



CATHOLIC COLLEGE

*God is with us*

Emmanuel Catholic College

# Annual Report

2020

*respect  
compassion  
excellence*

EDUCATING TOMORROW'S LEADERS, TODAY







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## Message from the Principal



Like many organisations, the Covid situation caused the 2020 year to be different to all other years at Emmanuel Catholic College. The Teaching and Learning program looked different as students were learning remotely for a portion of the year, many activities were cancelled or postponed to 2021 and restrictions to parent involvement at the College became necessary for many circumstances.

The need for staff, students and parents to adapt to the 'new' school environment was imperative. I am very proud that we were able to continue to deliver a quality education program to all students and provide many of the normal practices to parents via a different mode. Assemblies and major College events were streamed home, and parent

interviews were conducted through MS Teams.

I congratulate all the graduates of the Class of 2020 for their hard work, continued leadership and outstanding academic results in what was a difficult year. The number of awards received by our students was impressive and I wish them well for their future.

As we move into 2021, I hope the year progresses in a manner that brings further normality back to school as we continue to provide the best teaching and learning environment for our staff and students.

God Bless,

**Mr Leo Di Gregorio**

Principal

# Contextual Information

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

With 1,050 students we are located in the surrounds of the Beeliar Wetlands in the suburb of Success, WA. Established in 1999, we are well recognised and a 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 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 78 teaching staff in 2020. 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
Diplomas	1
Bachelor Degrees	17
Graduate Diplomas	24
Master	34
Doctor	2

## Workforce Composition

Emmanuel has a total of 104 staff which is compiled of 78 teaching staff and 26 non-teaching staff as per the table below:

Teaching Staff	Full-time	Part-time	Totals
Male	34	0	34
Female	43	1	44
<b>TOTAL</b>	<b>77</b>	<b>1</b>	<b>78</b>

Non-Teaching Staff	Full-time	Part-time	Totals
Male	3	1	4
Female	7	14	21
Female (Indigenous)		1	1
<b>TOTAL</b>	<b>10</b>	<b>16</b>	<b>26</b>







# Student Attendance at School

Each morning the attendance is taken in Pastoral Care, then 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, the College App or email at their earliest convenience.

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

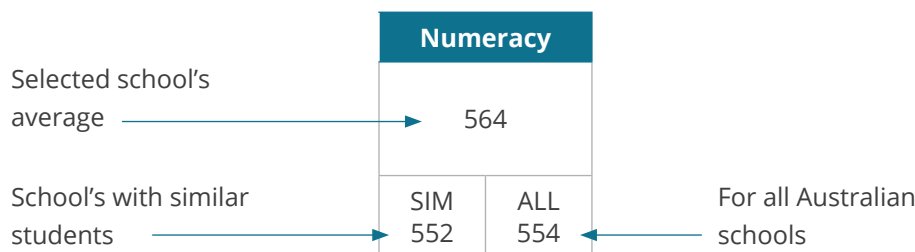
Student Wellbeing Services contacts the parent weekly to receive acknowledgement for the non-attendance. If there is no response from the parent, the Head of Year are then requested to contact the family.

Throughout the term, for students displaying high rates of absence, the family is requested to attend a meeting at the school. At the conclusion of each semester, students who's attendance rates fall below 90% will have an attendance letter sent home to families.

Year Level	Percentage Rate
Year 7	94%
Year 8	93%
Year 9	93%
Year 10	93%
Year 11	93%
Year 12	92%
<b>WHOLE SCHOOL</b>	<b>93%</b>

## NAPLAN Data

NAPLAN did not occur in 2020 due to Covid-19. Please see below for 2019 data.



