

2016 ANNUAL REPORT

TO THE SCHOOL
COMMUNITY



CATHOLIC COLLEGE BENDIGO

A Ministry of Mercy Education Ltd – ABN 69 154 531870

REGISTERED SCHOOL NUMBER: 0130



Catholic College Bendigo

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Contact Details

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Minimum Standards Attestation

I, Mr Brian Turner, attest that Catholic College Bendigo is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2016 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

19 May 2017

Our Strategic Mission Statement

Our Vision

Catholic College Bendigo 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.

Faith and Mission

Aspiration

To come to know and love Jesus Christ through a deep understanding of and connection to our vibrant Mercy story. We seek to awaken a social conscience in our students through a culture of faith in action, living Mercy in our daily lives.

Our Commitments:

- To integrate the Mercy charism throughout College Life;
- To assist students to develop an understanding of God's presence in their daily life;
- To develop faith identity through awareness of, and participation in, social justice;
- To provide and adopt an integrated approach to sustainable living.

Learning & Teaching

Aspiration

To ignite lifelong learning, encouraging independence, initiative and understanding. We seek to develop skills that best equip our students for their future.

Our Commitments:

- To facilitate targeted learning and teaching that allows students to explore their talents and experience success;
- To empower students to take responsibility for their own academic growth and contribute to the learning of others;
- To improve literacy and numeracy skills for all of our students;
- To offer quality teaching that promotes ongoing learning, reflection, Initiative and curiosity;
- To develop and foster partnerships with the community which enhance student learning opportunities and experiences.

Wellbeing

Aspiration

We seek to develop each person's opportunities for sustained wellbeing, safety, positive relationships and personal growth by contributing to our College and the broader community.

Our Commitments:

- Catholic College Bendigo is a Child Safe environment that holds the protection, care, safety and wellbeing of children and young people as a central and fundamental responsibility;
- To provide positive flexible learning environments that promote student engagement and connectedness;
- To Develop lifelong learners empowered to be independent, self-motivated and resilient;
- To ensure on-going professional support for staff.

Leadership

Aspiration

A vibrant school culture where leadership is strengthened by the Mercy Education Values, professionalism, collaboration and innovation. Resource provision that facilitates quality education within a contemporary learning environment.

Our Commitments:

- To provide confident and effective leadership;
- To ensure that our staff have the opportunities and support to navigate an ever changing educational landscape;
- To implement the use of pedagogical evidence to inform resourcing priorities and educational innovation;
- To provide learning spaces that inspire problem solving and innovation.

College Overview

Catholic College Bendigo is a co-educational Secondary College. The College is governed by the Institute of the Sisters of Mercy of Australia & Papua New Guinea (ISMAPNG) through Mercy Education Limited.

Mercy Education Limited (Mercy Education) is an incorporated ministry of the Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG), charged with operating all educational ministries over which the Institute holds complete sponsorship. Mercy Education is one of the many works operated by the Institute throughout Australia and Papua New Guinea.

Mercy Education will operate at all times as part of the mission of the Catholic Church in conformity with canon law and in strict conformity with the ethical framework of the Institute as determined by the Institute Leader and Council from time to time.

ISMAPNG is involved with twelve fully sponsored schools - eight in Victoria, three in Western Australia and one in South Australia. The governance role of the Board of Mercy Education is confined to the twelve ISMAPNG sponsored schools and sets policies, appoints Principals, approves senior leadership positions and fulfils due diligence in the area of finance and audit management, capital development, risk management and litigation.

The College is under the direction of the Bishop of Sandhurst through the CEO Sandhurst as a delegated authority. The CEO acts on organisational, administrative, support and service matters related to Catholic schools within the Diocese.

The College formed in 1984 with the amalgamation of St. Mary's College for girls and

Marist College for boys. It is situated on two sites 9 km apart. Years 7 - 9 are at La Valla on the eastern edge of Bendigo and Years 10 - 12 are at Coolock in the city centre.

Catholic College Bendigo is committed to providing a diverse choice of educational pathways for students. The College provides VCE, VET and VCAL pathways across the senior years of schooling. Within each of these pathways the College aims to provide opportunities for excellence for all students.

The College is structured around five key elements. These elements assist in bringing structure to the operation of a very large and complex secondary college and provide the structure for annual cyclic college review using the Charter of Secondary School Improvement (CoSSI). These areas are:

- Leadership
- Learning & Teaching
- Pastoral Wellbeing
- Stewardship & Resources
- Catholic Identity

As a member of the Catholic Church the College works in partnership with parents to provide a holistic education to enhance the academic, spiritual, physical and emotional development of our young people. The College liaises closely with the nine Catholic primary schools in the area to provide a 13 year journey in Catholic Education.

Each year the staff and students develop a College Theme. The theme, launched annually at the Opening Mass, is used as a focus for the year to assist members of the College community to be true to the ongoing College Motto, Live the Good News. In 2016 the College theme was: 'Opening the Doors of Mercy'.

Principal's Report

When Pope Francis announced the International Year of Mercy he provided a wonderful foundation to complement our 140 Year Celebrations at Catholic College Bendigo. In 2016 we celebrated the arrival of the first Mercy of Sisters to Sandhurst in 1876. The College Theme in 2016 was 'Opening the Doors of Mercy' in keeping with the Pope's message for the Jubilee Year of Mercy. The striking theme banners designed by Teacher, Sharon Cruise, represented the people and heritage that forms our community today.

This year our College enjoyed the company and presence of the many Sisters of Mercy who returned to celebrate the anniversary. Sr. Mary Duffy, former Principal of CCB, reflected on her memories as a student, boarder, Sister and Principal and noted the qualities and values that have always been associated with our community. The qualities that are the foundation and touchstones of our Mercy Values; hospitality, courage, respect, compassion, justice and service.

