



Holy Cross
College

Annual Report

2023

Part One: School Performance

Contextual Information

Holy Cross College is a contemporary Catholic school, committed to providing a future-focused education for children in Pre-Kindergarten to Year 12.

You'll find our campus nestled in the heart of Ellenbrook, a vibrant and dynamic suburb located in the stunning Swan Valley region of Western Australia. Founded in 2010 to provide families of Ellenbrook and surrounds with access to quality, Catholic education, Holy Cross College has become a warm and inclusive community, committed to building bright futures for families.

Grounded in our faith and energised by our connected and caring community, we strive to build bright futures for families and shape compassionate, confident and capable individuals prepared to make a positive impact on the world.

Our vision is for Holy Cross College to be a community of transformation in the spirit of the Risen Christ.

Our mission is to empower students to have *life to the full*, inspired by Christ's journey of transformation and redemption.

I came that they may have life and have it to the full (John 10:10 NIV)

At Holy Cross College, our holistic approach is guided by our **LIFE** pillars:

Learning: Our focus is on developing core learning skills to ensure our students are equipped to face the challenges of a rapidly changing world.

Inter-relationships: Nurturing a caring, compassionate and connected environment – not only among our students, but also our wider community.

Faith: Celebrating a hope-filled Christian faith, grounded in reflection that leads to justice and service. Our faith-based approach to education encourages students to explore and deepen their spirituality, helping them to develop a strong sense of purpose.

Enrichment: Encouraging each person to receive the gifts of God with gratitude, cultivate them responsibly and share them lovingly with others.

Contextual Information

Characteristics	Holy Cross College
School Sector	Catholic
School Type	Composite
Year Range	Pre-kindergarten to Year 12
Total Enrolments	1314
Females	693
Males	621
Indigenous students	30
Location	Metropolitan

Teacher Standards and Qualifications

Holy Cross College employed 89 teaching staff in 2022, comprising of full-time and part-time staff. The table shows the highest qualification achieved by teaching staff.

Qualification	Number of Staff
Certificate	15
Diplomas	3
Bachelor Degrees	92
Graduate Certificate	0
Graduate Diploma	2
Masters Degrees	25
Doctorate Degree	1

Workforce Composition

Holy Cross College will continue to grow as we progress to our target of having our middle and senior school class at six streams. Currently our Year 7 cohort are six streams with enrolments indicating this will be the ongoing trend at Holy Cross College.

Staff	Male	Female
Primary	6	24
Secondary	21	40
Support Staff	13	44
Senior Leaders	11	11
Indigenous	1	1

Student Attendance

Non-attendance is recorded electronically and followed up by members of the Administration Team, Middle Leadership Team and Senior Leadership Team. Attendance is checked periodically throughout the school day and Administration Staff contact caregivers' notification for non-attendance has not been received. The Wellbeing Team ensures that families needing support for school refusal can access College and external resources for support.

Year Level	Attendance Rate (%)
Kindergarten	90%
Pre-Primary	90%
Year 1	92%
Year 2	94%
Year 3	94%
Year 4	92%
Year 5	92%
Year 6	94%
Year 7	92%
Year 8	90%
Year 9	86%
Year 10	88%
Year 11	90%
Year 12	87%

NAPLAN Information

Holy Cross College utilises NAPLAN data as a valuable tool to personalise student learning and refine our teaching and learning approaches.

Our comprehensive analysis of NAPLAN results allows us to identify individual and collective strengths and weaknesses among our students, pinpointing areas that require additional support or enrichment.

Through data-driven insights, we tailor instructional strategies to cater to diverse learning needs, ensuring that each student receives a tailored educational experience. Moreover, this data empowers our educators to adapt their teaching methods, develop targeted interventions, and set achievable goals, fostering a culture of continuous improvement.

By harnessing the insights from NAPLAN assessments, Holy Cross College remains committed to nurturing the holistic growth and academic excellence of our students, ensuring they are well-prepared for their educational journey and future endeavours.

