



# 2016 Annual Report

## Mary MacKillop Catholic College, Highfields

*A Catholic coeducational school of the Diocese of Toowoomba*

*"Celebrate God In All Things"*

<b>Address</b>	PO Box 15 Highfields Road Highfields QLD 4352	<b>Phone</b>	07 4698 7777
<b>Year Levels</b>	Prep–Year 8	<b>Email</b>	<a href="mailto:highfields@twb.catholic.edu.au">highfields@twb.catholic.edu.au</a>
<b>Principals</b>	<b>P-12:</b> Mr Peter Murphy <b>Primary:</b> Mrs Donagh Shirley	<b>Boarders</b>	No
<b>Enrolment</b>	595	<b>After School Care</b>	Yes
<b>Vacation Care</b>	Yes		

### **Our Mission**

Mary MacKillop Catholic College exists to promote:

- Quality Education: Staff members are committed to giving students a holistic education, so that they will enhance society through their contribution.
- A Vibrant Learning Environment: A place where laughter, spontaneity, success, risk taking and inquiry are experienced.
- Our Catholic Christian Tradition: We are a pilgrim people journeying together, constantly drawing upon our story and being called into new ways of growing and renewing ourselves.
- Collaboration and Partnership: We value 'shared wisdom' as a process of a joint venture where we share the whole journey, the risks as well as the gains.
- Life Long Learning: Our educational framework equips our learners for a personal and global future.
- Creativity: Innovation and imagination will be the essence of all our teaching and learning.
- Stewardship: Living in a community calls for positive attitude and action in our relationships with one another and the world.



- Community of Care: Positive and caring relationships will be nurtured so that all members of our community experience Christ in each other.
- Dignity & Justice: Our school empowers our students with values that enrich and enliven our world, while recognising the rights and responsibilities of all.
- Inclusion & Welcome: The living spirit of Christ will be witnessed through the outreaching presence of our school community

## Distinctive Curriculum Offerings

At Mary MacKillop Catholic College teachers work cooperatively to implement current ACARA and QCAA documents. The Australian Curriculum, Assessment and Reporting Authority's documents for Mathematics, English, Science, History and Geography, Health and Physical Education and The Arts, the Queensland Studies Authority documents for Technology, Languages Other Than English plus the Brisbane Catholic Education Religious Education Syllabus were the references for teaching and learning in the school.

## Use of Technology

The use of technology and associated software are integrated throughout the school curriculum. Teachers and students use technology as a tool to enhance their daily teaching and learning. This has been supported by the purchase of interactive whiteboards, interactive projectors, iPads and classroom computers. Teachers have been provided with Professional Development in the use of iPads and integration of technology across learning areas. Teachers develop learning tasks using the *SAMR model* to maximize improvements in learning. The College operates 1 to 1 iPads in years 4, 5, 7, and 8, with the intention for this to continue to become Years 4 to 12 as the College grows.

## Extracurricular Activities

The College offers an extensive range of sports and cultural experiences for students outside of the regular times for classroom education.

A range of additional activities have been included here as examples:

- Celebration for School Feast Day
- Buddy Program for Prep and Year 6 and Years 1 and 5
- Interschool Sport
- Mini Vinnies (Junior St Vincent de Paul) group (Year 5)
- St Vincent de Paul Chapter for senior school students.
- Fund Raising activities for Caritas, Mission Australia, and St Vincent de Paul
- Senior and Junior Vocal Ensembles
- Band
- Instrumental tuition
- ICAS Digital Technologies, Math, English and Science Tests. (Years 3 to 8)
- Maths Teams Challenge (Year 7)
- Enrichment Groups – Optiminds
- After school Art, Drama, and Dance
- Musical production (Annie Jnr)
- School Camps – Years 4 to 8
- Extra-Curricular Sport
- Chess
- Optiminds
- After School homework support



The College is a foundation member of the Queensland Combined Independent Schools (QCIS) association. Through this association students gain opportunity to compete in sporting and other activities as well as experiencing social gatherings.

