

**Thomas Carr College**  
Tarneit

2022



# Contact Details

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## College Overview

Thomas Carr College is a co-educational Catholic Secondary School, established in Tarneit in 1997. Since this time, our annual enrolments has grown to over 1,200. Students who attend Thomas Carr College live in the areas of Tarneit, Hoppers Crossing, Truganina, Werribee, Laverton, and Point Cook.

Thomas Carr College aims to create a supportive, inclusive and faith driven College community comprising students, staff, parents and the wider community, working together to improve student outcomes.

At Thomas Carr College we believe that students need to develop a strong sense of social justice, together with the skills that equip them to become active members of our society. This includes optimism, enthusiasm and resilience. They need to be encouraged to not only achieve one's best, but to extend themselves beyond the norm and to have the courage to 'reach for the stars'. Leadership can be personal but is also related to serving others and contributing to the wider College Community.

We want our classrooms to be positive, enthusiastic, productive and innovative learning environments. We aim for our students to become life-long and self-disciplined learners who are empowered and active within a globalised world.

## Principal's Report

Thomas Carr College celebrates 26 years of quality Catholic education in 2022. The fact that children had access to learning on-site throughout the year was cause for excitement. With the return to a physical setting of schooling, students had to make some significant adjustments to ensure their 'actions impact for the greater good'. During 2022 we witnessed our students striving to SHINE their light on our community.

Our approach for the 2022 academic school year was to commence cautiously with the intention to move to a new normal embracing the events and activities that enhance the experience of schooling for our students. We continued to include our parents and community in important College events including our Open Day and Parent Information Nights (PIN). Our first VCE/VCAL PIN was successfully held onsite with a reasonable representation of families, a base from which we hope to build as people become more return onsite.

The College production of Charlie and the Chocolate Factory was an immense success, as was the various sporting carnivals and Thomas Carr Day itself. All these activities bring together the social, cultural, sporting and spiritual dimensions of life at the College. Our students have every opportunity to develop to their full potential as they make their way in the world.

The College theme for 2022 is Respect: *'Respect everyone and show special love for God's people... and honour God...'* 1 Peter 2:17. In 'The Joy of the Gospel', Pope Francis reminds us of something that lay at the very heart of Jesus' life and ministry: *"Every human being is the object of God's infinite tenderness, and he himself is present in their lives... they are God's handiwork, his creation."*

Our Catholic Social Teachings are grounded in the inestimable value of each person. Human dignity emerges neither from what people accomplish nor own, but because we are created in the image and likeness of God. Consequently, every person is worthy of respect simply by virtue of being a human being. People do not lose the right to be treated with respect because of disability, poverty, age, lack of success or race. They do not gain the right to be treated with greater respect because of what they own or accomplish.

Throughout the Gospels, we see Jesus treating all people with the greatest respect and love: "So whatever you wish that others would do to you, do also to them." Jesus tells his followers. Before the end of his earthly life, Jesus urges us: "Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." Everyone is worthy of our respect.

This year we were blessed with many opportunities to celebrate and animate our Catholic faith.  
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Anna Rowland, Catholic Theological College, Australian Catholic University, Catholic Education Commission Victoria, National Catholic Education Commission, KU Leuven, Little Earthies, Catholic Earthcare to name a few.

During 2022 our relationship with the Sisters of St Joseph and the Mary MacKillop Heritage Centre continued to be strengthened. Students from across the Year Levels visited and took part in seminars, masses and celebrations with the Sisters. We have been gifted many letters and information deepening our knowledge and understanding of the cooperation between our College namesake, Archbishop Thomas Carr and St Mary of the Cross Mary MacKillop and the Sisters of St Joseph. We plan to continue with the development of this relationship as we work to help our students shine.

2022 has been a year of growth and innovation in the engagement and wellbeing sphere of College life. The new structures and roles created to better support student learning have started to shift culture and reinforce the healthy foundations laid by the learning community in the past. The new Deputy Principal's role of Student Engagement and Wellbeing, the new Director of Students, the redefining of the Counselling Team's role, and the new House System at Senior School has brought about a revisioning of how the College supports student engagement and wellbeing, and how the College implements the Thomas Carr Model of Instructional Practice.

