



# MACKILLOP COLLEGE

BATHURST

*'A Catholic faith community dedicated to excellence in the education of young women'*

## Annual Report 2005

At the commencement of 2005, the College launched its new Strategic Plan, 'A Future Full of Hope' and one of the recommendations from the Strategic Plan was to introduce a new standards-referenced report that would clearly indicate the academic performance standards for each student for each individual course of study. The performance standards were to be similar but not the same as the NSW Board of Studies Bands for both the School Certificate and the HSC. The six levels were linked to performance level descriptors and the assessment programs for all courses were upgraded to reflect the standard levels.

Contained in this report are –

- An Overview of the Religious Dimension of the College
- Reports on the School Certificate external exams and the HSC performances of 2005
- Statistical tables of academic performances for students who sat for the School Certificate and the HSC in 2005
- ELLA and SNAP results for Year 7 2005
- Overview of College Policies 2005
- School Detected Improvements for 2005
- Financial Report 2005

### **The Religious Dimension of the College**

Living out the religious dimension of the College is at the heart of how the College community celebrates our Catholic heritage and our College identity.

The richness of religious education classes, liturgical celebrations, prayer life with an extensive retreat program along with pastoral care programs makes a significant contribution to the journey for all members of the MacKillop College community.

The following events were highlights in 2005:

- Opening College Mass with the Commissioning of Student Leaders and launch of the Strategic Plan held at the Cathedral of Ss Michael & John on Friday 11 February
- Ash Wednesday Liturgy marking the start of the Lenten Season on 9 February
- Holy Week liturgy on 23 March
- Year 11 Retreat held at Collaroy from 9 to 11 March
- Year 12 Retreat held at Vision Valley from 25 to 27 May
- St Joseph's College Perthville Family weekend Mass held on Sunday 22 May
- College Mass to celebrate the Feast of Mary MacKillop on 8 August
- Graduation Mass for year 12 students with the whole College community celebrated on Friday 22 September
- Boarders Graduation Mass celebrated on Sunday 20 November
- Reflection days for Years 7, 8, 9 & 10
- Year 10 Presentation Night liturgy Friday 25 November
- Advent Liturgy Friday 9 December

## **School Certificate & HSC results for 2005**

I take this opportunity to congratulate all students on their academic achievements in 2005. In particular, I acknowledge the fine performance of both the HSC Class and the strong performance of our Year 10 for their School Certificate exams in 2005. Year 10 and Year 12 groups delivered strong results that speak highly of their talents and desires to achieve academic excellence.

The HSC is the highest credential a student can achieve at school and the value of this is best seen in the paths and opportunities that can be accessed by the students beyond the HSC exams. I am delighted to say that our HSC Class was able to keep a strong tradition going where over 65% of the class were given University offers. The strength of our HSC is reflected in the fact that approximately 95% of students achieved Band 3 or above in all courses. There were 23 Merit Order listings with 19 individual courses where every student achieved Band 3 or higher and in 16 of those courses every student achieved Band 4 or higher. Our HSC Economics class deserves a particular mention. Seven students studied Economics and three students were awarded Band 6 results, three students Band 5 results and one student a very high Band 4 result. This was an exceptional performance by these students, which clearly indicates the level of support from their teacher, as well as by the students for one another.

The School Certificate class provided the strongest academic performance by any year group since the strengthening of the School Certificate was introduced in 2000. With 44 Band 6 the students responded very well to the external exams of Maths/Numeracy, English/Literacy, Science, Australian History, Geography and Citizenship as well as sitting for the trial Computer Skills exam.

The College has introduced two Academic Excellence Assemblies to the College Calendar to recognise and promote academic excellence where all students from Year 7 to 12 will be recognised for achieving one or more Level 6 grades on either their Mid-Year or End-Year reports.

I thank all students for working diligently on their studies and the teachers who are continually developing and refining their teaching strategies and assessment programs aimed at promoting success for all students.

