



Mary MacKillop College Annual Performance Report 2023



Mary MacKillop College
Kensington

Annual Performance Report 2023

Introduction

Mary MacKillop College is a secondary school for girls and provides a Catholic education in the Josephite tradition.

Education at Mary MacKillop College is about the development of the whole person. We nurture a love of learning in each individual. Students are encouraged to commit to excellence and are supported in developing their unique gifts and talents for the love and service of others. They are inspired and supported to develop the skills they will need for lifelong learning and achieving their potential.

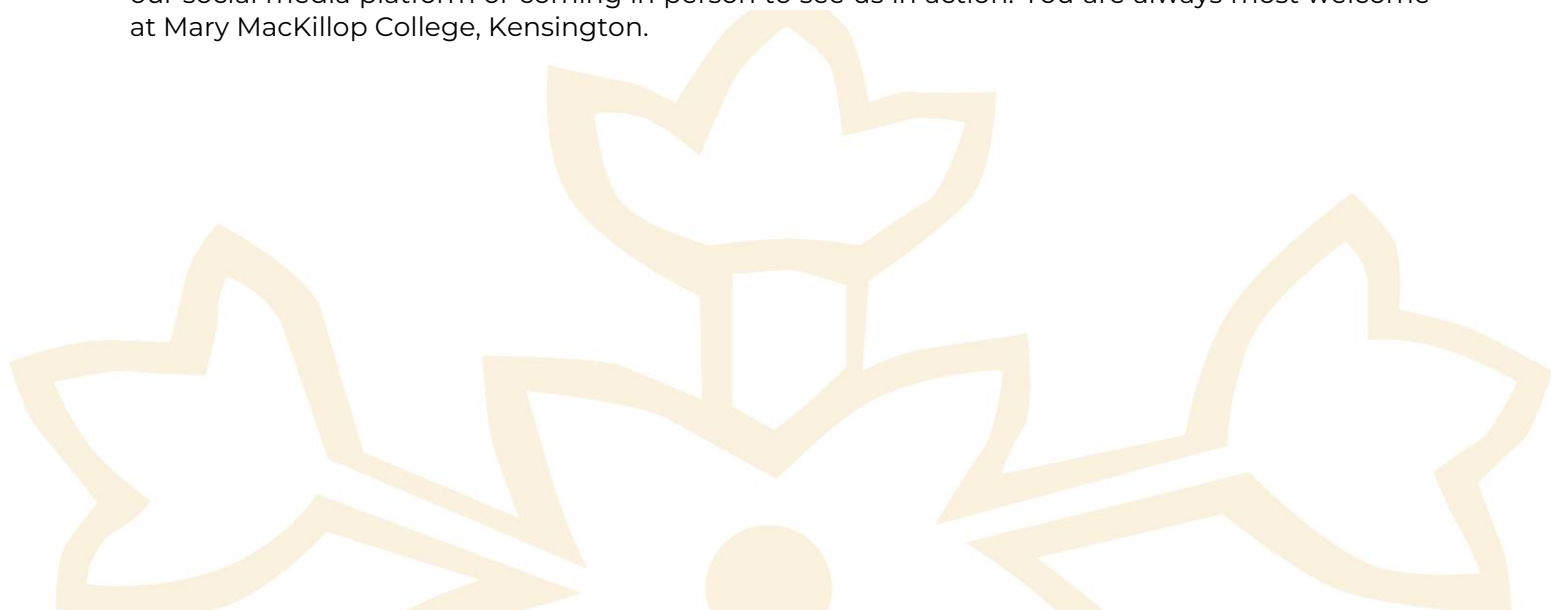
Students come from across the metropolitan area and, in particular, the north-eastern suburbs of Adelaide. Mary MacKillop College is a school that welcomes girls from other faith traditions and cultural backgrounds.

The theme for 2023 was “Having Courage To...”. The statement was left open-ended as each individual was encouraged to reflect and act on particular aspects in her/his life that needed a dose of courage to attempt or accomplish. We were inspired by the words of St Mary of the Cross MacKillop who faced many challenges with enormous purpose and resilience, “Let no obstacle deter us from proceeding with courage”.

This coincided with the launch of our new College mantra – COURAGE TO LEAD, which inspires our girls to be the best versions of themselves as leaders now and into their futures.

With the support of the Board of Directors, the College Strategic Plan 2019-2022 was extended for a further year to allow the new Principal and Leadership Team to help shape the vision for the College into the future. Consultation occurred widely with various stakeholder groups in 2023 to enable the 2024-2026 Strategic Plan to be completed and ready for launch to the community at the beginning of the 2024 school year.

