



2014

ANNUAL REPORT

Catholic Education Office
Northern Territory



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LETTER OF TRANSFER



The Most Rev Eugene Hurley DD
Bishop of Darwin
GPO Box 476
Darwin NT 0801

Dear Bishop Eugene

On behalf of the Catholic Education Council of the Northern Territory, we are pleased to present you with the Catholic Education Northern Territory Annual Report for the year 2014.

The leadership and staff of the Catholic Education Office (CEO) have continued to focus on the goals of the Key Areas of the Strategic Plan 'Towards 2017' through its active and layered engagement with school communities in endeavouring to deliver quality service and support to seventeen Catholic schools in the Northern Territory.

The Annual Report reflects the accountability and governance responsibilities of the Catholic Education Council (NT) in supporting the initiatives, development of policies and strategies of Catholic Education in the Northern Territory.

The Catholic Education Office continues to take a key leadership role on behalf of Catholic schools in the Territory in its liaison with the Australian Government and the Northern Territory Government on a range of important issues such as funding for our schools, support for students with special needs, student wellbeing, boarding facilities, capital subsidy, development of new sites and building projects to provide excellent quality and delivery of education to children in our care.

We acknowledge and commend the work of our staff and leadership in our schools and staff at the Catholic Education Office. We thank families and our school communities for their commitment and support in these challenging times to creating wholesome and unique learning opportunities for young children and empowering them with *'faith in their future'*.

David Reilly
Chair
Catholic Education Council of
the Northern Territory

Michael Avery
Director of Catholic Education
Diocese of Darwin

12 June 2015



CATHOLIC EDUCATION COUNCIL OF THE NORTHERN TERRITORY

The Catholic Education Council of the NT (CECNT), established by the Bishop of Darwin, is the key advisory and consultative body on all matters relating to education within the Diocese; reporting to the Bishop. Members of the CECNT assist the Bishop in the exercise of his ecclesiastical, educational and legal authority and responsibility for Catholic Education in accordance with the provisions of Canon Law (Canon 803 #1; 806 #2) and the Catholic Church in the Northern Territory Act 1979 (as amended).

The objectives and functions of the Council are to serve the Church and the community. The CECNT is the principal consultative body on education to the Bishop providing advocacy to the Australian Government and the Northern Territory Government. Council monitors and reviews the strategic directions of Catholic education in the Diocese and provides a representative forum for parents and Catholic communities, clergy and parishes on matters of education. Council also provides a conduit for other Catholic organisations in the Diocese for connected work in education and a formalised structure and relationship with the National Catholic Education Commission.

Membership - 2014

Membership of Council is drawn from a wide range of people to reflect and represent the interests of parents, priests, religious and teachers in the Diocese.

Diocese

Bishop	Most Rev Eugene Hurley, DD, Bishop of Darwin
Chair	Mr David Reilly
Deputy Chair	Br Tony Caddy, FMS

Deanery Representatives

Schools	Mr Denis Graham Mr David Johns
Priests	Fr Leo Wearden, MSC
Parents	Mr Sean Parnell Mr Anthony Burton
Indigenous Representation	Mrs Concepta Orsto Ms Stacey Parker
Special Needs Representative	Mrs Maria Pia Gagliardo
Community Members	Mr David Reilly Mr Peter Caldwell Mrs Nicole Johnson
Teacher	Mr Cameron Hughes
Catholic Education Office Director of Catholic Education	Mr Michael Avery
Ex-Officio	Mr Greg O'Mullane, Deputy Director School Services Mrs Sharon Duong, Deputy Director Teaching & Learning Miss Margaret Hughes, Leader of Catholic Identity

Council Executive (the Chair, the Deputy Chair and the Director of Catholic Education) meets four times during the year to monitor and advance the work of Council.

Key discussions at these meetings considered and furthered the progress of:

- Indigenous Workforce and Leadership Development
- Northern Territory Government Interim Indigenous Education Report
- Bilingual Education and Indigenous Languages and Culture
- Secondary Education
- Early Childhood Care and Education Position Statement
- Catholic Education NT (CENT) Early Years Policy Document
- Gifted and Talented Education Policy and Position Statement
- Review of Australian Curriculum
- Review of English as an Additional Language/Dialect (EAL/D) Learners
- Mandatory Reporting Policy
- Mandatory Reporting – Harm to a Child Procedure
- Mandatory Reporting – Safety and Protection of all Persons Exposed to Domestic and Family Violence Procedure
- Pastoral Care and Wellbeing Policy document
- Student Wellbeing Policy
- Cyber Bullying Policy review
- INSPIRE – Inclusion Support Team and IT Team Collaborative Project: Software development – students with disabilities
- E-learning – FROG an alternative to RM Learning Platform
- Leadership Development
- Leadership Study Tour Project Plan
- Review of Catholic Education Council NT (CECNT) Constitution
- Review of Terms of Reference for CECNT Standing Committees
- Data Informed Practice Project
- Student Reporting Focus Group
- CEO Teaching and Learning Team Services - Previous, Current and Future Services
- Catholic Indigenous Leadership Team (CILT), Northern Territory

The Bishop considers and approves policies and proposals on the recommendation of Council as required.

Meeting dates: 21 March, 6 June, 5 September and 21 November.



Council Standing Committees – 2014

The following Council Standing Committees have designated convenors from the Catholic Education Office, who are responsible in leading the committees and reporting to the Catholic Education Council NT:

Catholic Identity

Miss Margaret Hughes
(Leader of Catholic Identity)

Teaching and Learning

Mrs Sharon Duong
(Deputy Director Teaching & Learning)

Leadership

Mr Michael Avery
(Director of Catholic Education)

Finance, Resources & Facilities

Mr Greg O'Mullane
(Deputy Director School Services)

Pastoral Care & Wellbeing

Mrs Bernadette Morriss
(Principals' Consultant)

Culture & Community

Mr Gerry McCarthy
(Senior Education Consultant – Indigenous Catholic Community Schools (ICCS) [Until October 2014])

Membership of these Standing Committees is comprised of around six people or more, depending on specific expertise required:

- Convenor from the Catholic Education Office
- Personnel with specific skills (co-opt)
- One Principal representative
- CECNT or Parent representatives.

Catholic Identity Standing Committee

Members

Miss Margaret Hughes
Catholic Education Office (Leader)

Sr Rose Glennen RSM
Catholic Care, Darwin NT

Ms Robyn Craig
Catholic Education Office

Mr David Finch
O'Loughlin Catholic College

Mr Sean Parnell
Parent and Community Representative

Mr Denis Graham
St Joseph's Catholic College

Fr Asaeli Raass
St John's Catholic College

Meeting dates: 14 February, 14 May, 20 August, and 21 November

Teaching & Learning Standing Committee

Members

Mrs Sharon Duong
Catholic Education Office (Leader)

Mrs Maria-Pia Gagliardo
Member, CECNT and Parent Representative

Mr Shane Donohue
Holy Family Catholic Primary School

Mr Lindsay Luck
Sacred Heart Catholic Primary School

Mrs Danielle Cavanagh
St Francis of Assisi Catholic Primary School

Mr Cameron Hughes
St John's Catholic College

Ms Elizabeth Hockey
St Mary's Catholic Primary School

Ms Cate Cockayne
Sacred Heart Catholic Primary School

Miss Kate Roache
Catholic Education Office

Meeting dates: 10 March, 28 May, 5 September, and 13 November

Leadership Standing Committee

Members

Mr Michael Avery
Catholic Education Office (Leader)

Mr Simon Duffy
St Mary's Catholic Primary School

Mrs Bernadette Morriss
Holy Spirit Catholic Primary School

Mr Robert Burns
St Francis of Assisi Catholic Primary School

Mr David Johns
St John's Catholic College

Mr Ben McCasker
Xavier Catholic College

Ms Paula Wilson
O'Loughlin Catholic College

Meeting dates: 6 March, 7 June, 27 August,
November [not held]

Community and Culture Standing Committee

Members

Mr Gerry McCarthy
Catholic Education Office (Leader)

