



annual report

2008

CATHOLIC EDUCATION OFFICE, DIOCESE OF SALE





LETTER FROM THE DIRECTOR

Dear Father Peter

It is with pleasure I present to you the *Annual Report for 2008* on the work of the Catholic Education Office in the Diocese of Sale. I am pleased to advise that 2008 has been yet another successful and very full year.

Clearly, the highlight of the year has been World Youth Day celebrations. This Office, and schools generally, contributed significantly through the Young Teachers' program. Approximately 20 young teachers took part in this. It involved a series of formation meetings, participation in World Youth Day in Sydney and an articulation to a formal qualification through the Broken Bay Institute. I note that a number of participants in that program have gone on to significant leadership positions within the diocese already.


Of course, other teachers and staff members from schools and this Office participated in the event in Sydney and have come back enriched and rewarded.

Work continues with CECV and the Catholic University at Leuven on the Enhancing Catholic School Identity Project. A number of our schools took part in the large trial towards the end of the year and we await the results. Clearly, the theological model underpinning this project has already contributed greatly to the conversation we are able to have about the nature of catholicity in our schools. We look forward to the project continuing to grow and develop.

By way of professional development and personal formation, the Sion scholarship was again offered as was the opportunity to engage in a pilgrimage activity we call "Saints and Mystics." Both of these activities were most successful and all participants have come back once again enriched.

There have been some significant staff changes at the Catholic Education Office during the year. I note particularly the departure of Bill McMahon, Jim Quillinan and Fr Hugh Brown. While there are other staff members who also left us, these three in particular took with them many many years of wisdom and experience in Catholic Education. Clearly, it was difficult to replace them in the short term and this presented some challenges for the Office. I am delighted with the way that staff within the Office rose generously to meet those challenges. Your clarification of my own position as Director has assisted that and it is certainly planned that in 2009 a new structure will facilitate the work of the Office.

The learning and teaching activities in our schools continue to be challenged by new developments. I believe that schools have responded well to these new challenges and continue to be effective. In particular, I note that changes are required of us to accommodate new learning methodologies, particularly those around Information and Communication Technology (ICT). We have developed a new approach to teaching which we are calling "Transforming Pedagogy." This acknowledges the changing nature of knowledge and the changing nature of the teaching and learning processes. We have attempted to support this by having a team of external consultants review the ICT infrastructure in each of our primary schools and a number of our secondary schools. This will, no doubt, allow schools a more rational approach to provision in the near future. We also offered to schools the opportunity to participate in a course run by Intel. This was well accepted and has clearly made a difference in many schools.



The developing mandate of the Catholic Education Commission of Victoria has had implications for our own Diocesan Education Council. The role of our Council has been refined and focused by these changes. During 2008, increasing emphasis was placed on the development of diocesan policy, particularly as the CECV will no longer take responsibility for educational policies. This has moved ahead well but has far to go.

A great disappointment during the year, following much hard work, was our realisation that we were not in a position to implement the Diocese of Sale Education Employment Association Inc. A great deal of work was done on this and there was a large degree of cooperation from Canonical Administrators throughout the diocese. However, accounting and legal issues have prevented our advancing this further.

The Victorian Government is putting in place new compliance requirements through the Victorian Registration and Qualifications Authority (VRQA). I am pleased to report that our schools are fully compliant with these requirements. Schools also comply with the Federal Government's requirements.

Work continues in the planning area. It is planned that the new school at Officer will be operational for 2010. That has required a great deal of work from personnel at this Office, and in the parish, and that has been conducted with a minimum of fuss. Negotiations have continued throughout the year regarding the purchase of a block of land for a third campus of St Francis Xavier College and a separate block of land for a second campus of St Peter's College, Cranbourne.

During the year we also planned for the building of the Teaching Practice Centre placed at the Catholic Education Office. This building was ready to be built at the end of 2008. It will provide great opportunities for training teachers, particularly in the specialised area of Reading Recovery but, obviously, in other areas as well.

Clearly, it has been a busy year and the items above only touch on some of the highlights. I am also pleased to report that the Catholic Education Office has come in within budget and still retains a healthy financial outlook.

With best wishes

Yours sincerely



Peter Ryan
DIRECTOR OF CATHOLIC EDUCATION
DIOCESE OF SALE





Our Mission in Overview

2004 - 2008

Mission Direction 1

Enhancing the Catholic Nature of Our Schools

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Promoting Effective Teaching and Learning

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Developing the Community Nature of Our Schools

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Strengthening the Leadership of our Schools

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Exercising Stewardship as Service



MISSION DIRECTION 1

ENHANCING THE CATHOLIC NATURE OF OUR SCHOOLS

1.1 Promoting the Ongoing Faith Formation of Staff

Implementation of the New Religious Education Curriculum

In 2008 all primary schools across the diocese closed for regional whole school Religious Education days. This enabled in-servicing on ten key Scripture passages with the emphasis on Dr Marg Carswell's Composite Approach to the teaching of Scripture. Margaret led the morning sessions while the afternoon sessions were centred on teachers working in level groups creating activities to assist with teaching Scripture.

Sion Scholarship to Israel

Two primary teachers and two primary Principals received diocesan scholarships to study Scripture at the Sion Sisters' convent, Ecce Homo, in Jerusalem. The course focused on John's Gospel. As well as attending lectures, the students also went on excursions and were immersed in the culture of the Holy Land. On their return, the participants bore witness to the life-changing nature of their experience and sought to encourage other teachers to apply for the scholarship in 2009.

Religious Education Certificate Course at the Catholic Education Office

Over 30 teachers participated in these courses that led to accreditation to teach in a Catholic school and accreditation to teach Religious Education. Four units were taught during the year: *Religious Education*; *The Scriptures*; *Jesus Christ*; and *Liturgy*. Negotiations continue with Monash Churchill to teach this course there.

Saints and Mystics Pilgrimage

The Saints and Mystics pilgrimage to Italy and Spain was once again conducted for participants from both secondary and primary schools. One highlight was joining in the celebration of the Palm Sunday Eucharist in St Peter's Square and being just a few seats away from Pope Benedict XVI during the blessing of the palms at the beginning of the Eucharist.

Resource Centre

Work continues on transforming the Resource Centre from a lending library into a centre that promotes learning in Religious Education, theology and spirituality.

Developing Catholic Identity

Workshops were conducted with Principals, Religious Education Co-ordinators, Catholic Education Office staff and Parish Priests on the Enhancing Catholic School Identity Project (ECSIP). This work helped to prepare them for the large scale surveys which were conducted in October. The Catholic Education Office Religious Education Staff and Leadership team, together with many school leaders, attended a workshop on the ECSIP led by Professor Didier Pollefyet from Leuven. The Religious Education Team continues to work with the other Victorian dioceses on this project.

World Youth Day Young Teachers' Scholarship Program

Recognising that our young teachers are the future leaders in our schools and the wider Church community, the Catholic Education Office offered a scholarship program for young school teachers — primary and secondary — to attend World Youth Day in Sydney in July, 2008.

The cohort of nineteen sponsored young teachers participated in a leadership development program which comprised study and formation opportunities. A study of the *Victorian Leadership Standards Framework* was undertaken with Pauline Low. This explored the nature and complexities of leadership in a Catholic school and provided a useful foundation for participants' further studies.

Through the Broken Bay Institute, the group enrolled in the Masters level unit *Spirituality of Pilgrimages*, which was facilitated by Dr Charlotte McCorquodale. Not only did this unit of study deepen the young teachers' knowledge but, as the year progressed, a genuine relationship flourished between Charlotte, the young teachers and Program Co-ordinator, Pauline Low from the Catholic Education Office.

The workload for the unit, whilst sensitive to the demands of school life and expectations, encouraged the teachers to look beyond the World Youth Day experience in Sydney.

