



St Brigid's College

A Ministry of Mercy Education Limited

School Performance Report 2020

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College Values

Respect

We honour the uniqueness of ourselves, others and the environment.

Justice

We commit to creating an atmosphere of fairness, morality and equality.

Compassion

We forgive all through acts of kindness, humility and patience.

Courage

We strive to be resilient and live passionately with vitality of spirit.

Service

We use our gifts to serve others selflessly, especially those in need.

Hospitality

We offer welcome to all with generous and open hearts.

Our Mission

St Brigid's is committed to providing excellence in international education within a Christ-centred environment. St Brigid's supports students in their growth as contributing members of the community whilst living the ethos of the Catholic faith within the spirit of Mercy.



Governance

Mercy Education Limited (Mercy Education) is an incorporated ministry of the Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG), charged with operating all educational ministries over which the Institute holds complete sponsorship. Mercy Education is one of the many works operated by the Institute throughout Australia and Papua New Guinea.

Mercy Education will operate at all times as part of the mission of the Catholic Church in conformity with canon law and in strict conformity with the ethical framework of the Institute as determined by the Institute Leader and Council from time to time.

In incorporating Mercy Education, the Institute Leader and Council are mindful of their dual obligations of faith and of administration imposed by Canon Law which considers the incorporated entities to be part of the sponsoring juridic person. The Institute Leader and Council therefore reserve certain powers sufficient to meet their canonical faith and administrative obligations. Members of the Company are made up of members of the Institute Leadership Team and are listed at <https://www.mercy.edu.au/governance/governance>

The governance role of the Board of Mercy Education is confined to the thirteen ISMAPNG sponsored schools and sets policies, appoints Principals, approves senior leadership positions and fulfils due diligence in the area of finance and audit management, capital development, risk management and litigation. The current Board of Directors and Executive Staff of Mercy Education are listed at <https://www.mercy.edu.au/governance/board-members>
<https://www.mercy.edu.au/governance/office-members>

ISMAPNG is involved with thirteen fully sponsored schools - nine in Victoria, three in Western Australia and one in South Australia.

The Mercy Education Limited schools are:

- Academy of Mary Immaculate, Fitzroy, VIC
- Catherine McAuley College, Bendigo, VIC
- Emmanuel College, Warrnambool, VIC
- Mercedes College, Perth, WA
- Mount Lilydale Mercy College, Lilydale, VIC
- Our Lady of Mercy College, Heidelberg, VIC
- Sacred Heart College, Geelong, VIC
- Sacred Heart College, Kyneton, VIC
- Santa Maria College, Attadale, WA
- St Aloysius College, Adelaide, SA
- St Aloysius College, North Melbourne, VIC
- St Brigid's College, Lesmurdie, WA
- St Joseph's College, Mildura, VIC

Mercy Education is the Employer of the Principal and staff of the Mercy Colleges. The existence of Mercy Education Limited gives strength, support and solidarity to each of the member Mercy schools and its community.

The following information is a Federal Government requirement and pertains to the 2020 academic year.

1. Contextual Information

St Brigid's College is a day school for girls and boys from Pre-Kindergarten to Year 6 and is exclusively for girls as day and boarding students in Years 7 to 12 with an enrolment of 905* students (88 boarders) as at the August 2020 census.

The College offers a quality education within a Christ-centred environment inspired by the legacy of Catherine McAuley. Pastoral Care is a core element of the College's 'Mercy' ethos. The College strives to make all children feel safe, comfortable and happy as they are challenged by interesting learning opportunities that prepare them for their role as contributing citizens and Christian leaders committed to human dignity, justice and peace. In addition to offering a challenging and well-rounded curriculum through vocational and tertiary entrance pathways, the College offers a wealth of co-curricular activities which include performing and visual arts, service, sports and cultural/academic competitions. The success of our College has always depended not just on its size, facilities and curriculum, but its vitality of spirit and its commitment to the values of *Compassion, Courage, Hospitality, Justice, Respect and Service*.

The College is situated in Lesmurdie in the Perth hills approximately 30 minutes east of the Perth Central Business District. Our students come from the local and surrounding areas, rural Western Australia and overseas.

*Total enrolment of 905 students includes children attending our Pre-Kindergarten and Kindergarten programmes. The MySchool site shows total enrolment of students from Pre-Primary to Year 12.

2. Teacher Standards and Qualifications

Collectively, the qualifications held by our teaching and ancillary staff members are summarised as follows:

Masters	19
Bachelor Degree (Hons)	4
Bachelor Degree	91
Post Graduate Diplomas	6
Graduate Diplomas	31
Diplomas	24
Certificates	52

Please note that a number of our teachers have multiple qualifications.

