

ANNUAL REPORT

TO THE SCHOOL
COMMUNITY

2017



ST COLUMBA'S COLLEGE, ESSENDON



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Minimum Standards Attestation

I, **Rita Grima**, attest that St Columba's College Essendon is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2007 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2017 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)

18 May 2018

Our College Vision

Mission Statement

Founded in 1897, St Columba's College is a Catholic school for young women under the Stewardship of Mary Aikenhead Ministries, in the tradition of the Sisters of Charity. Its work is guided by the educational mission of Mary Aikenhead Ministries.

Our vision for the students of St Columba's is that they be faithful and strong: women of compassion and confidence committed to transforming the Church and renewing the world.

In embracing this vision, we, the community of St Columba's College, dedicate ourselves with enthusiasm and hope to:

- the love of learning
- educational endeavour
- the deepening of faith
- a commitment to justice.

In doing so we aim to provide the opportunity for the development of each person's full potential in an environment where the individual is respected and which places God at the centre of our lives.

Values Statement

LEARNING

We recognise that learning is the primary purpose of a school and that all members of the school community are involved in learning. All activities in the school contribute to learning and the development of the skills and talents of each individual student.

In valuing learning we:

- challenge students to achieve their personal best.
- aim to develop independent and critical thinkers.
- provide experiences that encourage curiosity and promote a love of learning.
- encourage participation and celebrate achievement.
- accept change and support each other as we encounter its challenges.

FAITH

As part of the wider Church and its mission, we embrace the Catholic Tradition and the heritage of the Sisters of Charity. We provide the opportunity for each person to develop a relationship with God and to explore personal spirituality.

In valuing faith we:

- foster the deepening of spirituality through prayer and other faith experiences.
- celebrate in liturgy our relationships with God and others.

- encourage students and staff to live out the Gospel values.
- foster a respect for other religious traditions.
- challenge students to explore their rightful role in the Church and its future direction.

JUSTICE

We recognise and encourage the need to be involved in living out justice in the school, local and international community. We aim to provide a model which enables us to establish relationships of respect and acceptance.

In valuing justice we:

- recognise the dignity of the individual.
- foster self worth and self discipline in a loving environment.
- nurture the development of right relationships through the provision of just structures and processes.
- develop awareness of injustices and provide opportunities for involvement in local and international justice issues.

COMMUNITY

We seek to sustain and nourish our diverse and ever growing community as one in which all members enjoy a sense of belonging.

In valuing community we:

- welcome all and create occasions to celebrate together.
- recognise the importance of the family in its many forms in the lives of our students.
- provide opportunities to experience leadership and to benefit from the guidance of others.
- continue a tradition of service to each other and to the local community.
- encourage the development of enduring friendships.

HOPE

Because of the Resurrection of Christ we are able to live in hope.

In valuing hope we:

- communicate the Gospel message of Hope.
- promote an optimistic and joyful attitude to life.
- practise reconciliation so that when we fail we have the confidence to move forward in growth.
- acknowledge that perseverance is essential if we are to live in a spirit of hope.

STRATEGIC INTENT

Education in Faith

That St Columba's is a College where all are encouraged and feel free to participate in the ongoing process of formation in the Catholic Faith. In the Tradition of the Sisters of Charity, formation is a life-long process of coming to accept God's unconditional love openly, and to respond in love to God and in service of one another.

- That the Catholic Identity of St Columba's is known and experienced as a strength within our community.

Learning and Teaching

To provide contemporary learning and teaching programs that challenge students and develop them as independent and critical thinkers, to achieve their best and promote a love of learning.

- That student learning outcomes continue to improve, particularly for literacy, numeracy and VCE/VCAL.
- That students become confident and resilient learners who take personal responsibility for their learning.

Student Wellbeing

That St Columba's is a school that encourages students to feel connected to their College, respects their dignity and nurtures their wellbeing to facilitate learning.

- That the student perception of student morale is enhanced.
- That student connectedness to school is improved.

School Community

To ensure that St Columba's is a community where students, staff, alumnae, parents and Board members experience a sense of belonging and connectedness to the College and the Church.

- That parent perception of parent partnerships is enhanced and that parent perception of School Improvement is improved.

Leadership and Management

To develop a learning community where high quality leadership and management are fostered, staff are valued and supported and their professional wellbeing and learning is a priority.

- That staff perception of the level of Supportive Leadership is enhanced.
- That staff perception of Professional Growth is enhanced.

