



# Siena College Camberwell Annual Report to the School Community 2023

SCHOOL REGISTRATION NUMBER: 1145



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## Contact Details

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ABN	85 756 114 223
E Number	1150
Federal DET Number	10941
Registered School Number	1445

## Minimum Standards Attestation

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I, Elizabeth Hanney, attest that Siena College is compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic), except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2013 (Cth)
- The Child Safe Standards as prescribed in Ministerial Order No.1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises

*May 2023*

### Note

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

# Our College Vision

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## Mission Statement

Siena College, a Catholic secondary school in the Dominican tradition, engages young women in a challenging education that empowers them with the personal resources to make a difference in the world, by searching for truth through a culture of lifelong learning.

## Vision

As a vibrant, faith filled, Catholic community with a commitment to justice, truth, reconciliation and compassion, we honour the sacred dignity of each person.

We aspire to provide exemplary and innovative education that will challenge young women to achieve their personal best and to embrace the future with hope, courage and confidence.

In the spirit of St Catherine of Siena, by word and action, we encourage young women to identify their strengths, enhance their sense of self-worth and be open to new ideas.

## Values

We live the Dominican values through:

- Prayer** by nurturing spirituality and celebrating joyfully as a community of Faith;
- Study** by striving for personal excellence, thinking critically and seeking truth through research, creativity and innovation;
- Justice** by empowering young women to embrace diversity, respect human dignity and actively engage in the gospel imperative of responding to local and global injustice;
- Community** by recognising that a sense of belonging and connectedness is the foundation for fostering good relationships and service to others.

## College Overview

Over an eighty-four-year history, Siena College has demonstrated the capacity to meet evolving educational expectations of Church, government, students and parents.

The Dominican sisters have been involved in education in the Camberwell parish since 1926, at first supporting the work of the friars at St Dominic's Parish and Primary School in Camberwell, before going on to begin the planning and development of a much larger convent that would act as both convent and secondary school for many years. Siena Convent started with fifteen young women commencing on 6 February 1940. At the end of the decade, there was a total enrolment of fifty-seven women. In 1943, four students became the first graduates of the Convent. Siena College celebrated its 80<sup>th</sup> anniversary in 2020.

While there have been many changes to the building, population, size and curriculum of Siena College, it is the Dominican tradition that remains a constant living presence which underpins the Siena community. From its early years the College has demonstrated success in achieving strong academic outcomes that provide positive futures for young women. The College motto, Veritas, challenges all members of the Siena community to search for Truth through prayer and contemplation, a commitment to study and a strong sense of justice and outreach to others. Students are encouraged to engage in critical reflection on the world, develop a love of learning, an appreciation of culture and beauty and a spirit of freedom and responsibility. St Catherine of Siena is the College patron and a role model of a woman who responded to the needs of her time with courage and conviction.

Siena College serves the inner eastern suburbs of Melbourne, an area that has historically been well served by government, Catholic and independent colleges creating a highly competitive environment, that includes high fee-paying schools and excellent government schools. Siena College has maintained a strong reputation in the local community for providing engaging, educational excellence and innovative education for young women.

### Strategic Intent

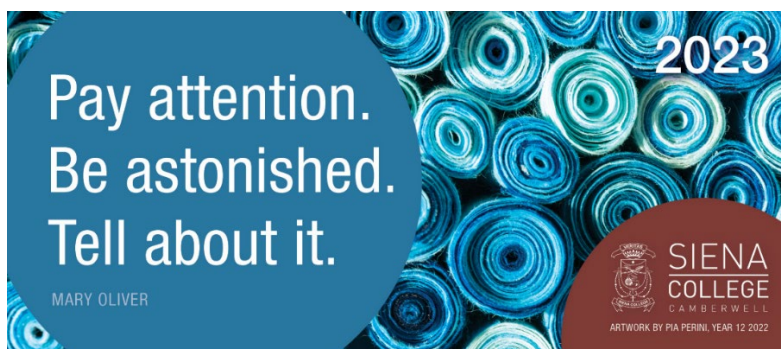
Siena College will work to engage young women in a challenging education that empowers them with the personal resources to make a difference in the world, by searching for truth through a culture of lifelong learning.

