



ANNUAL REPORT TO THE SCHOOL COMMUNITY

Catholic College Sale
51-53 Desailly Street Sale Victoria 3850

2015

REGISTERED SCHOOL NUMBER: 0625



Contents

Contact Details	2
Minimum Standards Attestation	2
Our College Vision	3
College Overview.....	4
Principal’s Report.....	5
Church Authority Report	6
College Board Report.....	7
Education in Faith	8
Learning & Teaching	12
College Community & Student Wellbeing.....	15
Leadership & Stewardship	18
Financial Performance	24
Future Directions.....	25
VRQA Compliance Data.....	26

Contact Details

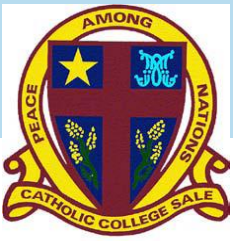
ADDRESS	51-53 Desailly Street SALE VIC 3850
PRINCIPAL	Mr Christopher Randell
PARISH PRIEST	Dean Peter Bickley
SCHOOL BOARD CHAIR	Mr Jeffrey Robbins
TELEPHONE	(03) 5143 9700
EMAIL	principal@ccsale.catholic.edu.au
WEBSITE	www.ccsale.catholic.edu.au

Minimum Standards Attestation

I, Christopher Randell, attest that Catholic College Sale 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 Victorian Registration and Qualifications Authority (VRQA).
- Australian Government accountability requirements related to the 2015 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth).

20 May 2016



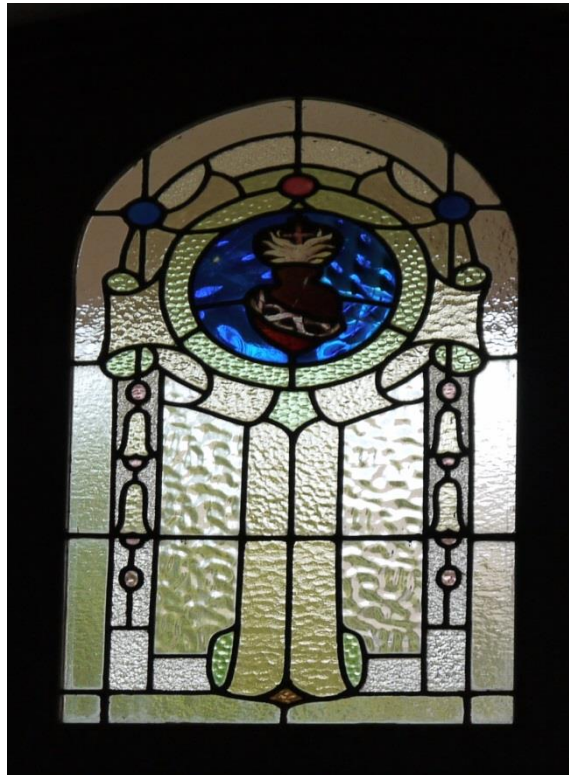
Our College Vision

The Vision of Catholic College Sale

As a member of the Catholic College Sale Marist – Sion family:

“I am strong of mind, gentle of heart and loved by God. Inspired by the life and message of Jesus and the example of Mary, I live with courage, simplicity and hope. I belong to a faith and learning community where I am known, cared for and valued.

This enables me to welcome and accept the differences in others build relationships and enjoy life. I strive to be genuine and honest and embrace the challenge of going beyond the ordinary. I work hard to fully develop my unique talents. I use these gifts in the service of the marginalised and all others in the community.”



College Overview

Catholic College Sale is a co-educational Catholic Secondary College in the Marist Charism and Sion Tradition. The College is located on two sites: The Sion site established in 1890 as a school for girls, currently a Campus for Years 7 & 8, and the St Patrick's site, established in 1922 as a school for boys, currently a campus for years 9 to 12. As well as these sites the College has extensive playing fields, two blocks from the St Patrick's Campus and a Rowing Shed on the Sale canal, connected to the Thompson River.

The College currently has a student enrolment of 887 students and offers a comprehensive and diverse curriculum to families in the Wellington Shire.

The College is jointly governed by the Bishop of Sale Diocese and the Provincial of Marist Australia. The Catholic Education Office of Sale Diocese and Marist Schools Australia through the Regional Director and other Marist Ministries oversee the strategic operations of the College. An Advisory College Council assists the Principal in the stewardship of the College. The College has a Strategic Plan for a five year period from 2011 to 2015 and reviews this plan and the College Master Plan each year, in light of changing priorities and external regulations.

Current Priorities for the College include: Continue the Leadership Restructure, Curriculum Renewal, parent involvement in the educational process and facilities upgrades including Manual Technology facilities with a focus on Vocational Educational Training (VET) provision.

The Positions of Leadership (POL) structure continue to be refined. The Deputy Principal Students and Staff became based on the Sion campus to provide additional support with daily operations and the development of strategic objectives. The POL structure continued to place an emphasis on learning and teaching with Learner Area Leaders expanding their role in curriculum development and consultation in staff development. The eLearning Area Leader facilitated the expansion of SIMON to facilitate objectives in student tracking. The College also introduced a successful trial of a Parent Access Module (PAM) in senior classes.

The College re-examined its curriculum priorities in readiness for expanded VET programs and courses in 2016. This review was also necessary to assist with the growing demand for the provision of VCAL Pathways for senior students.

Parent involvement continues to be a priority for the College with a growing emphasis on the Learner Advisor Program and continuing the educational discussion with students and parents. The College also placed an emphasis on Staff Professional Development in development of educational priorities, strategies for engaging students, inclusion of technology within the classroom and for timely interaction with parents.

The annual review of student ICT devices supported the introduction of the Chromebook in Years 7 to 9 and the gradual introduction of specified 'bring your own' devices in the future. Senior students will be encouraged to adopt the BYO policy in 2016 with a full supported introduction in 2017.