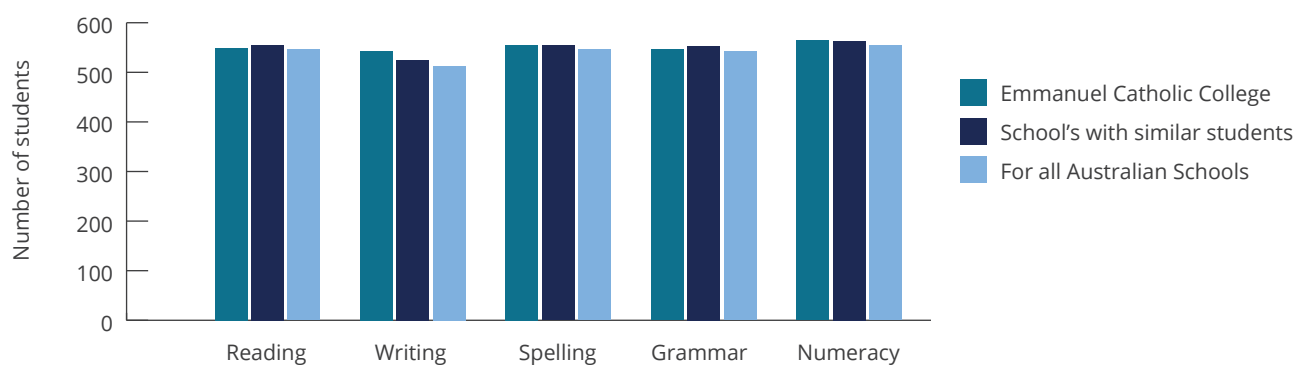
2019 Data	Reading		Writing		Spelling		Grammar		Numeracy	
Year 7	ECC 549		ECC 543		ECC 555		ECC 546		ECC 564	
	SIM 555	ALL 546	SIM 525	ALL 513	SIM 554	ALL 546	SIM 553	ALL 542	SIM 563	ALL 554
Year 9	ECC 592		ECC 575		ECC 589		ECC 579		ECC 592	
	SIM 587	ALL 581	SIM 558	ALL 549	SIM 588	ALL 582	SIM 580	ALL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

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

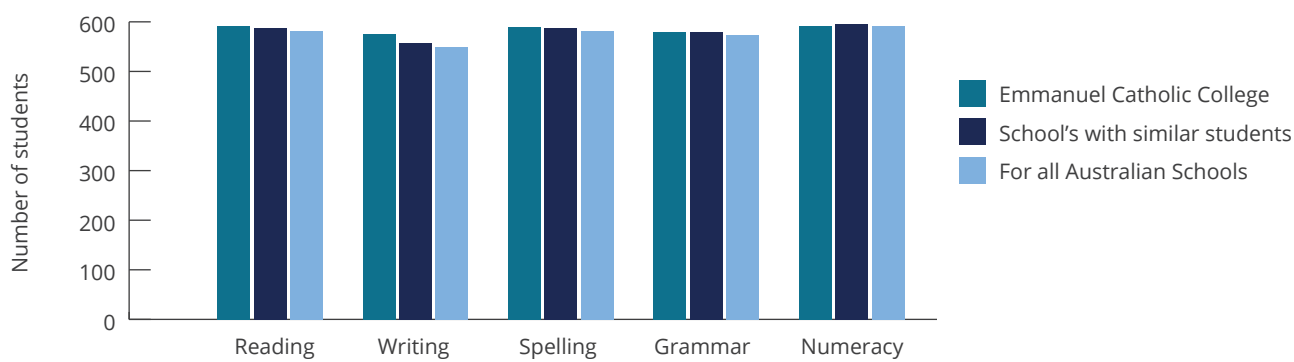


# NAPLAN Data

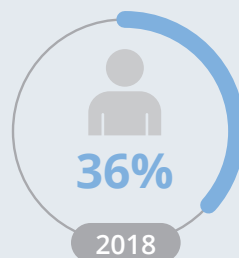
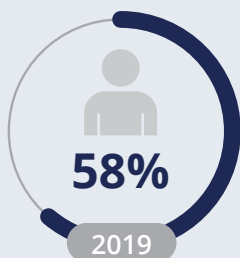
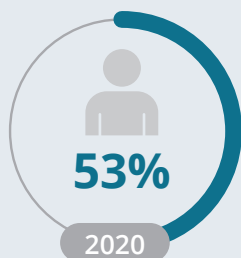
## 2019 Year 7



## 2019 Year 9



Students completing University Pathways (%)



College Median ATAR



43

Students studied ATAR

93%

Offered a place into public Universities

65%

Gained first preference into public Universities

## ATAR 90+

Faye-Olivia Hadfield	94.4
Yzabella Tiamzon	91.5
Kyle Bodilly	90.75
Delina Joseph	90.15

VET Achievement (%)

