



Melbourne Archdiocese
Catholic Schools

2023

Annual Report to the School Community



Mercy College

760 Sydney Road, COBURG 3058

Principal: Lila McInerney

Web: www.mercycoburg.catholic.edu.au

Registration: 1661, E Number: E1256

Principal's Attestation

I, Lila McNerney, attest that Mercy 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 10 May 2024

About this report

Mercy 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

When Melbourne Archdiocese Catholic Schools (MACS) launched our inaugural strategic plan MACS 2030: Forming Lives to Enrich the World just over a year ago, I spoke about the need for our whole organisation to reflect on the biggest challenges that confront us, and to work at speed to find practical, ambitious, student-centred solutions.

As a relatively new governing authority, 2023 set us on the path to achieving our first goals, as we focussed our efforts on building strong foundations for success. The four pillars of MACS2030 – Inspired by Faith; Flourishing Learners; Enabled Leaders; and Enriched Communities - serve to guide our work on how we achieve our strategic intent.

When we surveyed our teachers in late 2022, over 80 per cent told us that they want access to quality teaching and assessment resources. So in January 2023, we secured a system-wide licence for MACS primary and secondary schools to access the Progressive Achievement Test (PAT) assessment suite. The inclusion of the Social and Emotional Wellbeing Survey allows schools to monitor the wellbeing of their students and target resourcing to specific areas of need. Together, these tools provide a coherent and systematic approach to student assessment.

In partnership with Ochre Education, we began work on F-6 Mathematics curriculum resources, being developed in a phased approach over three years, and delivered the first tranche for F-2. A key consideration in developing the materials is ensuring teachers retain autonomy to tailor curriculum implementation to meet the individual and local needs of students.

This is an exciting development for our MACS community, clearly demonstrating the commitment we all share to delivering the best possible education opportunities for our 120,000 students and supporting our 10,000 classroom teachers to be the very best that they can be.

Archbishop Peter commissioned a comprehensive review of Religious Education curriculum, the first in over a decade. It offers us some challenges, but fundamentally is a hope-filled report that invites a path of ongoing work to develop a new RE curriculum for all Catholic schools. We continued Working Together in Mission with Parish Priests throughout the Archdiocese, including through regular roundtable discussions.

Across greater Melbourne, one in five students attend a Catholic school and 2023 saw steady growth in enrolments across our system, demonstrating the value families place on a Catholic education and the high quality, holistic education MACS schools provide.

As a system of schools, we can be better together, reducing the administrative load on our schools and freeing our teachers and principals to focus on what they do best.

I would like to pay tribute to our MACS school and office colleagues who have worked so hard to achieve our goals. We look forward to further strengthening those partnerships as we work together to deliver an education that inspires young people to enrich the world.

Yours sincerely

Dr Edward Simons

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

Vision and Mission

Our Vision

At Mercy College we endeavour to empower students to engage in authentic learning within a global context. We focus on the literacies required for collaborative learning in a knowledge based society.

With an emphasis on developing a socially just and environmentally aware consciousness, we provide a basis for the individual to contribute with purpose to their world community as a confident, articulate and self-aware young woman. Inspired by Catherine McAuley and the tradition of Mercy, we aim to do this within a faith based, nurturing and educationally challenging environment.

Our Mission

Mercy College is a Catholic secondary college for young women, committed to handing on the teachings of Christ and His Church, and to living out those teachings. At Mercy College, personal growth is fostered and diversity celebrated. We strive for excellence as a learning community which is student centred, curriculum focused, community oriented and culturally enriched. We are committed to maintaining a child safe environment. In the Mercy spirit, love, compassion and service underpin all we are and do.

College Overview

Established in 1965, Mercy College is dedicated to providing a well-rounded education for young women. With a focus on and commitment to learning and growth, we foster an environment where students can thrive academically, socially and personally. Our values of Compassion, Excellence, Hospitality and Justice are 'who we are' to each other and for each other.

We believe that our College is a place where every girl is nurtured and encouraged to seek her own ambitions for the future. Our goal as educators is to ensure that each student acquires the values, skills and knowledge she needs for realising her dreams and aspirations, as well as developing a strong sense of what it means to be a Catholic Christian in our community, and in our contemporary world.

Because of our rich heritage and cultural diversity as a learning community, we draw upon a strong sense of being a local school in the heart of the northern suburbs of Melbourne. Due to our curriculum offerings and co-curricular pursuits, we are able to make learning valuable, engaging and motivating for our students in many and varied ways.

