



Monivae
College Hamilton

Monivae College Hamilton

2022 Annual Report to the School Community



Registered School Number: 1528

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Minimum Standards Attestation

I, Jonathan Rowe, attest that Monivae 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 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

31/03/2023

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

Vision and Mission

Mission

Monivae College is a heart-centred learning community that embodies the core MSC values of love, positive relationships and compassion. Ours is a proactive and future focused educational environment which embraces and engages with the world.

Vision

Monivae College is a Catholic secondary co-educational day and boarding school welcoming to everyone. Inspired by the vision of Jules Chevalier and spirituality of the Missionaries of the Sacred Heart, students are at the heart of all we do. We nurture success through developing personal and physical growth, resilience, empathy, academic achievement and faith.

College Overview

Monivae College was founded at Hamilton, Victoria in 1954. Situated 286 kilometers from Melbourne, Hamilton provides a healthy and safe environment, offering the benefits of an established urban centre combined with a more relaxed and secure country lifestyle. With its present enrolment of 570 students, including 40 boarders, the College has grown remarkably since its inception in 1954. Monivae is a progressive Catholic Secondary College, with a dynamic curriculum and a clear vision of its future. An ongoing capital works program has seen significant development in College facilities over the years.

Monivae College is proud of its extensive curriculum and co-curricular programs and its excellent educational and sporting facilities. These include a cricket centre, double stadium, swimming pool, performing arts centre, heated undercover student recreation area, girls and boys on-campus boarding facilities, school-wide wireless computer network and beautiful campus and grounds.

Principal's Report

Community has been our theme this year. Through good times and bad times, we've found new ways to show our love and support in our classrooms. We've found pockets of joy, re-established many of our important cultural norms and traditions, and overcome challenges with returning to face-to-face schooling. We have succeeded in going the whole year with no remote learning!! It is pleasing to say, as we conclude the year, it very much feels like our MSC community is back - vibrant, strong, and connected.

I had the privilege of accompanying our Year 12 students to Halls Gap for their Retreat experience at the start of the year. They are a remarkable group of young people who capitalised on this opportunity to strengthen their inter-relationships and explore their personal connection with our loving God. It is an experience that many people reflect on post their secondary school with great fondness, and this certainly appeared to be the sentiment of the students of the 2022 cohort. Our Year 7 cohort started their year with a camp at Port Fairy. Unlike the Year 12 retreat, our students were establishing new friendships, many which will endure well beyond their time as a Monivae student.

This year our school focus has been the wellbeing of our students. It has been a significant achievement to be able to provide many opportunities, throughout the year, allowing them to re-establish those important connections with peers. Every sporting, educational, social, and co-curricular opportunity was offered throughout the year.

Our Year 10's participated in their careers camp in Melbourne and followed on with work experience. This was an important time for them as they explored work options and University courses. Several of our Monivae Old Collegians volunteered their time, and it was wonderful to see them engage and interact with our current students. I would particularly like to thank Mr Michel Harms, Careers Advisor, who organised these experiences.

Year 8's encountered a full week at Cadet Camp. Their Cadet Leaders, ranging from Years 9-12, provided a varied, interesting, and engaging five days. The weather, although cold at night, was quite good for May and this allowed the Cadets to experience everything on offer. Our two senior Cadet leaders tested positive to Covid early in the week, which was a shame, but other leaders stepped into their place and were outstanding. Thank you to all the staff who organised the week or volunteered to give their time to support this program. A significant milestone for the Cadet unit at Monivae was its 60th Cadet Parade. Extremely damp weather was not able to deter the unit from parading, even though it was held in the stadium.

Plenty of sporting opportunities and competitions were on offer throughout the year. Students had opportunities to compete in athletics, clay target competitions, cricket, football, basketball, netball, chess and much more.

After an absence due to Covid, Mission Fair Day was held and was such a wonderful celebration. Joining us this year were 14 student leaders from Chevalier College, Bowral, their Principal Mr Chris McDermott, Fr John Mulrooney msc and Mr Ross Webster, a parent of one of the student leaders. We were extremely excited to host this group as they were so welcoming to our students earlier in the year. We are hopeful this exchange can become a permanent fixture in the years to come.

