



**MAZENOD  
COLLEGE**

**SCHOOL PERFORMANCE  
REPORT**

**2024**

# 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 860 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](http://www.myschool.edu.au)

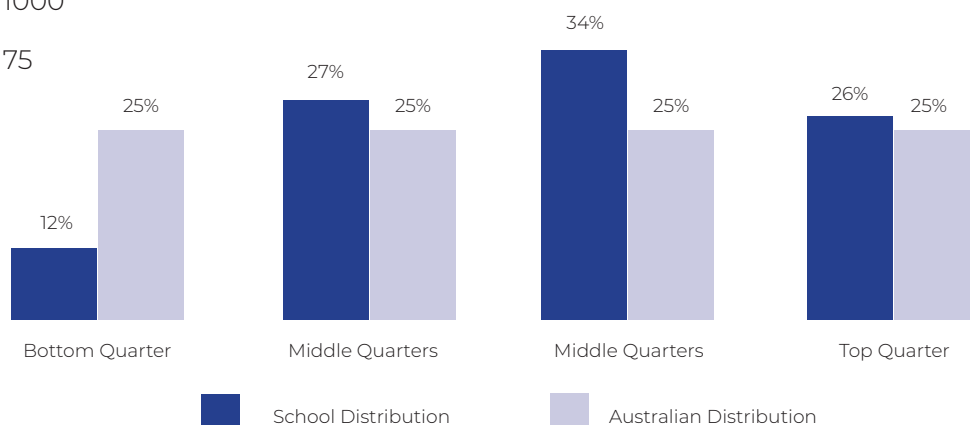
### Student Background

#### Index of Community Socio-Educational Advantage. (ICSEA)

School CSEA Value	1068
Average ICSEA Value	1000
School CSEA Value	75

Source: [www.myschool.edu.au](http://www.myschool.edu.au)

#### Distribution of Socio-Educational Advantages (SEA)

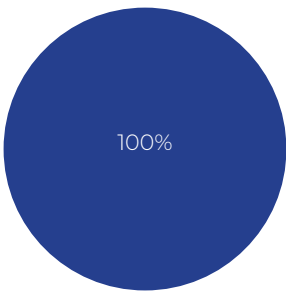


Percentages are rounded and may not add to 100

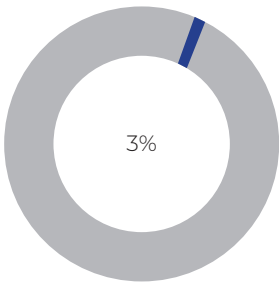
# Students 2024

Full-time Equivalent Enrolments 866.0

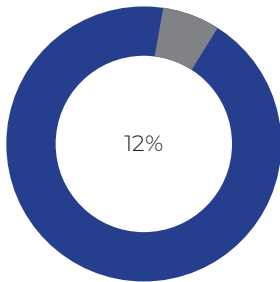
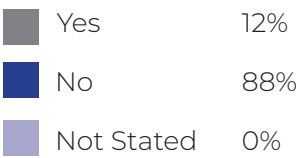
Total Enrolments 866



Indigenous students



Language background other than english



Source: [www.myschool.edu.au](http://www.myschool.edu.au)

## 2. TEACHER STANDARDS AND QUALIFICATIONS

Mazenod College is committed to attracting and retaining high-quality, qualified and experienced staff across the College.

All teaching staff are registered with the Teachers Registration Board of Western Australia (TRBWA).

The College provides ongoing opportunities for professional growth and development for all staff

to foster an environment that supports academic excellence, emotional well-being, and to uphold the standards of care, safety and wellbeing of students.

All staff also have the opportunity to undergo CEWA Accreditation courses to understand their roles in a Christ centred education community.

Qualification	2024
Bachelor Degree or equivalent	62
Graduate Diploma or equivalent	35
Masters	21
PhD	0
Certificate I	1
Certificate II	7
Certificate III	1
Certificate IV	18
Diploma / Advanced Diploma	1

### 3. WORKFORCE COMPOSITION

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

Teaching staff	Non-teaching staff
<b>76 Staff</b> (Full time equivalent 73.8)	<b>85 Staff</b> (Full time equivalent 51.4)
<b>43 (57%) Male Staff</b>	<b>29 (34%) Male Staff</b>
<b>33 (43%) Female Staff</b>	<b>56 (66%) Female Staff</b>
<b>0 Indigenous Staff</b>	<b>2 Indigenous Staff</b>

\*Workforce composition is based at time of Census 2024 (August 2024).

