



ANNUAL SCHOOL REPORT



'All to All'

St Paul's International College 2023

St Paul's International College
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Vision Statement

St Paul's International College is a Catholic, co-educational, senior high school dedicated to nurturing academic excellence and preparing its boarding and day students for the achievement of their tertiary education and career aspirations. This preparation is carried out in a caring environment that caters for students' social, emotional, moral and spiritual needs. In an increasingly globalised world, St Paul's provides opportunities for young people from a broad range of cultures to learn from and to respect each other's differences, and to grow in an appreciation of their shared humanity. The College seeks to engender in its students common principles that unite them in a respect for life and a love of truth, justice, goodness and beauty. From these principles derives the understanding that leads to enduring friendships and respect across cultural divides, and that serves to improve the quality of life for all.

School Profile

The College is operated by the Sisters of St Paul de Chartres and is an independent Catholic school, with both boarding and day students.

Approximately three-quarters of the students are from overseas countries, with the remainder being drawn from the local area and country NSW.

St Paul's has a diverse student population, which creates a unique teaching and learning environment. Cultural awareness, academic challenge and the development of a caring and considerate environment are our prime concerns.

The College caters for junior and senior students who are enrolled in one of the following courses:

1. ELICOS courses, where students develop language skills to enter one of the academic courses offered at the College
2. *The NESA Stage 4 & 5 courses* in Years 7-10.
3. *The NESA Higher School Certificate (HSC) course* in which students follow a two-year program of Preliminary (Year 11) and HSC (Year 12) courses

2023 Annual Report

In 2023, the College celebrated its International Festival in March as well as taking part in the newly established RISE Festival along with other

local schools. It was rewarding to witness school life returning to normal after the pandemic for the College and other schools.

The College has returned to its usual schedule of excursions, camps and trips. In July, boarders went on a ski trip to the Snowy Mountains for the first time and Year 12 students celebrated the end of school with a trip to the Gold Coast. This had been a long standing school tradition which we were pleased to be able to reinstate.

The College held a graduation ceremony and awards event for Year 12 students as part of the Graduation Mass and a graduation dinner was also organised.

Student Data

1. Rates of attendance (December 2023)

The average rate of retention for 2023 was overall approx. 95%.

2. The total student enrolment at the College usually varies throughout the year due to the arrival of overseas students at the beginning of terms 1, 2, 3 and 4. International students have slowly been returning to the College now that the borders are once again open.

Year 7	99%
Year 8	90%
Year 9	90%
Year 10	95%
Year 11	97%
Year 12	98%

Student rolls are marked each morning and throughout the day. Attendance is digitally managed. Absences of more than 3 days are followed up by the College Secretary and relevant Year Coordinator.

A reason must be given by parents for the absence. Unexplained absences or patterns of single day



absences will be noted and followed up by the relevant Year Coordinator.

Students and parents will be invited to discuss the issue and a plan made together to encourage attendance and attainment of learning outcomes.

3. Apparent retention 2019-2023:

2019 to Year 12 2023 approx 100%

Key

<i>BC</i>	<i>Bridging Course</i>
<i>Yrs 7- 10</i>	<i>Stage 4 & 5</i>
<i>Yrs 11, 12</i>	<i>Higher School Certificate</i>

The Teaching Staff

Teachers' Qualifications

The qualifications of our teaching staff fall into the following categories:

Teaching qualifications from a higher education institution within Australia or as recognised by AEI - NOOSR*	100%
Graduate qualifications from a higher education institution within Australia within AEI-NOOSR* guidelines but lack formal teaching qualifications	0%
Do not have qualifications as above but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context	0%

* Australian Education Institution – National Office of Overseas Skills Recognition

All teachers are NESAs accredited and have working with children clearances. All staff are at proficient status and maintaining their NESA accreditation through professional development..

Staff attendance rates

The College sustains a 100% class attendance rate in staffing its teaching program through either its permanent full-time or part-time staff or through its pool of casual relief staff. All classes are taught by experienced, qualified teachers and in accordance with the requirements of NESA.

Staff retention

St Paul's caters for a fluid enrolment resulting from the arrival of students from overseas throughout the academic year, and so staffing levels are regularly adjusted to cater for this need. The College, nevertheless, places a high priority on the provision and retention of experienced, highly qualified teachers. The College sustained a teacher retention rate of more than 90% in the 2023 teaching year.

Professional learning and teaching standards

All teaching staff have been working towards maintaining their teaching accreditation through professional development opportunities and peer based learning. This year has seen an increase in teachers improving their classroom teaching skills and development of resources.

All teachers have identified areas of their teaching practice that they would like to strengthen in their personal development plans. This information is maintained by the Head of Admin. In 2023 teachers once again have taken part in face to face learning opportunities including mandatory Child Protection training and other NESA accredited courses.

Student Achievement

Higher School Certificate

14 students sat for the **NSW Higher School Certificate** examination in 2023. Of this cohort, 8 students came from homes where English was spoken as the first language. 6 students were from non-English speaking backgrounds. In total, our students sat for 17 examinations at the 2 Unit level and the great majority of the results achieved were in the range Band 4 or higher. The majority of our results were placed in Bands 4/5/6 (a mark of 80% or higher). Three students sat for extension English or Maths courses. No students undertook distance or VET courses in 2023.

Because of the relatively small size of our student cohort, there is little of statistical significance that can be claimed from these results. The fact that these results were achieved by students whose second language is English is noteworthy. The results are an indicator that this college is fulfilling its obligations as an educational institution.

