



Lumen Christi College Board Meeting

Annual General Meeting

25 November 2015

PRINCIPAL'S REPORT - 2015

INTRODUCTION:

In nearing completion of my third year as the Principal of Lumen Christi College, I have certainly continued to grow in my appreciation of all aspects of College life. While continuing to attend to matters of an immediate nature, I have increased my focus on some longer term strategic planning with a view to bringing about sustained school improvement and growth. Having completed my own Performance Appraisal, I was able to gauge that there exists a genuine interest from all members of our College community – students, families and staff - in coming together with a sense of purpose and optimism for the future ahead. I was genuinely humbled by the feedback and support that I received and I appreciate the kindness, understanding, and encouragement from so many people.

The students are wonderful young men and women who deserve much praise for their generosity of spirit and time. I constantly find myself amazed at their abilities, their willingness to improve and the seemingly endless potential that can be found in youth. While we are grateful for our wonderful facilities and the great variety of our academic programs, I am very aware that our true blessing lies in the quality of the students we have in our College.

I continue to be most grateful for the support of parents and families in fostering positive Family/College relationships. As I have mentioned in several forums, student achievement and welfare is greatly enhanced when the school and the home enjoy a positive and meaningful partnership centred on the care and progress of each and every student. When the Family and the College present a consistent message and seek a similar commitment, all within the framework of sound Christian values, students can develop and grow with a degree of certainty.

The Staff at our College are dedicated to the students and work very hard to serve them inside the classroom and in a variety of capacities beyond the classroom. I warmly acknowledge our College Staff - teaching, non-teaching and management - for the manner in which they are managing and implementing the constant raft of educational changes and the increasing accountability measures being placed on schools. Likewise, I appreciate their willingness in implementing and supporting the many changes that have been introduced at a school level. The overarching concern of the College Staff, at all times, remains the individual student and the desire to deliver the best possible educational outcomes for all students.

I am delighted to be a part of this wonderful community and consider it a privilege to serve the students, staff and parents as Principal of this College.

2015 – YEAR IN REVIEW:

In accordance with directives from Catholic Education Western Australia (CEWA), and as part of the Quality Catholic Schools initiatives for sustained school improvement, the Annual School Report is required to follow a set format and be reflective of the Annual School Improvement Plan (ASIP). Complying with such guidelines, the following Annual School Report will examine each of the Goals set out in the 2015 ASIP and provide commentary on the respective 'success indicators'.

Annual School Report - 2015

System Strategic Outcomes	Strategic Plan Link (School)	SMART Goals	QCS Component link	Success indicators (How we will know we have been successful)
Learning				
	<ul style="list-style-type: none"> Curriculum Development. 	<ul style="list-style-type: none"> Implement and review the new timetable structure for 2015. 	Education: 306 – Systematic Curriculum Delivery.	<ul style="list-style-type: none"> New Timetable established for start of 2015 academic year. Analysis of the 2015 Timetable so as to properly consider any future changes and, where deemed necessary, implement such changes.
	<ul style="list-style-type: none"> Teaching and Learning. 	<ul style="list-style-type: none"> Begin involvement in the Collaborative Learning Project (CLP) being conducted by the CEWA and consider implementation of particular strategies within the context of Lumen Christi College. 	Education: 302 – Analysis and Discussion of Data.	<ul style="list-style-type: none"> Active participation in the CLP. Examine different ways to effectively implement some literacy strategies and follow up with longitudinal analysis. Continue CLP into 2016 as part of a two to three year project.
	<ul style="list-style-type: none"> Data Analysis 	<ul style="list-style-type: none"> Establish a program for 2015 that utilises existing Student Report Data in order to make informed assessments of student learning, achievement, engagement and performance. 	Education: 302 - Analysis and Discussion of Data. Community: 201 - Engagement with School Community.	<ul style="list-style-type: none"> Data tracking initiatives implemented in 2015. Letters sent home at commencement of 2015. Pastoral Tracking data and matrix of PI included on Student Reports in 2015. Inclusion at formal College Awards in 2015.
	<ul style="list-style-type: none"> Positive Psychology. 	<ul style="list-style-type: none"> Continue to introduce Positive Psychology across the College community and continue to trial specific teaching and learning strategies and Staff initiatives in 2015. 	Community: 201- Engagement with the School Community. Stewardship: 401 - Staff Wellbeing.	<ul style="list-style-type: none"> Analyse Year 7 Student Survey data to measure their awareness of Positive Psychology strategies and consider longitudinal analysis of such data. Analyse and compare Insight SRC survey data to establish community awareness of Positive Psychology strategies. Positively change the language and tone in established College correspondence; Circulars, Student reports, Performance Indicators, etc. Continued examination of teaching pedagogies and the implementation of specific teaching and learning strategies that promote affirmation and professional learning relationships.
	<ul style="list-style-type: none"> Curriculum Development. 	<ul style="list-style-type: none"> Develop a comprehensive counselling process that provides students and their families with relevant and timely information and data so as to effectively engage in the WACE Course Selections. 	Education: 306 - Systematic Curriculum Delivery. Community: 201 - Engagement with the School Community.	<ul style="list-style-type: none"> Feedback from students and parents on the clarity and simplicity of the process. Analyse the number of Course changes required at the end of Year 11 Semester One. Student achievement of the Cohort at the end of Year 12 in relation to WACE and TISC results in 2016. Feedback from LTT and staff in relation to the ability of students in classes to handle the Courses. Changes to the percentage of students studying ATAR versus General Pathways that more accurately reflect the school context.