IN 2016, the first full musical performance occurred. The performance was delivered to an exceptional standard, making this one of the highlights of 2016 for many.

## Social Climate

At Mary MacKillop Catholic School we seek to develop the whole person: spiritually, socially, emotionally and academically. While academic intelligence and performance is central to our core business, we place importance on the emotional intelligence of our students. Our belief in Jesus Christ supports the spiritual development of our students and empowers them to become worthwhile citizens who will contribute to the future world. The College operates an approach to student discipleship, *Making Jesus Real*.

We support the development of the whole person through:

- Daily prayer and reflection
- Attendance at and participation in liturgies, masses and the Sacraments
- Participation in Curriculum Programs such as *Catholic Schools Youth Ministry Australia (CSYMA)* which promotes a four-phase approach to student and young adult ministry.
- Buddy Programs which develop relationships between Prep/Year 1 and Years 5/6 students through involvement in shared activities
- Involvement in intra and inter-school sporting activities
- Pastoral Care Group activities
- The Arts
- Community Projects

Mary MacKillop Catholic College operates an approach of *Restorative Practices* when addressing issues of conflict. The student behaviour support policy promotes intrinsic motivation towards the selection of good choices. Our philosophy is 'A new day, a new beginning.'

We welcome parents and community members to Mary MacKillop Catholic School and invite them to participate in a variety of ways, including:

- Attendance at school assemblies, liturgies, masses
- Weekly Parent Café
- Parent support group, *Healing Hands*
- Involvement in P&F committee activities and social events
- Invitation to academic presentations, sports carnivals, drama, music and choir concerts, classroom activities
- Participation in rounded Professional Development opportunities such as Parent Connect.
- P&F and College Advisory Board

Through these initiatives Mary MacKillop Catholic College aims to develop the spiritual, social and emotional and spiritual wellbeing of every student while fostering strong relationships between College, families and the local community.



## Parental Involvement

Education is a partnership between the College and the families enrolling their children. Parents are encouraged to be highly involved in their child's education. The secret to this involvement is frequent and open communication between teachers and parents. Parents are always welcome to assist in and around the school in any capacity. Numerous opportunities exist such as reading, art, craft, tuck-shop, library and maintenance. The school runs an accreditation program for volunteer workers. It is also important that parents are involved in the school in a social capacity to build community. Social opportunities include participation in movie nights, fundraising events, Art shows, and Balls.

## School Financial Information

The information on net recurrent income including:

- Federal Government recurrent funding
- Queensland Government recurrent funding
- Fee, charges and parent contributions
- Other private resources

Is available from: [www.myschool.edu.au](http://www.myschool.edu.au)

## Staff Composition

Workforce Composition	Total Teaching Staff	Total Non teaching Staff	Indigenous Staff
Headcounts	39	26	1
Full-time equivalents	35.6	17.1	1

## Teacher Qualifications

Qualification	% of Teaching Staff
Doctoral / Post Doctoral	0%
Masters	12.82%
Bachelor Degree	87.18%
Diploma	0%
Certificate	0%



## Professional Development

The school budget expended \$21 246.12 on staff professional development in. In 2016, professional development had the following priority areas:

- Religious Education – RE Curriculum, Bishop’s In-service
- Curriculum Initiatives – preparation for teaching and assessing Religious Education,
- Literacy with a focus on Reading Stamina, First Steps Spelling, Reading and Comprehension
- Student Protection (internet safety, risk management)
- First Aid/CPR Certification
- iPad training
- Professional Learning Communities Conference for all staff
- Restorative Justice Training for all staff
- Hawker Brownlow Thinking & Learning Conference

Further opportunities were provided by staff from the Diocese of Toowoomba Catholic Education.

## Average Staff Attendance

95.87%

## Staff Retention

78.57%

## Average Student Attendance Rate

93.99%.

