

PRINCIPAL'S REPORT

From our Strategic Plan,
we develop our annual
improvement goals.



ANNUAL PRIORITIES

From our Strategic Plan, we develop our annual improvement goals. Our annual priorities and goals are based around a system wide LEAD framework:

- **LEARNING** is what we do – We are committed to learning at every level.
- **ENGAGEMENT** is essential – We are committed to Catholic Education's mission through relationships with all.
- **ACCOUNTABILITY** is not optional – We have personal and collective responsibility for our system's success.
- **DISCIPLESHIP** is our calling – We are committed to deepening our relationship with Jesus.

LEARNING

SEW Model

Mercy College's SEW Model was designed to support effective learning and teaching with the focus on what teachers can do to improve outcomes for students across Style, Environment, and Work.

To ensure the students diverse needs are being met and that teaching practice is of a high standard, a common language and vision needed to be developed across the whole College. A simple model was developed, supported by current research and the experiences of long standing teachers. It is a model that can be implemented in any school, and become part of the culture of the community.

The SEW Model, using three guiding principles, aims to improve student outcomes through effective teaching

practice. It is supported by Australian Institute for Teaching and School Leadership (AITSL) Standards 3, 4 and 5; Classroom Practice. The three guiding principles to be considered for improved practice in every lesson are:

1. **Style**
2. **Environment**
3. **Work**

In turn, the students learning is affected.

1. **Students** needs are being met
2. **Engagement** take place
3. **Work** is differentiated

Teachers are now planning lessons with elements of SEW as a focus. All teaching staff choose a lesson to invite staff to come and observe, and all teaching staff choose a lesson to view as well. The lessons focus on an element or elements of the SEW Model.

Information Technology

Our IT program across Kindergarten through to Year Twelve is developing with students experiencing a range of experiences from robotics to virtual reality goggles, as well as designated IT classes. The use of technology is vital in education, but is not used as the sole resource for learning.

The Mercy primary school staff have been immersed in sharing their technological knowledge and the students are regularly presented with information in many different ways.

Protective Behaviours

Mercy College has been working on the objective to provide a safe and secure environment for all. Our goal of planning and implementing a Protective Behaviours Program has progressed. All staff, including new staff to Mercy College, have completed the mandatory one-day program to teach the CEWA endorsed Keeping Safe curriculum.

Primary school teachers have planned and delivered the course in Kindergarten through to Year Six. Parents were informed by our College Psychologist, Mrs Nadia Fazzari, of the scope and sequence of Keeping Safe in the Primary School. This occurred as a stand-alone presentation prior to parent-teacher meetings.

Director of Engagement, Albert Borrello, addressed parents at each individual parent teacher night in the secondary school. Working with parents is a priority when delivering Keeping Safe.



Special Programs

K-12: Enrichment Centre – This award winning program aims to provide an additional learning environment in the Kindergarten to Year Twelve school and caters both for those students struggling to obtain key academic skills and also, for those students who are academically able and require extension to the normal curriculum.

The Enrichment Centre continues to be very successful in terms of improving outcomes for students, under the careful guidance of Mrs Debbie McKrill. This year it was utilised in the following ways:

- Eight periods of small group work (3-6 students)
- Eight periods 1:1 (4 secondary school, 4 primary school)
- 17 sessions 1:2 secondary school using underloaded teaching staff
- Exam room for NAPLAN, Bishop's Test, OLN, School Exams (for students with accommodations/ extra time)
- Students sitting missed assessments (Year Seven)
- 'Safe Haven' for transitioning anxiety students (short term)
- Levelled Literacy Intervention sessions with three Year Six students
- Homework introduced
- Assessment on school reports introduced
- Tournament of Minds sessions run afterschool in Centre (Term Three)
- Art Club (Primary) used Enrichment

Centre and Primary Science classroom Terms 1-3

The cohort of students includes:

- 28 students with English as a Second Language (ESL)
- 9 students with special needs
- 8 students with dyslexia
- 6 students who require academic support
- 4 Primary students
- 51 Secondary students
- Group sessions are also organised for students who need further tuition for OLN/NAPLAN, levelled comprehension and writing. There is continual testing and monitoring to show the progress of the students.