The College continues to place emphasis on student learning and is exploring expanded options for tracking students at risk, especially in areas of academic attendance and social and emotional issues. In 2016 the College will be examining options for providing additional resources for students at risk.

Principal's Report

As we reach the end of our 2015 school year we celebrate our student achievements with our Annual Awards Evening. This evening allows us to take the time and reflect on and recognise the hard work, aspirations and achievements of our students. The Student achievements are rarely a solo journey and each individual achieves their best when supported by the school, home and their peers. This journey of learning and knowledge is enhanced by a continual communication and discussion which empowers students to take responsibility for their own learning and growth, always in supportive environment.

In 2015 there have been many highlights for our community at Catholic College Sale. We began the year with the Ordination of Bishop Patrick O'Regan, Bishop of Sale. We were honoured to host this wonderful ceremony in our Bishop Phelan Stadium and welcome the many visitors from throughout Australia as well as many overseas guests. Bishop Pat has frequently expressed his appreciation to our community for the unlimited support and good wishes he has received. We thank Bishop Pat for the on-going support and frequent visits to the College.

We gathered to celebrate 125 years of Catholic Education in the Sale area, marking the arrival of the Sisters of Sion in 1890 and later the Marist Brothers in 1922. We celebrated a beautiful open day and reunion at the Sion campus rejoicing in the refurbishment of the Sion Chapel. As a community we are eternally grateful for the continued support of the Sion Sisters and Marist Brothers and their example of deep faith which provides us with inspiration to continue their good work in educating young people to know and love God, whilst providing opportunities for the future.

Learning in the classroom is always our priority but the many extracurricular activities provide for a variety of learning styles. These opportunities include: The immersion programs – to East Timor, Santa Teresa and Dareton; The Vietnam and Tasmania excursions. The Years 7, 9 and 12 camps and retreat, as well as reflection days, the 'Social Justice', music and sporting programs the Performing Arts festival and the Marist and SSV sporting competitions and many more activities which all contribute to the development of the whole person in a caring and supportive environment.

The opening of the Marian Trade Skills Centre reinforces our commitment to the continual exploration of new ways of providing learning pathways for the diverse needs of our students. The Trade Skills Centre was named after "Mary" who provides us the inspiration of unconditional love which is central to both the Sion and Marist Charisms. We continue to plan for the improved development of all of our facilities and amenities.

Throughout 2015 the College reviewed its Vision and Mission and developed its future goals in the area of Values, Catholic Identity, Learning and Teaching, Wellbeing, Leadership, Stewardship and Growth. These goals became the focus for the development of Focus Strategies and Operational Strategies. The College 2016-2019 Vision and Mission will be launched at the beginning of the 2016 school year.

The College Governors formed a committee to examine the Future Provision of Catholic Secondary Education in Sale and the Wellington Shire. This independent committee has been asked to provide recommendations to ensure the continuation of a strong modern Catholic Education provision for current and future students and their families.

Church Authority Report

My dear sisters and brothers in Christ,

Grace and peace to you.

My name is Bishop Patrick O'Regan and I have been the bishop of Sale, your bishop, for the last nine months. Coming from the Central-West of NSW, Bathurst, it has taken me some time to both adjust to and explore the Diocese of Sale. My first impressions are of its people and their great faith, and of the Diocese's great geographical and ethnic diversities. I am deeply thankful for the welcome that has been extended to me.

In these last nine months I have had a chance to visit all of our Parishes and most of our Schools. So by means of this letter in your school magazine I send your School community of Catholic College Sale my greetings and encouragement in the great work of education and faith development which our Schools carry out, in partnership with our families and Parishes, so admirably.

My experience of life and faith has always been one of belonging. For 56 years of my life that was a belonging to the Diocese of Bathurst and now, for however long God might spare me, here in the Diocese of Sale.

Our School communities, operating as they do within our Parishes, are natural places for nurturing that sense of belonging. I'm sure that this is one of your School's cherished ideals and ways of operating. To know that we belong is one of the greatest of our human needs. To know that we belong to a family, to a Church, to God and one another sets out clearly the path we are invited to take in life.

Pope Francis has directed our attention firmly to our need for belonging to our God, to our family and to one another. Time and again he, by his own actions and teaching, is calling us to make sure no one is left out: families are called to be schools of compassion; Parishes are called to be places where all are welcome. By extension then our Catholic Schools are called to be places that link us in and ground us firmly in our own Catholic belonging that we call tradition and deepen all that is good and wholesome.

I have had a chance to meet some of our excellent teaching and ancillary staff, families and students in our Schools. There is a thirst for knowledge and a desire to love God and neighbour. I am happy to say that there is a keen eye over-the-shoulder to see who might be left out and a desire to seek out those whom may have been forgotten that need be included. This does not just happen. It is part of the conscious decision of many. Ultimately our faith is not a thing, it is a relationship, a relationship with God in Jesus Christ. I'd encourage all of you to continue to develop this sense of relationship especially in your active worship in our Parishes and in your family prayer.

My prayer for you is that your family, School and Parish continue to grow in this love of God made visible for us in Jesus Christ, and to translate that faith into a loving care for neighbour, and as Pope Francis has recently reminded us the whole of creation. May justice and peace embrace in your lives and in the lives of those in your communities. And may we always remember that, "God is good".

God's peace

Bishop Patrick O'Regan

Bishop of Sale

College Board Report

The College Advisory Council is appointed by the Governors of the College and acts as an advisory body to the Principal. The aim of the College Council is to promote the educational goals of the College as a Catholic school and to collaborate with the Church in its mission of spreading the Good News of the Gospel. Its membership is drawn from a wide variety of interests and occupations- from the Parish Priest to farmers, teachers and business people - it brings together varied and differing views for the Principal to consider in the running of the College.

