

2023

Annual Report to the School Community



Our Lady of Sion College

1065 Whitehorse Road, BOX HILL 3128

Principal: Nancy Apostolopoulos

Web: www.sion.catholic.edu.au

Registration: 1287, E Number: E1121

Principal's Attestation

I, Nancy Apostolopoulos, attest that Our Lady of Sion College is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 15 March 2024

About this report

Our Lady of Sion College is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report is supplementary to other forms of regular communication to the school community regarding initiatives, activities and programs which support the learning and wellbeing of its students. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

Governing Authority Report

After years of planning, 2023 was a year of witnessing the implementation of those efforts. The building activity as our new STEAMD and Administration Centre began to take shape, provided a renewed sense of excitement for all this facility will bring to our students, our staff and our community more broadly. This project is a very significant component of our College Masterplan and it is incredibly pleasing to see it coming to fruition. We will continue to carefully implement our plans on a staged basis, always with a view to creating the best environment within which our students and staff can thrive and prosper.

The Directors of the College Board, as well as the Members of the Board's subcommittees, worked with dedication to ensure the College's financial and strategic strength was monitored and maintained.

The Sisters of Our Lady of Sion continued to provide much support at an Executive and Board level. We thank them for their enduring, tangible love for our College and their commitment to girls' Catholic education. We once again express our gratitude to Fr Mark Reynolds, our Chaplain for the role he plays in supporting the Catholic and Sionian identity of our College.

Finally, we thank our parents, students, staff and the Leadership Team for all they continue to do to make Our Lady of Sion the successful and welcoming school it is. We look forward to 2024 and the wonderful developments it will bring.

Andrew Maxwell
Chair of the College Board



Vision and Mission

Our Lady of Sion College is a Catholic College where young women are encouraged to live in fidelity to the Word of God known in the Scriptures and the life of Jesus. These young women inherit the tradition of the Church and the Sisters of Our Lady of Sion, which calls them to actively seek to transform the world.

The tradition calls them to be:

- creative and contemplative,
- passionate and compassionate,
- concerned always for justice, truth, reconciliation and peace, and
- people who build bridges with others and remain open to change.

These young women will be offered opportunities that will enable them to become individuals filled with hope, who speak to the divine within themselves and beyond their imagining.

They will become young women who will always strive to:

- discover the presence of God,
- discern,
- have the courage to speak the truth, and the energy to act for change, and
- bring the gifts of healing and nurturing in places of discord.

Our Lady of Sion College imbues in our young women,

- a sense of belonging to a tradition,
- a hunger of achieving what is right, and
- calls them in all things, to speak the truth in love.



Our College Vision

Sowing the seeds of hope, uncovering excellence within and inspiring a commitment to justice.

College Overview

Established in 1928, our College has a long and proud history of serving the needs of families and their children in the Box Hill and surrounding areas. The College is conducted in the tradition of the Sisters of Our Lady of Sion: the Biblical values of compassion, justice, reconciliation, peace and love are the central guiding principles for all that we do. We aspire to be a community that seeks truth through learning in a culture of caring relationships and where each student is valued, encouraged and supported to become the young person God created her to be. In 2023, our enrolment consisted of 952 students from Years 7-12.

There are many invitations extended to our students to pursue a variety of pathways that will enable them to achieve their absolute best and to grow as individuals. The opportunities we provide include academic programs of excellence, liturgical celebrations, retreats and reflection days, sports, and many co-curricular activities. The College fosters the pursuit of excellence in all fields of human endeavour, striving to prepare young people for the future. As well as engaging students in the pursuit of knowledge, it offers the opportunity to learn, from direct experience, the values that are essential to Christian living.

Within beautiful gardens and College grounds, the College facilities are excellent and include: a Chapel, the Miriam Performing Arts Centre, a contemporary Emmanuelle Learning Centre for junior students, the Notre Dame Centre for senior students, a sports centre with indoor courts, weights room, oval and outdoor courts. We also have a Learning Resource Centre, Café, science labs, media, art and textiles rooms, food technology facilities, technology rich classrooms, music rooms, and student support facilities.