The culmination of the reading materials, discussion, online chat board and intensive study days with Charlotte, motivated the teachers to implement and evaluate programs — either in their schools or parishes — which would work to build the Kingdom of God for their communities.

In October, the teachers came together to share their initiatives with the whole group. The teachers worked hard all year and the projects they implemented reflect the diversity and needs of our school and parish communities as well as the creativity and energy of each of the teachers.

The young teachers' presentations to the group were truly inspiring and the Diocese of Sale is indeed fortunate to have such wonderful leaders in school and parish communities for the future.

Throughout the journey the group was ably supported by its Chaplain, Father Jeff Kleynjans. He quickly established himself as a valued member of the group. As a group, the World Youth Day Young Teachers' Scholarship Program teachers have formed a bond of friendship which will have lasting effects on their faith and professional journeys for years to come.

1.3 Developing and Implementing a Quality Curriculum in Religious Education

Reporting in RE

A new reporting system based on N-Forma was promoted, supported and assessed during 2008. It was decided to move to a different format but continue to use the N-Forma mode of delivery.

Standards were maintained but progression points were discontinued in the new format which focused on assessment of unit outcomes.

Teachers received a CD of updated units of work.

Sacramental Programs

Support was given to schools and parishes according to their varied needs.



1.4 Providing an Education in Faith and Opportunities for Faith Development that Enrich the Spirituality of Young People

World Youth Day

Students from secondary colleges in the Diocese of Sale and other young people from our diocese attended World Youth Day and found the experience life-changing. They became aware that they were part of a global community of faith and experienced Jesus' invitation to be his witnesses. Participants were cheerful, generous, uncomplaining and high-spirited. Our students celebrated World Youth Day 2008 in their own way, took what they wanted from it and shaped what they received.

It is hoped that the theme of World Youth Day *"You will receive the power when the Holy Spirit has come upon you; and you will be my witness."* (Acts 1:8) will continue to inspire our young people now that they have returned to their homes, schools and parishes.

Year 10 Diocesan Youth Gathering

Almost 200 Year 10 students participated in this day which focused on the World Youth Day theme of "Living Witnesses."

The day was led by those who had participated in World Youth Day. The 21 Year 11 leaders gave presentations on their experiences in Sydney. They focused on how World Youth Day had changed them and how they were responding to the experience now. Presentations included a song written for World Youth Day and performed by the writer, a dramatisation and a PowerPoint presentation.

The day concluded with a ritual at St Mary's Cathedral during which each student received a wooden cross from Jerusalem as a memento of World Youth Day.

Ethics Program 2009

Negotiations with Yarra Theological Union have resulted in the setting in place of in-service opportunities in moral decision-making being offered in 2009. These days will focus on the Religious Education Curriculum strand *Christian Life* and will take up the challenge of making ethical decisions in daily life. The sessions will be conducted by the Redemptorist and well-known YTU lecturer Fr Bernard Teo CSsR.

1.5 Building Partnerships with Families

Parent Folder

A folder developed for parents to support their understanding of the new Religious Education curriculum has been given to Principals and Religious Education Co-ordinators for use with parents. It is available on the Catholic Education Office website. The folder has also been given to other dioceses.





MISSION DIRECTION 2

PROMOTING EFFECTIVE TEACHING AND LEARNING

2.1 Promoting Creative and Engaging Teaching and Learning Practices

Transforming Pedagogy

2008 focused on the development of the Transforming Pedagogy Strategy, which will support schools in their adoption of contemporary learning approaches.

On 13 November, George Siemens from the University of Manitoba in Canada, spent the day with Learning Leaders to launch the strategy. George examined the issue of what it means to live and learn in a world that exists now in a state of hyper-connectivity.

Appreciation is extended to the Diocesan Working Party who developed this document, through much consultation with Principals of Diocesan Catholic Schools throughout 2008:

- Mrs Anne Hassall (Principal, St James' Primary School, Nar Nar Goon)
- Mr Martin Keogh (Principal, St Joseph's Primary School, Wonthaggi)
- Mrs Anita Little (Principal, St Mary's Primary School, Maffra)
- Mr Dominic Ryan (Principal, St Joseph's Primary School, Warragul)
- Mr Richard Wans (Principal, St Michael's Primary School, Traralgon)
- Ms Liz McQuade-Jones (Co-ordinator: Learning Pathways Team, Catholic Education Office)

Learning Leaders

The Learning Leaders Conference was facilitated by Dr Julia Atkin over three days at Silverwater Resort, San Remo. The conference focused on understanding what is powerful learning in a rapidly changing world.

Seventy-three Learning Leaders from both primary and secondary schools participated in what was described as a highly successful and worthwhile conference.

The Learning Leaders also gathered for a day each term (Terms 1, 2 and 4) to reflect on their role, as well as having input on what changes and initiatives were impacting on them and their school within a diocesan, state and national context. The year concluded for them with the launch of the Transforming Pedagogy document.

Learning Technologies: Intel® Teach Essentials

The Intel® Teach Essentials course was introduced to the Diocese of Sale in 2008. Seventeen teachers—from seven primary schools and five secondary schools—were trained as Master Trainers. They went on to train a further 189 teachers from their schools and surrounding schools. These trained teachers are recognised as Participant Teachers.

The Intel® Teach Program engages both teachers and students in the development of 21st century skills and the integration of technology for teaching and learning. Teachers and students collaborate, analyse the quality of information, problem-solve, and communicate using online resources and technology tools.

Using these 21st century skills with the Essentials course curriculum, teachers across the diocese developed a project-based unit of instruction aligned to Standards with multiple forms of student assessment (formative and summative).

Learning Technologies: HOTmaths

The Internet-based contemporary mathematics learning resource "HOTmaths" was made available to all schools in the diocese, with support and training. Four secondary schools and 21 primary schools trained staff and made the HOTmaths resource available to teachers and students.

HOTmaths aims to link teachers, parents and students in a community that can improve student maths performance by engaging student interest, feeding back diagnostic information to teachers and parents and unlocking the underused resource of involved parents by giving them access to tools to help their child. Designed as a complete mathematics learning system and validated against the VELS Mathematics Standards, HOTmaths offers support to teachers and students in the classroom and with the homework process.

English as a Second Language and New Arrivals Students

The Catholic Education Office acknowledges the work of Foundation House which has been working with Catholic schools in and around the Latrobe Valley and Pakenham area to accommodate a growing number of refugee families. Foundation House is a non-denominational, politically neutral and non-aligned organisation that provides a range of services to people from refugee backgrounds who have survived torture or war-related trauma.

Professional Learning Teams

Interschool Professional Learning Teams (PLTs) were formed within two different geographical areas of the diocese. The teachers who formed these teams met to enhance each other's teaching, focusing on creating engaging learning environments. Three of the school-based conveners were sponsored to attend the Hawker Brownlow Thinking Curriculum Conference. These teachers were then able to share much of what they had learnt with their colleagues through the PLT gatherings. Twenty-eight teachers participated in this program throughout 2008.

Graduates

A two-day conference for graduate teachers was conducted at the beginning of Term 2 in Cowes. Twenty-three teachers participated in these two days, which was an induction into teaching in the Diocese of Sale.

Sessions included:

- Teaching with an Indigenous Perspective;
- Wellbeing in the first year of Teaching;
- Integrating Religious Education into your Teaching;
- Planning for Learning; and
- Sharing Professional Experiences (partnership between CEO and Victorian Independent Education Union Staff)

An Induction Handbook for provisionally registered teachers and teachers new to the diocese was produced (in collaboration with the Catholic Education Office of Ballarat) and distributed to graduates, their schools and their Principals. This book aimed to support teachers as they commenced their work in the Diocese of Sale.

Continued Implementation of VELS

2008 marked the full implementation of the Victorian Essential Learning Standards (VELS) by all schools. Schools have worked arduously to report against all domains and so fully meet the requirements of the Australian Government's *Schools Assistance (Learning Together – Achievement through Choice and Opportunity) Act 2004* and *Regulations of 2005*.