ACE Program – Accelerated Curriculum Enhancement

The young people who participated in the ACE program represent a diverse population of males and females of primary and secondary school age. These include:

- Students with disability who require an alternative space for learning due to the classroom being over stimulating or too distracting will participate in the program.
- Students with disability who need a completely alternate program at various times during the school day.
- Behavioural issues - The young people who attend the ACE program may have

experienced one or more significant and complex educational, social, developmental, psychological, health, or legal situations which demand unique responses.

Such interventions are embedded within an educational framework but also typically involve medical, multidisciplinary and social support personnel and systems.

STRETCH Program

Currently we are trialling a new initiative entitled 'STRETCH' which is based upon research based effective teaching and progressive learning. The program is for targeted students, who are excelling in specific learning areas, being immersed in a higher level of education. As Mercy College is a Kindergarten to Year Twelve College, we have the resources to support the program. Students are identified through a range of testing, so the natural progression can occur. At this present time, we have approximately eight primary students taking part in the program.

Main Key Focus Areas for 2019:

K-12 Literacy Plan & IT Development





ENGAGEMENT

Numeracy Week: Nominated LEAD Award

During Numeracy Week this year, Mercy College aimed to engage all students from both the primary and secondary school and involved students helping to run the event.

Students were asked to nominate for activities and demand ensured they ran them at lunch time every day as well as during class time and Form time.

School activities drew big crowds for participants and observers, like the Logic Puzzle Competition where students solved puzzles ahead of teachers. There was even a morning tea for staff hosted by the Maths Department.

Each morning Form classes had two maths puzzles to solve and these puzzles were sent as a direct message to every student, so that each student had an opportunity to participate.

The activities during the week were highly engaging and differentiated to suit a diverse range of student abilities and maturity.

Science Initiatives: Nominated LEAD Award

Mercy College runs two initiatives to show that science is directly related to life and living and sustainability of resources and has immediate relevance to students.

Established in 2013, Science Club is for students in Years Seven to Twelve and aims to encourage exposure and participation in Science outside the standard academic context.

The Kindergarten through to Year Twelve Science Week began in 2010 and follows National Science Week themes. It includes activities for staff and students facilitated by Science Club members and a primary school Science Fair.

Science Week and Science Club have brought an increased focus on Science, engaged the student cohort and provided excitement and interest within the school community.

Soccer Academy

The Soccer Academy, under the direction of Mr Trim Morgan, continues to grow and be a great attraction to our students. I cannot thank the Soccer staff enough for the many extra hours they contribute to ensure the students are experiencing a high-quality program, therefore ensuring a successful Academy. As well as soccer being part of the curriculum, we have over 400 students who are a part of the Academy. This year was so successful with many of our teams reaching the finals. Congratulations!

- NWAS Year 9/10 girls (Team 1) beat Year 9/10 girls (Team 2) 3-1 on penalties in the NWAS final.
- NWAS Year 9/10 boys lost 2-3 to Kingsway in the NWAS final.
- Senior girls A beat Woodvale 6-0 in the Champion Schools Northern Final.

- Senior girls A lost 0-9 to John Curtin in the Champion Schools State Final.
- Intermediate boys A beat Butler College 4-0 in the Champion Schools Northern Final.
- Intermediate boys A lost 0-2 to South Coast Baptist College in the Champion Schools State Final.
- Junior boys A lost 2-3 to Woodvale in the Champion Schools Northern Final.
- Junior girls A beat Irene McCormack 2-0 in the Champion Schools State Shield Final.

Community Engagement – Parents

Parental involvement has been a long term goal of the College. We were fortunate to have CEWA host a Community Engagement workshop at Mercy College. We had twenty-eight parents attend and contribute to the half day workshop. Parents spent time understanding 'why' they want change before they started looking at 'how' they want change. From this discussion, four change scenarios were created by parents. We are looking at how we can engage further with our community. An example is that parents want to build further on our community of support for one another. We then looked at why this was important to our community. From here the discussion grew to how we build opportunities for parents to connect with other parents for support. A platform from here will be a review of how we conduct our Annual Community Mass and how we make this an event that gives more opportunities to connect families with one another.



I sincerely thank our parents for working in partnership with us and for supporting our programs and events.

Library

Congratulations were in order for Ms Deni Sallie who was presented with the 2018 Library Technician of the Year Award for the many initiatives that she organises. The Library is always aiming to engage students and families through ideas such as 'Rhyme Time', the Free Library, Book Week and the Reading Dog.