We are proud of our holistic achievements in 2023 and the corresponding performance aspects outlined in this report. Feel free to explore more about the College by visiting our website, joining our social media platform or coming in person to see us in action. You are always most welcome at Mary MacKillop College, Kensington.





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Mary MacKillop College Staff

Mary MacKillop College staff are passionate and committed to enabling the best outcomes for our students.

The workforce composition in 2023 is detailed below, based on 32 Teaching Staff (FTE 28.7) and 23 Educational Support Officers (ESOs) (FTE 14.8)

Qualifications	Teachers	ESOs
Doctorate	-	-
Masters	16%	9%
Bachelor	91%	39%
Graduate Diploma/ Graduate Certificate	19%	4%
Advanced Diploma/ Diploma	22%	30%
Certificate	-	30%

College staff are appropriately trained in multiple areas to meet state, national and sector requirements, including First Aid, Child Safeguarding, Responding the Risks of Harm Abuse and Neglect – Education and Care (RRHAN-EC) and various Work Health and Safety modules.

All staff undergo stringent safeguarding checks including Catholic Education SA (CESA) electronic screening prior to interview followed by Working With Children Check and Screening And Verification Authority (SAVA) from the Archdiocese of Adelaide. Monitoring of expiry dates is ongoing.

No staff members identified as Aboriginal or Torres Strait Islander in 2023.

Staff Professional Learning

In 2023, College staff participated in a number of teacher and/or ESO professional learning opportunities including:

- Strategic Plan Consultation and Feedback Sessions
- Strategic Update Sessions
- Future Anything Sessions
- Wellbeing PD day with various activities and facilitators
- SEQTA updates
- CESA SALT online training modules
 - Cybersecurity for School
 - Privacy for Schools
 - Workplace Behaviours for Schools
- Subject associated professional learning



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- SACE Board professional learning
- The Rite Journey Implementation Training
- Education Horizons SEQTA Quarterly Updates
- Edval TES timetable Updates
- Promoting Continence Care Training CESA
- New Teacher Onboarding Induction Module
- The Keeping Safe Child Protection Curriculum Training CESA
- Career Education Learning Pilot Program – CESA Become Education Program
- Aspiring Leaders Program CESA
- Introduction to MITIOG Human Sexuality Curriculum
- Real Life... Real Friends Wellbeing Program
- AHOMINGS Music Conference
- The Australian Cloud Series IT Conference
- Understanding & Supporting Behaviour Module 3: Positive classroom culture - disability, disorder & anxiety
- Emergency Fire Warden & Chief Fire Warden Training
- Various Subject Faculty Conferences
- CESA Leaders of Learning Network Conference Day (Literacy & Numeracy Strategy)
- Developing micro credentials for Primary & Secondary Students
- Gifted Education CESA/UNSW
- Marketing & Communications Conference CESA
- Josephite Colloquium
- NAPLAN Coordinators training
- WHS Coordinators Meeting
- Various VET Coordinators & Career Advisors/Futures Workshops
- CESA Religious Leaders Day
- Middle Leaders Professional Learning Day
- CESA STEM Make A Difference program
- STEM Girls Academy
- Association of Counsellors in Catholic Schools Professional Development

All teachers and Inclusive Education ESOs completed the Disability Standards for Education course to update their understanding of how best to support students with additional needs.

Staff Wellbeing

The Mary MacKillop staff continued to be a close-knit community who were sensitive to the needs of others and offered personal and professional support, especially in times of challenges. Staff were encouraged to give suggestions, to review and implement strategies, structures and processes to minimise work-related stressors and provide resources to help staff build their sense of self-efficacy.

Formal sessions and informal community gatherings and opportunities focused on collegiality, wellbeing, personal development and deepening connection with the Josephite Charism and tradition.



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Key Student Outcomes

College Enrolments by Year level (as at August 2023 census)

Year Level	No. of Students
7	46
8	57
9	53
10	66
11	75
12	45
Total	342

Student Attendance

The College has a number of processes in place to monitor student attendance and communicates with families when there is a noticeable concern. Attendance is taken at each lesson electronically using SEQTA, our Learning Management System. An automated SMS system alerts parents if their daughter is not at school and the school has no information regarding the absence. A further process alerts frequent absences, which are then investigated by key staff.

The Principal is responsible for supporting the regular attendance of students by ensuring that parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance, most importantly the impact on learning. All cases of unsatisfactory attendance, including part or full day absences, from school are investigated promptly and appropriate intervention strategies are implemented. Documented plans are developed to address the need of students whose attendance is identified as being of concern.

