



ANNUAL REPORT 2022





ACKNOWLEDGEMENT OF COUNTRY

Sydney Catholic Schools acknowledges and pays respect to Aboriginal and Torres Strait Islander Peoples as the First Nations Peoples of Australia, on whose ancestral homelands we live, serve, learn, worship and work: the homelands of Eora, Guringai, Dharawal, and Dharug peoples.

We pay our respects to Elders past, present and emerging. We celebrate the histories, languages, cultures and spiritualities of Aboriginal and Torres Strait Islander Peoples. We respect their continuing connections to Country and Sea over thousands of generations, as the world's oldest living cultures. We seek to learn and embrace their care and love of Country.

MESSAGE FROM THE CHAIR

Dear Archbishop Anthony,

I am pleased to say that 2022 was the year when we finally began to emerge as a school community from the isolating and disruptive global impacts of the COVID-19 pandemic. A sense that our prayers for reprieve have been answered were attended by an emerging feeling of relief and hope for the future. This year we returned, joyfully, to the many opportunities for connection at Sydney Catholic Schools (SCS) we may have taken for granted such as gathering to enjoy the talents of our students in sport, visual or performing arts, or joining together in worship.

Witnessing the return of life to our schools, parishes and families across our Archdiocese has been uplifting. This sense of opening up our hearts, having the faith to move forward, to act with compassion and hope has been perfectly expressed through the theme of the year, 'Don't hold back - Share the Good News of Joy' reflecting Pope Francis' message to our young people as they prepare for World Youth Day 2023: "Mary arose and went with haste" (Luke 1:39). Throughout the year, this theme was explored and embodied at assemblies, staff meetings and retreats across our school system and has reminded our school communities to respond to those in need with haste and to proclaim the Good News with joy.

Throughout the year, we had many occasions to celebrate our faith and bear witness together. In May, we celebrated both our SCS Beginning Teachers commissioning mass for over 300 SCS staff including 224 Beginning Teachers and the Solemnity of Our Lady, Help of Christians which was attended by over 650 school students.

Pleasingly, our Faith Formation and Evangelisation activities resumed as regular events in 2022 after the disruptions of the previous two years. Two Evangelisation days were conducted in June at La Salle College, Bankstown, with over 600 students in attendance at each event. The Ignite Conference was once again staged in Sydney, at Freeman Catholic College, Bonnyrigg in September. The feedback for both suggested they were highly spiritual and intellectual experiences.

Our school communities put our faith into action in 2022, with a number of powerfully compassionate initiatives for staff and students alike. The Charitable Works Fund (CWF) fundraising drive was held throughout Term 4 in 2022, and saw our schools raise nearly \$43,000, benefiting those in need. Forming positive interfaith relationships gained momentum also with the Nostra Aetate Project launched with the aim of reducing anti-semitism in our communities, building respect, tolerance and understanding between members of the Catholic and Jewish communities.

The 10:10 Project for students completed its first full year, enlivening the baptismal invitation to live in the fullness of Christian life. I'm pleased to report that 18 schools participated in the program which consisted of six school sessions per term, a conference, a two-day retreat and two parish nights. In 2022, the Pope Francis Award increased exponentially to 103 schools participating in 10 hours service in a school and 10 hours in a Parish.

These vital initiatives are made possible through the support of our parent and parish communities, the Archdiocese, Catholic Schools NSW, and our communities as we do everything in our power to provide excellence in Catholic education and follow our saviour Jesus Christ. We saw a number of changes to the SCS Board and Committees in 2022. I would like to welcome Bishop Danny Meagher, Episcopal Vicar for Education who joined the Board in March. On behalf of SCS, I also wish to acknowledge and thank our Board Directors and Committee members for their significant contribution to SCS and for their guidance and vision.

Thank you for your support.



Very Rev Dr Gerald Gleeson
Chair, Sydney Catholic Schools Board

MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Archbishop Anthony,

It is my pleasure to provide you with a report on the 2022 performance of Sydney Catholic Schools. The professionalism and hard work of our dedicated staff in collaboration with our students, families and communities have yielded strong results as we build our reputation as a top performing school system in both Australia and around the world.

I have had many opportunities to visit our schools throughout the year and on each occasion I witnessed the generosity, resilience and energy of our staff and their unwavering commitment to providing an engaging, comprehensive and excellent education to all our students.

This year, 9 SCS schools ranked in the top 100 and 17 schools in the top 150, with several schools making very significant improvements on the previous year's results. Highlights from the 2022 HSC cohort included 2,630 distinguished achievers and 46 mentions of students as Top Achievers in the state. Our schools also demonstrated continued improvement in learning growth, with 26 schools showing positive learning gain, which is an increase of five SCS schools on the 2021 result.

In 2022, 3,418 students participated in Vocational Education and Training courses across Sydney Catholic Schools and the program yielded outstanding results with 1,321 students attaining a National Qualification Certificate I, II or III. Six of these students placed in the HSC Top Achievers list.

These results are a testament to the individualised support and encouragement that students receive in every SCS school. They also speak to the strength of our system-wide approach which enables our schools to access strategies for HSC and NAPLAN success through our dedicated Education and Research team.

This is an important approach because schools receive meaningful data and tailored education expertise with abundant opportunities to share resources and insights that provide important external points of reference. Our focus on data, key metrics and ambitious goal setting for our students augurs well for the future.

Our schools have continued to make a wonderful contribution to the evangelising and catechising mission of the Church, and the Archbishop's Charter provided an excellent framework for programs and initiatives at the local level. The ongoing formation of students, staff and parents has been at the heart of our work.

In 2022, SCS established or expanded a number of key initiatives. These included: the 'back to parish' program; the 10:10 'life to the full' project; the Jubilate Deo sacred music program; the Pope Francis Award and the 'Two Wings' formation program. These initiatives specifically aimed at increasing and diversifying the number of people

involved in the system's formation activities and strengthening their engagement in the wider Church community.

As ever, our Creative and Performing Arts programs enriched the lives of many students throughout the year. Even as COVID disruption began to wane, virtual performances continued to thrive including performances of 'This Little Light of Mine' and FAME Jr the Musical.

The SCS Eisteddfod continues to grow beyond expectations with more than 1,000 entries in 2022. Additionally, our inaugural Portrait Prize online exhibition was a phenomenal success including works being selected for the prestigious NSW Art Gallery Young Archie Competition.

In 2022, we saw the Amadeus Music Education program go from strength to strength. After a successful launch in 2021 in 13 schools, an additional 44 schools have now implemented the program. Amadeus continues to be an incomparable leading-edge program that is redefining what is possible in school music education.

Since my last update in 2021, well over 12,000 students in Years 3-8 were provided with an orchestral instrument and over 1,500 specialised instrumental lessons have occurred every week. An astonishing 200 String ensembles and 200 Concert Bands have rehearsed weekly.

Throughout the year SCS Sport delivered a vast range of opportunities for all school students to participate in physical activity and in 2022 celebrated a new chapter with all schools in the SCS system engaging under one entity for the first time. This meant that our competition comprised 38 secondary schools, and 112 primary schools and were able to compete as a system against other diocesan teams.

Such a short message cannot possibly capture the sheer breadth and depth of activities, both big and small, that is seeing Sydney Catholic Schools transform its schools and communities right across the city.

Bringing to life our mission to know and love Christ through learning is a constant blessing and source of gratitude, opportunity, love and challenge and I look forward to the year ahead with optimism and energy.

Yours sincerely,



Tony Farley
Executive Director,
Sydney Catholic Schools

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OUR STRATEGY

Our Mission

To know and love Christ through learning.

Our Vision

Thriving Catholic communities through excellent teaching and learning.

Our Values

- Truth – seeking to know and live the truth.
- Curiosity – nurturing the search for meaning.
- Collaboration – engaging respectfully and meaningfully with others.
- Excellence – striving to achieve one's potential.
- Empathy – appreciating and responding to the views and needs of others.

Theme for 2022

The 2022 System Theme was 'Don't hold back - Share the Good News of Joy'. It reflected Pope Francis' message to the youth and Churches in preparation of World Youth Day 2023: "Mary arose and went with haste" (Luke 1:39).

Luke's Gospel tells us that immediately after the Annunciation, while Mary was pregnant with Jesus, she hurried to visit her cousin Elizabeth, who at that time was pregnant with John the Baptist, and this is when she shared the good news. Mary's will to act with haste and

compassion, her genuine and earnest response to a need and joy at sharing the good news, were the values that were reflected in the SCS theme for 2022.

The theme was a beautiful beacon of hope and encouragement to our staff, students and school communities, to respond to a need with haste and act with compassion and hope, whilst proclaiming the Good News with joy. In 2022, this theme was presented and unpacked successfully at 64 primary and secondary school staff meetings and retreat gatherings.



