

annual report



CATHOLIC EDUCATION

DIOCESE OF PARRAMATTA

'TEACHING IN A CATHOLIC SCHOOL HAS ALLOWED ME TO BE PART OF THE FAITH AND MORAL DEVELOPMENT OF CHILDREN, WHICH IS A GREAT PRIVILEGE.'

Daniel O'Brien, teacher, Our Lady of Lourdes Primary, Baulkham Hills South



BISHOP'S MESSAGE

My dear friends,

I warmly endorse the 2007 system annual report.

The Catholic school is concerned with the whole person, and seeks to provide an excellent all round education. It puts Christ at the centre through liturgy and prayer; the promotion of a visible Catholic culture, and offers a systematic account of clear Catholic teaching adapted to the level of the child's understanding, and imparted professionally by committed Catholic teachers. I thank the teachers and staff of our schools for their continued commitment to striving to meet the ideal of the Catholic school.

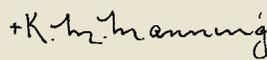
The Catholic school is not a stand-alone enterprise! It is intimately connected to the pastoral mission of the Church, and, because of that, connected with the local parish and parish clergy. It has an ecclesial context. I gratefully acknowledge the work of pastors, school staffs, and parish sacramental coordinators in promoting collaboration between parish and school.

What we are about is the communication of the most important message ever heard by the human race: the Gospel of Jesus Christ. There are many people associated with us in this task who do not have direct

contact with students but whose work is vital to the communication of the Gospel message in our schools. Staff of the Catholic Education Office, Chancery Office staff, our external advisers, and members of the Diocesan Schools Council work together to help our schools achieve their purpose.

This report reflects the work of all these people, and it reflects the achievements of our students. Some things are beyond measurement and known only in the mind of God. May He continue to bless our students, staff and collaborators.

I commend the 2007 report to you.



Most Reverend Kevin Manning
Bishop of Parramatta

EXECUTIVE DIRECTOR'S MESSAGE

Dear parents and colleagues,

In August 2007, the NSW and ACT Catholic Bishops published a pastoral letter, *Catholic Schools at a Crossroads*, in which they invited reflection on the implications of our changing educational and cultural contexts.

Such reflection is characteristic of the ongoing restructuring and reculturing of our school system in the Diocese of Parramatta.

2007 saw a strengthening of our focus on student learning which we link to the promotion of a fully professional and rewarding working life for teachers and staff. We have moved from the initial conceptualising of a clearly-stated systemic learning framework to the classrooms themselves, and the students and staff who learn together in them.

We are committed to ensuring that the curriculum of the Catholic school – that dynamic interplay of theory and practice, reflection and action – is continually developed within a specific Catholic educational philosophy.

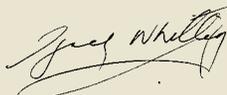
At an even more basic level, the identity of the schools is expressed through their Catholic culture – their values and beliefs, symbols and ceremonies – and especially through the quality of the relationships which link pastors, parents, students and teachers within this very unique partnership.

This partnership is based on mutual respect and co-dependence. The fact is that no Catholic school stands alone; each is linked by bonds of solidarity which are strengthened by generous collaboration. The coming year will see further emphasis on collaboration.

When a Catholic school system operates at its very best, schools are a vital part of parish communities and external agencies which serve the common good. They collaborate with each other and, most especially, they collaborate with parents in developing those shared understandings and expectations that provide the necessary supportive framework for achieving quality learning outcomes.

This annual report reflects the tremendous amount of work done by so many people in our 76 systemic schools, and their communities, and the Catholic Education Office staff who support them in this work.

I express my thanks to all these people who work together, with shared optimism and hope, in forwarding the mission of the Catholic school which has reached a significant point in its history.



Gregory B Whitby
Executive director of schools



'I LOVE OUR CATHOLIC SCHOOLS AND APPRECIATE THE OPPORTUNITY TO BE INVOLVED IN THE LIVES OF THE FUTURE GENERATION OF DISCIPLES OF JESUS.'

Fr Kevin Lee, parish priest, Padre Pio Parish, Glenmore Park



ABOUT THE SYSTEM

The Parramatta Diocese is located in one of the fastest growing areas of New South Wales. The diocese is west of Sydney and reaches from Dundas Valley, west to Katoomba, south to Luddenham, and north to Richmond.

There are 76 systemic schools in the diocese (54 primary and 22 secondary) with a population of more than 41,000 students and 4,000 staff. There are also six congregational schools within the diocese.

Parish priests and principals work collaboratively to ensure the mission of Catholic education in the diocese is realised through pastoral care, sacramental and liturgical celebration; as well as the shared management of school sites; and on matters relating to school reviews and enrolment processes, stewardship and employment of staff.

The Parramatta Diocesan Catholic Schools Council, under the Chair of the Bishop assists and advises on matters pertaining to the operation and conduct of systemic diocesan schools and Religious Education. Its core functions include providing strategic direction, stewardship and accountability.