The aim of the Reading Dog at Mercy College is to enhance the services currently offered within the Library to engage students in reading. There is evidence in research studies that Reading Assistant Dogs help students improve in their reading and writing skills. Marked

improvement is also seen in students' attitude and enthusiasm for reading and this evidence can be found across all year levels but with greatest gains for Special Education, English as an Additional Language or Dialect (EAL/D) and students who struggle with reading. Dogs can help in the reduction of stress and anxiety. Besides helping with reading, they can also teach respect for other living things, turn-taking, responsibility and compassion.

Thank you to Susan O'Mara and the dedicated Library staff, who are always so welcoming and accommodating of our students.

Year Six Transition

We have improved the transition process to the secondary school for our current Year Sixes. The students completed a form with background information and then met with the Principal for a mini meeting to discuss the information and any concerns that he or she may have had. Also, Mr Albert Borrello (Director of Engagement K-12) taught a 'transition program' to the Year Six classes. Parents were given a copy of the program so they could take the time to discuss some of the content with their child as they prepare to transition to Mercy Secondary College. The Head of Year Seven for 2019, Mrs Melissa Traeger, has also been spending time with the current Year Sixes.

Learning Journeys

This year, students from Kindergarten to Year Nine celebrated their learning by leading their parents on a tour to show them some of their work in selected learning areas. A Learning Journey is a student-centred approach that enables the

students to share learning opportunities that have been experienced at the College. The tour provides an opportunity for students to demonstrate their understanding of concepts and activities.

In 2018 the Primary Learning Journeys continued to be a great success. The outstanding level of commitment from staff to present student learning in an engaging manner was appreciated by all. The parent attendance from the Primary school continued to be strong and is growing each year. Attendance has also continued to grow in the Secondary.

Parent Council

Thank you to Mr Richard Bone for his commitment to his role as Chairperson. Also, thank you to Mrs Shevanthy Perera for the time given as Deputy Chairperson, to Ms Sharon Porter as the Treasurer and Mrs Karina Brown as the Secretary. We hope the information gained through the recent Strategic Plan Survey will assist us in growing the Council meetings. The guest presenters have been very worthwhile and all directly related to what the students experience at Mercy. We hope to see more of our families involved in 2019.

Main Key Focus Areas for 2019:

Students with Disability - Mercy Activity Centre – (MAC) McAdam building.

An activity space will be developed for students with disability who are engaging in alternative programs regularly and need to utilise a space that has the resources required.



ACCOUNTABILITY

Strategic Plan 2020-2024

Mercy College has commenced the process to develop the strategic directions for 2020 to 2024. This crucial work will enable us to consolidate and communicate our key objectives for the coming years. We have involved as many groups as possible in our Catholic community including school employees, College Board members, Parent Council members, students, parents/caregivers, and our Parish Priest in the development of our Strategic Directions. Thank you to those who participated.

Wellbeing

In 2018 we had a group of staff members who helped to ensure staff wellbeing was a priority at Mercy College. One of our strategies to improve well-being was to use PD days and staff meetings to increase the profile of well-being and introduce staff to Positive Schools. Mark Ross (Head of Year) completed a Graduate Diploma in Positive Schools in 2017 and has been instrumental in bringing the program to life. We now have a set 15-minute time slot at the start of every staff meeting to go through our four themes: hope, efficacy, resilience & optimism (HERO). The College has also invested in guest presenters to build on these themes. Lorin Nicholson gave a keynote address and presented a workshop to all staff in early Term Two. This was well received by staff with positive feedback received from teaching and non-teaching staff. It was built into our theme of resilience. Andrew Fuller is another guest presenter who will tie into our theme of efficacy.

CAVE (Careers and Vocational Education & Training)

The CAVE space continues to be a very popular place to seek advice about career pathways as well as to get support in actions such as making phone calls, completing forms and sharing information. There is much support for students choosing an ATAR pathway and there are plenty of opportunities for students to study certificate courses.