N-Forma

In 2008, primary schools recognised the disparity of implementing reporting software when there are such varying needs among schools in the diocese. The Catholic Education Office has now agreed to manage and be responsible for a service contract between Clarisse Data Design (N-Forma) and the Catholic Education Office, on behalf of primary schools in 2009. The N-Forma Management Committee was formed to support the management of this contract.

The members of this Working Party are:

- Mr Richard Wans (Principal, St Michael's Primary School, Traralgon)
- Mrs Maree Swenson (Principal, Mary MacKillop Primary School, Narre Warren North)
- Mr Mick O'Brien (Principal, St Patrick's Primary School, Pakenham)
- Sr Patricia Hickey sgs (Co-ordinator: Special Education / Wellbeing, Catholic Education Office)
- Mrs Alice Youlden (Education Officer: Primary RE, Catholic Education Office)
- Ms Liz McQuade-Jones (Co-ordinator: Learning Pathways Team, Catholic Education Office)

The Arts

A Professional Learning day focused on the implementation of the Victorian Essential Learning Standards (VELS) Arts domain was facilitated by ZartArt. This workshop aimed to address VELS and Visual Arts: experimenting and exploring wonderful art making ideas and developing skills and techniques through traditional and new materials. The 15 participating teachers discussed the role of art in students' learning and how art can be interwoven within the whole school curriculum framework.

ELAv8

2008 was the final year for implementation of the Diocesan Literacy Strategy, ELAv8. A highlight of the year was conducting the ELAv8 Modules in Reading for teachers across the diocese. Five modules consisting of four sessions (two hours each session) were conducted over three terms. One hundred and eighty-one teachers from all areas of the diocese attended.

The development of online modules to support Professional Learning is progressing. It will be finalised when the Catholic Education Office website capabilities are determined.

Literacy Review

The review of ELAv8 was completed towards the end of 2008. The Literacy Review and Development Working Party met regularly to complete their task. The committee consisted of:

- Mrs Winifred Murphy (Chair)
- Mrs Lidia Goodwin (Principal, St Joseph's Primary School, Trafalgar)
- Mrs Patricia Stabb (Principal, St Catherine's Primary School, Berwick)
- Mrs Ann Vaughan (Principal, St Mary's Primary School, Sale)
- Mrs Glenda Mynard (Literacy Co-ordinator, St Joseph's Primary School, Trafalgar)
- Mrs Kathy Van Leusen (Literacy Co-ordinator, St Joseph's Primary School, Trafalgar)
- Ms Carole Livesey (Catholic Education Office)
- Ms Liz McQuade-Jones (Catholic Education Office)
- Ms Cathy Mesaric (Catholic Education Office)
- Ms Linda Mullett (Catholic Education Office)

- Ms Deirdre Thompson (Catholic Education Office)

A revised literacy strategy, ELAv8 II, will be launched in early 2009.

Reading Recovery

The Reading Recovery Continuing Contact support program for Reading Recovery Teachers was successfully run throughout 2008. The program had a 98.6% attendance rate.

A new building has been installed in Catholic Education Office grounds which will be ready for use in 2009. This building will provide a screened setting to support the Professional Learning of trained and training teachers who are implementing Second Wave programs (EMU and Reading Recovery) in schools.

Numeracy

The Diocesan Numeracy Improvement Strategy was launched in 2008. The highlight of the Strategy was the intensive Professional Learning opportunities offered to all primary teachers in the diocese. These included:

Maths Practice Days:

Four Professional Learning days were held across the diocese for all primary teachers. They were conducted at Bairnsdale, Morwell, Warragul and Pakenham. These days were prepared and presented by the Mathematics faculty of the Australian Catholic University.

Maths Place Value Modules:

17 modules (each consisting of four two-hour sessions) were presented over three terms. The demand for these modules was high, with 402 teachers participating.

The sessions were:

- Session 1: Quantity and Reconceptualising Place Value
- Session 2: One and two digit numbers
- Session 3: Three and four digit numbers
- Session 4: Decimals

In addition, two parent nights focusing on mathematics were conducted by Doug Clarke (Australian Catholic University) at Bairnsdale and Morwell. Over 60 parents attended the two sessions.

Extending Mathematical Understanding (EMU)

Twenty-two teachers were trained and graduated as EMU Specialist Teachers in 2008. The training was facilitated and accredited by the Australian Catholic University. The course ran over six full days throughout the year, with participants expected to complete tasks between sessions, as well as commence implementation of the program.

The Continuing Contact program was initiated this year for all trained EMU teachers. This was also supported by a minimum of one coaching visit for each teacher by the Education Officer responsible for Second Wave programs. The Continuing Contact session was conducted once each term in the various regions of the diocese (east, central and west). EMU is now implemented in 28 primary schools across the diocese. The Catholic Education Office is collating student learning data from the program to monitor its effectiveness.

Post-Compulsory Schooling

The secondary schools of the diocese continued to explore ways to support young people in respect to the range and flexibility of programs they offer from Years 9-12. Where once the dominant focus was on how these programs prepare students for the VCE and their ENTER score, schools now recognise that the focus today needs to be more about programs that reflect the diverse pathway options sought by students.

Work in 2008 has now paved the way for 450 students to be involved in the Auspice Training Industry Partnership in 2009. This is a Registered Training Organisation (RTO) that has facilitated increased capacity for schools to offer a wide variety of Victorian Education and Training (VET) courses at a lower price. An RTO is an organisation that comes in and assists secondary schools in running VET courses and ensures their standards meet the ones set out by the Australian Qualifications and Training Authority. Schools with an RTO do not have to be responsible for all the organisation involved in setting and maintaining courses, but rather focus on the delivery of these courses. There are now moves to expand these VET programs further with two other RTOs offering alternative VET courses in the Diocese of Sale.

The Victorian Certificate of Applied Learning (VCAL) provision has also increased in terms of enrolments within secondary schools. The

VCAL is a hands-on learning approach that allows students to develop practical work skills to allow easier transition into employment. The VCAL course allows students to enrol in a VET course to assist in the development of a specialist area of their choosing. VCAL has already assisted many students in achieving apprenticeships and full/part time employment.

The Department of Education, Employment and Workplace Relations has put in place a Trade Training Centre in Schools initiative which is a ten year program to enable all secondary schools to apply for capital funding to help establish trade centres, in partnership with other schools in their area. Partnerships are now beginning to be formed in parts of the Sale Diocese, thus allowing students in Catholic schools increased access to training.





MISSION DIRECTION 3

DEVELOPING THE COMMUNITY NATURE OF OUR SCHOOLS

3.1 Building Positive Relationships within the Catholic School System Based on Gospel Values

Solomon Islands Partnership

The visit to the Solomon Islands in 2008 represented the fifth and final year of the very productive partnership between the Diocese of Sale and the Archdiocese of Honiara. As in 2006 and 2007, the main purpose of the visit was to plan, develop and run a three-day conference for teachers with our partners in the Solomons, the Catholic Teachers' Sodality. Other professional activities included a visit to Bishop Epalle School.

The 2008 conference had a greater focus on secondary education, leadership and well-being. The Australian team was appointed to reflect this shift in emphasis. The team comprised Malcolm Joseph, St Francis Xavier College; Ian Butler, St Francis Xavier College; Jan Rankins, St Francis Xavier College; Andrea Berryman, Trinity Primary School; Elizabeth Simon, Trinity Primary School and Dr Caroline Smith, ACU. The theme this year was "Supporting School Communities." This arises from the notion that by learning together, sharing experiences and exploring the complexities of student and teacher well-being, leadership and good classroom practice, the whole community benefits.