STRATEGIC PLANNING

The system leadership, comprising the leadership teams of all schools and the leadership team of the Catholic Education Office, has the responsibility under the Bishop and the Parramatta Diocesan Catholic Schools Council for effecting the strategic intent. During 2007 the system leadership developed the strategic intent, learning framework and priorities for 2008.

The strategic intent of Catholic schools in the Diocese of Parramatta is to provide quality Catholic schooling, which is recognised in the two elements of:

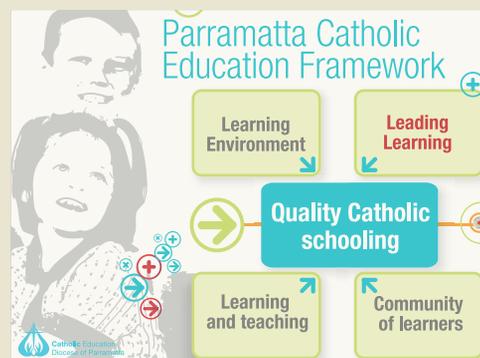
- improving learning outcomes for all students
- promoting a professional and rewarding working life for teachers

There are four domains of activity which bear upon quality Catholic schooling. These are recognised in the structure of the learning framework (see below).

The system leadership has set four priorities for action in 2008, which are in the 'Leading Learning' and 'Learning and Teaching' domains.

THESE PRIORITIES ARE:

- 1 a strong focus on literacy and numeracy across the K-12 curriculum through whole staff learning that builds teaching capabilities and capacities
- 2 a strategic focus on the early years of schooling
- 3 all leadership professional growth opportunities being shared with the system leadership
- 4 meetings of the system leadership being for the purpose of shaping and implementing the system's strategic focus



FAITH FORMATION AND RELIGIOUS EDUCATION (RE)

AT SCHOOL LEVEL

- a commitment to improving outcomes in the teaching of the diocesan RE program *Sharing Our Story*
- whole-school staff participation in spiritual formation programs
- regular opportunities for school communities to come together to pray and celebrate their shared faith
- retreats and reflection days for students

AT DIOCESAN LEVEL

- 36 teachers completed the requirements of the Certificate of Religious Education (NSW) through the Parramatta Institute for Mission
- 85 teachers commenced the new seven -unit Parramatta Certificate of Religious Education incorporating the Archdiocese of Brisbane's *Foundations* program
- 25 Religious Education Coordinators (RECs) and teachers commenced or continued studies in the Masters of Religious Education, a joint Australian Catholic University/CEO initiative
- staff in 3 primary schools participated in up to three modules of *Exploring Faith* as part of staff renewal
- 22 school and CEO staff participated in pilgrimages; 12 in April *Following in the footsteps of St Paul* (including Greece and Turkey) and 10 in October to sites of religious significance in Italy (including Rome and Assisi)
- with the support of the CEO, the Parramatta Institute for Mission hosted the annual National Australian Catholic Adult Faith Education Conference in September 2007
- 170 CEO staff participated in a staff renewal day
- 90 Studies of Religion students participated in full day workshops aimed at assisting gifted and talented students in their HSC studies
- 60 teachers examined approaches to the Preliminary and HSC syllabuses in Studies of Religion
- 72 teachers were conditionally-accredited and 133 unconditionally-accredited as teachers of RE

(unconditional accreditation requires completion of at least four tertiary units in Scripture, Theology and Religious Education)

- class sets (one per year group across K-12) of the texts *To Know, Worship and Love* were distributed to all systemic schools following a trial and review of the texts
- the CD-ROM based resource *Understanding Faith* was distributed to all systemic secondary schools
- *Sharing Our Story* was resubmitted and approved as a Board Endorsed Course in Stages 5 and 6
- *Sharing Our Story* was also submitted and approved as Board Endorsed Life Skills Course in Stages 5 and 6 (this is the first time the Board of Studies has approved a course for implementation with Life Skills students)
- school and cluster-based inservices and staff meetings on spirituality, Project for Enhancing Effective Learning (PEEL), Studies of Religion, programming, assessment and use of shared Christian praxis in RE
- support for schools implementing innovations such as project-based learning in RE (Parramatta Marist, Westmead)
- support for professional learning of RECs and teachers in rural dioceses.
- *Exploring Scripture in the Classroom*, an approach which assists young children in their understanding of scripture, was implemented in over 50 primary schools
- support for 3 deanery meetings of priests to promote collaboration between schools, the Confraternity of Christian Doctrine (CCD) and parishes in the sacramental initiation of children and related issues such as ongoing participation of families and their children in the life of the parish
- support for RECs in all aspects of their role: induction and mentoring for new RECs, appraisal, school-based programming and school-based professional learning
- support for training of catechists to teach scripture in government schools

'THE YEAR 11 MATHEMATICS ACCELERATOR PROGRAM PROVIDED ME WITH A WORK ETHIC THAT IS GOING TO HELP ME IN THE HSC, AS WELL AS OUT IN THE WORKFORCE.'