### Annual Action Plan Goals

- Formation of students and staff takes place within a framework that reflects an intentional and ongoing approach
- Further develop Mission and Identity priorities informed by data
- To build a learning environment in which all students are engaged and challenged to realise the College vision for them to become independent, inquiring, critical and creative thinkers
- To skill staff in the analysis of relevant data that informs and directs practices in day to day learning and teaching
- Embed a school culture of safeguarding all students, that reflects the Child Safe Standards (MO 1359)
- Staff and students develop a repertoire of social and emotional learning strategies to support student learning confidence, resilience and wellbeing in the classroom
- Continue to develop student voice and agency
- Promoting beneficial relationships with the past, present and future communities
- Enhance the College's culture of philanthropy
- Monitoring enrolment trends and endorsing the College brand by being aware of the intergenerational trends to ensure the College's future viability
- Successful approval of revised Master Plan
- Exercise prudent oversight and implementation of policies and processes to ensure legislative compliance
- Overseeing the implementation, monitoring and review of a comprehensive risk management framework
- Nurturing a professional staff culture that is inclusive, supportive, and diverse

## Principal's Report

The 2023 College theme 'Pay attention. Be astonished. Tell about it' reflected on the words of poet Mary Oliver from her poem, *Instructions for Living: Pay Attention. Be Astonished. Tell About it*. Following several years of disruption throughout the Covid pandemic, the theme invited students and staff to adopt an outward facing, optimistic engagement with life, paying attention to what matters and to be alert to all that is astonishing in our world, and in our community. Finally, it urges us to share our story, to be in relationship and to embrace all that is good. The theme imagery is taken from student artwork.



In 2023 we were pleased to see the full resumption of our programs, including the return of overseas and immersion opportunities for students. The high absenteeism of 2022 continued in 2023, due to ongoing cases of Covid-19, isolation requirements and general staff illness. In addition, a number of students continued to find the full return to onsite learning challenging. Students continued to be well supported through the Wellbeing Team and counselling hub. These teams worked closely with the Learning and Teaching and Learning Diversity teams to equip staff with strategies to address cognitive load concerns and strengthen executive functioning in students. The introduction of two therapy dogs by the Counselling team proved to be a welcome and successful addition, contributing to students feeling connected and supported.

A number of very significant community events took place in 2023, each supplementing the many incursions, excursions and initiatives undertaken by students across every discipline.

### **FIESTA**

In 2023 the decision was made to alter the time and format of the calendar highlight that is FIESTA. This year, FIESTA took place in Week 3 of Term 1, requiring committed preparation and energy on the part of House Leaders and Captains to ensure that students were prepared; they were outstanding. With the overarching Annual theme of the College built into the theme of Decades, each House put on a spectacular display of dance, song, acting and included in each House presentation was the Hymn to St Catherine. For our Year 7 students this format proved to be very successful in quickly engaging them in the life of the College and enabling them to capture the spirit of Siena in relationships with their peers.

### **Launch of Reconciliation Action Plan**

An important initiative in furthering our commitment to reconciliation was the launch of our Reconciliation Action Plan and the hosting of an event for FIRE carriers from a range of Catholic schools across Melbourne. This collaboration, sharing and awareness raising opportunity provided our Veritas student leaders with an opportunity to learn and lead in ways which could demonstrate their commitment to reconciliation action and further embed understandings within the community through dedicated weeks of action, such as National Reconciliation Week.

### **Chicago – the Musical**

In May, Siena College and St Kevin's College presented the musical production, *Chicago: High School Edition*. The cast, orchestra and crew, consisting of students from both Colleges worked tirelessly throughout Semester 1 to create a truly wonderful show. With the outstanding creative leadership of the Production Team, led by Ms Becky Scott and Mrs Kerry McGillen, we were delighted to showcase the talents of our students in the

performing arts – actors, singers, dancers, musicians, technical and stage crew. Following many hours of rehearsals and forging of great bonds of friendship, we acknowledge the remarkable cast of students across Years 8 to 12 and congratulate Melina Koukourikis, Taylah Antonio and Adele Browne for their lead roles and fine leadership of the student body. This event will be fondly remembered by all.

### **Giving Day and General Excellence Scholarships**

In 2023 the College introduced General Excellence scholarships to support high achieving students to remain at Siena for their education, as well as to attract such students. A small number of scholarships were offered to students who demonstrated full engagement academically, as well as in the co curricular programs offered. This has proved to be a very successful initiative.

Also in 2023, the College conducted its third Giving Day. This all day program involved members of the College Leadership Team, Board chair and other members of staff making contact with current families and past students in support of our Equity Scholarship program. Giving Day provides an opportunity for members of the Siena Community to contribute to a pool of funding to support students who might not otherwise be in a position to attend Siena. We are most grateful for the generosity of all which has enabled us to once again offer a Siena education to a number of students in need, with \$113,000 raised in 2023.