Year 3

Field of Study	School Mean	State Mean	Australian Mean
Reading	382	395	405
Writing	401	409	416
Spelling	392	396	404
Grammar & Punctuation	392	402	411
Numeracy	398	399	407

Year 5

Field of Study	School Mean	State Mean	Australian Mean
Reading	460	487	496
Writing	455	476	483
Spelling	471	486	489
Grammar & Punctuation	461	491	497
Numeracy	454	482	488

Year 7

Field of Study	School Mean	State Mean	Australian Mean
Reading	528	532	536
Writing	536	529	534
Spelling	543	540	539
Grammar & Punctuation	533	537	539
Numeracy	524	537	538

Year 9

Field of Study	School Mean	State Mean	Australian Mean
Reading	556	573	564
Writing	554	570	567
Spelling	574	570	568
Grammar & Punctuation	542	563	557
Numeracy	543	576	568

Parent, Student and Teacher Satisfaction

Holy Cross College employs a comprehensive system of surveys and feedback mechanisms to gain insight into the satisfaction levels of our stakeholders, including students, parents, and staff.

These valuable inputs serve as a critical foundation for our continuous improvement efforts and ensure that we maintain high standards of quality and effectiveness in our educational endeavours.

First and foremost, we administer surveys to our students throughout their academic journey, culminating in Year 12 surveys. These surveys help us understand the evolving needs and expectations of our students as they progress through the college. By regularly collecting feedback from our students, we can make informed adjustments to our programs, facilities, and support services to enhance their overall experience.

In addition to student surveys, we actively seek feedback from the *Friends of Holy Cross* parent council. Their perspectives and suggestions are invaluable in shaping our procedures and practices.

Our School Advisory Council, a vital component of our governance structure, also contributes insights through regular feedback. The council plays a pivotal role in advising us on strategic decisions, and their input helps us align our goals with the broader community's expectations.

Furthermore, we anticipate the arrival of crucial data in 2023 through the scheduled School Climate Survey, set to be conducted in August. This survey will provide a comprehensive assessment of the college's overall climate and will allow us to gauge the satisfaction levels of all stakeholders. We eagerly await the results to inform our future strategies and initiatives.

Holy Cross College recognises the significance of surveys and feedback from our students, parents, and staff. These mechanisms serve as a fundamental means of understanding and improving the satisfaction levels of all those associated with our institution. Through these insights, we remain committed to our mission of providing a superior educational experience and continually strive to enhance our institution's quality and effectiveness.

School Income

A summary of school income is presented on the Australian Government's My School website www.myschool.edu.au. Search for Holy Cross College, Ellenbrook, WA.

Senior Secondary Outcomes

Class of 2023

Characteristic	School	CEWA	State
WACE %	100%	95.50	91.30
Median ATAR	78.5%	82.75	82.30
First preference to University %	75%		
Second preference to University %	19%		
Certificates of Distinction	2		
Certificates of Merit	6		

High Performing Students

- Subject Certificate of Excellence: Religion and Life – Therese Topliss
- Certificate of Distinction – James McGowan
- Certificate of Distinction – Therese Topliss
- Certificate of Merit – Chelsea Bull
- Certificate of Merit – Daniel Tassell
- Certificate of Merit – Lidia Company
- Certificate of Merit – Ella Collopy-Champness
- Certificate of Merit – Violet Ham
- Certificate of Merit – Nicholas Goimil

Year 12 Post-School Destinations

Destinations	Percentage (%)
University	37%
TAFE	21%
Pre-University	
Apprenticeship	5%
Workforce	7%
Unconfirmed	30%

School Improvement Plan

The school improvement plan is derived from the College's 2022-2024 Strategic Plan.

Each year Holy Cross College staff select criteria from the College's Strategic Plan to be part of the School Improvement Plan. Staff are invited to join working parties that meet throughout the school year to achieve the desired outcomes of the School Improvement Plan.

Listed below are the key goals of each pillar throughout 2023. Goals that are in italics indicate that the College is continuing to work towards success in this area in 2024.

