



2008 Annual Report to the School Community

Academy of Mary Immaculate

Registered School Number: 467

College Contact Information

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Our College Vision



Established in 1857

- Respect for and openness to people of all cultural and religious backgrounds
- Independence of spirit and connectedness to the wider community for the common good.

Our Vision

The Academy of Mary Immaculate is a vibrant learning community grounded in the spirit and tradition of Mercy. At the Academy young women develop a strong sense of social justice within a culture of educational endeavour and individual empowerment.

Our Mission

The Academy of Mary Immaculate educates young women to develop knowledge, skills and attributes that will empower them as global citizens of the 21st Century. The College is faithful to the teachings of Jesus, the mission of the Catholic Church and the spiritual tradition of the Sisters of Mercy. We strive to form centred women who are resilient and who have a sense of social responsibility in the tradition of Mercy.

Centred women...

Are women of integrity. Confident, passionate, and faith-filled, they give and command respect.

Resilient women...

Experience joy and sorrow as part of life's journey. They face the challenges of life with courage.

Mercy women...

Possess a sense of social responsibility as caring and compassionate carriers of the Mercy tradition. Their spirituality leads them to live faith-filled active lives of service to others.

Our Values

At the Academy we value

- the development of a spiritual identity within the Catholic context
- Commitment to the charism of Catherine McAuley and the compassionate works of the Sisters of Mercy
- educational excellence that inspires and expands the mind
- The understanding that learning is a lifelong journey
- Personal commitment to social justice and educational opportunities for all

College Overview

The Academy of Mary Immaculate is the oldest girls' secondary school in Victoria, having been established by the Sisters of Mercy in 1857. The foundress of the Academy of Mary Immaculate was Mother Ursula Frayne.

From 1857 until the present day, the Academy has existed on its original site in Nicholson Street, Fitzroy. Mother Ursula Frayne is buried on the site. While the College is rich in history and tradition, it also provides a modern and dynamic environment to lead the students into the future and prepare them for their life journey.

The College endeavors to promote the Catholic philosophy and to provide an environment in which the girls develop spiritually, physically, emotionally and intellectually, according to the Gospel of Jesus Christ.

The College offers a most comprehensive range of subjects both academic and practical.

The College caters for approximately 650 students from Years 7 – 12 who come from a wide area of Melbourne.

A Mercy School

The College is one of several Catholic secondary colleges in Victoria owned and administered by the Sisters of Mercy.

As a community of believers, each Mercy school strives to proclaim the message of Jesus through the distinctive spirituality of the Sisters of Mercy. This spirituality is marked by faith in Jesus Christ, commitment to the primacy of love, an understanding of the world informed by faith and the celebration of the eucharist in union with the poor and suffering. It is also marked by a devotion to Mary, Mother of God and Mother of Mercy, a trust in God's loving providence, a respect for the dignity of the human person and a strong sense of social justice.

Each Mercy Secondary School strives to reflect in its structures, curriculum and practices and in the quality of the relationships within it, the particular spirit of mercy with Jesus lived and taught. Each school endeavors to reflect its commitment to these values by expressing its unity and solidarity with the poor, the unemployed, the distressed and the marginalized through its service to the community. Through their faithfulness to the spirit of Catherine McAuley's vision, Mercy schools work to provide a Catholic Education which enables the formation of

the whole person imbued with those values which Catherine exemplified.

And the Challenge today remains the same - to integrate successfully in the light of the Gospel all the different aspects of human knowledge and the formation of those Christian virtues which will enable the students to live a full life in Christ. This challenge calls forth the very best that is in all of us - parents, students, staff and all those who contribute to the growth of the College.

Principal's Report

Prospective parents and students who wish to find out more about the Academy are invited to come on a "Talk and Tour". Invariably at the end of the "Talk and Tour" the comment is made - "We often wondered what was behind the walls!" and it is gratifying to see that parents and students are equally impressed by what they discover. As one father, so aptly, described it "The Academy is a hidden treasure".

And what is behind the walls.....???

First of all there is a palpable sense of community – the AMI community - 640 students and 85 staff, united by a rich and powerful history, a distinctive ethos, shared values and a vibrant spirit. United, too, by the desire to be an outstanding educational institution and to be a place where all members feel welcome, respected and supported.

A sense of community just does not happen. It is a product of many years, many stories, of joys and sorrows lived, of energy harnessed, of vision shared, of challenges accepted and surmounted.

