



Antonine College

Pascoe Vale South

2022 Annual Report to the School Community



ANTONINE COLLEGE

A CATHOLIC CO-EDUCATIONAL COLLEGE FOUNDATION - YEAR 12



Registered School Number: 2010

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Contact Details

ADDRESS	71 Grandview Avenue Pascoe Vale South VIC 3044
PRINCIPAL	Joanne Bacash
TELEPHONE	03 9354 1377
EMAIL	principal@antonine.catholic.edu.au
WEBSITE	www.antonine.catholic.edu.au
E NUMBER	E1383

Minimum Standards Attestation

I, Joanne Bacash, 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 2022 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards as prescribed in both Ministerial Orders in effect in 2022:
 - Ministerial Order No.870 - Child Safe Standards, Managing the Risk of Child Abuse in Schools, in Semester 1, 2022;
 - Ministerial Order No.1359 - Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises, in Semester 2, 2022.

21/03/2023

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

Vision and Mission

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.

Antonine College is a young Catholic coeducational institution owned by the Antonine Sisters. It 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. Like every institution, the present Antonine College rests upon its past.

The College opened its doors to students on 1 February 1998 with only 110 students from Prep to Year 3. It has grown significantly since its humble beginnings of 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, 36 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

'Rejoice and be Glad Today', Psalm 118:24

In 2022 our College theme was Rejoice and be Glad Today (Psalm 118:24). We were invited all to pause each day and to reflect on these questions:

- What people, experiences, or other gifts has God given me to grow in holiness?
- How might I use those gifts better?
- How can I take time to express gratitude to God in prayer?

Pope Francis, in his Encyclical Letter *Laudato Si'* says: "How wonderful is the certainty that each human life is not adrift in the midst of hopeless chaos, in a world ruled by pure chance or endlessly recurring cycles! The Creator can say to each one of us: 'Before I formed you in the womb, I knew you' (Jeremiah 1:5). We were conceived in the heart of God, and for this reason 'each of us is the result of a thought of God. Each of us is willed, each of us is loved, each of us is necessary.'" [39]

As we look back over the 2022 school year, we have much to Rejoice and Be Glad about.

College Board

At the end of 2021, we announced the new governance arrangements for Antonine College. Antonine College transferred to a new incorporated entity by the name of Antonine College Ltd (ACL), although the school continued to be known as Antonine College. The proposed transfer to ACL had minimal effect on students. The College continued to operate in accordance with the Mission, Values and Aims of the Antonine Sisters.

The entity named Antonine College Ltd (ACL) is a not-for-profit company limited by guarantee recently established to govern and operate Antonine College. It is a State Government requirement for schools to be governed by an incorporated entity.

Main Points:

- Sr Mariette Kareh remained the Congregational Leader of the College.
- The Board of Directors of ACL will accept corporate responsibility. The board members are appointed by the Congregational Leader and members will have a range of

qualifications & high-level experience in education, business and legal as well as members of the Maronite community. Monsignor Joe Takchi will be the inaugural Chair.

- Ms Joanne Bacash, the Principal of Antonine College has responsibility for the operations of the College.
- All current Antonine College students continued to be enrolled by ACL.

In its first year of operation, the College Board formed, had a meet and greet, took part in an Induction, met to delegate authority to the principal for the operations of the College and took part in a Child Safety Briefing. The College Board now moves into its second year.

Antonine Sisters 40th Anniversary

As lockdown interrupted our celebrations for the Antonine Sisters Order 40th anniversary in 2021, we were finally able to acknowledge the hard work and dedication our sisters do at Antonine. Without their support, Antonine would not stand as strong in their Maronite faith and Catholic virtues as it does today. Our sisters were celebrated and thanked during our whole college Antonine Day mass. We are very grateful and appreciative of their selfless service.

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

The building works commenced in early 2022, with a completion date estimated for Term Three 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.

Instrumental Program

Owing to the success of the expansion of the Instrumental Program, the program successfully continued into 2022. The uptake of students into the program has been excellent with many enrolments. Students' learning, enjoyment and commitment within the program has elevated and has resulted in great levels of engagement. We continue to see improvements in self-esteem, creativity, self-expression, confidence and teamwork.