## HSC 2005 Analysis

### *2U Subjects*

<b>SUBJECT</b>	<b>No of students</b>	<b>Bands 6 &amp; 5</b>	<b>Bands 4&amp;3</b>	<b>Bands 2&amp;1</b>
Studies of Religion I	67	24 (36%/40%)	41 (61%/57%)	2 (3%/3%)
Studies of Religion II	33	8( 24%/42%)	25 (76%/54%)	0 (0%/4%)
Ancient History	16	8 (50%/42%)	8 (50%/45%)	0 (0%/13%)
English (Combined)	102	21 (21%/23%)	75 (74%/65%)	6 (6%/11%)
Modern History	35	19 (54%/42%)	15 (43%/52%)	1 (3%/5%)
General Mathematics	60	14 (23%/23%)	42 (70%/62%)	4 (7%/14%)
Mathematics 2U	21	8 (38%/39%)	12 (57%/44%)	1 (5%/17%)
Information Processes & Technology	2	1 (50%/34%)	1 (50%/51%)	0 (0%/14%)
Software Design & Development	2	0 (0%/33%)	2 (100%/56%)	0 (0%/8%)
Information Technology	4	0 (0%/15%)	4 (100%/62%)	0 (0%/17%)
Biology	21	12 (57%/36%)	7 (33%/54%)	2 (10%/10%)
Chemistry	12	0 (0%/32%)	12 (100%/54%)	0 (0%/13%)
Earth & Environmental Science	5	2 (40%/48%)	2 (40%/45%)	1 (20%/6%)
Physics	11	0 (0%/36%)	11 (100%/53%)	0 (0%/10%)
Senior Science	7	3 (43%/32%)	4 (57%/61%)	0 (0%/6%)

The marks in brackets indicate the percentage of MacKillop students who achieved those Bands followed by the percentage across the state who did so.

<b>SUBJECT</b>	<b>No of students</b>	<b>Bands 6 &amp; 5</b>	<b>Bands 4&amp;3</b>	<b>Bands 2&amp;1</b>
Business Studies	23	3 (13%/24%)	17 (74%/55%)	3 (13%/20%)
Economics	6	5 (83%/49%)	1 (17%/40%)	0 (0%/11%)
Geography	12	4 (33%/39%)	8 (67%/52%)	0 (0%/8%)
Legal Studies	14	5 (36%/34%)	9 (64%/55%)	0 (0%/10%)
French Continuers	7	1 (14%/48%)	5 (72%/47%)	1 (14%/5%)
Community & Family Studies	18	4 (22%/30%)	14 (78%/60%)	0 (0%/9%)
Design & Technology	8	3 (38%/21%)	5 (63%/67%)	0 (0%/12%)
Food Technology	9	1 (11%/27%)	8 (89%/57%)	0 (0%/15%)
PD/H/PE	22	10 (45%/34%)	11 (50%/58%)	1 (5%/7%)
Hospitality	20	5 (25%/17%)	14 (70%/65%)	1 (5%/10%)
Drama	14	4 (29%/35%)	10 (71%/58%)	0 (0%/7%)
Music 1	1	1 (100%/54%)	0 (0%/44%)	0 (0%/2%)
Music 2	3	3 (100%/81%)	0 (0%/19%)	0 (0%/0%)
Visual Arts	11	7 (64%/51%)	4 (36%/47%)	0 (0%/1%)

The marks in brackets indicate the percentage of MacKillop students who achieved those Bands followed by the percentage across the state who did so.

### Extension Subjects

	<b>No of students</b>	<b>Bands E3 &amp; E4 (35-50 marks)</b>	<b>Bands E1 &amp; E2 (0-34 marks)</b>	
Mathematics Extension 1	9	6 (67%/74%)	3 (33%/26%)	
English Extension 1	6	6 (100%/85%)	0 (0%/15%)	
History Extension	7	5 (71%/53%)	2 (29%/46%)	
Music Extension	1	1 (100%/97%)	0 (0%/3%)	
		<b>E4 (90-100 marks)</b>	<b>E3 (70-89 marks)</b>	<b>E2 &amp; E1 (0-69 marks)</b>
Mathematics Extension 2	1	0 (0%/31%)	1 (100%/55%)	0 (0%/13%)

The marks in brackets indicate the percentage of MacKillop students who achieved those Bands followed by the percentage across the state who did so.

## **HSC Faculty Reports**

### **Studies of Religion**

Studies of Religion students achieved very sound results in the 2005 Higher School Certificate. 68 students studied the 1 Unit Course and 33 students completed the 2 Unit Course. In the 1 Unit Course 97.06% of students achieved a Band 3 result or higher. Three students achieved a Band 6. A third of the students achieved a Band 5 result which was above the state average. 32 students were awarded a Band 4 result which also was above the state average.

