

# annual report 08



CATHOLIC EDUCATION  
Diocese of Parramatta

Printed September 2009

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the art of the possible

## BISHOP'S MESSAGE

My Dear Friends,

I warmly endorse the 2008 Catholic Education System Annual Report.

2008 was a significant year in the life of the Australian church with the celebration of World Youth Day in Sydney.

In preparation, many of our parishes and schools welcomed the World Youth Day Cross and Icon, which presented an opportunity for prayer and reflection in the lead up to the pilgrimage.

Our parish and school communities hosted pilgrims from all around the world – opening their hearts and homes – and giving witness to the hope of the Risen Christ in the lives of young people.

I gratefully acknowledge the time and energy of our school and Catholic Education Office staff who managed the hospitality and care of pilgrims being accommodated in our schools throughout the diocese.

So many of our teachers and staff gave up their school holiday time to assist in the provision of accommodation and food for pilgrims or in leading groups of our own young people as pilgrims throughout the week, and for the Days in the Diocese.



Bishop Manning with a young parishioner at the official opening of the diocese's newest parish, Our Lady of the Angels, Rouse Hill.

I am hopeful that the theme of World Youth Day - "You will receive power when the Holy Spirit comes upon you; and you will be my witnesses" (Acts1:8) - has ignited the faith of our young people and will continue to nourish and enrich them throughout their journey in the years to come.

Our Catholic schools hold a significant responsibility in our faith community, working in partnership with parents and pastors, to help guide and form the spiritual lives of their students, while enlivening and engaging their minds and hearts.

This report reflects the hard work of our school communities, the Catholic Education Office, the Parramatta Diocesan Catholic Schools Council, Parent Representative Council and many others, who commit each day to the evangelising mission of the church and the communication of the Gospel message in our schools.

May God continue to bless our students, staff and partners in our work.

*+K. Manning*

Most Reverend Kevin Manning  
Bishop of Parramatta

## EXECUTIVE DIRECTOR'S MESSAGE

Dear parents and colleagues,

In 2008, Catholic Education in the Diocese of Parramatta embarked on a new way of working to provide relevant Catholic learning and teaching for students in today's world. 'The art of the possible' - as we have named our approach - challenges us to build upon the best of the past, and be open to new possibilities for our students, families and teachers in each of our schools.

As a result of ongoing rich professional dialogue and discussion at both school and system level, a *Statement on Learning* was developed to articulate our shared understandings and expectations of what good learning, teaching and teacher-learning looks like.

Located within our quality Catholic schooling framework, this document is underpinned by contemporary theory, quality research and leading practice. *Our Theory of Action* outlines the processes implied in the *Statement on Learning*, which places students at the centre of our work and our resources as close to the learning space as possible.

In 2008, we named as one of our key priorities, the task of improving literacy and numeracy across K-12 as part of our strategic intent to improve the learning outcomes for all students.



Greg Whitby shares a story with students from St Patrick's Primary, Parramatta.

The process of engaging our school leaders to think more deeply about learners and their learning has been enriched by our emerging partnerships with international educators such as Professors Michael Fullan and Viviane Robinson, and David Eddy.

In particular, the significant research of Michael Fullan and Viviane Robinson on the impact of effective school leadership on learning outcomes, has led to an improvement in this diocese across most of the available measures.

This report reflects some of the significant milestones we have achieved as a system throughout 2008. It has been immensely satisfying to work with school leadership teams and to see 'the art of the possible' taking shape.

My thanks extends to school and Catholic Education Office staff, families, parishes and partners, for their commitment and contribution to the mission of Catholic education throughout 2008.

Gregory B Whitby  
Executive director of schools

## 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 celebrations as well as the shared management of school sites; and on matters relating to school reviews and enrolment processes, stewardship, appraisal 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 affecting 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, recognised in the structure of the learning framework below:

### Parramatta Catholic Education Framework



The system leadership set four priorities for action in 2008, in the 'Leading Learning' and 'Learning and Teaching' domains. These priorities were:

- improving literacy from Kindergarten to Year 12
- improving numeracy from Kindergarten to Year 12
- enhancing formation
- further developing teacher capabilities by building leadership capabilities





