

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

2019



MARIAN COLLEGE, ARARAT



SCHOOL REGISTRATION NUMBER: 0411

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E NUMBER	E2020

Minimum Standards Attestation

I, Carmel Barker, attest that Marian College, Ararat 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 2017 (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 2019 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

15th May 2020



Our College Vision

Marian College is a dynamic and nurturing Kildare Education Ministries Catholic school, in the Brigidine Tradition.

We are committed to ensuring a vibrant and challenging educational environment of learning and personal growth.

Our safe, supportive environment will empower our young people to become part of a generation responsible for bringing positive change to our world.



Class of Year 12 – Final day, 2019



College Overview

Strength and Gentleness

Established by the Brigidine Sisters on its current site in 1889, Marian College prides itself on its very long commitment to providing high quality learning and teaching for young men and women of the Grampians-Ararat-Stawell region.

Marian College is a Kildare Education Ministries school in the Brigidine tradition that continues to offer high quality educational opportunities and experiences, which will shape our students in positive ways throughout their lives.

At Marian College we seek to provide an education that empowers students to become life-long learners, who are encouraged to think creatively, to analyse critically, to respond intelligently, and with thought and compassion for others.

As a Catholic learning community we endeavour to keep the Gospel values at the heart of our school, and actively promote high expectations, respectful communications, perseverance, tolerance, compassion, justice and hospitality.

Our Learning and Teaching programs are designed:

- to be challenging and responsive to emerging needs in education that are tailored to support personalized learning pathways;
- to promote innovation and creative thinking;
- to embrace contemporary technologies and real-world experiences; and
- to excite the imagination and passion in the pursuit of excellence.

Students are encouraged to excel and to work towards continual improvement to achieve their best. We are very proud of our strong Brigidine tradition and ethos, and now Kildare Ministries, where staff actively promote and nurture the spiritual, intellectual, emotional, physical and social growth of all students.

Teaching staff work collaboratively and reflectively in Professional Learning Teams to continue to remain at the forefront of teaching and learning practices. They endeavour to model learning and a passion for learning, and provide on-going effective feedback for continual improvement.

Our Teacher Advisor (TA) program represents an integral element of our mission. Each TA is the advocate and role model in the lives of the students in their care. They support these students academically and socially throughout their secondary journey. In partnership with parents, they help guide students to flourish and grow into thoughtful young men and women who can contribute positively to the world.

At Marian College, we challenge our students to be people of courage and action, and to find their voice and place in the world.



Principal's Report



At the end of 2019, it is good to look back on the many great achievements woven within another very busy year for the College. 2019 was our Year of Hospitality. There is no secret that our founding Brigidine Sisters did hospitality extremely well, and especially welcomed the most vulnerable into our community. I would like to think that this remains one of Marian College's strongest qualities today. Throughout 2019, staff and students were challenged to think about how we welcome, the words we use (including our educational jargon), the mannerisms we adopt, and our signage that may unintentionally exclude certain individuals, groups, staff and families from full membership our community.

We continue to welcome and support students from all walks of life, and with various levels of need. At the end of the year, it is pleasing to see students live up to the challenges placed before them and thrive. This is not always imagined at the most difficult moments when teachers and parents are working hard together, but it is always worthwhile and rewarding. I would like to thank the many parents who have supported the College throughout the year to enable us to do our job well in the interest and growth of their sons or daughters. I am very proud of the level of support for students provided by all staff at Marian College. This extends from Transition right through to Graduation Day. I sincerely thank our wonderful, dedicated and compassionate staff for their work throughout 2019. I have seen some wonderful transformations and growth to maturity from our students over 2019. We know this takes a team effort with the support and engagement of families.

At Marian College we have a great team of caring teachers who work hard together to see students settled, belonging, happy and thriving. Our Wellbeing and Learning and Teaching teams understand that for students to learn effectively there must be some synergy between pastoral care and learning, and that neither exist well in isolation. With our new OAK Wellbeing program in its second year, we are starting to see some very encouraging signs of greater understanding of Positive Education reflected in how students approach their learning and interact with others. Knowing the integral role parents undertake in the success of our young people, we have worked hard to improve communication between home and school, and to provide various options for parent engagement to meet contemporary needs.

Rich in Brigidine heritage and culture, Marian College continues to grow under the newly formed (5 Years old) governance of Kildare Ministries. For Principals today, there is something very comforting about a community that continues to embrace strong links to the past through our Trustees and Councils, with a focus on the unfolding path ahead. We may deal with new social issues and face difficulties that were not imagined in the times of our founding sisters, but the values and our deep mission and purpose have not changed.