FAST FACTS

SCS serves
149
schools in the
Archdiocese of Sydney

70.6%
students in primary
are Catholic

69.9%
students in secondary
schools are Catholic

71,709
students enrolled
(August 2022 Census,
up 700 from 2021)

39,770
students in primary schools

31,939
students in secondary
schools

1,063
students are Aboriginal
and Torres Strait Islander

14,992
students with disabilities

5,693
students receiving
Catholic Education
Foundation bursaries

1,536
competitors across
Years 4-12 Athletics at
Sydney Olympic Park

4,886
students participated
in HSC at 34 secondary
colleges

17
schools ranked in the
top 150 for the HSC of
which 9 were in the top 100

3,418
students participated in
VET courses / all secondary
schools offer VET courses

21,917
students across the four
NAPLAN cohorts
Years 3, 5, 7 and 9

57
schools offered Amadeus
music program
(up 44 from 2021)

12,252
students in years 3-8
enrolled in Amadeus
(up 9,892 from 2021)

118
Amadeus music tutors
(up 97 from 2021)

1,532
specialised instrumental
lessons each week
Approximately, 200
String ensembles and
200 Concert Bands
have rehearsed weekly

11,197
total staff

7,845
teaching staff

2,635
support staff

599
system staff

40
Aboriginal and Torres
Strait Islander staff



OUR GOVERNING STRUCTURE

SYDNEY CATHOLIC SCHOOLS BOARD

Sydney Catholic Schools is governed by the Sydney Catholic Schools Board of Directors. The Board is the corporate trustee for Sydney Catholic Schools Trust. As trustee, the Board of Directors is responsible for ensuring SCS is undertaking its activities for the purpose of the Trust, which is:

“To pursue the advancement of education through the operation of an effective system of Catholic education at all levels which contributes to the total educational needs of young people in Catholic schools, in accordance with the teachings of the Catholic Church.”

Our 2022 Board of Directors

Very Rev Dr Gerald Gleeson, Chair
Most Rev Daniel Meagher DD VG EV, Auxiliary Bishop
Archdiocese of Sydney and Episcopal Vicar for Education (from March 2022)
Prof Catherine Thill
Prof Hayden Ramsay
Ms Loretta Di Mento
Mr William (Mark) McCrossin
Mr Michael Digges
Mr Stephen Newton

Ms Desiree Blackett performed the role of Company Secretary (until July 2022).
Dr Jacqueline Frost performed the role of Company Secretary (from July 2022).

Our Board was also supported by three Committees: Audit & Risk, Capital Works and Core Strategy.

The former Mission & Identity Committee was reimagined into the Core Strategy Committee which focuses on SCS’ two strategic pillars—mission and identity and education and research, and ensures they operate in close alignment.

The Capital Works Committee established in 2022 assists the Board to exercise due care, diligence and skill in relation to oversight of the capital works program of Sydney Catholic Schools

Our 2022 Audit & Risk Committee

Ms Loretta Di Mento, Chair
Mr Justin Trentini
Mr William (Mark) McCrossin
Mr Michael Moore
Ms Teresa Cahill
Ms Tracy Piscopo

Our 2022 Core Strategy Committee (formerly Mission & Identity Committee)

Dr Cate Thill, Chair
Dr Hayden Ramsay
Ms Veronica McLoughlin
Dr Renee Kohler-Ryan
Sr Cecilia Joseph OP

Our 2022 Capital Works Committee

Mr Stephen Newton, Chair
Mr James Bichard
Mr Eric Goodwin AM
Mr Michael Lockwood
Mr Adam Towner
Dr Fiona Young



OUR SCHOOL SYSTEM



The SCS system is responsible for the leadership, operation and management of 149 schools within the Archdiocese of Sydney, providing a Catholic education through excellent teaching and learning to over 71,700 students.

The System’s central office delivers services through directorates; Education & Research, Mission & Identity, System Performance, People & Culture, Governance & Legal, Finance & Property, Information Technology Services. This includes acting as stewards for the responsible allocation and administration of government and private funding for our schools and for ensuring the system is embedded with strong governance frameworks and ethical principles and policies.

Mr Tony Farley, our Executive Director, is responsible for managing the day-to-day operations of SCS. He does this with the assistance of the Executive Team.

The Executive Team for 2022 was:

- Dr Anthony Cleary
- Ms Desiree Blackett (until July 2022)
- Mr Edmond Maher
- Mr Eric Leahy
- Mr Glenn McLachlan
- Dr Jacqueline Frost
- Dr Kate O’Brien
- Mr Kevin Carragher
- Ms Margaret Savage
- Mr Milton Scott

TOTAL HEADCOUNT 11,197				
Gender				
Female		80.48%		
Male		19.52%		
Employment Status				
Casual		22.98%		
Part time		31.48%		
Full time		45.54%		
Age		Casual	Full time	Part time
Under 34yo	34.11%	11.08%	17.25%	5.77%
35-54yo	40.88%	6.39%	19.54%	14.95%
55yo and over	25.02%	5.51%	7.74%	10.76%
Ethnicity Identified				
Aboriginal and Torres Strait Islander		0.36%		
Asian		1.67%		
Hispanic/Latino		0.17%		
Pacific Islander		0.09%		
NB: EMPLOYEE MASTER DATA AS AT 31/12/2022 INCLUDE 28 RELIGIOUS STIPENDS				

*Staff headcount (including casuals) and not full-time equivalent

STUDENT ACHIEVEMENTS

Naplan 2022

In 2022, 21,917 SCS students across the four National Assessment Program Literacy and Numeracy (NAPLAN) cohorts, Years 3, 5, 7 and 9, participated in the NAPLAN page tests. The tests measured Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy.

SCS NAPLAN results demonstrate SCS’ effectiveness as an education system in achieving above the benchmarked minimum standard. The following set of tables compares the percentage of students at SCS with the percentage of students across the state of NSW in achieving above the National Minimum Standard.

YEAR 3										
	Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands
SCS	474.82	96.90%	459.16	98.90%	461.33	96.40%	479.78	96.80%	432.42	94.00%
All NSW Schools	444.67	88.90%	432.73	93.50%	429.4	87.10%	444.27	89.10%	406.91	86.20%

YEAR 5										
	Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands
SCS	530.63	95.50%	519.92	94.84%	533.95	95.30%	526.78	94.00%	512.03	92.31%
All NSW Schools	513.16	88.60%	492.04	84.80%	512.93	87.80%	506.15	86.30%	495.6	85.30%

YEAR 7										
	Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands
SCS	552.83	90.66%	555.6	89.31%	568.7	91.90%	547.82	86.90%	561.31	88.69%
All NSW Schools	545.62	85.00%	537.1	81.00%	555.1	85.70%	538.90	80.90%	554.09	83.00%

YEAR 9										
	Reading		Writing		Spelling		Grammar & Punctuation		Numeracy	
	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands	Mean	Performance Bands
SCS	593.62	86.20%	588.78	81.29%	594.93	89.50%	590.40	81.50%	597.90	91.09%
All NSW Schools	580.50	78.50%	565.01	71.20%	582.03	82.30%	576.91	75.00%	589.06	83.50%

Higher School Certificate (HSC) 2022

From our 34 secondary colleges, 4,886 students participated in the 2022 Higher School Certificate (HSC). Across a range of performance measures, we have continued substantial learning achievement, with headline data revealing that SCS has maintained our continual high performance over the last four years. As such, there have been many notable achievements, with the continuation of solid Band 6 performances and the second-highest number of students who achieved the top achiever award in the past seven years.

Learning Growth data provided by DeCourcy analysis shows that 76% of students achieved positive learning gain, the highest percentage of learning gain in seven years. Considering SCS learning growth and headline long-term data, SCS has maintained a strong HSC performance and a positive trajectory. This achievement in maintaining strong performance demonstrates the resilience of SCS schools to overcome interruptions as experienced during COVID-19, and therefore our teachers, students and families are to be congratulated.



KEY HIGHLIGHTS AND ACHIEVEMENTS OF THE 2022 HSC EXAMINATIONS INCLUDE:

- There were 43 Catholic Schools in the top 150 (Independent and Systemic)
- There were 22 Systemic Catholic Schools in the top 150 schools
- SCS represented 17 of the 43 Catholic Schools in the top 150 schools (40%)
- SCS represented 17 of the 22 Systemic Catholic Schools in the top 150 schools (77%)

SCS schools ranked highly in 2022, with 26% of our schools in the top 100 high schools and 50% in the top 150. Ten schools achieved notable overall improvements in ranking ranging from 8% to 251%. The schools in the top 150 for 2022 are:

1.	Brigidine College Randwick	67th
2.	St Clare’s College Waverley	74th
3.	Bethany College Hurstville	80th
4.	Marcellin College Randwick	82nd
5.	Marist Catholic College Penshurst Mortdale	88th
6.	Aquinas Catholic College Menai	89th
7.	St Ursula’s College Kingsgrove	94th
8.	Freeman Catholic College Bonnyrigg Heights	95th
9.	St John Bosco College Engadine	98th
10.	Clancy Catholic College West Hoxton	105th
11.	Marist Sisters College Woolwich	106th
12.	Bethlehem Catholic College Ashfield	120th
13.	Marist Catholic College North Shore North Sydney	122nd
14.	Mary Mackillop Catholic College Wakeley	134th
15.	St Mary’s Cathedral College Sydney	139th
16.	Marist Catholic College Eastwood	143rd
17.	Domremy Catholic College Five Dock	149th

STUDENT ACHIEVEMENTS



NINE SCHOOLS HAD A STUDENT PLACE FIRST IN THE STATE FOR AN HSC EXAM.