Just as we strive to instil in our students a keen awareness of the importance of lifelong learning, we also provide them with a spiritual framework within which to achieve their dreams, while living lives of compassion, fairness, justice and respect for all of God's creation. As women of the present and the future, we urge our students to see the world as one that they shape through their minds, hearts and hands. Bringing compassion and care to all of their pursuits now and when they enter the wider world is a critical feature of our motivation as a school that specialises in learning for girls.

Being a part of the school community at Mercy College entails a shared belief in the value of learning and a commitment to lifelong education. This expectation extends to every student, parent/guardian, staff member, as well as friends and partners of the school. Seeking the highest level of skill and knowledge remains a high priority at the College.

We hope and pray all members of our College experience the learning community of Mercy College as a horizon of hope and a home of personal and intellectual nourishment.

Principal's Report

A new year always brings significant change, new joys, challenges and connection.

This year, our College theme was The Power of Mercy. Mercy was the motivating power underlying the foundress of the Sisters of Mercy, Catherine McAuley's love. It was directed towards the weakest. She institutionalised her sincere love of neighbour in the Rule for her Congregation describing Mercy as, "the principal path marked out by Jesus Christ for those who wish to follow his example." As a community we took up the challenge to experience the power of mercy by showing mercy to others in our day to day interactions.

The care, safety and wellbeing of children and young people is a central and fundamental responsibility of all of us here at Mercy and all in Catholic education. Throughout 2023, we continued to review and discuss the 11 standards and the way that we enact each standard, along with ways that we can improve the school community for our students and their families.

We know the three major contexts in which children learn are the family, the school and the community. Families are the first educators of their children. We recognise that families are joined by a school on their child's learning journey. This is when a long-term partnership between home and school begins. In choosing to come to Mercy, parents enter a partnership with the school in which there is shared privilege and responsibility for the child's faith formation, learning and wellbeing. We are grateful for the opportunities this year where we were involved in this three way learning relations.

I am proud to look back on the year and see that at the core of everything that we have done, it has all been in an effort to develop student growth. We have continued to offer a challenging, diverse and rigorous curriculum that has focussed on the explicit teaching of critical and creative thinking alongside developing skills and knowledge in the areas of literacy, numeracy and technology.

Recognising the disruptions caused by the building works, we witnessed the true spirit of our community. Our community embraced the disruptions as opportunities for growth in the face of inconveniences and uncertainties. In many ways they were building blocks for a stronger, more connected Mercy community. Buildings are only one aspect of a vibrant school but the refurbishments this year to the West (VCE) building and Claivaux building canopy and façade are ways in which we have tried to make our classrooms and surrounds more conducive to learning and teaching.

Together, we have proven that the power of mercy is not only this year's College theme but a lived reality.

Lila McInerney, Principal

Catholic Identity and Mission

Goals & Intended Outcomes

- Students and staff will have more opportunities for expressions of faith and formation.
- Students and staff will value strongly being part of a Catholic community in the Mercy tradition.
- The Gospel is seen lived out in our relationships, our service to others in our work for justice and in our pursuit of excellence in all that we do.
- Staff will use MACSSIS and ECSI data to discern and plan for meaningful and recontextualised ways for the College community to engage in Catholic identity and mission.

Achievements

2023 College Theme - The Power of Mercy

In 2023, our Catholic identity emerges through the lens of Liturgical Year A - the Year of Matthew. In Matthew's Gospel, Jesus shows us the power of Jesus' mercy over sacrifice in lifting our heavy burdens. We see the immense power in a radical love of our enemies whereby Jesus teaches us to become instruments of mercy: to disarm violence by approaching situations with forgiveness; to sit with the sinners and vulnerable; to feed the hungry for they are guiltless. In 2023, The Power of Mercy can lift all of our burdens.

KEY EVENTS

Celebrating Eucharist/Liturgies and key events on our national and liturgical calendar is integral to our Mercy identity. In 2023, we were fortunate enough to celebrate all events as a whole school, with a number of key celebrations in our Chapel and McAuley Hall.

Commencement Eucharist

We gathered for the first time in 2023 as a whole Mercy community and formally welcomed our Year 7 cohort to our College as they processed into McAuley Hall through the red doors of Mercy. This tradition commemorates the iconic red door of Catherine McAuley's first House of Mercy on Baggot Street in Dublin, Ireland and inspires us to continue Catherine's mission with new life. During the Commencement Eucharist, celebrated by Fr Colin Xavier, we also marked the beginning of our Lenten season with Ash Wednesday and commissioned our 2023 Student Executive Team.

