

# Antonine College

A CATHOLIC CO-EDUCATIONAL COLLEGE F - 12



REGISTERED SCHOOL NUMBER: 2010

## —ANNUAL REPORT—

# 2018



# CONTENTS

- Contact Details ..... 3
  
- Minimum Standards Attestation ..... 3
  
- Our College Vision ..... 4
  
- College Overview ..... 5
  
- Principal’s Report ..... 6
  
- Education in Faith ..... 7
  
- Learning & Teaching ..... 9
  
- Student Wellbeing ..... 12
  
- Child Safe Standards ..... 14
  
- Leadership & Management ..... 15
  
- College Community ..... 17
  
- Future Directions ..... 18
  
- School Performance Data Summary ..... 19

## Contact Details

<b>ADDRESS:</b>	<b>Cedar Campus: Foundation to Year 6</b> 130 Harding Street East Coburg Vic 3058
	<b>Saint Joseph Campus: Year 7 to Year 12</b> 71 Grandview Avenue Pascoe Vale South Vic 3044
	<b>Postal Address</b> P.O. Box 197, Moreland 3058
<b>PRINCIPAL:</b>	Sister Daad El-Azzi
<b>PARISH PRIEST:</b>	Father Alain Fares
<b>TELEPHONE:</b>	(03) 9354 1377
<b>EMAIL:</b>	<a href="mailto:principal@antonine.catholic.edu.au">principal@antonine.catholic.edu.au</a>
<b>WEBSITE:</b>	<a href="http://www.antonine.catholic.edu.au">www.antonine.catholic.edu.au</a>

## Minimum Standards Attestation

I, Sister Daad El-Azzi, 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 2018 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

9 May 2019

## Our College Mission Statement

As a Maronite Catholic learning community inspired by the Antonine Sister's charism we strive to:

### Enhance our Education in Faith

Provide a comprehensive education in a secure and caring environment in which every person can grow and develop spiritually, intellectually, socially, and physically. Gospel values are reflected in our daily practices. Differences are welcomed and the value of every individual as a child of God is affirmed.

### Enhance Teaching and Learning

Provide a curriculum that caters for individual needs through a range of experiences suited to diverse learning styles.

### Promote Student Wellbeing

Foster respectful relationships among students, staff and others associated with the College in a spirit of co-operation, trust and responsibility.

### Strengthen School Community

Our College is committed to the continuous growth in learning outcomes for students and to develop the skills for lifelong learning. Partnership between home and College is promoted.

Opportunities for engagement in a deeper awareness of our cultural heritage, especially through the study of languages is provided.

### Build Leadership

All individuals are considered to be leaders demonstrating relationships and processes which are supportive, consultative and guided by a clear moral purpose.

It is intended that students graduating from Our College will:

- have developed a personal relationship with God,
- be competent, skilled, lifelong learners
- be effective, powerful communicators
- be creative, critical thinkers
- be happy, confident, self-managed individuals
- be socially and environmentally responsible citizens

## Vision Statement

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 lifelong 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 co-educational 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.

Twenty years is a short time in education, but certainly a milestone in our journey with the College going from strength to strength. The commitment is shared by the Sisters past and present, staff past and present and students past and present. It is this commitment that brings us together to honour the 20 years anniversary with passion and pride.

Throughout the years the College has witnessed different location movements, a variety of developments, new buildings, new programs, new facilities and classrooms to provide a greater learning space in primary and secondary campuses. The College is now vibrant and active with both primary and secondary campuses with double and three streams. Over the 20 years, the well-being, spiritual, social and academic dimensions of the College students remains paramount. From Foundation to Year 12, we ensure all year levels of schooling are richly coloured and filled with a variety of elements such as; curriculum, pedagogy, assessment, organisation, pastoral care, well-being and co-curricular activities – each part like in a mosaic piece is integral and provides its own unique contribution. We recognise God as the centre that holds all the pieces of this mosaic together.

Antonine College is dedicated to providing quality education in a friendly and caring environment for its students who come from a language background other than English with the majority of students having parents who were either born in Lebanon or have Lebanese heritage. 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 majority of our students are Maronite Catholics including some Melkite, Chaldean, Armenian and Roman Catholics. The College has students who are Christian Orthodox and other Christians. We also have a number of students from Islamic backgrounds including Sunni and Alawi.

