

MAZENOD COLLEGE



**MAZENOD
COLLEGE**

**SCHOOL PERFORMANCE
REPORT**

2023

PART 1. PUBLICATION OF INFORMATION RELATING TO SCHOOLS

1. CONTEXTUAL INFORMATION

Mazenod College is a Catholic boys' secondary school (Year 7 to 12) set in the hills of Perth with approximately 850 students, including more than 80 boarders. Mazenod College was founded in 1966 by the Oblates of Mary Immaculate and has a long and proud tradition in education with an ongoing commitment to the local community as well as many other communities from which our students come, spanning all corners of the state.

The College offers a broad curriculum, including Gifted and Talented, Specialist Science, Specialist Band programs, providing numerous opportunities for students to harness their unique talents and skills in their pursuit of personal excellence.

The senior secondary MyPath program provides great flexibility for study pathways that meet the needs of students.

Catholic values are at the centre of education at Mazenod as we attend to the spiritual, wellbeing, emotional and intellectual needs of our students.

Our boys have gone from Mazenod to all parts of the globe as confident, well-rounded and successful young men. They have entered all facets of community life ranging from the theatre, to the elite sporting arena, and to international diplomacy.

Staff and parents cooperate to ensure that when the boys leave the College they will be prepared to make a difference in their world.

Source: www.myschool.edu.au

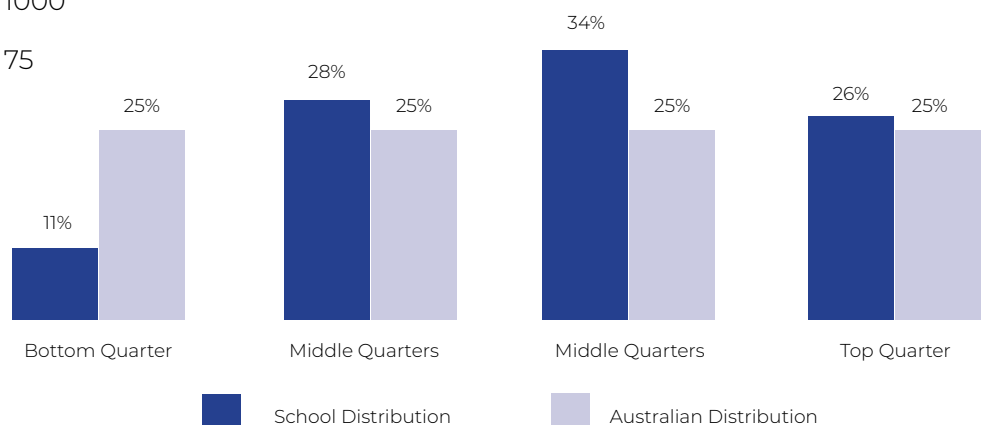
Student Background

Index of Community Socio-Educational Advantage. (ICSEA)

School CSEA Value	1067
Average ICSEA Value	1000
School CSEA Value	75

Source: www.myschool.edu.au

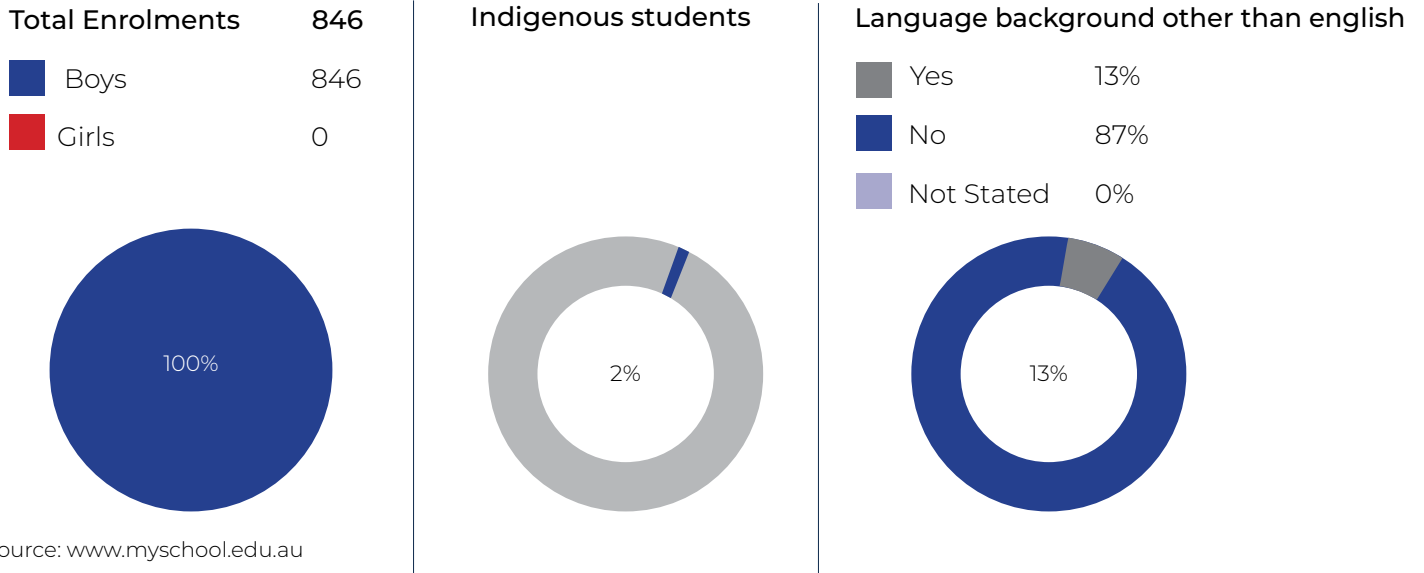
Distribution of Socio-Educational Advantages (SEA)



