

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

2017



**Catholic
Regional College
North Keilor**

CATHOLIC REGIONAL COLLEGE NORTH KEILOR



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Minimum Standards Attestation

I, Tullio Zavattiero, attest that Catholic Regional College North Keilor 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 2017 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)



12 June 2018

Our College Vision

Whenever we promote our College we use the phrase “Educating in Faith ... Education for Life”. This phrase encapsulates the vision we have for every student who attends our College. We want CRC North Keilor to be providing them with the best possible Education in Faith and Education for Life that a Year 7 – 10 Catholic Co-educational College can.

Our school is driven by strong Catholic values and a belief that with sufficient time and support, every student can experience success. Given that, any initiatives / programs undertaken at the College must have as their foundation the values and beliefs that are expressed in the College’s Mission Statement.

College Overview

Founded in 1982, CRC North Keilor is a Year 7 – 10 co-educational school that serves Catholic youth from the parishes of St Christopher's, Airport West; St Augustine's, Keilor; St Mary of the Assumption, Keilor Downs and Kealba; and Emmaus Parish, Sydenham. We enjoy membership of a Federation of five Catholic Regional Colleges, which provides a Catholic co-education to students in the North West suburbs in the Archdiocese of Melbourne. Sister colleges in the Federation are CRC St Albans, CRC Melton, CRC Caroline Springs and our senior campus CRC Sydenham. CRC North Keilor's motto "Make us Bearers of your Peace" underpins our mission, which seeks to provide an "Education in Faith" and an "Education for Life" for all of our students.

The school is housed in nine main buildings, comprising 23 general purpose classrooms (nine of which are relocatable classrooms), three Science laboratories, two Design Education rooms, two Materials Technology rooms (Wood and Fabrics) and one computer laboratory, as well as specialist Music, Drama, Physical Education and Food Technology facilities. There is a large maintenance shed and an Administration wing that houses the General Office, the staff amenities and work areas.

The school is fortunate to enjoy spacious grounds that provide very good active and passive recreational facilities for the students. The buildings and facilities are well maintained and provide a comfortable environment for students and staff.

The students from CRC North Keilor come from a variety of socio-economic backgrounds, with Anglo-Saxon, Italian and Maltese forming the greater majority. We also have students from Croatian, Vietnamese, Filipino, Indian and African backgrounds. In 2017, the school had a Socio Economic Score (SES) of 99. Tuition fees for 2017 were \$3849 per student. Although 59% of our families commit to pay full fees, 16% of our families were eligible for CSEF, meaning they are on a pension and or in receipt of a Government Health Card. Our fee collection rate for the College was approximately 79%.

In 2017, we had 624 students enrolled at the College and there were 521 families. The average Homebase class sizes in 2017 were: Year 7 – 24; Year 8 – 27; Year 9 – 25; and Year 10 – 28.

Practical class sizes were smaller (no larger than 25). The school employed 60 teaching staff and 38 non-teaching staff in 2017.

Though the colleges in the Federation are autonomous, they are interdependent and are all administered by the one College Council. Council membership consists of the Canonical Administrators from the supporting Parishes, the five Principals, Parish representatives and the Federation Business Manager, along with and co-opted members on an as-required basis. The Council has two sub-committees: Finance Committee and Board of Studies.

CRC North Keilor encourages a community atmosphere. Events such as whole school Masses, Parent/Teacher/Student (PTS) interviews, the Parents and Friends Association meetings, and working bees foster this. We also celebrate our history through Mass and activities on our Establishment Day in August.

The school is welcoming to all and encourages the strengthening of the 'home – school - parish' partnership. Newsletters, with contributions from teachers and students, are used to keep parents informed about current issues, activities and upcoming events. Parent Information Nights and Parent/Teacher/Student interview sessions are well attended

Principal's Report

As I prepared to begin my first year as Principal it was difficult to visualise how the year would play out. While I had heard from others that I was coming into a very positive school environment, I have been humbled by the warmth with which I have been welcomed into the school community, and how quickly I have felt at home at Catholic Regional College North Keilor. I have been incredibly impressed with the wonderful spirit and character that permeates through all areas of life at the College.

