

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

2019



Monivae College, Hamilton



SCHOOL REGISTRATION NUMBER: 1528



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Minimum Standards Attestation

I, Jonathan Rowe, attest that Monivae College is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the *Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2019 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 – Child Safe Standards, Managing Risk of Child Abuse in School.

18th March 2020

Our College Vision

MONIVAE MISSION STATEMENT

Monivae 2020

Monivae College is a Catholic independent co-educational day and boarding school conducted by the Missionaries of the Sacred Heart

Mission

Monivae College provides Catholic education which encourages all to realise their unique potential in a caring environment.

“Mind, Spirit, Heart”



The Monivae Graduate

The graduate of Monivae is a lifelong learner who is a competent, confident and compassionate citizen with spiritual awareness and the ability to lead.

The Monivae Teacher

The Monivae Teacher is a lifelong learner who is competent, confident and compassionate citizen with spiritual awareness and the ability to lead students to reach their full potential in the knowledge that Jesus loves them.

College Overview

Monivae College was founded at Hamilton, Victoria in 1954. Situated 286 kilometres from Melbourne, Hamilton provides a healthy and safe environment offering the benefits of an established urban centre combined with a more relaxed and secure country lifestyle. With its present enrolment of 580 students including 40 boarders, the College has grown remarkably since its inception in 1954.

Monivae is a progressive Catholic Secondary College, with a dynamic curriculum and a clear vision of its future. An ongoing capital works program has seen significant development in College facilities over the years.

Monivae College is proud of its extensive curriculum and co-curricular programs, excellent educational and sporting facilities. These include a double stadium, swimming pool, performing arts centre, heated undercover student recreation area, girls and boys on campus boarding facilities, school wide wireless computer network and beautiful campus and grounds



Principal's Report

When school students chant inappropriate and sexist ditties on trams or go marauding through the streets at end of year or even are involved in scuffles after AFL games some ten years after completing school, it is the student's school that is almost always named (and blamed) for these incidents. Schools are credited with so much of the formation of young people whereas one could argue that so much of a child and their behaviour is determined by their genetic make-up and the family values instilled at home. Looking back I'm not sure how much my school influenced the person I have become but I do clearly recall the influence that a few teachers had on me as a young person. There are certainly many dedicated teachers and staff at Monivae who I know do have a significant positive impact on the lives of the young people in their care. Fortunately at Monivae we had a wonderful group of Year 12s again this year, so ably lead by Louis Beaton and Vania McCaskill, that finished the year with great dignity demonstrating respect and affection for the College. This has indeed been a hallmark throughout my time at Monivae.

Sometimes I fear that schools may claim too much credit for their Old Collegians especially the successful ones. One wise Headmaster I once knew suggested that this was OK as long as you also acknowledged those who weren't so successful and ended up in jail or struggling in other ways. I'd like to think that Monivae acknowledges and welcomes all Old Collegians returning to the school wherever their path post school has taken them.

Mr Danny Franc shouldered responsibility for both the Director of Faith and Mission role and Religious Education Faculty Leader again this year. Danny's dedicated and affable personality ensured that the MSC charism was very much at the fore in all College activities. The senior retreats and the many year level reflection days are opportunities to really focus on the core of what Monivae aspires to be and thanks to Mr Franc's talents these are regularly memorable and quite powerful experiences for our students.

Monivae forged even closer ties with St Mary's Parish School this year and this resulted in more sharing of liturgies, ANZAC and Remembrance Day services, staff social functions, as well as all the other mutual benefits in the areas of ICT and Compliance that have arisen over time since the movement of St Mary's onto the site at Hiller Lane.

We were fortunate to have former Headmaster, Fr John Mulrooney MSC, return to celebrate our Opening Mass and Sacred Heart Day Mass. Fr Paddy Mugavin, our local parish priest, has also been a great supporter of the College over the years and we have been very fortunate to have such kind and generous priests who relate so very well to our young people. In July the Provincial appointed Fr Tan Nguyen MSC as the College Chaplain and he was warmly welcomed by the community – if not the Hamilton wintry weather! Mr Franc capably assumed the role of Deputy Principal for Term Three during my LSL absence and was able to do this because of the assistance of Mr Gerard Bourke and Fr Tan.

The Development Office underwent a change in structure this year with a split into the three roles of Foundation Co-ordinator, Community Liaison Co-ordinator and Marketing Co-ordinator. These roles each of 0.6FTE allow for coverage of all the various areas that are entailed in the marketing and promotion of a College these days with both the local community and the wider Old Collegian group.

In the book "The Best You Can – History of Monivae" written to celebrate 50 years of the College it spoke of some of the students in boarding coming from far afield and this change in school turning their lives around. As a Principal I hear this frequently as students complete school or return some time later to speak glowingly of the impact that Monivae has had on their lives. Often this can be parents who write or speak with you about the positive benefits of a spell in the Western District for their children.

