



St Joseph's College Echuca

2022 Annual Report to the School Community



Registered School Number: 595

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Minimum Standards Attestation

I, Anne Marie Cairns, attest that St Joseph's 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.

15/03/2023

NOTE: The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au

Vision and Mission

Inspired by the Brigidine story, St Joseph's College seeks to inspire and transform lives with 'Strength and Kindliness'. Serving the Echuca-Moama region for 136 years, we recognise and celebrate our special place in the heart of our local community. Together, we aspire to be confident, creative and loving people, who incarnate daily the Brigidine Core Values.

We believe in and work for a strong and lively rural life, where people of all ages and backgrounds feel welcomed and valued. So too, we are enriched by the presence of our Koorie sisters and brothers, who bring a deep experience of this land and its stories to our common journey.

We strive to serve the needs of our region by cultivating young people who 'are not like wheelbarrows, useless unless they are pushed, but rather like a gold watch: open-faced, pure gold, quietly busy, full of good works.'¹ As such, we affirm that:

The Gospel message invites us to courageously discern and embody all that is good and just. We seek to build a community that nurtures and inspires a vibrant spirituality.

Made in God's image, everyone is valued and celebrated. We promote safety and belonging by respecting diversity and encouraging harmonious relationships

Learning enables a hope-filled future. We are audacious in endeavouring to ignite and engage a love of learning.

Servant leadership is life-giving. We model and promote that's what you are, those who come after you will be.'²

Our resources are precious. We commit to their careful stewardship. 1. Bishop Daniel Delany, Founder of the Brigidine Sisters 2. Bishop Daniel Delany, Founder of the Brigidine Sisters

Our Core Values

St Joseph's College is a Kildare Education Ministries Catholic Secondary School in the Brigidine tradition. Our mission is to challenge and empower students to be creative and critical thinkers who act with strength and kindness in the Gospel tradition. We envision an inclusive Catholic Learning community where all people are valued, where all creation is sacred, where the pursuit of personal excellence is paramount, and where our core values of wonder, courage, justice, hope, compassion and hospitality are our hallmarks.

Hope — Bringing a sense of purpose

Compassion — Walking with and having empathy for all

Justice — Making the needs of the vulnerable paramount

Wonder — Celebrating all that is good with joy and gratitude

Courage — Speaking and acting with integrity Hospitality — Welcoming all

College Overview

St. Joseph's College, a Kildare Ministries Catholic Secondary School in the Brigidine tradition, is a dynamic, welcoming and hope-filled school that promotes excellence and equity, so that all students can become confident and creative learners.

In 1886 a group of brave young Brigidine sisters arrived from Ireland to establish Catholic education in Echuca. Since then the College has grown and developed to meet modern academic and pastoral needs. Nonetheless, we have preserved our beautiful period architecture, including the centrepiece of our College, the exquisite 1899 Convent Chapel with its marble altar and jewel like stained-glass. The Chapel is at the heart of our daily life, providing a place of gathering in joyful times and in sadness, as well as a quiet, reflective and prayerful oasis for students and staff in the busyness of their day.

Steeped in our Catholic and Brigidine heritage, we have provided quality Catholic education and a vibrant learning community for the families of Northern Victoria and Southern New South Wales for many generations. The College motto "Strength and Kindliness" derives from that of Bishop Daniel Delany of Kildare Ireland, who founded the order of St. Brigid in 1807. St. Brigid, who lived in Ireland in the fifth century, was a woman of great initiative and faith. Her sense of compassion, social justice and generosity was legendary. At St. Joseph's we hope to inspire students to live "in the footsteps of St. Brigid" with courage and conviction.

Tradition and contemporary life have always mixed easily at St Joseph's College, where icons such as the ornate fountain in the forecourt foster a deep sense of stability and permanency. The massive oak tree, planted the day the school opened in 1886, reminds us that like St. Brigid's daily work for the good of others, our smallest efforts can have far-reaching effects. The Brigidine international educational reputation for high academic quality ensured that St Joseph's quickly became, and remains today, a leader in quality education. The "futures oriented" programs and pathways advance young people's gifts and talents by providing an exciting and challenging range of opportunities for them to develop spiritually, academically, physically, emotionally and socially. Close links with the local community, businesses and training providers promote an engagement with the world that is flexible and enlivening.

The rich Brigidine heritage of caring for those most in need is also soundly embedded within the school's culture. Our "Justice and Democracy" group leads the school in developing a compassionate awareness of our brothers and sisters around the world with whom we can stand in solidarity such as refugees, victims of domestic violence, etc.