Extra-curricular activities such as Band Club and performances at Soirees, Harmony Day and similar celebration days have also grown. Thus creating many opportunities for students to showcase their learning and gain even more confidence and self-esteem. We plan on increasing the number of these events as student interest has hit new highs.

This program also offers students the opportunity to learn an instrument, including traditional Middle Eastern Instruments introduced in 2022 e.g. the Qanun or the Ney. I congratulate the students who took part this year and we look forward to 2023.

Finally, I thank all of our community for a successful 2022. Thank you to the Antonine Sisters, Sr Mariette, Sr Rita and Sr Veronique for their love and support, to the College staff, students and families.

Praise God

Thank you for giving me another day of life. Thank you for pouring out blessings all around me. May my heart be rejoicing in everything I do today. I am grateful, happy and blessed. Help me to be a blessing to others so they may experience your love.

Rejoice and be Glad Today (Psalm 118:24)

Joanne Bacash

Principal

Catholic Identity and Mission

Goals & Intended Outcomes

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

2022 College Theme

The College Theme for 2022 'Rejoice and Be Glad Today' (Psalm 118:24) reminded us to express gratitude each day for all that God has given us and the beauty of His creation.

Opening School Masses

The 2022 Opening of the School Year Staff Mass celebrated the great contribution of our staff and founders, the Antonine Sisters, who inspire our students to rejoice and express gratitude in all that God has provided us with, including the education at the College. Given the COVID restrictions at the time, students took part in a prayer service in their Religious Education classes which celebrated the Feast of St Maroun, our patron saint and founder of the Maronite Church. By the end of Term 1, we were able to hold two end of term masses at Our Lady of Lebanon, which celebrated the Feast of the Annunciation of Mary. We prayed that we may demonstrate the same courage and devotion as Mary, in trusting God's providence in our lives.

Holy Week

Lent commenced with a Year 7-12 and F-6 Ash Monday Prayer Services. Holy Week was celebrated with many different prayer services and activities across both campuses. We were able to review our commitment to the central event of our Christian faith and celebrate in His victory over death, including:

- Foundation – Year 3 Palm Sunday Prayer Service
- Years 4 – 6 Lord's Supper Mass celebrated by Monsignor Joe Takchi

Feast Days, Masses and Sacraments

Many masses were celebrated throughout the year by our parish priests. These included feast day celebrations, whole school masses and prayer services. Monsignor Joe Takchi who is the St Joseph Campus Chaplain and Father Richard who is the Chaplain for Cedar Campus, both demonstrated to our students the wonderful teachings of Jesus through their enriching homilies and dedication to service. At Cedar Campus, sacraments are also celebrated, which are milestones which we achieve in our holy lives whilst at St Joseph's Campus, Monsignor Joe celebrated a weekly mass each term for each year level.

Events

- Year 6 Leaders attended St Patrick's Day Mass celebrated by the Archbishop of Melbourne, Most Reverend Peter Comensoli
- College Prayer Services for Catholic and Maronite Saints including Saint Mary MacKillop and Saint Rafqa.
- Year 3 – 6 ANZAC Day Prayer Service
- Year 3 – 6 Reconciliation
- Year 3 – 6 Exaltation of the Holy Cross Mass celebrated by Father Richard
- Years 7-12 Exaltation of the Cross Mass
- Foundation – Year 6 Feast of Corpus Christi Prayer Service
- Year 7-12 Feast of Corpus Christi Prayer Service
- Assumption of Mary Mass celebrated by His Grace Antoine Charbel Tarabay and Father Richard
- Year 7-12 Feast of the Transfiguration Prayer Service
- Year 3 First Holy Communion
- Year 7-12 Nativity of the Blessed Virgin Mary Prayer Service
- Foundation – Year 11 Antonine Day Mass and celebrations
- Year 6 Transition Mass celebrated by Father Richard
- Year 7-12 Year Level Masses celebrated weekly by Monsignor Joe

Retreats

Retreats are an integral part of Antonine College and important in the faith development of our students. Over the course of the year, Year 4-6 students participated in a retreats centered around the parables and teachings of Jesus. The students attended Don Bosco Youth Centre where they contributed to different discussions and participated in team building activities around the parables and teachings of Jesus. The students attended Don Bosco Youth Centre where they contributed to different discussions and participated in team building activities. Year 7-12 students participated in a retreatretreats based on their year level theme.themes. The Year 7-10 retreats were facilitated and led by Religious Education leaders. The Year 11 and Year 12 Retreats were facilitated by the Youth Mission Team.

