

2022 Annual Report



Inspiring *Faith* Inspiring *Learning*



Diocese of Sale
Catholic Education Ltd

Welcome

This Annual Report outlines the activities and performance of Diocese of Sale Catholic Education Limited (DOSCEL) from 1 January 2022 to 31 December 2022.

The Diocese of Sale covers 38 Catholic primary schools and seven Catholic secondary schools in south east Victoria, from Narre Warren and Cranbourne in the west, Wonthaggi and Phillip Island in the south, to Orbost in the east.

All primary schools and five of the seven secondary schools in the Diocese are owned and operated by DOSCEL.

Our aim is to deliver the highest quality educational opportunities and outcomes for every student.



Acknowledgements:

Front cover image: Students at St Ita's Catholic Primary School, Drouin.

We acknowledge the traditional custodians of the land on which our schools and offices are built. We commit to working in partnership with Aboriginal people for reconciliation and justice.

ABN 91 621 266 993

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Photo: Marist-Sion College, Warragul

From the Bishop

Dear Sisters and Brothers in Christ

There is much to be inspired and energised by the work undertaken in our schools and by the DOSCEL Secretariat throughout 2022. This work was constantly focused on improving the learning outcomes of students and orienting them to an understanding of the world with Christ at its centre.

Throughout the year, I had the pleasure of visiting each of our secondary colleges and meeting with Year 8 students and their teachers. These visits were focused on Youth Ministry and Catholic Social Teaching and it was wonderful to see the passion with which these young people and their teachers spoke of the Catholic identity of their schools and their desire to make their world a better place. This passion and desire was also evident when I met with students and teachers in our primary schools. I also had the opportunity to meet with the Year 12 School Captains of each of our secondary colleges to commission them for their leadership and to encourage them to offer all that they could for the good of their school communities. In meeting these young leaders, I was inspired by their commitment and enthusiasm to make a difference.

In 2022, the Congregation for Catholic Education, the Church body responsible for Catholic education across the world, published a document to assist people working in Catholic schools to understand the purpose of Catholic schools and their particular roles within schools. This document, *The Identity of the Catholic School for a Culture of Dialogue*, was a guiding influence for our work in schools in the Diocese of Sale. The document reminds us that the Church undertakes its evangelising mission, among other activities, through Catholic schools. Over the centuries and decades this has taken different forms, yet the mission has remained the same. This work continues wonderfully in each of our schools today.

Photo: St John the Baptist Primary School, Koo Wee Rup redevelopment. New entry, demolition of senior building. Refurbishment of spaces into four General Learning Areas and construction of a new Discovery Centre.



A personal relationship with Christ enables a believer to look at the whole of reality in a radically new way, granting the Church an ever-renewed identity. In our schools we endeavour to help our students engage with, and respond to, the fundamental questions of our age. In this undertaking, schools work to ensure that the principles of the Gospel are at the centre of all their endeavours. Animating these principles in, and through, our work in Catholic education is our motivation and final goal.

I thank everyone involved in the work of Catholic education in the Diocese of Sale and offer my blessings for the continued efficacy of this work.



Gregory Bennet
With every peace in Christ.

Bishop Gregory Bennet
Bishop of Sale



From the Chair

I am pleased to provide this report on behalf of the Board of Directors of Diocese of Sale Catholic Education Limited (DOSCEL). In particular, I wish to highlight two significant milestones of 2022, namely the retirement of Maria Kirkwood after 10 years as Director of Catholic Education in the Diocese of Sale and 50 years of service to Catholic education across Victoria, and the appointment of Paul Velten as the new Chief Executive Officer of DOSCEL and Director of Catholic Education.

Maria Kirkwood's leadership, commencing in 2012 as Director of Catholic Education, was a time of growth and change in the Diocese, with rising enrolments and a program of building and refurbishment of schools among her many achievements. Maria also displayed extraordinary leadership when the governance of schools in the Diocese transferred to the new entity, Diocese of Sale Catholic Education Limited. She became the company's inaugural Chief Executive Officer, a role she filled with integrity and vigour until her retirement in December 2022.

Given Maria Kirkwood's impending retirement, the DOSCEL Board was invited by the Bishop of Sale, Greg Bennet to take responsibility for the process of appointing a new Chief Executive Officer and Director.

Following an extensive search process and in-depth interviews by a Panel nominated by the Board, Paul Velten was appointed by Bishop Greg. Paul previously served Catholic education in the Diocese of Sale as Deputy Director Business Services and most recently as DOSCEL's Chief Finance, Information and Infrastructure Officer, and a member of the Senior Executive Team.

Throughout 2022, we continued to learn a great deal from the COVID experience about the resilience and flexibility of schools in adapting to sudden changes and the development of new ways of operating. Classrooms continue to be exciting places of dynamic learning and teaching for students and their teachers. The Board acknowledges the inspiring leadership of principals and the dedication and commitment of staff in primary and secondary schools as we emerge from these unprecedented and often challenging times.

In 2022, we welcomed Cathy Jenkins to the DOSCEL Board. She immediately made a significant contribution to Board deliberations, given her experience across leadership and education within the wider Catholic community. Together with her fellow Board Directors, I express my appreciation for their dedication and commitment to the Board and its committees, including the Culture, Ethics and Conduct (CEC) Committee, which commenced meeting in 2022 as a response to changing and emerging priorities.

Photo: St John the Baptist Primary School, Koo Wee Rup redevelopment project.



In particular, I acknowledge the work of the DOSCEL Secretariat and the support it provides to the Board and to schools throughout the Diocese. Each year during Catholic Education Week we recognise schools, students, principals and staff, who are the driving force of Catholic education. I also acknowledge the leadership, support and wisdom that the Bishop of Sale, Greg Bennet brings to the Diocese in all our endeavours in Catholic education as part of a wider faith community.

Finally, in partnership with the Bishop, DOSCEL Secretariat, parish priests and clergy, school leaders and staff, parish communities and families, the DOSCEL Board affirms our commitment to *Inspiring Faith, Inspiring Learning* across the Diocese of Sale, as we continue to strive to provide a high-quality education for every student.



A handwritten signature in black ink that reads "Garry McLean". The signature is fluid and cursive.

Garry McLean
Board Chair



From the Director

On 24 December 2022, I was proud to take on this important role for Catholic schools in the Diocese of Sale following the retirement of Maria Kirkwood after ten years of dedicated leadership to Catholic education in the Diocese of Sale and 50 years to Catholic education in Victoria. I am grateful for the strong foundation laid under Maria's leadership and I am committed to building upon this legacy.

It is a privilege to work with the Bishop, the DOSCEL Board, DOSCEL Executive Team and schools to promote faith and learning. Our mission to offer every student the opportunity to grow in the knowledge and love of God while achieving their personal best continues to be at the forefront of what we do.

Reflecting on the 2022 year, we have much to be proud of. The year began with a renewed sense of hope as schools transitioned back to face-to-face learning after two years of navigating pandemic lockdowns. However, COVID-19 quarantine requirements delivered challenges as schools grappled with student and staff absences, compounded by a national teacher shortage. Once again, our school communities demonstrated outstanding resilience and inspiring dedication through this difficult period.

DOSCEL continued to focus on providing support and governance to the 38 Catholic primary schools and five of the seven Catholic secondary schools in the Diocese throughout 2022.

Ongoing investment in school staff and our leadership teams to promote expert learning and teaching practices continued to be a priority. We continued to work in collaboration with parish priests, principals, school leaders, staff and families in our pursuit of the best spiritual, social, emotional, physical and academic outcomes for students.

In May 2022, we came together to celebrate our Catholic Education Leadership Eucharist and Dinner. At this event, we acknowledged our



Photo: St John the Baptist Primary School, Koo Wee Rup.

Spirit of Catholic Education Award recipients for their outstanding contribution to Catholic education, along with long-serving staff and exemplary students who received awards. You can read more about our awardees on pages 35 - 36.

In August 2022, DOSCEL successfully negotiated its own Enterprise Agreement with the Independent Education Union Victoria Tasmania (IEUVicTas). Over 80% of staff voted in favour of the Agreement, which covers all school staff governed by DOSCEL and the DOSCEL Secretariat.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program continues across our schools, resulting in the commencement and completion of many large building projects to enhance learning spaces and amenities. We thank the Victorian and Commonwealth Governments for the support provided. A full list of projects can be found on pages 30 - 32.

