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Contact Details

| ADDRESS       | 35 Thomas Carr Drive  
|               | Tarneit VIC 3029      |
| PRINCIPAL     | Dr Andrew Watson      |
| PARISH PRIEST | Fr Jude Pirotta       |
| SCHOOL BOARD CHAIR | Mrs Connie Skinner |
| TELEPHONE     | (03) 8734 2444       |
| EMAIL         | principal@thomascarr.vic.edu.au |
| WEBSITE       | www.thomascarr.vic.edu.au |

Minimum Standards Attestation

I, Andrew Watson, attest that Thomas Carr College is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA

- Australian Government accountability requirements related to the 2015 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

23 May 2016
Our College Vision

Thomas Carr College is a dynamic Catholic learning community, guided by the Gospel. Excellence and opportunities to develop are pursued. Through our hope and service to others, we shine our light into the world.

Our College Mission

We are committed to:
- Nurturing faith and fostering positive, life giving relationships with others
- Providing an engaging and innovative learning environment
- Developing the capacity for independent thought and informed decision making
- Recognising the goodness of all members of the Thomas Carr College community and treating all with respect
- Equipping all students with knowledge, skills and attributes to take their place optimistically in a globalised world

Our College Motto

They Will Shine

Thomas Carr’s Coat of Arms
College Overview

Thomas Carr College, a co-educational Catholic secondary school, was established in the Western suburbs of Melbourne in 1996 and commenced its first year of operation with 72 Year 7 students in 1997. Since this time enrolments have grown to over 1200 students with the current enrolment sitting at 1140. Students who attend Thomas Carr College live in the areas of Tarneit, Hoppers Crossing, Truganina and Werribee.

Thomas Carr College is aiming to create a supportive, inclusive and faith driven College community that is comprised of students, staff, parents and the wider community working together to improve student outcomes.

The College aims to foster continuity of faith development with the local parishes of Tarneit, Truganina and Hoppers Crossing. The priests and parish associates maintain a constant connection with the College for staff, parent and student faith development.

At Thomas Carr College we want our classrooms to be positive, enthusiastic, productive and innovative learning environments. We aim for our students to become life-long and self-disciplined learners who are empowered and active in a globalised world.

Nearly all students take part in ACS (Association of Co-educational Schools) competitions, which include weekly interschool sport along with Athletics, Swimming and Cross Country carnivals and Debating, Public Speaking and Chess competitions. There are many other non-ACS co-curricular offerings in the areas of sport and the Arts.

At Thomas Carr College we aim to be active and explicit in promoting Student Wellbeing. Thomas Carr College sees it as part of our core business to provide opportunities for student participation, communication and engagement which can increase students’ self-esteem and build school connectedness.

Essentially we aim to create a school environment where our young people feel safe, valued, engaged and purposeful.
Principal's Report

I have the pleasure of presenting the Principal’s report for 2015.

College Theme for 2015
“Seek God with all your heart” (Deuteronomy 4:29)

Our College theme looks to Moses’ great sermon in the Book of Deuteronomy; the second giving of the law before the children of Israel are ready to go into the Promised Land. In Chapter 4, Moses urges the greatness, glory and goodness of God and gives this piece of advice; “Seek God with all your heart and with all your soul and he will be found.” Seeking God is a lifelong quest and you could say that continuing to seek God, continuing to draw closer to Him, continuing to grow in our knowledge of Him, is what our faith is all about. To be authentically Catholic is an ongoing relationship, an ever-deepening seeking experience of God.

When God calls us to search for Him, He never hides Himself so well that He cannot be found. We can seek God knowing that no matter how much we give, or sacrifice, or suffer, we will receive far more in return. May we thirst to know God, to love Him, to discover and explore His greatness, to encounter His goodness and experience His power. We can’t rest on what we already know and what we’ve already experienced. “Seek” is a verb, which implies that it is an action. So you will have to put work into it.

Opening our hearts to seek the presence of God in our lives allows us to live a life blessed with gratitude. We cannot become complacent and miss out on a life of grace, but rather seek God with all our heart, soul, mind, and strength, every day of our lives. There are many physical and tangible ways God can reveal himself to us, however, a profoundly powerful way to seek out a relationship with God is through prayer. As a College community inspired by the words of our College Theme, we will look for further ways to enrich our prayer life. The opening of our new College Chapel will play a pivotal role in seeking, and striving and pursuing God in our lives just as Moses promised the people of Israel thousands of years ago.

Enrolment
Our enrolment for 2015 is a total 1143 students. Below is a breakdown of the various year levels:

| Year 7: 192 | Year 10: 210 |
| Year 8: 210 | Year 11: 171 |
| Year 9: 204 | Year 12: 156 |

2015 Year 12 Results
Monday December 14 2015 was the date for the release of the Year 12 results for 2015. I am pleased to report to the school community that our students achieved some excellent results. We had 2 students gain an ATAR score of greater than 90; Teagan Gatt was named as the Dux of the College with an ATAR score of 95.45 and Daniel Briffa an ATAR score 94.

I am also pleased to report that 8.8% of our students achieved an ATAR score of greater than 80 and 14.4% of students achieved an ATAR score of greater than 70.
Commencement Mass and Academic Assembly
In February the College community gathered to celebrate the commencement of the new school year. We were very fortunate to have Bishop Vincent Long, our Regional Bishop as our celebrant on this day.

Following the Mass we recognised the outstanding academic achievement of students from the Class of 2014. A presentation was made to Ashlee Cremona as Dux of the College.

Our 2015 College Captains were also acknowledged during the assembly:
Middle School Captains: Grace Newland and Benjamin Singleton
College Vice Captains: Emily O’Connor and Connor Graham
College Captains: Jacqueline O’Brien and Julius Torres

Capital Development
College Chapel
On Tuesday December 9 2014 the Thomas Carr College community gathered to celebrate the blessing and opening of the College Chapel by the Archbishop of Melbourne, His Grace Denis Hart.

