

CATHOLIC EDUCATION DIOCESE OF PARRAMATTA

25 YEARS

2012 annual report

LEARNING BY INQUIRING



ABOUT THE SYSTEM

The Diocese of Parramatta is located in one of the fastest growing areas of New South Wales. The diocese is west of Sydney and reaches from Dundas Valley, west to Katoomba, south to Luddenham and north to Richmond.

There are 78 systemic schools (56 primary and 22 secondary) with two Catholic Trade Training Centres and four Catholic Early Learning Centres in the diocese serving 43,000 students and employing 4,500 staff.

Parish priests and principals work collaboratively to ensure the mission of Catholic education in the diocese is realised through pastoral care, sacramental and liturgical celebrations as well as the shared management of school sites; and on matters relating to school reviews and enrolment processes, stewardship and appraisal, and employment of staff.

The Parramatta Diocesan Catholic Schools Council, under the Chair of the Bishop, assists and advises on matters pertaining to the operation and conduct of systemic diocesan schools and evangelisation and Religious Education. Its core functions include providing strategic direction, stewardship and accountability.

Strategic planning

The system leadership, comprising the leadership teams of all schools and the leadership team of the Catholic Education Office (CEO), has the responsibility under the Bishop and the Parramatta Diocesan Catholic Schools Council for affecting the strategic intent, which is to provide quality Catholic schooling by:

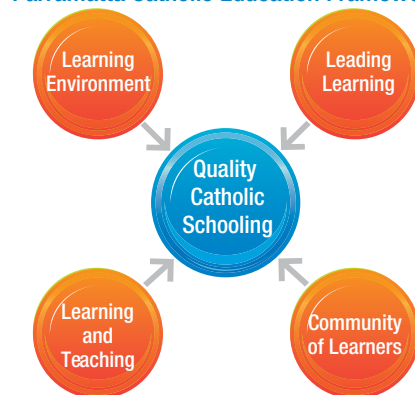
- improving learning outcomes for all students
- promoting a professional and rewarding working life for teachers

There are four domains of activity which bear upon quality Catholic schooling. These are recognised in the learning framework – learning and teaching, learning environment, leading learning and community of learners.

During 2012, the system focused on four priorities:

- 1 improving literacy from Kindergarten to Year 12
- 2 improving numeracy from Kindergarten to Year 12
- 3 enhancing formation
- 4 developing teacher capacity by building leadership capabilities

Parramatta Catholic Education Framework





MESSAGE FROM
BISHOP ANTHONY FISHER OP

My dear friends,

2012 marked the Silver Jubilee of our system of Catholic Schools with the opening of the Parramatta Catholic Education Office in 1987, following the establishment of the Diocese of Parramatta in 1986.

A Jubilee provides an opportunity to reflect on our work and to recognise the contribution of the many priests, religious, lay teachers and leaders who have gone before us, not just in the last quarter century, but throughout the nearly 200 years since the very first Catholic school in the colony was established by Fr John Terry in Hunter Street here in Parramatta in 1820.

As I reflected on the occasion of our Silver Jubilee celebration late last year, Catholic education in Australia builds on this great tradition and continues to flourish.

There were many signs throughout 2012 of our continued commitment such as the opening and blessing of various new school buildings, representing new opportunities for teaching and learning; wonderful days of formation in the company of Archbishop Jean-Louis Bruguès OP and others; the inaugural Bishop of Parramatta Awards for Student Excellence; and my pilgrimage with some of our Catholic school principals.

These activities and the celebration of our Silver Jubilee are signposts of our common desire to transform every school into a 'Centre of the New Evangelisation'; where our children and young men and women, and too, our teachers and staff, will be formed into people of principle, purpose and passion.

This, of course, is witnessed in many ways through catechesis, worship and prayer, the celebration of the Sacraments, particularly Reconciliation and Eucharist; through pilgrimage, ministry and outreach; and through

a willingness to open one's heart and life to the call of a vocation to priesthood, religious life, family life or a committed single life in the world.

I often say of our schools and churches in western Sydney that we must be 'saint-making' factories. It sounds shocking in the modern world where industrial factories are being superseded by high-tech global centres, and the virtues of sainthood are given little attention amid the daily reporting of the lives of celebrities and sporting stars. But indeed, Christ calls us to be 'shocking' and radically, to transform the world in which we live. This transformation starts in our homes, our parishes and our schools.

I was pleased to publish a collection of formation texts from the previous few years called, 'Teaching the Truth in Love'. This series of homilies, addresses and reflections are focused on the evangelising work of schools and parishes and the awesome responsibilities of teachers in their role as evangelisers.

In this, I have articulated the role of Catholic schools and educators through four key principles of formation, namely: enabling and sustaining a life-changing encounter with Christ with opportunities for meeting and deepening a relationship with God; serving life-long growth in knowledge and understanding in the faith; motivating and enabling young people to live as witnesses to the faith; and building up the school as a community of faith and helping to build up the broader church.

It is my hope that when our young people complete their years of schooling they will themselves be 'new-evangelisers' and through their words, actions and relationships reveal the Kingdom of God on earth for others.

In reflecting on 2012, it would be remiss of me not to mention the uncertainty for our school communities in relation to funding. At the end of 2011, the Australian Government's review into school funding was completed and the 'Gonski report' received. Since then we have been in negotiations with the government on the implementation and impact of a new national school funding model.

In the midst of this uncertainty in September 2012, the New South Wales Government took the unprecedented step of freezing funding for all schools – a loss of some \$1.6 billion over four years. NSW have since signed the national agreement providing additional funding to schools, but we now await the outcome of the federal election to understand how this may impact on this agreement.

Catholic schools, particularly those serving the most disadvantaged areas of Australia, including some areas of western Sydney, are already doing it tough. With 10% fewer resources than public schools we have been great stewards of the resources we have been given through government funding, school fees and contributions from the Catholic community.

In the Diocese of Parramatta we serve over one quarter of all school-age children with increasing demand for schools and services in the fast growing north-west sector and Parramatta CBD. To continue the work we do in serving our families who desire a Catholic education for their children, we must tell our story to members of parliament, policy makers and others, and impress on them the importance of continuing to invest in Catholic education and in education more broadly for the benefit of our nation and the communities we serve.

In commending this report to you I acknowledge the wonderful work of our school and parish communities, our teachers and leaders, our Council and committees, the Parent Representative Council, Mr Whitby and the team at the Catholic Education Office.

May God continue to bless all involved in Catholic education in the Diocese of Parramatta.

Yours sincerely in Christ

Most Reverend Anthony Fisher OP
Bishop of Parramatta



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear parents and colleagues,

Each year our system adopts a shared focus to guide our collective efforts in building our capacity, reflecting on and refining our practice, and sharing our work through collaboration and professional learning. Our focus throughout 2012 was 'learning by inquiring'.

Derived from the work of Helen Timperley (2008), 'learning by inquiring' requires teachers and leaders to engage in their own continuous learning by collecting evidence (data), asking relevant questions (inquiry), identifying solutions (problem solving) and informing practice (professional learning) to meet the needs of our students and improve learning outcomes. This is an iterative process that supports our strategic intent – to improve the learning outcomes of all students and ensure professionally rewarding working lives for staff.

We were privileged to have a number of visiting educators and leaders to further support our work including Archbishop Bruguès OP, Professor Andy Hargreaves, Professor Michael Fullan, Marco Torres and many others who have inspired and stretched us. It has been rewarding to see so many teachers and leaders engage with the ideas and take advantage of these opportunities because this is how we go from 'I know to we learn'.

2012 saw us celebrate our Silver Jubilee – 25 years of Catholic education in the Diocese of Parramatta. It has been a wonderful time to reflect on the contribution we make as part of the evangelising mission of the church. We are part of a much larger story and an enduring legacy of Catholic schooling in greater western Sydney dating back nearly 200 years.