As the school year moved towards its conclusion and I reflected on all that has taken place at CRC North Keilor throughout 2017, it's the positive culture of the College that stands out and comes clearly into focus. From the moment I walked into the College I began to experience the engaging nature of our students. They are full of spirit and character, they are friendly, open, caring, thoughtful and keen to learn. I've been impressed with their willingness to get involved, as witnessed through our Student Leadership, during our sports carnivals and competitions, Visual and Performing Arts, poetry competitions, and much more. The way in which our students engage with their faith through our Liturgical celebrations, 'on the couch' sessions, Shared Stories, the Ignite Conference, and of course how they connect with the example of Jesus through our core values of Faith, Compassion, Resilience and Respect indicates a level of maturity that we are all very proud of. I looking forward to working with and for our students in the years to come.

Similarly, the staff of the College have demonstrated a genuine commitment to developing positive learning focused relationships with their students, and they rejoice in the growth and achievements of the young people they work with. I have been impressed with their efforts to work together, support each other and collaborate in their teams to explore new ways of helping their students achieve positive learning outcomes and achieving their best professional practice. I respect the openness of both the teaching and non-teaching staff to new ways of thinking and searching for avenues of improvement, both individually and as a body of staff. Throughout 2017 we farewelled key members of staff who had made enormous contributions to the positive culture that exists at the College. Specifically, I wish Eryn O'Mahony (former Deputy Principal) and Mrs Theresa Stephenson (former Director – Faith and Mission) all the best in their new endeavours. As a College, and as part of the Federation, we also farewelled Fr John O'Reilly during our 35th Anniversary Establishment Day celebrations in August this year. We owe him a

huge debt of gratitude for his faith, wisdom and service to the local parishes and all the schools in the Federation for over 40 years.

All schools hope to have the support of their parent community, and the welcome and support I have received this year has been extraordinary. All Parent Information Sessions and Parent/Teacher/Student Interviews have been extremely well attended. This is something to be very proud of. It's also been great to have parents support a number of workshops that the College has conducted throughout the year, and as a result more are planned for 2018. The work of the Parents and Friends Association is outstanding. They are committed to supporting the College wherever they can. They welcome new families to the College, support the Mother's and Father's Day events and raffles, working bees, fundraising barbecues, chocolate drives, etc. I have really appreciated their support and look forward to working with them in the coming years. I acknowledge and thank all parents and families for their support and the partnership they share with the staff of the College.

2017 was a year of celebration at CRC North Keilor. As a school we acknowledged and celebrated our 35 year history, taking a moment to look back on many wonderful achievements and the contributions of many key figures. We are also very energised by the exciting times ahead. I feel truly blessed to have been welcomed into such an amazing school community and already feel a genuine sense of belonging. Thank you for the way in which we have started the journey together and for the vision we are developing of the future that lies ahead. With faith and hope we will move confidently into the years to come.

Education in Faith

Goals & Intended Outcomes

1. Promote a culture of Respect within the College Community
2. Increase the proportion of staff who are accredited to teach in a Catholic school
3. Assist staff and students to make meaningful connections between the Catholic faith, their own life and the College Community

Achievements

Religious Education and the Faith Development of our community are at the forefront of the teaching and learning experiences in our school. This is evident in the way we express our Catholic identity at the College

- Strong focus on the core value of Respect throughout 2017.
- Provision of opportunities to staff to achieve accreditation, both to teach in a Catholic school, and to teach RE in a Catholic school, via an ongoing partnership with ACU.
- Maintaining our commitment to youth ministry through our 'On the couch' project and attending the Ignite Youth Conference in September.
- Eucharistic celebration at St Patrick's Cathedral commemorating the 35th year of CRC North Keilor and giving thanks to Fr O'Reilly upon his retirement with the presentation of a Papal Blessing.

VALUE ADDED

- Targeted employment of committed Catholic staff
- Regular liturgy and prayer opportunities for students and staff
- Continuation of Student Ministry Band
- Continuation of employment of Youth Minister to work with students
- Strong connection and commitment to ACU

Learning & Teaching

Goals & Intended Outcomes

1. Use data to further improve learning outcomes for students in Year 7 Literacy and Numeracy
2. Support all students in their personal journey along the learning continuum
3. Develop examples of contemporary pedagogy which can be shared through the Online Classroom

Achievements

- Sharing the responsibility of improving pedagogy through the 'online classroom' platform.
- Develop a collaborative culture by extending on the Professional Conversations Project from 2016. In 2017 all teachers have chosen to work in one of four collegial projects.
- Key leadership roles within the area of Learning Support have been reviewed and refined.
- Literacy and Numeracy Teams have been established and met regularly during the year to focus particularly on the needs of students in Year 7.
- The CRCNK online portal continues to provide all students and families with feedback concerning teaching and learning matters.
- The school has commenced the planning stages of implementing the Growth Coaching International practices to support the quality of teacher feedback to students, and focus on a deeper exploration of inquiry-based questions in teaching and learning practices.
- Examples of outstanding contemporary teaching and eLearning practices has been highlighted at whole staff meetings, and within the Professional Conversations Project, e.g. the Shadowing project with CRC Sydenham which supports Mathematics teachers to reflect, dialogue and implement new teaching practices in their classrooms.