2018 CERTIFICATE COURSES DELIVERED AT MERCY COLLEGE

YEAR 10

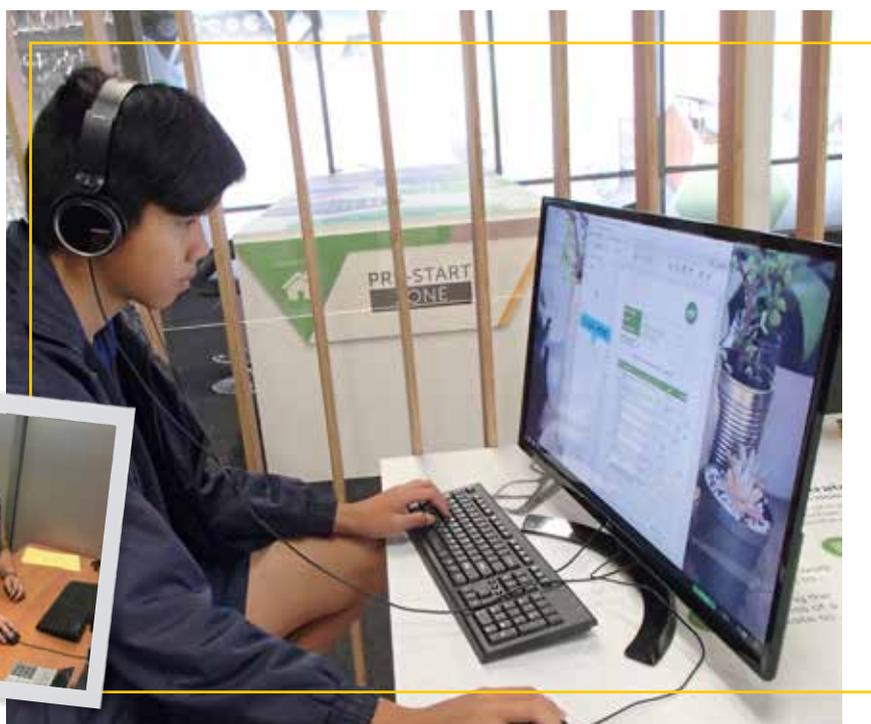
CODE	CERTIFICATE NAME	LEARNING AREA
FSK20113	Certificate II in Skills for Work and Vocational Pathways	INTROVET

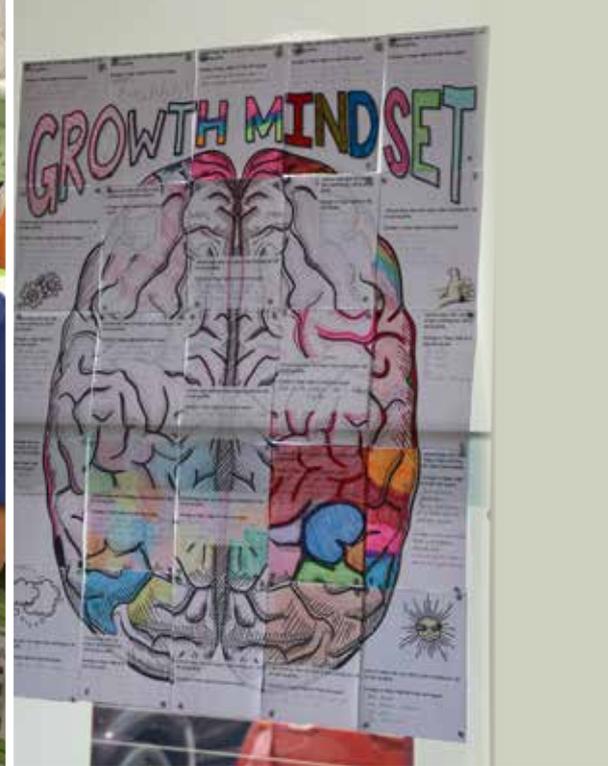
YEAR 11

CODE	CERTIFICATE NAME	LEARNING AREA
MST20616	Certificate II Applied Fashion Design & Technology	HOME EC
BSB20115	Certificate II Business	HASS
CUA20215	Certificate II Creative Industries (Media)	ARTS
CHC30213	Certificate III Education Support	CAVE
MEM20413	Certificate II Engineering Pathways	D & T
SIT10216	Certificate I Hospitality	HOME EC
SIS10115	Certificate I Sport & Recreation (Outdoor)	PHYS ED
SIS10115	Certificate I Sport & Rec (soccer)	SOCCER
SIS205113	Certificate II Sport Coaching	SPORT

