

Annual School Report

2019 School Year

Newman Senior Technical College, Port Macquarie



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About this report

Newman Senior Technical College is registered by the NSW Education Standards Authority (NESA) and managed by the Lismore Catholic Schools Office (CSO), as the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The *Annual Report to the Parish School Community* for this year provides the parish school community with fair, reliable and objective information about school performance measures and policies, as determined by the Minister for Education.

The *Report* also outlines to the parish school community information about initiatives and developments of major interest and importance and the achievements arising from the implementation of the school Improvement Plan.

The *Report* demonstrates accountability to the Federal and State Government regulatory bodies, the parish and school community and the Catholic Schools Office (CSO). This *Report* has been approved by the CSO which monitors school processes to ensure compliance with all NESA requirements for Registration.

This *Report* complements and is supplementary to school newsletters, yearbooks and other regular communications. The *Report* must be available on the school's website by 30 June 2020 following its submission to NESA.

The contents of this *Report* may be tabled for discussion at various parent forums and all information is public.

Further information about the school or this *Report* may be obtained by contacting the school on 02 6580 3800 or by visiting the website at www.newman.nsw.edu.au.



1.0 Messages

1.1 Principal's Message

The primary purpose of Newman Senior Technical College is to support the members of the parish community in providing a faith formation for their children. The College fosters a commitment to the individual person and provides opportunities for vocational, academic, cultural and sporting achievement. Newman Senior Technical College offers students a quality Catholic education based on the teaching of the Church and within the context of a strong faith community.

Our College continued to provide many opportunities for the students to excel in Vocational Education and Training, academic, cultural, and sporting areas. All of these areas combined to ensure that our College's mission was lived out daily in the life of the College.

The students' achievements and accomplishments were showcased throughout 2019. Student work was proudly displayed in classrooms, on school noticeboards and in the school office. School achievement was highlighted and celebrated at many school assemblies. Our focus was to continue to build on the reputation that Newman Senior Technical College has earned as an exemplary school. The following list provides an indication of the school's academic achievements. In 2019 the school:

- Celebrated the successful achievement of a Year 12 student being awarded the " Australian School-based Apprentice/Trainee of the Year". Further to this achievement, two students were finalists in the NSW School-based Apprentice/Trainee of the Year Award and a finalist for VET in Schools Student of the Year.
- 20 students gained admission to University Bachelor degrees in Nursing, Paramedics, Criminal Justice, Social Science, Education K-12, and Business Studies.
- Entered 88 students into School-based Traineeships/Apprenticeships across 25 different vocations.
- Students collectively completed in excess of 75,000 hours of workplace learning.
- Achieved 18 medals in the 2019 WorldSkills NSW VET in Schools Regional Competition. As a result, eight students qualified to compete in the National WorldSkills Final in Perth in 2020 across seven different frameworks.

There were many opportunities throughout the year for our school to be represented at community and cultural events. The following list provides an indication of the school's cultural program and community involvement. In 2019 the school:

- The Anzac Day March that was ably represented by the College Captains, Student Representative Council Members and a large group of students and staff.
- Newman Construction students completed an outdoor music classroom at St Agnes Primary School contributing to the parish school community.
- Open Night at the College attended by approximately 600 people from the community.
- Our Student/Representative Council leading fundraising and community projects such as Orange Sky Laundry, Shave for the Brave - (Mid North Coast Cancer Institute), RUOK Day, Ash Wednesday Services, Family Breakfasts and Pink Stumps Day. These are all examples of the extra opportunities that allow us all to bond together into a caring community valuing everyone.
- Naidoc events attended by students from the College community. This years theme was 'Voice. Treaty. Truth. Let's work together for a shared future'. The event provided a time for us to come together to share and acknowledge Australia's truthful understanding of the history and the story of colonisation.

Students performed well at various sporting events throughout the year. The following list provides some examples of sporting highlights. In 2019:



- Newman College was represented at a variety of Diocesan, NSWCCC and All Schools sporting events.
- A Newman College student achieved an honorable Sporting Blue for his success in Athletics - Javelin.
- Teams competed at Diocesan level in Swimming, Athletics, Cross Country, Netball, Basketball, Football (Soccer), Touch Football and Volleyball.
- Newman students were selected to represent the Lismore Diocese at NSWCCC Touch Football.
- The Newman College Boys' Rugby League Team was awarded the Harry Wells Shield for the Under 16's and were the 2019 Open Country Cup North Coast Regional Champions.
- The Newman Girls' League Tag Team won the Mid North Coast League Tag competition, moving on to compete at Far North Coast.
- The Newman Girls' Hockey Team competed at NSWCCC level in Newcastle.