A highlight for our community in 2019, was to celebrate Sister John's special 80th birthday. Students, staff, family and friends joined together to celebrate the life and work of this wonderful woman, teacher, and role model for us all, who continues to share her compassion and support with all in our community.

Our College Motto of '*Fortiter et Suaviter*' (or, Strength and Gentleness) challenges students and staff to take a stance for what is right and to believe that what they do does make a difference. It may not be earth-shattering but it may be exactly what someone in our life needs. 'Not all of us can do great things. But we can do small things with great love.' (Mother Teresa) Our Mission Statement refers to the Gospel image of Jesus, inclusive and welcoming, teaching the people of his times. By stating the importance of faith alongside effort, we adopt this example for our own community.

In a society that challenges faith while offering greater freedoms than previously experienced, we affirm Gospel values, and encourage our young people to assess their situations and make decisions about the kind of future they choose. Our vision at Marian College is to encourage students to aspire beyond what people think possible. Our College is blessed with a rich history, strong academic and vocational traditions, rapidly growing facilities, nurturing pastoral care programs and extensive co-curricular opportunities. This year, we espouse the mantra of "Being present to all in this Year of Hospitality". The College firmly believes in providing a challenging and safe environment where every individual is welcomed, strongly supported, and challenged to do his or her best.

We witnessed our students taking up this mantle in the many great experiences throughout 2019, including but not limited to, our STEM departments adopting Virtual Reality technology to broaden the experiences possible for Mathematics, Science and Technology in a rural location. Sport continued to thrive at Marian College with teams and individual students reaching the 2019 State Finals. The production of Chicago in August was certainly a highlight of this year, and a demonstration of the wonderful talents we have in the 'Arts'. So too, the achievements of many of our students in 'Cream of the Crop', the Ballarat Art Show, the Art Exhibition and Wakkikirri have been impressive. Our OAK program continued to develop across the College in 2019, with all classes engaged in wellbeing strategies, Positive Education and resilience. We particularly witnessed the great spiritual dimension of College life in our 'Way of the Cross' at Easter, in our fundraising for the Fred Hyde Foundation and our kindergarten in Bangladesh, Caritas, the Winter Appeal, and in the many ceremonies, Masses and College liturgies.

The College continues to nurture strong relationships with the community through Applied Learning activities, Work Experience, Community Service, Apprenticeships and Work Placements. One major area of focus this year has been to increase our Learning Diversity staffing and resources to continue to provide high levels of support for all students. This has involved increased use of data to inform learning and teaching and to better target emerging needs.

Our Stewardship Council has been a tremendous support to the College in their collective wisdom, discernment and advice to the Principal. I particularly thank our Chair, Mr Bill Slatter, and committee members: Sister Angela Ryan, Mrs Pat Lardner, Mrs Kate Harney, Ms Hannah



Cunningham, Mrs Cathy Holland and Mr Scott Woolley. Their insight and support for our College is impressive and greatly appreciated.

We look forward to continuing the good work achieved together with families, students, staff, our Stewardship Council and Kildare Ministries.

Mrs Carmel Barker
Principal
Marian College, Ararat



College Board / Advisory Council Report

The Marian College Stewardship Council supports Kildare Education Ministries in their work of governance by providing local wisdom and input into policy setting and decision making. The Stewardship Council also provides support to the College Principal and her leadership team. The Council meets twice each term.

The members of the Council this year were Sr Angela Ryan, Hannah Cunningham, Kate Harney, Cathy Holland, Pat Lardner, Scott Woolley and Bill Slatter. Pat Lardner finished her membership of the Council at the end of the year.

The Stewardship Council has three sub-committees that provide input into the Council and support the College's Leadership Team. They are the Policy, Community Liaison and Finance subcommittees. Each of these meet just before the Council meetings.

The Policy subcommittee's members were Matthew Summers, Lucy Edwards, Kate Harney and Hannah Cunningham. The committee did an audit of the College's existing policies and matched these with the policies developed by Kildare Ministries. This process identified the need to have a policy that addressed the behaviour expectations of parents and visitors to the College. After a lengthy period of consultation and drafting a new policy was developed and ratified by the Stewardship Council.

The Community Liaison subcommittee's members were Steph Saravanja, Cathy Holland, Pat Lardner and Scott Woolley. The committee analysed the outcomes of a variety of student and parent surveys to help set improvement goals for the College's wellbeing team.

The Finance subcommittee's membership was Carmel Barker, Russell Barker, Sandra Faneco, Sr Angela Ryan and Bill Slatter. The challenge for the Finance subcommittee for all of 2019 was dealing with the severe budget implications of a large and unexpected drop in student enrolments that occurred over the 2018-19 summer vacation. The budget had to be redrafted and expenditure closely monitored. Support from the CECV Grant Allocation Committee late in the year and very careful management from the Business Manager (Russel Barker) enabled the College to avoid a deficit for 2019.