Annual School Report - 2015

System Strategic Outcomes	Strategic Plan Link (School)	SMART Goals	QCS Component link	Success indicators (How we will know we have been successful)
Engagement				
	<ul style="list-style-type: none"> Building Community. 	<ul style="list-style-type: none"> Following on from 2014 planning phase, now implement a new House Competition that looks to recognise student participation and achievement in the portfolio areas of: Service, Academic Studies, Arts and Sport. 	<p>Community: 201 - Engagement with the School Community.</p> <p>Education: 303 – A Culture that Promotes Learning</p>	<ul style="list-style-type: none"> House Competition implemented in 2015. House Competition becomes established as part of Lumen Christi College.
	<ul style="list-style-type: none"> Staff Professional Development. 	<ul style="list-style-type: none"> Seek out and promote opportunities for leadership, both within school, through CEWA programs and other recognised professional programs and networks that provide opportunities to further develop the capacity of the College Staff. 	<p>Community: 203 - Wider Community Partnerships.</p> <p>Stewardship: 401 - Staff Wellbeing.</p>	<ul style="list-style-type: none"> Consultation process and working parties being established as normal and expected practice within the College. Combined Middle Leaders meetings established. Various strategies and learnings from the Collaborative Learning Project and the Instructional Leadership Certificate being shared through Regular Staff Meeting and PL Days and implemented as suitable in the school. Staff enrolment at a variety of CEWA programs.
	<ul style="list-style-type: none"> Building Community. 	<ul style="list-style-type: none"> Develop a broad range of Co-curricular activities that are available to students and ensure staff have committed to a nominal amount of 40 hours per year. 	<p>Stewardship: 401 - Staff Wellbeing.</p> <p>402 - Pastoral Care of Students.</p>	<ul style="list-style-type: none"> A broad range of co-curricular programs are provided for students. Co-curricular programs are prioritised according to student and school requirements. Staff are fully aware and committed to their co-curricular responsibilities.
	<ul style="list-style-type: none"> Student Excellence. 	<ul style="list-style-type: none"> Establish a process whereby outstanding student performance is formally recognised within the College community. 	<p>S3.08 – Student Achievement.</p> <p>S3.12 – Student Engagement.</p>	<ul style="list-style-type: none"> Data from previous Student Performance Indicators analysed and used to establish criteria for student excellence. A process to automatically generate Letters of Acknowledgement and Congratulations following Semester Reports is established. A Spirit of Lumen Award is introduced as part of the College Awards in 2015. Consultation with SEQTA commenced.