Now in its third year, the conference has become widely known. It was well advertised through the press but especially through word of mouth. As a result, more than 100 teachers attended from many different schools from as far afield as the islands of Malaita and Makira. As in the previous conferences, pre-conference planning took place with local co-presenters. Many of our local partners had co-presented previously, and were now familiar with the

conference process. They were confident as presenters and keen to participate. Three streams were made available to participants, with sessions running for two hours to enable deep engagement and reflection. Some sessions were repeated on the third day according to demand.

Publications and School Promotion

The *Around Catholic Schools* magazine was launched in June, with a second issue published in December. Feedback from schools was extremely positive.

Schools were supported with their Catholic Education Week advertising and general school promotion activities and material.

3.2 Caring for the Well-being of Students, Parents and Staff


School Support

Throughout 2008, the Wellbeing Team supported schools in the promotion of a whole school approach to staff and student wellbeing. Prevention and early intervention were a strong focus.

Team members worked with individuals, groups of students, teachers and parents. They supported Student Wellbeing Co-ordinators, Wellbeing Teams and staff to focus on a healthy learning environment within school communities. Resilience, mental health and optimism were pivotal to the Team's work.

Professional Development

Professional Development days engaged Student Wellbeing Co-ordinators, teachers and students in skill development and reflection on restorative practices, social / emotional learning and the essence of Choice Theory.



A two day Wellbeing Conference presented school personnel with a smorgasbord of workshops including Relating to Boys, Autism, Occupational Therapy and more. Collaborative relationships across the Wellbeing / Special Education Teams have increased problem solving capabilities.

3.3 Respecting Difference and Diversity and Promoting Inclusion in our School Communities

Autism Workshop

With the increasing numbers of students in Catholic schools who are considered to be on the Autism Spectrum, the Special Education Team organised a day at the Catholic Education Office to hear about the challenges and the joys from a parent perspective. Mrs Janine Milkins from Leongatha spoke to the group about her experiences in raising five beautiful children, two of whom are on the Autism Spectrum. Her talk was full of interesting anecdotes, creative strategies and a myriad of “hands on” activities and aids that she has tirelessly developed over many years.

Special Education Co-ordinators' Network

The Secondary Special Education Co-ordinators' Network again commenced the year with a visit to a secondary school. This year the group was warmly welcomed to Woodleigh, an independent co-educational school on the Mornington Peninsula. It was an excellent opportunity to observe firsthand how Special Education initiatives are put into practice to meet the needs of individual students. This is an annual “pilgrimage” and a wonderful opportunity to learn about new and different approaches to Special Education, whilst reflecting upon, and evaluating, one's own practice.

Professional Development

Assistive Technology Specialist Gerry Kennedy again offered support and new initiatives related to catering for those students in our system that learn differently. Over the year, four Professional Development days were held at the Catholic Education Office in Warragul. Programs to support literacy and numeracy and programs to assist students who struggle with reading and writing were among those on offer. These were wonderful days where teachers took back to

their schools a wealth of information, expertise and programs to practise and trial.

Development of ILP Proforma

Members of the Special Education Team invested much time in developing an Individual Learning Plan (ILP) Proforma to support schools developing ILPs as part of their submissions for funding for students on the Literacy, Numeracy, Special Learning Needs Program (LNSLN). This proforma was used as part of the LNSLN Workshops facilitated by the Special Education Team for school personnel. The Special Education Team then worked with members of the N-Forma Management Committee to ensure that the proforma was developed as part of the N-Forma software package our schools are already using.

Occupational Therapy

The Special Education Team continued to support schools to meet the needs of students who are struggling to access the curriculum. One way of doing this was to offer professional learning opportunities facilitated by an Occupational Therapist. We now know that there are a variety of neurological reasons why some students struggle with attention and learning difficulties. The Occupational Therapist visited several schools in 2008 to provide assessments, follow-up sessions to explain to parents and teachers the outcome of assessments and the intervention program to redress the students' needs. She has also spoken to whole staff groups at staff meetings.

Indigenous Students

Best Start is a Victorian Government early years initiative. It supports families, caregivers and communities to provide the best possible environment, experiences and care for young children in the important years from pregnancy to school.

The Gippsland Best Start Meetings, chaired by the Catholic Education Office Indigenous Education Officer, were held each month throughout 2008. Local partnerships with Aboriginal communities around the diocese were considered to be the cornerstone of each project site.

An Aboriginal cluster meeting was held each term with parents of Indigenous students, conducted by the Indigenous Education Officer from the Catholic Education Office. These meetings were well attended by parents from the schools with Indigenous enrolments.



MISSION DIRECTION 4

STRENGTHENING THE LEADERSHIP OF OUR SCHOOLS

4.1 Developing the Quality of Leadership in Our Schools and the Catholic Education Office

Scalan Program

The Scalan Program completed its fourth year of operation, providing a formation and theological study program for participants to deepen their knowledge, understanding and experience of theology and Scripture. Having this knowledge, understanding and experience is seen as a core requisite and responsibility for current and future Principals and school leaders.

In 2008, the units completed were *Christology*, presented by Mr. Jim Quillinan, and *An Introduction to the New Testament*, presented by Father Hugh Brown. The Formation Program was co-ordinated by Pauline Low.

The Scalan Program for 2008 concluded with a very enthusiastic group of 12 participants. Seven students completed their studies — Ken Gale, Patricia Stabb, Deborah Flanagan, Joanne Rock, Catherine Dougan, Terry Fanning and Hillary Kelly. The remaining five students — Steve Centra, Joanne Leviston, Teresa Greenough, Anita Carter and Lucy O'Connell — will continue with the program in 2009 to complete the remaining two requisite units for the Graduate Certificate in Arts.

Country Dioceses Leadership Program

Three members of the Catholic Education Office — Kevin Greenwood, Jim Quillinan and Peter Ryan — contributed to the Country Dioceses Leadership Program in 2008. The program promoted strong liaison with other country dioceses and provided opportunities for

teachers wishing to develop their leadership skills.

The program was held over two sessions of three days in April and August. In total, 20 people participated (nine from the Diocese of Sale).

The themes presented included:

- Spirituality of Leadership
- Leadership of the Catholic School
- Models and Theories of Leadership
- Financial and Industrial Issues
- Career Mapping, Reflection and Goal Setting
- Health and Wellbeing
- Change Leadership

All participants were required to carry out an Action Research Project based on the CECV document *Leadership in Catholic Schools: Development Framework and Standards of Practice*. In addition, participants who successfully completed a 6000-word research project will be able to negotiate credit towards a Masters of Educational Leadership at ACU.

Religious Education Co-ordinators' Gathering

On Thursday 28 February, primary and secondary Religious Education Co-ordinators gathered at the Teachers' Centre for their first meeting of the year. The theme for the day, led by Jim Quillinan, was "Leadership / Living Witnesses engaging in life."

A Liturgy was celebrated during which new Religious Education Co-ordinators were mandated as Religious Education Leaders and received a commemorative certificate and diocesan badge.

Religious Education Co-ordinators' Conference

Primary RECs

This conference held in Rawson from 7 to 8 August began with workshops by Rina Wintour and Carol Danby. They introduced teachers to creative ways of teaching Scripture using song, movement, drama and prayer. On the second day, Anne Taylor conducted a session on the Family Centred Sacrament process and Dr Rose Duffy csb conducted two sessions on the Catholic Identity Project in preparation for schools' participation in the process.

Secondary RECs

The Secondary Religious Education Co-ordinator conference focused on the Enhancing Catholic School Identity Project and its implications. It also focused on World Youth Day and capturing the wave of enthusiasm generated by it. To this end, Peter Woods from St Edmund's, Canberra, was invited to address the RECs about his Catholic School Youth Ministry Australia program. The RECs were most enthusiastic about its possibilities for their own schools and follow up was assured.

Primary Religious Education Co-ordinators' Cluster Meetings

The Primary Religious Education Co-ordinators from across the diocese met in regional groups to discuss information relevant to their role and the Religious Education curriculum. The major focus for this year was on the teaching of Scripture.