## 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

- 75 teachers continued studies as the first cohort of the Parramatta Certificate of Religious Education, incorporating the Archdiocese of Brisbane's *Foundations* program, through the Parramatta Institute for Mission
- another 70 teachers commenced this new eight-unit Parramatta Certificate of Religious Education in 2008
- 24 teachers commenced or continued studies in the Masters of Religious Education (ACU) with 5 having completed the course
- 170 CEO staff participated in a staff renewal day
- 22 teachers were granted Conditional RE Accreditation and 61 teachers were granted Unconditional RE Accreditation
- the CD-ROM based resource *Understanding Faith* was distributed to all systemic secondary schools
- support for schools implementing innovations such as project-based learning in RE (Parramatta Marist, Westmead)
- continued introduction of *Exploring Scripture in the Classroom*, an approach which assists young children in their understanding of Scripture through staff meetings, staff development days and classroom modelling. An *Exploring Scripture* Network has been set up allowing Religious Education coordinators and RE teachers to share their ideas, resources and successes
- induction and support for new Religious Education coordinators

- support for training of catechists to teach Religious Education ('Scripture') in government schools
- induction for beginning teachers and teachers of Religious Education in their first and second years of teaching
- the Leadership Development program for assistant principals and coordinators includes units on Religious Education, Catholic school mission, identity and culture, and religious leadership
- teaching educators: Religious Education contributed to compliance audits in 16 schools
- support for Wilcannia-Forbes teachers completing the Certificate of Religious Education (NSW)
- copies of the 'Compendium of the Catechism of the Catholic Church', a concise summary of the Catholic faith, were distributed to all staff and senior secondary students as World Youth Day commemorative gifts from Bishop Manning. Education resources were prepared to assist schools with timely Religious Education to accompany the distribution of the Compendiums
- networks were established to support teachers in their work and provide a forum for collaborative professional learning planning for introduction of assessment of religious literacy in Years 4 and 8 in 2009
- formation is an integral element of the process of learning in programs including ELIM, 'Touching the Heart of Teaching' and various modules in the Leadership Development Program
- mentoring of early career teachers has been in place for second year teachers for two years and is continuing in 2009
- opportunities and support for prayer and reflection - principals groups, individual schools, evening gathering for principals conducted by Kevin O'Shea, and a CEO Lent and Advent reflection group

## PARISH AND SCHOOL PARTNERSHIP

- active collaboration between principals, Religious Education coordinators, 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
- the Priests and Principals Meeting focused on the NSW/ACT Bishops' pastoral letter *Catholic Schools at a Crossroads*. Priests and principals were invited to suggest ways to enhance the Catholic identity and mission of schools

## ASSISTANCE TO FAMILIES IN NEED

- enrolment and active support of students and families who are suffering financial hardship, in the form of fee-relief and other financial and pastoral assistance
- four scholarships awarded for the 2009 school year from the scholarship fund established to provide 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 socioeconomic areas

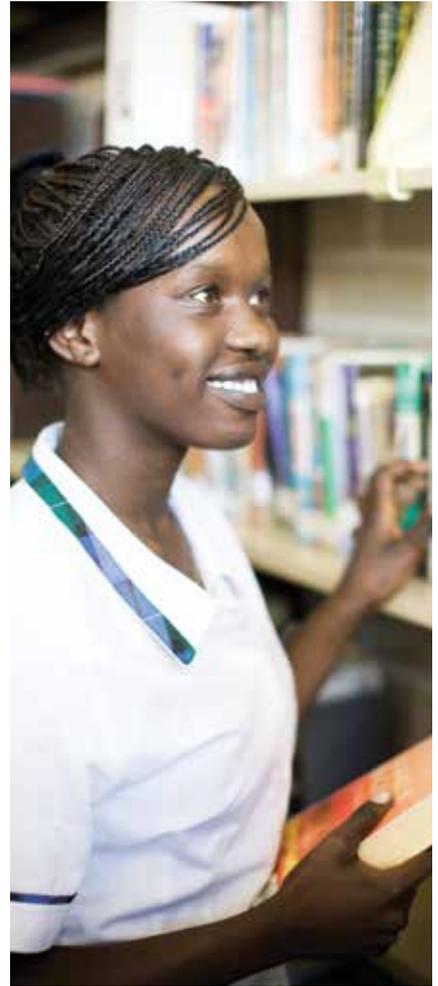
## PARENT PROGRAMS

- the Parent Representative Council (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
- in 2008 the PRC was involved in many activities including lobbying local government on the issue of school buses; 20 members participated in the Council of Catholic Schools Parents Conference;

development of the UCAN group (Understanding Children with Additional Needs); establishment of scholarship for parents studying at Catholic Universities; development of an information card to welcome new families into diocesan schools