College Overview

- St Columba's College Ltd is a Year 7-12 Catholic Girls' Secondary College, under the Stewardship of Mary Aikenhead Ministries, in the tradition of the Sisters of Charity. The College is located in the Federal Electorate of Maribyrnong and sits within the Catholic Archdiocese of Melbourne. The College has been providing exemplary education to the young women living in the parishes within the Essendon area since 1897.
- The Australian Federal Government and the Victorian State Government, through the Victorian Registration and Qualifications Authority (VRQA), require all schools to provide School Performance information on a range of measures. This report provides such information and also presents initiatives and developments of major interest and importance to the school community throughout 2017.
- St Columba's continues to play a significant role in the education of young women. We aim to provide opportunities for each young woman to explore, challenge and develop her potential in an environment where the individual is respected, and where she places God at the centre of her life. We seek to be a strong values based learning community in which all members participate. We encourage a curiosity and interest in learning as an individual and as a significant lifelong endeavour.
- At St Columba's we live by the motto 'Fidelis et Fortis' (Faithful and Strong). Our young women are given a strong foundation for life – a foundation of faith, learning and love – which will allow them to confidently take their place among others: faithful and strong witnesses to the message of Jesus, and capable of influencing change in our world and within the Church.
- Drawing strength from its long history, inspiration from the charism of the Sisters of Charity, and guidance through its Vision, Mission and Values, the College is ever looking forward and evolving in its approaches to preparing our students for 21st Century citizenship. A view which is global, contemporary and relevant. These drivers both inform and underpin the Strategic Plan and serve as a point of reference for evaluation and decisions concerning delivery and improvement for performance in all aspects of College life.
- The College maintains a strong commitment to the Mary Aikenhead Ministries core values of faith, hope, justice, community, excellence and love of learning.
- The faith development framework created and implemented by the Principal, Head of Faith and Mission, Domain Leader Religious Education, Justice Leader and the College Chaplain, provides each student with numerous opportunities to enrich and enhance their relationship with God, to explore their own personal spirituality and to participate in social justice activities.

- The academic program is supported by an extensive leadership framework consisting of the Head of Learning, Curriculum Leader, STEM Curriculum Leader, Head of eLearning & Technology and Domain Leaders. It provides a structure in which a strong and varied contemporary learning program is coupled with a variety of other pathways for students. These pathways, along with VCE, include VET and VCAL opportunities at the senior level.
- The Performing Arts, particularly music, dance and drama, feature prominently in these offerings, and are highly regarded and valued by the College community.
- The academic program is underpinned by an extensive network of pastoral care that includes the Head of Students, House Leaders, House Teachers and Student Counsellors.
- Believing every young woman is important, the College endeavours to offer programs that are contemporary, holistic and empowering, designed to meet a diversity of learning and developmental needs. To this end, the thinking curriculum, digital tools and the rich tasks associated with the Victorian Curriculum are integral to the classroom experience. The co-curricular program is formal as well as informal and is extensive. It enables students to further develop, challenge and stretch their gifts, talents and interests.
- New programs introduced a few years ago have been consolidated and expanded to address the interpersonal and interdisciplinary strands of the Victorian Curriculum. Structured within an Inquiry Model of Learning, the My Story at Year 7, Fiontar at Year 8 and Pathways at Years 9 and 10 are programs that tap into students expressed interests, their need for social connectedness and their modes of learning and communicating using new digital tools.
- In Years 11 and 12, the College offers three distinct pathways for students – the Victorian Certificate of Education (VCE), Vocational Education and Training (VET) and the Victorian Certificate of Applied Learning (VCAL). Across all year levels three languages are offered – Japanese, French and Italian.



Principal's Report

St Columba's College enjoys a proud reputation within the local community, with recognition of our commitment to the provision of an exemplary educational experience for young women in the Catholic tradition in the Essendon area. The Mission of Mary Aikenhead Ministries, in the spirit and story of the Sisters of Charity, and the vision inherent in the College Mission Statement, together with the College Strategic Plan, guide all aspects of our work and provide a framework for future directions.

St Columba's College has been providing Catholic education to young women in the Essendon area since 1897; in 2017, we celebrated the 120th Anniversary of the College. In all that we offer, our students are the priority. With a contemporary perspective and responding to the signs and knowledge of our time, students are encouraged to take up the opportunities, challenges and new learning that is part of the fabric of our College.

Our College story begins with the Sisters of Charity and their Irish Founder, Mary Aikenhead. It is a history of strength, compassion and outreach. Our work with today's students calls them to be young women of faith, who are compassionate and confident. They do this by committing themselves to a love of learning, to educational pursuits and to building a just society. A St Columba's College graduate is educated in the ideal that she will bring courage, discernment and hope to our Church and society.