The opening of the new Trade Skills centre was the highlight of 2015, with the Council thankful for the contribution of the Federal Government to enable this magnificent facility to be built.

2015 saw the Governors of the school put together a Working Party to look at the long term future of Catholic College Sale. The Advisory Council look forward to the recommendation from the School Governors so that the school masterplan can be finalised, a key element of the strategic work of the Council in 2016.

2015 has also been a year of financial consolidation so that the school is in the best position to implement the master plan when it is finalised. The school has now met or exceeded a number of key financial indicators that allow it to prepare for ongoing investment in what should be a bright future.

The 2015 VCE results were lower than the normal expected level. While this is a challenge it represents an opportunity for the entire College community to step up and do better. The Principal and staff continue to work hard so that each student can achieve their full potential. It is incumbent on all of us: Parents, family, Council and the students themselves that we all strive to support the achievement of this goal.

The Council would like to thank Chris Randell and all the staff at Catholic College Sale for their ongoing hard work in fulfilling the mission of the school.

Education in Faith

Goals & Intended Outcomes

Goal 1.1

The Spiritual Community:

Enhance the College community's shared ownership of its Catholic identity.

- Provide opportunity for students and staff to celebrate being part of the Catholic World.
- Strengthen the understanding and ownership of both College's Marist and Sion Charisms.
- Integrate Catholic identity into the daily life of the College.

Goal 1.2

Prayer and Liturgy:

- Provide meaningful, prayerful opportunities in the regular life of the College.
- Utilize the many and varied talents of staff and students in liturgy.

Goal 1.3

Social Justice and Ministry:

Embed social justice and ministry as a core element of College life.

- Build a strong social justice involvement for students and staff in the daily life of the College.
- Promote CSYMA within the College.

Goal 1.4

Religious Education Curriculum:

Provide a Religious Education curriculum that is engaging and of substance.

- Strengthen the Religious Education teachers' ability to teach Religious Education.

Religious Curriculum continually reviewed during 2015 to suit all students in all Year groups. We have implemented for the first time Applied Learning RE which sees the students involved in community service based upon the Catholic Social Teaching of The Common Good. They work within the local community at local primary schools, St Vinnies, Sale Specialist School and Foster Care.

Sion Curriculum has been worked on by Catholic College Sale, Sion Box Hill and Marist Sion Warragul to produce a resource for all schools to teach the history of Sion. It has been completed and is being checked by the Sisters of our lady of Sion.

Achievements

- **The College Liturgical Program.** The program of Masses and Liturgies continued throughout the year including: The College Opening Mass, ANZAC Day Liturgy, Peace Mass, Founders Day Mass, Feast of St. Marcellin Champagnat, Year 12 Valedictory Mass, end of year Students Masses and end of year Staff Mass.
- **Peace Mass.** This was the 13th occasion of the celebration of the Peace Mass with Catholic College Sale and all six associated Catholic primary schools. The theme for this year's Mass was 'Peace on Earth'. In advance of the Peace Mass all students (both primary and secondary) designed artwork related to their



personal understanding of 'Peace on Earth'. This artwork was put on display in the Bishop Phelan Stadium as a backdrop to the Mass.

- **College Immersions.** Three successful immersions were conducted to Santa Teresa Mission (NT), East Timor and Dareton
- **Twilight Accreditation Professional Development.** In terms 3 & 4 three sessions were conducted at the College by Catholic Education Office staff. The sessions were well attended by Catholic College Sale teachers.
- **Year 9 Diocesan Youth Gathering.** The College hosted this gathering of Year 9 students from all Catholic secondary schools in the Diocese. Catholic Education Office staff and trained Year 11 students facilitated the program.
- **College Walkathon.** A total of \$3,600 was raised by students in the College's annual Walkathon to assist the Marist Brothers and Sion Sisters in their missionary work in East Timor and Israel.
- **College Staff Spirituality Day.** The annual day for all College staff on the 28th August 2015 was facilitated by the Marist Brothers in the morning session and the Sisters of Sion in the afternoon session.
- **Soup Van.** Groups of students and staff travelled to Melbourne on a regular basis on Friday evenings to assist with the St. Vincent De Paul Soup Van.
- **Year 7 and 8 Religious Education Reflection Days.** Students from Years 10 and 11 assisted in facilitating these days for the junior students.
- **Social Justice.** This program based on Catholic social teachings, continued to be an important focus at the College particularly well led by the CYSMA classes. Awareness raising and fundraising targeted important issues. Students and staff were involved in a variety of programs, including: the Homeless Sleepout, Soup Van experiences to Melbourne, asylum seekers and refugee awareness.
- **100th Anniversary of ANZAC Day.** A special anniversary service was conducted to commemorate this day and concluded with students and staff 'planting of a field of poppies' on the lawn in front of the St. Patrick's building.



Value Added



- **Ordination of Bishop Patrick O'Regan.** The year began with the ordination of Bishop Patrick O'Regan with the College hosting the important Mass and ceremony in the Bishop Phelan Stadium.
- **St. Vincent De Paul Bread Run.** College staff joined the weekly roster to provide donated bread for families in need of assistance.
- **School Renewal.** The College undertook the School Renewal Process to assist in understanding how well the College was operating. Through surveys of staff, students and parents, staff seminars and discussions, a very good assessment of the College's strengths, challenges and opportunities for improvement was obtained. The Renewal Process has provided the information needed to develop the College's Mission Goals for 2016 – 2019.
- **Spirituality in the Pub.** An evening was held on the 18th August with Bishop Patrick O'Regan as the guest speaker. The night was held at the Criterion Hotel and approximately 100 staff from the College, local Catholic primary schools and local parishioners attended. Bishop Patrick engaged the audience with his presentation on 'Pope Francis and his call for an evangelizing church and inclusive of the marginalized'.



