

2015

# ANNUAL REPORT TO THE SCHOOL COMMUNITY



## Mercy Regional College Camperdown

REGISTERED SCHOOL NUMBER: E2033



# MERCY

Regional College

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## Minimum Standards Attestation

I, **Darren Egberts**, attest that **Mercy Regional College** is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2015 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

20 May 2016

## Our College Vision

### VISION STATEMENT

Mercy Regional College serves a wide rural community which values growth and diversity in Catholic Education in the Mercy tradition.

### MISSION STATEMENT

In the Spirit of the Gospels we commit ourselves to the core values of community, inclusiveness, learning, care, justice and mercy, excellence and achievement.

### OUR GOALS

At Mercy Regional College, through the Mercy tradition, we:

- promote the uniqueness of the community and its heritage;
- welcome and celebrate individual difference;
- encourage our community to seek knowledge, to nurture curiosity and to love
- learning;
- commit ourselves to caring for each other;
- seek to act with love, fairness, tolerance and compassion to all;
- support, acknowledge and strive for personal excellence and achievement.

## College Overview

Mercy Regional College is one of the leading Catholic co-educational schools in the South West Region of Victoria, with campuses located at Camperdown and Noorat (6km from Terang).

The College proudly serves the parishes of Camperdown, Mortlake, Terang and Timboon. It is a Catholic Secondary School, having been established in 1973. The College engages students in a diverse range of learning experiences and challenges all students to achieve personal excellence in all areas of school life.

Mercy Regional College is justifiably proud of the contributions of its students to all areas of community life. Our past students have excelled in all walks of life and they continue to show leadership within our community.

As we continue to provide programs that will challenge and extend our current and future students, this legacy of excellence and community service will continue.

### **Goal No. 1: Community**

In the Mercy tradition, we promote the uniqueness of the community and its heritage.

We will endeavour to:

- maintain links with the HCSN to facilitate continuity in Catholic education for young people in our parishes and districts
- celebrate opportunities to focus on our history through our feast day, liturgies and other school functions and occasions
- enhance our family, school and church links in order to nurture a community spirit based on faith
- be a welcoming and hospitable community

### **Goal No. 2: Inclusiveness**

In the Mercy tradition, we welcome and celebrate individual difference.

We will endeavour to:

- create a supportive learning environment which recognises and appreciates the uniqueness of each person
- maintain and be attentive to developing individual pathways for success

### **Goal No. 3: Learning**

In the Mercy tradition, we encourage our community to seek knowledge, to nurture curiosity and to love learning.

We will endeavour to:

- expose our students to a wide and rich range of experiences and resources
- create an environment in which life-long learning is sought and valued
- offer a broad, inclusive and relevant curriculum
- provide a curriculum that is challenging, flexible and open to change

#### **Goal No. 4: Care**

In the Mercy tradition, we commit ourselves to caring for each other

We will endeavour to:

- provide each person with a safe and protective environment
- support each other
- listen to and share in the experiences of others

#### **Goal No. 5: Justice and Mercy**

In the Mercy tradition, we seek to act with love, fairness, tolerance and compassion to all.

We will endeavour to:

- express our love for one another by appreciating the dignity of each person
- instil empathy and seek justice for the marginalized
- develop policies and procedures that are fair and compassionate to all
- further develop social justice awareness and action

#### **Goal No. 6: Excellence and Achievement**

In the Mercy tradition, we strive to support and acknowledge personal excellence and achievement.

We will endeavour to:

- challenge students to achieve personal excellence and reach their potential
- appreciate that students achieve at different levels
- acknowledge that each person's learning is different

## Principal's Report

### New Staff

- Bethany O'Sullivan – AFL trainee
- Jo-Anne Roberts – McAuley Reception
- Jacqueline Hester – Science and Chemistry
- James Castles – return after 12 months in WA

### Building Works

A significant year of building for the College with the completion of Master Plan Stage 1:

- Refurbishment of four classrooms, offices and corridors
- Three new Science laboratories and Preparation Room
- Three new GPLAs and breakout room
- Additional offices, staff and student toilets
- Conversion of GPLA to new canteen
- Additional toilets for Reception

### SIF Review and Implementation

Following the review conducted in February by Geoff McPherson and Bill Slatter, the College received a set of recommendations for consideration and implementation in April. These recommendations became the focus of the College's School Improvement Plan and Annual Action Plan. Special Leadership Team meetings, consultation with staff, parents and the Board assisted with this.

### MacBook Rollout

Following extensive consultation and the work of the College's IT committee, the decision was taken to move away from iPads to Apple MacBooks over the next 3 years with Year 7 & 10 2016 to start. Students at other year levels had the opportunity to opt in with devices purchased over three years through MRC or outright through external retailers.

### Board and Finance Committee membership

The Board welcomed Mrs Ida Bone and Mrs Trish Gibson onto the College Board of Management as well as Mr Michael McKenzie as the HCSN representative. Thanks to Mr Terry Harney and Mr Brendan Williams for their service to the College in recent years.

The College's Finance Committee enjoyed the addition of Mrs Michelle Riches and Mrs Vanessa Suri to replace Mr Brendan Williams.

### Learning and Teaching

**SELT** – The first group of teachers piloted the College’s own model of feedback and appraisal, “Supporting Excellence in Learning and Teaching” to great success. The pilot was led with distinction by Mrs Tania Bruckner and we look forward to the next two trial groups in 2016. The SELT program was featured at a CEOB Colloquium last August.

**2015 VCE Results** – The outstanding 2015 Year 12 students worked well to achieve their VCE and VCAL results with the dux of College being Jack Williams who achieved an ATAR of 92.05.

**Staff PD** – Amongst the Staff PD opportunities last year were a full day looking at Religious Education: it focused on the place of Religious Education and Social Justice in Catholic schools and provided staff with an excellent way to end a long second term. The audit and development of year level domain curriculum scope and sequences was a focus for curriculum PD days.

**Teacher of the Year** – Most appropriately was awarded to Mrs Tania Bruckner from a very strong field of candidates.

#### Wellbeing

This was a key focus for the College in the early part of last year with attention to uniform standards, appropriate behaviour in the school yard and the conduct of a small number of students at Years 10 and 11. A concerted and well-planned effort by all staff and school leaders achieved some good results in the first months of 2015.

