

ANNUAL  
REPORT  
2013

# IT'S ABOUT GOOD TEACHING

INQUIRE  
RESPOND  
SHARE

CATHOLIC  
EDUCATION  
DIOCESE OF PARRAMATTA







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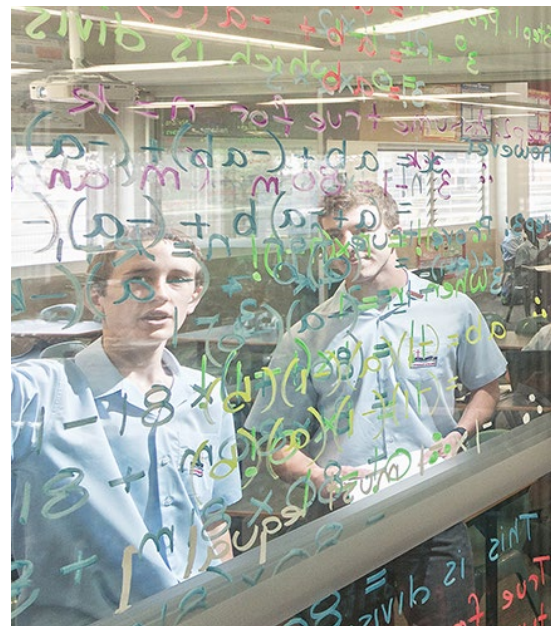






## ABOUT THE SYSTEM

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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 serving over 43,000 students and employing 4,500 staff.

Parish priests and principals work collaboratively to ensure the evangelising mission of Catholic education in the diocese is realised through religious education, formation, sacramental and liturgical celebrations, pastoral care, 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 strategic direction of the system of schools, evangelisation and Religious Education, stewardship and accountability.







## ABOUT THE SYSTEM



### STRATEGIC DIRECTION |

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

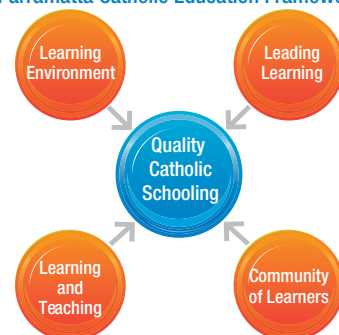
- Improving learning outcomes for all students
- Promoting a professional and rewarding working life for teachers

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

During 2013, the system focused on the following priorities:

- Improving literacy
- Improving numeracy
- Enhancing formation
- Developing teacher capacity

#### Parramatta Catholic Education Framework







# A MESSAGE FROM BISHOP ANTHONY FISHER OP

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## MY DEAR FRIENDS |

At the annual System Leadership Day at the commencement of 2013, I launched a Diocesan initiative for our schools, the Catholic Education Office and Chancery staff, to pray *The Angelus* at midday each day.

This ancient and simple prayer deliberately interrupts our daily routines and invites us to reflect, if ever so briefly, on what it is all for. It calls us to give thanks for the Incarnation of Christ, without which, without Whom, there would be no Catholic schools. And it unites our diocesan school system in a great act of common prayer at the heart of each day. I have been hugely gratified by the enthusiastic response of our staff and young people to this invitation.

There are many stories of our children stopping still at noon – in the classroom, on the playground, wherever they are – and

even alerting their teachers that ‘it’s time for *The Angelus*’. To recall each day the presence of Christ and refocus on Him as the inspiration for our work is a great thing.

In addition to *The Angelus* there were many signs throughout 2013 of a continued commitment to strengthening our schools as ‘Centres of the New Evangelisation’. These included the implementation of formation goals for students, staff and school leaders, the commencement of the Review of Religious Education by the University of Notre Dame, ongoing work in teacher professional learning and religious literacy, high levels of participation in the first Australian Catholic Youth Festival and, of course, in the World Youth Day held in Rio de Janeiro.

The mission-immersion experience in Lima, Peru followed by the great festival of faith in Rio, made WYD13 a unique experience







Bishop Anthony visits the communities of St Thomas Aquinas and St Columba's Catholic College following the October bushfires in Springwood in 2013

for those of our young people who took part, and those back home who helped them to get there, and supported them along the way. In addition to the ordinary recharging that comes through prayer such as the daily Angelus young people also need 'peak experiences' such as these festivals to 'hyper-charge' them for faith and witness. I am enormously grateful to those who make these experiences possible for them.

The challenge for Catholic educators is not only to deepen their students' understanding of the Gospel and the teachings of the Church, it is to model, through their own personal witness, what it is to be in a deep relationship with Christ and to live as a disciple in the world. This parallels the challenge educators face in providing a contemporary learning and teaching experience across all the disciplines...

To be an effective teacher we must have a deep understanding of our subject matter and the subject-appropriate pedagogy; to be an effective evangelist we must be formed in the Scriptures, tradition and magisterium of the Church, and skilled in effectively transmitting those things to the young. To be an effective teacher we must recognise and respond to the diverse gifts and needs of our students; to be an effective evangelist we must see our young people as images of God, disciples of Jesus and saints in the making, each with unique talents and unique service to give.

To be an effective teacher we must appreciate the context in which learners' learn and ensure teaching is relevant and meaningful; to be an effective evangelist we must ensure, as far as possible, a meaningful encounter with Jesus Christ and His Church, finding new ways to bring his Good News to young people today. To be an effective teacher we must work collaboratively with fellow teachers and learners to improve our practice; to be an effective evangelist we must live and act in communion with each other in building the Kingdom of God. The objects, skills and passions of these dual tasks parallel each other

in many ways and in the Catholic school we look to the very same people to engage in both, for the sake of our young people.

As I reflect on the many achievements of our school communities throughout 2013, I am heartened by the focus in Catholic education on continuous improvement. This has been key over many years and we are clearly gaining some momentum in areas such as literacy and numeracy, religious literacy, vocational education, retention of Indigenous students in schooling, engagement in creative and performing arts, enrolment growth and the provision of services for students with diverse needs.