There were many people who assisted in the school's quest for excellence. In particular, special thanks are extended to the parent body and the school staff for all their generous efforts. Newman Senior Technical College is indeed blessed to have such dedicated and enthusiastic people supporting the school.

Mark Nunan
Principal

1.2 A Parent Message

The Parent Consultative Committee (PCC) is a representative body working in close consultation with the St Agnes' Parish Secondary Schools (SAPSS) Leadership Team and the Parent Assembly. The key to the success of the Parent Consultative Committee is in its name.

The PCC is a reference group, an advisory body, and a sounding board for all manner of issues relating to the education of our children. The committee consists of parent representatives from each of the secondary schools (MacKillop College, St Joseph's Regional College, and Newman Senior Technical College), along with the Principals of each school and Co-ordinating Executive Officer for Parish Education and Training - Stephen Pares.

The PCC is a forum offering its members the chance to 'stay in touch' with happenings across the secondary schools. At its regular meetings, the PCC is updated on a range of initiatives undertaken across the Parish schools, and Principals have sought the parent perspective on a host of issues, ranging from fundraising projects to the look and feel of classrooms of the future.

In recent years, members of the PCC have seen impressive capital works projects come to fruition and the revitalisation and re-purposing of existing infrastructure. This is our school fees in action. If you haven't visited our schools lately, I would encourage you to do so as it is very exciting to witness these improvements. Each of our School Principals extends an invitation to parents and carers to contact them to organise a tour. It is a great opportunity to see what has been achieved.

Throughout the year, our parent representatives are kept informed of happenings at each school through regular reports provided by each Principal. Other items that have been discussed included Enrolment Information evenings, the Proclaim Parents' Forum, Workplace Health and Safety, Parent Assembly activities, and the Learning for the Future Program.

We are very fortunate that parental involvement such as this is sought by the SAPSS Leadership Team - and acted upon. This further demonstrates the value of a group such as the PCC.



With another school year well underway, you can be assured that the PCC will continue to advocate, engage, facilitate, plan, and achieve on behalf of students, families, and the broader school community.

I would encourage parents who wish to contribute ideas, discuss concerns, or provide feedback on any issue relating to our secondary schools to please contact our Leadership Team, Stephen Pares, or myself.

Mrs Lynn Lelean
Chair
St Agnes' Parish Parent Consultative Committee

2.0 This Catholic School

2.1 The School Community

Newman Senior Technical College is located in Port Macquarie and is part of the St Agnes' Parish which serves the communities of Port Macquarie, Wauchope, Kempsey, Crescent Head, Bonny Hills, Lake Cathie, Laurieton and Kendall, from which the school families are drawn.

Last year the school celebrated 40 years of Catholic education.

The parish priest Father Paul Gooley is involved in the life of the school.

Newman Senior Technical College is a parish school with strong links to the parish family. The school aims to involve the children and their families in the life of the parish through activities such as:

- Staff and student participation at Mass and hosting of Sunday Mass morning teas.
- Completion of small building projects and some minor maintenance work for Parish entities.
- Support and representation of the Parish Education Council.
- A strong and effective working relationship with our Parish Priest.
- A collegial relationship with St Agnes' Parish Secondary Schools.

Father Peter Wood ably supports the work of the Parish Priest as the Chaplain of the College.

The parish school uses the mandated Diocesan Religious Education curriculum and the resource text "To Know, Worship & Love". Catholic life and culture permeate school life with two and a half hours of religious education taught formally each week. The Diocesan Daily Prayer guidelines support the school's prayer life. The aims and direction of our parish school are guided by *Catholic Education in the Diocese of Lismore, Foundational values for Catholic Identity and Mission*. This Framework underpins all policy, planning, roles and processes within the parish school. Our aim is to increasingly integrate the essence of this statement into all aspects of school life. Religious Education is given priority in our school and classroom curriculum and planning.

The parish school Mission Statement highlights the nature and calling of the school.