Catholic Education Week

The College joined 333 other Catholic schools in the Archdiocese to celebrate our distinctive Catholic identity, our achievements and the role our school plays within our parish and local communities. The theme for 2023 was 'Forming lives of faith, hope and love in the light of Christ'. As a College, we celebrated with the following activities:

Tuesday: Mercy College Op Shop opens

Wednesday: Chalk Mural based on our 2023 Catholic Education Week theme

Thursday: Lunchtime Concert in the Jubilee Garden

Friday: Mission and Social Justice Leaders attend Mass at St Patrick's Cathedral and the Young Speakers Colloquium

Holy Thursday Liturgy

In Religious Education, all Year 9 Students completed a unit on 'The Way of the Cross'; a study of Jesus' final journey to the Cross. Sometimes known as the 'Stations of the Cross' this unit always coincides with our preparation for Holy Week and Easter. Students were given a particular moment or 'station' in Jesus' journey to the cross and have completed an in depth study of their station through research, which includes examples of artwork. This unit culminates with each student creating their own art installation for the station they have been studying. Their artwork was highlighted in the entrance foyer to the Holy Thursday liturgy at the end of Term One. The Liturgy used Matthew and John's Gospel to tell the sacred stories of Palm Sunday, the washing of the feet, the Last Supper, and the lead up to Jesus' crucifixion.

Mercy Day

Mercy Day is celebrated across the world on 24 September but because it falls during our term break, schools in Australia celebrate it earlier. We gathered at the start of the day as a whole school community with our invited Social Justice speaker, Hayley Marriott. Hayley is the Fundraising and Engagement Officer at McAuley for Women and Children. She shared with us her passion about social justice, feminism and raising awareness to support vulnerable and marginalized people. Our Social Justice Representatives organised donations of much needed goods.

We then celebrated our Mercy Eucharist and thank our celebrant Fr Colin Xavier - Parish priest: St Mark's Fawkner for leading us in prayer today and for his constant support of us as a College.

This was then followed by our carnival with various booths and activities organised by our Homerooms that were a lot of fun and helped raise much needed funds for McAuley for Women and Children.

Graduation Eucharist

The Class of 2023 and their families gathered for our Graduation Eucharist, celebrated by Fr Greg Bourke, and Awards Night. We recognised each individual and her contribution to our Mercy community, along with the students who demonstrated dedication and exceptional performance in their VCE studies.

Advent Eucharist

We gathered for our end of year Eucharist to celebrate the close of another academic year and the season of Advent. We were fortunate to have Bishop Curtin as our celebrant. He reminded us at the end of the year, as we give thanks to God, we should recognise ordinary people who do extraordinary things.

RETREATS AND REFLECTION DAYS

Retreats and Reflection Days continue to be an important aspect of faith formation for both students and staff. These days offer the school community a time to step away from the norm, get to know peers and colleagues, develop a deeper sense of faith and spirituality and reflect on their own personal faith journey. In 2023, we were fortunate to run programs for the following year levels:

Year 7: Together, we belong

Year 8: Annie's True Beauty Salon

Year 9: Catholic Church Excursion

Year 10: Self-Image

Year 12: Leaving your Legacy

Staff: Reconciliation

SOCIAL JUSTICE

Vatican Dicastery Launch

Mercy College were honoured to be asked to participate in the Vatican Dicastery Launch video for the new Laudato Si' resource 'Our common home: A guide to caring for our living planet'. The new booklet is the product of collaboration between the Dicastery for Promoting Integral Human Development and the Stockholm Environment Institute (SEI). It connects the science of climate creation, biodiversity and sustainable resource use with the messages of Pope Francis' Encyclical Laudato Si.

Shrove Tuesday (Project Compassion Launch)

The College launched their fundraising campaign for Caritas' Project Compassion with the Student Executive Team hosting a Shrove Tuesday Pancake Fundraiser. Students were encouraged to continue donating to Caritas through the Project Compassion boxes in each Homeroom and various fundraisers throughout Term One.

Reconciliation Week

The College gathered for our whole school Reconciliation Liturgy to highlight Mercy College's commitment to our Reconciliation Covenant. The 2023 National Reconciliation Week theme was: Be a Voice for Generations #nrw2023.

Opening the Doors Foundation

In connection with National Sorry Day and National Reconciliation Week, our Seeds of Justice Group organised a raffle and 'Dress for a Cause Day' during Term Two.

National Sorry Day

On National Sorry Day, our Social Justice Leaders planted the native purple hibiscus (also known as the National Sorry Day flower) in the same garden bed as our College values, as a symbol of Mercy College's commitment to Reconciliation.