There is always much more to be done and I know the Catholic Education Office and our school leaders are working very hard on building the capacity of teachers and staff to ensure improvement for every student. I congratulate them on their efforts. I congratulate our teachers and staff for their faithful and generous service. And I also congratulate our parents, as the first educators of their children, for collaborating in many ways with our schools in the great adventure of Catholic education. All of this is of course for our young people. I am very impressed by their learning gains, by their achievement on so many levels, by their character and ideals. We are rightly very proud of them!

This report rightly acknowledges another year of fine work by our school and parish communities, our students and their parents, 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.

+ *Anthony Fisher* OP

Yours sincerely in Christ  
Most Rev Anthony Fisher OP  
Bishop of Parramatta





# A MESSAGE FROM THE EXECUTIVE DIRECTOR OF SCHOOLS

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## DEAR FAMILIES AND COLLEAGUES |

Our Catholic schools are most effective when our teachers are most effective. It's about 'good teaching', which was the focus of our collective work as a system in 2013.

As Catholic educators, our view of the human person demands nothing less than success for each child in our 78 schools. Our understanding of good teaching has been enriched in 2013 by our partnerships and collaboration with educators around the world.

Professor Lyn Sharratt of the University of Toronto is co-author of the acclaimed book, *Putting Faces on Data*, and has worked with high performing school systems in Canada. Professor Sharratt has been leading our school and system leaders through high yield strategies aimed at improving teacher practice - data walls, instructional walks and case management.

Canadian educator, George Couros led our 2013 Principals Masterclass, sharing his wisdom and reflecting on the power of social media to enhance student and teacher learning.

2013 also provided an opportunity to reflect on the teaching of Religious Education. Bishop Anthony commissioned a review of Religious Education with the aim of improving the quality and effectiveness of the RE curriculum, formation and evangelisation in schools. The review was conducted by Dr Gerard O'Shea and Professor Kevin Watson of the University of Notre Dame. The review will help to refine and inform our work for this very central purpose of Catholic schools.

In November 2013, the diocese hosted Australia's first PBL World. The three-day event coordinated by Parramatta Marist High School under the leadership of Br Patrick Howlett FMS, provided participants with an opportunity to work with leading project based learning experts from the Buck Institute for Education. We were privileged to welcome Larry Rosenstock, Glenn O'Grady, John Mergendoller and Sam Seidel to present the latest PBL research and practice.

The diocese sent 120 students and teachers to Rio for World Youth Day. This was the first World Youth Day celebrated by Pope Francis. What an experience for our young people from western Sydney to participate in Mass on Copacabana Beach with three million young Catholics! I know from speaking with our pilgrims that the immersion experience of working alongside communities in Lima, Peru was life-changing. As Pope Francis said in his homily, the Church is counting on young people to 'build a new world; to make disciples of all nations.'







So much happens over the course of a school year, it is impossible to capture the breadth of Catholic schooling in the diocese. The 2013 annual report highlights some of these day-to-day events and activities in our schools, supported as always by our Bishop, Anthony Fisher OP, the Parramatta Diocesan Catholic Schools Council, our pastors and of course, parents.

My sincere thanks to the teachers, leaders, staff and volunteers who work in and for Catholic schooling in the diocese. Your contribution is making a difference to the lives of the young

people in our care. To our 43,000 students in our schools and their families, I thank you for the contribution each of you makes in strengthening the Catholic identity of our school communities and your ongoing commitment to Catholic education.

Greg Whitby  
Executive Director of Schools







# ENHANCING FORMATION AND EVANGELISATION

## RENEWAL OF RELIGIOUS EDUCATION |

In the 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.

In 2013, there was an emphasis on rejuvenating the prayer life of schools; service in social justice and charity; supporting students and staff at World Youth Day 2013 (WYD); and reviewing the curriculum and delivery of RE in schools.







# ENHANCING FORMATION AND EVANGELISATION



This provided the focus for our work under four themes:

## NEW EVANGELISATION

- formation and participation of 81 students and 39 teachers as pilgrims and the development of resources and formation nights for WYD pilgrimage to Lima and Rio
- participation by 116 secondary students and 26 teachers in the Australian Catholic Youth Festival led by Bishop Anthony in Melbourne
- implementation of formation goals for students, staff and school leaders
- professional learning courses such as the New Scheme Teacher and Emerging Leaders programs
- increase in regular participants at the Faith at the Fiddler evangelisation initiative for teachers
- leadership of diocesan celebrations including WYD pre-pilgrimage Catechesis with Bishop Anthony and Diocesan Youth Festivals
- renewed focus on realising the goals of the new evangelisation in schools by the Catholic Education subcommittee of the Parramatta Diocese Catholic Schools Council chaired by Sr Judith Sippel RSJ
- development of resources including Year of Faith celebration and staffroom evangelisation resource
- partnership with Catholic Youth Parramatta to offer a wide range of youth evangelisation experiences to students and younger staff in schools



## CATHOLIC LIFE AND IDENTITY

- the development of formation resources to support the praying of *The Angelus* in all schools and offices at noon each day
- Bishop Anthony's resource, *Love One Another as I Have Loved You*, used as guide for schools in their social justice activities and charities integrated with prayer, reflection and formative experiences
- staff renewal days under the spiritual direction of a priest of the diocese
- pilgrimages offered for school and Catholic Education staff
- continued support and response to the needs of Timor-Leste including 5 teachers travelling to Timor to participate in the teacher training program
- support to the 4 Catholic Early Learning Centres (CELCs) to continue establishment of a rich and authentic Catholic identity
- prayers and liturgies developed and implemented such as the Holy Week liturgy
- YouCat youth catechism provided to each beginning teacher





# ENHANCING FORMATION AND EVANGELISATION

## RELIGIOUS EDUCATION AND LITERACY |

- review of Religious Education in partnership with the University of Notre Dame and in consultation with parents, students, teachers, leaders and clergy through online questionnaires, face-to-face interviews, surveys and data analysis (final report presented to Bishop Anthony Fisher OP in February 2014)
- online religious literacy assessment expanded so that Years 4, 6, 8 and 10 students were examined across all diocesan schools - further report data added such as trend and cohort data, all available for online access and analysis by schools
- workshops for teachers on religious literacy assessment
- working group of Religious Education coordinators (RECs) and Catholic Education staff established to develop more religious literacy questions for Stages 3 and 5, as well as existing Stages 2 and 4
- Catholic education staff supported schools in the planning and implementation of the formation goal, strategic resourcing, programming, assessment and guidance on compliance
- newly appointed RECs mentored by a teaching educator
- writing of new scripts and development of new parable kits
- development and delivery of Mass kits to each school to enhance learning about the vessels, vestments and parts of the Mass
- development and delivery of *Intentional Teaching of Scripture* resource including school-based professional learning
- conceptual development, liaison with artist and development of teaching resources for the *Faces of Jesus* artistic and scriptural resource