HSC Results by subject:

Subject	No. of students	Band 1-2	Bands 3-4	Bands 5-6
Business Studies	5	2	3	0
Economics	2	0	1	1
English (Advanced)	12	2	7	3
English (EAL/D)	2	1	1	0
ITMM	2	0	1	1
Visual Arts	3	0	3	0
Mathematics Advanced	7	2	3	2
Mathematics Standard	5	1	2	2

Modern History	1	0	1	0
Chinese & Literature	3	0	1	2
Japanese Beginners	3	2	1	0
Chemistry	3	1	2	0
Biology	1	0	1	0
Physics	4	0	3	1
Chinese Continuers	2	0	1	1
PDHPE	4	0	3	1
Software Design and Development	2	0	1	1
Legal Studies	2	0	2	0
Extension	No. of students	Results		
English Extension 1	1	E3=1		
English Extension 2	1	E2=1		
Extension 1 Mathematics	2	E2=1 E3=1		
Extension 2 Mathematics	2	E2=1 E3=1		

There have been no significant trends in results 2013-2023.

Post school destinations for HSC students

More than 95% of 2023 School leavers sought and attained tertiary entry to a range of courses throughout Australia and in overseas universities.

New courses and initiatives:

In 2023, no new subjects were offered though Enterprise Computing is being planned as a new senior elective in 2024.

The academic mentoring system to assist students with their schooling continues in 2023 through the Year coordinators. Teaching staff also volunteered to meet with individual students, discuss their progress and organise ways to better achieve learning outcomes in a range of subjects.

The study of Mandarin in the junior school Year 7-10 continues to be highly successful.

School leaders 2023

Records of School Achievement - RoSA

No Records of School Achievement were requested or issued in 2023.

National Numeracy and Literacy Outcomes

Each year students in years 7 and 9 undertake the National Assessment Program – Literacy and



Numeracy (NAPLAN). In 2023, students at the College completed the online version of the test in all skills for the first time. Students did very well considering they sat the test whilst the impact of Covid in the community and at school was still being felt. Year 9 skills generally improved in comparison to their results in Year 7. The results are well within expected results given their experience in the last few years of Covid and disrupted learning.

College Successes – Parent, student and teacher satisfaction

Through a range of communication mechanisms, informal and formal, and through the attainment of very sound achievement standards, the College has gauged high levels of satisfaction with its offerings and operations.

Feedback gained through these processes is routinely analysed in effort to improve the College's effectiveness in answering the needs of students, their parents and the staff responsible for curriculum delivery.

The College's documented grievances and complaints procedures provide additional mechanisms for students, parents, staff and the wider community to raise concerns and have them promptly addressed. These are published on the College website.

College Policies

Enrolment

St Paul's enrolment policy and procedures can be viewed on the College's website:

www.spic.nsw.edu.au

These include the following:

1. All applications are processed according to the enrolment policy of the College.
2. Each applicant's supporting statement / interview responses regarding their ability

and willingness to support the ethos of the College are considered.

3. Each applicant's educational needs are considered. The College gathers information, and consults with the parents/family and other relevant persons.
4. Steps are taken to identify any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.
5. Applicants are informed of the outcome of their applications.

Policies relating to student welfare and discipline

St Paul's International College places the highest priority on the safety and welfare of its students and staff. The College has clear policies that address the important areas affecting student welfare and include:

- Security
- Privacy
- Supervision
- The conduct of all members of the College community
- Pastoral care
- Communication with stakeholders
- Discipline
- Attendance

These areas of policy are outlined in the relevant sections of the College Staff Handbook, the Boarding Staff Handbook, the Boarding Policies and Procedures Handbook, the Student Handbook, Orientation Booklets and a range of noticeboard displays.

Student Welfare

St Paul's is a Catholic school and is therefore a place of Belonging, Respect & Justice, Hope, Celebration and Quality Learning & Teaching.

The ethos of the school is based on the dignity of the whole person and provides witness to Gospel Values as a means to living our daily lives. These values are captured in the College's Pastoral Care Policy. The school-based policy provides information on programs to support students and families, approaches to discipline, creating a safe school environment, codes of conduct and suspension and expulsion guidelines.

Pastoral Care

Pastoral Care at St Paul's International College encompasses everything that the College community does to meet the personal, social, spiritual and learning needs of students, on an individual basis and in accordance with the values system of the College community.

Maintaining a healthy ambience on campus is a vital component of the Pastoral Care policy of St Paul's International College. All College policies, programs and practices have the well-being, safety and health of students as priorities, and are underpinned by the principles of equity and justice. The College reflects the values of the Sisters of St Paul de Chartres, as presented in the motto *Omnibus Omnia "All to All" The emphasis of the school being the need for tolerance, openness, understanding and kindness toward each other, regardless of cultural, social, racial or religious difference.*

Such policies, programs and practices include a dedication to inter-cultural understanding, an enriching and comprehensive personal development program, a discipline code based on rights and responsibilities, a fostering of individual and group skills, and an encouragement of healthy leisure activity.

The Heads of School and Head of RE confer on a regular basis on pastoral matters and their relevance within the RE curriculum. This has become the major forum for discussion based on student's personal development, cyber bullying and other relevant pastoral care issues which is permanently embedded in the RE program.