The blessing and opening of the College Chapel marked a most significant occasion in the life of Thomas Carr College, as the College finally has a sacred place which truly signifies for all, the Catholic Identity of the school.

The completion of the Chapel marks a four year journey of discernment to ensure that the Chapel met the needs of the College. It is a sacred space truly that reflects the unique story and history of Thomas Carr College and a place that captures the faith and spirituality of the College’s patron, Thomas Joseph Carr, the second Archbishop of Melbourne.

With the creative talents of Architects Smith + Tracey, the College was able to achieve a significant architecturally designed sacred space to mark clearly for our community, the important place of our Faith within our College.

The Chapel allows the College community to reflect on the life of Archbishop Carr through the creation of the Thomas Carr windows. The beautifully worded stone Stations of the Cross allow a reflection on the death and resurrection of Christ which leads the eye to the magnificent crucifix window which signifies to the community the significant part Faith plays in education of our students.
Sincere gratitude was expressed to the Parents and Friends Association who donated $30,000 to the College to enable the commissioning of Mr Anthony Russo to craft the liturgical furniture for the Chapel, incorporating the use of both timber and bluestone. Anthony also design and installed the Thomas Carr windows and the crucifix window.

The College Chapel reminds all that Thomas Carr was:
- a man of faith and a leader of the Catholic Church in Melbourne for thirty years
- a scholar who taught and wrote throughout his life and who made Catholic education a priority as Archbishop of Melbourne
- a pastoral person who cared for all in Melbourne, especially the poor and needy

The completion of this project now provides the College with a sacred space which reflects, in a truly tangible way, our commitment to the continued enhancement of our Catholic Identity.

**Trade Training Centre**

At the beginning of the Lenten Term, the College community gathered for the Blessing and Official Opening of the Trade Training Centre. This was another great occasion for the College and provided us with the opportunity to continue to give thanks for the provision of wonderful learning facilities for our students.

In 2009 the Wyndham Cluster was granted funds to construct a Trade Training Centre to deliver a range of Certificate I and II courses. Initially, the Centre was to be constructed on a site located on Victoria University (VU) land in Hoppers Lane. After VU withdrew their support for the Trade Training Centre, the decision was reached to locate each of the certificate areas on four different school sites, with Building and Construction being allocated to Thomas Carr College. I certainly believe that this was the best outcome for our schools and for our College.

The completion of this facility is also a great example of what can be achieved for our students through Catholic Capital Grants. I am very happy to acknowledge the contribution by the Federal Government through the Trade Training Centre Program of $3.2 million towards the construction and resourcing of this magnificent facility.

The completion of this project has now provided the students in the Wyndham Region with first class facilities located at four schools for those wishing to pursue a number of trades. They are:
- Engineering at MacKillop College
- Electro-Technology at Wyndham Central College
- Automotive at The Grange P – 12 College
- Building and Construction at Thomas Carr College

*Bishop Vincent Long, Ms Joanne Ryan MP, Dr Andrew Watson*
**Stage III of the Master Plan**

I am pleased to be able to outline to the College community our exciting capital development works to occur during 2016 and completed ready for the commencement of the 2017 school year. The capital development plans are very extensive and will require 12 months to complete.

**Performing Arts Centre**

A state of the art Performing Arts Centre will be constructed adjacent to the Gymnasium which will include:

- 500 seat auditorium which will include the latest technical production equipment, lighting and sound
- Extensive foyer and performance spaces for both Drama and Music
- Dedicated Drama rooms and extensive backstage facilities such as change rooms and a Green Room
- Acoustically treated Music and Band rooms along with individual music tutorial suites and a recording studio
- Office spaces and staff amenities

![Internal plan of the Performing Arts Centre](image)

**Extension of Gymnasium**

Our current gymnasium will be extended to double the size and will include:

- Two full size basketball courts with alternate line markings for other sports
- Retractable tier seating to provide for a show court
- Refurbished change rooms
- A new dedicated weights room
- A dedicated Physical Education classroom
- Additional staff offices, amenities and meeting room
- Additional storage
- Sound and lighting system to enable the provision of high quality audio visual for significant school liturgies, assemblies and other events
Refurbishment of the Administration Building
The current administration building will undergo a refurbishment for both the ground and first floor to provide:
- Welcoming foyer and reception space
- Interview rooms
- Open plan office spaces
- Additional staff amenities
- Comfortable staff lounge and associated areas
- Refurbished office spaces and staff study

This capital development work constitute Stage 3 of our 10 year Master Building Plan. These exciting developments will contribute significantly to the facilities of our College as we celebrate our 20th anniversary in 2016.

VCE in China Program
During the course of the second week of the holidays, the dedicated VCE in China team headed to Harbin to facilitate the fourth VCE in China Conference. The Conference ran for five days and all the participants enjoyed the opportunity to share their experiences, develop plans and learn more about what the VCE has to offer. Importantly, there were discussions around the values underpinning the VCE, the focus on student-centred learning and the development of critical reasoning.
College Board
The Annual General Meeting of the College Board was held in April. At this meeting the annual reports from the Principal, Board Chair and Finance Committee were presented. The meeting also formally appointed the members of the Board for 2015/2016.

I thank all Board members for their support and wise counsel over the course of 2014. Their support and commitment to the College over the years has ensured that Thomas Carr College has continued to develop and grow to provide Catholic Education to families in the outer western region of Melbourne.

School Improvement
In October, our annual School Improvement data from the Catholic Education Office showed the College’s fifth year in a row of significant improvement in the key areas of the school:
1. Educating in Faith
2. Learning and Teaching
3. Student Wellbeing
4. Leadership and Management
5. School Community

This data is gathered from students, parents and staff and provides us with the evidence that the significant structural changes that have been implemented over the past four years, continues to pay dividends and ensures that Thomas Carr College will continue to provide a quality Catholic education for families in the Hoppers Crossing and Tarneit areas.

