



*God is with us*

Emmanuel Catholic College

# Annual Report

2019

*respect  
compassion  
excellence*

EDUCATING TOMORROW'S LEADERS, TODAY



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## Message from the Principal



In 2019, the Emmanuel Catholic College community focused on the College theme of *Celebrating Diversity* through our high-quality teaching and learning program and daily life.

Emmanuel Catholic College remains a school of choice in our locality. The College prides itself on its high level of Pastoral Care, our quality teaching and learning program and unique specialised opportunities. I thank staff for their dedicated, creative and steadfast approach to teaching and supporting our students.

I would like to congratulate the Class of 2019 for their leadership of the school and their outstanding results. I congratulate the many students who received Certificates of Distinctions and Merits from the School's Curriculum and Standards Authority and the 100% of VET students who achieved a Certificate II or higher. I wish the Class of 2019 all the best in their future endeavours, wherever the path may take them.

As we move positively into 2020, we remain committed to *developing tomorrow's leaders today*, bringing industry-leading digital technology into our learning spaces, providing abundant opportunities for learning and belonging within the school community and providing best teacher practice in the classroom.

God Bless,

**Mr Leo Di Gregorio**  
Principal

# Contextual Information

**Emmanuel Catholic College is a co-educational school catering for students from Year 7 to 12.**

With 1050 students we are located in the surrounds of the Beeliar Wetlands in the suburb of Success. Established in 1999, we are a well recognised and thriving College, accepting student enrolments from the nearby Catholic and Government Primary Schools in the locality of Cockburn. The College has strong ties with Mater Christi Catholic Primary School, Hammond Park Catholic Primary School and the Mater Christi Parish.

Whilst the College has a strong holistic educational program built on the Academics, Sport, Performing Arts and its Catholic Identity, our Graduates are defined by our College Core Values.

- To show respect, compassion and service to others
- To strive for excellence
- To be consistent and fair
- And to model Christ in all their behaviour.

We encourage students to be very busy and very engaged in their College. Whilst many of our students are university bound, we also have an extensive vocational education program creating a valuable environment for all learners irrespective of their post school destination.

We offer a number of specialist programs that include an: Environmental Program, Academies in Netball and AFL Football, specialised opportunities in the Performing Arts, and a Gifted and Talented and Learning Support program. These programs are unique and provide the student with a specialised education in connection to the wider community.

Our teaching facilities are of the highest order. Our new Sport and Performing Arts Centre of Excellence, English and Arts Building and Learning Hub for our Learning Support and Gifted and Talented students are state of the art facilities, providing a great learning environment for quality teaching and learning to the highest level.

Our College prides itself on the quality of our Pastoral Care. We strive to ensure that each student is well known and cared for. Each student is encouraged to discover and develop their interests and talents in order to become the best they can be.

Emmanuel Catholic College is strongly committed to developing tomorrow's leaders today.



# Teacher Standards and Qualifications

Emmanuel Catholic College employed 80 teaching staff in 2019. Most teaching staff hold more than one qualification. The following is a summary of the highest qualification held by our teachers:

Qualification	Number of teachers
Doctor	1
Master	14
Graduate Diploma	23
Bachelor Degree	40
Diploma	2

## Workforce Composition

Emmanuel has a total of 106 staff which is compiled of 80 teaching staff and 26 non-teaching staff as per the tables below:

Teaching Staff	Full-time	Part-time	Totals
Male	33	1	34
Female	42	4	46
<b>TOTAL</b>	<b>75</b>	<b>5</b>	<b>80</b>

Non-Teaching Staff	Full-time	Part-time	Totals
Male	3	1	4
Female	4	17	21
Female (Indigenous)		1	1
<b>TOTAL</b>	<b>7</b>	<b>19</b>	<b>26</b>



# Student Attendance at School

Each morning the attendance is taken in Pastoral Care, and then in each period in the day. At 9.40am, following PC and Period 1, the College sends an SMS to families who has a child presenting as unexplained. It states the student is absent and parents/guardians are requested to contact Student Services by either SMS, telephone or email at their earliest convenience.