The Stewardship Council wants to congratulate the Marian College staff, students and families on what was a very successful year.

Bill Slatter
Chair
Marian College Stewardship Council



Catholic School Culture

Goals & Intended Outcomes

To build an inclusive Catholic Faith Learning Community where all members learn about, reflect on, and engage in their faith journey, inspired by Gospel values:

- that students, staff and parents are provided with meaningful opportunities to reflect upon and embrace the 2019 College theme of Hospitality;
- that our message of welcome without prejudice permeates our words and actions;
- that our community actively and responsibly engages with and contributes to our school, locals and global community, where the needs of the vulnerable are paramount.

Achievements

- School wide focus on welcoming all but especially the most vulnerable;
- School-wide support to continue funding the Kindergarten in Bhola, Bangladesh;
- Professional development opportunities provided and staff met opportunities of personal and professional development in our mission and values as a Kildare Catholic College in the Brigidine Tradition;
- Daily class prayer and active whole-school rituals evident throughout the year;
- Religious focus and prayer as part of all College meetings and parent gatherings;
- Staff embraced the theme of Hospitality providing opportunities to administer to others and host various celebrations;
- Development of a video by staff to articulate the theme of Hospitality across our community of students, staff, parents and the wider community.

Masses and Liturgies

- Staff Memorial Service for Teacher Mr Greg Dean
- Student liturgy for Mr Dean
- Opening School Mass and Awards Ceremony
- Ash Wednesday
- ANZAC Day Ceremony
- Sister John's 80th Birthday Celebrations
- 5 Year Anniversary Kildare Ministries
- Staff Retreat - 2 Day "Hospitality"
- Caritas - 'Dare to Donate'
- Pilgrimage to Ireland - (Mr Stephen East) Head of Religion
- St Brigid's Day and Fred Hyde Day
- 'Way of the Cross' - Easter Passion - Year 12 Students
- Graduation Mass and Awards Dinner





In Memory of Mr Greg Dean

It was a sad beginning to 2019 for our community with the sudden death over the Christmas week of much-loved teacher and friend, Mr Greg Dean. Greg started at Marian College in 2014, working in the areas of Mathematics, Sport, Leadership and more recently, Head of Applied Learning. Greg continually embraced the Catholic/Brigidine heritage and Kildare Ministries culture within his work with students. This was reflected within the many projects undertaken by the Applied Learning students, including: fundraising for Motor Neuron Disease, Community Service projects, interfaith meetings with the Buddhist community and Islamic society of Ararat.

Our video on 'Hospitality' created by staff provided the background for many celebrations throughout the year.

Retreats/Formation in 2019

- Year 12 (5-7 Feb, Cave Hill Creek – Raglan)
- Year 7 (February) Transition/Formation Camp (Lorne)
- Year 8 (14-16 March, Anglesea)
- New Staff Formation Days (Kildare Ministries)
- Staff (16-17 July, Cave Hill Creek) Theme: Hospitality
- Year 10 (10-13 Sep, Camp Wilkin – Anglesea)

The 2019 Student Retreats for Years 8, 10, 12, the Transition/Formation Camp for Year 7, and Staff Retreat in June were well organised and provided time for students and staff to reflect on their own faith journey and the founding Christian principles, values and heritage of the College. Guest speakers such as Sam Clear (Walk4One), Ballarat Catholic Youth Workers, staff from Catholic Education Office Ballarat and Kildare Ministries brought their unique gifts and perspective to our Year of Hospitality, and provided much thought-provoking ideas and challenges.





For the Year 12 cohort in their final year, this was a wonderful opportunity for our senior students to come together and reflect on their time at Marian College and their role as the new leaders of the College. Students on all camps were provided with opportunities to embrace their own spirituality and to understand a little more about the Catholic faith through the sharing of stories, rituals, meditation, guest speakers and prayer.



St Brigid's Cathedral in Kildare

Late in 2019, our Religion Coordinator (Mr Stephen East) travelled with Kildare Ministries on pilgrimage to Ireland. The story of Brigid, Daniel Delany and Nano Nagle are brought to life as pilgrims walk in the footsteps of our founders. For many on pilgrimage the experience is difficult



to fully capture but the benefits often continue to spread among our community long after return.