20th Anniversary
Thomas Carr College will celebrate our 20th anniversary of foundation in 2016. This important anniversary will be marked by a number of events:
- the celebration of our 20th anniversary Mass at the Cathedral, a place of such importance in the life of Thomas Carr
- the unveiling of a bronze sculptural portrait of Archbishop Thomas Carr
- the publication of ‘Shining in the West’, a history of the College
- celebratory Open Day for all members of the College community past and present

While the College is relatively young, it is important to remember those who had the vision to conceive a new secondary College in the Hoppers Crossing and Tarneit area, along with those who have contributed to the development of the fine traditions of the College over its first twenty years.

As we celebrate our 20th anniversary, we will reflect upon the achievements of our College and remember the qualities of our patron Archbishop Thomas Carr:
- a man of faith
- a leader of the Catholic Church in Melbourne for thirty years
- a scholar who taught and wrote throughout his life and who made Catholic education a priority as Archbishop
- a pastoral person who cared for all especially the poor and needy

These are the qualities we strive to instil to each of our students.

Thanks
Finally to conclude, I would like to thank the staff, students and parents of Thomas Carr College for your continued support and encouragement throughout the year. It is very much appreciated. In particular, I would like to thank most sincerely the College’s three Canonical Administrators, Fathers Jude, Frank and Pius and the College Board, chaired by Mrs Connie Skinner for their ongoing support, advice and encouragement during the course of 2015.
I thank in particular the members of the College Executive: Ms Brigitte McDonald (Deputy Principal), Ms Sharon O’Neill (Business Manager), Mr Cris Scarlata (Senior Director), Ms Anne Berardinelli (Director of Catholic Identity), Mrs Geralyn McCarthy (Director of Student Services), Mrs Margaret Knurek (Head of Senior School) and Mr Stephan le Roux (Head of Middle School). They shoulder great responsibilities and I value their support.

As we move into 2016 as a College, we will continue to:
- nurture the faith of our students
- stimulate a desire for our student to learn
- promote the importance of wellbeing for our students
- develop a community for our students to embrace
- invest in the future for our students

I am certainly looking forward to celebrating our 20th Anniversary in 2016.
College Board Report

A board has the responsibility of ensuring that the College is faithful to its character as a Catholic school. It develops policies to enable the College to function, it supervises the College’s financial arrangements and it offers significant support to the principal and other key leaders of the College. (Catholic Education Office Melbourne: Guidelines for Boards of Regional and Diocesan Colleges)

It is with great pleasure that I present to you the College Board end of year report for 2015.

The Board meets monthly to carry out its role and responsibilities. Regular meetings give members the opportunity to listen to reports and engage in constructive conversation with our Principal, Business Manager, various members of the College Executive and Middle Leaders. Reports inform us of their achievements, challenges and vision for the future.

On February 24, the Board held its first meeting for 2015. In his Principal’s report, Dr Watson highlighted the College theme for this year “Seek God with all your heart” (Deuteronomy 4:29). This challenge invites us to stop and reconnect with our loving God, who is forever present amongst us in the people and events that are part of our lives. Opportunities to realise this challenge were given throughout the year.

At the Annual General Meeting, the following were confirmed as representatives of the Board:
- Fr Jude Pirotta, St James Parish Priest and Head of Canonical Administrators
- Fr Pius Kodakkathanath, St Peter’s Parish Priest and Canonical Administrator
- Fr Frank Buhagair, St Andrew’s Parish Priest and Canonical Administrator
- Dr Andrew Watson, Principal and Executive Officer
- Mrs Connie Skinner, Chairperson and St Peter’s Representative
- Mrs Geralyn McCarthy, St James Representative
- Mr Stephen Butler, Parent Representative
- Mrs Angela Drever, Parent Representative
- Mrs Antoinette Fava, Parent Representative
- Mr Cris Scarlata, Staff Representative
- Mr Peter Collery, Honorary Financial Accountant
- Mr Josh Ryan, Co-opted Member
- Ms Kerrie Deller, Board Secretary
- Ms Sharon O’Neil, Business Manager

As new members were welcomed, we farewelled a number of Board members whose terms came to an end. Dr Watson thanked most sincerely the following people for their contribution and dedication to the College during their term – Mrs Tanya Tesoriero as Parent Representative, Mr Mark Gleeson as St James Representative and Dr Jonathon Sargeant as Co-opted Member. On behalf of the parents, I would also like to thank these members for their wonderful support and commitment throughout their terms of office.
It is pleasing to note that the Vision and Mission of the College blossomed throughout 2015. The tireless efforts of Dr Watson and the College Executive have resulted in the planning and realisation of new facilities for our children’s faith development and education. The Board believes the College is in a sound financial position at the moment. It is very comfortable with the capital expenditure approved as part of a master plan to provide great facilities for our children. I would like to thank Dr Watson, Ms O’Neil and Mr Shane Werner, along with their staff, for their diligent work and dedication to ensuring that projects are well planned and adequately completed.

The College Chapel provides students, staff and parents with a beautiful setting in which we can stop and reconnect with God and each other in prayer and liturgy. Students have visited the Chapel throughout the year as part of their Religious Education program. Board members were also invited to attend special liturgies with our children, including remembering and celebrating our parents and other role models as part of the Mothers’ and Fathers’ Day liturgies. Both were very moving celebrations, with beautiful singing by the College Choir led by Mr Mathew Morse, Head of Music. Mothers and fathers were treated to a lovely breakfast following the liturgies.

Yet another wonderful achievement was the blessing and opening of the Trade Training Centre. This wonderful facility, managed by Mr Peter McCarthy, together with the staff of the Gordon Institute, provides students at Thomas Carr College and those within Wyndham, the opportunity to undertake a Building and Construction course. Students have been enthusiastically engaged in attaining a certificate in their area of choice – Carpentry, Furniture making or Bricklaying.