The College provides a bus service for its students. Currently, 30 buses are available to transport students from north, north western and western suburbs as well as from neighbouring suburbs such as Brunswick, Moreland, Thornbury, Northcote and Preston. 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

### *Rejoicing in Hope*

*“At the very heart of each Catholic School is a desire for the full flourishing of each student, across religious, physical, cognitive, emotional and social domains”.*

Horizons of Hope - Catholic Education  
Melbourne 2016

Our mission at the College highlights and supports this quote, as we continue to enable our students to grow as whole persons in a family, safe learning and challenging environment, raising their spirit and inspiring them to develop a sense of truth and of what is good. Throughout their educational journey at school, students are finding out who they are, what they are made of, and are grasping all opportunities that exist when we work together, so they can embrace the very important journey of who they are becoming. We believe that as a College community, our goal is to enrich the experiences of our students and stimulate them with different paths, subjects and occasions so they are driven cheerfully to explore and learn.

We witness through the pages of this report a reflection of our community who lived together throughout the 2018 school year with excitement, joy, laughter, and discoveries, as we guided through our College theme, inspiring us not to give up but to keep building and to live in hope and joy. Pope Francis said, “Do not allow yourselves to be robbed of hope!” He reiterates, “With this appeal, I meant to encourage the men and women of our time to face social change optimistically, so that they can immerse themselves in reality with the light that radiates from the promise of Christian salvation”.

Despite what we encounter each day, from failures to the many forms of violence, poverty, exploitation, discrimination, and injustice, our students are encouraged not to give room to dark thoughts or to bitterness, but to have faith and to trust God in the spirit of Pope Francis.

Gospel spirituality nurtured our students through the Retreat and Reflection Program, with an ongoing focus on liturgy and a fostering of Faith Development. Our College continued to cultivate an inclusive community by actively valuing the individual and respecting the difference that exists within. Our academic climate is open to a contemporary learning environment in our digital world, so our students are given every opportunity to utilise information, communication and learning technologies.

Our educational and pedagogical practices keep growing every year based on data and evidence; students are more involved across the school in inquiries, fabulous activities, co-curricular experiences and special events. This year as we celebrate the 20th anniversary of the foundation of Antonine College, we remember 1998 as a point in time that saw a dream become today’s success of the Antonine College story.

Congratulations go to every person who has contributed in any way to the journey of 20 years, a journey of fulfillment and fruitfulness, a journey of achievements and a journey of faith and hope. Thanks to all our parents, teachers, support staff and the students themselves who have given so much to enrich our College. I wish all staff, students, parents and supportive community members every success in carrying forward our tradition.

## Education in Faith

### Goal

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

### Intended Outcomes

- 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.

### Key Improvement Strategies

Deepen the knowledge and understanding of all members of the school community in what it means to be a member of our Antonine Catholic school community.

### Achievements

#### REJOICING IN HOPE

*“For God so loved the world that he gave his only son so that everyone who believes in him may not perish but may have eternal life”*

*- John 3:14*

Our College Theme for 2018 was inspired by the words of Pope Francis:

*“Dear brothers and sisters, what the Apostle Paul reminded us of is the secret for – I shall use his words- it is the secret for ‘rejoicing in hope’ (cf. Rom 12:12); rejoicing in hope. The joy of hope: because we know that in all circumstances, even the most adverse, and also through our own failures, God’s love never fails”.*

Pope Francis, St Peter’s Square, Vatican City 15-3-17

During 2018 there were a number of celebrations in recognition of the 20<sup>th</sup> anniversary of the establishment of the Antonine Sisters School and the realisation of a dream for the Sisters who came from Lebanon in 1980 to minister to the Christian Lebanese and Maronite community. The Opening Year Staff Mass on Monday 30 January was celebrated by Monsignor Joe Takchi, our College Chaplain, in the Cedar Atrium, the original site of the Antonine Sisters School. The Antonine College staff who celebrated their mission as educators asked for God’s blessings as they accepted the responsibility of serving the Antonine College Community, guided by the example of Jesus, our greatest teacher.

Our Opening of the School Year Mass on the Feast of St Maroun at Our Lady of Lebanon Church, Thornbury, officially marked the 20<sup>th</sup> Anniversary of the opening of the Antonine Sisters Primary School in 1998 at Cedar Campus. We paid homage to our pioneering sisters: Mother Henriette Roufail, Sister Florence Dahdah, Sister Charles Akle and Sister Marie Nassar who were the first Antonine Sisters to come to Australia from Lebanon in 1980 and were instrumental in paving the way for establishing the first Antonine Sisters School in Australia supported over the years by the arrival of 20 Antonine Sisters to the present time including Sister Daad El-Azzi, Sister Rita El Azzi and Sister Veronique Karam who currently serve Antonine College.