We conduct a series of regular Year meetings conducted by the Year Co-ordinators to introduce topics such as bullying, smoking, study skills, student mental health issues, subject selections and academic pathways etc. We also continue to update these issues with presentations by the Student Representative Council on assembly on a needs basis.

Other areas of Pastoral care include the following formats: Year Group meetings two times a term, individual meetings with students of concern, Camps, RE retreats and personal interviews with students of concern, and educational reviews with individual students at the beginning of term based on student reports and outcomes submitted by teachers at the end of each term.

The Heads of School maintains a close liaison with Boarding House supervisors and conducts a weekly meeting to discuss students of concern and other operational matters of the academic and social aspects of school life.

Staff development activities for 2023 focussed on developing motivation amongst students given the impact of Covid on schooling and mental health. The College is conscious of the statewide challenge for students to attend school and the need for increased pastoral support as well as creating an active, happy school environment in which students can reinforce peer friendships and enjoy events and tasks that do not rely on computer use. Whole

school staff participated in staff development in child protection training conducted onsite and online through Catholic Schools NSW.

Further directions for pastoral care in 2023 and 2024 involved developing closer ties with local community and schools by:

- 1) Model of United Nations Assembly Rotary
- 2) Mock Trial competition
- 3) Leadership training with NSW parliamentary education group. An overall aim will be to lead and develop an effective staff appraisal system.
- 4) Leadership training conducted by the Senior School Coordinator at the beginning of the SRC year.
- 5) Planning a global approach to leadership training through Camps and pastoral retreats.
- 6) Mentoring program
- 7) Closer liaison with Local Catholic primary schools for share sporting events and celebrations
- 8) participation in Catholic Schools Wollongong Diocese sporting events.

Harassment & Bullying Statement

1. It is our understanding that St Paul's International College should be a place where each person in it can feel safe, secure and able to achieve their potential.
2. It is expected that all members of this school – Staff, Students and Parents/Guardians – will work together to ensure that bullying, whether verbal or physical, subtle or overt, does not happen.
3. We do not and will not accept bullying in this school.
4. We will review the position in this school of any person who persists in bullying.

Definition

Bullying is repeated intimidation, over time, of a physical, verbal or psychological nature of a less powerful person or persons by a more powerful person or group of persons.

Types of bullying

There are many types of bullying. These may include:

- Physical
- Verbal
- Isolation
- Extortion
- Gestures
- Damage to property
- Intimidation
- Note writing
- Cyber bullying
- Sexual Harassment

Declaration of Rights

St Paul's International College aims to be a place in which every person in the school community –

students, teachers, other workers and parents – feels safe, secure and free of bullying.

Individual differences are valued and respected.

Every student is able to learn without distraction or hindrance.

Every teacher is able to teach without distraction or hindrance.

Every person can take pride in themselves and their work.

Every person is courteous to, and cooperative with, others.

No person is “given a hard time”.

If any person states that teasing has gone too far, it will stop.

The mood of the school is such that a child will feel supported if they are harassed or bullied.

Every person will feel safe to report incidences of bullying of which they are aware in the confidence that it will be followed up appropriately.

The procedure for dealing with incidences of bullying at St Paul's International College is set out in the student handbook. There is a Flowchart in the Anti-bullying Policy which is a separate document.

Incidents are reported to the appropriate representatives who log the incident on a Bullying Incident Report and conduct a preliminary investigation.

- An anti-bullying program is included in the RE and PDHPE program.
- Instructions, given in orientation talks, advise procedures to follow if harassed
- Anti-harassment policy posters remind students of their right to be safe from harassment / bullying, and steps to take if concerned about themselves or others:
 1. Attempts are made by the relevant teacher to resolve the issue.
 2. Interview with Year Coordinators
 3. The Head of Admin is kept informed and conducts follow up if necessary.
 4. Incident forms are filled in when an incident occurs
 5. Further possible strategies include giving advice to victims and perpetrators and to caregivers.
 6. Feedback to parents

There were no changes to policies regarding student welfare in 2023.

Detailed information on policies may be obtained by contacting the Head of Administration.

Student Discipline

Students are required to abide by the College rules and code of conduct and to follow the directions of teachers and other people with authority delegated by the College.

Where disciplinary action is required, penalties imposed vary according to the nature of the breach of discipline and the student's prior behaviour. Corporal punishment is not permitted at St Paul's under any circumstances.

All disciplinary action that may result in any sanction against the student - including suspension, expulsion or exclusion - provides processes based on procedural fairness.

Details of the College's discipline policy are available to all members of the College community and are referred to in the Staff Handbook, Student Diary, parent information booklets and on various notice boards around the College.

Policies were enhanced through a ban on mobile phones during school hours. This new area of policy have been included in the Teachers' Handbook as well as in policy information disseminated to students and parents. 2024 will entail another review of the above policies.

Detailed information on these policies may be obtained by contacting the Head of Administration. An overhaul of the system this year has seen the implementation of a revised behaviour modification program for students which will be reviewed at the end of term 4.

Complaints & Grievances

St Paul's is committed to a safe and supportive environment, characterised by fairness, mutual trust, respect and reconciliation. Any parent, student or community member who has a complaint or grievance has the right to have this addressed.

The College policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness.

The College thus has clear policies setting out the processes for raising and responding to matters of concern (complaints or grievances) identified by students, parents or members of the community. Students are made aware during their orientation of the process of raising concerns. These are outlined in their orientation Booklets and in Boarding House information.

