



Antonine College

Pascoe Vale South

2021 Annual Report to the School Community



ANTONINE COLLEGE

A CATHOLIC CO-EDUCATIONAL COLLEGE FOUNDATION - YEAR 12



Registered School Number: 2010

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Minimum Standards Attestation

I, Mariette Kareh AS, attest that Antonine 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 2020 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.

11/03/2021

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

Our College Vision

Antonine College will commit to building a faith-filled learning community where:

- every student and staff member takes ownership of and responsibility for continuous improvement and life long learning
- students develop as autonomous, self managing, resilient and responsible learners
- digital technologies are fostered through an agile, innovative and effective teaching and learning environment

College Overview

Antonine College is the only Maronite Catholic school in Victoria. It is located on two sites. Cedar Campus in East Coburg caters for students from Foundation to Year 6 whilst secondary classes from Year 7 to Year 12 are conducted at Saint Joseph Campus, Pascoe Vale South.

It is a young Catholic coeducational institution owned by the Antonine Sisters which sprang from the deep desire of the Antonine Sisters' community whose members were committed to seeing the strength of a classical education's impact upon the children of our community in Melbourne, Australia. Like every institution, the present Antonine College rests straight upon its past.

The College opened its doors to students on 1 February 1998 with only 110 students from Prep to Year 3 and has grown significantly since its humble beginnings with only a few junior classes, a few staff members and a small number of families.

Antonine College caters for students who come from language backgrounds other than English, with the majority of students having parents who were either born in Lebanon or have Lebanese heritage and are Maronite Catholics. There are also students from Egyptian, Syrian, Assyrian and Iraqi cultural and linguistic backgrounds. Some students are from non Arabic speaking backgrounds such as Filipino, Vietnamese, Greek and Italian. The College provides a bus service for its students. Currently, 33 buses are available to transport students from north, north western and western suburbs as well as from neighbouring suburbs such as Glenroy, Broadmeadows and Reservoir. This service also transports students between Cedar Campus and Saint Joseph Campus in the morning and afternoon plus excursions to the various religious, educational, sporting venues and other facilities around Melbourne.

Principal's Report

Considering the year that the global community had in 2021, our College theme, was just what we needed to remind us that when all seems out of our control, God will not abandon us. The Prophet Isaiah, knew that God would always stand with him, so was able to overcome any fear, declaring, 'Here I am Lord, send me', becoming the messenger of God.

It is easy to list all the negatives of the pandemic's impact on schooling. We are all aware of the difficulties faced by students, parents and staff. But strangely enough, there are some very strong positives.

Faith: we are so lucky to have had the support of Our Lady of Lebanon Parish, in particular Mon. Joseph Takchi, and of our religious education staff ensuring that students still had opportunities for faith development such as faith clubs, online liturgies, daily prayer etc. even when we were in lockdowns. This all helped keep us connected to our faith. Most of all, we have the Antonine Sisters, who through their charasm, provide our students with the best example of living out our faith.

Learning: while being back to face-to-face learning is the ideal, many students still prospered in remote learning. Their use of digital technology to create, learn and express themselves provided new perspectives and new opportunities. Students learned to work independently, organise their time and their study routines and to take more responsibility for themselves. They completed class work, assessments and not only met expectations but exceeded them.

Student Wellbeing: pastoral care programs continued to allow students to build resilience and confidence to work more independently. The staff worked hard to check in with students and to focus on wellbeing. Programs and supports were adapted to ensure students could access assistance during remote learning.

Community: the most positive thing about remote learning was the increased parental engagement in their children's learning. It is a long-established fact that the parent and school relationship is one of the most significant markers of success for children. The students were also able to stay connected to one another but we know they missed seeing their friends face to face.

Now, the challenge for schools is not to lose all we have gained once things are back to 'normal'. We must take all the positives from 2021, all the lessons learned and ensure we use them in moving forward to enhance what we do in face-to-face learning.