Annual School Report - 2015

System Strategic Outcomes	Strategic Plan Link (School)	SMART Goals	QCS Component link	Success indicators (How we will know we have been successful)
Accountability	<ul style="list-style-type: none"> Governance. 	<ul style="list-style-type: none"> Consult with the College community to capture the Strategic Journey of the College 2013 – 2016. 	Education: 301 - An Explicit Improvement Agenda.	<ul style="list-style-type: none"> Formation and endorsement of Strategic Journey 2016 – 2019. Established and calendared cyclic process of plan and review for annual components of the Strategic plan. Complete aspects of the 2013 -2016. Annual Improvement Plan. Annual School Review. Annual School Report.
	<ul style="list-style-type: none"> Stewardship. 	<ul style="list-style-type: none"> Establish a College Capital Development Plan for 2016-2020. 	Education: 304 – Targeted use of School Resources.	<ul style="list-style-type: none"> College Capital Development Plan (2016-2020).
Discipleship	<ul style="list-style-type: none"> Governance. 	<ul style="list-style-type: none"> Successfully complete The Executive Director's Compliance Audit in 2015. 	Education: 301 – An Explicit Improvement Agenda. 304 – Targeted use of School Resources.	<ul style="list-style-type: none"> Executive Director's Compliance Audit successfully completed in 2016
	<ul style="list-style-type: none"> Evangelisation. 	<ul style="list-style-type: none"> Beginning in 2014, implement the three major aspects of the Lumen Christi College Evangelisation Plan (2014-2016). 	Catholic Identity: 101 – Systematic Evangelisation Planning.	<ul style="list-style-type: none"> QCS review on Students and staff can clearly identify the different parts of the Mass. Staff prayer following a consistent format. Students and staff treating Chapel as a Sacred Space and showing due reverence. College Prayer established and integrated in some College Buildings. Scripture links identified and subsequent design and implementation of Lumen Christi - Christ My Light resources.
	<ul style="list-style-type: none"> Outreach. 	<ul style="list-style-type: none"> Investigate employing an Aboriginal Liaison Officer (ALO) to further engage and support indigenous students and their families in their journey through our College. 	Catholic Identity: 102 – Integrating Catholic Faith, Life and Culture. Stewardship: 402 – Pastoral Care of Students.	<ul style="list-style-type: none"> Decide on the merit of employing ALO. If practicable and considered a requirement, follow due process in employing a suitable ALO. Review the effectiveness of such a role on an ongoing basis. Seek feedback mechanisms that indicate the effectiveness of the ALO in engaging and supporting indigenous students and their families in their journey through our College.

OTHER POINTS OF NOTE:

a) Academic Achievement:

- 2014 Year 12 Academic Results – Lumen Christi College

Lumen Christi College had 76 Full time and eligible Year 12 students in 2014

Western Australian Certificate of Education (WACE)

- 76 (100%) Students achieved their WACE Graduation

Australian Tertiary Admissions Rank (ATAR)

- 47 Students (62%) generated an ATAR
- % of Stage 3 Courses with a WACE Score of 75 or more was:
0.96% (ranks 117 of 132 schools)
- Median ATAR was:
65.5 % (ranks 111 of 127 schools)

Our Individual Student's (ATAR)

- 2 Students achieved an ATAR score above 90:
- 8 Students achieved an ATAR score between 80 - 90:
- 3 Students achieved an ATAR score between 75 - 80:

Vocational Education and Training (VET)

- 29 Students (38%) completed VET
- % of Students achieving Certificate II or higher was:
86.1% (25 Students) (ranks 83 of 171 schools)

- In analysing these results, some positives should be highlighted;
 - Some individual student ATAR results were very good and reflected their effort.
 - The VET program continues to produce outstanding results. As a College that offers a comprehensive suite of Certificate Courses (from Cert. 2 – Cert. 4 ... and Vet@Lumen and Vet@TAFE), the success of our students completing appropriate VET Courses and progressing onto chosen pathways should be acknowledged.
- In contrast, the overall ATAR results remain somewhat disappointing. Furthermore, such results follow a trend over the past seven years of College data in respect to ATAR performance.
 - Internal analysis has identified that many students are choosing the wrong courses and limiting their opportunities for achievement.
 - Immediate changes have been implemented in 2014 and 2015 with respect to Course selection. This should affect 2016 pathway figures and 2016 results.
 - Our current Year 11 students (Year 12 2016) received a more thorough and comprehensive counselling process. This involved every student and their parents participating in Course Counselling interview/s in which student data and course data were explored with a view to making more informed Course choices. We wait to see the 2016 ATAR results.