Mr Mark Pickham
St Joseph's Catholic College

Ms Mandy Jones
Holy Family Catholic Primary School

Mr Bertram Tipungwuti
Xavier Catholic College

Mrs Tess Fong
Xavier Catholic College

Mr Ian Marmont
Murrupurtiyanuwu Catholic Primary School

Dr Ailsa Purdon
Catholic Education Office

Meeting dates: 6 March, 22 May, 27 August,
November [not held]

Pastoral Care and Wellbeing Standing Committee

Members

Mrs Mary Cutjar
Catholic Education Office (Leader)

Mr Anthony Hockey
St Paul's Catholic Primary School

Mr Simon Duffy
St Mary's Catholic Primary School

Mrs Paula Sellars
Holy Spirit Catholic Primary School

Miss Regina Glass
Our Lady of the Sacred Heart Thamarrurr
Catholic College

Mr Michael Graham
St John's Catholic College

Mrs Janis Paterson
Our Lady of the Sacred Heart College

Mrs Beverly Hayes
St Joseph's Catholic College

Meeting dates: 21 March, 22 May, 27
August, November [not held]

Finance, Facilities and Resources Standing Committee

Members

Mr Greg O'Mullane
Catholic Education Office (Leader)

Mr Michael Avery
Catholic Education Office

Mr John Fong
Catholic Education Office

Mr Tom Pearse
Catholic Education Office

Mr Peter Caldwell
Member, CECNT

Mr John Flynn
Chair, Darwin Diocesan Development Fund

Mrs Laretta Graham
Principal, MacKillop Catholic College

Meeting dates: 4 March, 21 May, 20 August,
November (not held)



CATHOLIC EDUCATION OFFICE DIOCESE OF DARWIN, NORTHERN TERRITORY

The Catholic Education Office exists 'To share our journey in faith, as followers of Jesus Christ, through our service to each other, our schools, parishes and the wider community'.

The achievement of this aim is greatly enhanced by schools in our diocese working closely in partnership with each other and with the Catholic Education Office (CEO).

The CEO provides a range of services and support to enhance the quality of education available to students in the following Key Areas of the School Improvement and Renewal Framework (SIRF):

- Catholic Identity
- Leadership
- Teaching and Learning
- Finance, Facilities and Resources
- Community and Culture
- Pastoral Care and Wellbeing.

The Catholic Education Office is responsible to the Bishop of Darwin for:

- Policy advice
- Disseminating information pertaining to approved educational, pastoral care and administrative policies to schools
- Fostering their implementation and evaluating their effects in Catholic schools
- Reporting to the Catholic Education Council (NT)

The Catholic Education Office works in partnership with schools, parishes, school boards, teachers and parents, in promoting Catholic Education and assisting schools in fulfilling their educational and pastoral responsibilities.





OUR VISION

'To share our journey in faith,
as followers of Jesus Christ,
through our service to each other,
our schools, parishes and the wider community'.

OUR MISSION

Faith

We share and grow by celebrating our faith in prayer and reflection, encouraging and caring for each other and all those we serve, acting with truth and compassion.

Service

We foster positive relationships with our school communities through our commitment to maintaining and enhancing quality support and service.

Collaboration

We work collaboratively to ensure continuous growth in all our professional and personal dealings.

Diversity

We value and use our diverse gifts, talents and experiences to shape our future.

Generosity

We come together, generous of heart and of time in a spirit of camaraderie, empathy and mutual support.



CATHOLIC IDENTITY

RELIGIOUS EDUCATION



Assessment across Journey in Faith was improved in 2014 with the support of Assistant Principals Religious Education (APREs). The units continue to be live documents and there was much improvement of resources, particularly within the primary units. Laura Avery and Robyn Craig from the Catholic Education Office focussed on working with teaching staff in team planning, individual planning and staff meetings and had a particular focus around the pedagogy of Discernment Enrichment Engagement and Participation (DEEP) thinking for the year. Nearly all schools participated in professional learning in this area.

A secondary focus with the urban schools in 2014 was assessment. Assistant Principals Religious Education worked collegially as a group and within teams in their own schools to improve the assessment tasks, bring a greater level of rigour and clarity to the tasks.

The Indigenous Schools' Writing Project continued and all units were completed across all year levels by the end of the year. A Scope and Sequence plan was developed. Most communities were well represented. Robyn Craig provided direct support to Indigenous Catholic Community Schools (ICCS) with the implementation of the units and the focus on Assessment and Reporting.

All units were uploaded to Sharepoint.



Made in the Image of God



Human Sexuality Program: The writing of the Being Sexual strand was completed. A full day workshop was offered to urban schools on the 'Being Sexual' Strand and workshops also occurred in schools.

At the end of 2014 a review of the Being Sexual strand of the Made in the Image of God program was completed with recommendations to be implemented in 2015.

Certificate III in Christian Ministry

The Pathways project which replaced the Sacred Journey Project commenced at the start of the 2014 academic year. The project facilitated the delivery of Certificate III in Christian Ministry and Theology (CMT) to Year 11 and Year 12 students enrolled at the following schools:

- St John's Catholic College
- St Joseph's Catholic College
- MacKillop Catholic College
- Xavier Catholic College



The aim of the project is to improve educational outcomes for Indigenous students in our Catholic Schools through the delivery of curriculum and a successful pathway towards achieving Northern Territory Certificate of Education and Training (NTCET). The Certificate III Christian Ministry and Theology (CMT) was introduced as a pathway for senior students to assist with achieving their NTCET. The partnership with the Institute of Faith Education (IFE) in Brisbane was renewed for IFE as the Registered Training Organisation to provide relevant courseware and deliver training to our teachers to enable our teachers to gain appropriate qualification to deliver the course in the classroom. This partnership will continue into the future. The support provided to schools by Julia Anderson, Education Officer Vocational and Flexible Learning was invaluable.

Over fifty Year 12 students completed the Certificate III CMT which contributed significantly to these students successfully achieving the NTCET. During 2014 participants were invited to undertake a survey on their experience in the course. An overwhelming 93% of students were very pleased with the course and the outcomes they experienced. Below are some comments from the students:

"I have learned a lot of valuable qualities, like time management, working with people communication and self-awareness."

"The course explores a wide variety of subjects which relate to real world situations and solutions that can be applied."

"This course gave me knowledge and ideas such as different aspects of theology, it got me involved with different organisations and socialising with others."

"I learnt to work with people and give my opinion and respect if there is different opinion with people."

The CEO is in discussions with various other schools across Catholic Education NT to explore the viability of expanding this course offering to more schools throughout 2015.

Professional Development

Catholic Secondary Principals Australia (CaSPA) Conference

In place of the annual Diocesan Conference the Catholic Secondary Principals Australia (CaSPA) was held in Darwin in July 2014. Leadership teams from all schools attended. Bishop Vincent Long addressed the theme of *"Who is My Neighbour?"* asking participants the question of *"Who is my neighbour?"*, not only in the context of the asylum seekers debate in Australia but also in the larger context of the Christian response to a secular society.

By sharing his personal journey, he created an atmosphere of understanding and solidarity with other less fortunate travellers whose life-journeys deserve no less respect and dignity than ours.

Bishop Eugene Hurley addressed questions around what it is that is unique about a school that we call "Catholic" and what are the challenges for leadership to identify and manage within the Catholic dimension of a school.

We were also privileged to hear from Mr Tom Harbottle, Managing Director, Training Managers of Australia on the need to raise awareness of Principals being challenged on their approach to customer service in creating the best learning environment for their schools. Mr Steve Francis, CEO, Gr8 People Pty Ltd. spoke on change and managing change and explored the stages that staff, parents and students go through when a change is announced. This helped our understanding of the stages of concern and therefore our ability to lead these more effectively.

The conference was a great success with beautiful liturgies and a great sense of connectedness amongst the participants, helping them really live and understand the question of *"Who is my neighbour."*

National eConference – Pope Francis: Modelling the Ministry of St Peter

The eConference was hosted live at the Catholic Education Office and parishes were invited to participate.

