



THOMAS CARR
COLLEGE
TARNEIT EST.1997

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

2019

THOMAS CARR COLLEGE, TARNEIT



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Minimum Standards Attestation

I, Craig Holmes, 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 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 2019 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

Friday April 3 2020

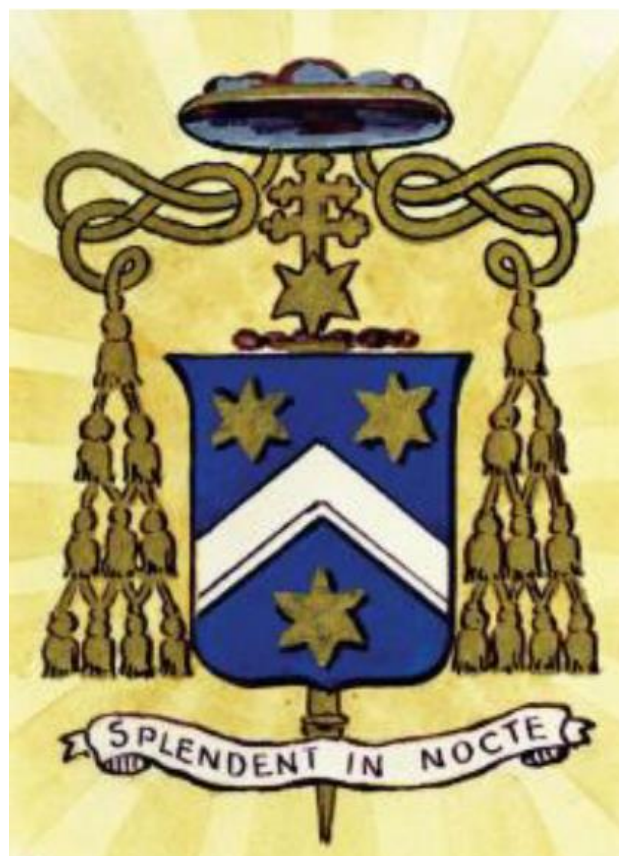
Our College Vision

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

Our College Mission

We are committed to:

- Nurturing faith and fostering positive relationships.
- 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.



College Overview

Thomas Carr College, 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 our enrolments have grown to 1070. Students who attend Thomas Carr College live in the areas of Tarneit, Hoppers Crossing, Truganina, Werribee, Laverton, and Point Cook.

Thomas Carr College aims 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 also 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 within a globalised world.

At Thomas Carr College we aim to be active and explicit in promoting Student Wellbeing. Thomas Carr College sees it a 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 below the Principal's report for 2019. It is an attempt at reporting on all aspects of school life throughout the year.

This year the College completes 22 years of educational service to our community. As the incoming Principal of Thomas Carr College, I have stated my vision as one that honours the past while laying the foundations for our present students to excel while we plan for our future. My mantra is that 'Learning and teaching is the most important thing we do'.

Today we are challenged as a Catholic school to articulate our identity and vision, while expressing our distinctiveness as a Catholic school in our increasingly secularised society. Our College theme: '*Growing Young in Christ*', calls us to honour our tradition while we recontextualise our future as a Catholic school.

In the years' ahead, cooperation and involvement of all members of our College community is not just encouraged, but essential if we are to respond to the challenges and opportunities that exist for us to reach our true potential as an educational community at Thomas Carr College.

I take this opportunity to thank my Leadership Team and staff of the College for their support this year. I thank the College Captains, Jasmine Wilson and Noah Allen and the Vice Captains, Drashti Shah and James Mallia, for their leadership in 2019. Our 2019 Middle School Captains, Frances Musgni and Erinne Bautista are to be congratulated for their contribution along with all other student leaders and our College Ambassadors.

College Theme for 2019

Our College Theme for 2019 was '*Growing Young in Christ*' which is inspired by the Catholic Education Week Theme in 2019. The theme was taken from Archbishop Peter Comensoli's letter in the Year of Youth, which explores the importance of youth within the Catholic Church.

The theme centres on the youthful 'Yes' that is seen throughout the Church's history, where young people answer God's call with an affirming 'YES!' These young people demonstrated the courage to say 'yes' to God's call, just like our own patron Archbishop Thomas Joseph Carr, who travelled to Melbourne to be of service to God's people. Thomas Carr was passionate about giving the youth a faith education and thus supporting them to respond to God's mission for them.

Jesus was a young person; he experienced many challenges and yet he faced all with courage. The theme, "Growing Young in Christ" is a call for us to see Christ within ourselves, to be courageous and show others our faith through good works. We are reminded of the invitation to us to be part of the renewal of the church by being Christ to others. During 2019 we were conscious of the approaching Plenary Council in 2020 and having an opportunity to having the voice of our young people in the Catholic Church in Australia heard.

We as a College, at this time of change in Leadership, have looked outwards, poised for the future, about to get on the move.

Enrolment

Our enrolment for 2019 was a total of 1060 students. Below is a breakdown of the various year levels:

Year 7: 159	Year 10: 180
Year 8: 181	Year 11: 185
Year 9: 184	Year 12: 171

College Leaders

This year has no doubt been even more exciting and rewarding than us four College Captains could have ever anticipated.

We all agree that this role has allowed us opportunities that we will cherish for a lifetime. James' fondest memory is of participating in the Radio Ed Catholic Education Week event, in which the College Captains and a few other student leaders travelled into the city to speak on *Live FM* about our own College and Catholic mission. Noah reflects on the Leadership Day held at Melbourne Exhibition Centre as an inspiring introduction into our leadership positions. Jasmine's most cherished memory from 2019 is attending the Student Plenary Council to discuss with other student leaders what we hope our faith looks like into the future. And finally, Drashti recalls the great privilege it was to carry the banner for the National Malaya & Borneo Veterans Association in the Anzac Day memorial march in the city. Such amazing memories are sure to not be forgotten.

It is wonderful to reflect on all that has been achieved at our College this year. It is great to see our school community so eager to adopt our new anti-littering program, with especial enjoyment of the addition of 'fun theory' bins. We have initiated many other sustainable projects alongside this and are eager to see them implemented in the near future.

We would like to take this moment to extend our gratitude. It has been a privilege to work alongside all staff and students this year, especially those who formed the Student Representative Council. We could not have asked for a better team to work alongside in our leadership positions.

On a final note, we wish the 2020 College Captains and future leaders the best of luck in their leadership endeavours. We are confident that you will continue to uphold our College values, faith, mission and culture.

Student Achievements

The following provides a small insight into all of the wonderful and exceptional things that our students achieve both inside and outside of College life.