This milestone is a reminder that the work we do is so much bigger than ourselves. Our contribution today, will one day be seen as a part of this legacy, so it is our responsibility to ensure we are making the most of the opportunities before us and are responding to the challenges creatively, courageously and compassionately.

I continue to marvel at the innovation in learning and teaching in schools with the creative use of technology and our built environments. Our schools continue to grow and we have had some outstanding results across the spectrum, as highlighted in this annual report and the many ways in which our schools enhance formation, personalise learning, improve teaching practice, and share and celebrate our work.

This work, of course, happens against a backdrop of political and educational agendas, notably the Gonski review of school funding, the NSW Government school funding cuts and the introduction of a national curriculum. While these issues are critical for the direction and resourcing of Australian schooling going forward, they can often be distractors to our core work. I am proud to say, that our school leaders, teachers and support staff, as well as the team at the education office, have not lost focus and have responded to these issues in ways that enhance and support our work across the system.

This was evidenced in the way in which our school communities rallied in September 2012 when the NSW Government announced massive cuts to education funding. The number of local state members of parliament who contacted me and asked us to 'close the floodgates' of protest, demonstrates the level of engagement of our families within our communities and the significance of the contribution of Catholic education in greater western Sydney.

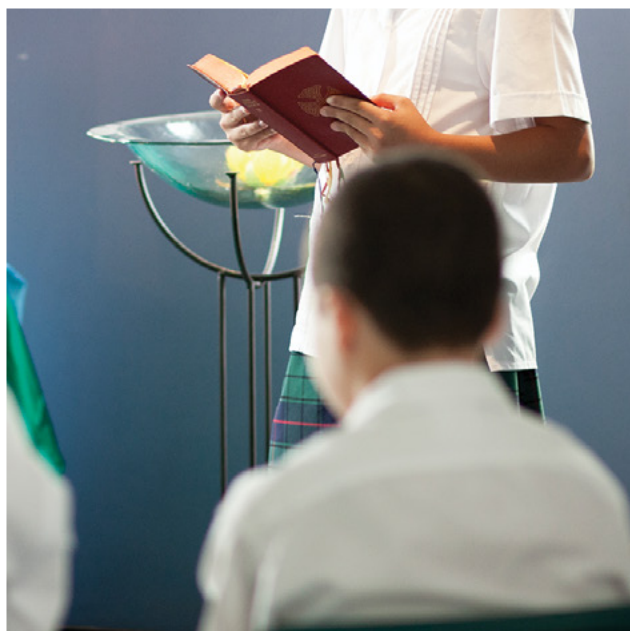
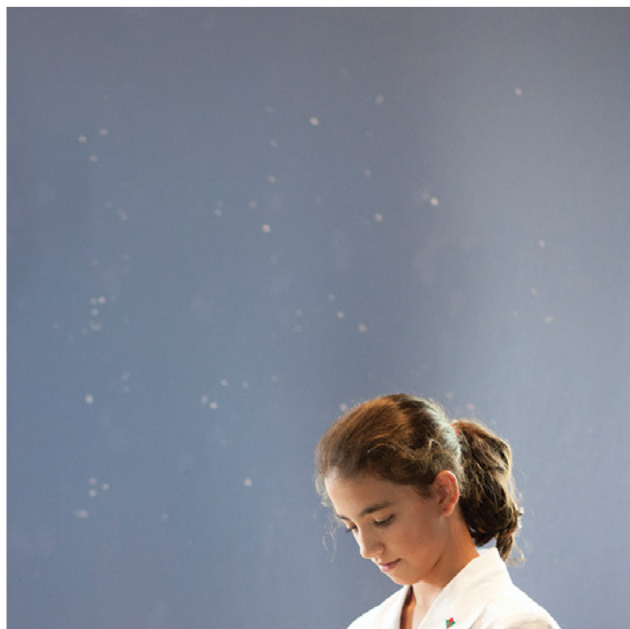
For us, equitable funding is a justice issue and a recognition of the role Catholic schools play in contributing to the social fabric of our communities with significantly less funding than our government school counterparts. It is also a testament to the commitment of our families who desire a faith-based education for their children. It is the essence of who

we are and all we endeavour to do. Catholic schools exist to bring Christ to the world through the education of our young and in witnessing our faith through our words and actions.

I would like to acknowledge the leadership and guidance of our Bishop, Anthony Fisher OP, and the Parramatta Diocesan Catholic Schools Council, committees, parish priests and Parent Representative Council who fully support our work and encourage us to continue to set the bar higher; our academic and corporate collaborators who willingly give their ideas, resources and expertise to help us further refine our work in delivering a relevant schooling experience for the young people in our care; system leaders, teachers, support and office staff who passionately believe in the work they do and are open to continual learning and new ways of working.

And finally, our students whose stories are highlighted in this annual report, through their willingness to learn, energy and even scepticism, we are constantly challenged to find do better.

Greg Whitby
Executive Director of Schools



CATHOLIC SCHOOLS CENTRES OF THE NEW EVANGELISATION

In 2012, in the three key areas of Religious Education (RE), formation and new evangelisation, there was a continued focus on the call from the Bishops of NSW-ACT in their 2007 Pastoral Letter, *Catholic Schools at a Crossroads*, for all those involved in Catholic education to dedicate themselves to ensuring Catholic schools become centres of the new evangelisation.

This provided the focus for the work under four themes:

Catholic Identity and Life

- pre-WYD events including diocesan celebration with Bishop Anthony Fisher OP, 'You are Called – WYD Rio: One Year to Go!' and WYD Rio Leaders' formation nights including the formation of 19 teachers as WYD Rio 2013 pilgrim leaders
- staff renewal days under the spiritual direction of a priest of the diocese
- pilgrimages offered for school and education office staff
- continued support and response to the needs of Timor Leste
- support to a newly established Catholic Early Learning Centre in establishing an authentic Catholic identity
- continued focus on schools supporting parish priests to make the sacrament of reconciliation available for students
- establishment of the inaugural Bishop of Parramatta Award for Student Excellence with 26 students being recognised

New Evangelisation

- hosting of Catholic Schools: Centres of the New Evangelisation conference – attended by more than 1,000 pastors and school leaders from Parramatta and across NSW/ACT with keynote speakers including Archbishop Jean-Louis Bruguès OP, then Secretary of the Congregation for Religious Education and Professor Richard Rymarz, University of Alberta
- preparation and support for WYD Rio 2013 and development of pilgrim resources

- doubling the number of participants attending Faith at the Fiddler, a continuing evangelisation initiative where young teachers gather socially to discuss issues of the Catholic faith led by guest speakers
- development and provision of units within formation programs including ELIM, new scheme teacher (NST), emerging leaders and newly appointed leaders programs
- refinement of teaching educators model to support evangelisation and Religious Education in schools
- provision of resources for schools including the Year of Grace schools resource and 'INFORM' provided for staffrooms
- collaboration with Catholic Youth Parramatta to offer youth evangelisation experiences to students and younger staff

Religious Education and Literacy

- further development and enhancement of the online religious literacy assessment for all Year 4 and 8 students across all diocesan schools
- workshops for teachers on religious literacy assessment
- working group of Religious Education coordinators (RECs) and Catholic Education staff established to develop religious literacy questions for Stages 3 and 5 for implementation in 2013
- Catholic education staff allocated to each school to provide continued support in the form of planning and implementation of the formation goal, strategic resourcing, programming and assessment and guidance on compliance
- accreditation or commencement of accreditation in RE studies as follows:
 - 43 teachers were enrolled in a Graduate Certificate in RE
 - 32 teachers were enrolled in a Masters of RE/Theology/Arts (Theological Studies)
 - 100 teachers were granted unconditional accreditation to teach RE



25 January
CATHOLIC SCHOOL LEADERS ‘LEARNING BY INQUIRING’
At the 2012 annual leadership day for Catholic Education Diocese of Parramatta, held at the start of the new school year, executive director of schools, Greg Whitby, launched ‘Learning by Inquiring,’ the 2012-13 strategic phase for Catholic schools. ‘When teachers inquire, reflect and learn together they not only strengthen the link between good theory and practice but positively influence student learning outcomes,’ said Greg.