Post Graduate Studies in Theology/ Religious Education

The Broken Bay Institute and University of Newcastle presented face-to-face lectures in Darwin in January and June. Dr Peter Mudge delivered Religious Education: Theory and Practice; and Dr Drasko Dizdar delivered Theology of Religious Education.

Study Incentive Program

During the year 73 applications were received for the Study Incentive Program which provided funding towards fees. Refunds were provided upon provision of receipts to 62 claimants. The total expenditure of the Study Incentive Program was \$86,992. This expenditure includes claims for fees, but does not include travel and costs associated with providing face-to-face lectures in Darwin for three days each semester.

- **Masters**

43 applications were received and approved and 37 refunds were provided:

- Master of Theology/RE – 13 (75% funding towards fees)
- Master of Educational Leadership – 20 (75% funding towards fees)
- Master – Education (specialist areas) – 10 (50% funding towards fees)

- **Graduate Certificate Theology/Religious Education**

15 applications were received and approved and 13 refunds were provided. (50% funding towards fees)

- **General Education (variety of courses)**

15 applications were received and approved and 12 refunds were provided. (50% funding towards fees)

Catholic Identity Day for All Staff

Fr Richard Leonard SJ, Director of the Australian Catholic Office for Film and Broadcasting, visiting professor at the Pontifical Gregorian University, Rome, lecturer at Jesuit Theological College Melbourne and the Broken Bay Institute, Sydney and bestselling author, returned to the Diocese to facilitate a program on *“What Makes a Catholic School Catholic”*.

The program was presented to all schools across the Diocese with the exception of Our Lady of the Sacred Heart Catholic College, Alice Springs. The primary and secondary urban schools met at the Mal Nairn auditorium at Charles Darwin University.

Fr Richard’s personal and engaging presentation invited staff to reflect deeply as individuals and a community on challenging questions. Recent Church documents argue that the role of a Catholic School is to assist parents in:

- Learning how the Church prays;
- Imparting the richness of the Catholic tradition; and
- Preparing students to be Christians in the real world of their everyday lives

The workshop explored each of these challenges.



TEACHING AND LEARNING

Advanced Skilled Teacher 1 (AST 1) status

Congratulations to the following teachers who received Advanced Skilled Teacher Level 1 recognition as from the first day of the school year in 2015:

Byron Wilson	St John's Catholic College
Douglas Stone	St John's Catholic College
Cameron Hughes	St John's Catholic College
Rachel McDowall	Sacred Heart Catholic Primary School
Andrew Wright	Our Lady of the Sacred Heart Catholic College, Alice Springs

Vocational Education and Training

Vocational Education and Training (VET) was accessed by all urban secondary schools and delivered at all Indigenous Catholic Community Schools (ICCS).

VET studies have contributed to students achieving their Northern Territory Certificate of Education (NTCET). Over half of the 2014 cohort of students who gained a NTCET studied VET and of these, half again were able to gain their NTCET by undertaking a VET course as part of NTCET program. This highlights CENT schools' strengths in offering diversity to reflect students' needs and strong career pathway planning.

Five certificate courses were delivered at St John's Catholic College using both embedded staff in addition to outside trainers. This was highly successful in engaging the students. MacKillop Catholic College, Palmerston; O'Loughlin Catholic College, Karama; St Joseph's Catholic College, Katherine and Our Lady of the Sacred Heart Catholic College, Alice Springs had high numbers of students accessing Vocational Education and Training in Schools (VETiS) courses through both embedded trainers and a variety of Registered Training Organisations. Our Lady of the Sacred Heart Thamarrurr Catholic College and St Francis Xavier Catholic School, Nauiyu, Daly River were involved in Conservation Land Management, which was delivered by a staff member. Xavier Catholic College, Wurrumiyanga ran three courses and students at Ltyentye Apurte Catholic School, Santa Teresa completed two different certificate courses.

Schools continued to have students undertaking School Based Apprenticeships and Traineeships as well as accessing Work Ready Pathways.

Certificate III Christian Ministry and Theology had its first Year 12 graduates last year with 50 students achieving the full certificate and a further 17 students receiving Statements of Attainment.



Careers

A careers project was introduced and focused on developing a specific and targeted career program for students in Years 7 to 12. The program specifically provided a pathway to work and/or further education.

Coordinators from ten schools developed the program to improve engagement and pathway outcomes. This is to be trialled in schools during 2015. The program aims to give the students career exploration, links to Stage I Personal Learning Plan course and exploration of self-development and goal setting.

Two professional development meetings were held during the year which provided the coordinators opportunities to build collegiate relationships and share knowledge. In addition, the career coordinators were able to attend several other Professional Development courses, one of which was the Bi-annual VET Network Conference.

Schools were funded to assist students to attend specific career development forums such as World of Work, career expos and seminars both in the NT and interstate.

Numeracy

The Mathematics Assessment Interview is an intensive one-to-one process aimed at the teacher developing an understanding of how the student thinks mathematically.

Professional development around the Mathematics Assessment Interview was delivered and the resources purchased to assist with its implementation for data collection. The Mathematics Assessment Interview provided an assessment tool which could be used across the school to analyse the mathematical understanding and articulation of each child. This assessment placed emphasis on strategies used in solving mathematical problems rather than solely on the answer.

The Numeracy focus for the remote schools and St Joseph's Catholic College, Katherine was on the development of Numeracy Plans and Assessment schedules. The Numeracy Plan outlined key foci within each school for 2015 -2016. It provided a shared vision within the school and clear expectations to ensure the highest possible achievement for all students. The Assessment schedule provided a scope and sequence of the testing schedule to be used within the school and the ongoing monitoring of student achievement throughout the year.

Middle Years

The Aspiring Leaders for Learning in the Middle Years Network continued with nine participants in 2014. The action research project each member engaged in, in their school, were either continued or refined and the work culminated in a presentation to Principals in November. The professional reflection of the growth in leadership capacity was evident, as was the impact each project had on student learning outcomes.

Senior Years

Two of our Colleges implemented senior years provision: St Joseph's Catholic College, Katherine welcomed their first Year 12 cohort and MacKillop Catholic College, Palmerston Year 11. Throughout the year, MacKillop Catholic College planned extensively for introducing Year 12 in 2015. 148 students gained their Northern Territory Certificate of Education & Training (NTCET) compared to 154 in 2013. Our schools continue to offer senior years subjects in a variety of ways including face-to-face and through the Northern Territory Open Education Centre.



Data Informed Practice Project

The data informed practice project began in October 2014. The vision for this project is that all schools will collect, analyse and interpret literacy & numeracy data for each student in Transition to Year 9 in all of our Catholic Education Northern Territory schools. Data informed instruction (including data collection, storage, analysis and evidenced based planning for learning) is a systemic priority for improvement in student learning outcomes. Schools and the Catholic Education Office will use this data to assist with planning of learning programs. The project will be for an initial three year period with a review in its final year to critically analyse the impact data collection has had on student learning outcomes.

Pre-Service Teacher Education

Ten new students were enrolled over the course of the year in the 'Growing Our Own' (GOO) pre-service teacher education program for Indigenous staff in Catholic schools, offered in partnership with Charles Darwin University (CDU). A key factor in the program is the capacity to offer the program on-site using flexible modes of delivery best suited to local contexts. 22 students graduated, of whom at least 13 graduands taught in CENT schools during the year. A further three graduands taught outside of Catholic Education NT.

Online delivery was trialled at Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye with three students. The response was that face-to-face was much more workable and this will be the model for 2015.

At St Francis Xavier Catholic School, Nauiyu, four students began the year with one taking a break in Semester II and a second taking a reduced study load late in the year. This group continues to work extremely well and have grown in their leadership within the school community.

In the latter part of the year, a new student began study via "Learnline" at Katherine. This student has shown a great ability to work independently and this alternate method highlights the tailored approach of Growing Our Own.