### **Community Success**

Following much preparation, due diligence and reflection, we were very pleased to successfully complete the VRQA School Review process. This process is always a rigorous one, ensuring the collective engagement of staff, leadership, students, Board Committees and the College Board of Directors. As such, it is a significant community achievement to be granted a resounding affirmation of all that takes place at Siena; effective and efficient systems, policies and procedures, governance, excellence in teaching, learning and wellbeing programs, implementation of Child Safety standards and all underpinned by our vision and values as a Catholic community in the Dominican tradition.

### **Learning Success**

The achievements of the Class of 2023 were outstanding. Seen as the culmination of six years of learning and endeavour, six years of care and attention to individual wellbeing and six years of close collaboration with great staff expertise, we were proud to acknowledge this cohort and celebrate their successful education at Siena College. Many students achieved their personal best, exceeding their own aspirations. The results of the Class of 2023 saw the following highlights:

- A median Study Score of 34
- A lift in students achieving 40+ in individual study scores to 20.4%
- Six students achieving perfect study scores of 50 in a range of subject areas
- For the third year running the College improved its position in the Catholic schools ranking to now hold fourth position

### **Governance**

The College continues to benefit from very sound governance, animated so well by members of the College Board under the leadership of an outstanding Chair, Judith Potter; our four Board Committees and with the support of Dominican Education Australia. In every endeavour, those serving the College in governance do so with a firm commitment to the Dominican vision and values of Siena College and ultimately for the provision of the very best educational offering for our students. I acknowledge with gratitude their generous contribution to this objective and their unwavering support of the outstanding work of College Leadership Team.

So too, I wish to acknowledge many friends and supporters of the community who continue to add colour, depth and life to all that we do: Fr Kevin Toomey OP, Dominican sisters, St Dominic's parish, SPA, Alumnae Association (including many Careers expo alumnae).



## **Closing**

We acknowledge with great appreciation, the tremendous work and dedication of Siena staff in 2023. The priority for staff was steadfastly placed on students; their wellbeing, connection and continuity of exemplary learning. All of our endeavours were expertly led and supported by the College Leadership Team. So too we acknowledge with appreciation and admiration the Student Representative Council, led by the outstanding 2023 College Captains, Majella Hine and Hannah Rosel. Together, they ensured the life, vitality and spirit of Siena was celebrated across the community by all.

*Elizabeth Hanney*  
Principal

## Governing Authority Report

Siena College is part of a relatively new governance structure under the leadership of Dominican Education Australia (DEA). Together, the Trustees of DEA have been exercising Canonical stewardship and civil responsibilities in the Catholic Church since 2016. DEA was created by the Dominican Sisters to ensure that the wonderful tradition of the Dominican Sisters in Catholic education can continue in a positive fashion into a future where the Sisters themselves will not exercise leadership responsibilities.

The Trustees would like to place on record their appreciation for the staff of Siena College for the wonderful and supportive manner in which they have welcomed back students to full-time school life following three difficult years of COVID interrupted schooling. It is clear that for many students this has been a challenging time and wider society is only now beginning to understand the negative impact that Covid isolation has visited on our young people. Trustees are pleased to know of Siena College's emphasis on the wellbeing of all in the school community and particularly their students.

Trustees similarly wish to place on the public record their thanks to the members of the College Board for the generosity and commitment to the best interests of the College. As an incorporated entity, Siena Board members take on significant statutory and legal responsibilities, alongside their commitment to ensure a positive continuity of the Dominican spirit of Catholic education to flourish. The way they, and the whole school community, responded to the unexpected notification of a Payroll Tax on the College has been exemplary. Many difficult hours of discussion resulted in a clear need to raise school fees and review all aspects of this impact on families and DEA Trustees have noted the understanding response to this by families. Trustees were also delighted to learn that three immediate vacancies in Board membership were immediately filled from among alumni and committed parents.

Trustees continue to be impressed by the high quality educational provision for which Siena is noted. Once again, the results of VCE students in their final exams placed the College amongst the very top group of Catholic schools in this domain. This consistent trend is very pleasing, as is the breadth of curriculum offerings, and the diverse nature of co-curricular opportunities available to students. Equally impressive is the manner in which students and staff in particular live out the Catholic and Dominican identity of the College.

Finally, we wish to thank Principal Mrs Elizabeth Hanney and her leadership team for their very professional work on behalf of all in the College and particularly note the extraordinarily positive outcomes that were observed by the independent panel of educators responsible for carrying out the cyclical school review process. Our thanks also go to College Board Chair Ms Judith Potter and her fellow directors for their wise and supportive leadership of the College.