The College has ensured all staff are up-t Sl )-9.1 2n(r)-9.1 (r22.7 (nJ T\* [(or)-9.1 3 (ent)7 (.).7.3 ( )-71.h3 (



snapshot of key MACSIS and Student Work Habits data across the College, as well as raising awareness of the need of parental engagement. The 40+ Club Program offered a variety of sessions addressing students' needs, drawn from the expertise of a wide range of Departments and Learning Areas. These sessions supported students in developing aspirational skills and knowledge toward a culture of excellence.

The focus on Literacy was launched in 2022 with the intention of creating sustainable literacy practices through a range of pedagogical approaches and staff development. With the college AAP supporting the development of literacy projects, the Literacy Team has developed a three-year plan for the improvement of literacy across the College.

Undertaking the MACS Secondary Disciplinary Literacy Project has supported the development of initial literacy strategies through the Learning Area Leaders. The Literacy Team has undertaken multiple days of professional learning and development to work through the importance of literacy across every domain, the process of identifying key vocabulary through curriculum development and a range of pedagogical strategies to improve student understanding of key terms, vocabulary and command terms. This has expanded into the college community with a series of whole staff workshops, focusing on the development of all teachers to identify and teach subject based and instructional language explicitly in their classrooms.

The development of staff engagement with literacy has also been a focus in the initial stages of whole school development. The goal is to bring understanding and enthusiasm to the incorporation of literacy teaching in every subject to improve student outcomes. To promote



## Parish Priest's Report

The connection between our Parishes and Primary Schools at Thomas Carr College enables our young people to have a strong sense of belonging to a faith community that welcomes and accompanies them in the journey of life.

Life-giving relationships between our Parishes and Primary Schools lie at the heart of an educational experience that is truly Catholic, welcoming and inclusive.

Our College motto is *'They Will Shine'*. Each of us has that light within us, the Light of Christ, and it is up to each of us to fulfill our obligation to make our light shine. I believe that the light also fills us with a sense of purpose and hope, as we look for ways to positively impact the world we live in.

As Custodians of Mission, we have participated in -

- School Staff Mass at St James
- Opening School Mass at Thomas Carr College
- School Advisory Council
- Celebrating Liturgies
- Meeting with Faith and Mission Team
- Meeting frequently with both the Principal and with the Director of Faith and Mission
- Present at various school liturgies and events

May I take this opportunity to thank our Principal, Mr Craig Holmes, for his committed service. It is no easy task to be in leadership today, yet Craig perseveres with faith and love for the wellbeing for our staff, students and parents, ensuring that our College provides the best opportunities for academic excellence and the true living out of the Gospel. This does not happen without the support of a great team. Thank you to all our staff at Thomas Carr College, and to Elizabeth Holligan, Director of Faith and Mission, for working closely and creatively with us.

Although we live in challenging times as we look at the world around us, may we trust in the power and inspiration of the Holy Spirit at work around us.

It is truly an absolute pleasure to be serving the school community of Thomas Carr College, Tarneit.

Fr Jude Pirotta MSSP, Custodian of Mission

**St James the Apostle Parish Priest**



## School Advisory Council Report

The College theme for 2022 was Respect. *Respect everyone, show special love for God's people and honour God.*

It pleases me to note that this was lived out in a variety of ways. Staff focused on developing skills to provide effective Learning and Teaching strategies and learning environments. Students were encouraged and supported to achieve excellence across the curriculum. This was proudly celebrated at the 2022 A Night to Shine where many students received academic awards for excellence at each year level including students who excelled as part of the MAGIS and VCAL programs.

Our Year 7 and 8 students had the opportunity to engage in changing the college climate by working through issues regarding cultural competence and respect. They were very fortunate to work with Mr. Eric Ageyman who provided students with practical strategies for when dealing with challenging situations. These are just some examples of how the College, under the visionary leadership of Mr. Craig Holmes and his executive team, have worked hard to provide a learning environment where all are encouraged and supported to become the best people they can be who follow Christ to make a difference in the world. It is also pleasing to report that the College remains in a sound financial situation that enables us to move forward with the final stages of Master Plan with the construction of a new Senior Building.