The 2 Unit students achieved very creditable results with 94% of students receiving a Band 4 result or higher. Eight students achieved a Band 5 result. Twenty-three students achieved a Band 4.

Studies of Religion, along with English, are the only two compulsory subjects at MacKillop. Both Studies of Religion Courses are challenging and it is testament to the hard work of the SOR teachers and the dedication of students that these results can be achieved.

### **English and History**

Ancient and Modern History students again produced excellent results at the top of the band range. Two Ancient History students secured Band 6 results and half of the class of sixteen gained results in the top two bands, a result significantly above the state average.

Three Modern History students achieved Band 6 results. Nineteen MacKillop Modern Historians (54%) were placed in Bands 6 and 5, well above the 42% of the state candidature in the top two bands. Thirty-three of the thirty-five candidates received a Band 4 result or higher.

Extension History results were again strong but no student achieved a Band E4. Nevertheless, 71% of the MacKillop candidature achieved a Band E3 and only 53% of the state candidature was placed in the top two bands.

English results for Advanced and Standard combined were again above average though it was unusual for students at MacKillop in Advanced English not to have secured a Band 6 result. There were, however, twenty-one students who gained Band 5 results and no Advanced student attained less than Band 4. Standard students also performed pleasingly with 47% of the MacKillop candidature achieving Band 4 results. This compares favourably with the statewide Standard percentage of 31% in Band 4 with only 2% of Standard candidates statewide achieving higher than Band 4.

All the Extension 1 candidates achieved Band E3 results with a mean mark marginally below the state average.

The English and History results are a tribute to those girls who applied themselves diligently and energetically to their studies.

### **Mathematics**

The 2005 cohort of Mathematics students were rewarded for their commitment to the study of this subject by improved results across all courses.

Students who studied the Extension 1 and Mathematics courses should be especially pleased with their results, achieving far better than was to be predicted from their results in the School Certificate. For 89% of Extension 1 students, the contribution of Mathematics to the UAI was better than other subjects studied.

In the Extension 1 course, 68% of students achieved the top E3 or E4 bands, with no student achieving E1. Four of these students achieved a mark better than 80% in the HSC. 85% of students in the Mathematics course achieved a mark of 70% or more, against a state average of 63% of students. 38% of students achieved a mark of 80% or more, which was equal to the state average.

Excellent results were also achieved in the 2 Unit General Course, with one Band 6 result. Students in one of the three classes studying this course, received a class average of 82.5% in the HSC and should be congratulated for such fine results. 22% of these students achieved a Band 5 or better, which was equal to the state average and 63% of these students achieved a Band 4 or better, against a state average of 57%.

### **Computing Courses**

HSC results for 2005 were commendable across all three computing related courses. It was particularly pleasing that students in all three ICT courses achieved a Band 3 or higher and 87.5% of students achieved a Band 4 or higher. For many of these students the result achieved in the ICT course, was one of the best results they achieved in the HSC. This is encouraging to all students.

The students in the Software Design and Development course are to be congratulated for commendable results in what is a very demanding course. In 2005, 100% of students undertaking this course achieved a Band 4, with an average exam mark of 79%.

In Information Processes and Technology, 100% of students achieved a Band 4 or higher and 50% of those studying IPT achieved a Band 5. The average exam mark of 81% was significantly higher than the state mean.

In the vocational course, Information Technology, 100% of students achieved the nationally recognised qualifications Certificate II in IT. In the Information Technology exam, 100% of the students achieved a Band 3 or higher and 75% of the students achieved a Band 4. These results were also in line with the state mean. Congratulations are extended to the students and staff of these courses.

### **Science**

The hard work of the students who chose to study any of the Sciences for their Higher School Certificate again coupled well with the dedication of the teachers in the faculty to achieve results that certainly the majority found pleasing in the 2005 exams. While in many minds achievement equates to attaining Band 6 results, for many hard-working candidates of average academic ability, the achievement of a Band 5, Band 4 or Band 3 result may be a great personal achievement. To all students who have worked diligently toward achieving their goals, congratulations. With many students having studied in at least one Science area (and significant numbers choosing two or even three Sciences), it was pleasing to see all subjects recording means near to or above those across the State.