Our message of hope for students of Antonine College, is for them to be more like the Prophet Isaiah in these ways:

- Stand up for your beliefs, and live your beliefs in your action and words

- Stand up for others, never walk away when you can help someone
- Stand by those who have fear, give them strength by standing with them
- And remember all God wants from you is to love Him and love one another; and when you do that, God may call you to do other wonderful and amazing things.

I thank all the staff at Antonine College for supporting our students and families during 2021. The staff had to adapt their teaching plans over and over. Their persistence and commitment gave the students the hope that they could get through the hurdles of the year.

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School Advisory Council Report

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Education in Faith

Goals & Intended Outcomes

To actively and collaboratively enhance our Maronite Catholic identity in the context of a contemporary world.

- That the capacity to be an active member of the Catholic school community be enhanced for staff, students and parents.
- That students are active participants in an engaging RE curriculum.

Achievements

2021 College Theme:

This year's theme taken from the Book of Isaiah has certainly resonated with the Antonine College Community as the following words have been a source of hope in these uncertain times: "Fear not, For I am with You" - Isaiah 41:10.

OPENING SCHOOL MASSES

The 2021 Opening of the School Year Staff Mass celebrated our mission as educators and remembered our founders the Antonine Sisters who trusted in God and ventured into the unknown when they arrived from Lebanon over forty years ago. This year due to COVID-19 restrictions we held two Opening Year School masses. We gathered to celebrate the feast of St Maroun our patron saint and founder of the Maronite Church and prayed for our founders, the Antonine Sisters who have faithfully served the Maronite Parish community for the past 41 years. We prayed that this year's College theme: "Fear Not, For I am with you" would inspire us with the same courage and faith of our founders, the Antonine Sisters, to have hope and trust in God's providence.

Holy Week

Luckily, we were back onsite before Holy Week began in the last week of Term 1. As we celebrated Holy Week, we reviewed our commitment to the central event of our Christian faith - the death and resurrection of Jesus Christ. In faith we celebrate his victory over death each time we go to Mass.

The following main days of Holy Week were commemorated by the following liturgies held at Antonine College:

- Palm Sunday Prayer Service for Foundation to Year 2 at Cedar Campus on Monday 22 March in the Atrium.
- The Last Supper Mass for Year 3-4 students held in the Cedar Campus Atrium on Wednesday 31st March and celebrated by Father Richard Jabbour, our Cedar College Chaplain.
- Stations of the Cross held on Thursday 1 April for Year 5 - Year 6 students in the Atrium.

2021 Catholic Education Week: Creative Arts Exhibition

Hundreds of students from Catholic schools in the Archdiocese of Melbourne exhibited their artwork as part of the annual Creative Arts Exhibition including a 2020 Year 6 student and two Year 2 students from Antonine College. The exhibition which is sponsored by Melbourne Archdiocese Catholic Schools (MACS) is one of the highlights of Catholic Education Week. This event is an opportunity for young artists to showcase their creativity. It was a great thrill for two of the students to see their artwork on display at the live gallery held at the Catholic Leadership Centre in East Melbourne when they visited the exhibition on Thursday 18th March during Catholic Education Week.

FAITH IN ACTION

Congratulations to Year 10 Faith and Social Justice Leaders, who initiated a fundraiser because they wanted to do something to help those suffering due to the economic collapse in Lebanon. The Our Lady of Lebanon and Antonine College Fundraiser raised \$5929 to support an orphanage in Lebanon, a wonderful example of putting faith into action. A big thank you to Amani, Emmy and the members of the Antonine Faith Club supported by Ms Natalie Saliba at St Joseph Campus and Ms Tanya Khattar at Cedar Campus. These students worked tirelessly for weeks behind the scenes collecting donations and food items which were sent to Lebanon to help children in urgent need. What a great way of making a change in the world!

