

# Mercy College Mackay

## 2017 Annual School Report



Catholic Education  
Diocese of Rockhampton

System:

**Catholic Education Diocese of Rockhampton**

Principal:

**Mr James (Jim) Ford**

Address:

**Penn Street  
SOUTH MACKAY  
QLD 4740**

Total enrolments:

**902**

Year levels offered:

**7 – 10 (Middle Years)**

Type of School:

**Co-educational**

## Curriculum Offerings

### Distinctive Curriculum Offerings

Mercy College Mackay is a Catholic College which follows a National & State based curriculum infused by the values of Christ. It has adopted a number of specific curriculum and structural changes designed to meet the individual learning needs of middle adolescents and allow them to respond to the needs of a changing world. We have a curriculum of cumulative semester units that builds in both challenge and support depending on the student needs. We believe middle schooling should extend a student's horizons.

### Extra Curricula Activities

Our curriculum aims to incorporate many extra-curricular activities into the school unit selection. This has the added bonus of allowing students to gain credit for them and other outside activities.

Year 7 Band Project – New students to Mercy who have had no musical training will be tested for aptitude and given the opportunity to take on an instrument for the first time.

Debating and public speaking. Many students participate in local interschool debating competitions and individuals are encouraged to enter public speaking competitions including Rostrum.

Art Department prepares students for the Mackay Show. Musicals are a regular feature along with annual Music/Arts showcase evening.

Mercy has a Choir, Concert Band, Dance Troupe, Rock Pop Mime group, African Drum Ensemble, Strings Ensemble, Kettle Drums and Mass Band. These groups participate in the Mackay Eisteddfod and many other events.

Interact - A very active Interact club operates within the College with a Rotary representative attending school meetings. Other major clubs include St Vincent de Paul, Environment, Social, Sports, Book Clubs, Chess, Student Welfare, Infotech, Student Wellbeing and Photography.

The college is very competitive in all interschool sports, some being – Rowing, Netball, Rugby League, Rugby Union, Soccer, Hockey, Futsal, Basketball, Water Polo, AFL, Cricket, Tennis and Bowls.

Within the curriculum the college also offers units including Rugby League, Cricket, Futsal, Golf, Lawn bowls, Tennis, Basketball, Netball, Archery, Swimming and Athletics.

## Social Climate

Religious Education. Apart from our formal RE program, the college places a high priority on the celebration of our Catholic faith through daily prayer and regular celebration of the Eucharist.

Students have the opportunity for self-reflection during retreats.

Days are set aside each year for all students to build friendships and a sense of belonging at the college.

Mass celebration each Semester, on a rotating roster, where one of the six Houses will participate in a Mass at St Mary's church. The students of the House lead in song and prayer steered by the AP Mission.

Service learning has a renewed emphasis forging connections between our students and the community. 'Justice@Mercy' is a large group of students and staff who, on a weekly basis, take on a particular community service initiative. This ranges from 'Clean Up Australia' to making birthing kits for women in third world countries.

### Cyber Safety and Anti-Bullying Strategies

Our school has implemented Diocesan policies on Acceptable Use Agreements for students and staff. The school regularly communicates to parents and the school community about cyber safety issues. We also have appropriate policies in place to deal with the use of mobile phones and other electronic devices. Our

school has a number of social/emotional learning programs in place to assist students in guarding against bullying at school. The school community is kept up to date about developments in this area. All Diocesan and school policies are reviewed on a regular basis.

## Strategies used for involving parents in their child's education

Parents and Friends Association is active within the college and arranges both social and fund-raising activities. The 'Just one Thing' initiative was launched in 2013 and still continues to encourage every parent to make at least one voluntary contribution per year.

Support is also organised in the form of tuckshop and ground improvements.

Mercy P&F Bike a thon Fundraiser requires involvement from 100+ families to ensure the safety and general care of our students on their bicycle ride/walk challenge.

College Board. The College Board is of the pastoral model. Guided by a common faith and vision, Board members work with the principal, staff and parent groups to develop policies and provide support.