It was quite fitting that our College theme: *Rejoicing in Hope* marked this particular milestone. The Antonine Sisters trusted in God's providence in 1998 and opened a school to cater for the growing Lebanese Maronite Community in Melbourne. Twenty years later we look back in amazement at what has been achieved at Cedar Campus in East Coburg and St Joseph Campus in Pascoe Vale and give thanks to God for all our blessings. We also acknowledged Monsignor Joe, a staunch advocate for Antonine College since the very beginning plus all the clergy, parents and the wider Lebanese and Maronite community who have generously supported the College over the past 20 years.

### RELICS OF SAINT MAROUN ARRIVE IN AUSTRALIA

*"It is our hope that the presence of the relics of our father and patron, St Maroun, is a new chapter in the history and the life of our Maronite community here in Australia"*

*Bishop Antoine-Charbel Tarabay  
(Catholic Weekly, 2<sup>nd</sup> February 2018)*

The above words were said by Bishop Antoine-Charbel Tarabay, the Maronite Bishop of Australia as he received the relics from Bishop Mounir Khairallah of Batroun, Lebanon just a week before the feast of Saint Maroun. Sydney's Maronite community had the joy of being the first Maronites to welcome the first class relics of this saint to Australia. After the official welcome at St Maroun's Cathedral, Redfern on Friday, February 9, the relics travelled over the next 10 days to Maronite parishes in Punchbowl, NSW, Brisbane and Adelaide with further visits planned to other parishes throughout Australia during the year before being permanently housed in Sydney at St Maroun's Cathedral. Our Lady of Lebanon Parish Priest Father Alain Fares welcomed Bishop Antoine-Charbel Tarabay from Sydney for the celebration of the Saint Maroun relics which coincided with the feast of the Assumption of Mary in August. Foundation to Year 6 students formed a guard of honour when his Excellency Bishop Antoine-Charbel Tarabay accompanied the relics of Saint Maroun on a visit to Antonine College, Cedar Campus on Tuesday 7<sup>th</sup> August and celebrated Mass the next day on the feast of Saint Mary Killop for the St Joseph Campus students at Our Lady of Lebanon Church.

In 2018 our students have had numerous opportunities to experience a living faith through a wide range of activities that complement our comprehensive Religious Education Program.

These include:

- College, Campus based and Class Masses
- Celebration of Maronite Saints Feast Days
- Veneration of the Relics of Saint Maroun
- Retreats and Religious Education Reflection Days at the Passionist Community Holy Cross Centre, Templestowe and Don Bosco Youth Centre, Brunswick
- Lent, Holy Week and Easter Prayer services
- *Harmony Day* Prayer Service and activities
- Seasonal Liturgies including Antonine Day, ANZAC Day, Mother's Day, Remembrance Day, Lebanese Independence Day
- *World Refugee Day* Prayer Service
- Year 11 Social Awareness Week in March
- Excursions to the Mary MacKillop Heritage Centre and St Patrick's Cathedral
- First Communion, Year 12 Graduation and Year 6 Transition Mass
- Campus and Year Level Assemblies
- *Project Compassion, Catholic Mission, Fighting For Our Farmers and the Asylum Seeker Resource Centre in Footscray* fundraising and awareness activities

- Involvement in local community projects such as *MS Read-A-Thon* and *The Great Book Swap*
- Community service such as visiting and interacting with the elderly at St Paul's Hostel, Year 10 tutoring with Cedar Campus, assisting with food and meal distribution at *Foodbank* (St Ambrose Parish, Brunswick) and *Ozanam House* (North Melbourne) plus helping out at Vinnies
- Student social justice days such as the *Caritas Just Leadership Day*
- Meditations
- Mindfulness
- Year 9 & 10 social justice programs – *St Vincent De Paul society*, *Benenson Society* and the *Aboriginal Catholic Ministry Victoria*

## Learning and Teaching

### 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

### Key Improvement Strategies

Develop a whole school vision and approach to learning and teaching that reflects high expectations for all. Learning will be personalised using data and digital technologies to differentiate and to engage.