Percentages are rounded and may not add to 100

Students 2023

Full-time Equivalent Enrolments 846



2. TEACHER STANDARDS AND QUALIFICATIONS

All staff at Mazenod College hold the appropriate qualifications for their roles.

All teaching staff have the appropriate tertiary teaching qualifications and have the necessary TRBWA and WWCC accreditation.

Staff at Mazenod undergo ongoing professional learning to ensure that they understand and can

enact the policies and procedures of the College, in particular those that pertain to the safety and wellbeing of students.

Staff also undergo CEWA accreditation courses to understand their roles in a Christ-centred education community.

Qualification	2023
Bachelor Degree or equivalent	63
Graduate Diploma or equivalent	35
Masters	21
PhD	0
Certificate I	1
Certificate II	6
Certificate III	1
Certificate IV	18
Diploma / Advanced Diploma	2

3. WORKFORCE COMPOSITION

Unless specified, the following represent staff numbers, not FTE of staff employed.

Teaching staff	Non-teaching staff
72 Staff (Full time equivalent 70.3)	79 Staff (Full time equivalent 47.2)
42 (58%) Male Staff	26 (35%) Male Staff
30 (42%) Female Staff	53 (67%) Female Staff
0 Indigenous Staff	2 Indigenous Staff

*Workforce composition is based at time of Census 2023 (August 2023).

4. STUDENT ATTENDANCE AT SCHOOL

The College records daily attendance for all enrolled students for each day the school is open for instruction. Student Attendance is monitored during Form and each Period.

The overall average student attendance rate for 2023 was 91%.

When a student is absent from school the College requires that parents / guardians make contact with the College administration on the day of the absence. Parents / guardians are asked to provide written notification of anticipated absences or unexplained absences. Students who have unexplained absences are followed up initially by SMS and then phone calls by College Administration staff.

Heads of Year and Deputy Principals monitor students who are frequently late or absent.

Students who fall below 90% attendance are deemed to be at risk and reasons for the attendance is investigated.

When a student’s absence is identified as a concern, staff (Heads of Year, Deputy Principal, psychologists and teachers) work collaboratively with student and parents to develop and implement strategies to restore satisfactory attendance.

Information on the number of days absent is included on the Interim and Semester Reports

Year	Attendance (%)
7	90
8	88
9	90
10	91
11	91
12	92
All	91%

Source: www.myschool.edu.au

91%
ATTENDANCE RATE

5. NAPLAN OUTCOMES

NAPLAN participation for Mazenod College is **100%**

NAPLAN participation for all Australian students is **95%**

Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means you can't compare NAPLAN achievement prior to 2023 to that from 2023 onwards.

In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.

Year 7	All Australian School's Average			Mazenod College		
	2021	2022	2023	2021	2022	2023
Numeracy	551	546	538	578	569	569
Reading	542	543	536	554	547	552
Writing	522	530	534	530	525	538
Spelling	553	547	539	549	546	548
Grammar & Punctuation	533	533	539	543	538	550

Year 9	All Australian School's Average			Mazenod College		
	2021	2022	2023	2021	2022	2023
Numeracy	596	584	568	627	618	604
Reading	578	578	564	605	600	582
Writing	551	560	567	573	576	575
Spelling	580	577	568	586	583	568
Grammar & Punctuation	571	573	557	585	590	562

6. PARENT, STUDENT AND TEACHER SATISFACTION

Mazenod College is committed to continuous improvement and seeking feedback from the College community is a fundamental component of this process. Throughout the year there

are a number of opportunities for the College community to provide feedback, both formally and informally, on the experiences they have had at the College. Feedback covers areas such as the teaching and learning process, missionary and Oblate charism, co-curricular and sporting opportunities, community event, community engagement and College facilities.