116

Number of students  
Participating in VET

157

Number of Cert II or Cert III  
Qualifications Achieved

WACE Achievement (%)



Performed  
above State Average

- + Biology
- + Design (Written)
- + Design (Practical)
- + Economics
- + Literature
- + Media Production & Analysis (Practical)
- + Modern History
- + Physical Education Studies (Written)
- + Physical Education Studies (Practical)
- + Religion & Life

6

Certificates of Merit

Benjamin Harper  
Delina Joseph  
Aleska Markovic  
Zoe Payne  
Brianna Ross  
Yzabella Tiamzon

2

Certificates of Distinction

Kyle Bodilly  
Faye-Olivia Hadfield



# Parent, Student and Teacher Satisfaction

This year, the College completed its Climate Survey to gain information about parent, staff and student satisfaction. The data collected was extremely positive and will guide the College in its next phase for developing our Vision for Learning.

## Parents

The College invites parents to continually communicate openly and honestly via all forms of communication. The development of the ECC App has allowed for up to date information to be pushed out to families in a timely fashion via their smart devices. The College prides itself on keeping parents informed.

The use of SEQTA allows for parents to see how their child is performing in the academic domain. Families are kept abreast of student results and are invited to engage in their child's education.

Through the College Parents and Friends' (P&F) Association, parents are strongly encouraged to engage themselves in College events. These include both student-focused activities and parent social events. The main aim of the College P&F is to build our community.

## Staff

Teaching staff have worked in Professional Learning Communities (PLC) in 2020, and this will continue into 2021. These PLCs have allowed for staff to further develop their ability to reflect on the how and why we are educators. There is a clear recognition at Emmanuel Catholic College that staff are the single most important resource for quality education, and we prioritise professional learning opportunities.

Staff are extremely generous of their time. Whole school Productions are an example of our staff community coming together with students to put on a high quality event for the community. Sporting programs, after school tuition and Service Learning are further programs that could not run without support from staff.

## 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 work force.

The specialised programs within the College, including the Emmanuel Kings Football Academy, Emmanuel Aces Netball Academy, Enviro Club and Bush Ranger programs. These programs are most popular amongst the students and provides them with a strong motivation for those who have talents and interests in these areas. The College also offers a comprehensive Gifted & Talented and Learning Support Program.

Students also have the opportunity to be involved in an extensive Sport and Performing Arts programs. These programs give opportunities for students to excel outside the academics and display their talents for the benefit of the College community.

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

## Secondary Student Outcomes

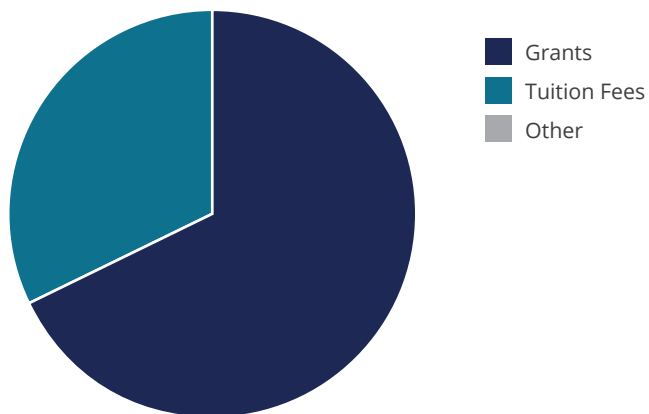
Outcome	Total
Graduation Rate	93.04%
Year 12 Students	100%
Participation in Vocational Education and Training	73%
Achievement in Vocational Education and Training who achieved AQF VET Certificate II or higher	98%
OLNA Numeracy Achievement	94.5%
OLNA Reading Achievement	99.3%
OLNA Writing Achievement	100%
Completed 4 or more ATAR or Certificate II or higher	99.4%

## Post-School Destinations

Destination	Percentage
University	54%
Apprenticeship/ Trainee	17%
TAFE	13%
Employment	14%
Other	2%

## School Income

Funding was recieved as follows in 2020.









