

Iona College Geelong Charlemont

2021 Annual Report to the School Community



Table of Contents

Contact Details2

Minimum Standards Attestation2

Governing Authority Report.....3

Our College Vision.....4

College Overview5

Principal’s Report6

Education in Faith.....8

Learning & Teaching9

Student Wellbeing12

Child Safe Standards.....15

Leadership & Management16

College Community19

Future Directions21

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Minimum Standards Attestation

I, Damian McKew, attest that Iona College Geelong is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2021 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 - Child Safe Standards, Managing Risk of Child Abuse in Schools.

23/03/2022

NOTE: The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au

Governing Authority Report

2021 has been a momentous year for Catholic education in the Archdiocese of Melbourne, with Melbourne Archdiocese Catholic Schools Ltd (MACS) assuming governance and operations of 290 schools which previously operated under unincorporated structures.

MACS was established to ensure these schools continue the mission of Catholic education to proclaim the Good News while equipping our young people with the education, knowledge, skills and hope to live meaningful lives and enrich the world around them.

Our schools were again asked this year to respond to the challenges of the coronavirus pandemic. Although asked to implement many measures to keep our staff and students safe, our schools were able to continue delivering a high-quality Catholic education through the resilience and dedication of our principals, school leaders and teachers.

Alongside this important work, we were also able to deliver a new policy suite for schools to ensure our students are safe and which enhance the consistency and transparency of school decision-making, while preserving school autonomy and respecting the local context of our schools.

School Advisory Councils have been established to actively support the principal and embed the life of the local Church in the life of each school. It has been wonderful to see so many parents and members of the wider parish community engaged in these critical forums.

Thank you for the support you have given our schools in 2021. We look forward to continuing to work with you as we strive to provide the young people of the Archdiocese of Melbourne with the best kind of education possible, one that fosters a formation of the whole person that is deeply and enduringly humanising.

Yours sincerely

Jim Miles

Executive Director

Melbourne Archdiocese Catholic Schools Ltd

Our College Vision

Vision and Strategic Intent

Vision

Jesus Christ, our greatest teacher, call us to share and witness our Catholic Faith and Tradition by building an inclusive community at Iona College whilst delivering quality learning opportunities for each of our students.

Strategic Intent

To be a Faith filled Catholic Learning Community of compassion, leadership, excellence and courage where all are welcome and inspired to grow to their full potential.

Statement of Iona College Geelong's Philosophy

Iona College Geelong upholds the following philosophy:

- We are committed to offering our students the best education possible and allowing each student to realise their full potential.
- We are committed to offering the best academic environment possible. To do this, we support each student's learning and ensure that each student can learn in an environment free from bullying, harassment, and undue distraction.
- We are committed to inclusiveness, strive to be open and welcoming to all students, regardless of their background, and do everything reasonable to accommodate each student's individual needs. Iona College Geelong will extend particular assistance to children who are poor, disadvantaged or considered most at risk.
- We are committed to caring for each student's emotional and pastoral needs. To do this, we have a pastoral care framework and provide support such as counselling services and education on resilience and mental health.
- We are committed to a Partnership between parents and school. Parents are the first educators of their children. By enrolling their child at Iona College Geelong, parents enter into a partnership with the College to promote and support their child's education, in particular their education in faith.
- We are committed to allowing each student to achieve in areas of their own interest. To do this, we accommodate each student's interests, allowing them to balance curricular and co-curricular activities, and encourage them to pursue their interests.

College Overview

Iona College Geelong Overview

The name 'Iona' was chosen in recognition of the Isle of Iona off the west coast of Scotland. Irish Christian missionary St Columba, with a group of twelve followers, came to the island in the 6th Century and established a monastery. The Isle of Iona became a venerated seat of learning and prayer from which missionaries were sent out to spread the Good News to all parts of the known world.

On the 30th May 2018 the former Archbishop of Melbourne, Denis Hart visited the site to announce the name of Iona College Geelong.