The care, safety and wellbeing of children and young people continues to be a central focus and fundamental responsibility of Catholic education. The introduction of new Victorian Child Safe Standards during 2022 was rolled out to all schools in the Diocese and builds on the significant work that has been undertaken in all of our schools to keep young people safe. Once again, we were delighted with the participation of schools in our Diocesan-wide Child Safety Week Art Competition, which culminated in the creation of a video to promote child safety awareness among students, teachers, parents and parish communities.

Our Catholic schools continue to be wonderful places of learning and enrichment, nurturing students to develop spiritually, academically, physically and emotionally.

My deep appreciation is extended to everyone involved in Catholic education within our Diocese for their commitment to our vocation of *Inspiring Faith, Inspiring Learning*.



A handwritten signature in black ink, appearing to read 'Paul Velten'.

Paul Velten

Director of Catholic Education -
Diocese of Sale

Chief Executive Officer - Diocese
of Sale Catholic Education Limited
(DOSCEL)

Commenced 24 December, 2022



About Us

In 2018, the governance of schools in the Diocese of Sale was transferred to a newly established entity, being Diocese of Sale Catholic Education Limited (DOSCEL).

DOSCEL is a Company limited by guarantee. The sole Member of the Company is the Bishop of Sale.

The Bishop appointed a Board of Directors who work closely with the Director of Catholic Education and Executive Team to manage the day-to-day operations of the organisation.

It is the responsibility of DOSCEL, as the governing body, to ensure each school and the Secretariat maintains and promotes the Catholic identity of the schools in the Diocese while meeting all legislative and regulatory requirements. This includes a strong focus on embedding and sustaining safe professional environments across all schools and workplaces, as well as a commitment to child safety.

Members of the Board during 2022 were:

- Mr Garry McLean (Chair)
- Ms Melanie Saba (Deputy Chair)
- Rev. Peter Bickley
- The Hon. Martin Dixon
- Ms Cathy Jenkins
- Rev. Jeff Kleynjans
- Emeritus Professor Gabrielle McMullen AM
- Very Rev. Dean Francis Otobo

The Director of Catholic Education is supported by staff of the DOSCEL Secretariat. These staff members work closely with schools to implement DOSCEL's vision of delivering the highest quality educational opportunities and outcomes for every student, whilst enabling them to draw on the life-giving traditions and spirituality of the Catholic faith.

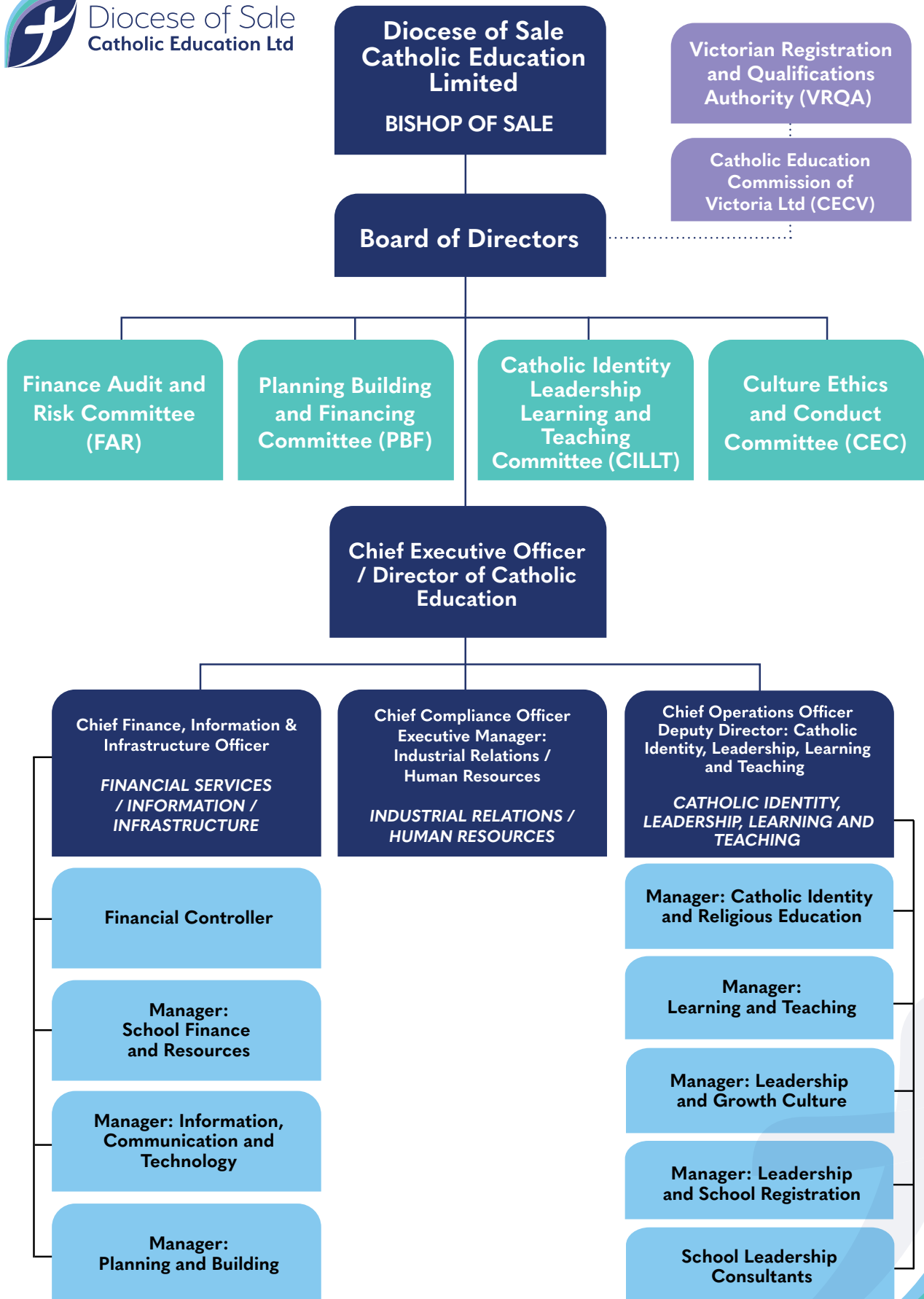
Executive members during 2022:

- Ms Maria Kirkwood - Chief Executive Officer/ Director of Catholic Education (retired 23 Dec 2022).
- Ms Debra Punton - Chief Operations Officer/ Deputy Director: Catholic Identity, Leadership, Learning and Teaching.
- Mr John Jordan - Chief Compliance Officer/ Executive Manager: Industrial Relations/ Human Resources.
- Mr Paul Velten - Chief Finance, Information and Infrastructure Officer (1 Jan – 23 Dec 2022).
- Chief Executive Officer/Director of Catholic Education (commenced 24 Dec 2022).

Photo: Don Bosco Primary School, Narre Warren.



Organisational Structure



Our Board of Directors

Mr Garry McLean (Chair)

Garry's career in Catholic education has seen him working as a Primary School Principal in the Archdiocese of Melbourne, as an Assistant Director at the Catholic Education Office in Melbourne, an Executive member of the Victorian Curriculum and Assessment Authority, and of the Catholic Education Commission Victoria Ltd, among other roles.

Ms Melanie Saba (Deputy Chair)

Melanie has a nursing degree from Australian Catholic University and a Master of Health Administration from the University of New South Wales and is a member of the Australian Institute of Company Directors (AICD). Her previous roles include: CEO of the Psychology Registration Board of Victoria; the Victorian Institute of Teaching; the Royal Australasian College of Medical Administrators; and now the Branch Director of the Pharmacy Guild of Australia - Victorian Branch.

Rev. Peter Bickley

Fr Peter has served in the parishes of Traralgon, Sale, Orbost, Churchill and Bairnsdale. During this time, Fr Peter has been Secretary to Bishop Fox and served over many years as Diocesan Master of Ceremonies. Fr Peter also served as Chaplain to the Charismatic movement and as Chair of the Diocesan Ecumenical Committee, and was Police Chaplain for

many years. He has served on the College of Consultors and has recently moved from being Dean of St Mary's Cathedral Sale, to serving as Administrator of Leongatha and Korumburra parishes.