## STAFFING AND LEADERSHIP |

- *Teaching the Truth in Love* used as the spiritual formation text for school leadership teams
- development and provision of units within formation programs including, new scheme teachers and emerging leaders
- RECs invited for the first time to the Priests/Principals/RECs Forum which formed part of the consultative process for the RE Review with a review of magisterial teachings on Catholic Education and an address by Bishop Anthony
- 4 meetings to support the work of RECs
- induction and support for beginning and existing RECs
- ERE team member working with each school to advise school leadership teams in the planning and implementation of their formation goal
- a cohort of teachers attended Master of Arts (Theological Studies) seminars provided by University of Notre Dame Australia
- accreditation or commencement of accreditation in RE studies as follows:
  - 47 teachers enrolled in a Graduate Certificate in RE
  - 52 teachers enrolled in a Masters of RE/Theology/Arts (Theological Studies)







# ENHANCING FORMATION AND EVANGELISATION



## CATHOLIC SCHOOLS TO RING THE ANGELUS DAILY

From Term 1 2013, over 43,00 students and 4,500 staff in Catholic schools, as well as the Catholic Education Office and Chancery staff in the Diocese of Parramatta, pray *The Angelus* at noon each day to join in the beautiful tradition of prayer as a sign of 'unity, reverence and dignity'.



## SERVICE TO EDUCATION HONOURED

Holy Family Primary, Emerton principal, Sr Brenda Kennedy was awarded the *Croce Pro Ecclesia et Pontifice* by the Holy Father Pope Francis, presented by Bishop Anthony Fisher OP for her service to education in the Diocese of Parramatta and her ministry at St Paul the Apostle Parish, Winston Hills.



## AN INSPIRING 60 YEARS OF SERVICE

Br Aengus Kavanagh FSP celebrated his 60th anniversary as a Patrician Brother and reflected on his own contribution to Catholic education and how Catholic Schooling has transformed over that time.



## WYD IGNITES THE FLAME OF FAITH IN PENRITH STUDENTS

Following World Youth Day, six pilgrims from McCarthy Catholic College, Emu Plains; St Columba's Catholic College, Springwood; and Caroline Chisholm College, Glenmore Park; recognised the need for a youth group catering to the interests of students and met with coordinating teachers from their schools to establish a youth group called 'Ignite'.



## TIMOR TRIP A LIFE CHANGING EXPERIENCE FOR HSC STUDENT

Niko Uele, a 2013 graduate of the Loyola Catholic Trade Training Centre, Mount Druitt has a very different future planned for himself following a trip to Timor Leste as part of a two-week immersion program run by the school to assist those less fortunate.



BISHOP ANTHONY FISHER OP - ADDRESS TO CATHOLIC EDUCATION SYSTEM LEADERS 2013





# IMPROVING LEARNING

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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 a broad range of support areas enabling students the best opportunity to achieve learning success.

## LITERACY AND NUMERACY |

In 2013, the system continued to build on the literacy and numeracy strategy, Focus160 which was implemented in 26 primary schools across the Diocese of Parramatta in 2012. Focus160 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 our 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

In 2013, all K-2 teachers across the diocese were also invited to participate in professional learning on the elements of a balanced literacy block.







## IMPROVING LEARNING



### READING RECOVERY |

- Reading Recovery is an early literacy intervention implemented in 39 schools in the diocese
- the intervention was delivered by 22 trained and 35 training teachers with 342 Year 1 students successfully completing their series of lessons
- 86 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
- the diocese hosted the inaugural Reading Recovery professional learning day which was attended by all Reading Recovery teachers in the diocese, as well as colleagues from CEO Sydney and the NSW Department of Education, and was facilitated by Alyson Matzcek, a Reading Recovery trainer from Canada
- a Reading Recovery database was also introduced, allowing tutors to access data quickly and efficiently





# IMPROVING LEARNING

## NATIONAL AND STATEWIDE TESTING |

- 2013 Higher School Certificate (HSC) saw 2,924 students from Parramatta diocesan schools present for examination, an increase of 168 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)
- 11 Parramatta diocesan students placed on the official place-getters listing in the state, and 18 were placed on the top all-rounders list for achieving 10 or more units at Band 6 level
- for the sixth consecutive year, students in Years 3, 5, 7 and 9 sat the National Assessment Program Literacy and Numeracy (NAPLAN) in May with five measures of assessment for each student: reading, writing, spelling, grammar/punctuation and numeracy
- the percentage of students in the diocesan schools at or above minimum standard is greater than the same percentage for both NSW and for the whole of Australia in all 20 of the measures

## STUDENT SERVICES |

Throughout 2013, a range of student support including specialist teacher support, counselling and behaviour support, assessment services and speech pathology continued to be provided to schools, families and students in the Diocese of Parramatta.

## DIVERSITY IS THE NORM |

The 'More Support for Students with Disabilities' Commonwealth initiative was extended in 2013 and as a result the Diversity of the Norm project focused on the Disability Standards for Education and how Catholic Education Diocese of Parramatta met these guidelines.

In 2013, Student Services and the Diversity is the Norm team aligned to deliver a broad range of services to support students including building the capacity and capability of teachers and leadership teams through professional learning opportunities. This alignment ensured that the provision of service was sustainable and the ongoing support to schools enhanced, including:

- training of 8 leading counsellors in Youth Mental Health First Aid and initial implementation of this program in 12 schools
- development and trialling of Targeted Learning Partnerships in 13 schools to respond to the learning needs of students who require a third wave intervention to address the complex learning needs of students
- support of the post-school learning needs of students by providing workplace opportunities in readiness for transition to work
- access to, and participation in, learning for students with learning difficulties and disability through the use of assistive technology
- planning for 2 new primary ASPECT classes, a specialist education program for students with Autism (ASD)
- Inclusion Online courses for teachers that address learning disability and build teachers' capacity to meet individual needs







## IMPROVING LEARNING



### GILROY STUDENTS WIN NAB SCHOOLS FIRST GRANT

Brothers, Joshua Callan, Year 12, and Christopher Callen, Year 10, were awarded the 'NAB Schools First' grant worth \$5,000 for establishing their school's very first recycling program.