And this community, this Academy of Mary Immaculate community, is now well and truly focused on the future. A community that looks inward will surely die but a community that looks outward, one that is open to change and challenge and seeks to redefine itself to embrace the needs of an ever changing world can be a powerful voice in society and has much to offer today's world.

During this year, the first year of the post 150th era, the focus of the AMI community has been very much on the future, the next 150 years. The theme of 2008, "Creating Our Tomorrows Today" has been another catalyst, another reminder of the exciting journey ahead.

Our new Vision, Mission and Values Statement, officially launched on Mercy Day 2008, provides guidance and direction for the future. The rearticulation of our Vision and Mission and the reflection on our shared values has provided us with a path forward.

Our Facilities Masterplan and Strategic Plan provide further direction.

Could I take this opportunity to thank all members of the AMI community – staff, students, parents, School Council members, Past Pupils and the Sisters of Mercy, Fitzroy, for their contribution and support this year.

President John F Kennedy once stated:

"Change is the Law on Life.
And those who look only to the Past or the Present
are certain to miss the Future"

The future will not be missed by us. Rather, it will be embraced. The journey ahead beckons!

**Sr Mary Moloney rsm
Principal**

Church Authority Report

Governance

The Melbourne Congregation (ISMA) is involved with seven fully sponsored and two co-sponsored secondary schools in Victoria. Mercy Secondary Education Inc is the delegated authority responsible for operating the seven sponsored schools but also assists the Congregation Leader in offering advice, expertise and services in fulfilling her role as one of the Governors of the co-sponsored schools. In addition MSEI supports the works and promotes the Mercy ethos in the eleven Mercy affiliated schools across Victoria and Tasmania.

Mercy Secondary Education Inc (MSEI), is the delegated authority which oversees the operation of the education ministry of the Sisters of Mercy, Melbourne Congregation. In 1997, MSEI was established by the Congregation Leader and Council under Victorian State Legislation in compliance with the *Associations Incorporation Act 1981*. Through its Board of Management, MSEI is responsible for the governance and operation of the seven Mercy sponsored schools owned by the Congregation.

The management role of the Board of Mercy Secondary Education Inc is confined to the seven sponsored schools and sets policies, appoints Principals, approves senior leadership positions and fulfils due diligence in the area of finance and audit management, capital development, risk management and litigation.

The existence of the MSEI Association gives strength, support and solidarity to each of the member Mercy schools - staff, students, School Councils and parents – as the work of Mercy Education continues into the future.

College Board Report

Role of the School Council

- To act as a consultative council for the School and the Principal in the provision of Catholic education by the School.
- To act as an advisory body to MSEI as and when required.
- To assist the Principal and staff, when requested by the Principal in policy making, including the formulation of the Vision and Mission Statements of the School.
- To assist in the preparation of the School budget and to recommend its adoption.

- To provide advice concerning the financial administration of the School.
- To give such practical support to the School as it is able in matters such as capital development, the maintenance of School facilities and equipment.
- To take part in the strategic planning for the future operations of the School
- To liaise between the School and parents of students of the School including parents individually and parent organizations.
- To assist generally in developing relationships between the School and the parents.
- To develop relationships between the School and the community.
- To facilitate the welcome of parents and children new to the School.
- To develop strategies for the local promotion of Catholic education.
- To co-ordinate or maintain general supervision of fund raising activities for the benefit of the School in association from time to time with any auxiliary bodies associated with the School.
- To develop permanent fund raising structures including where circumstances permit the establishment of a foundation upon terms and conditions as may be approved by MSEI.

Council Focus for 2008

- Contribution to formation of new Vision, Mission and Values statement
- Contribution to development of College Strategic Plan
- Development of Masterplan
- Review of College Financial Performance for 2008 and budget for 2009.

Focus for 2009

- Vision, Mission and Values statement– 12 months on
- Marketing and Enrolment
- Strategic Plan
- Master Plan
- School Improvement Framework
- Curriculum
- Parent/family involvement
- Girls education – Inner City
- SWOT Analysis
- School Uniform

Mr James Baker, Chair

Education in Faith

RELIGION AND SPIRITUALITY

The religious dimension of Christian life and experience underpins every aspect of life at the Academy.

We endeavour to develop in each student a spirituality and an ethical framework that enables her to live a faith-filled, active life. This spirituality, based on the witness of Jesus and the role modeling of both staff and students, is respectful of diverse faith traditions and cultures and is lived with a generous spirit of service for others.