Many Old Collegians will also credit Cadets with instilling life skills and values in their lives. The Cadet Program this year completed the transition phase to becoming a Year 8 – Year 11 Unit freeing up the Year 12 students to focus solely on their studies. The Year 11 Cadet Leaders were most impressive in the way they assumed this extra responsibility and the Cadet Parade in less than ideal conditions was a great example of the grit and perseverance that this program hopes to build in students. The Cadet Camp earlier in the year was also conducted under difficult weather conditions, so much so that the Unit had to decamp one day early from Victoria Point. Captain Terry Molan, the Officer Commanding of the Monivae Unit, stood down from this role at the end of the year after four outstanding years at the helm. Miss Jacinta Ryan also finished up after registering thirty years assisting the cadets and will be very much missed from the role of Quarter Master that she has filled for the last 15 years.

The Boarding House had a much more stable year this year than in previous years and under the experienced leadership of Mr Darren Beks provided a wonderful place for the young people in its care to flourish and grow. The use of current teaching staff to assist with supervision over weekends and in the evenings was a welcome initiative. Our boarding cohort included four students from Kalumburu and one from Daly River both quite remote indigenous communities. We had only the one student from Kiribati and no students from Sacred Heart Secondary College, Tapini in PNG were considered suitable for the scholarship program this year. A number of themed dinners and many outings were organised for the students and while not large in number our Boarding Community was a very happy place to be this year.

The year commenced with new personnel on the College leadership team. Darren Beks took over the role of Director of Students along with responsibility for the Boarding House. The wellbeing program and Year Level Co-ordinators are under his care and it would be fair to say that this area of the College ran very smoothly this year. I especially commend Mr Danny Franc, Director of Faith and Mission, Mrs Katee Mitchell, Year 8 Co-ordinator, and Mrs Jeannie Smith, College Counsellor, for their care of the students when the College dealt with the very sad loss of Year 8 student, Natalie Bell, in May this year. Natalie was a beautiful young girl with a great love of animals, family, friends and her time at Monivae. We miss her very much and trust that she is now in God's loving care.

Leon Furze was the Director of Studies for 2019 and there was a focus on whole school literacy and in bedding down the many curriculum initiatives that have been introduced over the last few years. The Science Faculty has rewritten all of their programs in this time to have a project-based learning STEM emphasis that really engages our young people. In the Learning Support area the intensive literacy and numeracy interventions have markedly improved the learning outcomes for those students who need extra help in these areas. Ms Caroline Coggins, the Learning Support Co-ordinator, moved onto the leadership group at the College and added an important perspective and depth of experience to this group.

There was a small increase in staff numbers covering the additional time that was allocated for teachers to assist with the implementation of the Nationally Consistent Collection of Data (NCCD) requirements. This has improved the performance of all students but particularly those with learning difficulties. This along with a small turnover of departing staff from last year pleasingly resulted in a younger staff profile this year. There were several teachers who were teaching VCE classes for the first time and they added new vitality to our senior teaching ranks. The students certainly felt well prepared for their VCE exams this year.

Our VET and VCAL programs, ably lead by Ms Kimberley McLeod, continued to provide for and support those students not seeking an immediate pathway to university. It is pleasing that Monivae, because of its size and as the largest secondary provider in Hamilton, offers courses that cater for the whole range of student aspirations and abilities. Many of these offerings are because of the spirit of collaboration that exists between the education providers in the area.

The Year 10 Careers Camp in Melbourne continued to be a very worthwhile event under the eye of Mr Michael Harms, our dedicated Careers' Co-ordinator. To have the expertise of so many young Old Collegians to draw upon at the dinner was a testament to the affection so many have for this school. Mr Andrew Bird (OC '79) was a most experienced guest speaker who was able to enlighten students on just a few of the many opportunities that students have and gave some very sound advice for our young people on how to go about accessing them.

The College Musical, 'Oliver', once again showcased the extraordinary talents of our students and it was certainly an enjoyable and professional production. Congratulations to all involved and particularly to the Director, Ms Helen Henry, who has also reinvigorated the drama program at the College. The Monivae Unconventional Theatre Troupe (MUTT) has already had a dramatic impact at various College events.

Sport still remains an important aspect of schools in the Western District and particularly at Monivae. Our various athletes and teams performed very well this year with numerous Glenelg District, regional and even state titles to our credit. The girls' sporting teams continue to shine and it would be fair to say they had greater success overall than the boys' teams. Ms Sarah Byron, our very dedicated Sports Co-ordinator, along with many generous staff, did a fabulous job looking after the multitude of different teams that had to be selected and transported to play all over the state. Some ten different teams competed through to State final level and all represented the College with great pride and distinction. Unsurprisingly they don't hold many state finals in Hamilton and the time and effort to travel to perform at this level by these students, the staff and their families is quite considerable and all should be applauded for this. The various sports reports will individually acknowledge these students.

There were substantial improvements made to the main oval with the completion of the irrigation system which is fed by the new dam at the back of the College, the seeding of couch grass in the outfield, and the widening of the main wicket square to accommodate five pitches. Visually the most stunning addition was the installation of the white picket fence around the ground that met with universal approval for the aesthetic that it provided the entrance to the College. A number of Western Waves trials and A grade cricket games were played on the oval this year and hopefully there will be bigger games to come in the future. The proposed Western Region Cricket Hub went to tender in the second half of the year and it will be good to observe this construction and important community asset coming to fruition next year. Thanks particularly to Mr Tony Neeson and Mr Jim Bailey, our multi-talented Business Manager, for their efforts with this project and Jim especially for the fantastic job he has done curating what has now become the premier cricket ground in the west of the state.