The most disappointing aspect of wellbeing for the year was a drawn out dispute with a student and his family over inappropriate hairstyles.

**Girls’ day** - A number of our senior female staff put together a half day presentation in September that was titled “Be Confident, Be Strong, Be You” and was being offered to all girls at Years 9 – 11. We believe that it is fundamentally important to provide young women (and men) with accurate information for them to make mature decisions in areas such as mental health, respectful relationships, sexual health and body image. Such information is best delivered in an environment where it can be discussed and reflected upon in light of the core values of Mercy Regional College.

#### Community

**High School Musical** – It was a great pleasure to be a part of the team of staff, students and parents who put together the College’s 2015 musical production, “High School Production” in August. Its four performances were viewed by sellout audiences at Camperdown’s Theatre Royal. Congratulations!

**Presentation Ball** - On the evening of Friday 27<sup>th</sup> February, I had the great privilege of attending this year's Mercy Regional College Presentation Ball at Glenormiston College. This year's ball was an outstanding success; it highlighted how the Ball is a celebration of family, community and young people. But, of course, the highlight of the night are the young men and women being presented. This year 43 girls and 40 boys were presented and the dedication shown in dance practices through the heat of February paid off in a number of beautiful dances.

**Open Days & Transition** – Once again, the College held a series of open days and transitions for the incoming Year 7 class of 2016. Although numbers were down for this particular year, the transition arrangements under the leadership of James Castles and Dan Glennen were very successful.

**Thomas Carr College Exchange** – The decision was taken by the College not to continue with this relationship after a number of years of successful exchanges.

**Relationship with Halls Creek** – Under the leadership of James Castles, an initial and very successful trip was held to the Kimberley in November under the auspices of their Clontarf program. Students at Year 8 & 9 were selected and travelled for 2 weeks. A second visit by the students of Halls Creek was held in December to Mercy.

**Battlefields Tour** – The third biannual Battlefields tour was held with students and staff travelling to Belgium, France and the United Kingdom. The experience of previous trips and the fantastic leadership of Mr Lachie Lee are critical factors in the ongoing success of this program.

**Class of 2015 finish** – In October, Mercy Regional College said farewell to the class of 2015 through a range of activities organized by students, staff and families. Key amongst these was the Year 12 final assembly in the afternoon; with their parents, families, many grandparents and friends watching, the year level put on a great show that celebrated the funny, memorable and unique moments of the previous twelve months. I have argued for many years that the way students choose to leave school says a great deal about their character and their school – the extraordinary behaviour of the class of 2015 reflects a group of young men and women who Mercy Regional College will always remember with fondness and respect.

In a similar light, in November I was privileged to join our graduating class of 2015, their parents and teachers at St Patrick's Church, Camperdown and afterwards at the Five Star Function Centre. Not surprisingly it was an excellent night with our graduands looking splendid and their parents and teachers looking proudly on.

**Shire of Corangamite Youth Achievement Awards** - A large number of MRC students were nominated for the Corangamite Shire Youth Achievement Awards presented in Terang

on Friday 16<sup>th</sup> October. The evening is an excellent one recognizing and celebrating the hard work and energy of young people across our district.

Students from Mercy Regional College were the recipients of two awards on the night:

- The cast and crew of *High School Musical* received the award for best group achievement in Performing Arts. The cast also performed a medley of numbers from the show on the night to great acclaim.
- Isabel Rowan (7D) and her friends from primary school, the World Cousins' Club, received the group award for Community Service.

**McLeod Shield** - One quarter of the College's students had the opportunity of escaping regular classroom learning with the entire Markey House spending an afternoon at the Mortlake Pool at the end of the school year. As I have mentioned previously, this initiative is the first in what we hope will be many years of growth in the importance of the House Shield and in students' recognition that house achievement can be much broader than just through the annual swimming, athletics and cross-country competitions.

At the 2016 Beginning of the Year Mass, the first House Shield was awarded to Markey and officially name the shield and competition, the McLeod Shield, recognizing the McLeod brothers and family, past students of Mercy Regional College.

As it has for more than 40 years, the Mercy Regional College Car Raffle was very successful and in a large part because of the commitment and energy of the parents and staff who organized it. Congratulations to all winners.

### Staff and Student Activities

There is a vast number of these and I have included a representative list below:

- VCAL Barn Dance at St Patrick's PS
- Year 7, 8, 9 & 11 camps
- Year 10 & 12 Retreats
- Year 10 work experience
- Swimming, Athletics, Crosscountry carnivals
- HSSSA, district and state competitions in many sports
- Christian Outreach, Street Retreats, Seeds of Justice, Lions Youth of the Year
- Victorian Reading Challenge
- Running Club
- Year 9 BRICKs program
- O'Keeffe Campus Grandparents' Day
- Oratory Competition, Instrumental Concert, Frayne Festival
- ANZAC and Remembrance Day commemorations
- Year 12 Bowls Night

In conclusion, I believe that 2015 was an excellent year for Mercy Regional College and for my own leadership as Principal. I look forward to all that this year will hold.

Yours in Mercy,

Dr Darren Egberts  
Principal

## Governing Authority Report

This year has been another great year; I have had the privilege of being the school chaplain for Mercy Regional College for 2015. We have over the year shown the great values set by Jesus to live by; to love God, ourselves and others, to honour those of the past and present and value each other and to respect other options and beliefs that may be different from our own. In the history of the school we are following those who have gone before us, as students, staff, priests, sisters of Mercy, parents and community members. This has come to light with the development and building of the new science labs and classrooms. Taking some ex-students around and hearing their stories has been quite funny and also inspiring. Also to listen to some of the families talk about the challenges their parents faced when the change to Catholic Regional College happened. We as a school community should always be grateful for the contributions made by these amazing people.

The Opening School Mass, gave us an opportunity to welcome our new students and staff to the school community. This was a positive way for the school community to prepare ourselves for a year full of many challenges and celebrations.

The retreats and camps have been a way for me to meet a large number of students through the year, and also to work with different staff. The Year 10 Boys retreat to Anglesea is always a great experience with the boys and seeing how they change over a 24 hour period looking at their own character and life experiences of others.