- Marist College Kogarah Bexley: Mathematics Standard 2
- Good Samaritan Catholic College Hinchinbrook: Food Technology
- Our Lady of The Sacred Heart College Kensington: English Extension 1
- Mary Mackillop Catholic College Wakeley: Studies of Religion I
- Clancy Catholic College West Hoxton: Investigating Science
- Four SCS students placed first in the state in external courses to their school:
 - Marist Catholic College Penshurst Mortdale: Modern Greek Beginners
 - La Salle Catholic College Bankstown: Macedonian Continuers
 - La Salle Catholic College Bankstown: Arabic Extension
 - St Ursula's College Kingsgrove: Croatian Continuers
- Across the system, 46 students were named Top Achievers (students who achieved one of the highest places in an HSC course or VET examination and also achieved a result in the highest band).
- 58 All Rounders were named among our HSC cohort (scoring above 90 in at least 10 units).

- Across the system, there were 2,630 Distinguished Achievers.
- All-round Achievers: Marcellin College Randwick had the highest number of All-round Achievers recipients from SCS' cohort (7 of SCS' total 58), followed by Brigidine College Randwick (5), Marist Sisters' College Woolwich and Clancy Catholic College West Hoxton (4).

Creative and Performing Arts HSC Success

- 2022 was a year of highlights for the Creative and Performing Arts (CAPA), with continued high-level success in the HSC and increased opportunities for performance and exhibitions.
- CAPA achieved outstanding results and was the system's highest performing key learning area, with 87% of students recording achievement in the top two bands for the HSC.
- Two students were included in the HSC Top Achievers for Music 1, and eight HSC All-Rounders students included the Arts in their pattern of studies.
- SCS received a significant number of nominations for the prestigious HSC NESA Showcase events, including eight for ARTEXPRESS (Visual Arts), 37 for CALLBACK (Dance), 17 for ENCORE (Music) and 10 for onSTAGE (Drama).

Vocational Education and Training (VET)

In 2022, 3,418 students participated in VET courses across SCS. With some students attempting more than one VET course, this translated into 5,247 VET course enrolments.

The year also saw the expansion of opportunities to undertake VET into Stage 5 (Years 9 and 10), including the operation of Certificate I courses in Automotive, Business, Construction, Hospitality, Retail and Skills for Vocational Pathways.

Highlights of the year included:

- Six students placed in the HSC Top Achievers list
- Successful student completion of a National Qualification, including:
 - 47 at Certificate I
 - 996 at Certificate II
 - 278 at Certificate III
- Successful completion of two post-school traineeships and one school-based traineeship in Education Support as part of the Growing Our Own initiative
- Recognition of outstanding achievement and success in VET at the Executive Director's Excellence Awards
- Competing in seven of the 11 sections of the WorldSkills NSW Regional Competitions, students placed first in Automotive, Commercial Cookery, Electrotechnology, Hairdressing, Information Technology and Plumbing
- Six students were selected as finalists in the NSW Training Awards
- 42 qualifications were delivered across 44 training sites
- 96.5% positive validation of student experience in the external Australian Skills Quality Authority (ASQA) survey
- 317 students undertaking a school-based apprenticeship-traineeship
- 178 students undertaking a VET course with an external provider
- Delivery of over 300 training upgrades for VET teachers and trainers
- The uptake of students studying a VET course in Stage 5



Strategic Priority 1:
To participate in
the life and mission
of the Catholic
faith community

Our schools will be thriving Catholic Communities within the “community of communities” of the local parish and the whole Archdiocese.

2022 ACHIEVEMENTS:

Beginning Teachers’ Commissioning Mass 2022

In 2022, the Mass was held at St Mary’s Cathedral and was attended by over 300 staff, including 224 Beginning Teachers and 87 principals.

The Mass was celebrated by His Grace, Archbishop Anthony Fisher OP. His inspiring message focussed on how our Beginning Teachers should look upon their vocation with courage and perseverance, mirroring Jesus’ actions in putting others before themselves.

Mr Tony Farley, also welcomed the beginning teachers to SCS. He encouraged them to never lose focus of their goal of educating young people in a faith-filled community, sharing the Good News of Jesus with the leaders of our future.

Pope Francis Award

The Pope Francis Award is a service based award that was initiated in 2016 to promote the significance of volunteering in Schools and Parishes. In 2022, 103 schools with a total of 1,241 Year 6 students completed the



minimum requirements of 10 hours service in a school and 10 hours service in a Parish. A pilot initiative for secondary schools was offered to five secondary schools in 2022. Thirty-six Year 7 students completed the requirements of five service hours in a school, 10 service hours in the community and 15 hours in a Parish.

Family Evangelisation

The Family Evangelisation Program returned to full capacity in 2022. A successful recruitment drive took place in 2022 which saw the employment of over 20 new family educators, achieving the goal of having a family educator in all SCS primary schools and two K-12 schools.

Family Educators were eager to resume many of the initiatives that had been put on hold due to COVID-19 lockdowns. Working within their Networks, they brought a variety of major initiatives to fruition such as a movie night for men, a spiritual retreat for women, a parenting workshop for parents, family fun days, the ‘Biggest Morning Tea’ for cancer awareness, and many more.

The men’s movie night was initiated to encourage men and fathers to come together post COVID-19 to establish and foster strong connections. Dads, grandparents, uncles, teachers, principals, priests and friends of SCS gathered

together to create a wonderful atmosphere of collegiality. The women’s spirituality retreat at St Brigid’s Coogee was conducted in response to the experiences of mothers and women of busyness and how they have no time for themselves and for God. This was a day filled with many opportunities to connect with Jesus through the Eucharist, scripture and nature. The women were treated to a delicious morning tea and lunch. The response from participants was that this time out, connection with God and nurturing were what they were missing and needed more of in their busy lives.

Throughout 2022, families were given opportunities to attend various events hosted and organised by SCS, including opportunities to engage with esteemed keynote speakers such as Dr Andy Mullins on ‘Parenting for Character’ and Danny Abdallah on ‘Fatherhood and Faith’.

Family Educators coordinated the resumption of initiatives such as playgroups, prayer groups, parent spiritual excursions, retreats, class masses, and various outreach initiatives. ‘The Family Winter Sleepout At Home’ successfully raised approximately \$30,000 for St Vincent de Paul.

Our Lady, Help of Christians’ Mass

The Church celebrates the Solemnity of Our Lady, Help of Christians each year with Mass on 24 May. In 2022, this celebratory Mass was held at St Mary’s Cathedral for the Primary schools of the Sydney Archdiocese, and was attended by 650 school students. Parish Priests and school chaplains concelebrated the Mass, led by Bishop Danny Meagher. The homily focussed on Our Lady and her patronage for this country, inspiring the gathered young people to connect more deeply with the rich heritage of Catholicism in Australian history.

Charitable Works Fund

The Charitable Works Fund (CWF) appeal was held throughout Term 4 in 2022. The total amount raised by our schools for the 2022 CWF appeal was \$42,976.37.

IGNITE Conference 2022

The Ignite Conference was held in Sydney, at Freeman Catholic College, Bonnyrigg from 29 September to 1 October. A total of 135 SCS students and staff attended this conference and the feedback received demonstrated that the 2022 conference was another highly spiritual and intellectual experience.

▼ IGNITE Conference



Strategic Priority 2:
To deepen our
knowledge and
engagement with
the Catholic faith
and tradition

The Catholic Christian tradition has always been marked by the complementary roles of faith in God’s revealed truth and respect for the achievements of human reasoning in every sphere of inquiry. There is never a conflict between religious truth and the truths we discover for ourselves – although it may take time for this harmony to be grasped

2022 ACHIEVEMENTS:

The 10:10 Project
The 10:10 Project is a faith formation program for students based on the *Theology of the Body for teens*. The 10:10 Project takes its name from the Gospel of John 10:10 where Jesus states “I came that they may have life and

have it to the full.” This statement encompasses the entirety of Jesus’ mission, which is the baptismal invitation to live in the fullness of Christian life.