Other capital funds went into the replacing of the glazed bricks on the Eastern façade of the main building as well as much of the outer brick layer that had pulled away from the inner skin. These were major maintenance expenses that can occur with 65 year old buildings. Another shed near the bus exchange was erected to protect some of the College buses and other vehicles. For several years now we have unsuccessfully applied to Catholic Capital Grants Victoria, the group that disperses government capital funding for catholic schools, for funding to assist with the development of our Performing Arts and Music Area. This is a part of the school that is in need of improvement and the College will continue in its endeavours to source funds for this project.

The College Board, lead by Mrs Helen Morrison, and the College Foundation Board, lead by Mr Laurie Cogger, are often unheralded in the important work that they do but they provide invaluable governance and financial support to the College. As a Principal it has been a pleasure to work with both these groups and I sincerely thank them for their voluntary input into the welfare of the school.

I congratulate Deputy Principal, Mr Jonathan Rowe, on his appointment as Principal at Monivae from 2020. I am confident that as I depart, Monivae will be in great hands and I very much look forward to seeing the College continue to flourish under Jonathan's leadership in the years ahead. My particular thanks to Mrs Meg Cook who has been a very supportive and loyal Executive Assistant over the last four years. It has been an enormous privilege to be Principal of this fine College and I thank all of those students, staff, parents and friends of the College who have assisted me in this role along the ten-year journey. May God continue to bless all those at Monivae into the future.

Mark McGinnity
Principal



College Board Report

How quickly the time has flown by since I last wrote a Chairman's report-12 months ago. In every sense of the words, 'much water has flown under the bridge'

As I look back over the year there are a number of events which stand out for their importance to the school or to me as Chair.

Firstly, towards the end of last year, we heard that our Principal, Mr Mark McGinnity was going to retire from his position at the end of 2019. This gave the College and the MSC's plenty of time to search for a new Principal, and the task was set in motion with advertising throughout the country and culminated in interviews taking place in Melbourne, with representatives of the MSC, a principal from another Catholic College, another MSC College and myself. It was a huge learning experience for me, and at the end of the day had managed to interview a number of very qualified and impressive candidates.

As our community has now known for some time, our current Deputy Principal Johnathon Rowe was happily appointed to the role and has been able to have a "practice run" during term three, while Mr McGinnity took some long service leave.

I would like to take the opportunity of thanking Mark and his wife Sue for all they have done for Monivae and our community in Hamilton over the past ten years. They will be greatly missed.

A highlight of my role this year was to accompany Mark, Danny Franc, and Jim Bailey to the Annual MSC Schools meeting in Canberra, held at Daramalan College. This event gets together the principals, directors of Faith and Mission, Bursars and Chairs of all the MSC colleges from Qld, NSW ACT and Victoria. Each of the groups meets and discusses what in their roles is happening at each school and what can be shared to make our colleges, better.

The next issue for the school was to also replace the Deputy Principal, since Mr Rowe was taking the leadership of the school, and again, I was privileged to be able to take part in the selection process to fill this important position. Happily, we have secured Mrs Fiona Mulhall into this role, and she comes with a great educational and faith background. We welcome Fiona to the school and can be confident she will fit in well.

On a more physical nature, we were delighted to see the erection of the Cricket Fence around the school oval, as a sign of things to come. The pure white boundary fence actually gives the school a new fresh look, which together with the works to the front windows will serve the school, well.

In conclusion, I must congratulate the students at Monivae, who continue to impress me with their art and creativity. ...with particular emphasis on the impressive displays at the college Art Show earlier in the year, and then the production of Oliver, which was nothing short of excellent....and indeed, professional in every detail.

The school has come along way over its more than half-century serving our school community. It is a school for which we may justly be proud and it serves both our children and the wider community in so many ways- not the least being to educate our children to be good citizens, who care for each other and the world around them. We fervently hope that the education they receive at Monivae sets them in good stead to achieve good things in life and always care for others around them.

Helen Morrison

Catholic School Culture

“Following the example of Jesus let us draw near to the unfortunate, wounded people and do everything in our power to comfort them” – Father Jules Chevalier.

At Monivae we continually strive to act in this way – we provide opportunities for our staff and students to do everything in our power to comfort the less fortunate. 2019 was no different, and I hope that all involved in Faith and Mission at Monivae fully understand the importance of their work.

Throughout this year, we have undertaken the following activities:

RETREATS AND REFLECTION DAYS

For every student at Monivae College, the Retreats at Year 11 and 12, and the Reflection Days at Years 7-10 give them an opportunity to experience a calming time that gently re-introduces them to the Jesus story. We welcomed Fr Tan Nguyen MSC to the fold this year in time for the Year 11 retreat where the added comfort of having an MSC present was welcomed. It must be noted, however, that the importance our staff have in running these days and keeping the MSC spirit alive must not be undervalued.

