

# 2023

## Annual Report to the School Community



### Marcellin College

160 Bulleen Road, BULLEEN 3105

Principal: Marco Di Cesare

Web: [www.marcellin.vic.edu.au](http://www.marcellin.vic.edu.au)

Registration: 1495, E Number: E1164

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## Principal's Attestation

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I, Marco Di Cesare, attest that Marcellin 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 13 May 2024

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## About this report

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Marcellin 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](#).

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## Governing Authority Report

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Marcellin College is governed by Marist Schools Australia Limited (MSA Ltd). MSA Ltd is a public not-for-profit company limited by guarantee and registered with the Australian Charities and Not-For-Profit Commission. Its purpose is to advance education and religion, specifically to make Jesus Christ known and loved and to ensure quality Catholic education in the Marist tradition through its schools.

MSA Ltd was formed by the Trustees of the Marist Brothers and the Association of St Marcellin Champagnat to strengthen the governance of the Education Ministry. Prior to the incorporation of MSA Ltd, the Marist Association of St Marcellin Champagnat Limited (MASMC Ltd, a not-for-profit company limited by guarantee) was formed by the Trustees of the Marist Brothers to provide governance as well as spiritual leadership and formation for those engaged in the apostolic works, activities and operations of the Marists in Australia. MASMC Ltd is the sole member of MSA Ltd. The fundamental aspiration of Marist education as explained 200 years ago by the founder Saint Marcellin Champagnat is '...to make Jesus Christ known and loved through quality education'. This is the Mission of Marist Schools Australia Limited today.

From 1 January 2022 MSA Ltd governs, manages and operates twelve Colleges in Australia, including Marcellin College and it is particularly focused on ensuring that the Colleges follow contemporary and best governance practices to maintain compliance with Australian legislation (including education legislation) and to provide a safe and supportive learning environment for students in line with the philosophy and values of Marist Education. MSA Ltd also provides professional learning, staff formation, youth ministry, and solidarity opportunities to Marist schools governed by Diocesan Catholic education authorities.

The Board of MSA Ltd consists of highly skilled and eminent Australian educators. They have appointed the National Director to undertake the operations of the Education Ministry. The National Director appoints the College Principal who conducts the day-to-day operation of the College and reports to the National Director via a Regional Director.

Marcellin College is one of 600 Marist schools throughout the world educating young people in 80 different countries. Marist education was founded by Saint Marcellin Champagnat in 1817, in the Parish of La Valla in the Rhone Alps.

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## Vision and Mission

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Marcellin College is a Catholic Marist boys' school that is the centre of a community of learning, life and faith. In partnership with families, we nurture our students as they grow from boys to fine young men.

We bring the Marist charism to all members of our community through the teachings of Saint Marcellin Champagnat and the Gospels. We are a community where Jesus is known and loved, where each young man belongs and the dignity of all is respected.

We empower the boys in our care to embrace all opportunities spiritually, academically, physically, culturally and socially with a determination to Strive for the Highest with virtue and courage.

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## College Overview

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Marcellin College is a leading Catholic boys college established by the Marist Brothers in 1950.

We are guided by the educational and spiritual philosophies of Saint Marcellin Champagnat. Our tradition - embraced by all in our community - promotes unconditional respect, a love of learning, and the personal growth of each individual within a cooperative and supportive faith community. In outlining his pastoral approach to students, Saint Marcellin stated: "We must love them and love them all equally". To love young people is to devote yourself completely to teaching them and to take all means that a keen mind can think of to form them in gospel values.

Marcellin College is inspired by the Marist philosophy of education, based on a spirit of belonging to the College community. We promote this spirit and encourage students, parents and staff to work together to promote learning in a warm and welcoming environment. The partnership between families and the staff helps to support our young men in the important formative years of their secondary education.

Marcellin College continues to provide a strong Catholic education for close to 1200 boys in the eastern region of Melbourne. Set on 15 hectares of land, Marcellin College is blessed with state- of-the-art facilities, extensive playing fields and a positive learning environment for young men to strive for their personal best.