In 2022, The 10:10 Project completed its first full year, as the previous two years were impacted by COVID-19 lockdowns. Eighteen schools participated in the program which consisted of six school sessions per term, a conference, a two-day retreat and two parish nights.

- Topics covered included:
- Who Are You?
 - Love Defined
 - Marriage
 - Language of the Body
 - Truth and Freedom
 - Hope and Redemption in Christ

The 10:10 Project was facilitated by SCS staff and members of the Sydney Catholic Youth team and was supported by clergy throughout the program.

The 10:10 Conference was held in September at Waterview, Sydney Olympic Park. Archbishop Anthony Fisher OP addressed the large gathering of 750 students from schools participating in the program. Students had input from experts in the field. The day also featured praise and worship music, a talent show and a trivia competition for students. There was a period of adoration and the Sacrament of Reconciliation was made available for the duration of the event.



The 10:10 Retreat was a two-day event held in December at Benedict XVI Retreat Centre for a select number of students involved in the program. Students were given the opportunity to dive deeper into their faith through talks from everyday witnesses to the faith and experts such as Jonathan Doyle, international Catholic speaker, author and executive coach. Students also experienced the truth, beauty and goodness of the Catholic tradition through the celebration of Mass, and were provided with opportunities for prayer, adoration and reconciliation. Small group discussions and meeting other like-minded young people contributed to the success of the retreat.

Listening Assemblies were conducted at the end of 2022, where 18 schools were surveyed about their opinion of the 10:10 Project and given the opportunity to share their opinions regarding what societal issues concerned them the most. The data collected has been instrumental in further developing the 10:10 program in 2023 to better address the issue of consent from a Catholic perspective.

Faith Celebration Team
The Faith Celebration Team, with its interactive and multi-learning mode approach, deepens understanding and engagement in Religious Education (RE) and the wider Catholic community. The program engages students and deepens their understanding and knowledge of RE through song, movement, prayer, and story. Through activities that make learning fun, students’ participation and engagement with the content is increased and nurtured.

The program engages children in a range of practical activities that reinforce doctrine, Scripture, and a variety of catechetical themes. As well as being an effective tool for catechesis and evangelisation within the classroom and school/parish community, families are also engaged in person. In 2022, the team engaged over 12,800 students and an additional 2,850 parents, grandparents, and toddlers across 45 school/parish communities. All Faith Celebrations have been delivered onsite by the Faith Celebration Team (John Burland and members of the Church Engagement Team).

In 2022, the ‘Faith, Fun and Celebration’ YouTube video series (Catechetical Evangelisation YouTube Video series for students and families) expanded to eight videos and two promotional style videos, as per below:

- Lent
- Holy Week
- Easter
- Pentecost and Confirmation
- Advent
- Christmas
- Eucharist
- Healthy Friendship Week

- Back to Parish
- Walk With Christ

In total these YouTube videos on the Sydney Catholic Schools’ Mission and Identity YouTube channel have had over 10,000 views and continue to be popular with schools and parishes.

Christmas Story Art Exhibition and Competition
The Annual Christmas Story Art Exhibition and Competition celebrates and explores children’s creative, artistic and reflective ability. Year 5 and 6 students from schools in the Archdiocese of Sydney, and the Dioceses of Wollongong and Bathurst take part in this annual competition. Participants produced artworks and accompanying reflections that expressed their understanding of the Christmas story.

This was achieved by students engaging with the Scriptures, creative self-expression and personal reflection. Through their participation in this competition and exhibition, students contributed to the evangelising mission of the Church. In 2022, the exhibition took place at the University of Notre Dame Australia, Broadway. There were over 500 submissions, with 86 selected for the exhibition and 24 awarded prizes.

Back to Parish
Faith Formation and Evangelisation activities returned to regularity in 2022 after the disruptions of the previous two years. All Primary and Secondary schools currently possess rolling three-year ‘Church Engagement Plans’ that outline the school-based faith formation activities for staff, parents and students based on a ‘head, heart, hands’ approach. These plans now have a ‘Parish Engagement’ annexure that outlines the roster of ‘Back to Parish’ family Masses.



◀ John Burland

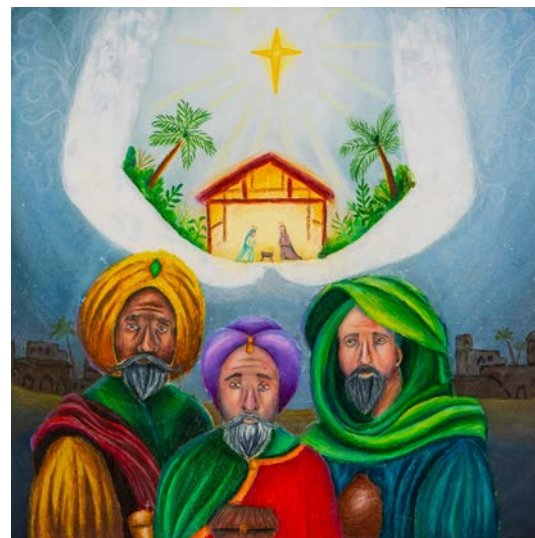
Executive Director's Award Year 6 ►
Nancy Z, St Mel's Catholic Primary School, Campsie
'Juxtaposition in a Frame'



Notre Dame Award Year 6 ▼
Alessandra C, St Ambrose Catholic Primary School, Concord West
'Journey to Bethlehem'



First Place Year 6 ►
Scarlett H, St Patrick's Catholic Primary School, Kogarah
'God's Gift to Us'



▲ Second Place Year 5
Xavier F, Regina Coeli Catholic Primary School, Beverly Hills
'Spirit of Love'

The 'Back to Parish' program took precedence in many schools in 2022, as our Churches reopened completely with no COVID-19 restrictions. After Mass, some schools provided hospitality in the form of a morning tea, BBQ, coffee cart, cake stall, and other community building activities. This allowed the community to come together socially to interact, communicate, share the good news and joyfully celebrate the many blessings realised after the COVID-19 lockdowns experienced by our communities.

Evangelisation Days

Two Evangelisation days were conducted in 2022, for Stage 4 (Years 7-8) and Stage 5 (Years 9-10) students on 29 June at LaSalle College, Bankstown and 26 August at Holy Cross Ryde. Each secondary school sent approximately 20-25 students, resulting in over 600 students in attendance at each event. The theme was, 'Made for More', which aimed to assist students to realise their dignity as children of God and how they can be the people God made them to be. Evaluations showed that both days were highly successful and provided justification for the continuation of these events. The Evangelisation Days allowed students the freedom to celebrate their faith and continue exploring their individual relationships with God.

RELIGIOUS LEADERSHIP

Growing in Faith Course

The annual Growing In Faith Course 2022 was held from 8-11 March. This four-day residential course at Kincumber

is designed for teachers in their fourth-tenth year of teaching, who are seeking a deeper faith formation opportunity. It is especially applicable to those aspiring to formal religious leadership (REC) in the short-to-medium term.

'Two Wings' Program

Thirty-two primary and secondary teachers identified as possessing leadership potential, completed the Archbishop's 'Two Wings' Leadership Formation Program during 2022. Working with Bishop Richard Umbers, this program asked participants to attend eight academic lectures, one 'Scholarship at the Cathedral' event, a two-day retreat at the Benedict XVI Centre, and complete a 1,000-word essay based on one of the eight lecture topics.

Participants gained an understanding of general philosophical and theological concepts, as well as the purpose of Catholic Education and what it means to teach and lead in a Catholic school.

STAFF FAITH FORMATION

Retreats

Thirty-six system retreats were conducted during the course of the year, catering for all staff working in SCS from first year beginning teachers to principals. The largest retreats were the compulsory first and second year beginning teachers, averaging 35 participants at each

OUR STRATEGY AND STRATEGIC ACHIEVEMENTS

retreat. Venues included the Benedict XVI Centre Grose Vale, St Joseph's Centre for Reflective Spirituality Norwest, Our Lady of Mt Carmel Varroville, as well as walking retreats through Sydney CBD from Mary MacKillop House to St Mary's Cathedral. Central to each retreat was a reflection on the System Theme for 2022, 'Share the Good News of Joy'. The evaluations conducted after each retreat were overwhelmingly positive.

Pilgrimages and Immersions

The first post COVID-19 restrictions pilgrimage was conducted in September-October 2022 and led by Christopher Neaves and Dominique Farah. Entitled 'Remembering Mary', the pilgrimage aimed to explore and deepen appreciation of the work and teaching charism of St Mary MacKillop of the Cross. It was an 11-day journey through Victoria and South Australia, visiting the significant sites relating to the life and times of St Mary MacKillop. Evaluations from 23 participants reinforced the pilgrimage as a highly successful spiritual and historical experience.

Extraordinary Ministers of Holy Communion Training

The Extraordinary Ministers of Holy Communion training course was provided to 120 teachers in 2022. This one-day course was led by the Liturgy Office of the Archdiocese of Sydney.