Staff, parents and students are invited to provide formal feedback through various avenues such as the Online feedback form, School Climate Survey, School Cyclic Review, Registration Audit, Exit Interviews and Boarding Survey.

Further feedback

The College also routinely requests formal and informal feedback from the college community in the following ways:

- Open day and Tour feedback
- Parent information evenings
- Parent-Teacher-Student interview days
- Student Leadership groups
- College Board
- Boarding community forums

- Parents Association
- Performing Arts events (productions, music, drama, art and dance)
- Sport teams / clubs
- Co-curricular clubs
- College community Mass
- Enrolment interviews
- Staff interviews, meetings, staff intentions and staff briefings
- Presentation Evening
- Immersion and retreat programs
- High achiever's lunch
- Year 7 letters to the Principal
- Year 12 morning tea with the Principal
- Student Prefect and College Leadership Team meetings
- Staff, student, and community online feedback form.

All staff are responsible for integrating day to day feedback into improving educational or business practices. Findings from Surveys and feedback from the above forums is used to inform business and strategic planning to ensure that the College continues to improve student services, policies, processes, community engagement and the learning process.

Through the above feedback mechanisms, parents and students were asked to provide open responses to the most valued aspect of Mazenod College.

Parents frequently reported that they valued:

- Pastoral care provided to students
- Strong community feel
- That the College caters to all students - academic, Sport, VET, Arts
- SEQTA communication.

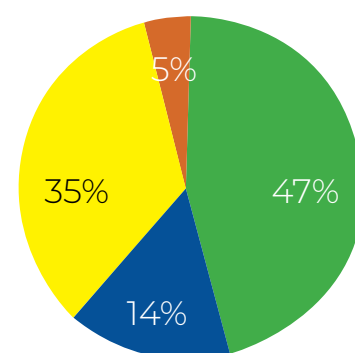
Students reported that they valued feeling:

- Safe and included
- Supported
- Sense of belonging
- Voice in decision making.

7. SCHOOL INCOME

For full information on the recurrent and other income of Mazenod College, together with its capital expenditure, please refer to the ACARA My School webpage for Mazenod College, WA.

	Net Recurrent Income 2023	Total	Per student
	Australian Government recurrent funding	\$8,769,223	\$10,366
	State / Territory Government recurrent funding	\$2,620,013	\$3,097
	Fees, charges and parent contributions	\$6,547,765	\$7,740
	Other private sources	\$861,408	\$1,018
	Total gross income: <i>(excluding income from government capital grants)</i>	\$18,798,409	\$22,220
	Less deductions	\$1,218,258	\$1,440
	Total net recurrent Income	\$17,580,151	\$20,780



Total gross income

8. SENIOR SECONDARY OUTCOMES

Secondary graduation

Mazenod College has enjoyed a long period of high graduation rates. This is the result of high-quality counselling of students and extensive support for students to achieve literacy and numeracy standards required to achieve a Western Australian Certificate of Education.

2023	97.32%
2022	97.48%
2021	98.3%
2020	99.2%
2019	97.2%
2018	99.2%
2017	99.2%
2016	99.6%

Vocational Education and Training

In 2023, 52.7% of Year 12 students were enrolled in at least one VET qualification, earning a total of 110 certificates. These included:

35 Certificate II

39 Certificate III

36 Certificate IV

110 certificates
AWARDED

ATAR Performance

Top Schools in the State

Based on the percentage of students at each school who had Year 12 ATAR course combined scores in the top 15 per cent of all students in that course.

Religion and Life

9. POST-SCHOOL DESTINATION

Number of students with an ATAR who applied **37**

	Curtin	ECU	Murdoch	NDA	UWA	Total
Number of students with a 1st preference (includes students without an ATAR)	41	1	4	2	7	55
Number of students offered their 1st preference	34	1	4	2	6	47
Number of students offered any of their preferences	39	2	5	2	7	55
Number of students who have enrolled	34	1	3	1	6	45
Number of students who have deferred	1	0	0	0	1	2

10. ANNUAL SCHOOL IMPROVEMENT

Each year, the College Leadership Team, in collaboration with staff, sets the school improvement agenda for the Year. These priorities are drawn from the College Strategic Plan.