Two students began the year at Ltyentye Apurte Catholic School, Santa Teresa. The highlight was the completion of the final practicum and presentation for Vivian Petit. He hopes to join the staff at Ltyentye Apurte Catholic School in 2015 as a qualified teacher. We thank Dr Al Strangeways from CDU for the strong professional relationship she has built with Vivian and the community and look forward to her ongoing support as mentor for Vivian in 2015.

Another highlight for the year was the beginning of a new group at Wurrumiyanga working towards starting GOO in 2015. This large group included a returning student as well as recent Year 12 graduates.

Additional funding via "More Aboriginal and Torres Strait Islander Teachers Initiative" (MATSI) supported our Indigenous Early Career teachers, including Growing Our Own graduates. This was a real lift to the graduates and has given us the ability to continue to develop these teachers.

The great success of the program has been the flexibility from both CDU and each site. This has enabled changes to the delivery of the program without compromising its integrity. Therese Kersten, the Co-ordinator at CDU has generously shared her professionalism, flexibility, excellent communication and genuine interest in the program.



Early Years and School Age Education and Care

Activity to meet legislative requirements continued to be a significant aspect of the work in Early Learning Centres, Out of School Hours Care and Preschools. Generic policies and procedures were written and a draft self-assessment tool was developed to assist services. Support was provided through on-site visits and through the Early Years Network. Professional learning included Emotional Coaching, using the Assessment of Student Competencies Tool, Due Diligence and Critical Incident Management.

Work continued on the Early Years Position Statement and the Business Plans for Early Learning Centres. An Information Booklet was developed to provide new Principals and Office staff an overview of Education and Care Services. Data on student competencies was collated for preschools to inform planning and programming.



ICTs for Learning

The Australian Curriculum requires the implementation of Information and Communication Technology (ICT) across all schools and all subjects. Within the Teaching and Learning team this capability was supported by an Education Officer who worked with school staff and leadership to improve digital literacy among teachers, and to plan for future requirements. During the year a number of schools began to implement BYOD (Bring Your Own Device) policies with laptops and/or tablet devices, and several more were considering doing so. The use of social media in schools, both for student learning and as a channel of communication with parents and the wider community was also expanding. Cyber safety, both in relation to social media and more broadly, concerned many schools, and support was provided in the sourcing of resources and informing of staff and general school communities.

Feedback from schools indicated that the RM Learning Platform was not meeting educational needs, so negotiations led to the implementation of a new online Learning Platform called FROG. FROG underwent a successful trial at St Joseph's Catholic College in Katherine in the second half of 2014.

CEO staff were given the opportunity to learn new skills and increase their effective use of ICTs for research, collaboration, record keeping and general communication. An ICTs for Learning Working Group was formed with representatives from a wide range of schools, leadership and teaching staff, and provided systematic direction in the areas of effective digital tools and pedagogies, supporting e-learning, sustainable infrastructure and cyber-safety.



Inclusion Support Services

Inclusion Support Services continued to identify and support greater numbers of students with inclusive needs across all Catholic schools in the Northern Territory. The Team consisted of CEO based Inclusion Advisors, a Speech Pathologist, Occupational Therapist, Psychologist and Team Leader, as well as school based Inclusion Support Coordinators and Inclusion Support Assistants. The effectiveness was reflected in the significant increase of identified students with additional needs, funding and subsequently resources in all schools to meet the student's needs.

The Team continued with the roll out (Phase 2) of the National Consistent Collection of Data project by training and supporting the relevant staff in schools. This compulsory Commonwealth project collected data on all levels of adjustment to programs for students with identified needs.

The first stage of the INSPIRE software program was completed. INSPIRE allows schools to commence the development of individual adjustment plans for students with additional needs, send a request for service to Catholic Education Office, and apply for funding online.

The INSPIRE software development included the ability to support schools with the National Data Collection and Students with Disability Census requirements.

A Gifted Policy for Catholic Education NT was developed and will be ready for Catholic Education Council NT approval in 2015.

Other key priorities for the team included:

- Continued roll out of Disability Discrimination Act (1992) & Disability Standards for Education (2005) to new staff in schools through a Canberra University online course.
- Continued professional learning and support to schools, including two forums for schools' Inclusion Coordinators
- Identification and training of Tutors for the Online Disability Programs for teachers which includes ASD, behaviour, dyslexia and other learning difficulties.
- Transition to work for Students With Disabilities
- Trained tutors to implement the Rainbows Grief & Loss Program
- Introducing the principles of a School Wide Positive Behaviour approach in our schools





LEADERSHIP

PROJECTS

2014 PMF Projects

Project Name	Location	Funding Source
Asset Management	Systemic	Smarter Schools National Partnership
RM Learning Platform	Systemic	Smarter Schools National Partnership
Senior Years	St Joseph's Catholic College, Katherine	School funded
School Nutrition Program	ICCS	School Nutrition Program
Additional Teachers	ICCS	Stronger Futures Northern Territory
Creating Real Jobs	ICCS	Creating Real Jobs
Special Needs	Our Lady of the Sacred Heart, Thamarrurr Catholic College	Special Needs
Da Ngimalmin	Our Lady of the Sacred Heart, Thamarrurr Catholic College	Da Ngimalmin
School Business Management Improvement Framework	Systemic	Smarter Schools National Partnership
Inclusion Support Data	Systemic	Stronger Futures Northern Territory
Growing Our Own MKII	ICCS	Stronger Futures Northern Territory
Stronger Futures Team	ICCS	Stronger Futures Northern Territory
Stronger Futures Literacy and Numeracy Professional Development	ICCS	Stronger Futures Northern Territory
Timor Leste Immersion	Systemic	Catholic Education Office funded
Pathways	Xavier Catholic College, St Joseph's Catholic College, St John's Catholic College, MacKillop Catholic College	Smarter Schools National Partnership
Careers program	Systemic	Smarter Schools National Partnership

School Nutrition Program

The School Nutrition Program (SNP) is a program funded through the Commonwealth to provide meals to students at the following Indigenous Community Catholic Schools (ICCS):

- Ltyentye Apurte Catholic School
- Our Lady of the Sacred Heart Thamarrurr Catholic School
- St Francis Xavier Catholic School
- Xavier Catholic College
- Murrupurtiyanuwu Catholic Primary School

The project objective is to improve educational outcomes and increase school attendance of students through the provision of nutritional meals. The project provides local employment opportunities and educates local Indigenous members and students on food preparation and personal hygiene standards. To meet these objectives the project provides:

Meals

- All primary and secondary students attending the above schools are provided nutritious meals each day they attend.
- Schools are responsible for selection of meals, meal preparation and storage of foods. Nutritional guidance for meals served must be taken from the NT Government, Department of Education Canteen, Nutrition and Healthy Eating Guidelines (July 2013).

Employment

There are 15 staff employed in the program, of which 10 are Indigenous members of the community, staff work closely with the SNP co-ordinator at each School.

Promote good nutrition and food preparation practices

- The School Principal and the schools SNP Coordinator promote good nutrition as they liaise with local school community as to the selection of meals.
- Several Indigenous Staff at Xavier Catholic College have completed the Certificate 1 Kitchen Operations.

Over the 2014 year, the project delivered over 335,004 meals, at participating schools, details as follows:

School	Term 1	Term 2	Term 3	Term4	Total
Ltyentye Apurte	9,937	12,181	9,956	10,586	42,660
Murrupurtiyanuwu	22,220	23,577	16,478	19,294	81,569
Xavier CC	5,593	5,028	3,734	4,839	19,194
OLSH Thamarrurr	22,921	49,255	46,663	47,292	166,131
St Francis Xavier	6,561	6,499	5,760	6,630	25,450
Total Meals in 2014					335,004

Creating Real Jobs

The following schools are participating in the Creating Real Jobs (CRJ) program during the 2014 year:

- Ltyentye Apurte Catholic School
- Our Lady of the Sacred Heart Thamarrur Catholic School
- St Francis Xavier Catholic School
- Xavier Catholic College
- Murrupurtiyanuwu Catholic Primary School

The program provides 62 positions across the schools. Throughout the year the core group of participants of the program continued working consistent hours at the various schools, 2014 saw some turnover of staff in the positions funded through the program, however, all vacant positions were successfully filled throughout the year.