STUDENT LEARNING OUTCOMES

The NAPLAN data for CRC North Keilor has been relatively consistent over the past five years across the five domains including reading, writing, numeracy, spelling and punctuation and grammar. In most cases, the results at both Year 7 and 9 were equal to national and state averages.

Year 7 Literacy results indicate that we are tracking consistently, mirroring national and state benchmarks. There was a slight decline in Year 7 spelling between 2013 to 2016, with results edging toward exceeding the state average in 2017. Year 7 Numeracy results continue to show steady growth and meet national and state benchmarks.

Year 9 Literacy results are equal to the national and state benchmarks. Whilst there was a slight decline in Year 9 writing results between 2013 to 2015, there was a noticeable improvement in 2016 mirroring national and state benchmarks. Year 9 Numeracy results show that our lowest score has remained above the national and state averages for the past five years. The Year 9 Numeracy results are pleasing and growth remains consistent and steady.

Over the past 12 months, the college has committed to developing and implementing curriculum programs and initiatives to support students who are above the standard. The College continues to provide staff with ongoing professional learning opportunities to increase capacity to offer rigorous learning programs for all students on the learning continuum.

Student Wellbeing

Goals & Intended Outcomes

1. Develop a Positive Behaviour and Wellbeing Framework
2. Provide opportunities for professional learning to enhance student learning and wellbeing
3. Embed Child Safe practices and legislation into College policies and procedures
4. Engage our parents in learning about how students learn, adolescent development and social media

Achievements

- Acting as a Lead school in the Respectful Relationships Project. A project team has been established and a range of PL attended.
- Staff attended conferences on Wellbeing, Mental Health, and Positive Relationships.
- Professional Learning – Berry Street Education Model in February, followed up with staff attending Alumni session on Whole School implementation. PL Day No. 2 took place on 7 August.
- Child Safe – updating staff on changes to legislation and their responsibilities; conducted PL on disclosure and reporting protocols; staff completed online eLearning Mandatory reporting module
- Updating policies and processes for case management of students to support their wellbeing.
- Engaging with CEM – Northern Zone to establish a Student Wellbeing Secondary Network. John Coshan was appointed to the Executive Planning Team.
- Student leadership training days run by Success Integrated in February and May.
- Case Management procedures drafted by Wellbeing Forum; trialled by Student Wellbeing Coordinators in 2017, for implementation in 2018
- Director – Student Services appointed, to commence in 2018.
- Engagement with St Joseph's Flexible Learning School for students with significant needs.

How the College deals with student non-attendance

1. Class rolls are marked each lesson electronically to track student attendance over the day.
2. Office Staff send an SMS at 10am to the parents of any student that has been marked absent and where we have not received notification via our absence line or general College phone number.
3. In the case of students who are school refusers or where a high number of absences occur (but not due to illness) the Student Wellbeing Coordinator, in consultation with the Deputy Principal – Student Wellbeing, will make contact with parents/guardians and follow the Every Day Counts guidelines in offering assistance and support.

VALUE ADDED

- Two Student Leadership Training Sessions with external facilitator
- Attendance at Archbishop's Conversation with Student Leaders and the Young Speaker Colloquium
- Development of Director – Student Services role

STUDENT SATISFACTION

Our Student Wellbeing aggregate data has increased from 62.8 in 2016 to 64.5 in 2017 and indicates that our students continue to feel connected to the school and to their peers. The students feel they are provided with an environment where they are able to focus on their learning and are able to achieve learning outcomes.

Student Morale, Learning Confidence, Student Motivation, and Connectedness to Peers all increased in 2017, as did Teacher Empathy, Learning Focus and Purposeful Teaching. All this makes for a positive learning environment in which teachers and students can work productively together.

Opportunities for Student Leadership have continued to flourish. College leaders at Year 10 and the Student Representative Council (SRC) leaders at each year level took active roles promoting 'student voice.' This included regular meetings of the student leaders amongst each other and also with the College (Staff) Leadership Team.