## Student Learning Outcomes for 2016, 2017 and 2018

Antonine College is able to compare the results of 2015 and 2016 Year 3, Year 5, Year 7 and Year 9 Literacy and Numeracy testing with the 2017 NAPLAN performance which indicates improvement in our performance and results over the past three years. In this period all Year 3, 5, 7 and 9 students have met the national minimum standards across all areas of literacy and numeracy.

### Year 3 Literacy

- The three-year trend for Year 3 shows the (2.2%) upward trend in Grammar and Punctuation whilst 100% of students have consistently reached minimum standards in Writing over the past three years. The downward trend in Reading (-5.0%) and Spelling (-1.7%) over the past year will require additional support.

### Year 5 Literacy

- Literacy data indicates the upward trend in Grammar and Punctuation (4.7%) during the past twelve months. The decrease in Reading (-7.7%), Spelling (-1.4%) and Writing (-2.8%) during the same period requires additional attention.

### Year 7 Literacy

- Over the past three years there has been an increase in Grammar and Punctuation (3.2%) which has been very pleasing but the downward trend in Reading (-4.4%), Spelling (-3.0%) and Writing (-3.0%) is now a particular focus for the College.

### Year 9 Literacy

- The upward trend in Grammar and Punctuation (2.5%), Reading (1.0%) and Spelling (1.1%) during the past twelve months has been encouraging but the decrease in Writing (-6.5%) will require further attention.

### Year 3 Numeracy

- Numeracy data indicates a downward trend (-1.7%) since in the last twelve months.

### Year 5 Numeracy

- The downward trend indicates a decrease in Numeracy (-1.4%) since 2017.

### Year 7 Numeracy

- Numeracy data shows a slight decrease of (0.1%) over the last twelve months.

### Year 9 Numeracy

- The downward trend for Numeracy indicating a decrease of (-5.3%) over the past year is now a particular focus for the College.

## Learning and Teaching

### Achievements

Activities related to the additional curricular and extra-curricular activities offered at Antonine College which 'add value' to the achievement and wellbeing of students are widely advertised in the monthly College newsletter, the Antonine College Annual and the College Website. Listed below are some of the activities offered:

- Senior Pathways Expo
- Real Industry Job Interviews for Year 10
- Year 10 Work Experience Program
- In2ScienceProgram
- National Science Week activities
- History Week activities such 'Australian Notables' presentation and playing olden day games at Cedar Campus
- Year 8 Medieval Education Day
- Year 9 City Immersion Tour
- *Read More in May* Challenge
- *National Simultaneous Storytime* – Foundation to Year 2
- *World Read Aloud Day* at Cedar Campus
- After-school Homework Club
- International Competitions & Assessments For Schools (ICAS)
- Life Education Van Programs for Foundation – Year 6
- UNSW Mathematics Competition
- Excursions to the Melbourne Symphony Orchestra Concert at the Melbourne Town Hall, the National Gallery of Victoria, the Melbourne Museum, Essendon Traffic School, Scienceworks Parliament House, Sovereign Hill, Animal Land Children's Farm, and the Melbourne Aquarium
- *Find Your Treasure* Book Week activities
- Author Visits – Jack Heath (Years 7-8) and Will Kostakis (Year 9-10) during Book Week

- Shakespeare's *Romeo and Juliet* and *Macbeth* Performances for Year 9 and 10 students by the Flying Bookworm Theatre Company and *Medea* performed for Year 12 by The Complete Works Theatre Company
- CSIRO Science Programs for Year 3, Year 5 and Year 9
- Cedar Campus and St Joseph Campus Arts Exhibitions

### **Year 9 to Year 12 Apparent Retention**

This data provides the apparent retention rate, i.e. the number of students enrolled in Year 12 in 2018 is divided by the number of students who were enrolled in Year 9 in 2014, to provide a % retention rate. The proportion of Year 9 students retained to Year 12 rate over this three year period is 82.9%.

### **Senior Secondary Outcomes**

As an academically inclusive College we celebrate the abilities of all our students and congratulate the fifty three students of the graduating Year 12 Class of 2018 on their successful completion of thirteen years of schooling. The VCE Median score was 24 with a 100% VCE completion rate. A significant number of our students received excellent individual Study Scores in their subjects and Australian Tertiary Admission Rank (ATAR) results.