**Our College motto** - Virtute Ad Altissima - means 'Strive for the Highest'. Our motto comes alive every day as we challenge our students to constantly aspire for excellence in all that they do.

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## Principal's Report

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2023 was a year of review at Marcellin College, as we partnered with the Australian Council of Educational Research to be the first College to use the new School Improvement Tool. It was a valuable opportunity to reflect on the successes of the past whilst looking to the future with an eye for constant improvement. Marcellin College has a rich history and the review allowed us to reflect on this. As we set a new strategic plan for the next four years, it is important to ensure we celebrate our successes.

With a focus on academic excellence, this year saw the College introduce changes to our curriculum programme across all year levels. We refined our Year 7 and 8 offerings to ensure that all students experienced a broad range of subjects and different areas of the curriculum. We also introduced SOAR at Year 7 – our accelerated and enrichment programme. It was designed to accelerate and enrich those high achieving students who share St Marcellin Champagnat's 'roll up your sleeves' attitude, passion and commitment to strive for the highest. We have also seen an increase in the number of students who wish to accelerate at other year levels and it is important that we continue to challenge all students.

We also recognised the importance of fostering the character and well-being of our students. In 2023, we continued our commitment to instill in our students the Marist characteristics: In the way of Mary, Family Spirit, Presence, Simplicity and Love of Work. We provided our students with the resources and support they needed to navigate the challenges of being an adolescent in today's world. Along with the many presenters who visited our College, Restorative Practices and Respectful Relationships are two programmes that remain a focus at our College.

We continued to work on our spaces and along with some beautification projects, 2023 saw us open our newly refurbished Chirat Learning Centre. This new area houses our Careers Practitioners, Counselling and Learning Diversity teams, as well as creating new student spaces and meeting areas.

Marcellin College has always been deeply rooted in the local community and in 2023 we were able to recommence many of our past community engagement and outreach programmes. Our partnership with local organisations and charities saw us walking, shaving and donating to improve the opportunities for others.

I am proud to have witnessed the incredible achievements and growth that occurred for our students, staff, and community this past year. In honouring the richness of our past, I look to the future with a sense of hope and optimism that at Marcellin College, we will strive to be the best we can be.

Marcellin College is an exceptional school not only because we teach a broad range of subjects but because we provide many opportunities to broaden life skills through a wholistic education. Marcellin College is an exceptional school because of the commitment, drive and energy of its leaders, teachers, students and parents, past and present - in fact, all of us who belong to this community. We are an exceptional school because we know who we are, and we live by our Gospel values and a set of strong Marist principles that define us. Together, we continue to write the story of Marcellin College.



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## Catholic Identity and Mission

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### Goals & Intended Outcomes

1. Continue to enliven prayer and reflection that nourishes connectedness with God for all in our community.
2. Review Religious Education curriculum to ensure that learning outcomes include drawing explicit connections with the Catholic faith and with its Marist charism.
3. Develop the capacity building of staff in religious literacy and a deeper, post-critical understanding of Catholic identity.

### Achievements

- In 2023, our College Marist theme was: Created and Called, A Revolution of Love and Tenderness. Throughout the year, we intentionally and explicitly created opportunities for the College community to consider how this is lived out in everyday life in small ways: namely, how 'to act justly, love tenderly and walk humbly with God.'
- On Wednesday 24 May, Marcellin College celebrated Champagnat Day honouring the legacy of St Marcellin Champagnat in the completion of its first walk-a-thon, raising funds and awareness of the marginalized.
- The College raised over \$10,000 which was donated to support the Australian Marist Solidarity 2023 School Campaign to listen to and learn from the people of Bougainville.
- Throughout the year, our Game Changer students had the opportunity to connect on Zoom with the St Joseph's community in Bougainville.
- The College's sustainability group, the Green Team, led several initiatives aligned with Laudato Si principles that intentionally and actively promoted environmental awareness and action.
- The group strove to instil awareness of, and a sense of stewardship towards, our planet through a range of initiatives including planting trees, changing our waste services, installing native bird boxes and improving our rubbish and composting processes.
- The College hosted the inaugural Game Changers Servant Leadership Day where students were empowered to develop their identity as Marist Game-Changers and encouraged to embody authentic leadership through their service and faith.
- Following significant interruptions by Covid, this Servant Leadership Day was initiated to enhance awareness amongst our students of the importance of attending to personal and spiritual growth and participation in faith-in-action opportunities.