"Like Iona College, the Monastery of Iona was a centre of learning by the sea. Just as Iona College will serve and underpin a growing community, Iona was literally a rock of faith, an island monastery rich in knowledge, a centre of tranquillity in turbulent times and a force for spreading the Gospel in parts then considered the edges of the world." (Archbishop Denis Hart 30/05/18)

Iona College Geelong is a Catholic faith community which will aspire to give students a passion for life, a love of learning and a determination to be of service to others. Our College motto "Learning to Change the World" is aspirational.

At Iona College, we acknowledge Australian democratic values. The school is committed to the principles of freedom of religion, freedom of speech and association, equal rights for all, the values of openness and tolerance, the rule of the law and elected government. We want each of our students to find their place in society with a willingness to use their gifts to make the world a better place for all.

Iona College Geelong is a Catholic co-educational College commencing with 150 students in 2020. We are located in Charlemont area of the Armstrong Creek growth precinct, which is within a 15-minute drive of the Geelong CBD and a ten-minute drive to Torquay on the Surf Coast.

A Catholic education at Iona College will reinforce family values in a dynamic, supportive and caring environment. Our goal is to incorporate the latest technology, delivered by teachers who truly care about student learning and an education that stimulates and actively encourages excellence.

Our College will place a strong, dual emphasis on personal well-being and physical activity which we believe will encourage the best possible educational outcomes for our students whilst at the same time supporting our young people as they navigate the many challenges that they are presented with.

Over the next six years, our aim is to fully complete the construction of the College with wonderful facilities that will support the learning of our young people. Key to the development of our College will be our teaching and support staff. This team is committed to working with each student throughout all stages of their learning journey as they work to discover new pathways and aspire to achieve excellence.

Iona is committed to providing our students with a strong, and broad curriculum, with the eventual capacity for students to complete Year 7 -12 schooling with opportunities to complete VCE or VCAL, VET and other vocational opportunities.

Principal's Report

Over the course of 2021, I have been asked many times questions about how difficult it must be to start a brand-new school during a global pandemic that has caused so much suffering for so many in our world and disruption to the way we have become used to living our daily lives. I would be lying to say that navigating this last year has not been difficult, but at the same time I have been inspired by the resilience and commitment that all in our College community have shown. Our staff have supported each of our students to continue their learning journey even though there have been many weeks when the students have been required to do this from home. They have continually strived to find creative ways to keep the students engaged and connected over this period. I acknowledge and congratulate each student in Year 7 & 8 for their efforts over the course of 2021 despite the many challenges. Together we continue to establish a strong and vibrant culture that is setting wonderful foundations for the many years to come.

In 2021, we commenced the year with a renewed focus on the creation of our College House system and the specific characteristics that we aim to embed in our culture moving forward. Each term, one of these qualities will be the focus for our College community and in turn remind us of our need to ensure that our Catholic identity remains front and centre in all that we do. From the commencement of the College in 2020 we have aspired for our community to be a modern interpretation of what it means to be Catholic. Our hope remains that students will graduate from Iona with an understanding of themselves and their responsibilities to contribute to the world around them by recognising the marginalised and taking action.

At the start of 2021, work commenced on the Specialist Centre and the Gymnasium/Food Technology/Music Centre. Lyons Constructions (Geelong) aimed to complete these works by the end of the year, and indeed we received occupancy of the Stadium precinct at the end of Term 3. Having the specialist building up and going by the start of 2022 was vitally important given that there would have been many spatial constraints as we worked towards welcoming the third cohort of students in 2022. We were delighted to have these works completed at the end of 2021. We look forward to works commencing on our Library, Learning Centre, Student Support, Administration and Canteen commencing at the start of next year.

I would like to take this opportunity to acknowledge and thank the wonderful work of the College staff over the course of 2021. Our teaching and support staff have been instrumental in ensuring that the care and well-being of each student has been enacted. Iona College is indeed fortunate to have such a dedicated group of professionals building our school. The additional pressures that staff face in establishing a school should never be underestimated, and I am extremely grateful for the all efforts that have been made.