Learning:

- Foster a school wide approach in the development of numeracy to improve student achievement.
- Foster a school wide approach in the development of literacy to improve student achievement.
- Refine assessment procedures and processes to allow for effective tracking of students' academic growth.

- *Foster a school wide approach in the development of numeracy to improve student achievement.*
- *Foster a school wide approach in the development of literacy to improve student achievement.*
- *Refine assessment procedures and processes to allow for effective tracking of students' academic growth.*
- *Foster a culture of consistent Christ-centred, child-focused school wide pedagogical ECP model to continue to reinforce the College's Vision for Learning.*

Inter-relationships:

- To develop a culture of feedback by regularly providing clear instructions, opinions and constructive advice while acknowledging and celebrating achievements and milestones.
- To identify and minimise real or perceived physical or psychological dangers.
- To provide safe environments and opportunities to express views, contribute views, have these views listened to respectfully, and appropriately acted upon.
- *To build agency, independence and self-direction by acting from choice rather than pressure from others.*
- *To foster cooperative behaviours that achieve shared outcomes, with sensitivity to the needs of other members.*
- *To build active listening skills by paying close attention to what is said, hearing and responding in ways that demonstrate understanding and a desire to learn from others.*

Faith:

- Continue to provide ongoing opportunities for staff professional development in building a greater knowledge and understanding of Catholic Education.
- To develop the leadership capacity of staff to be future leaders in Catholic Education.

- To continue to build a culture of prayer which enables personal and communal dialogue with God, through Christ, Mary, and the Saints.
- *To affirm the love of God by providing opportunities for all members of the College community to know who Jesus is and for a relationship with Him. To continue to build connections with the Archdiocese of Perth and the Universal Catholic Church.*
- *To provide rich faith experiences around the faith story of the College. To continue to build a culture and practice of Christian Pilgrimage.*

Enrichment:

- Continue to grow a performance culture to improve teacher practice and impact on student's learning with contemporary research.
- Promote sustainable practices and policies, so that waste is reduced at the College.
- Promote contemporary leadership, with a focus on Middle Leaders, to ensure a future focused learning culture.
- *Provide and manage resource for inclusive education to ensure quality education for our vulnerable students.*
- *Promote the College as an employer of choice, with growth opportunities, in order to recruit exemplary staff.*
- *Continue to grow a performance culture to improve teacher practice and impact on student's learning with contemporary research.*
- *Foster the ongoing development and capacity of staff to enable great educators.*

Part Two: School Community Report

School Advisory Chair Report

The role of the College Advisory Council is to support the Principal across all the elements of Quality Catholic Education including Catholic Identity, Education, Community, and Stewardship whilst continuing to bring the voice of the community into the school. I would like to take this opportunity to thank Julie Hornby, the Senior Leadership Team and support staff for their hard work and support throughout 2023.

The enrolments have been steady for 2023 with classes full in the junior school. Our Sunset Tours have been well attended with the March Sunset Tour targeting enrolments for 2024 and filling gaps for Senior School with a record attendance. As well as a number of personal tours taking place throughout the year. Enrolments have continued grow and we would like to take this opportunity to thank Tara Palm and the marketing team for all the work they have done to promote our amazing college as well as Alyse Birch our Enrolment Officer.

The challenge of the Enterprise Bargaining Agreement has continued into 2023 with several no votes throughout the year. With much of the discussion taking place in 2022, and considered and careful decisions made at the end of last year, Mrs Jean Topliss and the Senior Leadership Team have worked tirelessly to ensure any ramifications of the EBA have been accounted for in the College finances. The College will finish the year in a good financial position. Thank you, Jean for all your hard work and support, it has been invaluable.