## SOCIAL JUSTICE INITIATIVES

- collaboration with Bethany Primary, Glenmore Park and St Vincent de Paul Society to support the 'Vinnies Catholic Education Winter Sleepout'
- strengthening links with local and overseas partners, e.g. through support for Caritas
- building inter-faith partnerships with local Islamic organisations, e.g. Affinity Inter-religious Committee
- support for East Timor Teacher Placement Program. Two teachers in each of Terms 1, 2 and 4 worked in Same with East Timorese teachers on English teaching methodology. In Term 4, three teachers ran four-day Maths workshops in Same and Baucau for East Timorese teachers of Grades 1 - 3. There was also a four-day secondary English workshop in Same which was partly conducted by East Timorese teachers from the program.
- trialing of the Caritas 'Aspire to Be More' project to be launched in 2009. The web-based initiative invites and supports teachers and students in taking up development initiatives at personal, family, local, national and international levels provision of social justice resources and information to schools including the 'Compendium of the Social Doctrine of the Church'





## WORLD YOUTH DAY

The system actively supported the Archdiocese of Sydney in hosting World Youth Day (WYD). Involvement included:

- preparations for WYD with diocesan agencies focusing on opportunities for the evangelisation of youth through cooperation with the diocese, parishes and schools
- the gathering of secondary school leaders in February at Patrician Brothers, Blacktown to prepare for and pray with Bishop Manning for WYD08 which generated interest and focused attention on the coming events
- participation of system representatives on WYD committees and liaison with the WYD office in the identification, assessment and preparation 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 over 345,000 WYD pocketbooks to primary and secondary students throughout Australia and provision and promotion of other WYD resources
- 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 made available to schools throughout Australia
- close to 1,000 school and CEO staff volunteered to be team leaders in school accommodation sites and local helpline
- schools and CEO staff were involved in the installation of showers, delivery of food, rosters for teachers, fire warden training and allocating pilgrims to accommodation
- WYD08 including the Mass at Bangaroo, the Papal arrival on Sydney harbour, the Stations of the Cross, the events culminating in the Mass

at Randwick, had a significant impact on young people in the Parramatta diocese as it did across Australia and the world

- in October representatives from our schools gathered in a 'follow up' day of reflection and celebration. The students were universally enthusiastic about the impact of WYD08 on their personal faith. Students were very articulate and confident in sharing their Catholicity with their fellow students. They were very appreciative of what the CEO and diocese had done to support their spirituality. Many were saving money and learning Spanish in order to go to Madrid for the next WYD. Many of these young people have the potential to be youth workers and take up youth leadership roles in the church

## VALUES EDUCATION

- Values Forums were held in approximately 40 schools in responding to the Commonwealth accountabilities under the Schools' Assistance Act 2008
- a school-based values education professional learning program, 'Values that Matter' was completed and launched
- the ongoing development of a staff intranet containing websites, multimedia and print materials providing teacher references and resources for values learning and teaching

## STUDENT SERVICES (INCORPORATING SPECIAL NEEDS AND STUDENT WELFARE)

- the report of the Student Services Review, conducted by Dr Tony Shaddock and Dr Peter Freebody, was presented to executive director of schools, Greg Whitby in January 2008. Mr Whitby accepted the recommendations of the review in full and a major focus of student services' work throughout 2008 was preparation for the implementation of its recommendations
- the review concluded that the current model of service delivery was not

'capable of providing an effective, efficient and sustainable response to the current and ongoing needs of system stakeholders and is not compatible with the system policy emphasis on the centrality of schools and classroom teachers to the learning needs of all students' (2008 Report of a Review of Student Services, p.4). Over the course of 2008 a variety of groups were consulted about the findings of the review and an implementation plan was developed

- support was provided for over 1,750 students with designated disabilities
- \$3.8 million dollars in Commonwealth and State funding was allocated to supporting students with designated disabilities in diocesan schools
- in excess of \$550,000 of system funds were distributed to schools to assist them meet the needs of students with additional needs irrespective of whether they were eligible for Commonwealth funding support
- 18 students with moderate intellectual disabilities attended classes at Xavier College, Llandilo
- Autism satellite classes were conducted in partnership with ASPECT at St Patrick's Primary, Blacktown; St Monica's Primary; Richmond; St Columba's High; Springwood and St Andrew's College, Marayong

### STUDENT SERVICES SUPPORT

- speech pathology clinics were established in conjunction with the University of Sydney in two primary schools: St Joseph's Primary, Kingswood and St Margaret Mary's Primary, Merrylands
- more than 350 students had speech/language assessments conducted either by CEO staff, contracted speech pathologists or through speech pathology clinics run in conjunction with the University of Sydney
- itinerant teachers (communication) worked intensively in 13 primary schools with a number of students with high communication needs. These teachers worked primarily to build the capacity of

classroom teachers in best meeting the needs of students with language/communication difficulties