- **125th Anniversary of the College.** In 1870 seven sisters of Our Lady of Sion journeyed to Australia, Sale, to commence the first Catholic secondary school in Gippsland. In 2015 the College celebrated the 125th anniversary with an Open House day with many past students and locals attending (over 400 people) to enjoy the guided tours of the historical building.



- **Staff Reunion.** On Saturday 7th November, to coincide with the 125th anniversary celebrations, 70 past and present staff of the College attended the reunion at the Criterion Hotel.
- **Sion Chapel Musical Soiree.** Talented College students and past students entertained a large gathering of people as part of the 125th anniversary celebrations.

- **Restoration of the Sion Chapel.** The full restoration of the Sion Chapel was completed with the financial support of the College, past students and the local community.
- **Day of Dialogue.** Years 10 and 11 students participated in a Day of Dialogue at Our Lady of Sion College in Box Hill. Five schools attended the day, Our Lady of Sion, Mount Scopus College, Marist-Sion College, Ilem Islamic College and Catholic College Sale. The day was an opportunity for students from different faiths to come together and to dialogue and discuss their faith. All fifty students interacted very well and learnt about each other and their school backgrounds.
- **Enhancing Catholic Identity Project.** The College was involved in the Project with staff, students and parents being surveyed. The results have assisted in understanding how the Catholic Identity is expressed at the College. In addition the results have assisted the College in guiding the School Renewal priorities and direction for the next four years.
- **Staff Spirituality Day.** Guest Speaker. Dr Richard Gaillardetz, Professor of Systematic Theology at Boston College, presented a full day program to Catholic College Sale and Nagle College on the topic "Christian Spirituality in a Gadget Filled World : the challenge of technology and consumerism for Christian Spirituality".
- **Community Information Evenings.** As part of the College enrolment and promotion program, evening sessions were conducted at Maffra, Heyfield, Yarram and Stratford, in advance of the College Open Day. The informal sessions were led by the College Principal and Deputy Principals to engage in a more relaxed environment in the parents local areas. The sessions were well attended and worthwhile gatherings.
- **Whole school commemorative 125th photo.** All students and staff gathered on the Sion Campus oval area to make the number 125. A local drone enthusiast, John Morgan, photographed the gathering as a lasting memory of this significant milestone.



Learning and Teaching

Goals & Intended Outcomes

As a Catholic College community, we value a love of learning and the pursuit of personal excellence. We are committed to rich engagement, academic achievement, and the full development of the unique skills of all members of the community.

During 2015 the main goals were the following:

Mission Goal 3.1 - Maximise learning through in-depth knowledge of students and engagement.

Mission Goal 3.2 - Achievement: Encourage pursuit of personal excellence.

Mission Goal 3.3 - Teaching: Strengthen collegiate practice.

Achievements

Mission Goal 3.1

Provide opportunities for gifted and talented students to shine.

Enrichment Program, Enrichment Co-ordinator position dedicated to providing opportunities for students to excel in co-curricular programs.

PAT & NAPLAN data allowed selection of student for Enrichment during rotations cycle, English and Mathematics Enrichment available at Year 7 and 8. English, Maths, Science and Humanities Enrichment Electives at Year 9 were selected.

In 2015 we piloted a new Enrichment withdrawal program that identified students that were particularly talented in maths/science. This program ran for five weeks and students were withdrawn on a rotating timetable. This focused around critical investigation skills with an underlying theme.

Acknowledge individual effort and achievement.

At the College Annual Awards evening Students were identified for awards based on academic merit from the reporting system. Endeavour awards were nominated by classroom teachers.

Facilitate in-depth knowledge of students by their teachers through close tracking of student progress

Through the Progressive Achievement Testing in Years 7 - 10 we are able to track student achievement in particular areas of literacy and numeracy. The comparison of this data with NAPLAN enables teachers to monitor the strengths and weakness of students and tailor teaching and learning to personalised learning programs.

The greater use of the Student Management System has given teachers increased access to Individual Learning Plans and data for individual students so as to enhance learning.

Develop student self-discipline in study.

Years 9, 11 & 12 were again all involved in the Success Seminars specifically addressing personalised learning goals and study habits. Students from Years 9-12 have been provided with Wall Planners for use at home. The rollout of the Learning Advisor program from Years 9 to 12 has meant that Learner Advisors conduct a student led meeting at the end of each term that focuses on students verbalising their achievements and areas for improvement.



Mission Goal 3.2

Prepare students for pathways suitable to each of them through VCAL and VCE, future employment and training.

The development of our 2015 Curriculum Handbook outlines our schools subjects from Years 7-12. This document provides specific course information but also illustrates different pathways available to all students throughout the year levels. All students received a hard copy of the Handbook and it is available on our website.

The Pathways Expo was expanded with sessions on the one evening for Year 9's and all senior students. Specific sessions on Vocational Education and Training and VCAL were held. The Expo allows students an opportunity to liaise with further educational providers and employers in the area. Specific subject information is also provided on this evening.



Mission Goal 3.3

Provide opportunities for collaboration and planning for learning and teaching, across and within year levels.

Regular meetings are scheduled for all learning areas to support consistent collaboration of curriculum and pedagogy. The Learning Development Team oversees a whole school learning program.

Develop appropriate scaffolding, scoping and sequencing of curriculum and skills from Years 7 to 12.

Subject Summaries have been developed for all subjects to ensure consistent scoping and sequence. Consistent assessment is happening throughout the school. We have moderation happening in English from Years 7-12.

Respond to curriculum change and development.

The College has engaged in the development and implementation of the Australian Curriculum from Years 7 -10. AusVELS has continued to be adopted throughout the curriculum.

Prepare and implement rigorous assessment and reporting processes

SIMON our Learning Management System has continued to be rolled out. In 2015 we piloted continual reporting via the Parent Access Module (PAM) for Year 12 students to great success.