The 2022 student leadership group have been instrumental in bringing our community closer. They have set a very high bar for those that follow. I congratulate our Year 12 students for the spirit they have shown and the way they have carried themselves. They have been calm and centred. Our Year 11's courageously put themselves forward for student leadership roles. This is a time of growth and vulnerability for these young people. It is exciting that these genuine and caring senior students see that they have great things to offer the student leadership of this College, and I thank them for their preparation and courage. I was delighted to announce our college Captains for 2023 as Klay Collins and Harrison Hein and our Vice Captains, Charlotte Cook and Marcus Matuschka. They are outstanding young men and women who will represent our school with humility, compassion and love.

I give thanks to the staff who have concluded their time at the College; Andrew Rayner, Sarah Stevenson, Yarni MacAlister, Phil Wheaton, Molly Smith and Leon Furze. Each have had a significant impact on our students, and I thank them for their contribution. Earlier in the year we farewelled Ms Yati Symington and welcomed new staff to our Monivae community. Ms Jane Shearwood stepped in as our new Indonesian teacher and Mr Daniel Stevenson as a Religious Education, Humanities and English teacher. Mrs Jeannie Smith resigned her position as our counsellor to focus on her family. Mrs Smith was a member of our community for the last 4 and a half years. She made some wonderful connections and memories.

Throughout the year I reminded our students that throughout their lives, how they hold themselves in the moment, how they perform as individual people in the multitude of moments that constitute their lives – the values that they hold and display, the courtesy and kindness they extend, the MSC qualities that guide character and our actions – must surely be the critical, if not defining, outcome of an educational journey through Monivae. ATAR score and personal accomplishments in their future lives will be worth little if the quality of character and the life they lead are inconsistent with their understanding of our MSC way of being.

Catholic Identity and Mission

Goals & Intended Outcomes

In an MSC School: The Principles of MSC Education are based around holding teaching through relationships as its core value.

Staff relate to students with compassion and availability, creating a sense of family which permeates their attitude as professional teachers and caring adults. Staff also relate to each other with the same sense of understanding and care, ministering to each other in an atmosphere of friendship and collegiality.

Below are Monivae College goals and outcomes from the Annual Action Plan:

- Focus explicitly on MSC Constitution #32 for the year, particularly kindness, understanding and compassion.
- Allow Staff formation to explore and develop their own spirituality within the context of the MSC charism.
- Provide students with formation in the MSC ethos so as to “re-boot” this after two years of pandemic interrupted schooling
- Make explicit the links between Catholic beliefs and values and the behaviours and practices of the College.
- Integrate Religious Education with social justice to enhance student awareness of the society they live in.

Achievements

Faith and Mission focus on many areas across the school and community, with a snapshot of our 2022 achievements below.

Masses and Liturgies:

- Opening School Mass with Father Bob Irwin msc, Father Ted McCormack msc and Father Patrick Mugavin parish priest.
- Ash Wednesday liturgy
- Stations of the Cross liturgy
- Resurrection liturgy.
- Cadet Camp mass with Father Patrick Mugavin.
- Combined Catholic Education Week / National Reconciliation Week Liturgy with Father Patrick Mugavin
- Feast Day of St Mary MacKillop liturgy

- Feast of the Assumption of Mary liturgy
- Sacred Heart Day Mass with Father John Mulrooney msc
- Mission Fair Day Mass with Father John Mulrooney msc
- Thanksgiving Mass, recognising the anniversary of the death of the founder of the MSC, Father Jules Chevalier – Father Peter Hendriks msc
- All Saints / All Souls liturgy
- Month of Remembrance vigil in Monivae Chapel
- Graduation Mass with Father Ted McCormack msc at St Mary's Church, Hamilton
- Tuesday morning mass in Monivae Chapel for staff with Father Ted McCormack msc
- Advent Liturgy.

Monivae Celebration Days:

- SACRED HEART DAY is one of the biggest celebrations on the school calendar, a day where we celebrate all it means to be a member of the wider MSC community. This year it was held on the actual Feast of the Sacred Heart, June 24th.

Father John Mulrooney msc celebrated mass for the school community, a lovely celebration that was based on the message "Be Kind". Father John was joined by Father Paddy Mugavin and Father Ted McCormack msc for the mass. After mass, the entire college celebrated with a quiz, shared lunches in homeroom (the first opportunity for this in 3 years), and a wonderful concert at the end of the day showcasing the talent of our students.

This year, we also sent our two 2022 College captains, and two year 11 students to Chevalier College Bowral to celebrate their Sacred Heart Day celebrations. Students from the four msc colleges were in attendance together, the first time for many years this has happened at one of our schools.