- The Game Changer students continued to form connections with the Marists through Br Tony Leon, the Marist Youth Ministry formation team, and Fire-Carriers (Aboriginal Catholic Ministry), fostering a community of young people dedicated to journeying together in faith.
- The College saw an increased number of students engage in Christian service and social justice initiatives such as Fire-Carriers, Vinnies Winter Sleep-Out, and Game Changer Retreat Days.
- Increased opportunities for student formation for our students continued to be a priority in 2023. Our student leaders participated in Marist Connect Nights throughout the year, and participated in the Student Leadership Camp, enhancing their leadership skills and deepening their understanding of the Marist ethos.
- Throughout the year, our staff engaged in a range of enriching formation activities, exploring our Catholic and Marist identity.
- As well as the Marist Staff Formation Day, staff gathered on 21 August for a day of formation led by Dr. Teresa Brown from the Australian Catholic University. The day encouraged staff to consider their role in shaping tradition, meaning, and faith within their educational context.

### Value Added

- Increased engagement of students and staff in College liturgies at all levels: whole College liturgies, fortnightly House Masses and voluntary attendance at our fortnightly before-school Mass in the College's Champagnat Chapel. Our liturgies have been further enhanced by our College choir who play a vital role in all our liturgies and College masses and thereby enhancing the overall worship experience.
- Strengthening and consolidation of local Parish partnerships: following the challenges of COVID, we have been able to develop a rich relationship with our priests and parishes, which, in turn, has fostered spiritual growth, building community, integrating faith and learning, providing pastoral care, and witnessing Catholic identity in action.
- Increased student engagement in opportunities for Christian Service.

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## Learning and Teaching

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### Goals & Intended Outcomes

#### Goals

To build staff capacity in the use of data focused on improving student outcomes.

To implement a framework and structures to support the introduction of explicit tailored teaching pedagogy, with a focus on both learning attainment and learning gain.

#### Intended Outcomes

- Develop structures, including meeting structures, to support data driven learning cycles.
- Finalise and formalise a pedagogical framework, based on best practice and embedding high expectations, for implementation College-wide.
- Preparation and delivery of a Depth Stage (Years 9 and 10) curriculum review, with associated recommendations.
- Finalise and prepare a curriculum for implementation in 2023, to offer specific learning opportunities to engage and challenge gifted and talented students at the junior year levels.

### Achievements

- In 2023, the College launched its updated pedagogical framework. This framework provides a guiding structure for teaching and learning, with the intention of fostering consistency, coherence, and continuous improvement in the educational experience provided to students.
- The College introduced the Compass Learning Management system and appointed a dedicated Compass support technician. The introduction of Compass is intended to enhance the efficiency of administrative tasks, centralise information to facilitate personalised learning experiences and foster greater engagement among students, parents, and staff.
- Following a comprehensive review of the Year 9 and 10 curriculum structure, planning commenced for the introduction of a revised program in 2024. This review analysed the impact and effectiveness of the current structure, introduced in 2019, and recommended a renewed focus on year level specific knowledge and skill development, breadth of curriculum exposure, and preparation for senior pathways.
- The first class of the SOAR program began at Year 7. This is the College's gifted and talented program, aiming to provide a specific and challenging program of study for students identified as needing acceleration across the academic disciplines.