Our comprehensive curriculum from Years 7 to 12 consists of Religious Education, English, Languages (French, Italian or Chinese), Health and Physical Education, Mathematics, Science, Humanities, Creative Arts, Drama, Instrumental Music Program, Music and Digital Technology Studies. Year 9 and 10 students have a wide selection of elective units that are supplemented by an inter-disciplinary program. The Year 9 Middle School program, Ayin, allows students to develop skills in problem-solving, cooperative learning, and independent research. While working towards the attainment of learning outcomes, all students in Year 9 have the opportunity to complete the Duke of Edinburgh Bronze Award. The Year 10 Middle School program, L'Chaim, builds on the Ayin program to enhance skills and prepare students for post-compulsory studies. Year 10 students may be eligible for acceleration and begin their VCE studies early. Year 11 and 12 students also have the option of pursuing the pathway that best suits their needs and goals. In support of this, the College offers both VCE and VCE Vocational Major programs. Senior students are able to choose from a broad range of 28 different VCE units of study, as well as the option of undertaking a VET study that integrates with both the VCE and VCE Vocational Major programs.



Principal's Report

The College continued to flourish in 2023 as we celebrated our 95th anniversary. What a wonderful achievement and source of pride it was for the Sisters and staff who have educated and supported thousands of students and families over almost a century. Our Lady of Sion College has always sought to be a faith filled and welcoming community where students are encouraged to work hard to achieve their goals and to be open to the many possibilities that life offers them. To mark the occasion, our Opening School Mass was celebrated at St Patrick's Cathedral followed by lunch in the Treasury Gardens.



In 2023, our school was a hive of activity. Student achievement was recognised at our Term 3 Principal's Award assembly and our Night of Excellence in Term 4. Students committed to their studies and to the broader life of the College as witnessed by the many who attained College Colours and certificates of recognition throughout the year.

Our Ensemble evenings witnessed over four hundred students share their musical achievements to the delight of their teachers and families. One of the many highlights in the Performing Arts this year also included the return of our musical productions with *Shrek, the Musical* attracting sold out performances.

Our College Arts and Technology Week exhibition was filled with hundreds of pieces of art and technology works reflecting the extraordinary critical thinking skills and creativity of our students.

On the sporting field we celebrated many GSV finals in an array of sports and in August we congratulated our AFL CGSAV teams who competed in the AFL Herald Sun Shield Grand Final. Our aerobics teams travelled to Adelaide for the School Aerobics National competition bringing home two silver medals.

Students grew in their appreciation of languages by participating in the Alliance Francaise and Dante Alighieri competitions and the return of our Language and Cultural overseas trips saw students and staff travel to Italy in September for an amazing learning opportunity.

We celebrated many themed weeks including Drama, Careers, Languages, Music, Library and Information Systems, Maths, STEM, Science, Creative Arts and Technology, Humanities, Health & PE and Book Week. Community spirit was strengthened through our rich and diverse House and year level events and the significant contribution of our House Leaders, Year 7 -12 portfolio and class leaders.

It was with great pride that we witnessed so many of our students embrace the opportunities we provide. Their enthusiasm and love for the College is palpable and reflected in the many who responded to leadership and community building activities and events.

Our School Improvement goals for the year focused on student, staff and community growth. Feedback from our community reflected an enhanced sense that the College is providing for growth opportunities in a number of areas.

In 2023 the College launched a major building project which will see many new and exciting opportunities open up for students and staff as we begin a new era in the College's history. Our STEAM and Administration Centre will support the development of skills such as creativity, critical thinking and discernment, collaboration and teamwork; skills that will support students into the future.

In 2023, the Sisters of Our Lady of Sion also informed the community that the governance of the College would transfer to Mercy Partners some time in 2024. At this announcement, I emphasised that the Sisters would remain an important part of our school and that their legacy and the Sion charism entrusted to us would continue to form the foundation of our College in the years to come.



Catholic Identity and Mission

Goals & Intended Outcomes

In the area of Catholic Identity and Mission, the following intended outcomes guided our work:

- That the Religious Education and Faith program will connect in a meaningful manner with the lives of students to support their spiritual growth.
- That staff will undertake a rich and supportive formation program.

Achievements

College Theme

The College theme for 2023 was “With a Grateful Heart”. It reminded us to be grateful for what we have and to notice and give thanks for the simple things in life, and to acknowledge the beauty of God’s creation. The theme allowed for many opportunities for prayer and reflection.



Religious Education Program

Dialogue remained a key element in Religious Education classes. This enabled students to have meaningful opportunities to talk about their faith and to consider how the many topics covered connected to our Catholic and Sionian identity and to their own lives today. Year 10 students embraced interfaith dialogue opportunities through their visits to both the Jewish and Melbourne Holocaust Museums, the Islamic Museum and UMMA Centre.