- speech pathologists provided specialised consultancy to teachers across the system
- educational psychologists were involved in assessment and/or consultation in relation to 538 students across all diocesan schools
- educational psychologists liaised closely with ASPECT (Autism Australia) in relation to the satellite classes run in partnership with CEO Parramatta in two primary schools and two secondary schools in the Parramatta diocese
- itinerant support teachers (hearing) worked directly with 130 students K-12 and itinerant teachers (vision) worked with 45 students K-12
- over the course of 2008, 5 members of the itinerant teachers (vision) team undertook sustained professional learning in Braille

### STUDENT WELFARE (counselling and behaviour support)

- the counselling and behaviour support teams worked extensively with schools to promote student wellbeing within a strength-based approach
- primary counsellors worked with 600 students in the context of their school and family
- Positive Parenting Courses were conducted in over 15 primary schools
- the Intensive Behaviour Intervention Service worked with schools in supporting 95 K-6 students who were experiencing severe emotional and behavioural difficulties within the context of their school and family
- the adolescent team worked with 83 students, experiencing severe emotional and behavioural problems within the context of their school and family
- 'Team Teach' courses in the positive handling of students with challenging behaviour were conducted with staffs of 5 primary schools and 1 secondary school with the goal of building capacity in those schools. 'Team Teach' courses were also delivered to staff of





the Catholic Education Office, Wollongong and Holy Spirit High in the Diocese of Wollongong.

### ROAD SAFETY AND DRUG EDUCATION ADVISOR SUPPORT

- a variety of road safety resources were distributed to schools and workshops were conducted for 25 schools to support implementation
- support to 5 schools requesting assistance with specific road safety issues and problems
- parent and student drug forums were conducted for 8 primary and 6 secondary schools
- drug education and road safety workshops were conducted for 23 primary and 20 secondary teachers
- 443 teachers from 18 primary schools and 2 secondary schools completed Protective Behaviours training
- workshops for teachers were conducted in 35 primary schools and 2 secondary schools for sexuality education
- 7 teachers from diocesan schools and 15 people from outside the system were trained as Seasons for Growth Companions and 28 companions undertook a refresher workshop

### INDIGENOUS EDUCATION

- 447 Indigenous students (215 in primary and 232 in secondary schools) were involved in the Aboriginal education program
- 16 Kindergarten students participated in the Bridging the Gap literacy program
- 71 students in Years 1-6 participated in the Literacy Pathways programs
- 63 students from Years 5-12 were involved in residential workshops for transition from primary to secondary and transition from secondary to university/TAFE or the workplace
- 7 students participated in the Lighthouse program

- 5 new volunteer Indigenous mentors undertook TAFE training to mentor Indigenous Lighthouse students
- 297 parents of Aboriginal students participated in the awards night strengthening community links and parental involvement in the program

### LIGHTHOUSE PROGRAM

- Lighthouse aims to reconnect students with classroom learning through workplace mentoring. Community volunteers provide selected Year 9 and 10 students with an alternative learning environment in the workplace for part of the year
- 40 students from 16 secondary schools in the diocese completed the Lighthouse program
- 35 new community volunteers undertook TAFE training to mentor a student, joined by existing mentors from previous years
- 11 students successfully completed a pilot for an AQF Certificate I in work preparation from the Community Services Training Package delivered by Lighthouse but auspiced by an external Registered Training Organisation (RTO)

### TRANSITION

- Transition provides vocational opportunities for Stage 5 and 6 students with additional needs
- 216 Individual Plans were written in collaboration with all stakeholders to provide students with their best opportunities for transition through education and beyond
- 206 students participated in a variety of work preparation and pre-vocational training courses
- 144 students attended work orientation days in preparation for supported work experience

- 112 students participated in the Fast Track job search skills program
- 171 supported work experiences were provided for 112 students with specific learning needs
- three parent forums were conducted for over 260 parents and students seeking information about employment and training agencies

## ENTERPRISE EDUCATION

- 1780 students undertook Vocational Education and Training (VET) courses delivered by schools in Years 11 and 12
- 272 students undertook VET courses with TAFE and other external providers
- 17 students undertook school based traineeships in Retail, Hospitality and Automotive and one student commenced a school based apprenticeship in Hairdressing
- 8 additional teachers were trained to deliver VET in schools
- 5 students were nominated for \$2,000 Australian Vocational Student prizes and 7 students were nominated for NSW Vocational Training awards
- an application for a Trade Training Centre (TTC) to be based at McCarthy Catholic College, Emu Plains was submitted to DEEWR and an EOI for a TTC in Mt Druitt/Blacktown was also lodged
- a review of VET was conducted to determine ways in which the diocesan strategic intent can be better met in this area