2.2 School Enrolment

Newman Senior Technical College caters for children from Years 11 to 12. The following table indicates the student enrolment characteristics:

| | Year 11 | Year 12 | TOTAL 2019 | TOTAL 2018 |
|---------------------|---------|---------|------------|------------|
| Male | 129 | 68 | 197 | 172 |
| Female | 77 | 66 | 143 | 141 |
| Indigenous * | 27 | 8 | 35 | 23 |
| EALD * | 0 | 0 | 0 | 0 |

** count included in first two rows*

NB: EALD refers to students who have English as an Additional Language or Dialect.

2.3 Student Attendance

In order for students to reach their full potential, it is important that they attend the College regularly. Whilst it is the parents' legal duty to ensure their children attend the College regularly, staff monitor attendance each day as a part of their duty of care. The Class Roll is marked every day and rolls are checked each week by the principal or their delegate. The College uses the attendance coding system adopted in all NSW schools. Unexplained absences are followed up promptly by staff. Parents are requested to provide a satisfactory explanation for an absence by means such as a written note, telephone call, SMS message, or email to the college preferably on the first day of absence and certainly within seven days. The principal is made aware of sustained student absences or absences reflecting a pattern. In these situations, the principal or a delegated staff member contacts the parent/guardian. Parents are encouraged to arrange medical and other necessary appointments outside College hours. Prolonged periods of absence occur from time-to-time for various reasons. In these cases, students and their parents meet with the principal to discuss the leave request.

The average student attendance rate for the school during 2019 is shown in the following table.

| Year 11 | Year 12 | All Years |
|---------|---------|-----------|
| 91.8% | 88.0% | 89.5% |

2.4 Teacher Standards and Professional Learning

All teachers employed by the School are qualified to teach in NSW. Additionally, all teachers at this School who are responsible for delivering the curriculum are accredited with NESAs. Effective from October 2007, the minimum qualification for a teacher in a systemic school in the Diocese of Lismore is a four year teaching degree. Teachers at this School are either accredited as conditional, provisional or proficient as defined by the *NSW Teacher Accreditation Act 2004*. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocese at these levels is as follows: Conditional 76 teacher(s); Provisional 120 teacher(s); Proficient 1635 teacher(s); Highly Accomplished 1 teacher(s); Lead 0 teacher(s). Teacher status at individual schools can be sourced directly from the School.

At this school there are 33 teacher(s) accredited with NESAs, 11 teacher(s) with recognised qualifications to teach Religious Education, 1 Indigenous staff and 36 non-teaching staff.

2.5 Teacher Attendance and Retention

The average teacher attendance figure is 94.5%. This figure is provided to the school by the CSO.



Significant staffing changes for 2019 included newly appointed Principal and Assistant Principal. At the commencement of the year, new staff members were also welcomed in the following areas/positions: Mathematics, English, Values & Ethics, Automotive, Construction, Electrotechnology, Metals and Engineering, Trainees and as Youth Ministry Officers.

2.6 Initiatives Promoting Respect and Responsibility

The school ensures that at every available formal and informal opportunity the values of respect and responsibility are promoted. We want every student to understand and appreciate that they are part of both the school and the local community.

The school models and teaches students about respect and responsibility in a number of ways:

The College's mission in promoting respect and responsibility can be outlined in three simple and succinct statements: Respect for Self - Respect for Others - Skills for Life. Students, teachers and parents are regularly reminded of the College's commitment to these and other College values by newsletter items, assembly messages and by the nature of our interpersonal relationships.

- During 2019 students and staff contributed generously to social justice appeals, including St Vincent de Paul and Caritas, Christmas Hamper donations, Shave for the Brave - PMBH Oncology Unit, Parish Spring into Summer and Socktober - Catholic Mission.
- The College GRIT Team Building Program - (Guts, Resilience, Initiative and Teamwork) encompasses the promotion of respect and responsibility by involving the whole College to take part in a Challenge Day.
- The values of respect and responsibility lie at the heart of Catholic Schools, and underpin all policies and procedures. Students, teachers and parents are regularly reminded of the College's commitment to these and other College values by newsletter items, assembly messages and by the nature of our interpersonal relationships. In 2019, the College held a special parent forum to address these and other values identified by the College community. Many of the awards presented to students throughout the year are indicative of these values. Respect and responsibility are fundamental to the school's restorative justice program.
- Work Readiness Program promotes respectful behaviour and responsibility in the workplace including personal presentation, appropriate telephone use, ability to communicate with employers and staff and the responsibilities involved in maintaining successful work placements.
- Year 11 students attended Bounce Up - A program developed to enhance personal resilience and integrity promoting students respectful behaviour.