We have had a great involvement in the wider community with Year 10s and Year 11s doing community works of charity, through their involvement in community outreach and the street retreats. This experience allowed the students and staff to meet people who live on the streets and engage them in conversation and assist them with a meal, and to also provide support to those in our local community who may be in aged cared or community support programs.

During the year all home rooms groups attended mass on a Friday, Year 7 and 8 went to St Thomas', Terang, and Year 9-12 joined with the local community at St Patrick's, Camperdown. The local communities and also the students were able to join around the altar and be a support to each other.

I thank all the students and families who are leaving us and wish them well in the future.

Thanks for the memories and may God continue to bless you all.

**Fr Matthew Thomas**

## College Board/Advisory Council Report

It has been an honour to again chair the Board of Mercy Regional College.

It has been a fantastic year for the College with stage one of the building plan getting out of the ground and completed during the year. Our Principal, Darren Egberts has led the way on this project and has also guided the school through many other great initiatives and projects this year. Well done on yet another great year of leadership, Darren.

The beginning of 2015 saw us bid farewell to retiring board members Terry Harney, Stephen Watson and Brendan Williams. I would like to thank Terry, Stephen and Brendan for their excellent contribution during their years on the Board.

This year we welcomed Michael McKenzie, Ida Bone and Trish Gibson on to the Board.

These three have made wonderful contributions to the school Board during 2015. Our other Board members this year are Rachael Johnstone and Jenny Phillips, who have also provided a knowledgeable and supportive input to the direction of the school.

I would like to thank our Canonical Administrators Father Matthew Thomas and Father Gerry Prunty and also our Catholic Education Office representative Bill Slatter, for their continued governing support and input during the year. They have shown fantastic leadership and guidance to the Board.

There have been many discussions that have come to the Board's attention this year ranging from the construction of the new buildings, enrolments, school fees, staffing, and many other governing issues too numerous to mention individually. These discussions and decisions were all handled professionally, expertly and diligently.

My thanks also to staff members Sue Bohm for supporting the board during the meetings, and for finance guru Lynn Wadley, who continues to keep the school finances well and truly in the black.

History will show that 2015 was yet another fruitful year for Mercy Regional College with continued record enrolments in this wonderful learning establishment.

With this continuing growth in enrolments, much time this year has gone into the planning, organising and financial needs of the school's building program due to stage one of the building program now being complete. We were very grateful to receive a 2.45 million dollar grant from the Federal Government towards stage two of the building program, meaning we are able to progress straight on to stage two immediately. This will allow the school to cater for all of its upcoming needs in future years and keep Mercy Regional College at the forefront of education in the district.

With our last child Thomas, completing Year 12 this year, I will be retiring from the Mercy Board at the A.G.M in March. It has been an honour to serve on the school Board for the last seven

years. I would like to thank my wife Barbara for her support over these years. Mercy has been a wonderful School for all four of our children and we can highly recommend it to everyone.

I would like to thank Darren, all the staff, teachers, parents and students of this fine learning institution that is, and continues to be, Mercy Regional College.

**Mr Gerard Ryan, Board Chairman**

## Catholic School Culture

### Goals & Intended Outcomes

#### **Inclusiveness**

Through the Mercy tradition, we welcome and celebrate individual difference

We will endeavour to:

- create a supportive learning environment which recognises and appreciates the uniqueness of each person
- maintain and be attentive to developing individual pathways for success

#### **Justice and Mercy**

Through the Mercy tradition, we seek to act with love, fairness, tolerance and compassion to all. We will endeavour to:

- express our love for one another by appreciating the dignity of each person
- instil empathy and seek justice for the marginalized
- develop policies and procedures that are fair and compassionate to all further develop social justice awareness and action

As a Catholic school, Mercy Regional College is committed to the education of the whole person – spiritually, intellectually, psychologically, socially and physically. The faith development of all in the school community is a core goal with the life and message of Jesus Christ as the exemplar model of life.

Every effort is made to bring the needs of our world and personal lives to a focus with prayer leading to action. In this way we live out the call of the founder of the Mercy Sisters, Catherine McAuley, to see God in all things and to support each other to follow God's call.

Opportunities for the expression of faith are provided through Eucharist and various other liturgies to celebrate special feasts and occasions. The centrality of the Eucharist is recognized with whole school masses celebrated every term and classes and/or year level attending parish mass at Camperdown or Terang. Students are also encouraged to reflect upon their faith and spirituality through prayer, retreats and reflection days.

We provide a caring, learning environment for our students - to strive, to fulfill their potential, to share their talents, instill a love of learning and to become informed and compassionate people of faith, who will contribute freely and creatively to our society.

The Religious Education program at Mercy is based upon the Religious Education P-12 Curriculum, "Awakenings" which is used throughout the Ballarat diocese.

### **Achievements**

In 2015, Mercy Regional College undertook the following activities to further school improvement:

#### Liturgies

Highlights of our calendar have been the four celebrations of the Eucharist during the year. These celebrations not only focus on our understanding of the Mass as being central to our faith, but also to recognize the charism of the Sisters of Mercy and the legacy that former families and students have left to the school. We also use our whole school masses to welcome, to congratulate and to celebrate our successes at Mercy Regional College.

We gathered together as a community for the opening of the school year Commencement Mass, our Feast Day in May (Our Lady Help of Christians), in third term to honor the Feast day of Our Lady of Mercy, the Year 12 Graduation Mass and the Mass of Thanksgiving for the Year. Throughout the year, we gather as a community and the de Chantal Stadium is transformed into a sacred space with the help of ground staff and members of the St Patrick's parish, Camperdown. We are very grateful to our two parish priests and Canonical Administrators, Fr Gerry Prunty and Fr Matthew Thomas for their continued support of the liturgical life of the College.

Another initiative undertaken during the 2015 school year was the continued program of homerooms attending local parish masses on Fridays. Students from the O'Keeffe Campus travelled to St Thomas' in Terang and the students in years 9 – 12 walked to Mass at St Patrick's in Camperdown. The McAuley Campus students were often joined by children from St Patrick's School. This extension of our schools into the community through Eucharistic Celebrations has become very popular with parents and serves to strengthen the ties we hold dear as a Network of Catholic Schools in the South West.