We are committed to providing our students with experiences that help them to explore and extend their faith, to carry on the tradition of Mercy and to pursue authentic decision-making.

Catherine McAuley's charism, exemplified in the spirit and tradition of Mercy, is brought to life in our encounters within the classroom, our sacramental moments and our commitment to social justice.

CATHOLIC IDENTITY

Goal: The Academy affirms and proclaims its Catholic identity while respecting the personal spirituality of each community member.

OUTCOMES

- A shared understanding by all members of the Academy community of its Vision, Mission and Values.
- The faith and spirituality of each member of the College community being nurtured and supported.
- A community hallmarked by respect and openness to people of all cultural traditions and religious backgrounds.

MERCY CHARISM AND TRADITION

Goal: The Academy is a Mercy community that calls all members into its charism, values and tradition.

OUTCOMES

- A community grounded in the spirit and tradition of Mercy.
- Accessibility to the history of Mercy as it has been lived at the Academy.
- Young women who possess a strong sense of social responsibility and a commitment to social justice.
- An education that critically examines society's values and nurtures the spiritual, personal and

academic growth of its students, preparing them for a faith-filled, active life of service.

Our College documentation and publications – Vision, Mission and Values Statement, Newsletter, Academian Magazine, College Website, Academy Alumnae provide information about aspects of College life that exemplify who we are and the living out of our ethos and mission.

These include:

- A formal Religious Education Program in Years 7 to 12
- Retreats and Reflection Days
- Mercy Day – to celebrate our history and our ethos
- School liturgies, prayer services
- Justice Group
- Pastoral Care Programs
- Full time College Counsellor
- Careers Counsellor
- Peer Support and Peer Mediation
- Leadership Opportunities
- School Camps
- Learning Support Department for students with specific individual learning needs.

Learning and Teaching

LEARNING AND TEACHING

We are committed to a tradition of scholastic excellence and the provision of a wide range of co-curricular opportunities. We respect the right of each person to be a learner and we capitalize on individual differences to maximize student engagement.

Among the hallmarks of successful learning and teaching at the Academy are the development of a well rounded set of skills and attributes in each student and the capacity for each one to take considered risks.

At the Academy passionate, talented and committed staff members contribute to a culture of learning and teaching that invites students into the educational endeavor. This endeavor encourages the sharing of existing knowledge and learning strengths, but also challenges all to engage with new knowledge, new methodologies and new conceptual frameworks.

A life-long love of learning is fostered through students and teachers both engaging with ideas, people and concepts that inspire creative processes and responses. Such processes and responses encourage the innovative use of information and communication technologies in all fields of study.

When a young woman leaves the Academy she is well prepared to make a mature transition to further study or the workplace.

A VIBRANT LEARNING COMMUNITY

Goal: The Academy is a vibrant learning community which equips all members for the promise and challenge of a constantly evolving future.

OUTCOMES

- A community that fosters a lifelong love of learning.
- A personalized learning environment that equips each student to be a centred, resilient woman of Mercy and compassion.
- Young women who are empowered, able to exercise leadership and to make a contribution to society.
- Students who are competent, knowledgeable, experienced with information and communication technologies, and globally literate.
- Programs that promote excellence and encourage all students to strive to fulfill their potential and to achieve success.

Proportion of students meeting national benchmarks

In 2008 all Year 7 and year 9 students throughout Victoria were involved in state wide testing based on NAPLAN (National Assessment Program – Literacy and Numeracy).

<u>Year 7</u>	2008	2007	2006
Reading	99%	99%	98%
Writing	100%	100%	100%
Spelling	96%	N/A	N/A
Grammar & Punctuation	98%	N/A	N/A
Numeracy	99.0%	84.8%	88.7%

Year 9

Reading	99%	N/A	N/A
Writing	98%	N/A	N/A
Spelling	98%	N/A	N/A
Grammar & Punctuation	100%	N/A	N/A
Numeracy	99.1%	N/A	N/A

Average Standardized Results

The median score achieved by Year 9 students in reading, writing, spelling and numeracy statewide tasks as assessed by the NAPLAN data.

Year 9 Reading	5.54%
Year 9 Writing	5.04%
Year 9 Spelling	5.43%
Year 9 Numeracy	4.87%

The median score is the middle score obtained by Year 9 students at the College ie. When all the schools are ranked from highest to lowest, half the scores will be above and the other half will be below the median. Therefore the median score represents the average standard level achieved by Year 9 students at the College. Generally the median score is between 4.5 and 6.0.