Studying the Scriptures was a major focus. Year 7 students were taught skills to navigate and read the bible as a part of their unit 'Finding and Connecting with God and His Words'. Books from the Old and New Testaments were studied across all year levels to support the students' learning and understanding of key events in Jewish history, the life and teachings of Jesus, significant female characters and the formation of the Early Church.

Making connections with our College Mission and Vision and our world today allowed students to consider ways that they could promote peace and hope, through their words and actions.

Prayer and Liturgy

The fortnightly chapel sessions led by students allowed for ongoing opportunities to strengthen our Catholic and Sonian identity, as did our numerous celebrations which included the 95th Anniversary Mass, Ash Wednesday Service, Year Seven Family Mass, Year Level Retreat day Masses, and our Sion Day Mass.



Formation

Biblical formation sessions were held for staff to deepen their understanding of the Sonian charism through the study of scripture. This was a targeted approach where particular groups worked with Mr Mark Walsh, Formation Leader, Sisters of Our Lady of Sion Australia. These groups included:

- The College Board
- Leadership Team
- Mission Team
- Religious Education Learning Area

Value Added

Social Justice Initiatives

Educating the College community about the Principles of Catholic Social Teaching in relation to Social Justice was a focus. This enabled all to understand how the initiatives offered have grounding in Catholic teachings and scripture. These included:

- Caritas - Project Compassion
- Monthly visits to Ozanam House
- Formation and commissioning Ceremony of the Our Lady of Sion St Vincent de Paul Secondary School Conference
- Reconciliation Week
- Social Justice Day
- Days for Girls (Year 9)
- Baking for St Vinnies Soup Van
- Sion Day - Fundraising for the San Luis Lumad Community High School, Philippines
- Christmas Appeal of Toiletry Bags for St Vincent de Paul, Fitzroy and SFX Conference
- Christmas Wishing Tree



Learning and Teaching

Goals & Intended Outcomes

In the area of Learning and Teaching, the following intended outcomes guided our work.

To create a community of best practice by:

- Building student capacity to actively seek feedback to support their understanding and skill development so they experience learning growth.
- Strengthening strategies for monitoring, and in turn, supporting student learning growth.
- Providing professional learning to build teacher capacity in the effective use of data and learning, and teaching and assessment practices that cater for the needs of all students.
- Continuing to implement strategies to drive improvement in VCE and NAPLAN outcomes.

Achievements

The Curriculum team worked towards a number of key foci as both a whole team and as sub-committees:

- Providing best practice contemporary curriculum that was rigorous, responsive and engaging.
- Ensuring that curriculum design was data informed and responsive to learner needs.
- Building and extending collegiality through sharing of learning resources.
- Initiating the development of a College-wide Pedagogical Framework.



Classroom Learning

In 2023 students and teachers adjusted to the five 65 minute periods very well. This required some attention to the length of practical classes and the nature of some assessments.

Teachers reviewed their courses in preparation for the population of the SEQTA Planning tab, ensuring that Learning Intentions and Success Criteria were appropriate for each learning activity.

Teachers also continued to reflect upon and improve feedback loops, ensuring that Feedback As, Of, and For learning was a feature of lessons and that students could identify what they were learning, how they were progressing, and what their next steps should be.



The 'Staff Lounge' Professional Learning program continued to be a feature of the professional learning support; recognising the expertise of staff. Some topics included; Digital Skills, Wellbeing, Leadership, use of data as well as adjustment and modification strategies for specific learning needs. Staff also attended external professional learning opportunities carried out by a range of providers including Melbourne Archdiocese Catholic Schools and subject-based associations. Often, these sessions were delivered online and allowed for flexible access.

Use of Data

The work of the Data team was expanded in 2023. With a series of cross referencing processes, high achieving students are now being identified for inclusion in a new program, Sion Flourish, with a structure around how to appropriately challenge and extend these students. Notre Dame teachers set challenging goals for themselves by examining the VCAA data on multiple occasions. The PAT testing of the Year 10 students during 2022 Smart Start enabled teachers of Year 11 2023, to have greater insight and agency in their planning. Teachers also explored the data of 2022 accelerated students and were able to build this into their class profiles.

The Learning Area Leaders also explored both the OARS and the NAPLAN platforms, sharing this rich information with their teams. Professional learning was carried out by the Literacy and Numeracy coordinators to assist staff to understand the data and how to target specific skills.