### VISUAL ARTS AND INDUSTRIAL TECHNOLOGY STUDENTS TO FEATURE IN HSC EXHIBITIONS

A number of HSC students across the Diocese of Parramatta performed exceptionally well in Visual Arts, not only achieving in the highest performance bands but also being selected to exhibit their work in ARTEXPRESS.



### STUDENTS SET A NEW RECORD IN SUMMER READING CHALLENGE

A record number of 8,955 books were read by 370 students across the Parramatta diocese as part of the annual Executive Director's Summer Reading Challenge. Students were encouraged to take part in the challenge and read 15 or more books to go into the draw to win one of three iPad Minis.



### READING RECOVERY PROFESSIONAL LEARNING DAY

Nearly 60 primary teachers across the diocese participated in a Reading Recovery professional learning day with Canadian expert and trainer, Allyson Matczuk, held at St Francis of Assisi Primary, Glendenning. The focus of the day was to deepen teachers' knowledge of how they teach reading and writing, as well as to build on strong beginnings in the reading and writing, process.



### EMU HELPS IMPROVE NUMERACY

Throughout October principals and staff from 15 schools in the Parramatta diocese attended six professional learning workshops led by leading academic, Dr Ann Gervasoni, as part of the Extending Mathematical Understanding (EMU) program.



### LEARNING TODAY: CATHOLIC EDUCATION DIOCESE OF PARRAMATTA'S APPROACH TO LEARNING IN TODAY'S WORLD





## IMPROVING LEARNING

### INDIGENOUS EDUCATION |

- in 2013, the Diocese of Parramatta had the highest number of Aboriginal students enrolled in secondary schools of any NSW Diocese – a total of 342 students with 50 completing their HSC and 62 completing Year 10 (ROSA)
- 97 Aboriginal students from Years 6 to 12 attended residential leadership workshops throughout the year
- community engagement with Aboriginal elders was maintained in 2013 and two successful 'Yarn Ups' were also held
- as part of NAIDOC Celebrations 'Animals of the Dreaming' visited 19 schools and held one community function at the Aengus Kavanagh Centre with over 9,000 students, staff and community members having the opportunity to participate in these celebrations





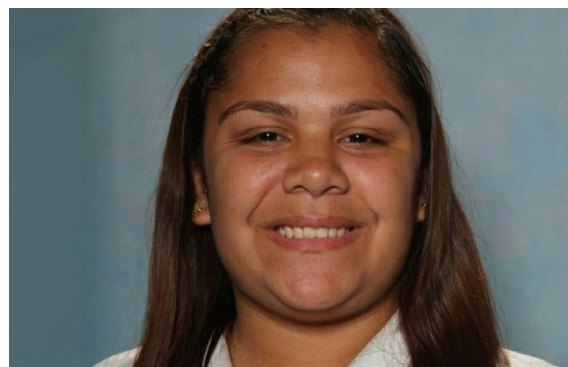


## IMPROVING LEARNING



### HOLY FAMILY FEATURED IN NATIONAL INDIGENEOUS HEALTH FILM

Filmed on location at Holy Family Primary, Emerton and featuring Year 1 students, the 15 minute film, 'Can you hear me? Otitis Media in the classroom', is an educational video aimed at educating primary teachers and the wider community about the learning, behavioural and social impacts of students suffering from Otitis Media or 'glue ear'.



### INDIGENEOUS NAGLE HSC STUDENT TO INSPIRE FUTURE GENERATIONS

Kara McGrath, a 2013 Indigenous graduate of Nagle College, Blacktown, was the first in her family to complete the Higher School Certificate. Coming from a family of six children and overcoming an intellectual disability, Kara said she was driven by a desire to be a role model for her younger siblings.







# IMPROVING LEARNING

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## VET AND 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.

In 2013 there was an increase in the number of students choosing one or more VET courses and also an increased number of students at Catholic Trade Training Centres enrolled in school-based apprenticeships. Teachers also continued to undertake professional learning and engage with industry to further their expertise.

Key highlights:

- 17 students were awarded the Australian Vocational Student Prize recognising students' outstanding skills in VET in senior secondary years
- increased retention of students at both Loyola and McCarthy Catholic Trade Training Centres
- Loyola Catholic Trade Training Centre graduated its first cohort of students in Automotive, Shopfitting and Carpentry trades
- introduction of Children's Services and Telecommunications as new trade areas
- Parramatta Marist High School embarked on Stage 5 VET upskilling of Business Services teachers to teach Certificate III in Business
- running assessment writing workshops for all courses
- Construction, Hospitality, Retail and Primary Industries teachers upgraded their qualifications
- upskilling of Information and Digital Communication teachers to Certificate III in Information Digital Media and Technology
- development of, and participation in the pilot program of Work Inspiration with the Visual Industries Suppliers Association
- restructuring of VET management structure for schools
- increased participation in VET qualifications for Post School Options students



## WORKPLACE OPPORTUNITIES INSPIRE STUDENTS

Seven Year 10 students from St Mark's Catholic College, Stanhope Gardens were given a taste of the sign and graphic industry, attending a three-day Work Inspiration program. Run in partnership with the Visual Industries Suppliers Association (VISA), AusSip and CEDP, the program was sponsored by prominent stakeholders in the sign and graphic industry including Graphic Art Mart, Roland and Hewlett Packard.



## SHAKESPEARE CHALLENGE PROVIDES REAL WORLD LEARNING AT MARIAN COLLEGE

As part of a challenge-based learning approach to Entertainment Studies, Year 12 students transformed the amphitheatre at Marian Catholic College, Kenthurst into a magical woodland to showcase their production of Shakespeare's, 'A Midsummer Night's Dream'.