- The result has been a significant shift in the ratio of students choosing the ATAR Pathway compared to the General Pathways (as shown below). This ratio is more reflective of other testing data completed by our students in lower school (NAPLAN, MYAT, OLNA, etc.).

Change in ratio of Students in ATAR Pathway versus General Pathway

Year	No. of Year 12 Students	ATAR Pathway %	General Pathway %
2012	136	65	35
2013	148	66	34
2014	77	62	38
2015	172	62	38
2016	136	48	52
2017	177	46 *	54 *

b) Staffing

- The College was deeply saddened by the passing of long-term staff member, much loved colleague and highly respected teacher, Mr Gio Cartoni.
- A comprehensive review of our class structures combined with the new timetable changes has also resulted in a significant change in the ratio of Teaching Staff to Students. This is illustrated in the table below.
- A deliberate focus on the Literacy Support will inflate our FTE for 2016.

Year	Teachers (FTE)	Student Numbers	Ratio
2011			11.72
2012	75.9	904	11.91
2013	72.8	891	12.2
2014	72.7	873	12.1
2015	76.44	997	13.0
2016	78 *	990*	12.7

- As is part of the normal processes in any school, College Staffing has had several changes throughout 2015. This has been due to factors such as Long Service Leave, Parental Leave, Temporary Contracts and Resignations. Some particular aspects of Staffing in 2015 include;
 - The passing of Giovanni Cartoni.
 - The long term illness of Gayle Kinsella (Teacher Assistant).
 - The resignation of David Willock (Head of Technologies).
 - Parental Leave for Karen Young, Heather Mead and Carolyn Ryan.

c) College Events:

- School Commenced	2 February (992 students @ Census)
- College Community Mass	22 February (approx.1000 in attendance)
- Harmony Day	20 March
- Easter Liturgies	April
- Mother's Day Liturgy & Breakfast	8 May
- Mid - Year Exams	June (992 students @ Census)
- Lumen Day	17 June
- Catholic Performing Arts Festival	23 July
- Father's Day Liturgy & Breakfast	4 September
- Student Leader's Dinner	21 September
- Lumen Live and Big Gig	24 & 25 September
- Japanese Tour	26 September
- Year 12 Mock Exams	October (995 students @ Census)
- Year 12 Graduation	23 - 25 October
- WACE Exams	November
- Year 7, 2016 Orientation	13 November
- Presentation Evenings	30 November & 1 December
- Final day for students (7-10)	11 December

d) Student Numbers:

We began the academic year with 992 students. Throughout the year we have had a total of 41 students leave our College (70 in 2014, 91 in 2013). Many of our student departures appear to be factors such as family break-ups, employment re-locations, transient natures and the down turn in the mining sector. Throughout the year, we have had a total of 46 students commence at the College. This is the first time in several years that the yearly movement of students has resulted in a positive figure for enrolments. We conclude the year with a current Census figure of 997 students at the start of December 2015.

Given the departure of 172 students as our Year 12 Graduating Class, we were concerned that our total enrolments for 2016 would be significantly reduced. However, given sound numbers of Year 7 student enrolments commencing at the start of next year and a recent trend of students commencing in Year 10 and Year 11 (for greater pathways opportunities) we are confident that we may commence next year with close to 990 students.

PROJECTED ENROLMENTS FOR 2016 AS @ 5/11/2015

	2015		2016	2016	2016	Registered		Projected
	Existing Students	Expected Students	Waiting to be interviewed	Offered	Accepted Enrolment	Enquiries	Total Students	Census 2016
Y7			4	2	176	6	188	188
Y8	190	0	2	2		4	198	192
Y9	155	0	2		1		158	152
Y10	164	0		2	1	1	168	160
Y11	180	0	1		2	4	187	173
Y12	136	0					136	130
TOTAL	825	0	9	6	180	15	1035	995

e) Campus:

General maintenance and cleaning has occurred throughout the year. Specific campus upgrades have included;

- Building; (Stage 2 of the Current CDP Plan – updated in March 2012).
 - The refurbishment of the M Block classrooms into the Year 7 Transition Centre was completed for the commencement of the 2015 Academic Year. The learning space has proven to be very effective.
- A temporary Access Road and Parking area was established for the Senior students (Year 11 and 12).
- Minor upgrades including new carpet, painting and some re-configuration of office spaces has occurred throughout the College.
- New storage areas have been created for the Performing Arts.
- Planning and scheduling of work has been planned for the upgrade of the presentation space in the Western side of the Sports Centre. This will include: A new AV and Screen, Wall cladding, Fans, Extractors, etc.