Learning Areas

With the successful launch of the VCE Vocational Major, the number of students enrolled in this certificate increased in 2023. Enhanced Mathematics was a success for Year 11, resulting in a Year 12 Specialist Mathematics class planned for 2024. 2023 innovations in the Digital Technologies Years 7-10 curriculum will also lead to a VCE class in 2024.

Students have been offered a rich and varied curriculum in the Middle Years, supporting their subject selection into VCE. The Horizons Programs adopted a very specific STEM focus in 2023, with students addressing the Millennium Development Goals in Year 8, and Year 7 students experiencing a STEM Challenge Day. Both of these programs applied the Design Thinking Model as well as VCAA's General Capabilities.

The Ayin and L'Chaim programs have been supplemented with Shatal (to plant) and Gadal (to grow) programs for Year 11 and 12 respectively. These programs provided opportunities for masterclasses that addressed key skills and knowledge for a range of subjects, large group assessment times as well as learning and study skills focus sessions.



Student Learning Outcomes

Our SEQTA Learning Management platform provided for close monitoring of student internal results via the Snapshot data. Teachers also used the Learning Profiles and Personalised Learning Plans to ensure that learning was targeted to the proximal zone of development.

NAPLAN

More than 90% of our Year 7 students fall within the NAPLAN Strong and Exceeding Proficiency Strands and there are no students within the Needs Additional Support range. 2023 Year 7 students surpassed the state's performance levels in the Reading, Writing, Spelling outcomes. Just under 85% of the 2023 Year 7 cohort were within the Strong and Exceeding Proficiency Strand for Numeracy.

More than 84% of Year 9 students are in the Strong and Exceeding Proficiency Strands for Writing, with 86% for Reading. Just under 85% of students were within the Strong and Exceeding Proficiency Strands for Spelling, with 1 student in the Needs Additional Support Proficiency Strand. Approximately 73% of students were within the Strong and Exceeding Proficiency Strands for Grammar and Punctuation. Finally, slightly less than 75% of students are placed within the Strong and Exceeding Proficiency Strands for Numeracy.

Our Lady of Sion College was able to achieve a result of 39 individual Year 9 Awards for NAPLAN Excellence. There were 28 students who received an award for Reading, 1 student received an award for Numeracy and 10 students received an award for Reading and Numeracy.



NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 7	575	84%
	Year 9	583	73%
Numeracy	Year 7	552	80%
	Year 9	578	75%
Reading	Year 7	576	91%
	Year 9	601	86%
Spelling	Year 7	566	87%
	Year 9	584	85%
Writing	Year 7	583	86%
	Year 9	611	84%

*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

Senior Secondary Outcomes	
VCE Median Score	33
VCE Completion Rate (includes VCE VM completions)	100.00%
VCAL Completion Rate (VCAL Intermediate)	*

*Not reported due to insufficient data i.e. less than 4 student enrolments for VCE/VCAL.