30 January
FIRST DAY FOR THE DIOCESE’S NEWEST SCHOOL
Mother Teresa Primary, Westmead opened its doors on 30 January as the first primary school to be opened in the City of Parramatta for 40 years. Principal Gary Borg welcomed the 184 Kindergarten to Year 4 students arriving for their first day at their new school. Some of the Mother Teresa’s Year 1 - 4 students commenced their schooling at sister school, Sacred Heart Primary prior to the completion of their new school.



19 February
SENATOR CONROY ANNOUNCES NBN ROLLOUT AT ST JOHN’S, RIVERSTONE
Federal Broadband, Communications and the Digital Economy Minister, Stephen Conroy toured St John’s Primary, Riverstone accompanied by the Federal Member for Greenway, Michelle Rowland MP to announce the roll out of the National Broadband Network to the area.



Leadership

- Evangelisation and Religious Education (RE) sub-committee of the Parramatta Diocese Catholic Schools Council
- appointment of a new evangelisation project officer
- Bishop Anthony Fisher OP, accompanied by Archbishop Jean-Louis Bruguès OP, discussed ways to strengthen ties between schools and parishes at a 2012 Priests and Principals Forum
- 20 principals and system leaders made the ‘Footsteps of St Paul’ pilgrimage through Greece and Turkey led by Bishop Anthony
- development of a formation study guide to accompany Bishop Anthony’s formation text, *Close Encounters with Christ*, for use by school leadership teams
- induction and support for beginning and existing RE teachers and mentoring for new RECs
- continued partnership with the University of Notre Dame, Australia allowing Master of Arts (Theological Studies) lectures to be conducted for teachers in Parramatta



21 February
PRIME MINISTER VISITS OUR LADY OF THE ROSARY
Then Prime Minister, Julia Gillard, accompanied by then Federal Minister for School Education, Early Childhood and Youth, Peter Garrett MP and Federal Member for Lindsay, David Bradbury MP visited Our Lady of the Rosary Primary St Marys in February to speak with parents and teachers about school funding following the release of the Gonski review.



27 February
A NEW EARLY LEARNING CENTRE FOR ST MICHAEL’S
The Diocese of Parramatta’s newest Catholic Early Learning Centre (CELC) at St Michael’s Parish, Blacktown South, opened in February offering early learning for up to 40 preschool aged children a day. CELC director, Donna Harding, said the teachers and staff were worked hard to have the centre ready. ‘We are extremely excited to welcome our first group of children.’



7 March
MOUNTAIN DEVILS LEAD PLC UP THE GARDEN PATH
As part of the Parramatta Learning Community for Sustainability, teachers from across the diocese met at St Finbar’s Primary, Glenbrook, to discuss learning opportunities to develop students’ oral language skills through kitchen garden groups and environmental programs. Students from St Finbar’s Mountain Devils kitchen garden group led a tour of the grounds enabling the students to showcase their plants and herb gardens to the teachers.



IMPROVING LEARNING OUTCOMES

Learning and teaching is the core work of our system of schools. Catholic Education provides direct support to schools in a range of programs across several support areas enabling students the best opportunity to achieve learning success.

Literacy and Numeracy

In 2012, a new Literacy and Numeracy Strategy called Focus 160 was developed and implemented in 26 primary schools with a special focus on literacy with up to 350 teachers trained in the use of observation and assessment tools. Focus 160 provides a tiered intervention process for student learning with teacher training which extends to the Reading Recovery program as part of the process.

The initiative was developed using Catholic Education Diocese of Parramatta's theory of action and alignment with state and federal government guidelines and school implementation plans to ensure:

- a whole school approach to literacy and numeracy was fostered with a focus on K-2
- improved student literacy and numeracy learning outcomes, as measured by achievement and growth
- dedicated daily literacy and numeracy instruction as defined by success criteria and informed by assessment for, and of, learning
- instructional leadership strategies used to lead and support change in teacher practice

Reading Recovery

Reading Recovery is an early literacy intervention implemented in 24 schools in the diocese. The intervention was delivered by 11 trained and 15 training teachers with 202 Year 1 students successfully completing their series of lessons. 41 students made significant gains in reading and writing and were identified for ongoing support. Reading Recovery teachers also made significant contributions to the professional learning of staff particularly in the administration of running records.

EMU program

In 2012, 5 primary and 4 secondary schools in the Diocese of Parramatta were added to the existing cohort of 34 schools implementing the Extending Mathematical Understanding (EMU) program.

In its third year, 57% of primary and 50% of secondary schools are implementing the program, which supports teachers and school leaders' instructional capability in the teaching of numeracy through ongoing professional learning. In particular, principals and school numeracy leaders take part in the Leading Mathematics Learning and Teaching program with academic partner, Dr Ann Gervasoni from the Australian Catholic University.

In addition, through the EMU specialist teacher program, 30 new teachers from Years 1 and 7 were trained, and 70 more received ongoing professional learning, bringing the total number of trained leaders to 100. The team of numeracy teaching educators also provided weekly in-school support to help build teacher capability.

The commitment to develop instructional capability in the teaching of numeracy has continued with one teaching educator trained in 2012 as a professional learning leader (PLL) for the specialist intervention program; and an additional teaching educator planned to be trained as a PLL for EMU for Years 3 to 7 in 2013. Trained PLLs will work with the most mathematically-vulnerable learners in Years 1 and 7.

National and Statewide Testing

The 2012 Higher School Certificate (HSC), saw 2,756 students from diocesan schools present for examination, an increase of 51 on the previous year. The overall results for diocesan schools were considerably above state average, indicating the second-best performance on this scale since the introduction of the 'new' HSC in 2001 – the best results were in 2011.



14 March
NOVEMBER LEARNING IN MARCH

Leading global expert in education technology, Alan November, visited St Monica's Primary, North Parramatta as part of his visit to the Parramatta diocese. He also presented a half-day seminar at St Francis of Assisi Primary, Glendenning for school leaders and teachers on 21st century learning.



15 March
ART AND LANGUAGE TEACHERS FORM COMMUNITIES OF LEARNING

An expert on religious and spiritual art, Sr Rosemary Crumlin RSM OAM, led the Visual Arts professional learning community on a tour of St Patrick's Cathedral, Parramatta sharing her experience as an artist and her involvement in securing artworks for the cathedral after the fire in 1996.



21 March
FIRST AUSTRALIAN SCHOOL TO JOIN US NEW TECH NETWORK

Parramatta Marist High School was officially recognised as the first Australian partner of New Tech Network, a not-for-profit organisation transforming schools across the United States through their project-based learning (PBL) approach to education. Following the introduction of PBL in 2008, the school is seeing great success with 75% of the 2011 HSC cohort offered university places.

Five Parramatta diocesan students received first-in-state results, which was the largest number of first places achieved in diocesan schools to date. 15 more students were placed on the official place-getters listing and 19 were placed on the top all-rounders list for achieving 10 or more units at Band 6 level.

For the fifth consecutive year, students in Years 3, 5, 7 and 9 sat the National Assessment Program Literacy and Numeracy (NAPLAN) in May 2012 with results released in September. There are 6 measures of assessment for each student: reading, writing, spelling, grammar/punctuation, overall literacy, and numeracy.

On 22 of the 24 measures (4 year groups x 6 measures) the percentage of students in diocesan schools at or above minimum standard is greater than the same percentage for both NSW and for the whole of Australia – the only exception being grammar/punctuation in Year 7.

Student support

Throughout 2012, a range of student support including specialist teacher support, counselling and behaviour support, assessment services and speech pathology support continued to be provided to schools, families and students in the Diocese of Parramatta.