Year Level	Attendance percentage
7	92
8	85
9	83
10	86
11	87
12	84
Average	86

The overall attendance average of 86% was lower than usual due to the effects of COVID.



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NAPLAN and PISA Assessments

Student progress at Mary MacKillop College is continually monitored, with curriculum, teaching practices and processes refined to respond to identified needs and trends. Standardised tests such as NAPLAN and Progressive Achievement Tests (PAT) are also used as indicators to support teachers' holistic understanding of students' strengths and areas for improvement, enabling review and adaption of Numeracy and Literacy programs across the College.

NAPLAN testing from 2023 was moved to earlier in the year (March). The online tests now incorporated technology to progress the student through different question pathways, depending on their responses to earlier questions. Years 7-9 students were also benchmarked at the beginning of the year using the PAT-Mathematics and PAT-Reading Tests, to enable early analysis of data to inform teaching and learning programs, strategies and interventions.

The usual 10-band reporting structure was replaced with four proficiency bands: exceeding, strong, developing and needs additional support. 2023 NAPLAN results reflected solid achievement across the various tests. Due to the change in reporting, comparison to previous years' results was unable to be made.

National Average – For Year 7, the College was above the national average in Reading, Writing, Spelling and Grammar & Punctuation and marginally below in Numeracy.

For Year 9, the College was above the National Average in Writing and Spelling, and marginally below in Reading, Grammar & Punctuation and Numeracy.

The below table indicates the average score of all students for each test in each year level.

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
7	537	559	546	553	524
National	536	534	539	539	538
9	560	590	571	550	547
National	565	567	568	556	568

Senior Secondary Outcomes

Once again, our Year 12 girls achieved outstanding results, with all students being awarded the South Australian Certificate of Education.

College Dux for 2023 achieved an ATAR of 98.20, placing her in the top 2% of the state.

College Proxime Accessit achieved an ATAR of 94.24, placing her in the top 6% of the state. Ten students achieved an ATAR above 90.

Eight Merits across seven subjects were achieved in the SACE in the following subjects:

- Child Studies
- Dance (achieved by a Yr 11 student)
- English
- Essential English
- Food and Hospitality
- Health and Wellbeing
- Information Processing and Publishing



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Overall SACE results:

- 11% ATAR of 95+ top 5% of the state.
- 23% ATAR 90+ top 10% of the state.
- 55% ATAR 80+ top 20% of the state.

As in years previous, 100% of our Year 12 students achieved the South Australian Certificate of Education (SACE).

- 57% of all grades were in the A band
- 91% of all grades were in the A or B bands
- 100% of all grades were in the A, B or C bands
- The median ATAR was 83.0

As a College we continue to produce outstanding results in the Research Project. In 2023, two students achieved an A+ in their Research Project grades, while 74% of the Year 12 cohort achieved a result in the A band. The lowest grade achieved in Research Project B was a 'B', with all other results in the A+ to B+ range.

Vocational Education and Training (VET)

Mary MacKillop College continues to develop and provide opportunities in Flexible Industry Pathways. In 2023, students accessed the following external VET qualifications as part of their Years 10, 11 or 12 studies, with 13% of Year 12 students undertaking and completing Vocational Education and Training.

- Certificate III in Business
- Certificate III in Early Education and Care
- Certificate III in Individual Support
- Certificate III in Basic Health Care
- Certificate III in Screen and Media
- Certificate III in Applied Fashion Design and Technology
- Certificate III in Visual Arts
- Certificate III in Dance
- Certificate III in Make-Up
- Certificate II in Retail Cosmetics
- Certificate III in Hospitality

The availability and undertaking of various industry pathway options increased in 2023 and will further increase in future years.

Post School Pathways

Our students' main pathway is to one of the three universities in South Australia. A very small number of students choose TAFE or the workforce. We continue to ensure that all students have an identified post-school pathway when they leave the College regardless of their academic ability.

98% of Year 12 students applied to attend university and all received offers, with 73% of these being their first preference in the first round.



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Tertiary courses included:

- Archaeology
- Arts (Advanced)
- Aviation
- Biomedical Science
- Business (Tourism and Event Management)
- Creative Industries
- Computer Science
- Criminology
- Early Childhood Education
- Engineering – Mechanical
- Exercise and Sport Science
- Health and Medical Science
- Human Movement
- Information Technology
- Interior Architecture
- Law
- Marketing and Communication
- Medical Science
- Medical (Radiation Therapy)
- Nursing
- Occupational Therapy
- Primary Education
- Psychology (Advanced)
- Psychological Science
- Medical Radiation Science
- Paramedicine
- Nutrition & Dietetics
- Medical Radiation Science - Nuclear Medicine
- Secondary Education
- Social Work
- Speech Pathology

In 2023 our Future Pathways Coordinator continued to work closely with students to investigate possible careers and pathways. These included future opportunities, such as university or TAFE pathways, workforce options, VET, subject selections, SATAC applications, as well as providing students with opportunities to explore career options, through Futures Week, alumnae related events, career expos and access to university and TAFE representatives and experiences.