The Year 12 Retreat was held in Halls Gap during the first week of school in January. We welcomed a new student to the school and began the school year with a great MSC spirit. It was pleasing to get positive feedback from the students at the end of a great 3 days.

The Year 11 Retreat was also in Halls Gap, the Year 10 Reflection Day and 9 Reflection Day were held at the Dunkeld Community centre, whilst the Year 8 Reflection Day and 7 Reflection Day were held in Hamilton. As the programs grow from an introductory day up to multiple nights away, the moving further and further away from Hamilton represent the spiritual growth of these days.

The Reflection Days are so important to our students, even if in Year’s 7 and 8 the feedback is often about playing more games. These days are not camps or sporting events but are important times in allowing time to reflect on one’s spirituality is important. It is imperative that these continue to be supported as they are.

ST VINCENT DE PAUL

Throughout the year, Monivae students raise funds and provide goods to our local St Vincent de Paul Society to help those in need. This support is shown in a number of ways.

Annual Winter Appeal: This year we held a Pyjama Casual Day, and then donate this money raised, as well as some blankets provided by students to the local St Vincent de Paul Society.

The T.I.N.N.Y.S (Those in need, need your support) for St Vinnies is when our homerooms provide trailer loads of canned food for the local community. Well done to all families who provided many tins this year.

Christmas Tree: At the end of each year our students and staff and families put a gift under the tree in the front office. This gift is donated to St Vinnie’s to ensure that local families have something to smile about at Christmas.

SACRED HEART MISSION – SOUP KITCHEN

Once a term this year our staff, led by Mrs Sophie Claffey and students mainly from Year 11 stayed overnight in Melbourne on a Friday night and spent Saturday (9 am to 2 pm) assisting in the kitchen at the Sacred Heart Mission. The students and staff prepare, serve and clean up, often asking if there is anything else, they can do. This is a great service that our students provide. Thank you to Mrs Sophie Claffey who has been the liaison for Monivae College this year.

UNITING CHURCH LUNCHES – HAMILTON

On multiple occasions throughout the year, two staff and two students from Monivae joined in cooking and serving lunch at the local Uniting Church for those in our local community that needed a hot lunch. The staff and students gave up their own to provide this valuable service.

WORLD DAY OF PRAYER

Our Year 12 Leaders joined students from the other Hamilton secondary schools in a World Day of Prayer celebration at Good Shepherd College. It is good to gather with our neighbours and share in the opportunity.

WORLD'S GREATEST SHAVE:

Our student leaders once again had their hair cut or shaved to raise funds for the Leukaemia Foundation. This was a selfless act by our students. Well done.

STAFF FORMATION

MSC Education Policy values staff having a formation in spirituality, particularly Heart Spirituality. This has become even more important with Monivae being without a formal MSC presence at the College for the first time.

The Chevalier Institute, run by Alison McKenzie and the Directors of Faith from the four MSC schools, facilitates these programs. They vary from part-day programs held in Hamilton to weeklong programs held at St Mary's Towers Douglas Park in NSW. Monivae supports these programs, and many staff have continued on with their formation this year.

ISSOUDUN PILGRIMAGE

Mr Simon Hatherell and Mrs Julie Betts were able to accept the invitation to attend a six-day pilgrimage called "Heart Spirituality and the Ministry of Education", which was held in Issoudun, France. Issoudun is the place where Father Jules Chevalier founded the MSCs and lived for over 60 years. This is a wonderful experience for our staff to be able to participate in such an event.

ST MARY'S PRIMARY SCHOOL MASSES

St Mary's Primary school once again used the Monivae Chapel to run their class/year level masses in term 4. Father Paddy Mugavin presided over the mass, and students, family and parishioners had the opportunity to visit Monivae.

COLLEGE MASSES AND LITURGIES

Opening School Mass: Father John Mulrooney MSC was the guest priest for this mass. As an ex-headmaster, Father John loves returning to the Western District, and always has a soft spot for the weather that greets him on his return

Ash Wednesday / Stations of the Cross / Resurrection Liturgies: These liturgies were ably organised by our students, introducing lent, and discussing the Easter story and Resurrection of Jesus. Collection of CARITAS money was also completed during this time.

Annual Cadet Camp Mass: Father Paddy Mugavin from the St Mary's parish was our priest at our annual Cadet Camp Mass. Another successful mass was held in somewhat challenging weather.

Reconciliation Liturgy: Our reconciliation liturgy was held to recognise the Aboriginal and Torres Strait Islander students in our school, and to provide ongoing dialogue regarding reconciliation. Many of our Indigenous students participated in the day, with Jerrika Pevitt of Year 12 sharing an emotional reflection on the day. Jerrika was instrumental in making the day happen, and will be pleased to know that it is something that we will look at continuing for many years to come.

Sacred Heart Day Mass:

Father John Mulrooney MSC was again our invited Priest for Sacred Heart Day our mass this year. The day, ably led by our student leaders and Mr Simon Hatherell, was a successful celebration of Monivae's connection to the Sacred Heart.

Assumption Mass:

Members of the St Mary's Primary school Hamilton joined Monivae College for the annual Assumption Mass. This year we visited St Mary's Church in Hamilton with St Mary's Primary School.