Post Graduate Study

In 2022, SCS supported 89 teachers in undertaking post graduate studies in Theology, philosophy and Religious Education.



RELIGIOUS EDUCATION

Implementation of the K-10 RE Curriculum

SCS is committed to Religious Education being a scholastic discipline with the same systemic demands and rigour as other disciplines. In 2022, all Primary Religious Education Coordinators participated in professional development for leading school staff in a shared understanding of the K-10 Religious Education Curriculum. Teachers of Religious Education were provided opportunities to collaboratively write Year 5 units of work to be taught in classrooms across the Archdiocese in 2023.

In the Secondary Religious Education Curriculum, further updating of the Religious Education Support Documents were made to ensure there was alignment with contemporary pedagogical practices.





Strategic Priority 3: To build each student's capacity to continuously reason reflectively, logically and critically

High-level critical thinking skills and the ability to defend and communicate a reasoned point of view are crucial for adapting to fast-changing social, political and academic environments.

2022 ACHIEVEMENTS:

Integration of the Catholic Liberal Arts Curriculum

The phased implementation of the Catholic Liberal Arts commenced with the inclusion of an additional Religious Education Priority in the Curriculum Document.

The Catholic Liberal Arts curriculum allows students to explore concepts in depth and will promote deep learning in Religious Education. The teaching of Liberal Arts fosters:

- analytical, critical and creative thinking
- oral and written communication skills
- problem solving skills
- information literacy skills
- ethical decision-making skills
- the ability to pose meaningful questions
- self-confidence and self-understanding

Teachers of Religious Education were formed in the Catholic Liberal Arts through a series of Professional Development sessions.

In its support of schools, the Mission and Identity's Secondary Religious Education Team modified the Religious Education Support Documents to align with the paced Professional Development schedule.

Enhancing Student Learning through System Performance

In 2022 the System Performance Directorate's continued to boost student learning and engagement with the

broader educational experience. The team has implemented processes and engaged in actions which challenge schools in improving academic and engagement outcomes. Key enhancements include:

- monitoring and evaluating the implementation of Annual Improvement Plans (AIPs), ensuring that faith development in the Catholic tradition was included in areas such as schoolwide pedagogies, learning frameworks and a range of student, family and community engagement activities
- providing leadership to all schools in developing, monitoring and critically evaluating the impact of AIP actions and strategies focussed on student learning growth, engagement and enrolments
- the development of a cohesive professional learning and implementation of Progressive Achievement Test (PAT) Reading and Maths Assessment for Years 2-10 in all SCS schools — PAT assessments help all schools, networks and the system track the progress of each student, cohorts of students and track progress at a system level
- data analysis to ensure that schools implement evidence based decision making by challenging principals and leadership teams to develop SMART goals with related targets
- implementation of the SCS School Performance Dashboard including key metrics and methodologies for curating, analysing and aggregating data about student performance
- driving of Network Annual Improvement plans to enable projects to be realised, including the securing of funding, facilitating external experts and managing projects

At the end of 2022, 'pilot' PAT data workshops were delivered to a small number of schools which led teachers to understand and implement targeted differentiated teaching practice. This professional learning program will be expanded in 2023 to be included into a "Delving into Data" series for all SCS Assistant Principals and other key school based leaders of learning.

Sophia Program

The Sophia Program was developed to provide professional learning for educators across all SCS schools in the effective use of operating in innovative learning environments to enhance student outcomes.

The Sophia Program is a world-first one-year professional learning program established by SCS in collaboration with the University of Melbourne. The professional learning program is unique, in that it not only involves the acquisition of knowledge and theory of school learning environments but also action-oriented evidence-based research within a professional learning community where groups of educators work collaboratively at the school and system-levels to improve student outcomes.

OUR STRATEGY AND STRATEGIC ACHIEVEMENTS

Strategic Priority 4: To embrace the interdependence of human existence as global citizens, who are responsible to and for themselves and others

Global Citizenship nurtures personal respect and respect for others, wherever they live. It encourages individuals to think deeply and critically about what is equitable and just, and what will minimise harm to our planet. Exploring Global Citizenship themes help learners grow more confident in standing up for their beliefs, and more skilled in evaluating the ethics and impact of their decisions.

2022 ACHIEVEMENTS:

New Pedagogies for Deep Learning

SCS has engaged with New Pedagogies for Deep Learning, joining the global knowledge building community to share Deep Learning solutions for creating a world where all children can realise their talents, cultivate meaning, and work together to restore a strained world. New Pedagogies for Deep Learning (NPDL) is committed to fostering Deep Learning so that all learners can contribute to the common good, address global challenges and flourish in a complex world. Deep Learning is the learning process that develops the six Global Competencies: Character, Citizenship, Collaboration, Communication, Critical Thinking, Creativity. This aligns with SCS values and teaching and learning principles in raising consciousness of how students can be responsible for themselves and others in community to build a sustainable future.

Pathways and Partnerships

In 2022, SCS continued to grow diverse pathways for students to enter the workforce. The SCS Registered Training Organisations (RTOs) deliver nationally recognised training in the Vocational Education and Training (VET) sector. Over 3,500 students are enrolled in courses with direct pathways to employment with approximately 5,500 enrolments across certificate I, II, III and IV courses, units within diploma courses and vocational graduate certificate and diploma. SCS provides 42 different qualifications



across 44 delivery sites. The success of these courses relies on industry partners to support our students.

Languages

The year 2022 was a successful one for Languages in SCS. An exciting development was the growth of our collaboration with Meg Languages to provide Mandarin and Spanish language programs to our schools.

During the year, language instruction was delivered to 296 classrooms across 32 primary and secondary schools. Almost 12,000 students participated in the program. Additionally, Meg Languages provides professional learning to classroom teachers and school leaders to develop their language capabilities as well as intercultural capabilities and understandings.

The Meg Languages programs are aligned with the NESA Languages K-10 syllabus and are delivered in an interactive online environment, weekly or bi-weekly, by a qualified linguist teacher. The program is system funded and there is no cost to the participating schools.

The year also saw the finalisation of the Japanese Centre of Excellence, which offered hybrid face-to-face learning combined with online coursework to students in Stages 2, 3 and 4.



Cultural competency

In 2022, SCS implemented programs to support the wellbeing of Aboriginal and Torres Strait Islander students in our SCS schools. These programs have been delivered in partnership with Aboriginal organisations, families and communities and are steps towards closing the gap in educational opportunities.

Aligned with this work has been the strategic commitment to providing Aboriginal and Torres Strait Islander cultural competency training for all SCS staff. This is a statement of SCS commitment to reconciliation.

Life Month

During September 2022, SCS held a series of events for students, parents and teachers, to celebrate Life Month. These events shone a light on the dignity and beauty of all Human Life, in an attempt to build a culture that celebrates life and living it to the full.

Nostra Aetate Project

The Nostra Aetate project’s aims to reduce prejudice, anti-semitism in school communities, and to nurture a culture of respect, tolerance and understanding between people of all faiths. In 2022, the SCS collaborated with the Nostra Aetate Working Party, comprised of members from the Archdiocesan and Interfaith Agencies, to implement a Pilot Project in Year 10. The pilot project saw the final Year ‘10 Unit B10: The Church, Tradition, Challenge and Change’ infused with a Jewish lens, a Personal Interest Project as well as an immersion program in a Jewish school. Evaluation of the project was extremely positive.



Eradicating Modern Slavery

The Catholic Church in Australia aims to be a leader in the eradication of global modern slavery and human trafficking. In the Archdiocese of Sydney, Archbishop Anthony Fisher OP appointed the Anti-Slavery Taskforce to lead a wide-ranging scope of work by Catholic agencies. This includes compliance with the Australian Government *Modern Slavery Act 2018* (Cth) statutory obligations to report on actions taken to eradicate modern slavery from the supply chains of goods and services.

Managed and monitored by SCS’s Modern Slavery Working Group, the program of work across our entire system and supply chains is driven forward by a KPI-driven action plan. Actions taken in 2022 include the integration of Modern Slavery training modules into our enterprise learning management system, resulting in nine times the number of courses completed by our staff compared with the previous year; ensuring all tender and contract documents require a response to modern slavery which is factored into supplier evaluations when awarding business; and inviting over 500 suppliers from high-risk procurement categories to join the SEDEX risk management platform.

We continue to work closely with the Australian Catholic Anti-slavery Network (ACAN) to ensure that risks to people in our operations and supply chains are mitigated through improvements in management systems, policies, training, and stakeholder engagement.

Strategic Priority 5:
To provide an
engaging, holistic
learning experience,
where students thrive
academically

A truly holistic school environment motivates students to engage through elements such as the Arts, Performance, Music, Sports, Community Relations, Debate and Leadership skills.