The Hon. Martin Dixon

The Hon. Martin Dixon has dedicated his career to the Victorian Catholic education sector. He spent his early career working as a teacher before commencing his first principalship in 1991. From there, he served as the Deputy Chairperson (Primary) for the Catholic Education Office, Melbourne before commencing a four-year tenure as the Minister for Education in 2010.

Ms Cathy Jenkins

Cathy commenced her professional life as a teacher and has worked in a variety of environments including education system leadership with the Archdiocese of Melbourne and the Diocese of Sandhurst; as a publisher and editor; and a leader of mission and evangelisation for the Archdiocese of Melbourne. In addition to an active involvement in parish life, Cathy is a member of Sandhurst Catholic Early Education and Care Ltd and a member of the Australian Catholic Church Plenary Council. Cathy has qualifications in Arts and Theology and post-graduate qualifications in Religious Education and Leadership. Cathy is also the Executive Director: Mission Leadership at Mercy Health.



Emeritus Professor Gabrielle McMullen AM

After completing postdoctoral research in Germany, Gabrielle McMullen was appointed to the Faculty of Medicine at Monash University, while also serving as Dean of its Catholic residence, Mannix College (1981-1995). She then joined Australian Catholic University as Rector of its Ballarat campus (1995-2000) and Deputy Vice-Chancellor (Academic) (2000-2011). She has served on a wide range of education, health, theology and community service boards.

Very Rev. Dean Francis Otodo

Ordained as a Priest in 2001 in Otukpo Nigeria, Fr Francis has had a fruitful ministry in the Diocese of Sale. He has served as an Assistant Priest in the Morwell and Churchill parishes, been a member/Chair of the Bishop's Council of Priests in the Sale Diocese and a member of the Clergy Remuneration Fund. He currently serves as the Dean of St Mary's Cathedral, Sale. As well, he is the Chaplain to the Catholic Charismatic Renewal of the Diocese of Sale and lectures at the Yarra Theological Union. He is also a member of the University of Divinity in Melbourne.

Rev. Jeff Kleynjans

Fr Jeff attended at St Michael's Primary School in Berwick and St Agatha's Primary School in Cranbourne before completing secondary school at St Francis Xavier College, Beaconsfield. Fr Jeff was ordained to the priesthood for the Diocese of Sale in 2006 after completing a Bachelor of Theology and a Master of Theological Studies at Catholic Theological College. He has been the Parish Priest of St Michael's Berwick since 2016. He has also served as the Sale Diocese Vocations Director, Youth Minister and Member of the Priests' Welfare Foundation (PWF). He is currently a Member of the College of Consultors, Member of the Bishop's Council of Priests, Convenor of the Sale Diocese Clergy Life and Ministry Team and part of the Clergy Remuneration Fund.

Photo: Front from left: Emeritus Professor Gabrielle McMullen AM, Mr Garry McLean, Most Rev. Bishop Gregory Bennet and Ms Cathy Jenkins.

Back from left: Ms Melanie Saba, Rev. Jeff Kleynjans, The Hon. Martin Dixon, Mr John Swan (commenced 2023), Rev. Peter Bickley and Very Rev. Dean Francis Otodo.



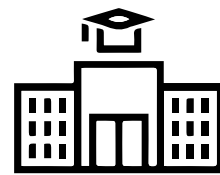
Diocese of Sale at a Glance

Catholic Education in the Diocese of Sale is a vital expression of the mission of the Church. The Diocese of Sale covers 38 Catholic primary schools and seven Catholic secondary schools spanning metropolitan, regional and rural areas from Cranbourne and Narre Warren in the west, to Philip Island in the south and Orbost in the east.

All primary schools and five of the seven secondary schools in the Diocese are owned and operated by Diocese of Sale Catholic Education Limited (DOSCEL).

DOSCEL's aim is to deliver the highest quality educational opportunities and outcomes for every student in every school in the Diocese.

45 Schools



38 Primary Schools
7 Secondary Schools

3,345 Staff



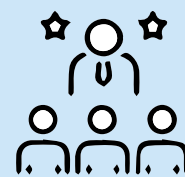
3,243 School Staff
102 Secretariat Staff

20,091 Students



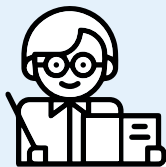
10,444 Primary Students
9,647 Secondary Students

Principal Appointments



7 Principals
12 Deputy Principals

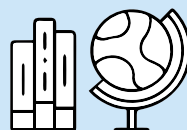
55



Accredited Mentor Teachers

24 Primary Teachers
31 Secondary Teachers

73 Graduate Teachers Employed



30 Primary Teachers
43 Secondary Teachers



250

Indigenous Students

163 Primary Students
87 Secondary Students

39



Master of Education in Evidence-based Teaching Graduates



5

Master of Education and Theology Graduates



Professional Learning / Training

- 3,300 participants undertook Professional Learning activities during 2022.
- There were 50 DOSCEL-facilitated Professional Learning topics.
- DOSCEL engaged 91 Tutors in 2022
 - 68 Teacher Tutors
 - 23 Education Support - Tutors (non-teachers)
- 105 recipients of Sponsored Study

Photo: Our Lady Star of the Sea Primary School, Cowes



**Report from the Catholic
Identity, Leadership, Learning
and Teaching Committee**

Report from the Catholic Identity, Leadership, Learning & Teaching Committee

Chair:

Emeritus Professor Gabrielle McMullen AM

Members:

Garry McLean

Very Rev. Dean Francis Otobo

Cathy Jenkins

Paul Velten

Maria Kirkwood

Debra Punton

Richard Wans

Dominic Ryan

Martin Keogh

Catherine Mason

Catholic Identity and Religious Education

Certificate of Religious Education (Accreditation Pathway)

The Catholic Identity and Religious Education (CIRE) Team worked with 115 teachers each term during 2022 to assist them in gaining Accreditation to Teach in Catholic schools, and Accreditation to Teach Religious Education or Lead in Catholic schools.

Professional Learning for Accreditation Maintenance

To support teachers in maintaining accreditation hours as per the Catholic Education Commission of Victoria Ltd (CECV) Policy, online professional learning sessions were offered by the CIRE Team. Topics included Luke's Gospel, Matthew's Gospel and an Introduction to the Old Testament.

Principal Formation

Primary and secondary school principals were invited to participate in formation sessions. This work focused on Scripture, Revelation, Tradition, Supporting Leaders of Religious Education, Australian Bishops Social Justice Statement, *Cry of the Earth*, *Cry of the Poor*, and Discipleship. On average, 20 principals enrolled for these sessions each term.

Religious Education Curriculum, *To Live in Christ Jesus*

Intensive professional learning days were offered to schools, with a focus on the preferred pedagogical approach to support the implementation of *To Live in Christ Jesus*. In the Diocese of Sale our preferred pedagogy is that of inquiry, an approach supported by the data from the *Enhancing Catholic School Identity* project and advocated for by Professor Didier Pollefeyt.

Religious Education Leader Formation (Primary Schools) and Catholic Identity and Mission Leader Formation (Secondary Schools)

A combination of face-to-face and online formation opportunities were provided to support these leaders in their roles. Sessions focused on effective faith leadership, Religious Education pedagogy, the promotion of recontextualising dialogical schools, and the development of positive school/parish relationships. In September, Dr Teresa Brown, from the Faculty of Theology and Philosophy, Australian Catholic University (ACU), presented a formation program on recontextualisation and the Diocesan context. Principals and Parish Priests were invited to this session.

Catholic Identity and Religious Education Improvement Tool

After trialling in 2021, this Tool was revised and used by all schools undertaking Review in 2022. The Tool assists schools to measure their school improvement in providing a high-quality Catholic education supported by recontextualised dialogical communities, high quality Religious Education Curriculum and parish-school partnerships. Surveys supporting this tool were used and data collected and shared with stakeholders to assist strategic improvement planning.

Master of Education and Theology

Catholic Theological College and Yarra Theological Union continued to present units of the Master of Education and Theology degree at St Francis Xavier College in Beaconsfield, with school leaders and teachers from across the Diocese in attendance.