2016 – A VIEW TO NEXT YEAR:

Once again, as part of the CEWA Quality Catholic Schools initiatives for sustained school improvement, a view to next year will be reflective of the initial goals set out as part of the Annual School Improvement Plan for 2016. While respective strategies, processes, timelines and resources are still being planned for, the Goals set out a clear agenda for school improvement into next year.

	2016
Learning - Curriculum Development - Data Analysis - Teaching & Learning - Positive Psychology	<ul style="list-style-type: none"> - Implement a consistent whole school approach for Provisions for Students with Additional Needs. - Implement Professional Partnerships with a view to reflecting on teaching and learning. - Continue involvement in Collaborative Learning Project. - SEQTA – Establishing Learning Programs. - Examine Learning Area analysis of Student PI data. - Establish a whole school Literacy Support program.
Engagement - Student Excellence - Building Community - Staff Professional Development - Communication	<ul style="list-style-type: none"> - SEQTA ConnectP and ConnectS. - House Competition promoted as part of College culture. - Trial Elevate study skills for Year 7. - Consolidate Positive Psychology initiatives within Year 7 – 9 Student Seminar program.
Accountability - Governance - Stewardship	<ul style="list-style-type: none"> - Audit of Disability Funding and allocation of resources. - Finalise and submit CDP Plan (2016 -2020). - Establish a 3 Year Financial Plan for 2017. - Begin consultation and planning for Strategic Directions (2017 -2019). - Consider College Management Structure from 2017.
Discipleship - Evangelisation - Faith Development - Outreach	<ul style="list-style-type: none"> - Review and examine Retreat programs – (students and staff). - Review College Evangelisation Plan (2014-2016). - Begin consultation and planning for Evangelisation Plan for 2017.

Next year certainly looms as being a busy, but very exciting year, with a continued focus on the learning and the teaching process.

ACKNOWLEDGEMENTS:

In conclusion, on behalf of the Lumen Christi College Community, I would like to take this opportunity to acknowledge and thank several groups who have contributed to the life and ongoing development of our College throughout this year.

I begin by thanking the students of this College who so generously and consistently give of their time, energy and talent. I would encourage them to maintain their enthusiasm and vitality and continue to strive for personal excellence and, in so doing, make the most of their many gifts.

I wish to thank the parents and families of Lumen Christi and acknowledge your role as the primary educators of your children. As a College, we look to assist you in the formation and development of your children. There is no more important job than parenting; thank you for entrusting us with your children and for your willingness to support the College in all that we do.

I wish to thank all members of the College Staff for their work this year and for their willingness to do 'the extra' in pursuit of continual school improvement. At Lumen Christi College we are blessed to have a dedicated group of staff - teaching, non-teaching and management - who display genuine care and outstanding commitment to the students. The varied work of the College Staff and their ability to make meaningful connections with the students is another reminder that the 'Light of Christ' is very much present within our College.

I also wish to acknowledge the College Board, and its various sub-committees, and the Parents and Friends Committee. I am very appreciative of the time, support and timely advice given by the various members and would like to thank them all for their discernment in decision-making, energy in support and vision for the future. To all, I extend a very sincere 'thank you'.

I would also like to take this opportunity at the College Annual General Meeting to formally acknowledge the wonderful work and service of Rick Gherardi who completes his extended term as the Chair of the College Board. Rick has generously given of his time, expertise and experience for seven years on the College Board, four years in the role as the College Board Chair. Rick, I am sure that I speak on behalf of a very grateful College community, when I offer a most sincere thank you for your many contributions and ongoing support of Lumen Christi College.

To all within our College community, I extend my prayerful best wishes for a very happy and holy Christmas Season.

May the Light of Christ shine upon you.

Darren O'Neill
Principal