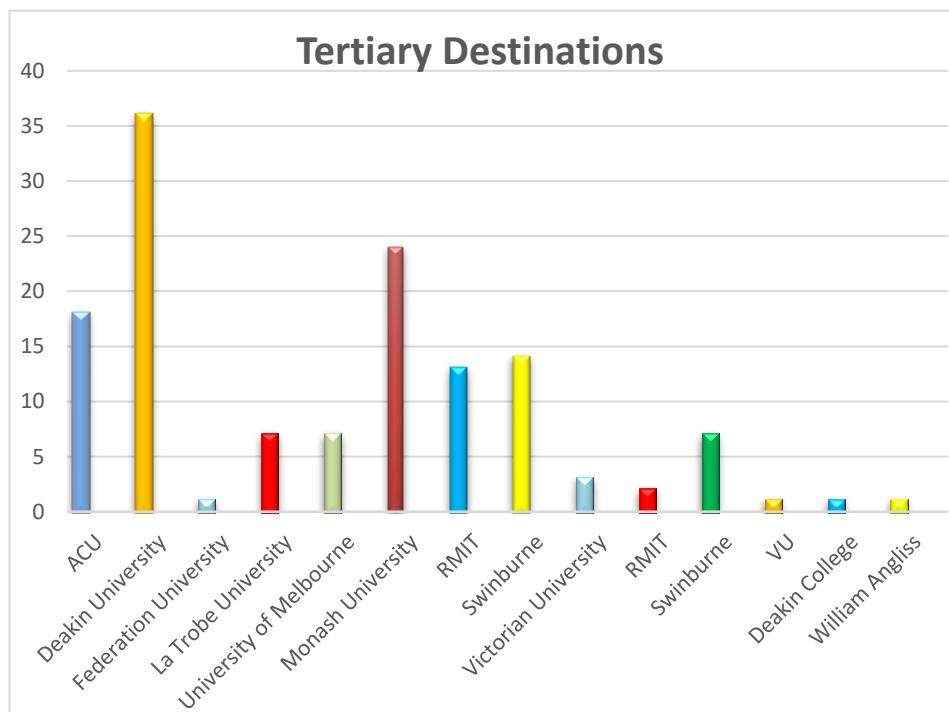
Post School /Tertiary Destinations

Students were offered places at a range of tertiary institutions, as listed below:

University Places	Number of Students	Number of Students as a %
• Australian Catholic University	18	14.6
• Deakin University	36	29.3
• Federation University	1	0.8
• La Trobe University	7	5.7
• Melbourne University	7	5.7
• Monash University	24	19.5
• RMIT	13	10.7
• Swinburne	14	11.4
• Victorian University	3	2.4

TAFE Places	Number of Students	Number of Students as a %
• RMIT	2	20
• Swinburne	7	70
• VU	1	10

Independent Tertiary Colleges	Number of Students	Number of Students as a %
• Deakin College	1	50
• William Angliss	1	50



% of applicants who received a December offer:

97.12

Student Wellbeing

Goals & Intended Outcomes

In 2023 the College Pastoral Care Team focused on supporting all students to be learners who achieve high growth and personal excellence.

In the area of Student Wellbeing, the following intended outcomes guided our work:

- That students value learning and desire to be learners who actively respond to learning challenges through student voice and agency.
- That students continue to develop a strong sense of belonging and build relationships that are respectful and promote emotional and physical wellbeing for all.

Achievements

In 2023, the Pastoral Program extended its commitment to providing students with access to information and skill development across various topics. These included the transition to secondary school for Year 7s, preparation for camps and City Experience, coping strategies for stress and skills for time management, peer support, leadership development, social skills, and fostering student agency. The program, facilitated by the Homeroom teachers with the assistance of Year Level Wellbeing and Growth Leaders and the Counselling Team, allowed students to participate in well-structured modules aimed at enhancing their overall wellbeing.



Students in Year 7 and 8 once again engaged in the 'Your Safety Matters' program, a focused Child Safety lesson. This session, facilitated by a panel of staff members, including Year Level Wellbeing and Growth Leaders, Deputy Principals, and Counsellors, delivered age-appropriate information to students, offering insights into recognising safety concerns and guiding them on what to do if they perceive any unsafe situations in various settings such as school, home, the community, and online.

The College witnessed sustained student engagement, marked by robust participation in voluntary endeavours. Notable among these were initiatives organised by the Student Representative Council, encompassing events like International Women's Day, Significant Women's and Men's Breakfasts, RUOK Day, Feast Days, the House program, Creative Arts and Technology Week, and Girls Sport Victoria competitions. These activities, which showcase a vibrant sense of community, serve as valuable platforms for students to share their skills and manifest their pride in the school.



For many students the highlight of the co-curricular activities are our camps, spanning Years 7, 8, and 10, alongside the Year 9 City Experience. These experiences played a pivotal role in fostering the development of students' social competencies and interpersonal skills. In addition to camps, students actively participated in diverse activities, including Year 10 Work Experience, and the College's Open Day, taking on roles such as performers, tour guides and presenters.



The substantial support these events garnered from the College community underscores their high value for students and families as a genuine means of fostering connectivity within the College.

Value Added

Co-curricular activities that the College offered our students in 2023 included:

- Girls Sport Victoria
- International Women's Day events including Conversation Café with Whitefriars College students
- Retreat Program
- ANZAC Day Service
- Library Lovers Day
- School Aerobics Competition (teams attended Nationals in Adelaide)
- Significant Women's Day Breakfast
- Significant Men's Day Breakfast
- Years 7, 8 and 10 Camps
- Book Club
- College Bands
- College Choir including the College Vocal Ensemble
- House activities, including:
 - Swimming Carnival

- Athletics carnival
- Feast Days
- Cupcake competition
- Theatre Sports
- Mr Squiggle competition
- Music Ensembles
- Year 12, 2024 Student Leaders Investiture and Leadership camp
- Community Service including Ozanam House
- Debating
- Denise O'Hara Science Academy
- Duke of Edinburgh Award



Student Satisfaction

In 2023, the College utilised MACSSIS surveys to gather feedback from students, staff and parents/carers. Based on this data, the College has drawn the following observations regarding student satisfaction.