Parents or members of the community may raise concerns with the College at any time in writing, through letter or email, or by telephone. Initial contact is made through the College Secretary. Grievances are then communicated to appropriate members of the executive staff with due regard to privacy and confidentiality.

The College undertakes to respond to such matters promptly and with due regard to the seriousness of matters raised. Formal responses or notifications

are forwarded by members of the executive staff or, where appropriate, by the College Director.

The College also has arrangements in place for an external and independent body to hear complaints or appeals from our overseas students arising from the school's internal complaints and appeals process. If a student wishes to lodge an external appeal or complain about a decision, the student can contact the Overseas Students Ombudsman. The Overseas Students Ombudsman offers a free and independent service for overseas students who have a complaint or want to lodge an external appeal about a decision made by their private education or training provider. See the Overseas Students Ombudsman website

<https://www.ombudsman.gov.au/How-we-can-help/overseas-students> or phone 1300 362 072 for more information. **Various policies and procedures are available from the College website:**

www.spic.nsw.edu.au

A more detailed account of relevant policies and appropriate Government and CEO links may be accessed from the 'policy' area of:

www.ceo.woll.catholic.edu.au

Catholic Identity

The Roman Catholic order of the Sisters of St Paul originated in 1696 in the small village of Levesville, France. A Mother House was then established in the larger nearby town of Chartres, the Sisters becoming known as The Sisters of St Paul de Chartres. The Mother House is built close to the spectacular 12th century Chartres Cathedral.

The Congregation of the Sisters of St Paul de Chartres have responded to God's invitation to leave their own families in order to serve Him through their work in the community.

A brief profile of the Congregation of the Sisters is as follows:-

- *there are more than 4,000 St Paul de Chartres Sisters worldwide*
- *the Sisters offer their services, dedication and expertise in the vocational areas of nursing, caring for the elderly, social work, parish work, in speciality areas such as working with the deaf and, to a greater extent, in education.*

The Sisters have established schools and educational facilities from pre-school through to tertiary levels throughout five continents, in areas in which the need is greatest.

St Paul's International College in Moss Vale is the only senior school of its kind established and supported by the Sisters of St Paul de Chartres in Australia. St. Paul, the Apostle and Patron of the St Paul de Chartres Sisters, is also the Patron of the College. For this reason, the College crest bears the Latin motto 'omnibus omnia' which means 'All to All'. This phrase, taken from the First Letter of St Paul to the Corinthians, emphasises the need for tolerance, openness, understanding and kindness towards one another, regardless of cultural, social, racial or religious differences.

The Sisters of St Paul de Chartres aim to foster these qualities in the young men and women who attend St Paul's International College.

Further formation may be obtained at:

<http://www.spcspr.edu.hk/sisterse.htm>



- The College places high importance on the ongoing professional development of its staff and will continue to invest in their increased capacity to plan and implement high-quality educational programs catering for the diversity of its student enrolment. In 2023 the College invested funds on professional development across a range of specialist areas. It also organised continuing professional development delivered by expert teachers on site.
- St Paul's is committed to the importance of ongoing educational policy review, performance appraisal and curriculum development. It is therefore committed to resourcing each of these, using planned, effective approaches.

Progress in 2023 towards achieving the School Renewal Plan

- Several activities have contributed to reinforcing our Catholic identity. In addition to the teaching in the Religious Education program, these included highly successful camps, College Masses and the annual International Festival. These activities and others such as Remembrance Day at Moss Vale RSL were able to be held in 2023.
- Most overseas marketing visits except to Vietnam continued to be put on hold in 2023 due to Covid. Digital marketing through Facebook and Instagram as well as local marketing media campaigns took place instead.
- Staff from across the College undertook a range of online professional development programs, thereby sustaining the professional learning we seek to encourage and facilitate.

College Renewal Policies & Priorities

The College Renewal Plan is designed to focus actions to bring about positive change and growth. The plan sets directions for a period of three to five years and is subject to regular evaluations. The following have been identified as key focus areas for the school during the current cycle of this plan.

- The life of the College embraces and is underpinned by its Catholic identity. As such, the renewal plan engages in spiritual conversations within and from outside the College. The College seeks to strengthen its engagement in developing the spiritual character of all members of its community.
- The College is seeking to sustain and strengthen its enrolment of both overseas and local students by effectively sustaining its capacity to offer high-quality education programs and through the successful marketing of these programs.

Learning & Teaching in 2023 and Priorities for the Future

LOTE, ELICOS and English

The ELICOS faculty of St Paul's International College, Moss Vale, aims to facilitate the development of English language skills for students from overseas who wish to enter mainstream classes. The faculty co-ordinates courses for students in our ELICOS and ESL classes.

The ENGLISH faculty delivers NESA courses for Years 7-12 including EAL/D, Advanced and Extension English. This year, the College continued to expand with more local and overseas students in the junior year groups.

The LOTE (Languages Other Than English) faculty provides the opportunity for students to learn

Chinese Mandarin from Years 7-10. The course is mandatory for all local students. The faculty delivers the core NESAC course for junior school students including an extended program to cover four years of continuous language study. The College offers HSC Chinese for Continuers for local students and there were 2 students who undertook this HSC course in 2023. Chinese & Literature for background speakers was also popular. Japanese for Beginners is also offered for both cohorts for the HSC. Other languages can be studied through Distance Education as well.