Our Strategic Plan – Aspire is based on five Pillars: Faith and Identity; Learning; Wellbeing; Community; and Stewardship.

Within each Pillar, the following goals have been the focal point of our school improvement journey in 2023 – 2024.

1. Faith and Identity

This strategic dimension includes quality and character of Catholic life, faith formation, prayer, liturgy and sacraments, community service, advocacy groups, retreats and immersions.

- 1.1 Maintain and promote our catholic identity and our strong De Mazenod charism consistent with Gospel values.

2. Learning

We believe that our students are blessed with gifts and talents and that we work to teach and learn in a Christ-centred and child-focused community.

We are called to develop our students to be future-ready young men who will make a positive contribution to our world.

- 2.1 Provide diverse pathways to prepare students for a variety of post-school destinations - mapping and supporting MyPath opportunities to provide flexibility for student achievement and support of the Vision for Learning.
- 2.2 Continue the focus of improving student writing – development of the Writing framework (Years 7-10) ‘Writing to Thrive’.

3. Wellbeing

All members of our community have the right to be safe in our community. We work with families and students to strengthen individual wellbeing and foster belonging so that students may contribute to healthy relationships, community, and flourish individually.

- 3.1 Provide opportunities for student voice, engagement in activities to develop agency.
- 3.2 Provide diverse opportunities for students to contribute to positive and healthy relationships within their community.

4. Community

This strategic direction includes parent partnership and communication: Boarding community; involvement of former pupils; Boarding parents; community and business relationships; links to schools, parishes, charitable organisations and higher education institutions.

- 4.1 Sustain and grow the connections with the De Mazenod family.

5. Stewardship

This strategic dimension includes all aspects of space, buildings, grounds and facilities- including staffing, funding, and resources; environmental sustainability; governance, risk and compliance.

- 5.1 Intentionally act to improve the College’s environmental impact.
- 5.2 Ensure our Boarding option meets the needs of students and families.
- 5.3 Grow and embed a program which facilitates staff growth and wellbeing.

PART 2. BOARD CHAIR REPORT

The privileges and challenges of being the Chair of Mazenod College Ltd are many, with the former far outweighing the latter. The opportunity to work closely with our Provincial, Fr Christian Fini OMI, with our wonderful and tireless Oblate priests living here at the College, with the Principal and Chief Executive Officer of the College and his Senior Leadership team and with the dedicated Board Directors is very enriching, both personally and professionally.

As 2022 ended and we prepared for the new year, we carefully planned for 2023 knowing that there were several important milestones to embrace. As always, the main objective was to ensure that we as a Catholic College remain Christ centered, forming all in our midst through the lens of the Charism of St Eugene de Mazenod. Our prime focus has been and will always be the welfare, in the broadest sense, of the boys and their families.

The first task was to appropriately farewell our much esteemed and first lay Principal, Andrew Watson. With the support of Marist Schools Australia, we were very fortunate in being able to negotiate an elongated handover with Andrew remaining with us as Principal until the end of Term 1 2023. At the same time, and thanks to the generosity of Fr Peter Joseph Stiglich O Praem at St Norbert College, our incoming Principal, Simon Harvey, was able to spend considerable time throughout Term 1 acquainting himself, not only with the College staff, students and policies, but very importantly, with the Charism of St Eugene de Mazenod. Simon had the opportunity to spend quality time with the Oblate Fathers both in Melbourne and here at the College. It was a wonderful way to be immersed in the Charism whilst also building important relationships along the way.

This planning exercise paid enormous dividends with the handover between Andrew and Simon being seamless. Indeed many staff made the effort to commend this exercise stating that it enabled them to feel very confident that the needs of the students and the staff were always held to the fore. It says a great deal about both these men. Their professionalism and deep desire to do what was best for the College was evident throughout this time.

I could write realms in order to honour and farewell the year 2023. As I reflect upon the last 12 months, the significant achievements flash up in technicolour. There was such an eclectic mélange of events made possible by the wonderful generosity of our Oblate priests, our staff, our students, our parents, our old boys and our past parents. The Covid-19 pandemic did indeed have a down side yet it also highlighted the preciousness of life, the importance of embracing the now and the need for innovative practices. These latter qualities have been adopted and refined with an added richness being brought to the College. Many often unseen acts of generosity have continued to flow and for all this we are deeply grateful.