- MISSION FAIR DAY: For the first time since 2020, Monivae could celebrate Mission Fair Day, our biggest fundraising day of the year where the money raised goes towards our Missions. Due to previous years of Covid lockdown, half of our student population had not participated in MFD before.

The day began with a mass with Father John Mulrooney msc, and we welcomed the student leaders from Chevalier College Bowral who joined us for the day. After mass, the house singing competition was run and won, and finally, our fair day was a success, not even bad weather could impact it.

Wonderful food, fun and excitement filled the day, finished off by the FUN HOUSE activities. With our visitors from St Mary's primary school joining us as well, we raised over \$8000.

Retreat / Reflection Days:

- The student year began with Year 12 retreat at Halls Gap in February. This was the first time since Year 8 that these students managed to complete an entire camp / retreat experience.
- The Year 8 reflection day took place at Hamilton Lawn tennis club on March 8th.

- Our Year 11 Retreat at Halls Gap at the end of July was a successful and fulfilling experience for all involved. The students spoke fondly of friends and family who meant so much to them, as well as learned about leadership traits and built on relationships across the cohort.
- August 15th and 16th saw our Year 10 and Year 9 participate in their Reflection Days facilitated by the Youth Missions Team, Melbourne, this time held at Dunkeld. The YMT looked at the themes of “Life Choices” and “Social Justice”, and enthusiastically demonstrated the Catholic perspective of both these themes.

VALUE ADDED

Students helping others:

- Year 7 Camp was visited by our Year 11 student leaders who participated in activities during the evening, and then finished with a welcoming liturgy run by Mrs Mailes.
- Uniting Church Hamilton provide hot food and company for members of the Hamilton community. Once a month, Monivae staff and students purchased the food, prepared the meals, and offered conversation and company for the locals.
- Mr Franc and students hosted a BBQ at the swimming and athletics carnival where all money raised went to our Missions / Charities
- A bake sale was hosted by our student leaders to raise funds and awareness for Queensland and New South Wales floods crisis.
- Caritas – Project compassion was launched on Shrove Tuesday with a sale of pancakes at lunchtime.
- World’s Greatest Shave was well supported, where numerous year 12 students shaved their head / cut their hair for the cause.
- The St Vincent de Paul winter appeal was launched on Thursday June 2nd, with a bake sale and Pyjama Day casual day beginning the fundraising.

Each homeroom was also given a laundry basket and are encouraged to bring tins of food (or other non-perishable items) to donate to the winter appeal. This appeal ran until the end of term. As well as a financial donation to the local St Vincent de Paul, a record number of tins of food (over 2000) was provided to the local chapter.

- Our Christmas Appeal provided gifts and money to help less fortunate celebrate Christmas.

Spiritual formation for staff:

- The Chevalier Institute visited twice throughout the year, providing staff new to the college, and those who have been here for some time, some formation. This year we ran the following programs “The Heart of our Spirit” for new staff, and “The Heart of Pedagogy” and “You work in a Catholic School” for the longer serving staff.
- Staff Formation Network was held twice this year, where the Director of Faith and Mission meets with the other Directors from the other MSC Colleges to look at continual formation.
- Monivae Staff Retreat. This day are specifically designed to assist staff with their spiritual formation, especially within the context of the MSC.

“Exploring your Relationship with the Heart” was this year’s theme. Our special guest speaker was Father Peter Hendriks msc, it was great to have Peter, a former Monivae chaplain, back in the fold, even if it was only for one day.

- Douglas Park retreats: The Chevalier Institute also run multiple weeklong retreats at Douglas Park, approximately an hour south of Sydney. These retreats are based on the MSC charism and are important in the formation of staff, particularly with the reducing numbers of MSC in our colleges. This year we sent staff on the following programs.

Journey to the Heart (3 staff), Heart Centred Leadership (2 staff), Love, the Heart of Creation (2 staff)

MSC in the College:

We were again blessed to be able to spend time with the MSC priests during this year, as they all have much to offer. Thanks go out to Father Ted McCormack, who lives on site, and says weekly masses for the staff, as well as join us for multiple celebrations throughout the year.

Thankyou also goes out to the visiting MSC, in Father Bob Irwin (who finally managed to leave Monivae after being “locked in” for some time last year), Father John Mulrooney and Father Peter Hendriks. They all were happy to join us in our celebrations, and their messages to the staff and students were full of love and compassion.