#### **Highlights include:**

- The College Dux achieved an ATAR score of 97.8
- Two students scored an ATAR above 90

### **Post-School Destinations**

Antonine College provides a pathways program to further learning at Universities, TAFE Colleges, traineeships and apprenticeships, or employment. The Post-School Destinations of students from our 2017 Year 12 cohort are listed below:

- 51.7% Tertiary Study
- 24.1% TAFE/VET
- 13.8% Apprenticeship/Traineeship
- 3.4% Deferred
- 6.9% Employment

### **Parent, Student and Teacher Satisfaction**

Antonine College enjoys a positive reputation in the community as evidenced by our increasing enrolments and strong commitment to the Antonine Sisters charism. In partnership with families, the Antonine Sisters strive to develop fidelity to religious values and to spreading the Word of God.

Parent satisfaction was demonstrated through the following:

- Strong levels of attendance for school functions such as Parent/Student/Teacher Interviews, Mother's Day Morning Tea and Assembly
- High Enrolment Retention Levels and Trends
- Financial and social support of parents in the life of the College
- Regular supply of parents and volunteers to support College social and fundraising activities, canteen, camps, sporting activities, music and drama performances.
- Informal and formal feedback
- The quality of relationships between parents and staff members

Teacher satisfaction was demonstrated through the following:

- Informal and formal feedback
- Feedback from Bi-Annual 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

Student satisfaction was demonstrated through the following:

- Pride in College community
- Positive report of participation in College assemblies
- Strong participation in the co-curricular program which incorporates student leadership, music, sport and social justice
- The quality of relationships between students and staff members
- Informal and formal feedback

The Antonine College community can be proud of these results which reflect the commitment, valued support and contribution of Parents, Staff and Students.

## Student Wellbeing

### 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.

### Key Improvement Strategies

Develop a shared understanding and ownership of student wellbeing that is characterised by consistent practices in classroom management and student behaviour management and that develops students as resilient, self-managing learners.

### Achievements

The College has established and sustains a safe, secure, orderly, stimulating and engaging learning environment for all students including all target populations. It actively promotes the personal and interpersonal relationships, health and wellbeing of all students and the development of a strong sense of connectedness for all students with their peers, staff and the school. For the last few years, as an accredited Restorative Practices School, we have worked intensely with our staff and students on understanding Restorative Practices and how they can be used to prevent conflict, as well as deal with conflict once it happens.

Antonine College students have many opportunities to participate in additional curricular and extra-curricular activities that 'add value' to their wellbeing. Liturgical celebrations, Sacramental Programs, retreats and reflection days plus Feast Day celebrations such as Antonine Day help preserve our culture and nurture the Maronite faith.

The following sporting and cultural activities also helped to develop student teamwork skills and foster the excellent school spirit shown in 2018:

- Formal recognition of sporting and other achievements through the Antonine Awards Program
- Sports Association and Catholic Co-educational Secondary Schools (SACCSS) competitions for Year 7 to Year 12
- Year 6 interschool Netball, Soccer and AFL sporting competitions
- Involvement of the College House Captains in the Athletics and Swimming Carnivals
- Participation in The Victorian Arabic Language Teachers Association (VALTA) competition activities
- Year 9 Production – *“The Lion King”*
- Year 8 -10 Camps to Anglesea, Emerald, Canberra and Sydney
- Year 5 overnight excursion to Sovereign Hill and Year 6 Phillip Island Camp
- Foundation and Year 1 Dance Fitness Program
- Miss Merriweather and the Magical School Bus – Year 3-6 Production
- Foundation- Year 2 Christmas Concert
- Woody’s Ukulele Show
- Instrumental Music Program
- Antonine College Choir
- Cedar and St Joseph Campus Athletics Sports Carnivals
- Antonine Week Celebrations held at Cedar Campus
- Year 9 Outdoor Education Camp
- A number of social events including the Year 12 Graduation Dinner
- Rubik’s Cube Club Speed Cubing Competition
- Meerkat Productions of the books ‘Boy’ (Years F-4) and ‘The Elephant’ (Year 5-6) during Book Week
- Jump Rope For Heart
- Chess Club
- Debating Club
- Footy Day
- Lebanese Independence Day

### **Student Attendance**

Our attendance records show a low level of truancy. Our average VCE attendance for 2018 is 90.3% which indicates that students are generally happy to be at school. This is also supported by the SIR student data which shows that students are mostly positive about being at school and do not have a high level of distress. Student non-attendance is immediately followed up by the Deputy Principal of Cedar Campus and St Joseph Campus Year Level Coordinators who report absences to the Office and contact parents.