Premier's VCE Award - *Tayla Eckley (Graduate of 2018)*

Tayla received a perfect Study Score of 50 in Product Design and Technology at the conclusion of 2018. This year, she was awarded the Premier's VCE Award for the same subject. The Premier's VCE award recognises students who have demonstrated outstanding achievements in the Victorian Certificate of Education. Tayla was presented this award for her outstanding performance in Product Design and Technology on Monday June 3 2019.

All Schools Cross Country Championships - *Emily Morgan (Year 7), Liam Morgan (Year 10), Brad Ganley (Year 9) and Harry Sharma (Year 9)*

Emily, Liam, Brad and Harry represented Thomas Carr College at the All Schools Cross Country Championships on Saturday June 15. All four students competed in groups ranging from 100 to 140 students. They all performed strongly, with some of them beating their previous personal best's.

Rugby Victoria - *Rayan Latu (Year 7)*

Ryan was selected to play rugby for Victoria.

Australian Open and International President's Cup for Taekwondo. - *Kareem Ali (Year 9), Aidan Snoey (Year 9), Keira Eckley (Year 8)*

Kareem, Aidan and Keira each participated in the Australian Open and the International President's Cup for Taekwondo.

State and National Water-Skiing Championships - *Caitlin Dennis (Year 8)*

Caitlin participated in the State and National Water-Skiing Championships in February.

Shrine of Remembrance Young Ambassadors - *Rhiana Gibson (Year 9)*

The Shrine of Remembrance Young Ambassadors program provides an opportunity for young people currently in Years 9 and 10 to participate in programs and commemorative events at the Shrine. The Young Ambassadors' key role is to act as a leader and representative of future generations at the Shrine. They encourage their peers and other young people in their communities to gain a greater understanding of the importance of remembering and honouring Australia's service community and military history. Young Ambassadors are appointed for a twelve-month period from December each year. Rhiana of Year 9 was successful in her application late last year and has represented her family and the College with pride at a number of events to date.

Fr James Wall Bursary Leadership and Achievement Award - Alex Lapina (Year 11)

Alex was awarded the Fr James Wall Bursary Leadership and Achievement Award in recognition of his social and community outreach and outstanding leadership.

Werribee Hockey Club of Best Female and Best Male Junior Club Players - Natasha Smith and Patrick Mudford (Year 11)

Natasha and Patrick were both presented with the highest junior honour and were also both named as ACS All Stars for Thomas Carr College.

Remote Pilot License - Pharell Peni (Year 11)

Pharell was awarded his Remote Pilot License from CASA (Civil Aviation Safety Authority). This achievement is based on hours of flight time as well as competency.

USA Open Taekwondo - Abbey Snoey (Year 11)

Abbey competed at the USA Open Taekwondo event held in Las Vegas, where she represented City West Taekwondo and Australia.

Rugby Championship - Michael Vitale (Year 12)

Michael was selected for the Victorian U18 Schoolboys Squad for the National Schoolboys Rugby Championship, which was held in Sydney.

World Youth Day - Rachel Micallef (Year 12)

Rachel participated in World Youth Day in February in Panama on a pilgrimage with the Church.

Swinburne University Junior Italian Poetry Competition - Keira Eckley (Year 8)

The Year 8 Magis class, as well as several other students from Year 8, participated in the Swinburne University Junior Italian Poetry Competition. Keira Eckley received 1st Place in the state in the Year 8 category.

Additionally, a further 9 students received Honours Certificates. Congratulations to the following students:

Kaerelle Alcantara

Maeve Coloma

Claire D’Cunha

Megan Del Mundo

Anthony Gattellaro

Chevonna Joseph

Liana Marshall

Mackenzie Pace

Alisha Prasad

Australian Catholics Young Journalist Award - Asheriya Charan, Isha Dutt, Annie Nguyen, Justin George, Alanah Williams (Year 7)

Early in Pentecost Term during Religious Education classes, students were encouraged to reflect on an experience in their family life that was extraordinary. The theme was 'The journey of a family'. The journey could have been a physical trip, such as a family starting life in a new country or area. It could have been someone starting a family business or a family that was dealt with sickness or trauma. Our students explored many wonderful inspirational stories with their family members. A selection of these stories was entered into the annual *Australian Catholics Young Journalist Award*. The competition was fierce as hundreds of other students from Catholic schools all over Australia also submitted entries.

Five of our students at Thomas Carr College were recognised for their outstanding work in the Intermediate Section of this Award. We congratulate the following students in Year 7:

- National Winner Intermediate Section – Asheriya Charan
- Honourable Mention – Isha Dutt
- Highly Commended – Annie Nguyen
- Highly Commended – Justin George
- Highly Commended – Alanah Williams

Events - Thomas Carr Day

On Thomas Carr Day, we raised the following amounts for the following charities:

Year 7 - Catholic Care (Family Week)	\$1,102.10
Year 8 - MSSP	\$610.30
Year 9 - Aboriginal Catholic Ministry	\$1,198.95
Year 10 - St Vinnies Assist a Student Program	\$611.45
Year 11 - Kuya Centre, Philippines	\$1,394.81
<i>Total</i>	<i>\$4,917.61</i>



Music and Performing Arts

The Music Department is a visible and important part of Thomas Carr College. We are always involved in any large school event. We have concerts and Music Soirées so students have the opportunity to perform to an audience and we are often called on by the College community to perform for them. We are industrious in the classroom, delivering an exciting and challenging curriculum, and our instrumental program allows students to further progress on their chosen instrument. 2019 was a wonderful year for the Music Department with many performance opportunities given to students, who are ably assisted by our talented staff.

2019 held some major highlights for the Music Department:

- We played an outdoor concert for thousands of primary school students in Treasury Gardens as part of Catholic Education Week.
- We hosted the Jose De Piro Kabataan Orchestra from the Philippines and performed with them to rave reviews.
- Our 'Moments' concert saw us give an evening of soul featuring the music of Aretha Franklin and Stevie Wonder.
- Our Choir was part of the 'Sacred Music' concert and is an integral part of any liturgical celebration.
- The Concert Band took home the Silver award at the Victorian School Music Festival.

Sports

2019 marked the 17th and final year of Thomas Carr College's involvement in the Association of Co-educational Schools (ACS). We are proud to have been able to provide this fantastic opportunity to all our students celebrating our tremendous sporting talents and prowess during this period of time.

The College competed in 55 weekly rounds of ACS in total, three major sporting carnivals (swimming, athletics, and cross country) and competed against other ACS schools in chess and public speaking competitions. We also had the opportunity to play in the annual MackThom Cup where we played off against MacKillop Catholic Regional College in the sports of football, netball, soccer, and basketball.