Reflections on current and recent practice

Achievements:

- Continued development and improvement of programs for Years 7-10 that engage students while developing critical thinking and language skills
- Development of quality teaching programs for the National Curriculum and new syllabi
- Focus on achieving strong HSC results which reflect every student's progress at the College and achievement of their personal best.
- Solid grounding for overseas students in language skills
- A Year 11 local student won a Chinese writing competition and had their work published. This is the second time in a row.
- A range of learning and teaching strategies, based on learning styles and online technologies.
- Planned excursions and out-of-class activities to enhance the development of practical language skills, and knowledge of topics relating to the community and Australian culture in 2023.
- Professional development
- Faculty communication:
 - meetings
 - emails
 - brainstorming sessions on how to better meet learner expectations and teacher requirements
 - development of quality teaching programs
 - continuing program improvement for Years 7 -12

Areas for development:

- Continued preparation and professional development for new syllabi
- The development of quality teaching programs for National Curriculum
- Further development of differentiated learning strategies in junior school classes
- Continued improvement and development of strategies for providing quality feedback to students
- More interactive activities between Chinese and local students for language learning

Religious Education

Introduction:

The Religion Studies faculty of St Paul's International College aims to enable the students to recognize and be aware of their own spirituality and to realize that they have the ability to believe in themselves, others and in God.

The faculty also strives to make positive connections with the students; to make RE lessons as interesting and relevant as possible and to make evident the links between RE topics, topics in other subject areas and our day to day living.

Year 12 students are reminded that their RE results will appear on their HSC certificate.

Reflections on current and recent practice

Achievements:



The Religion Studies program aims to look at the holistic, spiritual education of each student. It also aims to meet the ESL language requirements for the international students.



Curriculum development

The RE curriculum for stages 5 & 6 is being continually developed and modified according to the guidelines approved by the board.



Year 12 student's learning includes:

- Ethics and the importance of the questioning process
- The Life of Jesus and the influence of His teachings
- Peace & Justice and how this impacts on our lives today
- Relationships and the elements of their success

Year 11 student's learning includes:

- The Journey of the Cross and the mission of Jesus
- A Search for Meaning and the process of human development
- Christianity & World Religions and beliefs and practices that form these religions

Year 10 student's learning includes:

- Catholic Beliefs and Practices
- The challenge of discipleship.
- Healing and Forgiveness
- Gospels

Year 9 student's learning includes:

- New Life in Jesus
- Jesus The teacher and Healer
- The Ten Commandments and Beatitudes
- Christian Celebrations

Year 8 student's learning includes:

- The settings of the Gospels & People and ministries in the Church
- Early Christian Communities & Experiences of Good and Evil
- Ways of being Catholic & Symbol and Ritual: Sacraments of Initiation
- The influence of Jesus & Living the Christian life

Year 7 student's learning includes:

- The school and church communities and the Liturgical Year (including Lent & Easter)
- The Bible as a Sacred Story and the ways people pray
- The Old Testament overview and God and people in creation
- Christian ideals and moral decisions and preparing for Christmas

Teaching and learning approaches.

As well as the material used to facilitate the learning and research of particular topics, students are encouraged to use the booklets provided as journals to reflect on what RE topics they are being exposed to. The digital world including social media is also being used as an important teaching and learning tool.

Years 7 & 8 students are using the text 'To Know Worship and Love' for their coursework as this follows the Wollongong CEO program.

All students engage in the research of a number of texts including the bible and internet sites as part of their RE learning.

Assessment

Assessments are set and are quite satisfactory. There are a good variety of assessment tasks and the students are able to understand and complete these tasks. Students are being encouraged to research the topics using the bible, internet sites, resource material from the library and their college-generated books. Students are encouraged to become more objective and open minded in their approach to their studies and their assessment tasks.

Professional Development

Professional development is an area that continually needs to be pursued for teachers.

In 2023,, the RE department sought increased input from the religious sisters on campus and increased contact with the CEO in Wollongong for guidance.



Communications

The vital starting point in this subject will always be to have a sound rapport with the students. Students accept Religion as a topic and they are respectful of the Catholic Ethos of the College. RE tasks are carried out in class time where possible and should be interesting and not regarded as a homework overload.

Whilst it is important to work across the curriculum, we need to be conscious of Religion not becoming an extension of other subjects.

It is imperative for RE teachers to develop relationships with students that allow them to enhance the pastoral care aspect that this subject requires.

Policy development

The RE department uses the Staff Handbook, as well as the Yr 7, Yr 8, Yr 9, Yr 10, Yr 11 and Yr 12 assessment book policy. It is a SPIC policy that all students attend and participate in RE lessons.

Administration and management

Informal communication and term meetings are used to support one another and to make any suggestions for improvements in the day to day teaching of RE.

Support

There is sound communication within the faculty as well as from the College Director and senior management.

Discipline

Students are expected to abide by the discipline code of SPIC and a copy of the rights and responsibilities should be given to each student. Concerns with discipline are referred to the RE Coordinator and the Year Coordinator.

WHS

SPIC has an active WHS committee and a maintenance dept. which attends to repairs and construction.

Areas for development:

We need to continually find ways to make RE relevant in the daily lives of the students, especially those who have very little understanding of where religion fits into the modern world. We need to ensure that the objectives are realistic and relevant to the students we have. As well as continually communicating ideas to one another, we need to keep looking to the wider community, to the media and to the CEO and other Catholic schools for new and creative ways to present our RE program. RE needs to be connected to as many areas of a student's college life as possible.