## IMPROVING LEARNING



### LEARNING REAL SKILLS FOR THE REAL WORLD AT LOYOLA

Twelve students from five trade areas - Hairdressing, Hospitality, Shopfitting, Electrotechnology and Metal Fabrication - spent a week working with the small rural primary school community of St Ignatius, Bourke to assist the school in some beautification works, allowing them to apply learning and skills in a real word scenario.



### INTERNATIONAL EDUCATORS GAIN INSIGHTS INTO AUSTRALIAN EDUCATION

Six educators visited Loyola Senior High School, Mount Druitt as part of the Global Education leaders program bringing together key education system leaders, policy makers, thought leaders and education consultants, collaborating to discuss transforming education to thrive in the 21st century.







## IMPROVING LEARNING



### CAPTIVATE |

In 2013, participation in CAPTIVATE, the creative and performing arts initiative for Catholic schools in the Diocese of Parramatta, continued to grow with participation rates increasing throughout the broad range of opportunities offered. Now in its sixth year, CAPTIVATE programs reach further into the everyday classroom experience of students than ever before, receiving unprecedented industry recognition.





## IMPROVING LEARNING



### Key highlights:

- 865 students from 28 primary and secondary schools participated in the combined school music program
- 120 students from 20 primary and secondary schools performed in the Dance showcase with students studying the VET course, Entertainment Industry and Nagle College, Blacktown students providing technical production support for CAPTIVATE performances at Nagle College
- 300 students from 37 primary and secondary schools performed in the 'Best Of' showcase at the Joan Sutherland Performing Arts Centre, Penrith
- ongoing CAPTIVATE presence at major diocesan events including the Bishop's Awards for Student Excellence, the Education Mass and World Youth Day 2013 preparations
- the a3 Choral Development program continued in 2013, in collaboration with the Australian School of Performing Arts (ASPA), resulting in an 750-strong student choir from 9 primary schools which performed in 2 concerts in September at St Dominic's College, Kingswood
- *The Yard*, CAPTIVATE's co-production with Shaun Parker Company nominated in the 2013 Helpman Awards in the category of 'Best Children's Entertainment'
- CAPTIVATE Drama ensemble participants achieved third place (Judges Award) in the open section of the 'Short and Sweet' Festival
- Johnny Romeo, commercial artist and teacher, continued his teacher/artist-in-residence program in 2 primary and 2 secondary schools, building a culture of after school studio work by secondary students and creating with the primary students large scale photographic works of art installed throughout their respective schools
- over 50 students from 14 schools participated in CAPTIVATE Masterclass: Dance Intensive, a three-day intensive dance workshop with leading choreographers covering commercial, contemporary and street styles
- 24 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 continued to run two regional representative training ensembles in the Blue Mountains/Penrith and Blacktown areas, bringing together students and/or ensembles from 6 primary and 3 secondary schools
- the Band program increased to 13 participating schools (primary and secondary) and instrumental band ensembles will present their own concert in 2014
- staff and students from 3 primary and 1 secondary school collaborated in the Drama Literacy CAPTIVATE program where arts teaching practices are used to deepen learning in key areas of reading comprehension and oral literacy







## IMPROVING LEARNING

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## IMPROVING LEARNING



### THE YARD NOMINATED FOR 2013 HELPMANN AWARD

A school-industry partnership between Catholic Education's creative and performing arts initiative, CAPTIVATE, and internationally acclaimed choreographer, Shaun Parker, has received a nomination for Best Presentation for Children for 'The Yard' in the 2013 Helpmann Awards. 'The Yard' is a one hour dance and theatre performance featuring 33 students from Catholic schools across the Diocese of Parramatta.



### FILM FINALISTS FOCUS ON ABILITY

St Columba's Catholic College, Springwood drama students achieved second place at the NOVA Employment's 'Focus on the Ability' short film competition and won a \$1500 cash prize award in the 'Most Online Votes' category. The students are part of CAPTIVATE.