## STATEWIDE TESTING

- in the 2008 Higher School Certificate, 2 students from diocesan schools gained first place in the state, 1 in Mathematics 2U and 1 in Construction
- 16 students were included in the 'top all-rounders' list in the 2008 HSC. The average HSC results for students in the diocese were the best

achieved since overall diocesan records were first aggregated in 1999

- students in Years 3, 5, 7 and 9 sat the National Assessment Program for Literacy and Numeracy (NAPLAN) for the first time in 2008. These comprised the Literacy scales (Reading, Writing and Language Conventions) and a separate Numeracy scale. Diocesan results were ahead of the national average in 15 out of the 16 measures (four scales for each of the four year groups)

## TEACHER RECRUITMENT

- 6 primary and 7 secondary graduate recruits were placed in schools
- 4 Parramatta Partners Scholarships were awarded to HSC graduates to encourage young people into teaching
- 20 students participated in the Step Up into Teaching program where students in Year 12 were offered the opportunity to commence university studies early to encourage them to consider a career in teaching

## ORIENTATION AND INDUCTION

- 149 teachers attended beginning teachers programs exploring teaching strategies, teaching in a Catholic school, *Sharing our Story*, programming, assessment, reporting and parent interviews
- 136 second-year secondary teachers attended early career sessions
- 7 two-hour NSW Institute of Teachers workshops were held for supervisors and New Scheme Teachers in their first year
- 4 two-hour NSW Institute of Teachers workshops were held for supervisors and New Scheme Teachers in their second year





## PROFESSIONAL LEARNING

- professional learning opportunities and staff development days were held in all schools on core learning and teaching issues
- 36 submissions for 'Recognition of School Based Professional Learning' were received from 15 schools in the diocese
- 82 teachers enrolled in post-graduate courses to enhance and update knowledge, skills and qualifications
- 4,857 participants were involved in professional learning across the diocese, ranging from short courses to comprehensive programs and networks
- 199 professional learning programs were offered by the diocese, with a major focus on finance, student welfare, early years of schooling, contemporary learning, OH&S, integration of ITC, emerging technologies and Quality Teaching initiative
- 94 participants enrolled in modules as part of the leadership development program aimed at current and future school leaders
- 34 teachers completed three units in the Masters in Educational Leadership
- 57 teachers attended a three-day workshop in the Quality Teaching Framework
- 71 school and CEO staff participated in Quality Teaching rounds facilitated by University of Newcastle representatives
- 21 coordinators completed 'Middle Leaders Induction', a program for beginning primary and secondary coordinators
- 12 principals participated in ELIM, a program of renewal for experienced principals held at Winbourne, Mulgoa
- 14 staff participated in 'Touching the Heart of Teaching', a mid-career program for experienced teachers
- 5 'Implementing Contemporary Learning' workshops were held with a total attendance of 412 school and CEO staff
- 36 staff participated in CEO-based training to support students with disabilities

- 47 staff participated in Certificate III, School Support, Classroom General and Special
- 21 staff participated in Certificate III, School Support Services - Administration
- 11 trainees participated in Certificate IV, Information Technology
- 25 trainees participated in Certificate III, Information Technology
- 42 staff participated in Certificate IV, Business/Frontline Management

## NSW INSTITUTE OF TEACHERS

- 116 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

- the continuation of the program to embed compliance monitoring in schools and refining processes for support and reporting
- 12 primary schools and 6 secondary schools successfully undertook external compliance audits with the remaining 58 schools completing self-monitoring using a revised 'compliance audit tool'
- 3 systemic schools undertook a curriculum-only compliance audit to monitor the addition of new years of schooling

## INFORMATION COMMUNICATIONS TECHNOLOGY

- internet bandwidth for all schools has more than doubled to 100Mb, providing faster and more reliable web access
- Wide Area Bandwidth upgrade from 4Mb DSL to 10Mb Ethernet for 17 secondary schools commenced. To be completed May 2009.
- the CEO Data Centre has had significant technology upgrades to the core switching network and new high-end firewalls