Ongoing development of the curriculum is essential. In-service for all RE teachers needs to be pursued as it is central to the successful presentation of the course and employment of appropriate teachers who are able and willing to teach RE. This area continues to be an ongoing issue.

HSIE

Reflections on current and recent practice

1. Achievements:

- Greater variety of subjects being offered by the school further enhances curriculum options for our students in Stage 6.
- The contribution by specialist staff to the formation and development of the school's Mock Trial Team which competed in the NSW Schools Mock Trial Competition
- Strong academic results through committed staff and well resourced teaching programs
- A continuation of staff development within the faculty focused on programming and assessment.
- The implementation of the new History courses in line with the Australian Curriculum in Years 7 and 9.
- The development of experiential learning opportunities with the focus on:
 - expanding the History and Geography excursion programs in 2023.
- Staff development through participation in external marking programs for the HSC examinations where possible
- Staff development through faculty in-servicing on the process of assessment and effective feedback for students
- Investment in the aesthetics of learning spaces through the installation of visual

teaching resources across a number of classrooms

- Professional development in teaching online and updating technology skills

2. Areas for development:

- Familiarisation of faculty members with the Australian Professional Teaching Standards
- Personal development opportunities focused on equipping staff to meet the Australian Professional Teaching Standards
- The development of a cross-curricula program focused at Stage 4 or Stage 5

Mathematics

Introduction

The Mathematics Faculty at St Paul's International College aims to foster an appreciation of the utility and beauty of mathematics. It seeks to develop skills which are potentially useful in a rapidly changing work environment and also to broaden students' understanding of Mathematics as a human endeavour intrinsic to an ever-advancing civilization.

In 2023, the faculty ran courses for NESAs Year 7, Year 8, Year 9 and Year 10 and the Preliminary and Higher School Certificate courses including extension 1 and 2.

Reflections on current and recent practice:

Achievements:

- Teachers who are enthusiastic and skilled facilitators of learning, motivated to help their students reach their potential.
- A faculty in which every teacher has done a Graduate Certificate in TESOL (Teaching English to Speakers of Other Languages).
- A productive work environment with a strong culture of collegiality and helpfulness.
- Ongoing participation in Professional Development courses.
- Ongoing skill development by staff in both pedagogy and use of technology.
- Ongoing awareness of the importance of language development for our students' academic progress and the use of TESOL skills.
- Writing and storing of Assessment Tasks for NESAs courses, thus providing a large and growing item bank for skills development and revision purposes.

- Australian Mathematics Competition participation with outstanding results.
- Effort was made to assist all students to improve their Mathematics results from Semester 1 to Semester 2 in after-school classes and at lunchtimes.

Areas for development:

The Mathematics Faculty at St Paul's International College is aiming to:

- Enhance our use of technology in teaching including graphing software, the use of resources available on the internet and especially the interactive whiteboard. This includes online resources developed by textbook publishers.
- Build up and edit flipchart activities and notes on the interactive whiteboard.
- Develop and monitor our Scope and Sequences, Resources and Programmes for Stages 4 and 5.
- Extend opportunities for peer in-servicing, in order to share the many and varied talents of the faculty members.
- Continue to take advantage of Professional Development opportunities.
- Enhance our range of learning and teaching strategies to account for various learning styles.
- Consolidate follow-up procedures with students who are struggling or not engaging positively in the learning process, including more liaising with Year Coordinators. Document the interventions made with individual students.
- Take opportunities (for faculty members) to do marking of external examinations, as this is one of the most valuable forms of professional development for the mathematics teacher.

Science

2023 again saw an increased return to experiments, group learning face to face and excursions.

Science staff undertook online professional development throughout the course of the year. Students also took part in ICAS competitions as well as the Science and Engineering Challenge in Mittagong organised by the Rotary Club. Robotics was still popular despite competitions being put on hold.

Next year, it is hoped that STEM and Robotics can start in earnest again and even more students become interested in pursuing a career in science through studying it at the College.



Personal Development, Health and Physical Education (PDHPE and PASS elective)

Personal Development, Health and Physical Education (PDHPE) and the PASS elective aims to significantly contribute to the social, emotional, physical and spiritual development of young people. It provides opportunities for students to learn about, and practice ways of, adopting and maintaining a healthy, productive and active lifestyle.

Basketball and badminton expanded in 2023 with student participation increased both on and off campus.

PDHPE plays a key role in promoting physical activity and making healthy and wise decisions. Through PDHPE, young people learn to take a positive approach to managing their lives and it equips them with the skills for current and future challenges.



Technology and Applied Studies

Introduction:

The Technology and Applied Studies (TAS) faculty of St Paul's International College is committed to seeing each student as an individual with their own

preferred style of learning and skills and abilities to be developed and nurtured.

The aim of the faculty is to develop student's problem solving and design skills through presenting them with a wide and varied range of challenges and design tasks. The skills developed here will assist students not only in achieving their learning outcomes in other subjects but also assist them in improving their quality of life both at home and in the wider community.

Reflections on current and recent practice Curriculum Development

In 2023 Year 7 and Year 8 were taught Stage 4 technology Mandatory Courses. This provided the opportunity to re-visit and further refine existing units of work as well as introduce some new units. The units covered saw students completing practical tasks using a range of materials including textiles, timber, ceramics and found and recycled materials. These units continued to achieve course outcomes and introduced students to a range of Specialisations within the different Areas of Study. In 2023 the units of work implemented and refined were utilised in the Stage 4 Technology Mandatory Course.