The 2017 academic year had many high points, and cause for celebration and affirmation. You will see these noted throughout this community report. In essence, we are proud of the rich and diverse range of programs, events, and learning that were central to the life of the College last year. The successes of the co-curricular life of the College, the achievements of our 2017 student leaders and the achievements of the 2017 VCE and VCAL graduates are highlights. The ongoing staff focus on best learning provision for students, is also notable and enabled a range of achievements in relation to Faith and Mission, Learning and Teaching, Student Wellbeing, School Community, and Leadership and Management.

The 2017 year saw St Columba's College acknowledge and celebrate the 120th Anniversary of the College. It was a delight to share celebrations with all within the community. The theme: "Come, Listen, Live" was brought to life in a variety of ways, through events, symbols, relationships, story and the excitement of looking to the future. A lasting message of the year is that of the story; the past connecting with the present and the future. It was a year to celebrate the Sisters of Charity and the precious stories of the foundation of the College. As a strong, vibrant and faith-filled community; the sense of hope, optimism and joy pervades our programs, students and staff, and all that the future offers.

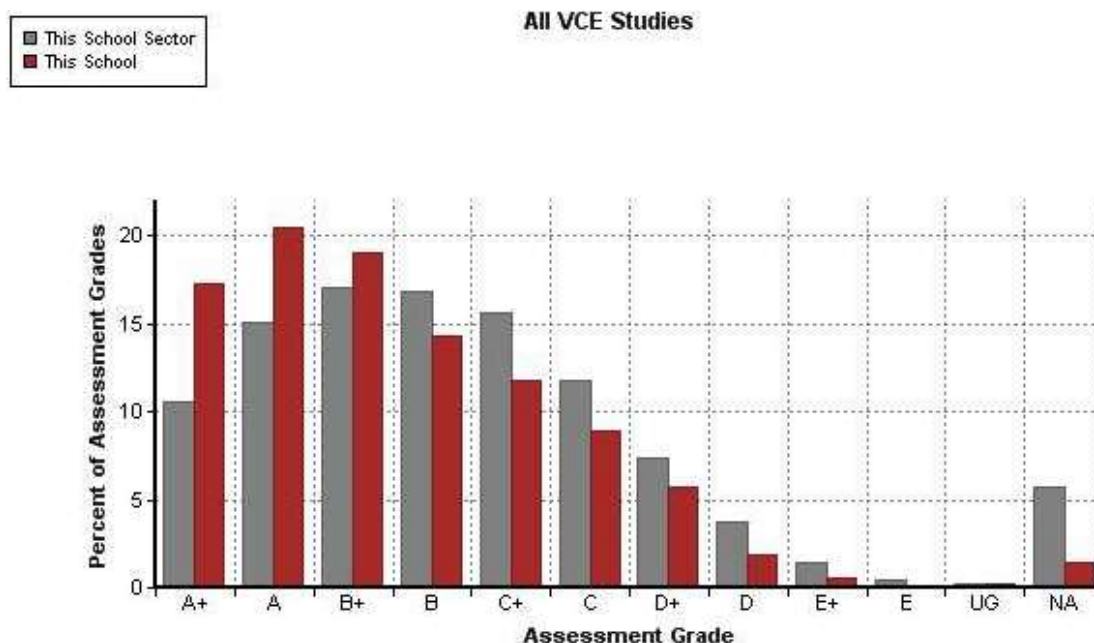
St Columba's College is a busy, vibrant and exciting learning environment. The organisational culture invites students to approach their education with a sense of vigour and joy. Experiential, purposeful and connected, their learning experiences embrace a global context. Each of our young women is valued as an individual, her voice is heard, her actions are taken seriously, her self-image is affirmed, her achievements are celebrated and her leadership is encouraged. She becomes the young woman God created her to be.

Educational Endeavour

In relation to our 2017 VCE results:

- Median study score of 32.
- College Dux – ATAR 98.3
- 15.38% of students with ATAR over 90
- 40.56% of students with ATAR over 80
- There were 22 students over 90

Overall Grade Distribution



VCAL Completion

All five of our Year 12 VCAL students successfully completed this certificate at either the intermediate or senior level.

We are proud of the achievements of all our students.