Learning and Teaching

Aboriginal and Torres Strait Islander Education

The DOSCEL Education Officer: Learning Adjustment - Aboriginal and Torres Strait Islander Education worked across the Diocese to support schools to improve practice in developing culturally responsive environments. The implementation of the new Child Safe Standards, with a renewed promotion of supporting Aboriginal and Torres Strait Islander Education students and their families, has encouraged schools to become more reflective in their support of Indigenous students. As a consequence, there is evidence that staff are showing greater knowledge of how to support Aboriginal and Torres Strait Islander Education students from a cultural perspective and are able to incorporate this into learning and teaching exchanges.

English as an Additional Language (EAL)

The EAL cohort increased across DOSCEL schools, with a very high population within the metropolitan area at the west of the Diocese, and increasing numbers in regional areas.

The implementation of the EAL Foundation to Year 10 Curriculum in 2022 required teachers to report against student progress in EAL for students for whom English is a second language. DOSCEL provided support to schools and teachers to understand and interpret the Curriculum in the areas of Speaking and Listening, Reading and Viewing, and Writing, and to implement strategies that best support EAL learners in their language progression.

Learning Adjustment (Inclusive Education)

The Learning Adjustment (Inclusive Education) team continued to work with school leaders to improve teacher knowledge and school processes to meet the needs of students with disability. Creating opportunities for the formation of leaders was central to this work. In 2022, the induction program for new and experienced learning adjustment leaders was expanded from one to two days; this provided increased scope to support leaders in relation to the obligations of the Victorian Curriculum, the Disability Standards for Education and the requirements of the Nationally Consistent Collection of Data.

As part of an ongoing partnership with Pearson Clinical, a cohort of school leaders undertook User B accreditation and were able to utilise an increased range of assessments. DOSCEL Secretariat continued to lead improvement and provided mentorship in

the use of these assessments, which support early identification of student difference and result in evidence-based, targeted classroom teaching and interventions.

Learning and Teaching

DOSCEL schools responded to the system-wide data analysis that evidenced key misconceptions in the areas of reading and numeracy. Working through school-based teams, DOSCEL Secretariat staff supported school staff to design lessons to address specific system-wide misconceptions, on the basis of evidence-based practice and student assessment data. One outcome of this work was the significant uptake of systematic synthetic phonics instruction across DOSCEL primary schools.

Secondary Pathways

In 2022, DOSCEL secondary schools responded to the senior secondary certificate reform and began planning for the Victorian Certificate of Education - Vocational Major (VCE-VM) and the Foundation Pathways Certificate (FPC), which will play a crucial role in equipping students with the skills and knowledge for their future endeavours. The establishment of a new Certificate IV in Career Development encouraged the development of career education programs that are integrated in the Curriculum and provide students with comprehensive guidance on diverse career pathways.

With regards to VET Delivered to School Students (VDSS), schools were encouraged to develop certificates that align to growth areas, student interest, school priorities and local industry needs.

Whole School Approach to Positive Behaviour Support (WSAPBS)

The DOSCEL Secretariat WSAPBS team worked with schools to develop agreed and consistent practices to establish, embed and maintain key universal strategies to support school staff to work towards establishing safe and predictable environments.

In order to reduce incidents of restraint occurring within schools, DOSCEL Secretariat provided school employees with training in de-escalation. Secretariat staff provide training to primary school staff, and work with accredited secondary personnel to provide training to secondary staff. The rollout of training within schools coincided with the School Review process, ensuring that all staff had the opportunity to undertake training in de-escalation techniques.

Leadership and Professional Culture

School Review

The purpose of the School Improvement Framework School Review process is to support the school to understand where they are situated in their school improvement journey in line with the evidence-based criteria underpinning school improvement within DOSCEL. As part of the process, the Catholic Identity and Religious Education Improvement Tool (CIREIT) and the Australian Council for Educational Research (ACER) National School Improvement Tool (NSIT) are used to ensure the identification of high leverage priorities for school improvement in line with the DOSCEL Strategic Plan and Catholic Identity, Leadership, Learning and Teaching (CILLT) priorities.

The Director of Catholic Education appointed School Reviewers to:

- critically examine the School's Self-Reflection Summary and ensure that the school had accurately articulated its impact over the last strategic improvement period and understood the strengths and challenges of its current context.
- ensure a rigorous and evidence-based approach to self-reflection had been undertaken.
- ensure the school had appropriately engaged a range of stakeholders in the preparation for School Review.
- ensure that the school had accurately interpreted school performance data.
- provide independent advice to the school on identified directions for improvement over the next four years, ensuring they are evidence-based, high leverage, fit for purpose and in line with DOSCEL and CILLT priorities.
- prepare a School Reviewers' Report which was provided to the school to assist with the development of a Strategic Improvement Plan.

In 2022, the following schools participated in the School Improvement Framework School Review process:

Primary Schools

- St Catherine's Primary School, Berwick
- St Thomas the Apostle Primary School, Cranbourne East
- St Michael's Primary School, Heyfield
- St Brendan's Primary School, Lakes Entrance

- Sacred Heart Primary School, Morwell
- Trinity Catholic Primary School, Narre Warren South
- St Joseph's Primary School, Orbost
- St Mary's Primary School, Sale
- St Patrick's Primary School, Stratford
- St Joseph's Primary School, Warragul
- St Joseph's Primary School, Wonthaggi

Secondary Colleges

- St Peter's College, Cranbourne

Victorian Registration and Qualifications Authority Compliance Review

The Education and Training Reform Act 2006 and the Education and Training Reform Regulations 2017 (ETR Regulations) prescribe the minimum standards and other compliance requirements of schools for registration. To ensure schools are compliant with the requirements of the minimum standards for registration of schools and other requirements under the Act, Diocesan schools participate in a Victorian Registration and Qualifications Authority (VRQA) compliance review every four years.

The following schools participated in the VRQA Compliance Review in 2022:

Primary Schools

- St Catherine's Primary School, Berwick
- St Thomas the Apostle Primary School, Cranbourne East
- St Michael's Primary School, Heyfield
- St Brendan's Primary School, Lakes Entrance
- Sacred Heart Primary School, Morwell
- Trinity Catholic Primary School, Narre Warren South
- St Joseph's Primary School, Orbost
- St Mary's Primary School, Sale
- St Patrick's Primary School, Stratford
- St Joseph's Primary School, Warragul
- St Joseph's Primary School, Wonthaggi

Secondary Colleges

- St Peter's College, Cranbourne
- Catholic College Sale

Leadership and Professional Culture

Child Safe Standards

The revised Ministerial Order and the Child Safe Standards were published in Term 1, 2022. Schools were provided with advice and support, ensuring compliance with the new standards effective from 1 July 2022. School Leadership Consultants supported all schools to ensure they met the new standards as part of our collective work of embedding child safe cultures across the Diocese.

Insight SRC – Staff, Student and Parent Opinion Surveys

During Term 2 2022, all primary and secondary schools in the Diocese of Sale participated in the annual Insight SRC survey data collection process. The survey responses provide feedback from staff, students and parents regarding the strengths, challenges and areas for improvement in school culture. The data obtained through these surveys provides reliable and valid information that can be used at the system level as well as at the individual school level to monitor, evaluate and inform school improvement efforts.

Formative Primary Principal Appraisal and Secondary Principal Appraisal

The Formative Primary Principal Appraisal process provides regular structured opportunities for primary principals to reflect upon the strengths of their leadership, be affirmed in their work, and to identify areas for growth in their leadership practice.

The Secondary Principal Appraisal process is a contractual obligation for secondary principals, with two appraisals specified within the contract period. An initial formative appraisal is followed by a summative appraisal at the point of contract renewal.

In 2022, nine primary and two secondary principals participated in the Principal Appraisal process.