Antonine Sisters 40th Anniversary

Unfortunately, we had to cancel Antonine Day in 2020 due to the COVID-19 restrictions last year and the celebration of the 40th anniversary of the arrival of the Antonine Sisters in Australia on Friday 17th October 1980 was postponed to this year.

It was fortunate that despite another long period of Lockdown in Victoria again, we finally managed to celebrate the 40th Anniversary of the Antonine Sisters. Finally we were able honour and pay tribute to the Antonine Sisters for their dedication and commitment over the past forty years during the end of year assemblies.

VALUE ADDED

FAITH AND LITURGY DURING REMOTE LEARNING

In 2021 Antonine College has not been able to gather at a whole school mass and be able to receive the Eucharist at Our Lady of Lebanon Church. Fortunately, there have been opportunities for class liturgies and we had numerous opportunities to participate in the celebration of prayer activities and assemblies once students returned to school during Term 4. Our long-awaited Year 5 excursion to the Mary MacKillop Heritage which was cancelled due to the COVID-10 Lockdown restrictions last year was cancelled again due to Lockdown 6. This time however, the students were able to learn about Mary MacKillop on-line and the presenters were very impressed with our Year 5 students' knowledge and deep interest in Australia's first

saint who dedicated her life to the poor and trusted in God's providence especially during difficult times.

It has been wonderful to have our students involved in Prayer activities such as praying the Rosary throughout October, the month of the Rosary and being part of the Red Wednesday global movement novena praying and standing in solidarity with all those who are persecuted for their peacefully held religious beliefs. Lebanon which always remains foremost in our prayers has welcomed refugees and migrants fleeing war and persecution in neighbouring countries over many years, including many people from Syria. The people of Lebanon have faced huge challenges of their own in the past couple of years and are now in constant need of support.

Feast of St Charbel

This year we were in Lockdown when we honoured the feast of St Charbel Makhlouf, one of Lebanon's most revered saints. The students prayed together online in their classes for this Maronite Catholic priest, monk, and hermit who is known for working miracles both during his life and after his death. Devotion to Saint Charbel is evident in the photos students posted from their homes on Seesaw during July.

Learning & Teaching

Goals & Intended Outcomes

Goal

To provide a curriculum and learning environment that encourages students to be autonomous, confident and responsible learners.

Intended Outcomes

- That student engagement will improve.
- That students will show learning growth in numeracy and literacy.
- That students will become competent and creative users of Digital Technologies

Achievements

Our pedagogical framework is Wellbeing for Learning; simply we believe that students learn best when they feel good and they feel good when they are learning. This year students have continued to be supported and challenged and enjoyed their learning. This has helped them to develop their confidence, feel proud and enjoy their time at school and while learning at home. Congratulations to the teachers for working together to provide an environment for students to feel safe, happy and supported.

Our teachers have provided a diverse, interesting, engaging curriculum for students during on-site and remote learning. Thank you to the parents and families who have supported their children for success in both settings.

Assessment Data

Our Year 3, 5, 7 and 9 students completed NAPLAN testing over a two-week period in May. NAPLAN testing is completed as part of our whole school testing program and data collection as this supports teachers in providing a targeted curriculum.

Our College implements a Data Plan and Assessment Schedule to ensure there is a variety of data collected to inform teaching and learning programs at relevant opportunities throughout the year. This includes PAT Reading and Maths, Words their Way, Concepts about Print, Letter ID, SINE maths test and Fountas and Pinnel Benchmark Assessment.

The assessment data identifies student progress and growth, achievement and standard, areas of need and opportunities for extension. This informs programs such as ESO support, EAL support, Tutoring, Extension and support groups, differentiated assessment and class tasks.

Antonine High Achievers (AHA)

This year Antonine College implemented a new program - AHA - this aims to meet the needs of learners who are demonstrating a high and exceptional standard in their course work and in the data collected through our range of testing procedures. The program includes STEM Extension Classes, Extension Certificates in a range of subject areas, Personal Learning Plans and differentiated curriculum.