Teaching and Learning and Assessment

The faculty continues to use student centred pedagogical approaches in the delivery of TAS subjects. The majority of learning outcomes are achieved using project-based work with students being given the opportunity to display their skills and understanding through the completion of tasks. Projects and instruction were varied to meet both the ability and learning style of individual students including tasks and programs.

Regular faculty meetings involve review and evaluation of programs and resources as well as feed-back and discussion on the progress of individual students and how best to meet their continued learning needs.

Assessment schedules comply with the NESA syllabus requirements. They employ a range of strategies such as group-based project work, independent project work, practical (on-computer) examinations and traditional paper-based examinations. Teachers work hard to provide students with ongoing support throughout assessment tasks as well as providing extensive feedback post-assessment task to help further students understanding in the course material.

Professional Development.

All TAS staff attended the annual CPR course at the school at the end of 2023 and received a Certificate of Attainment in this area.

During faculty time staff also completed peer training in a number of technology areas such as multimedia software and in particular the Adobe

suite. The skills gained in these areas have assisted in the development and delivery of a number of courses including units in Stage 4 Technology-Mandatory and Preliminary and Higher School Certificate Industrial Technology Multi Media Studies.

Support

As well as preparation and delivery of TAS key learning area courses, staff within this department provides regular support to other teachers and administration staff in their use of technology. Mr Miguel Gaspar in the role of College ICT support officer, continued to oversee and maintain all administration systems including SAS student administration, School Edge Timetabling and Library Oliver. The IT staff maintains servers and wide-area network infrastructure and maintain vital data backups on a daily and monthly basis.

Areas for development

Major areas for development for the next academic period will be continued development and evaluation of some courses. Stage 5 Design and Technology will again be on offer to students in 2023. Software and Development was added as a senior elective choice for Year 11 Preliminary the previous year. Units cover a range of context areas with the aim being to make best use of the technology available and target areas of interest to students. Stage 6 Industrial Technology Multimedia Studies continues to develop well with students being exposed to a range of industry standard multimedia software. Student interest is particularly in the areas of animation, video editing and special effects.

Music

Introduction

2023 saw the continued development of the Music faculty at St Paul's International College with the introduction of an online music portal. The subject will be offered again for Stage 4 in 2024. The aim of the Music faculty is to provide students with the opportunity to acquire the knowledge, understanding and skills necessary for active engagement and enjoyment in performing, composing and listening, and to allow a range of music to have a continuing role in their lives.

Reflections on current practice

Achievements:

Music is offered at a stage 4 level and the music team consists of Jon Pollard and Sr Maria Goretti.

Students in the Music program will develop knowledge, understanding and skills in the concepts of music through:

- **Performing** as a means of self-expression, interpreting musical symbols and developing solo and or ensemble techniques.

- **Composing** as a means of self-expression, interpreting musical creation and problem solving.
- **Listening** as a means of extending aural awareness and communicating ideas about music in social, cultural and historical contexts.

Curriculum development

The music curriculum for stage 4 has been developed and modified according to the guidelines approved by NESA.

The College has been able to once again offer choir activities once a fortnight and the playing of musical instruments.

Teaching and learning approaches.

Years 7 and 8 students are using the text 'Listen To The Music' by Ian Dorricott for their coursework. They are also provided with a college-generated workbook.

All students engage in some research as part of this course

Assessment

Assessments are set and these include a variety of assessment tasks that the students are able to understand and complete. Students are being encouraged to research the topics using internet sites, resource material from the library and their college-generated books. Students are encouraged to become creative in their approach to their music studies and their assessment tasks.

Professional Development

Professional development prospects will be closely considered and assessed for future learning opportunities.

Communications

The vital starting point in this subject will always be to have a sound rapport with the students. Students have accepted music in a positive, interested manner.

Policy development

The music department uses the Staff Handbook, as well as the Year 7 and 8 assessment book policy. It is a SPIC policy that all students in year 7 and 8 attend and participate in the music program.

Administration and management

Informal communication and term meetings are used to support one another and to make any suggestions for improvements in the day to day teaching of music.

Support

There is good communication within the faculty as well as from the College Director and senior management.

Discipline

Students are expected to abide by the discipline code of SPIC and a copy of the rights and responsibilities should be given to each student. Concerns with discipline are referred to the Music Coordinator and the Year Coordinator.

Visual Arts

The Visual Arts faculty of St Paul's International College is committed to engaging and challenging all types of learners to maximize individual talents and capabilities for a life capable of creative problem solving and visual literacy.

The Faculty aims through its courses to develop both student's technical and conceptual skills and knowledge by exploration of a range media and mediums and using the world as a source of ideas and subject matter for art making.

Critical and historical interpretations of artists and artworlds are investigated and analysed. The role of the artist and designer within our society is explored through both classroom investigations and opportunities for extracurricular activities such as visits to museums and galleries.

Curriculum Development

In 2023 Visual arts continued to be taught as part of the Stage 5 and Stage 6 Curriculum.

In Stage 4 and Stage 5 there has been a particular focus on developing students' skills in functional art as part of their art making.

In Stage 6 the Preliminary course was taught. In the Preliminary course there was a particular focus on the development of systems of on-going assessment covering all areas of course work, as required in the determination of ROSA grades.

Teaching and Learning and assessment

The Visual Arts faculty is constantly evaluating, reflecting on past delivery and modifying existing programs in response to such factors as, interest and ability of the student cohort, the particular strengths of Visual Arts staff and available resources.