Winter Sleepout

A number of students participated in the Mercy College Winter Sleepout. By sleeping 'rough', they developed their awareness of the issue of homelessness, while also raising money for this social issue (\$1,000 for St Vincent de Paul). The Year 12 VCE-VM students organised, advertised and participated in this project as part of their Unit 2 Work Related Skills class.

Vinnies Christmas Appeal

During the last few weeks of term, our Mercy community donated to the Vinnie's Christmas Appeal and organised hampers for the Hope Cafe.

Value Added

- Students led a range of meaningful social justice initiatives founded in the principles of Catholic Social Teaching, our Mercy values and our Catholic understanding of mission.
- The whole school community gathered regularly to celebrate Masses and Liturgies, further embedding the importance of gathering to celebrate the Eucharist and acknowledge key events on our calendar.
- Units 3 and 4 Religion & Society as a Year 12 subject choice was embedded as a solid option for our students' VCE studies with 12 students choosing this pathway for 2024.

- The Spirituality Room was re-purposed to be a transient space to foster opportunities for recontextualisation, e.g. the Mercy College Op Shop.
- The Staff Spirituality Day remains an integral part of our staff formation program for future years.
- Reconciliation remains at the core of our Catholic Identity with the beginnings of our FIRE Carrier Reconciliation Covenant.
- All elements of the College's Catholic Identity and Mission were driven through the lens of the Year of Matthew.
- Fostered greater student agency as Years 7 to 12 Mission and Social Justice Leaders drove key initiatives.

Learning and Teaching

Goals & Intended Outcomes

- To build capacity of staff to differentiate teaching in order to enable the growth of all, with a particular focus on improving reading and numeracy outcomes. Data literacy will be a key driver of actions.
 - Priority 1 – Student Outcomes in Reading and Numeracy
 - Goal: To improve reading and numeracy outcomes
 - Priority 2 – Differentiation
 - Goal: To improve teacher capacity to differentiate
 - Priority 3 – Data and Evidence
 - Goal: To build teacher capacity to use data and evidence in planning for teaching

Achievements

The College continued to address the key priorities of our strategic plan in 2020 - 2023. Teaching staff developed focus groups each with a research question that addressed a key priority. Each group researched/investigated educational literature, reviewed benefits and limitations and presented a recommendation to the College and the following has taken place.

Key initiatives include:

- The Tutor Learning Program provided targeted literacy and numeracy support for students across Years 7 to 12.
- A focus on differentiation and creating individual pathway/learning plans based on PAT-R and PAT-M data and Student Item Report NAPLAN reports.
- A teacher professional growth model to further develop staff capacity in the use of High Impact Teaching Strategies (HITS), and the use of data to improve student outcomes.
- Command Terms – focus in Mercy Learning Times on the use of command terms to improve student understanding of key knowledge and skills and their understanding of assessment.
- Numeracy across the Curriculum – focus in Mercy Learning Times on numeracy across the curriculum with support from Jeannette Seguel and Nancy Surace from MACS.

The following will be put into place in 2024:

- Review the curriculum to ensure that it remains relevant, engaging and equips our students with the knowledge and skills they need to thrive in an ever-changing global landscape.

- Develop and implement a shared instructional model.
- Involvement in the NCEC Mastery in Mathematics Pilot in collaboration with MACS.
- Year 7 and 8 Mathematics teachers trial MACS' Ochre Education resources.

Significant changes were also made to support the introduction of the VCE Vocational Major (VCE-VM) at Years 11 and 12. The VCE Vocational Major (VM) is a vocational and applied learning program within the VCE designed to be completed over a minimum of two years. This prepares students to move into apprenticeships, traineeships, further education and training, university (via non-ATAR pathways) or directly into the workforce.

Student Learning Outcomes

In 2023, we continued to focus on developing our overall capacity in the effective use of data to assist in monitoring student progress and academic achievement. This work included teachers accessing and analysing the following student outcome data:

- NAPLAN
- VCE results
- Learner Expectation Reports and Semester Reports
- ACER Progressive Achievement Tests (PAT)

This data was used as a reference to monitor student progress in comparison to individual student assessment data with students identified as progressing within their expected range of achievement. This approach also included using a combination of NAPLAN and ACER PAT data as an indicator when tracking student progress across other year levels, to measure the growth of individual students in comparison to their semester results.