In late 2012, Catholic Education realigned support services for students to ensure a more precise and targeted approach and to address the needs of a broader range of students. This also facilitated the implementation of a diversity model with a focus on 'learning need' rather than 'disability'.

This involved:

- establishment of a K-12 behaviour team with increased support for students with significant behavioural needs and increased support for their teachers and families
- establishment of an assessment team to increase responsiveness to requests for assessments by allied health professionals
- establishment of a K-12 wellbeing team incorporating K-12 counselling and behaviour services
- establishment of a new post-school options team building on the existing work of the Transition and Lighthouse teams



22 March
BR PATRICK HOWLETT AWARDED PAPAL HONOUR FOR SERVICES TO EDUCATION

Nominated by Bishop Anthony Fisher OP for 50 years of dedicated service to Catholic education, principal of Parramatta Marist High School, Br Patrick Howlett FMS, received the highest recognition given by the Pope to a member of a Religious order with the bestowal of the Croce Pro Ecclesia et Pontifice (the Cross of Honour for the Church) at the annual Education Mass.



20 April
PUTTING FACES ON THE DATA TO IMPROVE LITERACY

Canadian-based educational expert, Lyn Sharratt, worked with Catholic Education teaching educators and team leaders to improve student outcomes using a tailored case management approach. 'The greatest opportunity we have to build success in our schools is by putting faces on the data and recognising our students as individuals with holistic needs,' said Lyn.



April-May
FAITH THROUGH THE LENS OF ST PATRICK'S STUDENTS
Students at St Patrick's Primary, Blacktown produced a range of thought-provoking photographs demonstrating 'faith' as part of Catholic Schools Week which was celebrated from 29 April to 5 May with the theme 'Faith in Every Student'. Year 5 student, Alexandra Ruiz, is pictured with her artwork.

- creation of a new 24-place high support unit for students with significant intellectual and multiple learning needs in the eastern part of the diocese to complement the existing unit at Xavier College, Llandilo
- broadened the scope of itinerant teams to include specialist support for students with a broader range of learning needs

These services will ensure:

- higher levels of accountabilities for vulnerable students
- precise coordination and delivery of support services designed to eliminate multiple points of intervention
- increased level of support for the growing number of students with behavioural issues and students with multiple learning disabilities
- support is aligned with the work of other teams to enable greater opportunity for professional collaboration and learning

A 'Diversity is the Norm' (DIN) project team was also established in 2012 to deliver identified outcomes from the Australian Government's 'More Support for Students with Disabilities' funding initiative. The purpose of the DIN project is to support the most vulnerable students in schools to access personalised learning for success using appropriate assistive technologies.

Indigenous Education

In 2012, Catholic Education's mentoring program for Aboriginal education workers achieved its first recognisable result when one of Jarara's long-term Aboriginal education workers graduated from Australian Catholic University, Strathfield with an associate degree in Indigenous education and was offered a full-time, permanent teaching position in 2013. In the future, more staff are expected to graduate and become teachers and in turn, serve as future role models in the wider Aboriginal community.

In 2012, a record number of Aboriginal students graduated from Year 12 with many accepting university offers in a range of disciplines including Bachelor of Animal Science; Early Childhood; Bachelor of Business Studies majoring in Commerce; and Bachelor of Policing and Law. Many of these students achieved academic success by working closely with teachers and Aboriginal education workers after hours at the learning centre, located at the Aengus Kavanagh Education and Equity Centre, Mount Druitt.

Aboriginal elders, families, schools and the community came together at two annual awards evenings which recognised and celebrated Aboriginal and Torres Strait Islander student achievements, and where they also shared a meal and a yarn. For some families, these events are considered major milestones in their child's continuing learning journey and continue to grow in importance and significance in the community.

VET and Catholic Trade Training Centres

Vocational education and training (VET) delivers education and training to provide life skills and knowledge while enhancing employment-related skills and qualifications across a wide range of occupations. The number of students studying VET remained constant in 2012, but the diversity of courses offered has increased.

Key highlights:

- the first cohort of 108 students to undertake a VET course through early commencement at Emmaus Catholic College, Kemps Creek graduated, with many students excelling in their HSC results
- Caroline Chisholm College, Glenmore Park delivered Children's Services for the first time with 15 students
- Sports coaching is gaining in popularity with delivery to 125 students at Patrician Brothers College, Blacktown, McCarthy Catholic College, Emu Plains and St Dominic's College, Kingswood





4 May
FOCUSING ON COMPASSION DURING
CATHOLIC SCHOOLS WEEK

With compassion as their focus value for 2012, staff and students at Gilroy Catholic College, Castle Hill, celebrated the life of Cardinal Gilroy, the fifth Archbishop of Sydney, with a special outdoor mass as part of Gilroy Day celebrations. They recalled the way Cardinal Gilroy valued compassion and was known to live it out.



5 May
STUDENTS DEVELOP THEIR OWN SMART PHONE
VIRTUAL SCHOOL TOUR

Year 10 students at Catherine McAuley Westmead took advantage of Web 2.0 tools to develop a digital school tour through the use of QR codes, enabling hundreds of visitors to tour the school independently at their open day during Catholic Schools Week.



14 May
JASON CLARE MP GETS A LESSON IN TECHNOLOGY
Federal Member for Blaxland, Jason Clare MP, visited Holy Family Primary, Granville East as part of the National Smarter Schools Partnership (NSSP). The funding provided by the NSSP has allowed Holy Family to implement early intervention programs, integrate information technology into learning, introduce challenged-based learning and provide professional learning opportunities for staff.

- 11 students were awarded the Australian Vocational Student Prize, which recognises students' outstanding skills demonstrated while completing vocational educational training in senior secondary years
- Loyola Catholic Trade Training Centre graduated its first cohort of students in Electrotechnology, Hairdressing and Hospitality and enrolled their first cohort in Automotive, Shopfitting and Carpentry trades
- McCarthy Catholic Trade Training Centre, Emu Plains is in its third year of operation with 72 students enrolled in 2012, it continues to meet the vocational needs of the students in the Penrith/Blue Mountains area
- Loyola Senior High School, Mount Druitt won the VET in Schools Excellence Award in the Western Sydney Region and was a finalist at state level

Lighthouse

Lighthouse is an 18-week industry based mentoring program designed to develop eight key employability skills in students. In 2012, Lighthouse supported 65 students in Years 9 and 10 across 22 Parramatta diocesan secondary schools. Students achieved TAFE accreditation of Certificate I in Workplace Preparation. Mentors complete a TAFE accreditation course in Vocational and Community Engagement delivered by Western Sydney Institute of TAFE in Mount Druitt prior to being matched with a student.

During the program, students attended the workplace one day a week, recording skills acquisition in consultation with their mentor and workplace trainers in a log book. They also completed a two-day TAFE course in Access to Work and Training covering interviewing skills, resume writing, personal presentation and grooming. Students also participated in a careers networking forum with guest speakers from trade schools, TAFE, University of Western Sydney, VET and career teachers. Through Lighthouse, students reengaged with schooling and developed career aspirations.

Transition

Transition provides vocational opportunities to students in Years 9 and 10 with additional learning needs. Over a two-year period students participate in competency-based learning, pre-vocational courses delivered by the Transition team and/or registered training organisations; and work experience supported by a workplace trainer. Transition offers flexible delivery so that assessment can be undertaken in a variety of learning environments leading towards a nationally-recognised



25 May
FROM THE OUTBACK TO THE BIG CITY

A group of 15 Aboriginal students from St Therese's Primary, Wilcannia experienced a day of learning at Mary MacKillop Primary, Penrith South as part of their weeklong visit to Sydney, giving students and teachers from both schools a range of learning and teaching opportunities.