- all 22 secondary schools have now been fully upgraded to a 10Gb backbone and gigabit wireless N network. The new network design supports VOIP (Voice Over IP), video and greater management and security
- further VOIP has been installed into some secondary and primary schools. All primary schools will have a full VOIP system installed by December 2009
- there are currently 44 ICT trainees including 2 trainee mentors
- Improved help desk and technical training to support the new school networks
- ongoing rollout of school website program for schools to manage and maintain a content management system website

#### OCCUPATIONAL HEALTH AND SAFETY

- 25 schools had whole-school Occupational Health and Safety (OHS) reviews
- each school has implemented an accredited OHS management system that identifies issues and provides recommendations for continuous improvement
- internal audits were conducted in 72 schools verifying that an OHS management system had been established and was implemented effectively
- audits were conducted to ensure electrical equipment was tested and tagged and a fire fighting equipment procurement contract established
- online learning training packages were introduced to schools; covering OHS induction, risk management for supervisors, manual handling training, pandemic preparation, OnGuard for practical arts students and teachers
- 'Where injury is foreseeable and avoidable' programs have been implemented and OHS committees and other arrangements have been established to support these programs

#### 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 for schools in the management of grievances and application of policy
- legal advice made available to schools on case-by-case basis and support provided in management of litigation and subpoenas
- 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

#### PLANNING REFERENCE GROUPS

- planning reference groups are constituted to facilitate the development of capital works projects. These groups play a critical role in the planning and coordination of capital works projects for provision of built environments that support contemporary learning. The planning groups focus on ensuring that 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 2008, Capital Works planning progressed for the following projects:

- St Michael's Primary, Baulkham Hills
- St Angela's Primary, Castle Hill
- Corpus Christi Primary, Cranebrook (Stage 2)
- Holy Family Primary, Emerton
- McCarthy Catholic College, Emu Plains (Trade Training Centre)





- St Patrick's Primary, Guildford
- St Oliver's Primary, Harris Park
- Clare Catholic High, Hassall Grove
- St Andrews Primary, Marayong
- Cerdon College, Merrylands
- St Monica's Primary, North Parramatta
- St Nicholas of Myra Primary, Penrith
- St Monica's Primary, Richmond
- Our Lady of the Angels, Rouse Hill
- St Columba's High, Springwood
- John XXIII Primary, Stanhope Gardens
- Blessed John XXIII Parish, Stanhope Gardens (Prior to School Education Facility)
- St Mark's Catholic College, Stanhope Gardens
- Westmead Catholic Education Precinct
- St Matthew's Parish, Windsor (Prior to School Education Facility)

**Capital projects in construction for 2008, included:**

- Corpus Christi Primary, Cranebrook (Stage 1)
- St Patrick's Marist College, Dundas
- St Bernadette's Primary, Dundas Valley
- Holy Family Primary, Emerton
- St Oliver's Primary, Harris Park
- Clare Catholic High, Hassall Grove
- St Canice's Primary, Katoomba
- Our Lady of the Nativity Primary, Lawson
- St Patrick's Primary, Parramatta
- St Margaret Mary's Primary, Merrylands
- Sacred Heart Primary, Mt Druitt South
- Good Shepherd Primary, Plumpton
- St Agnes High School, Rooty Hill

- St Joseph's Primary, Schofields
- St Mark's Catholic College, Stanhope Gardens

The capital works program included an investment in schools of \$27 million.

### SCHOOL FACILITIES AND MAINTENANCE

- the funding of maintenance works to ensure effective functioning of school environments are beyond the capacity of the local school communities. In these cases there is support given through the system in the major maintenance program
- maintenance work was carried out for 210 projects with a total expenditure of \$8,801,229

### 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, 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 have been incorporated into the school audit program, including the standards required in relation to student attendance, enrolment and leaving student records and standards of financial management
- one diocesan systemic school was subject to external audit in relation to Section 21A of the Education Act 1990 by a contractor on behalf of the NSW Department of Education and Training. This audit found the school compliant in all areas of the legislation

## HIGHLIGHTS 2008

### World Youth Day 2008

World Youth Day (WYD) was held in Sydney in July 2008. Over 200,000 pilgrims from 171 nations visited Sydney for WYD. Schools in the Diocese of Parramatta were involved in the celebrations in a number of ways, including the use of their halls and other buildings as accommodation for pilgrims. For example, St Columba's High, Springwood raised awareness at their school and built anticipation by setting up a countdown to WYD in their quad.

The WYD cross and icon returned to the Parramatta diocese visiting schools and parishes. On 17 March, the WYD cross and icon visited St Mary's Rydalmere and was the focus of a whole-school Palm Sunday liturgy. Families and local parishioners joined in the festivities at the school, beginning with a procession of the cross through the playground.