Richard Jaime, Year 12, Parramatta Marist High School, Westmead





'MY FAVOURITE ACTIVITY IN ENGLISH IS WHEN WE WRITE "MAD LIBS" STORIES. YOU LEARN HOW TO KEEP YOUR AUDIENCE ON THE EDGE OF THEIR SEAT AND SOMETIMES SURPRISE YOURSELF.'

Sarah Walker, Year 6, St Finbar's Primary, Glenbrook

PARISH AND SCHOOL PARTNERSHIP

- active collaboration between principals, RECS, parish priests, the CEO and the Bishop's Office to strengthen school and parish partnerships
- school support for local parish sacramental programs and liturgical celebrations
- parish catechists introduced to the *Exploring Scripture* program for young children
- the PRC continues to represent parents, caregivers and guardians of children attending Catholic schools in the Diocese of Parramatta and works in partnership with the Bishop, the CEO, priests and school staff to support the education of students
- 53 parents of children from primary and secondary schools attended a forum for parents of students with special needs in June 2007

ASSISTANCE TO FAMILIES IN NEED

- enrolment and active support of students and families who are poor, marginalised and in need, in the form of fee-relief and other financial and pastoral assistance
- establishment of a fund to provide financial bursaries and scholarships for families in financial need wishing to enrol in a Catholic school
- development of strategies at individual school and system levels to attract enrolments from lower-socio economic areas

PARENT PROGRAMS

- the Parent Representative Council (PRC) coordinator position evolved into a teaching educator (parent links) position to better support the work of parents as partners in education at school, diocesan and state level



SOCIAL JUSTICE INITIATIVES

- collaboration with Bethany Primary School, Glenmore Park and St Vincent de Paul Society to support the *Vinnies Catholic Education Winter Sleepout*
- forum organised for Sudanese parents with Sudanese aides
- support for school-based initiatives and immersion programs e.g. Bede Polding College, Windsor South to Thailand; McCarthy Catholic College, Emu Plains to Cambodia
- partnership with Edmund Rice Centre – ‘Let’s Talk Local’ immersion program for senior students and teachers to Indigenous communities
- support for primary and secondary schools in integrating social justice and human rights perspectives into the curriculum
- strengthening links with local and overseas partners, e.g. Caritas, Catholic Mission and the Columban Institute
- building inter-faith partnerships with local Islamic organisations e.g. Affinity Inter-religious Committee, and visits to local mosques organised for staff and students
- support of the East Timor ‘Teacher Placement’ program which provides teachers to East Timor
- a network of school social justice contacts or coordinators met regularly with the CEO to be informed of social justice initiatives, share school-based initiatives and plan diocesan initiatives
- provision of social justice resources and information to schools
- collaboration with CEO Sydney in facilitator training for social justice coordinators in schools
- collaboration with Catholic Schools Office (CSO), Broken Bay on the ‘Secondary Justice Day’
- over 100 student delegates aged 10-14 from primary and secondary schools participated in ‘Kids’ Congress’ - a joint initiative between Parramatta Diocese and the Australian Catholic University - which focused on issues of social justice and ecology utilising technology

RELIGIOUS EDUCATION AND LEARNING SERVICES

- the service area of Religious Education and Learning Services (REaLS) was restructured to support the system priority of reculturing and enabling powerful, contemporary learning within the context of a shared understanding of authentic Catholic schooling
- with schools at the centre, CEO teaching educators, team leaders and the head of REaLS work with leading educators (teachers and leadership teams in schools)
- teams work flexibly within, and between, schools across the K-12 continuum in collaboration with principals and their leadership teams and CEO heads of schools services
- a Learning and Teaching Development Unit (amalgamating the Special Education Resource Centre and the CEO library) was established to provide digital resources for teachers to support new paradigms of contemporary learning and teaching



'BEING A WORLD YOUTH DAY AMBASSADOR FOR MY SCHOOL WAS EXTREMELY REWARDING. I HAD THE OPPORTUNITY TO ENCOURAGE THE YOUTH OF AUSTRALIA TO EMBRACE THEIR FAITH AND EXPLORE WHAT RELIGION MEANS TO THEM.'

Jacinta Hoolahan, Year 12, Caroline Chisholm College, Glenmore Park



WORLD YOUTH DAY

Active support for World Youth Day (WYD) including:

- preparations for WYD with diocesan agencies focusing on opportunities for the evangelisation of youth by enriching cooperative arrangements with the diocese, parishes and schools
- participation of system representatives on the WYD diocesan committee and liaison with the WYD office in identification and assessment of facilities for the accommodation of pilgrims in schools
- supporting schools in responding to the New South Wales Fire Brigade upgrade requirements to accommodate the needs of pilgrims
- journey of the WYD Cross and Icon around diocesan parishes and schools
- design and distribution of 175,000 WYD pocketbooks to secondary students throughout Australia
- provision and promotion of other WYD resources, including the WYD2008 diocesan website
- collaboration with the diocesan WYD coordinator and the Bishop's Office in communication and media coverage of local WYD initiatives
- collaboration with the Catholic Education Office, Sydney in the writing of WYD curriculum modules which have been made available to schools throughout Australia



