the COVID-19 pandemic was completed. We experienced a high retention rate in 2023, as in previous years. The College acknowledges the growth in our student outcomes is a result of our committed community of staff at Catherine McAuley College.

Teacher Qualifications	
Doctorate	0.0%
Masters	8.9%
Graduate	20.4%
Graduate Certificate	4.0%
Bachelor Degree	48.4%
Advanced Diploma	5.8%
No Qualifications Listed	12.4%

Staff Composition	
Principal Class (Headcount)	3
Teaching Staff (Headcount)	173
Teaching Staff (FTE)	150.2
Non-Teaching Staff (Headcount)	89
Non-Teaching Staff (FTE)	76.6
Indigenous Teaching Staff (Headcount)	2

Community Engagement

Goals & Intended Outcomes

To provide a rich source of opportunity, personal growth and sense of belonging for all members.

Achievements

Opening Mass was once again held in the Sacred Heart Cathedral. Students from Year 7 to 9 and Year 12 were in attendance. Unfortunately, due to capacity limits at the Cathedral, we were unable to accommodate the full school. The Laureate Presentation took place in the Marian Centre after the Opening Mass and was attended by the entire student body.

The Year 7 Welcome Mass was a lovely gathering to welcome our new students and families.

The Swimming Carnival returned to the Faith Leech Aquatic Centre and the day was enjoyed by the entire student body. The Athletics Carnival was another wonderful day out for Coolock students and was run with the support of some students from St Mary's. Our College representative teams continued to have success at various levels and across a wide range of sports, catering to the varied interests of our student community.

Once again, the Mercy Day celebrations were a major highlight of the year. It was a joyful day starting with a liturgy, followed by a variety of different activities to raise funds for Mercy Works.

In November, the Year 12 Graduation Mass was held at the Sacred Heart Cathedral and included the presentation of Graduation Certificates. This was followed by a celebration at the Mercy Junortoun Sporting Precinct, where parents and carers were able to attend as guests to celebrate with their child. Being able to celebrate in a newly opened facility, added something extra special to the night and was enjoyed by all in attendance.

Value Added

The talents of our students were again on display with the College Production of 'Joseph and the Amazing Technicolor Dreamcoat'.

In Visual Arts, students visited galleries and some of our students had their work selected for the MacKillop Art Exhibition in the Sacred Heart Cathedral, with some students winning awards.

Self-expression and creativity are important in the development of our students. In Music, students were able to continue learning their instruments, play in ensembles and sing in the choir. Our choir represented the College at many events and performed with high levels of professionalism. The Music Camp in Term 4 was a great reward and thoroughly enjoyed by all the participants.

The strength in our sporting teams continued as students participated in a range of external competitions, as well as year-level sporting activities at the College, all encouraging participants and assisting our students to build confidence. These included: basketball, cricket, golf, tennis, badminton, diving, swimming, cross country, volleyball, soccer, hockey, table tennis, trapshooting, athletics, netball and football.

Our Year 7 students had the opportunity to get to know each other better through our camps program at Campaspe Downs in Kyneton. Year 8 students loved their time at Anglesea and Year 9s gained confidence in the outdoors through their experience in Victoria's South West.

Year 12s were able to attend their Retreat in Ballarat, Year 11s attended their Retreat in Kyneton and Year 10s enjoyed their Melbourne Camp.

Parent Satisfaction

A survey was not completed in 2023, however anecdotal feedback was positive about the way the College has increased its community activities despite the challenges of staffing.

Parents and carers continued to support the Student-led Conferences being held online, with excellent attendance.

We experienced a higher number of enrolments for Year 7 2024 and feedback shows that word of mouth from current parents is a key driver of new enrolments.



Financial Performance

The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au.

For more detailed information regarding our school please visit our website at www.cmc.vic.edu.au