Parent Teacher Interviews and Online Information Sessions

Parents teacher interviews and information evenings were conducted online throughout the year. Thank you to our teachers and families for being flexible in the delivery of important information. Shifting to online meetings and information sessions has meant that some families could attend who may not have been able to previously.

Cedar Campus Whole School Engagement Activities

Each term at Cedar Campus, we run a whole school engagement focus. This year we hosted a Religion and Art competition based on the College theme, "Fear Not, For I am With You" (Isaiah, 41:10). We also had a STEM and Christmas theme in term 4. Students had the challenge of building a Christmas tree and these were on display in the Atrium.

Buddies

Each year our Year 6 students, the leaders of the Primary Campus, are matched with a Foundation student who has just begun their school journey. The buddies program encourages our Year 6 students to develop leadership skills and act as role models for their buddy. For the Foundation students, they gain a mentor to show them around the school, a new friend to look out for them, and the privilege of knowing they are loved and cared for by an older child in the school.

Digital Art show

The Cedar art show was an opportunity to showcase the outstanding and creative artworks created by our students. Students did not let remote learning dampen their creativity. The art show celebrated the drawings, paintings, sculptures and photographs created by our students. Visual artworks in the presentation were inspired by historical and contemporary artists, including Australian Indigenous artists.

STUDENT LEARNING OUTCOMES

Even though our year was interrupted by strict Covid regulations we were able to provide a range of curricular and extracurricular opportunities to enhance our teaching and learning:

Book Week in the windows

St John's incursion - first aid

Start Smart Commonwealth Bank incursion - financial literacy

RACV Safety Squad Incursion

Digital Thumbprint and Cyber Safety

Visiting Authors and illustrators

Year 7, Year 8 and Year 9 Camps

Year 10 Work Experience
Life Education Van
Interschool team sports competitions
Athletics and Swimming Carnivals
Elevate Study Skills Sessions

MEDIAN NAPLAN RESULTS FOR YEAR 9

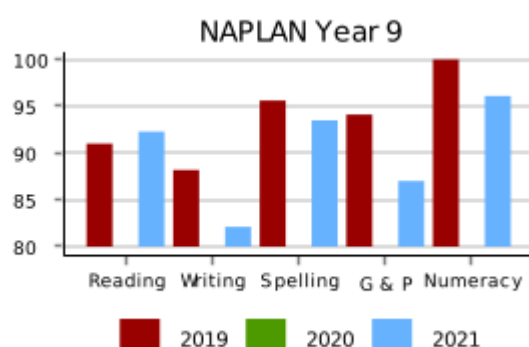
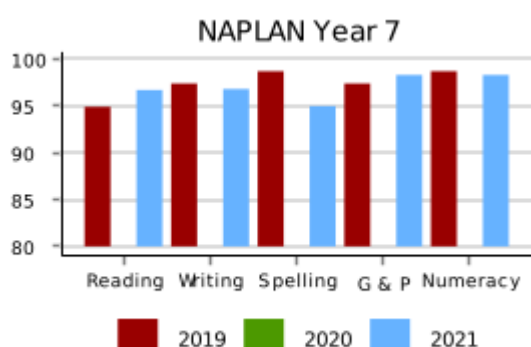
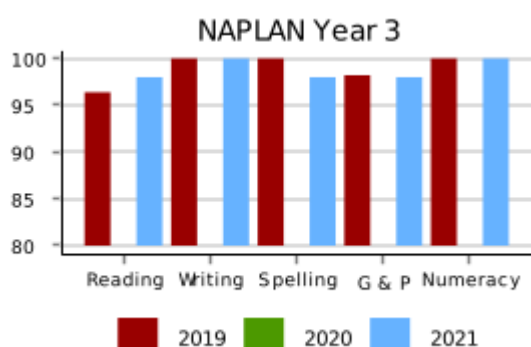
Year 9 Grammar & Punctuation	562.1
Year 9 Numeracy	565.1
Year 9 Reading	547.8
Year 9 Spelling	571.7
Year 9 Writing	534.9