VALUES EDUCATION

- values forums were held in 20 schools in response to the Commonwealth accountabilities under the Schools' Assistance Act
- 2 K-12 values education symposiums were held for school executive teams; 'A Call to Ecological Conversation' (stewardship of the earth) and 'Service Learning' (stewardship of each other)
- 'Storyfest' – an integrated RE and English curriculum project for Year 5 students – was conducted in 5 primary schools
- development of the school-based values education professional development program, 'Values that Matter'
- ongoing development of a staff intranet containing websites, multimedia and print materials that provide teacher references and resources for values learning and teaching

STUDENT SERVICES

(INCORPORATING SPECIAL NEEDS AND STUDENT WELFARE)

- a review of student services took place in 2007, to identify what was working well and avenues for improvement. The review encompassed interviews, focus groups and case studies, in addition to national and international research
- speech pathology clinics were established in conjunction with Sydney and Macquarie Universities in 3 primary schools: St Francis of Assisi Primary, Glendenning; Good Shepherd Primary, Plumpton; and St John Vianney's Primary, Doonside
- more than 400 students had language assessments conducted either by CEO staff or through speech pathology clinics run in conjunction with Sydney and Macquarie Universities
- guidance officers were involved in the assessment of, and/or consultation with, 585 students
- itinerant teachers (communication) worked directly with 112 primary school students
- itinerant support teachers (hearing and vision) worked directly with 215 students

- additional funding support was provided to schools to assist them in meeting the needs of 128 students
- 14 students with moderate intellectual disabilities attended classes at Xavier College, Llandilo
- 32 students attended Autism Satellite Classes at St Patrick's Primary, Blacktown; St Monica's Primary, Richmond; St Columba's High, Springwood; and St Andrew's College, Marayong
- 10 teachers completed the Masters in Inclusive Education course at Charles Sturt University
- 11 teachers commenced the Graduate Certificate in Inclusive Education through the University of Canberra

STUDENT WELFARE

(COUNSELLING AND BEHAVIOUR SUPPORT)

- 10 schools (8 primary and 2 secondary) across the diocese have been adapting the principles of 'positive behaviour support' in whole school preventative approaches
- primary counsellors worked with 883 students in the context of their school and family
- primary counsellors were involved in social skills/resilience - building group work in a number of schools
- positive parenting courses were conducted in 12 schools
- the Intensive Behaviour Intervention Service worked with schools in supporting 56 students displaying severe emotional and behavioural problems
- 'team teach' courses in the positive handling of students were conducted in 5 schools
- the adolescent team worked with 106 students, displaying severe emotional and behavioural problems within the context of their school and family
- 13 Sudanese students at the Catholic Intensive English Centre, Delany College, Granville, successfully completed the Board of Vocational Education and Training (BVET) funded careers and transition project for African students

INDIGENOUS EDUCATION

- 424 students (226 in primary and 198 in secondary schools) participated in the Aboriginal education program
- 23 kindergarten students participated in the *Bridging the Gap* literacy program
- 65 students from Years 6-12 were involved in residential workshops for transition from primary to secondary or transition from secondary to university
- 14 students participated in the Lighthouse program for workplace mentoring
- 7 school assistants worked with a total of 328 students
- 112 students were involved in the (Literacy Pathways) program for students in Years 1 and 2; 6 students from the program took part in the 'Premier's Reading Challenge'
- 2,164 Year 11 and 12 students undertook Vocational Education and Training (VET) courses delivered by schools
- 294 students undertook VET courses with TAFE and other outside providers
- 42 students undertook a new initiative in nursing jointly delivered by TAFE, universities (UWS or ACU) and South West Sydney Area Health
- 35 students undertook School-Based Traineeships in retail, hospitality and automotive
- 11 additional teachers were trained to deliver VET in schools
- 7 students were awarded \$2,000 Australian Vocational Student prizes for exceptional skill, commitment and achievement
- a Terra Sancta College, Nirimba student was awarded the \$4,000 Prime Minister's Award for Skills Excellence for best in entertainment industry course, NSW

ENTERPRISE EDUCATION

- 640 students from 4 secondary schools participated in phase one of the initiative focusing on developing employability skills
- 8 students from Emmaus Catholic College, Kemps Creek and Nagle College, Blacktown completed phase two, Applied Enterprise Studies and undertook innovative projects with local community organisations
- 39 students from 15 schools completed the Lighthouse workplace mentoring program during Terms 2 and 3
- 34 new community volunteers undertook TAFE training to mentor a Lighthouse student





STATEWIDE TESTING

- 3 students from diocesan schools gained equal first place in the state in Studies of Religion I and 15 students were included in the 'top all-rounders' list in the 2007 Higher School Certificate (HSC)
- the average HSC results for students in the diocese were the second best achieved since 1999
- literacy results in the Years 3 and 5 Basic Skills Test, and Year 7 English Language and Literacy Assessment were ahead of state average and the best achieved in the past 10 years
- in statewide literacy tests there were fewer students in the lower bands of achievement; more students in the higher bands of achievement; and a higher average mark for each of Years 3, 5 and 7 than in any other year since testing began in 1998