Other events that have highlighted the amazing talents and achievements of our students include the productions "Black Comedy", a witty story in which the reversed lighting was far from the only surprise and "A Mad Breakfast", a story about a chaotic farce of sly tricksters and practical jokes gone awry. Congratulations to Mr Michael Dalley and the cast and crew for their wonderful performances.

The annual Art and Technology Exhibition and Fashion Parade, titled "Luminous", once again showcased the amazing gifts and talents of the students. Our annual Awards Night, "A Night to Shine", was also a great opportunity for the College community to celebrate wonderful achievements attained by 200 students from Year 7 through to Year 12. I would like to thank Ms McDonald and the staff for planning, co-ordinating and presenting these events so that we as parents have the opportunity to support our children and enjoy their hard work and talents.

I am sure that you will agree that the remodelled entrance to the College – a drop off area and exiting layout – has helped to ensure the safety of the students, staff and visitors to the College, as well as enabling an organised flow of traffic. Special thanks to Mr Mathew Howell, who ensures the areas are well marked and supervised on a daily basis.

As a parent, I am reassured that the educational, spiritual and emotional needs of our children are being met. I take this opportunity to thank Dr Watson, Ms McDonald, the College Executive, teaching and support staff for their continued dedication and commitment to providing our children with a safe, effective, engaging and supportive learning environment in which they are encouraged to reach their full potential.

Thank you also to Dr Watson for giving us the opportunity to sit on the Board as advisory members. We look forward to offering continued support for the Mission and Vision of the College in the future.

Finally, I would like to sincerely thank all Board members for their generous gift of time and expertise in support of the College and all its endeavours. Their interest in the welfare and education of the students and the College is valued and most appreciated.
Education in Faith

Goals
To nurture a strong Catholic Identity within a diverse community

Intended Outcomes
- A curriculum that is engaging and meaningful, which enhances knowledge and understanding of the lived Church today
- The genuine application of Religious Education learning in everyday life by students and staff
- The active involvement of parents and the wider community in the faith life of the College

Achievements

Catholic Identity
Once again the Catholic Identity team provided us with many opportunities to celebrate the significant events in the life of the College through the celebration of the Eucharist. They also ensured that the liturgical life of the College continued to flourish.

The College marked the beginning of Lent with the distribution of ashes during our Commencement Mass on Ash Wednesday. During this liturgy, we were asked reflect upon the fact that every year, Lent provides us with an opportunity for reflection on the pattern of life and our faith. It is a time for prayer and works of generosity. Lent is a time to recommit ourselves to God and what is of God.

During Catholic Education Week a number of our Music students and staff participated in the Catholic Education Week Mass held at St Patrick’s Cathedral. Mrs Margaret Knurek, Head of Senior School, was appointed as the Musical Director for this significant Mass. During the course of the Week, the school had many and varied events as well to celebrate this important week in the life of our College.

Catholic Education Week was not only an opportunity to highlight all the wonderful things we do at Thomas Carr College, but a time to reflect on ways to share in the growth and wellbeing of one another.

During the course of the year our College Leaders Emily O’Connor, Connor Graham, Jacqueline O’Brien and Julius Torres attended the annual conversation with the Archbishop of Melbourne, Denis Hart, at Genazzano FCJ College. Our students again represented the College very well and engaged in dialogue with the Archbishop. This opportunity also provided our students with the chance to meet with secondary students from the other Catholic secondary College’s across the Archdiocese.

Our tradition of celebrating Mothers’ and Fathers’ Day with Mass and breakfast on the Friday prior, continued this year. In May, Fr Jude celebrated our Mother’s Day Mass. It was a beautiful way for us to celebrate the gift of motherhood. Then in September, Fr Jude again celebrated the Father’s Day Mass. It was wonderful to see both students and staff present with their mothers and fathers. Both were indeed, very special liturgies.

On August 14, on the eve of the Feast of the Assumption, the College gathered as a faith community to celebrate one of the most important feasts of the Church’s year. Our liturgy officially recognised the naming of Term 3 as the Assumption Term.
Our principal celebrant for the Assumption Mass was Fr Ivan Burdian, Congregational Leader of the Missionary Society of St Paul for the Australian Province. The Feast of the Assumption is particularly important for the Paulist Missionaries and Joseph DePirro the founder of the Paulist, place the care of the Congregation in the hands of Mary, the Immaculate Mother of God. The College continues to enjoy a very close relationship with the Paulist Missionaries, through the Parish of St James being under the pastoral care of the Paulist and with Fr Jude as our Parish Priest and Canonical Administrator.

As part of our Catholic Identity, the Social Justice team worked very hard throughout the year. Again the Winter Sleep Out was one of those events organised by the Committee, along with the annual St Vincent de Paul Christmas Appeal conducted through Homerooms. The Winter Sleep Out provided a wonderful opportunity for over fifty of our students to sleep in less comfortable conditions than normal and to hear from a number of guest speakers who highlighted the problem of homelessness.
Learning & Teaching

Goals
To ensure that all students maximise their learning potential

Intended Outcomes
- Students demonstrate good learning behaviours
- Staff working collaboratively in the creation and implementation of effective and quality pedagogy

Achievements
Recognition of our High Achieving Students
The College recognises the academic achievement of our students in Semester 1 and 2. Those students who achieve the following results will be invited to attend a special luncheon where they will be presented with a Certificate of Achievement in recognition of achieving examination results above 90% in a number of subjects.

The following criteria for receiving this recognition for each year level are as follows:
- students in Year 7 who achieve 90% or better in two examination
- students in Year 8 who achieve 90% or better in three examinations
- students in Years 9 to 11 who achieve 90% or better in four examinations

Kwong Lee Dow Young Scholars (KLDYS)
The Kwong Lee Dow Young Scholars Program is an academic enrichment program designed to support high achieving students. The program was established in 2007 and is named in honour of eminent scholar, leading educationalist and former Vice-Chancellor of the University of Melbourne, Professor Kwong Lee Dow.