14 June
DAY FOR LEADERS IN CATHOLIC EDUCATION

Over 1,000 Catholic pastors and school leaders in Catholic Education from NSW and the ACT, gathered at Rosehill Gardens for a day of reflecting, sharing and strengthening schools as centres of the new evangelisation. Hosted by Bishop Anthony Fisher OP, the day included keynote addresses from Archbishop Jean Louis Bruguès OP, then Secretary of the Congregation for Catholic Education and Professor Richard Rymarz from the University of Alberta.



20 June
FORMING YOUNG PEOPLE OF PRINCIPLE, PURPOSE
AND PASSION

Following the Catholic Schools: Centres of the New Evangelisation day for leaders, priests and principals of the Diocese of Parramatta gathered for mass and attended a forum to discuss formation in Catholic schools. Bishop Anthony Fisher OP reflected on the Parramatta diocese's pastoral planning project, Faith in our Future, in forming young people of principle, purpose and passion.

qualification, Certificate I in Work Preparation (Community Services). It is future-oriented and draws on a student's personal skills to build transferable, generic employability skills. Additional support is accessible to students including: individual transition planning, parent expos and links to community and assessment for post-school options.

Key highlights:

- 409 students from 22 secondary schools participated in a range of short courses including work orientation, effective communication, work preparation, resume writing, first aid, financial literacy, social skills, training and trade specific taster courses e.g. 'Try a trade' and Work Health and Safety (WHS) induction
- 145 students participated in work experience aiming to build employability skills

CAPTIVATE

In 2012, participation in CAPTIVATE, the creative and performing arts initiative for Catholic schools in the Diocese of Parramatta, continued to grow. Offering a broad range of opportunities beyond the scale and capability of an individual school. Now in its fifth year of sustained growth, increased participation in established programs required an extended season of CAPTIVATE Showcase in June staged at both school and professional venues.

Key highlights:

- 600 students from 24 primary and secondary schools participated in the combined school music program
- 70 students from 22 primary and secondary schools performed in the Dance showcase with students studying the VET course, Entertainment Industry and Nagle College, Blacktown students provided technical production support for CAPTIVATE performances at Nagle College

- increased CAPTIVATE presence at major diocesan events including the inaugural Bishop's Awards for Student Excellence, Biennial Staff Awards, Principals and Priests Forum and the Catholic Schools: Centres of New Evangelisation Day for leaders in Catholic education
- the a3 Choral Development program continued in 2012 in collaboration with the Australian School of Performing Arts resulting in an 1,100-strong student choir from 14 primary schools which presented 2 concerts in September at St Dominic's College, Kingswood
- professional partnerships continued with choreographers, Lisa Griffiths and Craig Bary, composer Adam Synnott, and 12 senior contemporary dance students representing schools across the diocese, which resulted in a commissioned dance, 'Beautiful Games,' premiering in April at Nagle College, Blacktown
- 2 Year 12 students from 'Beautiful Games' were offered full-time tertiary performance degrees at Queensland University of Technology and Western Australian Academy of Performing Arts
- 8 students were acknowledged and 4 performed in the 2012 Callback, the NSW Board of Studies performance celebrating exemplary work of HSC Dance students
- Johnny Romeo, commercial artist and teacher, continued his teacher/artist-in-residence program in 2 primary schools and established 2 new residencies in secondary schools
- 4 senior members of the drama ensemble performed in the 'Short and Sweet' drama festival at King Street Theatre, Newtown; 1 Year 12 student from St Andrew's College, Marayong, directed a piece that made the finals as a wild card entry, placing equal 4th in the festival competition
- over 100 students from 21 schools participated in 'Dancin Daze' a three day intensive dance workshop with leading choreographers covering commercial, contemporary and street styles





21 June
TERRA SANCTA STUDENTS GET A HEAD START ON UNIVERSITY
 Six Year 12 students from Terra Sancta College, Quakers Hill successfully completed a tertiary unit of study at the University of Western Sydney while completing their HSC, as part of the university's schools engagement program. They were Tanyia Juarez, Sonyia Juarez, Esmerlyn Venturozo, Jasmin Baena, Jodie Borg and Daniel Abela.



28 June
CELEBRATING OUR ABORIGINAL HERITAGE DURING NAIDOC WEEK
 Five local Aboriginal 'Aunties', joined Holy Family Primary, Emerton for their NAIDOC Week celebrations, which included a special liturgy and a range of learning activities focused on the contribution of Aboriginal and Torres Strait Islander people.



22 July
CATHERINE MCAULEY SCIENCE WIZ ATTENDS INTERNATIONAL FORUM
 Year 12 Catherine McAuley Westmead student, Christie-Rae Crosthwaite joined a delegation of five other Australian students at Europe's largest science conference, the Euroscience Open Forum held in Ireland; Christie-Rae, who has a passion for Mathematics and Science, was selected after attending the prestigious National Youth Science Forum. (Photo credit: Olga Nebot, Designed Photography.)



- 23 student acts participated in 'Captivate's Got Talent', where industry panellists provide feedback on students' performances with winners receiving ongoing mentoring sessions by industry specialists; several students were invited to join CAPTIVATE as feature artists in community and corporate performance events
- the Strings program expanded to form 2 regional representative training ensembles in the Blue Mountains/Penrith and Blacktown areas, bringing together students and/or ensembles from 9 primary and 2 secondary schools
- the Band program has increased to 8 participating schools (primary and secondary) and instrumental band ensembles will present their own concert in 2013
- 33 students from 6 secondary schools performed in Shaun Parker's full-length dance theatre work, *The Yard* at Northern Rivers Performing Arts, Lismore; The Glasshouse, Port Macquarie and Riverside Theatre, Parramatta with funding from Arts NSW and professional venues
- strong interest in *The Yard* from international dance collaborators has resulted in negotiations to re-create the performance under Shaun Parker's direction with 15-20 South American young people and 15 CAPTIVATE students to tour internationally in late 2013
- key member of *The Yard* ensemble, Year 12 (2012) student, Libby Montilla, was invited to join Shaun Parker Company on its international tour and offered a five-month touring contract with the Company in their production of 'Happy as Larry' on its 15-city tour of Australia in 2013



24 July 2012
NSW GOVERNOR ENJOYS HIGH TEA AT LOYOLA'S CTTC
 Loyola Senior High School, Mount Druitt hosted Her Excellency Professor Marie Bashir AC CVO, Governor of NSW, to high tea at 'La Cova' café, after a tour of the new Catholic Trade Training Centre (CTTC). The NSW Governor also shared her own experience in education to encourage the students to strive in their endeavours.



27 July
TERRA SANCTA WINS CATHOLIC SCHOOLS DEBATING COMPETITION
 Terra Sancta College, Schofields-Quakers Hill's debating team (Jade Naidoo, Sonyia Juarez, Roman Chizhov and Kim Hanssen) won the Catholic Schools Debating Association grand final in the senior competition involving 60 schools across metropolitan Sydney.



7 August
CAPTIVATING SHOWCASE FOR SILVER JUBILEE
 Over 200 students from 36 schools across the diocese involved in the CAPTIVATE program performed at Riverside Theatre at Parramatta in a 'Best Of' showcase of the creative and performing arts talent in schools. The showcase was part of the Catholic Education Silver Jubilee celebrations in the diocese.

PROFESSIONAL LEARNING AND LEADERSHIP

Building Teacher Capacity through collaboration and professional learning models

The work of leading learning continues to address both elements of the diocese's strategic intent – improving learning outcomes for all students and promoting a professional and rewarding working life for teachers. In 2012, a variety of programs funded by the state and federal governments were introduced with a focus on building teacher capacity using an instructional model of professional engagement. These included:

- the Australian Institute for Teaching and Student Leadership initiatives using the Australian Teacher Performance and Development Framework
- 9 primary schools participated in the Empowering Local Schools national partnership initiative
- the Leading Educator program through the Australian Government's quality teacher program
- low SES and teacher quality national partnerships
- Closing the Gap – an initiative to enhance learning outcomes for Aboriginal and Torres Strait Islander students
- Diversity is the Norm – an initiative to provide additional learning support to students with disabilities

In 2012, three professional learning communities (PLC) were established to support secondary Visual Arts, Standard English and Languages teachers. The PLC enables teachers to build connections and develop a culture of exchange through conversation and collaboration. Through these PLCs, support was also provided to teachers working towards gaining accreditation at Professional Competence level with the NSW Institute of Teachers.