All teaching staff in the College are registered as members of the Teacher Registration Board of Western Australia and are qualified to teach in Western Australian schools.

3. Workforce Composition

The College employed 68 teaching staff and 33 non-teaching staff. Non-teaching staff cover areas such as administration, boarding, maintenance and grounds. Of our total workforce of 101, 84 employees or 83% are female.

	Number
Teaching Staff	68
Male	12
Female	56
Non-Teaching Staff	33
Male	5
Female	28
Indigenous Composition	0

(From August 2020 Census data).

These figures do not reflect the number of casual and relief staff that are employed throughout the year, nor does it reflect our Boarding, Pre-Kindergarten and Kindergarten staff.

4. Student Attendance

Our student attendance rate for 2020 was 88.95%. A rate of attendance in each of the respective year levels, which reflects the effect of the COVID-19 pandemic, is as follows:

Year	% Attendance
Pre-Primary	87.35
Year 1	92.29
Year 2	90.61
Year 3	92.78
Year 4	92.26
Year 5	92.26
Year 6	84.88
Year 7	84.45
Year 8	88.37
Year 9	87.89
Year 10	88.44
Year 11	84.44
Year 12	90.39

Student attendance at the College is monitored on a daily basis across the Campus. The College's pastoral care processes ensure timely contact and appropriate follow-up with parents/carers regarding school absences by both administrative and relevant teaching staff (i.e. Year Team Leaders, Heads of School). College policies clearly outline our expectations regarding attendance, the processes of dealing with non-attendance and the consequences of non-attendance in relation to assessments and identifying students at risk.

5. NAPLAN Information

Due to the COVID-19 pandemic, NAPLAN Assessments were not administered in 2020.

6. Parent, Student and Teacher Satisfaction

Community Engagement

- Caritas
- LifeLink
- St Vincent DePaul
- Red Cross Australia
- Seeds of Justice
- Mercy Works
- Guest Speakers and Workshops
- Dad's Big Breakfast
- Grandparents' Day
- Mother/Daughter Dinner
- Year Group Reunions
- Golden Girls' Functions

Liturgical Celebrations

- Opening Mass
- Ash Wednesday
- Stations of the Cross
- Easter Liturgy
- Year Masses and Liturgies
- Year Masses and Liturgies
- Mercy Day Mass

Social Justice

- Sorry Day
- RUOK Day
- Social Justice Sleepout

Service Through Leadership

- Student Leadership Council
- St Brigid's College Advisory Council
- Parent Forum

A number of our traditional activities were cancelled in 2020 due to the COVID-19 pandemic.

Parent Satisfaction

- Positive affirmation provided by parents and community members both formally and informally.
- High levels of participation in Parent/Teacher/Student interviews.
- Strong support from our Parent Forum and Boarding Parents.

Student Satisfaction

- Open Days – students and staff members act as Tour Guides and the feedback is always positive and affirming.

- High participation in co-curricular activities across all domains – service, academic, cultural and sporting.
- High levels of participation in Parent / Teacher / Student interviews.
- High levels of satisfaction expressed in the Year 12 Exit Surveys.
- High numbers of students nominating for Student Leadership positions.

Teacher Satisfaction

- High level of support for our co-curricular programmes.
- High level of staff engagement.
- Exit interviews with staff that provide excellent feedback.

7. School Income

The ACARA website <https://www.acara.edu.au/> hosts the My School profile of Australian schools <https://www.myschool.edu.au/>. Visiting this site gives comparative information including financial data.

8. Senior Secondary Outcomes

Year 12 Cohort

- 103 students
- ATAR Pathway 61 students (59%)
- VET Pathway 42 students (41%)
- Attained a West Australian Certificate of Education 96 students (93%)

The 2020, Year 12 WACE results were pleasing with the notable achievements summarised as follows:

- 61 students sat for the WACE examinations. Of these, 12, or 20%, attained an ATAR of 90+ compared with 11 students in 2019 and 10 students in 2018. 8 students scored over 95 with our highest ATAR score being 99.30.

- 21 students attained an ATAR of 80+.
- A median ATAR (Australian Tertiary Admissions Rank) of 73.85.
- St Brigid's College had the highest scoring student in Religion and Life (ATAR) and was placed in the SCSA top schools list for the Religion and Life course (based on the percentage of students at each school who had Year 12 ATAR course combined scores in the top 15% of all students in that course).
- A high success rate in assisting students to achieve the minimum literacy and numeracy standard.