### **Commencement Mass**

Our commencement Mass held during the first week of the school year and is a wonderful time for formally greeting our year 7 students and acknowledging the new leaders of the school in the Year 12 cohort.

### **Feast Day**

In May, the College community came together in the de Chantal Stadium to celebrate the Mercy Regional College Feast Day mass. Recognising the feast day of Our Lady Help of Christians, the mass was celebrated by our chaplains Fr Matthew and Fr Gerry.

Following Mass, the College enjoyed several different but most enjoyable performances showcased as part of the annual Mercy Battle of the Bands. The performance was notable for the high quality of the musicians involved and the variety of musical genres represented. Congratulations to all involved.

### **Our Lady of Mercy Mass**

September saw us celebrate the Feast day of Our Lady of Mercy. This Eucharistic celebration was a wonderful link to the history of the Sisters of Mercy, in particular, Catherine McAuley and the charism that is continually imbued into the school. As with most of our school Masses the students who provide the music and serve in other ministries, do us proud. The sharing of their God given talents is to be applauded.

### **Graduation Mass**

The Graduation Mass was again a very rich celebration marking the end of the Mercy journey for our Year 12 graduands. Planning this Mass in conjunction with the students

is a very powerful experience and allows them to participate more fully in the community celebration encompassing our story, our ritual and our action.

### **Mass of Thanksgiving**

Our final school whole school Mass took place in December and was our Mass of Thanksgiving for the 2015 school year. At this Mass, we gave thanks for all we have learned, all we have shared, for the friendship and the accomplishments of the year. This Mass was held at St Thomas' Parish in Terang and was followed by an evening of fellowship for the school community. At the conclusion of this celebration our student award winners are honoured publicly and before the entire school community and their families.

### **St Vinnies Christmas Appeal**

As in past Christmas seasons, the staff and students of Mercy Regional College supplied gifts for disadvantaged families in the area under the auspice of St Vincent De Paul conference of Camperdown. Homerooms provided gifts for two people knowing only their ages and gender. Some homerooms chose to each buy their own gifts and bring them to school wrapped and tagged while others collected money and took the journey to local stores to purchase 'just the right' gift. Our commitment to the Vinnies Christmas appeal is a wonderful way to reach out in the spirit of the Gospel message.

### **Retreats**

One of the most thought provoking, challenging and fun parts of the Religious Education curriculum are the year level retreats. Throughout the year, the students at Mercy Regional College have shared the reflective and fun activities in our retreat programs. Each year level has been able to experience a different style of retreat and has been able to share these colourful experiences with classmates and teachers.

- Year 7 and 9 retreats are musically based with the messages of Chris Doyle from Karis Ministries Sydney. His relaxed style and easy conversation stirred the students to consider how they act, the type of person they want to be and the way they treat their neighbour.
- Year 8 students discovered the challenges of the "Social Justice" retreat, coordinated by Fr Matthew Thomas, our College chaplain. With wonderful input from the local CWL ladies, year eight students discovered the frustrations and hunger pains associated with a less fortunate life when they became one of the "haves" or "have nots" for the day.
- Year 10 students travelled to Anglesea for their retreat experience. This longstanding tradition of having a separate retreat experience for girls and boys is a wonderful chance to focus on appropriate topics for each gender during this important year where students are changing from young teens to young adults. Team building activities, affirmations, reflecting on the positive men and women in our lives, all created an atmosphere of trust, thoughtfulness and heightened awareness of the responsibilities we take on as young men and women in our family and community.

- All Year 11 students traveled to Melbourne for two days to be part of the Matthew Talbot Vinnies Soup Van experience. Students are challenged to consider the facelessness of the disadvantaged, their lack of someone to share a story with or even to be greeted by name. In a world where many people seem to be 'invisible' within the community, the students were encouraged to step out of their comfort zone, to speak, listen and converse with those who visited the soup van.

Staff are encouraged to attend this Street Retreat and all staff are welcome to do so, whether teaching or non teaching staff. This continued increase of this experience shared by all members of our school community, deepens relationships and helps us to connect with the regional St Vincent de Paul Conference, who support this work financially and spiritually.

- Year 12 students relish the opportunity to begin their 'end' of secondary school together at Bacchus March. The retreat focuses on the life choices ahead of the students and discovering the depth of friendships, Christian values and the affirmations shared. This is a time of considering how we *should* live, how we *do* live and the potential we have to live rewarding and honorable lives by witnessing Gospel values and maintaining the principles laid down by family, friends and other valued adults

### **Social Justice**

Under the guidance of Mrs Jo-Anne Saunders and Social Justice Captains, Amy McKenzie and Martinique McKenzie, many activities were undertaken by the College and the Social Justice Group. The group included a large number of students from across Years 7 – 12.

Initiatives included:

- A special focus on the work of Caritas in South Sudan in 2015.
- Shave for a Cure to support the Leukeamia Foundation
- Continued support for Tika Peru Scarves to enable small business enterprise in the poorest areas of Lima Peru.
- Continued support of Mercy Beyond Borders – through personal contact with Sr Marilyn Lacey RSM and a commitment to developing an ongoing relationship with the Mercy Beyond Borders program in Haiti and South Sudan.
- Our Year 10 students were rewarded with commendations for their work through the Christian Outreach Program, which is part of the Year 10 Religious Education program.

- A Year 8 retreat with a sole focus on Global Social Justice Issues. Incorporating support from our local CWL ladies who provide lunch it is another opportunity to make links with the community.
- The social justice leaders organized a special day to highlight the plight of many women and children who haven't or don't have access to education in some parts of the world. This initiative called Malala Day used the story of Malala Yousafzai as its inspiration.

#### VALUE ADDED

##### **Catholic School Identity**

In recent years, a core priority for the College has been to highlight and celebrate the Catholicity of our school. This has brought about a renewed focus on *naming the link between our actions and the core elements of Catholic Social Teaching at any time the school and wider community gathers.*

Students are becoming more aware of the purpose behind supporting those less fortunate, and the relevance of the Eucharistic celebration as a physical expression of the faith values we share at Mercy Regional College. Students are also challenged to reflect upon Retreat days and experiences such as the Year 11 Street Retreat in a more concrete way through both writing and sharing.