In Biology and Senior Science, several candidates were awarded a Band 6 result with numbers of Band 5 attainments also apparent. As the results tables indicate, the Physical Sciences were solid but unspectacular. The challenge of obtaining top Band results is well illustrated, with the candidatures for these subjects being drawn from the most academically capable of students.

The results in Biology, which continues to have the largest candidature of the Sciences at MacKillop College, were again pleasing with the diversity of abilities reflected in the candidature all achieving results in which they could be well pleased. The strength of this group was reflected in the top two bands with 57.13% of the candidates achieving results in this region.

The Senior Science course, too, yielded excellent results. This course has been absent from the College for several years so it was particularly pleasing to see such a positive “comeback”. With a relatively small candidature of seven students, no student achieved below a Band 4 result and two Band 6 results were achieved. This equated to 28.57% of the MacKillop candidature compared to 5.32% across the state.

The Earth and Environmental Science class again continued the strong tradition of outstanding performances in this subject at MacKillop College. With 40% of the candidature attaining results placing them in Band 5 and another 20% achieving good Band 4 results this group can be proud of their overall performance.

As mentioned above, the results in the Physical Sciences were solid in the middle, with an absence of top band results. With an ever-wider range of students choosing to accept the challenges of the Chemistry course than has been the case, it is pleasing to see so many students achieving results that they find personally satisfying. It is also noteworthy that the majority of candidates achieved exam marks within a few percentage points of their assessment mark. As the results table indicates, all students in Chemistry achieved a Band 4 or Band 3 result in a course which will have prepared many of them well for their future studies.

The Physics class was also solid in the middle with some pleasing personal performances. With all candidates in this course attaining a Band 4 or Band 3 result.

## **TAS**

Students electing to study the subjects in the TAS Key Learning Area of Design and Technology, Food Technology and Hospitality have achieved excellent results. These results reflect the students’ consistent effort not only throughout both the Preliminary and HSC courses but their completion of the internal assessment tasks and preparation for the HSC examination.

Of the eight students studying Design and Technology 37% achieved a Band 5 while 50% achieved a Band 4. The average for the class was 5.06 above the state average. Food Technology students performed well in their HSC examination, their marks correlating with the internal assessment mark.

As students in Hospitality work towards the “ticking off” of a number of competencies throughout the Preliminary and HSC hours for the Australian Qualification Certification they also have the opportunity to complete the HSC examination so the subject can be included in their UAI calculations. All students

elected to complete the examination with five students achieving a Band 5. It is pleasing to note that 70% of the class achieved either a Band 4 or Band 3.

### **PD/H/PE**

In the Personal Development, Health, Physical Education Key Learning Area and in the subject of the same name, students should be congratulated on their fine results with one Band 6 merit order listing. This is not an easy achievement given only 617 of the 10,800 students in this subject attain a Band 6. As a whole group the average was above the state average by 1.64 marks.

Finally to Community and Family Studies which continues to grow in strength since its inception in the new HSC. It is pleasing to note that 88% of the students attained either a Band 5 or 4. The 18 students of this class achieved an above state average of 2.53.

### **HSIE and Languages**

Human Society and its Environment and Languages results for 2005 once again reflected the positive expectations of faculty staff. Students in all subjects within our department should be commended for their hard work and consistent effort throughout their HSC courses. Business Studies, Economics, Geography, Legal Studies and French Continuers classes all realised excellent results this year.

Business Studies students gained one Band 6 with the class of twenty three students achieving an average examination mark of 77 compared to a State mean of 74, placing 57% of the class in the top three bands.

Three students received excellent Band 5 results in Geography, with the highest mark being 89.

Legal Studies saw an impressive 100% of the class awarded places in the top two bands compared with a figure of 67% statewide.

The Economics class was rewarded with outstanding results with 50% of students gaining Band 6 results and 83% of the class being placed in the top two bands.

The Band 6 result in the French Continuers course is a significant achievement given that such a large proportion of candidates receiving these top bands in the language courses are commonly centred in the major metropolitan centres of our state.