Students' responses indicated they perceived that:

- Teachers have high expectations of them (65% in 2023 - higher than the MACS average (62%). Students in Years 7 most noted (70%) that teachers encouraged them to do their best.
- Year 12 students acknowledge the strong teacher focus on taking the time to make sure students understand the material (53% against a MACS average of 46%).
- In the Engagement Domain Year 7 and 12 students reported higher levels of engagement. While this can be a feature of the developmental stage of students the College will seek to respond to lower ratings by students in Years 8 - 11.
- In the School Climate Domain students once again felt that the school environment was one where they could focus on their work without distracting behaviour in the classroom and that they had access to learning resources. Year 10 students did report positive but lower ratings that could be attributed to their homeroom being more spread out due to the building works.
- Students maintained their desire to do well at school (85% and higher than the MACS average 81%). It is worth noting that learning confidence increased to 51% after a drop of 5% in 2021. Year 7 and 9 students were most confident in their learning.
- Students maintained their reporting that the College was a safe place to be.
- Students felt that adults at the College treated them fairly (80%) and would act if a student spoke to them about an issue. Year 7 felt that staff were very respectful towards them (91%) with high ratings across all levels.
- Students strongly identified the student leadership structure at the College (96% - 4% more than the MACS average) and responses suggest that students are keen to be more involved in decision making and offering feedback.



The MACSSIS data also provided a source of reflection and indicated areas for improvement around:

- attentiveness and interest in school
- the strength of the social connection between teachers and students, within and beyond the school
- learning confidence and dispositions
- student to student relationship

These areas will be investigated further in 2024.



Student Attendance

At Our Lady of Sion College, maintaining consistent school attendance is considered essential for effective learning and establishes a protective connection with peers.

Each morning during Homeroom, attendance was recorded. Parents/carers were requested to notify the College if their daughter would be absent. In cases where the College had not received an absence notification by 9.30 am, an SMS message was sent to parents/carers by the Student Reception staff.

Statewide, schools are reporting a drop in regular attendance of students to school. Unfortunately, in 2023 the College observed similar trends. While occasional absences due to illness are anticipated, the current patterns extend beyond these ordinary occurrences.

Years 9 - 12 Student Retention Rate	
Years 9 to 12 Student Retention Rate	93.3%

Average Student Attendance Rate by Year Level	
Y07	92.2%
Y08	90.5%
Y09	90.1%
Y10	89.5%
Overall average attendance	90.6%



Leadership

Goals & Intended Outcomes

In 2023, the College Leadership focused on the following School Improvement goals to guide our work:

- To create a staff community of best practices.
- To continue to develop as an outward facing school that engages with and builds our community partnerships.

Achievements

Property

2023 witnessed the continued implementation of the College Masterplan, with the construction of the STEAMD and Administration Centre beginning in January. The project consists of the construction of a Science, Technology, Engineering, Art, Music, Drama and Administration Centre within a three storey new facility to replace an existing aged College building. At the commencement of 2023 the existing building was demolished and the site cleared for the new building. By the end of 2023 all ground works were completed; precast walls and pillars installed; and all concrete slabs poured.

Part of the project included the refurbishment of rooms within the Heritage Wing to become Media and Visual Communication learning spaces, and the refurbishment of the corridor and stairway. This area was completed in October 2023 and commissioned in November. Fire services related infrastructure has also been incorporated within the project.