YEAR 12

CODE	CERTIFICATE NAME	LEARNING AREA
MST20616	Certificate II Applied Fashion Design & Technology	HOME EC
BSB30115	Certificate III Business	HASS
CHC30213	Certificate III Education Support	CAVE
MEM20413	Certificate II Engineering Pathways	D & T
SIT20316	Certificate II Hospitality	HOME EC
SIS20213	Certificate II Outdoor Education	PHYS ED
CUA31015	Certificate III Screen & Media	ARTS
SIS20115	Certificate II Sport & Recreation (Soccer)	SOCCER





VET IN SCHOOLS PLACEMENTS

Qualification	NUMBER OF STUDENTS
52443 Certificate II Building & Construction - Plastering (Pre Apprenticeship)	1
52700WA Certificate II Plumbing (Pre Apprenticeship)	2
52824WA Certificate II Building & Construction (Painting)	1
52824WA Certificate II Building & Construction - Carpentry (Pre Apprenticeship)	1
ACM20110 Certificate II Animal Studies	4
AHC21016 Certificate II Conservation & Land Management	1
AUR20516 Certificate II Automotive (Pre Apprenticeship)	3
BSB20115 Certificate II Business (Traineeship)	4
BSB30115 Certificate III Business (Traineeship)	1
CHC33015 Certificate III Individual Support - Disability	2
CUA20215 Certificate II Creative Industries (Traineeship)	1
FDF20510 Certificate II Retail Baking	2
HLT36015 Certificate II Population Health	2
ICT30115 Certificate III Info, Digital Media & Technology	4
MEM20105 Certificate II Engineering Heavy Fabrication (Pre Apprenticeship)	2
MST20616 Certificate II Applied Fashion Design & Technology	1
SHB20116 Certificate II Retail Cosmetics	3
SIS30115 Certificate III Sport & Recreation	1
SIT30707 Certificate III Hospitality (Traineeship)	4
SIT30816 Certificate III Commercial Cookery (Apprenticeship)	1
UEE22011 Certificate II Electro-technology (Pre Apprenticeship)	1

Thank you to Mrs Heather Gardiner and Mrs Antonietta Scriva, for ensuring our students' needs are met, and for the extra time they take to organise events such as the 'Lunch and Learn' sessions, visit work places and build partnerships.

Extra Curricular

Mercy College offers many opportunities for students outside of school hours including Bush Rangers, homework groups, Christian Service activities, Sporting activities, Cheerleading, Soccer and the many opportunities through the Arts. There is an expectation in all Catholic Schools that staff take part in organising or helping with an activity. Mercy staff go well beyond the expectations, some committing year round and giving their time to provide further learning experiences for the students.

Sustainability

Sustainability is always on the radar at Mercy College. Mrs Amanda Huke (Head of Science) is very aware of environmental issues and she works closely with other staff members and students to keep our College environmentally friendly. Some of the ongoing initiatives for this year included:

- Waste free lunches in the primary school
- Adopt a spot – photo shame rubbish after lunch
- Sustainability Squad message at Primary assemblies
- Sustainability snippet in Mercy Matters
- Aluminium can recycling
- Bush Rangers planting with Coast Care Forum
- Staffroom food – less packaging
- Canteen - less packaging

Thank you to the dedication of staff and students in the area of sustainability.

Enrolments

Our overall student enrolment numbers are holding steady for 2019. Our Primary school places are always in high demand. The expected student enrolment for 2019 is 1649.

NAPLAN

The NAPLAN results in 2018 have shown very pleasing results in the growth from Year Three to Five, as well as Year Five to Year Seven across all areas.

Our students in Year Five have a higher school student mean than the National average NAPLAN assessment in all areas. This includes Numeracy, Reading, Writing, Grammar and Punctuation and Spelling. Our Year Seven students (Mercy Primary graduates only (57 students)) showed the same as our Year Five students. The school student means were above that of the national average in all assessment areas.

Our Year Three school student mean was higher than the National average in the area of Spelling but behind the national average in the other four areas.

The Year Nine NAPLAN data was once again very pleasing. Our Year Nine cohort finished their final assessments with means above the national average for Numeracy, Spelling and Writing and the cohort was within one percent of the national average for the Reading and Grammar and Punctuation assessments.

Even more impressively, the average growth achieved by Mercy students between the Year Seven and Year Nine assessments was significantly higher than the average national growth over the same period.