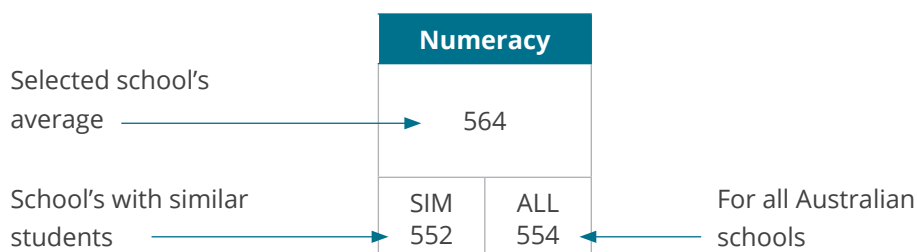
The attendance will remain as unexplained until the parent notifies Student Services. Once a parent has contacted the College, the attendance is entered with the reason provided by the parent attached.

The Student Wellbeing Services contacts the parent weekly to receive acknowledgement for the non attendance. If there is no response from the parent, the Heads of Year then are requested to contact the family.

Throughout the term, for students displaying high rates of absence, the family is requested to attend a meeting at school. At the conclusion of each semester, attendance letters are sent home to families, where a student's attendance rate falls below 90%.

Year Level	Percentage Rate
Year 7	95%
Year 8	93%
Year 9	92%
Year 10	91%
Year 11	91%
Year 12	91%
<b>WHOLE SCHOOL</b>	<b>92%</b>

# NAPLAN Data

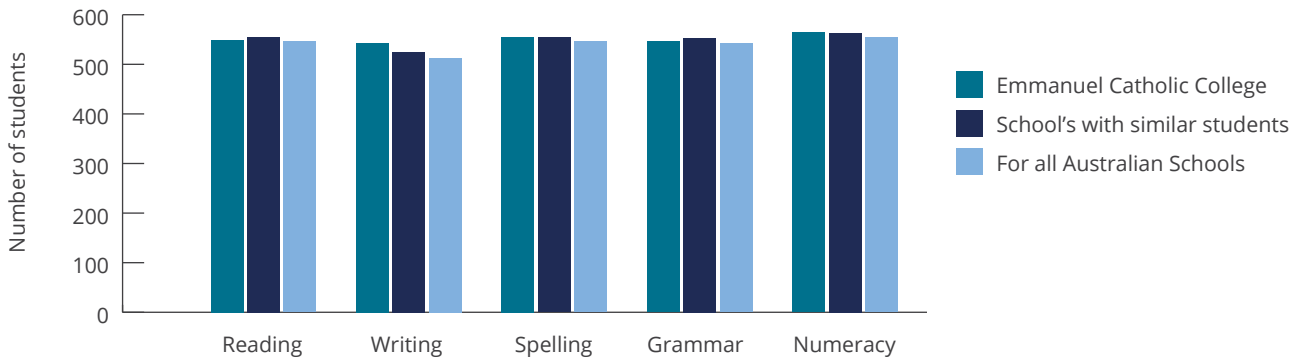


2019 Data	Reading		Writing		Spelling		Grammar		Numeracy	
Year 7	ECC 549		ECC 543		ECC 555		ECC 546		ECC 564	
	SIM 555	ALL 546	SIM 525	ALL 513	SIM 554	ALL 546	SIM 553	ALL 542	SIM 563	ALL 554
Year 9	ECC 592		ECC 575		ECC 589		ECC 579		ECC 592	
	SIM 587	ALL 581	SIM 558	ALL 549	SIM 588	ALL 582	SIM 580	ALL 574	SIM 595	ALL 592