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 7	551	67%
	Year 9	582	70%
Numeracy	Year 7	531	70%
	Year 9	577	73%
Reading	Year 7	552	74%
	Year 9	591	72%
Spelling	Year 7	548	88%
	Year 9	578	79%
Writing	Year 7	570	77%
	Year 9	603	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	30
VCE Completion Rate (includes VCE VM completions)	98.10%
VCAL Completion Rate (VCAL Intermediate)	*

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

Post-School Destinations as at 2023	
Tertiary Study	71%
TAFE / VET	18%
Apprenticeship / Traineeship	0%
Deferred	6.45%
Employment	4.55%
Other - The category of Other includes both students Looking for Work and those classed as Other	0%

Student Wellbeing

Goals & Intended Outcomes

- Students and Staff will continue to monitor and improve attendance, based on our key message of 'Every Day Counts'.
- Homeroom teachers will embed a consistent Homeroom Program which focuses on Positive Education practices and the Resilience, Rights and Respectful Relationships Program.
- Staff will effectively use Wellbeing data (MACSSIS and SIMON) to track student satisfaction.

Achievements

Student Voice

- Members of the Student Executive Team present at each School Advisory Council Meeting throughout the year.
- Each year level elects a Student Voice Representative (SVR) which forms part of the Student Voice team. This team meets regularly to address student issues.
- Students across the College are consulted regularly about decisions that are important to them and their learning.

Child Safety

Child Safe Standards

The plain language version of Victoria's 11 Child Safe Standards are displayed around the College and each standard has been explored on our daily SIMON bulletin in an age-appropriate manner.

National Child Protection Week (3 to 9 September 2024)

The College commemorated National Child Protection Week with informative and empowering Homeroom activities and a Child Protection Week Liturgy.

eSafety

eSafety has been an ongoing priority with regular updates from the eSafety Commissioner being explored with the College community. The College acknowledged:

- Day for Daniel
 - The College acknowledged the annual Day for Daniel and encouraged parents and carers to start a conversation with their children and young people about personal safety.
- Road Safety
 - Year 7 students were visited by a representative from Metro Trains. He gave insight into how our trains and trams function across metro Melbourne, as well as the safety measures that are in place to protect our community. The students were also explained where and how to get help if they ever felt threatened or unsafe.

Homeroom Program

Goal-setting Monday: As part of our Homeroom Program, students participated in a goal setting exercise each week. This activity helps students focus on what they would like to achieve in their academic, mental and physical wellbeing as well as in their extra curricular and home life. These goals are used to initiate conversation with their Homeroom teachers on how they are going and gives them clarity on how to approach the week ahead.

Mindful Wednesday: Wednesdays in Homeroom are screen free and Homeroom teachers guide students through a meditation or mindfulness exercise organised by our counseling team.

Fantastic Friday: Each Homeroom competes in a fantastic Friday competition for Homeroom points.

Vertical Homeroom Structure

In 2023, the College trialled a vertical Homeroom structure from Years 8 to 12.

- Year 7 (A, B and C Homerooms) were supported by the Year 7 Learning and Wellbeing Leader
- Middle Homerooms (1-5) were supported by the Years 8 and 9 Learning and Wellbeing Leader
- Senior Homerooms (1-8) were supported by the Senior Learning and Wellbeing Leader

Trans-seasonal Uniform

The student voice team advocated for a seasonless or trans-seasonal uniform for the future (2024 onwards). In Term Four the College trialled the change by enabling students to wear

different uniform 'options' rather than the traditional Summer or Winter uniform. Students, staff and families also discussed changes to personal grooming requirements.

Counselling Team

In 2023, the Wellbeing Team was supported by a College counsellor and social worker who formed part of the counselling team. Counsellors provided students with opportunities for personal counselling sessions, small group sessions and offered a range of informative sessions and activities to support students. Some of the main foci of these sessions were body image, managing stress and anxiety symptoms, positive study habits, and developing positive mental health.

Activities Week

Year 7: Activity Day and Year 7 Camp (The Summit)

Year 8: Activity Day and Year 8 Camp (Don Bosco, Safety Beach)

Year 9: City Experience

Year 10: Work Experience

Year 11: University Experience Day and Year 11 Camp (UC Camping, Merrick)

Year 12: Retreat (Pallotti College) and Year 12 Formal

KEY EVENTS

Individual Support Meetings

Years 8 to 12 Individual Support Meetings provide an opportunity for our families to develop a positive relationship with their child's Homeroom Teacher and discuss learning strategies for the year ahead. Goals for the semester are established during Homeroom and then shared and discussed with the student and their family.