*Eileen Young*  
Chair, Dominican Education Australia

# College Board Report

**Board Members:** Ms Judith Potter (Chair), Ms Vanessa Barcellona (Deputy Chair), Mr Damian Giannangelo, Mr Philip Grant, Mr Michael Kral, Sr Judith Lawson OP, Mr George Sfetsos, Ms Laura McRae, Mrs Elizabeth Hanney (Principal; ex-officio) and Mr Tony Grant (Director of Business Services; ex-officio). Minutes Secretary: Ms Cathy Barry

**Finance Committee Members:** Mr Damian Giannangelo (Chair), Mr Ross Di Stefano, Mr Austin Whiting, Mr Sebastian Gadaleta, Mrs Elizabeth Hanney, Mr Tony Grant, Mrs Tracey Grobbelaar, Mrs Jennifer Levett, Mr Laurie Federico

**Policy Committee Members:** Mr Philip Grant (Chair, Semester 2), Ms Laura McRae (Chair, Semester 1), Mr Rhys Barker, Mr Andrew Parnell, Ms Bridget Goodear, Mrs Elizabeth Hanney, Ms Annie Rosati, Dr Anthony Vadala, Ms Sarah Egan

**Risk Committee Members:** Mr Michael Kral (Chair), Ms Kathryn Levi, Mr David Hawkins, Ms Nicola Quin, Ms Jane Edwards, Mrs Elizabeth Hanney, Mr Tony Grant, Ms Donna Laughlin, Ms Larissa Banks

**Strategic Property Committee Members:** Mr George Sfetsos (Chair), Ms Tamara Brezzi, Mr Stuart McGurn, Mr Shamal Wijesiri, Mr Steve Necoski, Mrs Elizabeth Hanney, Mr Tony Grant, Mrs Tracey Grobbelaar

The Siena community continued to be a vibrant one in 2023 which is a credit to all staff, students, parents, carers and volunteers. The tangible special community feeling is to be celebrated. The contribution of volunteers has been a strong tradition at Siena College over many years. Siena is the beneficiary of countless hours of generous contributions by volunteer members of our community. I pay tribute to all whose volunteer contribution to Siena College in 2023 enriched community life and supported achievements with behind-the-scenes work. From the Alumnae Association and Siena Parents' Association to the work of students and staff in pursuing issues of justice to the governance work of Board and Board Committees the combined contribution of each individual has a multiplying effect on achieving optimal outcomes for our students.

From a governance perspective, the work of the Board Committees, as always, has greatly supported the work of the Board who, in their turn, take their governance responsibilities and accountabilities very seriously. I express my appreciation to each for their generous gift of expertise, care, support of the Dominican Mission and, very importantly, precious time. Our focus on achieving the Master Plan is unwavering.

Nine meetings of the Board were held in 2023 with Board priorities (not in any order of priority)

- Child Safety – stay sharply vigilant
- Support for the VRQA school review conducted in 2023
- Support in development of the next Strategic Plan
- Master Plan – support the development and process for approval
- Formation in the Dominican Charism and governance
- Cyber Security
- Ongoing attention to enrolments
- Financial oversight and impact of the new Enterprise Agreement
- Succession Planning for the Board and Board Committees.
- Closer partnership with DEA ministries

The annual Board and Board Committees Inservice was held in May, with a focus on formation in the Dominican Tradition, Child Safety and Compliance, VRQA Review, College strategic priorities, including the Masterplan and Business Continuity Plan, along with the opportunity to review these. The Inservice provided the opportunity for the Board, Committees and the Leadership Team to explore key areas in a collaborative manner. Throughout the year, as in previous years, the Board was briefed by a range of senior staff on key areas within the school, with the opportunity provided for Board members to seek clarification on any aspect. These briefings supported Directors in their fulfilling their governance obligations.

Every four years the College undergoes a comprehensive externally led review by the VRQA (Victorian Registration and Qualifications Authority). This comprises surveys, interviews with staff, students, parents and Board members and an extensive examination of documents. The standards against which the review occurs (both State and Federal) is a broad and deep one.

The College met each and every standard. The fact that no further work was required to meet any standard is witness to the high-quality Siena education. A summary (below) of the standards illustrates the complexity of leading a school in 2023 and a great deal of the extensive behind the scenes work to ensure our students enjoy an optimal education in the Dominican tradition.