## Community Engagement

### Goals & Intended Outcomes

#### Community:

Through the Mercy tradition, we promote the uniqueness of the community and its heritage.

We will endeavour to:

- maintain links with the HCSN to facilitate continuity in Catholic education for young people in our parishes and districts
- celebrate opportunities to focus on our history through our feast day, liturgies and other school functions and occasions
- enhance our family, school and church links in order to nurture a community spirit based on faith
- be a welcoming and hospitable community

### Achievements

#### Year 12 Last Day

Wednesday 21<sup>st</sup> October saw the departure of the Year 12 class of 2015 with our traditional final day celebrations, Mercy's Got Talent and the Year 12 Final Assembly. Congratulations to everyone involved in what is a large and challenging undertaking at a number of levels but particular congratulations to the Senior School leaders – Mrs Lesa Thornton, Ms Stacey Hillman and Mr Lachie Lee, to all the teachers and staff who assisted on the day and during the days and nights preceding, to the parents, grandparents, friends and families who joined us for Mercy's Got Talent and the Year 12 Final Assembly, and to the Year 12's of 2015 who celebrated their end of formal schooling respectfully, joyfully and safely.

Congratulations to the many acts who entertained the school community during Mercy's Got Talent.

#### Year 12 Graduation Mass and Dinner

Concluding their time at Mercy Regional College, the 2015 Year 12 class gathered at the 5 Star Function Centre celebrate Graduation in late November. The evening combined a moving Eucharist at St Patrick's Church, the presentation of graduation certificates and awards with a dinner for graduands, their parents and teachers. Congratulations to the class of 2015 and to the teachers supported them on their journeys through primary and secondary school.

**VALUE ADDED****Student Achievements**

A large number of student achievements were highlighted in 2015 in both College newsletters and Board reports:

- Congratulations to those Year 11 and 12 students who competed with distinction at the local Lions Youth of the Year in Camperdown and Terang.
- Congratulations to all students who represented Mercy at the HSSSD Athletics in Camperdown.
- Well done to all swimmers who represented Mercy at the HSSSD Swimming Carnival at Camperdown Pool and came away as overall winners.
- Congratulations to the following teams who participated in the Hampden Cup football and netball
- Well done to all those who represented the College at a variety of Western Victorian Schools' shooting competitions.

**Anzac Day Commemorations**

2015 saw significant numbers of Mercy Regional College students, staff and members of the College community participate in the Anzac Day commemorations. The numbers in Camperdown reflected each of the local ceremonies in Camperdown, Terang, Mortlake and Cobden.

**O'Keeffe Campus**

- At the O'Keeffe Campus, assemblies and Pastoral Care are important in laying the foundation and expectations for the Year 7's. As students come from over 13 different schools, it is very important for the students to mesh and feel at ease with each other.
- The Year 7 Camp in the first two weeks is an integral part of building a sense of community with each other and their teachers.
- The BBQ night with Year 7 parents is a great chance for new parents to be welcomed to the school in an informal way. Teachers, students and parents sharing tea together is a very important way for parents to meet new teachers and be comfortable in contacting them.
- Class based liturgies have enabled our school community to join in the local parish community in Masses. The older folk enjoy interacting with the younger students and students enjoy the change in environment and interact well with others in the congregation.

The new computer system of PAM has allowed greater access by parents to their child's work. Previously there has been a sharp divide in parent interaction between primary and secondary school. The better and easier access has allowed students and parents better access to teachers and a clearer sense of what is needed for homework.

#### PARENT SATISFACTION

In 2015, Mercy Regional College undertook the following activities to further school improvement:

- Year 10 Christian Outreach
- Year 11 Street Retreat Program
- Mercy Battlefields Tour to France
- Whole school, year level and class-based Eucharistic celebrations
- School participation in weekly parish Eucharistic celebrations
- Year 11 Presentation Ball
- Year 12 Graduation
- HCSN Combined Boards Dinner
- Feast Day celebrations
- Mercy Battle of the Bands
- Mercy's Got Talent
- Mercy Arts Night
- Public speaking and Debating competitions including Debaters Association Victoria, Frayne Festival and Lions' Youth of Year.

## Leadership and Stewardship

### Goals & Intended Outcomes

Leadership and Management at Mercy Regional College strives to achieve each of the six goals articulated in our Vision and Mission Statement.

### Achievements

#### Mercy Regional College Board of Management

On Tuesday 8th March, 2015, the Annual General Meeting of the Mercy Regional College Board of Management was held. At this meeting the annual reports from the Principal, Board Chair and PTFA were presented. The meeting also formally appointed the members of the Board for 2015.

#### Governors of the College

Fr Matthew Thomas – Parish Priest of Camperdown

Fr Gerry Prunty – Parish Priest of Terang

#### Board Members for 2015

Mr Gerard Ryan (Chairperson)

Mr Michael McKenzie

Mrs Ida Bone

Mrs Trish Gibson

Mrs Rachael Johnstone

Mrs Jenny Phillips

Mr Bill Slatter (Catholic Education Office)

Dr Darren Egberts (Principal)

#### Positions of Leadership 2015 – 2017

Position of Leadership	Appointment
Director of School Operations	Mrs Bernadette Sinnott
Director of Religious Education	Mrs Jo-Anne Saunders
Head of O’Keeffe Campus	Mr James Castles
Head of Middle School	Mr Ben Brisbane
Head of Senior School	Mrs Lesa Thornton
Head of Junior School – T & L	Mr Daniel Glennen
Head of Middle School – T & L	Ms Claire O’Connor
Head of Senior School – T & L	Mr Lachie Lee
VCAL/VET Coordinator	Mrs Rose Henry
Head of Sport	Mr Matt Harkin
Careers Coordinator	Mrs Jenny Phillips
Coordinator of Integration Support	Mrs Claire Walsh
Timetable Coordinator	Mr Dean Ludeman
Assistant Head of Junior School	Mrs Sharyn Grinter
Assistant Head of Middle School	Mr Daryl Richardson

Assistant Head of Senior School	Ms Stacey Hillman
Curriculum Resource Leader – Junior	Mrs Fiona Sargeant
Curriculum Resource Leader – Middle	Mrs Leanne Carpenter

#### EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

##### DESCRIPTION OF PL UNDERTAKEN IN 2015

- New Staff Induction
- Visible Learning
- Domain specifics and unit preparation
- Psychological Wellbeing for staff
- EduTECH Conference, Brisbane
- Using PAM and SIMON
- MSSD Conference, Melbourne
- Leadership and mentoring
- Religious Education and Awakenings
- Christian sexuality and education
- Anaphylaxis & Asthma
- Assessment and Reporting
- Completion of units in diploma, bachelor and master degree programs
- Exam marking and setting

NUMBER OF TEACHERS WHO PARTICIPATED IN PL

50

AVERAGE EXPENDITURE PER TEACHER FOR PL

\$1278.94

## TEACHER SATISFACTION

In 2015, Mercy Regional College undertook the following activities to further school improvement:

- College student leadership program
- SRC
- Student leadership camp
- Country Diocesan Leadership program
- Administration meetings
- Support of, and for, Hampden Catholic Schools Network
- Staff Faith PD Day
- Staff professional learning and postgraduate programs
- Emergency Management Planning Committee

## Learning and Teaching

### Goals & Intended Outcomes

#### Learning:

Through the Mercy tradition, we encourage our community to seek knowledge, to nurture curiosity and to love learning.

We will endeavour to:

- expose our students to a wide and rich range of experiences and resources
- create an environment in which life-long learning is sought and valued
- offer a broad, inclusive and relevant curriculum
- provide a curriculum that is challenging, flexible and open to change

#### Excellence and Achievement:

Through the Mercy tradition, we strive to support and acknowledge personal excellence and achievement.

We will endeavour to:

- challenge students to achieve personal excellence and reach their potential
- appreciate that students achieve at different levels
- acknowledge that each person's learning is different

### Curriculum Overview

The structure of curriculum at Mercy Regional College highlights the eight Key Learning Areas as defined in the National Curriculum and a ninth area, Religious Education, which is central to the ethos of the school.

#### Religious Education

The College aims to provide the opportunity for all students to recognize and understand their own faith journey. The Religious Education curriculum is based upon the Awakenings Religious Education Curriculum which is mandated for use by the Bishop of Ballarat.

#### English

English is an essential part of the program of studies from Year 7 to Year 12 as the school recognizes the importance of coherent and accurate expression in the articulation of ideas. The English courses from Years 7 - 10 provide a basis for the development of language and literature. The development of oral communication is also a significant part of the English Curriculum and this is supported by participation in Public Speaking and Debating competitions. The craft of writing is nurtured within the English Curriculum.

#### Mathematics

The mathematical program enables each student to acquire and develop the skills and concepts necessary for everyday life in a changing society. From Year 7 to Year 12, proficiency in basic facts and written algorithms is a priority. Emphasis is also placed on the development of problem solving techniques appropriate to the students' level of mathematics.

### Science

All students from Year 7 to Year 12 have the opportunity to interpret the world through an introduction to scientific concepts, themes and methods of scientific enquiry. Students at all levels are encouraged to improve their powers of observation and to predict and analyze outcomes. Practical experiments provide the basis of many investigative activities and as a result, students also develop their report writing skills. The use of learning technologies is incorporated into the science curriculum at all year levels.

### Humanities

The subject found under the Humanities banner, encompass Geography, History and Commerce and are central to the development of an understanding of both contemporary and traditional cultures.

### Health and Physical Education

Health and Physical Education is a compulsory study in Years 7 – 10 and an additional elective is offered from Years 11 and 12. The aim of this study is to promote an understanding of factors that develop, maintain and optimize the physical, social and emotional components of health for individuals, families and communities.

Home Economics is compulsory study for Year 7 to Year 9, and as an elective in Year 10, provides students with the opportunity of understanding diet, nutrition and lifestyle.

### Technology

All students from Year 7 to Year 12 have access to computers, utilizing learning technologies as appropriate in key learning areas. Year 7 and 9 students had iPads to assist their learning.

### The Arts

There is a rich tradition in the Creative Arts at MRC that offers challenging opportunities for students to develop their aesthetic sensitivity and to express their imagination in performance, visual arts activities and research.

### Languages

In 2015, the College reintroduced the study of Languages with French being offered as a core subject at Year 7 and as an elective in Year 9. The College is supporting a current teacher in studies to enable her to lead this program.

## **Achievements**

### **VCE 2015**

Congratulations to the students in Year 11 and 12 who received their VCAA results in mid-December and especially to Jack Williams who is the College's 2015 dux with an ATAR score of 92.05

<b>Subject</b>	<b>Student Name</b>
Biology	Jack Williams
Maths Methods	Jack Williams

Chemistry	Jack Williams
Literature	Stephanie Lee
Legal Studies	Stephanie Lee
Media	Stephanie Lee
Psychology	Stephanie Lee
Psychology	Caitlin Williams
Further Mathematics	Caitlin Williams
Physics	Thomas Ryan
Accounting	Thomas Ryan
Accounting	Samuel Watt
English	Joshua Rowan
History Revolutions	Joshua Rowan
Business Management	Maggie Lee
Business Management	Georgia Lucas
Business Management	Ebony Reynolds
Outdoor & Environmental Studies	Georgina Cook
Product Design & Technology	Ella Clarke
Physical Education	Mia Cain
Food and Technology	Grace Lucas
Health and Human Development	Hannah Moloney
Studio Arts	Meaghan Bone
I.T. Applications	Julian Hill
VET Furnishing	Steven Bouchier
Hospitality (Kitchen Operations)	Meg Lenehan
Software Development	Christopher Barks
Interactive Digital Media	Rhys Casson

### **Mercy Regional College Teacher of the Year**

In 2012, the College introduced a new award with a teacher recognised for outstanding service and achievement in the fundamental vocation of teaching. The 2015 winner of the Mercy Regional College Teacher of the Year Award was Mrs Tania Bruckner. The nomination for Tania included;

*Our 2015 Teacher of the Year shows 100% commitment to effective teaching and learning. She is always willing to share ideas that promote not only excellence in teaching, but also ways to encourage each individual child in their learning journey. She*

*is compassionate and shows empathy to students who are at varying stages in their learning. Tania was instrumental in the introduction and coordination of the SELT program. Her professionalism, ability to give constructive criticism while displaying heart felt empathy and passion for not only teaching but our students, was an inspiration to staff in the group.*

### **Developing a Model of Feedback and Appraisal**

At a number of meetings, Mercy Regional College started the process of developing a model of feedback and appraisal for teachers. This process included initial meetings with the whole staff looking at Visible Learning (Hattie) and what this might look like at Mercy. Work was also undertaken to initiate a foundational Learning and Teaching document – the Vision for Learning and Teaching at Mercy. Both these processes have continued into 2016.

