



Holy Cross
College

Annual Report

2025

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 will find our campus nestled in the heart of Ellenbrook, a vibrant and dynamic suburb located in the Swan Valley region of Western Australia. Founded in 2010 to provide families of Ellenbrook and surrounds with access to a 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.



Characteristics	Holy Cross College
School Sector	Catholic
School Type	Composite
Year Range	Pre-kindergarten to Year 12
Total Enrolments	1399
Females	692
Males	707
Indigenous students	34
Location	Metropolitan

Educational Staff Standards and Qualifications

Holy Cross College employed full and part time educational staff. The table shows the highest qualification achieved by these staff.

Qualification	Number of Staff
Bachelor's degrees	72
Graduate Certificate / Graduate Diploma	6
Master's Degrees	12
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 cohorts at six streams. We currently have 186 staff

Staff	Male	Female
Primary Teachers	3	21
Secondary Teachers	21	46
K-12 Teachers	0	4
Support Staff	13	64
Senior Leaders	5	4
First Nations	1	2

Student Attendance

At Holy Cross College, regular school attendance is recognised as a key foundation for student success, wellbeing and engagement. The College's Attendance Procedures and Management framework promotes a culture where every day of learning matters, ensuring students are supported to attend school consistently and maximise their educational opportunities. The procedures are aligned with the requirements of the School Education Act 1999 and reflect the College's commitment to fostering positive attendance habits across all year levels.

The framework outlines clear and collaborative responsibilities for parents, caregivers, students, staff and administration teams. Through the effective use of SEQTA and streamlined communication processes, families can easily notify the College of absences, appointments and lateness, enabling accurate record keeping and timely follow-up. Automated notifications and attendance monitoring systems further strengthen communication between home and school, ensuring student wellbeing remains a shared priority.

A significant strength of the College's approach is its emphasis on prevention and early intervention. Attendance data is regularly reviewed to identify emerging concerns, allowing staff to work proactively with students and families before patterns of absenteeism become entrenched. Where required, personalised attendance plans are developed to support students in improving attendance and maintaining strong engagement with their learning. This partnership approach reflects the College's belief that positive attendance outcomes are best achieved when families and staff work together in support of each child.

The procedures also highlight the College's commitment to pastoral care and student wellbeing. Students identified as being at risk of disengagement, including those experiencing anxiety-related attendance challenges known as "School CAN'T", are provided with targeted support through Inter-Relationships Leaders, College Social Workers, the College Nurse and other pastoral staff. Individualised Attendance Improvement Plans and Re-Integration Plans ensure students receive compassionate, tailored support that promotes confidence, resilience and successful participation in school life.

Through strong systems, clear expectations and a student-centred approach, Holy Cross College continues to foster a positive culture of attendance that values both academic achievement and personal wellbeing. By prioritising early intervention, family partnerships and comprehensive support structures, the College empowers students

to remain connected to learning, develop a strong sense of belonging and achieve their full potential

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	91.3%
Year 8	90.4%
Year 9	89.8%
Year 10	87.7%
Year 11	89.3%
Year 12	90.5%

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	Australian Mean
Reading	372	402
Writing	399	414
Spelling	408	405
Grammar & Punctuation	386	408
Numeracy	381	405

Year 5

Field of Study	School Mean	Australian Mean
Reading	488	492
Writing	478	480
Spelling	487	487
Grammar & Punctuation	486	497
Numeracy	485	492

Year 7

Field of Study	School Mean	Australian Mean
Reading	522	538
Writing	523	538
Spelling	530	542
Grammar & Punctuation	523	539
Numeracy	524	535

Year 9

Field of Study	School Mean	Australian Mean
Reading	576	568
Writing	584	575
Spelling	572	569
Grammar & Punctuation	558	559
Numeracy	575	573

Senior Secondary Outcomes

Characteristic	School
WACE %	91.35%
First preference to university %	72.1%
Median ATAR	61.15
Offered place in main round University %	93%
Certificates of Distinction	1
Certificates of Merit	7