Antonine Sisters 40th Anniversary

As lockdown interrupted our celebrations for the Antonine Sisters Order 40th anniversary in 2021, we were finally able to acknowledge the hard work and dedication our sisters do at Antonine. Without their support, Antonine would not stand as strong in their Maronite faith and Catholic virtues as it does today. Our sisters were celebrated and thanked during our whole college Antonine Day mass. We are very grateful and appreciative of their selfless service.

VALUE ADDED

Faith in Action

Social Justice

Faith Club, led by our Faith and Social Justice Leaders engaged in several fundraising activities to raise money for the Lebanese Family Appeal during Lent. This included selling freshly made popcorn, raffling an Easter hamper, organising a casual clothes day, and guessing the amount of lollies in the lolly jar. As a College, \$2724 was raised for the Lebanese Family Appeal. Organised by St Mary's House of Welcome, Movin' for Meals was another initiative that staff and students at St Joseph's Campus participated in, whereby students and staff were sponsored to commit themselves to a challenge, such as running, walking, or cycling a certain amount in the month of April. All money raised went to providing hot, nutritious meals to individuals experiencing hardship. As a College, we were able to raise \$1833 for this cause.

Faith Club

Beginning in 2020, Faith Club continued to provide an opportunity for our students to deepen their faith and connection with one another and with God. Faith Club was held every week during a break for students in all year levels. Students were able to converse with one another about the big, deep, questions of our faith, engage in seminars on various topics, prayers, fundraisers, games, and bible studies.

Learning and Teaching

Goals & Intended Outcomes

Goal: To achieve narrow and sharp explicit improvement agenda to improve student reading comprehension outcomes across all learning areas

Goal: To create a data culture

Goal: To consolidate quality and coherent assurance processes to ensure that the curriculum remains aligned to the Victorian Curriculum documents.

Achievements

Communities of Practice

At Cedar Campus in 2022 teachers signed up for one of four Communities of Practice and met once or twice a term to develop and promote areas of the school that we value. These included: Arabic Culture and Identity, EarthCare, Student and Staff Wellbeing and Literacy. Initiatives have been introduced to support and engage students and their families and our staff such as Wellbeing initiatives, Curriculum developments, Harmony Day activities and gardening.

Curriculum Developments

In 2022 we introduced a new unit planning template and process to improve alignment to Victorian Curriculum and consistency across Learning Areas and Year Levels.

Learning and Teaching Leaders across the College worked on an update to our Teaching and Learning Policy and ensuring our scope and sequence documentation for all Learning Areas aims to develop students' skills, knowledge and understanding along a continuum to maximise student learning. This has meant a change in the Arts delivery at Cedar Campus with rotations occurring for F-2 throughout each term to ensure students experience all areas of the Arts (Media, Drama, Dance, Music and Visual Arts). Our Integrated studies at Cedar and Humanities at Saint Joseph Campus have been updated and our Physical Education program reviewed and refined.

During 2022 teachers at Cedar Campus developed the Pastoral Care Curriculum to emulate the successful program running across Saint Joseph Campus. Students and parents were surveyed to find out what they value in a social emotional program and these results and the You Can Do It program were integrated to support the teaching and learning.

Essential Assessment (Numeracy), Words their Way (Spelling) and Reader's Workshop (Reading) were introduced with Professional Learning and early adopters trialling the

opportunities available with these approaches. These will be implemented across F-6/8 in 2023.

Whole School Improvement

Across 2022 there has been a focus on refining whole school processes for consistency and clarity. This has included flow charts for assessment and reporting and identification of student needs (behavioural or academic), 7-12 year level handbooks and a VCE handbook for improved practices in delivery of VCE. We have also included the use of moderation and evaluation templates across F-12 to ensure integrity of assessment and collaborative analysis of effectiveness for continued improvement.

Data

Individual teacher professional learning goals were aligned to AITSL and our College Action Plan and teachers used data comprehensively as evidence for achieving goals and also to target areas of need and reflected on this during their Annual Review Meetings.