The year saw our Senior Boys Basketball teams wipe the floor with their opposition, winning the 1sts, 3rds, and 4ths grand finals. Our Senior Mixed Touch Football 2nds team also came away with a win in their grand final. Our Year 7 Boys Soccer B team also won their competition, winning in a penalty shootout.

Over the years we have had many successes, including countless grand final wins and winning major carnivals like swimming, and have represented the ACS on many occasions in state competitions like the Herald Sun Shield where our Girls Football team played three years in a row.

As one door closes, another opens, and we are very much looking forward to the next chapter of sport at Thomas Carr College. We will be entering the Sports Association of Catholic Co-educational Secondary Schools (SACCS) where we will compete against local Catholic colleges in term-based competitions for all year levels. We have high hopes that if we all play our part, we will be a force to be reckoned with and come away with even more success.

On behalf of the Thomas Carr College community, we thank the thousands of students who have represented TCC with such passion and pride over the last 17 years in the ACS program. We know that our students look back on their time in our program as some of the fondest memorable moments they experienced in high school.

VCE in China

In 2019 the VCE in China program celebrated 10 years since the first students enrolled at Wenzhou No. 21 Middle School. In the decade since, the College has grown the program, setting up new partnerships with various other schools throughout China. The maturing of the program recognises the benefits to both teachers and students in bringing the two education systems closer together.

In July 2019, the College again co-hosted the VCE Transnational Conference, this year in Haikou on Hainan Island, China. The conference was attended by several hundred teachers from both countries with Dr David Howes, the CEO of the VCAA, delivering one of the keynote speeches on the advantages of transnational education. The annual conference again provided the opportunity for our staff to present on the VCE subjects they teach in Melbourne to their colleagues in China.

Our team of mentors who engaged in the program continue to provide excellent support and grow professionally by reflecting on and engaging in this support role, bringing benefits to the student experience in Tarneit.

A highlight for students is the annual visit to our College by the VCE students from China and this year over 100 students visited and were hosted exceptionally well by their Thomas Carr host students.



College Board Report

As I reflect upon the events of this year, it pleases me to report that the educational, spiritual, physical and emotional needs of the students are being met. Our Principal Mr Craig Holmes and our Deputy Ms Lucy Angelico, together with the College Executive Group, teachers and staff, have worked very hard to fulfil the College Vision to provide opportunities for students to develop excellence. Without doubt 2019 has been a year of growth. With eyes fixed on Christ for guidance, many new initiatives have been implemented.

Some of these initiatives are:

- new curriculum structure and pathways, offering more time in senior subjects
- VCE Industry & Enterprise unit pilot (this unit will be offered in Year 10, 2020)
- Berry Street Model of Instructional Practice/STEAM Conference
- study hall
- Year 12 practice exams during school holidays.

Students at Thomas Carr College are encouraged, supported and inspired to strive for success. As parents and friends, we are provided with many opportunities to visit the College and be part of events that recognise the talents of our students. I encourage all parents to attend these events in support of the students who work hard to produce their crafts. It is truly an opportunity to enjoy and celebrate wonderful achievements. The Board commends Mr Holmes, Ms Angelico, the College Executive Group and staff for the many hours of planning and organisation that made all these events so special and memorable. The Board thanks Marketing and Events Co-ordinator Ms Abbey Harrington for her many hours of work behind the scenes to ensure events are effectively advertised and run smoothly.

On behalf of the Board and the College community, I sincerely thank Mr Holmes for the great passion, energy and commitment he has shown in his first year as Principal of our College. The needs of our students are always uppermost in his mind. All of Mr Holmes' decisions have been based on what is best for the students of Thomas Carr. His time and dedication is very much appreciated and valued. I pray God will continue to bless him and give him the strength and wisdom to lead our students and staff to achieve their dreams and 'shine' their light into the world.

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 development of the College is most appreciated and valued.



Education in Faith

Goals & Intended Outcomes

To develop greater community connectedness with the Catholic identity and culture of Thomas Carr College.

Achievements

Archbishop Thomas Carr was a man of deep faith and passion for education, and as a Thomas Carr College community we have striven to celebrate the spirit of our patron throughout 2019.

Reflection Days have played a big role in supporting the faith development and understanding of our students, and our students have been fortunate to have many presenters assist them in this journey. From Fr Rob Galea and Scott Darlow to Youth Mission Team Melbourne, Real Talk and Your Choicez, all have assisted in helping students to make sense of their faith in an increasingly secularised world.

Interfaith understanding has also been a priority for us this year. Year 8 students visited the Jewish Museum and our Year 11 students participated in Interfaith Dialogue for the second year. Having interactions with people of other faiths helps us to develop a deeper connection with our own faith.

Archbishop Peter Comensoli celebrated the Feast of the Assumption Mass with us and we were delighted to have the newest Archbishop of Melbourne see the College named after his predecessor. We are grateful to all the priests who have come to celebrate mass with us this year, helping us continue to support our faith community; thank you to Bishop Mark Edwards OMI, Fr Jude Pirotta MSSP, Fr Vincent John, Fr Albert Yogarajah and Fr Peter O'Neill. Thanks also to our Liturgy Captains John Ruelo, Natasha Smith and Christian Mendoza for their contribution in 2019.

VALUE ADDED

At Thomas Carr College, we seek to create and build a faith community where all members are invited into a relationship with the God of Jesus Christ. Grounded in the Scriptures and in the teachings and traditions of our Catholic faith, our rich prayer-life is central to the formation of our Catholic identity. In 2019, this included:

- *Ash Wednesday and Pentecost Homeroom liturgies which helped staff and students to welcome the seasons and to reflect on the gifts that we have been given*
- *Whole College masses in which our Liturgy and Social Justice Captains confidently lived out our 2019 College Theme "Growing Young in Christ." The increased role of our students in facilitating our rich liturgies in 2019 highlighted the importance of youth within the Catholic Church.*
- *The Malaya and Borneo Veterans Remembrance Service held in honour and recognition of the sacrifices made by service men and women from Australia, New Zealand, Britain, Malaysia, Singapore and Nepal. In this liturgy, the College paid tribute to the memory of who served in Malaya and Borneo.*
- *Weekly attendance of homerooms to the St James Community Masses. These masses foster and strengthen our parish connections, allowing each member of our College community the opportunity to discover and more meaningful appreciation of the rituals of our Church.*