St. Joseph's College is proud of its ongoing association with the local aboriginal Yorta Yorta community and is actively committed to the promotion of dialogue and respect between all cultures. The Koorie Education Workers encourage the school community to learn about, respect and celebrate the gifts of our local indigenous culture, as well as support our Koorie students to achieve and succeed in all areas of school life.

Principal's Report

Let Compassion Be The Lens To Your Heart has been an extremely fitting theme for 2022.

We started the year with COVID restrictions again, along with staff and students being unwell, but we pivoted really quickly to the new year and the new way of doing and being.

This edition of the Murray Oak acknowledges the work that students and staff alike have contributed to this wonderful learning community. A faith community focused on inclusion and improvement. A community where all of our gifts and talents are demonstrated in a variety of ways.

Throughout this year we have celebrated on many occasions together - whether it be the academic, artistic or sporting successes of our students, or the many staff family joys along the way, we have done so in the knowledge that this community comes together to celebrate - to share and rejoice in the joy of special moments.

Much of this year has been focused on preparing our community for the transition to a multi campus College. Our new Kildare Campus is a very exciting step forward for us and the wider community. It will provide many opportunities for our learning community, some of which we have not been able to embark on because of our current location. But now, with 80 acres at our doorstep we can dream of programs, activities and all sorts of possibilities. Naturally this time of dreaming also requires steady planning and preparation for staff and students. Our new families have been well informed, and our staff are navigating their way through this period of transition. We have many exciting years ahead as each stage of development begins.

Now for a mini version of some of this year's highlights: the first day with Year 7 students, the Year 7 Camp, Year 8 Ball, our many assemblies where we celebrate our students, the swimming carnival and the cross country, smoking ceremonies, masses and liturgies, Year 12 celebration day and graduation, awards night and the list goes on

2022 has been filled with activities, events and wonderful moments of joy.

God Bless

Anne Marie Cairns

Principal

School Advisory Council Report

The Stewardship Council has experienced a year of extensive growth and learning in 2022, with a new Principal and a new Chair. Nonetheless we have worked together to support the vision and mission of the College. I am grateful for the support offered to the Stewardship Council by Anne Marie Cairns and her assistant Maree McNamara, who have welcomed the council into the school and gently guided us through the year.

On behalf of the Stewardship Council, I would like to congratulate all the students for such a great year, in particular the Year 12 students on their VCE results. VCE is challenging under usual conditions, but the St Joseph's College Year 12 students have encountered additional challenges throughout their last three years of schooling and they managed those extraordinarily well with open hearts and minds.

Throughout the year the Stewardship Council welcomed presentations by some of the College Leadership Team on areas of child safety, academic results and financial summaries.

The Finance Committee had another busy year, implementing a new financial model and undertaking financial planning for our new Kildare Campus.

The financial health of the College looks strong for the future and much of this is due to the hard work of our Business Manager, Cheryle Ryan and her Finance Team.

I would like to acknowledge and thank our current members for their work throughout the year: Anne Marie Cairns (Principal), Libby Barnes (Chair), Margaret Fyfe, csb (Kildare Ministries representative), Mr Kirk Teasdale, Mrs Rebecca Caldwell, Mr Kaine Aston, Mr Daniel Basham and Ms Maree McNamara (Minute Secretary).

I would also like to thank Selina Handley for her many and varied suggestions around community engagement; an area we will continue to work on in the future. We look forward to 2023 as we prepare to welcome new members to our committee and see the first cohort of Year 7 students transition out to Kildare Campus. Very exciting times ahead!

Libby Barnes

Chair of the Stewardship Council Committee

Catholic Identity and Mission

Goals & Intended Outcomes

We aspire to:

- witness to the life and work of Jesus in all that we do as a College community.
- deepen our understanding and advocacy for contemporary social justice issues.
- build a sense of community and commitment to community involvement at a range of levels including school, parish, local, national and global,
- celebrate and rejoice in our past, our present and our hope for the future.

Achievements

St Joseph's College undertook a Catholic Identity Review in 2022. This process focused on the key areas of Catholic Identity as expressed in our college. The review process involved staff reflecting on practices and rituals present in St Joseph's and collecting evidence to present to the panel. The panel, which was facilitated by Catholic Education Sandhurst Ltd, then spent a day with our college speaking to staff, students, parish members and families. The panel endorsed and commended the key recommendations and themes proposed by the school and provided additional recommendations. These recommendations will be used as guidance for our strategic planning moving forward. The process of engaging in this review was valuable as it enabled the community to name what is present in our college and identify our next steps.