## Student Attendance for Each Year Level (expressed as %)

Prep	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
93.65	92.92	94.41	94.08	94.53	94.42	93.74	94.56	93.65

## Description of How Non-Attendance is managed by the School

If attendance requirements are not met by a student, the parents/guardians are contacted by the College office to ascertain reasons for the absence and to reinforce attendance requirements.

Parents are encouraged to contact the school before 8am and leave a message if students will be absent. Late students report to the office to be recorded as Late Arrivals before going to their classrooms. Rolls are marked by 9.30am and office staff contact parents of any student who is absent without an explanation.



## National Assessment Program Literacy and Numeracy (NAPLAN) Results

	School Average	National Average	State Average	% of students at/above National Benchmark
<b>Year 3 Results</b>				
Reading	431	426	420	99
Writing	415	421	409	100
Spelling	406	420	411	95
Grammar & Punctuation	448	436	433	99
Numeracy	403	402	397	100
<b>Yr 5 Results</b>				
Reading	528	502	500	98
Writing	492	476	466	97
Spelling	503	493	486	99
Grammar & Punctuation	543	505	506	100
Numeracy	512	493	488	100
<b>Yr 7 Results</b>				
Reading	574	541	538	100
Writing	545	515	502	96
Spelling	550	543	540	96
Grammar & Punctuation	576	540	538	96
Numeracy	578	550	546	100

## Value Added

***Be Compassionate as I your God am compassionate. (Lk 6: 36)***

Pope Francis called for 2016 to be the Year of Mercy. The theme for Catholic Education Week 2016 expanded on the focus of a Year of Mercy, promoting a theme of 'Opening Doors in the Year of Mercy'. The College chose this as our theme for the year. Mercy and compassion are gifts of healing that benefit both the giver and receiver.

2016 witnessed advances across our five main focus areas.

**In Teaching & Learning** we continued to develop operating as a Professional Learning Community, working to develop an agreed and viable curriculum. 1 to 1 iPads entered the daily learning experience of students in Years 4, 7 and 8. Teachers have undertaken continual professional development towards improved learning experiences through technology. In the senior school, the College has adopted a Drop Everything And Read (DEAR) program to enhance literacy and foster a love of reading. After school classes have been introduced for homework, Dance, Drama, Art, Science and Mathematics.

**Spiritual Development** of our students is vitally important. Students were further trained and encouraged to operate a College culture of *Making Jesus Real*. This is ongoing and involves deliberately looking for Jesus' presence in self and others through our daily actions. Additional daily prayer time was introduced each day, affording students the experience of a variety of prayer forms. Faith in action appeared in huge support of the work of the St Vincent de Paul Society through our local school Chapter. Students also supported the work of Caritas and raised funds for John Bosco Technical College in Samoa.

**Sport** at the College expanded through our inclusion as a foundation member of QCIS – Queensland Combined Independent Colleges. (Downlands, MMCC, TACAPS, Scots College, Ambrose Tracy College, Brigidine College, and Concordia). This association will expand its sporting offerings in 2017 and over time will include other competitive and social opportunities for students.



Particularly pleasing are the developments in **Creative Arts**. From a starting position of no instrumental tuition or band program, we now have over one hundred students learning instruments and a fledgling band in operation. Instrumental ensemble groups began in term 4 and will increase in the coming school year. After school Drama is flourishing. A highlight of the year was the musical production of *Annie Jr.* An amazingly high-quality performance level was achieved through an equally impressive level of community collaboration.

Our focus on **Pastoral Care** has produced a revised anti bullying policy and related student survey. Restorative practices have been reintroduced and reinvigorated as the College approach to dealing with conflict. In the senior school the introduction of a vertical Pastoral Class structure has created a more familial and supportive environment.

It has been a significant year of **Building and Growth**, which commenced with occupancy of the Stage 1 senior school buildings. We conclude the year knowing that the grant for Stage 2 is secured. The College has also purchased adjacent land which will initially be used to expand the P-2 play area. Ultimately, the College would like to make use of the dwelling on this site to locate Camp Australia before and after school care. We hope also to be able to pursue the option of a Kindy operating from this building.