In 2021, we appointed the inaugural Deputy Principal of Iona College, Kylie Power. Kylie has been instrumental in leading the College across many facets, and I am appreciative of her leadership and support over the year. I also acknowledge the College Business Manager, Tom Harriott who continues his dedicated vocation towards the establishment of the College with a particular focus on the wonderful buildings and facilities that we have established and are planning for in the future. At the end of 2021 Cathy Jack (PA to the Principal) retired after contributing in excess of thirty years service to Catholic Education. I was fortunate to work with Cathy at Clonard College and over the last two years here at Iona. Cathy has made a wonderful contribution to the establishment of our school, and we will all miss her wit and her wisdom greatly.

Thank you to the College Year level well-being and learning leaders, Mrs Ahearn and Mr Parker (Year 7) and Ms Sholl and Mr Pisani (Year 8). Our leaders have ensured the well-being and

learning needs were well-supported over the course of the year. Our Community Group structure was ably led by our College teaching staff and I thank all for their efforts in this space.

I acknowledge the support of the College Council being led by the Chair, Ms Jo Hart. Thank you to members Fr Jim Clarke, Fr Linh Tran, Ms Lucy Carroll, Mr Paul Tobias, Mrs Julie Whelan, Ms Sarah Morgante, Dr Megan Turner, Dr Melissa O'Shea, Ms Mari Portaro, Mr Gerard McKenzie and Mr Stephen Elder. Julie Whelan concluded her time on the Council at the end of 2021, and I thank her for her contribution to the Council over our Foundation years.

Thank you to the Parents and Carers who have supported us over the last year. 2021 has been a frustrating year for parents and carers as they have pivoted between on-site and off-site lessons for their daughters and sons. We are forever grateful for your support and contribution that you have made to the formation of our school community.

As a school community, we have achieved much on our journey thus far and, as the Carpenters once sang 'We've only just begun'. There is so much to look forward to as we not only embark on the establishment of new facilities, but we welcome 234 Year 7 students and 40 new staff members to the College next year. We give thanks for the blessings that we have received that enable us to grow and prosper.

Education in Faith

Goals & Intended Outcomes

Iona College Geelong commenced operations with students in 2020. As such we are focusing on developing our culture and identity as a Catholic school. We continue to work with staff regarding the establishment of all key strategic development areas.

Through the Religious Dimension in 2021 we will look for opportunities for prayer and reflection and the celebration of liturgy.

Our key themes for the year centre around Compassion, Leadership, Excellence and Courage which will all be promoted through a Religious Dimension.

Achievements

Work is continuing in the area of developing our Catholic Identity at Iona. Throughout 2021, we have achieved the following:

- Launched a partnership with St Mary's Kabuuta Kiruuli Primary school, Uganda and raised funds to support a breakfast program.
- Developed the Iona College Fundraising Policy.
- Developed Religious Education Curriculum that complies with the Archdiocesan frameworks.
- Established and enacted a 'Celebration Day' for the College community recognising St Columba and other College patrons - Caroline Chisholm, Pope Francis, Mary MacKillop, Mary Glowrey - with a focus on inclusion, participation and fundraising.
- Sourced appropriate religious symbolism for learning spaces.
- Creation of mascots to represent College patrons and values in order to develop College House spirit and encourage student participation.

VALUE ADDED

Activities undertaken in 2021 included:

- Prayer and Reflection opportunities
- Liturgical experiences
- Project Compassion effort
- Fundraising efforts for the marginalised
- Columba Day Celebrations
- Guest Speakers

Learning & Teaching

Goals & Intended Outcomes

Within the Iona school community, all teachers are considered learners who commit to achieving the highest standards possible, based on reflective practice, using data, research and evidence to learn together, in order to ensure a positive impact on student learning.

The focus of the College in 2021 is the refinement of the Year 7 Learning and Teaching Program, the continued development of a Year 8 program and the planning of a Year 9 (and beyond) curriculum.

Key to the above is to provide staff with time for professional development and collaborative practice time that will assist the development of a comprehensive learning program.

Achievements

In 2021, our Learning and Teaching focus at Iona was the development of an exciting, varied and rigorous Year 9 curriculum designed to engage and challenge our middle school students.