Our College Data Plan was reviewed, and changes made to ensure the collection and analysis of data is purposeful and tailored to our student needs. Our use of PAT data changed to incorporate an adaptive mode of testing which enables students to complete questions at the appropriate level based on answers provided during the test. Our Year 3, 5, 7 & 9 students participated in NAPLAN and the data was used to track trends and target learning and to celebrate achievements.

Experiential Learning

During 2022 our students were able to experience a range of learning opportunities not available during the previous two years of restrictions and home learning. Teachers ensured students were offered incursions and excursions, camps and sports events e.g. Year 10 Dance Program, Foundation Mini-Beasts Visit, Year 5 Life Saving Victoria Beach Day, Year 9 Sovereign Hill Visit etc. We also reinvigorated garden spaces at Cedar Campus and ensured clear links to the curriculum to make the vegetable gardens a purposeful and valuable learning experience.

STUDENT LEARNING OUTCOMES

NAPLAN

NAPLAN in 2022 provided an opportunity for students in Year 3, 5, 7 and 9 to participate in tests that provide information about their level of achievement and a comparison to other norms, for instance students of the same age in Victoria and Australia.

Our students in Year 5, 7 and 9 were not able to measure their growth from the test completed two years prior as this data was not available due to NAPLAN testing being cancelled during a COVID lockdown period. As a College we spent time analysing our NAPLAN data to measure growth across 5 years, to analyse year level trends, to celebrate individual student achievement and to check if our targets for growth are being met according to our SIF.

Data

In 2022 a focus for our teaching and learning was a close analysis of data to tailor teaching and learning to student needs and observe whole College trends to target Professional Learning and programs and resources. There were multiple meetings throughout the year and teachers engaged in conversations around data as a part of our regular discourse and part of our practice.

Tutoring and AHA Programs

We had continued support from the government funded tutoring program. We were able to target students in need of extra support and those who needed an extra challenge with a range of programs and in class support. Our Antonine High Achiever (AHA) program continued with Literacy and STEM Extension groups across the College.

MEDIAN NAPLAN RESULTS FOR YEAR 9

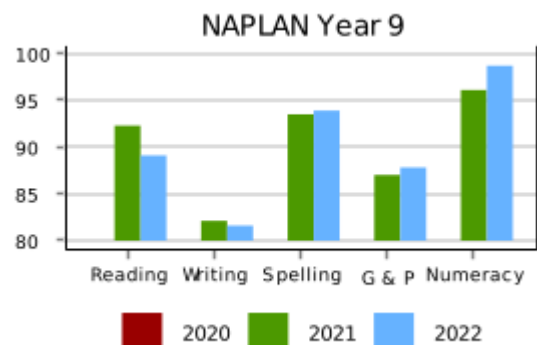
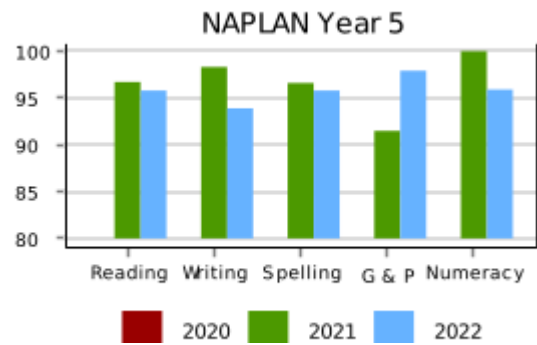
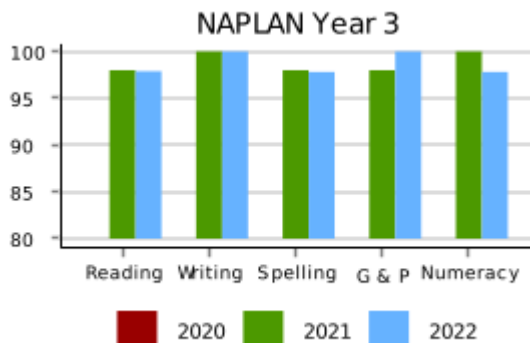
Year 9 Grammar & Punctuation	550.3
Year 9 Numeracy	557.6
Year 9 Reading	553.8
Year 9 Spelling	579.0
Year 9 Writing	547.4