In listening to the stories that always eventuate at these occasions it is always the characters and relationships that make the community. We thank the Sisters for their support and guidance.

In acknowledging the Mercy Sisters legacy the College also extends its appreciation to the Mercy Education Limited and their staff who provide exceptional professional and pastoral support. It makes a huge difference being a member of the Mercy Congregation and part of that local and international family.

With the support of Fraynetwork Multimedia, a Mercy organisation, a Heritage Room was created to display and celebrate our College history.

The College commenced 2016 with a new structure. I thank the Leadership team for embracing their roles and embedding the structure and to teachers and support staff who hold the most important relationships with our students.

A new Vision and Mission statement was developed as well as Strategic Directions and annual action plans for each area.



Mr Brian Turner

The Martyn Program was introduced at Year 8.

Named after Mother Aloysius Martyn this program provides an integrated and applied focus to learning. The program will be offered at Year 8 and 9 in 2017. Also, a new Music Program was introduced at Year 7. All students are given the opportunity to learn an instrument, in small-group intensive lessons, in addition to their music classes. The changes created challenges and a level of increased work, however, staff have embraced these programs wholeheartedly and the flow on effect with regard student engagement and community involvement has been positive.

New literacy and numeracy roles were introduced and continue to develop in significance and contribution. The College is strongly focused on developing a culture where data and individual profiles are generated and reviewed to ensure a targeted approach to curriculum delivery. A new Learning Management System and Administration package was sourced and will further aid this direction when implemented in 2017.

We were delighted to host the 21st Frayne Speech Festival with more than 200 guests from fourteen Mercy Schools. Our staff and students were particularly appreciative of the opportunity to witness the outstanding individual and team efforts.

We were fortunate to be the recipient of a State Capital Grant of \$1m which will be forthcoming on the completion of a new build at our La Valla site. Master planning has been high on the agenda with finalisation of plans for a new building comprising general purpose learning areas and a music and performing arts hub.

Our College undertook the VRQA Full School Review and Catholic Identity Review. It was a satisfying process of reflection as staff appreciated the chance to document the great things that are occurring and was a successful outcome.

2016 was a year of review for our wellbeing program to ensure that our offerings are reflective of the Mercy Values. The plan is to reflect strong themes of resilience and mindfulness whilst maintaining our already strong sense of belonging. Child Safe Laws were legislated, introduced and embedded in all school policies and practice.

One of the challenges for the College through the next few years is the reduction in enrolments with the introduction of Marist College. Over the next few years we will be losing around one hundred students a year and then consolidating at approximately 1500 students. In order to sustain this change the College has had to reduce the number of teachers and support staff. This difficult situation has been moderated by the wonderful supportive attitude of the staff who have been very open and receptive to meeting and discussing their individual circumstances. A number of staff have accepted a voluntary redundancy this year and others have accepted roles at Marist and other schools. The College would like to thank them for their contributions to our community and wish them well on their retirement or in their future careers.

We bid farewell to several Advisory Council members at the end of 2016. I thank Mrs Allison Bodinnair Mr Paul Bowe and Ms Margaret O'Rourke for their time and contribution to our school community.

Throughout this year, the College community has worked through the process of considering a change of visual identity fitting for our sole Governance as part of ISMAPNG. Fraynetwork Multimedia assisted with community consultation to identify a new name and develop a new logo and visual identity. 2017 will be a year of transition as we introduce a full transition to become Catherine McAuley College in 2018. I am excited about the future and increasing our ties to the Catherine McAuley legacy and the Sisters of Mercy.



Mr Brian Turner



College Advisory Council

Catholic College Bendigo Advisory Council provides advice and support to the Principal and the Staff of the College. Members of the Advisory Council are valued for their wisdom and the contribution they make to the functioning of the College and work together to ensure that the Mercy Ethos underpins the life of the College. The Advisory Council meets no less than six times per year and the purpose of the Council is as follows:

- a) To act as a consultative Council for the College and the Principal in the provision of Catholic education.
- b) To promote the Mercy ethos and to ensure the charism is alive and central to all deliberations.
- c) To assist the Principal and staff in policy making, including the formulation of foundational documents.
- d) To assist in the preparation of the College budget and to recommend its adoption.
- e) To provide advice concerning the financial administration of the College. This could include supporting the Principal with fund raising activities organised by auxiliary bodies associated with the College.
- f) To give such practical support to the College as required in matters such as capital development, the maintenance of College facilities and equipment.
- g) To take part in the strategic planning for the future operations of the College.
- h) To assist generally in developing relationships both within the College community and between the College and the wider community.
- i) To facilitate the welcome of parents and children new to the College.
- j) To develop strategies for the local promotion of Catholic education.
- k) To provide advice according to members expertise.

COLLEGE ADVISORY COUNCIL

The members of the College Advisory Council in 2016 are:

- Mrs Allison Bodinnair (Chair)
- Sr Geraldine Larkins
- Mrs Fiona Russell
- Mr Gregory Sheehan
- Mr Jeff Westbrook
- Mr Paul Bowe
- Mr Brian Turner (Principal)

COMMITTEES

The College Advisory Council has the following sub committees:

- Finance
- Uniform



Mrs Allison Bodinnair



Mr Gregory Sheehan



Mr Paul Bowe



Mrs Fiona Russell

Education in Faith

OPENING THE DOORS OF MERCY

The Mercy charism was alive at Catholic College Bendigo in 2016 as we celebrated the Jubilee Year of Mercy with the blessing of Pope Francis and 140 years of Mercy Education in Bendigo. Our community was blessed to celebrate with our Sisters of Mercy their incredible commitment and courage in contributing to 140 years of Mercy Education in the Sandhurst Diocese.