### **Vocational Education**

Our Victorian Certificate of Applied Learning (VCAL) course continues to be highly regarded and commended for its innovation and ability to engage students to learn from across the state and nationally. Leading the VCAL team in 2015 was Mrs Rose Henry and Ms Jo Williams. The development of new options for students reflects their capacities to ‘think outside the square’ and work diligently to achieve goals.

The work experience program offered to our Year 10 students provides an opportunity to experience life in the workforce for a week. It also gives them the opportunity to consider what options they may like to take in the years ahead, in relation to tertiary studies, apprenticeships or entry to the workforce.

The option of completing Vocational Education & Training (VET) courses has been offered, once again, to our Year 10 and 11 students. These VET courses provide the opportunity for students to undertake a diverse range of studies that otherwise would not be accessed via the VCE. Students are able to access VET courses through the College, South West TAFE and other VET providers.

### **Pathways**

The Middle School Pathways program continued in 2015 at both Years 9 and 10. Designed to provide students with a two year pathway into VCAL, the program included many of the curriculum aspects seen in senior vocational education. A key component in the program is for a one day per week work placement in Year 10.

### **Parent Teacher Interviews**

Over three days across the year, many parents, students and members of the College community participated in Parent Teacher Interviews for 2015. These meetings are an essential means of nourishing the educational partnership that exists between the College and parents who are the first educators of their children.

### **Enhanced Learning**

A greater focus was given in 2015 to provide opportunities inside and outside the

classroom for students of high ability. These opportunities included increased and more targeted testing, allocation of some dedicated teaching time for these students, a greater push on co-curricular programs such as debating, public speaking and the Tournament of Minds as well as the 'Think Tank Day':

A number of students selected for their high capacity in areas such as problem solving and independent thinking participated in a full day workshop at the College's O'Keeffe Campus. Entitled, the 'Think Tank', the day offered a range of group-based problem solving tasks, guest speakers and other activities.

#### STUDENT LEARNING OUTCOMES

All Year 7 NAPLAN tests show a slight decrease from the previous year, with an exception being a greater decrease in Spelling. Numeracy levels over the three year period have stayed at a consistent level. Both the reading and Grammar & Punctuation tests at Year 9 level have seen a steady increase over the last two years. The Reading, Numeracy and Writing scores have fluctuated over the three year period, but generally stayed at a similar level. Like the Year 7 data, the Spelling test has seen a decline over the past three years. This is definitely an area for focus and future improvement.

#### POST-SCHOOL DESTINATIONS

TERTIARY STUDY	87.5%
TAFE / VET	8.9%
APPRENTICESHIP / TRAINEESHIP	8.7%
DEFERRED	10.8%
EMPLOYMENT	13%

## Wellbeing

### Goals & Intended Outcomes

#### Care:

Through the Mercy tradition, we commit ourselves to caring for each other.

We will endeavor to:

- Provide each person with a safe and protective environment
- Support each other
- Listen to and share in the experiences of others

### Achievements

#### BRICK's

All Year 9 students participated in a three day program in early term2 called BRICKs (Building Resilience In Corangamite Kids) facilitated by local people who already work with adolescents.

#### Staff Wellbeing

- Restorative Justice training
- Staff retreat
- Mercy induction programs
- Celebrating milestones with in the staff as well as taking time to remember those who have passed away.

#### Parent Wellbeing programs

- Experiencing cyberbullying
- Tips for running a adolescent party
- Supporting students with their examination preparation.
- Centrecare presentation regarding mental health challenges for our students.
- Information regarding the new drinking laws.
- Access to Wellbeing information on the Mercy homepage, giving parents up to date information as well as after hour phone numbers they may need.

A selection of Student Wellbeing programs offered during the year:

- Year 7 retreat
- Year 8 retreat
- Student presentations Eg. "The Shape of a Girl"
- V/Line wellbeing workshops on the impact of drinking
- Experiencing cyberbullying workshop
- Year 10 Boys retreat
- Year 10 Girls retreat
- Year 9 / 10 Issues day
- Presentations from Police and Ambulance officers
- Year 11 2 day Melbourne Experience

- Year 11 Shane Garner Team building
- Community Visiting
- Year 12 retreat
- Year 12 Forum with students previously at Mercy
- Year 12 guest speakers from various agencies.
- The TIS tour for senior student
- Seeds of Justice program
- The White Ribbon program
- Caritas collection

Mercy students are cared for in an environment that nurtures and challenges them, staff and parents support the adolescent we work with. The wellbeing team is part of the community who take responsibility for students, parents and staff welfare.

### Managing Student Absences

Working towards full attendance by all Year 7 – 12 students is a core goal of Mercy Regional College. Without regular and consistent attendance, students cannot maximise academic, social and psychological achievement. Amongst the ways that Mercy follows up student absences are –

- Student attendances monitored every period, homeroom via SIMON
- Student absences identified formally twice daily
- Parents required to notify school of child's absences
- Unexplained absences followed up by SMS message home
- Heads of School follow up regular or extended absences
- Student or family holidays require formal notification to College and Principal

### VALUE ADDED

#### **Camps, Retreat and Work Experience**

- Year 7 students had their annual camp at Cape Bridgewater in February. This camp is for three days and two nights and includes a range of outdoor and team activities designed to facilitate the transition process into a new school.
- In February, Year 10 students completed Work Experience at a wide variety of locations and workplaces in our local communities and beyond.
- In February, Year 12 students travelled this week to Bacchus Marsh for a three day retreat program facilitated by Year 12 and other senior staff. The Year 12 Retreat remains a key foundation for students as they commence the rigours of Year 12 studies.
- Year 11 students completed a camp program designed to assist them in making informed decisions regarding future study, work or vocational plans. The camp includes two days in Melbourne with visits to a number of tertiary and vocational

educational institutions and a day at the Noorat Community Centre facilitated by Shane Garner.