Mission Fair Day Mass:

Father Tan MSC and Father Paddy Mugavin from the St Mary's Parish officiated the mass held on the last day of term 3. After the mass, the House Singing and Fair Day to raise funds for those in need was a great success

Thanksgiving Mass:

Father Chris McPhee, the Superior of the MSC's in Australia, celebrated mass with the Monivae community on this day. Our fantastic Choir – ably lead by Mrs Alisa Houlihan helped transform the Chevalier Centre into a fantastic place of worship. This mass is a great way to begin our day that finishes in the celebration of the cadet parade.

All Saints / All Souls Liturgy: Held at Monivae at the end of October, we celebrated the Holy day, as well as recognised those loved ones that had passed away. The month of November saw a candle being lit every day in the Chapel as a sign of remembrance, with all our dearly departed being thought of at this time.

Year Level Liturgies:

In the first half of the year, the Year levels met me in the chapel where we held year level liturgies. These were well received by the students.

Year 12 Graduation Mass:

Our special guest was Father Peter Hendriks MSC, who was the Chaplain for our current Year 12s when he was at Monivae. The students and staff always like to see returning MSC, as our relationship with them is as strong as ever. Our Year 12 graduates were involved in every aspect of the mass, finishing off their time at Monivae in prayer together.

Advent / Christmas Liturgy: This was held on the last day of the year, recognising advent, Christmas, and also the staff and students who finished up their time at Monivae.

CATHOLIC EDUCATION WEEK:

This year St Mary's Primary School and St Joseph's Penshurst joined Monivae for a Mass in the Monivae Chapel to help celebrate Catholic Education Week. We then provided lunch and helped with activities in the afternoon.

MISSION EXPERIENCES:

Thank you to the staff involved in the Kiribati and Papua New Guinea Mission experiences. These are important aspects of our Faith and Mission program run by dedicated staff like Mr Damian McCarthy, Miss Miranda Reaburn, Mr Dale Minney, Mrs Merrin Shannon.

WELCOME FATHER TAN NGUYEN

We welcomed Father Tan to Monivae for the beginning of the second semester. Whilst he took some time to come to grips with the Hamilton winter, he quickly fitted in, attending Retreats, Reflection Days, as well as undertaking the Chaplaincy role.

THANKYOU #1

Thank you must go out to Mr Gerard Bourke, who again stepped out of retirement and took on the role of looking after Mission Fair Day, Assumption Mass and Year 10 Reflection Day during term 3, as I undertook the role as Acting Deputy Principal. Thanks, Gerard.

THANKYOU #2

Finally, a massive thanks must go to my two wonderful Faith and Service Captains in Erin Munro and Colby Maddocks. These two young adults stepped up throughout the year, and demonstrated great servant leadership, particularly during term three. Their efforts in masses, liturgies, activities and special days throughout the Monivae year, as well as being a valuable sounding board was truly appreciated. Erin and Colby are a great example of the Monivae Graduate. It was an absolute pleasure dealing with them as they displayed some MSC traits, especially with their sense of humour.

Mr Danny Franc



Community Engagement

Monivae College P & F Annual Report.

This year has been a busy year for the Monivae College Parents & Friends Association. The P & F co-ordinates several events throughout the year.

The annual Monivae College Presentation Ball was a resounding success, as the families of the year 11 students and members of the wider community, celebrated with the students. All students excelled in their presentation, demeanour and dancing. It was a wonderful evening and a great start to their senior years at the college.

At the school swimming sports, the P & F supplied drinks and lolly bags in a new initiative. It not only raised some money for the College but provided much needed sustenance for the athletes on the day.

Recently the Monivae Cadets showcased their work throughout the year in the Cadet Parade. The P & F supplied the morning tea and drinks after the Mass. This was great success with families and students enjoying the food and was sold out.

In another new initiative, the P & F has produced a wall calendar for 2020 which showcases the College.

With another very successful year behind them, the P & F has raised in the vicinity of \$10,000, which is used for the students.

The P & F is currently campaigning for new members, the P & F is a great way to support the students and make a contribution to Monivae.

PARENT SATISFACTION

- Continuing strong support for activities including the Year 11 Presentation Ball and the Chevalier Thanksgiving Mass and Cadet Parade.
- A pleasing level of attendance at Parent Teacher Interviews, curriculum information nights, transition sessions, subject selection and course counselling sessions.

Leadership & Stewardship

Goals & Intended Outcomes

The College Leadership continued to focus on the main goals identified in the School Improvement Framework. Key priorities identified by the staff and refined during the review process are guiding the school forward. A challenge for all staff is greater involvement in translating the Catholic/MSc ethos so that it is lived out in our relationships/behaviours towards students and each other. This is increasingly important as the MSc presence diminishes. Improving engagement with Monivae families to support their child's wellbeing and learning continues to be a focus and challenge for the College. As does the Implementation of processes to improve staff capability in wellbeing and learning and teaching practices ensuring shared expectations and mutual accountability across the College community.