The Year of Mercy Mass in July, was celebrated at the Cathedral, where the Sisters of Mercy were represented in large numbers and it was lovely to have them involved in the choir, readings and Mass proceedings. The talent of the choir echoed through the Cathedral and was beautiful to hear with the inclusion of 'Catherine's Suscipe', an extremely significant hymn for the Sisters. Mr Brian Turner spoke at the beginning of Mass depicting Bendigo at the time of the Sisters' arrival in 1876. Sr Mary Duffy, a past Principal, provided further insight into their commitment and courage in ensuring Catherine's legacy of education was fulfilled in the Sandhurst Diocese and how the story began with Mother Aloysius Martyn. Following Mass, the Sisters and special guests moved to Coolock where they visited our newly opened Heritage Room.

In recognition of the commitment and dedication of these strong and resilient women, a bronze plaque has been placed in the Chapel at Coolock, which says:

"Every Place has its own particular ideas and feelings which must be yielded to when possible".

Each term saw our community work together to raise funds for Caritas, St Vincent de Paul (Vinnies), Mercy Works and our own local community. This helps create an awareness of different areas in our world where support is needed and is an opportunity to educate our community and encourage their involvement and support. Congratulations and thank you to the students and staff for their ongoing contribution throughout the year.



Mrs Trish Schofield

Mercy Day liturgy was led by the students that was held at Coolock campus where our local Sisters were recognised with a gift and the student leaders and Brian Turner did a great job of retelling the arrival of the Sisters in Bendigo and their search for 'Pokémon Values' – the Mercy Values. Celebrating Mercy Day is an opportunity to give thanks for our Mercy heritage and the many significant opportunities and events that happen in our community throughout the year.

It is difficult to place a value on the many celebrations and sense of community on days such as Mercy Day and Caritas Ks, which provide such a strong connection to the Mercy values to which we aspire. These days are great opportunities to build both house and school spirit and depend upon the enthusiasm and participation of our students. I commend the students who are committed to attending such celebrations and those who are involved in the organisation.

The student Faith and Justice Team led by Faith Captains, Gabrielle Henthorn and Benjamin O'Brien supported the fundraising and awareness of different occasions throughout the year. They organised the selling of wristbands Against Human Trafficking and created awareness around the many fundraising efforts. As part of the Mercy International Reflection Process, the focus was on protecting our environment through the removal of plastic water bottles. There were also many opportunities for students to participate in activities such as Seeds of Justice, Justice Matters, Faith and Justice Team meetings and a Mercy conference in Sydney. I congratulate Gabrielle and Benjamin on their leadership this year and acknowledge the efforts of all students who supported activities and ideas.

We were privileged to be joined by Sr Karon Donnellon for the Staff Spirituality Day in August. The day began with a mindfulness walk to set the scene. In this period of change, it was a great opportunity for staff to acknowledge where they are currently and where they may like to be. Karon provided opportunity throughout the day for staff to be open, share and simply take the opportunity of spending time with fellow staff.

We were delighted to be joined by Sr Madeline Duckett for our annual Marian Lecture titled *Mercy – The Gift, the Possibility and the Challenge in a Universe Becoming*. It was great to have members of our extended community brave the wet and cold weather to join us for this significant occasion. Madeline focused on where Mercy “fits in” to a number of things, but particularly into our current climate where things are ever changing. “Mercy sees things from a larger perspective, rather than immediate cause and effect and is needed now more than ever.”

Our College Community has gained a profound appreciation of the courage, vision and perseverance displayed by the Sisters of Mercy, especially M. Aloysius Martyn as we have celebrated 140 Years of Mercy. Her vision and ability to build for the future has seen thousands of young people educated in the Mercy tradition. The commitment of the Sisters of Mercy to our College and the vision and mission of Catherine McAuley continues to inspire us each day. May our community continue to build on this beautiful and strong charism and may we continue to ‘Open the Doors of Mercy’ to all those in need.

I acknowledge the ongoing support of the Clergy in our school community. We are very grateful that they join us to celebrate House and Community Masses, as well as supporting many other special occasions in our College.

Mrs Trish Schofield

VALUE ADDED

Connection to our Mercy story is important in the spiritual journey of students at Catholic College Bendigo. We seek to develop a social conscience in our students through faith in action and ‘living Mercy’ in our daily lives. Catholic College Bendigo has the following opportunities to strengthen students’ awareness of local and global issues and understanding of the Gospel values:

- Opening Mass & Year 7 Welcome Mass
- Graduation Mass
- Masses & Liturgies
- Vinnies Winter Appeal
- Christmas hampers
- Mercy Works
- Religious Art Awards
- Marian Lecture
- Blessing of St Mary’s Courtyard
- Justice Camps
- Philippines and Samoa Immersions
- Ireland Mercy Pilgrimage
- Encounter Days • Retreats
- Mercy Day
- Caritas
 - La Valla walk
 - Coolock fun run
- Justice & Mission
 - Faith and Justice Team Coolock
 - Faith and Justice Team La Valla
 - Nepal Coin line



Learning & Teaching

The College promotes lifelong learning by encouraging independence, initiative and understanding. This approach encourages critical and creative thinking, which benefits the students' learning. It builds resilience and social skills, equipping them to make a meaningful contribution to society.

We are committed to Targeted Learning that allows each student to experience personal success. We construct learner profiles based on individual student data which helps cater for specific learning needs.