Year of Compassion

The concept of 'looking through the lens of your heart' comes from a variety of published quotations of statements from Pope Francis. A staunch advocate for the rights of the poor, Pope Francis has asked us on many occasions to ensure that our world is an inclusive place that provides equal opportunity for everyone to participate meaningfully. He asks us not to turn away or be indifferent to the poor. Instead, he asks us to be compassionate, as compassion is the language of God. This year we drew on the example from scripture of the Good Samaritan. This scripture provided us an anchor that guided us as we journeyed together, learning what Jesus wanted us to know about living out the value of compassion in our everyday lives.

Staff Formation

This year staff and students engaged in a wide range of formation experiences in line with our strategic goals. During our week sabbatical staff engaged in experiences to support their formal accreditation together with exploring catholic social teaching and what recontextualisation could be in our context. We gathered together as a whole staff to explore the Living Peace Living Justice Charter and planned how we can further animate this in our curriculum for our students.

Social Justice

We began this year with Senior student leaders organising an information session for students on World Day of Justice and distributing donuts to a 'privileged' few. During Lent our community supported Project Compassion beginning by selling pancakes on Shrove Tuesday. Students and staff were reminded about the need for the ethical buying of Easter Chocolate, and Year 12 students donated Easter Eggs for a raffle for Project Compassion. Our students participated in Social Justice experiences across the year including the Sandhurst Diocese Justice Matters Camp and a Reconciliation Week seminar at Kilbreda with other students from KEM across Victoria. These experiences empower our students to return to take action in their own community.

Sustainability

One key highlight in the sustainability space this year was signing up to become an EarthCare school. Together with hundreds of Australian Catholic schools we are encouraged to lead by example and continue, develop and increase our efforts to address our ecological challenges. We are now on the 'long path to renewal'. (Pope Francis).

VALUE ADDED

Year 11 Retreat

United Nations Youth Victoria joined us for our Year 11 Retreat Day. Using the Living Justice Living Peace Guidelines students were exposed

to a range of social issues in our global world. The day commenced with viewing the 2022 documentary film 'Regenerating Australia', a

film that looked at a range of initiatives that could be undertaken to thwart the continuation of the climate change crisis. The film raised

students' awareness in regard to ways that we can 'Heal Creation' at a national level and in our local communities.

The middle part of the day invited students to elect workshops that sparked their curiosity. These workshops ranged from a global understanding of human rights, an understanding of what social development means, a look at the power of social movements, women's rights in the developed world, data security and a workshop on current challenges that the United Nations face globally.

In the afternoon, students were invited to participate in active problem solving activities.

In groups they were presented with a case study on one of the following topics: Climate Change and Environmental Refugees, Digital Terrorism and Covert Operations in the Middle East. Each of the workshops was set up as a simulation of a parliament. Students were

provided a range of information and were then encouraged to debate the topics and find a resolution to their particular case study. Overall

the Retreat was a great eye opener for our Year 11 students who reported that the information was very insightful and the topics were of great interest to them.

Learning and Teaching

Goals & Intended Outcomes

We aspire to:

- build staff capacity focused on improving student outcomes and enhancing the experience of students
- utilise data in a purposeful manner to facilitate staff and student growth in a way that challenges all and overwhelms none
- enable students to develop the independence and drive to be confident, engaged and self-disciplined learners
- cultivate positive and consistent learning environments where teachers can teach and students can learn

Achievements

The academic year of 2022 continued to be challenging as our community dealt with both COVID and then in term four floods. Yet throughout 2022, we have witnessed our staff and students creating community both within and outside our school gates. The vast array of subjects and programs offered at St Joseph's have seen students and staff connecting, imagining and creating in class and outside class, including camps, excursions, sporting achievements, and our inaugural St Joe's on Show. As the 2022 school year has drawn to an end, it is timely to reflect on our school's achievements this year.

The start of 2022 saw our school community celebrate the success of our VCE Class of 2021. Despite the challenging circumstances of 2020 and 2021, the hard work and determination of our students and their teachers' saw 123 students successfully complete either their VCE or VCAL. Another pleasing indicator of academic improvement in 2022 was our NAPLAN data which saw the median score improve for our Year 9 students for reading and spelling and hold steady for numeracy. These results reflect the commitment of our teachers to continue to improve the outcomes for all students.

This year also saw our college win The Age's 'School that Excel Award' for regional non-government schools. The annual award recognises schools that have shown sustained improvement and the most impressive gains in VCE results over the past 10 years. Schools' raw results are ranked in order to show improvement over a long period of time, using a variety of data including median study scores, the percentage of students obtaining a study score of more than 40, student pathways and VCE completion rates.

The key to our school continuing to be great, is the quality of the relationships that we nurture together. What you will see in the pages of The Murray Oak is our young people and their teachers working hard in the business of teaching and learning, developing their knowledge, skills and understandings to best place each and every one of our students for a purposeful and joy filled life beyond our school.