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	98.2	-	-	98.0	-
YR 03 Numeracy	100.0	-	-	100.0	-
YR 03 Reading	96.4	-	-	98.0	-
YR 03 Spelling	100.0	-	-	98.0	-
YR 03 Writing	100.0	-	-	100.0	-
YR 05 Grammar & Punctuation	98.1	-	-	91.5	-
YR 05 Numeracy	100.0	-	-	100.0	-
YR 05 Reading	100.0	-	-	96.7	-
YR 05 Spelling	96.2	-	-	96.6	-
YR 05 Writing	98.2	-	-	98.3	-
YR 07 Grammar & Punctuation	97.4	-	-	98.3	-
YR 07 Numeracy	98.7	-	-	98.3	-
YR 07 Reading	94.9	-	-	96.7	-
YR 07 Spelling	98.7	-	-	95.0	-
YR 07 Writing	97.4	-	-	96.8	-
YR 09 Grammar & Punctuation	94.1	-	-	87.0	-
YR 09 Numeracy	100.0	-	-	96.1	-
YR 09 Reading	91.0	-	-	92.3	-
YR 09 Spelling	95.6	-	-	93.5	-
YR 09 Writing	88.2	-	-	82.1	-

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



Student Wellbeing

Goals & Intended Outcomes

Goal

To develop a culture where wellbeing is integral to learning and consciously connected to student achievement.

Intended Outcomes

- That the academic, physical, social, emotional and spiritual dimensions of each student are enhanced.
- That students will be more engaged in their learning.

Achievements

Antonine College has continued in its commitment to supporting rich, deep and varied learning experiences for our students so that they may develop as optimistic, resilient and young people of faith, ready to be effective members of community, contributing to and enriching the world around them. "eXcel - Student Wellbeing 2018"

The College extended the established safe, stimulating and engaging learning environment to the online platforms used by students during home learning. Online safety was highlighted and teachers learned new ways of supporting students online with safety and well-being concerns.

Co-curricular Activities continued online including cooking classes, games club, exercise classes, meditation, etc.

VALUE ADDED

This year posed many challenges and opportunities, both the Wellbeing and Learning Support teams can attest to the persistence and resilience shown by the entire Antonine College Community in 2021. Parents, students, and teachers swiftly recognised the importance in working with one another to support the continuation of learning and support of our children and students.

We continued with many of our usual supports and well-being events online as best we could. Our students attended online well-being assemblies, online awards evening, online prayer services and Masses in high numbers. This allowed them to stay connected to one another and our Faith even during lockdowns.

STUDENT SATISFACTION

The MACSSIS 2021 data highlighted the following points in regard to student satisfaction. Students:

- feel teachers have rigorous expectations of them
- are engaged with their learning and have positive relationships with their teachers
- feel they belong
- are confident about what they are learning.

Student voice is an area we could continue to improve in 2022, ensuring students have more opportunities to be involved in decisions that affect them. The role of the SRC will continue to be developed.

During lockdown, teachers continued to survey students about their well-being to ensure we were assisting all students who needed it. Students engaged well with these surveys and sought help as needed.

STUDENT ATTENDANCE

Our attendance records show that we continue to have a high attendance rate at all year levels. Obviously during COVID-lockdowns, we did have increase in student illness but considering this, students continued to attend online classes at a high percentage rate for home learning.