Teachers New to the Diocese and Graduate Teachers

Teachers new to the diocese and graduate teachers from across the diocese attended a Professional Learning Day at the Catholic Education Office in Warragul. This day involved an introduction to the diocese and its policies. The day focused on an exploration of the *Journeying Together in Hope* Core Document for Religious Education. The day also included a practical session on planning Religious Education units of work using the Shared Christian Praxis approach.

4.2 Developing the Leadership Potential of the School Communities

New Principal Induction

In 2008 five new Principals — Ros Joyner, Rachel Smith, Nick Hall, Di Austin and Rod Hayes — benefited from the mentoring program provide by Julie Kindellan. This program was well received by the Principals primarily because Julie was able to creatively adjust the program to meet their needs with a particular emphasis on providing time for each participant to reflect on the role of Principal. The level of support given to the newly appointed Principals was widely acknowledged as very beneficial to their ongoing development and wellbeing in the role.

In addition to the regular mentoring program, new Principals also had the opportunity to come together once a term as a group. Julie Kindellan co-ordinated these days with the support of the Primary Education Consultants, Vincent Carr and Kevin Greenwood. A number of themes were explored, with the aim to support Principals' ongoing needs. Sessions included:

- Presentations from CEO personnel
- Reflecting on the role of Principal
- Goal setting exercises

Masters of Educational Leadership Program

The Diocese of Sale strives to offer school leaders opportunities to develop their leadership capacities within the Catholic context of education. Units of study available through the ACU Masters of Educational Leadership program have thus assisted to equip leaders and future leaders to meet the challenges and celebrations involved in witnessing their vocations in Catholic school communities. Two units of study were offered in 2008 which may be used as part of the Masters of Educational Leadership degree. The first unit "*Walking With Mystery — Education and Evangelisation in the Contemporary Context*" was presented by Doctors Therese D'Orsa and Jim D'Orsa. Eight students attended this course. During August / September, a second group of twelve teachers from around the diocese participated in another Masters level unit "*Shared Leadership*" which was facilitated by Dr Helga Neidhart of the Australian Catholic University.



MISSION DIRECTION 5

EXERCISING STEWARDSHIP AS SERVICE

5.1 Ensuring Diocesan Catholic Communities Continue to be Well Served through Catholic Schooling

New Primary School in Officer 2010

The Catholic Education Office consultant to St Michael's, Berwick, assisted the Parish Priest with the ongoing work required to see a new primary school in Officer established and open for the commencement of the 2010 school year.

In partnership with the architect, a local new school Working Party assisted with the ongoing planning which became more detailed as the year progressed.

In December, the Parish Priest received notification that a grant of \$1.4 million had been offered by the Australian Government. The total project value of \$3.1 million will be funded by St Michael's Parish, the Diocesan Supplementary Capital Fund and the Australian Government.

New Secondary Campuses

New secondary campuses are still being developed for Pakenham and Cranbourne. The establishment of the Diocesan Development Committee will provide an overview of all capital projects in the diocese, through the Regional Development Committees.

The Diocesan Secondary Land Fund was established and \$10 per secondary student was collected and deposited into the Fund in 2008. The CEO contributed \$100,000 to the Fund and the Diocese of Sale also made a contribution.

Annual School Improvement Plan and Report

The Education Consultants took a key role in supporting Principals in meeting their obligations with regard to reporting school performance information to the school community and to the Diocesan Director of Catholic Education by 30 June 2008. To satisfy the standards of the VRQA, Principals had to begin this year providing more comprehensive student performance information and, in addition, information about the school's financial situation.

Further assistance and advice was available to Principals as they developed a school improvement plan for the 2009 school year.

VRQA Minimum Standards Compliance

Beginning in 2008, the Victorian Registration and Qualifications Authority required that all schools have their compliance with the minimum standards for school registration reviewed annually. School Principals (other than those from schools involved in the Review Year of Catholic School Renewal) completed a self-assessment. The compliance of these schools with the VRQA minimum standards was assessed by the Education Consultant.

Principals received a high level of support from the Education Consultant, assisting them to understand the minimum standards and assisting them to achieve compliance with every standard. To support schools, a small team of school Principals and the Education Consultant took on the task of composing a complete set of school policies. This set, which became available to Principals in Term 4, comprises management, curriculum and welfare policies. A process is in operation that will see this policy subject to ongoing review and improvement.

Establishment of Regional Development Committees

In 2008 the Valley Regional Development Committee was established with Fr Hugh Brown as the Chairperson. Plans are underway for the formation of the Heart Region Development Committee to be established early in 2009. The major task of the Regional Development Committee is to ensure that adequate provision is made for the needs of Catholic communities in a region. Provision is made through the implementation of major projects

In the management of major developments, diocesan authorities have identified the need to maximise local participation and to effectively identify and manage risk. It is also necessary to ensure that development occurs in a co-ordinated way. The establishment of Regional Development Committees across the diocese allows the opportunity for diocesan authorities to be proactive rather than reactive in making provisions for Catholic schools and parish developments.

Catholic School Renewal

The processes for Catholic School Renewal were further developed during 2008 with an emphasis on the Review Year. Staff, under the leadership of the Principal, now initiate a comprehensive self-review. The Education Consultant is engaged in the key self-review activities to validate the internal evaluation and improvement planning and to make recommendations as required. Finally, the Education Consultant validates the school's compliance with the VRQA Minimum Standards.

Six primary schools participated in this process during 2008. The process included a report on the school's organisational climate based on the InsightSRC surveys completed by parents, students and staff. InsightSRC administered and analysed these instruments then reported the outcomes of these surveys to the schools involved. Data was presented in varying formats which allowed a school to draw conclusions about its performance and to compare its performance with other schools, as well as with other Catholic schools. For the first time, some schools incorporated the Catholic Identity scales and were able to draw on the outcomes of the Catholic Identity Project.

Using this information, along with other sources of data, schools revised their Vision Statement and their Mission Statement and composed a

set of goals with associated targets and strategies built around the Diocesan Mission Directions.

5.2 Providing Effective Stewardship of Human Resources

Employers' Association

The Diocese of Sale Education Employers' Association was established but it was decided that the timing was inappropriate to introduce it.

5.3 Providing Effective Stewardship of Material Resources

Budget Management

The CEO budget was managed effectively and actual financial performance was in line with the budget.

IT Consultation

tt\partners, a firm of e-consultants, was engaged to assess the IT structure at the Catholic Education Office, in all diocesan primary schools and in one secondary school. The firm recommended suggestions for improvement.

New Catholic Education Office Website

A brief was prepared for website developers, Fraynetwork. This will be implemented in 2009.

5.4 Providing Effective Stewardship at the School System Level

Allocation of Funding

The Australian Government, State Government and Targeted Program funding was distributed using a needs-based allocation mechanism to primary schools in the Diocese of Sale. Distributions were accurate and submitted to CECV by the due dates.



ADMINISTRATIVE SERVICES

SCHOOL FUNDING

A summary of Income and Expenditure for primary and secondary schools is presented in graphical form on the opposite page.

School Fees

While school authorities are always conscious of keeping fees and charges at a level affordable to parents, it is essential that these be increased at least in line with CPI movements.

In the Diocese of Sale, the Grants Allocation Formula for the 2008 school year assumed that primary schools raised, on average, a minimum of \$384 per student, depending on the socio-economic status score (SES) of the school. It is expected that schools raise this local contribution through a combination of school fees and fundraising.

Needs-based Funding

State and Australian Government grants are allocated to Catholic systemic schools in Victoria on a needs-based formulae basis.

Accountability for Funding

Schools and Colleges provide audited Annual Financial Statements detailing income, expenditure and bank balances to the Catholic Education Commission of Victoria (CECV). The CECV in turn provides accountability to the Australian and State Governments for the grants disbursed to the Catholic Education system.