I am pleased to announce that the following students have been accepted into the Kwong Lee Dow Young Scholars Program for 2015: Emily Bradley and Monique Tran

A Night to Shine
In October the College community gathered at Encore Events Centre, part of the newly refurbished Wyndham Events Leisure & Centre, to recognise and celebrate the achievement of over 200 students during the course of 2015. It was a wonderful evening which provided the opportunity to recognise high achieving students, those students who have been of great service to the College, paid tribute to our student leaders and showcased the talents of our Performing Arts students.

Art & Technology Exhibition ‘Luminous’
On October 22 the official opening of the 2015 Art and Technology Exhibition ‘Luminous’ was held. The exhibition displayed the Art work of students from Years 7 to 12, along with the work of students from the Technology faculty which included both Textiles and Woodwork pieces. The Textiles Fashion Parade was again a highlight of the evening with over sixty students displaying various garments they had made during the course of the year. Music students provided entertainment which set the mood for the evening.

The following selections were made for the Arts prizes:
- The People’s Choice Award: Breanne Lambert
- The Middle School Art Acquisition Award: Jazlyn Hodgson
- The Senior School Art Acquisition Award: Jake Farrugia
- The Art & Technology Art Acquisition Award: Christopher Micallef
- Deputy Principal Art Acquisition Award: Nathan Keogh
- Principal’s Art Acquisition Award: Aaron Jones
NAPLAN
In May, Year 7 and 9 students took part in the annual National Assessment Program for Literacy and Numeracy (NAPLAN). The NAPLAN tests are conducted at school and administered by class teachers. Expert independent markers mark the tests. The content of each test is informed by the National Statements of Learning in English and Mathematics, which underpins State and Territory learning frameworks. Test questions cover aspects of Literacy (reading, writing, grammar, punctuation and spelling) and Numeracy. Questions are multiple choice or require students to write a narrative or story.

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YEARS 9–12 STUDENT RETENTION RATE

| Years 9–12 Student Retention Rate | 77.66% |

SENIOR SECONDARY OUTCOMES

| VCE Median Score | 27 |
| VCE Completion Rate | 99% |
| VCAL Completion Rate | 96% |
Student Wellbeing

Goals
To enhance the wellbeing of all students

Intended Outcomes
- Consistent application of wellbeing principles and practices
- Students will be fully engaged in their formal and informal learning

Achievements

College Sporting Carnivals
This year the College continued the tradition of holding sporting carnivals in which our houses battle it out for overall first place in the House Competition.

The Swimming Carnival saw all students and staff have an enjoyable day. It was wonderful to gather for this annual event since we were unable to do so last year. Our students were co-operative during the day and many were eager to participate in the carnival’s events and novelty activities. Congratulations to Moylough House on winning the House Shield.

In May the College gathered at Newport for our annual Athletics Carnival. The weather held out for this occasion and our students enjoyed the opportunity to participate in a wide variety of track and field events. Congratulations to Westport House on winning the House Shield.

The last carnival to be held for the House Competition was the Cross Country. Students took to the local streets and terrain around Tarneit. Westport House were the winners.

The overall points and results for the 2015 House Competition were:

First Place: Westport 8502 points
Second Place: Moylough 8029 points
Third Place: Maynooth 7635 points
Fourth Place: Galway 7525 points

Congratulation Westport.

ACS (Association of Co-educational Schools) Competition
Once again the College participated in the sporting carnivals of the ASC competition and the fixture matches during the course of the year in the Year 7 and 8, Year 9 and Senior competitions. The College enjoyed success in some of the carnivals and fixture matches with a number of Grand final victories.

In March, the ASC Swimming Carnival was held at the Melbourne Sports and Aquatic Centre. Well done to all students who were part of the swimming team, on the way in which you competed and represented the College.

Our Athletics team ventured to the Albert Park Athletics facilities in May. The athletes and their committed teachers and coaches were blessed with beautiful weather. Congratulations to our students and staff for their participation and organisation of the Carnival.

Finally in August, our Cross Country team participated in the Cross Country championships. For a pleasant change the weather was most favourable for this event.
This year a number of students also participated in the Public Speaking Competition

September saw the annual presentation of the ACS All Star Teams at St Lenard’s College. Once again Thomas Carr College was well represented.

All students who participated in the various ACS competitions during the course of the year should be very proud of the way in which they represented the College.

**College Production**

The 2015 College Productions were ‘Black Comedy’ and ‘A Mad Breakfast’. The audience certainly appreciated these two comedies which saw our students display their wonderful acting ability and comedic talents. The sets were terrific, costuming superb and as always, the back stage crew did a wonderful job. The productions certainly demonstrated that the Performing Arts are very much part of life at Thomas Carr College.

Our Year 9 Drama students represented the College in the annual Student Wellbeing Drama Festival. A great event that profiles the Performing Arts within our Catholic schools, that dramatically portrays issues that impact upon a student’s wellbeing and encourages the development of resilience for all those involved in the festival.

**College Music and Choir**

*Music concert*

In August the instrumental Music students and members of the College choir held a most memorable Music Concert. It was a wonderful evening showcasing the very best of the College’s Performing Arts students. The finale, which brought all our Music students and members of the Choir together, along with their teachers, certainly demonstrated the great achievement the College has made in the Performing Arts over the past five years.

*Music Soiree*

The Music Soirees were held in both Semester 1 and 2 at the College showcasing the music talents of our students. The evenings included performances from individual students preparing for the AMEB examinations, the Thomas Carr College Concert Band along with the Year 7 Honours Band, the College Jazz Band, the Woodwind Ensemble and Brass Ensemble.

*Battle of the Bands*

The tradition of the Battle of the Bands continued. A night of entertainment was provided highlighting the talents of our students. It was wonderful to see so many students being prepared to compete in this competition.