Holy Cross College continues to be a leader in innovation and dedication to the improvement of student outcomes across the four pillars and recognition of this continues into 2023 through the Quality Catholic Education Awards. In the Education Pillar, the College had three nominations: Tarma Learning area and space, Neurosequential Model for Education and Holy Cross College STRIVE – Escape Room. Many thanks and congratulations to all teams involved. The Learning Enrichment Team received the honour of the QCE Award for their Neurosequential Model for Education. Once again, an amazing

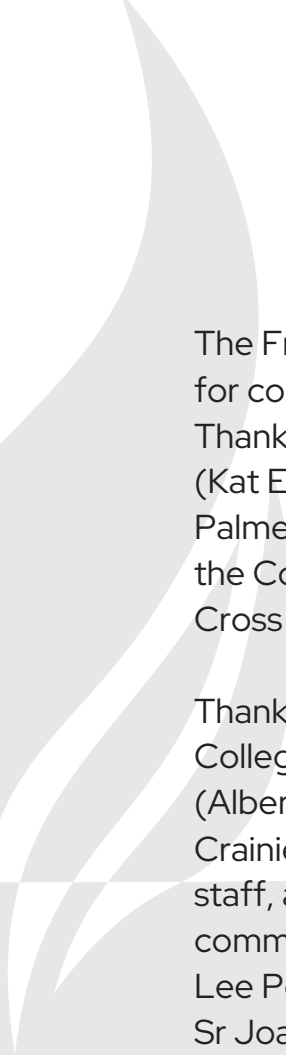
effort and acknowledgement for the College. Congratulations to all staff and students who were involved with these projects. It is a testament to the dedication and creativity of the staff and students and the massive effort put into bring these ideas to life.

In June, the College Advisory Council and Senior Leadership Team had the privilege of attending the Combined College / School Advisory Council Dinner hosted by St Helena's Catholic Primary School. This year we welcomed the School Advisory Council and Leadership team from Emmaus Catholic Primary School. This allowed all schools within our Parish to get together and celebrate our successes and learning journeys. This initiative was highlighted as example for all Catholic schools at the School Advisory Council Chair Conference. Thank you to the staff and School Advisory Council of St Helena's for hosting and for Emmaus for joining us. I would also like to take this opportunity to thank Fr Bona for his continued support and spiritual guidance throughout 2023.

The School Advisory Council Chair Conference at Government House was an opportunity to hear from Dr Debra Sayse Executive Director CEWA and Ms Eva Skira the Chair of the Catholic Education Commission WA on the Strategic Focus for Catholic schools. Formation of Mission, Excellence, Growth and Mission were highlighted. Dr Laura Allison spoke about the importance of prioritising wellbeing for parents and educators, the use of Character Strengths and the amazing work being done in the Wellbeing Team. Mr Tony Panetta presented a session on Technology and discussed Power BI as the platform for the digital Student Learning Journey. Mr Wayne Bull presented his ten recommendations for School Advisory Councils. Rich round table discussions followed.

The ongoing investment in digital architecture lead by Mr Stewart Crainie Assistant Deputy Principal Digital Architecture, is evident. The amazing vision of Stewart to create a data visualisation program to better inform teachers, students and parents of student progress through Student Learning Profiles on Power BI is second to none. Thank you to Stewart, Guy Jackson, Ben Johnson and Dilina Kumarasinge for all your hard work this year.

Thank you to Mike Azzopardi and Jon Watt, the Facilities Maintenance team for your continued hard work and keeping the grounds looking fantastic.



The Friends of Holy Cross members work tirelessly to provide opportunities for community building and fund raising to provide resources for the College. Thank you to Eva Gomes-Sebastio and the Friends of Holy Cross committee (Kat Elmer-Gray, Stephanie Rees, Alicia Whitelaw, Lindsay Jacklin, Leanne Palmer, and Susan Sorensen) for your ongoing dedication and contributions to the College. Thank you all so much for your hard work and dedication to Holy Cross College.

Thank you to our parents, for their continuing support of the vision of the College. My thanks to Julie, and the Holy Cross College leadership team (Albert Borrello, Paul Murphy, Greg Quinn, Ben Bull, Christina Davini, Stewart Crainie, Sascha Saulsman and Linley Waters), all the teaching and support staff, and in particular Melanie Whitton and Jean Topliss, for their ongoing commitment and support and to my fellow School Advisory Council members: Lee Pearson, Rod Gardiner, and Sr Joanne Dickson, for their service. Many thanks.



Bec Bowen
School Advisory Chairperson