On a very sad note, the College Community was shocked by the sudden resignation of our Principal Mr. Craig Holmes in December. Whilst we are saddened by Craig's departure from the College, we wish him all the very best as he begins a new chapter in his professional life. We thank him sincerely for his dedication and making a difference particularly in the area of Learning and Teaching in the 4 years that he led the College. I take this opportunity to sincerely thank Mr Jamie Madigan for accepting the role of Acting Principal in Semester 1, 2023.

Connie Skinner  
**Head of School Advisory Council**





Thomas Carr College awarded Brianna Lapina the Jose de Piro Kabataang Orkestra Award for her work as Social Justice Captain.

Students and staff were active in many other curricular and extra-curricular activities during 2022 including the Reconciliation Action Plan, Environmental Action Team, Social Justice Captains, Liturgy Team, Resource Smart School, thereby ensuring a balance of awareness of faith in action, activism and fundraising. Each of the activities supported by the school community provided opportunities for our community to develop a greater understanding of Catholic Social Teachings.



## Learning and Teaching

### Goals & Intended Outcomes

During 2022, while still feeling the impact of COVID, we were able to provide the first full year of continuous face to face teaching and learning at Thomas Carr College since the end of 2019. In many ways, we found ourselves having to re-establish policies, procedures and protocols as well as picking up and actioning the priorities from our College Review in 2021. We continued to strive for excellence in all aspects of College life.

### Achievements

We wish to acknowledge the academic achievements of the following students who completed their VCE in 2022. Many of these students also received Study Scores of 40 or above for one or more subjects and were awarded university scholarships.

#### College Dux

Xingqi (Alex) Wang - 97.25

#### College Dux Proximus

Sandali Girish - 95.2

Kisanet Berhane - 94.5

Brianna Lapina - 92.6

Khushi Patel - 90.55

Anina Latu - 90.4

Aidan Dizon - 87.9

Namsiga Sireskumar - 86.95

Fiona Bosilkovski - 86.75

Kacey Nguyen - 85.45

#### VCE Baccalaureate

The VCE Baccalaureate is an additional form of recognition for students who undertake the demands of studying both a higher-level mathematics and a language in the VCE. Congratulations to the following students who received the VCE Baccalaureate.

- Brianna Lapina
- Anina Latu
- Georgia Spratling
- Xingqi (Alex) Wang



This is further reflected in the comparison of the Year 9 PAT-Reading data collected in 2022, which indicated 76% of students demonstrated evidence of growth and progress. Similar results were also reflected in the Year 9 PAT-Mathematics data with 63% of students demonstrating evidence of growth and progress.

In 2022, the College implemented the use of learning sprints as part of our Professional

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2020	2021	2020 – 2021 Changes	2022	2021 – 2022 Changes
	%			%	
	*		*		
YR 07 Grammar & Punctuation	-	94.7	-	95.6	0.9











POST-SCHOOL DESTINATIONS AS AT 2022	
Tertiary Study	65.0%
TAFE / VET	14.0%

## Child Safe Standards

### Goals & Intended Outcomes

Our students returned after 2 years of lockdowns and this brought with it a range of challenges. A long period of readjustment was needed, and, as such, our goals in relation to Child Safety were focussed around the need to:

- Continue to engage with and offer important mental health, wellbeing and protective services to children and young people after the pandemic;
- Ensuring the right safeguards were put in place;
- Ensuring that technologies were used safely and in line with the Child Safe Standards.
- Upskill staff to prepare for the numerous mental health needs that have come about as a result of the pandemic and the inconsistency of onsite attendance over the past two years;
- Make the community aware of new Child Safe Standards and understand how that is lived in the College community.

Our Child Safe Committee met regularly and ensured that the Child Safe Standards were applied throughout the year, with an increased focus on and continual risk assessments of and bringing best practice back to onsite learning. All staff were continually reminded of their legal obligations to comply with the Standards and the Reportable Conduct Scheme through this time.

Staff were also explicitly trained in trauma informed responses to the newness of ongoing onsite learning, with an overarching concern we may be thrown back into lockdown at any time. This fear dissipated as the year progressed and a sense of normalcy and rhythm returned to the College community. The College engaged Berry Street to deliver full training of all staff in the Berry Street Education Model. This proved to be both fruitful in supporting staff respond to the myriad emotional needs of our students but to also embed in pedagogical practice the Child Safe Standards.