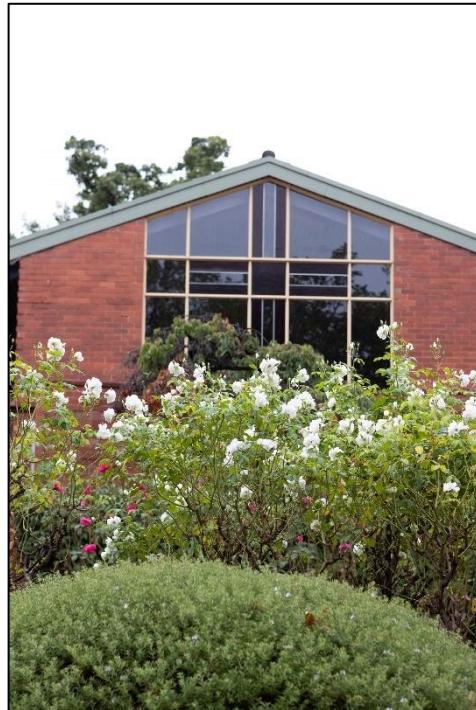
It is anticipated that the STEAMD and Administration building will be finalised in Term 3 2024. Work will then commence on the refurbishment of the current administration building into six general purpose classrooms and landscaping at the front of the College. The entire project is due for completion by the end of Term 1 2025.

Starting in 2022 and throughout 2023, the College also partnered with key consultants to undertake the modification of a restrictive covenant over 12 Graham Place, so it can be used for educational purposes in the future.

Property Upgrades

In 2023, the College also:

- Installed new outdoor seating for students
- Upgraded the Chapel lighting including LED illumination of the stained cross glass



- Installed ceiling space lighting in the Heritage Wing area for safer working conditions
- Upgraded and facilitated the integration of the Solar Protection Board with the Automatic Transfer Switch

ICT and System Development

ICT and AV infrastructure is a key operational area of the College and to this end, a key focus has been the planning of technology in the STEAMD and Administration Centre buildings.

More broadly, the College commissioned a Cyber Security Risk Assessment and facilitated Cybersecurity and awareness training for all staff and the implementation of multi-factor authentication (MFA).

The following projects were also undertaken in 2023:

- Upgrade of all College network switches
- Replacement of projectors in a number of learning spaces
- Installation of a screen in the College Chapel
- Implementation of electronic staff sign in/out
- Continuous review of College printing needs

College Board

A committed and skilled College Board met 8 times during the year and was involved in all aspects of College life. At Board meetings, the Principal and Director of Business Operations & Infrastructure reported on matters related to curriculum, financial management, policies and risk management.

In 2023, the following policies were reviewed and developed by the College Policy Committee and endorsed by the College Board of Directors:

- Infectious Diseases Policy
- Grievance Resolution Policy
- Media: Reputation & Promotion Policy
- Literacy Policy
- Interstate and International Trips Policy
- Partnership Program Policy

The Child Safety Code of Conduct, PROTECT - Identifying and Responding to Abuse - Reporting Obligations and the Our Lady of Sion College Code of Belonging were updated in line with changes made by Melbourne Archdiocese Catholic Schools and were presented to the Directors.

Expenditure And Teacher Participation in Professional Learning	
List Professional Learning undertaken in 2023	
Teachers participated in the following professional learning in 2023:	
<ul style="list-style-type: none"> • Contributing to the School Improvement Plan • Contributing to the Annual Action Plan • Child Safety Information and the Ministerial Order 1359 • Speaking the Language of Peace - who are we called to be? • Pedagogical Framework and Models Workshop • Differentiation for all Learners / Special Provisions and Exams / Supporting EAL Students • Emergency Evacuation Training • Weekly Teaching Strategies - Numeracy & Literacy • POD Launch • Lenten Liturgy • Staff Spirituality Day • Online Modules including: Mandatory Reporting, First Aid, Anaphylaxis, Disability Standards and OH&S • In addition to the above, the College provided professional learning through its Teachers' Lounge before school program. Topics included: <ul style="list-style-type: none"> - Artificial Intelligence for Teachers - Artificial Intelligence in the Classroom - Being Cyber Smart - Blooket - Creating with Canva - Learning Intentions & Success Criteria - Linking from Google Drive to Classroom - Research in the Classroom with Britannica - SEQTA - The Writing Revolution - VIA vs HDMI 	
Number of teachers who participated in PL in 2023	88
Average expenditure per teacher for PL	\$957.00

Teacher Satisfaction

Our MACSSIS data indicates that teachers enjoy a positive school climate with 78% endorsement which is higher than the MACS average of 61%. Perceptions of the amount and quality of feedback staff receive and of how well school leadership sets the conditions for teams to collaborate effectively have improved from the previous year. The College will continue to focus on providing avenues for teachers to share pedagogical practices and to provide them with ongoing professional learning tailored to their needs. In 2023, there was positive endorsement for the development of a pedagogical framework that was evidence based and collaboratively developed. A small team led staff in this process which should see the framework finalised and promulgated in 2024.