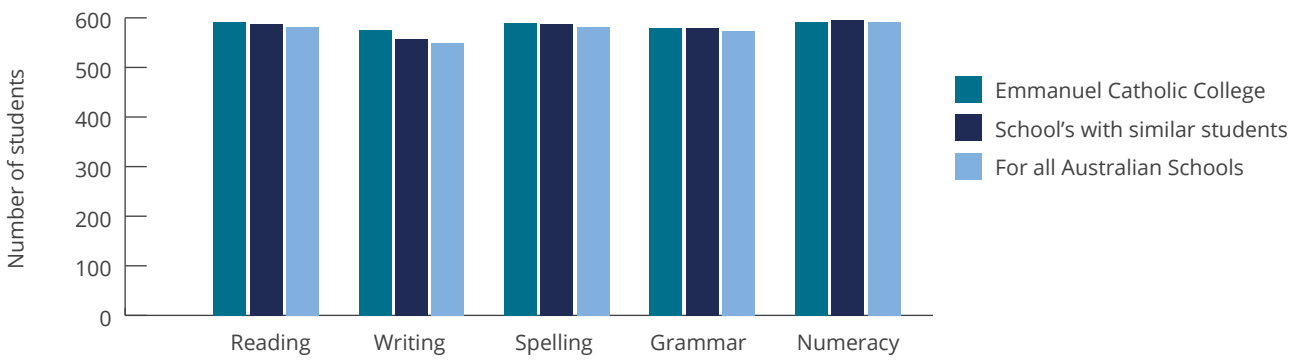
<https://www.myschool.edu.au/school/49011/naplan/results/2019#results>

# NAPLAN Data

## 2019 Year 7



## 2019 Year 9





**100%**  
VET Achievement

**54** Students studied ATAR

**50** Applied for Public Universities

**47** Received offers in the first round

**College Median ATAR**

2019  
**78.55**

2018  
**75.4**

2017  
**72.75**

2016  
**74.4**

**10** Certificates of Merit

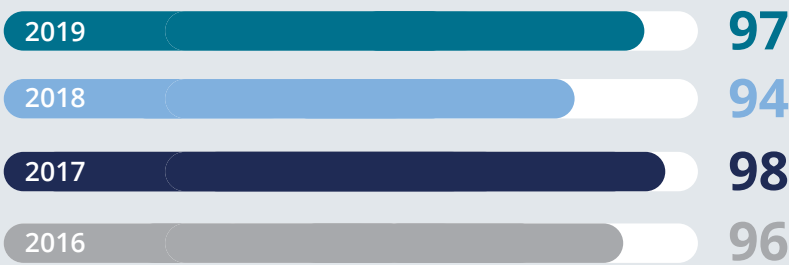
- Caitlin Bean
- Joel Blazevic
- Mason Craigie
- Teal Cuff
- Jayden Foote
- Melissa Heane
- Crystal Mahilum
- Esther Maloba
- Ashley Roberts
- Fabien Sum

**7** Certificates of Distinction

- Clara Cascioli
- Eduardo III Jaena
- Yasiru Kiriwaththuduwa
- Wenting Li
- Grace Loh
- Briar Norman
- Xueting Shang

**94%** Proportion of students in 2019 Offered a University place

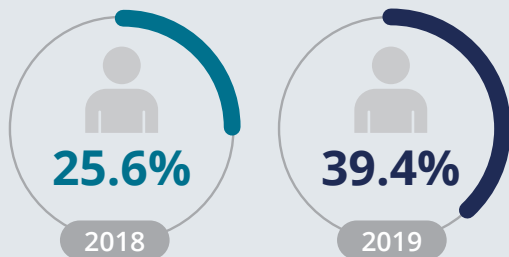
**WACE Achievement (%)**



**ATAR 90+**

Grace Sue Ern Loh	98.4
Xueting Shang	98.2
Wenting Li	94.85
Yasiru Kiriwaththuduwa	94.5
Fabien Sum	93.9
Esther Maloba	93.55
Clara Cascioli	92.15
Briar Norman	90.35
Eduardo III Jaena	90.3

**Students completing 4 or more ATAR courses (%)**



# Parent, Student and Teacher Satisfaction

## Parents

The College is in regular communication with parents. Whilst the College Newsletter, Facebook and Instagram are the main avenues of communication with parents and the extended community, the College frequently informs parents of individual student activities and behaviours by SEQTA, email, phone conversation and personal interviews.

College Academic Reports are distributed to parents three times a year and parents have the opportunity to formalise an appointment to meet with the individual teachers to discuss their children's progress in Terms 2 and 3. Added to this, students are academically tracked and communication with parents is made when students perform outside their academic expectations.

Parents regularly communicate their high satisfaction of all aspect of College life. This is particularly evident in exit and other surveys completed by parents.