STUDENT LEARNING OUTCOMES

St Joseph's College has a strong improvement focus and utilises a wide range of data sets to track our progress. Our 2022 Year 7 NAPLAN data shows that we continue to enrol students who on average perform under state levels. This reflects our inclusive enrolment policy.

Over the past 6 years, we have introduced a range of programs, in which we are seeing positive results being reflected in both external data such as NAPLAN and internal data such as PAT and Maths Pathway data.

Current Year 7 and 9 students did not complete NAPLAN in 2020 this means we do not have growth scores (longitudinal data) in 2022.

Numeracy

St Joseph's College utilised Math Pathways, an online educational website, in all classes across Years 7-9. This program identifies student's prior knowledge and then students select their work based on what proficiency level they are at, as opposed to every student completing the same tasks. Students are then required to be tested on what they have learned every fortnight. As a result, our students and teachers were well positioned to continue with their learning and teaching program when our school community went into remote learning.

Data collected at the end of 2022 saw that the average growth rate for students across years 7-9 (108%) slightly exceeded the expected growth for the year (100%).

In Year 7, the average growth rate was 137% which means that our students were able to demonstrate 1.37 years worth of growth in one year. In Year 8, the average growth was 82% and in Year 9, it was 98%.

Our NAPLAN results for Numeracy show that our Year 9 Numeracy Median of 577 was below the State median of 586 (this put St Joseph's students about four months behind the State comparison).

Literacy

2020 saw the culmination of our involvement in Melbourne University Network of Schools (UMNOS). This was a three year program with our focus being on improving the reading comprehension levels of our students across years 7 -9.

Our 2021 and now our 2022 NAPLAN data showed the benefits of this program with our 2022 Year 9 Reading median of 585 which is similar to the state median of 590,. This was a dramatic improvement on our reading data when looking at our 5 year trend.

Our Year 9 Writing median of 560, our Year 9 Spelling median of 572 and Grammar and Punctuation sat below the state median. These are areas for future improvement.

Senior School

Despite the disruption of the floods, which saw many students unable to sit one or more of their end of year exams and accept a derived exam score, we saw that with our Year 12 cohort of 121 students, 99 students successfully completed VCE and 19 students successfully completed VCAL.

We were delighted to congratulate Callum Walker, our 2022 Dux on an outstanding ATAR of 97.90 and the seven other students who achieved 90+ scores (see Table 1).

Table 1- ATAR results over 90

Student	Score
Callum Walker	97.9
Elijah Bruns	95.7
Harry Coughlan	95.3
Greer Thomson	95.25
Milly Shanahan	92.15
Cleo Oberin	91.55
Claudia Sampson	91.35
Joel Priestly	90.7

Our VCE Median increased from 28 in 2021 to 29 in 2022.

In 2022 we were also able to celebrate that 83 % of our students achieved an ATAR of over 50. Compared to 2017, when only 50% had an ATAR over 50. This result has continued to improve.

We saw 90% of our VCE students, who applied to VTAC, receive a tertiary offer in the first round in January, with many other students receiving offers in subsequent rounds. Of those who received a first round offer, 66% received their first preference and 19% received their second preference.

With the 2022 VCAL class, at the end of 2022, 11 students from Year 12 and 8 students from Year 11 had been successful in entering apprenticeships and traineeships.

MEDIAN NAPLAN RESULTS FOR YEAR 9

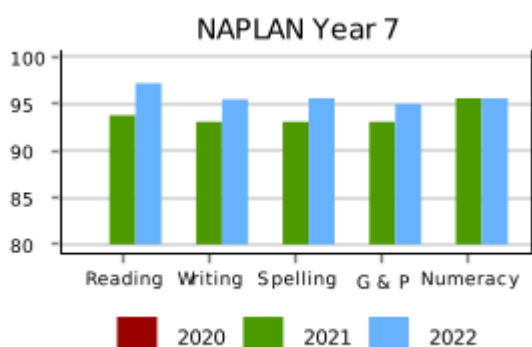
Year 9 Grammar & Punctuation	560.6
Year 9 Numeracy	577.7
Year 9 Reading	584.7
Year 9 Spelling	577.5
Year 9 Writing	560.2