The program has strengthened the outcomes of students, where students have seen participants in the program working in their school. This has been a positive for students, as they see local Indigenous community members working in the school.

Some school graduates are now employees of the CRJ program, whilst several other employees of the program have continued on to join the teacher training program to become qualified teachers through Catholic Education's Growing Our Own (GOO) Program.

Pathways

The Pathways project commenced at the start of the 2014 academic year. The project facilitated the delivery of Certificate III in Christian Ministry and Theology (CMT) to 82 Year 11 students and 57 Year 12 students enrolled at the following schools:

- St John's Catholic College
- St Joseph's Catholic College
- MacKillop Catholic College
- Xavier Catholic College

The aim of the project is to:

- improve educational outcomes for Indigenous students in our Catholic Schools through the delivery of curriculum, and
- provide a successful pathway towards achieving Northern Territory Certificate of Education and Training (NT CET).

The partnership with the Institute of Faith Education (IFE) in Brisbane was renewed for IFE as the Registered Training Organisation to provide relevant courseware and deliver training to our teachers to enable our teachers to gain appropriate qualification to deliver the course in the classroom.

The four modules, cover eight units of competency and maintain the distinction between religious education and faith development.

Over fifty Year 12 students completed the Certificate III CMT which contributed significantly to these students successfully achieving the NTCET. During 2014 participants were invited to undertake a survey on their experience in the course. An overwhelming 93% of students were very pleased with the course and the outcomes they experienced. Below are some comments from the students:

"I have learned a lot of valuable qualities, like time management, working with people communication and self-awareness."

"The course explores a wide variety of subjects which relate to real world situations and solutions that can be applied."

"This course gave me knowledge and ideas such as different aspects of theology, it got me involved with different organisations and socialising with others."

"I learnt to work with people and give my opinion and respect if there is different opinion with people."





COMMUNITY AND CULTURE

CATHOLIC INDIGENOUS LEADERSHIP TEAM (CILT)

Indigenous Catholic Community Schools have a proud history of Indigenous leadership engagement. In 2012 the celebration of “Sharing Our Learning” became the catalyst for the emergence of CILT in 2013, a system focussed Catholic Indigenous Leadership Team with specific goals and objectives closely aligned with school leadership teams and School Improvement Renewal. In 2014 CILT worked on three major projects:

- Working with Principals from a range of Victorian schools to develop shared understandings about our schools and indigenous perspectives (from the Northern Territory);
- Review and developing the CEO Orientation program for new staff
- Reviewing and developing our Indigenous Workforce Development activities across all of our schools representing indigenous leadership at the Northern Territory Indigenous Leaders Forum

CILT continues to conduct Indigenous school leadership meetings in ICCS schools and also meet each term at the Catholic Education Office for ongoing professional learning. CILT continues to work with school leaders and CEO leaders to grow our education for our children.

Community and Culture

Throughout 2013 the Community and Culture Standing Committee of the Catholic Education Council maintained its focus on ensuring that each school developed and maintained clear Community and Culture goals and objectives.

The Community and Culture Standing Committee met regularly and focussed on developing goals and actions that included

- Re-visiting and ensuring schools are familiar with goals and objectives.
- Ensuring that school and community links are strengthened.
- Ensuring each school addresses the Community and Culture Annual Strategic Implementation Plan.

- The Standing Committee conducted a survey and worked with principals with a view to establishing Sister School in 2015 to creatively work together to celebrate key community days in acknowledging and understanding diversity within schools.
- Working towards the formation of cultural partnerships between the Catholic schools and their immediate community leaders is ongoing through regular meetings with cultural leaders and engagement with the local community around key events.

Orientation

Planning for Orientation 2014 commenced in Term 3 of 2013. The Orientation Program for new teachers joining our schools in the Territory was conducted at the VIBE, Darwin Waterfront on 22, 23 and 24th January 2014.

The opening ceremony was conducted at the lawns on the Waterfront and featured a traditional Welcome to Country and a ‘smoking ceremony’. The Orientation Program over three days provided a forum on introduction to life, as a teacher, in the Territory. The opportunity for participants to develop a good understanding of Catholic Education Northern Territory, its schools and to develop personal and professional relationships was invaluable. The Welcome evening organised at Crocosaurus Cove, Mitchell Street was greatly appreciated by all attendees.

Community Indigenous Leaders Team (CILT) members contributed to the program leading in the liturgy, ceremonies and providing introductions to key presentations. Teaching and Learning presentations focussed highly on curriculum issues related to the Australian Curriculum and where relevant, teaching in Indigenous Catholic Community Schools.

Catholic Education Northern Territory is committed to professional learning for all staff and this event provides a strong foundation for all teachers who are new to the Territory and those beginning a career in Catholic Education Northern Territory.



PASTORAL CARE AND WELLBEING

The Pastoral Care and Wellbeing (PCWB) Standing Committee of the Catholic Education Council (NT) focussed their work throughout 2014 on addressing the goals of the PCWB section of the Strategic Plan: Towards 2017; in particular to ensure that all schools in the Diocese had a Pastoral Care and Wellbeing Committee.

The leadership formation of Wellbeing Facilitators in schools continued throughout 2014 and continued to provide Professional Learning around the priorities established by schools.

Priority areas for 2014 included development and/or implementation of:

- Terms of Reference for Pastoral Care and Wellbeing Standing Committee
- Policy on Pastoral Care and Wellbeing (Schools)
- Agreement of Service Provision between Catholic Education NT Schools and Catholic Care
- Role Descriptions for Leaders of Pastoral Care and Wellbeing in schools
- Action Plan for 2015
- Grief and Loss Program for schools
- Development of Suicide Postvention plans in all Secondary Schools
- Postvention Suicide plans for all secondary schools
- Postvention Suicide professional learning for leadership teams including Principals, Deputy Principals, Leaders of Wellbeing and Indigenous Education Workers
- Safe Talk training for leadership teams including Deputy Principals, Leaders of Wellbeing and Indigenous Education Workers

Programs including Kidsmatter, MindMatters, Rainbows (Grief and Loss Program), and School Wide Positive Behaviour are now available for all schools. Seven schools have trained facilitators for Rainbows; Kidsmatter and MindMatters are implemented in the majority of urban schools with expressions of interest from Indigenous Catholic Community Schools and School Wide Positive Behaviour introduced to three school communities.

Partnerships with Catholic Care, Kidsmatter, MindMatters and headspace continue to provide essential school support. This year headspace identified an extension of their program provision to include:

- Reading the Signs: Identifying Risk Factors and Warning Signs
- Understanding Youth Mental Health
- Talking about Youth Suicide
- Understanding Suicide
- Finding Balance : Support and Self Care for School Staff
- Grief at School
- Grief Forum for Parents
- Postvention Response for Administration Team

The Pastoral Care and WellBeing Standing Committee has expanded its membership to include representation from Catholic Care, Leader of Work Health and Safety, Principals, Deputy Principals, Principal Consultant and Leader for Inclusion Support. The disciplines of teaching, psychology, counselling and sociology are incorporated into this multi-disciplinary team.

The Leader of Pastoral Care and Wellbeing, Bernadette Morriss accesses consultancy support from Mary Tobin (tobinedcircle). Mary has worked in education for 35 years in teaching, leadership and policy and strategy development.





FINANCE, FACILITIES AND RESOURCES

TechnologyOne System Implementation

During 2014 the detailed and extensive design, configuration and testing work was conducted on the TechnologyOne system, our new finance platform. The first phase of implementation was prepared for the five Indigenous Catholic Community Schools, the Catholic Education Office and the NT Block Grant Authority to start on 1 January 2015. The system covers financial operations, budgeting and reporting as well as human resources and payroll. The system will be rolled out to urban Catholic schools when the implementation on phase one is completed.

Finance Policies Update

A number of draft finance policies were prepared and circulated for comment in preparation for implementation during 2015. These policies are: Fraud Control, Procurement and Delegations. Initial drafts of the following policies were also prepared: Cash Handling, Credit Cards and Accounting for Trading Activities.