Learning and Teaching

Goals & Intended Outcomes

Goals from the Strategic Plan:

- Create an education environment for the future.
- Nurture an engaged, skilled, and resourceful staff.

Objectives from the Learning and Teaching Strategic Decisions:

- To design adaptive digital technology policies and apply current and new technologies to enhance learning.
- Design and create dynamic learning environments with students' diverse needs in mind.
- To create inclusive, responsive, and comprehensive pathways, informed by student voice.

Achievements

- o Continued development of the Pathways program in Years 7-12:
- o New subjects across all curriculum areas.
- o An updated suite of electives in response to student feedback.
- o Re-engaged with the University of Melbourne's New Metrics partnership, with a focus on assessment instruments for the Complex Competencies.
- o Development of new switchOn & startUp programs in Years 7-9.
- o Informed by our work with New Metrics
- o Trialled new Entrepreneurship Education programs, including \$20 Boss.
- o Design of 7-10 Digital Technology curriculum, to be implemented in 2023.
- o Re-engaged with the DOBCEL Improving Literacy in the Secondary Years project.
- o Humanities and Science focus, with a completed action research program based on Improving Academic Vocabulary in these domains.
- o In 2022, teachers continued to apply the skills they learned during the remote learning and lockdown periods of 2020 and 2021. Teachers enhanced their use of technology for hybrid and asynchronous lessons and continued to engage students through technology-driven, creative assessments and activities.

STUDENT LEARNING OUTCOMES

NAPLAN & ACER:

o There has been steady growth in literacy and numeracy for the 2019-2022 cohort of students. Likewise in ACER, growth in both literacy and numeracy remains stable.

VCE:

o 3.2% of students received a study score over 40, putting them in the top 10% of the state.

o There has been a steady growth in the percentage of students achieving a study score of 30 or above in their studies, including in Physics, Mathematical Methods CAS, Biology and English.

o 24% of students received ATAR over 80, indicating that they are within the top 20% of their age group in terms of academic performance.

o 82% of students received first-round offers for tertiary study through VTAC. Additionally, some students received first-round offers from SATAC. Some students chose to begin their studies in 2023, while others opted to defer their admission.

o An increasing percentage of students are considering alternative pathways to tertiary education, such as taking gap years, pursuing apprenticeships, or enrolling in traineeships. This trend is seen as a positive reflection of the diverse range of opportunities that Monivae College offers its students.

o Some VCE students were awarded University Principal scholarships, which provide financial support for their tertiary education.

MEDIAN NAPLAN RESULTS FOR YEAR 9

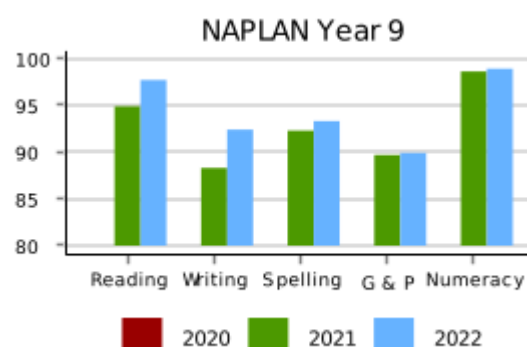
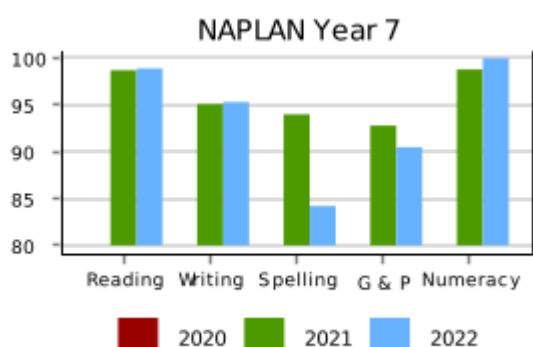
Year 9 Grammar & Punctuation	561.3
Year 9 Numeracy	581.9
Year 9 Reading	584.7
Year 9 Spelling	565.4
Year 9 Writing	547.4

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 07 Grammar & Punctuation	-	92.8	-	90.5	-2.3
YR 07 Numeracy	-	98.8	-	100.0	1.2
YR 07 Reading	-	98.7	-	98.9	0.2
YR 07 Spelling	-	94.0	-	84.2	-9.8
YR 07 Writing	-	95.1	-	95.3	0.2
YR 09 Grammar & Punctuation	-	89.7	-	89.9	0.2
YR 09 Numeracy	-	98.6	-	98.9	0.3
YR 09 Reading	-	94.9	-	97.7	2.8
YR 09 Spelling	-	92.3	-	93.3	1.0
YR 09 Writing	-	88.3	-	92.4	4.1