*Choir*

Under the direction of Mr Morse, the College Choir was instrumental in all our College liturgies and major events. Their talents and achievements were constantly recognised and praised. There is no doubt that the Choir has contributed greatly to the cultural life of Thomas Carr College.

**Student Representative Council (SRC)**

The SRC meet regularly under the direction of Ms McDonald, Deputy Principal. They have now contributed to the decision making processes of the College and have developed a number of initiatives and raised money to be used to enhance the environment of the College. I am delighted with the growth and development of student leadership within the College and in particular, thank Ms McDonald for her work in developing student leadership at Thomas Carr College.
MacKThom Cup

The annual MacKillop College versus Thomas Carr College fixture was again held. As always, this is a great opportunity for the two Catholic Schools in the Wyndham region to compete in various sports and develop a healthy competitive spirit between the two schools.

College Leaders

Jacqueline O’Brien and Julius Torres have led the student body through example and service. They have been wonderful role models for our younger students and at all times, both Jacqueline and Julius have been willing to give their time for the benefit of the College. They have represented the College on numerous occasions and have been wonderful ambassadors for Thomas Carr College. I am indeed grateful to them for their enthusiasm and for the way in which they have fulfilled their duties as College Captains.

I have pleasure in announcing the following students have been appointed as College Captains and Vice Captains for 2016.

2016 College Vice Captains: Emily Reeves and Thomas Duxson

I am also pleased to announce the House Captains for 2016:

- **Maynooth**
  - Captains: John Tomelty and Ally Wilson
  - Vice Captains: Bailee Vilcins and Alexie White
- **Westport**
  - Captains: Campbell Barlow and Rachel Attard
  - Vice Captains: Mitchell Florence and Alannah Burgess
- **Galway**
  - Captains: Jake Farrugia and Brianna Herman
  - Vice Captains: Jasmine Goullet and Kyla Camilleri
- **Moylough**
  - Captains: Ben Hurn and Amy Roulston
  - Vice Captains: Dylan Kamath and Janet Basioni

The various programs outlined above could not happen without the dedicated staff of Thomas Carr College who give freely of their own time to allow these programs to operate. I think it is very important to note that not one teacher who attended the various camps, activities and retreats, received any extra remuneration for their time and effort. In all cases our teachers made considerable personal sacrifices to attend the camps and retreats and to organise and make arrangements for the other co-curricular activities; it also means significant time away from their own families.

<table>
<thead>
<tr>
<th>AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 7</td>
<td>95</td>
</tr>
<tr>
<td>Year 8</td>
<td>93</td>
</tr>
<tr>
<td>Year 9</td>
<td>92</td>
</tr>
<tr>
<td>Year 10</td>
<td>93</td>
</tr>
<tr>
<td>Overall average attendance</td>
<td>93</td>
</tr>
</tbody>
</table>

**STUDENT SATISFACTION**

- Student Engagement Index Target for 2016: **69.7**
- Student Engagement Index Actual Score for 2015: **66.4**
- Student Engagement Index Actual Score for 2014: **63.3**
Leadership & Management

Goals
Grow and sustain a staff culture that is characterised by shared vision, strong sense of teamwork and a focus on continuous improvement

Intended Outcomes
- Consistent application of policy and procedure by staff
- The coaching model is embraced as part of our everyday professional culture
- All staff have high levels of professionalism and see themselves as leaders within the College

Achievements

Staff Professional Learning
An important aspect of life at Thomas Carr College is the continuing professional learning of our staff. During the course of 2015 our staff participated in a large number of individual professional learning opportunities, as well as whole staff professional learning activities. Of note during the course of this year, were the following professional learning days.

On July 30 (a student free day) all teaching staff participated in our annual Staff Faith Day. Joining us on this occasion were 100 teachers from Mt St Joseph Girls’ College.

The Principals Association of Victorian Catholic Secondary Schools had sponsored this day which was facilitated by the internationally renowned theologian Dr Richard Gaillardetz. Dr Gaillardetz is the Joseph Professor of Catholic Systematic Theology at Boston College and the Director of Graduate Studies. Dr Gaillardetz previously taught at the University of St Thomas Graduate School of Theology in Houston from 1991 to 2001. He received a B.A. in Humanities from the University of Texas, an M.A. in Biblical Theology from St. Mary’s University in San Antonio and both an M.A. and Ph.D. from the University of Notre Dame in Systematic Theology. He has published numerous articles and has authored eight books.

We were indeed very lucky to have Dr Gaillardetz conduct our professional learning in the important area of religious education and faith development.

On December 7 and concluding on December 10, all staff at participated in an End of Year Professional Learning conference. The conference provided sessions for all staff in the areas of Catholic Identity, Technology, Learning and Teaching, Student Wellbeing as well as several planning sessions for 2016. The program commenced with a Mass celebrated by Fr Richard Leonard, Jesuit Priest and also featured a number of session held by Theologian Fr Gerald O’Collins also a Jesuit Priest. It was very pleasing that many of the sessions were led by our staff that were willing to share their expertise and experience with their colleagues.

Thomas Carr Annual Staff Dinner
On August 14, the staff of the College gathered at the Refectory at Werribee Mansion for our Annual Dinner. The dinner provides the opportunity for the College to recognise staff who have contributed 10 years of dedicated service to the College and to present the Thomas Carr Staff Award. This year also saw the conferring of the first Luceat Lux Vestra scholarship to a member of our teaching staff. This provides the recipient with $5,000 to assist with undertaking some significant professional learning during the course of 2016 and being able to contribute significantly to the continued improvement in the learning and teaching program at the College.
**Thomas Carr Staff Award**

Each year the staff are asked to nominate a colleague who they believe lived out the College’s Vision and Mission Statement. The criteria for the successful recipient is someone who has demonstrated and displayed the following qualities during the past 12 months:

- a commitment to the Catholic Identity of the College
- engendered School spirit
- involvement in the co-curricular life of the College
- engagement in the life of the College has been above and beyond normal expectations
- demonstrated a professional approach to all aspects of College life

The 2015 recipient was Ms Margie White. Ms White has consistently demonstrated, through her actions and interactions with staff and students, that she is indeed engaged in the life of the College. She goes about her work quietly and assists all members of the College community. Comments from the nomination forms regarding Ms White include:

- that she goes beyond the expectations of the College
- she conducts herself in a professional and caring manner
- has a positive approach to all aspects of the College
- is a great ambassador for the school
- encourages others to do the right thing
- is committed to the school in both love for the job and the students
- always gives 100% and makes herself available to students both before and after school hours

Ms White is instrumental in ensuring that the ACS program is run to the best of its ability and consistently strives to improve upon it. She desires to see students achieve the absolute best they can and this has resulted in the College winning many pennants through the ACS program and our girls football team coming third in the state Herald Sun Championships.