### 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 2024 was 90%.

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	91
8	90
9	90
10	90
11	91
12	92
<b>All</b>	<b>90%</b>

Source: [www.myschool.edu.au](http://www.myschool.edu.au)

**90%**  
**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.

Year 7	All Australian School's Average				Mazenod College			
	2021	2022	2023	2024	2021	2022	2023	2024
Numeracy	551	546	538	540	578	569	569	539
Reading	542	543	536	535	554	547	552	529
Writing	522	530	534	540	530	525	538	518
Spelling	553	547	539	540	549	546	548	537
Grammar & Punctuation	533	533	539	537	543	538	550	519

Year 9	All Australian School's Average				Mazenod College			
	2021	2022	2023	2024	2021	2022	2023	2024
Numeracy	596	584	568	565	627	618	604	591
Reading	578	578	564	535	605	600	582	586
Writing	551	560	567	574	573	576	575	564
Spelling	580	577	568	567	586	583	568	571
Grammar & Punctuation	571	573	557	555	585	590	562	560



## 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 events, community engagement and College facilities.

Staff, parents and students are invited to provide formal feedback through various avenues such as the Online feedback form, Surveys, Exit Interviews, Boarding Survey and post event feedback.

In 2024, staff were also invited to provide feedback through School Improvement Initiative consultation, the staff wellbeing group and the People at Work Survey and focus groups.

All staff are responsible for integrating day to day feedback into improving educational or business practices. Findings from Surveys and feedback channels are 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.

### Feedback Channels

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.

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

#### **Parents frequently reported that they valued:**

- Strong community feel
- High expectations of behaviour and presentation alongside pastoral care.
- Encouragement of personal excellence in all pathways – ATAR, VET, Sport, Arts
- The level of assessment feedback.

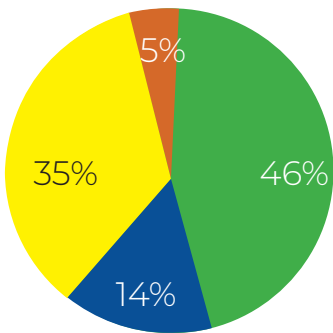
#### **Students reported that they valued:**

- Strong sense of belonging to the community and school.
- Having a voice in decision making.
- Feeling safe and supported.
- The physical environment.

# 7. SCHOOL INCOME

Financial information for 2024 can be found on the ACARA My School webpage for Mazenod College, WA.

	Net Recurrent Income 2023	Total	Per student
	Australian Government recurrent funding	\$9,122,559	\$10,534
	State / Territory Government recurrent funding	\$2,740,892	\$3,165
	Fees, charges and parent contributions	\$7,083,281	\$8,179
	Other private sources	\$936,700	\$1,082
	<b>Total gross income:</b> <i>(excluding income from government capital grants)</i>	<b>\$19,883,432</b>	<b>\$22,960</b>
	Less deductions	\$1,007,097	\$1,163
	<b>Total net recurrent Income</b>	<b>\$18,876,335</b>	<b>\$21,797</b>



Total gross income

# 8. SENIOR SECONDARY OUTCOMES

## Secondary graduation

Mazenod College has consistently maintained high graduation rates, reflecting its commitment to excellence in student support. This success is largely attributed to the provision of high-quality counselling services and academic assistance. With a strong focus on student welfare, we empower our students to reach their full potential—academically, socially, spiritually and emotionally.