- Year 7 & 9 students complete a day's retreat with our regular facilitator, Chris Doyle.

#### STUDENT SATISFACTION

A significant number of co-curricular activities and excursions were offered to students in 2015, they included:

- Year 12 Bowls Night
- Alfred Hospital's P.A.R.T.Y program
- Outdoor Education Surf Camp.
- Butterfly Foundation.
- Year 7 & 9 students complete a day's retreat this week with our regular facilitator, Chris Doyle.
- RIST program at Glenormiston and the Try A Career Day at Deakin University, Warrnambool.
- Ballarat diocesan secondary schools' chess competition
- DAV Debating competition
- Corangamite Shire Youth Achievement Awards

## Financial Performance

REPORTING FRAMEWORK	MODIFIED CASH \$
<b>Recurrent income</b>	<b>Tuition</b>
School fees	(184,133)
Other fee income	534,784
Private income	133,018
State government recurrent grants	1,341,644
Australian government recurrent grants	4,770,376
<b>Total recurrent income</b>	<b>6,595,689</b>
<b>Recurrent Expenditure</b>	<b>Tuition</b>
Salaries; allowances and related expenses	5,433,776
Non salary expenses	1,289,347
<b>Total recurrent expenditure</b>	<b>6,723,123</b>
<b>Capital income and expenditure</b>	<b>Tuition</b>
Government capital grants	-
Capital fees and levies	1,033,919
Other capital income	48,000
<b>Total capital income</b>	<b>1,081,919</b>
<b>Total capital expenditure</b>	<b>3,228,463</b>
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	
<b>Total opening balance</b>	<b>1,328,321</b>
<b>Total closing balance</b>	<b>3,062,985</b>

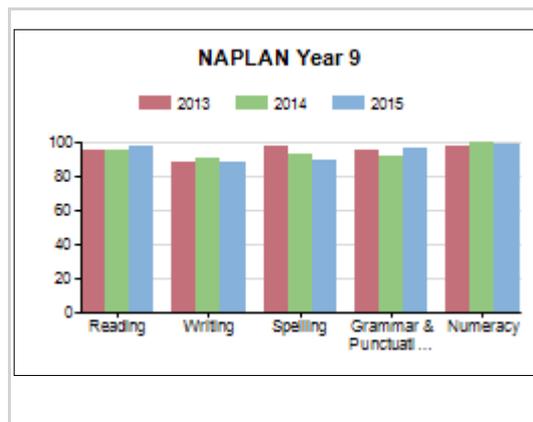
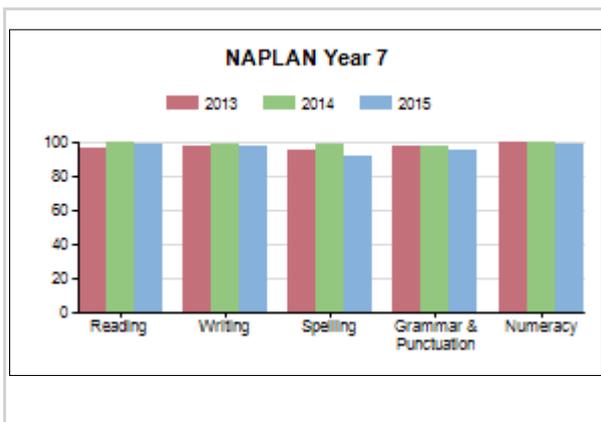
*The information provided above does not include system levies charged to individual schools, intra-systemic transfers and, for primary schools, the diocesan supplementary capital fund supporting primary schools' capital borrowings.*

*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.*

## VRQA Compliance Data

**E2033**  
**Mercy Regional College, Camperdown**

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2013 %	2014 %	2013–2014 Changes %	2015 %	2014–2015 Changes %
YR 07 Reading	96.4	100.0	3.6	98.7	-1.3
YR 07 Writing	97.5	98.7	1.2	97.4	-1.3
YR 07 Spelling	95.0	98.7	3.7	92.3	-6.4
YR 07 Grammar & Punctuation	97.5	97.4	-0.1	94.9	-2.5
YR 07 Numeracy	100.0	100.0	0.0	98.6	-1.4
YR 09 Reading	95.5	96.0	0.5	97.5	1.5
YR 09 Writing	89.0	90.7	1.7	88.6	-2.1
YR 09 Spelling	97.8	93.3	-4.5	90.0	-3.3
YR 09 Grammar & Punctuation	95.7	92.0	-3.7	96.3	4.3
YR 09 Numeracy	97.6	100.0	2.4	98.8	-1.2



<b>YEARS 9–12 STUDENT RETENTION RATE</b>	
Years 9–12 Student Retention Rate	79.78%

<b>AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL</b>	<b>%</b>
Y07	93.79
Y08	91.09
Y09	92.57
Y10	90.09
Overall average attendance	91.89

<b>TEACHING STAFF ATTENDANCE RATE</b>	
Teaching Staff Attendance Rate	93.31%

<b>STAFF RETENTION RATE</b>	
Staff Retention Rate	88.46%

<b>TEACHER QUALIFICATIONS</b>	
Doctorate	2.00%
Masters	12.00%
Graduate	52.00%
Certificate Graduate	2.00%
Degree Bachelor	90.00%
Diploma Advanced	22.00%
No Qualifications Listed	0.00%

<b>STAFF COMPOSITION</b>	
Principal Class	3
Teaching Staff (Head Count)	55
FTE Teaching Staff	41.660
Non-Teaching Staff (Head Count)	24
FTE Non-Teaching Staff	21.567
Indigenous Teaching Staff	0

<b>MEDIAN NAPLAN RESULTS FOR YEAR 9</b>	
Year 9 Reading	583.85

Year 9 Writing	558.00
Year 9 Spelling	583.70
Year 9 Grammar & Punctuation	568.10
Year 9 Numeracy	592.80

POST-SCHOOL DESTINATIONS AT AS 2013	
Tertiary Study	87.5%
TAFE / VET	8.9%
Apprenticeship / Traineeship	8.7%
Deferred	10.8%
Employment	13.0%