Our College has undertaken considerable planning work in 2016 to develop students' 'soft' skills in order to best equip them for the future, including problem solving and presentation skills, critical thinking, personal learning behaviours, research skills and creativity. These skills are core to our planning and curriculum and we will continue to focus on the development of these as we implement learning programs that best cater for our students.

To allow us to understand more about our students and their unique learning skills and needs, we continue to gather as much data as possible. We are strong in our quest to know our students across all areas and believe that it is important for our staff to develop strong, positive relationships with our students. This includes understanding a student's interests and passions, as well as his or her individual learning needs. The latter is the reason for our ongoing testing and development of student profiles. We have made great progress on this front throughout 2016.

In 2016, we launched our Instrumental Music Program at Year 7. All Year 7 students were given the opportunity to learn an instrument, in small-group intensive lessons, in addition to their

Music classes. Students could choose to continue with their instrument if they desired and many students did this, triggering the development of the De Sales Concert Band.



Mr Tim Edwards

We also embarked on an exciting new journey with more than fifty Year 8 students participating in the inaugural Martyn Program, named after Mother Aloysius Martyn who led the formation of our College 140 years ago. This program provides an integrated and applied focus to learning and our students have achieved at high levels throughout the year. During many months of work, they developed personal projects based on their own interests and passions. The well-attended Exhibition evening displayed the wide array of skills and interests and the feedback from all involved was remarkably positive. It is a credit to our students and their mentors that they could present such outstanding work

Our focus areas in our 2017 Learning and Teaching Annual Action Plan include:

1. Continued focus on Differentiation. Providing concrete examples for staff and students
2. The development of Personal Learning Plans for our students written by our staff and specific to each student's learning strengths and requirements
3. Implementation of our new Learning Management System and portal, Schoolbox
4. Building design and commencement of our new building at La Valla
5. Develop our Learning & Teaching model and structure for the La Valla Campus from 2018

Mr Tim Edwards



STUDENT LEARNING OUTCOMES

Catholic College Bendigo continue to pride ourselves on students being able to cater for all students. We celebrate students who leave our College to commence employment, just as we recognise our high achieving VCE students.

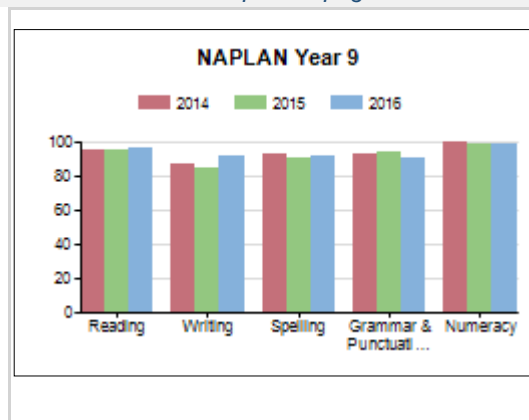
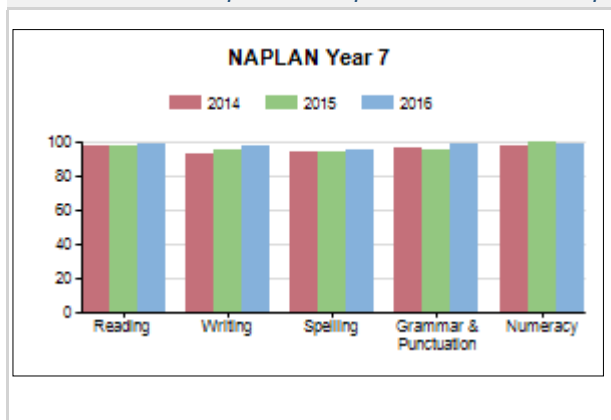
2016 saw three joint Dux winners with the ATAR score of 99.35, a premier's award, students recognised in the VCE Season of Excellence and VCAL students recognised for their Barista Bar business enterprise. These students helped the College win the 'Most Enterprising School' Award in Foundation for Young Australians \$20 Boss program.

POST-SCHOOL DESTINATIONS	
TERTIARY STUDY	39.0%
TAFE / VET	10.0%
APPRENTICESHIP / TRAINEESHIP	13.0%
DEFERRED	24.0%
EMPLOYMENT	13.0%

NAPLAN TRENDS

The College Year 7 and 9 Naplan trends* remain relatively consistent with previous years. The Literacy and Numeracy needs of our students vary significantly and we seek to cater for our students at their point of need. Our improved capture and understanding of individual student data has allowed us to make considerable investment in targeting students learning. We expect these changes to have a positive effect on our learning outcomes for our students in the years ahead.

**NOTE: See full Naplan data report in the VRAQ Compliance Data section of this report on pages 29-32..*



Student Wellbeing

With regards to the development of the College's Wellbeing, 2016 was a year of review. A team of twelve, including Learning Enhancement staff, Heads of House, Faith and Mission, Pastoral coordinators and counsellors gathered to look at how we see Wellbeing at Catholic College Bendigo and how that will look going forward. Our 2017 Action Plan should reflect strong themes of resilience and mindfulness whilst maintaining our already strong sense of belonging. House group teachers will remain the first point of contact for parents, as these mentors' absolute focus is every student's connectedness and learning pathway through our College.

The administration of the College is truly a team effort. The management of over 260 staff and the work required to ensure that the school maintains standards with regards to the numerous facets of compliance remains a huge task. This process is, and will always remain, a work in progress as we constantly look for ways of improving the flow of communications and meet new government standards and expectations. The administration team including everyone in the General Office areas, the Coolock Administration building and Coolock House should be thanked for ensuring that we cross all the t's and dot all the i's.

The introduction of the new Child Safe Laws this year certainly changed the landscape for all in education. These new state laws have been introduced with the sole purpose of protecting children and mandating all adults' responsibilities with regard to children's rights to be safe and feel safe. Both students and staff were very accepting of the information presented to them.