2024	97.64%
2023	97.32%
2022	97.48%
2021	98.3%
2020	99.2%
2019	97.2%
2018	99.2%
2017	99.2%

## Vocational Education and Training

In 2024, 42.5% (54 of the 127) of Year 12 students were enrolled in at least one VET qualification, earning a total of 77 certificates. These included:

48 Certificate II

28 Certificate IV

1 Diploma

**77** 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.

### Geography

## 9. POST-SCHOOL DESTINATION

Number of students with an ATAR who applied 53

	Curtin	ECU	Murdoch	NDA	UWA	Total
Number of students with a 1st preference (includes students without an ATAR)	52	0	6	1	5	64
Number of students offered their 1st preference	44	0	4	1	5	54
Number of students offered any of their preferences	48	1	5	4	5	63
Number of students who have enrolled	35	1	4	0	5	45
Number of students who have deferred	2	0	0	1	0	3



## 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 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 Contextualise programs in the Mazenod Journey in order to integrate core focus areas of our Catholic identity and De Mazenod charism.

### 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 Consolidate MyPath as a whole school focus. Develop alternative learning paths and qualifications and skills teaching staff to teach courses in areas of micro-credentialling (Curtin UniReady, onsite certificate courses)
- 2.2 Review and revise the Teacher Development Program.

### 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 a safe school environment for all members for our community that supports the emotional, social, spiritual and physical needs of each person.
- 3.2 Develop a positive behaviour support strategy, including an updated *The Productive Classroom* and implementation of *Our Mazza Way* and *Good Standing Guidelines*, and restorative practices processes that include teacher voice.

### 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 Foster connections and awareness of the heritage and culture of Aboriginal and Torres Strait Islander peoples.
- 4.2 Sustain and grow connections to remote and rural communities, including deepening connections between Boarding and families.

### 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 Develop wellbeing strategy for staff to foster wellbeing in a supportive school environment.
- 5.2 Review Boarding strategic direction to develop facilities and approaches that support the wellbeing of our students.

## PART 2. BOARD CHAIR REPORT

The year's end approaches very quickly and with it comes the Board's annual practice of reflecting on its own performance as well as glancing through the myriad of successes and challenges that have faced the College. It is a time of celebration, is a time of learning and very much a time for planning for the year ahead. This ensures that our College is prepared to support, encourage and assist the staff to best serve the interests of every student as well as to support the College community as a whole.

We as a College are still very distinctive in a number of very important areas. There is no school in Western Australia and very, very few in Australia who can give thanks for the number of priests who are on campus and who actively work with us all to serve our needs. This enables us to ensure that the sacrament of the Eucharist continues to be a core element of the College.

As well as this, we often have our Oblates come to assist and support from other areas. These men have dedicated their lives to bringing alive the message of Jesus to us all and to ensuring that the Charism of St Eugene de Mazenod OMI is understood, embraced and lived in practical ways each day. We keep front of mind the fact that we are a Catholic College. One of Jesus' faithful disciples, St Eugene de Mazenod OMI, has gifted us with a charism that is imbued with the love of God and the desire to be of service to others.

The other precious attributes that we have as a College are the preparedness of our staff and our community members to assist way over and above that expected. It is timely to give thanks to everyone who graciously gives of their time, skills and expertise to assist in making Mazenod College what it is – a place where each person is treated with deep respect and where the desire to bring alive the gospel values is prevalent. The Board Directors, the Board Committee members, the staff members, the Parents Association, the Mazenod Old Boys' Association and the myriad of voluntary workers who assist in the canteen, in the very important areas of performing arts and sport and in other areas of the College are invaluable and deserve our deep gratitude.

Our Provincial, Fr Christian Fini OMI, has been a wonderful supporter of our College. His wisdom, boundless energy and evident commitment to modelling the vision and values of St Eugene have enriched us over the past years. We are very grateful that we have had the opportunity to get to know Fr Christian and to fully appreciate his many gifts. We wish him every blessing as he completes his term of office as Provincial at the beginning of 2025.

The Board has been very fortunate in having an Oblate as a Director throughout its history. Fr John Sherman OMI joined the Board in February 2010. A man of many talents, Fr John ensured that he attended every meeting either via Zoom or in person. His generous spirit has been deeply valued by us as Directors, as has his vast experience in many areas. His years as Rector and as Financial Director enabled him to contribute very significantly to discussions and to decisions. All this has been greatly missed as we said our goodbyes midway through this year. The greatest loss is that of Fr John as a person. His compassion, his energy and his deep commitment to treating each person as a precious being have greatly enriched our lives. Iona College in Brisbane is very fortunate in having Fr John on campus and we thank him most sincerely for all that he has given to this community. Fr Meno Basti OMI graciously accepted the Provincial's invitation to join our Board and took on the role of Director in September of this year. Fr Basti has been on several boards and brings with him a wealth of knowledge and experience. He manages to balance all this as well as being the Rector of St Patrick's Basilica in Fremantle.