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021	2022	2021 – 2022
	%		Changes	%	Changes
	*		*		
YR 07 Grammar & Punctuation	-	93.1	-	95.0	1.9
YR 07 Numeracy	-	95.6	-	95.6	0.0
YR 07 Reading	-	93.8	-	97.2	3.4
YR 07 Spelling	-	93.1	-	95.6	2.5
YR 07 Writing	-	93.1	-	95.5	2.4
YR 09 Grammar & Punctuation	-	92.2	-	92.8	0.6
YR 09 Numeracy	-	98.7	-	100.0	1.3
YR 09 Reading	-	98.1	-	96.7	-1.4
YR 09 Spelling	-	90.9	-	96.1	5.2
YR 09 Writing	-	90.9	-	92.8	1.9

* 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

We endeavour to:

- Build a sense of community and commitment to community involvement at a range of levels
- Develop programs to encourage positive and consistent learning environments
- Support students to be independent and have the drive to be confident, engaged and self disciplined learners
- Implement a framework that enculturates positive relationships characterised by respect, dignity, empathy and forgiveness

Achievements

For St Josephs, 2022, allowed us to fully immerse ourselves back to a learning community. The strength and kindness of our students, staff and school community shone through this year in so many ways, consolidating and enhancing the goals, work and efforts of all. However, the end of the year our community rallied, yet again, to support and recover from a very different event; the floods. The commitment of our students, and College community, to actively support and dedicate their time to various programs is a testament to the deep sense of empathy and commitment to others.

There were many varied programs, speakers and opportunities that were planned for and booked that served to support student re-entry to being onsite. Both our Learning Mentors and House Leaders worked hard by creating a supportive mentor environment for our students to return onsite.

Our Pastoral Care and Wellbeing supports, programs and initiatives continued to provide a scaffold and structure for our students to grow, develop, learn and thrive regardless of the location and delivery. Information, education, resources and support were provided in a multitude of ways to enable students to best access learning opportunities and provide a basis for positive mental health and wellbeing, particularly during challenges and difficult or unusual circumstances.

Our School-Wide Positive Behaviour Support (SWPBS) Framework; 'Respect, Commit, Be Grateful' continues to underpin our expectations and positive behaviours, providing clear guidelines, teaching and reinforcement regarding positive and pro-social behaviour. The continued work and efforts of all members of our school community to engage with and live our positive behaviour framework that benefits and enhances all that we do.

A sincere thank you to all who continually work collaboratively to improve and enhance the St Joseph's College community.

Suzanne Pola

College Leader - Pastoral Care and Wellbeing

VALUE ADDED

Fitwell

It was a fitness and personal development group that incorporated Resilience Project principles of gratitude, empathy and mindfulness. Each group ran for approximately six sessions that included various discussion topics and therapeutic activities before students participated in a fitness workout.

Boys to Men

This program was delivered to numerous groups of male students throughout the year. Students connected with one another in the context of their school and local community through sharing stories, experiences and opinions. Students also had the opportunity to learn practical life skills along the way.

R U OK Day

R U OK? are an Australian suicide prevention charity that aims to promote life changing conversations. R U OK? The Wellbeing Team raised awareness within the school community of strategies to initiate therapeutic conversations through newsletter publications and announcements during staff meetings.

Girl Power Program

The Girl Power program was introduced this year with the aim of empowering girls to feel more confident within themselves, their friendships and with navigating day to day life. While stress, anxiety and confronting situations from time to time are inevitable, the program hopes to provide education and further build upon healthy strategies which promote resilience, problem solving and emotional flexibility, while also looking at friendships, communication, conflict management, having tricky conversations and dealing with negative thoughts and feelings.

School Programs and Celebration Days

This year has again been quite unusual in regard to the delivery of our school programs and support. Professional development, guest speakers and education have looked very different, however, we still ensured we were people focused, caring for each other and providing support, information and special treats in a variety of ways.

SchoolTV

The College continued with School TV this year as part of our resources to support parents, staff and students. It covers an extensive range of topics and is continually updated and reviewed. Please familiarise yourself with this resource.

Links are available on our website and can be found at <https://sje.vic.schooltv.me/>

STUDENT SATISFACTION

Student voice and engagement has been prioritised this year as we continue to highlight, showcase and respond to student feedback. Providing opportunities for students to self-refer for wellbeing support, engage with and build connections with staff and the school community and provide explicit and pivotal feedback, enables us to understand and be more receptive to all student experiences and be proactive in responding to student need.

STUDENT ATTENDANCE

88%

Daily Attendance Register

St. Joseph's College keeps a register of the daily attendance of all students at the College in electronic form on SIMON. The register of daily attendance records the following information for each student: • Daily attendance • Absences • Reason for absence • Documentation to substantiate reason for absence.

Attendance is checked at homeroom and at the start of each lesson, at:

- 08:53am (Homeroom)
- 09:10am (Period 1)
- 10:49am (Period 2)
- 12:07pm (Period 3)
- 02:01pm (Period 4).