## Students

Students at Emmanuel experience a very comprehensive educational program, centered on quality teaching and learning practices assisted by many of the facets of modern technology. The Curriculum offerings are diverse to allow our Year 12 students to leave the College confident of success in the next phase of their lives – whether it be university, TAFE or the workforce.

The specialised programs within the College, include the Emmanuel Kings Football Academy, Emmanuel Aces Netball Academy, Enviro Club and the Bush Ranger programs. These are very popular amongst

students who have talents and interests in these aspects of school life. The College also offers a comprehensive Gifted & Talented and Learning Support Program.

Students also have the opportunity to be involved in extensive Sport and Performing Arts programs. These Co-curricular programs give opportunity for students to excel outside the 'academics' and display their talents for the benefit of the College community. The Sport and Performing Arts Centre of Excellence together with the new Visual Arts facilities provide inviting, contemporary and motivating teaching and learning spaces. Our students have every prospect to excel in these domains of school life.

Emmanuel Catholic College provides many opportunities for students to develop and strengthen their faith. Christian Service programs, Retreat opportunities, the celebration of the sacraments together with Religious Education classes all promote the development of the faith aspect of the College.

Students also have the opportunity to develop their potential for leadership. At Emmanuel a strong Student Leadership framework encourages students to become involved in being leaders amongst their peers. A number of events throughout the year such as the Student Leadership Day, organisation of College Whole School Assemblies, College Open Day tours and House activities, all contribute to further developing our student leaders.

# Parent, Student and Teacher Satisfaction

## Teacher

There is a clear recognition at Emmanuel Catholic College that Staff are the single most important resource for a quality education.

High quality teaching has always been and still remains, absolutely fundamental to successful learning. The Teacher Performance and Development Program aims to support all teaching staff and school leaders in improving their professional knowledge, practice and engagement. This program aims to achieve this by supporting all teachers to further develop their classroom practice, with a focus on pedagogy and teaching strategies. It is required that all teachers and school leaders that have a timetabled class must engage in this process annually. The College also instills a clear expectation of commitment to the individual wellbeing and achievement of all staff and students.

This Teacher Performance and Development Program has our College Vision and Core Values central to its design, making this a program very much linked to who we are at Emmanuel Catholic College.

To this end, all staff members are involved in various extra curricular capacities, ranging from academic tutorials and homework assistance, service programs, sports coaching, sporting team management, the Arts, leadership or contributing in areas of their personal strength.

Staff at Emmanuel are known for their dedication and extra effort for the benefit of their students.

## School Income

Please refer to the My School website – [www.myschool.edu.au](http://www.myschool.edu.au)

## Secondary Student Outcomes

Outcome	Total
Graduation Rate	97.1%
Year 12 Students (NB Plus 2 P unit students)	100%
Participation in Vocational Education and Training	52%
Achievement in Vocational Education and Training who achieved AQF VET Certificate II or higher	100%
OLNA Numeracy Achievement	99.3%
OLNA Reading Achievement	97.1%
OLNA Writing Achievement	100%
Completed 4 or more ATAR or Certificate II or higher	100%

## Post-School Destinations

Destination	Percentage
University	60%
Apprenticeship/ Trainee	8%
TAFE	18%
Employment	11%
Other	3%