2022 ACHIEVEMENTS:

Studies of Religion

The Secondary Religious Education Team led a series of initiatives to promote growth in Studies of Religion (SOR) at both a 1 and 2 Unit level. This targeted approach was data informed and involved detailed consultation with Religious Education Coordinators. Initiatives consisted of:

- **Trial HSC Pilot Marking Professional Development** event conducted as a way of setting benchmarks and moderation activities to ensure that marking processes match that of the HSC marking process. This day was facilitated by Senior Markers from the SOR HSC Marking Centre.

- **SOR HSC Advice Line** provided support to students prior to the examination whereby students could raise any questions with experienced teachers of SOR by calling the Advice Line during the dedicated time period.
- **SOR HSC Study Day** was held at the Sydney Jewish Museum, where 200 students attended a holiday workshop on HSC topics and undertook a tour of the Museum itself. Students heard from a Holocaust survivor and had the opportunity to pose questions to academics and religious leaders from the Jewish community.

Art

The annual Clancy Religious Art Prize and Exhibition is a celebration of our students’ creativity and spirituality, expressed through visual arts.

The theme of the 2022 exhibition was ‘Scripture: The bridge between heaven and earth’. Jayden G. and Alistair L. of Year 11 Holy Cross College, Ryde won the Executive Director’s Award for their photographs symbolising that ‘The bridge between heaven and earth is a journey for humans’. Their inspiration came from John 1:51: “Truly, truly, I say to you, you shall see the heavens opened and the angels of God ascending and descending on the Son of Man.” To much acclaim, this year the exhibition displayed a total of 70 individual and collaborative artworks from both Systemic and Congregational schools, celebrating their various gifts and talents through art.

Amadeus Music Program

The year 2022 was a rewarding one for the Amadeus Music Education program which offers all students the opportunity to access a quality music education,

▼ S Maguiran, L McAdam, C Stambolziowska (Stage 6), De La Salle College, Cronulla: ‘The Lasallian Madonna’



OUR STRATEGY AND STRATEGIC ACHIEVEMENTS



▲ Amadeus Music Program

regardless of abilities and previous experience.

Following a successful pilot in the Auburn Lakemba network in 2021 with 13 schools, an additional 44 schools in the City West, North Sydney Harbour, East Hills and Horsley Networks were implemented into the program.

In 2022, 12,252 students in Years 3-8 were provided with either a String, Woodwind or Brass instrument. 1,532 specialised instrumental lessons occurred every week for students to develop their skills on their chosen instrument. Approximately, 200 String ensembles and 200 Concert Bands rehearsed weekly.

Schools are witnessing changes taking place on Amadeus Music days including increases in students' ability to self-regulate, reflect and respond to challenges as well as improved student wellbeing in response to the program enhancing students' creative and active listening skills.

The Amadeus program will be implemented in schools from the Sutherland Shire, South West and Ashfield Olympic Park networks in 2023. As the program continues to grow and develop, the vision of giving every student the opportunity to experience the joy of music and engage with the multitude of benefits that come from learning an instrument becomes realistic.

Sport

In 2022, SCS began a new chapter in sport with all of its schools engaging under one entity. This meant that 38 secondary schools, and 111 primary schools competed against each other in healthy competition, and combined to challenge other diocesan teams.

Additionally, a new primarily geographical Conference system for sport was implemented. In most sports, students played within their Conference, with the winners of each conference sport playing against each other to determine a Sydney Champion in each given sport. In all, 29 sports were offered to students, including expanded opportunities for Students with Disability. The successful launch of new programs and the targeted identification of students for representative sporting opportunities has enabled SCS to begin building greater awareness and providing stronger pathways to bridge the gap and empower all students to engage in sport. In 2022, 29 sports were offered at an interschool level, while over 80,000 people viewed the 12 events that were live streamed.

For the first time, all Primary and Secondary schools in the system competed together at Swimming, Cross Country and Athletics Championships. In Athletics at Sydney Olympic Park, 1,536 competitors across Years 4-12 competed at the same venue to be crowned best in



Sydney and progress through to the relevant CSNSW State Championships. Cross Country was conducted over consecutive days at Sydney Motorsport Park where students were timed and monitored with GPS tracking. Swimming was conducted at the Sydney Olympic Park Aquatic Centre, and the Secondary component was recognised as an Official Meet by Swimming NSW, which met National Qualification standards.

There were 196 Primary and 306 Secondary students from SCS who progressed to represent Catholic Schools in their given sport at a state level. Of these, 57 competed in more than one sport.

In 2022 SCS strengthened our system to support individual schools in providing out of regular hours sports for students. A number of joint ventures and partnerships were undertaken to provide students with expanded sports opportunities. The joint ventures and partnerships were undertaken with the following sport entities:



- St George Rowing Club
- Rugby NSW
- Sydney FC Football Club
- NSW Fencing
- Water Polo NSW

Creative and Performing Arts

In 2022, SCS introduced the Artists in Residency program, collaborating with Education Officers, and bringing professional expertise and currency to teacher and student workshops. The year also witnessed significant growth in the co-curricular activities positioning SCS as a leader in the Creative and Performing Arts including:

- A virtual performance of the well-known piece 'This Little Light of Mine'
- A virtual performance of FAME Jr the Musical
- HSC Masterclasses in Dance, Drama, Music and Visual Art

- The inaugural Portrait Prize online exhibition with over 6,000 views and student works being selected for the NSW Art Gallery Young Archie competition
- Ongoing growth in the SCS Eisteddfod with 1,229 entries
- The online SCS Visual Arts Showcase with approximately 2,700 views
- The launch of Sculptures by the Schools and the SCS led Regional Arts Exhibition across NSW Diocese.

Strategic Priority 6:
To be places where every student excels in a multitude of ways, through personalised and self-paced learning

Personalised learning empowers students to become co-authors of their learning pathway and tailor their learning activities to meet their needs, abilities and interests.

2022 ACHIEVEMENTS:

Gifted Education

In 2022, the flagship Newman Selective Gifted Education Program operated in 89 SCS Primary and Secondary schools. During 2022, 10 Primary and Secondary Newman schools were Accredited and three Primary and Secondary Newman schools were verified, bringing the total of Accredited Newman schools to 69. A further 16 schools were engaged in the Newman Program and working towards Accreditation.

A total of 25 Secondary Newman schools implemented the SCS identification and selection process for Year 7 student placements in 2023 Newman classes. A total of 877 students were nominated by parents to sit the Australian Council for Education and Research (ACER) Higher Ability Selection Test (HAST).

Teaching capacity building in gifted education was well supported by a wide suite of professional learning offerings from across SCS Gifted Education Team personnel. In addition, the Newman Professional Learning Program featured internationally recognised Academic guest speakers, Dr Del Siegle, Dr Paula Olszewski-Kubilius, Steve Portenga, and national gifted education expert Dr Katrina Eddles-Hirsch.

A total of 117 primary and secondary schools’ Leadership Teams have now participated in the Gifted Education Naturally Embedded (GENE) program.

In 2022, 431 teachers completed the Gifted Education Online 1 (GEO1) program and 288 teachers completed Gifted Education Online 2 (GEO2). In 2022, SCS Central Office supported postgraduate study opportunities for 86 teachers, school leaders and SCS staff in Certificate of Gifted Education (COGE) and Masters of Gifted Education, with 31 of these having commenced their study in 2022.

In 2022, SCS Newman Selective Gifted Education Program won the inaugural ‘School Global Award Initiative of Gifted Education’. The award was presented by the World Giftedness Centre and is highly prestigious within the international gifted education community. This followed the endorsement of the program by international academics prior to and during the 2019 World Council for Gifted and Talented Children conference in Nashville, USA.

Wellbeing

In 2022 the Student Wellbeing and Learning Team guided SCS schools in the strategic planning and implementation of whole school frameworks, such as ‘Be You’ and ‘School Positive Behaviour for Learning (SPBL)’. Schools were provided with advice on policies, resources and strategies to foster safe, mentally healthy school communities, with a strong focus on prevention, early intervention and partnerships with external service providers. The team also provided responsive case management support and consultation to schools, along with a range of NESA accredited professional learning opportunities for educators related to wellbeing and mental health.

Catering for Diversity

The SCS Diverse Learning team continued to strengthen the capacity of school leaders and teachers to effectively engage students with diverse learning needs in improving their learning outcomes, social and emotional development and growth towards independence.

Achievements included:

PERSONALISED LEARNING PLANS

In consultation with parents, Personalised Learning Plans for students with disability were developed. Implementation and regular review of the plans ensured learning and engagement adjustments supported students’ specific needs and met SCS’ obligations under the Nationally Consistent Collection of Data (NCCD) for school students with disability. In light of the continued restrictions due to COVID-19, NCCD training for principals and school-based Diverse Learning teams was facilitated through the Zoom platform.