Monitoring Daily Attendance St. Joseph's College has implemented the following systems and procedures in order to monitor the daily attendance of students and identify absences from college or class:

- Parents are responsible for ensuring that they notify the College to explain the absence of their children on any particular school day. Notification may be provided via PAM, email or by telephoning the College and should be made prior to the start of school.
- Class teachers take the class roll promptly at Homeroom which is the commencement of the school day and at the start of each lesson. • All absences at Homeroom are recorded absences using SIMON. They are then notified to the Front Office and cross-checked against the absentee notifications that have been provided to the College that day.

- Where students are participating in courses provided by other providers, class teachers contact providers at the commencement and end of the day to ensure student attendance has been monitored by the provider.

Following Up Unexplained Student Absences St. Joseph's College has implemented the following systems and procedures in order to follow up unexplained absences from college:

- Where an absence has not been explained by 10:00am an SMS Text message is forwarded to the student's parents notifying them of the absence and requesting that they immediately contact the College. This notification is made on the same day, as soon as practicable, including for post-compulsory aged students. St Joseph's College | Echuca 2021 Annual Report to the School Community 23
- Where the absence remains unexplained the matter will be reported to the House Leader and Learning Mentor for investigation and follow up.
- All information in relation to unsatisfactory attendance is recorded on students' files and information with respect to attendance is provided in each student's school report.

Notification of Parents and Guardians of Unsatisfactory Attendance St. Joseph's College has implemented the following systems and procedures in order to notify parents and guardians of unsatisfactory attendance:

- Where parents repeatedly fail to inform the College of absences the House Leader or Learning Mentor will contact them directly seeking an explanation and to remind them of their obligation to report absences.
- Where a student continues to be unsatisfactorily absent from college, a member of front office will contact the parents directly to seek an explanation and to remind parents of their child's obligation to attend school. For continuing chronic unexplained
- Absences the College will issue a letter requesting a meeting with College Leadership during which strategies will be discussed to improve attendance rates.

Parents and carers are regularly reminded to ensure that any changes to their contact details are communicated to the College.

Records of the Register of Daily Attendance The attendance information is stored within SIMON. It is the responsibility of the Adam Prime — College Leader — Enrichment & Inclusion to ensure that student daily attendance is being effectively monitored. Parents communicate with the front office or via PAM following normal procedures if their child is unable to 'attend' remote learning (e.g. due to sickness). Initially, teachers will mark attendance rolls based on the participation of students in lessons, whether that be

engagement in video conferencing, emails, Google Classrooms, Google Chat, Google Docs/Slides or other work completed during the lesson. LM time will not be marked.

Management of student attendance during remote and flexible learning due to Covid-19.

During remote and flexible learning teachers were expected to mark attendance rolls on SIMON based on the participation of students in remote lessons; whether that be engagement in video conferencing, emails, Google Classrooms, Google Docs/Slides or other work completed during the lesson.

During remote and flexible learning if students did not attend a lesson, a SIMON letter was sent home. A range of SIMON letters were used to communicate with parents around nonattendance (or non-completion of work) in timetabled classes.

Parents were asked to communicate non-attendance (illness or inability to participate) for remote learning prior to the start of the school day, 8:51am, to the SJE Front Office on the school number online via PAM.

Follow up for Unexplained absence during remote and flexible learning.

- Where an absence has not been explained by 10:15am an SMS Text message is forwarded to the student's parents notifying them of the absence and requesting that they immediately contact the College. This notification is made on the same day, as soon as practicable, including for post-compulsory aged students.
- Where the absence remains unexplained the matter will be reported to the House Leader and Learning Mentor for investigation and follow up.
- All information in relation to unsatisfactory attendance is recorded on students' files and information with respect to attendance is provided in each student's school report.

YEARS 9 – 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate	74.4%
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AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y07	87.5%
Y08	85.0%
Y09	83.0%
Y10	85.2%
Overall average attendance	85.2%

SENIOR SECONDARY OUTCOMES	
VCE Median Score	29.0
VCE Completion Rate	96.0%
VCAL Completion Rate	91.0%

Child Safe Standards

Goals & Intended Outcomes

- further embed a framework that enculturates Child Safety across the school.
- provide an environment that nurtures student voice and empowerment.
- model and reinforce exemplary behaviours relating to emotional and physical safety.

Achievements

In 2022 St Joseph's College maintained its commitment to promote the safety, wellbeing and inclusion of all children.