Each yearbook is but a snapshot of a myriad of events and achievements that have occurred over the past 12 months. This document becomes even more precious as the years roll past for it will evoke vivid memories and provide an aid to ensuring that the important history of the College is available to all who desire to walk down memory lane. Importantly it is a reminder that Mazenod College is deeply committed to bringing about positive change, both within our local areas and in the wider world context. Our young men are being offered every opportunity to embrace the call of the gospel to live life to the full and to spread the good news both in word and in deed.

This year is momentous for we have welcomed back into our midst Fr Michael Twigg OMI. Fr Michael was here at Mazenod from the beginning of 1997 to the end of 2001.

He has served as Rector at Mazenod College Victoria and also at Iona College in Brisbane which he attended as a student. He has taken on the role of Rector here at Mazenod College and is committed to assisting our Principal, Simon Harvey, in ensuring that our College continues to strive to optimize the experiences of its students, staff and community members. Fr Michael's boundless energy, significant expertise and deep desire to be of service are just some of his many great gifts. He has already begun to reacquaint himself with our beautiful countryside and has a special affiliation with our boarding community. We are so very blessed to have Fr Michael in our midst.

The Board is provided with regular and thorough updates of the workings of the College. The directors delight in hearing about and experiencing the broad spectrum of achievement and talent of the student body across all areas of the curriculum. One of the important areas of stewardship for the Board is ensuring that the facilities are well maintained and that the finances of the College are prudently scrutinised and utilised in the best way possible.

The beginning of Term 2 2024 heralded the end of the first year of Simon Harvey's tenure as principal here at Mazenod College. Simon has warmly embraced the Charism of St Eugene de Mazenod OMI and has already strongly confirmed that the decision to offer this crucial position to him was an excellent one. His professionalism and deep desire to do what is best for the College and especially our students are constantly evident. Simon's commitment to the boarders in our care is exemplary.

Annamaria Cream, our Director of Boarding, and her staff, minister tirelessly to ensure that our boarders are cared for and that as much as possible there is a replication of a home environment. There is significant excitement as we ready ourselves to welcome the boys into the new building at the beginning of the 2025 school year.

Our ties with our sister college, St Brigid's, continue to be strong and we thank the college for hosting a number of our boarders whilst the new facility here at Mazenod was being constructed. We remain committed to this relationship as together we offer Catholic education to the families who choose our colleges for their sons and daughters.

We said farewell to the Board's Minute Secretary, Lyn McDonald earlier this year. Lyn has been with the Board since its inception. She worked with the Rector from November 2007 and took on the role of Minute

Secretary to the Board in 2008 serving Rectors, Board Chairs and Principals faithfully all these years. Lyn's gentle nature and her preparedness to constantly give over and above to Mazenod are deeply appreciated. We are delighted that Lyn has remained at the College in a part-time capacity and sincerely thank her for her selfless and dedicated service.

We have welcomed Tamara Laurito to the role of Minutes Secretary and to that of Executive Assistant to the Principal. Tamara has taken on the role with gusto. I thank Tamara for her proactive approach and the manner in which she has embraced the Charism of St Eugene.

Thank you to all those who enable us as Directors to complete our important work: The Senior Leadership team members who provide in-depth reports, our Minutes Secretary, and Eric Paini, Company Secretary, whose task it is 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.

In 2025 we shall all be invited to embrace the theme of Moments of Grace. This is a special gift which enables us to focus on the wonders that surround us and in particular to embrace the now. Our boys along with us all will be encouraged to feel the presence of God in the present and in this way to be imbued with gratitude. A very practical and healthy way to embrace life.

To paraphrase the prayer of St Francis

*"May each of us have the serenity to accept that we are unable to change,*

*May we have the courage to change that which needs to be changed, and above all*

*May we have the wisdom to know the difference".*

May God bless us all.

**Mrs Mary Retel - Chair College Board**



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