Child Safe Standards

Goals and Intended Outcomes

- To ensure our moral, legal and mission-driven responsibilities are met to create nurturing school environments where children and young people are respected, they are empowered and their voices are heard, and they are safe and feel safe.
- To comply with Ministerial Order 870 and all other associated standards and legislative requirements.
- To continually educate and remind staff of their professional expectations, how to recognise abuse, what their reporting obligations are and how to respond if they believe a child is at risk.

Achievements

- Two staff information sessions were held in October to further understandings of Child Safe regulations and Victorian Reportable Conduct Scheme and implications for staff. All staff were required to attend one session.
- The College has continued its work with Berry St Education and the Respectful Relationships Project.
- Professional Learning – Berry Street Education Model in February, followed up with staff attending Alumni session on Whole School implementation. PL Day No. 2 will take place on 7 August.
- Child Safe – updating staff on changes to legislation and their responsibilities; conducted PL on disclosure and reporting protocols; staff completed online eLearning Mandatory reporting module
- Updating policies and processes for case management of students to support their wellbeing.
- Regular reference to ChildSafe matters at Staff Meetings
- Role descriptions for staff revised using CEM child safety templates
- Job advertisements include reference employment requirements of WWCC or VIT registration and criminal history checks. Also include reference that we are a Child Safe College.
- Prospective employees are provided copy of College's Child Safety Policy and Code of Conduct prior to interview.

Leadership & Management

Goals & Intended Outcomes

1. Develop and promote a culture of Collaboration and Reflective Practice amongst all staff.
2. Further develop a culture of constructive feedback which promotes professional growth.
3. Review the process of Annual Review Meetings
4. Refine and publish the College Master Plan

Achievements

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING	
DESCRIPTION OF PL UNDERTAKEN IN 2017	
Whole School PD to support Child Safe Practices First Aid Level 2 (all staff) Anaphylaxis (all staff) Epilepsy Update (all staff) Parent Partnerships in Education (Federation initiative) Professional Conversations Project – <i>staff chose to participate in one of four project groups</i> Berry Street Education Model: Student Engagement Studies In Religious Education – <i>support for post-graduate study and accreditation</i> Respectful Relationships Students with additional learning needs	
NUMBER OF TEACHERS WHO PARTICIPATED IN PL	60
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$960.42
TEACHER SATISFACTION	
<ul style="list-style-type: none"> • New principal held meetings with each member of staff • Collegial Conversations Project • Adaptation of Annual Review Meeting process to include a reflective component based on the Collegial Conversations Project • Evolution of two new Positions of Leadership aimed at supporting students and staff • Introduction of a Human Resources administrator role 	

College Community

Goals & Intended Outcomes

- Launch new website and determine ongoing management
- Review and formalise internal communication processes into a written policy
- Explore opportunities to enhance communication between the College and the wider community

Achievements

- A project coordinator was appointed (internally) to progress the website redevelopment. Design and structure of site was been finalised and content review and refreshing commenced.
- Minor changes to communications processes have been implemented to ensure communication is targeted (restricting All Staff emails); and less disruptive (restricting use of the PA throughout the day).
- Three members of staff attended the Family School Partnerships study tour to the US in September.
- Opportunities for improved promotions and marketing of the College were scoped out by the newly appointed School Development Officer staff member (internal appointment).
- Parent Information sessions held during the year:
 - Michael Grose – Spoonfed Generation
 - Michelle Falzon: Building & Nurturing Healthy Relationships & Positive Wellbeing

VALUE ADDED

- Sports, including Premier League and SACCSS competitions
- Year 7 and 9 Camps (3 days/2 nights; compulsory student attendance)
- STEM programs, including F1 in Schools Competition
- Performing Arts annual concert (competition) and 'Time to Shine' auditions
- Visual Arts – Shared Stories Project; Arts Week exhibition at the College and participation in Catholic Education Week Arts Exhibition
- Royal Melbourne Show cooking competitions
- Poetry and Writing Competitions

PARENT SATISFACTION

- There continues to be a strong sense of community at the College with second-generation families being enrolled.
- Parental involvement is still strong, and growing further. Parents and Friends Committee Meetings being well attended, which demonstrates parents are interested in what happens at the College and prepared to contribute. They are also engaged with school activities and events such as fundraiser barbecues, Establishment Day celebrations, College Masses, and working bees.

Future Directions

In January 2018, the College’s Leadership Team met together over two and a half days to prepare for the opening of the school year. This included setting key focus areas for 2018 and formulating the College’s Annual Action Plan in order to begin work on achieving those goals. This information has been condensed into the attachment that follows.