Professional Development



At Catholic College Sale we have continued to use an application process for external professional development. This begins with the priorities of each individual learning area. The Learning Area Leader must initially sign off on any professional development before ultimate approval by Leadership. Areas outside of specific subject areas continued to be well attended, including student welfare, leadership and literacy. Most VCE teachers continue to take part in examiners briefings, and we are lucky to have a number of VCE examiners on staff.

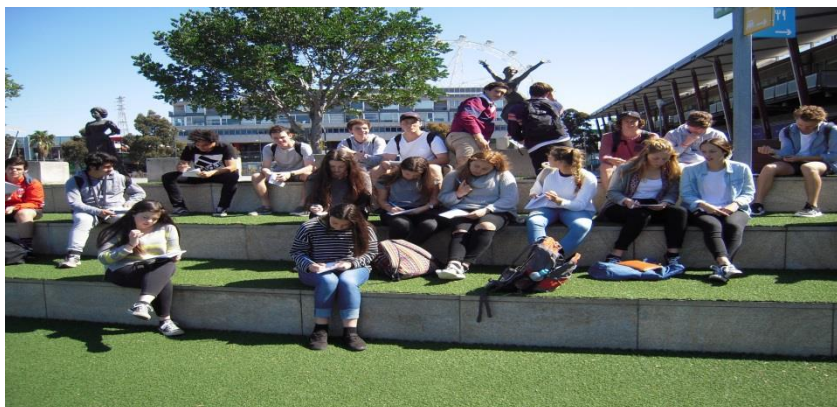
Internal PD has continued to develop. All staff continued to learn about SIMON, the College learning management system which also covers reporting and attendance. The e-Learning

coach was available for workshops on newly introduced Harpara and Google Apps for Education.

To ensure that all staff had adequate First Aid Training we were compliant with anaphylactic, First Aid and CPR training. All staff undertook the required course over staff week. We also ensured that all staff completed the Mandatory Reporting requirement.

STUDENT LEARNING OUTCOMES

Year 7 data is representative of learning done at Primary School. Students, particularly males, are coming in with below Level 4 writing skills. Data indicates that they are struggling to make up ground in this area by Year 9 with a large percentage still below Level 6 at that time. In Year 7 girls are achieving at a higher level at a much greater rate, however, in numeracy, high results are equal between both boys and girls. At Year 9 80% of students are at Level 8 or below in Grammar & Punctuation, 77% at Level 8 or below in Numeracy. Level 8 is considered one year below current year level. At Year 9 girls continue to achieve high levels at a much lower rate in numeracy than any other categories.



POST-SCHOOL DESTINATIONS	
TERTIARY STUDY	35%
TAFE / VET	7%
APPRENTICESHIP / TRAINEESHIP	18%
DEFERRED	18%
EMPLOYMENT	18%

College Community and Student Wellbeing

Intended Outcomes & Achievements

The Wellbeing Development Team has had its focus for 2015:



In 2015 The College has further defined effective wellbeing strategies with a focus on; connections, relationships and resilience. The key points form the basis for all programs undertaken, awareness raising activities, and process and procedures development for the College. The strategy comes under the umbrella of “a healthy promoting school”. Further future developments will see a greater linking of learning and well-being through a structured Pastoral program complimenting the Learner Advisor system.

This Year there has been a greater awareness raising and increased focus on mental health. The College has initiated a variety of responses to this ongoing community issue. All staff have been given the opportunity to train in the formative and practical Youth Mental Health First Aid course. This strategy provides skills and information allowing adults to support youth who maybe experiencing mental health issues.

Our Year 9 students participated in the Wellington Shire presentation by Brian Jeffrey. This presentation provided practical self-help knowledge based around alleviating anxiety, by learning how to manage stress. In addition, team mental health, will be presented to all Year 10's in the near future as an adjunct to health and physical education.

The development of Year 8 learning hub has provided a centre for interaction of students and staff focused on learning. The conversion of a large classroom into a technology design centre will allow for interactive, collaborative, contemporary learning. This area enables students to be more independent in their learning with a space that allows for self-direction. Activities includes; robotics, 3D programming and animation.

In support of the learning advisor program there has been significant work in preparation for the implementation of the ‘Self-Empowerment Engagement Drive’ (SEED) program. This program promotes growth in all areas of a student's life and empowers each individual with skills and knowledge to develop as independent self-managing learners capable of flourishing in today's world.

Attendance is the responsibility of all teachers, with pastoral teachers being responsible for taking rolls at the beginning of the day and classroom teachers taking rolls for each class. Attendance is taken electronically. This process includes:

- Students who are absent are marked as such on the morning roll. An SMS is sent home at approximately 9.30am to alert parents that their child has not attended Pastoral.
- Parents of students who are away for 3 days in a row are contacted by Pastoral/Learning advisor to ascertain the situation and notify House Leader/ Year Level Leader of any concerns. HL/YLL contact home if necessary.
- On returning to school from absence, students must provide a note from their parent/guardian with an explanation.
- Unexplained absences are followed up by Pastoral/Learning Advisors.

Students with identified attendance issues are referred on to the Deputy Principal Students and Staff, in conjunction with the House Leaders and Year Level Leaders and College counsellor, for closer monitoring and family involvement in order to develop strategies to assist the student.

Value Added

In addition to a host of annual extra-curricular activities, Catholic College Sale has hosted several successful community events during 2015.

- Structured Pastoral program involving the whole College, covering social emotional competencies and aimed at resilience building.
- Participation in a wide variety of sporting events and sporting carnivals through the Marist and School Sports Victoria networks, both local, district, State and interstate.
- Excellent representation in community events such as Debating, Public Speaking, Art Shows, Dramatic Productions, Clay Target Shooting.
- Involvement with Community groups including; Red Cross Society, St. Vincent de Paul and the Cancer Council.
- Student Cabinet led performances, events and activities around the College throughout the year, enriching College life.
- Involvement in the Partnership Program at Year 8 level with local Catholic Primary schools.
- Successful Art and Soul Festival, highlighting the talents of many current and past students.
- College and Campus assemblies that celebrate achievements and talents of current students in a variety of areas, encouraging a high standard and emphasising the importance of stepping out of one's comfort zone.
- Immersion opportunities and involvement with social justice classes, events and activities.
- Year 10 presentation on social interaction - 'Love Drunk'
- Year 12 presentation by Victoria Police on 'Schoolies' and safe end of year activities.
- Participation in the International Student Exchange program hosting students from Italy, France and Spain.
- College musical productions – "Seussical" and local and state Eisteddfods.