Rita Grima, Principal

College Board Report

- The St Columba's College Board of Directors is an incorporated entity. As such, within the context of the Mission of the College, the Board has the responsibility for strategic directions, including sound financial stewardship, appropriate facilities development and the continuation and development of Mission. The Board of Directors reports annually to the ACNC and the Trustees of Mary Aikenhead Ministries.
- In 2017, the Board welcomed new Director, Ms Deirdre O'Donnell. As part of the ongoing formation of Board Directors, there was participation in a Mary Aikenhead Ministries' Conference and Dinner. There was also ongoing reflection on Mission as a regular part of Board Meetings. The Board operates with several sub-committees and these enable ongoing focus on areas of governance as well as appropriate reporting practices. The Board sub-committees currently include: Finance Committee, Governance and Formation Committee, Policy Committee and Master Plan Committee.
- In 2017, the Board completed the College Master Plan. A community consultative process was undertaken as part of this development.
- The Board of Directors embarked on a Principal appointment process. This involved community consultation to develop a vision for the appointment of the next Principal. The advertisement and appointment process took place in early 2017. We have been delighted to appoint and subsequently welcome Ms Rita Grima as the new Principal of St Columba's College. Importantly, Ms Grima was commissioned before the College community at the Opening School Mass on 28 February 2018.



Education in Faith

Goals & Intended Outcomes

That St Columba's is a College where all are encouraged and feel free to participate in the ongoing process of formation in the Catholic Faith. In the Tradition of the Sisters of Charity, formation is a life-long process of coming to accept God's unconditional love openly, and to respond in love to God and in service of one another.

- That the *Catholic Identity* of St Columba's is known and experienced as a strength within our community.

Achievements

- Celebrated God present amongst us, throughout the year amongst our community.
- The Mission Team spent time in formation and reflection, evaluation and planning for the needs of this community.
- The Justice Leader has continued to review current programs for the needs of the College.
- The Religious Education (RE) team began the implementation of the new RE curriculum.
- We offer a range of liturgical expressions for staff and students.
- We have offered further opportunities for students to celebrate God in the school and within the Retreat programs, for example, the Ministry Retreat, Kairos Retreat and Street Retreat.
- The Mission Team has established a clear vision of its purpose and work on behalf of students and staff.
- The College is committed to sponsoring staff participating in pilgrimages to Sydney, Hobart and Ireland, and the Mary Aikenhead Education (MAE) formation programs.
- The 120th Anniversary has provided the opportunity for the College to develop its Mission Visual Identity through artwork ie the Icon, Mary Aikenhead sculpture, Triptych and the Mary Aikenhead Ministries' Crest.
- The school has been explicit in articulation of our Catholic faith, whilst inclusive of all.
- The Student Leadership has further explored biblical servant leadership.
- The Mission Team has worked with key staff in the College, in developing our Catholic Identity.
- Exploration with the Leadership Team and their teams of the Mary Aikenhead Education Contemporary Indicators "By this you will know..."
- Formation in Mission and Leadership for teaching and non-teaching staff.
- Mary Aikenhead Ministries "Round Table" document guided the writing of the Vision statement for the College Faith and Mission Team and its programs.
- Invited staff to explore various Mission Formation programs offered by Mary Aikenhead Ministries and the College using an Ignatian reflective practice.



VALUE ADDED

- *Outreach programs eg Sydney Street Retreats and Edmund Rice Tutoring*
- *VCE RE curriculum including Religion and Society, and Texts and Traditions*
- *A solid RE program across Years 7-10*
- *Year 12 Retreat*
- *Years 7–10 Reflection Days*
- *Kairos Retreat*
- *Ministry Retreat*
- *Bahay Tuluyan Bike Ride*
- *Opening School Mass*
- *Year 12 Mother/Daughter Mass*
- *Year 11 Father/Daughter Mass*
- *St Columba's Day Liturgy*
- *Feast of the Assumption Mass*
- *Catholic Education Week Mass at St Patrick's Cathedral*
- *Ash Wednesday Mass*
- *Easter Liturgy*
- *Year 12 Graduation Mass*
- *Year 11 Advent/End of Year Mass*
- *Years 7-10 Advent/End of Year Mass*
- *Monthly Masses*
- *Staff End of Year Mass*
- *House Welcomes for Years 7 and 12 students*





Learning & Teaching

Goals & Intended Outcomes

To provide contemporary learning and teaching programs that challenge students and develop them as independent and critical thinkers, to achieve their best and promote a love of learning.

- That student learning outcomes continue to improve, particularly for literacy, numeracy and VCE/VCAL.
- That students become confident and resilient learners who take personal responsibility for their learning.