YEARS 9 – 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate

75.4%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	92.7%
Y02	94.4%
Y03	93.8%
Y04	93.2%
Y05	92.4%
Y06	92.1%
Y07	91.2%
Y08	89.7%
Y09	91.2%
Y10	87.2%
Overall average attendance	91.8%

SENIOR SECONDARY OUTCOMES	
VCE Median Score	28.0
VCE Completion Rate	100.0%
VCAL Completion Rate	0.0%

POST-SCHOOL DESTINATIONS AS AT 2021	
Tertiary Study	63.0%
TAFE / VET	20.0%
Apprenticeship / Traineeship	10.0%
Deferred	3.0%
Employment	3.0%
Other – The category of Other includes both students Looking for Work and those classed as Other	0.0%

Child Safe Standards

Goals & Intended Outcomes

Antonine College is committed to providing a safe and friendly school where there is zero tolerance of child abuse. We are committed to the safety, participation and empowerment of all students and the ongoing education of staff on child abuse risks.

The Antonine College Child Safe Policy was implemented in July 2016 after extensive consultation with staff, parents and students. The purpose of this policy is to demonstrate the strong commitment of Antonine College to the care, safety and wellbeing of all students at our school. It provides an outline of the policies, procedures and strategies developed to keep students safe from harm, including all forms of abuse in our school environment, on campus, online and in other locations provided by the school.

This policy considers relevant legislative requirements within the state of Victoria, including the specific requirements of the Victorian Child Safe Standards as set out in Ministerial Order No. 870 and applies to school staff, including school employees, volunteers, contractors and clergy.

At Antonine College we are committed to continuous improvement of our child safety systems and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance. We will maintain a history of updates to the policy. Achievements Strategies to embed an organizational culture of child safety at Antonine College have been led by the leadership team. The Victorian Registration & Qualifications Authority (VRQA) and Child Safety (Catholic Education Commission of Victoria) compliance and self-assessment resources have continued to be widely consulted this year.

Achievements

The following policies and commitments have been developed as a result of initial awareness-raising and capacity building activities to create and maintain a child safe environment at Antonine College:

- The Child Safe Policy
- Safeguarding Children and Young People Code of Conduct
- Code of Conduct for Parents/Visitors
- Guidelines for responding to an allegation of child abuse
- Physical improvements to offices and classrooms (increased visibility) continue. This strengthens duty of care practices and meets standard 1 of Child Safety standards.
- All visitors to the college are required to sign in and present a Working with Children Check.
- The Antonine College Code of Conduct has been developed in reference to the VIT Code of Conduct and Code of Ethics 2015. This document should also be read in conjunction with the 'Professional Expectations as outlined in 'The Task of a Catholic School' ' and the expectations sections of the 'Letter of Appointment'. A Letter of Appointment is given to every staff member at the start of each contracted period.

Leadership & Management

Goals & Intended Outcomes

Goal

To enhance and sustain a staff culture that is characterised by shared vision, a strong sense of teamwork, collaborative practices and a focus on continuous improvement

Intended outcomes

- That the performance and development culture of the college is strengthened
- That staff engagement will improve (teamwork, empowerment and ownership)
- That staff learning will improve (appraisal and recognition and professional growth)
- That leadership capacity will be enhanced

Key Improvement Strategies

Ensure there is a whole school vision for teaching and learning, student wellbeing and faith development that is known, understood, valued and enacted by all members of the school community.

Achievements

We are very grateful that considering the situation with coronavirus in the northern suburbs, our school community (staff, students and families) remained relatively safe and healthy. However, we do acknowledge that many did experience hardship. Thank you to all parents, Sisters, staff, parish priests and students for their commitment to our College during this pandemic time.