Administrative and Financial Services

The administrative and financial work of schools is supported by the CEO in the following ways:

- Assistance with financial accountability
- Assistance with school staffing allocations
- Assistance with compliance with relevant Australian taxation laws
- Professional Development of school staff
- Assistance with program and capital grant financial accountability
- Conduct of Budget and Annual Financial Statement preparation days

- Collection of census data, annual surveys and Online Staffing Records
- Assistance with school budgets and accounting
- Demountable classroom program
- Assistance with industrial relations, salary, superannuation, long service leave and Workcover issues
- Implementation of administrative technologies

Capital Grants Program

Major capital works continued to be a feature of Catholic Education in the Diocese of Sale. Australian Government capital grants approved in 2008 included:

St Brigid's Catholic Primary School, Officer	\$1,400,000
Nagle College, Bairnsdale	<u>\$1,300,000</u>
TOTAL	\$2,700,000

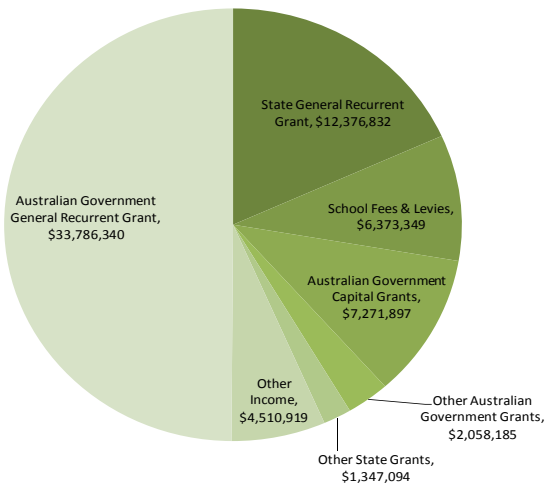
School Loans

School loan balances as at 31 December 2008 were:

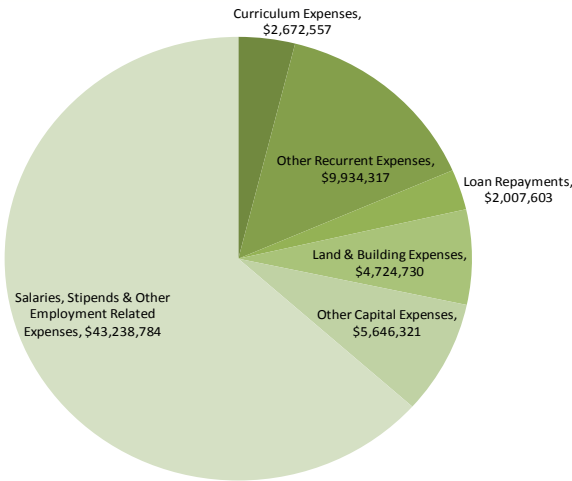
Primary Sector Long Term Loans	\$6,627,680
Secondary Sector Long Term Loans	<u>\$17,292,270</u>
TOTAL LOANS	\$23,919,950

All parish primary school loans and 79% of secondary school loans were provided by the Diocese of Sale Catholic Development Fund.

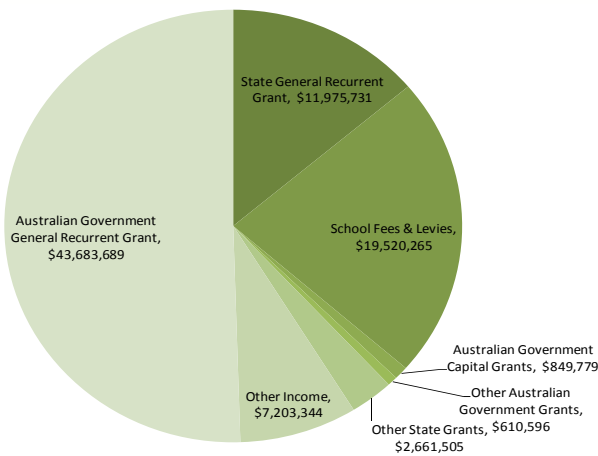
Primary Schools Total Income for 2008: \$67,724,616



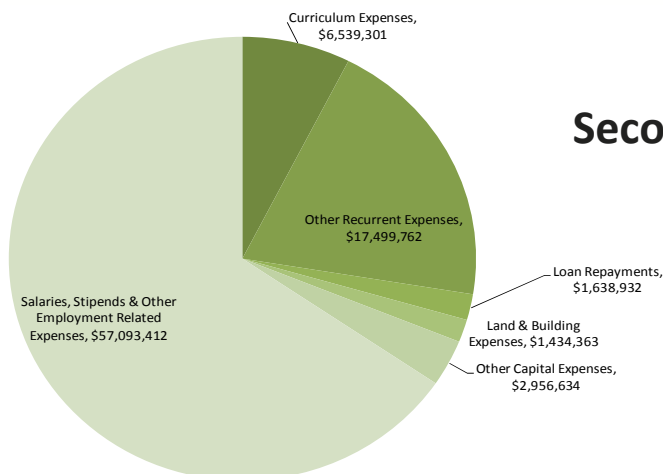
Primary Schools Total Expenditure for 2008: \$68,224,312



Secondary Schools Total Income for 2008: \$86,504,909



Secondary Schools Total Expenditure for 2008: \$87,162,404





FINANCES

CATHOLIC EDUCATION OFFICE

Financial Statements

A summarised financial report, based on the audited financial statements for the year ended 31 December 2008, is provided on the following five pages. The result for the year was a surplus of \$351,724.

The Audited Financial Statements of the Catholic Education Office of the Diocese of Sale, prepared in accordance with relevant Australian International Financial Reporting Standards (AIFRS), are provided to Father Peter Slater, the Canonical Administrator, through the Chair of the DECFC. The Catholic Education Office also accounts for its expenditure of program funds through the CECV.

Annual budgets for the Catholic Education Office and school-based costs paid centrally, approved by the Diocesan Education Council Finance Committee, are submitted to Father Peter Slater, the Canonical Administrator, for approval.

Income

Income generated from all sources totalled \$8.7 million for the year ended 31 December 2008. Sources included:

- Primary and Secondary Levies
- CECV Consultancy Budget
- Australian Government Targeted Programs
- Invested Income
- Rent for Demountable Classrooms
- Reimbursement from Diocesan Share of Australian Government and State Grants for centrally paid and other school costs
- Levies collected on behalf of the Diocesan Supplementary Capital Fund and other agencies.

Expenditure

Recurrent expenditure totalled \$8.3 million. Of this, 37% was paid out either directly or indirectly for or on behalf of schools. These expenditures included:

- Student Support Services (psychological assessment and counselling, hearing and speech services, etc)
- Special Education (learning disabilities / gifted and talented)
- Grants / allocations to schools for Indigenous Education, Languages other than English, Literacy, Wellbeing and Quality Teacher Programs
- Essential services audits in Primary Schools
- Demountable classroom transport and relocation costs
- Demountable classroom maintenance
- Depreciation on stock of demountable classrooms
- Provision for Diocesan Supplementary Capital Fund
- Provision for Diocesan Secondary Land Fund
- Schools' levies paid to National Catholic Education Commission (NCEC), Catholic Education Commission of Victoria (CECV) and the Bishops' grant to the Australian Catholic University
- Study assistance and bursaries paid to primary and secondary teachers
- Primary Principal recruitment costs
- Professional development of teachers, Principals and administration staff
- Family Life Education Program for school communities
- Religious Education Program for school communities
- Interest on loans to purchase demountable classrooms
- Relocation costs of graduate teachers

Salaries, administration expenses, motor vehicle expenses, and other overheads required to support the programs and services provided to schools accounted for 63% of total expenditure.