Primary Principal Appointments

Principals were appointed to the following schools in 2022:

- St Mary's Primary School, Bairnsdale
- St Catherine's Primary School, Berwick
- St Agatha's Primary School, Cranbourne
- St Therese's Primary School, Cranbourne North
- St Mary's Primary School, Maffra
- St Patrick's Primary School, Pakenham
- St Joseph's Primary School, Wonthaggi

Deputy Principal Appointments

Deputy Principals were appointed or reappointed to the following schools in 2022:

Primary Schools

- St Mary's Primary School, Bairnsdale
- St Catherine's Primary School, Berwick
- St Michael's Primary School, Berwick
- St Thomas the Apostle Primary School, Cranbourne East
- St Brendan's Primary School, Lakes Entrance
- Don Bosco Primary School, Narre Warren
- Immaculate Heart of Mary Primary School, Newborough
- St Brigid's Primary School, Officer
- St Clare's Primary School, Officer
- St Patrick's Primary School, Stratford
- St Gabriel's Primary School, Traralgon
- St Joseph's Primary School, Warragul

Religious Education Leader Appointments

Religious Education Leaders were appointed or reappointed to the following schools in 2022:

- St Mary's Primary School, Bairnsdale
- St Catherine's Primary School, Berwick
- Lumen Christi Primary School, Churchill
- St John the Baptist Primary School, Koo Wee Rup
- St Brendan's Primary School, Lakes Entrance
- St James Primary School, Nar Nar Goon
- St Brigid's Primary School, Officer
- St Patrick's Primary School, Stratford
- St Joseph's Primary School, Wonthaggi

Graduate Induction and Mentor Program

DOSCEL, in partnership with the Victorian Institute of Teaching (VIT), provided a series of three full-day workshops to support graduate teachers and their mentors to understand the requirements for movement from provisional to full registration.

Leadership and Professional Culture

Through these workshops, primary and secondary graduates were provided with a valuable opportunity to be initiated into the Diocese of Sale and begin a process of familiarisation with the Diocesan Strategic Directions. Graduates were given the opportunity to work closely with their mentor teachers to explore the effective mentor-mentee relationship, develop a graduate inquiry question, explore the Code of Conduct and associated issues and explore the process for successful transition from provisional status to full registration.

In 2022, 30 primary graduates and 43 secondary graduates were employed across the Diocese. The graduates participated in the Graduate Induction and Mentor Program and 55 primary and secondary teachers were trained as VIT accredited mentors.

Trial Aspirant Principal Program

DOSCEL has a clear strategic intent to scaffold, encourage and support a leadership pathway for aspiring principals. The Aspirant Principal Program was a trial program designed to target leadership development for 14 Aspirant Principals within the Diocese of Sale, with the strategic intent to:

- develop capacity for future principalship
- form and develop capacity to reflect on, and develop effective leadership mindsets, dispositions and behaviours that ensure leadership impact

- develop capacity to lead school improvement through a compelling change agenda aligned with the Diocesan Improvement Agenda and delivering a strategic initiative within the school's Annual Implementation Plan (AIP) appropriate to their role
- develop a system mindset and develop capacity to work collegially.

The aspirant leaders were able to review and examine their leadership behaviours through the lens of implementation of a change program linked directly to their school's Annual Implementation Plan.

Sponsored Study Program

DOSCEL continued to provide strategic and targeted Sponsored Study support for the Master of Evidence-Based Teaching through the University of Melbourne, and the Master of Education and Theology through the Catholic Theological College and Yarra Theological Union.

In total, there were 105 recipients of Sponsored Study support in 2022, 68 primary staff members and 37 secondary staff members. In addition to those who received Sponsored Study there were 39 previous recipients of Sponsored Study from across the Diocese who graduated with a Master of Evidence-Based Teaching, and five teachers who graduated with a Master of Education and Theology.



Photo: Mary MacKillop Primary School, Narre Warren, North

Photo: Immaculate Heart of Mary Primary School, Newborough



Report from the Finance, Audit and Risk Committee

Report from the Finance, Audit and Risk Committee

Chair:

Emeritus Professor Gabrielle McMullen AM

Members:

Melanie Saba
Rev. Peter Bickley
Mary Winter
John Swan
Maria Kirkwood
Paul Velten
John Jordan
Darren Tan

Industrial Relations and Human Resources

The Industrial Relations / Human Resources (IR/HR) Team of DOSCEL continued to provide advice and support to schools regarding:

- child safety
- employment issues
- enterprise bargaining
- managing employment concerns, including reportable conduct matters
- contracts of employment and salaries
- compliance
- legal matters
- occupational health and safety and WorkCover
- policy and guidelines.

Coronavirus (COVID-19)

From January to December 2022, the IR/HR Team continued to respond to queries and manage the DOSCEL response to COVID-19.

To ensure that the COVIDSafe principles for schools were applied in DOSCEL schools and within the DOSCEL Secretariat, the IR/HR Team developed and updated a range of guidance, including:

- attendance
- child safety
- cleaning and disinfection
- COVIDSafe Plans
- essential assessments

- leave entitlements
- mandatory vaccination information
- permitted school activities
- personal protective equipment
- posters and signage
- record keeping requirements for contact tracing purposes
- recruitment
- school camps and excursions
- template correspondence for parents, guardians and carers
- ventilation, including air purifiers
- workplace closures processes in the event of a positive COVID-19 case
- WorkSafe notifications.

Enterprise Bargaining

Following 54 meetings with the Independent Education Union Victoria Tasmania (IEU), the DOSCEL Secretariat Enterprise Bargaining Team finalised negotiations for the Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022 (Agreement) in June 2022.

Thanks to the support provided by school principals and employees, 81% of DOSCEL employees voted in favour of the terms of the Agreement which commenced operation on 28 September 2022 following approval from the Fair Work Commission.

Industrial Relations and Human Resources

Key features of the Agreement include:

- salary increases for staff consistent with arrangements in the Victorian Department of Education and Training
- strategies to address teacher workload issues
- recognition of effective consultation processes
- improvement of classification arrangements for Education Support staff, School Services Officers, Deputy Principals and DOSCEL Secretariat staff
- the inclusion of Business Managers in secondary schools
- additional leave entitlements, including increased parental leave and the introduction of support arrangements for victims of historical sexual abuse.

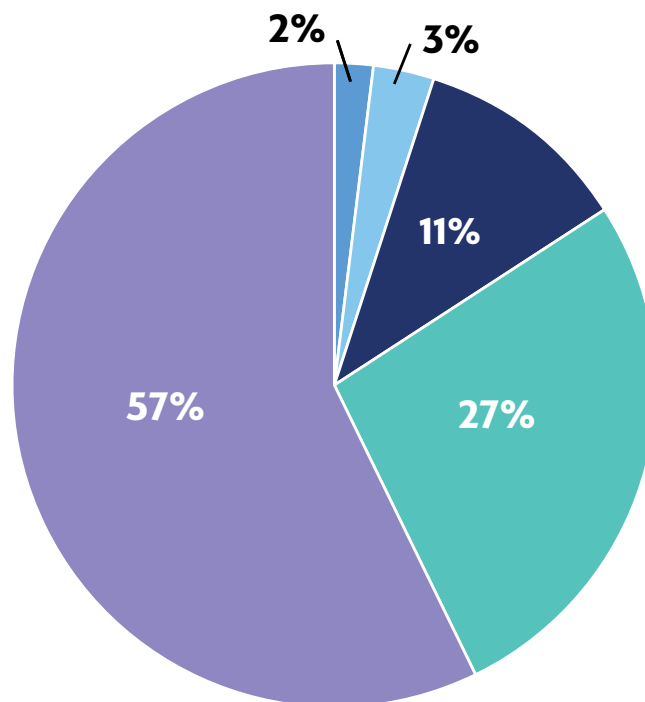
Camps and high-risk excursions

In 2022, interstate and overseas immersions remained suspended, due to the risks associated with COVID-19, including but not limited to staff and students testing positive to COVID-19 whilst interstate or overseas. All other camps and high-risk activities were permitted, with COVID-19 protocols in place.

DOSCEL received 540 applications for camps and high-risk excursions, an increase of 154 applications on the previous year. This is also the highest number of applications received since 2018.

TYPES OF CAMPS AND HIGH-RISK EXCURSIONS

■ Overnight Camps ■ Swimming Activities ■ Retreats ■ Cycling Events ■ *Other



*Other includes: rock climbing, surfing, celebration day, graduation celebration, volunteer activities and equine assisted learning program.