Early in Term 2, staff met within faculty groups and brainstormed all the possible elective subjects that could be taught at Year 9 level that would be innovative, inspiring, relevant, challenging and multidisciplinary.

In addition to the core subjects of Religion, English, Mathematics, Science and Health & PE, a staggering 30 electives were created and offered to our 2022 Year 9 students, thus allowing students to tailor their educational pathway in alignment with their passions, skills, interests, learning preferences, personal values and future ambitions, as investigated and explored in their Year 8 subject Learning to Learn.

It is Iona philosophy that with autonomy of learning, students come to develop genuine pride, ownership and engagement in their studies, and already we have seen this bearing out in the increased focus, motivation and work ethic on display from our students.

STUDENT LEARNING OUTCOMES

Assessment at Iona College is a means of uncovering the narrative of learners: their growth, progress, success and challenges in learning. Through such assessment, teachers have gained valid and reliable evidence of a student's learning, which enables them to make precise decisions for the growth and progress of their learners.

MEDIAN NAPLAN RESULTS FOR YEAR 9	
Year 9 Grammar & Punctuation	null
Year 9 Numeracy	null
Year 9 Reading	null
Year 9 Spelling	null
Year 9 Writing	null

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 07 Grammar & Punctuation	***	-	-	94.8	-
YR 07 Numeracy	***	-	-	99.2	-
YR 07 Reading	***	-	-	100.0	-
YR 07 Spelling	***	-	-	94.8	-
YR 07 Writing	***	-	-	93.2	-
YR 09 Grammar & Punctuation	***	-	-	***	-
YR 09 Numeracy	***	-	-	***	-
YR 09 Reading	***	-	-	***	-
YR 09 Spelling	***	-	-	***	-
YR 09 Writing	***	-	-	***	-

* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

** Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

*** No students sat the NAPLAN tests in this year level and in one or both of the relevant years.



[Image.NaplanYear9]

Student Wellbeing

Goals & Intended Outcomes

Create collaborative processes that ensure safe and positive environments for learning.

Plan and implement curriculum which focuses on social and emotional growth and development, well-being and behaviour initiatives.

Community Group structures will be maintained at Year 7 in 2021 that will promote a positive transition for students to the College.

'Learning to Learn' will be introduced to focuses on social and emotional growth and development.

Positive Behaviour Practices adopted in 2020 will be reviewed and refined as the students move through the College.

Achievements

Small pastoral (home-room) groupings called Community Groups with only 12 students per class - encouraged connectedness and assisted with transition and parent partnerships.

- Acceptance as a Lead Partner school Barwon Respectful Relationships
- The introduction of a new subject, Learning To Learn that focuses on social and emotional growth and development
- Students and staffs participated in the Healthy Masculinities Project
- The College introduced an online weekly staff and student 'Pulse' well-being check. The program asks students how they are feeling (identified data) and then randomly asks randomised questions that inform leadership and staff about how students are feeling
- Deputy Principal Kylie Power was invited to speak at an Education Impact webinar for educators and health professionals, on how Iona is using well-being data to establish help seeking skills and establish a positive sense of community. This was very well received, and Kylie was then invited to speak at SXSW EDU teachers conference via zoom in the United States of America (USA). This has led to an article being written featuring Iona and how USA schools could learn about well-being from Australian schools.
- A series of Parent Partnership sessions were held online with a focus on drug and alcohol, careers.
- Review of our Positive Behaviour Policy.
- An official Position of Leadership for Student Voice and Agency commenced from Semester 2.

VALUE ADDED

Due to COVID-19, a number of face to face opportunities were lost however connection via Microsoft TEAMS was a success including PT interviews and parent partnership sessions

- RR PD attendance and support along with region networking opportunities
- Use of Resilience Project curriculum remotely

STUDENT SATISFACTION

A survey was conducted during remote learning to assess how students were coping with workload, motivation, socially, schedules, sleep, learning, daily routine, stress and distractions by phone and social media.