- *The celebration of Mothers' Day, Fathers' Day and Grandparents' Day. In 2019, we witnessed an increased number of families attending Mass and the breakfast that followed.*
- *Another of the central pillars of our Catholic identity is that of social justice. In 2019, Social Justice initiatives included:-*
- *An increased number of students and staff participating in the Thomas Carr College Young Vinnies chapter, raising funds and promoting awareness of issues of social, economic and ecological justice.*
- *Throughout the year, students and staff raised much needed funds for charities including a range of local, state, national and international charities. We continued to explicitly link our social justice actions to Catholic Social Teaching, traditions and gospel values to ensure that our Catholic faith and mission permeates all that we do.*
- *Another key focus in 2019 was Staff Professional Development in which the College aimed to upskill new and existing staff in their knowledge and understanding across the areas of faith development, theology and faith education. The 2019 Staff Faith day was facilitated by international speaker, Dr Carmody Grey from the Department of Theology and Religion, University of Durham, in the UK. Dr Grey presented two keynote presentations specifically targeting teachers: "Christianity, Humans and Other Living Beings" and "Measuring Success,"*
- *In the lead-up to the Plenary Council, Thomas Carr College also hosted Listening and Dialogue sessions for students, parents and staff.*
- *In 2019, the College introduced the Christian Meditation program, commencing at Years 7 & 12 in 2019 with the view to expanding this in following years.*
- *Finally, our Catholic Education Week celebrations included the following activities:*
- *An art display on Catholic Education at the St James parish in collaboration with our feeder primary schools*
- *A Radio Broadcast for Catholic Education Week featuring several of our Student Captains, and*
- *Participation in the Catholic Education Week Visual Arts Exhibition at the Catholic Leadership Centre.*



Learning & Teaching

Goals & Intended Outcomes

To equip all students with the learning habits and the skills to thrive in the 21st Century.

Achievements

The vibrancy of the Learning and Teaching Program at Thomas Carr College is one of the most impressive aspects of our school. Any visitor who walks past our classrooms is quick to comment on the variety of activities, the engagement of the students and the obvious dedication that is demonstrated by the teachers.

During 2019, teachers and Heads of Learning have worked together to redesign the learning journey. It is particularly pleasing to note that in 2020 the school will see many changes, including:

- more class time for students studying VCE subjects
- the introduction of supervised study for Year 12 students
- a significant increase in time for Religious Education in Years 7 to 10
- the re-introduction of Mathematics as a stand-alone subject in the iD9 Program.

All of the work that was necessary to achieve these outcomes didn't prevent students and staff from working together to achieve some extraordinary results. In the pages that follow you will read about students who have had articles published, others who won LOTE speaking competitions and our best ever results in the Australian Mathematics Competition.

We are all lifelong learners. At Thomas Carr College we are proud to be able to provide students with the tools that they need to succeed, and the desire to continue their learning for many years to come.

2019 Year 12 Results

As a school community we acknowledge and celebrate the achievements of the Class of 2019. We congratulate the following students:

Amy Virgona	Biology (Study Score of 42)
Atieng Maker	Legal Studies (Study Score of 43)
Sinit Berhane	Psychology (Study Score of 47)
Lauren Costa	Further Mathematics (Study Score of 40)
Sarah Sigismondi	Product Design and Technology (Study Score of 40)
Brooklyn Krause	Studio Arts (Study Score of 41)
Iris Del Rosario	English (Study Score of 41)
Rosa Kidane	Psychology (Study Score of 40)
	English (Study Score of 41)
Nathan Lazarevski	Legal Studies (Study Score of 43)
Christopher Moran	Psychology (Study Score of 46)
Theodorus Goenawan	English (Study Score of 46)
	Languages: Indonesian (Study Score of 44)

VCE Baccalaureate

To be eligible to receive the VCE Baccalaureate a student is required to achieve a Study Score of 30 or above in English, study either Maths Methods or Specialist Mathematics, study a second language and at least two other VCE subjects. This year, five students received the VCE Baccalaureate. We congratulate the following students for this outstanding achievement:

Theodorus Goenawan

Julia Scrofani

Abigail Pabelo

Maria-Francheska Bayta

Michelle Diep

Students with an ATAR of 90+

The College would like to formally recognise the efforts of all students who achieved 90 or above for their Australian Tertiary Admission Rank (ATAR).

In 2019, four students achieved over 90 for their ATAR. To further recognise the commitment to excellence required to achieve results. Congratulations to the following students:

<i>College Dux Proximus</i>	Christopher Moran	94.1
Hannah Spratling		93.85
Nathan Lazarevski		92.25
College Dux	Theodorus Goenawan	98.2



This year we were very proud to award the Thomas Carr College Dux to Theodorus Goenawan who received an ATAR of 98.2. Highlighting his commitment to excellence across all his subjects, Theodorus received a Study Scores of 40 and above in English (46) and Indonesian (44). He also received a Study Score of 47 as a Year 11 student in 2018 for Business Management. These results put Theodorus amongst the in the top 2% of students in the state.

This table shows stability at the upper score levels along with significant growth in the 70+ group in the ATAR.



Three Year Trends

	2017	2018	2019
Median	27	27	27
Study Score 40 +	1.3% (9)	2.0% (14)	1.66% (13)
Highest Study Score	50	50	47
DUX	98.8	92.6	98.2
ATAR 90+	3.10 %	2.4 %	2.88%
ATAR 80 - 89	3.87 %	9.4 %	11.51 %
ATAR 70 - 79	17.1 %	14.2 %	19.42 %
ATAR 70 +	24.07 %	26 %	33.81 %



STUDENT LEARNING OUTCOMES

Our 2019 NAPLAN data remains consistent over the past three years with a high percentage of our students meeting the minimum standards. Although our 2019 data indicates there has been a decrease in the Year 7 results for Grammar and Punctuation (- 1.4 %), and slight decreases across Numeracy (- 0.3%) and Spelling (- 0.5%), it is pleasing there has been an improvement in our Year 7 Reading (+ 0.5%) and Writing (+ 1.8%) results.

All these results have been identified as areas of focus for 2020 as we review and implement key initiatives in how we use data to improve student outcomes. This includes introducing PAT Testing at Year 7 and use this data to identify key areas to support student learning and develop effective strategies to track student progress with a strong focus on growth and achievement. This will be overseen by the College's newly appointed Director of Learning and Teaching (Middle School) with support from the Learning and Teaching Team as well as a newly formed Transition Team.

At Year 9, there has been improvement in Numeracy (+1.1%) and a slight change in Spelling (+ 0.8%) which has continued to increase from 2017 shifting from 92.8% to 94.6%. Year 9 Grammar & Punctuation decreased (- 4.7%) with a slight decrease in our results for Reading (- 1.5%) and Writing (- 0.4%). However, the median results for Year 9 Spelling improved whilst our median results for Reading remained consistent.

Across all year levels we will continue to explore and implement the effective use of data to inform our teaching and to cater for the learning needs and interests of all our students. Our Year 9 program including the College's MAGIS program will undergo a review in 2020 with a focus on ensuring we are continuing to provide engaging learning experiences that allows students to extend their learning whilst also ensuring we are supporting the learning needs of all our students. This will include a strong focus on improving our literacy and numeracy results at Year 9.