- At Year 11 we introduced the new VCE Vocational Major and a mid-year exam program was introduced involving all Unit 1 studies.
- The reading program continued to show positive gains in literacy for students in Years 7 and 8. Through targeted interventions, personalised conferencing, and an enhanced culture of reading, improvements in literacy outcomes were observed in internal assessments and NAPLAN data. Further innovations are being planned for this important program as data continues to be reviewed.
- The College also celebrated some significant student achievements in our Beyond the Classroom Performing Arts curriculum.
- The College received multiple medals at the Victorian School Music Festival including:
  - The Intermediate Jazz Ensemble – silver
  - The Senior Jazz Ensemble – gold
  - The Champagnat Choir – gold
  - The String Orchestra – gold
  - The Senior Big Band received a gold medal while competing at the highest competitive level ever for a College ensemble.
- The Senior Jazz Ensemble received gold at the Victorian School Music Festival.
- One senior student was recognised as part of the VCE Top Designs exhibition at Melbourne Museum.
- Two students were selected to audition for the 2023 VCE Top Acts showcase.
- Students continued to engage with Beyond the Classroom activities at a significant rate, participating in opportunities in chess, debating, production and faith formation.
- Collaborative productions with Our Lady of Mercy College were organised for both junior and senior students, with performances of 'Rock of Ages' and 'High School Musical Junior'.
- 2023 marked the successful introduction and reinstatement of a number of overseas trips. Notable among these was the educational tour to Italy, and an International Cricket tour spanning Malaysia, Singapore, and England.

## Student Learning Outcomes

- With the introduction in 2023 of new proficiency standards for the reporting of NAPLAN assessments, the Year 7 and Year 9 classes of 2023 have no recent data for direct comparison and analysis of academic growth. In comparison to other Australian schools, Marcellin continues to demonstrate strong NAPLAN averages across both Year 7 and Year 9 in all areas.
- NAPLAN data over recent years has indicated a need for significant focus on reading. In response the College has implemented a range of programs, most notably the junior year level reading program. Data from the 2023 NAPLAN showed pleasing results in the reading assessment, with Year 9 students averaging well above the state and national averages.

- The VCE cohort of 2023 performed extremely well against state medians and produced exceptional results when compared with previous VCE year groups.
- All students successfully completed their VCE certificate.
- The median Study Score lifted to 31, and the percentage of students with a Study Score of 40 or higher increased to 9%.
- Two students achieved perfect scores of 50 out of 50. These were in the studies of Chemistry and Outdoor and Environmental Studies.
- The median ATAR again improved by nearly 3, increasing to 73.95. This increase produced the highest median ATAR result in more than 5 years.
- The percentage of students with a study score above 70 has also been steadily increasing over the past few years and in 2023 jumped significantly from 52% to 58%.
- The VCE Dux achieved an outstanding ATAR of 99.95.
- All students of the class of 2023 who applied for tertiary study received an offer at or before the release of the first round of offers. Just over 80% of students chose to apply for a tertiary place.
- All students completing the applied learning certificate, were successful and were supported to move into their chosen pathways. From 2023 Victoria's applied learning certification will be called the VCE Vocational Major.

<b>NAPLAN - Proportion of students meeting the proficient standards</b>			
<b>Domain</b>	<b>Year level</b>	<b>Mean Scale score</b>	<b>Proficient</b>
Grammar & Punctuation	Year 7	540	69%
	Year 9	560	63%
Numeracy	Year 7	545	76%
	Year 9	583	77%
Reading	Year 7	543	76%
	Year 9	581	74%
Spelling	Year 7	541	78%
	Year 9	569	77%
Writing	Year 7	552	73%
	Year 9	584	72%

\*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	31
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 Destinations as at 2023	
Tertiary Study	*
TAFE / VET	*
Apprenticeship / Traineeship	*
Deferred	*
Employment	*
Other - The category of Other includes both students Looking for Work and those classed as Other	*

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## Student Wellbeing

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### Goals & Intended Outcomes

To maintain a safe and supportive environment for all students that fosters personal growth and development, positive relationships and a strong sense of value and belonging. Furthermore, that each student develops the capacity to reflect on and learn from their own experiences.