Student Satisfaction

- Students have identified that they feel they have a high level of emotional wellbeing through responses to bullying audits, LA interviews and House/Pastoral activities.
- The vast majority of students' feel engaged with their learning and are motivated to achieve their best. This is supported by feedback at Learning Advisor interviews.
- They feel safe in their classroom environments and confident in their ability to learn.
- Students are willing to be involved in a broad range of extra-curricular activities.

- Large numbers of students are confident enough to perform in front of their peers.



- Social Justice Classes (CYSMA) are very popular and allow opportunities for students to feel that they are making a difference.

Parent Satisfaction

- The Sion family evening in February was attended by nearly every Year 7 family and a significant number of Year 8 families. This was an extremely enjoyable and successful evening for all families. The evening began with a bar-b-que and was highlighted with an informative and entertaining presentation by guest speaker Brian Brennan, author and experienced educator. Brian's presentation focussed on the 'Developing Brain' and challenged many of the myths about intelligence and learning.
- Parents feel that there are opportunities for involvement and have outlined areas for improvement that are aligned with the College's own improvement focus.
- Families feel that staff are engaged and interested in their students.
- Parents believe that students feel connected to their peers and are developing high levels of social skills.
- Parents are pleased with and support the high level of extra-curricular opportunities that are open to all students.
- Continued development of opportunities for positive interaction with families
 - Family Night with guest speaker for all Sion parents
 - Mobile device (i-Pad) handout
 - Learning Area Information Evenings
 - VCAL and VCE information evening and expo.
 - Year 8 into 9 subject expo
 - Year 6 into 7 information evening and orientation day.
 - Grade 5 Taster Day
 - Art & Soul Festival
 - PST/Learning Advisor Student Parent Interviews
 - Senior Art & Technology evening
 - Sion Open Day, Gathering and 125th Celebrations in November

Leadership and Stewardship

Goals & Intended Outcomes - Leadership

Goal 4.5:

Leadership: Build and Support leadership capacity within the College

- Encourage the engagement of staff in undertaking leadership studies e.g. Masters in Education and Religious Education qualifications
- Enhance understanding of Catholic Ethos to ensure that members of staff are leading in an appropriate manner for a Catholic School.

Goal 5.1

Parents and Guardians: Enhance the engagement of, and communication with, parents and guardians.

- Implement SMS messaging or other technology in the communicating with parents.
- Engage parents and guardians in the review and development of school reporting

Goal 5.3

Past Students: Develop a strong past student network

- Develop and maintain a past students database.
- Make use of on-line social networks to promote the College

Goal 5.4

Promotion: Continue to promote all aspects of the College within the local community.

- Increase the publicity of educational and formational programs to reduce misconceptions
- Continue to take every opportunity to promote the College in the community (billboards, advertising, local newspapers, television advertisements).

Goal 5.5

Wider Community: Seek to engage as much as possible with the wider community.

- Continue to provide significant support to associated sporting clubs, such as the College Junior Football Club and the Old Collegians' Cricket Association.
- Maintain and forge new relationships with local businesses and community groups.

Goals & Intended Outcomes - Stewardship

Goal 6.1

Finance: Ensure, with strict budget processes, that the College is adequately provided for in terms of curriculum resources as well as capital improvements.

- Develop a 10 year Financial Plan
- Develop strict budget processes.
- Continue to increase awareness amongst staff of College finances.
- Review and rationalise banking services
- Review procedures for Fee Collection.
- Review Fee Structure.
- Review electricity and gas supply.

Goal 6.2

Property: Take a planned and organised approach to the maintenance and development of property to a standard that serves the needs of the College as well as projecting a positive image to the general public

- Implement the College Master Plan in a way that achieves the desired learning and teaching outcomes.
- Continue to build on, and communicate, a planned and organised approach to maintenance and development
- Review College transportation – pool car, maintenance vehicle, mini bus, contract bus services.

Goal 6.3

Information Communication Technology: Plan for and provide ICT resources that enable modern learning and teaching to be embraced.

- Implement the ICT Strategic Plan.
- Review staff and student requirements for computers.
- Develop intranet and webpage facilities.
- Increase Synergetic/SIMON use across the whole College.

Goal 6.5

College Documents: ensure policies, procedures and other forms are periodically reviewed, adequate and relevant as well as widely circulated and understood by staff.

- Ensure regular review of policy, procedures and other forms is scheduled.
- Extend staff awareness of policies, procedures and other forms by drawing attention to specific documentation from time to time.

Achievements

Catholic College Sale was honoured to host the Episcopal Ordination of Bishop Patrick O'Regan. The Bishop Phelan stadium was transformed into a splendid Cathedral setting. The beautiful altar was enhanced by flowers, banners, which represented every school in the Diocese, and a brilliant white backdrop. Up to 2000 attendees were present in our stadium for this magnificent occasion and celebration. Included in the procession were Archbishop Denis Hart and Archbishop Christopher Prowse, 32 Bishops and 100 priests who came from all over Australia and internationally from Germany and Canada. There were many representatives from across the Diocese including Parishes, Schools, Religious Orders and Officials. A 160 voice choir (which included students from CCS) filled the stadium with beautiful hymns and harmonies.