Year 12 Post-School Destinations

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

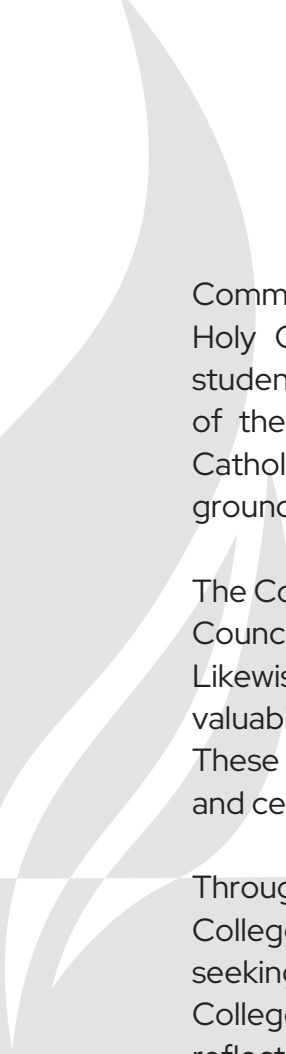
Community Engagement

Holy Cross College values the voice of its community and remains committed to making decisions that reflect the needs, aspirations and experiences of students, families, staff and parish stakeholders. Throughout 2025, feedback gathered through ongoing engagement with parents, caregivers, students, the parish and advisory groups played an important role in shaping key initiatives across the College. The College's commitment to consultation ensures that decision-making is informed by the lived experiences of those within the community and remains aligned with the College's mission and strategic priorities.

The College's strong partnership with families continued to inform improvements in student learning, wellbeing and engagement. Community feedback reinforced the importance of personalised learning, student wellbeing and holistic development, contributing to the ongoing refinement of teaching practices, wellbeing initiatives and enrichment opportunities. This collaborative approach ensures that students are supported to flourish academically, socially and emotionally, while strengthening the partnership between home and school.

A key component of the College's planning process has been the deliberate inclusion of student voice. Following the Catholic School Improvement Plan (CSIP) survey, Holy Cross College conducted a series of student focus groups involving a representative cross-section of students from Years 7–12. Rather than relying solely on student leaders, the College intentionally sought diverse perspectives to better understand the experiences, aspirations and challenges of all students. Students were invited to share their views on areas including learning, wellbeing, Catholic Identity, conflict resolution, facilities, technology, student leadership, community engagement and opportunities for greater student voice. These conversations enabled students to elaborate on survey findings and provided valuable qualitative data that informed the identification of priorities for the College's next strategic planning cycle.

Feedback gathered through these focus groups directly influenced the development of future initiatives, including the College's commitment to strengthening wellbeing supports, enhancing student leadership opportunities, expanding authentic avenues for student voice and implementing programs that support personal growth and faith formation. The introduction of the holistic student development program and the Rite Journey Program for Year 9 students are examples of initiatives that align with themes emerging from student consultation and reflect the College's desire to respond proactively to student needs and aspirations.



Community consultation also informed broader strategic and operational planning. As Holy Cross College continues to experience significant growth, feedback from students, families, staff and key stakeholder groups contributed to the development of the College's Capital Development Plan and the creation of the 2026–2028 Catholic School Improvement Plan. This process ensured that future priorities were grounded in evidence and shaped by the voices of those who know the College best.

The College greatly values the contributions of Lee Pearson and the College Advisory Council, whose ongoing guidance and support help shape strategic directions. Likewise, the Friends of Holy Cross, led by Kat Elmer-Gray, continue to provide valuable feedback and strengthen connections between families and the College. These partnerships help ensure decision-making remains transparent, collaborative and centred on the best interests of students and families.

Through genuine consultation, active listening and strong partnerships, Holy Cross College continues to foster a culture where community voice matters. By intentionally seeking feedback and responding to the insights of students, families and staff, the College ensures its strategic priorities remain responsive, future-focused and reflective of the community it serves.

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.

School Improvement Plan

The school improvement plan is derived from the College's 2022-2025 Strategic Plan.

Each year Holy Cross College staff select criteria from the College's Strategic Plan to be part of the School Improvement Plan.

Listed below are the key goals of each pillar throughout 2025.

Pillar	Key Improvement Goal	Relevant Actions
Education	Foster a structured and direct approach to Numeracy to improve overall achievement.	• Develop and implement a Junior School Scope and Sequence. • Develop a lesson structure incorporating Learning Intentions and Number Talks. • Consistently utilise assessment data to inform and enhance teaching and learning.
Education	Foster a structured and direct approach to Literacy to improve overall achievement.	• Develop and implement a Junior School Scope and Sequence focusing on Writing (PK-2) and Spelling (Years 3-6). • Consistently utilise assessment data to inform and enhance teaching and learning.