Events

- Project Compassion
- Caritas Coin Coil
- Ration Campaign
- The Way of the Cross
- St John's 80th Birthday Celebrations
- 'Dare to Donate' - Caritas
- Catholic Youth Festival Ballarat
- St Brigid/ Fred Hyde Day

Our students have worked tirelessly throughout the year to create a positive Catholic School community. The success of our annual Fred Hyde Day is a testament to the dedication of the students. Funds raised throughout 2019 will support our kindergarten in Bhola, Bangladesh.



One of the highlights for 2019 was our community celebration of Sister John's 80th birthday. Sister John is a much-loved member of our school community who works tirelessly for the students, staff and families. She remains an example to us all.

(Left: Sister John's Class of 1970)

The New Awakenings curriculum is being implemented in all Catholic schools in the Ballarat Diocese. As part of the Year 7 curriculum and with links to ECSI, the Year 7 cohort created a quilt featuring the key symbols of our College. Working with Catholic Education Office Ballarat, the VCAL RE program is undergoing a review and rewrite process to continue to develop this area.

VALUE ADDED

- Revision of the VCAL Religion Program
- Retreats for Years 8,10 and 12
- Formation Programs - Staff and Students
- Staff Retreat
- Theme Focus: Hospitality
- Liturgies and Masses



- Fundraising Activities
- Social Justice - Fred Hyde, Caritas, St Vincent de Paul's
- Multi-Faith interactions - Buddhist and Muslim communities
- Pilgrimage to Ireland
- Professional Development - Guest Speakers



Community Engagement

Goals & Intended Outcomes

- Extension of the Oak Program – Positive Education program at Marian College
- Continuity of the annual Awards Evening
- Continuity of the Year 12 Graduation ceremony
- Fred Hyde Day (including donations for prizes from Businesses around the community)
- Year 7 Meet and Greet Barbeque
- Year 7 parent information evening and school tours for Enrolments.
- New Website and Face book page?
- Use of Gym and School Grounds for Community Groups such as Rotary District Assembly
- Ballarat Diocese Chess Tournament
- STEM Day

Achievements

The Year 7, 2019 Information Evening welcomed our Grade 6 candidates into the College. Activity stations in Science, Maths, Technology, Art and Physical Education drew interest from the prospective students and their parents. Each child was presented with a gift bag to promote their transition and to welcome them to the Brigidine Centre.

Marian College hosted five other schools for the Annual Ballarat Diocese Chess Tournament. The other schools involved were Emmanuel College in Warrnambool, Mercy College in Camperdown, Monivae in Hamilton, St Patricks, Ballarat and Trinity College in Colac. 10 students from Marian represented our school with a total of 68 students competing.



The Science Faculty pioneered a STEM day with Grade 5 and 6 students from surrounding schools on 5 December, providing a wonderful learning opportunity for younger students to



experience STEM subjects. Activities in Science, Technology, bird watching, Physical Education gave the students an insight into secondary education at Marian College.

The annual Awards Evening provided a celebration of excellence and achievement for students from Years 7 to 11. The Awards Ceremony was held at the Astor Theatre and was supported by many local organisations and businesses. There were many very proud parents in attendance to support their child(ren).

The Ararat branch of Rotary International is a service organisation whose stated purpose is to bring together business and professional leaders in order to provide humanitarian service and to advance goodwill and peace to the world. They do fabulous work within our local community and support Marian College students every year. Our gymnasium and school grounds were proudly sporting Rotary banners this year for their Annual Rotary International Conference.



VALUE ADDED

List a broad range of activities in plain language about curricular and extra-curricular activities; not every activity needs to be included.

- The Positive Education Program, the Oak Program, provides Year 7 students the opportunity to explore their many character strengths and build their resilience for life's challenges.
- Strong relationship with St Mary's Primary Ararat and St Patrick's Primary in Stawell and other smaller Primary Schools in surrounding areas.
- Strong community links through Science, Technology and Mathematics extensions for local Primary Schools



Leadership & Stewardship

Goals & Intended Outcomes

- Create an environment that promotes and supports authentic leaders who give witness to our Catholic tradition, mission and values as a Kildare Ministries school in the Brigidine Tradition. Cultivate and support leadership development programs for new and emerging leaders
- Provide opportunities for leadership development for staff through short term experiences, projects and mentoring
- Cultivate a strong leadership program and support mechanisms for students
- Promote and support Peer Support Leader the areas of 'Justice' and 'Mission'
- Increase leadership (and staffing) in the area of Learning Diversity to meet emerging NCCD needs.