Achievements

- *That student learning outcomes continue to improve, particularly for literacy, numeracy and VCE/VCAL.*

Assessment and Reporting:

- Implementation of Assessment and Reporting proposal.
- Established Domain Leader collaborative groups, which worked together on rubrics/general capabilities/assessment and reporting/enhanced communication within the team.
- Started to look at numeracy skills in Art. Physical Education, Science and Art completed an audit of numeracy.
- Full day Professional learning - Assessment focus - Full day Professional Learning to launch Action Research process for investigation of AITSL Standard 5: Assess, provide feedback.
- Full day Professional learning - Feedback and feedforward - Individual Action Plan (new for 2017).
- School Based Professional Learning – Six sessions as part of staff forums linking Annual Review Meeting (ARM) process, Individual goals and Action Research into assessment, feedback and reporting. Provided time for collaboration.
- Share Fair - celebration and sharing of staff professional learning.
- Worked with individuals and small groups to enhance understanding of developmental, skills-based rubrics.
- Ongoing review and evaluation of developmental rubrics across all Domains.
- Began review of Assessment & Reporting policy.

STEM Directions

- Prepared a STEM (Science, Technology, Mathematics and Engineering) audit for Domains to complete, set goals/future directions based on the outcomes of the audit.
- Established a Design Process to be used across Domains and year levels .
- Completion of the STEM Studio set-up, prepared guidelines for use of the Tinker Space and the STEM Studio and a Project-Based Learning (PBL) handbook.
- Increased student awareness at Years 7 & 8 of STEM through Maths/Science.
- Established a STEM/Digital Technologies group as a co-curricular activity.
- Worked closely with the Year 8 teachers to implement STEM activities in Science and Fiontar.
- Proposed a STEM elective at Year 9 for 2018 (3 STEM classes & 1 Robotics class in 2018).

- Provided Professional Learning activities for staff at the Curriculum Day - computational thinking, the 4Cs. Staff Forum - whole staff focus on coding.
- Raised the profile of STEM throughout the College.
- 21st century skills audit - by the way of Domain Leaders' collaborative teams and the General capabilities.

That students become confident and resilient learners who take personal responsibility for their learning.

Digital Technologies

- Use of SIMON platform (College Learning Management System) for progressive reporting at Years 7–10.
- Increased other components of SIMON used by staff and opened PAM for parents.
- Initiated the review process for the BYOD program (to continue and be finalised in 2018 for implementation in 2019).
- Provided ongoing support for teachers and students in the use of a range of new technologies or eLearning tools including:
 - Clickview multimedia content system
 - STEM Studio
 - Edrolo
- Continued research and exploration of new technologies, for eg Virtual Reality tools for use in education, gamification tools, new coding tools, maker education tools.
- Developed Digital Technologies curriculum in Year 9 IT and continued to further extend this curriculum.
- Reviewed the policy agreement for students for use of ICT and continued to develop this in line with the changes to the BYOD program.

Pathways and Partnerships

- Designed and implemented the Year 10 Project Based Learning program based on the FYA New Work Order report. Established industry links with Williams Ross, St Vincent's Hospital, Telstra, Coburg Special Development school and Engineers Australia.
- Organised and implemented Future Directions Seminar Days. Year 9 students had the opportunity to explore career pathways, courses and TAFE tasters based on student interests.
- Successful implementation of Certificate III in Events.
- Applied for and received CEO funding for the VCAL Community Partnership program to continue to develop the strong relationship with Fitted for Work. This partnership resulted in the organisation and implementation of the Fitted for Work Fashion Show. Students also conducted a clothing drive for the organization.

STUDENT LEARNING OUTCOMES

Over the past three years, St Columba's College Year 7 NAPLAN performance in all of the literacy test dimensions has typically been well above state performance levels.

Year 7 Literacy and Numeracy

The number of students who are above the standard in reading has increased by 6% again since last year and now equals the strongest 2013 figure. The writing and spelling figures are also very strong, as are grammar and punctuation. Looking at a comparison of mean scaled scores, we can see that our Year 7 students' average score (575) across the four areas of Literacy 2017 is significantly higher than the state scaled mean of 543.

Although there is an extremely small decrease in the mean Numeracy score for 2017, students are still performing at a higher level than those from 2010 to 2015. In the NAPLAN assessment areas (Number and Algebra, Measurement and Geometry, Statistics and Probability), our Year 7 students are ahead of the state in all areas. The best results occur in the Number and Algebra field. This is a significant change to 2016, where Statistics and Probability, for both the College and the State, was significantly higher than all other areas. In 2017, both Number and Algebra as well as Statistics and Probability results are very close with Measurement and Geometry slightly behind.