Pillar	Key Improvement Goal	Relevant Actions
Education	Refine assessment procedures and strengthen staff capacity to analyse and interpret student performance data.	• Develop and implement a whole-school data plan. • Increase staff access to student data through Power BI, SharePoint and regular reporting. • Provide professional learning focused on data analysis and evidence-based practice.
Education & Community	Develop clear routines and procedures that create a predictable rhythm for learning.	• Establish school-wide expectations for classroom entry, exits, behaviour, organisation, movement and homework. • Create procedures and infographics outlining expectations. • Implement consistent practices across all learning environments.
Education & Community	Develop culturally responsive pedagogical practices and methodologies.	• Reinforce curriculum using Aboriginal perspectives. • Strengthen connections with Aboriginal communities. • Provide professional learning to staff.

Pillar	Key Improvement Goal	Relevant Actions
		• Develop inquiry projects and celebrate learning through NAIDOC Week
Catholic Identity & Community	Develop a Middle and Senior School framework that articulates the holistic student journey through the LIFE Pillars.	• Review and audit existing College practices. • Survey current and past community members about the Holy Cross experience. • Create a scope and sequence outlining key values, experiences and formation opportunities across each year level.
Stewardship	Provide infrastructure, facilities and contemporary resources that support learning and accommodate enrolment growth.	• Work with CEWA's Capital Development Team to progress the College Master Plan. • Establish timelines for major refurbishment and development projects. • Upgrade learning spaces, playgrounds, facilities, transport infrastructure and sustainability initiatives. [

Part Two: School Community Reports

Principal's Report

Holy Cross College 2025: A Year of Hope, Growth, and Transformation

In 2025 Holy Cross College has been rich in learning, faith, and community. This was a year shaped by courage and resilience, guided by the theme *Pilgrims of Hope*; a call from Pope Francis that resonated deeply within our College. Alongside this, we honoured the life and witness of Sister Irene McCormack, whose example of service and faith inspired our community throughout the year.

From the first day of term, our challenge was clear; to embrace hope as a guiding light, to face difficulties with courage, and to trust in the journey of transformation. Across every classroom, stage, and sporting field, we witnessed this challenge being lived out in extraordinary ways.

Learning: Accept All as a Gift

In 2025, our Learning pillar focused on nurturing the gifts of every student. Junior School strengthened literacy and numeracy foundations through a refined Scope and Sequence and consistent 'Ready to Learn' routines. These strategies created classrooms where every child could flourish. The results were outstanding: Holy Cross achieved NAPLAN growth above national, state, and similar schools—a testament to the dedication of our staff and the support of CEWA initiatives such as the Early Years Numeracy Project.

Middle and Senior Schools continued to innovate, embedding data-driven practices and fostering critical thinking. Our commitment to personalised learning ensured that every student was seen, valued, and supported.

One of the most significant highlights was the exceptional performance of the Class of 2024. This cohort achieved the highest ATAR mean recorded at Holy Cross College since 2016. A remarkable accomplishment that speaks volumes about their dedication, resilience, and pursuit of excellence. Their success is not only a reflection of individual effort but also of the collaborative spirit fostered within our College community, supported by committed teachers and families. This milestone sets a new benchmark for academic achievement and inspires future graduates to aim even higher. Truly, our students are God's work of art, precious in His sight.

Faith: Find You, Lord, the Giver in the Gift



Faith remained at the heart of our College life. Inspired by Sister Irene McCormack's courage, we strengthened our connection with the parish. Junior School liturgies brought families and parishioners together in beautiful moments of prayer, while Middle and Senior Schools celebrated weekly Mass alongside parishioners—a living witness to our shared faith journey. We thank Father Bona for his unwavering support and congratulate him on the completion of the new Parish Centre; a space that will nurture faith for generations to come.

In 2025, the Camino Salvado saw record participation, reminding us that faith is not static but a journey of hope. Our Giving Life program also continued to grow and make a meaningful impact within and beyond our College community. The annual LifeLink Sleep Out was a tremendous success, raising in excess of \$12,000 to support the Archbishops LifeLink Appeal. Equally transformative was the Social Justice Immersion, which provided our Senior School students with a life-changing experience, deepening their understanding of compassion, service, and justice in action.