Thomas Carr College also ensured that we regularly communicated clear expectations for behaviour to the College community, including helping parents and carers to become aware of ways to support their children transition more readily to onsite learning. We offered families support in the transition back to school, offering parenting forums online and one face to face. Parents were also made aware of the new Child Safe Standards and how they would be implemented via the Beacon.

### Achievement ttaychAchch

- More complex emerging mental health issues, including depression, anxiety and suicidal ideation;
- The risks to young people of increased rates of abuse and domestic violence due to being in lockdown, and the implications of this;
- The risks of young people who may become disengaged with their learning;
- Clearer understanding of trauma informed practice, particularly around the Berry Street Education Model;
- The need for staff to be revisit the physical and behavioural indicators of abuse in young people;
- Created safe and targeted zones for safety as students transitioned back onsite; and
- Reminding staff of the PROTECT protocols.

The College has also spent the year strategising tighter processes and procedures to ensure the ongoing safety of all our young people. 2023 will see the introduction of a Youth Liaison Officer, a renewed Counselling Team, and, quite significantly, a Student Agency Leader to ensure our young people not only have a voice but have agency in ensuring the safety and wellbeing of all students.



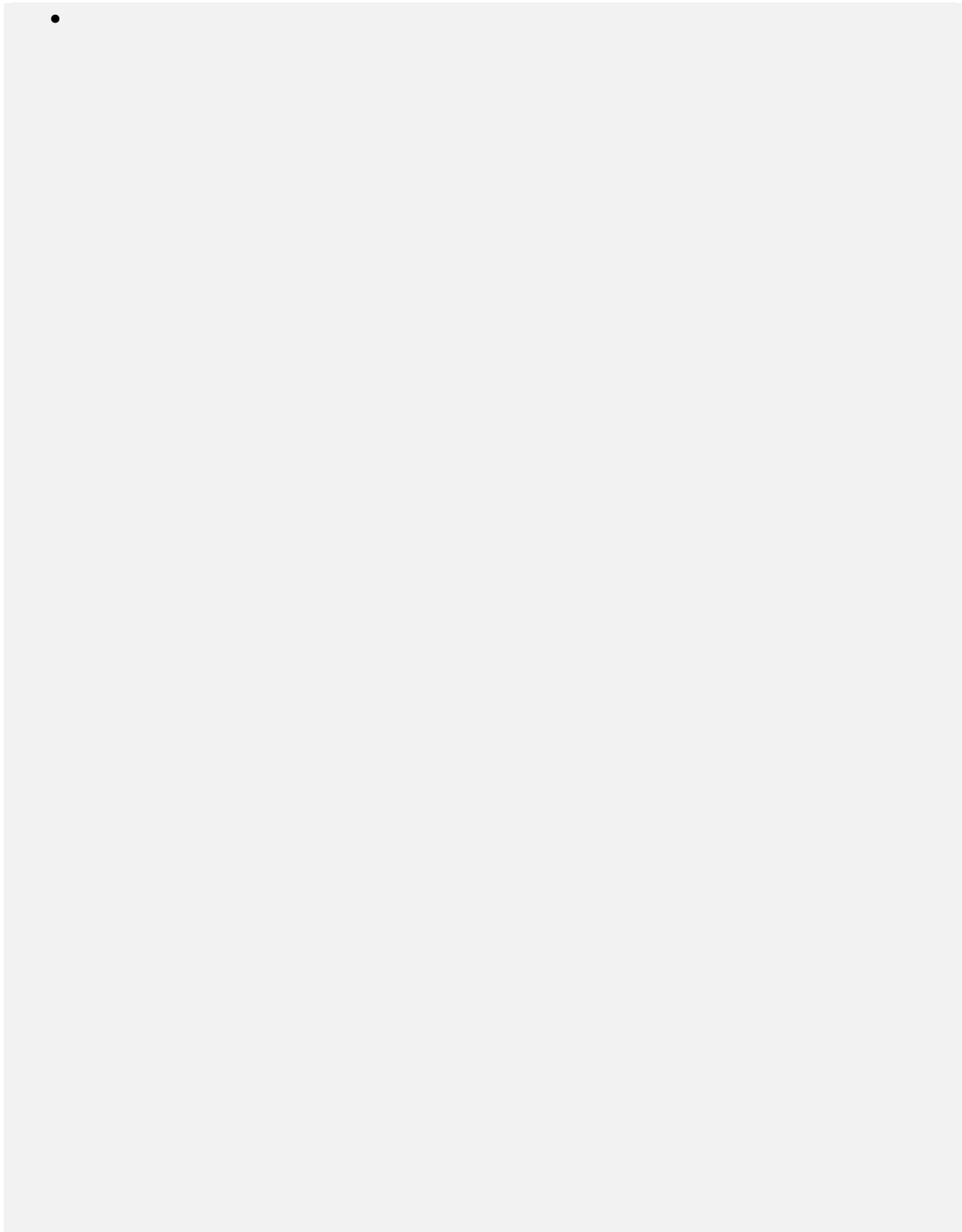
As a staff community, we were proud to have successfully completed a full year without interruptions to any of the religious, academic, wellbeing, sporting, arts, and co-curricular programs. Staff successfully ran all the programs, College and community events that were planned for the year without exception. Students benefited tremendously from actively participating in a full year of a holistic education including all the opportunities for social interactions. Two highlights were the celebration of Thomas Carr Day and the College Musical, Charlie and the Chocolate Factory.