Mercy students improved by 35.3% greater than the average improvement across the nation in Numeracy and 28.8% more than the average national improvement in Reading.

Mercy students also achieved significantly more growth than the national average in their scores over the two years in Grammar and Punctuation and in Writing.

Online Literacy and Numeracy Assessment (OLNA)

There are three different components of the OLNA test: Reading, Writing and Numeracy. To complete the OLNA requirements, students must achieve the standard in all three tests but not necessarily at the same time.

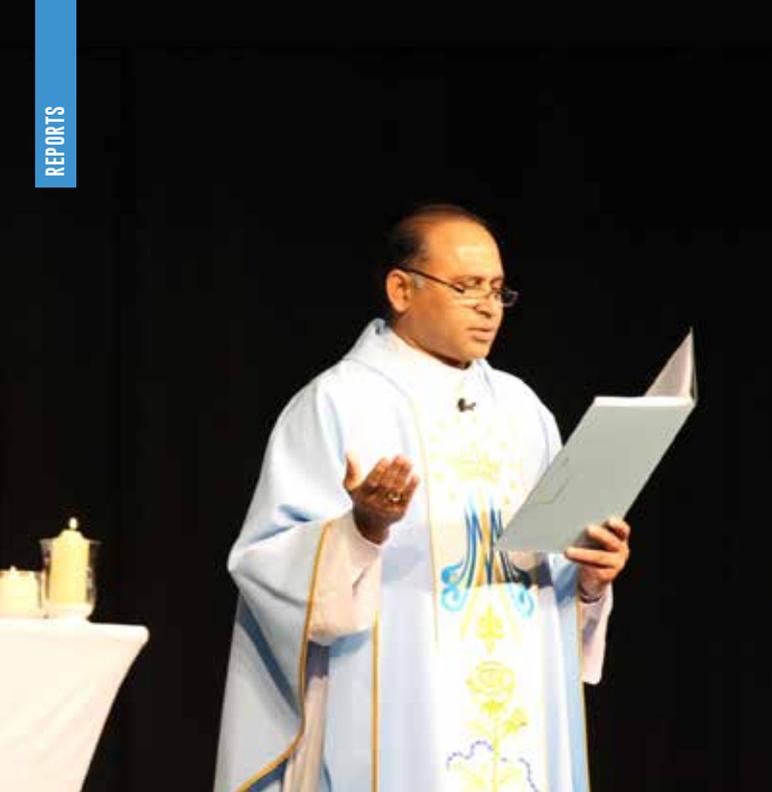
Students who do not meet the minimum standard required for OLNA will not receive a Western Australian Certificate of Education (WACE) which means they will not be eligible to be considered for University Entry in Year Twelve.

This year 58% of our students chose a VET pathway and 42% chose an ATAR pathway. 163 students achieved their OLNA.

	2016	2017	2018
			78
ATAR - % of ATAR students	52	50.5	42
VET % of VET students	48	49.5	58
NUMERACY (% passing)	90.9	97.9	94
READING (% passing)	95.5	96.2	95
WRITING (% passing)	95.5	94.6	95
Students eligible for OLNA	176	186	186
Students with OLNA	150	173	163
% of eligible students with OLNA	85.2	93	87.6

Main Key Focus Areas for 2019: Protective Behaviours, Sustainability, and the development of the Strategic Plan 2020-2024





DISCIPLESHIP

Fr Albert Saminedi and the Our Lady of Mercy Parish

This year we continued to develop stronger links with Our Lady of Mercy Parish and in particular the Parish Sacramental Coordinator and the Parish Youth Group 'Soul Power.' Our parish and school relationship flourished as Fr Sam, our College Chaplain, engaged with parents at Parish Sacramental workshops and information evenings. Our Liturgy Committee meet regularly with Fr Sam to initiate new ideas, themes and songs to encourage participation at our Friday Masses and whole College events. Thank you to Fr Sam, for his great support of our community, as well as sharing his many worldly experiences where he has benefited the lives of hundreds of people who are disadvantaged.

Catholic Identity

Under the strand of Catholic Identity, and as a Kindergarten to Year Twelve Christian Community, we aim to acknowledge the dignity of each person and to promote Catholic values. The Year Eleven Retreat and service project of creating a herb and sensory garden in the Early Learning Centre is one example that has certainly promoted these values.