Parents are consistently encouraged to attend school functions such as assemblies and Masses and Parent/Teacher evenings. This reinforces the crucial partnership role of parents.

## Reducing the school's environmental footprint

Mercy College Mackay has recently undergone a major upgrade of solar power including 250kw of panels, inverters and Tesla battery backup. This is designed to reduce our power bills to less than one fifth of present expense. All classroom fluorescent lights have been replaced with strip LEDs to improve efficiency.

## Characteristics of the Student Body

The Mercy College student population is highly diverse in terms of socio-economic background ranging from situations where parents are on support benefits to highly paid professionals. There is a limited ethnic diversity with a strong contribution by the Maltese, Italian community. The school has an educational commitment with specific curriculum initiatives to improving outcomes for Indigenous students.

Initiatives at the College have steadily built up the number of Indigenous students enrolled at the school.

## Staffing Information

Mercy College have 113 Staff members (includes 5 Leadership Team members), 67 Teachers and 40 Non-teaching staff, 1 IELO, 5 Grounds/Maintenance staff.

## Qualifications of all teachers

Qualification – highest level of attainment	Percentage of staff with this Qualification
Doctoral / Post-doctoral	
Masters	9.21 %
Bachelor Degree	86.84 %
Diploma	3.95 %
Certificate	

# Expenditure on and teacher participation in professional development

\$245,500

## MAJOR PROFESSIONAL DEVELOPMENT INITIATIVES

A large cohort of staff undertook an intense 2 day training program in the “7 Habits”. Teaching staff extend good professional practice through a series of PDs on ‘Visible Learning’. All teaching staff received professional training in personal/professional goal setting, behaviour management, OH&S, child protection and Google Docs. Bishop’s Inservice Day -full day training in spirituality for all teachers followed by two 3 hour twilight inservices; one devoted to subject area knowledge, the other to spirituality & our Catholic identity. All teaching staff have access to \$1000- PD funds. Non-teaching staff can access \$500- in self-directed PD.

The percentage of the **TEACHING STAFF INVOLVED IN PROFESSIONAL DEVELOPMENT**

100 %

## Average staff attendance

96.31 %

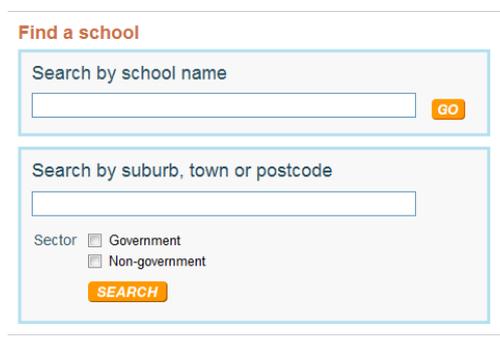
Percentage of teaching staff retained from the previous school year

90.38 %

## School Income

School income broken down by funding source is available via the My School website at [www.myschool.edu.au](http://www.myschool.edu.au).

(The School information below is available on the My School web site).



The screenshot shows a search interface titled "Find a school". It contains two search boxes: "Search by school name" with a "GO" button, and "Search by suburb, town or postcode" with a "SEARCH" button. Below the second search box, there are radio buttons for "Sector" with options for "Government" and "Non-government".

## PERFORMANCE of our STUDENTS

### National Assessment Program – Literacy and Numeracy Results

**Our reading, writing, spelling, grammar and punctuation, and numeracy results for Year 9 are available via the My School website at [www.myschool.edu.au](http://www.myschool.edu.au).**

Read and follow the instructions on the next screen; you will be asked to accept the **Terms of Use** and Privacy Policy before being able to access NAPLAN data.

If you are unable to access the internet, please contact the school for a paper copy of our school's NAPLAN results.

## Key Student Outcomes

Mercy College Mackay has achieved and sustained pleasing result profiles in Yr 9 NAPLAN testing. Our scores are very comparable to schools of a similar profile and our students and staff maintain a positive attitude to the rationale for tests.

We had a low percentage of parents choose to withdraw their child from NAPLAN testing.