# Progress on Annual School Improvement Plan

Goals	Developments to Achieve Listed Goals
<b>Catholic Identity</b> <ul style="list-style-type: none"> <li>We will continue to demonstrate our visible commitment to Catholicity, through our College facilities and religious icons</li> <li>We will continue to provide opportunities for students and staff to deepen their faith</li> <li>We will build upon our current Retreat and Social Justice programs</li> <li>We will review and develop our Christian Service and Immersion programs</li> </ul>	<ul style="list-style-type: none"> <li>A Refurbished Chapel</li> <li>Younger Students inducted on practices &amp; rituals in a Chapel</li> <li>Liturgical Calendar produced</li> <li>Having all liturgies full of ritual &amp; Student participation.</li> <li>Develop a Catholic Identity Committee</li> <li>Increase Social Justice programs &amp; Retreat opportunity for staff</li> <li>A revised Christian Service model</li> </ul>
<b>Community</b> <ul style="list-style-type: none"> <li>Professional learning for all staff</li> <li>Aboriginal Education Improvement Team</li> <li>Reconciliation Garden</li> <li>We will continue to develop positive relationships with neighbouring Parishes and feeder primary schools</li> <li>We will maintain existing partnerships with other educational institutions, sport organisations, local business, local government and the community</li> <li>We will investigate further opportunities to develop partnerships and build strong community relationships</li> <li>We will promote and strengthen a culture of shared accountability for student outcomes by engaging parents in the life of the College</li> </ul>	<ul style="list-style-type: none"> <li>Engagement of staff at Professional Learning Session</li> <li>Actions from AEIT Meetings</li> <li>The presence of a Reconciliation Garden in the College grounds</li> <li>Implement a Christmas Carol evening with neighbouring members of our community</li> <li>Increase our Social Media presence via all outlets</li> <li>Ensuring parents feel welcome at the College</li> </ul>



# Progress on Annual School Improvement Plan

Goals	Developments to Achieve Listed Goals
<b>Education</b> <ul style="list-style-type: none"> <li>We will continue to work toward strengthening our comparative academic standing</li> <li>Teachers will actively participate in professional learning, growth and development programs to improve classroom teaching practice</li> <li>Teachers are supported in their commitment to deliver the best teaching practice in the classroom</li> <li>We are committed to developing strategies to enhance positive teacher-student relationships</li> <li>We will continue to integrate the best use of technology to enhance learning outcomes</li> <li>We will continue to investigate and invest into evolving learning technologies</li> </ul>	<ul style="list-style-type: none"> <li>Continue to add pathways to our Year 12 program and offerings</li> <li>Intervention programs delivered for students who need it</li> <li>Staff Meetings to include Professional Learning Communities to come together</li> <li>Introduce School based learning on digital Technology</li> <li>Include student feedback when looking at improving classroom practices</li> <li>Teachers offered a variety of professional learning opportunities</li> </ul>
<b>Wellbeing</b> <ul style="list-style-type: none"> <li>We will continue to provide opportunities for staff and students to be aware of mental health and build resilience and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Offering staff Wellbeing Professional Learning throughout the year</li> <li>Whole school assemblies to address wellbeing theme driven by students</li> <li>Create a student safe zone area for those with wellbeing issues</li> </ul>
<b>Culture of Excellence</b> <ul style="list-style-type: none"> <li>The Core Values are instilled within all of our College programs</li> <li>Students and Staff model and give witness to the Core Values in their daily lives</li> <li>We will continue to review, develop and improve the College policies, procedures and practices to ensure consistency across the College</li> </ul>	<ul style="list-style-type: none"> <li>Student Leadership Team award their own awards for peers</li> <li>Staff awards having the Core Values imbedded in them</li> <li>Promote staff through College newsletter</li> <li>Merit award to students in each class across all years. Not for the best performing student but for the hard worker</li> <li>House Merit award to be given to a student from each PC class each Semester</li> <li>Students are recognised by an embroidery on their Blazer Pocket</li> <li>Greater consistency with student behaviour</li> </ul>

# Board Chair Report



**On behalf of the Emmanuel Catholic College Board, it gives me great pleasure to present the Annual Board Report for 2020.**

2020 was undoubtedly a year that challenged every aspect of social norms, work environments and school life. It was a year that tested the College's resilience, agility

and leadership and in so doing the students, staff, parents and Executive. The response was inspirational, resulting in the protection of the vulnerable, the continuance of education and the coming together of the community.