SCSA (School Curriculum and Standards Authority) Awards

- Subject Certificate of Excellence 3
- Certificates of Distinction 4
- Certificates of Merit 13

VET (Vocational Education and Training)

- 100% VET completion, placing St Brigid's College in the SCSA 100% VET Achievement schools list.
- Of all VET Certificates completed by students at the College, 94.9% were Certificate III or higher.

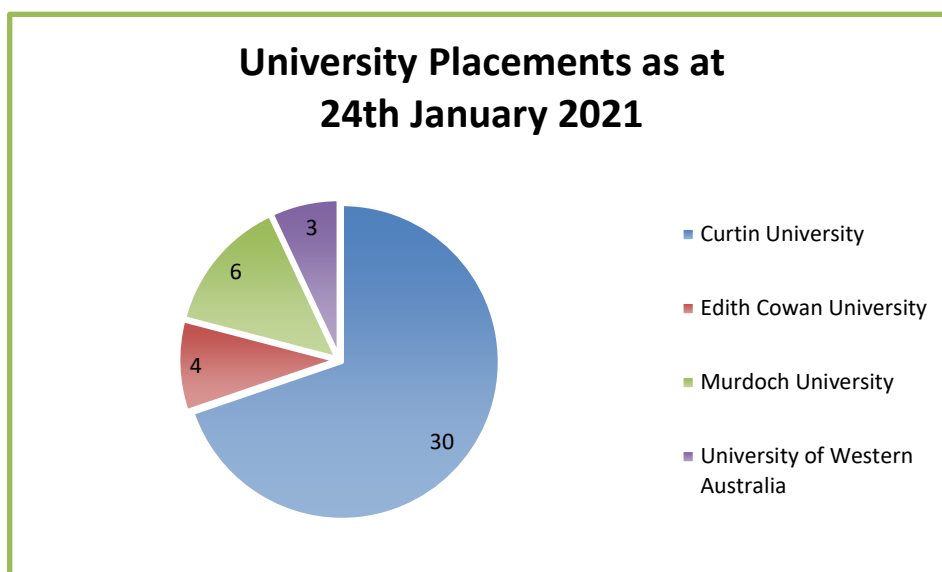
Continuous Improvement

The agenda of continuous improvement is practised every year, irrespective of the results. College Leaders and teaching teams collect evidence of in-depth analyses not just of each Year 12 student's results, but subject by subject and question by question of the examiner's reports, and together develop goals for improvement.

Strategies for continual improvement throughout the College form a solid foundation for excellence in Year 12. Just as at all Western Australian schools, the Western Australian curriculum is 'what we teach' and is mandated. It is 'how we teach / learn' that adds value to the St Brigid's experience.

9. Post-School Destinations

Students graduating from the College pursue many different post school destinations. As at the 24th January 2021, 43 students had enrolled in University courses.



10. Annual School Improvement

The following information shows an overview of the College's progress in terms of our annual School Improvement Plan for the year ended 31st December 2020:

<p>Evangelisation Plan With Jesus at the centre and as a faith-filled Catholic community, we seek ways to enhance the commitment to the Mercy ethos of our College.</p>	<p>2020 saw a focus on two of the Mercy values, 'Respect and Service'. There was also a College focus on the use of the College Prayer.</p>
<p>Curriculum The College has identified oral language, reading, comprehension and writing skills as the focus for 2020.</p>	<p>More explicit teaching pedagogy was adopted by the teaching staff over the year as well as training for staff. Preparations were made for the introduction of Spelling Mastery and Lexile Readers.</p>
<p>Aboriginal Education Plan Our focus is to develop deeper cultural understandings within, and independent of the curriculum.</p>	<p>The College commenced the introduction of an Aboriginal Reconciliation Committee and is currently writing an Aboriginal Reconciliation Plan.</p>
<p>Wellbeing Focus Our focus continues to be on student and staff wellbeing. Development of strategies based on the Climate Survey that was completed by staff, students and parents.</p>	<p>Significant focus was placed on student and staff well-being especially during the delivery of online teaching. Student and staff protocols were developed and implemented for the safety and well-being of all.</p>

As a result of the COVID-19 pandemic, 2020 was a year of extraordinary challenges and disruptions.

We learned to operate under very stringent guidelines, rapidly moving to remote teaching and learning. Our staff were remarkable and found new, creative and inspired ways in which to engage our students whilst attempting to maintain a sense of 'normality' ever conscious of the spiritual, pastoral, academic and cultural needs of our girls and boys.

Our students, too, were a credit. They navigated their way through the highs and lows of the year and attained very pleasing results overall.

It is testament to the vision and values of our founding Sisters of Mercy that our College is strong, progressive and faith-filled.