## TEACHER SATISFACTION

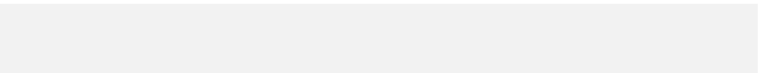
In 2022 Thomas Carr College conducted the Annual Melbourne Archdiocese Catholic Schools - School Improvement Survey (MACSSIS). The staff section of the survey collects data from 14 domains to help identify staff perceptions of school climate, safety, professional relationships and learning.

In analysing the data, staff provided the strongest positive endorsement for:

- Catholic Identity: Teacher's perceptions of the principal's faith leadership and of particular dimensions of Catholic identity in school life
- Staff-leadership relationships: Perceptions of the quality of relationships between staff and members of the leadership team

Staff have indicated that they have seen growth in the school leadership team helping teachers address instructional issues in their classrooms. Throughout 2022, professional development opportunities provided staff with further opportunities to develop and embed strategies that can be translated into classrooms with a focus on literacy and the Berry Street

TEACHER QUALIFICATIONS	
Doctorate	1.2%
Masters	34.9%
Graduate	27.9%
Graduate Certificate	9.3%
	77.9%
	0.0%
Teaching Staff (Headcount)	
Teaching Staff (FTE)	105.5



# Community Engagement

## Goals & Intended Outcomes

Thomas Carr College is a community where students, staff, alumni, parents and College Advisory Council members experience a sense of belonging and connectedness to the College and Church.

### Intended Outcomes

- Improved Community Engagement
- Improved Feeder School Relationships
- Better Alumni Engagement
- Strengthen family, College and Parish connections
- Improve parents awareness of the School Improvement Program
- A stronger performance and development culture is evident
- Reposition the College within the Community as the 'school of choice'

### Achievements

We are committed to:

- Desire for improved student outcomes
- The building of staff capacity with greater evidence of collegiality
- Collaboration in teams
- The exploration of different avenues of communication to enhance parental engagement

**VALUE ADDED**

African Parents Morning Tea  
 VET Information Night  
 VCE Information Night  
 GSC Information Night  
 Parent Information Nights Years 7 - 11  
 PTS Conferences  
 College Advisory Council Meetings  
 College Open Day & College Tours  
 Mother's Day Mass and Morning Tea



In 2022, there was also significant work in the area of developing family partnerships and the introduction of a Youth Liaison role to foster further engagement within our College Community and to support the growth and learning engagement of our students.

## Future Directions

Given the age and constraints of a variety of learning spaces as well as the development of the population within the catchment area, Thomas Carr College, which celebrated 25 years in 2021, has reached the point where a new Master Plan needs to be designed. The initial stage of building work, Stage 1, which will concentrate on the senior years of schooling where pupils and