We were also proud to have Middle and Senior School students accompany two Holy Cross College staff members to the Australian Catholic Youth Festival in Melbourne. This event offered an inspiring opportunity for our students to connect with thousands of young Catholics from across the country, strengthening their faith and sense of belonging to a vibrant Church community. These experiences reflect our ongoing commitment to forming young people who live with purpose and make a difference in the world.

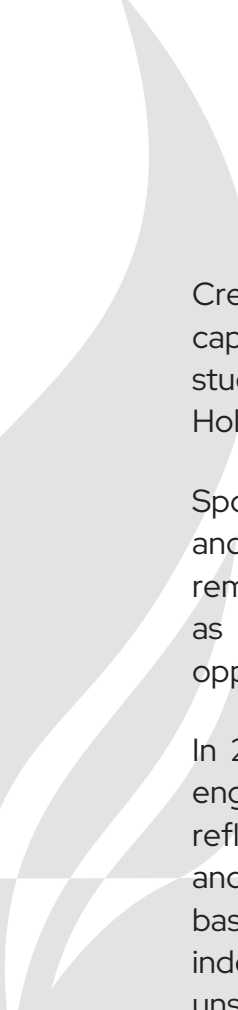
Inter-relationships: Live Wholeheartedly in Each Present Moment

Our wellbeing initiatives continued to flourish under the Inter-relationships pillar. The Berry Street Trauma-Informed Education Model strengthened our capacity to care for every member of our community, while cultural responsiveness remained central through events like the Walk for Reconciliation and the Ngala Maya Yarning Circle.

Student leadership was reimaged in 2025. We introduced a program designed not only for formal leaders but for all students aspiring to lead with integrity and faith. This initiative reflects our belief that leadership is a calling to serve, not a position to hold.

Looking ahead, we have invested significant time in developing a holistic development program for students, set to launch in 2026. The marquee Rite Journey Program for Year 9 will guide young people through personal growth and faith formation as they transition to adulthood; a transformative experience that embodies our LIFE pillars.

Enrichment: May My Heart Sing a Song of Grateful Thanks and Praise



Creativity and talent shone brightly in 2025. Our production of *The Little Mermaid* captivated audiences, while the Dance and Art Showcases celebrated the gifts of our students. Participation in the Spirit of the Arts Festival reached new heights, earning Holy Cross a record number of awards.

Sporting achievements were equally impressive. Our teams excelled in ACC, NEAS, and CPSSWA competitions, with three students named in the ACC All Stars team—a remarkable accomplishment. Junior School enrichment expanded with activities such as Running Club, Badminton, and Orienteering, ensuring that every student had opportunities to explore their passions.

In 2025, we proudly opened the newly refurbished Tui Playground, a vibrant and engaging space designed to align with our Early Years philosophy. This redevelopment reflects our commitment to creating environments that nurture curiosity, creativity, and holistic development in our youngest learners. The Tui Playground promotes play-based learning, offering rich opportunities for exploration and discovery through both indoor and outdoor experiences. By providing a balance of structured and unstructured play, this space ensures that students can develop essential social, physical, and cognitive skills in a safe and stimulating environment. The opening of this playground marked an exciting step forward in our mission to support the growth and wellbeing of every child at Holy Cross College.

Facing the Future Without Fear

As we look to the future, we do so with confidence and boldness. Enrolments are approaching 1,600, and CEWA has recognised Holy Cross as a 'New Growth' area. Our Capital Development Plan sets a vision for the next decade, ensuring our facilities match our aspirations. With new leadership roles commencing in 2026 and the conclusion of the 2022–2025 Catholic School Improvement Plan, we have already shaped the next stage: the 2026–2028 plan. This roadmap builds on our achievements and sets ambitious goals for continued growth across our LIFE pillars.

Gratitude and Hope

None of this would be possible without the dedication of our staff, whose vocation is lived out daily in service to our students and families. To our parents and caregivers, thank you for your trust and partnership. A special thank you to Lee Pearson and our College Advisory Council for their unwavering support of the College. This year we thank Rodney Gardiner for his six years of outstanding service to our Council. Our gratitude is extended to Kat Elmer-Gray, our Friends of Holy Cross (FHC) President and our FHC executive, for their support of our parents and friends community. The



Colour Run and associated events are always a highlight on the College calendar. To our students, thank you for embracing the challenge to be pilgrims of hope.

As we move forward, may we continue to live wholeheartedly, accept all as a gift, and face life without fear. Inspired by Pope Francis' and Pope Leo's call and Sister Irene McCormack's example, we go forth as a community of hope; ready to embrace the future with courage and faith.