## Average student attendance rate (%)

89.4 %

### Describe how non-attendance is managed by the school

- Student Absentee Line – 4969 4188 (operates 24 hrs 7 days), absentee email, parent/caregiver phone daily to advise of student absence with reason
- Daily SMS to parent/caregiver regarding student's unexplained absence for that day
- Phone call to Office from parent/caregiver to explain student absence
- Office contacts parent/caregiver on third consecutive day of absence if there is no notification to College for the absence
- Homeroom Teacher has a list of unexplained absences for students in Homeroom to obtain explanations for their absences
- Parent/caregiver use Student Diaries to explain absences
- Letters forwarded to parent/caregiver fortnightly regarding student's unexplained absences since beginning of Term - return slip on bottom of letter for parent/caregiver completion. House Coordinator follows up on a student's continued absences
- Avoidable extended absences i.e. holidays during Term time – parent/caregiver is required to provide a written detailed letter or email addressed to the Principal.

## Value Added

### Report on 2017 Strategic goals

Our goals for 2017 were:

Overarching/Thematic Goal: 'Develop a common language of learning'

Enabled by: Defining Objectives;

- (1) Explicit teaching
- (2) Language & learning of personalised leadership
- (3) Catholic formation
- (4) student feedback

The school made good progress on the goals for 2017 by:

Training the majority of staff in The 7 Habits (Covey). Pastoral programs to bring together student leadership and learning. Explicit teaching model to be made obvious in all classrooms. Staff goal setting and coaching to encourage professional growth which benefits our students.

## The story of where you are going

The key goals for 2018 in our School Improvement Plan include:

Feedback Guiding Improvement – Thematic Goal

Enabled by;

- (1) Improved processes of reciprocal feedback (student-teacher-parent)
- (2) Finish pedagogical framework
- (3) Future of our Catholic school
- (4) Pastoral programs with the same processes of feedback as Academic ones

WE HAVE: •Strong positive enrolment trend •Good progress in increasing the number of students who identify with an indigenous background •Revitalised co-curricular Music and Instrumental Music program •Best secondary school in Mackay for language study offerings •Co-ordinated sports initiatives with sister school St Patrick's College •Good progress on improving school attendance generally •Strong pastoral program to complement academic curriculum •All students have an individual iPad/laptop computing device •Expansion in language program •Consolidation of Pastoral program with new Houses at full strength •Best secondary school in Mackay for co-curricular offerings (sporting & cultural) •Suite of new facilities at Mercy •Leadership training and opportunity for every student at Mercy

•Implement National Schools Improvement Tool & profile school progress against each of the domains •Update strategic plan from 2016> •Goal setting & coaching cycle for staff. Implementation of new facilities Master Plan •Continued professional development expectation & opportunity •Plan school provision and actively encourage individual effort •Develop 4 year leadership program for all students •Series of planning meetings with HOD's to redesign curriculum •Continue to recruit new staff to accommodate future Curriculum emphasis •Ensure belonging and recognition for staff and students •Work on team structures. Pastoral care for staff •Renew classroom based technology •Use National test data to inform changes (units) •Improve community service through a staff / student Justice group 'Justice@Mercy'.

## Parent, Teacher and Student Satisfaction

In a recent parent/student/teacher satisfaction survey, the college received the following overall scores on a 5 point scale with 1 being poor and 5 being outstanding.

Results;

Effective Teaching & Learning = 4.0

Pastoral Support & Well-being = 4.2

Leadership | Partnership | Resources = 4.1

Catholic Ethos & Identity = 3.9

WE HAVE: •Very strong growth in enrolment demand •Board and P&F spent time on school resourcing, fundraising and policy direction. Minimal time needed on concerns •Ready access to teachers for parents through advertised email, parent evenings and school occasions •Strong pastoral emphasis at the school •Student Representative Council meets fortnightly. General representatives have a role to gauge student concerns - thus far these have been of a minor nature •Spectrum of active student committees to address student and school needs •Significant anti-bullying program •Something for everyone in co-curricular •Comprehensive surveying of parents, students & staff to gauge progress and areas to develop identified by the NSIT (National Schools Improvement Tool).