ARROWSMITH PROGRAM

The Arrowsmith Program supported 29 students who have complex learning disabilities and was delivered in two school locations (Sacred Heart Catholic Primary School Mosman and Holy Innocents’ Catholic Primary School Croydon). The part-time program was delivered from the Holy Innocents’ Croydon Arrowsmith classroom in the after school hours of 4:00-6:00 pm.

READING SUPPORT

The Reading Recovery Program was accessed by 812 students, with 311 students engaged in the Year 1 Literacy Intervention program.



▲ Arrowsmith Program in action

SPECIALIST SUPPORT

The Specialist Support Class at Good Shepherd Catholic Primary School Hoxton Park continued to support students from Year 2 to Year 6. An outdoor playground, garden and sensory space focusing on wellbeing and physical development has been completed and has enriched the teaching and learning program for the students of the Specialist Support Classes.

A new cohort of Year 7 students will be welcomed at the Specialist Support Class at Good Samaritan Catholic College Hinchinbrook in 2023. These students will join the Year 8 group who commenced their enrolment in 2022. The class offers an evidence-based approach to teaching and learning, facilitated by a dedicated team of teachers and learning support professionals who utilise a range of contemporary technologies.

PROFESSIONAL LEARNING

Significant professional learning was offered across the Archdiocese to further enhance the capacity of the SCS Diverse Learning Team, Diverse Learning Coordinators and classroom personnel in supporting students with disability. A series of workshops were delivered including NCCD training for Principals and Diverse Learning teachers, Diverse Learning Bootcamps, OnLine Training (OLT) courses, professional learning on post school pathways and in the area of complex communication needs.

A growing number of schools trialled and took up licences to use Read&Write Assistive Technology

within the teaching and learning cycle to ensure access, participation and learner independence. This initiative was supported by quality professional learning provided by the SCS Diverse Learning personnel followed by tailored in situ support.

SUPPORTING FAMILIES

Child Protection

SCS has a continuous improvement approach to safeguarding with a number of initiatives completed in 2022:

- Collaboration with the e-Safety Commissioner to incorporate new and relevant content on e-safety for students in the NESA required annual Child Protection training.
- Participation in the National Catholic Education Conference from 4-7 September 2022 to engage in faith renewal and organisational connectedness across different departments. Collection of information and research regarding projects across the different states was completed.
- During National Child Protection Week from 5-9 September 2022, SCS held awareness raising activities around child safety.
- Participation in a cross sectoral statutory review of the legislation that underpins the operations of the Office of the Children’s Guardian. Particular focus was applied to the efficiency of the scheme since the Children’s Guardian Act 2019 came into effect.

OUR STRATEGY AND STRATEGIC ACHIEVEMENTS

Catholic Education Foundation

The Catholic Education Foundation (CEF) provided 5,693 student bursaries during 2022. The CEF continued to provide school fee assistance to families to enable students to receive a Catholic education, with a breakdown of bursaries awarded under the following categories:

- Financial Hardship Bursary - 795 students
- Aboriginal and Torres Strait Islander Bursary - 943 students
- Refugee Bursary - 800 students
- Partial Bursary - 3,092 students
- Family Spirit Bursary - 15 students
- Foster Child Bursary - 48 students

Donors to the CEF contributed over \$650,000 in donations toward the cost of the bursaries.

Easier enrolments

In 2022 System Performance led the launch of a new online enrolments system, with a revised enrolments policy and procedures. The new system makes it easier for parents to enrol their children in SCS schools by submitting their enrolment applications online rather than in hard copy, and data automatically pre-fills for school support staff.

A central office enrolment hotline was set up and staffed by the System Performance team to support parents through their applications. Approximately 2,000 calls were received to the enrolments hotline in four weeks and answered by team members. The new system gives greater visibility to enrolment applications at an archdiocesan level and streamlines referral and redirection process to increase enrolments and redirect enrolments toward schools with available space, giving parents better information about enrolment options.

SUPPORTING OUR STAFF

Health and Wellbeing

In 2022, the Staff Health and Wellbeing team focused on a wellbeing initiative to assist schools manage the impact of COVID-19, including staff development sessions on resilience, mental and physical health.

The AccessEAP (EAP) program continued to be offered to all staff with a 62% increase in EAP service usage when compared to 2021 due to the pandemic.

A series of Voice Care Workshops were held in schools and the central office which offered valuable resources and strategies for maintaining healthy and sustainable vocal habits for our teachers.

The Staff and Student Wellbeing teams, in partnership with CatholicCare and EAP collaborated to help promote,



raise awareness and start a conversation with staff and students around mental health and the available support pathways through the R U OK? DAY initiative.

People & Culture

The People and Culture Directorate (P&C) supports our schools through a number of teams including Recruitment, Payroll, P&C Services, Work, Health & Safety, Wellbeing, Organisational Development, Projects, Business Partners and Workplace Relations. Through strategic partnerships and collaboration, P&C recruits, develops and retains a high performing and diverse workforce and fosters a healthy, safe, and productive work environment for all staff.

In 2022, the P&C teams continued to provide high level advice and support to our 10,000 strong workforce including principals, managers, teachers and general staff across a broad range of areas including industrial advice, Enterprise Agreement and policy interpretation, organisational reviews, leave entitlements, pay and classifications. In 2022, the P&C teams responded to over 23,000 calls and 40,000 service requests. The Workplace Relations Team was created to provide specialist advice and support to schools and to support the work of P&C Business Partners.

Attracting & Retaining Staff

Teacher Sponsorship

The P&C Recruitment team ran a pilot program in 2022 to respond to the teacher shortage and supply quality teachers to fill gaps in our schools. SCS became an approved Standard Business Sponsor in February 2022 which is valid for five years.

The Recruitment team partnered with Globancy (migration agency) and successfully sponsored teachers from overseas to teach at SCS in 2022. With the ongoing high



demand for qualified teachers it is proposed that this program will continue in 2023.

Teacher Pathway Program

SCS and Sydney Catholic Early Childhood Services (SCECS) built a pathway for SCS alumni and future teachers to work across both sectors. At the end of 2021, the Recruitment team created the Teacher Pathway Program to help student teachers develop the skills they need to kick start their career in teaching. In 2022, the program attracted teachers from SCECS, including SCS Alumni who are now teaching in our schools today.

BUILDING CAPABILITY

Leadership Induction Program

The program was held just before the start of the 2022 school year and consisted of three days of induction with one full day in-person program which 43 school leaders attended.

The Leadership Induction Program portal was updated to support the leaders with a dedicated website to source information.

Overall feedback for the 2022 program by survey was

positive: 45% deemed their satisfaction with the program as a 5/5, and 44% deemed their satisfaction with the program as 4/5.

Principal Mentoring Program

In 2022, the System Performance directorate assumed primary responsibility for the Principal Mentor Program working in collaboration with the People and Culture Directorate (Organisational Development). Whilst the program was initially launched in August 2021, the full implementation began in Term 1 2022. The Executive Leadership Coaches, System Performance, facilitate and lead the Principal Mentor Program. The 2021/2022 program involved 33 mentor/mentee pairings.

The Principal Mentor Program supports the professional development and wellbeing of newly appointed Principals and other Principals that would benefit from further capability development. Principal Mentors provide Principals new to the role or system with professional support to develop effective and sustainable leadership practices.

Online Learning

The Information Technology & Systems Integration directorate worked to enable online learning, launching the PHRIS Enterprise Learning Management module in January 2022. This allows SCS to more easily facilitate induction courses and mandatory compliance training for all staff. Using PHRIS as a single learning platform allows administrators, employees and their principals/managers to gain visibility and insight to a staff learning and compliance profile. Strategically centralising online learning within PHRIS eliminates the cost associated with using a third-party training platform.

Leadership Strategy

In 2022, the Organisational Development team worked with Education & Research on the SCS Leadership strategy.

▼ 2022 Leadership Induction Program



OUR STRATEGY AND STRATEGIC ACHIEVEMENTS

An important aspect of this strategy is Performance Growth in Action (PGiA) which was reviewed and reinvigorated with a plan to roll out to all staff to support professional growth and development. Presentations and consultations took place via the Core Engagement Committee to gain feedback on the new PGiA process.

2022 Executive Leadership Coaching Program

System Performance initiated the inaugural Executive Leadership Coaching Program in 2022. Two highly experienced school leaders established the program to increase school principal capacity and performance, in order to improve outcomes for students and school communities.

School System (Networks)

The System Performance team supported schools to work within and across networks in developing alternative course offerings which respond to student interest. They also worked with schools to secure and coordinate resources and cross-directorate support to enable collaboration and improved practice. This approach resulted in building teacher collaboration across schools and networks, parent engagement opportunities, network marketing ventures, personalised family support, curriculum reform collaboration and extra-curricular opportunities for students and their families.