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



Student Wellbeing

Goals & Intended Outcomes

1. To ensure regular promotion, acknowledgement and provision of strategies for students to develop positive and respectful relationships
2. To continue role as lead school in representation in Resilience, Rights and Respectful Relationships" program
3. To encourage and foster use of the resources from "The Resilience Project"
4. To ensure consistent promotion of the College Colour Awards and Certificates to recognise positive student contributions
5. To continue to offer opportunities for positive staff and student interactions in a variety of school (curricular and co-curricular) and community events with focus on social justice and wellbeing
6. To have the Uniform committee conduct a review of major aspects of the current school uniforms
7. To develop a Student Leadership Program (Years 7-11)
8. To ensure continued evolution of the Student Services Department to provide an efficient and supportive service for the school community
9. To maintain strong working relationships with external Wellbeing agencies
10. To investigate a range of suitable tools for measuring student wellbeing
11. To offer appropriate Wellbeing PDs offered to upskill and build capacity of staff

Achievements

During 2022, goal achievement was evident in the following areas despite the impact of the pandemic on school life:

1. Promotion, acknowledgement and provision of strategies for students to develop positive and respectful relationships were implemented
2. Resources from "Respectful Relationship" and "The Resilience Project" were utilised on a need basis in Wellbeing programs
3. The College Colour Awards and Certificates to recognise positive student contributions were consistently advertised and promoted
4. Continued offering of opportunities for positive staff and student interactions in a variety of school (curricular and co-curricular) and community events with focus on social justice and wellbeing
5. Uniform committee reviewed major aspects of the current school uniforms with changes implemented
6. A Student Leadership Program (Years 7-11) was developed to complement the roles and responsibilities of the Years 12 School Leaders

7. The role and work of the Student Services Department to provide an efficient and supportive service for the school community was reviewed with changes considered for 2022.
8. Continued strong working relationships with external Wellbeing agencies was evident
9. Investigation of a range of suitable tools for measuring student wellbeing was completed
10. Wellbeing Professional Development opportunities, mostly in on-line forums, were offered to upskill and build capacity of staff
11. Monivae College Cybersafety Hub created

VALUE ADDED

As in previous years, a range of initiatives and opportunities were offered to students including:

Live4Life Project (Crew)

C4YB Program

GRIP Leadership Conference

RUOK? Day

National Action Day Against Violence and Bullying

Mental Health training (Years 8 & 10)

Future Leaders' Program

International Women's Day participation

Reconciliation Week

Naidoc Week

Student Leadership Program Yrs 7-11

Insight SRC

STUDENT SATISFACTION

When considering the impact of the school's overall Wellbeing program in 2022, the best measurement of student satisfaction with college life was clearly reflected in strong attendance records and participation in all aspects of College life. There has been an increase in Student voice across the College with the opportunity to join the Uniform

Committee and make proposals to the Leadership Team about ideas and recommendations for change. Our co-curricula activity numbers have returned to pre-COVID years with students happily participating in all offered events.

STUDENT ATTENDANCE

Students are identified as not attending school by 8.50am (period one roll) of the day. These electronic rolls alert the Attendance Officer, who then manages the incoming calls from parents, justifying their absence, or follow up with parents/guardians when the school has not been contacted.

Longer term absence notification may occur via the Homeroom teacher, Year Level Co-ordinator, Head of Boarding or Attendance Officer.

YEARS 9 – 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate	87.6%
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AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

Y07	88.0%
Y08	83.5%
Y09	83.1%
Y10	85.2%
Overall average attendance	85.0%

SENIOR SECONDARY OUTCOMES

VCE Median Score	28.0
VCE Completion Rate	100.0%
VCAL Completion Rate	100.0%

POST-SCHOOL DESTINATIONS AS AT 2022	
Tertiary Study	45.0%
TAFE / VET	11.0%
Apprenticeship / Traineeship	18.0%
Deferred	16.0%
Employment	11.0%
Other – The category of Other includes both students Looking for Work and those classed as Other	0.0%

Child Safe Standards

Goals & Intended Outcomes

Monivae College Leadership including the Board of Directors recognises its particular responsibility to ensure the development of preventative and proactive strategies that promote a culture of openness, awareness of and shared responsibility for Child Safety.