TEACHER RECRUITMENT

- 7 graduate recruits were placed in schools including a TAS Scholarship recipient
- 4 Parramatta Partners Scholarships were awarded to HSC graduates to encourage young people into teaching
- 19 students participated in the Step Up into Teaching program where students in Year 12 were offered the opportunity to commence university studies to encourage them to consider a career in teaching

ORIENTATION AND INDUCTION

- 56 primary and 69 secondary teachers attended beginning teachers programs exploring teaching strategies, teaching in a Catholic school, *Sharing our Story*, programming, assessment, reporting and parent interviews
- 36 second-year secondary teachers attended early career sessions
- 4 half-day and 4 two-hour NSW Institute of Teachers workshops were held for supervisors of New Scheme Teachers
- 12 new RECs attended an induction session in January and follow-up visits were conducted in-school, three times per term, by RE teaching educators

'THE BUS TAKES ME TO SCHOOL. WHAT POWERS IT? AN ENGINE... AAAH TECHNOLOGY. WE HAVE TO RESEARCH FACTS FOR OUR REPORT. OKAY, OUT WITH THE LAPTOPS. LOOK UP SOME WEBSITES... AAAH TECHNOLOGY. TIME TO PRESENT MY SLIDE SHOW. I'LL USE THE DATA PROJECTOR... AAAH TECHNOLOGY. OFF HOME. I FEEL LIKE POPCORN. INTO THE MICROWAVE... AAAH TECHNOLOGY. YUM!

Jacob Grainger, Year 6, St Matthew's Primary, Windsor

PROFESSIONAL LEARNING

- professional learning opportunities and staff development days were held in all schools on core learning and teaching issues
- 82 teachers enrolled in post-graduate courses to enhance and update knowledge, skills and qualifications
- 6,421 participants were involved in professional learning across the diocese, ranging from short courses to comprehensive programs and networks
- 343 professional learning programs were offered by the diocese, with a major focus on curriculum, literacy and numeracy, integration of ITC, emerging technologies and programs to enhance learning
- 220 teachers shared teaching strategies to enhance learning in secondary schools through the Project to Enhance Effective Learning (PEEL)
- 119 participants enrolled in modules as part of the leadership development program aimed at current and future school leaders
- 29 teachers completed three units in the Masters in Educational Leadership
- 408 teachers attended a Quality Teaching (QT) Symposium held at the Morley Centre
- 103 teachers attended a three-day workshop in the Quality Teaching Framework
- the Quality Teaching program was followed up in 35 schools in the diocese
- 34 coordinators completed Middle Leaders Matter a four-day program and online course for beginning primary and secondary coordinators
- 4 principals participated in ELIM, a program of renewal for experienced principals
- 20 staff participated in 'Touching the Heart of Teaching', a mid-career program for experienced teachers
- 34 teacher assistants participated in CEO-based training to support students with disabilities
- 28 staff participated in Certificate III, School Support, Classroom General
- 25 staff participated in Certificate III, School Support Services - Administration

- 7 staff participated in Certificate III, School Support Services - Laboratory Assistant
- 16 trainees participated in Certificate IV, Information Technology
- 16 trainees participated in Certificate III, Information Technology
- 9 staff participated in Certificate III, School Support Services - Kitchen Assistant
- 32 staff participated in Certificate IV, Business/ Frontline Management

FOCUS ON LEARNING PROJECTS

- 42 schools completed projects in the Focus on Learning (FOL) grants program which cost a total of \$365,070 funded by the CEO and the Australian Government Quality Teacher Program (AGQTP) (the AGQTP funds school-based projects to enhance teachers' knowledge, understanding and abilities in identifying the needs of learners and then researching, designing and evaluating educational programs to meet those needs)

NSW INSTITUTE OF TEACHERS

- 59 teachers received a Certificate of Accreditation of Professional Competence from the NSW Institute of Teachers, with more than 200 others working towards this statutory requirement supported by supervisors and mentors in their schools

SCHOOL COMPLIANCE

- a 2006 trial program which aims to embed compliance monitoring in schools and refine processes for support and reporting, was continued
- 12 primary schools and five high schools successfully undertook external compliance audits with the remaining 64 schools completing self-monitoring using a revised 'compliance audit tool'
- 3 relatively new schools undertook a curriculum-only compliance audit to monitor planning and provision for new year groups