The school calendar at Catholic College Bendigo has certainly been jam-packed this year: house community events, the plethora of music and drama performances, the Year 9 production of *Grease*, camps, Caritas Ks, retreats, the Frayne Festival, 140 years of Mercy Sisters in Sandhurst celebrations, visual arts exhibitions, pancake races, a multitude of sporting activities and two attempts at Mercy Day! Certainly an indication that there are plenty of opportunities for students to become involved and immerse themselves in the culture of Catholic College Bendigo. Absences at a number of these events were down from previous years. There is much evidenced-based research out there indicating that students who engage more fully with the opportunities that are offered to them within their school environment are more likely to succeed, both academically and in forming and maintaining

positive relationships. The support of parents with regards to attendance at all school community events is crucial in the holistic development of their children.



Mrs Sallie Burke-Muller

The House system continues to be a source of strength for the College. The six Houses help to nurture a strong sense of belonging to the College with a healthy balance of community and competition. This system requires the cooperation of the entire community. Every member of staff and all students belong to a House and enjoy the connectedness that this creates. This helps to guard against students 'falling through the cracks' as they have a strong network of House Group teacher, Head of House and Wellbeing team members to call on for their academic and social and emotional needs.

Having been immersed in Mercy Education for well over forty years I can honestly say that Catherine McAuley's spirit is alive and well within the walls of our College. Surrounded by a staff who are passionate and tenacious about their work, both with each other and of course with every individual student, has certainly made Catholic College Bendigo a vibrant and energetic place. The staff have worked extraordinarily hard to deliver programs and provide opportunities to all students.

Our focus areas for the 2017 Annual Action Plan are:

1. To establish a structured Whole School Student Representative Council
2. Introduction of a Whole School approach to Wellbeing modelled on the Berry St model.
3. To establish and utilise the Schoolbox Learning Management System.
4. To establish a structured meeting schedule to support Staffs' Professional Development

Mrs Sallie Burke-Muller

SCHOOL ATTENDANCE

It is the policy of Catholic College Bendigo:

- To ensure that all students reach their personal, social and academic potential through high levels of daily school attendance
- To ensure that students enrolled at Catholic College Bendigo attend school full-time unless there is an exemption for a child
- Monitor student attendance at least twice a day and in accordance with legislative requirements
- Record the reason for a student's absence
- Enact the Attendance Improvement Procedure should a student's attendance become unsatisfactory

DAILY PROCEDURE

Step 1: Monitor absentee emails and phone calls and record in First Class

Step 2: Generate report for unmarked classes for House Group and Period 1. Email Teaching staff of the unmarked classes.

Step 3. Notify parents of students who are absent in period House Group and Period 1 (10am)

Step 4. Place "absent parent contacted in period 1". Always display the previous day to see a pattern of illness

ATTENDANCE IMPROVEMENT PROCESS

The following procedure is to be utilised with students who are presenting with difficulties in maintaining their attendance. Attendance should be monitored by Housegroup Teacher/s (HGT), Classroom Teacher/s, and Head of House (HoH), but remains a primary role for Housegroup Teacher. Action should be taken if a student has:

- 3 consecutive absences and/or
- a pattern of one day absence a fortnight and/or
- Absences that amount to 10% of class (per term)
- Repeated absences for assessment tasks or key activities

Key tasks relating to this procedure are as follows:

- General Office is to record reasons offered for absence, send SMS to Parent/guardian, if patterns of absence are identified General Office staff will flag patterns to HGT/HoH for follow up
- HGTs are to accurately maintain the roll, check absentee lists, monitor attendance and patterns of absence, consult with students regarding absences, contact Parent/Guardians, pass on relevant information to classroom teachers, flag ongoing issues with HoH for follow up, advise General Office if Parent/guardian have indicated reason so that records can be maintained
- Classroom Teachers are to monitor class attendance, maintain accurate rolls, discuss concerns with HGT, contact Parent/guardian (following conversation with HGT), alert HoH/Pathways Coordinator of ongoing attendance issues
- HoH are to liaise with HGT regarding calls to parent/guardian, to monitor absentee lists and flag issues with HGT, contact home and offer school supports/referrals (i.e. CALD, Wellbeing where appropriate), contact family for ongoing issues, facilitate Attendance Improvement Meetings, send formal letter when necessary
- Wellbeing and Learning Enrichment are available for consultations, to support the development and implementation of return to school plans



VALUE ADDED

- House System
- Athletics and Swimming Carnivals
- Bullying No Way Day
- Are You OK? Day
- Mental Health Week
- Participation in Suicide and Prevention Network
- Weenthunga Women's Health Day
- Koorie Ed Meetings
- School Based Traineeships
- Energy Breakthrough
- Extensive sporting programs where students represent the College Regionally, State and Nationally
- Extensive Arts programs including Music, Drama and the Year 9 Productions
- Camps, Retreats and Outward bound experience

Mercy Family Support Coordinator

Sister Kathy Ryan, in her role as Mercy Support Coordinator, has spent time with families providing support in challenging life situation or financial circumstances. This vital role has continued to provide second hand uniforms and text books as well as overseeing the collection and delivery of Christmas hampers to many families in our College. Thank you all for the continued support and generosity and for contributing uniform donations and items for the Christmas hampers; they bring much joy to members of our community.



STUDENT SATISFACTION

Feedback from the School Improvement Student Surveys (Insight SRC) identified that students: • feel good about being a student at Catholic College Bendigo;

- Feel safe within the Catholic College Bendigo environment
- Feel motivated to do their best in their learning
- Students have positive relationships with their teachers

Child Safe Standards



Catholic College Bendigo is committed to a safe and nurturing culture for all children and young people.