# Progress on Annual School Improvement Plan

Linked to the CEWA Strategic Direction 2019 - 2023

Goals	Developments to Achieve Listed Goals
<p><b>Catholic Identity – Inspiring Christ-centred Leaders</b></p> <p>As a College, we will continue our visible commitment to the development of the College’s Catholicity.</p> <p>As a College, we will continue to provide opportunities for students and staff to deepen their faith.</p> <p><i>Our school is committed to bringing the Good News of Jesus Christ to all.</i></p>	<p>The College will continue to provide opportunities for students and staff to deepen their faith by continually building upon our current Retreat and Social Justice programs for all members of the community.</p> <p>The College is committed to continue to review and continue to develop our Christian Service, Retreat, Social Justice and Immersion programs.</p> <p>The College is committed to continue to build on its visible Catholic Identity.</p> <p>The College will enhance Faith Formation within the community and continue to provide and develop Catechetical Programs.</p>
<p><b>Education – Catholic Schools of Excellence</b></p> <p>As a College, we continue to investigate appropriate pathways and opportunities to ensure all students have options made available to them once they leave Emmanuel Catholic College.</p> <p>As a College, we are committed to developing strategies to enhance positive teacher-student relationships.</p> <p>At the heart of all our decisions and actions is the dignity of each child.</p> <p><i>We respect the uniqueness of each person and community ensuring quality Catholic education is focused on engaged learning.</i></p>	<p>The College is committed to continue to support teachers in their commitment to deliver the best teaching practice in the classroom.</p> <p>The College will continue to integrate the best use of technology to enhance learning outcomes and continue to investigate and invest into evolving learning technologies.</p> <p>The College is committed to using data to identify students who are achieving below their capability and implement intervention strategies to improve student engagement.</p> <p>The College has developed an approach to support staff by implementing Professional Learning Communities and the development of a committee to investigate the best teaching and learning for all students.</p> <p>The College is committed to developing strategies in enhancing positive teacher-student relationships and understands that teacher-student rapport is at the heart of good teaching.</p> <p>The College continues to provide ongoing opportunities for the development of staff in digital technology skills.</p>

# Progress on Annual School Improvement Plan

Linked to the CEWA Strategic Direction 2019 - 2023

Goals	Developments to Achieve Listed Goals
<p><b>Community – Catholic Pastoral Communities</b></p> <p>As a College, we will continue to provide opportunities for staff and students to be aware of mental health and build resilience and well-being.</p> <p>As a College, we will instil the College Core Values within all of our College programs.</p> <p><i>Central to our identity as a Christ-centred community are our partnership with families, parishes and schools.</i></p>	<p>The College is committed to student well-being through effective Pastoral Care programs and by providing effective well-being and resilience programs through workshops and other opportunities for all members of the community.</p> <p>The College is committed to instil within all of our College programs, the Core Values, allowing these to permeate throughout the community.</p> <p>The College, asks all our members, including students, their families and staff to model and give witness to the Core Values in their daily lives.</p> <p>The College ensures that the Core Values are visible to all members of the community.</p>
<p><b>Stewardship – Accessible, Affordable and Sustainable System of Schools</b></p> <p>As a College, we will continue to develop positive relationships with neighbouring Parishes and feeder primary schools.</p> <p>As a College, we will maintain existing partnerships with other educational institutions, sport organisations, local business, local government and the community.</p> <p>As a College, we will investigate further opportunities to develop partnerships and build strong community relationships.</p> <p>As a College, we will promote and strengthen a culture of shared accountability for student outcomes by engaging parents in the life of the College.</p> <p><i>We commit to the principles of subsidiarity, co-responsibility and participation in enhancing Catholic education across Western Australia.</i></p> <p><i>We seek to provide access to Catholic education, especially for the marginalised and disadvantaged.</i></p>	<p>The College will continue to build upon the strong relationships with its community members.</p> <p>The College believes it is important to actively maintain strong ties with our Parishes, feeder primary schools, local businesses, government agencies and local government. It is essential the relationship formed with these community members is paramount for the future.</p> <p>The College recognises the importance of parents and respects their role as the primary educators of their children.</p> <p>The College continues to support all families within our community by offering financial support via the Health Care Card and bursaries.</p>

# Board Chair Report



On behalf of the Emmanuel Catholic College School Board, it gives me great pleasure to present the Annual Board Report for 2019.

It has been an honour to serve the Board and school as Chair taking over from Donna Johnson after three years and being part of a growing school with

a sound vision and execution of education at the highest level.

The College continues to establish itself as a school of choice in the region, and this is reflected in the growth with approximately 1,080 students from Year 7 to Year 12, passing through the doors and strong enrolments into 2020 and 2021. This year's highlights saw the continuation of the building plan, redevelopment of the strategic plan, and the completion of the School Cyclic Review. Some operational highlights will see the addition of two new Houses of Romero and Siena to commence in 2020.