Year 7 Welcome BBQ

Year 7 students and their families gathered in the Jubilee Garden for a welcome BBQ and information session. Together with the Learning and Wellbeing Leader and Homeroom Teachers, our families discussed Year 7 at Mercy College and how well their daughter has settled into the new school year.

Harmony Day

During Homeroom, students completed activities that focused on the theme 'Living in Harmony'. It was also wonderful to see many of our students in their traditional dress or wearing an orange accessory to show their support for cultural diversity and an inclusive Australia.

Anzac Day Service

During Homeroom, we gathered to remember and commemorate the lives of those who served, fought and died in war. Michael Pianta from the Coburg RSL shared his thoughts on this commemorative occasion. He also spoke of Lieutenant Colonel Vivian Bullwinkel who is featured on this years ANZAC Appeal Badge. Vivian was a member of the Australian Army Nursing Service and one of the survivors of the SS Vyner Brooke during WWII.

Year 7 100 Days of Learning

Each year, Year 7 students celebrate an important milestone - 100 Days of Learning at Mercy College. They are involved in activities around the significance of 100, looking at what they have learnt so far and sharing morning tea together as a Year 7 team. The celebration included a parent evening where students and staff shared the achievements of our Year 7 cohort.

'Body Kind' Initiative

Our community explored the theme of 'You are Enough' through our year level assemblies. Our Years 7 to 9 students participated in The Butterfly Foundation's 'Body Kind' Session, facilitated by our Year 7 Learning and Wellbeing Leader and our counsellors. Senior school students participated in a session with Annie Lawrence from 'Annie's True Beauty Salon' who spoke about loving and appreciating our bodies as we are fearfully and wonderfully made by a loving Creator God.

End of Year 12 Activities

- Student Executive Family Dinner
- Final Assembly
- Celebration Breakfast
- Graduation Eucharist and Awards

Year 7 Transition Activities

- Transition Visits to each primary school with 2024 enrolments
- Solo Student Afternoon Tea
- Year 7 Information Evening
- Transition Day

Value Added

- Students participated in a range of extracurricular opportunities such as House activities, CGSAV sports, the Mercy/Parade Musical and Drama Productions, performing arts and music ensembles.
- Students benefited from a consistent Homeroom program which focused on goal-setting, developing effective study habits, using mindfulness to support mental health, and developing positive relationships within each Homeroom.
- Student voice and agency remains a key priority for the future. The student voice representatives were able to effect change in meaningful ways, e.g. adopting a trans-seasonal uniform in 2024 and driving the development of a new school-wide wellbeing program for commencement in 2024.
- Activities Week remains an integral feature of the College calendar, with each year level participating in various activities aimed at assisting the students' social, emotional and spiritual development.
- The Wellbeing Team continues to update attendance monitoring procedures to better meet the needs of the College community. Students and families are regularly educated on the message: 'Every Day Counts'.

Student Satisfaction

Each year, Mercy College diligently surveys its students across ten distinct criteria, aiming to comprehensively understand their perceptions and experiences within the institution. These criteria encompass a broad spectrum, ranging from the College's rigorous academic expectations to the nurturing of its Catholic identity. Through this multifaceted approach, the college seeks to gauge student satisfaction and identify areas for improvement.

In the latest survey conducted in 2023, several positive trends emerged. The results indicated a notable uptick in satisfaction regarding Rigorous Expectations, Teacher-Student Relationships and Student Voice. These areas of strength reflected the college's commitment to academic excellence and fostering a supportive learning environment.

Furthermore, Mercy College surpassed the MACS average in crucial aspects such as Catholic Identity and School Engagement. This achievement underscores the college's dedication to its core values and its effectiveness in engaging students in the educational process.

Notably, the survey revealed that the Year 7 cohort exhibited the highest level of satisfaction within the College community. This finding highlights the importance of providing a positive and inclusive experience for incoming students, setting the stage for their ongoing success and growth.

Student Attendance

Parents/families are encouraged to log student non-attendance and any late to school passes or leave passes via the Parent Access Module. Alternatively, families may contact College Reception directly or provide a written note to their child's Homeroom teacher or Learning and Wellbeing Leader.

All absences without reason are followed up in a timely manner by College Reception. A text message is sent to families with unexplained absences each morning (10.30am) and families who do not respond or update their child's absenteeism status are contacted for an explanation. Any attendance anomaly is referred to the respective Learning and Wellbeing Leader who triages concerns and manages how attendance is followed up by the child's Homeroom teacher.