At Catholic College Bendigo (CCB), we have a moral, legal and mission-driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard and where they are safe and feel safe. We are resolutely committed to ensuring that all those who are engaged at CCB promote the inherent dignity of children and young people and the fundamental right to be respected and nurtured in a safe school environment. This is particularly so for the most vulnerable children, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

When allegations of abuse concerning children and young people are raised, CCB will take prompt action to have these appropriately referred and investigated. While the context and reality at CCB will differ from other schools, the fundamental issues of understanding effective practices in child safety and identifying and responding to child harm remain the same. CCB strives for continual improvement that is responsive to emerging thinking, evidence and practice, so as to eliminate the possibility of abuse occurring in the first place.

Creating child-safe school environments is a dynamic process that involves active participation and responsibility by the College, families and their communities. It is marked by collaboration, vigilance and proactive approaches across policies, procedures, curriculum and practices.

The listed policies, procedures, Code of Conduct and our Commitment Statement are aimed at implementing a child safe practices and culture:

- Catholic College Bendigo Commitment Statement
- Child Safety Policy
- Child Protection – Failure to Disclose Policy
- Child Protection – Failure to Protect Policy
- Child Protection – Grooming Policy
- Child Protection – Mandatory Reporting Policy
- Child Protection – Working with Children Policy
- Code of Conduct – Staff
- Responding to and Reporting Child Abuse Procedure
- Bullying, Discrimination and Harassment Policy

Creating a Child Safe Culture

The following strategies have been implemented to create an ongoing child safe culture:-

- Ongoing training for staff
- Ongoing training for students
- Ongoing review and implementation of the above mentioned policies and procedures
- Recruitment, selection and induction policies and procedures for new staff to the College
- Induction, screening and monitoring of visitors and contractors to the College environment including Working With Children Checks

Leadership & Management - Coolock

We had a terrific year celebrating 140 years since the arrival of the first Sisters of Mercy to Bendigo and the Sandhurst Diocese. There were a number of significant events that took place in 2016 that gave us the opportunity to engage with many of the Sisters of Mercy who continue to take an interest and support our College.

We had the privilege of continuing the work of many very dedicated Sisters of Mercy who worked in Bendigo over the past 140 years. Many past students have memories of the significant education and life skills that were passed onto them during their time in the school.

In the front room of the Mercy building at Coolock we created the Heritage Room. This space allows us to display some of the history of our College. We were pleased to see a number of people visiting this space throughout the year and share so many wonderful stories of their time at St Mary's College and Catholic College Bendigo.

In 2016 we embraced the theme of Opening the Doors of Mercy. This challenged us in so many ways: firstly, to determine what this is calling us to do and then in trying to put into action the Mercy Values of compassion, justice, respect, hospitality, courage and service. Across the year staff and students were involved in many activities that encouraged them to take up the challenge to reach out. We heard the stories of the students who went to the Philippines to assist the local people in re-building the houses in their villages. The students who went to Samoa developed a much deeper understanding of a very different culture and how these people live their lives based around their families and their faith.

Over the past twelve months, Pope Francis challenged all in the Catholic Church to embrace mercy in our communities. This added to the richness of the mercy experience that we continued to develop across the year.

In addition to some of the major activities that occurred across the College, there were many individual acts of mercy *Mr Michael Chalkley*

that sometimes went unnoticed. Throughout the year it was tremendous to hear the stories of the students who volunteer their time to tutor refugee families in Bendigo. There are others who volunteered in a range of organisations. These young people just go about this work quietly and look for no recognition, while making life just a little better for others.

We also had many students excel at a great variety of events across the year, representing themselves and our College very well in sport, science, the arts and across all curriculum areas.

All of these things do not just happen by chance. There are always people behind the scenes who are encouraging and providing the opportunities for our young people to develop and excel. It is with gratitude that I thank the staff and families for the way in which our students are supported across this massive range of learning activities. We often talk about community, but the spirit and goodwill within our Catholic College Bendigo community never ceases to amaze and inspire me.



Mr Michael Chalkley

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2016

Training undertaken included; Accreditation to Teach in a Catholic School, Mercy Ethos, First Aid/Asthma/Anaphylaxis Training, Leadership Seminars, Membership Renewals, Subscriptions, Special Needs, Domain VCE Study Designs, VCAL/VET Inductions

NUMBER OF TEACHERS WHO PARTICIPATED IN PL

124

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$579.33 per head



Leadership & Management – La Valla

In 2016, in true Mercy tradition, we opened the doors to 230 new Year 7 students, along with a large number of other new students across all year levels throughout the year. In my role, I am privileged to work closely with all students and families to ensure the spiritual, academic, social, emotional and physical needs of all students are being catered for and the growth of every student is comprehensive. I am incredibly privileged to be in this position.

Our students and families continued to be very supportive, and it is this partnership with our families that is the strength of our community. This support extends to the generosity of our families who once again made a significant contribution to Caritas.

It is rewarding to see our students involve themselves so enthusiastically in all the experiences we offer - it makes me feel proud to be a member of the Catholic College Bendigo community. Opening Mass, Swimming Carnival, Mercy Day and Whole College Assemblies are the wonderful occasions where we gathered and celebrated the life of our College.

The introduction of the Year 7 Instrumental Music Program was hugely successful, providing musical tuition on a variety of instruments for all students in this year level.

The Martyn Program extending to include Year 8 has ensured that we continue to provide a choice of contemporary learning opportunities for our students. The predominant message from students and families participating in the program has been very positive. We look forward to expanding the program to include Year 9 in 2017.