Monivae College is committed to ensuring a safe and nurturing culture for all students and holds the care, safety and wellbeing of children and young people as fundamental to a Monivae College education. To this end, all members of the Monivae College community are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Missionaries of the Sacred Heart (MSC) values.

The Child Safe Standards are, and must be, front and centre in all aspects of our daily operations at Monivae College. We need to be vigilant that child safety is embedded in all planning and procedures and that the College community maintains a zero tolerance of child abuse. The College is aware that the frameworks of child safety are the responsibility of the Board of Directors and Leadership Team and that this responsibility includes ensuring there is a protective culture amongst staff.

In 2022, Monivae College created action plans to ensure the effective implementation of Ministerial Order 1359 and the new 11 Child Safe Standards. In addition to the action plans created, the school reviewed and updated existing policy to align with new standards as well as developing a number of new policies and procedures such as Records Management, Engaging Families and Caregivers, Diversity and Inclusion and Aboriginal Learning, Wellbeing and Safety. Following the introduction of Ministerial Order 1359 and the new Child Safe Standards the school provided additional professional development opportunities to staff and began implementing their strategies.

Students were engaged in the further development of child friendly documents including reporting obligation posters and student empowerment resources. The strengthening of student bodies and student leadership teams were a key part of rolling out the new Child Safe Standards to the student cohort and broadening the child safety focus at Monivae College.

Achievements

Some of the key Child Safety achievements we have had include:

- Development of additional policy and procedure to strengthen the culture of child safety.

- Strengthening of the Child Safety Risk Register to further incorporate online environmental risks, diversity risks, equity risks and records management risks.
- Engagement of student led leadership groups responsible for child friendly messaging, content creation and further student voice across additional operational areas.
- Implementation of a comprehensive online cyber-safety hub providing support, education and resources for our parent community.
- Consolidation of human resource practices with streamlined induction and recruitment practices, resources and policy.

Leadership

Goals & Intended Outcomes

The College Leadership continued to focus on the main goals identified in the School Improvement Framework. Key priorities are identified by the Leadership team and staff and refined during the strategic planning stage. A focus and priority for 2022 was a return to 'school life' with full engagement in all activities including camps, professional development, excursions and other activities. Implementing strategies to rebuild community engagement and promote social interaction was a priority.

Achievements

- Expansion of curriculum pathways including Sports academy and engagement with external agencies and coaches.
- Successful MSC Ethos and Identity review
- Partnership with University Melbourne continued and expanded in the 'New Metrics'
- The Chevalier Institute again provided some excellent Formation with respect to Catholic leadership programs for our Middle leaders.
- All Staff were provided several opportunities for spiritual formation throughout the year.
- One staff participated in a mentoring course administered by the Victorian Institute of Teaching (VIT) with a view to more teaching staff completing this training to provide greater support for graduate teachers.
- The professional learning budget continues to be generous with a particular focus on well-being, curriculum, networking across curriculums and Youth Mental Health. It was pleasing to note that most conferences, courses and meetings were conducted online allowing greater participation from the Monivae staff whilst decreasing travel costs associated with living in a regional town.
- Various use of online platforms to facilitate learning and engagement with the community. Google Classroom, web ex, Zoom and Simon for online parent-teacher interview.
- The facilities of the College are excellent and continue to improve with of the Western District Cricket Hub opening. This facility was utilised by various state teams for competitions and cricket camps

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2022

Curriculum:

- VCE Religious Education – Mary Toohy
- Religious Education – Development of New Awakenings Curriculum

- Religious Education – Religious Education Accreditation Program (REAP)
- Conferences (Faculty) – Chemistry, Religious Education (RASNET), Economics, Music, Mathematics, English, Health and Human Development, History, Science, Technology, Physical Education and Psychology
- Leaders of Learning – CEOB
- VCE network meetings
- STEM – Yr 7 and 8
- STAV Chemistry
- National Glenelg trust (Ecology planning)
- VET/VCAL – Train the trainer
- VCE – English assessor
- VCE Drama
- VCAA (briefing, analysing VCE results, new study designs, oral assessor training)
- VCAA webinars study design adjustments due to COVID
- Project based learning
- VILTA Annual Conference
- Assessing skills for 21st Learning
- National Catholic Education Conference
- Consideration of Educational Disadvantage (CED) for VCE coordinators and teachers
- Principle of Justice - Parliament and courts
- University of Melbourne 'New Metrics'
- Differentiating and Scaffolding Tasks for EAL Learners
- Collaborative Expertise: Greater Impact by design
- One Giant Leap web conference
- The Age School Summit
- Bike qualification
- E3 Entrepreneurial Education Conference
- Educate Plus Conference
- Line Generation Workshop
- Safe Use of Machinery for Technology Teaching
- EduClick VCEVM