In summary, the College is committed to improving student learning. Building on the work from 2019, the Learning and Teaching has developed an improvement agenda for 2020 and beyond that focuses on individual growth and achievement and fosters a culture of excellence.



Student Wellbeing

Goals & Intended Outcomes

To provide a safe and stimulating learning environment that promotes the learning and wellbeing of each student.

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 a most enjoyable day at the Carnival. 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 very eager to participate in the carnival's swimming events and novelty activities. Congratulations to Moylough House on winning the House Swimming Shield.

In March, the entire 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, where all students took to the local streets and terrain. Maynooth House were the winners.

The overall result for the 2019 House Competition were:

First Place:	Moylough	7,431pts
Second Place:	Westport	7372pts
Third Place:	Maynooth	7359pts
Fourth Place:	Galway	7040pts

Student Life

The Music Department is a visible and important part of Thomas Carr College, always involved in large school events. The students performed in concerts and Music Soirées, giving them many opportunities to perform to various audiences. The teachers delivered an exciting and challenging curriculum, and the instrumental program allowed students to further progress on their chosen instrument.

Some major highlights:

- Performing in an outdoor concert for thousands of primary school students in Treasury Gardens as part of Catholic Education Week.
- Hosting the Jose De Piro Kabataan Orchestra from the Philippines.
- The 'Moments' concert, an evening of soul featuring the music of Aretha Franklin and Stevie Wonder.
- The Choir participating in the 'Sacred Music' concert with neighbouring Catholic Colleges.
- The Concert Band took home the Silver award at the Victorian School Music Festival.

2019 was a busy and most enjoyable year for the Music students and staff.

The Aristocats

This year, Thomas Carr College is put on a Middle School Production of Walt Disney's Aristocats. The shows included a matinee on Wednesday October 30, followed by two evening shows on Thursday October 31 and Friday November 1. After an overwhelming response to auditions, a cast of 22 students was selected and the show was a huge success. Congratulations to all staff involved, particularly the shows director, Mr Andrej Pomasan.

College Leaders

Student Representative Council

Throughout 2019, the Student Representative Council met regularly under the direction of Ms Angelico, Deputy Principal, the Heads of School and the Year Level Co-ordinators. The SRC contributed to the decision-making processes of the College while also developing several initiatives and fundraising events with the aim of enhancing the environment of the College.

Captains

In 2019, Jasmine Wilson, Noah Allen, Drashti Shah and James Mallia, led the student body through example and service. They were always wonderful role models for our younger students and they represented the College on numerous occasions and were wonderful ambassadors for Thomas Carr.

Congratulations to our newly appointed College Leaders for 2020:

2020 College Captains: Isabella Loverso and Geoffrey Maddock

2020 College Vice Captains: Amy Virgona and Darcy Hoppen

2020 Middle School Captains: Cherie Strong and Oliver Pond

2020 Liturgy Captains: Natasha Smith, Brianna Lapina, Alyssa Gaba, Anthony Gattellaro, Jayden Mohan

2020 Social Justice Captains: Mia Bellett, Kiara Ellis, Alex Lapina, Kira Malignaggi, Annika Silva, Thea Ty, Thea Villegas

2020 Music Captains: Nathan Chote, Leon Varela-Mauna

2020 House Captains:

MOYLOUGH

Senior Captains: Ashleigh Koropecjy and Rhys Bennett

Senior Vice: Sarah Di Martino and Jasmine Murrell

Middle School Captains: Pranay Kalvala and Layla Murrell

WESTPORT

Senior Captains: Natasha Dimkovski and Meen Marial

Senior Vice: Laura Roulston and Ian Lubguban

Middle School Captains: Michaela Aquilina and Thomas Kiedrzynski

GALWAY

Senior Captains: Ella Roberts and Jacob Oliver

Senior Vice: Jorji Louer and Elly Beauliv

Middle School Captains: Keira Eckley and Sarah Quarantotto

MAYNOOTH

Senior Captains: Atieng Maker and Darcy Cooper

Senior Vice: Rebekah Sutton and Annabelle Russell

Middle School Captains: Caitlin Dennis and Marissa Lettieri

Students from year 7 to 12 have two other formal leadership opportunities as Peer Support Leaders or College Ambassadors. In 2019, 30 Peer Support Leaders, 34 College Ambassadors and Homeroom SRCs were appointed. We also had 3 Liturgy Captains and 3 Social Justice Captains and 2 Music Captains.

VALUE ADDED

At Thomas Carr College, students benefit from a wide range of opportunities to engage with their peers in activities that enhance their wellbeing, their confidence and self-esteem. In 2019, we continued to enhance our whole programs to support wellbeing and build connections such as the Pastoral Care program delivered by Homeroom Teachers, House activities and Year Level Reflection Days. Many whole school events were also designed to build community and wellbeing such as the Opening Mass, International Women's Day Breakfast, Malaya Borneo Memorial Service, Mother's Day Mass, Good Samaritan Campus Family Fun Day and Thomas Carr Day.

The celebration of International Men's Day was initiated in 2019 as well as more frequent College and Year Level Assemblies to celebrate examples of excellence. The Spotlight, a bi-annual publication, was also launched in 2019 and social media platforms were used more frequently to showcase excellence in the many facets of College life. Other avenues for showcasing talent and excellence were the Middle school performance of The Aristocats, the inaugural College Sports Awards evening, the Fashion Parade and the Arts and Technology Exhibition. A Night to Shine, our College Academic Awards Evening, was a wonderful tribute to the efforts of our students and dedicated staff.

In 2019, the College also hosted the It takes a Spark STEAM conference for girls with 400 attendees: students and teachers from schools around Victoria and 30 sponsors.

Other highlights that built a sense of community and wellbeing were the Year 10 Dinner Dance, the Vinnie's Winter Sleepout and the events to celebrate our Graduating Class of 2019. The 10 Year Alumni of Thomas Carr College event was very well attended as we work to build the College Alumni and invite past students to reconnect with and contribute to the College.

Other opportunities were offered and encouraged throughout the year whereby students self-nominate such as: Debating, Musical Performances, sporting activities, Lunchtime Clubs and Homework Club. The number for our students who actively participated in these increased in 2019. These catered to the needs and interest of all students, including the most vulnerable.

Parent forums and Workshops for our parents of African background was initiated to enhance parent engagement and connect with the college with a view to strengthen our 3-way partnership.

Trialled the Morrisby Test for Year 10 students to assist them and their parents to identify areas of strength and possible career paths.

STUDENT SATISFACTION

The 2019 CEMSIS Student Data indicates that student satisfaction lies predominantly in the areas of Rigorous Expectations and Learning Disposition whilst School Engagement and Student Voice meet the CEM average.