Activities such as the Energy Breakthrough team, Outdoor Education program and school camps has provided experiences for students outside the school setting. These opportunities build respect, resilience and a sense of personal responsibility and cooperation among students.

The Year 9 Production of Grease was an outstanding success and it was incredibly rewarding to watch the growth of the students

throughout endless rehearsals, involving weekends and after school commitment. Many students were involved in a variety of roles and the lasting impression I take from the performance was the sense of teamwork and respect among the students and staff. Congratulations to all those involved.



Mr Len Watson

Following the Production, our Year 9 students moved from the warmth and comfort of the Ulumbarra Theatre out into the elements and challenges of the Snowy River National Park. Again, what an amazing opportunity for personal growth. Both experiences provide memories that will last a lifetime and certainly are a point of difference for our College.

Sporting successes continued to be impressive with a number of individual students and teams participating in state finals. Congratulations to our Year 7 Netball Team who became State Champions and to all our other sporting teams that made state finals. I am proud of the way our students represent the College.

It is important to recognise that all of these opportunities are reliant upon the generosity of staff giving their professional expertise and time. Thanks to all staff for the extra contribution they make ensuring that these experiences continue to be an integral part of our school community.

The building program at La Valla is ready to begin in June 2017. The construction of new flexible learning spaces, new performing arts areas and sporting facilities is exciting and will allow us to continue to provide excellence in our Catholic education of students in Bendigo and beyond.

Mr Len Watson

TEACHER SATISFACTION

Results from the School Improvement Teacher Surveys (Insight SRC) identified that staff:

- Staff feel that there is a good degree of teamwork
- Are committed to the schools goals and values
- Are encouraged to improve their skills, knowledge and performance;
- Take pride in the school
- Feel student behavior reflects the values of the College.



College Community

Celebrating 140 Years

Catholic College Bendigo has a proud tradition dating back to 1876 when Sister Aloysius Martyn and the Sisters of Mercy first arrived in Bendigo. We joyfully celebrated 140 years of education inspired by the spirit and ethos of Catherine McAuley, the foundress of the Sisters of Mercy.

We sincerely thank the Sisters of Mercy for their extraordinary service to the Bendigo community, educating thousands of children and working tirelessly wherever their help was needed, including in prisons, health and aged care.

A Jubilee Mass was held on Thursday 28 July in the Sacred Heart Cathedral, celebrated by Bishop Leslie Tomlinson DD. Sisters of Mercy, past Principals and our community of students and staff gathered to give thanks for the courage, vision and dedicated service of the Sisters of Mercy in Sandhurst for the past 140 years.

Following the Mass, guests returned to Coolock to view the newly opened Heritage Room. Sisters, past principals, staff and students alike enjoyed viewing many old photos and precious items from our archives.

On Wednesday 19 October almost 200 past pupils, families, staff and supporters of the Sisters of Mercy gathered to celebrate Mass and enjoy

lunch together. Many of those present were celebrating five generations of association with the Bendigo Sisters of Mercy. Numerous former boarders at the convent were also present and recounted the great influence the Sisters had on their education and their outlook.

The Mass was celebrated by Monsignor Frank Marriott who also attended St Mary's College from Prep to Grade 3.

On Thursday 3 November many Sisters of Mercy returned to Coolock to celebrate with a liturgy and a lunch in the St Mary's Hall. All of the Sisters in attendance had a close association with St Mary's or Catholic College Bendigo, either as students, boarders, novices or as Sisters. It was a wonderful celebration with the stories again being a highlight.

On this occasion, the Sisters presented the College with a framed picture of Our Lady of Mercy to mark the 140 years Jubilee. It is notable for being taken from the miraculous painting in the Church of St Pudenziana, Rome and sent by His Holiness Leo XIII to the Mother of House of the Sisters of Mercy in Dublin as the proper emblem of their entire Order

ACHIEVEMENTS

- Celebrations of 140 years of The Sisters of Mercy in Bendigo
- The hosting of The Frayne Festival in Bendigo for all Mercy school around Australia
- The establishment and opening of the Heritage Room at Coolock Campus
- The Open Evening in April showcasing the College to the Community
- Students receiving coveted awards in Tops Acts and Top Design categories of the Arts



VALUE ADDED

- | | |
|--|---|
| <ul style="list-style-type: none"> • Masses and Liturgies • Prayer and Retreats • Reflection and Encounter Days • Social Justice Groups • Community Service • Swimming and Athletics Carnivals • Sports Competitions • Camps and Outward Bound • Peer Mediation • Student Representative Council • Leadership Programs • Bands and Choirs • Instrumental Music Program • Voice Choir and Frayne Festival | <ul style="list-style-type: none"> • Public Speaking and Debating • Writers' Masterclasses • Year 9 Production • Winter Concert • Battle of the Bands • Tournament of Minds • Da Vinci Decathlon • Academic competitions • Spring Arts Festival • Energy Breakthrough • Work Experience • Overseas Immersions • Careers Nights |
|--|---|

PARENT SATISFACTION

Results from the School Improvement Parent Surveys (Insight SRC) identified that parents:

- Feel that the school provides a vibrant educational environment that is learning focused;
- Are satisfied their child is well prepared for transitions through the school setting and beyond;
- Expressed that their child feels accepted by peers, and other students at school;
- Feel that the school effectively informs about their child's learning progress;
- Parents feel comfortable about approaching the school with concerns;
- Parents feel that their child has a voice and their input is valued
- Are satisfied that the school continues to grow and improve with regards it's programs and masterplan developments;
- Are satisfied that students feel a sense of connectedness and belonging to school with improved motivation and engagement

Future Directions

The future, at our College is exciting with the opening of new and innovative learning spaces and a new College name for 2018.