### **Student Satisfaction with the College**

There is a high level of student satisfaction as evidenced by the strong participation in co-curricular and optional activities and support for initiatives such as student leadership, College choir, music, drama, sport, fundraising, Social Justice and the Sporting Schools Program. Parents and Friends Committee Events such as the Foundation –Year 2 Movie Night, Year 3-4 and Year 5-6 Dance Nights at Cedar Campus were well attended this year.

## Child Safe Standards

### Goals and 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 takes into account 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. 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 (for Code of Ethics see Attachment 1). This document should also be read in conjunction with the *'Professional Expectations'* and the expectations as outlined in *'The Task of a Catholic School'* sections of the *'Letter of Appointment'*. A Letter of Appointment is given to every staff member at the start of each contracted period.

## Leadership and Management

### 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.

### Staff Retention

Seven teachers left Antonine College at the end of the 2018 school year. Five teachers transferred to neighbouring Catholic Primary and Secondary Schools, one teacher has retired from teaching whilst another teacher has transferred interstate for twelve months and will return for the 2020 school year. The proportion of teaching staff retained in a program year from the previous year is 89.0%.

### Teacher Qualifications

All teaching staff at Antonine College are fully qualified and registered to teach with the Victorian Institute of Teaching (VIT). Teachers holding VIT registration have met professional practice standards and are required to renew their registration every five years.

Our teachers hold a variety of qualifications which add to the College's capacity to deliver specific programs. Some teachers are currently undertaking further post graduate qualifications including those who have been granted sponsorship through the Catholic Education Office Melbourne for Student Wellbeing, Leadership in Numeracy and Accreditation Studies in Religious Education.

### Expenditure and Teacher Participation in Professional Learning

All teachers are encouraged to participate in Professional Learning activities throughout the year, both internally and externally. The total expenditure for teacher participation in Professional Learning in the 2018 year was \$48,000 with an average of \$813 per staff member. Teaching staff were required to participate in:

- Staff Retreat facilitated by Father Timothy Radcliffe OP
- Explicit Teaching – Differentiation – Assessment - Student Feedback
- Building Leadership Capacity for all Leaders
- SLIP – School Literacy Improvement Program
- Inquiry Learning F-6
- Digital Technologies F-12
- STEM – Integrating the teaching of Science, Technology, Engineering and Maths

This is facilitated in a variety of ways including:

- Professional Learning Activities (PLAs) take place regularly in staff meetings allowing staff the opportunity to learn or go over knowledge and skills either specific to their year level/ subject area or specific to one of the priority areas
- Professional Learning Teams are set up to provide teachers with the opportunity to work in smaller teams to share best practice and learn from one another
- Professional Learning Days are opportunities to have a full day set aside for teachers to keep up with the latest research and trends and to workshop as a collective group
- Coaching involving teachers meeting individually with a PL Coach to identify their individual professional learning goals for the year and having the opportunity to receive feedback and appraisal
- Learning Walks are used as a collaborative learning strategy in supporting a school-wide focus on learning goals, success criteria and feedback
- Individual Professional Learning Journals are maintained by all teachers where they document and reflect upon their learning based on the Australian Institute for Teaching and School Leadership (AITSL) Standards.

## Staff Professional Learning

The total number of teachers who took part in Professional Learning for 2018 was 59. Many Professional Learning activities were undertaken by the College staff including the following programs:

- The Arts
- Autism Spectrum Disorder(ASD)
- Explicit Teaching,
- English as an Additional Language (EAL)
- Mandatory Reporting On-line Modules
- Mindfulness for the Classroom facilitated by Corrado Blanco
- RE Accreditation
- Secondary Literacy Improvement Program (SLIP)- Year 4-6
- Anaphylaxis Training
- Apple Teacher – Fostering Creativity for iPad
- First Aid - CPR Refresher
- One Drive, One Note and Class Notebook Training
- STEM (Science, Technology, Engineering and Mathematics) teaching and learning activities
- Conflict Management

## Teacher Satisfaction with the College

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 2018 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.

## College Community

### Goal

To deepen our relationships within and beyond the Antonine community, fostering appropriate and supportive engagement with parents and the wider community.

### Intended Outcomes

- That participation in and involvement with parents, parish and the wider community continue to grow.

### Key Improvement Strategies

Build community connectedness as a dimension of all policies, programs and practices, with a particular focus on student learning.

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 of 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 and the Arabic Welfare. 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.

Parents have indicated in the SIF data that they are generally happy with the College and with their child's progress. They have indicated that they feel the Education in Faith component of the College curriculum is important and that students are provided with numerous opportunities to develop their faith. The values espoused by the College are seen by parents as an extension of the values they promote in their homes.