Achievements

- Professional Learning Teams regularly share resources, skills and data to inform and continually improve teaching.
- Implementation of a Student Leadership Program
- Leadership Training provided for aspiring leaders
- Opportunities provided for formal and informal leadership experiences
- Redevelopment of Middle Leader roles (House Leader) to incorporate a great focus on Justice and Mission at Marian College
- Provision of mentors for new staff/new leaders.
- Formation processes well established for new staff and students



College Seniors - 2019



Staff Professional Development

- Leadership Retreat
- VCAL Working Party CEOB
- Awakenings Curriculum Year 7 and 8
- Kildare Ministries RE
- Catholic Education of Ballarat RE
- Justice and Democracy KEM
- Youth Mental Health
- Kildare Ministries Retreat - Founding Grace
- Kildare Ministries Conference
- VCE Music Conference
- VCAL Ballarat - CEOB
- Staff Retreat - Theme of 'Hospitality'.
- VCE Assessors
- Physics Conference
- VCE SACs
- Analysing VCE Results
- VCE Music Teachers Conference
- Ancient History Seminar
- Ancient History Summit and Enrichment Program
- VCAA Exam Conduct
- Online Edrolo
- SSLN and NCCD
- COSSI Reviews
- VCAA VCE Systems
- VATE Roadshow
- Textiles
- Product and Design
- VCAA Lit
- VET Cluster
- VCE Biology
- EAL Training
- Curriculum Writing
- SIMON Management Committee and User Group
- Google Certified Trainer
- Digitech
- Adobe
- CECV Pathways
- CGVET
- VCAI Numeracy
- VCSSPDA Conference
- VCAL Quality Assurance
- OAK Program
- Ed Perfect



- Child Protection
- Risk and Compliance
- School Law
- Staff Wellbeing
- Leadership Development

Value Added

- Working with CEOB in the development of the VCAL Religion Program
- Retreats for Years 8,10 and 12
- Formation Programs - Staff and Students
- Staff Retreat
- Theme Focus: Hospitality
- Liturgies and Masses
- Fundraising Activities
- Social Justice - Fred Hyde, Caritas, St Vincent de Paul's
- Multi-Faith interactions - Buddhist and Muslim communities
- Pilgrimage to Ireland
- Professional Development - Guest Speakers
- OAK Program

Further to the many external opportunities for staff development, each Wednesday morning one staff member will provide feedback/training at the General Staff Briefings based on a Professional Development they have attended.

The College eLearning Coordinator provides weekly sessions for staff to hone their skills in the various platforms used at the College including but not limited to: Google, Ed Perfect, Mathspace, Edrolo and SIMON. Individual sessions are available on request.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING	
NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2019	42
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$883 FTE



Learning & Teaching

In 2019 the Learning and Teaching Team comprised:

Head of Learning and Teaching: Mr Matthew Summers

Faculty Heads:

Religious Education:	Mr Stephen East
English:	Mrs Stephanie Mansell
Science:	Mr Trevor Hunt
Mathematics:	Mr John Coghlan
Technology:	Mrs Megan Shea
Health & Physical Ed:	Mr Paul McLoughlan
The Arts:	Ms Teresa Tonks (2020 Ms Venn)
Humanities:	Ms Lauren Nitschke
PLT's:	Ms Michelle Finch

Goals & Intended Outcomes

1. *Build Staff Capacity.*

Strengthen the role of Professional Learning Teams as the key vehicle for fostering learning and sharing data and skills across the school.

2019

At the end of 2018, the Head of Professional Learning & Teaching worked to build focused groups that concentrated on the use of data to further develop the learning and teaching across the school. The groups were built around, VCE, Science & Maths, English, Applied Learning and the Junior School. The primary focus was literacy.

2. *Strengthen Pedagogy*

Utilize the new Professional Learning Teams to focus staff attention on student data and research-based, student centred outcomes.

2019

The PLT's have spent much of 2019 researching current curriculum practices within the school and where these can be further enhanced and developed for the improvement of literacy within faculty areas, as well as whole school literacy.

These have included such things as:

- Greater use of VASS data;
- Greater use of NAPLAN and ACER data;
- Continued development of Project Based Learning at Year 7;
- Whole school wellbeing program research implementation in 2020;



- Digital surveying of staff, parents & students in regards to technology use within the school and improvements. This included development of the schools position on mobile phones.

3. *Strengthen the Learning Culture*

Strengthen the profile of learning within the community, (parents, teachers and students) as the core business of the school.

2019

- The development of the PLT's over the course of the year in further enhancing a learning culture.
- Consultation with key stakeholders over alterations to the schools grading structure for 2020.
- Consultation with key stakeholders over the value and use of mobile phones in 2020 and beyond.
- Consultation with faculties and development of Student Handbooks.
- Continued improvement to the Learning Portal.
- Development of a Student Portal for 2020.