The College celebrated 125 years of Catholic Education in Sale. To commemorate this event the original Our lady of Sion Chapel was fully restored, including; religious artefacts, roofing, painting, lighting and restoration of the woodwork and floors. A Sion Open Day was also held with in excess of 500 community members taking the opportunity to visit the historic Sion building.

College School Renewal Vision and Mission 2016 – 2019

The College reviewed its Vision and Mission statement in consultation with staff, and other members of the College Community. Specific areas were identified; values, Catholic Identity, Learning and Teaching, Wellbeing, Leadership, Stewardship and Growth. Mission goals were identified in each area with focus and operational strategies identified for implementation. Catholic College Sale Vision and Mission 2016 – 2019 will be launched at the beginning of the 2016 school year.

The College continued to improve processes and procedures for fee collection, ensuring all families have fee implementation plans and providing assistance where necessary to ensure all families wishing to access Catholic Education are able to do so. These processes have ensured the viability and sustainability of the College's ability to plan for the future.

The College has developed forward financial projections for ten years to assist with the development of a long term master plan ensuring the modernisation of significant College historical buildings.

2015 also provided a significant boost to student educational pathways with the completion of the Commonwealth funded Trades Skills Centre (Marian Centre) developing facilities for Hospitality, Engineering, Automotive and Electronics.



EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING (PL)

DESCRIPTION OF PL UNDERTAKEN IN 2015

PD Details
AFL National Coaches Conference
Meet the Assessors - (VATE) Monash University
VATE VCE English Language Day
VATE VCE Literature Day
VATE English Day - Updating changes to curriculum
STAV Physics Conference - Monash Clayton
RASNET Conference - Parkville
Texts & Traditions Conference
VCE Extended Investigation
Legal Studies Webinar - Reviewing student performance in the VCE 2014 Exam
VCE Drama for new teachers
Literature Network Meeting
Webinar: Reviewing the BM exam
iVET New Teachers day
VCAA Professional learning for SAT's
Leadership Diversity (CEO)
Debaters In-Service
NGV PD
Secondary Graduates Conference - Rawson Village
Student Conveyance Allowance System
MAV Meet the Examiners
VCAA Q & A for VCAL Literacy & Numeracy
Law for School Counsellors
Networking with Italian Teachers at Lavalla & Nagle
VCAA Study Design workshops - Specialist maths
Consistently assessing Work in Year 12 VCE English
VCAA Study Design workshops - New maths study design (Maths Methods)
VCAA Study Design workshops -Further, General & Foundation
VCAA VCE Biology Course Update 2016 - 2021
The Pearson Mathematics Experience Day
Combined PREL & SREC Meeting
Jerusalem Trip Briefing - CEO
VCE Science Updates (Physics)
VCAA English Implementation
Careers Advisory Day ACU
Planning for new year 11 VCE English study design in 2016
SIMON Training
ATIP Seminar
Mental health PD
VCAL QA Day
VALA Conference
Geography & History PD
VCAL QA Day
Info session for schools intending to offer Extended Investigation in 2016
Federation University Career Session
VTAC information session
Monash University Careers
Understanding, Treating and managing School Refusal
School Law Vic 2015
Resin painting
Wendall Thomas Talks Scripts
Contact Officer Course
OH&S in the Technology Classroom
VCE Drama meet the Examiner
REC Conference
GTAV Conference
VCAA English assessor
Talent and Gifted Rural Seminar
Assessor Training Day

Picaxe 14M2
Follow up Israel Meeting
Equal Opportunity Essentials for HR
Footsteps Program
Literature seminars
Positive Education in Action
VCAA Compulsory Induction for Extended Investigation 2015
VCAA Assessor Training - Legal Studies
OES Exam Assessor Training
Education Planning for Special Needs
LABCON 2015
Home Economics Vic Conference
Wellington Careers Cluster Meeting
VCAA VET VCAL Briefing
Footsteps 2
VCE Series - Reading and comparing texts
VCE Series - Creating responses to texts
Headstart Unit 1 Media
Assessor for Unit 3/4 Exams Text & Traditions, Religion & Society
VCTA Annual Conference
Home Economics Victorian Conference
Seasons for Growth
VATE State Conference
Daily Org Training
VCAL & VET VCAA Briefings
Level 1 Coaching Course
How to teach units of work in Languages
STAVCON
VCAL QA Stage 2 Meeting
ZART Moulding and Casting
Legal Studies and Business management Conference
CEAV 2015 conference
Timetabling
Moderation & Validation of units for iVet teachers

NUMBER OF TEACHERS WHO PARTICIPATED IN PL

62

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$233.30

TEACHER SATISFACTION

Goal 4.2

Staff Welfare: Develop and implement policies, procedures and structures as a means to maintaining a healthy and supportive environment for all staff.

- Maintain a healthy and supportive environment for all staff by building a sense of teamwork, energy, pride and belonging.
- Ensure staff awareness of wellbeing skills and structures available to them.
- Provide opportunities for staff to engage with colleagues to communicate the problems they experience.

Goal 4.4

Continuous Improvement: Develop a culture of continuous improvement as individuals and teams through regular professional reflection, work-shopping and appraisal.

- Continue building a climate where staff challenge each other to improve the quality of the school's teaching and learning practices.

All college staff and a sample of students and parents completed the Insight SRC Survey. As usual the results identified a variety of areas that are achieving best outcomes and areas for improvement.

Areas achieving well included: Student behaviour in the classroom and school, respect for students and individual moral, student safety, transition and reporting.

Areas to be focussed on in 2016 include engagement of students, teacher practice, learning environment, parent input.

Catholic College Sale will continue to engage the whole school community in the development of professional practices and procedures to ensure the best outcomes for each individual student.