The Child Safe team continued to

- update policies and procedures
- undertook a cyclic review with KEM relating to child safeguarding process
- Implemented a Child Safeguarding Team
- Prepared and presented a dual campus Child Safe Risk Register for Kildare Campus registration which has been validated by VRQA
- plan and implement professional development of staff
- implement its communication plan to educate staff, students and parents/carers
- review and update induction practices for staff, contractors and volunteers, including the
 - maintenance of SAM's for school for all contractors
- review and update curriculum relating to respectful relationships and move towards a documented whole school pastoral program
- continued to deliver a variety of in class, incursion and external exposure to matters relating to student voice and child safety.

Leadership

Goals & Intended Outcomes

We aspire to:

- Nurture opportunities for students to acquire, demonstrate and deploy leadership skills.
- Utilise the principles to foster visionary, vibrant and visible leaders that are inspiring, encouraging and personify excellence.
- Foster visionary, vibrant and visible leaders that are inspiring, encouraging and personify excellence.
- Focus on leadership for improvement.

Achievements

During 2022 there was a whole school focus on building the capacity of all staff members to be highly positive contributors to a high performing team. Through the College's involvement with the University of Melbourne Network of Schools project the focus on developing collective efficacy made the implementation of programs such as School Wide Positive Behaviour Support, Literacy and Numeracy Coaching and High Impact Teaching Strategies much easier.

In 2022, St Joseph's College continued its partnership with Melbourne University in its New Metrics for Success Program, which has enabled us to continue to access academics, international industry practitioners and renowned school leaders as we work to generate new and validated assessment tools.

Our Teaching and Allied staff participated in the full day Building Confidence Workshop run by Australians Together, which was designed to provide tools for educators to enhance our understanding of Indigenous cultures and perspectives. Educators often struggle with where to start when bringing First Nations stories, histories and cultures into schools. Through self-reflection, first-hand accounts and an understanding approach, they provided our teachers with resources to rethink how First Nations perspectives are taught and the confidence to get started.

Our Leadership Team also worked with Dan Hasler, a coach and author of the book, 'The Act of Leadership' who works with educators to help them achieve happier, healthier & higher performance.

Our Staff also had regular access to Paul Spence, a spiritual director, to meet with throughout the year.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING
Description of Professional Learning undertaken in 2022
Professional Learning opportunities continued to be focussed on <ul style="list-style-type: none"> • Enhancing Catholic Identity, • Embedding Positive Behaviours

- Differentiation,
- Using Technology,
- Using data to inform teacher practices
- Literacy & Numeracy improvement strategies and programs.
- VCE and VCE VM : New study designs

There was also opportunity for Leaders to continue to undertake professional development focussed on Leadership Capacity.

Number of teachers who participated in independent Professional Learning in 2022 = 52 and there was also significant

provision of professional learning to Allied Staff.

Average Expenditure for Professional Learning in 2022 for our 139 Teachers and Allied Staff = \$1073.00 per person.

Number of teachers who participated in PL in 2022	52
Average expenditure per teacher for PL	\$1073

TEACHER SATISFACTION

St Joseph's College did not undertake the Insight SRC survey in 2022.

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	71.3%
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ALL STAFF RETENTION RATE

Staff Retention Rate	83.5%
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TEACHER QUALIFICATIONS	
Doctorate	1.1%
Masters	18.3%
Graduate	29.0%
Graduate Certificate	6.5%
Bachelor Degree	79.6%
Advanced Diploma	7.5%
No Qualifications Listed	17.2%

STAFF COMPOSITION	
Principal Class (Headcount)	1.0
Teaching Staff (Headcount)	102.0
Teaching Staff (FTE)	89.1
Non-Teaching Staff (Headcount)	58.0
Non-Teaching Staff (FTE)	54.1
Indigenous Teaching Staff (Headcount)	6.0

Community Engagement

Goals & Intended Outcomes

We aspire to:

- implement a framework that enculturates positive relationships characterised by respect, dignity, empathy and forgiveness.
- provide an environment that nurtures inclusivity, diversity and resilience.
- build a culture of gratitude.
- build a sense of community and commitment to community involvement at a range of levels including school, parish, local, national and global.
- celebrate and rejoice in our past, our present and our hope for the future.

Achievements

Justice

Compassion was the lens of our heart this year in Justice when ...

- Senior student leaders organised an information session for students on World Day of Justice and distributed donuts to a 'privileged' few.
- Year 10 leaders cooked and sold pancakes on Shrove Tuesday to raise money for Project Compassion.
- Students and staff were reminded about the need for the ethical buying of Easter Chocolate, and Year 12 students donated Easter Eggs for a raffle for Project Compassion.
- Student volunteers and Ms Keenan attended the Sandhurst Diocese Justice Matters Camp where the theme was 'For the Future' and the focus on compassion for the environment.
- Yr 10 Leaders, Mr Scott and Aunty Donna attended the Kildare Ministries Reconciliation Week seminar at Kilbreda with other students from KEM across Victoria.