Industrial Relations and Human Resources

Contracts

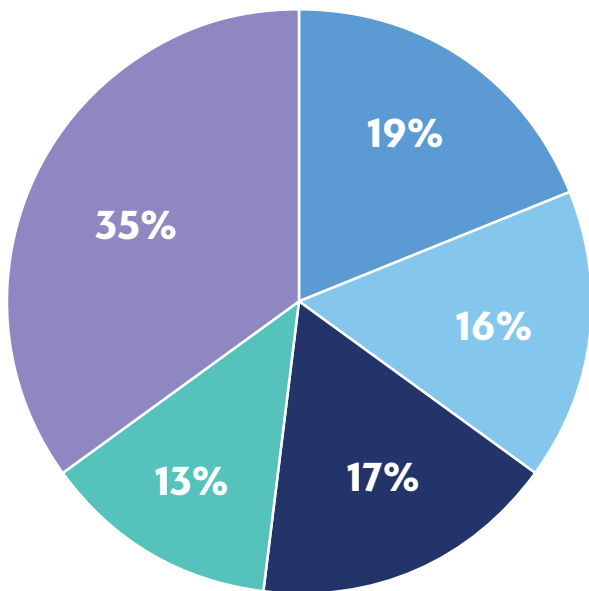
From 1 January to 31 December 2022, over 350 contracts were received by DOSCEL to review and endorse. The contract requests related to a range of services and requests, including cleaning and maintenance, educational services and third-party requests for the hire of school facilities.

WorkSafe Notifiable Incidents

In 2022, 100 notifiable incidents were reported to WorkSafe Victoria by schools.

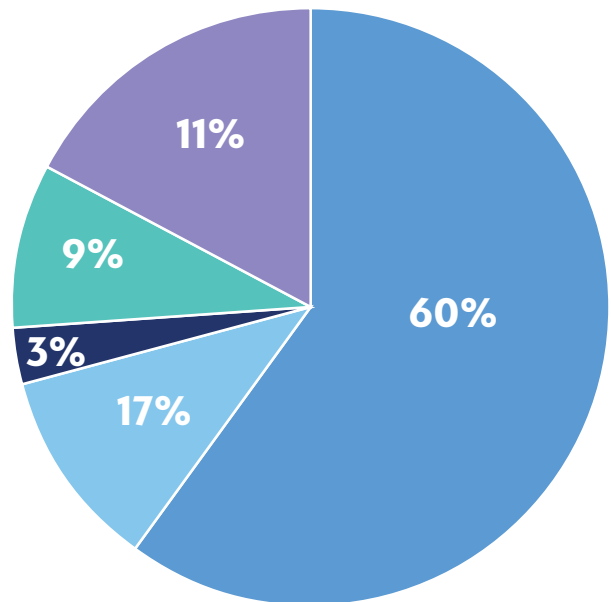
TYPES OF CONTRACTS

- DOSCEL Service Agreement
- Facilities Licences
- Other
- Registered Training Organisation
- Supplier Service Agreement



INCIDENTS

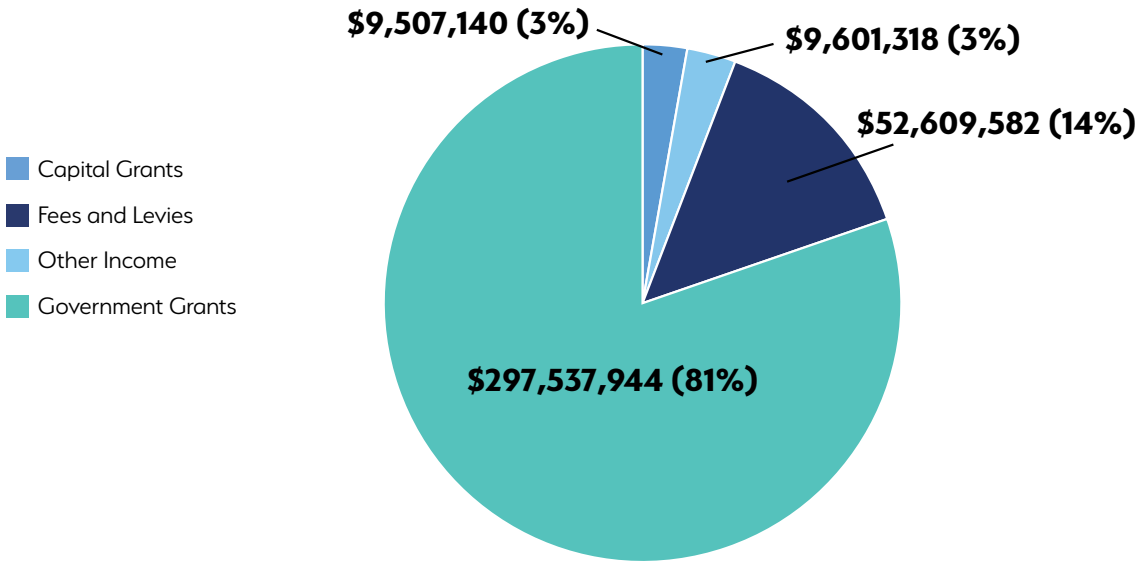
- Fracture, sprain or strain
- Cuts / lacerations, abrasions / bruising or bites
- Allergic reaction / anaphylaxis
- Concussion
- Other



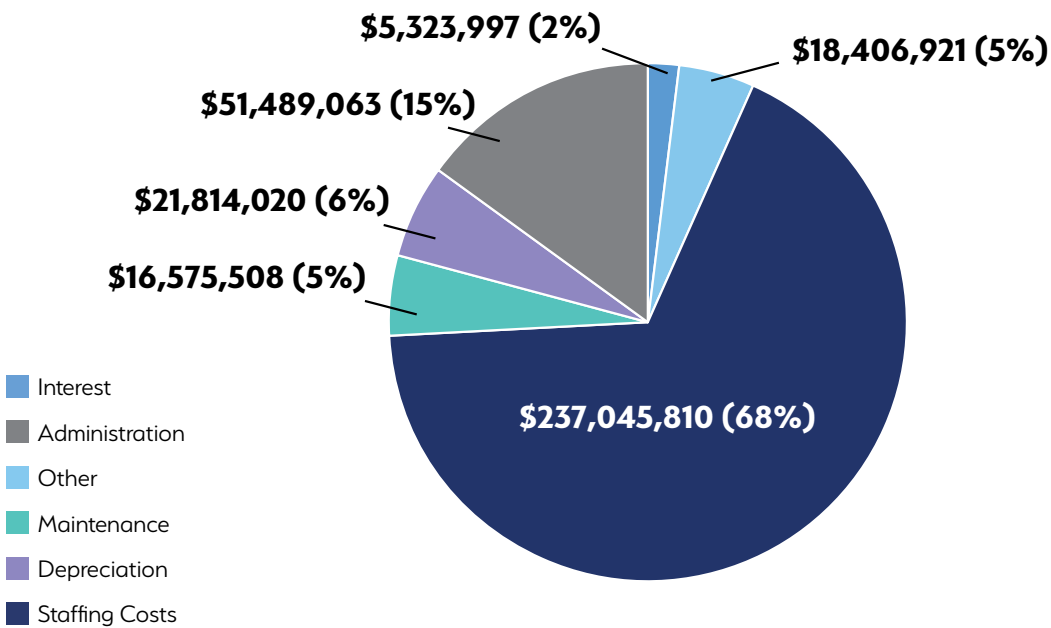
Financial Snapshot

DOSCEL consolidated December 31, 2022

2022 INCOME



2022 EXPENDITURE





**Report from the Culture,
Ethics and Conduct Committee**

Report from the Culture, Ethics and Conduct Committee

Chair:

Melanie Saba

Members:

Emeritus Professor Gabrielle McMullen AM

Rev. Jeff Kleynjans

The Hon. Martin Dixon

Cathy Jenkins

Maria Kirkwood

Paul Velten

John Jordan

Martin Keogh

Reportable Conduct Scheme

The Reportable Conduct Scheme seeks to improve schools' responses to allegations of child abuse and neglect by employees, volunteers and contractors. It has been designed to ensure that the Commission for Children and Young People (CCYP) will be aware of every allegation of certain types of employee, volunteer or contractor misconduct involving children in DOSCEL schools.