While excellent results were realised across all our subjects, mention must be made of those who achieved results outside the top bands but who nevertheless worked to the best of their ability. There is no doubt that all students we taught gained a better understanding and appreciation of the world they live in, whether it was the earth's environments, the world of business and economics, the Australian legal system or the cultural nuances of foreign lands.

### **Drama**

Drama students in the 2005 HSC achieved very solid results with all of the girls scoring above 70%. Four students gained Band 5 results while the other ten students were placed in Band 4 with a representation in this band which was twice the state average.

The girls were consistent in both the written and theoretical areas of Drama. In Music one student achieved outstanding results in both the Music 2 and Music Extension courses, gaining 96% and 100% respectively. This student's high level of musicianship and performance were recognised in her being shortlisted to perform at Encore, the showcase event for HSC Music students held at the Opera House each year.

### **Visual Arts**

The Visual Arts results were very similar to those in Drama with all the girls gaining very good marks in Bands 4 and 5. Two thirds of the class of 2005 scored in Band 5 which was almost twice as high as the state average with no-one scoring below 70.

## **School Certificate Exam Results**

<b>COURSE</b>	<b>Bands 5 &amp; 6</b>	<b>Bands 3 &amp; 4</b>	<b>Bands 1 &amp; 2</b>
English	53	41	3
Mathematics	28	61	6
Science	44	52	1
History	50	45	0
Geography	42	54	1
<b>TOTALS</b>	<b>215</b>	<b>253</b>	<b>11</b>

## **School Certificate Faculty Reports**

### **English and History**

After two years of stunning History results it was the turn of English to shine in the 2005 School Certificate. Sixteen girls achieved Band 6 results nearly three times above the state average! 54% of MacKillop students achieved either a Band 6 or Band 5 result. This was an excellent result when one considers that less than 30% of the statewide candidature was placed in these bands. The revision of the Year 10 English course that was undertaken to strengthen our top end results certainly appears to have paid dividends.

History once again performed strongly though without the large number of Band 6 results that characterised our performance in the last two years. Eight students gained Band 6 results and our results in the top two bands combined was most impressive. 51% of the MacKillop candidature was placed in the top two bands, compared to less than 30% of the statewide candidature being similarly placed.

### **Mathematics**

Excellent results were achieved by all students in the School Certificate with a marked improvement in the top Bands. Students achieved better than the state average in Bands 6, 5 and 4.

### **Australian Geography, Civics and Citizenship**

Australian Geography, Civics and Citizenship plays an important role in helping students better understand how the world around them works, while also being an excellent vehicle for improving their literacy, numeracy and IT skills. Our Year 10 students once again realised excellent results in each of the top three bands of this course, with a total of 77.1% receiving results in these bands compared with a State average of 59.81%.

Four students attained Band 6 (4.1% of the MacKillop candidature), thirty-eight attained Band 5 (39%) and thirty-three attained Band 4 (34%). This compares with state-wide results of 3.8% for Band 6, 23.1% for Band 5 and 32.9% for Band 4.

### **Science**

Over the last few years and with the introduction of a new Junior Syllabus, the Science Department at MacKillop College has implemented both organisational and strategic initiatives aimed at ensuring that our students continue to achieve results of which both the College community and each individual student can be proud. The 2005 Science Test results demonstrated that this approach is bearing rich fruit with real strength being obvious in last years Year 10 cohort across achievement levels as well as a pleasing level of top band results. Seven students (7.14% of the MacKillop candidature) were awarded Band 6 results while a further thirty-seven (37.75%) achieved Band 5 results. Five of these students achieved a mark of 89%, putting them only one mark off a Band 6. This total of 44.89% in the top two bands compares more than favourably with the statewide percentage of 31.4% in these bands. As well, a further thirty-seven students attained Band 4, meaning that an impressive 82.64% of our students achieved results placing them in the top three bands.

The strength of the group is more fully illustrated by the realisation that only 1.02% of our candidature achieved below a Band 3 result and that no students were situated in the Band 1 level. Many of the students who have achieved these fine results have chosen challenging patterns of study for their Higher School Certificate, which include subjects from the Physical Sciences.