DIGITAL TRANSFORMATION

The Information Technology & Systems Integration (ITSI) directorate continued to implement projects that transform how our people do business, allowing SCS to focus on assisting our schools so students can reach their full potential. Cyber security was a key priority with ongoing review of our data protection and enhanced security arrangements in 2022 such as Multi-Factor Authentication required to access our systems.

A number of new initiatives included:

School Profile Dashboard

In 2022, the ITSI directorate released the school profile dashboard for our schools and systems leaders. Based on the operational and educational datasets, the school profile dashboard is an incredibly useful tool for school and system leaders to monitor school growth. With a dashboard that displays key metrics and data in real-time, school leaders can quickly identify areas where the school is excelling and areas that need improvement. This information can be used to make informed decisions about resource allocation, curriculum development, and student support.

Enterprise Workflow Engine

The ITSI directorate continued to extend the enterprise workflow platform, powered by ServiceNow, to improve the productivity, customer service, and efficiency of the Schools Operations Unit and School Property Management Unit. By leveraging ServiceNow's capabilities and collaborating closely with these units, the ITSI directorate was able to accelerate and automate many of the manual processes that were previously performed by these units via emails. This resulted in significant time savings, increased efficiency, and ultimately faster response and resolution time for our schools, parents and communities.

School Amalgamation Project

The three SCS school amalgamation projects - St Vincent's College Ashfield, Sacred Heart Catholic Primary School Matraville, and Corpus Christi College Maroubra were complex and challenging that required careful planning, coordination, and technical expertise to ensure their success. The ITSI Network services team played a crucial role in this process by providing the necessary technical support and guidance throughout the various stages of the project.



TRANSFORMING SCHOOLS

BUILDING BETTER SCHOOLS

Capital Work Projects

SCS continued to develop and invest in the capacity of our schools infrastructure to create more contemporary learning environments and to meet enrolment demand. In 2022, over \$142 million was expended on school capital works and land acquisition. In addition SCS Spent \$51 million on school maintenance.

St Joseph's, Rosebery commenced construction in August 2022. The project will deliver a new two-stream co-educational primary school with anticipated completion in late 2023.

St Anthony of Padua, Austral is a multistage project, with the aim to deliver a K-12 school. Stages 1 to 3 accommodating Years K to 4 was completed in December 2022. The state-of-the-art specialised learning areas include spaces for engineering, creative arts, food technology, visual arts and multi-recreational sporting facilities.

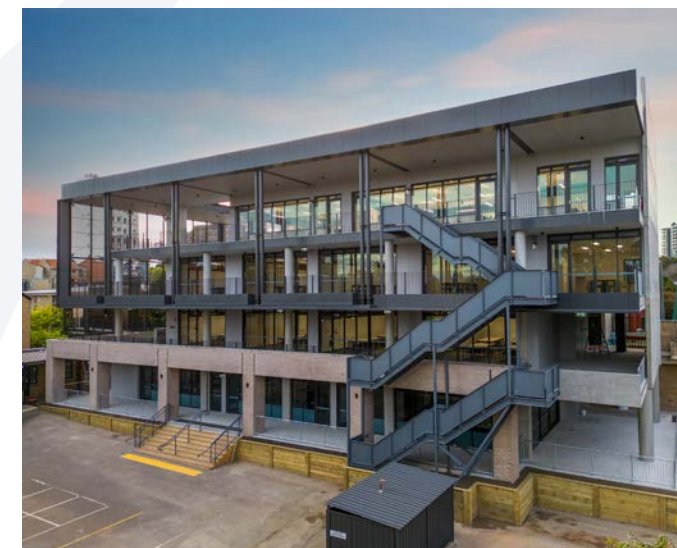
System Performance Directorate have initiated and collaborated with school communities on the following repositioning strategic projects:

Eastern Shire Project

The Eastern Shire Precinct project focuses on the reimagining, redevelopment and rebranding of the three Eastern Shire secondary colleges. In anticipation of all three colleges becoming Year 7-12 schools from 2024, repositioning commenced for De La Salle College Caringbah (single sex boys) and Our Lady of Mercy College Burraneer Bay (single sex girls) and De La Salle College Cronulla (co-education) being renamed as St Aloysius Catholic College Cronulla. The precinct will deliver improved choice for families in the Sutherland Shire, with personalised, innovative and flexible approaches to learning, enhanced interconnectivity and collaboration between students, teachers and leadership teams across the network.

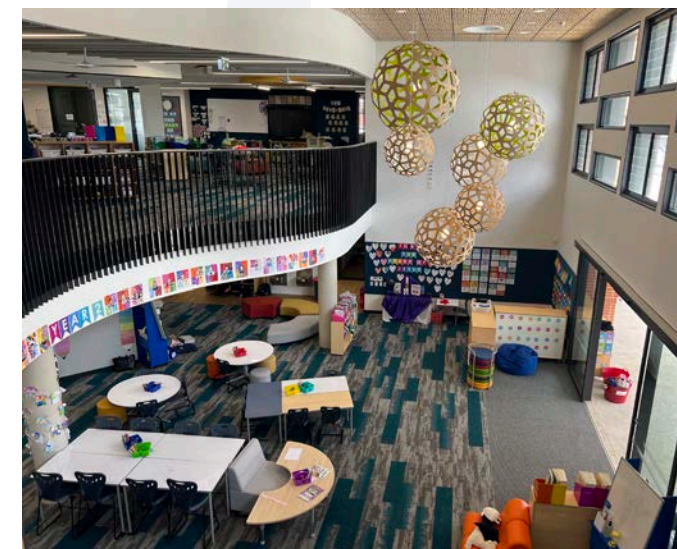
St Vincent's Ashfield K-12 Project

The creation of St Vincent's Ashfield, a K-12 co-educational college, through the amalgamation of Bethlehem College, De La Salle Ashfield and St Vincent's Catholic Primary School, provides a unique Catholic K-12 school opportunity. Given its proximity to Ashfield station, it is accessible for students from Sydney's Inner West and beyond. The creation of St Vincent's College has as a central aim to develop students who will influence and help create and shape a better world. The new college anticipates wide ranging connections to higher education institutions, not for profits, the private sector and Catholic charitable organisations.



▲ Marist College North Shore

▼ Sacred Heart Catholic Primary School Matraville



Sacred Heart Catholic Primary School Matraville Project

The creation of Sacred Heart Catholic Primary School Matraville came about as a result of amalgamating St Agnes Catholic Primary School Matraville and Our Lady of the Annunciation Catholic Primary School Pagewood. The new Catholic K-6 Primary school, situated at the Matraville site, has state-of-the-art facilities and represents a significant revitalisation of primary schooling in the area. The Pagewood site is currently being redeveloped to accommodate an expanded 7-12 co-educational college on the site, Corpus Christi College Maroubra.

INCOME AND EXPENDITURE

Sydney Catholic Schools total income for 2022 was \$1,280 million, including \$999 million in Commonwealth and State Government grants. The total operating costs including salaries are \$1,239 million.

INCOME AND EXPENDITURE	2022 \$'000
Revenue	
Government grants	999,582
Fees and charges	242,080
Finance and other income	38,731
TOTAL REVENUE	1,280,393
Expenses	
Employee related expenses	857,955
Operating expenses	267,733
Depreciation and amortisation	88,295
Finance and other expenses	25,557
TOTAL EXPENSES	1,239,540
NET OPERATING SURPLUS	40,853



PLANNING AND FACILITIES

CAPITAL PROJECTS	2022 \$'000
Marist College, NORTH SYDNEY	14,191
St Anthony of Padua Catholic College, AUSTRAL	13,046
Sacred Heart Catholic Primary School, MATRAVILLE	7,719
St Joseph's Catholic Primary School, ROSEBERY	7,293
Regina Coeli Catholic Primary School, BEVERLY HILLS	5,031
St Joseph's Catholic Primary School, COMO	4,214
Trinity Catholic College, AUBURN	3,683
Eileen O'Connor Catholic College, LEWISHAM	3,584
Corpus Christi College, PAGEWOOD	2,980
St Ursula's College, KINGSGROVE	2,054
Our Lady of Fatima Catholic Primary School, CARINGBAH	1,980
St Michael's Catholic Primary School, DACEYVILLE	1,476
St Ambrose Catholic Primary School, CONCORD WEST	1,334
St Patrick's Catholic Primary School, MORTLAKE	1,206
Marist College, PENSHURST	1,043
Good Samaritan Catholic College, HINCHINBROOK	1,026
Land acquired for schools	3,257
Refurbishment of school facilities	64,878
Other capital expenditure	7,042
TOTAL CAPITAL INVESTMENTS DURING THE YEAR	147,037

ENQUIRIES AND MORE INFORMATION



Sydney Catholic Schools

Level 23, 680 George Street Sydney NSW 2000 P 9569 6111
sydcatholicschools.nsw.edu.au