### Achievements

- The Resilience, Rights, and Respectful Relationships Program continued with students in Years 7-11 participating in a range of activities that aimed to nurture healthy relationships.
- Pastoral Leaders continued to foster connection and a sense of belonging within the College community through House and Pastoral activities. They also facilitated Pastoral Leader Interviews which involved discussions with students and families about students' progress and wellbeing.
- Staff, parents and students participated in our collaborative research project with Melbourne University. The project explored contemporary expressions of masculinity and aims to provide us with insights about how we may continue to support the development of our students into "good Christians and good citizens".
- All students had the opportunity to cultivate and refine their leadership abilities through various capacity-building activities led by both internal and external presenters throughout the year.
- The Year 12 Valedictory celebration, held at Centrepiece, Melbourne Park, commemorated the accomplishments and contributions of the graduating class of 2023. This was preceded by a graduation mass held at St. Patricks Cathedral for Year 12 students and families.
- House Leaders and College counsellors maintained their focus on monitoring and supporting our most vulnerable students. These staff also developed and maintained links with external support agencies and health professionals. These relationships were utilised in support of our students and families.
- All teaching staff undertook a semester long Restorative Practices course facilitated by College leaders. This professional learning assisted staff to further develop their capacity to manage student behavioural issues in a restorative manner.
- The leadership roles of Student Leadership Liaison and Student Wellbeing Program Coordinator were continued, providing students and staff with numerous opportunities

to engage and build relationships through activities such as sporting competitions, trivia, and mindfulness exercises.

- Our Year 12 students participated in the Seminar program and had numerous guest presenters who worked to build their capacity on a range of issues that impact the lives of young adults, including mental health skills, safe partying, men's health, and responsible alcohol use.
- Pastoral groups and Houses collaborated to organise fundraising events, such as lunches and guest speakers, in support of various social justice organisations focusing on refugeeism and indigenous affairs.
- Awareness was raised about community issues through initiatives such as International Women's Day, Solidarity Week, IDAHOBIT Day and Reconciliation week.
- We continued our work in building the capacity of our staff to respond to and prevent child safeguarding incidents.
- Visible Wellbeing posters were created and displayed in each classroom and various locations around the College, highlighting community norms regarding respect, presentation, and organization to all staff and students. Child safeguarding posters have also been created to facilitate greater student understanding of the process of reporting child safe incidents.
- The Shave for a Cure campaign raised over \$10,000 in support of sick and vulnerable children, demonstrating solidarity with those in need. The initiative was led by staff and our student leaders.

### Value Added

- Students deepened their grasp of Resilience, Rights, and Respectful Relationships through year level Respectful Relationships Days.
- Staff extended their knowledge of Restorative Practices and built their capacity to manage student behaviour in a manner that promotes learning and growth.
- Senior students and their parents/carers engaged in workshops provided by experts like Dr. Michael Carr Gregg on examination skills and positive mental health.
- Our Melbourne University Research partnership enabled many in our community to contribute their voice to a project that will shape our future wellbeing and learning programs.
- In events like the Mother/Female Mentor and Father/Male Mentor and son gatherings, Year 7 and 8 students were encouraged to bond and reflect on positive experiences with important figures in their lives.
- The leadership position of College Ambassador continued with many students representing Marcellin at significant events alongside College Captains and year level Student Representative Councils.
- Student awareness was heightened through participation in activities centered on national days addressing bullying, women's rights, men's health, and diversity.



## Student Satisfaction

- In 2023 our students continued to feel a strong connection and satisfaction with the College and many of the programs that are provided to them.
- Year 7 students who embarked on their journey at Marcellin College in 2023 shared insightful reflections on their transition to secondary school. Many expressed that they had been pleasantly challenged throughout the year, finding themselves pushed beyond their comfort zones in pursuit of academic and personal growth. They acknowledged the invaluable support provided by their teachers and senior peers, who guided them through the intricacies of navigating a new academic environment, fostering a sense of belonging from the very onset.
- Our graduating class of Year 12 students reflected on their six-year journey, with many expressing deep affection for their time spent at the school. One student encapsulated the collective sentiment, remarking, "These six years at Marcellin have flown by, yet I am immensely thankful for the opportunities and unwavering support I have experienced." Such sentiments are a testament to the rich tapestry of experiences and relationships that define the Marcellin College journey.
- The testimonies of our Year 12 students shed light on the profound impact of our pastoral care and support systems. One student expressed heartfelt appreciation for the guidance received from their House Leader, Pastoral Leader, and counsellors during challenging times. "I look back proudly on my time at the College," they remarked, "and I am eager to embark on the next chapter of my journey, equipped with the resilience and skills nurtured within these walls."