Achievements

- Creation of an online Student Portal for 2020
- Continued development of the online Learning and Teaching Curriculum Portal for all departments as well as specialised areas including Wellbeing
- Improved use of data in relation to NAPLAN, (particularly in the area of Maths and English) and VCE
- Improved infrastructure and use of digital technologies within the classroom
- Continuation of the Professional Learning Journal as a relevant Professional Development tool of staff.
- Alterations to the classroom observations processes
- NCCD data collection
- Full implementation of the Wellbeing program across all year levels.
- Continued development of the Project Based Learning curriculum at Yr 7
- Expansion of the Pos Ed Program in the Junior school and as an integral part of the whole school approach to Wellbeing.
- Developments with the role of Michelle Finch to incorporate PLT's and a whole school approach.
- Development of a whole school approach to mobile phones and overall use of technology for 2020



STUDENT LEARNING OUTCOMES

The trend NAPLAN data over the 3 years appears as follows:

Year 7

Reading:

The trend is on the rise (higher than the national average but slightly below the state average). There has been a school-wide effort within English in this area.

Writing:

Has held steady with a slight improvement.

Spelling:

Is an area that requires some attention.

Grammar and Punctuation

Has shown a slight improvement

Numeracy

Has held steady with some improvement

Year 9

Reading:

Has shown a slight improvement.

Writing

Has held steady.

Spelling

Is an area that requires attention.

Grammar and Punctuation

Has held steady.

Numeracy

Has held steady with a slight improvement.

****NB:** Along with the push within English with regards to reading, the Maths department have also worked on numeracy, which has seen some improvement in the three year period.



Wellbeing

In 2019 the Wellbeing Team comprised of:

Ms. Steph Saravanja:	Head of Wellbeing
Mr. Kevin Griffiths:	School Counsellor
Mrs. Rose Rowe:	Enhancement Coordinator
Mrs. Beck Stephens:	RTP LSO
Mr. Matthew Summers:	Head of Learning & Teaching
Mrs Erica McConachy:	Barron House Leader
Mr Matthew James:	Clancy House Leader
Mrs Donna Spalding:	Kelly House Leader
Mr. Nick Lloyd:	Synnott House Leader

Goals & Intended Outcomes

Fostering healthy, safe and hope-filled communities committed to the dignity of each person.

To:

1. Develop and support a coordinated school-wide approach to the Wellbeing program within the College;
2. Provide opportunities to develop self-discipline strategies among the students;
3. Develop a great sense of belonging, trust and advocacy within and across the College

Outcomes:

To continue to improve positive relationships across the Community, evident in high respect for all individuals for the learning, and the greater College environment and beyond.

Achievements and Value Added

2019 was a busy and productive year in the area of wellbeing. This was the first year that Student Voice operated and they worked really well together to produce a very successful St. Brigid's Day that centred around the theme of Hospitality. Student Voice members devised a series of activities for all students and staff that were designed to bring everyone together and focus on "celebrating all that is good" in our school "with joy and gratitude". It was a memorable day that was enjoyed by all. We look forward to seeing what Student Voice has to offer in 2020, as their role starts to grow and expand.

The Wellbeing Program - known as the Oak Program - rolled out across the school in 2019, delivering both the Respectful Relationships Curriculum and Positive Education. The Oak Staff sought to build relationships and trust with their students, enabling them to connect in such a way that they could then offer strategies and tips on how students could best take care of their mental health and general wellbeing. The Oak staff met regularly to evaluate the program and surveyed students to review the materials utilised. We received some wonderful data back from these surveys which showed that students were feeling more supported in the school; felt more informed about how to ask for help should they need it, and they learned some strategies about how to look after their own wellbeing. At the end of the Year, Oak staff agreed that Positive



Education would be highly beneficial for students across the whole school as we felt it promoted ideas and practices that could be useful to help staff connect with, and engage, students across various subject areas. Subsequently, we spent some time at the end of 2019 discussing how we could achieve this in the New Year. We look forward to seeing the benefits of this play out in 2020.

The PEER support Team worked with our Year 7 students, meeting with them in their Houses to play games and to encourage the students to build their listening skills and to work collaboratively and supportively with each other. The Year 11 PEER Support Leaders acted with patience, maturity and compassion when working with our Year 7 students and hopefully the connection with older students was a real positive for our younger students. I know that the Year 11s really enjoyed their leadership role.

At the end of the Year, we held the Year 10 Leadership Training days where students worked in House Groups and engaged in team work activities and games. At the end of the two days, students who were interested could apply to become PEER Support Leaders in 2020. It was a superb two days and we were very impressed with the attitude and behaviour of the students. There were many applicants for the leadership role, and I am sure that our PEER support Team in 2020 will be wonderful and will work hard to support our new Year 7s.