VCE Outcomes 2008

VCE Median Score	31
VCE Completion	99%
VCAL Completion	100%

Year 9 – Year 12 Retention

Proportion of Year 9 students retained to Year 12 - 93.4%

Post School Destinations

Information on destinations of students after leaving the school.

Tertiary applications and Offers	
Any tertiary offers %	98
University offers %	78
TAFE ./ VET offers %	28
Tertiary applicants (actual number)	86

Student Wellbeing

STUDENT MANAGEMENT & WELL-BEING

We believe effective student management and well-being respects and embraces individual and cultural differences and occurs in a climate of mutual respect and support.

We ensure each young woman is recognised, cared for and supported in developing to her full potential.

As a staff we make every effort to apply rules and procedures justly and consistently. We support our students in their discovery of life's joys and sorrows. We encourage them to laugh and find humour in life, to look for the good in themselves and in others and to forgive themselves as well as others.

In our pastoral and organisational structures we seek to uphold mercy as the key quality of caring and progressive young women who are empowered to respond confidently and generously to their own needs and those of others.

COMMITMENT TO WELL-BEING

Goal: The Academy staff works together in a cohesive and supportive environment. Pastoral responsibilities, professional skills and expertise enrich each student's educational experience and her family's relationship with the College.

OUTCOMES

- A community where the well-being of its members is nurtured by all.
- A community that fosters resilient young women.
- Staff members who embrace the philosophy that they are first and foremost educators of the whole person.
- Each student's family is appropriately informed, included in regular communication from the College and encouraged to be involved in College life.

Student Attendance

At the Academy of Mary Immaculate roll marking is completed by an electronic roll marking system. Rolls are completed by homeroom teachers in Morning and Afternoon Homeroom and by subject teachers at each timetabled lesson. Students attendance is reported as a percentage based on the number of minutes present in class.

The average attendance rate for students at the Academy of Mary Immaculate 95.15%

This includes students who experienced long term illness and others who were on extended holidays.

Leadership and Management

RESOURCE MANAGEMENT AND SUSTAINABILITY

The Academy has a strong heritage and a long tradition of faith, adaptability and courage.

The wisdom, experience and expertise of all staff members make an enduring contribution to the collective consciousness and the rich story of the Academy. Each staff member's knowledge and skills add value to the educational experience of each student and to her family's relationship to the College.

We are enriched by the presence of the Sisters of Mercy in the Academy convent who play a vital role in College life.

The stewardship of resources and care for the environment are the responsibility of each member of the College community.

A well-devised Master Plan and maintenance strategy utilises the College's resources in a manner that maximizes their full value.

In the long term, we are committed to sustainability – in our buildings and our practices.

RESOURCE MANAGEMENT

Goal: The Academy manages its resources to ensure the provision of quality education.

OUTCOMES

- A community of professionals who each exercise stewardship for the common good.
- The successful implementation of the Master Plan which provides an inviting, comfortable and appropriate learning environment.
- A stable enrolment.
- Enduring financial viability.
- Prudent risk management.
- Sufficient capital to meet the financial demands of the College.
- A scholarship program that supports need and acknowledges student achievement and endeavour.

Staff Attendance

The average attendance rate per staff member.

Teaching Staff	86.24%
Non teaching staff	97.37%
All staff	89.22%

In 2008 there were a number of staff on extended leave – eg maternity leave, long service leave,

leave without pay – the figures above need to be understood in that context.

Staff Retention

The proportion of teaching staff retained from the previous year - 74.19%

The staff retention figure reflect circumstances such as

- retirement of teachers
- teachers moving on to other schools to further their careers
- staff not retained after completing their contract position.

Teacher Qualifications

The teachers employed in 2008 had the following qualifications.

Masters Degree	5.71%
Graduate Diploma	35.71%
Graduate Certificate	8.57%
Bachelor Degree	84.29%
Advanced Diploma	32.86%

Professional Learning

Professional Learning is strongly encouraged at the Academy of Mary Immaculate and significant resources are allocated to support all staff in their professional learning.

All staff are encouraged to know the value of life long learning and model this concept to the students.