Banking Review and Change

During 2014 the finance team, in conjunction with the Diocesan Business Manager reviewed the banking services we were receiving and looked at other options for our banking. It was decided to change our banking provider to the National Australia Bank. This change facilitated the offering of a full range of banking services to our schools and has brought about a decrease in the cost of banking.

Changes to Funding

2014 was the first year of the new funding model from the Australian Government. This necessitated a number of changes to the budgeting for schools and the Office and these changes were ongoing until there was certainty concerning funding. It was not until after the final payment in October 2014 that the full effect of the changes was known. While the overall effect was beneficial for schools, the long period of uncertainty and the changes that came late in the year introduced additional difficulties to the financial management of schools and the Office during the year.



Block Grant Authority NT (BGA)

2015 GENERAL SCHEDULE APPROVED FOR CATHOLIC SCHOOLS

	School	Grant (\$)	Project Description
1	St John's Catholic College	269,400	Build canteen facility on senior campus.
2	MacKillop Catholic College	188,500	(Split) Fitout of students toilets and change-rooms
3	St Mary's Catholic Primary School	159,164	Covered walkway and landscaped area at Cavenagh Street entrance for safe entry / exit (including wheelchair access) due to increased traffic and limited access to Lindsay Street, the main drop off area.
4	Holy Spirit Catholic Primary School	37,000	Construct outdoor sunsmart multi-disciplinary learning space with shade sails
5	Holy Family Catholic Primary School	100,000	Build hard cover outdoor learning area to replace sail shade facility

INFRASTRUCTURE

MacKillop Catholic College (MCC)

The construction of Stage 2 of MCC continued throughout 2014 with Stage 2A works, which comprised the Music/IT/Drama/undercover basketball court facilities, completed in September, 2014.

The arts/student and staff resource/GLAs facilities made up the works for Stage 2B. Nightcliff Builders, the head contractor for Stage 2A was also engaged to carry out works for Stage 2B. This provided a seamless start and is expected to be completed by mid-2015.

MCC was also successful with two projects through the Block Grant Authority for the 2014 year. This included the fit out of the four unfurnished classrooms from Stage 1 which is now completed and the construction of an external open basketball court to be built during the 2015 Dry season.

As the student numbers continues to grow at MCC, the planning for Stage 3, the final stage for the provision of more GLAs, commenced in late 2014 with the expectation that it will be ready for use in early 2016.

School Staff Housing in Indigenous Catholic Community Schools (ICCS)

The requirement for additional staff housing is still an issue for the two larger communities of Wadeye and Wurrumiyanga.

In 2014, an additional house was provided for Wurrumiyanga. Through working with Transforming Skills NT, the business and training arm of NT Christian Schools Association, we were able to assist not only in providing the additional accommodation for staff at Murrupurtiyanuwu Catholic Primary School (MCPS) and Xavier Catholic College (XCCW) at Wurrumiyanga but also provided training involving "real" projects for the VET students at Marrara Christian School.



Asset Management Project

The Asset Management Project is supported by the National Partnership Project for ICCS and expanded to include two trial schools (Urbans) using funding from the Empowering Local Schools Project.

In 2014, an Asset Management application software was purchased from TechnologyOne to be used as the medium for the delivery of this project, which is essentially an Asset Register for the facilities and assets at schools.

One primary consideration of adopting this application software was that CEO's Finance Department had already commenced their work on updating some of our key corporate systems using the TechnologyOne system.

The Asset Register will be web accessible and it is now earmarked to go live by the end of 2015 for selected school sites.

Capital Projects:

Our Lady of the Sacred Heart Thamarrurr Catholic College

In December 2014, the construction of the four junior classrooms was completed and ready for use for the 2015 school year.

This project was carried out with the support of the college's Principal, Dr John Young and Facilities Manager, Mr. Greg Fregon, the Project Manager and architect, Mr. Ross Tonkin and the head contractor, C&I Builders' Mr. Steve Billias.

Murrupurtiyanuwu Catholic Primary School

Mr Steve Allen and Mr Tony O'Brien from CEO were able to assist the school with the installation of three playgrounds in early 2014. The play equipment provided has been an instant hit with the children.

A roof providing shade over the junior playground was added later that year.

Ltyentye Apurte Catholic Education Centre

After a prolonged wait by the school, the CEO was finally able to assist the school in the provision of an outdoor undercover eating area adjacent to the canteen.

This was carried out over the Christmas-New year break to ensure that there were no disruptions to the school.

Br Daniel Hollamby and the School are acknowledged for their patience. Mr Steve Adler, designer and Mr Allan O'Keefe, builder are recognised for their expertise.

Asbestos Removal Program

The Commonwealth Government, through the Department of Community Services, commenced the 2nd stage of the Asbestos Removal Program in remote communities.

Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye benefited from this program with the refurbishment of three existing classrooms in 2014.

Work in Wurrumiyanga is scheduled to start in mid-2015.

Focus in 2015

- Implementation of the Asset Register
- Provision for housing for ICCS through the Stronger Futures project
- Master planning with Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye and Xavier Catholic College/ Murrupurtiyanuwu Catholic Primary School, Wurrumiyanga for their school and housing facilities
- MacKillop Catholic College, Palmerston - Stage 3
- Planning for a proposed primary school in the suburb of Zuccoli, Palmerston

INFORMATION TECHNOLOGY

Projects

Cloud

Planning continued in the ongoing effort to remove IT infrastructure from the Catholic Education Office (CEO) server room and into the CEO private cloud hosted by Area9. This included negotiations with suppliers for an adequate fibre Virtual Private Network (VPN) link between the CEO and Area9.

As a part of this initiative and to prepare for the replacement of the CEO aging phone system, the IT department researched options for a replacement system and went to tender with selected suppliers to bundle a hosted phone system with the planned VPN and internet fibre and services. A successful tender was identified and the tenderer was advised late in December.

The new services, to be deployed in 2015, will enable a state of the art Voice Over Internet Phone (VOIP) hosted phone system and will pave the way to remove the final server infrastructure into Area9's secure data centre environment. This initiative will reduce risk and increase uptime to systems used by the CEO especially during the wet season when Darwin is prone to power outages caused by severe weather activity in the tropical north.

TechnologyOne

The TechnologyOne finance, payroll and human resources system continued in 2014. Configuration work has been supported by the CEO IT Department including printing, document storage and scanning solutions.

Civica Education Suite

In conjunction with TechnologyOne, an interface is required between schools' family billing systems and the finance package. Scoping and functional requirements workshops were held with school finance and administration representatives early in 2014.

The CEO IT Department produced a functional specification which was provided to the vendor of the current school information system (SIS) used by the CENT system. The current system, Maze, is nearing the end of its functional life and CEO have been discussing a replacement with the vendor for some time.

The vendor, Civica, are in the process of building a new SIS call the Civica Education Suite (CES) and planning has begun to use the Civica browser based Family Billing Module as a replacement for the Maze billing module using web services to interface to Technology One. In anticipation of this, the IT Department deployed the backbone of the CES late in 2014 in anticipation of both the Family Billing Module and the CES in 2015 and 2016 respectively.

CEO Intranet, CENet

Early in 2014 the IT Department embarked on project to provide the CEO with an intranet for all staff in the CENT system. It was decided to implement this in the latest version of SharePoint, SharePoint 2013 which is hosted in the CEO private cloud. SharePoint is a web application framework which integrates intranet, content management, and document management. CENet provides the CEO with a secure platform to communicate and provide data, reporting, documents, automated business processes, application access and information to staff both in the CEO and Catholic schools.

The intranet, called CENet, was successfully launched late in 2014 and content has been gradually increasing ever since. It is available externally by way of a secure site that users can log into using their CEO usernames and passwords. The IT Department worked collaboratively with the Media Department to design a contemporary intranet that features a consistent look and feel with CEO branding and colours so that content can be easily found and accessed.

The IT Department is working towards making access easier for school users in the future by way of a single sign on so that they can access the CENet from school environments without having to input their usernames and passwords.