The standout from the data was our students very much missed the social interaction with their friends. Another challenging aspect is that many students spoke about wanting to work at their own pace. We are spending some time with staff looking at this particular wish of the students.

Our visual art students commenced work on a House mascot brief, as we look to produce the inaugural Iona College House Mascots. Students voted on submitted designs and we will be working with students to ensure that there is an alignment between the House Patron and what they represent, as well as the individual core value that has been assigned to each House Patron.

We are pleased to create a new program that promotes student leadership. The program will offer opportunities to have our students at the forefront of the development of our College.

STUDENT ATTENDANCE

Non Attendance and Unexplained Absences

Parents can notify the College by phone or email when their son/daughter is absent from school. They also have the option to access the Parent Access Module (PAM) to notify of their child's absence.

If there is an unexplained absence, parents are contacted by Break 1 to obtain a reason for this absence and the roll is marked accordingly.

Please see below the 2021 School Attendance:

Campus	Year Level	Student Count	School Attendance Percentage	Class Attendance Percentage	% Class Time Lost Due to School Activities
Secondary School	Year 7	144	92.48%	91.74%	6.67%
Secondary School	Year 8	302	91.97%	91.52%	6.90%
Totals and Averages		446	92.22%	91.63%	6.78%

YEARS 9 – 12 STUDENT RETENTION RATE	
Years 9 to 12 Student Retention Rate	null%

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y07	92.6%
Y08	91.2%
Y09	null%
Y10	null%
Overall average attendance	91.9%

Child Safe Standards

Goals & Intended Outcomes

To further develop strategies to embed a culture of safety at Iona College, including policies, related procedures for responding to and reporting allegations of suspected child abuse and key roles and responsibilities in child safety.

To ensure that Child Safety is part of our public and internal messaging.

To promote child safety strategies to staff, students and the community and ensure our community are aware of staff who hold key roles in this area e.g. child protection officers.

Achievements

We have continued to embed our child safe policy and commitment into everyday practice including:

- The College newsletter, website, staff handbook, staff induction, parent access module, student online resources, public and internal messaging.
- Regular meetings with the College Well-being Team lead by the Child Protection Officers.
- Staff completed Mandatory Protection training module and Child Safety PD.
- Launched and implementation of PROTECT via our 2 Child Protection officers.
- Accepted as a Lead School for Respectful Relationships (Barwon) region - PD, Support and networking with other Colleges.
- All meetings continue to have Child Safety as an agenda item.
- Child safety risk management procedures and adoption of Complispace platform has been established.
- The introduction of an electronic sign in system for all visitors and contracts with an automated Working with Children screening process.
- Recruitment of a new Student Support Officer and Risk and Compliance Officer.
- Students participated in Child Safety presentations over the course of 3 weeks. These presentations focused on improving our students understanding of child abuse. In particular, the 5 types of child abuse - physical abuse, sexual offences, grooming, serious neglect and serious emotional and psychological harm. The sessions also touched on family violence in Australia, and most importantly, highlights who to turn to at Iona College as well as who to turn to outside of Iona in the community.

Leadership & Management

Goals & Intended Outcomes

The College will continue to work with staff regarding the establishment of all key strategic development areas.

As the College is employing new staff each year, priority in this dimension is given to the induction of new staff to ensure that they readily become part of the Iona community.

Work will continue to develop a learning program that inspires student to achieve their best and remains relevant to the development of their passion.

A key priority for our College in 2021 is to provide collaborative opportunities for staff to work together to plan an engaging and dynamic learning program for our students.

Achievements

- Facilitated a dynamic, remote learning schedule for students, catering for all abilities.
- Review and feedback sought for the POL structure for 2022-2023.
- Implementation of Complispace, a system designed to assign, track and report staff learning, 3rd party learning and Complilearn content.
- Professional Development undertaken by the College Advisory Council.
- Curriculum development and staff planning for Year 9 and beyond.
- Professional Development opportunities provided to all staff.