## Student Attendance

Student attendance rates continue to be very high at the College. The Pastoral Care Team regularly check and monitor whole school attendance data so that interventions can be put in place to support individual students where necessary. Additionally, parents/carers continue to receive short message service (SMS) about student lateness or absences from school and Pastoral Leaders and our student services team support students and families to ensure that absences are correctly documented.

2023 has also seen the inception of an Attendance Committee that is led by the Director of Students who oversees a number of staff that monitor student attendance data regularly and support students and families on attendance related matters.

### Annual Student Attendance Rate by Year Level %

- Year 7 - 88
- Year 8 - 86
- Year 9 - 85
- Year 10 - 84

- Year 11 - 88
- Year 12 - 88

Years 9 - 12 Student Retention Rate	
Years 9 to 12 Student Retention Rate	93.5%

Average Student Attendance Rate by Year Level	
Y07	92.0%
Y08	91.7%
Y09	88.1%
Y10	85.8%
Overall average attendance	89.4%

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## Leadership

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### Goals & Intended Outcomes

**Goal:** To embed a culture of high performance and continuous school improvement.

**Intended Outcome:**

- Develop measures for tracking improvement strategies over time, at regular intervals.
- That there will be a culture of high-quality teaching and pedagogical practices, reflective of best practice, are evidence based and focused on growth as achievement.
- Parents and families are valued as partners in student learning, and parents, school leaders and teachers work together in mutually supportive ways. There is a strong sense of belonging and pride in the school.

### Achievements

- The College undertook an extensive review process lead by the Australian Council for Educational Research utilising the National School Improvement Tool (NSIT). This review focused on evidence-based strategies to address next step improvements and ways of monitoring and reflecting on improvements over time. The review provided feedback on the assessments made against each of the nine interrelated domains of effective school practice
- To ensure a comprehensive approach was undertaken for the College review, an external consultant worked with students, parents and staff to ensure all community voices were heard as part of the development of our Continuous School Improvement Plan. Key areas of the Plan are: Living our Catholic Marist Spirituality; Inspiring our learners; Empowering our Students; Strengthening our Professional Expertise and Securing our Future.
- The College reviewed and refined a number of Positions of Leadership, including the implementation of a new role that focuses on strategic development; Assistant Principal – Strategy.
- A major refurbishment of the ground floor of the Placidus Resource Centre was completed. The new Chirat Learning Centre opened in April 2023 and encompasses Learning Diversity, Careers and Counselling services in a state-of-the-art environment in a readily accessible central campus location.
- The College Middle Leaders undertook extensive professional learning in HOST Leadership. The program is designed to increase engagement and relationship quality in organisations for enhanced performance and results.

- The College reviewed its co-curricular program, policies and current practices. Staff, students and parents contributed to the review, with results indicating overwhelming positivity and support for the program. There were numerous recommendations which included expanding opportunities for students to participate and all activities should be seen as part of a total program and co-curricular be rebranded as 'Beyond the Classroom'.
- The College continues its school wide focus on data and invests in upskilling staff in using and the interpretation of data. As part of this process a new role was created, Gifted and Talented Coordinator, to support the extension of student learning, including opportunities for senior students to undertake tertiary studies at La Trobe University.
- The College continues to engage external consultants including architects to refresh the College Masterplan with consideration of priority projects to upgrade both internal and external spaces including landscaping and recreational areas. In 2024 we will commence a major refurbishment of the Library and Chapel spaces. Development work has commenced on further plans to upgrade the Quadrangle and improved spaces to enhance student safety and amenity
- Enhancements to ICT systems including developments implementation of Learning Management System (Compass), Staff Leave management (EMS360), the establishment of Sharepoint as our central online file repository and continued updating of our College policies via the Indeagen Complispace platform.