Achievements

- The Chevalier Institute again provided some excellent Formation with respect to Catholic leadership programs for our Middle leaders (Faculty Leaders and Year Level coordinators).
- All Staff were provided a number of opportunities for formation throughout the year.
- Two staff participated in a mentoring course administered by the Victorian Institute of Teaching (VIT) with a view for more teaching staff to complete this training to provide greater support for graduate teachers.
- Professional learning budget continues to be generous with a particular focus on wellbeing, understanding children with learning difficulties, differentiating the curriculum to make learning accessible to all, Youth Mental Health and indigenous education.
- The College increased its counselling services personnel and services available to the students.
- A number of appointments made at the end of the year provide a clear pathway forward for the College from 2020 and into the future. A new Principal and Deputy Principal were appointed as were several new middle leadership Positions. The tenure for these middle leadership positions has increased from 3 to 4 years.
- The facilities of the College are excellent and continue to improve with the finalisation of the Western District Cricket Hub approval.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2019

Curriculum:

- VCE Religious Education – Mary Toohy
- Religious Education – Development of New Awakenings Curriculum
- Religious Education – Religious Education Accreditation Program (REAP)
- Conferences (Faculty) – Chemistry, Religious Education, Economics, Music, Mathematics, English, Health and Human Development, History, Science, Technology, Physical Education and Psychology
- Leaders of Learning – CEOB
- Drama
- STEM
- VET/VCAL
- ATOM Video literacy

Wellbeing:

- Resilient Kids
- Youth Mental Health First Aid (YMHFA)
- Harnessing Positive Education
- Be You mental health PD
- The Resilience Project
- PEEC- Positive Education

Formation:

- Chevalier Institute
- Spirituality Day
- MSC Staff Formation Network
- MSC Pilgrimage to Issoudun, France
- Christian Values to Principles of Catholic teaching

Special Education:

- LOOKOUT
- ICAN
- Understanding Disability
- Diabetes at School
- Indigenous Education
- Growing with Autism

Professional Learning:

- Provide First aid
- Rights, Resilience and Respectful Relationships (RRRR)
- IT
- Enhancing Classrooms
- Effective mentoring
- Emergency Management Training
- Child protection
- Occupational, Health and Safety

NUMBER OF TEACHERS WHO PARTICIPATED IN PL in 2018	60
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$1622

Learning & Teaching

Goals & Intended Outcomes

Goals from the School Improvement Framework:

- Establish ongoing formal systems to facilitate curriculum development, implementation and review (*“systems” would incorporate regular times, collaborative teams, dynamic systems for documentation and review through ICT*)
- Develop a shared understanding of effective teaching practices with processes in place to ensure accountability.
- Teachers support students with effective strategies to empower independent learning.
- Build capacity of teachers to use data to develop student learning goals.
- Develop LSO capacity to work with teachers as educators.

Additional Goals

- Review whole school literacy practice
- Introduce Google Classroom and G Suite for Education

Achievements

- Began whole school review of curriculum documentation
- All faculties have set up Google Shared Drives and members of each Key Learning Area have created Google Classrooms
- NCCD processes strengthened to better accommodate students with additional needs and to secure appropriate support from LSOs
- Introduced new middle school electives with a view to engaging and contemporary studies
- Intensive literacy intervention programs (MultiLit - individual and MacLit – small group) successfully continued and extended at Years 7 & 8. Numeracy intervention program implemented in Year 8 (QuickSmart – small group)



STUDENT LEARNING OUTCOMES

NAPLAN

- NAPLAN data showing growth in Reading, particularly for higher ability students and females
- NAPLAN Writing continues to be a focus, and has shown an improvement in the lower range due to extensive intervention
- NAPLAN Numeracy showing good year 7-9 growth

VCE Data

- A full and thorough audit of VCE results was carried out, including discussion of statistical moderation, indicative grading processes, and internal SAC practices: this identified that Monivae staff are very consistent, fair and accurate with SAC marking
- Similar results and patterns to 2018, with a number of students showing a strong work ethic and over-achieving against their predicted results (based on GAT, location, gender)
- A number of studies have identified areas of further work
- A number of VCE teachers took part in VCE assessment in 2019, including English, Humanities (History and Legal Studies) and Indonesian. This is an increase in the number of staff assessing in previous years.



Wellbeing

Goals & Intended Outcomes

- To monitor, review and alter where necessary the current Wellbeing and MSC In Action programs.
- To offer the school community a wide range of Wellbeing and pastoral initiatives, and to support local programs in this regard.
- To continue adhering to the Behaviour Management Process, which clearly focuses on a consistent approach to dealing with student conduct issues.
- To upskill staff with further professional development programs, targeted at student wellbeing issues
- To ensure the College “Learning Expectations” (based on the Mind, Spirit, Heart approach), for staff and students, is clearly visible and acknowledged
- To further develop student’s sense of school pride in, and advocacy for, Monivae College