The professional learning undertaken by staff consists of internal and external professional learning. Some of the areas in which professional learning took place were : Religious Education, pastoral care, student welfare, teaching and learning, occupational health and safety, learning technology. Members of each department also undertook professional learning in their own subject area, eg. Mathematics, Science etc.

Administration staff also undertook professional development in 2008.

In 2008 the College expenditure per teacher on professional learning was \$960.86.

College Community

A WELCOMING COMMUNITY

Goal: The Academy is a community where all members experience welcome and connectedness to the College.

OUTCOMES

- All members of the College community understand their role in creating community and their responsibility for extending welcome and hospitality.
- Each student understands her rights and responsibilities as a community member.
- The Sisters of the Nicholson Street Community enrich the life of the Academy.
- An engaging transition process.
- An effective staff induction process.
- An active Past Pupils' Association.
- A positive and engaged parent body focused on the Academy's Mercy identity and educational priorities.

Parent, student and teacher satisfaction

The Academy of Mary Immaculate is a community in every sense of the word. Our College Vision Statement captures that sense of community *"The Academy of Mary Immaculate is a vibrant learning community grounded in the spirit and tradition of Mercy. At the Academy young women develop a strong sense of social justice within a culture of educational endeavour and individual empowerment."*

We are united by a rich and powerful history, the distinctive ethos of the Mercy spirit and shared core values.

Enrolments at the College are steady and the students are very proud of their College and enjoy coming to school. Students have made it very clear that "the best day of the school year is Mercy Day" – the day where all members of the College community come together to celebrate Mass followed by a day of shared fun activities.

Parent satisfaction was demonstrated through the following:

- Informal and formal feedback
- Year 12 Parent Exit Survey
- Parent / Teacher interviews
- Enrolment Interviews
- Attendance at Information Evenings
- Active and committed Parents' Association
- Attendance at Special Events organized by the Parents' Association, eg. Year 7 BBQ, Mothers' Day Film Night, Fathers' Day Breakfast etc.

- Support of parents for College activities – Masses, Concerts, etc.
- Financial support through Parents' Association Fundraising.
- General involvement of parents in the life of the College.

Teacher satisfaction was demonstrated through the following:

- Strong commitment to the Vision, Mission and Value Statement and the Mercy Ethos.
- Commitment to and support of Pastoral and Co-curricular activities.
- Ongoing involvement in Professional development opportunities.
- Annual Review Meeting with the Principal.
- Appraisals of teachers in position of leaderships.
- Involvement of teachers in review groups eg. Curriculum review
- Informal and formal feedback.

Student satisfaction was demonstrated through the following:

- Strong commitment to the Mercy Ethos.
- Active involvement in the life of the College.
- Participation in Co-curricular and other activities.
- Committed and dedicated SRC Leaders and Sports Leaders.
- Ongoing support for student initiatives especially in the Social Justice Area.
- Year 12 Exit Survey
- Informal and formal feedback.
- Articulated pride in being a member of the Academy of Mary Immaculate community.

Financial Performance

Financial Performance for the year ended 31 December 2008

(The information for this section is from the VRQA Financial Report tab on your AFS.)

Reporting Framework	Accrual \$
Recurrent income	Tuition
School fees	1,433,498
Other fee income	537,430
Private income	231,538
State government recurrent grants	1,006,943
Australian government recurrent grants	3,470,118
Total recurrent income	6,679,527
Recurrent expenditure	Tuition
Salaries, allowances and related expenses	5,312,036
Non salary expenses	1,894,383
Total recurrent expenditure	7,206,419
Capital income and expenditure	Tuition
Government capital grants	225,080
Capital fees and levies	160,153
Other capital income	1,350
Total capital income	386,583
Total capital expenditure	321,721
Loans (includes refundable enrolment deposits and recurrent, capital and bridging loans)	Tuition
Total opening balance	0
Total closing balance	0

Note that the information provided above does not include the following items:

System levies charged to individual schools, intra-systemic transfers and diocesan supplementary capital fund (SCF) supported borrowings for primary schools. The information provided is not comparable with other educational sectors. The Department of Education, Employment and Workplace Relations (DEEWR) is in the process of reviewing the Financial Questionnaire (FQ) during 2009, that may ultimately change the method of reporting these exclusions.

Future Directions

The Strategic Plan - Goals and Outcomes - will influence the direction and priorities of the Academy of Mary Immaculate until 2014.

At all times we will endeavour to walk in the footsteps of Mother Ursula Frayne.