We give thanks for our blessings and achievements such as:

- Our upgraded Digital Technology infrastructure which allowed for a smooth transition to online remote learning
- Utilizing the successful combination of SIMON, Seesaw and Microsoft TEAMS to deliver curriculum and engage students with live classes while they were learning from home
- Previous professional learning opportunities in digital technologies enabled staff able to teach one another new skills and new technologies showing collaboration and a commitment to learning
- Our students who showed great independence and resilience and remained positive and engaged despite the challenges being away from their friends at school
- The incredible support of parents who worked with us in partnership and often juggled multiple children at different levels during home learning
- Completion of the building project on target to have a new canteen and an extension to student services and office space ready for the 2021 cohort despite delays at St Joseph Campus
- Commencement of Stage 2 building project at St Joseph Campus which will provide indoor sports stadium, new Science classrooms, Art Rooms and performing arts areas. As well as outdoor play areas and landscaping.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2021

The direction for our Professional Learning has been in line with our College Improvement Goals. This includes a focus on improving Reading Comprehension through a series of Professional Learning Teams.

We focused some time towards learning about Gifted and Talented students and used this as the inspiration for developing our Antonine High Achievers (AHA) program.

Teachers learnt how to use the Teacher Accreditation Platform through CEVN and were able to plan and manage their own PL hours that contribute to their Accreditation to teach in a Catholic School and to teach Religious Education in a Catholic School. Some accreditation opportunities included Gender and Identity and Indigenous Perspectives.

We continued to build a data culture through meetings that focused on the use of data to inform teaching. A focus of all our meetings is on the collection and use of data across the College.

Another College Improvement Goal was for the Curriculum to have coherence and align to the Victorian Curriculum. Our Unit Planners were updated and teachers participated in Professional Learning to understand how to use the Unit Planner to unpack the Victorian Curriculum and ensure continuity, consistency and coherence.

Our VCE teachers completed a professional learning module on explicitly teaching Task Words to support our students when completing their exams.

Our College continued to drive our Well-being for Learning Pedagogy with a series of Professional Learning activities for staff to unpack the approach and realise it in their own teaching and learning.

Our College engaged the expertise of the Curious Nutritionist who promotes rethinking our approach to food education and this has informed our Health curriculum. with body and food neutral language.

Our College is now an Earth-care school. There has been professional learning opportunities for all staff and this will be a continued focus.

External Professional Learning included:

Highly Accomplished and Leading Teacher Assessor Training

Mandatory Reporting Modules

Anaphylaxis and First Aid Training

Number of teachers who participated in PL in 2021

78

Average expenditure per teacher for PL

\$0

TEACHER SATISFACTION

Teacher satisfaction was demonstrated by the strong commitment to improve professional practice. The professional learning teams worked tirelessly throughout the year to learn about the areas of need outlined in the 2021 Annual Action Plan and to improve student outcomes.

Increasing involvement in professional learning, training and ongoing opportunities plus informal and formal feedback further demonstrate teacher satisfaction with the College.

Teacher satisfaction was also demonstrated through the following:

- Informal and formal feedback
- Coaching Program
- Feedback from Meetings with Principal and panel
- Strong commitment to pastoral, co-curricular and staff support activities
- The quality of relationships between staff members, students and parents

TEACHING STAFF ATTENDANCE RATE

Teaching Staff Attendance Rate	90.7%
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ALL STAFF RETENTION RATE

Staff Retention Rate	87.8%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	29.7%
Graduate	40.5%
Graduate Certificate	10.8%
Bachelor Degree	75.7%
Advanced Diploma	5.4%
No Qualifications Listed	2.7%

STAFF COMPOSITION	
Principal Class (Headcount)	4.0
Teaching Staff (Headcount)	77.0
Teaching Staff (FTE)	64.5
Non-Teaching Staff (Headcount)	68.0
Non-Teaching Staff (FTE)	48.5
Indigenous Teaching Staff (Headcount)	1.0

College Community

Goals & Intended Outcomes

Goal

To raise the profile of the College in the Maronite community and in the wider community

Intended Outcomes

That the College continues to develop its Maronite and Antonine charism and has growth in Maronite enrolments.