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 03 Grammar & Punctuation	-	98.0	-	100.0	2.0
YR 03 Numeracy	-	100.0	-	97.8	-2.2
YR 03 Reading	-	98.0	-	97.9	-0.1
YR 03 Spelling	-	98.0	-	97.8	-0.2
YR 03 Writing	-	100.0	-	100.0	0.0
YR 05 Grammar & Punctuation	-	91.5	-	97.9	6.4
YR 05 Numeracy	-	100.0	-	95.9	-4.1
YR 05 Reading	-	96.7	-	95.8	-0.9
YR 05 Spelling	-	96.6	--	95.8	-0.8
YR 05 Writing	-	98.3		93.9	-4.4
YR 07 Grammar & Punctuation	-	98.3	-	90.4	-7.9
YR 07 Numeracy	-	98.3	-	95.1	-3.2
YR 07 Reading	-	96.7	-	96.2	-0.5
YR 07 Spelling	-	95.0	-	94.0	-1.0
YR 07 Writing	-	96.8	-	92.1	-4.7
YR 09 Grammar & Punctuation	-	87.0	-	87.8	0.8
YR 09 Numeracy	-	96.1	-	98.7	2.6
YR 09 Reading	-	92.3	-	89.1	-3.2
YR 09 Spelling	-	93.5	-	93.9	0.4
YR 09 Writing	-	82.1	-	81.6	-0.5

* 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

Student Wellbeing Goals

That a holistic view of student wellbeing is continuously and purposefully considered as integral to learning and achievement so that each student at our college may flourish.

Intended Outcomes

The College will strive to cultivate emotionally and physically safe environments where supportive teacher-student relationships and clearly defined expectations contribute to positive behaviours, higher levels of engagement and enhanced safety and wellbeing.

Achievements

Achievements

Antonine College committed to enhancing student wellbeing and engagement through honouring the belief that each person is made in the image and likeness of God (Genesis1:27) by meeting students at their individual stage of growth through personalised learning goals.

Student wellbeing was planned for using evidence based preventative and responsive approaches for whole school, cohort and individual student's wellbeing.

Staff were committed to meeting the physical, social, emotional and spiritual safety of each child in their classrooms by engaging in a range of training and professional learning experiences.

Antonine College staff continued to model the Wellbeing for Learning Pedagogical approach and deepened their understanding of the model and its alignment with school values.

Diverse and enriching learning experiences were organised to enhance student engagement both within and outside of the classrooms, these included camps, excursions and incursions along with student led initiatives to foster student voice.

Strong attendance data indicated students enjoyed coming to school each day and felt safe while on campus. The evidence based pastoral care program delivered to all students from

Foundation to Year 12 supported targeted social and emotional skills in the areas of organisation, persistence, resilience, getting along, confidence and future directions (careers). Supported by restorative practices, students and staff were equipped to strengthen relationships and repair any harm done. Decreased suspension data were directly linked to the use of restorative practices at the College.

VALUE ADDED

F-12 Pastoral Care and Social Emotional Learning Program

College Assemblies and Feast Day Celebrations

Athletics and Swimming Carnivals

Camp Programs

Co-Curricular Sports Programs

Foundation and Year 7 Transition Programs

House Structure and related activities

Lunchtime activities

VCE Study Program

Music Program

STUDENT SATISFACTION

Overall students felt positive about their learning and the role their teachers played in supporting them to feel connected, safe and respected while at school (58%). On average, 70% of students in Years 7 and 8 felt that their teachers had rigorous expectations of them and this exceeded the MACS average of 64%.

STUDENT ATTENDANCE

Antonine College has clear procedures to record, monitor and follow up student attendance to meet the requirements of the relevant Act and Regulations. These processes are updated regularly to ensure they meet CECV and DET attendance guidelines.

The College carefully monitors student attendance and works closely with families to maintain high standards of attendance. Parents/Legal Guardians must notify the College of a student's absence by calling the Student Services or registering via PAM on the morning of

the student's absence. All student absences need to be explained in writing by a Parent/Legal Guardian.

Antonine College contacts Parents/Legal Guardians about unexplained absences via SMS by 11:00 am each day. Parents are then required to inform the College as to the reason for the absence by the end of the school day. Any outstanding unexplained absences are followed up by the Student Services or Year Level Coordinators. The Student Services monitors daily attendance and informs the Year Leader Coordinators of any attendance concerns.