The Board Directors have maintained their vigilance in terms of the strategic priorities of their roles. The formation sessions are undertaken at the beginning of each meeting as we together continue to learn more and to develop a deeper sense of the gift of the Charism that is ours to nurture and enrich. St Eugene continues to inspire and to call us all to be better persons first and foremost and then to be better Christians. The Board is very mindful that the Oblate Fathers continue to be there for the oppressed, to give voice to the voiceless and to bring hope to those most downtrodden. We must not become complacent. Rather we need to be on the alert in order to ensure that we are indeed living our Mission and Vision.

The blessing of having our many Oblate priests available to us at the College is enormous. Other schools and Colleges are in awe of this great gift that we have, made even richer by the calibre of our resident priests. We sincerely thank Fr Michael McMahon OMI, Fr Bill Ousley OMI, Fr Joe Antony, Fr Mathew Raj OMI, whose presence and work benefit our community in ways too diverse to describe. From afar, Fr Christian Fini OMI, The Provincial of the Oblates of Mary Immaculate, his Council and all the Oblates continue to support us untiringly. Their generosity and deep love of the College, their sense of community and in particular the manner in which they live the Charism of St Eugene are inspirational. Fr John Sherman OMI continues to share his wisdom and energy as a very active Board member for which we are very thankful.

The De Mazenod Family network has further grown in strength. The opportunity to be part of this network has added a confidence and a richness that is immeasurable.

INSPIRE, the Board's Strategic Plan, ensures that we are faithful to a focus on the present, whilst looking to the future and ensuring that the past is honoured. The Directors are deeply committed and talented individuals who are determined to give of their very best to ensure that the College continues to thrive.

Our focus is always on the welfare and safety of our boys as well as ensuring that the welfare of the principal and his staff are held to the fore.

The Board is very mindful that the greatest asset that the College has is the dedication and talent of its staff. Reading through this yearbook and immersing oneself in the many incredible opportunities offered to our young men, may we be reminded of the selflessness that is evident by staff giving up time and more time in order to enrich the offerings available to the boys. It is often only upon leaving the College that boys can truly appreciate what has been there for them each and every day. On their behalf I thank the staff one and all and wish them a well earned rest and a joyful and peaceful Christmas.

Yet another year has seen the very special nature of the Mazenod community. We continue to have large numbers of cheerful volunteers. We have various and numerous associations that enrich the College significantly. We do not take these for granted. The College will continue to become enriched whilst each of us makes the effort to contribute what we can when we are able. I deeply thank those who were able to contribute and did so willingly.

Thanks to our staff, our boys and our parents, our College continues to maintain its outstanding reputation. We are very proud to be a Catholic College committed to living out the Gospel message of Jesus Christ through the Charism of St Eugene de Mazenod.

Our sister college, St Brigid's, is important to us as we are able to demonstrate that the Hills community has a robust Catholic educational family option for students. The two principals continue to meet very

regularly and undertake trips together to the different areas in the state from whence our boarders hail. Cebula, our Boarding House, holds a very special place in the minds and hearts of the Board and the Oblates. We have been delighted with the various innovative practices that are occurring and thank our Director of Boarding, Annamaria Cream, and her staff for all that they do to enrich the lives of our boarders. After a great deal of soul searching, the Board has decided to go ahead with the building of a new wing. This is a very exciting venture and whilst there will be some disruption in 2024, the boys will also undoubtedly enjoy the challenges that come with bringing about change.

It is very fitting to thank our Provincial, Fr Christian Fini OMI, for his unwavering trust and support. Sincere thanks to both our Principals in 2023. How blessed we are to have had Andrew Watson at the helm and then for him to be able to hand the reins to yet another outstanding educator in Simon Harvey. St Eugene is definitely looking after us!!

Thank you to all those who enable us as Directors to complete our important work. In particular, I thank Lyn McDonald, Minutes Secretary, and Eric Paini, Company Secretary, for the work that they do to ensure that all is in readiness for each Board meeting and that the appropriate follow-up occurs in a timely manner. I reiterate my thanks to my colleagues. Each Director shares their time and their skills selflessly for the betterment of the community. Thank you to all those who serve on the various committees of the Board and who add significant value.

On behalf of the Directors, I pray that your families are filled with the joy and hope that the birth of the Christ Child brings. May 2024 enable us to continue to embrace the values of St Eugene as we strive to ensure that our boys and we all experience Christ's love and compassion.

Mrs Mary Retel
Chair College Board



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