Year 9 Literacy and Numeracy

The data indicates a low-level drop in top-end performance relative to last year, with the most significant area here being writing. That said, the College's performance this year fits within the scope of our range over the last five years. St Columba's scores over State mean scaled scores in the four tested areas have increased exponentially compared to all previous years. The State score has decreased 127 points compared to last year, while we have seen a modest increase of 3 points, placing us equal to 2015 figures.

The Numeracy median score for 2017 is the highest for five years. The 90th percentile is equivalent to that of 2015 as is the 75th percentile. In terms of the assessment areas (Number and Algebra, Measurement and Geometry and Statistics and Probability), students performed above the State in all areas. Students were significantly higher in Statistics and Probability, followed by Number and Algebra and then a small gap for Measurement and Geometry. This is a notable change from 2016 where students were below the State in both Number and Algebra and Measurement and Geometry. The gap between the College and State in Statistics and Probability has also widened. There are no students in Year 9 who are below the national minimum standard (ie Below band 5). The very small number of students who were well below standard or below standard in Year 7 are now at standard in Year 9.

POST-SCHOOL DESTINATIONS	
UNIVERSITY	84%
TAFE / ITC (Independent Tertiary Colleges)	11%
APPRENTICESHIP / TRAINEESHIP	1%
DEFERRED	3%
EMPLOYMENT	1%



Student Wellbeing

Goals & Intended Outcomes

That St Columba's is a school that encourages students to feel connected to their College, respects their dignity and nurtures their wellbeing to facilitate learning.

- That the student perception of student morale is enhanced.
- That student connectedness to school is improved.

Achievements

- The Mary Aikenhead Ministries "Round Table" document and Contemporary Indicators document "By this you will know" has enlivened and provided focus for the Student Leadership training.
- The annual theme of 'Hope' was articulated and led by the Student Executive in line with the other Mary Aikenhead Ministry schools, "The change begins with you."
- The employment of a full time First Aid Officer for 2017.
- Active promotion and support of student wellbeing activities across multiple year levels.
- Review of College policies and procedures regarding the support of all students to ensure procedures reflect best practice and support the needs of the students.
- The College reviewed student medical support plans and updated them to ensure consistent documentation.
- CareMonkey was introduced in 2017 to enhance the communication and partnership between home and school; thereby enabling us to provide best practice health management of students as well as real time communication with parents.
- The College has continued with connections to external agencies such as Orygen Youth Health and Travencore to support student wellbeing.
- The training of key staff regarding these new processes and procedures has been vital in ensuring all College personnel are informed.
- The Year 12 Retreat program has been reworked to become a 2-Day Residential Program which focuses on the wellbeing of Year 12 students.
- The introduction of an overseas student leadership formation program.
- St Columba's has continued to work with families regarding the attendance of students at the College. The College worked with families where attendance was an issue to provide strategies and support.

VALUE ADDED

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|---|---|
| <ul style="list-style-type: none"> • <i>R U OK Day</i> • <i>St Columba's Day Luna Park</i> • <i>Mental Health Week</i> • <i>Mindful May</i> • <i>International Women's Day</i> • <i>Whole School Assemblies</i> • <i>House Welcome</i> • <i>House Feast Days</i> • <i>Lunchtime student activities</i> • <i>Tour Guides</i> • <i>Student Wellbeing Action Team</i> | <ul style="list-style-type: none"> • <i>Co-curricular sport program</i> • <i>House Structure and related activities</i> • <i>Student Leadership</i> • <i>Student Leadership Formation</i> • <i>Year 7 Transition</i> • <i>Year 12 Study Program</i> • <i>High student attendance rate</i> • <i>Musical Production</i> • <i>KickArts</i> • <i>Art Exhibition</i> |
|---|---|

- *Swimming Carnival*
- *Athletics Carnival*

- *Performing Arts Festival*
- *120th Concert Hamer Hall*

STUDENT SATISFACTION

- *Current attendance rates, student intrinsic motivation and student voice indicate students are satisfied with their learning and wellbeing.*
- *Student discussion forums indicate that St Columba's students feel safe at the College.*
- *High percentage of attendance above 90%, involvement in co-curricular programs and student engagement in their learning indicates an ongoing commitment by students to their place at St Columba's College.*



Child Safe Standards

Goals and Intended Outcomes

- To continue implementation of the Ministerial Order 870 and the Reportable Conduct Scheme to ensure the protection and safety of young people within our College community.