Building Instructional Leadership

The Principals Mentoring and Coaching program continued in 2012. The focus of the initiative is the development of instructional leadership

including goal setting, strategic resourcing, improving teacher quality, professional learning and ensuring safe and orderly environments based on the research of Viviane Robinson et al in 'Best Evidence Synthesis Iterative on School Leadership for Student Outcomes' (2009).

Key highlights:

- 12 experienced principals mentored 12 beginning and early career principals
- 14 principals joined 6 system leaders to make the 'Footsteps of St Paul' pilgrimage through Greece and Turkey led by Bishop Anthony Fisher OP
- 61 new participants enrolled in the emerging leaders program
- 98 staff including 80 principals took part in the annual two-day Principals' Masterclass, an instructional leadership professional learning initiative for system, school and team leaders. The 2012 theme focused on 'Connect, Extend, Challenge,' with presenters, Colin Schot, principal of Warringa Park School, Victoria; Barbara Cavanagh, principal of Albany Senior High School, New Zealand; John Laffan, St Michael's Primary, Blacktown South and Paul Ryan, Emmaus Catholic College, Kemps Creek





2 September 2012
PATRICIAN BROTHERS COLLEGE WINS RUGBY LEAGUE CUP
In a competition against 450 schools across Queensland, NSW and Victoria, Patrician Brothers' College, Blacktown won the 2012 rugby league GIO Australian Schoolboy Cup after convincingly beating Endeavour Sports High, Caringbah 32-6 at Toyota Park, Cronulla in the grand final.



13 September
INAUGURAL BISHOP OF PARRAMATTA AWARDS FOR STUDENT EXCELLENCE
The inaugural Bishop of Parramatta Awards for Student Excellence recognising the religious and academic achievement of secondary students across the Diocese of Parramatta, were held at St Patrick's Cathedral on Thursday 13 September. Initiated by Bishop Anthony Fisher OP, the award honours the contribution of one Year 12 student from each Catholic secondary school to his or her school and local community as nominated by their principal.



20 September
'MORE CHEESE PLEASE' SAYS VOICE OF YOUTH WINNER
Year 6 student, Jacob El Mahir from Our Lady of Lourdes Primary, Seven Hills was the 2012 winner of the 26th annual Voice of Youth public speaking competition open to all 56 Catholic primary schools across the diocese. Jacob delivered an entertaining speech titled, 'Cheese' discussing his obsession with the many types, textures and fun facts about his favourite food.



Learning Exchange

The Learning Exchange (LEX) operates physical and virtual learning spaces to promote and demonstrate quality teaching within the diocese; access to quality resources, mentoring, ongoing professional learning; and assists more experienced teachers achieve voluntary accreditation at Professional Accomplishment and/or Professional Leadership levels with the NSW Institute of Teachers and supports a range of professional learning communities.

- Key highlights:
- staff participated in more than 1,100 hours of professional learning on topics ranging from songwriting, effective use of interactive whiteboard and online resources
 - there was an increase in school-based professional workshops to provide support for effective roll out of 1-to-1 iPad programs and, in partnership with Apple, workshops were delivered on iOS App development, iBooks Author and other topics
 - the diocese hosted professional learning workshops for teachers led by educational experts, Marco Torres and Alan November
 - extension of the successful movie teams initiative hosting 3 full-day movie making overview and pre-production workshops with finished projects showcased over 2 nights with more than 400 parents and students in attendance
 - 3 leading educators worked with more than 32 teachers in 6 schools in inquiry learning, improving literacy in Kindergarten and developing teachers' capacity to implement project-based learning across the school as part of the leading educator program where lead teachers provide teaching support for colleague teachers
 - coordination of numerous events and information sessions live-streamed to schools across the diocese including the Catholic Schools: Centres of the New Evangelisation Day for leaders in Catholic education held at Rosehill Racecourse; Principals' Breakfasts and a National Simultaneous Storytime Reader's Theatre event held at Good Shepherd Primary, Plumpton
 - hosting of a virtual classroom with overseas guest lecturer at Parramatta Marist High using Vidyo
 - interactive booth at the 2012 Australian Literacy Educators' Association conference, sharing resources and expertise including demonstrations of QR codes and augmented reality as tools for literacy learning



21 September
ARE TEACHERS MAESTROS OR ENTHUSIASTS?
Educational expert and author, Professor Andy Hargreaves delivered the 2012 Catholic Education Ann D Clark Lecture on education leadership, school improvement, investing in the teaching profession and building teacher capacity. He asked, 'What do we want our teachers to be - enthusiastic but not brilliant, or maestros of their craft?'



23 October
RECOGNISING LIGHTHOUSE MENTORING PROGRAM
Sixty five students from Catholic schools across the diocese and their business mentors were recognised at the annual Lighthouse presentation evening for their participation in the workplace mentoring program. Lighthouse builds students' key employability skills and confidence and reengages students in learning.



5 November
CELEBRATING THE CONTRIBUTION OF STAFF
More than 250 long-serving teachers, staff, school and system leaders in the Diocese of Parramatta were honoured at a Staff Recognition Awards ceremony in October, with Episcopal Vicar for Education Rev Chris de Souza VG EV, presenting the awards and acknowledging staff for their years of service and leadership in Catholic education on behalf of Bishop Anthony Fisher OP.



5 November
ST JOHN VIANNEY'S GARDEN WINS AN ANZAC DAY AWARD
Federal Member for Chifley, Ed Husic MP, visited St John Vianney's Primary, Doonside to congratulate the school on winning the 2012 ANZAC Day Schools Award. The award was open to primary and secondary schools around Australia with the aim of increasing students knowledge about Australia's military history.



7 November
LEADING CHANGE AND BUILDING CAPACITY
Leading expert in educational reform and Professor Emeritus at the Ontario Institute for Studies in Education at the University of Toronto, Michael Fullan, led a professional learning workshop for principals and school leaders on leading change and building professional capacity.



9 November
SILVER JUBILEE CELEBRATION
To celebrate 25 years as a system of Catholic schools in the Diocese of Parramatta, a Silver Jubilee Reception was at St Andrew's Primary, Marayong attended by over 350 clergy, staff and former staff from the diocese. With more than 50 years working in Catholic schools, Br Aengus Kavangah FSP, reflected on 25 years in the diocese as well as the nearly 200 year history of Catholic Education in Australia which began in Parramatta in 1820.

The Learning Exchange has a library and virtual resource repository tailored to cater for staff learning with books, journals and audio-visual materials available for loan. Notably, 396 books were downloaded from the electronic book library, which was more than double the amount downloaded in 2011. Searches through ebscohost databases increased from 59,134 in 2011 to 107,356 downloaded searches in 2012.

Recruitment and Orientation

Recognising the influence classroom teachers and their leaders have on students' learning, support is provided for teachers and leaders through the newly appointed leaders program and the accreditation process for new scheme teachers (NST).