INFORMATION COMMUNICATIONS TECHNOLOGY

- bandwidth upgrade in all schools (minimum of 2 Mbps synchronous) and the system access bandwidth to the internet was also increased
- wireless coverage across the system grew to more than 600 wireless access points and an audit was initiated to identify and enable increased wireless density to support the growing number of wireless enabled devices used in learning
- schools acquired an additional 3,000 new computers of which 60% were laptops
- more than 200 staff took advantage of the salary-sacrifice staff laptop program, which provided them with a powerful, wireless-enabled, multimedia teaching tool (Apple or Lenovo)
- the final local area network upgrade was completed bringing all sites across the system to a modern switched network with gigabit network backbones and Layer 3 capabilities in the core of the school network
- a successful Voice Over Internet Protocol (VoIP) pilot was conducted and over 10% of schools now have a VoIP telephony system installed at the school
- a *Leading Technologies for Learning* conference was held for all school leadership teams allowing them access to a range of technologies and seminars to support their forward planning in ICT-based on their learning and teaching needs
- a secure blogging infrastructure was implemented and a staff blog (The Learning Common) was established as a way for staff to dialogue about school and system learning and teaching issues
- CEnet, a 24/7 virtual learning environment for staff and students, was implemented in schools across the system, with extensive professional learning opportunities provided for staff
- 28 primary schools utilised the online E to A reporting system for their half-yearly and annual reports
- 32 ICT trainees provided technical support for schools

- a rollout of the school website project commenced which will provide every school with a user-friendly interface for school website development including a range of Web 2.0 features
- the online professional development database was implemented, allowing staff to search and register for PD courses
- the student identity project which creates a unique ID and username for each student at enrolment, automating the creation of login accounts and home directories, was implemented
- all staff, students and parents continue to have 24/7 access to a wide range of online video tutorials through 'Atomic Learning' resources
- the inaugural diocesan 'Robodance' challenge involved students from across the diocese in designing, building, programming and displaying a series of dancing robots

OCCUPATIONAL HEALTH AND SAFETY

- 22 secondary schools had Occupational Health and Safety (OHS) conducted self audits in Creative and Performing Arts areas
- each secondary school developed their own comprehensive OHS reports identifying issues and recommendations for continuous improvement
- compliance reviews were conducted in 25 schools verifying that an OHS management system had been established and was being implemented effectively
- online forms for injury notifications and accident investigation were developed and are proving effective in reporting OHS



SAFE SCHOOL AND WORK ENVIRONMENTS

- continued adoption of preventative strategies against bullying in schools and offices using resources within the diocesan Anti-Bullying Policy (2005) and website, and the Maintaining Right Relations Policy (2003) and ongoing staff development in these resources
- employment relations advice to schools on a case-by-case basis
- support and legal advice for schools in the management of grievances and application of policy
- training for all staff in the 'Protective Behaviours' program
- a minimum of one hour of child protection training was conducted for existing employees
- child protection briefings are held every second year for existing volunteers
- 15 staff trained in investigation and conciliation

PLANNING REFERENCE GROUPS

- Planning reference groups include the local parish priest, diocesan pastoral consultant, school leadership teams, architect, executive director of schools, head of school services for the relevant network and other CEO staff. These reference groups play a critical role in the planning and co-ordination of capital works projects for provision of built environments that support contemporary learning. The planning groups focus on ensuring the needs of the school and wider parish communities are best served. Other focus groups are consulted for input as the planning process progresses.

DURING 2007 PLANNING REFERENCE GROUPS WERE ACTIVE FOR:

- St Angela's Primary, Castle Hill
- Corpus Christi Primary, Cranebrook
- St Patrick's Marist College, Dundas
- Holy Family Primary, Emerton
- St Andrews Primary, Marayong
- St Margaret Mary's Primary, Merrylands
- Sacred Heart Primary, Mount Druitt

- St Monica's Primary, North Parramatta
- St Nicholas of Myra Primary, Penrith
- St Monica's Primary, Richmond
- St Agnes Catholic High School, Rooty Hill
- St Aidan's Primary, Rooty Hill
- Proposed Catholic Primary, Rouse Hill
- St Columba's High School, Springwood
- St Mark's Catholic College, Stanhope Gardens
- Catholic Education Precinct, Westmead

FACILITIES AND MAINTENANCE

- maintenance work carried out for 160 projects with a total expenditure of \$3,941,967
- the capital works program included expenditure of \$20 million. The major projects included St Mark's Catholic College, Stanhope Gardens; Xavier College, Llandilo; Mary MacKillop Primary, Penrith South; Our Lady of the Way Primary, Emu Plains; Nagle College, Blacktown South; McCarthy Catholic College, Emu Plains; Corpus Christi Primary, Cranebrook and St Aidan's Primary, Rooty Hill

FINANCIAL RISK ASSESSMENT

- 76 school audits across the diocese indicated a good standard of finance and administration (of note, was the focus on fee collection, improved budgeting processes, the general standard of record keeping, and improved standards in the implementation of internal control frameworks)
- aspects of the Board of Studies compliance were successfully incorporated into the school audit program, including the standards required in relation to student attendance, enrolment and leaving student records and financial management

HIGHLIGHTS 2007

NATIONAL AWARDS FOR QUALITY SCHOOLING

Holy Family Primary School, Emerton received two Australian Government National Awards for Quality Schooling worth a total of \$65,000 for Excellence in Family-School Partnerships, in which they won the top honour of Best National Achievement; and Excellence in School Improvement, in which they won Outstanding National Achievement.