Achievements

- Child Safety procedures are implemented across the College.
- Training for staff at all levels of the College.
- Procedural guidelines have been tested throughout the year and fulfil all requirements of the Order.
- Compliance Review Group formed to ensure the continuous implementation of the Child Safety requirements as it pertains to St Columba's College and all the students.

Leadership & Management

Goals & Intended Outcomes

To develop a learning community where high quality leadership and management are fostered, staff are valued and supported, and their professional wellbeing and learning is a priority.

- That staff perception of the level of Supportive Leadership is enhanced.
- That staff perception of Professional Growth is enhanced.

Achievements

- Resources, including time and financial support, have continued to be a priority in the development of staff.
- The College has sponsored staff participating in MAE Leadership programs.
- Continuing appraisal processes in line with best practice for staff appraisals.
- POL structure was refined with a focus on middle leadership.
- Professional learning forums provided opportunities for targeted professional learning in line with school strategic directions.
- Middle Leaders' seminars were facilitated by middle leaders.
- Leadership Team continued to prioritise effective communication on a weekly basis to ensure it occurred proactively.
- Master Plan was completed and endorsed by the College Board in August 2017.
- The relocation of the Student Support team from Rose Cottage to the newly renovated Sacred Heart space was completed in January 2017.
- Refurbishment of the Theatre was completed in October 2017.
- The establishment and resourcing of the STEM Studio was completed in June 2017.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

DESCRIPTION OF PL UNDERTAKEN IN 2017

Teaching staff participated in a range of activities across all spheres of the School Improvement Plan.

Internal whole school days were designated for Professional Learning development across the areas of Faith Development, Teaching & Learning and Student Wellbeing. These three key areas were also included in the Staff Forums.

NUMBER OF TEACHERS WHO PARTICIPATED IN PL	74
AVERAGE EXPENDITURE PER TEACHER FOR PL	\$980.00

TEACHER SATISFACTION

The major aggregate indicators have shown improvements over the years. The upward trend indicates that movement has occurred across the main indicators of Organisational Climate, Teaching Climate, Supportive Leadership, Teamwork, Empowerment, Ownership, Appraisal & Recognition and Professional Growth.

St Columba's College staff present a high level of commitment to their work. This is evidenced in:

- *High level of attendance*
- *Collegial support*
- *Collaborative projects*
- *Participation in co-curricular programs and 120th celebrations*

The staff perceive their work and contributions to the educational community as significantly affecting and positively progressing the quality of education provided to the students.

College Community

Goals & Intended Outcomes

To ensure that St Columba's is a community where students, staff, alumnae, parents and Board members experience a sense of belonging and connectedness to the College and the Church.

- That parent perception of parent partnerships is enhanced and that parent perception of School Improvement is improved.

Achievements

- Parents' Association has increased its membership numbers and the committee focus has changed to welcoming and connecting to the school community, rather than fundraising.
- Regular communication regarding a range of issues affecting students to support parents.
- The Parents' Association have been involved in 120th celebrations particularly in the 120th Dinner Dance and the Community Open Day.
- The Communications Coordinator has developed a Strategic Plan for publications and marketing of the College in the future.
- Board members participated in staff and Mary Aikenhead Ministries' pilgrimages.
- Continued development of relationships within Mary Aikenhead Ministries to engage in an understanding of mission.
- Connection with feeder parishes by shared liturgical celebration.
- Throughout the year, the Alumnae Association continued to use both Facebook and email as a means of connecting with our Alumnae.
- Alumnae regularly engage with students at the College as Guest Speakers or mentors.

VALUE ADDED

- *Along with the Iona newsletter, the College celebrates school community connectedness via the College Annual and the College website.*
- *St Columba's College adds value to the education of each student through a variety of activities. In 2017, these activities included:*
 - *Parents' Association:*
 - *Year 7 Parent Meet and Greet Cocktail Evening - March*
 - *Years 7-9 Father/Male Mentor & Daughter Games Night - May*
 - *120th Dinner Dance - October*
 - *120th Community Open Day - November*
 - *2nd Hand Uniform/Book Sale - December*
 - *Alumnae Association*
 - *Involvement in key 120th Anniversary functions*
 - *Reunions held*
 - *Provision of school tours for prospective families*

PARENT SATISFACTION

A high level of parent satisfaction can be evidenced by:

- *High numbers of attendance at parent information evenings.*
- *High attendance of parents at Parent/Student progress interviews.*
- *Low levels of parent complaints.*

Future Directions

With the appointment of a new Principal from the commencement of 2018, the College looks forward to continuing to build on its reputation and track record as being a place of exemplary educational opportunities for young women.