Students around the Diocese of Parramatta were also called on by WYD organisers to put their construction skills they have learnt at school into practice building 60 altars for the event. Schools involved included Xavier College, Llandilo; Bede Polding College, Windsor South; Clare Catholic High, Hassall Grove; Delany College, Granville; Marian Catholic College, Kenthurst and Patrician Brothers College, Blacktown.

### Catholic Schools Week

The third annual Catholic Schools Week (CSW) 2008 was held from 30 March - 4 April and, for the first time, it involved the communities of all 613 Catholic primary and secondary schools across NSW and the ACT. The week, with the theme 'Learning in Action', was a celebration of the distinctiveness of Catholic schools. In addition to a state-wide advertising campaign, a wide variety of events and activities to celebrate, including masses, open days, concerts, barbeques, breakfasts and morning teas were held at the local level by schools.

### Values education matters

On 5 November, the Catholic Education Office Parramatta launched a series of professional values education learning resources. 'Values that Matter' is an exciting series of resources for schools, seeking to integrate curriculum and to connect learning and life through values education. The resources, comprising professional learning modules, resource book, PowerPoint presentations and videos, were created by the Religious Education and Learning Services (REaLS) team.

### Staff Recognition Awards

The third 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

Kevin Etherington, principal, Holy Family Primary, Granville East

#### For Innovation in Learning and Teaching

Joint Winners

Br Patrick Howlett, principal, Parramatta Marist High, Westmead and the Mathematics Focus Group Team, Chisholm Catholic Primary, Bligh Park

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

#### Quality Teaching award for Mary Immaculate's teacher librarian

Sandra Spoljaric, teacher librarian at Mary Immaculate Primary, Quakers Hill received a Quality Teaching award in December 2008. Sandra was nominated by her colleagues for her commitment to ensuring that students always receive the best possible learning opportunities.





The Quality Teaching awards are funded by the NSW Minister for Education and Training, supported by *The Daily Telegraph* and awarded through processes undertaken by the Australian College of Educators (ACE), NSW Branch. They recognise teachers who are outstanding in their chosen fields.

### **Catholic Education Office wins Corporate Cup for blood donations**

The Catholic Education Office Parramatta once again won the Australian Red Cross Blood Service Corporate Cup for making the most blood and plasma donations by an organisation.

The CEO won the cup last year with 189 donations and this year, topped that with 191 donations, helping to save 573 lives. 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.

### **Outstanding HSC results for Parramatta diocese**

Students from schools in the Diocese of Parramatta performed exceptionally well in the 2008 HSC. 16 students from systemic schools in the Parramatta diocese were named HSC All-Rounders by the Board of Studies, scoring in the top band for 10 or more of their HSC units.

Cerdon College, Merrylands had five students who made the All-Rounders list with two of the students looking to head into careers in medicine and others considering study in business and design.

In addition to two students being named All-Rounders, Catherine McAuley Westmead had one student, Jennifer Rajca, who received a Distinction for the University Distinction course in Comparative Literature, and another, Jessica Nguyen who received a Credit for the Distinction course in Philosophy.

Parramatta Marist High, Westmead placed in the top 100 for both Mathematics and English. Year 11 student Scott French, who was first in the state in 2 Unit Mathematics, was actually one of the youngest students to sit the HSC.

Also from the Parramatta diocese, Mark Brogan, a Year 12 student from St Patrick's Marist College, Dundas topped the state for Construction Examination.

The class of 2008 is the largest cohort to receive an HSC in the diocese, with an increased number of students in the top two bands of the HSC.

### **Opening and Blessings**

The following schools celebrated the opening and blessing of new facilities in 2008:

1 August	St Bernadette's Primary, Dundas Valley
14 August	Our Lady of the Way Primary, Emu Plains
11 September	Mary MacKillop Primary, Penrith South
20 November	Nagle College, Blacktown

### **Ann D. Clark Lecture**

On 14 October, education expert and organisational psychologist, Professor Viviane Robinson gave the 8th annual Ann D. Clark Lecture to over 380 educators and staff from the Parramatta diocese, other dioceses and educational systems. Professor Robinson's lecture focused on the influence of school leaders on student outcomes, identifying five dimensions of effective leadership for schools to consider in their own strategies for improvement.