STUDENT ATTENDANCE

Teachers mark their rolls 7 times per day (Homeroom and in periods 1-6) using the SIMON Administration package. An email is automatically generated when teachers do not complete their rolls in class and a phone call is made from the office to remind the teacher.

Marian College Office Staff contact parents on a daily basis where there are unexplained absences for a child brought to light through our roll marking system. (Students are required to sign in and out of the front office when late or leaving). An SMS is generated at about 11.00am each day for unexplained absences. Records of student attendance are kept in SIMON and can be produced as requested.

TA teachers are made aware of extended non-attendance by students and investigated via the student and the parents/guardians.

Ms Steph Saravanja
Assistant Principal - Head of Wellbeing



Child Safe Standards

Goals and Intended Outcomes

The Principal, Kildare Education Ministries, the Stewardship Council and the leaders at Marian College Ararat recognise their particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for child safety.

Marian College is committed to ensuring a safe and nurturing culture for all students and holds the care, safety and wellbeing of children and young people as fundamental to a Marian College education. To this end, all members of the Stewardship Council, staff, volunteers and contractors of Marian College are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice.

Achievements

Our commitment to Child Protection involves regular professional learning at staff meetings where Child Protection policies are visited and revisited. All our policies and procedures for dealing with Child Protection matters are published on the College website and our 'Child Protection' Google Site, which is located centrally in the Wellbeing Portal. Our approach to Child Protection, along with our policies and procedures are explained to students in Year levels at the start of every school year in order to help students understand the help on offer to them, and to gain insight into the support offered when someone makes a disclosure of abuse. Students and staff are educated on who the school's Child Protection officers are and there are posters around the school with the photos of the Child Protection officers, along with an explanation of their role. Students are educated on how to reach out for help if they are feeling unsafe and there is a function on their Simon homepage where students can lodge a "Wellbeing Request" to the Head of Wellbeing and the school counsellor to indicate that there an "urgent issue" they need help with, where they may need immediate help to stay safe. Child safety is given priority in all decisions made within the school and the safety of our students is paramount.

Marian College has a Code of Conduct which supports the Child Safety Policy and has appointed the Head of Wellbeing (Mrs Saravanja) and the College Counsellor (Mr Kevin Griffiths) as the nominated Child Protection Officers.

The Head of Wellbeing provides information and support on child protection matters where required. To ensure the full implementation of the Child Safety Policy, the Code of Conduct has been included: -

- As part of induction training for new leadership members, staff, contractors and volunteers –
- As part of annual training for existing leadership members, staff, contractors and volunteers –



- To inform parent/guardians and other persons associated with Marian College of the expected behaviour for the College's leadership, staff, contractors and volunteers –
- To support and inform the College's protocols and reporting procedures should any breaches of the Code be suspected or identified –
- In employment advertisements and contracts to ensure compliance –
- In communications to all students, highlighting the responsibilities of all to the Code.

All College staff must remain familiar with the relevant laws, the Code of Conduct, and policies and procedures in relation to child protection and to comply with all requirements. Staff must complete the DET e-learning module on Mandatory Reporting annually and complete the nine Complispace modules. The College has a very proactive pastoral system whereby TA (Teachers Advisers) have responsibility for monitoring the wellbeing of each student in their care. The College Counsellors also ensure student welfare and safety are paramount.

The College records any child safety complaints, disclosures or breaches of the Child Safety Code of Conduct and stores the records in accordance with security and privacy requirements. Marian College's Child Protection – Reporting Policy, sets out the actions required under the relevant legislation when there is a reasonable belief that a child is in need of protection or a criminal offence has been committed, and provides guidance and procedures on how to make a report.



Future Directions

During the implementation of the School Improvement Planning process, as a College we are committed to holding in trust for future generations, the strong core values and Brigidine and Kildare Ministries traditions which are so much a part of who we are as a Catholic Secondary College. Central to our role as educators is the understanding that our faith, based on the examples of Jesus and Gospel values, permeates all aspects of College life.

The School Improvement Plan (2017-2022) focuses on sustaining this Catholic faith base, with an eye to continual improvement of the learning for our students into the future. Researched-based, scientifically tested strategies and processes have been used to inform this plan, especially in the areas of learning and teaching and wellbeing.

In order to achieve the goals and objective of the School Improvement Plan over the next five years, each facet of the plan will be executed within a specific time frame as indicated on the College's Annual Action Plans – 2017,2018 and 2019.