**Luceat Lux Vestra Teaching Scholarship**

This year, the College introduced the Luceat Lux Vestra teacher scholarship. The term Luceat Lux Vestra translates to ‘let your light shine’ and this is something that we encourage both our staff and students to do.

This scholarship has been created as the College acknowledges that great teaching is far more than just classroom performance. It is the ability to consistently create situations in which effective learning occurs. The conferring of this scholarship is a recognition of expert knowledge, exemplary practice, continuous improvement and commitment to meet the needs of the learners. It will provide teaching staff with an opportunity to undertake further professional learning to advance their skills and to continue to develop their craft as an educator.

The inaugural winner of this scholarship for 2015 is Mr Alex Guedes. As part of his scholarship Mr Guedes worked with Dr Christian Van Nieuwerburgh from the University of Reading who is an internationally recognised academic and authority in the field of coaching and has pioneered much of the work around coaching in educational settings. He facilitated access to a number of schools and other organisations who have faced significant challenges in their journey of building a culture of coaching and improvement. Additionally Mr Guedes will visit Manorfield in East London, who at one stage failed the Ofsted (the inspection from the Office for Standards in Education) and was ranked as “Outstanding” only a few years later.

The following staff were recognised for their 10 years of service to Thomas Carr College and received their 10 Years of Service Award.

- Mr Andrew Weir
- Ms Shirley Dagmang
- Ms Cecile Pitpit
- Mrs Andrea Spagnolo
- Mrs Georgie Wilson
- Ms Andrea Spagnolo
- Mrs Carolyn King
- Ms Georgie Wilson
- Ms Monica Morrissy
- Mrs Carolyn King
- Mrs Monica Morrissy
EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2015

- Conferences addressing latest trends in Domain areas
- Information sessions regarding new VCE subjects
- Forums to gather reactions to the Australian Curriculum
- Sessions to learn techniques on prayerful meditation
- Workshops on developing team teaching techniques
- Lectures by world leading educationalists on trends in international education
- Discussion groups led by Catholic Principals on leadership
- In-school action research groups to improve learning

NUMBER OF TEACHERS WHO PARTICIPATED IN PL: 138

AVERAGE EXPENDITURE PER TEACHER FOR PL: $2,244

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate: 88.09%

STAFF RETENTION RATE

Staff Retention Rate: 81.63%

TEACHER QUALIFICATIONS

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate</td>
<td>2.17%</td>
</tr>
<tr>
<td>Masters</td>
<td>18.48%</td>
</tr>
<tr>
<td>Graduate</td>
<td>38.04%</td>
</tr>
<tr>
<td>Certificate Graduate</td>
<td>10.87%</td>
</tr>
<tr>
<td>Degree Bachelor</td>
<td>78.26%</td>
</tr>
<tr>
<td>Diploma Advanced</td>
<td>8.7%</td>
</tr>
<tr>
<td>No Qualifications Listed</td>
<td>4.35%</td>
</tr>
</tbody>
</table>
### STAFF COMPOSITION

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Class</td>
<td>3</td>
</tr>
<tr>
<td>Teaching Staff (Head Count)</td>
<td>114</td>
</tr>
<tr>
<td>FTE Teaching Staff</td>
<td>102.87</td>
</tr>
<tr>
<td>Non-Teaching Staff (Head Count)</td>
<td>62</td>
</tr>
<tr>
<td>FTE Non-Teaching Staff</td>
<td>52.37</td>
</tr>
<tr>
<td>Indigenous Teaching Staff</td>
<td>0</td>
</tr>
</tbody>
</table>

### TEACHER SATISFACTION

- Teaching Climate Index Target for 2016: **60.5**
- Teaching Climate Index Actual Score for 2015: **57.0**
- Teaching Climate Index Actual Score for 2014: **53.3**

- Organizational Climate Index Target for 2016: **55.5**
- Organizational Climate Index Actual Score for 2015: **53.7**
- Organizational Climate Index Actual Score for 2014: **49.0**
Leadership & Management

Goals
To develop a school culture that fosters appropriate and supportive partnerships with parents and the wider school community

Intended Outcomes
• Effective channels of communication with parents and the wider community
• Greater Parent engagement in college activities
• The College’s profile is highly regarded within the community

Achievements

Parents and Friends Association
The Annual General Meeting of the Parents and Friends Association was held in April where the annual report was presented and elections held for the positions on the Executive. The following parents were duly elected:
-President: Mrs Carmen Gleeson
-Secretary: Mrs Ange Drever
-Treasurer: Mrs Deb Griffiths

I thank the abovementioned for their willingness to lead the P & F Association, a very important organisation within the College and all the other parents who attend the meetings during the course of the year.

The Parents and Friends held a major raffle along with other smaller fundraising initiatives such as the P&F Café at the Parent/Teacher/Student conferences. They also held their annual Bunnings BBQ with a good amount of money raised.

Under the guidance of Mrs Janice Hodgarts and Mrs Carol Casaretto, the Association continued to provide a wonderful service to our families with the operation of the Second Hand Uniform Shop. Not only does it provide an option for parents looking at purchasing items of uniform, it also assists parents that are looking to sell various items.