Attendance trends and concerns are monitored throughout each term. At Week 5 of each school term, the Homeroom teacher downloads the Attendance Percentages Report from SIMON to obtain class attendance percentage data per student in their Homeroom class. The Homeroom teacher is to advise the Learning and Wellbeing Leader of any student below 80% (VCE) or 90% (Years 7 to 10) for a subject or Homeroom. At Week 6, the Learning and Wellbeing Leader uses a SIMON letter template to officially communicate an attendance concern to families.

Years 9 - 12 Student Retention Rate	
Years 9 to 12 Student Retention Rate	88.9%

Average Student Attendance Rate by Year Level	
Y07	89.4%
Y08	87.4%
Y09	87.8%
Y10	89.5%
Overall average attendance	88.5%

Leadership

Goals & Intended Outcomes

- To build staff capacity in data analysis and utilisation
- Strengthen the leadership capacity of middle leaders'
- Create a professional growth program to enhance pedagogical practices

Achievements

- 2023 marked the final year of the current College Strategic Plan. As such, the College in 2023 undertook a whole school review process that included the following two dimensions:
 - Improvement – a self-assessment and reflection of performance and growth that informs planning for future growth.
 - Compliance – an audit/verification process of minimum standards for school registration and other State/Commonwealth requirements for Catholic schools.
- Fourteen internal Mercy Learning Times (MLTs) for teaching and administration staff to support goals and intended outcomes.
- Use of data to monitor
 - Students' progress
 - Evaluate the rigour of assessment
 - Cohort growth patterns
- Expanded the College data bank by including
 - PAT testing at Year 10
 - MACSSIS data
 - Student feedback surveys
 - Student agency surveys
- Introduction of Intellischool Data Analysis software
- Introduction of Teacher Professional Growth Program
 - Data supported staff goal setting
 - Middle leaders involved in teacher observations
 - Middle leaders provided written and verbal feedback to staff
 - Students provided feedback to staff via a survey

Expenditure And Teacher Participation in Professional Learning	
List Professional Learning undertaken in 2023	
<p>Staff continued to access a broad range of professional learning activities and conferences throughout 2023.</p> <p>Professional learning was conducted during our Mercy Learning Time which aligned with the College school improvement Annual Action Plan (AAP).</p> <ul style="list-style-type: none"> • VCE Data Analysis • NCCD Moderation and Adjustments • Teacher Professional Growth • Student Engagement and Wellbeing • Formative Assessment • Catholic Identity • NAPLAN Data Analysis <p>In addition, staff were provided with professional learning in the following priorities and externally provided programs:</p> <ul style="list-style-type: none"> • Implementation of new VCE study designs • Other professional network participation • Teaching and supporting students with additional needs • Agile School Leadership Program by Dr Simon Breakspear • Numeracy across the curriculum • MACS network meetings • NCCD Disability – online learning modules • First Aid, CPR and Anaphylaxis training 	
Number of teachers who participated in PL in 2023	40
Average expenditure per teacher for PL	\$460.00

Teacher Satisfaction

In 2023, Mercy College witnessed notable shifts in teacher perceptions across various indicators compared to the previous year. These changes are reflective of the evolving dynamics within the school environment and provide valuable insights into areas of improvement and progress.

The school climate, a critical aspect of the overall atmosphere within the College, remained stable. This indicates that the general sentiment regarding the school's ambiance and environment remained positive.

One of the most significant improvements was observed in staff-leadership relationships, with the percentage of staff responding positively soaring from 45% to 66%. This leap signifies an enhancement in the quality of relationships between staff members and the leadership team, fostering a more collaborative working environment.

This was further supported by modest improvements in perceptions of instructional leadership. This upward trend suggests a gradual improvement in the effectiveness of instructional leadership within the College and it is something the College will continue to focus on. Likewise, collaboration around the improvement strategy experienced a substantial increase, with the percentage of staff engaged in collaborative efforts rising from 50% to 64%. This highlights a growing commitment to collective action and shared goals among staff members, driving continuous improvement initiatives within the College contributing to enhanced teaching and learning practices.

A notable improvement was also observed in staff safety perceptions, with the percentage of staff feeling safe in the school environment rising. This significant enhancement underscores the College's commitment to ensuring the safety and wellbeing of its staff members through proactive measures and support systems.

Overall, the data reflects positive shifts in various aspects of teacher perceptions at Mercy College, indicating progress in fostering a supportive, collaborative, and effective work environment. Continued efforts in these areas will be essential for sustaining and building upon these improvements in the future.