Marian College endeavours to use measurable outcomes as indicators for success, and to continually evaluate the implementation process and actions taken at each stage. In order to achieve the objectives and goals of the School Improvement Plan and what denotes successful actions, it is important that discussions and evaluative processes are broad and include the perspectives of the various stakeholders – parents/guardians, students and staff.

Continuation of our work in a rapidly changing world demands that we progressively evaluate the current situation and make necessary adjustments in order to provide high quality education at a Kildare Ministries Catholic College in the Brigidine tradition.



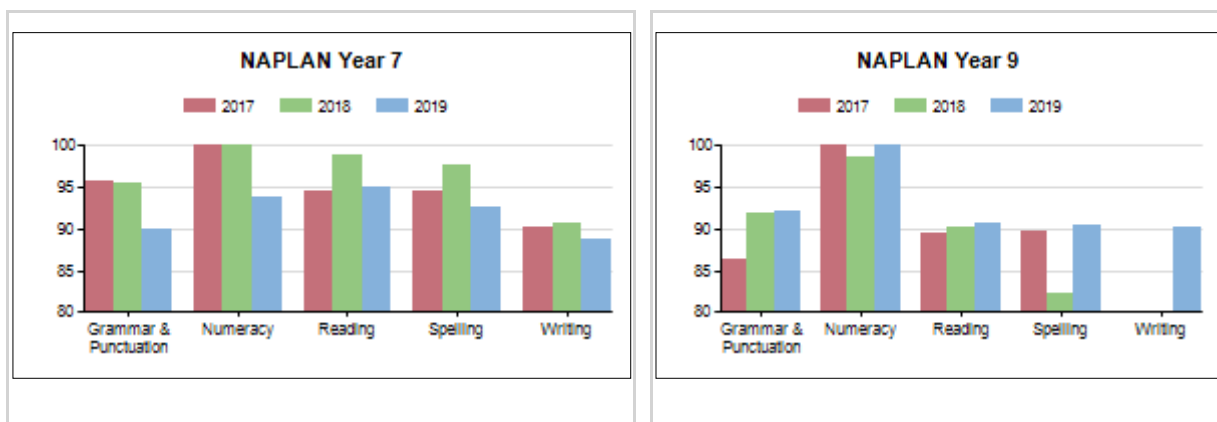
School Performance Data Summary

E2020
Marian College, Ararat

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2017 %	2018 %	2017 - 2018 Changes %	2019 %	2018 - 2019 Changes %
YR 07 Grammar & Punctuation	95.8	95.4	-0.4	90.0	-5.4
YR 07 Numeracy	100.0	100.0	0.0	93.7	-6.3
YR 07 Reading	94.4	98.8	4.4	95.0	-3.8
YR 07 Spelling	94.4	97.7	3.3	92.5	-5.2
YR 07 Writing	90.1	90.7	0.6	88.8	-1.9
YR 09 Grammar & Punctuation	86.4	91.8	5.4	92.1	0.3
YR 09 Numeracy	100.0	98.6	-1.4	100.0	1.4
YR 09 Reading	89.5	90.3	0.8	90.6	0.3
YR 09 Spelling	89.8	82.2	-7.6	90.5	8.3
YR 09 Writing	77.3	74.3	-3.0	90.3	16.0





YEARS 9 - 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate

68.4%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

%

Y07

93.7

Y08

90.1

Y09

89.2

Y10

87.2

Overall average attendance

90.0

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate

90.0%

ALLSTAFF RETENTION RATE



Staff Retention Rate	88.9%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	24.4%
Graduate	42.2%
Graduate Certificate	13.3%
Bachelor Degree	95.6%
Advanced Diploma	8.9%
No Qualifications Listed	0.0%

STAFF COMPOSITION	
Principal Class (Headcount)	1
Teaching Staff (Headcount)	55
Teaching Staff (FTE)	47.9
Non-Teaching Staff (Headcount)	34
Non-Teaching Staff (FTE)	29.6
Indigenous Teaching Staff (Headcount)	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Grammar & Punctuation	562.7
Year 9 Numeracy	581.6



Year 9 Reading	576.2
Year 9 Spelling	572.8
Year 9 Writing	560.2

SENIOR SECONDARY OUTCOMES	
VCE Median Score	26
VCE Completion Rate	98%
VCAL Completion Rate	100%

POST-SCHOOL DESTINATIONS AS AT 2019	
Tertiary Study	30.0%
TAFE / VET	11.0%
Apprenticeship / Traineeship	5.0%
Deferred	22.0%
Employment	32.0%
Other - The category of Other includes both students Looking for Work and those classed as Other	0.0%

*All data received from CECV

Note: The School's financial performance information has 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