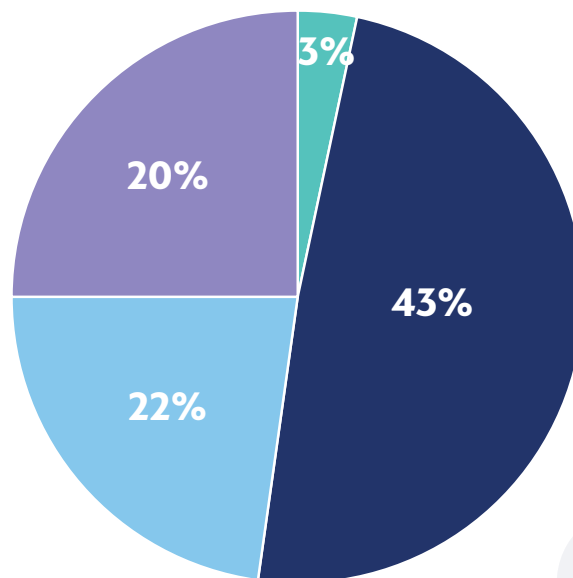
The IR/HR Team responded to 11 new Reportable Conduct matters during 2022 and provided information to relevant regulators as required, including the CCYP, the Victorian Institute of Teaching (VIT) and, where appropriate, Victoria Police.

CCYP will also share information to DOSCEL and to relevant regulators to prevent and protect children and young people from abuse.

Reportable Conduct Scheme

1 January 2022 to 31 December 2022

Reportable Conduct Matters to date by Allegation Type*



- Significant Psychological / Emotional Harm / Neglect
- Physical Violence
- Sexual Misconduct
- Sexual Offence

* These figures are larger than the total number of matters, as some matters involve multiple allegation types

Report from the Culture, Ethics and Conduct Committee

Child Safety

The new Victorian Child Safe Standards and Ministerial Order No. 1359 – *Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises* came into effect on 1 July 2022.

To support schools to implement the new Child Safe Standards and meet the requirements of Ministerial Order No. 1359, DOSCEL Secretariat developed a Child Safe Standards Action List that outlined the key steps to be taken by DOSCEL and DOSCEL schools for each new Child Safe Standard.

Additional guidance and resources, including example actions schools could take to meet each of the new 11 Child Safe Standards, template policies and procedures, and targeted support for school leaders, were also made available to DOSCEL schools.

Photo: In 2022, Catholic schools and parishes in the Diocese participated in a Child Safety Week Art Competition, which culminated in the creation of a video to promote child safety awareness. Pictured from left: Ms Maria Kirkwood - DOSCEL Director of Catholic Education and Most Rev. Greg Bennet - Bishop of Sale announce the winning entries.



Photo: The new Geode Centre Performing Arts Theatre at St Peter's College Clyde North campus.



Report from the Planning, Building and Financing Committee

Report from the Planning, Building and Financing Committee

Chair:

Garry McLean

Members:

Rev. Jeff Kleynjans
 Rev. Denis O'Bryan
 The Hon. Martin Dixon
 Maria Kirkwood
 Paul Velten
 Darren Tan

Building Projects Report

Approved Primary School Building Projects

| SUBURB | SCHOOL | PROJECT | COST |
|-------------|-------------------------------------|---|--------------|
| OFFICER | St Clare's Primary School | Extension of existing project. Installation of a shed, relocation of bins with an enclosure. Concrete paving and landscaping. | \$145,000 |
| TRARALGON | St Michael's Primary School | Refurbishment of Administration. | \$545,000 |
| WARRAGUL | St Angela of the Cross | Stage 2 (CCG Project): Eight General Learning Areas (GLAs), specialist, outdoor learning areas. | \$5,082,084 |
| YARRAM | St Mary's Primary School | Roof Replacement. | \$110,000 |
| CLYDE NORTH | St Josephine Bakhita Primary School | Stage 1 (CCG Project) of a new school: Construction of Eight GLAs, project spaces, multipurpose resource hub, administration, staff lounge, staff planning and resource area, outdoor learning areas, hardcourt, playground, landscaping, parking and site works. | \$11,700,000 |
| CRANBOURNE | St Agatha's Primary School | Stage 3 (CCG Project): Demolition of an existing GLA building to create a new two- storey GLA building with 10 GLAs. | \$6,000,000 |
| DROUIN | St Ita's Primary School | Stage 2 (CCG Project): Demolition of demountable buildings to create a new learning centre of six GLAs. Refurbishment of library to create art/music specialist space. Outdoor learning areas. | \$5,017,000 |
| WARRAGUL | St Joseph's Primary School | Stage 2 (CCG Project): Roof replacement and refurbishment of four GLAs. | \$1,145,000 |

Building Projects Report

Completed Primary School Projects

| SUBURB | SCHOOL | PROJECT | COST |
|--------------------|------------------------------------|--|-------------|
| BAIRNSDALE | St Mary's Primary School | POD 2 extension and external works, including fire services and electrical upgrades. | \$1,712,335 |
| BUNYIP | Columba Primary School | The addition of sliding and concertina doors in the multipurpose room to allow for three classrooms. | \$366,975 |
| CRANBOURNE NORTH | St Therese's Primary School | Stage 1 (CCG Project): Refurbishment of GLAs, specialist areas, administration, multipurpose room, canteen and amenities with two outdoor learning areas. Refurbishment of existing library into two GLAs, resources areas, STEAM centre and staff toilets. Stage 2: Learning Centre Extension creating two new classrooms. | \$3,858,000 |
| KOO WEE RUP | St John the Baptist Primary School | CCG Project: New entry, demolition of senior building and toilet block. Refurbishment of spaces into four GLAs, including collaborative areas. Construction of a new discovery centre. | \$3,310,000 |
| NARRE WARREN SOUTH | Trinity Primary School | Replacement of a GLA demountable with a new library/teacher resource area, an art room, internal toilets and external works, including an outside learning area. | \$1,119,750 |
| OFFICER | St Brigid's Primary School | An addition of four GLAs to meet growing enrolment trends. | \$888,940 |
| OFFICER | St Clare's Primary School | Stage 5: Landscape Project including, sports pitch, covered tiered seating between hardcourts and running track, an adventure play space, kitchen garden and shade trees. | \$3,631,000 |
| TRARALGON | St Michael's Primary School | Redesign and refurbishment of the reception and administration areas for child safety and staff movement. | \$523,490 |
| WARRAGUL | St Joseph's Primary School | Carpark redevelopment, consisting of retaining wall, extension of footpath, visitor parking, weather covering, and drop-off and pick-up area. | \$154,637 |
| WARRAGUL | St Joseph's Primary School | Conversion of the existing library area into three GLAs. | \$637,690 |
| WONTHAGGI | St Joseph's Primary School | Stage 3: Refurbishment of existing GLAs with the addition of one GLA. Includes, internal break out spaces and contemplative landscaping. A connected covered walkway from main school building to a learning area. New doors and Salto hardware in the administration area. | \$1,419,100 |

Building Projects Report

Approved Secondary School Building Projects

| SUBURB | SCHOOL | PROJECT | COST |
|--------------|---------------------------|--|--------------|
| BEACONSFIELD | St Francis Xavier College | Berwick Campus Stage 2 and 2A (CCG project): Construction of eight GLAs and associated facilities. Construction of a two-storey building consisting of 16 GLAs and associated works. | \$31,490,566 |

Completed Secondary School Building Projects

| SUBURB | SCHOOL | PROJECT | COST |
|--------------------|--|---|--------------|
| BEACONSFIELD | St Francis Xavier College | Berwick Campus: Stage 1 of the masterplan redesigning the entry/exit point. Demountable hire for use while Stage 2 is being completed. | \$4,670,000 |
| BEACONSFIELD | St Francis Xavier College | Uniform Shop: Construction of a new uniform shop at the front of campus. | \$1,200,000 |
| BEACONSFIELD | St Francis Xavier College | Extension of existing storage hall to cater for the existing school population. | \$140,000 |
| CRANBOURNE | St Peter's College Cranbourne | Traffic Management Project Cranbourne Campus: New traffic control measures, car parks, bus loading bay, pedestrian crossing and boom gates. | \$6,792,000 |
| CRANBOURNE | St Peter's College Cranbourne | Stage 2: Cranbourne Campus: Construction of a new Administration Centre, offices, meeting rooms & staff lounge. | |
| CLYDE NORTH CAMPUS | St Peter's College Cranbourne | Stage 6B (CCG Project) Clyde North Campus: Performing Arts and Theatre. | \$15,063,316 |
| LEONGATHA | Mary MacKillop Catholic Regional College | Refurbishment of staff toilets. | \$260,000 |
| WARRAGUL | Marist-Sion College | New Loreto locker bay consisting of 160 lockers. | \$220,000 |
| WARRAGUL | Marist-Sion College | Replacement of Joseph walkways. | \$415,000 |

2022 Government Funding for Schools in the Diocese of Sale

The Australian Government Capital Grants Program (CGP) for Non-Government Schools confirmed a total of \$500,000 in funding assistance.