Koorie Education

On Friday 12 August, seven students including and staff travelled to Bendigo for the Indigenous Careers Expo.

Even though the weather was rainy and overcast, inside the Theatre the atmosphere was warm and students had the opportunity to visit and speak to the many different stallholders from Melbourne University, Coliban Water, paramedics, Parks Vic and many more.

On Thursday 6 October, we had our first showcasing of talent at St Joseph's College. Sienna Cooke and Breanna Balli helped to organise the artwork and props for the evening. A recording by Shannon Atkinson told the story of how the silver fish became the moon. We also had parents, grandparents and small children participate in our art activity of painting stones.

VALUE ADDED

VCAL Intergrated Program

Students in the AEL, VCAL and Hands on Learning programs were engaged in a variety of projects during 2022, which allowed them to develop and enhance their skills and abilities in the areas of technology, employability and personal development. The projects ranged from personal projects to community-based.

The students were also engaged in a range of external training, where they were able to gain further knowledge and qualifications to assist them in obtaining employment in a range of fields. The AEL students were successful in undertaking and completing the training in the certificate, Prepare to Work Safely in the Construction Industry (White Card). This qualification allows students to go onto a building or construction site as part of their work experience and placement. The VCAL students also undertook training in Preparing Espresso Coffee, Food Handling and Responsible Service of Alcohol.

The VCAL students were involved in designing and creating a range of personal wood pieces and also working with the local food bank. The students made a range of meals and provided them to the food bank on a weekly basis to assist those in need in our community.

Sustainability

Sustainability is one of the three cross-curriculum priorities in the Victorian curriculum. In 2022, students continued to learn about the beauty of our natural environment and the importance of taking care of it; about the effects our decisions and actions have on the environment and its ecosystems, the dangers of 'unconscious human activity' and the connection between the 'suffering of nature and that of people, especially marginalised people'.

Pope Francis. Laudato-Si, 2015.

Thank you students, staff and families this year for allowing 'compassion to be the lens of your heart' with always some, often many and sometimes even all of you:

- taking pride and looking after our school grounds, planting more and more insect, bird and other native wildlife friendly plants
- participating in our Earth Hour - Sandhurst switches Off - initiative on March 25.
- using refillable water bottles
- riding or walking to school
- participating in community and sustainability

leadership workshops

- being involved in the Clean Up Australia Day and collecting waste in our local community
- purchasing FairTrade and other ethical products
- reducing plastics in the canteen and the staffroom
- switching to FairTrade products in the staffroom
- collecting more than 60 kg worth of plastic lids for the lids4kids initiative
- donating to initiatives such as our annual

PARENT SATISFACTION

St Joseph's College did not undertake the Insight SRC survey in 2022.

Future Directions

It was with great excitement and anticipation that we welcomed the commencement of building works at our new Kildare Campus on Mt Terrick Rd in January 2022.

Construction works got off to a great start, however were delayed by several weeks in the middle of the year due to persistent wet weather and material supply issues caused by the ongoing COVID pandemic, which was affecting school building projects right across the country.

This delay to our capital works schedule resulted in us pushing back the start date for the campus opening. The decision was taken for our new group of Year 7 students to begin the 2023 school year at our existing Brigidine Campus (Dickson St), and transition to the new Kildare Campus at the beginning of Term 2.

Despite the delay to our capital works schedule, site works at Mt Terrick Rd progressed well in the latter half of this year, and we were making up ground until the devastating October flood event hit our region, again resulting in delays. Thankfully, after the initial threat of the floods had passed, progress remained positive and some sunshine and dry weather toward the end of the year enabled us to reclaim some time. At this stage, construction works are on target to meet our Term 2 deadline. This timeline provides us with a strong opportunity to fully immerse and enculturate our 2023 Year 7 students in the 136-year-old story of St Joseph's College, ensuring they move in to the beautiful new space at Kildare Campus with a true sense of place and purpose. It will Kildare Campus Update 6 also allow our Year 12 students, and other senior year levels, to play a significant role in mentoring and welcoming our younger students into the St Joseph's way of life when they start with us at the Brigidine Campus in Term 1. The Year 7s will operate at a 'campus level' from the Delany building while at Dickson Street, so that there is a smooth transition when they physically move to Kildare Campus during Term 2. Our 2023 Year 7 students will get to experience an incredibly special first year of secondary schooling, beginning their Year 7 journey with the entire school community, and then moving out to a campus of their very own where they will be the founding leaders and connectors between the old and the new.