Key highlights:

- 22 new principals, assistant principals and Religious Education coordinators (RECs) participated in the newly appointed leaders program
- 25 school leadership appointments were made including the appointment of 7 principals, 10 assistant principals and eight RECs
- 144 beginning teachers were recruited to commence in 2012 with a female to male ratio of 72 to 28% across secondary and primary schools; within secondary schools, the female to male ratio was 68 to 32% compared to 76 to 24% in primary schools; 9 of the beginning teachers were above the age of 40
- approximately 800 new scheme teachers, at various stages of gaining accreditation through the NSW Institute of Teachers were employed in 2012 across the diocese
- 132 teachers gained accreditation at Professional Competence level through the NSW Institute of Teachers
- 22 teachers achieved their maintenance of accreditation status
- a number of formal workshops to support teachers in achieving accreditation through NSW Institute of Teachers professional standards were held throughout the diocese
- the first teacher in the diocese submitted requirements for the higher level status of Professional Accomplishment



9 November
EXECUTIVE DIRECTOR GREG WHITBY RECEIVES PAPAL KNIGHTHOOD
For his contribution to Catholic education and his work in reframing schooling for a contemporary world, executive director of schools, Greg Whitby, received a Papal Knighthood in the Order of St Gregory the Great. The award was originally founded by Pope Gregory XVI in 1831 and acknowledges an individual's meritorious service in the Church. Bishop Anthony Fisher OP presented the award at Catholic Education's Silver Jubilee celebration in November.



16 November
PALMS RECOGNISES CATHOLIC EDUCATION'S DEVELOPMENT WORK
Palms Australia jointly honoured Catholic Education Diocese of Parramatta and the Catholic Schools Office, Diocese of Broken Bay with a 'Development through Relationship' Solidarity Award to recognise the long-term commitment to improving education in Timor Leste since 2004 through the East Timor Teacher Placement Program.



23 November
ST BERNADETTE'S NATIONAL SHOT PUT CHAMPION
Year 4 St Bernadette's Primary, Dundas Valley student, Daniel Menin became national shot put champion for his age category after winning first place in both individual and relay team shot put events at the 2012 School Sport Australia Track and Field Championships held in Adelaide. Daniel also received the 2012 Kathy McGee memorial award for courage and determination for sport at the Parramatta Diocesan Sports Awards.



LEARNING ENVIRONMENT

The learning environment is an important element of the quality Catholic schooling framework and supports the system strategic intent. Capital works projects in the diocese aim to provide students and teachers with learning environments to maximise educational benefits for all and to make the best use of available funding.

Planning Reference Groups (PRG)

Planning reference groups ensure construction projects align with the strategic intent and are comprised of the parish priest, school principal, director of system performance and representatives of facilities, system learning and the wider school community.

Capital Projects Construction Program

In 2012, \$23 million was spent on the capital works program, continuing the significant investment in school infrastructure in the diocese including:

- major work completed at Marian Catholic College, Kenthurst; St Andrews College, Marayong; Cerdon College, Merrylands; Loyola Senior High School, Mt Druitt; St Columba's High School, Springwood; Our Lady of the Rosary Primary, St Marys; St Mark's Catholic College, Stanhope Gardens; Catherine McAuley Westmead; Mother Teresa Primary, Westmead and Bede Polding College, Windsor South
- major work continued at Holy Family Primary, Emerton; St Paul's Catholic College, Greystanes; Our Lady of the Angels Primary, Rouse Hill and St Columba's High School, Springwood
- the Catholic Block Grant Authority NSW approved applications to commence capital works projects in 2013 at St Michael's Primary, Blacktown South; Mother Teresa Primary, Westmead and Parramatta Marist High

Project Genesis: Building the Education Revolution (BER)

Project Genesis is the Diocese of Parramatta's response to the Australian Government's Building the Education Revolution (BER) program.

In 2012, the BER program was completed, externally audited and the projects acquitted delivering:

- completion of all capital works projects funded under Primary Schools for the 21st Century (P21) delivering new or refurbished libraries, multi-purpose centres and learning spaces to 54 schools
- completion of enhanced learning environments at 4 secondary schools funded under the Science and Language Centres for 21st Century Secondary Schools (SLC)

In 2012, \$0.5m was carried over for P21 Projects and BER Administration, to complete the program. Since the commencement of BER program's in 2009, the total investment on school facilities is \$166.1m, with the Australian Government contributing \$165.2m.

School Facilities and Maintenance

Comprehensive condition surveys commenced in 2012 to ensure the ongoing maintenance and preservation of school buildings and associated outdoor areas as a priority in creating optimum learning environments. System support is provided for maintenance work beyond the funding capacity of local communities.

Environmental Sustainability

The diocese continues to be committed to environmental sustainability, and has taken advantage of the Australian Government initiative for eligible schools to take practical action in the design of new buildings and upgrade of existing facilities to address climate change. Under this initiative, schools installed a range of renewable energy efficient measures estimated to deliver a net financial benefit to our schools of \$120,000 per annum. With this grant, installations to date include:

- solar power systems installed at 51 schools to the value of \$2.97m of grant funding, providing 397 kilowatts



28 November
OUTSTANDING SPORTSPEOPLE RECOGNISED IN PARRAMATTA DIOCESE

Six primary and four secondary school students received major awards for their sporting achievements including Catherine McAuley Westmead students, Hayley Anschau and Kate Hanna, who were jointly awarded Sportsperson of the Year, while 25 primary school students were awarded a Parramatta Diocesan Catholic Primary School Sports Council (PDCPSSC) Sports Medallion and 53 secondary students received a Blues Award for their success in a range of sports.



5 December
CATHOLIC EDUCATION'S DR JOHN DECOURCY NAMED 2012 BR JOHN TAYLOR AWARD WINNER

With a nomination from executive director of schools, Greg Whitby, the 2012 Br John Taylor CFC Award was awarded to Catholic Education's director strategic accountabilities services, Dr John DeCourcy for his work in HSC data analysis, which fundamentally changed the understanding of student performance, student achievement and teacher practice.



11 December
GILROY HOME TO AUSTRALIA'S FAVOURITE TEACHER
Gilroy Catholic College, Castle Hill's leader of learning and pedagogy, Mark O'Connor, was named winner of the national 'Who's Your Favourite Teacher' competition run by then Prime Minister Julia Gillard via Facebook. Mark was nominated by Rebecca Knox, a former HSC English student at Mary MacKillop College, Wakely.



- 14 schools, continue to capture a total volume of 365,000 litres of water through installed water tanks
- 4,571 energy efficient light lightings changed in 22 schools
- awnings were fitted in 3 schools to reduce cooling costs and insulation was installed in 1 school to increase energy efficiency

In 2012, all schools that received grant funding received a level 1 energy audit including an onsite audit and a 24 month evaluation of energy usage data. The audit considered the type of building and usage, energy consumption, lighting, heating and cooling, appliances, computers and the needs of staff and students. Each school received a report of the audit with recommendations on how the school can reduce its energy use and carbon footprint.

ICT and Learning Technology

The improvement of technological infrastructure and resources available to students and teachers is a significant way in which the diocese achieves the system strategic intent.

There were several major initiatives throughout 2012 including:

- continuation of the Australian Government's Digital Education Revolution (DER) providing 1-to-1 laptop access for all students in Years 9 to 12 and improvements to infrastructure to support increased laptops
- expansion of the wireless network enabling greater density and increased bandwidth capability to secondary and primary schools providing state of the art access to education content using a wide range of mobile devices, including laptops, iPods and iPads
- increased use of the CEnet shared resources, such as content filtering and internet connections
- trials of a new student information system commenced
- the upgrade of an enterprise knowledge management system
- the development of a new content management system replacing the existing system for school websites

Work Health and Safety

Since 2011 the diocese has prepared for the introduction of new Work Health and Safety (WHS) legislation effective 1 January 2012. Through this proactive and focused approach schools have continued to maintain safe and healthy workplaces for their communities.

Key highlights:

- 23 whole school WHS reviews and 55 internal audits were conducted
- 102 senior first aid training certificates awarded in the 4 courses conducted
- OHS Online continued to be migrated to Catholic Education's staff knowledge management system, OSCAR
- through the deployment of online reporting forms completed at the school, WHS compliance is now monitored centrally from the Catholic Education Office



17 December
INAUGURAL YEAR 12 CLASS GRADUATES AT ST MARKS

St Mark's Catholic College, Stanhope Gardens, which is located in one of the fastest growing areas of New South Wales, graduated their inaugural HSC students with 17 percent named on the Distinguished Achievers list which recognises students who have achieved the top band (Band 6) in a HSC subject.