Capital Expenditure

Loan capital repayments totalling \$48,460 were made during this period. Other capital expenditure included the following purchases:

Improvements to Property	\$146,240
Computers	\$33,975
Furniture and Fixtures	\$38,938
Library Stock	\$10,432
Motor Vehicles (net after trade-ins)	\$200,812
Plant and Equipment	\$35,752
Demountable Classrooms	\$62,042
Total	\$528,191

Diocesan Supplementary Capital Fund (DSCF)

The 2008 levy of \$50 per primary pupil (\$25 per pupil in 2007) to the Diocesan Supplementary Capital Fund continued to build the base required to address capital funding needs of primary schools. During 2008, three applications were received and approved: two for the

\$400,000 limit and one to support the new school at Officer, St Brigid's, at the higher discretionary level of \$1 million.

Twelve primary schools received loan capital repayment support totalling \$290,024 in 2008. New applications approved in 2008 will commence receipt of loan capital support in 2009 when loans are drawn down to finance the construction or refurbishment works.

There is currently a total of 15 loans to schools that have been approved with a consequent commitment of \$3,835,304 to be paid over the next ten years.

As at 31 December 2008, the provision for Diocesan Supplementary Capital Fund (monies held on behalf of schools) stood at \$2,211,078. For 2009, the annual levy of \$50 per student is sufficient to cover the current commitments.

Summarised Financial Report

The transactions for the period ended 31 December 2008 are identified in the following financial statements:

DIOCESAN SUPPLEMENTARY CAPITAL FUND

INCOME STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2008

	2008 \$	2007 \$
Operating revenue from ordinary activities		
School Levies	382,840	186,975
Other revenues from ordinary activities		
Interest	122,106	93,359
Total revenues	504,946	280,334
Expenses from ordinary activities		
Contribution to school loans	290,024	230,428
Operating Surplus	214,922	49,906
Total changes in equity	214,922	49,906

DIOCESAN SUPPLEMENTARY CAPITAL FUND

BALANCE SHEET

AS AT 31 DECEMBER 2008

	2008 \$	2007 \$
Current Assets		
Cash Assets	2,211,078	1,809,181
Trade Debtors		186,975
Total Current Assets	<u>2,211,078</u>	<u>1,996,156</u>
TOTAL ASSETS	<u>2,211,078</u>	<u>1,996,156</u>
Current Liabilities		
Loans	0	0
Total Current Liabilities	<u>0</u>	<u>0</u>
TOTAL LIABILITIES	<u>0</u>	<u>0</u>
NET ASSETS	2,211,078	1,996,156
EQUITY		
Accumulated Surplus	1,996,156	1,946,250
Adjustment to Liabilities		
Current Year Earnings	214,922	49,906
TOTAL EQUITY	<u>2,211,078</u>	<u>1,996,156</u>

DIOCESAN SUPPLEMENTARY CAPITAL FUND

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2008

	2008 \$	2007 \$
Cash Flows from Operating Activities		
Receipts from customers	569,815	
Interest received	122,106	93,359
Payments to suppliers and employees		
Contribution to school loans	(290,024)	(230,428)
Net Cash flow from operating activities	<u>401,897</u>	<u>(137,069)</u>
Cash Flows from Investing Activities	0	0
Cash Flows from Financing Activities	0	0
Net increase (decrease) in cash held	401,897	(137,069)
Cash at beginning of the financial period	1,809,181	1,946,250
Cash at the end of the financial period	<u>2,211,078</u>	<u>1,809,181</u>

CATHOLIC EDUCATION OFFICE

OVERVIEW OF OPERATING RESULTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2008

	2008	2007
	\$	\$
Income		
Primary and Secondary Levies	1,911,988	1,795,012
Demountable Classroom Rent	288,000	297,000
Diocesan Supplementary Capital Fund Levy	382,840	186,795
Diocesan Secondary Land Fund Levy	72,772	
Consultancy Allocations	2,176,609	2,075,537
Diocesan Share Allocations	1,840,706	1,483,295
Targeted Programs	1,089,827	943,576
Investment Income	494,831	318,158
Transfers from Schools	89,278	76,539
Other Income	296,422	146,664
Profit / (Loss) on Sale of Assets	17,311	2,910
Total Income	8,660,584	7,325,486
Expenditure		
Administration Expenses	544,526	367,843
Dep'n of property, plant and equipment	367,494	362,213
Borrowing Expenses	14,318	15,676
Motor Vehicle Expenses	116,508	104,143
Employment Expenses	4,133,507	3,616,373
Overheads	139,173	82,065
Levies	271,219	269,227
Professional Development	551,033	431,552
Grants to Schools and School Costs paid Centrally	1,506,848	1,017,990
Demountable Classroom Relocation & Maint Costs	103,179	111,968
Remuneration of Auditor	4,189	4,250
Diocesan Supplementary Capital Fund Provision	383,020	186,795
Diocesan Secondary Land Fund	173,846	301,902
Total Expenditure	8,308,860	6,871,997
Operating Surplus / (Deficit)	351,724	453,489

CATHOLIC EDUCATION OFFICE

INCOME STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2008

	2008	2007
	\$	\$
Operating revenue from ordinary activities	8,148,442	7,004,417
Other revenues from ordinary activities	512,142	321,069
	<hr/>	<hr/>
Total revenues	8,660,584	7,325,486
	<hr/>	<hr/>
Expenses from ordinary activities	8,308,860	6,871,997
Operating surplus from ordinary activities before Income Tax Expense	351,724	453,489
Income tax expense relating to ordinary activities	0	0
	<hr/>	<hr/>
Operating Surplus / (deficit) after income tax expense	351,724	453,489
Operating surplus	351,724	453,489

CASH FLOW STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2008

	2008	2007
	\$	\$
Cash Flows from Operating Activities		
Receipts from customers	8,674,476	7,565,916
Payments to suppliers and employees	(8,024,087)	(5,996,202)
Borrowing costs	(14,318)	(15,676)
	<hr/>	<hr/>
Net cash flow from operating activities	636,071	1,554,038
	<hr/>	<hr/>
Cash Flows from Investing Activities		
Receipts from sale of property, plant & equipment	281,137	246,050
Payment for property, plant and equipment	(808,445)	(527,244)
	<hr/>	<hr/>
Net cash flow from investing activities	(527,308)	(281,194)
	<hr/>	<hr/>
Cash Flows from Financing Activities		
Increase in borrowings	(48,460)	(52,305)
Repayment of borrowings	(48,460)	(52,305)
	<hr/>	<hr/>
Net cash flow from financing activities	(48,460)	(52,305)
	<hr/>	<hr/>
Net increase (decrease) in cash held	60,303	1,220,539
Cash at beginning of the financial period	1,996,466	775,927
	<hr/>	<hr/>
Cash at the end of the financial period	2,056,769	1,996,466

CATHOLIC EDUCATION OFFICE

BALANCE SHEET

AS AT 31 DECEMBER 2008

	2008 \$	2007 \$
Current Assets		
Cash Assets	806,769	1,996,466
Trade and other receivables	1,262,140	43,343
Investments	1,250,000	
Other	234,573	143,905
Total Current Assets	<u>2,303,482</u>	<u>2,183,714</u>
Non-Current Assets		
Property, Plant and Equipment	2,882,436	2,705,311
Total Non-Current Assets	<u>2,882,436</u>	<u>2,705,311</u>
TOTAL ASSETS	<u>5,185,918</u>	<u>4,889,025</u>
Current Liabilities		
Payables	387,268	554,766
Borrowings	44,160	57,060
Provisions	284,221	241,604
Other	150,601	32,091
Total Current Liabilities	<u>866,250</u>	<u>885,521</u>
Non-Current Liabilities		
Borrowings	121,096	156,656
Provisions		
Total Non-Current Liabilities	<u>121,096</u>	<u>156,656</u>
TOTAL LIABILITIES	<u>987,346</u>	<u>1,042,177</u>
NET ASSETS	4,198,572	3,846,848
EQUITY		
Asset Revaluation Reserve	39,466	39,466
Accumulated Surplus	4,159,106	3,807,382
TOTAL EQUITY	<u>4,198,572</u>	<u>3,846,848</u>

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE CATHOLIC EDUCATION OFFICE DIOCESE OF SALE.