INSPIRE

INSPIRE is a purpose built application by the IT Department that automates all documents that teachers and CEO Inclusion Support staff use in relation to special needs students in Catholic schools. This includes Special Needs Profiling Instrument (SNPI), Concerns Document, Education Adjustment Plan.

INSPIRE automates the process for requesting funding for a student, and requesting student assessments, such as by an Occupational Therapist or Psychologist. Many documents need to be completed by the teacher before being submitted to the Inclusion Support Team and it is planned that INSPIRE will provide an end-to-end solution for assisting students with special needs replacing the current paper based system.

The INSPIRE project began at the start of the 2014 school year and the first modules of the software system went live with a soft launch at Sacred Heart Primary School and Mackillop Catholic College in Term 3 2014. INSPIRE consists of four modules. The module for teachers and the module for Inclusion Support staff were the first deployed in 2014 with the module for education officers and the module for assessing funding to be deployed in 2015.

Once INSPIRE is fully complete, it is expected that Inclusion Support team will be able to fully manage the system, and only third tier system support will need to be provided by CEO IT team.

ICCS

Outside of routine maintenance, ICT focused on infrastructure upgrades rather than devices with some exceptions such as the St Francis Xavier iPad/Mobile Device Management Project.

These infrastructure upgrades included new managed switches, smart Uninterrupted Power Supply units, increased numbers of Smartboards with the aim of one per classroom, nine Terabyte storage systems in each school with daily backups and new wireless access points where wireless access was poor or not available.

Due to increasing numbers of iPads being deployed at ICCS schools, a mobile device management solution has become a priority. During 2014, a number of software packages/suites were investigated before a suitable package was selected to be trialled in 2015.

St Francis Xavier Catholic Primary School at Nauiyu, Daly River was chosen for the trial and a lot of time was put into the school's infrastructure to ensure readiness for it in 2015. An extra interactive whiteboard was installed so that all classrooms have one, projectors were upgraded and Apple TV was installed for every Smartboard. Extra iPads were procured with more being planned for 2015 to reach a 1:1 device to student ratio in 2015.

At the end of 2014 networks were operating reliably with adequate up to date devices available to staff and students and solid plans in place for the year ahead.

Lync/Exchange Upgrade

During 2014, the IT Department began to plan for the upgrade of the Exchange mail server to the latest version. This included research on options for Office 365 cloud based services. Eventually a decision to upgrade the existing Exchange Server to be hosted in our private cloud and was made. This is planned with deployment during the school break early in 2015.

In addition to the Exchange upgrade and to round out our communications offerings to users we planned and purchased the licences for Lync Server. Microsoft Lync server is real-time communications server software which provides the infrastructure for enterprise instant messaging, presence, VoIP, ad hoc and structured conferences (audio, video and web conferencing). This will be deployed in 2015.

Focus in 2015

Planned activities for 2015 include:

- Upgrade of the Catholic Education Office phone system to a hosted VOIP phone system including new fibre links to the office for phone, internet and data centre Virtual Private Network;
- Commissioning of 'ntschools' fibre link from the Government Data Centre at the Chan Building to the CEO Data Centre at Area9 providing the office with direct connectivity to the NT Department of Education;
- Commissioning of Lync Server to provide for enterprise communications including instant messaging, presence, VOIP and adhoc and structured conferences within the CENT system and federation to NT Department of Education schools and offices;
- Implementation of components of the Civica Education Suite (CES) including the Family Billing module and Central Person Store to pave the way for the CES Administration module proof of concept for testing in the latter half of 2015;
- Various software and data delivery systems including the completion of the Inspire System supporting students with special needs, an automated Project Management Framework system and an online reporting system via the CEO intranet CENet
- Continuing infrastructure upgrades including wireless, conference room video conferencing upgrade, and completion of the movement of physical server hardware to the Area9 Data Centre

WORK HEALTH & SAFETY

Work Health & Safety Vision

Catholic education is committed to ensuring the health and wellbeing of its employees, students and the organisations community by increasing awareness of workplace safety, providing a safe place and safe systems of work, eliminating or reducing hazards that could result in injury or ill health.

Annual Implementation Plan

A work health and safety annual implementation plan was developed and implemented during 2014. The objectives were to:

- Implement and resource the development of an effective work health & safety management system which is integrated into the overall management of all Catholic Diocese of Darwin entities
- Ensure compliance with WHS legislation and the National Self Insurer Standards
- Reduce the frequency and severity of workplace injuries and illness through effective risk management strategies
- Providing workers with safety information and training appropriate to the hazards they may encounter.

Key strategies outlined in the annual plan were to:

- Develop and assist with implementation of a safety management system for other entities in the Catholic Diocese of Darwin
- Develop WHS Performance Indicators for other entities and revise Catholic education performance reports
- Develop and deliver WHS training
- Roll-out work health safety awareness and bullying and harassment e-learning for Catholic education
- Develop a safety risk register for Catholic Education Northern Territory, St John's Catholic College Boarding facility and other Catholic Diocese of Darwin entities.

Self-Insurer Audits

Following on from self-insurer audits conducted during 2012 and 2013 a new round of audits were scheduled during the year to commence during 2015. Six schools will undergo self-insurer audits conducted by an independent work health & safety consultant.

Work Health & Safety Training

Three workshops were held for Due Diligence and three incident investigation workshops during 2014 by the risk management team from Catholic Church Insurances. In addition WHS Committee training was rolled out to the site WHS Co-ordinators and their WHS Committees.

E-learning modules for WHS Awareness and Bullying and Harassment were rolled out during 2014. This training is mandatory for all employees. Negotiations commenced for a new e-learning module, Due Diligence for Officers and this is planned to be rolled out early 2015.

A one day training sessions was held for maintenance staff covering areas such as management of plant & equipment, chemicals, contractors, ladders and asbestos.

Work Health & Safety Performance Reporting

WHS performance targets have been established for schools and colleges and they are monitored on a term by term basis. The performance targets are focused on positive performance indicators. A summary of the reports is provided each term to the WHS Consultative Committee, Principals and WHS Coordinators. The results of the performance reporting demonstrate that WHS systems e.g. workplace safety inspections are well integrated into the running of schools and colleges and leaders are taking an active role in WHS.

Work Health & Safety Consultation

The WHS Consultative Committee is the principal consultative forum for Catholic education and continued to meet each term during 2014. Membership of the committee consists of leadership and staff representing schools, colleges and early learning centres throughout the Catholic Diocese of Darwin and Catholic Education Office.

The role of the consultative committee is to develop, review and update WHS policy and procedure, review and make recommendations on workers compensation data, performance indicators and training. The forum also, measures and monitors the safety management system through audits.

A WHS Network meeting is also held each term and this meeting is also a significant consultative forum and informal training on Catholic education WHS policy, procedure and process. WHS Coordinators from all Catholic education schools and colleges attend this meeting.

Work Health & Safety Orientation

At the beginning of the school year, WHS orientation was provided for all new employees. All schools and colleges have implemented a WHS orientation program for their new employees.