Focus Areas - 2018



EDUCATION IN FAITH

1. Support and encourage staff in their faith journey and in seeking Accreditation to Teach Religious Education.
2. Enhance our youth ministry, encouraging students to grow and live their faith.
3. Link faith across all areas of learning.

TEACHING AND LEARNING

1. Empower students to flourish in their personal learning journey.
2. Use evidence-based research to shape professional practice.
3. Strive for best practice in implementing Victorian Curriculum guidelines and assessment protocols.

LEADERSHIP & MANAGEMENT

1. Communication across the College is professional and constructive.
2. Enhance collaborative approaches and structures for staff.
3. Support and acknowledge the professional practice and growth of all staff.

STUDENT WELLBEING

1. Further develop a Positive Behaviour and Wellbeing Framework and embed Child Safe practices.
2. Deepen the implementation of the Berry Street Education Model, Respectful Relationships Project, and the Connections Program, enabling students to flourish.
3. Provide opportunities for staff and parents/guardians to grow their understanding of adolescents and wellbeing.

COMMUNITY

1. Strengthen the connection of families to the College.
2. Explore opportunities for school promotion and enrich our relationships with feeder primary schools.
3. Complete the website redevelopment project and enhance other aspects of our digital presence.



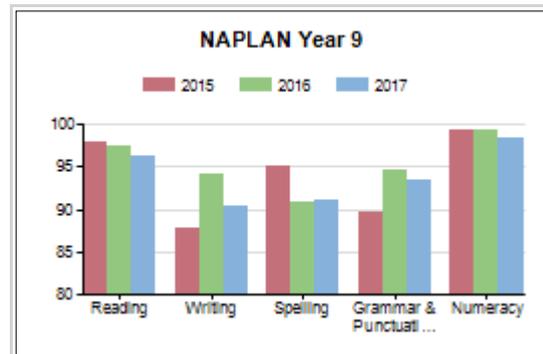
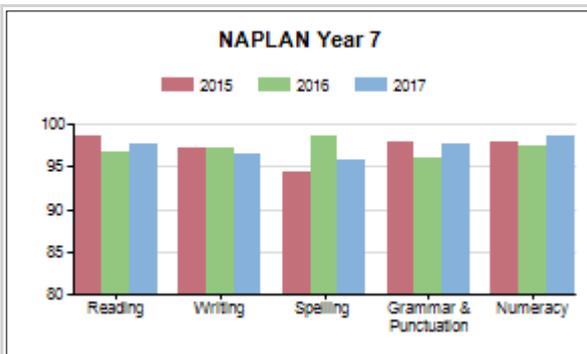
2018 Year of Faith

Faith is the essence of things hoped for, the conviction of things not seen.

School Data

E1327 Catholic Regional College North Keilor, Keilor North

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2015 %	2016 %	2015 - 2016 Changes %	2017 %	2016 - 2017 Changes %
YR 07 Grammar & Punctuation	97.9	96.0	-1.9	97.8	1.8
YR 07 Numeracy	97.9	97.4	-0.5	98.6	1.2
YR 07 Reading	98.6	96.7	-1.9	97.8	1.1
YR 07 Spelling	94.4	98.7	4.3	95.7	-3.0
YR 07 Writing	97.2	97.3	0.1	96.4	-0.9
YR 09 Grammar & Punctuation	89.7	94.7	5.0	93.4	-1.3
YR 09 Numeracy	99.3	99.3	0.0	98.5	-0.8
YR 09 Reading	97.9	97.4	-0.5	96.2	-1.2
YR 09 Spelling	95.2	90.8	-4.4	91.2	0.4
YR 09 Writing	87.7	94.1	6.4	90.4	-3.7



AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y7	94.54
Y8	92.89
Y9	92.75
Y10	94.16
Overall average attendance	93.59

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	90.58%

STAFF RETENTION RATE	
Staff Retention Rate	86.54%

TEACHER QUALIFICATIONS	
Doctorate	2.00%
Masters	20.00%
Graduate	40.00%
Certificate Graduate	12.00%
Degree Bachelor	98.00%
Diploma Advanced	26.00%
No Qualifications Listed	0.00%

STAFF COMPOSITION	
Principal Class	5
Teaching Staff (Head Count)	60
FTE Teaching Staff	52.253
Non-Teaching Staff (Head Count)	38
FTE Non-Teaching Staff	33.719
Indigenous Teaching Staff	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	574.30
Year 9 Writing	570.30
Year 9 Spelling	568.60
Year 9 Grammar & Punctuation	571.50
Year 9 Numeracy	579.20

NOTE:

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