Achievements

- Behaviour Management Plan (introduced in 2018) followed
- Improvement with parental/guardian contact, especially via PAM
- Resilience, Rights and Respectful Relationships program was continued in Wellbeing lessons for Years 7-12
- Youth Mental Health First Aid courses completed by students (Years 8 & 10) and staff
- A range of professional development sessions continued to be to further educate staff on current wellbeing concerns and initiatives.
- Review of content and structure of the Student Planner, with changes to be implemented in 2020 with “The Resilience Project” information and activities included.
- Increased range of community-based initiatives were introduced
- Continued extensive use of SIMON for Student Behaviour Tracking and Student Notes to record and monitor student progress
- School uniform review conducted, with a change of style of boys’ socks made, and the addition of a girls’ winter pant
- Formal implementation of a Student Services department
- Review of current Year Level Co-ordinator structure
- Increased promotion of the College Colours system



VALUE ADDED

To continue Monivae College's extensive and ongoing commitment to Wellbeing and pastoral programs, students and staff participated in many related activities/programs throughout 2019, including:

- Community 4 Youth
- Harnessing Positive Education in Western Victoria
- GRIP Leadership Training
- Drumbeat
- National Action Day Against Bullying & Violence
- "Elevate" Study Skills
- Southern Grampians Youth Network
- World Women's Day
- "Resilient Kids" Presentation
- Ice Community Forum Committee & D-Force Project
- "You the Man"
- "Gen Health" Women's Health Presentation
- I CAN Project
- RUOK Day
- Resilience, Rights & Respectful Relationships
- "Strong Spirit Girls"
- "Be You"
- "Stand Up, Don't Stand By"

Other initiatives completed in 2019 included the addition of a gender inclusive section in the Resource Centre; Liturgies or Masses included in Wellbeing or MSC In Action lessons; Years 7 & 11 Buddy Program; and a variety of other staff-led endeavours.

STUDENT SATISFACTION

High attendance rates, and extensive and active involvement in the wide range of Wellbeing and pastoral programs within the school and local communities, highlights the interest of Monivae College students in developing skills to enhance positive relationships, and support the keys of the MSC charism in empathy, compassion and kindness.

STUDENT ATTENDANCE

Year Level	2019 Attendance %
Year 7	91.74
Year 8	90.80
Year 9	90.16
Year 10	90.30
Year 11	90.99
Year 12	91.98

Students are identified as not attending school by 8.50am (period one roll) of the day. These electronic rolls alert the Attendance Officer, whom then manages the incoming calls from parents, justifying their absence, or follow up with parents/guardians when the school has not been contacted.

Longer term absence notification may occur via the Homeroom teacher, Year Level Co-ordinator, Head of Boarding or Attendance Officer.



Child Safe Standards

Goals and Intended Outcomes

The College leadership group this year had a major focus on the School Improvement Framework External Review. This was a very collaborative and comprehensive project that involved the entire school community. Feedback from the reviewers indicated that the Monivae College leadership had devoted a significant and laudable amount of time and emphasis to this process. The process itself gave the opportunity for significant input and feedback on what the staff, students and families hoped for in the future for Monivae College. A summary of the report speaks of the achievements and also gave indicators of challenges within the College community.

Achievements

The successful implementation of the Respectful Relationships Social and Emotional Learning Curriculum, which has provided a platform for student empowerment about their rights and responsibilities in relation to the Child Safe Standards.

THE DEVELOPMENT OF POLICIES AND COMMITMENTS

Monivae College has continued to broaden its comprehensive suite of Child Safety policies & procedural documents to incorporate aspects relating to the following:

- *Mandatory Reporting* - Expansion of the list of professionals who are mandated to report information about suspected child abuse or harm to include school counsellors and people in religious ministry.
- Failure to Protect and Failure to Disclose legislation expressly outlined.
- *Organisational Duty of Care* – Defining the school's statutory 'duty of care' to take all 'reasonable precautions' to protect students and young people under their care;
- *Reportable Conduct Scheme* – Outlining how the school responds to allegations of child abuse and child-related misconduct by employees & volunteers;
- *School Attendance Guidelines* – Defining the school process for monitoring student attendance and strategies to be implemented where their safety or welfare is of concern
- *Student Friendly Version of the Child Safe Policy* – The further development of student friendly documentation on how our school creates a Child Safe School Culture.

TRAINING AND AWARENESS RAISING STRATEGIES

All Monivae College staff members participate in regular briefings and training to ensure the school's legislative obligations and the school's Child Safety Strategy remains front of mind. Staff members have participated in a variety of training initiatives including:

- On-line Mandatory Reporting Modules (Annually);
- Protect – Responding to Suspected Student Sexual Offending;
- The School's Child Safety Policy & Code of Conduct
- Reportable Conduct Scheme Requirements;
- Organisational Duty of Care;
- Risk Management – Excursions & Camps;
- Risk Management of all on site activities in relation to Child Safety
- School Attendance Requirements

CONSULTATION WITH THE COMMUNITY

Monivae College has continued to actively engage the school community in all aspects of Child Safety. The development of our website to include more Child Safety related information and resources.

HUMAN RESOURCES PRACTICES

Monivae College continues to implement Human Administrative & Human Resource practices to ensure its recruitment & performance management processes not only identify the most suitable candidates to undertake 'Child Connected Work' but fosters continual improvement in Child Safety practices.