CAPTIVATE BEST OF SHOWCASE 2013





# PROFESSIONAL LEARNING AND LEADERSHIP

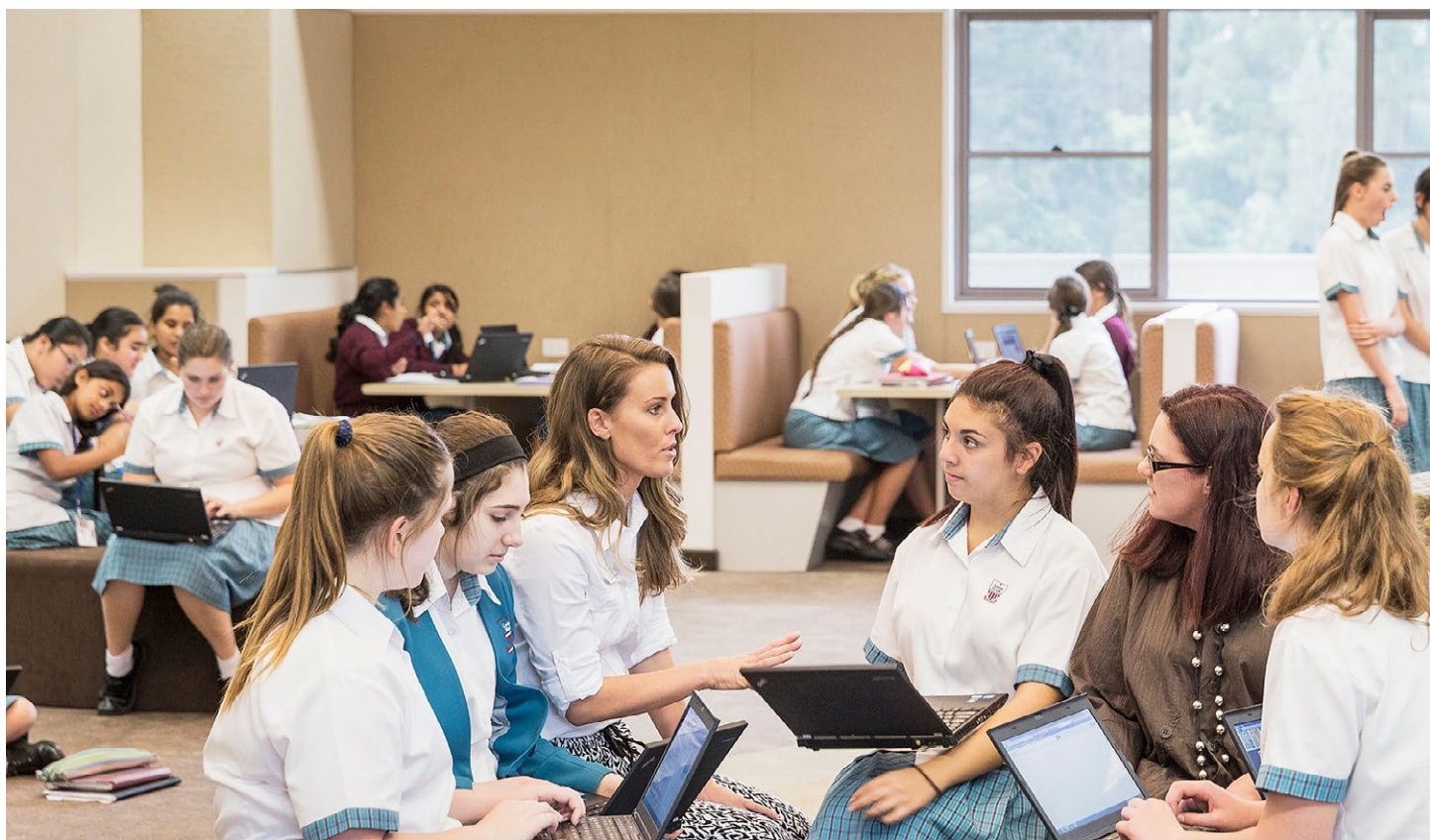
## TEACHER LEARNING & LEADERSHIP |

New models of professional learning now, more than ever, underpin this contemporary learning organisation with the focus on increasing each teacher's individual teaching capabilities to improve learning outcomes for all students.

The system professional learning curriculum is informed by federal and state agendas, and aligned to our priorities and frameworks. It is designed to be relevant, collaborative and future-focused.

In 2013, over 400 courses were delivered including:

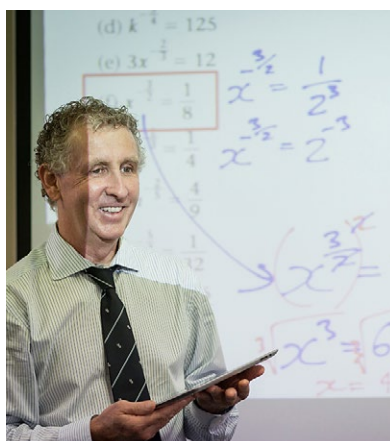
- Extending Mathematical Understanding (EMU) supporting the system numeracy strategy
- Focus160 - the literacy and numeracy intervention plan for 26 schools under the State Literacy and Numeracy Action Plan
- professional learning for Reading Recovery teachers
- professional learning for beginning teachers
- Diversity is the Norm initiative providing additional learning support to students with additional needs such as speech, language, communication and behaviour
- Professional Learning Communities (PLCs) were established to support Focus160, secondary numeracy, English Stage 6, Languages, General Mathematics Stage 6 and Diversity is the Norm. PLCs enable teachers to build connections and collaborate around a point of inquiry
- professional learning for VET teachers







# PROFESSIONAL LEARNING AND LEADERSHIP



## 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 teacher accreditation process.

Key highlights:

- 49 school leadership appointments were made including 21 principals, 15 assistant principals and 13 RECs
- 122 beginning teachers were recruited to commence in 2013 with a female to male ratio of 80% to 20% across secondary and primary schools
- approximately 1305 teachers in the diocese are accredited, or at various stages of gaining accreditation through the BOSTES, in 2013
- 130 teachers gained accreditation at Professional Competence/Proficient levels through BOSTES
- 45 teachers achieved their maintenance of accreditation status
- 20 workshops held across the system to support teachers in achieving accreditation through BOSTES professional standards were held throughout the diocese
- the first teacher in the diocese was awarded accreditation at Professional Accomplishment / Highly Accomplished.





# PROFESSIONAL LEARNING AND LEADERSHIP

## SYSTEM LEADERSHIP, INITIATIVES, DEVELOPING LEADERS, INSTRUCTIONAL LEADERSHIP |

The Principal Mentoring and Coaching program continued in 2013. 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:

- 5 experienced principals mentored 5 beginning and early career principals
- 22 secondary principals participated in the Creating Superb School Leadership Teams (CSSLT) program. Conducted by the Queensland Education Leadership Institute the CSSLT is aimed at building the capability of the school leadership teams in working together to achieve whole school improvement
- System Leadership Day held at Rosehill Gardens on 23 January with presentation from Dr Lyn Sharratt on the topic of *Putting Faces on the Data*
- 100 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 2013 theme focused on '*The Faces of Learning*', with presenters George Couros, division principal of Innovative Teaching and Learning for Parkland School Division, Edmonton Canada; Laurayne Tafa, principal of Stanhope Road School Auckland, New Zealand and Robert Laidler, principal of Loyola Senior High School, Mount Druitt







# PROFESSIONAL LEARNING AND LEADERSHIP



## 2013 COMMISSIONING CEREMONY AND EDUCATION MASS

Four principals and 150 beginning teachers were commissioned into their roles of service in the Diocese of Parramatta at the annual Education Mass held at St Patrick's Church, Blacktown on 7 March 2013.



## GEELONG PRINCIPALS TOUR CONTEMPORARY LEARNING SPACES

12 principals from Melbourne Geelong visited the Diocese of Parramatta to tour schools and learn about the diocese's approach to learning and teaching.



## LOCAL TEACHERS RECEIVE PREMIER'S SCHOLARSHIPS

Two Catholic school teachers from the Diocese of Parramatta were awarded Premier's Teacher Scholarships worth \$15,000 towards a five-week study tour within their respective fields. Karen King from Caroline Chisholm College, Glenmore Park and Elena Gray from St Patrick's Marist, Dundas Valley were presented their awards by then Premier Barry O'Farrell on 25 August.