Teacher Qualifications	
Doctorate	1.6%
Masters	14.5%
Graduate	12.9%
Graduate Certificate	9.7%
Bachelor Degree	38.7%
Advanced Diploma	11.3%
No Qualifications Listed	11.3%

Staff Composition	
Principal Class (Headcount)	2
Teaching Staff (Headcount)	59
Teaching Staff (FTE)	46.9
Non-Teaching Staff (Headcount)	31
Non-Teaching Staff (FTE)	24.4
Indigenous Teaching Staff (Headcount)	0

Community Engagement

Goals & Intended Outcomes

- Building and maintaining of collaborative relationships to enhance College life.
- Deliver, in partnership with parents/guardians and students, a strong and supportive learning environment.
- Building stronger connections with future students and feeder Primary Schools

Achievements

Home/School Partnership

The home school partnership is imperative to the academic and wellbeing growth of all students. In 2023, we continued to building the teacher-parent/guardian-student partnerships, through Individual Student Support Meetings, Parent-Teacher-Student Conferences and Subject Selection Expo. These events reiterated the ongoing need to work with our parents and guardians in their child's learning.

Communication with families

The need for clear and consistent communication continues to be crucial at Mercy College. The use of SIMON/PAM, the fortnightly eNewsletter, SMS messaging and Social Media allows the College to keep parents/guardians and students informed of what is happening at Mercy.

We know that open, honest dialogue between teachers and parents/guardians regarding a student's learning is the best preparation for out students to achieve individual success.

KEY EVENTS

Discover Mercy Open Days

Our Discover Mercy Open Days were well attended by prospective and future families. Throughout the year we held nine Discover Day events and weekly personal tours.

Afterschool Programs and Primary School Activities

We welcomed students from our feeder Catholic schools and local primary schools to events including Kitchen Kapers Afterschool Program, Arts in Motion Dance Afterschool Program, Lights, Camera, Act Drama Afterschool Program, Abstract Explosion Art Afterschool Program

and Year 4 Explore. These events showcased the Mercy learning environment to prospective future students.

Year 7 2024 Transition Activities

Our transition activities for Year 7 2024 began in Term Three with our Year 7 team visiting each student at their Primary School. In Term Four we hosted our solo students and their families for an afternoon tea and held our Information Night for all families. Orientation Day was an exciting day for our future Mercy students, with all reporting to have made at least one new friend on the day. These events provided strong foundations for our new students, assisting with their transition into Secondary School.

Alumni Reunion

The Mercy College Alumnae connected once again in 2023. The annual reunion took place in October where we celebrated the milestone years of 1973, 1983, 1993, 2003 and 2013. Our students led tours of the school and enjoyed hearing the stories of our past students as they revisited the people and places that made their time at Mercy unique.

International Women's Day Assembly

The College hosted our International Women's Day Assembly where we decoded the 2023 theme: Embrace Equity. The aim of the IWD 2023 #EmbraceEquity campaign theme was to get the world talking about why equal opportunities aren't enough. People start from different places, so true inclusion and belonging require equitable action. We are so grateful to our two inspirational guest speakers, Maryanne Tadic and Tina Hosseini, for helping us unpack the 2023 theme and for sharing their experiences as women in leadership. Our students also enjoyed striking the #EmbraceEquity pose to commemorate International Women's Day in 2023.

Community Partnerships

Throughout 2023, we continued to build on our partnerships with our local Parishes, Parish Primary Schools, Parade College, Merri-bek Council, Oxygen Youth Space, ACU (Learning through Collaboration Step Up partnership), La Trobe University (Vice Chancellor's Scholarship and Aspire Program), Melbourne University, Victoria University, RMIT, Melbourne Polytechnic, Kangan TAFE and William Angliss.

Parent Satisfaction

Parents/guardians indicated that the communication between home and school had increased in 2023. They also felt that their child was more involved in College life and there was increased information and engagement opportunities for the school community.

There were high results in the school valuing diversity of children's backgrounds, respect for the students and approachability of staff. Parents/guardians also acknowledged that the school is a safe environment with very little physical conflict within the school, however one area that needs greater awareness is staff identifying and working with students when they are not at their best.

Parents continue to find the parent portal (PAM), helpful and feel comfortable in reaching out to the school for support.

In comparing our results to like MACS schools in the 2023 MACSSIS survey, the parent/guardian responses in the majority of areas in barriers to engagement, school fit, school climate, student safety, communication and Catholic identity were of higher percentages. The College will continue to use this data to improve parent engagement in the community.

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.mercycoburg.catholic.edu.au