The Minister for Education, The Hon. Natalie Hutchkins MP confirmed a total of \$8million in funding under the Victorian Government Non-Government Schools Capital Fund.

Photo: St Michael's Primary School, Berwick



School Highlights



School Highlights

New Geode Centre shines at St Peter's

A new Performing Arts Centre at St Peter's College Clyde North campus was officially Blessed and opened by Catholic Bishop of Sale, Most Reverend Greg Bennet, on 27 October 2022. The Bishop was joined by Ms Maria Kirkwood – DOSCEL Director of Catholic Education, Ms Pauline Richards MP - State Member for Cranbourne, Mr Chris Black - Principal, along with staff, students and members of the school and parish community.

The \$15million Geode Centre boasts a state-of-the-art auditorium that can seat 450 people. The building has been designed for College performing arts learning, assemblies, and lectures.

The Geode Centre's name is derived from the word 'geode', which means a spherical rock structure with a durable outer wall and a cavernous glittering core. The rock is synonymous with the College's Patron Saint Peter. The full beauty of the Geode Centre's central core is symbolically ignited by the performances which are presented in the central space.

The project was supported by a Catholic Development Fund (CDF) loan, a Victorian Government grant through the Catholic Capital (Victoria) Limited Program, and the College community.



Photo: View of the stage and auditorium.

Photo: From left: Jake Bennett - St Peter's College Captain assists Most Reverend Greg Bennet - Catholic Bishop of Sale for the blessing of the Geode Centre.



Photo: St Peter's College Choir and Official Party. Front row from left: Most Reverend Greg Bennet - Catholic Bishop of Sale, Ms Maria Kirkwood - DOSCEL Director of Catholic Education, Ms Pauline Richards MP - State Member for Cranbourne, Mr Chris Black - Principal of St Peter's College, Very Reverend Denis O'Bryan and Reverend Joseph Abutu.



Catholic Education Awards

Student Awards

Elizabeth Hunt Scholarship

The Elizabeth Hunt Scholarship provides support to students undertaking a Bachelor of Education or a Bachelor of Teaching at Australian Catholic University.

Scholarship recipients were:

- Miss Lucy Hickmott - Marist-Sion College, Warragul
- Miss Rachael Ramsay - Mary MacKillop Catholic Regional College, Leongatha

Photo: Elizabeth Hunt awardees.

From left: Very Reverend Peter Slater - Vicar General, Ms Rachael Ramsay and Miss Lucy Hickmott - award recipients and Ms Maria Kirkwood - DOSCEL Director of Catholic Education



Father James Wall Bursary 'Leadership Achievement Award'

Each year, seven students across Australia are selected to receive the *Father James Wall Bursary*. The Bursary recognises the achievements of Catholic secondary students who demonstrate outstanding leadership and service to others. The recipients each receive \$4,000 from the Catholic Development Fund (CDF) to assist with school fees and other expenses incurred while undertaking studies in Years 11 and 12.

The award recipient from the Diocese of Sale was:

- Miss Brydie Cunningham – Marist-Sion College, Warragul

Photo: Father James Wall Bursary Leadership Achievement Award.

From left: Ms Maria Kirkwood - DOSCEL Director of Catholic Education, Mr Brendan Hoy - General Manager Client Services Catholic Development Fund (CDF) and Miss Brydie Cunningham - award recipient of the Father James Wall Bursary.



Catholic Education Awards

Staff Awards

Educators from across Gippsland and Melbourne's outer south-east were recognised for their dedication with the awarding of the Catholic Education Service Awards 2022. The awards acknowledge and pay tribute to staff within the Diocese of Sale who have dedicated themselves to the Catholic education sector in Australia for 25 years or more.

Catholic Education Service Award recipients were:

- Mr David Cooper - St Vincent De Paul Primary School, Morwell
- Ms Kelley Cooper - St Peter's College, Cranbourne
- Deacon Mark Kelly - Marist-Sion College, Warragul
- Mr Paul Kimonides - St Francis Xavier College, Beaconsfield
- Mr John O'Sullivan - St Peter's College, Cranbourne
- Mr Ernie Rijs - St Peter's College, Cranbourne
- Ms Nicole Vanatta - Marist-Sion College, Warragul



Photo: Catholic Education Service Awards. From left: Very Reverend Peter Slater - Vicar General, Ms Kelly Cooper and Mr Ernie Rijs - Service Award recipients and Ms Maria Kirkwood - DOSCEL Director of Catholic Education.

Spirit of Catholic Education Awards

The Spirit of Catholic Education Awards recognise individuals in Catholic schools who have achieved excellence in *Inspiring Faith and Inspiring Learning* within their school community.

Award recipients were:

Inspiring Faith

- Mr Simon Cuckson - St Francis Xavier College, Beaconsfield
- Ms Fiona MacRae - Marist-Sion College, Warragul

Inspiring Learning

- Ms Carol Browne - St Clare's Primary School, Officer
- Ms Claire Fabris - Lavalla Catholic College, Traralgon



Photo: Spirit of Catholic Education Awards. From left: Ms Maria Kirkwood - DOSCEL Director of Catholic Education, Mr Simon Cuckson, Ms Claire Fabris, Ms Carol Browne - award recipients, and Very Reverend Peter Slater - Vicar General.

Farewell for Catholic Education Leader

Ms Maria Kirkwood retired on 23 December 2022 after 50 years of service to Catholic education and 10 years as Director of Catholic Education in the Diocese of Sale. A thanksgiving Mass and dinner were held to bring together Parish Clergy, DOSCEL Board Directors and education leaders to honour Ms Kirkwood, who has been a champion of innovation and change in Catholic education.

Ms Kirkwood commenced in her role in the Diocese of Sale in 2012 after holding various executive positions with the Catholic Education Office in Melbourne, as well as principalship, leadership and teaching positions at Catholic schools in Victoria.

Reflecting on five decades in Catholic education, Ms Kirkwood said her time in the Diocese of Sale was the happiest personally, and the most fulfilling professionally.



From Left: Mr Paul Velten - Incoming DOSCEL Director of Catholic Education, Ms Maria Kirkwood - Retiring DOSCEL Director of Catholic Education, Most Reverend Greg Bennet - Catholic Bishop of Sale and Mr Garry McLean - DOSCEL Board Chair at the farewell dinner.



From left: Very Reverend Bernard Buckley - Vicar General, Most Reverend Greg Bennet - Catholic Bishop of Sale, Father Confidence Masvosva, Father Peter Bickley and Ms Maria Kirkwood - DOSCEL Director of Catholic Education receives a special blessing at St Joseph's Church in Warragul.

Remembrance Day

Staff and students in Catholic schools across the Diocese of Sale held Remembrance Day ceremonies on 11 November 2022 to honour all those who selflessly served our Country.

St Angela of the Cross Primary School, Warragul

Students made poppies to remember those who volunteered, sacrificed, served, fought, and died for our freedom.



St James Primary School, Nar Nar Goon

Staff and students gathered for a flag raising ceremony and created a school wreath.



St Joseph's Primary School, Warragul

Staff and students came together to pray and remember.



Lumen Christi Primary School, Churchill

A moving service was held and wonderful poppy artwork was created by students.



Photo: Students from Nagle College Bairnsdale



Mary MacKillop Catholic Regional College, Leongatha

Students led a service to remember and honour all those who have fought to defend our country.



St Francis Xavier College Beaconsfield

Staff and students at St Francis Xavier College came together to lay a beautiful floral wreath in remembrance.





Diocese of Sale
Catholic Education Ltd

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www.doscel.catholic.edu.au