Financial Performance

REPORTING FRAMEWORK	MODIFIED CASH \$
Recurrent income	Tuition
School fees	1,834,091
Other fee income	301,938
Private income	303,906
State Government recurrent grants	2,159,204
Australian Government recurrent grants	8,016,433
Total recurrent income	12,615,571
Recurrent Expenditure	Tuition
Salaries; allowances and related expenses	10,159,994
Non-salary expenses	3,836,342
Total recurrent expenditure	13,996,236
Capital income and expenditure	Tuition
Government capital grants	99,900
Capital fees and levies	1,926,539
Other capital income	500
Total capital income	2,026,939
Total capital expenditure	3,421,286
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	
Total opening balance	238,705
Total closing balance	1,686,272

The information provided above does not include system levies charged to individual schools, intra-systemic transfers and, for primary schools, the Diocesan Supplementary Capital Fund supporting primary schools' capital borrowings.

The information provided in this VRQA template is not comparable with other educational sectors or to ACARA school-level income reports displayed on the MySchool website. ACARA school level reporting requires system level income from Government grants and some private income to be allocated to each school resulting in a small adjustment to the total level of school resources. Currently, recurrent income from Government sources, school generated income and capital expenditure are reported by schools. When assessing the private income of the school, both recurrent and capital school fees are included.

Future Directions

Catholic College Sale will continue to provide its high standard of inclusive Catholic Education to all students in the Sale area.

The College will review its learning and teaching policies to ensure the best possible support and professional development for teachers in the classroom with a focus on engaging individual students. The Parent Access Module (PAM) providing students and parents with a more comprehensive access to students' assessment and teacher comments will be introduced across all year levels. The College will continue its development of academic, VET and VCAL pathways supported by the full introduction of the Trades Skills Centre.

Throughout 2016 the College will review policies and procedures with the assistance of COMPLISPACE, and with the support of the Diocese of Sale and Marist Schools Australia.

College facilities will continue to be updated with the full refurbishment of the Bishop Phelan Stadium with plans being consolidated for the full redevelopment of the St. Patrick's building, the building of a new Performing Arts Centre and the construction of a footbridge for easy access to College Ovals.



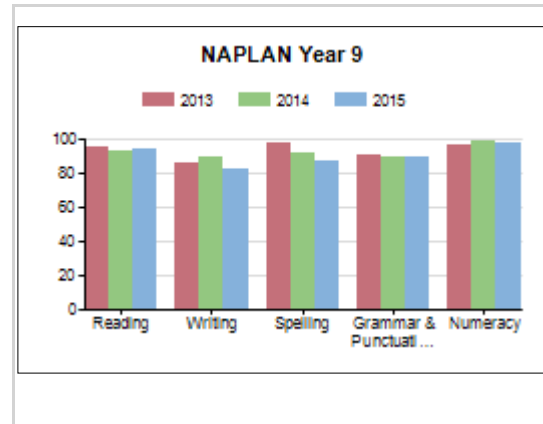
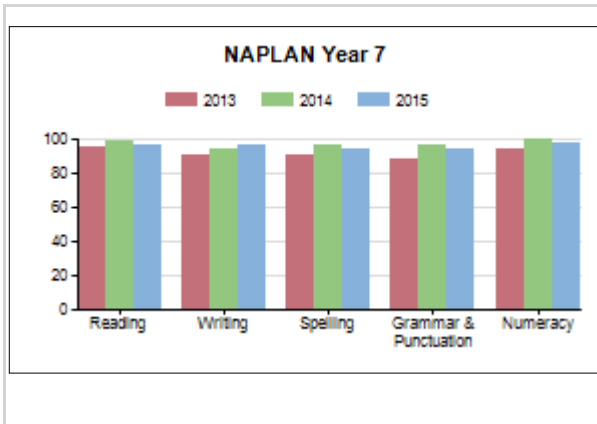
VRQA Compliance Data

E4006

Catholic College Sale, Sale

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

NAPLAN TESTS	2013 %	2014 %	2013–2014 Changes %	2015 %	2014–2015 Changes %
YR 07 Reading	95.7	98.6	2.9	96.6	-2.0
YR 07 Writing	90.8	94.3	3.5	96.6	2.3
YR 07 Spelling	90.7	97.2	6.5	93.8	-3.4
YR 07 Grammar & Punctuation	88.2	96.5	8.3	94.5	-2.0
YR 07 Numeracy	93.8	100.0	6.2	97.9	-2.1
YR 09 Reading	96.0	92.9	-3.1	93.8	0.9
YR 09 Writing	85.6	90.1	4.5	82.0	-8.1
YR 09 Spelling	98.1	91.7	-6.4	87.7	-4.0
YR 09 Grammar & Punctuation	90.3	90.0	-0.3	89.2	-0.8
YR 09 Numeracy	96.6	99.4	2.8	98.3	-1.1



YEARS 9–12 STUDENT RETENTION RATE	
Years 9–12 Student Retention Rate	75.80%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y07	92.26
Y08	90.96
Y09	84.35
Y10	89.21
Overall average attendance	89.20

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	87.16%

STAFF RETENTION RATE	
Staff Retention Rate	87.36%

TEACHER QUALIFICATIONS	
Doctorate	0.00%
Masters	10.29%
Graduate	42.65%
Certificate Graduate	5.88%
Degree Bachelor	86.76%
Diploma Advanced	22.06%
No Qualifications Listed	2.94%

STAFF COMPOSITION	
Principal Class	5
Teaching Staff (Head Count)	92
FTE Teaching Staff	78.667
Non-Teaching Staff (Head Count)	61
FTE Non-Teaching Staff	49.953
Indigenous Teaching Staff	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	571.80
Year 9 Writing	546.20
Year 9 Spelling	567.60
Year 9 Grammar & Punctuation	554.10

Year 9 Numeracy	574.15
-----------------	--------

POST-SCHOOL DESTINATIONS AT AS 2013	
Tertiary Study	86.0%
TAFE / VET	11.3%
Apprenticeship / Traineeship	12.6%
Deferred	13.9%
Employment	13.8%