## **English Language and Literacy**

### **Assessment (ELLA) Results 2005**

On Tuesday March 1 2005 all Year 7 students at MacKillop College participated in assessment testing as part of the ELLA program operating in New South Wales schools. The results of this testing were disseminated to parents at a Year 7 review meeting held in September, 2005. They indicated that this cohort has, on the whole, well-developed literacy skills providing a sound basis on which all staff can build in further developing these vital skills across all key learning areas. The results showed:

- The average score by Year 7 students at MacKillop College was 4.3% above the average figure for all students across the State in Writing, 3.4% above the average in Reading and 3.1% above the average in Language.
- The average overall literacy score for Year 7 students at MacKillop College was 3.5% above the average figure for all students across the State.
- Students at MacKillop College were above State average figure for girls in all areas tested.
- 99% of our students scored in either “High” or “Proficient” in Writing, 94% in Reading and 96% in Language.
- In overall literacy, 99% of our students scored in either the “High” or “Proficient” bands.

The information obtained from our participation in this program will once again allow for both the ongoing development of programs to improve whole school literacy as well as individually-focussed programs to assist in the development of students who may be experiencing difficulty in this area. This focus is particularly important for those students who may not be meeting current national benchmark levels.

## **Secondary Numeracy Assessment**

### **Program (SNAP) Results 2005**

As with the ELLA testing program, all Year 7 students at MacKillop College participated in SNAP testing conducted on May 10. Again, the College was very pleased and encouraged by the results obtained by our Year 7 cohort, especially as this assessment is an indicator not only of Stage 3 exit skills but also the development occurring in the first two terms of Year 7 as students begin to work toward Stage 4 outcomes. As with ELLA, the results of this assessment allow the development of programs addressing areas of need across subject boundaries. They also allow the identification of students who may not be meeting national benchmarks and the implementation of remedial programs aimed at improving these skills. The results showed:

- The average score by Year 7 students at MacKillop College was 2.5% above the average figure for all students across the State in overall Numeracy, this being made up of being 3.1% above the average in Number, 1.6% above the average in Measurement, 1.7% above the average in Space, 3.5% above the average in Data and 2.1% above the average in Numeracy Problem Solving.
- Students at MacKillop College were above State average figure for girls in all areas tested and well above State average figures for overall numeracy.
- 81% of our students scored in either “High” or “Proficient” in Number, 82% in Measurement, 81% in Space, 84% in Data and 80% in Numeracy Problem Solving.
- 85% of our Year 7 students scored in either “High” or “Proficient” in overall numeracy achievement.

As with the ELLA program, the information obtained from SNAP allows staff to focus on overall areas for development for the cohort as well as informing the development of programs aimed at improving the numeracy of individual students. Our participation in all statewide testing programs allows for accurate identification of areas of strength, both on a whole form and individual basis as well as those areas and students in need of further skill development.

## **College Policies**

### **Enrolment Policy and Retention Rates**

MacKillop College enjoys a strong demand for student places, with maximum numbers and waiting lists existing in Year 7, 8, 9 and 10 over the past several years. Senior school also attracts a high retention of existing students together with new enrolments, particularly into Year 11.

Because of this demand, we take initial applications in some cases several years before the enrolling year. When parents or guardians first contact us to enquire about a possible enrolment, they are sent an enrolment pack, which they complete and return to the College. Should the application be for immediate placement and a place is available in that Year, the Enrolment Coordinator conducts an initial interview where the circumstances and the possibility for enrolment in terms of subjects etc are explored. An interview with the Principal may follow and the student may be offered a place at the College. If a place is not available in that Year, the application is held on a waiting list and considered once a place becomes available. Applications for the following year are usually assessed in Term 2 or 3 of the current year. Our enrolment policy gives more specific detail on the process of enrolment and is distributed as part of the application form.

The criteria for selecting students for enrolment reflects our responsibility to provide a Catholic education for those from our local Catholic feeder schools, from other areas where local Catholic education may not be available, for immediate family members of existing enrolments, and for those requiring consideration because of special circumstances.

### **Retention Rates**

Enrolments from Year 7 2002 through to the conclusion of the School Certificate in Year Ten in 2005 indicated 84% retention rate. The enrolment numbers in Year 10 from 2003 that completed the HSC in 2005 represented an 78% retention rate.