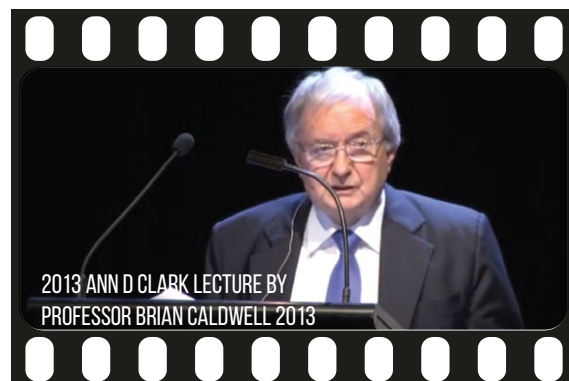
## MOVING SCHOOLS TOWARDS TRANSFORMATION

Expert in education and author, Professor Brian Caldwell, presented the 14th annual Catholic Education Ann D Clark Lecture at Evan Theatre, Penrith to over 350 educators on 29 August. Prof Caldwell spoke about the need for schools to become 'self-transforming' and called for increased school autonomy and less government intervention.



## PRINCIPAL'S MASTERCLASS 2013

The Principals Masterclass 2013 was held on 15-16 August with over 120 principals and senior leaders from Catholic Education Diocese of Parramatta coming together to share their practice with colleagues around the theme, 'The Faces of Learning'. Innovative Canadian educator, George Couros, presented a number of keynote addresses and workshops sharing his expertise on student learning and engaging school communities using social media.







# 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 facilities that maximise educational benefits and to make the best use of available funding.

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

## CAPITAL PROJECTS CONSTRUCTION PROGRAM |

In 2013, \$19 million was spent on the capital works program, continuing the significant investment in school infrastructure in the diocese including:

- major work completed at St Michael's Primary, Blacktown South; Holy Family Primary, Emerton; St Paul's Catholic College, Greystanes; and Mother Teresa Primary, Westmead
- major work continued at Our Lady of the Angels Primary, Rouse Hill and St Columba's Catholic College, Springwood
- the Catholic Block Grant Authority NSW approved one application to commence a capital works project in 2014 at Terra Sancta College, Schofields.

## SCHOOL FACILITIES AND MAINTENANCE |

Comprehensive condition surveys were completed in 2013 to ensure 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. System initiatives that have supported maintenance programs at Parramatta diocesan schools include the test and tag, fire compliance and residual current detection (RCD) programs.

## ICT AND TECHNOLOGY |

Technology is a key enabler in achieving the system strategic intent. CEDP remains at the leading edge in delivering world-class tools to support teaching and learning in our schools.

There were several major initiatives throughout 2013 including:

- provisioning of Classm8, a new virtual learning environment. Classm8 is powered by Google Apps for Education and provides a suite of core productivity tools such as Google Mail (Gmail), Google Calendar and Google Sites. Extensive professional learning in the use of these tools was provided through the delivery of 30 bootcamps and workshops to more than 400 school and system staff
- the trial of the diocese's student information system, Faces, continued and progressive deployment into schools was planned to commence from January 2014
- a project was initiated to investigate affordable contemporary solutions for predicted and continued growth in the increasing amount of bandwidth required to support learning and teaching
- professional learning opportunities were provided by the Learning Exchange for schools in a range of learning technologies including iPads, video and music production, eBooks and 3D printing







## LEARNING ENVIRONMENT



### A SAINTLY NAME CHANGE FOR MARY MACKILLOP PRIMARY

To honour the canonisation of Mary MacKillop in 2010, Mary MacKillop Primary, Penrith South officially changed their school name to 'St Mary MacKillop Primary' at their opening school mass in 2013.



### OUR LADY OF THE ANGELS GOES SOLAR

Our Lady of the Angels Primary, Rouse Hill was awarded a grant enabling the school to install 104 solar panels to not only create a clean source of energy, but to provide a financial benefit to the school.



### OPENING AND BLESSING AT ST ANDREW'S

Episcopal Vicar for Education and Formation, Very Rev Chris de Souza VG EV officially opened the newly refurbished \$2.1 Science and Technical and Applied Studies (TAS) learning spaces at St Andrew's College, Marayong.



### OPENING AND BLESSING AT ST PAUL'S CATHOLIC COLLEGE

Bishop Emeritus of Parramatta, Most Rev Kevin Manning, representing Bishop Anthony Fisher OP blessed the \$3.2 million newly constructed buildings and refurbished learning spaces that were officially opened by State Member for Granville, Tony Issa MP and director of system performance, Sophie Ryan representing executive director of schools, Greg Whitby.



### BEDE POLDING OPENING AND BLESSING

Vicar General, Very Rev Peter Williams VG EV, blessed the newly constructed \$3.4m Food Technology building and refurbished learning spaces which were officially opened by director system performance, Joy Short at Bede Polding College, South Windsor.



### OUR LADY OF THE ANGELS OPENS NEW LEARNING SPACE

An opening and blessing ceremony was held at Our Lady of the Angels Primary, Rouse Hill to officially open their \$2.9 million newly constructed learning spaces funded by a combined contribution from NSW Building Grants Assistance Scheme and the local Catholic community. The spaces were blessed by Very Rev Chris de Souza VG EV and officially opened by executive director of schools, Greg Whitby and Member for Hawkesbury, Ray Williams MP.



# LEARNING ENVIRONMENT

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## 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.

- the leadership team attended WHS training with Michael Tooma from Norton Rose Fulbright on the new WHS Legislation and due diligence obligations of officers
- 19 Work Health and Safety school audits were conducted
- 66 senior first aid training certificates awarded in the 4 courses conducted and 18 participants attended CPR courses
- the Work Health and Safety Committee was established
- WHS compliance continues to be monitored centrally







## LEARNING ENVIRONMENT

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## SUPPORT AND SERVICES FOR FAMILIES

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### 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 2013, the diocese offered 700 places per week to cater to preschool needs.

### CATHOLIC OUT OF SCHOOL HOURS CARE SERVICES |

Since opening the first five Catholic Out of School Hours Care (COSH) Services in January 2011, before and after school hours care services have expanded to 15 COSHC services at parish primary schools across the diocese, with further new services planned for 2014. COSHC services provide more than 3,720 care places per week. Seven vacation care services provided more than 1,050 care places per week during school holidays.