As a Kindergarten to Year Twelve faith community we aim to ensure that the charism of the Sisters of Mercy permeates the culture of the College, as it was the Sisters of Mercy who gave their lives in service to other people. With our College Motto of "Love in Action" we work to build a community based on the values of Justice, Compassion, Service, Excellence and Dignity and provide opportunities for our students to demonstrate this in their daily lives.

We aim to prepare our students to be courageous, articulate, faith-filled contributors to a more just world and this permeates all aspects of our curriculum. I believe that Mercy College genuinely lives the charism of the Sisters of Mercy in that all children, no matter their race, gender, financial circumstances or religion have the right to access Catholic education.

Plenary Council 2020

As our systems in Western Australia is considering the place of Catholic education in our communities, the Australian Catholic Bishops are preparing to give voice to the Catholic community right across Australia through the Plenary Council 2020. The last Plenary Council for the Catholic Church in Australia took place 80 years ago and the upcoming council is being seen as an opportunity to engage the wider community in important discussions around the future of the Church.

The official launch on Pentecost Sunday 2018 began a year of consultation and calls us to reach out to all and to promote a more inclusive Church. We can all play a meaningful role in this exciting and important journey together.

Values

The House System now has a value linked with every house. These values form a prominent part of the celebrations that occur on the four house days.

Charged with the ministry of our vision statement, the College is committed to the following 5 core values:

- Justice
- Compassion
- Service
- Excellence
- Dignity

To promote these and increase student awareness, banners have been placed around the College displaying these important values.

Christian Service Learning (CSL) Program

Ms Karen Wilson leads the Christian Service program at the College. The program was reported by staff at CEWA as a model of best practice. Not only are the students immersed in their own level of service, from Years Eight to Ten, they are also given opportunities to complete service within the College when the opportunity arises or they can be part of some of the great initiatives listed:

Breakfast Club

Sam – Animal Rights

PaMaChi – Support for Grandparents who are caring for their Grandchildren

Detox – Girls outreach

Manna – Rolling cutlery

Kimberly Project

Young Vinnies

Young Mercies

InStep – Armed Forces

Caritas Group

Tutoring-for Years Seven and Eight.

Busy Bee meetings – Saturdays

Game Hub – Big Brother Project

Mercy Angels

Salam Project – Helping Refugees

LifeLink

Shopfront

The Mercy 'Growing Enriched Cultural Knowledge in Our Schools' (GECKOS) Group

Led by our Aboriginal Liaison officer, Mrs Mary Eades, our Aboriginal students meet regularly to plan future events and network about ideas. Some of the events included:

- Guest speaker Scott Darlow spoke to the students for Reconciliation Week and spent some time with the GECKOS students
- Mrs Laura Matthews is leading an art project that involves identifying meeting places on our College site
- The celebration of NAIDOC week
- The development of a cultural trail is being planned
- Our partnership with (Australian Indigenous Mentoring in Education) AIME continues
- Regular GECKOS lunches with the students
- The introduction of Cultural Captains on the Students Representation Council (SRC)

Thank you to the Geckos team of staff members and our parents who often volunteer their time for the benefit of the students as well as spending many extra hours on the preparation of the events to ensure our students benefit as well as increasing awareness through education of our whole school community.

Main Key Focus Areas for 2019:

Holy Days of Obligation and Mercy College Values

IN GENERAL

Staff

In an ever changing educational and legislative context, I commend the staff of Mercy College for providing the opportunities for these students to succeed, as well as developing a culture in the college where the Mercy values are recognised and rewarded.

The generosity of spirit and good will of staff members here at Mercy never ceases to amaze me. Pastoral care is everyone's responsibility at Mercy College, across Kindergarten to Year Twelve. I thank the staff for the strategies they have used to engage the students as well as the opportunities provided out of school hours.

Thank you to our teachers, who have the most impact on student learning, for their commitment, dedication and care. Thanks to our leaders, assistants, technicians, managers, and administrations staff, all who play important roles in the care of our students.



Middle Leaders

Middle leaders (Heads of Learning Area, Heads of Year, Heads of Department) play a crucial role in developing and maintaining the nature and quality of our students' learning experiences. Our Middle Leaders aim to work with their teams in bringing our vision to life. Thank you for caring for your teams and your students and for your prompt follow up with staff and parents. I thank them for their genuine communication, hard work, support and foresight.