SCOPE:

We have audited the summarised financial report of the Catholic Education Office Diocese of Sale for the year ended 31 December 2008 comprising the Income Statement, Balance Sheet, Cash Flow Statement and Statement in Changes in Equity of the Diocesan Supplementary Capital Fund; and the Overview of Operating Results, Income Statement, Balance Sheet, Cash Flow Statement and Statement in Changes in Equity of the Catholic Education Office Diocese of Sale in accordance with Australian Auditing Standards.

In our opinion, the information reported in the summarised financial report is consistent with the financial reports from which it is derived and upon which we expressed unqualified audit opinions in our reports to the members dated 18 March 2009 (Diocesan Supplementary Capital Fund) and 27 April 2009 (Statutory Financial Report). For a better understanding of the scope of our audit, this report should be read in conjunction with our audit reports referred to above.

MDHC Audit Assurance Pty Ltd
MDHC Audit Assurance Pty Ltd

Graeme Marriott
Graeme Marriott
Director

Hawthorn
10 June 2009

2008 REPORT

DIOCESAN EDUCATION COUNCIL

The Diocesan Education Council had an interesting and busy year in 2008. Without a doubt, the highlights of the year were the activities surrounding World Youth Day. All parishes and most schools were involved in the journey of the World Youth Day Cross and Icon and then the events of World Youth Day itself. Whilst the full impact of World Youth Day will not be apparent for a number of years, the immediate impact on the youth of our diocese was wonderful to observe.

At Council level, the main focus of the Council's work was responding to a) the fact that Bishop Coffey had retired and no replacement had yet been appointed and b) the different emphasis placed on the Council's work by the restructure of the Catholic Education Commission of Victoria (CECV).

In one sense, dealing with the absence of a Bishop was relatively straightforward. The diocesan pastoral plan *Journeying Together* provided the Council with the Mission Directions it needed to guide its work and Fr Peter Slater as Diocesan Administrator gave the Council his full support.

It was the restructure of the CECV, however, that gave the Council most of its work. The main consequence of the restructure was that nearly all of the policies that the CECV had promulgated over a number of years were retired. Consequently, the Council embarked on an extensive review of the policies needed to guide the discretionary action of Canonical Administrators and schools in the diocese. There is more than enough work in this area to keep the Council busy for quite some time.

Whilst policy review occupied a large portion of the Council's time in 2008, it also achieved much in other areas. For example, there was strong involvement in the Catholic Identity Project and members of the Council participated in some very meaningful faith formation of their own.

Liaison with other groups continues to build, in particular with the Victorian Catholic Schools Parent Body. This group is rapidly developing a voice for parents who have their children enrolled in Catholic schools; it played a large part in gaining extra funding from the Victorian Government to help with increased staffing costs in Catholic schools. The Catholic Education Week Leadership Mass and Dinner was again a wonderful celebration of the success of schools in the Diocese.

None of this happens, of course, without the generous contribution made by parents, teachers and the staff of the Catholic Education Office. Early in 2008, the Council bade farewell to Mr Malcolm Joseph — who resigned as Chair of the Council — and to Melinda McKenna and Michael Russo. The Council welcomed to its membership Fr Manny Lomagno, Debbie Flanagan, Jeff Robbins and Marg Shiels.

On behalf of all of the students in our Catholic schools, I would like to thank each and every member of the Council for the contribution that she or he made during a very busy year.


Michael Delaney
Chairperson DEC

2008 REPORT

GIPPSLAND COUNTRY PRIMARY PRINCIPALS' ASSOCIATION

With the specific context and challenges that the Sale education community faced in 2008, the GCPPA endeavoured to explore two major themes throughout the year. The first theme was to become known as "Sharing the Wisdom" and the second, "Strengthening Partnerships."

The theme of "Sharing the Wisdom" provided the Primary Principals with opportunities to re-examine our shared values, ideals and structures and to identify the diversity within the diocesan primary schools and the talents within the GCPPA.



The second theme of “Strengthening Partnerships” pursued the ideal of the GCPPA working even more closely with other organisations such as the Catholic Education Office and the newly formed Victorian Association of Catholic Primary School Principals.

A major project and achievement of the GCPPA that exemplified both these ideals was the formation of the N-Forma Committee. The GCPPA representatives — Mrs Maree Swenson, Mr Michael O’Brien and Mr Richard Wans — were extremely generous with the time and energy they dedicated to working with the Catholic Education Office and Clarisse Computer Data to develop and implement a more supportive software system that assists schools in their delivery of student reports.

The year concluded with three Principals leaving the GCPPA; Mrs Mary Howlett and Mr Paul Lomas joined the Catholic Education Office as Educational Consultants and Mr Michael O’Reilly returned to the Archdiocese of Melbourne.

In 2008, the GCPPA was grateful that a wide range of Principals contributed to the life of the group as members of the Executive, members of various committees and presenters at the annual conference and / or general meetings. This continued collegial support for one another ensures that the GCPPA remains an important source of renewal and professional development for the Primary Principals in the Diocese of Sale.

Brendan Marrinon
(Chairperson, GCPPA)

2008 REPORT

DIOCESE OF SALE SECONDARY PRINCIPALS’ ASSOCIATION

For the seven Secondary Principals, DOSSPA is an integral part of our professional life.

The Diocese of Sale Secondary Principals’ Association (DOSSPA) enjoyed a very successful year in 2008, working for Catholic education in partnership with our Primary Principal colleagues and the Catholic Education Office.

DOSSPA comprises:

- Miss Erica Pegorer, Lavalla College, Traralgon and Newborough
- Br Paul Kane, Catholic College Sale
- Mr Michael Delaney, Mary MacKillop College, Leongatha,
- Mr Terry Feely, St Peter’s College, Cranbourne
- Mr Peter Houlahan, Marist-Sion College, Warragul
- Mr Robert Brennan, Nagle College, Bairnsdale
- Mr Paul Desmond, St Francis Xavier College, Berwick and Beaconsfield

DOSSPA members meet formally once each term in order to discuss issues related to the educational needs of each environment, to seek advice from one another and to meet with personnel from the Catholic Education Office. The Association is very well supported by Mr Peter Ryan, Director of Catholic Education, and the various Catholic Education Office personnel who oversee secondary support services — Sr Rose Duffy, Fr Hugh Brown and Mr Sam Franzi. In mid 2008, Fr Brown took up a new posting and we welcomed Mrs Rosemary Copeland, recently retired Principal from St Joseph’s College, Echuca. As has been the case now for many years, the assistance of the Secretary to the Director, Mrs Bernadette Myors, was invaluable

Our meeting focus throughout 2008 included final preparations for World Youth Day, ongoing negotiations for a new Award for Catholic educators, Victorian Institute of Teaching matters, State Government funding and Commonwealth Government Compliance. Always looking to the future of Catholic education, a considerable amount of time was devoted to the need to further develop schools and facilities to cope with the rapidly increasing population in the growth corridor at the western end of the diocese. Of crucial concern was the availability of funds to ensure new schools or campuses are created in the areas of greatest need.

Catholic secondary education is facing a period of considerable challenge and we believe great possibilities. Recent initiatives outlined by the Commonwealth Government reflect a distinct change in direction for education and accountability for educators. DOSSPA Principals look to the future with a sense of great hope and a determination to ensure our young people are provided with the best education possible.

Paul Desmond
(Chairperson, DOSSPA)

CATHOLIC EDUCATION OFFICE
DIOCESE OF SALE
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