2.7 Parent, Student and Teacher Satisfaction

The school uses a variety of methods to gauge parental, student and teacher satisfaction with school operations. The school understands the importance of regularly reviewing approval and satisfaction levels. Last year the following formal and informal opportunities allowed the school to test reaction to decisions, policy and school procedures.

- In 2019 the College participated in the School Improvement Planning (SIP) process supervised and supported by the Catholic Schools Office. SIP offers the College the opportunity to review all aspects of school life and plan ahead for the next three years. During the SIP process, a number

of staff, parent and student surveys and open meetings were conducted to gauge the opinion of all members of the College community.

- Informal parent events such as Family Breakfast and Parent Information evenings provide parents with the opportunity to convey their level of satisfaction to College staff.
- Parent/Teacher and Transition Interviews were held quarterly where dialogue is facilitated and feedback sought from families and students.
- The College comprehensively surveyed all students to gain feedback on the courses delivered and the culture within the College Community, including suggestions for areas of improvement.

3.0 Teaching and Learning

3.1 School Curriculum

The school provides a comprehensive educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Secondary Education. Students study NESA mandated and approved courses leading towards the Record of School Achievement (RoSA) Award. The school offers 25 Higher School Certificate (HSC) courses and 9 extension courses.

The parish secondary school's curriculum includes the following features:

- VET courses in Automotive, Business Services, Construction, Early Childhood Education and Care, Electrotechnology, Financial Services, Furniture Making, Human Services, Information and Digital Technology, Metal and Engineering, Retail Services, Tourism Travel & Events are offered to students. In addition to this, curriculum offerings include HSC specialisation courses in Automotive, Business Services, Construction, Early Childhood Education and Care, Financial Services, Human Services, Information and Digital Technology, Metal and Engineering and Electrotechnology.
- Students undertake regular workplace learning (one day per week and block periods). The Workplace Learning Program is instrumental in providing students with additional valuable technical skills, employability skills, employment opportunities and countless other benefits.
- A Learning Support Team that is integral to ensuring that students requiring additional support are catered for. The team's role is to support the College's responsibility to provide an inclusive program of study, extra-curricular activities and pastoral care. It is an interdisciplinary group that uses a systematic process to address the academic, social and emotional needs of the College community to enhance inclusion.
- The staff at the College aim to create an environment where Literacy and Numeracy standards are a high priority. The College conducts its own Literacy and Numeracy testing program each year and staff are committed to adopting the College's Literacy and Numeracy Policy.
- A strategic planning approach to Information Communications Technology (ICT) and the clearly articulated vision and purpose to authentically integrate technology into the curriculum is clearly evident in the College's operations. A key component of this is the Bring Your Own Device (BYOD) Program.
- The College has a Leader of Pedagogy whose role is to ensure that staff members are engaging in professional dialogue around their teaching practice. This is supported with contemporary research and guidance from the Contemporary Learning Framework that is a Diocesan initiative to guide teaching and learning innovation.

Newman College has an applied curriculum characterised by students gaining National Vocational Education and Training (VET) qualifications in conjunction with the Higher School Certificate. The pedagogy reflects the applied, practical curriculum delivered by industry qualified educators to reflect industry standards enabling students to transition to the workforce and tertiary education.



The parish secondary school offers a strong co-curricular program which includes student participation in:

- **The Food Project** - The Food Project provides an environment of togetherness and community. It offers a learning space for the Hospitality students enabling them to develop their personal capacity far beyond curriculum outcomes. The cafe stimulates the Catholic ethos of community where students, teachers, families, Parish organisations and local community groups have the opportunity to come together and be a part of the College's hospitality.
- **Sporting Opportunities** - Newman College offers a comprehensive sporting and co-curricular program with the opportunity for students to challenge themselves and to advance their skills through competing at Diocesan, State and National levels. Students who are more committed to their sport have the opportunity to study further as part of the curriculum through the Sport, Lifestyle and Recreation course. Newman has a partnership with the Rugby League giving the students the opportunity to complete the Refereeing Certificate as well as the Certificate I in Rugby League Coaching.
- **Gifted and Talented Students** - Gifted and talented students are identified through a number of mechanisms. These include the creation of specialisation or extension classes. Students who demonstrate that they are particularly gifted in key learning areas are provided with the opportunity to extend their skills and challenge themselves in their area of interest. Opportunities for challenge are provided through various Regional, State and National Competitions such as WorldSkills. Our success in the WorldSkills Competition has continued to reflect the emphasis we place on skill development and striving for excellence. Further to these opportunities, School-based Apprenticeships and Traineeships are offered to students who demonstrate a high level of aptitude and ability in their chosen career field. These opportunities extend student learning and development well beyond the HSC course opportunities.
- **Indigenous Awareness Activities** - Port Macquarie is home to the Biripai people. With 35 Indigenous students enrolled at Newman in 2019, the College recognises and promotes Indigenous Culture, Heritage and Survival. Recognition and promotion of activities are part of the annual community celebrations for NAIDOC and are available to the wider community to build bridges between indigenous and non-indigenous Australians. Indigenous students are further supported through the provision of an Indigenous Education Support Officer who ensures that support is provided to indigenous students through liaising directly with families on student progress, providing support in the workplace and assisting indigenous students to access external pathways and support.

3.2 Student Performance in National Testing Programs

3.2.1 NAPLAN

Not applicable to the college.

3.2.2 Higher School Certificate

The Commonwealth Government has set minimum acceptable standards for reading, writing and numeracy at particular ages. From 2020 all Year 12 students must reach a minimum standard of literacy and numeracy to receive the HSC. Students can demonstrate they have met the minimum standard by completing online tests in Reading, Writing and Numeracy from Year 10 until a few years after Year 12.

At Newman Senior Technical College, school and student performance are closely monitored. The Higher School Certificate is one means of gathering data on individual student and school achievement. School staff have participated in Catholic Schools Office information sessions on Data Analysis workshops.



The results of the school's Higher School Certificate candidature are reported below. The table provided shows the percentage of students who achieved in the top three bands and shows a comparison with results from previous years.

Higher School Certificate: Percentage of students in Bands 4, 5, 6

| | 2017 | | 2018 | | 2019 | |
|-------------------------------|--------|-------|--------|-------|--------|-------|
| | School | State | School | State | School | State |
| English Standard | 18% | 54% | 20% | 50% | 17% | 52% |
| Mathematics Standard 2 | 26% | 50% | 44% | 53% | 60% | 56% |

The non-ATAR, vocationally oriented nature of the College's model can from time to time see mixed results in the HSC. Student enrolment has tended to reflect a greater percentage of students whose focus is more on the applied VET courses. Standard English and Standard Mathematics results trended upwards in 2019.

3.2.3 Senior Secondary School Outcomes

The table below sets out the percentage of students undertaking vocational education training in their senior years as well as those attaining the award of Higher School Certificate (or equivalent vocational education and training qualification).

Senior Secondary Outcomes Year 12, 2019

| | |
|--|------|
| % of students undertaking vocational training or training in a trade during the senior years of schooling. | 100% |
| % of students attaining the award of <i>Higher School Certificate</i> or equivalent vocational education and training qualification. | 100% |

Newman College has a long standing success at the WorldSkills Competition making it the most successful school for many years at a Regional and National level. The 2019 Regional competition resulted in students achieving 18 Medals over seven different frameworks. As a result nine students have qualified to compete in the National Competition to be held in Perth 2020. The competition builds a skills culture, celebrates excellence and showcases vocational educational training.

3.2.4 Post School Destinations

Destination data is required to be collected by all schools for students beyond the compulsory years of schooling. This table is an easy way to represent the figures ensuring school and system compliance with this Federal requirement.

Each year the school collects destination data relating to the Year 12 student cohort. The table below sets out the percentage of students for the various categories shown.

Destination Data Year 12, 2019 Graduating Class

| University | TAFE / Other institutions | Workforce entry | Destination not reported |
|------------|---------------------------|-----------------|--------------------------|
| 11% | 21% | 66% | 2% |



3.3 Teacher Professional Learning

All teachers have been involved in professional learning activities during the year. These activities are designed to develop the professional skills and understandings of staff so as to improve student outcomes. Professional development can take many forms including whole-staff development days, subject specific in-services, meetings and conferences.