Life to the Full

Albert Borrello
Principal

School Advisory Chair Report

The role of the College Advisory Council is to support the Principal across all elements of Quality Catholic Education, including Catholic Identity, Education, Community and Stewardship, whilst continuing to bring the voice of the community into the school.

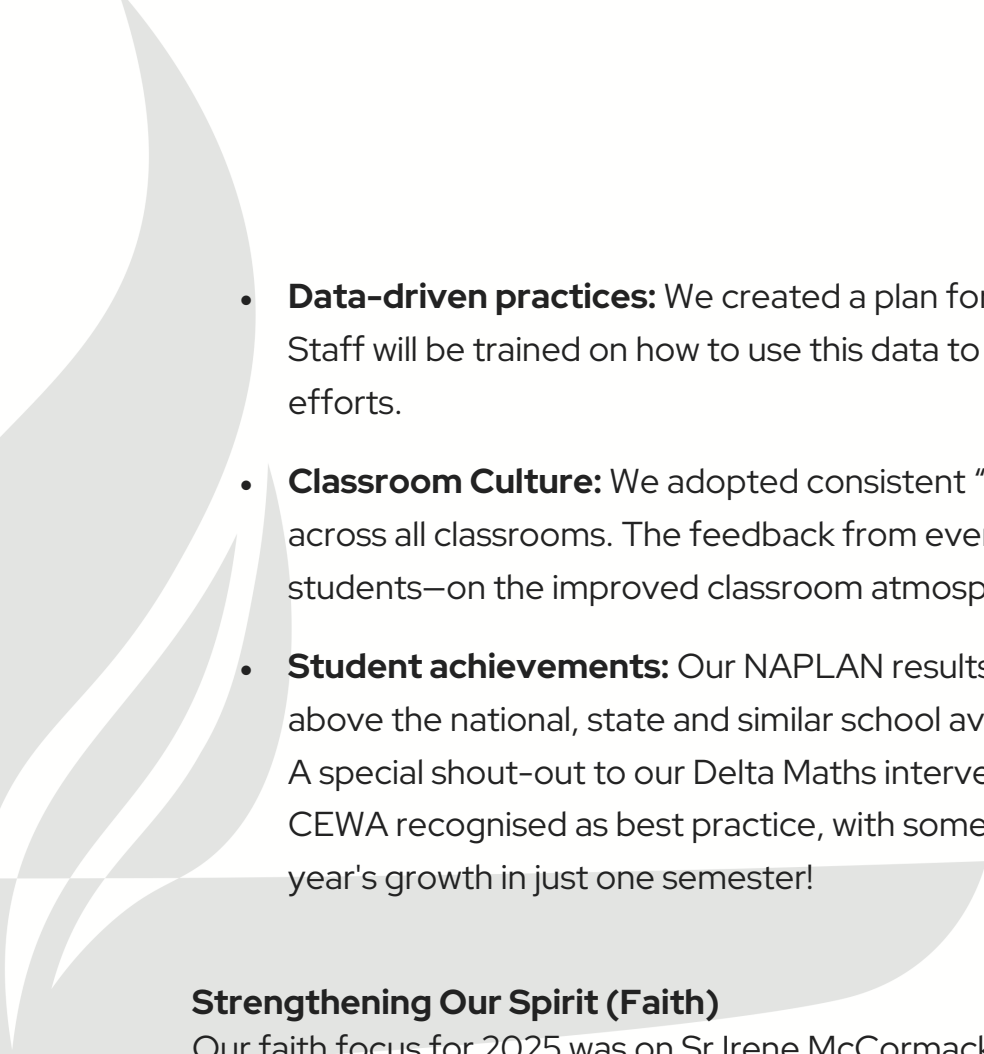
It's my privilege to share this end-of-year report for 2025, which marks the completion of our 2022–2025 Catholic School Improvement Plan (CSIP). This plan has been our roadmap for the last four years, helping to deliver academic excellence, build a stronger community, and improve the facilities for our growing Pre-K to Year 12 community.

Thanks to the hard work from Albert Borrello, the Senior Leadership Team and all of our college teaching and support staff, we've had some big wins this year, wrapping up the current CSIP while starting to map out our future goals for 2026–2028.