<b>Expenditure And Teacher Participation in Professional Learning</b>	
List Professional Learning undertaken in 2023	
<p><b><i>Whole staff Professional Learning activities included:</i></b></p> <ul style="list-style-type: none"> <li>• Compliance training - Emergency management, Department of Education and Training Protecting Children, Marist Child Protection Disability Standards for Education modules, OHS, Emergency Management, AGSV co-curricular requirements, HR: Internal Grievance, Discrimination, Harassment &amp; Bullying. HR: Confidentiality, HR: Social Media, HR: Leave, Complaints Handling, Privacy, Student Duty of Care</li> <li>• Department based professional learning including curriculum development, assessment and reporting and analysis of VCE results</li> <li>• Provide First Aid (HLTAID003)</li> <li>• CPR, asthma and anaphylaxis</li> <li>• Coaching conversations</li> <li>• Strategies for improving student literacy outcomes</li> <li>• Personalised learning and differentiation</li> <li>• Formative and summative assessment practices</li> <li>• Student data analysis</li> <li>• Staff wellbeing seminars and DISC assessment</li> <li>• Faith-based PL - Marist Formation Day, In the Way of Mary</li> </ul> <p><b><i>Individual Professional Learning activities included:</i></b></p> <ul style="list-style-type: none"> <li>• Staff induction programs</li> <li>• Wilderness First Aid</li> <li>• Bronze Medallion Surf Lifesaving training</li> <li>• International Boys' Schools Coalition (IBSC) seminars and conferences</li> <li>• Victorian Institute of Teaching mentor training</li> <li>• Introduction to Leadership Coaching (Growth Coaching International)</li> <li>• Learning area specific external professional learning on curriculum and assessment</li> <li>• Sponsored Study Program – Master of Education: Wellbeing (University of Melbourne), Master of Educational Leadership (ACU), Master of Business Administration (ACU), Graduate Certificate to Teach RE, Graduate Certificate in Career Development Practice</li> <li>• Faith based professional learning – In the Marist Way, Footsteps, Care for the Soul, Marist Formation Day, In the Way of Mary</li> <li>• All staff with a Position of Leadership completed the HOST Leadership course</li> <li>• Teacher Learning Network</li> </ul>	
Number of teachers who participated in PL in 2023	166

Expenditure And Teacher Participation in Professional Learning	
Average expenditure per teacher for PL	\$1100.00

## Teacher Satisfaction

### Teacher Satisfaction

A component of our College review led by the Australian Council for Educational Research (ACER), was interviewing a minimum of 80 staff at the College. These interviews provided valuable feedback on areas that teachers thought the College was excelling in as well as opportunities for growth and development. Please find below a number of relevant points.

#### **Domain 1: *Driving an explicit improvement agenda***

- Teachers express optimism for moving forward together in promoting balanced curriculum and co-curriculum, considered and clear shared change management through inclusion and consultation with stakeholders, and the growth of community and individual capacity to engage in data-informed college growth.

#### **Domain 3 Findings: *Promoting a Culture of Learning***

- There is readiness of many parents, staff members, and students to talk of belonging to the college community and generally being appreciated for the work being done, and efforts being undertaken, to improve the college in all facets of educational endeavour and relationships.
- Staff members frequently share their positive experience of connection and collegiality despite the work complexity, intensity, and challenges in relation to change agendas
- Strong and evident collegiality is visible in teaching teams in terms of mutual support, professional conversations, sharing resources, and professional learning.

#### **Domain 5 Findings: *Building an Expert Teaching team***

- Teachers report feeling confident about their disciplinary knowledge in the subjects they are expected to teach and that they are encouraged to pursue further study.
- A comprehensive induction program for new staff is enacted. Teachers new to the college comment that the program is valued and that their allocated buddy has provided professional and personal support. Beginning teachers are supported by an assigned mentor.

#### **ACER report commendations**

- Strong and evident collegiality that is visible in teaching teams in which support, professional conversations, sharing resources, and professional development are key features.