2018 saw the completion of the previous Strategic Plan. The new plan identified the following critical areas via extensive consultation with students, teachers, parents, and community:

1. Catholic Identity
2. Culture of Excellence
3. Deep Community Engagement
4. Wellbeing
5. Quality Teaching and Learning

The continuation of the building plan saw the completion of the refurbishment of C Block, which is now the home of Learning Support and Gifted and Talented hub, and the creation of a Black Box Theatre for drama students. The outdoor landscaping was enhanced with decking, lights, and outdoor furniture. A significant project was completed to rectify the flooding on the oval. The Board approved the refurbishment of the Administration and Student Services building, the original Library into a Chapel, which will be

completed in 2020. To maintain our sustainability goals solar panels will be installed during 2020.

The School Cyclic Review is done every four years and focusses on the effectiveness of the school's engagement, school improvement, and future directions for the advancement of students. The panel evaluates the College by "looking back" on the improvement journey and "looking forward" to the future direction of the school. The panel congratulated Emmanuel Catholic College on the variety and quality of educational programs and co-curricular opportunities available to its students. All data sources spoke of the growth of student enrolments and enhanced facilities as among the more significant changes in recent years. Parents, in particular, spoke of the quality education provided to their children and their confidence in the leadership of the College.

On a financial level, the College continues to operate in compliance with the Catholic Education guidelines. The College has performed in a financially sound, ethical, and proper manner thanks to the efforts of our Business Manager Sonja Matthes, Principal Leo Di Gregorio, and assisted by the Board Treasurer Radu Nicola and the Board in general.

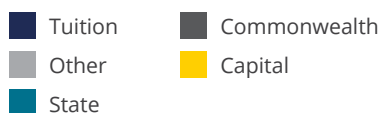
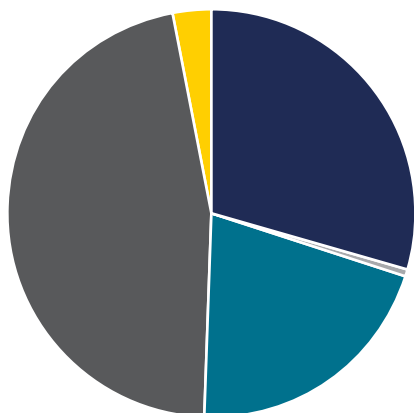
I thank the College P&F, led by Kerri Muller, for all the hard work they have put into the College this year, both financially and on a social level. We are lucky to have such enthusiastic and giving parents within the College.

In conclusion, the Board would like to thank the Graduating Class of 2019 for all their hard work and contributions to the College over the past six years. The education, qualities, and high standards that you have received at Emmanuel will continue to assist you in the years to come. We wish you well for all your future endeavours.

**Brad Cuff**  
Chairperson 2019

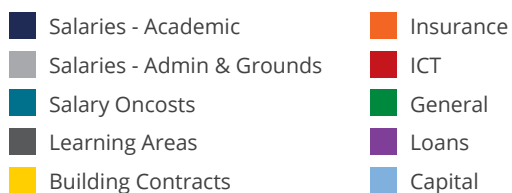
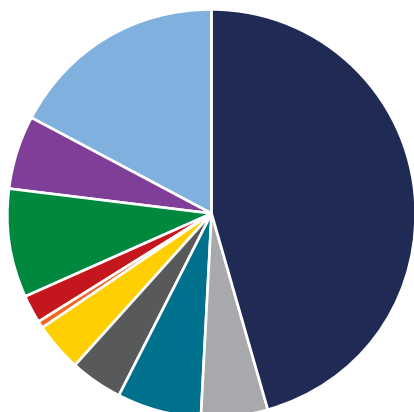
# Statement of Provisional Budget - 2020

## Income



Income	Percentage Rate
Tuition	29.48%
Other	0.70%
State	20.51%
Commonwealth	46.51%
Capital	2.79%
<b>TOTAL</b>	<b>100%</b>

## Expenditure



Expenditure	Percentage Rate
Salaries - Academic	45.63%
Salaries - Admin & Grounds	5.38%
Salary Oncosts	6.66%
Learning Areas	4.24%
Building & Contracts	3.68%
Insurance	0.77%
ICT	2.10%
General	8.70%
Loans	5.67%
Capital	17.18%
<b>TOTAL</b>	<b>100%</b>







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