What's Happening in the Classroom (Learning)

Our focus was on setting up our students for success:

- **Reading and Maths:** We rolled out a clear Scope and Sequence for numeracy and literacy in the Junior School. Our involvement in CEWA's Early Childhood Numeracy Project was a huge success, and staff loved the outcomes. We also completed a spelling review for Years 3–6 to make sure assessment is consistent.

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- **Data-driven practices:** We created a plan for using data college-wide. Staff will be trained on how to use this data to really target their teaching efforts.
 - **Classroom Culture:** We adopted consistent “Ready to Learn” routines across all classrooms. The feedback from everyone—parents, staff, and students—on the improved classroom atmosphere has been fantastic.
 - **Student achievements:** Our NAPLAN results showed growth that was above the national, state and similar school averages in Years 5, 7, and 9. A special shout-out to our Delta Maths intervention program, which CEWA recognised as best practice, with some students achieving a year's growth in just one semester!

Strengthening Our Spirit (Faith)

Our faith focus for 2025 was on Sr Irene McCormack and the values of Justice and Courage:

- We built stronger ties with our parish through weekly Mass and Junior School liturgies.
- We had a record number of students join the Camino Pilgrimage.
- Involvement in the Parish Sacramental Program increased, including training Year 4 students as altar servers.
- Exciting trips, including the Australian Catholic Youth Festival (ACYF) in Melbourne late in 2025 and planning for the Camino de Santiago trip for 2026.

Building connection (Inter-relationships)

We are committed to supporting the social and emotional wellbeing of our school community:

- We used the ACER Social-Emotional Wellbeing Survey to focus our support where it's needed most.

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- Our Junior School staff completed the final part of their three-year professional development program in the Berry Street Education Model, which helps them with trauma-informed teaching practices.
 - We finalised plans to add a third Social Worker in 2026 to help meet the pastoral needs of our students.
 - We continued our commitment to cultural awareness through the Walk for Reconciliation, our Yarning Circle, and making sure Aboriginal perspectives are included in the curriculum.

Celebrating our students' talents (Enrichment)

It was a brilliant year for our co-curricular programs:

- We had a hugely successful College production of The Little Mermaid – a showcase of student creativity, collaboration and talent.
- We achieved record success at the Spirit of the Arts Festival, bringing home 21 vocal awards!
- We secured \$18,000 in CEWA Pathways Project funding to specifically help our students who are considered at-risk.
- The Dance Showcase and Art Exhibition were both massive hits.
- ACC Sport and NEAS saw record participation numbers, and we were thrilled to have three students selected for the ACC All-Stars teams—an incredible achievement!

Building for our future (Capital Development)

Our college is growing, and our infrastructure needs to keep up:

- CEWA has recognised Holy Cross College as a 'New Growth' area, which may lead to our Senior School expanding from six to seven streams.
- We submitted our Capital Development Plan to CEWA, which will be our master plan for the next ten years of growth.

- The fantastic new Tui Playground renovation opened in Semester One, giving our students greater outdoor space for play and learning.

Investing in our future (Enrolment Growth and Staffing)

Our enrolments remain very strong, with nearly 1,400 students across Pre-K to Year 12, showing the continued confidence the community has in Holy Cross College. To support this growth, we are adding several key roles in 2026: an Assistant Principal – Primary, a Director of Innovation and Digital Technology, a Workplace Learning and Onsite Coordinator, more Education Assistants, and a Marketing and Communication Manager. We were also able to formalise the permanent appointment of the College Principal this year. Congratulations Albert, great to have you formally appointed to continue your wonderful leadership of the team college community.

College Recognition (QCE Award Nominations)