## Future Directions

The strategic direction of the College in the next review period of the School Improvement Plan (SIP) within the context of 2016-2019 directions for Catholic Education in the Archdiocese of Melbourne is the strong commitment to further improve student outcomes and consequently enhance the future career opportunities of Antonine students.

In the last year of our four- year School Improvement Plan (SIP) in 2019, our annual school action plan will continue to implement and monitor the learning goals in the following strategic areas:

1. Enhancing our Education in Faith
2. Enhancing Teaching and Learning
3. Promoting Student Wellbeing
4. Building Staff Leadership and Management
5. Strengthening School Community

Additional areas for College improvement next year include the following:

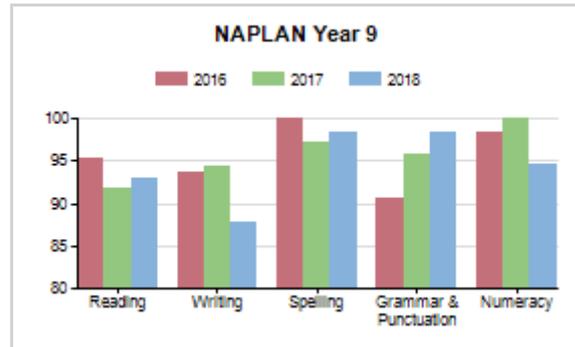
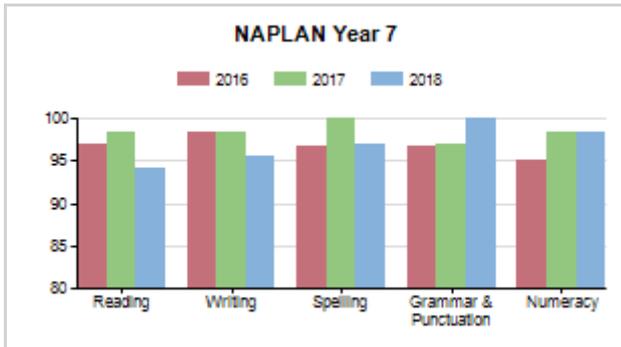
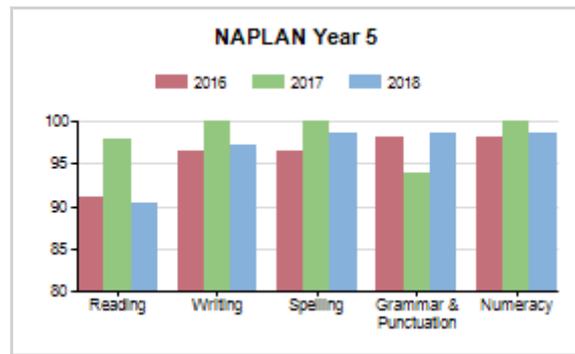
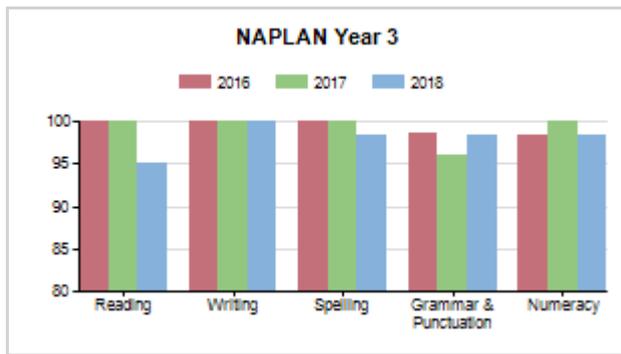
- Continual opportunities for RE Accreditation
- Leadership Coaching;
- Resilient Educators Program;
- Microsoft Training for Education;
- Learning Intervention;
- Continue Nationally Consistent Collection of Data (NCCD) Disability Standards for Education elearning modules;
- Continue PL focus on Inquiry-based learning at Cedar Campus;
- Continue PL focus on Explicit Teaching – Differentiation - Assessment – Student Feedback;
- Continue focus on increasing staff understanding and knowledge of strategies to use to support students on the Autism spectrum;
- St Joseph Campus Master Building Plan:  
Stage 1 (2019) – 6 classrooms  
Stage 2 (2020-21) – Science Labs, Music Room, Sports Hall, Specialist Classrooms, Art and Design Rooms and a Performing Arts Room