Teacher Qualifications	
Doctorate	0.0%
Masters	16.4%
Graduate	21.6%
Graduate Certificate	3.7%
Bachelor Degree	53.7%
Advanced Diploma	3.7%
No Qualifications Listed	0.7%

Staff Composition	
Principal Class (Headcount)	4
Teaching Staff (Headcount)	96
Teaching Staff (FTE)	83.5
Non-Teaching Staff (Headcount)	51
Non-Teaching Staff (FTE)	43.9
Indigenous Teaching Staff (Headcount)	0

Community Engagement

Goals & Intended Outcomes

Central to Our Lady of Sion College is the importance of sustaining and building a strong community environment where each student, staff member, family and visitor is respected, welcomed and encouraged to contribute to our College in a positive and life-enhancing manner.

In 2023, we continued to focus upon achieving the following outcomes:

- That partnerships continue to enhance student faith, learning and well-being outcomes.
- That Our Lady of Sion College remains a school of first choice.



Achievements

Parental Engagement

Parental engagement encompassed an online Parents' Information Evening in Term One, Student Progress Meetings, and the Year 7 Family Mass. Additionally, parents and carers had the opportunity to participate in the Tuning into Teens Parent program conducted after school and facilitated by the College counsellors. Newsletter articles for parents/carers explored a number of topics such as:

- Child Safety - Child Safe Standards and our College
- The importance of participation - Do more than belong: participate!
- Gender Equity at Our Lady of Sion College
- The Increase in the Prevalence of ADHD
- Celebrating the Introverted Child
- Road Safety of All
- Adolescent emotions - recognising the signs

- Party Safe for Young Teens
- Apps that support Wellbeing and Social Emotional Development
- Navigating the Digital Maze: Setting Boundaries Around Social Media for Your Child's Wellbeing
- Nurturing a Kinder Home and School Culture: The Power of T.H.I.N.K. - Is It True, Is It Helpful, Is It Inspiring, Is It Necessary, Is It Kind?

International Engagement

In 2023, links with overseas Sion Communities were re-established. In the Term 1 holidays, four students and a staff member attended the Sion International Schools Student Conference in Kansas City, USA. Our Partnership Program with Notre Dame de Sion in Kansas City recommenced with staff and students from the USA visiting for 3 weeks in July/ August and our students travelling to Kansas City in December/January.

Our first Language and Cultural Tour to Italy since the pandemic was also undertaken.



Past Students

Past students continued to have involvement at the College during 2023, which included:

- Keynote speaker at our Top Achievers' Assembly
- Year 12 Mentors Breakfast
- Year 7 Challenge Day
- Year 12 Retreat
- Careers Expo
- AYIN and L'Chaim programs
- GSV coaching



The Past Students again supported the Daughter of Sion Award which was presented at our Night of Excellence. A reunion for those who graduated in a '3' year which was held in May and for the Class of 2022 in July. The Past Students' magazine, *Sionians*, was distributed twice during 2023.

Parents' Association

The support of the Parents' Association continues to be valued. Their physical presence and support at events during 2023 included:

- Year 7 Parent/Carer 'Meet & Greet' Social Evening
- Year 7 Family Eucharist
- Our College Open Day
- Significant Women's and Men's Breakfasts
- Year 12 Graduation

They also provided valuable feedback on the design of the shorts and blouse, which will be included in the College uniform in 2024.



Sisters of Our Lady of Sion

Essential to the life of the College is the continued involvement of the Sisters of Our Lady of Sion who were able to participate in many of our school events. We were delighted they were able to celebrate the 95th Anniversary with Mass at St Patrick's Cathedral, and attend events such as Sion Day, the Lenten Liturgy, and the Charism Evening for new staff. The involvement of the Sisters of Our Lady of Sion as members of the College Board and Mission Team is also valued.



Parent Satisfaction

During 2023, parent/carer participation in our MACSSIS survey was very low and represented approximately 5% of our families. Of those who did complete the surveys, parents' and carers' responses indicated that:

- families of students, particularly those in Year 12 felt their children were well supported
- communication and Catholic identity had significant increases

Areas suggested by the data for further development include:

- enhancing the ways that families may engage with the school

Financial Performance

The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have 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.

For more detailed information regarding our school please visit our website at www.sion.catholic.edu.au