Major 2023 Facilities Improvements

The Tenison Centre – Major Capital Infrastructure Project

After extensive planning and financial processes in preceding years, the Tenison Centre building project began at the very end of 2022 and achieved practical completion before the end of 2023.

The College acknowledges the many people who were instrumental in bringing this significant project to fruition. Through a Cooperation Agreement with the South Australian Commission for Catholic Schools, funding was secured for the capital works. Grateful thanks are also extended to past Principal Kath McGuigan, past and present Board of Directors, JPE Design Studio, Sarah Constructions, supporting staff from Catholic Education South Australia and the many other individuals and companies that were part of this exciting journey for the College.

Information and Communication Technologies (ICT)

As technology underpins the College operations, we continued to invest in ICT to create efficiency and innovation in use, as well as improve aspects such as data storage, capacity and security.

The College experienced some unexpected local/suburban power outages in 2023 which caused disruption to the learning and general operations during school time, with no access to learning platforms such as SEQTA.

Strategically, all servers have now been moved securely offsite so that SEQTA can be accessed from anywhere in Australia via an internet connection. Further to this, back-up batteries were installed in various areas so that in the unlikely event of a power outage at school, the internet would still be operational in these areas in addition to some phone connections for a number of hours.



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The College continued its regular processes of renewal, replacement and review of systems, hardware, software and practices to ensure the best delivery of service to the staff and students.

Child Protection and Safeguarding

The College Leadership and staff remained committed to the wellbeing and safeguarding of students during 2023.

As part of the safeguarding measures, all Teacher Registration Board records were checked for currency, including Working with Children checks and other mandated compliances. Every staff member submitted documentation to indicate that they read and understood a range of policies that not only protect children, but also set guidelines for respectful relationships within our Mary MacKillop community. Staff members also completed various CESA Salt Compliance Training Platform courses during 2023.

Teachers requiring training or updates regarding the Keeping Safe: Child Protection Curriculum attended sessions facilitated by CESA.

The College processes remained diligent and thorough in conducting the appropriate checks for staff, volunteers and contractors, including SAVA (Screening and Verification Authority) and CESA e-screening processes.

Finances

Income received during 2023:

Source	Amount
Government & State Grants	\$5,443,000
Tuition Fees	\$2,771,000
Capital Grant	\$1,500,000
Other	\$1,018,000

Government funding was received via the South Australian Commission for Catholic Schools (SACCS).

Student, Families and Staff Satisfaction

Mary MacKillop College ensures there are multiple opportunities for students to build their leadership skills and capacities within the College community and beyond. There are diverse formal leaderships positions across all year levels, including College Captains and Prefects, Social Justice Captains, Wellbeing Captains, House Captains and Arts Captains. A strong Student Representative Council (SRC) also operates to advocate for student voice and choice in the College. Girls are encouraged to build their personal agency by sharing any ideas, concerns or insights with the appropriate student leader or staff member. In addition, without needing to always seek formal avenues, teachers and leaders are always available to listen to and respond to the needs and suggestions of students.



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Staff members are likewise encouraged to share through formal and informal processes. Staff meetings, surveys and Annual Review processes are some of the ways that satisfaction with the College vision, culture and practices are discussed, considered and addressed.

We also deeply value connection with our families, who are able to give general and specific feedback to the College across a range of aspects. Staff are committed to ensuring that any feedback, suggestion or concern is given due consideration and response to ensure the best outcomes for the students in their care.

The majority of feedback regarding satisfaction with the College in 2023 was collected during the consultation process as part of the 2024-2026 Strategic Plan formulation. Stakeholder groups, including those named above, were able to rate and comment on various aspects related to Catholic Identity, holistic education, wellbeing, family/community relationships, as well as administration and resourcing.

On the whole, the data reflected a positive perception of the College across these areas, which highlighted the past and current strengths, while also offering suggestions for further growth and improvement. These were all significant in informing the strategic vision and direction of the College into the future, as outlined in the 2024-2026 Mary MacKillop College Strategic Plan.

We are grateful for the generous feedback provided and the continued support given to the College by the students, staff and families.