That the College attracts enrolments from the wider community who are drawn to the Maronite and Antonine charism

Key Improvement Strategies

College to be more active in the Parish community

Increase opportunities for students to be engaged in community events - local and wider community and in inter-school activities

Antonine College is committed to regularly sharing aspects of our school performance with the community via the on-line College Newsletter, Student Assemblies, College Handbook, Student Planner, Parent Information Evenings, Students Reports, Parent/ Student/ Teacher Interviews, Antonine College Annual, and the College Website.

Achievements

Antonine College has developed a positive reputation in the community with many parents complimenting the discipline values and Church involvement at the College.

Parents are very active in our College liturgies and celebration of the sacraments of the Eucharist and Reconciliation.

The Parents and Friends Association plays a key role in providing a forum for parents to work closely with principal and staff to enhance student learning outcomes, fundraise for resources and provide opportunities for social interaction with parents to form support networks.

Our parents show a keen support for the various activities offered by the College such as Parent/Student/Teacher Interviews, Camps, Student Assemblies, Athletics and Swimming Carnivals and Musical Productions.

Families who need pastoral support are attended by the Sisters, Priests, School Counsellor and agencies such as Headspace (National Youth Mental Health Foundation), the Arabic Welfare and Kids Help Line.

New arrivals to Australia are supported by various programs which help them settle into Australian life, making them feel secure and informed about their child's schooling.

Parents are encouraged to visit the College and make appointments outside formal meetings to see teachers and coordinators if they have concerns about their child.

VALUE ADDED

Listed below are examples of the curricular and extra-curricular activities offered in 2021:

- Year 5-8 House Swimming Carnival
- Year 7-10 Faith Club on-line
- Year 8 camp at Anglesea • Year 9 Survival camp at Gembrook
- Student Leadership SRC
- On-line Games Club • Homework Club
- Year 12 Virtual Graduation Prayer Service and Presentation
- eSports Team activities
- Rubik's Cube Club
- Chess Club
- Cedar and St Joseph Campus Virtual Art Shows
- Online Performance - Dance, Drama and Music

PARENT SATISFACTION

The continued growth in enrolments and the parents' strong commitment to the Antonine Sisters Charism, ensures that Antonine College continues to have a positive reputation in the community. Parents value the strong partnership with the College, as the Antonine Sisters and staff strive to develop religious values and spreading the Good News of the Gospels.

Parents continue to attend parent teacher interviews at a very high rate including online interviews. They also attended school functions on-site when restrictions allowed for this. Parents are very keen to return to volunteering as classroom helpers and being involved in Parents and Friends once all restrictions are eased.

Our parents support the College financially and socially. Their generosity is evidence that they want to be involved and support the College.

Future Directions

Another Academic Year of Perseverance, Adaptability and Flexibility

Again, all students, staff and parents of Antonine College are to be congratulated on successfully completing another challenging year in 2021. It has again been a year of perseverance, adaptability and flexibility. Well done on all your collective efforts to provide the best possible support for our students throughout this time. We look forward to 2022 to bring new hope and opportunities for our Antonine Community.

New Facilities at St Joseph Campus in 2021

Work has now been completed on new facilities of staff offices, meeting rooms, canteen, first aid room, student services and parent meeting room. Undercover seating for students outside the new canteen has also added another space for students to relax, eat and socialise during breaks throughout the day.

St Joseph Campus Stage Two Building Plans 2022 - 2023

The College now looks forward to the next part of our Stage Two of the Master Building Plan at St Joseph Campus, which will include the following new facilities:

- Two Science Labs
- Three Arts Rooms
- Music Room
- Three Music Instrumental Rooms
- Drama Room
- Two Indoor Basketball Courts
- Fitness Room
- Four Staff Offices
- Three classrooms
- Outdoor basketball court
- Outdoor FUTSAL court

It is hoped that building works will commence in early 2022, with a completion date estimated for mid 2023. As a school community Antonine College looks to the future with excitement of what great educational opportunities these new facilities will bring in the coming years. A truly exciting time for the Antonine Community. Please watch this link to see all the upcoming changes.