When the state government imposed Covid-19 restrictions, the College responded quickly. Prior investment in a digital platform (the school's network infrastructure, digital learning of staff and students, the one to one program; that puts a laptop in the hand of every student and staff member; as well as the SEQTA program and Microsoft Teams) resulted in a seamless and smooth transition to the remote online learning. Both the Executive, parents and staff must be congratulated for the agility shown in ensuring students remained active and educated.

2020 saw the Year One enactment of the revised Strategic Plan, with the Board overseeing the quarterly tracking of progress. The Board has seen a positive response from staff and students as this is progressed. Behaviours are changing positively as the detailed outcomes are actioned, leading to an improvement in education for our students.

This year, the Capital Development Plan was delayed by Covid-19, however it restarted in October 2020 with the refurbishment of the Administration and Student Services building with the Chapel. This will provide the College with a student-centric one-stop-shop for Counsellors, Heads of Year and Wellbeing Services. The Student Services Centre will be completed in Term 2, 2021, and the Chapel will be completed in August 2021. Linking to the Emmanuel Catholic College Strategic Plan 2020-2022, one key focus area is sustainability and reducing our carbon footprint. After extensive research, the College contracted Synergy to install 99.990 kWp solar

panels on the roof of our Sport and Performing Arts Centre of Excellence with a completion date of April 2020. The 303 solar panels generate 452kWh of solar energy a day, saving the College approximately 40% off the monthly bill.

Our student numbers and attendance was not affected by Covid-19, and the College continues to establish itself as a school of choice in the region. This has led to the incoming Year 7 student numbers for 2021 expanding to seven streams for the first time. Enrolments remain healthy with applications at capacity for 2022.

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 also thank the outgoing Board members, Radu Nicola, Sarah Mahony and Adrianne Vasile. Special thanks to Sarah for her six years of service on the Board.

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.

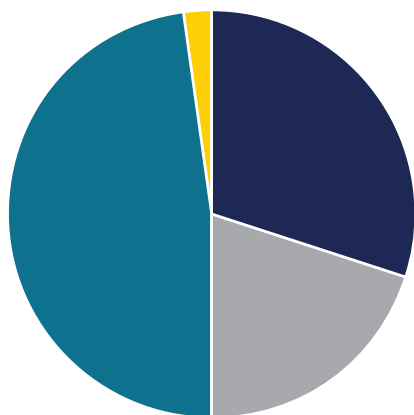
In conclusion, whilst 2020 delivered an unexpected global pandemic that affected every aspect of life, the College thrived and we will start 2021 even more robust. To the graduating students of 2020, you had to not only deal with the pressure of Year 12 but uncertainty at every turn. You excelled at representing yourselves and the College, congratulations and continue your journey with the unique badge of being the 'Class of 2020.'

**Brad Cuff**  
Chairperson 2020



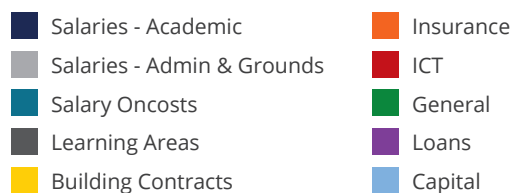
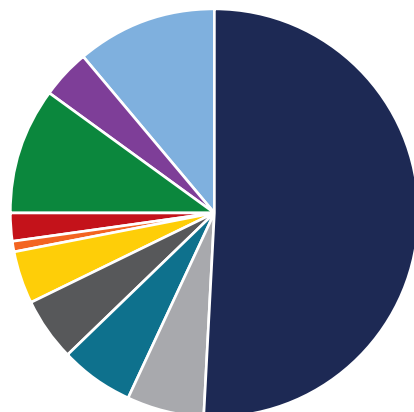
# Statement of Provisional Budget - 2021

## Income



Income	Percentage Rate
Operating Income	30%
State Gov Grants	20%
Commonwealth Grants	48%
Capital Income	2%
<b>TOTAL</b>	<b>100%</b>

## Expenditure



Expenditure	Percentage Rate
Salaries - Academic	51%
Salaries - Admin & Grounds	6%
Salary Oncosts	6%
Learning Areas	5%
Building & Contracts	4%
Insurance	1%
ICT	2%
General	10%
Loans	4%
Capital	11%
<b>TOTAL</b>	<b>100%</b>







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