WHS Improvement Strategies

Measures taken during the year to ensure the health and safety of employees and the organisations community include:

- Development of safety risk registers for Catholic education, residential at St John's Catholic College and other Diocese of Darwin Catholic entities
- Reviewing and updating WHS policies and procedures to ensure they conform with legislation and the requirements of the self-insurer standards
- Revision and update of WHS Performance Indicator Report
- Scheduling external self-insurer audits for 2015
- WHS training workshops

Notifiable Incidents

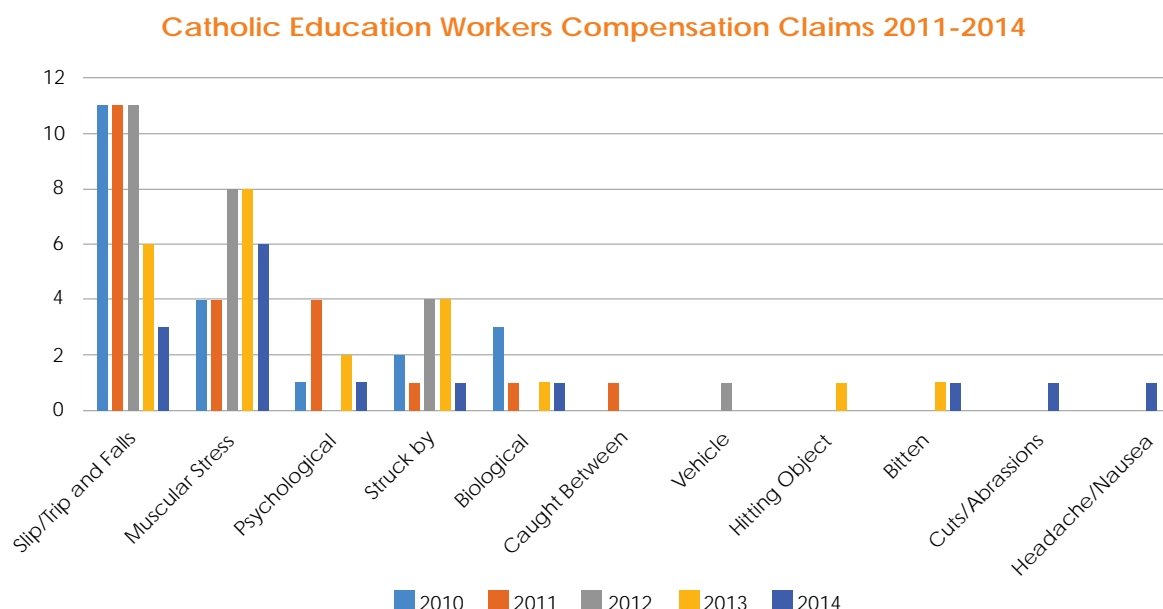
There were two notifiable incidents to NT WorkSafe during 2014 both involving vandalism to asbestos containing material. Corrective action was immediately taken and the asbestos containing material was removed by a licenced asbestos removalist.

Workers Compensation

During 2014 fifteen claims were lodged for workers compensation in comparison to twenty three workers compensation claims lodged during 2013.

During 2013 and 2014 muscular stress claims have increased while slip/trip/fall claims have decreased. There has also been a decrease in psychological injuries since 2011.

The graph below shows the number and type of workers compensation claims per year for the previous 5 years:



SCHOOL STATISTICS

SCHOOL ENROLMENTS - 2014

	Primary	Secondary	Total
St Mary's Catholic Primary School, Darwin	205		205
St Paul's Catholic Primary School, Nightcliff	265		265
Holy Spirit Catholic Primary School, Casuarina	263		263
Holy Family Catholic Primary School, Karama	180		180
Sacred Heart Catholic Primary School, Palmerston	333		333
St Francis of Assisi Catholic Primary, Humpty Doo	216		216
St John's Catholic College, Darwin		342	342
O'Loughlin Catholic College, Karama		531	531
St Joseph's Catholic College, Katherine	158	114	272
Our Lady of the Sacred Heart Catholic College, Alice Springs	466	455	921
Xavier Catholic College, Nguiu, Wurrumiyanga		90	90
Murrupurtiyanuwu Catholic Primary School, Wurrumiyanga	202		202
St Francis Xavier Catholic School, Nauiyu, Daly River	46	20	66
Ltyentye Apurte Catholic School, Santa Teresa	100	29	129
Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye, Port Keats	424	188	612
MacKillop Catholic College, Palmerston		334	334
St Joseph's Catholic Flexible Learning Centre, Alice Springs		93	93
Total	2858	2196	5054

ENROLMENT TRENDS 2004-2014

	Primary			Secondary		
Year	Boys	Girls	Total	Boys	Girls	Total
2003	1672	1586	3258	686	771	1457
2004	1618	1505	3123	712	781	1493
2005	1507	1395	2902	738	842	1580
2006	1485	1463	2948	759	777	1536
2007	1530	1517	3047	734	823	1557
2008	1369	1354	2723	1047	1037	2084
2009	1382	1439	2821	981	938	1919
2010	1371	1418	2789	1003	952	1955
2011	1369	1373	2742	935	884	1819
2012	1430	1383	2813	911	904	1815
2013	1442	1385	2827	993	1004	1997
2014	1467	1391	2858	1091	1105	2196

ENROLMENT TYPE 2014

	2014		
	Boys	Girls	Total
Urban			
Primary	1068	1018	2086
Secondary	943	926	1869
Total	2011	1944	3955
Remote			
Primary	399	373	772
Secondary	148	179	327
Total	547	552	1099

INDIGENOUS ENROLMENT 2004 - 2014

	Urban		Remote		Total	
Year	Primary	Secondary	Primary	Secondary	Primary	Secondary
2004	269	251	614	176	883	427
2005	305	275	566	151	871	426
2006	299	296	628	179	927	475
2007	309	324	704	237	1013	561
2008	278	369	672	357	950	726
2009	340	347	636	242	976	589
2010	315	361	643	289	958	650
2011	294	358	678	239	972	597
2012	337	382	738	259	1075	641
2013	340	436	720	291	1060	727
2014	338	479	765	327	1103	806

ST JOHN'S COLLEGE BOARDING STUDENTS 2004-2014

Year	Students
2004	181
2005	203
2006	207
2007	213
2008	231
2009	178
2010	175
2011	183
2012	177
2013	173
2014	143

PRINCIPALS 2004 – 2014

Principal Type	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Religious Male	2	2	2	2	2	1	1	1	1	2	2
Religious Female	1	1	1	1	1	-	-	-	0	0	0
Lay Male	6	6	7	5	5	4	4	6	7.5	11	10
Lay Female	8	8	7	8	8	10	10	8	8.5	4	5
Total	17	17	17	16	16	15	15	15	17	17	17

Note: .5 change in principal end of Semester 1 2012

TEACHER STAFFING 2004 – 2014

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Primary	174	177	176	174	178	186	183	180	184	187	198
Secondary	147	137	133	144	165	170	179	170	160	196	199
Total	321	314	309	318	343	356	362	350	353	383	397
Religious	8	5	6	6	6	1	1	3	3	3	4
Lay	313	309	303	312	337	355	361	347	350	380	393

FINANCIAL STATISTICS 2014

COMMONWEALTH GENERAL RECURRENT GRANTS Statement of income and expenditure For the year ended 31 December 2014

(Figures in \$)

Income		
Commonwealth Government Grants		55,867,042
Expenditure		
Grants to schools	49,586,066	
System level support	6,428,654	
System administration	1,117,341	

COMMONWEALTH TARGETED AND NATIONAL PRIORITY PROGRAMS Statement of income and expenditure For the year ended 31 December 2014

(Figures in \$)

Income		
Commonwealth Government Grants		7,705,369
Expenditure		
Grants to schools	8,444,073	
System level support	2,746,396	

NORTHERN TERRITORY GOVERNMENT PER CAPITA GRANTS
Statement of income and expenditure
For the year ended 31 December 2014

(Figures in \$)

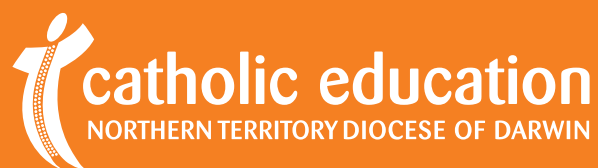
Income		
Northern Territory Government Grants		14,902,709
Expenditure		
Grants to schools	13,944,331	
System administration	278,380	

NORTHERN TERRITORY GOVERNMENT OTHER PROGRAMS
Statement of income and expenditure
For the year ended 31 December 2014

(Figures in \$)

Income		
Commonwealth Government Grants		2,828,670
Expenditure		
Grants to schools	1,342,980	
System level support	20,273	





CATHOLIC EDUCATION OFFICE
17 Beaton Road
Berrimah, NT 0828 Australia
PO Box 219 Berrimah NT 0828
P 08 8984 1400 F 08 8984 1444
admin.ceo@nt.catholic.edu.au
www.ceont.catholic.edu.au