Whole staff development day professional learning activities in 2019 were:

| Staff Professional Learning Activity | Date | Presenter |
|--------------------------------------|------------|-------------------------|
| Curriculum | 22/07/2019 | Staff |
| School Improvement Plan | 22/07/2019 | Mark Nunan |
| Curriculum Pedagogy: Learning Spaces | 05/07/2019 | Staff |
| Safe on Social | 22/07/2019 | SAPSS |
| Anxiety Workshop | 05/07/2019 | my Learning |
| Proclaim - Hastings Cluster | 28/05/2019 | Jesse Manibusan |
| Twilight WHS/SALT/CPR | 02/12/2019 | CSO/Staff/JHI |
| School Improvement Plan | 29/04/2019 | Mark Nunan |
| Curriculum | 11/04/2019 | Staff |
| Staff Spirituality Session 1 | 12/02/2019 | Nicole Prior |
| Twilight - Staff Mass | 10/12/2019 | Staff Mass |
| Twilight: Staff Spirituality | 22/07/2019 | Staff |
| Twilight: Pastoral Care/Pedagogy | 29/04/2019 | Mark Nunan/Nicole Prior |
| Mandatory Child Protection | 14/10/2019 | Nigel McIntyre |

Additionally, staff attended either singly or in groups a range of professional development opportunities including:

| Activity | Staff numbers | Presenter |
|----------------------|---------------|-----------|
| VETAG Meetings | 4 | CSO |
| Online Short courses | 10 | Various |

The professional learning expenditure has been calculated at \$4081 per staff member. This figure has been calculated by the CSO and reflects expenditure on casual release days and professional development activities in particular categories.

4.0 School Policies

4.1 Enrolment Policy

Parish schools were established as places of educational excellence and places that transmit the faith, in the mission entrusted to the Church by our Lord Jesus Christ. They form part of a tradition of Catholic education provided by religious and lay teachers in the Diocese of Lismore for over 150 years. They also fulfill parents' rights to choose the schooling for their children which reflects their own faith, values, beliefs and hopes. Catholic schools have a particular responsibility to provide a Catholic religious education to children baptised in the Catholic faith and to support parents in honouring the commitments that they made on behalf of their children at baptism. The Catholic school is also "open to all who want to share its educational and faith goals inspired by Christian principles" (Congregatio de Institutione Catholica 2009). Most importantly, there is a special place in parish schools for those with the greatest need, especially in areas of lesser educational options or lower socio economic circumstances, and efforts should be made to encourage such enrolments, within the vision of the Bishop of Lismore for the poor.



Every new enrolment at Newman Senior Technical College requires parents to attend an enrolment interview. The interview provides an opportunity to learn more about the educational experience provided by the school, specific school procedural policies and current college expectations. The College's Enrolment Policy explains the Parish enrolment guidelines. A copy of the enrolment policy is located in the school office or it can be accessed on the school's website - [Newman Policy Link](#). There have been no changes to this policy this year.

4.2 Pastoral Care Policy

The College's Pastoral Care Policy is based on the principles of restorative justice and procedural fairness. The policy reflects the vision and mission of the Catholic Church and is characterised by safety, trust and mutual respect. To live out this policy the college has adopted various programs aimed at helping students value themselves and experience wellbeing. These include programs focusing on self-esteem, social relationships, moral development, vocational awareness, sexuality, anti-bullying, drug awareness, health and personal safety. The college's pastoral care program has been developed in consultation with staff, parents and students and is available on the College website - [Newman Policy Link](#). There have been no changes to this policy this year.

4.3 Discipline Policy

The school does not sanction corporal punishment or allow parents to administer corporal punishment in the school.

The College's Discipline Policy is based on procedural fairness and ensures that school practices respect, dignity, rights and fundamental freedoms of individual students. Students are required to abide by the college rules and to follow the directions of teachers and other people with delegated authority. Where disciplinary action is required any penalty imposed will vary according to the nature of the breach and/or the student's prior behaviour. The policy is discussed with students, staff and parents on a regular basis. Reminders about the policy are regularly included in college newsletters. Relevant sections of the policy are also published in the student diary and it is available on the College website - [Newman Policy Link](#). There have been no changes to this policy this year.

4.4 Anti-Bullying Policy

The College's Anti Bullying Policy fosters a cohesive approach to the issue of bullying and includes specific initiatives that are designed to promote pastoral care, wellbeing, and safe school communities. This policy covers the bullying of students with disabilities. Disabled children and young people need to know they have the right to be safe from bullying, what bullying is, how to keep safe and what to do if adults do not do enough to stop the bullying. The dignity of the human person is the foundation of all Catholic social teaching and intrinsic to our education ministry. There have been no changes to this policy this year and it is available on the College website - [Newman Policy Link](#).