Throughout 2017 Catholic College Bendigo will transition to a new college identity and name, Catherine McAuley College.

NEW IDENTITY AND CREST



The new College design was based on focus group feedback from all stakeholder groups which were strongly in favour of the retention of a crest.

Emphasis was given to the Mercy cross to signify that the College is now a fully sponsored Mercy school and belongs to the Mercy Education

network. The change of name also reflects the Mercy charism as does the motto 'Living Mercy'.

The golden wattle is the floral emblem of Australia and the incorporation of the Whirrakee wattle in the new logo is particular to the Bendigo region and well recognised in the local area.

NEW BUILDING PROJECTS

New building developments at the College will create modern, cutting-edge facilities and the new learning spaces are designed to enhance our students' skills and educational pathways, today and well into the future.

A purpose-built performing and creative arts centre including 28 flexible learning spaces will add to the established specialist facilities such as science laboratories and technology areas for food, wood and metal classes. Our students love the wide open spaces of La Valla, with the ovals, natural bush, the farm and McAuley Square.

STRONG PARTNERSHIPS

Our College has strong partnerships with peak sporting bodies allowing us to develop our grounds and sporting facilities with the support of the City of Greater Bendigo. Spacious land owned by Catherine McAuley College at Junortoun creates the unique opportunity for the formation of an innovative community hub.



VRQA Compliance Data

NOTE:

The School's financial performance information has been provided to the Victorian Registration and Qualifications Authority and will be available for the community to access from their website from October 2017.

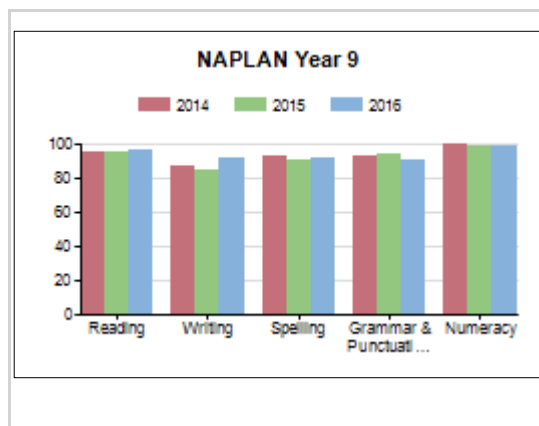
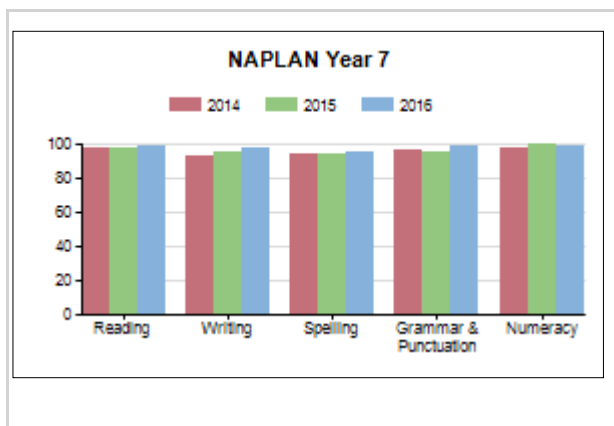
[Victorian Registration and Qualifications Authority](#)

E3002
Catholic College Bendigo, Bendigo

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2014	2015	2014–2015	2016	2015–2016
	%	%	Changes	%	Changes
			%		%
YR 07 Reading	98.1	98.0	-0.1	98.6	0.6
YR 07 Writing	93.0	95.3	2.3	97.3	2.0
YR 07 Spelling	94.6	94.6	0.0	95.5	0.9
YR 07 Grammar & Punctuation	96.2	95.3	-0.9	98.6	3.3
YR 07 Numeracy	98.4	99.6	1.2	99.5	-0.1
YR 09 Reading	96.0	95.9	-0.1	96.6	0.7
YR 09 Writing	87.0	84.6	-2.4	91.8	7.2
YR 09 Spelling	93.7	91.0	-2.7	91.5	0.5

YR 09	Grammar & Punctuation	92.8	93.8	1.0	90.4	-3.4
YR 09	Numeracy	99.7	99.0	-0.7	98.9	-0.1



YEARS 9–12 STUDENT RETENTION RATE	
Years 9–12 Student Retention Rate	75.22%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y07	94.95
Y10	89.51
Y08	93.41
Y09	92.47
Overall average attendance	92.59

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	87.99%

STAFF RETENTION RATE	
Staff Retention Rate	83.02%

TEACHER QUALIFICATIONS	
Doctorate	0.61%
Masters	10.43%
Graduate	44.79%
Certificate Graduate	3.68%
Degree Bachelor	82.82%
Diploma Advanced	20.25%
No Qualifications Listed	6.75%

STAFF COMPOSITION	
Principal Class	6
Teaching Staff (Head Count)	158
FTE Teaching Staff	136.467
Non-Teaching Staff (Head Count)	70
FTE Non-Teaching Staff	54.951
Indigenous Teaching Staff	2

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	583.50
Year 9 Writing	560.20
Year 9 Spelling	575.60
Year 9 Grammar & Punctuation	561.50
Year 9 Numeracy	582.30

SENIOR SECONDARY OUTCOMES	
VCE Median Score	29
VCE Completion Rate	99%
VCAL Completion Rate	97%

POST-SCHOOL DESTINATIONS AT AS 2016	
Tertiary Study	39.0%
TAFE / VET	10.0%
Apprenticeship / Traineeship	13.0%
Deferred	24.0%
Employment	13.0%