2019 CEMSIS data for Thomas Carr College

Rigorous Expectations – 54%

Learning Disposition – 53%

School Engagement – 33%

Student Voice – 41%

School Attendance % by Year Level	
Year 7	94.48%
Year 8	94.16%
Year 9	93.45%
Year 10	93.08%
Year 11	92.55%
Year 12	92.04%
Year 13	93.87%
Overall Student Attendance %	93.37%



STUDENT ATTENDANCE

Student non-attendance is managed by Student Reception. An SMS message is sent at 9.30am on the day of the absence to the parents when students do not attend and who do not have an approved Parents Notified Absence.

Home Room Teachers monitor trends and patterns of student absences and contact the parents on the second day of unexplained absence. When student's overall attendance falls below 90% the HRT notifies the Year Level Coordinators and in conjunction with the Head of School will initiate formal interviews with parents to discuss student's compulsory attendance.



Child Safe Standards

Goals and Intended Outcomes

In 2019, Thomas Carr College continued to consolidate the work that had been achieved since the introduction of the Victorian Child Safety Standards, with the intention of building on the final recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. Our key goals and intended outcomes were to:

- Ensure that the promotion of child safeguarding takes prominence in every aspect of the College's governance and functioning.
- Continue to build a culture of shared responsibility for safeguarding; and
- The active monitoring of safeguarding compliance and risk management.

Achievements

In 2019, the College embarked on a rigorous and robust audit of our child safe practices with the view to ensuring the effective ongoing implementation of child safeguarding practices and all related procedures and practices. The audit process was aimed at providing assurance that our safeguarding controls have been designed appropriately and are operating effectively. It included a review of our key safeguarding documents, policies and procedures, and testing the operation of safeguarding controls over all aspects of the College's functioning. This audit identified a few areas for improvement such as the need for increased child safety signage and a review of our grounds' supervision practices, both of which were implemented in late 2019.

Last year, Thomas Carr College opted to participate in two Australian Catholic University studies, the ASK-YP (Ask Young People) research project and the Staff Capabilities study. The research project relates to the knowledge, skills and attitudes of staff and volunteers in organisations regarding safeguarding children and preventing child sexual abuse. The results allowed the College to better understand and consider the different capability areas that Thomas Carr College is strong in, and those areas where some support might be needed. Our Professional Learning program in child safety and other aspects of our child-safety program were built from the results of this survey.

The position of Compliance Officer was more formally established in 2019. The creation of the role of Compliance Officer in the College was to ensure greater confidence in the complex systems that have been developed for the management of child-safety compliance and other safeguarding human resource practices.

Finally, the Child Safe Risk committee was expanded in 2019, and continues to play a key role in overseeing the continuous improvement that drives our Safeguarding Implementation Plan

Leadership & Management

Goals & Intended Outcomes

+

10 years:

Charles Feletar
David McIver
Max Mendes
Rosalind Davis
Sugarti Febrinaldi
Tara Sherlock
Mary Renehan

20 years:

Juliet Burt-Scherzer
Peter Murray
Shane Werner
William Cheng

Luceat Lux Vestra Scholarship

On the same night, we awarded a staff member the Luceat Lux Vestra Scholarship. 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 the Thomas Carr College Luceat Lux Vestra Scholarship is a recognition of expert knowledge, exemplary practice, continual improvement and a commitment to meeting the needs of the learners. It is the intention of this scholarship to provide teaching staff with the opportunity to undertake further professional learning to advance their skills and to continue developing their craft as educators. The Luceat Lux Vestra Scholarship is valued at \$5,000.

The recipient of the 2019 Luceat Lux Vestra Scholarship is Mr Stephen Manitta.

Mr Andrew Cathcart was the recipient of the scholarship in 2018. He reflects on his experience below:

Finland has long held a reputation for having one of the best education systems in the world. Sceptical of all the hype, I found myself on a plane in April bound for Helsinki with a desire to learn what all the fuss was about. A six-day tour featuring school visits, workshops, and opportunities to meet both teachers, principals, students and educators from around the globe served to both quell my doubts and fill my head with 'what ifs?' for our education system back home in Australia. Of course, some things cannot be changed so simply – systematic early childhood education centres with master degree educators, a nation-wide public school only system that dispels a hierarchy of perceived schooling quality, a flexible school day that allows students to start and finish at different times, a celebrated vocational pathway with state of the art facilities: these are far beyond our current ways here in Australia. However, there is the possibility that some things – the empowerment of students, the inquiry-based phenomenal learning experiences, the mastery of second and third languages – can be changed if we dare to dream. Teaching is a global profession and we all face the same goals and challenges. To see how another country approached this puzzle we call teaching has created a new awareness for me personally and it is something I will carry with me throughout my career. It was truly a privilege to be awarded the Luceat Lux Vestra scholarship in 2018 that made all of

this possible, and I strongly encourage all teachers to apply for such a generous and worthwhile professional learning opportunity that Thomas Carr College offers.

Thomas Carr College Staff Award

Each year, staff are asked to nominate a member of staff who lives out our College's Vision and Mission of being "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."

In 2019, nine nominations were received making it a very difficult task to determine who the recipient of the Thomas Carr Staff award would be. I can also say that any of the nominated staff would have been a worthy this recognition and for the first time, we had a tie.

Our two recipients this year have demonstrated and displayed the following qualities over 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

Both winners of the 2019 Thomas Carr College Staff Award consistently demonstrates, through their actions and interactions with staff and students, that they are indeed engaged in the life of the College.

The first recipient goes about their work quietly and assists all members of the College community. Comments from the nomination forms regarding this person include:

- Helpful and supportive of not only those in their department, but throughout the school
- They go out of their way to make people feel supported and to offer help to others
- Works with others to promote College events such as the Winter Sleepout and International Women's Day
- Focussed and determined to learn new things so they can better assist students
- They dress loudly and proudly at House carnival events
- Attends events such as the Good Samaritan Campus Open Day with their family
- Assists with making food hampers with the Vinnies Conference, cooking pancakes on Shrove Tuesday and participates in the knitting club

This person always does their best to maximize the display of student work around the College and as our wonderful curator, Lily Kovac is our first winner this evening of the Staff Award for 2019.