<b>Teacher Qualifications</b>	
Doctorate	0.0%
Masters	11.7%
Graduate	16.4%
Graduate Certificate	2.9%
Bachelor Degree	40.9%
Advanced Diploma	7.6%
No Qualifications Listed	20.5%

<b>Staff Composition</b>	
Principal Class (Headcount)	6
Teaching Staff (Headcount)	121
Teaching Staff (FTE)	111.0
Non-Teaching Staff (Headcount)	67
Non-Teaching Staff (FTE)	59.8
Indigenous Teaching Staff (Headcount)	0

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## Community Engagement

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### Goals & Intended Outcomes

In 2023, our aim was to cultivate a strong Marist and Catholic boys' identity within our community that is deeply interconnected and collaborative. Through marketing strategies, we sought to bolster our reputation, ensuring stable enrolments and successful fundraising endeavours that support our long-term sustainability goals.

### Achievements

- Whilst still in Grade 6, we welcomed our new Year 7 families to the Marcellin College community with a Trivia Night, a morning tea to connect with other families, and a social evening for parents/carers only. Our aim was to build an engaged community to assist in future activities and opportunities that occurred later in the year.
- We held Morning Tea with the Principal as a way of re-engaging families and allowing them to ask questions in a more intimate environment. Additional opportunities included our Subject Expo and Information Evenings held throughout the year. These were well attended.
- The Carnie Award saw its first recipient in 2023. The award provides financial support for those who might otherwise be unable to afford a Marcellin College education.
- The Marcellin College Parents & Friends Group held its annual Mother's Day and Father's Day breakfasts and end-of-year 'Relax & Rewind' evening that was well attended by parents. The group is committed to increasing engagement within the parent body.
- The Marcellin College Business & Community Network held a morning breakfast and did a review of its purpose. It has since realigned its mission to provide greater support for students looking for work experience and connections post-College life. The Network continues to sharpen its focus.
- We held our College Open Day on a Sunday in late March following on the success of the previous year. More than 800 people attended which allowed the College to showcase its facilities and learning programs.
- A new initiative in 2023 was a Taster Day with our feeder primary schools. The day was a success with more than 400 students in attendance.
- We continued to share community updates regarding the North-East Link Project (NELP) via our fortnightly newsletter, The Eagle, as well as via social media channels and the College's Learning Management System (LMS), Compass.
- Our bi-annual alumni and community publication, Marcellin Life, was published twice in 2023. It featured many stories of past and current students and staff who have made significant contributions to society.



- Our Past Collegians luncheon and Marcellin Mum's luncheon was held again in 2023 and both were very well attended.
- Our reunions were restructured to allow for more attendees and were held on site across the space of one day. It proved to be extremely popular with positive feedback received from a range of attendees.
- We continue to rollout our refreshed collateral that featured the cross on the Hermitage building as the inspiration. This included updating the website and other digital platforms.
- Instagram was added to our social media channels as a way of continuing to showcase the College and our students.

### **Value Added**

- We hosted a face-to-face and virtual information evenings as part of our volunteer recruitment drive. We also held a thank you dinner for current volunteers.
- Families had additional opportunities to connect with the College through events such as Create23, the College's Art, Design and Technology exhibition, as well as our Night at the Museum showcase for Year 7 students.
- Commenced planning for a 75th anniversary commemorative book with our alumni and other stakeholders.

### **Parent Satisfaction**

- Marcellin College celebrates the ongoing satisfaction of our parents and carers, who consistently express high levels of pleasure with the College and its diverse programs. They play a pivotal role as enthusiastic supporters of our Beyond the Classroom program and their active participation in significant College events like the Year 12 Valedictory, Year 7 Induction and Commissioning Mass, and regular Parent-Teacher-Student conferences reflects their deep engagement with our community.
- Moreover, we strive to foster meaningful connections between parents, carers, and students through various initiatives such as our Mother's and Father's Day breakfasts, Parent/Mentor evenings, and informative Program Selection nights. The ongoing efforts of our networks and various groups enhance opportunities for involvement, ensuring that our community remains vibrant and connected.

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## Financial Performance

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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](http://www.acnc.gov.au).

For more detailed information regarding our school please visit our website at [www.marcellin.vic.edu.au](http://www.marcellin.vic.edu.au)