At the beginning of 2016 there was decline in support for the P&F, however, a highly motivated and organized group stepped into P&F positions, and by mid-year the organization had taken on the role to represent and pursue the best interests of all in the College.

## Renewal and Improvement Process

School Renewal and Improvement is an ongoing process of self-evaluation measured against a commonly agreed set of criteria. It informs action planning at the school level to identify areas of strength and areas for improvement. Above all, Catholic schools must be good schools with a strong learning orientation and a strong sense of purpose. Excellence in Catholic Education (EiCE) is the framework for improvement in the Diocese and through this process we reflect on the 4 domains of Catholic Life and Religious Education; Learning and Teaching; Leadership for School Improvement and Strategic Resourcing. Each of these domains has components (24 in total) which are reviewed on a cyclical basis and plans for improvement were developed if necessary.

In 2016, the components of Financial Management, Stewardship, Use of facilities, resources and the learning Environment, Strategic Leadership, Professional Relationships & Teamwork, Community Partnerships and Ownership, School Improvement Culture, were reflected on, reviewed and strategically planned in the Annual Action Plan.

## Parent Satisfaction

As part of the school improvement process, parent Satisfaction is measured through the Research Australia Development and Innovation Institute (RADII) survey administered by Toowoomba Catholic Schools. Parents, staff and students have the opportunity to provide feedback to a core bank of questions, plus any additional questions we may wish to include. This provides the College and system with information to inform planning and decision making. The most recent survey data from 2016 was very affirming of the College in the dimensions surveyed.

### Positive Affirmations

- Primary Student Surveys
  - 94% can play sports, and take part in music, drama and other activities at school.
  - 93% believe their parents know how they are going at College



- 97% believe we try to make new students feel welcome at school
- 94% believe this is a good school
- 93% believe the school looks for ways to improve
- 91% agree teachers are well organised with their teaching
- Secondary Student Surveys
  - 91% believe prayer and religious celebrations are an important part of the life of the school
  - 90% believe links are evident between the school's community service and Catholic Social Teaching.
  - 96 % believe priests are actively involved in our school when available
  - 91% believe Catholicism is central to education at our school
  - 97% believe the school teaches me skills that I need to become an independent learner
  - 97% believe students from all cultures are supported to learn at this school
  - 96 % believe there is respect for all religions and cultures at our school
  - 93% believe that overall I am satisfied with my educational progress at this school
  - 100% believe that staff at our school work well together
  - 93% believe their parents feel respected by staff at this school
  - 100% believe the grounds, buildings and facilities are kept in good condition
  - 97% believe the school is well equipped with learning and teaching resources
  - 100% believe they have access to computers and the internet to support their learning
  - 100% can play sports, and take part in music, drama and other activities at school.

#### Staff Surveys

- 8 out of the 11 questions in Catholic Life rated above 90% agreeance
- 18 out of 24 questions in Teaching and Learning rated above 90% agreeance
- 7 out of the 11 questions in Leadership for College Improvement rated above 90% agreeance
- 2 out of 6 questions in Strategic Resourcing rated above 90% agreeance
- Parent Surveys
  - 13 out of 13 questions in Catholic Life rated above 90% agreeance
  - 13 out of 20 questions in Teaching and Learning rated above 90% agreeance
  - 11 out of 15 questions in Leadership for College Improvement rated above 90% agreeance
  - 4 out of 5 questions in Strategic Resourcing rated above 90% agreeance

#### Parent Comments:

*Students learn to become independent and critical thinkers.*

*Mary Mac is a community of care.*

*We love the 'Making Jesus Real' approach.*



*My child has excelled in the supportive environment at the College.*

*The facilities are excellent.*

The school has high expectations. Students are consistently challenged to do their best.

***A hardcopy of this report is available by request from the Principal.***





**Diocese of Toowoomba**  
**Catholic Schools**

*act justly; love tenderly; walk humbly with your God*

Micah 6:8