Our second recipient is a long-standing member of the staff. They may not go about their work quietly in the normal sense, but the way they assist all members of the College is remarkable. Comments from nominees included:

- Works diligently with students to ensure they shine for all occasions
- Often spends time away from their family to be at the College and its functions when their expertise is needed
- Their dedication and enthusiasm ensure our students strive for their best
- Working with other schools and groups for our students benefit
- Their witty, quick witted and charming personality brightens up the Staff Lounge
- A great character that makes everyone laugh at our end of year luncheon

Whether it is travelling to the Good Samaritan Campus, the Shrine of Remembrance or to performing in front of thousands of primary school students, Mathew Morse, our second winner of the Staff Award this year, consistently goes above and beyond to make sure the College is wonderfully reflected upon.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING	
<ul style="list-style-type: none"> • 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 in 2019	159
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$931.00

TEACHER SATISFACTION

Staff satisfaction at Thomas Carr is above CEM average in the areas of Staff Safety, School Leadership, and Instructional Leadership. The areas of Catholic Identity and Staff Leadership Relationships were significantly positive also.

2019 CEMSIS data for Thomas Carr College:

School Leadership – 58%

Instructional Leadership – 61%

Staff Safety – 66%

Catholic Identity – 77%

Staff Leadership Relationships – 73%



College Community

Goals & Intended Outcomes

To ensure that Thomas Carr College is a community where students, staff, alumnae, parents and Board members experience a sense of belonging and connectedness to the college and Church.

Achievements

Parents and Friends Association

The Thomas Carr College Parents and Friends Association is a friendly and dedicated group of volunteers. We are appreciative of the support from our committee members, the broader College community and the staff and students of the College. Our major events for the year were the Bunnings BBQ fundraiser and a BBQ on Election Day.

The P&F Association also supports the College at many events throughout the year. Each year, we sponsor the \$1,000 Thomas Carr Award at the College's 'A Night to Shine'. A farewell gift is given to each Year 12 student at the Graduation Dinner. Donations were made to Thomas Carr Day, the Vinnie's Winter Sleepout and the Jose De Piro Kabataan Orchestra, which visited from the Philippines. The P&F Association was also busy throughout the year running the College's second-hand uniform shop, which supports many of our families. We look forward to welcoming new members in 2020.

The Annual General Meeting of the Parents and Friends Association was held in April. Here, elections were held for the positions on the executive. The following parents were duly elected to the executive of the Parents and Friends Association

President: Mrs Tanya Tesoriero

Secretary: Mrs Ange Drever

Treasurer: Mrs Terese Smith

During the course of the year, the Parents and Friends held a number of very successful fundraising initiatives, such as the P&F Café at the Student/Teacher conferences, the Sausage Sizzle on Open Day, and regularly ran the canteen at College events such as the Moments Concert. The Parents and Friends held their annual Bunnings BBQ, raising a good amount of money in the process.

The PNF 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 to purchase items of uniform, it also assists parents that are looking to sell various items.

ANZAC Day

Thomas Carr College was represented at the March to the Shrine of Remembrance by a number of student leaders. The involvement of our school in this national day of remembrance is most important, ensuring 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. Our students marched alongside the Malaya Borneo Veterans from the Victorian Branch on this occasion. Thomas Carr College was also represented at the Pre ANZAC-Day March in Werribee on Sunday April 21 by our Middle School Captains, Francis Musngi and Erinne Bautista who were escorted by Ms Abbey Harrington.

Malaya Borneo Veterans Remembrance Service

For the past 18 years, Thomas Carr College has maintained and cherished a relationship with the National Malaya & Borneo Veterans Association. On Tuesday May 7, Thomas Carr College held its annual Commemorative Service for the Malaya and Borneo veterans in the College Chapel. Guests gathered to honour those who made the ultimate sacrifice for Australia.

During the service, National President Mr Owen Marshall thanked the College for our ongoing support of the veterans. Mr Vern Joseph gave the official address, sharing his experiences. Mr Ron Lee then recited The Ode, which was followed by the Last Post and a minute of silence.

The service was then followed by a light luncheon in the College dining room, where veterans and students shared stories and enjoyed each other's company.

National Day of Remembrance – Malaya Borneo Veterans

On Friday August 30, the College was once again instrumental in the National Day of Commemoration of the Malaya and Borneo Veterans commemorative service. This service was held at the Shrine as part of our long-standing association with the Malaya Borneo Veterans. Our VCAL students were honoured with the opportunity to act as flag bearers, where they carried the Malaya Borneo banner as the College Choir sang the Hymn and 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

VALUE ADDED

As a College our intention is always to develop and grow our community connections. We see all community engagements as an opportunity to connect and bring together the community to support each other. The College is continuing to look for prospective partners that are aligned with our vision and mission.

The College continues to value our partnerships with the local Catholic Primary Schools and appreciate the support of the staff, students, and families from these schools. The strengthening of our connections with alumnae and community groups through reunions and other College functions was a huge success in 2019.

PARENT SATISFACTION

Parent satisfaction in the area of Barriers to engagement was very high and above CEM average. Two other areas where positive parent satisfaction was recognised are Communication and School Climate.

2019 CEMSIS data for Thomas Carr College:

Barriers to Engagement – 88%

Communication – 66%

School Climate – 69%



Future Directions

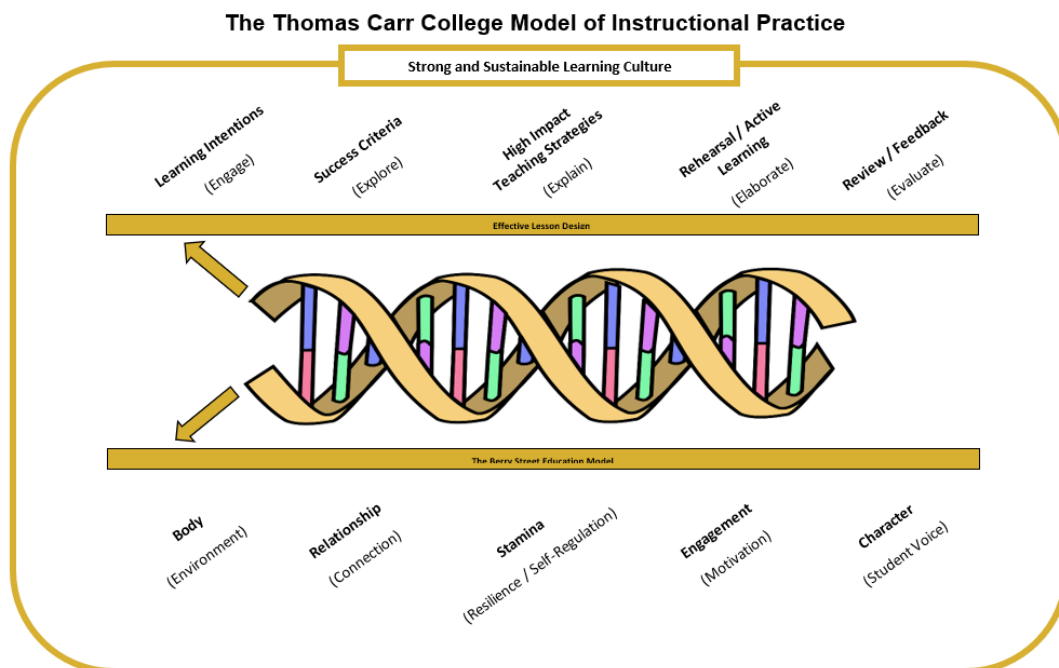
Post 2019 the College aspires to create a mode of instructional practice that will achieve a range of outcomes to ensure that Thomas Carr College is a school of choice in our region:

The model of instructional practice provides staff, students and parents with a common language with which to explain the learning journey. It begins with an understanding that students need to be embedded in a culture that supports and encourages learning. Within that, each student needs to be provided with the support that they need to ensure that learning is possible. Thomas Carr College embraces the principles of the Berry Street Education Model (BSEM) to make this possible. As is stated in their documentation, “(t)he design of the BSEM draws on neuro-scientific findings in contending that the child’s biological and developmental responses to trauma need to be addressed before he/she is ‘ready’ to build relationships and engage with learning content.”¹ At Thomas Carr College we believe that this extends to all students, not only those who have experienced trauma.

Effective lesson design contains a number of elements that are common throughout the school. These practices are drawn from educational research that has been conducted all over the world. As such, each of the various components of the model is based in evidence. Teachers at Thomas Carr College are expected to be aware of the model and to incorporate these elements into their lesson design. Parents and students are made aware of the model so that they are also able to use the language it contains to explain both the challenges to their learning and the strategies that they find effective.

The full model can only be understood with reference to various elements of educational research. The school is committed to ongoing staff development to ensure that they are aware of the language that is included in this model, the research that informs the model and the ways in which it can be incorporated into effective classroom practice.

As it appears on the following page, the model is like the DNA of an effective lesson. Learning can only occur when both strands of the model are strong – Effective teaching and student wellbeing.



¹ Evaluation of the [Berry Street Education Model](#): Trauma informed positive education enacted in mainstream schools (p7)

The College continues to recontextualize our place in this world as a faith community in the Catholic tradition, aiming to strengthen and establish effective prayer and liturgical experiences for our community.

Calm classrooms, respectful relationships and pride in our College will continue to be pursued in 2020. High expectations of our students will be the basis of the work and focus in this area of student wellbeing.

The College has a community rich in diversity and we will continue to reach out to our parents and broader community supporting them as they navigate the task of raising our students in a complex society. Our Catholic values come to the fore in this regard.

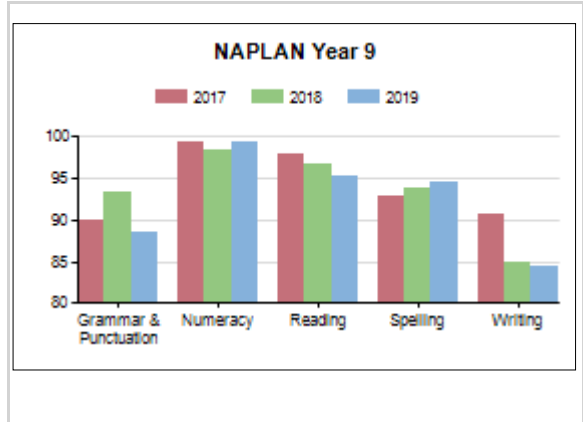
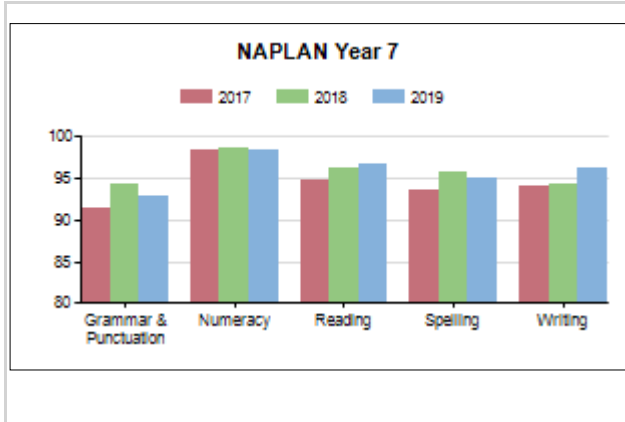
The Leadership of the College will continue to formally review various operations of the College and commence on our building master plan.



School Performance Data Summary

E1371 Thomas Carr College, Tarneit

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2017	2018	2017 - 2018	2019	2018 - 2019
	%	%	Changes	%	Changes
			%		%
YR 07 Grammar & Punctuation	91.5	94.3	2.8	92.9	-1.4
YR 07 Numeracy	98.4	98.7	0.3	98.4	-0.3
YR 07 Reading	94.7	96.2	1.5	96.7	0.5
YR 07 Spelling	93.6	95.6	2.0	95.1	-0.5
YR 07 Writing	94.1	94.3	0.2	96.1	1.8
YR 09 Grammar & Punctuation	90.0	93.3	3.3	88.6	-4.7
YR 09 Numeracy	99.4	98.3	-1.1	99.4	1.1
YR 09 Reading	97.8	96.7	-1.1	95.2	-1.5
YR 09 Spelling	92.8	93.9	1.1	94.6	0.8
YR 09 Writing	90.6	84.9	-5.7	84.5	-0.4



YEARS 9 - 12 STUDENT RETENTION RATE	
Years 9 to 12 Student Retention Rate	87.6%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y07	94.4
Y08	94.3
Y09	93.2
Y10	93.2
Overall average attendance	93.8

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	84.0%

ALLSTAFF RETENTION RATE	
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Staff Retention Rate	85.2%
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TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	21.1%
Graduate	31.6%
Graduate Certificate	10.5%
Bachelor Degree	70.5%
Advanced Diploma	7.4%
No Qualifications Listed	11.6%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	108
Teaching Staff (FTE)	101.3
Non-Teaching Staff (Headcount)	64
Non-Teaching Staff (FTE)	58.4
Indigenous Teaching Staff (Headcount)	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Grammar & Punctuation	562.7
Year 9 Numeracy	576.2

Year 9 Reading	583.9
Year 9 Spelling	581.7
Year 9 Writing	534.9

SENIOR SECONDARY OUTCOMES	
VCE Median Score	27
VCE Completion Rate	99%
VCAL Completion Rate	98%

POST-SCHOOL DESTINATIONS AS AT 2019	
Tertiary Study	56.0%
TAFE / VET	17.0%
Apprenticeship / Traineeship	12.0%
Deferred	4.0%
Employment	9.0%
Other - The category of Other includes both students Looking for Work and those classed as Other	1.0%