Wellbeing:

- Youth Mental Health First Aid (YMHFA)
- Unpacking the man box

- Addressing the masculinities
- Child Safety workshop
- Note Taking and Confidentiality. - Law Sense
- Law sense – gender diversity and VIC update
- Student, sex, and the internet webinar
- Building resilience
- Its All about Culture Conference
- Youth Aboriginal and Torres Strait Islander Mental Health First Aid
- ABSA Boarding PD

Formation:

- Chevalier Institute
- Staff Spirituality Day
- MSC Staff Formation Network
- MSC Education committee

Special Education:

- Understanding Autism
- Diabetes at School
- Quick smart literacy
- NCCD training
- Functional Needs Analysis – CEM
- NCCD ROSEA Training through CEM
- Smart spelling online
- Level 5 Dyscalculia

Professional Learning:

- Provide First aid
- Rights, Resilience and Respectful Relationships (RRRR)
- IT (Data and Phone Cabling, Data and Fiber Combined Endorsement Pack)
- Google classrooms

- Emergency Management Training
- Child protection
- Occupational, Health and Safety
- Country Diocese Leadership program
- Timetable solutions
- VIT effective mentoring
- Adaptive mental health through COVID -19
- Reportable conduct update
- EdVal Timetable solutions

Number of teachers who participated in PL in 2022	60
Average expenditure per teacher for PL	\$821

TEACHER SATISFACTION

Staff felt supported by school leadership during 2022. This was evidenced in the MSC Ethos and Identity review conducted in November. Staff were motivated and excited to return to a full year of schooling life, after a disrupted period of the previous two years due to COVID-19.

Staff were able to engage and build on the online google suite skills developed during the previous year of remote learning. Professional development and networking in this forum provided ongoing opportunities for skill development. The face-to-face meetings provided a welcome return to collaboration and sharing of wisdom in learning communities.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	90.1%
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ALL STAFF RETENTION RATE

Staff Retention Rate	85.4%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	16.0%
Graduate	20.0%
Graduate Certificate	6.0%
Bachelor Degree	90.0%
Advanced Diploma	8.0%
No Qualifications Listed	6.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	58.0
Teaching Staff (FTE)	51.7
Non-Teaching Staff (Headcount)	44.0
Non-Teaching Staff (FTE)	38.1
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

Goals & Intended Outcomes

The focus of the College in 2022 was a return to 'school life' and engagement in all activities. A further priority was clear and consistent communication with parents, guardians, students, and the wider school community at this time. An increase in the use of the school App - SIMON Everywhere has also increased our ability to engage with our community.

Achievements

Several of the College goals specific to staff and student formation, developing a deeper spirituality, increasing an understanding of the school's MSC Charism and integrating it into social justice practices proved challenging. A continued focus for 2022 was the well-being and social skill development of students. This is noted in the introduction of a Year 9 camp.

The Parents and Friends group were able to deliver a very successful Presentation Ball. This continues to be a highlight of the year for many current students, parents, and alumni. It is a very positive event for students who indicate they feel more connected and engaged.

VALUE ADDED

- Athletics, Swimming and Cross-Country Carnivals
- Presentation Ball
- Year 7 and Year 9 Camp
- Retreats for Years 11 & 12. Year 9 Reflection Day
- Chevalier Institute Formation for staff and Douglas Park retreats.
- Opening College Mass
- Ash Wednesday Liturgy
- Year 10 Work Experience
- Cadet Camps, Thanksgiving mass and Annual Parade and Dinner
- Sacred Heart Day

- Various curriculum incursions and excursions
- Year 12 Graduation Mass and Dinner
- End of 2022 Celebration Day

PARENT SATISFACTION

Continuing strong support for activities such as the Year 11 Presentation Ball and assistance at Swimming and Athletics Carnivals. After a period of two years, it was wonderful to hold a Thanksgiving Mass and the Annual Cadet Parade that was well attended by family and friends.

A pleasing level of engagement at Parent Teacher Interviews, curriculum information nights and subject selection.