4.5 Complaints and Grievance Policy

The College's Complaints and Grievance policy is based on procedural fairness and recognises that parents and caregivers must have access to processes that allow them to resolve concerns in a supportive and conciliatory environment. Any concerns raised are responded to promptly and fairly, and confidentiality is always maintained. There have been no changes to this policy this year and it is available on the College website - [Newman Policy Link](#).



5.0 School Determined Improvement Targets

Each year the school implements the School Improvement Plan. 2019 was a very rewarding year.

| Key improvements achieved this year | Key Improvements for 2020 |
|---|---|
| <p>Mission of Jesus Christ Evangelisation opportunities for students were offered on a regular basis. Students were encouraged to attend CSO Evangelisation events throughout the year. We were well represented at LEAD, Shine, Street Retreat and Ignite.</p> <p>This year we held our inaugural on site Mass, celebrated by Father Peter Wood. All students and staff were in attendance and parents were invited.</p> <p>Throughout the College, symbols of our Catholic identity were created and placed in classrooms and in the College grounds as a visual reminder of our Catholic faith.</p> <p>Our Catechetical team have been working with the Catholic Schools Office to determine how Religious Education at Newman College will be delivered in 2021, as the Values and Ethics course (Catholic Studies) will no longer be available.</p> | <p>Mission of Jesus Christ Students develop a deeper understanding of and be authentic witness within our faith community.</p> <ul style="list-style-type: none"> • Evangelisation - Students experience authentic faith interactions in their everyday lives • Catechesis - Improved understanding and formation in Catholic tradition. |
| <p>Learning and Teaching</p> <ul style="list-style-type: none"> • Research carried out on programs successfully completed in other schools, resulted in the purchase of the LLN Robot program which will be implemented in 2020. • Increased use of flexible learning spaces. • Professional development of staff on learning environments and how they help or hinder the engagement of learners. | <p>Learning and Teaching Improve student outcomes through purposeful engagement.</p> <ul style="list-style-type: none"> • Literacy and numeracy - Deeper embedding of literacy/numeracy skills • Student engagement - students experience consistent engaging practice. |
| <p>Pastoral Care Pastoral Care PLT times have been allocated to our staff meeting schedule, allowing all staff to receive information, support and develop skills to assist students at the College.</p> <p>Our GRIT day at Stoney Aqua Park was again, a highly successful event with excellent attendance and feedback from staff, students and families.</p> <p>We were involved in various fundraising opportunities throughout the year including Project Compassion, Socktober and R U OK? Day.</p> <p>R U OK? Market Day was held again with a focus on relaxation, connection and fun. It will go ahead again in 2020.</p> | <p>Pastoral Care Ensure positive wellbeing for students - Students develop the skills, knowledge and understanding to enhance positive wellbeing outcomes.</p> |

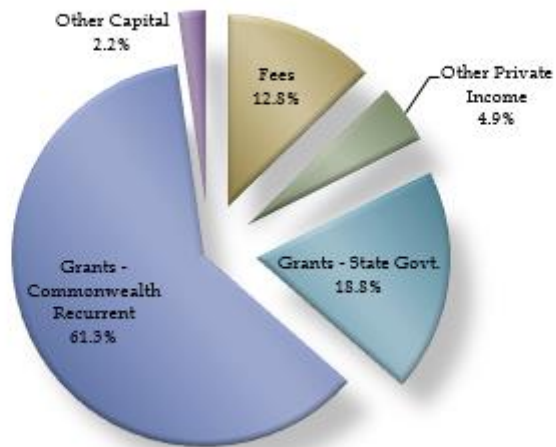
6.0 Financial Information

Catholic schools are accountable for all monies received. Each year, the Lismore Catholic Schools Office submits to the Commonwealth Government a financial statement on behalf of the parish primary schools and secondary colleges. This statement details the income and expenditure of each school. In addition, the financial accounts for each school and for the Catholic Schools Office are audited annually.

A visual summary of the income and expenditure reported to the Commonwealth Government for 2019 is presented below:



2019 INCOME - Newman Senior Technical College PORT MACQUARIE



2019 EXPENSE - Newman Senior Technical College PORT MACQUARIE