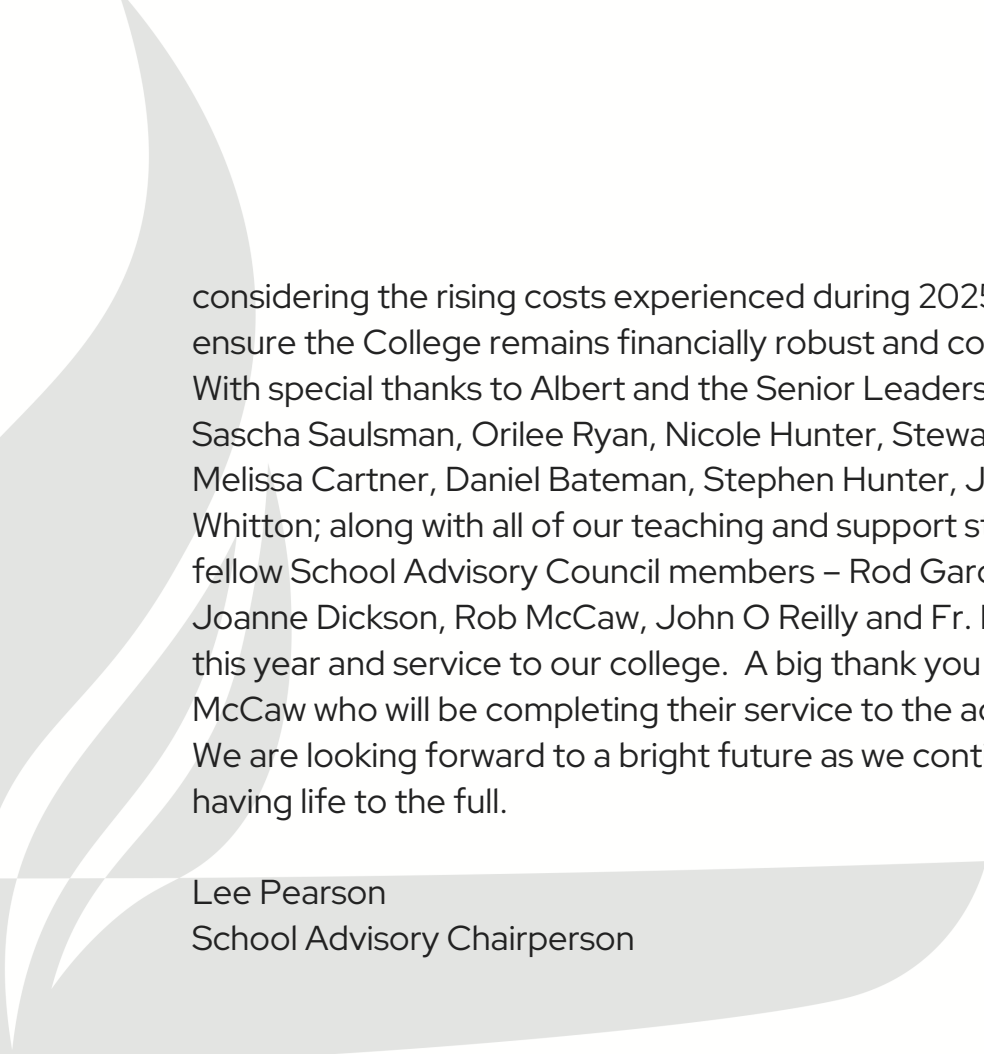
We were very proud to be nominated for several QCE Awards this year:

- Education: K-12 Peer Mentoring
- Education: Exploring First Nations Perspectives: Big Ideas Learning through Inquiry
- Community: Ngala Maya Yarning Circle
- Stewardship: Learning Leading Technology

Our Friends of Holy Cross committee have again worked tirelessly this year to provide opportunities for community building and fundraising. Thank you to Kat Elmer-Gray and all our wonderful FOHC committee and volunteers for your incredibly hard work and ongoing dedication to our college.

As we officially close the book on the current CSIP, our school leadership team is already deep into planning our 2026–2029 Strategic Intent. Our new plan will focus on keeping up the momentum in academic excellence, wellbeing, cultural responsiveness, and making sure our infrastructure supports our wonderful, expanding community for years to come.

Due to sound financial planning and management, the College will continue to maintain a surplus as required by CEWA, which is a tremendous achievement



considering the rising costs experienced during 2025. Strong enrolments will ensure the College remains financially robust and continues to flourish.

With special thanks to Albert and the Senior Leadership team, Greg Quinn, Sascha Saulsman, Orilee Ryan, Nicole Hunter, Stewart Cranie, Sarah Ellam, Melissa Cartner, Daniel Bateman, Stephen Hunter, Jean Topliss and Melanie Whitton; along with all of our teaching and support staff. Thank you to my fellow School Advisory Council members – Rod Gardiner, Rachael Ritchie, Sr Joanne Dickson, Rob McCaw, John O Reilly and Fr. Bona – for their support this year and service to our college. A big thank you to Rod Gardiner and Rob McCaw who will be completing their service to the advisory council this year. We are looking forward to a bright future as we continue to grow together, having life to the full.

Lee Pearson
School Advisory Chairperson