The focus of Holy Family's award winning family-school partnership was the implementation of an indigenous reading program based on linking Aboriginal culture and literacy; while the award for Excellence in School Improvement was presented for its substantial improvement in the language skills of students.

Also in 2007, Holy Family received the National Literacy and Numeracy Week 2007 Minister's Award and a Certificate of Merit for Excellence in Leadership in Indigenous Education with a cash prize of \$1,000.

SECONDARY SCHOOL OPENED AT STANHOPE GARDENS

The inaugural Year 7 students began at St Mark's Catholic College, Stanhope Gardens in February.

The new college forms part of a ground-breaking parish-based Catholic Learning Community with John XXIII Primary, Stanhope Gardens, and Holy Cross Primary, Glenwood. The community is set to mark a new era for education in Australia, with state-of-the-art facilities and technology being shared by all three schools and the broader parish community.

CATHOLIC SCHOOLS WEEK

Catholic schools in the greater Sydney region celebrated the second annual Catholic Schools Week from 11 – 17 March.

The week, with the theme 'Learning in Action', was a celebration of the distinctiveness of Catholic schools. In addition to a Sydney metropolitan advertising campaign, a wide variety of events and activities to celebrate, including masses, open days, concerts, barbecues, breakfasts and morning teas were held at the local level by schools.

EXECUTIVE DIRECTOR TOPS 'SMART 100' LIST

The Bulletin magazine named executive director of schools in the Diocese of Parramatta, Greg Whitby, as the nation's smartest, most innovative and creative person working in education in Australia today. Greg was selected from a shortlist of 10 finalists as the winner of the education category for the 2007 Bulletin Smart 100 list.

PARRAMATTA DIOCESAN TEACHER WINS PREMIER'S SCHOLARSHIP

An innovative literacy project designed to assist teachers track the reading development of primary students, particularly through the first three years of school, won a \$10,000 NSW Premier's Special Education Scholarship for Christine Grima-Farrell, a special education teacher at Bethany Catholic Primary, Glenmore Park and St Oliver's Primary, Harris Park.

STAFF RECOGNITION AWARDS

The second annual Parramatta Diocesan Catholic Schools Staff Recognition Awards were presented in October to mark World Teachers' Day.

The award winners were:

For Catholic School Leadership through Service
Elizabeth Bryant, Librarian/LTST Teacher, Our Lady of Lourdes Primary, Baulkham Hills South
For Innovation in Learning and Teaching
Staff of Holy Family Primary, Emerton

A \$3,000 account towards professional learning was awarded to recipients thanks to the generous sponsorship of the Diocesan Development Fund, Parramatta.

THREE STUDENTS FROM THE PARRAMATTA DIOCESE EQUAL FIRST IN STUDIES OF RELIGION I

Five students in total placed equal first in the HSC for Studies of Religion I, and among them were three Parramatta diocesan students: Patricia Muscat, Bede Polding College, Windsor; Christopher Moses, Parramatta Marist High School, Westmead and Lucy Burnitt, McCarthy Catholic College, Emu Plains.

CATHOLIC EDUCATION OFFICE WINS CORPORATE CUP FOR BLOOD DONATIONS

The Catholic Education Office won the Australian Red Cross Blood Service Corporate Cup for giving the most blood and plasma donations by an organisation in the previous 12 months.

To reach the top spot the office recorded 189 donations, which helped save the lives of over 530 people. The win recognises the efforts of the CEO staff who rolled up their sleeves on a regular basis, as well as the ongoing hard work and encouragement of organiser, CEO administration officer, Sean McNally.

SCHOOLS WELCOME WORLD YOUTH DAY CROSS AND ICON

Schools in the Parramatta diocese welcomed the World Youth Day Cross and Icon in July 2007 with great excitement and celebration. The Cross and Icon spent a week travelling to schools and parishes in the diocese as part of a journey across Australia.

OPENING AND BLESSINGS

The following schools celebrated the opening and blessing of new facilities in 2007:

28 August	St Francis of Assisi Primary, Glendenning
13 September	McCarthy Catholic College, Emu Plains
21 September	Bede Polding College, Windsor South

ADC LECTURE

During October 2007, international education expert, Professor Michael Fullan gave the 7th annual Ann D. Clark Lecture to over 380 educators and staff from the Parramatta diocese, other dioceses and educational systems.

The lecture was based on Michael Fullan's book, *The Six Secrets of Change* (Wiley, March 2008). Drawing on his considerable international experience, Fullan extracted six interrelated secrets that provided practical, powerful insights into understanding and action around educational change.

KIDS CONGRESS

More than 270 enthusiastic students gathered at the Australian Catholic University, Strathfield for the third Kids Congress. The theme, 'Kids Care – Earth Share' had student delegates focused on environmental issues such as climate change, drought and water conservation, pollution and energy alternatives.

The students, ranging in age from 10 to 14, were from over 50 Catholic schools in the Parramatta, Broken Bay and Sydney dioceses.