Senior Leadership

Thank you to our Senior Leadership Team members who give me so much support. I am indeed fortunate to have a team of people who I can rely on, and who are prompt with their actions. The team members are passionate about continual school improvement as well as building a strong and effective community.

Uniform Shop

Thank you, once again, to Mrs Sharon Porter for managing the Uniform shop with co-workers Mrs Karina Brown and Mrs Rhonda Mann. We are currently in discussions about uniform improvements and any cost cutting that we can enable. Thank you also for your support and flexibility.

Canteen

Our canteen offers a variety of foods, and the staff work hard to meet timelines and serve hundreds of people. Thank you to Mrs Mickey Catalano for her experience and leadership and to the staff who ensure the meals and snacks are enjoyable and meet the health regulations. Thank you also for the catering that is provided for various functions.

Property Services & Cleaning

Mercy College has a very productive Property Services team, managed by Mr Soren Hansen. Each team member contributes in their area of expertise to ensure Mercy continues to provide effective spaces to meet students' needs. The continual maintenance and grounds upkeep is an area that we take great pride in. Thank you to our Cleaning Staff who ensure our learning spaces are presented well and that our school is always welcoming. We are fortunate to have such dedicated staff.

Farewells

This year we will farewell:

Primary

Alison Morris – (6 months) Teacher

Secondary

Danny Dunn – (Twenty seven years)
Religious Education teacher

Peter Banting - (Twenty three years)
Humanities and Social Science (HASS) teacher

Nuccia De Luca – (Seven years)
Education Assistant

Jayde Clark – (Two and a half years)
HASS teacher

Simon Purcell – (Three years) Head of Year

Joshua Pitman – (One year)
Media Coordinator

Stephanie Cornell – (One year)
English Teacher

Lesley Collie – (Six months) Maths Teacher

Brittany Mills – (One Year)
Physical Education Teacher

Felice Morcombe – (Nine months) Science

Nicholas Brooke (One Year) Health and
Physical Education Assistant

Jessica Moore (One Year)
Teacher Assistant

Toby Lewis (Seven Years) Head of Health
and Physical Education

Leave

Lisa Ray – (One year) Primary Teacher

Kelsey Robinson – (One year)
Primary Teacher

Patricia Hackett – (One year)
Secondary Mathematics teacher

Vincent Restifo – (One year)
Secondary Religious Education Teacher

Amos Chiwero – (Term one only)
Secondary Religious Education Teacher

Lee-Ann McVeigh – (One year)
Secondary HASS teacher

Aroha Mathews – (One year)
Visual Arts Coordinator

Erica Royle - (Three Years) Music
Coordinator

Thank you to these staff members,
for their great contribution to the life
of Mercy College.

The College Board

The Board members are: Jeffrey Williams (Board Chair), Christine Williams (Secretary), Gordon Huke (Treasurer), Matthew Jones, Fr Albert Saminedi (Parish Priest), Sr Catherine O'Connor (Sisters of Mercy), Richard Bone (Parent Council Representative), Hector Urbina, and Greg Haynes (College Operations Manager). This year we farewell Mr Matthew Jones, one of our Mercy parents. who was not only the Deputy Chair, but also the Secretary in the past. Matthew's financial knowledge was a great asset to the Board and I sincerely thank him for his time and expertise. We also farewell Mr Jeffrey Williams as Board Chair. Jeffrey's dedication to Mercy College has been greatly appreciated, along with his insights into his strong Catholic faith and knowledge. Thank you to all our Board members who volunteer their time regularly and share their expertise to benefit our College.

Catholic Education Western Australia (CEWA)

Thank you to our Executive Director, Dr Debra Sayce, for her support, as well as the Directors and the many consultants from various teams who help us with direction and policy.

The Students

Everything we do is about improving outcomes for our students. Our students come from a wide range of backgrounds and life experiences, and generally embrace diversity and difference; something that makes Mercy College so unique. We have respect for one another and strive for harmony in our College community.

Thank you to the Student Representative Councilors who develop initiatives to help Mercy continue to grow. In supporting our values you are showing 'Love in Action'.

Our Strategic Plan will give us our focus over the coming years and I look forward to sharing the results with you in 2019. I wish all of you a joyous and holy Advent season. Best wishes for the New Year also.

Thank you.

Julie Hornby

Principal