## School Performance Data Summary

**E1383**  
**Antonine College, Pascoe Vale South**

### PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS

<b>NAPLAN TESTS</b>	<b>2016</b>	<b>2017</b>	<b>2016 - 2017</b>	<b>2018</b>	<b>2017 - 2018</b>
	<b>%</b>	<b>%</b>	<b>Changes</b>	<b>%</b>	<b>Changes</b>
			<b>%</b>		<b>%</b>
YR 03 Grammar & Punctuation	98.6	96.1	-2.5	98.3	2.2
YR 03 Numeracy	98.5	100.0	1.5	98.3	-1.7
YR 03 Reading	100.0	100.0	0.0	95.0	-5.0
YR 03 Spelling	100.0	100.0	0.0	98.3	-1.7
YR 03 Writing	100.0	100.0	0.0	100.0	0.0
YR 05 Grammar & Punctuation	98.2	93.9	-4.3	98.6	4.7
YR 05 Numeracy	98.2	100.0	1.8	98.6	-1.4
YR 05 Reading	91.1	98.0	6.9	90.3	-7.7
YR 05 Spelling	96.4	100.0	3.6	98.6	-1.4
YR 05 Writing	96.4	100.0	3.6	97.2	-2.8
YR 07 Grammar & Punctuation	96.8	96.9	0.1	100.0	3.1
YR 07 Numeracy	95.2	98.5	3.3	98.4	-0.1
YR 07 Reading	96.9	98.5	1.6	94.1	-4.4
YR 07 Spelling	96.8	100.0	3.2	97.0	-3.0
YR 07 Writing	98.4	98.5	0.1	95.5	-3.0
YR 09 Grammar & Punctuation	90.6	95.8	5.2	98.3	2.5
YR 09 Numeracy	98.5	100.0	1.5	94.7	-5.3
YR 09 Reading	95.4	91.9	-3.5	92.9	1.0
YR 09 Spelling	100.0	97.2	-2.8	98.3	1.1
YR 09 Writing	93.8	94.4	0.6	87.9	-6.5



YEARS 9 - 12 STUDENT RETENTION RATE	
Years 9 to 12 Student Retention Rate	82.9%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y01	90.3
Y02	90.3
Y03	90.9
Y04	90.9
Y05	88.7
Y06	91.0
Y07	92.5
Y08	91.0
Y09	89.0
Y10	88.2
Overall average attendance	90.3

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	89.0%

STAFF RETENTION RATE	
Staff Retention Rate	82.6%

<b>TEACHER QUALIFICATIONS</b>	
Doctorate	0.0%
Masters	24.2%
Graduate	39.4%
Graduate Certificate	12.1%
Bachelor Degree	84.8%
Advanced Diploma	9.1%
No Qualifications Listed	0.0%

<b>STAFF COMPOSITION</b>	
Principal Class (Headcount)	4
Teaching Staff (Headcount)	76
Teaching Staff (FTE)	66.4
Non-Teaching Staff (Headcount)	67
Non-Teaching Staff (FTE)	46.7
Indigenous Teaching Staff (Headcount)	0

<b>MEDIAN NAPLAN RESULTS FOR YEAR 9</b>	
Year 9 Grammar & Punctuation	559.3
Year 9 Numeracy	563.9
Year 9 Reading	561.1
Year 9 Spelling	577.3
Year 9 Writing	558.0

<b>SENIOR SECONDARY OUTCOMES</b>	
VCE Median Score	24
VCE Completion Rate	100%
VCAL Completion Rate	N/A

<b>POST-SCHOOL DESTINATIONS AS AT 2018</b>	
Tertiary Study	51.7%
TAFE / VET	24.1%
Apprenticeship / Traineeship	13.8%
Deferred	3.4%
Employment	6.9%
Other - The category of Other includes both students Looking for Work and those classed as Other	0.0%



“Wherever you go, have always God before your eyes.  
No matter what you do, hold the testimony of the Holy Scriptures.  
Do what you feel your soul longs for according to God's  
inspiration and guard your heart at peace”.

**- Saint Anthony the Great**

**Cedar Campus**

130 Harding Street  
EAST COBURG, VIC 3058

**Saint Joseph Campus**

71 Grandview Avenue  
PASCOE VALE SOUTH, VIC 3044

Tel: (03) 9354 1377      Fax: (03) 9354 1399

Correspondence Address: P.O. Box 197, MORELAND 3058

[www.antonine.catholic.edu.au](http://www.antonine.catholic.edu.au)