### **Teaching Staff Qualifications**

<b>Teaching Staff</b>	<b>Number</b>
<b>Teachers with Teaching Qualifications</b>	<b>53</b>
<b>Teachers with Graduate Qualifications</b>	<b>23</b>
<b>Transition Teachers (Degrees)</b>	<b>2</b>
<b>New Scheme Teachers (Beginning Service)</b>	<b>1</b>

## **Student Welfare and Management Policies**

The motto of MacKillop College is “with Mary’s help be a light to the world”, and the College’s goals reflect this commitment. At MacKillop we follow this ideal in aiming for the optimum development of each girl – spiritually, academically, socially, physically and emotionally. Students are encouraged to become responsible, self-motivated, independent and coherent individuals, to have respect for themselves and others as members of the College community.

A feature of the College is the staff-student relationship, one built on trust and mutual respect. In order to foster this relationship, we recognise the rights and responsibilities of both staff and students as outlined in the College Welfare Policy.

In 2005 the College staff undertook training with the Marist Youth Care Group to implement the Restorative Practices Program. The Restorative Practices Program encourages positive relationships between teachers and students, students and students and teachers and parents.

There are a number of ways to ensure that the rights are upheld and that each individual fulfils his/her responsibilities. These procedures make up the Welfare Policy of the College and include the Merit system [promoting positive behaviour], the use of Demerits [to correct inappropriate behaviour], referral to Subject Coordinators for issues related to classroom behaviour and both after school detentions and in-school suspensions when necessary.

In 2004 the College established the Welfare Team to monitor student needs, to provide support in times of difficulty or crisis and to liaise between students, staff, parents and St Joseph’s College. The team undertakes risk assessments of students experiencing difficulties and provides confidential advice and strategies to help promote coping skills and resilience in students. Regular audits and wellness surveys are conducted to monitor the needs of the students.

MacKillop College does not tolerate bullying in any form. All members of the College community have the right to feel safe and be treated with respect. All members of the College community have the responsibility to ensure that this right is fulfilled. The Anti-Bullying Policy is outlined in the College Student Diary and on the College Web-site.

In 2005 the Welfare Team has introduced the Electronic Bullying Box [ebb@mackillop-bathurst.nsw.edu.au] for students and parents to report inappropriate behaviour. Specific strategies and websites are listed in the College student diary.

The College has a Complaints Policy [issued March 2005] to ensure procedural fairness for all concerned. It is expected that all complaints will be dealt with impartially, confidentially, fairly and speedily.

Programs such as Peer Support, Resourceful Adolescent Program [RAP], Mind Matters, Families Matters, Study Skills Courses and Leadership Days have been implemented to enhance the College’s ability to provide the resources to appropriately meet the needs of the whole College Community.

The Welfare Policy aims to ensure every student, parent and staff member feels valued, respected and recognised as being an integral member of MacKillop College.

## **School Detected Improvements**

In 2005 the College launched its new Strategic Plan titled, 'A Future Full of Hope'. Among the many recommendations for 2005 the following recommendations were implemented into the College's life and structure:

- Implementation of the updated 'Christ We Proclaim' Diocesan Religious Education for Years 7 and 8
- Further support for the profile of the College Service Groups across the College
- Refinement of the 'Memorandum of Understanding' shared between MacKillop College and St Joseph's College, Perthville
- Inclusion of anti-bullying procedures (EBB) and support links and advice in the Student Diary
- Promotion of further resilience programs for girls such as RAP and Mind Matters
- Introduction of a standards document covering grooming and appearance, jewellery and make-up, mobile phones and student driving contracts
- Clarification of the process for dealing with minor matters and procedural fairness with the issuing of demerits
- Updating of all existing role descriptions and Staff Handbook
- Responding to the analysis of all existing testing programs
- Updating of all Assessment Programs including assessment schedules for all KLAs
- Introduction of Standards-Referenced Reports across Years 7 to 12
- Raising of the profile of Creative Arts students
- Review and expansion of Careers Program for Year 10
- Updating of Enrolment terms and conditions
- Tracking of daily absences through the adoption of a new administration package
- Publication of a whole year College calendar at the commencement of the school year
- Development of a Master Plan for the College to grow to accommodate 700 students
- Upgrading of corridors with weather-controlled shutters
- Provision of replacement schedules for all IT equipment
- Provision of faculty and college data projectors
- Maintenance of an interactive College Website with associated links
- Introduction of teacher and boarding student dinners at Perthville

# Financial Report 2005