YEARS 9 – 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate	87.1%
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AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

Y01	88.3%
Y02	87.5%
Y03	90.2%
Y04	89.1%
Y05	90.2%
Y06	87.7%
Y07	87.8%
Y08	87.4%
Y09	84.3%
Y10	88.1%
Overall average attendance	88.1%

SENIOR SECONDARY OUTCOMES	
VCE Median Score	25.0
VCE Completion Rate	100.0%
VCAL Completion Rate	0.0%

POST-SCHOOL DESTINATIONS AS AT 2022	
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 organisational 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

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

Further development of the Leadership capacity at Antonine College was further pursued in 2022. Achievements in this area included:

- Continuation of the very successful leadership model of Coaching for the Professional Learning of all staff. This has led to regular staff coaching sessions from Leaders in the College and developed many avenues for professional dialogue and collegiality amongst staff.
- Continual upgrading of the Digital Technology infrastructure in the College which allowed for a very smooth transition back from online learning to being physically back in classrooms in 2022.
- Sharing of the Annual Action Plan amongst all staff and always revisiting the goals of our School Improvement Plan.
- 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.
- Guidance and leadership in assisting staff and students to be able to successfully return to learning and teaching on Campus.
- Our students who showed great independence and resilience and remained positive and engaged upon returning to learning fulltime on Campus.

- Utilisation of the St Joseph Campus Canteen and Administration building project, which opened in 2022.
- 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 2022

Teacher Professional Learning at Antonine College - 2022

Ongoing Professional Learning for all staff was a central aspect again for Antonine College in 2022, with the following activities completed internally at the College:

Cedar Campus - Fountas & Pinnel

Cedar Campus - Developing Reader's Workshop

Cedar Campus - Writer's Notebook

Cedar Campus - Essential Assessment for Numeracy

Cedar Campus - Words their Way Spelling

St Joseph Campus - VCE Data Analysis

St Joseph Campus - SIMON Analytics Data Analysis

College Campus - Update to Child Safe Standards Compliance

College Campus - Disability Modules, Anaphylaxis, First Aid and CPR Compliance

College - Reportable Conduct & Mandatory Reporting

College - Analysis of Reading and Numeracy Data (PAT, NAPLAN, Renaissance)

College - Curriculum Mapping

College - Unit Planning Process and Template

College - HITS - Structuring Lessons

College - AITSL Standards - unpacking the standards and developing goals

Number of teachers who participated in PL in 2022

70

Average expenditure per teacher for PL

\$900

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 2022 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	90.3%
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ALL STAFF RETENTION RATE

Staff Retention Rate	84.2%
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TEACHER QUALIFICATIONS

Doctorate	0.0%
Masters	33.3%
Graduate	33.3%
Graduate Certificate	12.8%
Bachelor Degree	71.8%
Advanced Diploma	5.1%
No Qualifications Listed	7.7%

STAFF COMPOSITION	
Principal Class (Headcount)	3.0
Teaching Staff (Headcount)	76.0
Teaching Staff (FTE)	66.7
Non-Teaching Staff (Headcount)	75.0
Non-Teaching Staff (FTE)	55.1
Indigenous Teaching Staff (Headcount)	0.0

Community Engagement

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 interschool 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), 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

Antonine College continued to offer many examples of curricular and extra-curricular activities throughout 2022, including:

- Year 5-8 House Swimming Carnival
- Year 7-12 Faith Club
- Year 7 Camp at Phillip Island
- Year 8 Camp at Anglesea
- Year 9 Camp at Camp Coonawarra
- Year 11 Camp at Camp Jungai
- Year 10 Ballroom Dancing lessons
- Year 7-12 SACCSS inter-school sporting competition, including Swimming, Cross Country, Athletics, Chess, Year 8 and 10 Premier League in Volleyball, Soccer and Basketball, Senior AFL and Basketball and Day Sporting Carnivals
- Year 6 Inter-school sports competition
- Primary regional Cross
- Student Leadership SRC
- Games Club
- Homework Club
- Year 12 Graduation Mass and Dinner
- Chess Club
- Cedar Campus Virtual Art Shows
- Year 9 Production of Willy Wonka for the elective classes of Dance, Drama, Costume Design and Music
- Year 12 Graduation Mass and Dinner

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

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

The building works commenced in early 2022, with a completion date estimated for Term Three 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.