To achieve this the school ensures that the following Human Resource processes have a child safety focus:

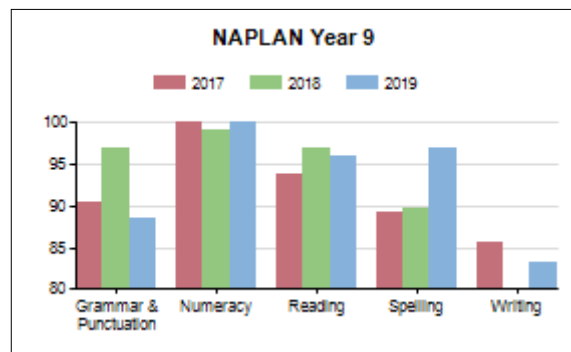
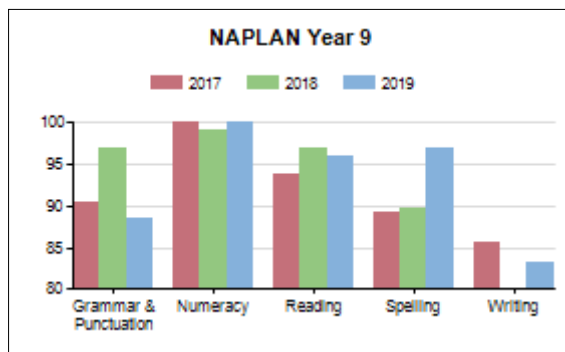
- Position advertisements
- Position descriptions
- Referee Checks
- Key Performance Indicators have a Child Safety focus
- Victorian Institute of Teaching Registration (VIT)
- Working With Children Checks & National Criminal Record Checks
- Screening of Casual Relief Teachers, Contractors and Volunteers

Monivae College maintains detailed records to support the screening and ongoing supervision of any individual required to undertake 'Child Connected Work'.



School Performance Data Summary

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2017	2018	2017 - 2018	2019	2018 - 2019
	%	%	Changes	%	Changes
			%		%
YR 07 Grammar & Punctuation	93.2	94.6	1.4	86.0	-8.6
YR 07 Numeracy	100.0	96.8	-3.2	94.3	-2.5
YR 07 Reading	99.0	96.8	-2.2	95.3	-1.5
YR 07 Spelling	98.1	90.3	-7.8	91.9	1.6
YR 07 Writing	95.0	92.5	-2.5	91.7	-0.8
YR 09 Grammar & Punctuation	90.5	96.9	6.4	88.5	-8.4
YR 09 Numeracy	100.0	99.0	-1.0	100.0	1.0
YR 09 Reading	93.7	96.9	3.2	95.9	-1.0
YR 09 Spelling	89.3	89.7	0.4	96.9	7.2
YR 09 Writing	85.7	73.2	-12.5	83.3	10.1



MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Grammar & Punctuation	579.7
Year 9 Numeracy	597.9
Year 9 Reading	583.9
Year 9 Spelling	586.0
Year 9 Writing	534.9

SENIOR SECONDARY OUTCOMES	
VCE Median Score	28
VCE Completion Rate	100%
VCAL Completion Rate	90%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y07	90.9
Y08	89.5
Y09	90.2
Y10	89.9
Overall average attendance	90.1

YEARS 9 - 12 STUDENT RETENTION RATE	
Years 9 to 12 Student Retention Rate	83.6%

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	85.0%

ALLSTAFF RETENTION RATE	
Staff Retention Rate	88.0%

STAFF COMPOSITION	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	61
Teaching Staff (FTE)	54.7
Non-Teaching Staff (Headcount)	47
Non-Teaching Staff (FTE)	37.1
Indigenous Teaching Staff (Headcount)	0

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	18.8%
Graduate	22.9%
Graduate Certificate	6.3%
Bachelor Degree	83.3%
Advanced Diploma	16.7%
No Qualifications Listed	2.1%

Post-school destinations of Year 12 or equivalent completers

Table 3: Destinations of Year 12 or equivalent completers who exited school in 2018, from Monivae College, Southern Grampians (S) and Victoria

Post-School destination	Monivae College		Southern Grampians (S)		Victoria	
	Number	Per cent	Number	Per cent	Number	Per cent
In Education or Training	19	48.7	49	62.0	20192	75.2
Bachelor degree	9	23.1	26	32.9	14534	54.1
Certificates/diplomas	3	7.7	8	10.1	3443	12.8
Certificate I-III	2	5.1	4	5.1	601	2.2
Certificate IV or higher	1	2.6	4	5.1	2842	10.6
Apprenticeship/traineeship	7	17.9	15	19.0	2215	8.2
Apprenticeship	7	17.9	10	12.7	1609	6.0
Traineeship	-	-	5	6.3	606	2.3
Not in Education or Training	20	51.3	30	38.0	6657	24.8
Employed	10	25.6	15	19.0	3100	11.5
Employed full-time	4	10.3	6	7.6	1012	3.8
Employed part-time	6	15.4	9	11.4	2088	7.8
Looking for work	-	-	1	1.3	872	3.2
Deferred	9	23.1	13	16.5	2569	9.6
NILFET	1	2.6	1	1.3	116	0.4
Unknown	-	-	-	-	2	-
Total respondents	39	100.0	79	100.0	26851	100.0

Note: NILFET = Not in the labour force, employment or training

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