EXPENDITURE AND TEACHER PARTICIPATION IN PROFESSIONAL LEARNING

Description of Professional Learning undertaken in 2021

Compliance training including first aid, child safety and emergency training
 Post graduate study including Masters in Student Well-being, Graduate Certificate in Religious Education, Careers Education
 Positive Education training
 Cross-curricular professional development
 Respectful Relationship Workshops

Number of teachers who participated in PL in 2021	22
Average expenditure per teacher for PL	\$820

TEACHER SATISFACTION

Teaching staff participated in the 2021 MACSSIS survey.

The data shown is the percentage of staff who gave a positive response to questions in relation to each of the following survey domains:

- 74% - Student Safety
- 82%- School Climate
- 99% - Staff-Leadership Relationships
- 67%- Feedback
- 88%- School Leadership
- 91%- Staff Safety
- 91%- Psychological Safety
- 78%- Instructional Leadership
- 80%- Professional Learning
- 72%- Collaboration Around an Improvement Strategy
- 73%- Collaboration in Teams
- 83%- Support for Teams
- 92%- Collective Efficacy

All data for Iona College is above the average for a MACS same type of school.

TEACHING STAFF ATTENDANCE RATE	
Teaching Staff Attendance Rate	100.0%

ALL STAFF RETENTION RATE	
Staff Retention Rate	86.4%

TEACHER QUALIFICATIONS	
Doctorate	0.0%
Masters	10.8%
Graduate	13.5%
Graduate Certificate	5.4%
Bachelor Degree	18.9%
Advanced Diploma	2.7%
No Qualifications Listed	81.1%

STAFF COMPOSITION	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	23.0
Teaching Staff (FTE)	22.0
Non-Teaching Staff (Headcount)	21.0
Non-Teaching Staff (FTE)	28.1
Indigenous Teaching Staff (Headcount)	1.0

College Community

Goals & Intended Outcomes

In 2021 the College will engage parents with targeted educational information sessions focused on the learning, health and well-being of their daughters and sons.

The College will also look to engage parents in membership of the College Advisory Council.

Opportunities will be sought to have parents actively engage in the learning opportunities of their daughters and sons.

Achievements

We have been inspired by the resilience and commitment that all in our College community have shown as they have navigated this difficult last year. Together we continue to establish a strong and vibrant culture that is setting wonderful foundations for the many years to come.

Due to COVID-19 restrictions, the following parent information sessions throughout 2021, were held online:

- Drug Education Australia
- Careers and subject selection evening
- Year 7 & 8 Welcome evenings
- Student Progress Meetings

The College Advisory Council welcomed two new members from our parent community.

VALUE ADDED

In 2021, we commenced the year with a renewed focus on the creation of our College House system and the specific characteristics that we aim to embed in our culture moving forward. Each term one of these qualities were the focus for our College community and in turn remind us of our need to ensure that our Catholic identity remains front and centre in all that we do.

We were delighted to take occupant of the Specialist Centre and the Gymnasium/Food Technology/Music Centre.

In 2021, we appointed the inaugural Deputy Principal of Iona College, Kylie Power. Kylie's leadership and support has been instrumental in leading the College and engaging our College community.

We made our oval available for use to local Catholic Primary School St Catherine of Siena for their cross-country event and athletics carnival. Many of these families will consider sending their daughters/sons to Iona College, and it was a wonderful opportunity to showcase our facilities, hospitality and strengthen community ties.

PARENT SATISFACTION

A survey was conducted with our parent community to assess how their daughter/son coped during remote learning. Areas that were addressed following the survey were:

- The structure of remote learning including timetabling
- The amount of time their daughter/son spent in front of a computer
- Activities that did not involve a computer/electronic devices
- Physical activity opportunities

Future Directions

In 2022, the College will undertake another major building project that is scheduled to be completed at the commencement of the 2023 school year.

In 2023, we will open our newly build Student Services, Library, Learning Centre and Administration. These facilities will continue to support our students as the population increases. We expect to commence further building projects in 2023 to cater for the exceptional demand that we have received during our growth phase.

Our staff will continue to form a relevant and dynamic learning program for existing and future Year levels as we grow our student cohort. At the core of learning is the well-being of each individual in our care that we will continue to support in the years to come.