DETAILED STATEMENT OF INCOME AND EXPENDITURE

CATHOLIC EDUCATION OFFICE, 1 FEBRUARY 2007 TO 31 DECEMBER 2007

\$

NOTES:

1. Total expenditure in respect of Government & State Grants & Subsidies is well in excess of the level of grant funding received.

2. These figures do not include local income raised from parish, P&F and school based charges and corresponding expenditure.

3. Due to a Government mandated change in Financial year end, the surplus for the period includes 12 months income and 11 months expenses. The net impact of this is to inflate the Surplus From Operations by \$7,900,000. Hence a normalised Surplus from Operations is \$4,760,286 (\$12,660,286 less \$7,900,000).

4. Capital income for the financial period totalled \$23,275,363. This is not shown in Total Operating Income. It comprises Commonwealth government capital grants of \$10,065,500, Diocesan School Building Levy \$8,903,529 and Profit from Land sales \$4,309,334.

OPERATING INCOME

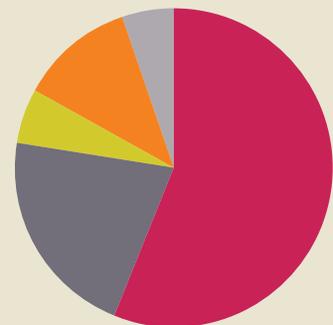
Commonwealth - General Recurrent Grants	200,869,682
State - General Recurrent Grants	76,207,193
Other Commonwealth & State Grants	19,890,820
Parents Contributions - Diocesan Schools Tuition Fee ² .	42,015,150
Investment Income	11,406,139
Schools - Reimbursable Salaries	4,363,504
Other Income	2,786,266
TOTAL OPERATING INCOME ⁴.	357,538,754

OPERATING EXPENDITURE

Salaries & Wages Costs	222,061,566
Salaries & Wages Oncosts (Super, Leave & W/Comp)	52,245,504
Schools - Direct Support & Equity Grant	17,936,641
Depreciation	13,684,221
Administration, Insurance & Staff Welfare Expenses	10,516,169
Interest & Doubtful Debt Expense	14,875,196
Resources & ICT Expenses	6,717,249
Facility Occupancy & Maintenance Expenses	5,338,895
Grants & Levies to External Organisation	1,503,027
TOTAL OPERATING EXPENDITURE ¹.	344,878,468
SURPLUS FROM OPERATIONS ³.	12,660,286

INCOME \$357.6 MILLION

Commonwealth Recurrent Grants	\$200.9m	56.2%
State Recurrent Grants	\$76.2m	21.3%
Other Commonwealth & State Grants	\$19.9m	5.6%
Parents Contributions	\$42.0m	11.7%
Other sources of income	\$18.6	5.2%



Other Commonwealth and State Grants \$19.9m, 5.6%
 - Capital
 - Interest Subsidy
 - Special Programs
 - Targeted

State Government Recurrent Grants \$76.2m, 21.3%

Commonwealth Government Recurrent Grants \$200.9m, 56.2%

Other sources of income \$18.6m, 5.2%

Parents contributions \$42.0m, 11.7%

\$

AUDITOR'S STATEMENT

"We have performed an independent audit on the financial report of the Catholic Education Office, Diocese of Parramatta for the 11-month period ended 31 December 2007, to which an unqualified opinion was issued by us. The attached detailed Statement of Income and Expenditure is based on the audited financial report and has been prepared by the Catholic Education Office, Diocese of Parramatta. To the extent permitted by law, we do not accept liability for any loss or damage which any person may suffer arising from any negligence on our part. No person should rely on this Statement without having an audit or review conducted."

Moore Stephens Sydney
Chartered Accountants
C. Chandran
Partner

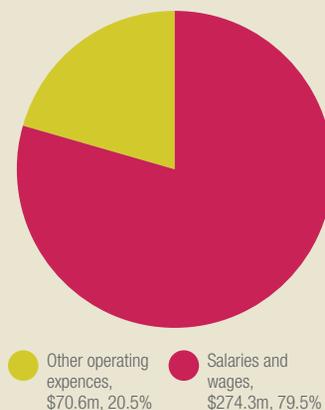
Dated in Sydney, this 29th Day
of May 2008

SCHOOL BUILDING PROGRAM

CAPITAL INCOME/RECEIPTS	
Commonwealth Capital Grants	10,062,500
Diocesan School Building Levy (net of doubtful debts)	8,903,529
Land Sales	4,309,334
CAPITAL INCOME ⁴	23,275,363
Proceeds from Borrowings	5,325,744
TOTAL CAPITAL RECEIPTS	28,601,107
CAPITAL PAYMENTS	
Repayments of Borrowings	16,264,819
Capital Expenditure	19,716,768
TOTAL CAPITAL PAYMENTS	35,981,587
CAPITAL DEFICIT - School Building Program	(7,380,480)

EXPENDITURE \$344.9 MILLION

Salaries and wages	\$274.3m	79.5%
Other operating costs	\$70.6m	20.5%





Catholic Education
Diocese of Parramatta

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Printed September 2008 - Photography by Hamilton Lund