The money that the Association have been able to raise has contributed greatly to the improvement of the facilities of the College. In particular, the Parents and Friends are working hard to raise funds to enable the College to purchase of a grand piano for our new Performing Arts Centre.

ANZAC Day
Our nation this year celebrated the 100th anniversary of the landing of the ANZACs at Gallipoli. Thomas Carr College was represented at the March to the Shrine of Remembrance by our student leaders Jacqueline O’Brien, Julius Torres, Emily O’Connor, Connor Graham, Grace Newland, Ben Singleton, Rahwa Berhane, Mr Paul Allen, Ms Tina Alphonso and Mrs Denise Tyrrell. The involvement of our school in this national day of remembrance is most important to ensure that we as a community reflect upon the sacrifice made by others in defending our country and continue to reflect on the need to ensure peace for the future.

Malay and Borneo Veterans Services
In May, we celebrated the Malay and Borneo Veterans Service at the College. Thomas Carr College has been associated with the Malay and Borneo Veterans for over ten years. Veterans were initially invited to the College to speak to students as part of the history program instigated by Mr Anthony Diamond. This marked the beginning of a great partnership between Mr John O’Regan from the Malay and Borneo Veterans and the College.
Together they implemented a plan for the Veterans and the students to develop a relationship which would do two things; promote knowledge and understanding for the students and recognition for the Veterans, something that at the time had not been forthcoming amongst the community at large. Consequently every year since, students from Thomas Carr College participate in both the Werribee ANZAC Day March and the ANZAC Day March.

We are one of only two Victorian Colleges that are allowed to carry a banner for the Veterans at the Melbourne ANZAC Day March to the War Memorial, who regularly participate in memorial events with the Veterans, including an annual event held at the College every May.

The memorial in our grounds is the first memorial to the Veterans in Victoria and is sited at the eastern end of the College’s Information Centre. The Veterans have expressed many times their thanks and support of the College and the role that we have played in trying to raise the profile of their involvement in the Malayan and Borneo emergency.

Those students that have participated in these events have always expressed a great sense of honour and pride at being able to assist and support our Veterans. It has been extremely rewarding for the College to see this relationship develop and witness the connection between our students, the Veterans and our Australian war history.

On August 31 the College was once again instrumental in the National Day of commemoration of the Malay and Borneo Veterans commemorative service held at the Shrine of Remembrance. Our students were flag Bearers, carried the Malay and Borneo banner and the College Choir sang a hymn and the National Anthem. The service concluded with our student leaders participating in the laying of poppies.

The solemn service once again calls to mind the sacrifice that members of our Armed forces have made during the various wars and conflicts and reminds us of the need to preserve peace at all costs.

**Thomas Carr Day**

Also in May the College celebrated our 19th Thomas Carr Day. With Fr Jude celebrating Mass in the morning, our students and staff enjoyed various forms of entertainment, activities and rides. While the day is a welcome relief from the classroom, it also serves the purpose of allowing the school community to reflect upon the life of Thomas Carr and gain an understanding of why our College was named in his honour.

Thomas Carr’s life and legacy enables our students to engage with a person who dedicated his life to his God and ensured that the Gospel values, as expressed by Christ, was evidenced in his leadership of the early Catholic Church of Melbourne.

**PARENT SATISFACTION**

- Community Engagement Index Target for 2016: 67.9
- Community Engagement Index Actual Score for 2015: 65.3
- Community Engagement Index Actual Score for 2014: 61.0
## Financial Performance

### Reporting Framework

<table>
<thead>
<tr>
<th>Recurrent Income</th>
<th>Modified Cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition</td>
<td>$</td>
</tr>
<tr>
<td><strong>Recurrent income</strong></td>
<td></td>
</tr>
<tr>
<td>School fees</td>
<td>3,114,167</td>
</tr>
<tr>
<td>Other fee income</td>
<td>418,143</td>
</tr>
<tr>
<td>Private income</td>
<td>1,061,576</td>
</tr>
<tr>
<td>State government recurrent grants</td>
<td>2,557,492</td>
</tr>
<tr>
<td>Australian government recurrent grants</td>
<td>9,947,534</td>
</tr>
<tr>
<td><strong>Total Recurrent income</strong></td>
<td>17,098,912</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Recurrent Expenditure</th>
<th>Modified Cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition</td>
<td>$</td>
</tr>
<tr>
<td><strong>Recurrent Expenditure</strong></td>
<td></td>
</tr>
<tr>
<td>Salaries; allowances and related expenses</td>
<td>12,516,634</td>
</tr>
<tr>
<td>Non salary expenses</td>
<td>6,109,264</td>
</tr>
<tr>
<td><strong>Total Recurrent Expenditure</strong></td>
<td>18,625,898</td>
</tr>
</tbody>
</table>

| Capital income and expenditure      | Modified Cash |
|                                      | $              |
| Tuition                              |               |
| **Capital income and expenditure**  |               |
| Government capital grants            |               |
| Capital fees and levies              | 2,468,576     |
| Other capital income                 |               |
| **Total Capital Income**             | 2,468,576     |
| **Total Capital Expenditure**        | 2,468,576     |

<table>
<thead>
<tr>
<th>Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)</th>
<th>Modified Cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition</td>
<td></td>
</tr>
<tr>
<td><strong>Total opening balance</strong></td>
<td>8,646,777</td>
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<tr>
<td><strong>Total closing balance</strong></td>
<td>7,478,699</td>
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</table>

Note that the information provided above does not include the following items:

- System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. This VRQA template is not comparable to the ACARA school-level income reporting requirements which are to be reported on the MySchool website. ACARA school level reporting requirements will require system level income from Government grants and some private income to be allocated by school. This will be a small adjustment in relation to the total level of school resources. At this stage, recurrent income from Government sources, school generated income and capital expenditure are to be reported by schools. Additionally when assessing the private income of the school include both recurrent and capital school fees.