### BISHOP MANNING SCHOLARSHIP FUND |

Established by the Diocese of Parramatta in November 2007, the Bishop Manning Scholarship Fund has, to date, awarded 171 scholarships providing benefits exceeding \$700,000 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. Diocesan tuition fees are also waived for scholarship recipients.

### 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 2013, 111 students from 78 families benefited from the Byallawa scheme, with many of these students actively involved with Catholic Education's Jarara Indigenous Education unit.







## SUPPORT AND SERVICES FOR FAMILIES





# SCHOOL COMPLIANCE AND AUDIT

## PRIMARY AND SECONDARY SCHOOL COMPLIANCE |

During 2013, compliance monitoring continued to embed ongoing self-monitoring of compliance in schools; conduct external 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).

- 17 primary schools and 5 secondary successfully undertook external compliance audits with the remaining schools completing self-monitoring using the compliance audit tool
- Mother Teresa Primary, Westmead, which opened in 2012, was audited to ensure that it met the Board of Studies (BOSTES) requirements for initial registration of Year 6, 2014 as well as the system requirements for the Diocese of Parramatta
- the lead Inspector from the BOSTES NSW attended the St Columba's Catholic College, Springwood audit to observe the process and review the College's policies and procedures. As a result of their observation, they affirmed the quality and thoroughness of the process and St Columba's was found to be compliant in all assessed areas
- 1 secondary school was selected for the BOSTES partial monitoring process. This involved the lead inspector from BOSTES observing CEO policies and procedures. This was completed to ensure that the school was compliant with the BOSTES requirements for registration. The school was found to be compliant in the areas assessed by BOSTES
- the system mirrored the BOSTES random partial audit processes and conducted 4 spot check audits at two primary and two secondary schools with each school audited in 4 areas (2 curriculum and 2 non-curriculum domains)
- 2 primary schools were audited and rated satisfactory as part of the Section 21A compliance program conducted on behalf of NSW Department of Education and Communities
- a new model of compliance monitoring was proposed to BOSTES with approval to pilot it in 2014
- the 2013 school internal audit program was completed on schedule with a total of 81 audits completed - 78 scheduled school audits and 3 follow-up audits
- the 2013 school audit program demonstrated that in relation to financial and administrative management, Parramatta diocesan schools continued operating at a generally good standard







# CATHOLIC SCHOOLS WEEK 2013



## HOLY CROSS PRIMARY EXPLORE MULTIPLE INTELLIGENCES

A week of learning activities to engage students in their 'multiple intelligences' took place at Holy Cross Primary, Glenwood during Catholic Schools Week, 10-16 March. Activities focused on a different aspect of their 'intelligence' each day as a way of allowing students to explore the many facets of their learning.



## AMAZING CATHOLIC SCHOOLS RACE

As part of Catholic Schools Week celebrations, St Madeleine's Primary, Kenthurst launched a whole school learning and teamwork activity, dubbed, 'The Amazing Catholic Schools Race'. The race involved students attempting 20 challenges in their peer support teams and Year 6 students working with their Kindergarten buddies.



## ADVENTURER VISITS KEMPS CREEK

Year 5 students from Trinity Catholic Primary, Kemps Creek were visited by well-known adventurer, Chris Olsen who shared his experiences about life in Antarctica, the effects of global warming, whaling and pollution and the importance of conservation.



# DETAILED STATEMENT OF REVENUE AND EXPENDITURE

CATHOLIC EDUCATION OFFICE, 1 JANUARY 2013 TO 31 DECEMBER 2013 |

\$

## OPERATING REVENUE

Commonwealth - General Recurrent Grants	282,791,387
State - General Recurrent Grants	96,633,171
Other Commonwealth & State Grants	23,294,669
Parents Contributions - School Fee *	57,295,528
Investment Revenue	11,748,856
Schools - Reimbursable Salaries	5,972,983
Other Revenue	3,480,967

TOTAL OPERATING REVENUE	481,217,561
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## OPERATING EXPENDITURE

Salaries & Wages Costs	325,932,651
Salaries & Wages Oncosts (Super, LSL & W/Comp)	44,634,843
Depreciation	29,256,776
Schools - Direct Support & Equity Grant	23,527,501
Administration & Doubtful Debts	2,324,784
Resources & ICT Expenses	16,139,776
Insurance & Staff Development	6,554,292
Facility Occupancy & Maintenance Expenses	6,173,304
Grants & Levies to External Organisation	2,369,641

TOTAL OPERATING EXPENDITURE	456,913,568
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SURPLUS FROM OPERATIONS BEFORE CAPITAL	24,303,993
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### 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 2013. 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, 19 May 2014

## OPERATING REVENUE \$481.2 MILLION

Commonwealth Recurrent Grants	\$282.8m	58.8%
State Recurrent Grants	\$96.6m	20.1%
Other Commonwealth & State Grants	\$23.3m	4.8%
Parents Contributions	\$57.3m	11.9%
Other sources of income	\$21.2m	4.4%







# DETAILED STATEMENT OF REVENUE AND EXPENDITURE

	\$
<b>SCHOOL BUILDING PROGRAM</b>	
CAPITAL REVENUE	
Commonwealth & State Capital Grants	6,424,077
Diocesan School Building Fund Net Revenue	17,594,765
Interest Subsidy	5,908,224
Other Capital Revenue	643,386
CAPITAL REVENUE	30,570,452
Receipts from Borrowings	-
<b>TOTAL CAPITAL REVENUE AND RECEIPTS</b>	<b>30,570,452</b>
CAPITAL EXPENDITURE AND REPAYMENTS	
Capital Expenditure	19,293,458
Interest Expense	6,840,020
Repayments of Borrowings	8,050,933
<b>TOTAL CAPITAL EXPENDITURE AND REPAYMENTS</b>	<b>34,184,411</b>
<b>CAPITAL DEFICIT - SCHOOL BUILDING PROGRAM</b>	<b>(3,613,959)</b>
<b>OTHER CAPITAL EXPENDITURE</b>	<b>(8,413,675)</b>

## OPERATING EXPENDITURE \$456.9 MILLION

Salaries and Wages	\$370.6m	81.1%
Other Operating Expenses	\$86.3m	18.9%





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Diocese of Parramatta