In particular there has been a focus on on-going assessment, ensuring a range of assessment methods are used including observation to assess students effort and application in class in addition to the theory and practical work they completed. Most of the practical aspects of the course are taught using teacher centred demonstrations and a range of work examples; this teaching approach works well for all students particularly ESL cohorts.

Professional development

All Visual Arts staff attended the annual CPR course at the school and received a Certificate of Attainment in this area.

Visual Arts staff participated in a number of staff development days targeting such areas as Assessment and feedback to students and Program development.



Areas for further development

Stage 4 and 5 programs will be reviewed to ensure they reflect current teaching methods including the integration of technology into teaching and learning.

- All programs will continue to be reviewed to ensure they reflect the ongoing assessment of students.
- Updates from the Australian curriculum will be monitored.

Administration and Management Priorities for 2023

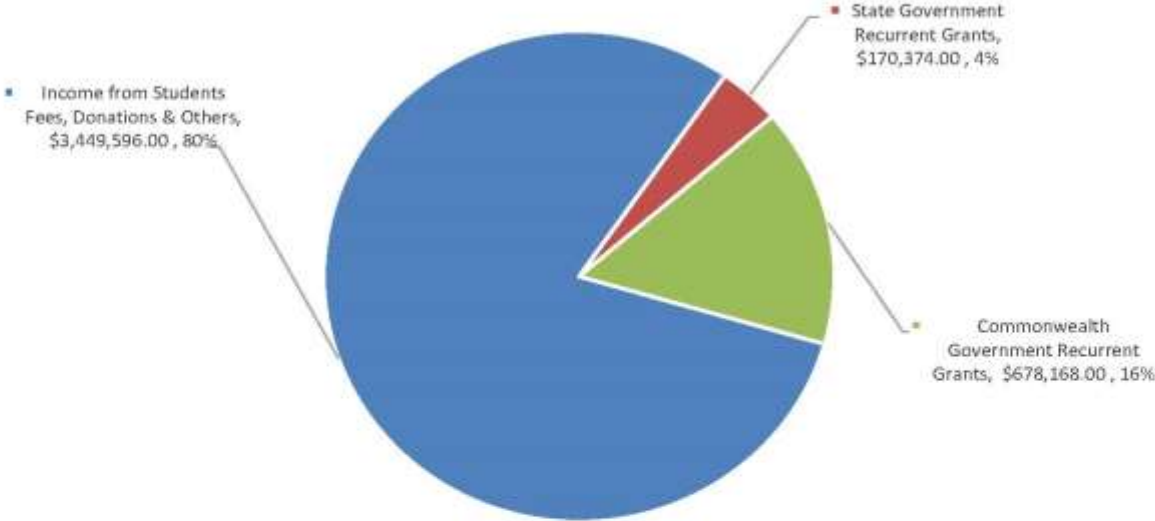
Specific priorities addressed in developing the College management system in 2023 included:

- Child protection training
- Evaluating effective systems/processes for ongoing teacher appraisals
- Continuing to develop processes enabling ongoing evaluation and renewal in all areas of College operations
- Evaluating course offerings in light of student needs
- Evaluating and adjusting processes for reviewing policy in accordance with legislated and best practice requirements
- Evaluating current marketing strategies and deciding new approaches

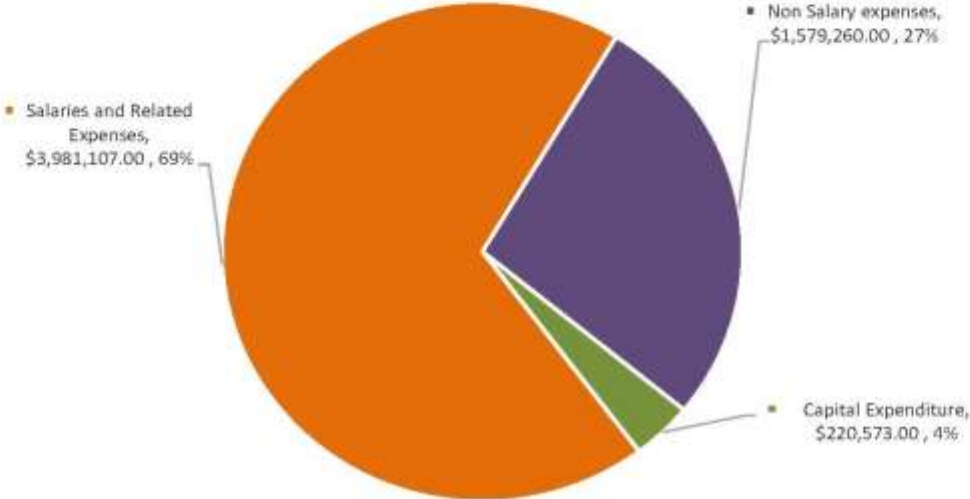
St. Paul's International College

Summary of Financial Information at 31 December 2023

(a) Recurrent Incomes and Grants



(b) Recurrent Expenditures and Capital Expenditures



This report has been prepared and compiled with the assistance of the Staff of St Paul’s International College. The information it contains has been verified and the priorities endorsed by the College Director and the Head of Administration.



'All to All'

A handwritten signature in black ink, appearing to read 'Sr. Angelina Fong'.

**College Director
Sister Angelina Fong**

A handwritten signature in black ink, appearing to read 'Anne-Maree Scott'.

**Head of School-Leadership &
Administration
Ms Anne-Maree Scott**