# OPERATING INCOME AND EXPENDITURE CHARTS

## Detailed Statement of Revenue and Expenditure

Catholic Education Office, 1 January 2008 to 31 December 2008

### NOTES:

1. Total expenditure and payments in respect of Commonwealth & State Government Grants & Subsidies is well in excess of the level of grant funding received.
2. These figures do not include local revenue raised from parish, P&F and school based charges and corresponding expenditure.
3. Capital revenue for the financial period totalled \$16,069,229. This is not shown in Total Operating Revenue. It comprises Commonwealth Government Capital Grants of \$2,581,129, Diocesan School Building Levy of \$10,444,317 and Land Sales of \$3,043,783.

### OPERATING REVENUE

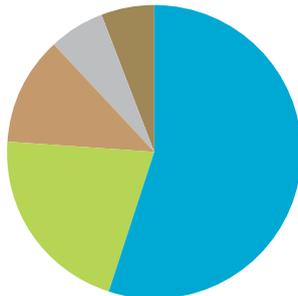
	\$
Commonwealth - General Recurrent Grants	209,899,228
State - General Recurrent Grants	80,256,437
Other Commonwealth & State Grants	23,679,630
Parents Contributions - Diocesan Schools Tuition Fee <sup>2</sup>	44,730,622
Investment Revenue	14,481,118
Schools - Reimbursable Salaries	4,385,611
Other Revenue	2,551,945
<b>TOTAL OPERATING REVENUE</b>	<b>379,984,591</b>

### OPERATING EXPENDITURE

Salaries & Wages Costs	230,252,722
Salaries & Wages Oncosts (Super, Leave & W/Comp)	62,097,781
Schools - Direct Support & Equity Grant	20,761,490
Depreciation	15,891,844
Administration, Insurance & Staff Welfare Expenses	10,851,193
Interest & Doubtful Debts	14,351,939
Resources & ICT Expenses	6,922,569
Facility Occupancy & Maintenance Expenses	10,329,627
Grants & Levies to External Organisations	1,522,009
<b>TOTAL OPERATING EXPENDITURE 1</b>	<b>372,981,174</b>
<b>SURPLUS FROM OPERATIONS BEFORE CAPITAL</b>	<b>7,003,417</b>

### OPERATING REVENUE \$380.0 MILLION

Commonwealth Recurrent Grant	\$209.9m	55.2%	Parents Contributions	\$44.7m	11.8%
State Recurrent Grants	\$80.3m	21.1%	Other sources of income	\$21.4m	5.7%
Other Commonwealth & State Grants	\$23.7m	6.2%			



Commonwealth Government Recurrent Grants \$209.9m, 55.2%	Other Commonwealth and State Grants \$23.7m, 6.2%
State Government Recurrent Grants \$80.3m, 21.1%	- Capital - Special Programs
Parents Contributions \$44.7m, 11.8%	- Interest subsidy - Targeted
	Other sources of income \$21.4m, 5.7%

## AUDITOR'S STATEMENT

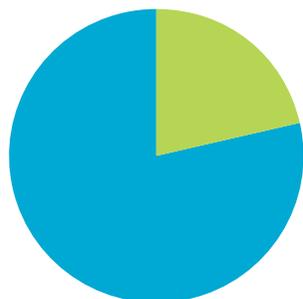
"We have performed an independent audit on the financial report of the Catholic Education Office, Diocese of Parramatta for the year ended 31 December 2008, to which an unqualified opinion was issued by us. The attached detailed Statement of Income and Expenditure is based on the audited financial report 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 15th Day of May 2009

## SCHOOL BUILDING PROGRAM

CAPITAL REVENUE		\$
Commonwealth Capital Grants	2,581,129	
Diocesan School Building Levy (net of doubtful debts)	10,444,317	
Land Sales	3,043,783	
CAPITAL REVENUE <sup>3</sup>	16,069,229	
Receipts from Borrowings	17,383,341	
<b>TOTAL CAPITAL REVENUE AND RECEIPTS</b>	<b>33,452,570</b>	
<b>CAPITAL EXPENDITURE AND REPAYMENTS</b>		
Capital Expenditure	30,880,834	
Repayments of Borrowings	11,234,954	
<b>TOTAL CAPITAL EXPENDITURE AND REPAYMENTS<sup>1</sup></b>	<b>42,115,788</b>	
<b>CAPITAL DEFICIT - School Building Program</b>	<b>(8,663,218)</b>	



### OPERATING EXPENDITURE \$373.0 MILLION

Salaries and Wages	\$292.4m	78.4%
Other Operating Expenses	\$80.6m	21.6%

Salaries and Wages \$292.4m, 78.4%

Other Operating Expenses \$80.6m, 21.6%



**Catholic** Education  
Diocese of Parramatta

[www.parra.catholic.edu.au](http://www.parra.catholic.edu.au)

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