18 December
UNIVERSITY HUB EXPANDS STUDENTS' HORIZONS
Loyola Senior High School partnered with Australian Catholic University (ACU) in offering the Mount Druitt University Hub to raise awareness of tertiary education options available for graduating students. As part of the hub, ACU offered 10 guaranteed places to HSC Loyola students following the 2012 HSC. The University of Sydney also made preliminary offers to six of Loyola's graduating Year 12 students.



18 December
RECORD NUMBER OF HSC STUDENTS TOP THE STATE
State Minister for Education, Adrian Piccoli MP, presented five HSC students from the Diocese of Parramatta with First in Course Awards in the 2012 HSC including Kiera Warda from Caroline Chisholm College, Glenmore Park (pictured) who topped the state in Studies of Religion II.



SUPPORT AND SERVICES FOR FAMILIES

Catholic Early Learning Centres

Catholic Early Learning Centres (CELCs) provided valuable early childhood (preschool) education services to the Blacktown South, Emerton, Greystanes and Glenwood-Stanhope Gardens parish communities. In February 2012, a new CELC opened at St Michael's Primary, Blacktown South increasing the diocese's capacity to cater to preschool needs with 700 places per week offered.

Catholic Out of School Hours Care Services

Since opening the first 5 Catholic Out of School Hours Care (COSHC) Services in January 2011, before and after school hours care services have expanded to 15 COSHC services at primary schools across the diocese. COSHC services provide more than 3,200 care places per week and 7 offer vacation care services providing more than 760 care places per week during school holidays, making this the largest COSHC service managed and operated by a Catholic diocese in Australia.

Bishop Manning Scholarship Fund

Established by the Diocese of Parramatta in November 2007, the Bishop Manning Scholarship Fund has, to date, awarded 139 scholarships providing benefits exceeding \$480,000 to students from financially disadvantaged families across the diocese. This educational initiative aims to make Catholic education accessible to all families while providing an avenue for the community to make tax deductible donations to help those most in need of assistance with education costs. The fund allocates 100% of all donations to scholarships to cover the cost of local school-based fees, excursions and an initial uniform allowance to help students in need of financial assistance to attend our schools. Diocesan tuition fees are also waived for scholarship recipients during the scholarship period.

Byallawa co-contribution scheme

Established in 2011, the Byallawa co-contribution scheme was introduced for eligible Aboriginal and Torres Strait Islander families to contribute what they can afford towards educational costs, with schools covering the balance. Byallawa, meaning 'yarn up' or 'speaking together,' responds equitably to the needs of Aboriginal and Torres Strait Islander communities in Catholic schools in the diocese. In 2012, 87 students from 52 families benefited from the Byallawa scheme, with many of these students actively involved with Catholic Education's Jarara Indigenous Education unit.



COMPLIANCE AND FINANCIAL INFORMATION

During 2012, the compliance program continued to embed ongoing self monitoring of compliance in schools; conduct external school audit visits for selected schools, refined processes for support of schools and report on schooling outcomes through annual school reports and returns to the Catholic Education Office (CEO). Compliance audit panels comprised staff chosen from schools and provided a professional learning opportunity for those staff involved.

- 15 primary schools and 6 secondary schools successfully undertook external compliance audits with the remaining 57 schools completing self monitoring using the compliance audit tool with all issues identified within the external and self monitoring audits satisfactorily resolved
- 1 systemic primary and 1 systemic secondary school undertook a curriculum-only compliance audit to monitor the addition of new years of schooling and also completed self monitoring of compliance in 2012 to ensure that they continue to meet non-curriculum aspects of compliance

- Mother Teresa Primary, Westmead, which opened in 2012, was audited in mid 2012 to ensure that it met the Board of Studies (BOS) requirements for initial registration as a new school. BOS also conducted an inspection of this audit, to check system processes for opening of new schools in June
- BOS conducted a partial audit of a primary school to ensure that the school met compliance requirements in 4 areas and to validate the system processes for the management of compliance.
- the system mirrored the BOS random partial audit processes and conducted 4 spot check audits at 2 primary and 2 secondary schools with each school audited in 4 areas – the system will continue to build this process throughout 2013
- the 2012 School Internal Audit program was completed on schedule with 78 scheduled school audits completed demonstrating that in relation to financial and administrative management Parramatta Diocesan schools continued operating at a generally good standard

DETAILED STATEMENT OF
REVENUE AND EXPENDITURE

CATHOLIC EDUCATION OFFICE, 1 JANUARY 2012 TO 31 DECEMBER 2012

	\$
OPERATING REVENUE	
Commonwealth – General Recurrent Grants	268,789,502
State – General Recurrent Grants	92,592,460
Other Commonwealth & State Grants	20,339,919
Parents Contributions – School Fee *	59,632,289
Investment Revenue	13,435,325
Schools – Reimbursable Salaries	4,840,701
Other Revenue	3,007,955
TOTAL OPERATING REVENUE	462,638,151
OPERATING EXPENDITURE	
Salaries & Wages Costs	314,889,263
Salaries & Wages Oncosts (Super, LSL & W/Comp)	41,184,221
Depreciation	27,744,265
Schools – Direct Support & Equity Grant	25,228,142
Administration & Doubtful Debts	12,136,959
Resources & ICT Expenses	13,951,476
Insurance & Staff Development	6,524,400
Facility Occupancy & Maintenance Expenses	3,684,067
Grants & Levies to External Organisation	2,364,829
TOTAL OPERATING EXPENDITURE	447,707,622
SURPLUS FROM OPERATIONS BEFORE CAPITAL	14,930,529

Note:
* These figures do not include local revenue raised from parish, P&F and school based charges and corresponding expenditure.

AUDITOR'S STATEMENT

'The Catholic Education Office – Diocese of Parramatta ('CEO') has prepared, for information purposes, the accompanying Detailed Statement of Revenue and Expenditure ('the Statement') for the financial year ended 31 December 2012. We have agreed the items included in the Statement to the accounting records of CEO. To the extent permitted by law we do not accept liability for any loss or damage any person may suffer arising from any negligence on our part'.

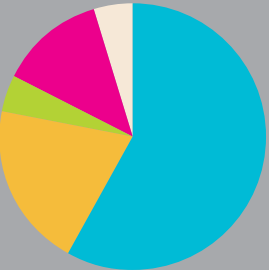
Deloitte Touche Tohmatsu
Helen Hamilton-James
Partner
Parramatta, 22 May 2013

	\$
SCHOOL BUILDING PROGRAM	
CAPITAL REVENUE	
Commonwealth & State Capital Grants	8,127,615
Diocesan School Building Fund Net Revenue	15,374,529
Interest Subsidy	6,815,479
Other Capital Revenue	1,633,063
CAPITAL REVENUE	31,950,686
Receipts from Borrowings	-
TOTAL CAPITAL REVENUE AND RECEIPTS	31,950,686
CAPITAL EXPENDITURE AND REPAYMENTS	
Capital Expenditure	23,762,078
Interest Expense	8,132,919
Repayments of Borrowings	9,584,675
TOTAL CAPITAL EXPENDITURE AND REPAYMENTS	41,479,672
CAPITAL DEFICIT – SCHOOL BUILDING PROGRAM	9,528,986

OPERATING REVENUE CHART

REVENUE \$462.6 MILLION

Commonwealth Recurrent Grants	\$268.8m	58.1%
State Recurrent Grants	\$92.6m	20.0%
Other Commonwealth & State Grants	\$20.3m	4.4%
Parents Contributions	\$59.6m	12.9%
Other sources of income	\$21.3m	4.6%



OPERATING EXPENDITURE CHART

EXPENDITURE \$447.7 MILLION

Salaries and Wages Costs	\$356.1m	79.5%
Other Operating Expenses	\$91.6m	20.5%