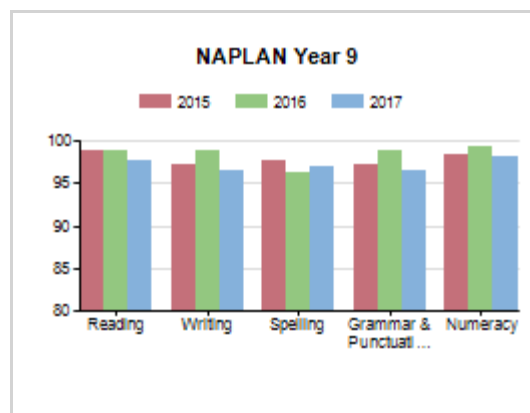
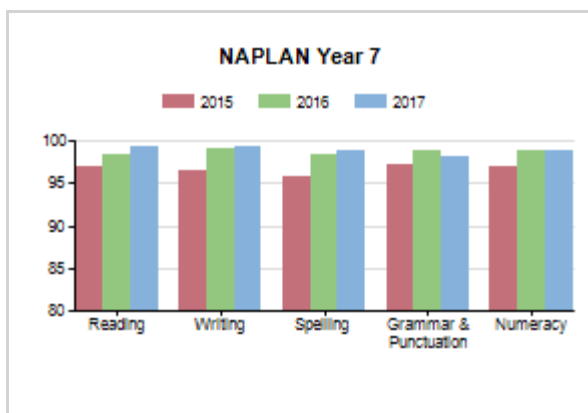
The story of the Sisters of Charity will continue to imbue the life of the College. We recognise in their story, women who were visionaries who responded to the needs of their time; trailblazers who broke the mould of what is known and expected. It is our educational endeavour to nurture and encourage young women of vision – courageous, compassionate, with a strength to endure – who can break new ground in seeking new solutions to the new challenges of our times



VRQA Compliance Data

E1070 St Columba's College Ltd, Essendon

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2015	2016	2015 - 2016	2017	2016 - 2017
	%	%	Changes	%	Changes
	%	%	%	%	%
YR 07 Grammar & Punctuation	99.4	100.0	0.6	98.8	-1.2
YR 07 Numeracy	99.4	100.0	0.6	99.4	-0.6
YR 07 Reading	99.4	99.5	0.1	100.0	0.5
YR 07 Spelling	98.2	99.5	1.3	99.4	-0.1
YR 07 Writing	98.8	100.0	1.2	100.0	0.0
YR 09 Grammar & Punctuation	98.3	99.4	1.1	98.2	-1.2
YR 09 Numeracy	99.4	100.0	0.6	100.0	0.0
YR 09 Reading	100.0	99.4	-0.6	99.4	0.0
YR 09 Spelling	98.9	96.9	-2.0	98.8	1.9
YR 09 Writing	98.3	99.4	1.1	98.2	-1.2



YEARS 9 - 12 STUDENT RETENTION RATE	
Years 9–12 Student Retention Rate	93.17%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	%
Y7	95.10
Y8	93.58
Y9	93.35
Y10	93.36
Overall average attendance	93.85

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	92.99%

STAFF RETENTION RATE	
Staff Retention Rate	88.10%

TEACHER QUALIFICATIONS	
Doctorate	1.22%
Masters	28.05%
Graduate	58.54%
Certificate Graduate	3.66%
Degree Bachelor	85.37%
Diploma Advanced	21.95%
No Qualifications Listed	3.66%

STAFF COMPOSITION	
Principal Class	7
Teaching Staff (Head Count)	94
FTE Teaching Staff	82.894
Non-Teaching Staff (Head Count)	50
FTE Non-Teaching Staff	53.367
Indigenous Teaching Staff	0

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Reading	598.10
Year 9 Writing	606.20
Year 9 Spelling	611.90
Year 9 Grammar & Punctuation	608.40
Year 9 Numeracy	600.20

SENIOR SECONDARY OUTCOMES	
VCE Median Score	32
VCE Completion Rate	100%
VCAL Completion Rate	90%

POST-SCHOOL DESTINATIONS AS AT 2017	
Tertiary Study	84%
TAFE / VET	11%
Apprenticeship / Traineeship	1%
Deferred	3%
Employment	1%

NOTE:

The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at <http://www.acnc.gov.au>