*VRQA Standards: Democratic Principles, Governance, Not for profit status, Probity, Philosophy, Minimum Enrolment standard, Enrolment Policy, Register of Enrolments, Attendance register, Curriculum framework, Student learning outcomes, Monitoring and reporting on students' performance, Information about school performance, Care safety and welfare of students, Child Safety, Anaphylaxis management policy, Emergency bushfire management, Student behaviour management, Attendance monitoring, Teachers' requirements, Compliance with the Worker Screening Act 2020, Building, facilities and grounds, Governance and probity, Student learning outcomes, Student welfare, Teaching and learning, Reporting to the VRQA, implement a recognised curriculum, Participation in the national assessment program, Information requirements – student reports and public information.*

In addition, our Principal, Mrs Elizabeth Hanney, was one of eight finalists across the country for Principal of the Year – Non Government Schools. Our Principal, Mrs Elizabeth Hanney, Leadership team and all staff are to be acknowledged and commended for their commitment and dedication which underpins this outstanding review outcome. I acknowledge the contribution of the Board and Board Committees in ensuring the College meets all our legislative responsibilities. The opportunities I have had to join the full school community on special occasions have given witness to the vitality of our students and their whole-hearted engagement in the life of the school.

The College farewelled two dedicated Board members at the conclusion of the school year. The generosity and commitment of Sr Judith Lawson OP is evident from the two separate terms she served on the Board. Sr Judith Lawson OP first served on the Board from February 2013 to May 2017 and then returned in February 2020. The Board was blessed to gain from Sr Judith's insights on education, one informed by decades in leading our sister school in Sydney. Her guidance on formation in the Dominican Mission and the underpinning pillars has enhanced our understanding of the Dominican story and mission.

Mr George Sfetsos' contribution to Siena College has been an extensive one. Mr Sfetsos served on the Board Finance Committee from February 2013 to March 2020, joining the newly formed Strategic Property Committee in April 2020. He was appointed to the Board in February 2020 and has chaired the Strategic Property Committee since February 2021. Mr Sfetsos has made a significant contribution to financial planning and to the implementation of the Master Plan. He has been more than generous in gifting his time and expertise and providing considerable support in developing the Master Plan and overcoming the challenges in gaining permits for the exciting projects included within the College's Master Plan.

As the 2023 year drew to a close, it was time for all in the Siena community to simultaneously look back with a deep sense of pride at all that had been collectively achieved and to look with great hope to the promise of 2024.

*Judith Potter*  
*Chair, Siena College Board*

# Education in Faith

## Goals and Intended Outcomes

Siena's Catholic identity is reflected in a College wide approach to formation of staff and students with a service orientation: one that is holistic, inclusive, meaningful and supports the individual's spiritual journey. The 2023 Annual Action Plan goals were:

- Formation of students and staff to take place within a framework that reflects an intentional and ongoing approach
- Further develop Mission and Identity priorities informed by data.

## Achievements

### Religious Education

The year was shaped by the 2023 College theme: *Pay Attention. Be Astonished. Tell About It:* Throughout the year the theme served as a reflective touchstone for discussions and contemplation within Religious Education classrooms at all year levels.

The Year 9 Horizons Week Program was rebranded with a justice and social enterprise focus and took place in collaboration with Xavier College.

Year 11 Religion and Society students participated in panel discussions on religious and ethical perspectives of Judaism and Catholicism, fostering a respectful engagement and deeper understanding of Judaism and Christianity.

Year 12 Religion and Life students explored Social Justice through their studies, including climate justice, refugees and people seeking asylum.

Throughout the year the school community joined together to celebrate a number of special occasions at St Dominic's Church, including the Opening Mass, Graduation Eucharist, St Catherine's Day and St Dominic's Day celebrations.

### Justice Education and Service

Siena's Reconciliation Action Plan was launched by student FIRE Carriers on 21 February 2023. This was a significant milestone for the College in naming our commitment to reconciliation in word and deed. Siena hosted a FIRE Carriers forum in March, with focus on reviewing the FIRE Carrier Covenant and sharing actions and goals for the year with other FIRE Carrier schools.

The Veritas team, led by Student leaders, worked diligently to instigate positive changes at Siena in the realms of environmental activism and social justice.

The Eco Activists student group encourage students to be more mindful of their ecological footprint and to effect tangible change within the Siena community. Eco Activists participated in the Little Earthies school based activism education course. The Op Shop Swap event enabled students to donate and purchase preloved clothing items, promoting a eco-friendlier approach to fashion whilst raising awareness of consumerism and its adverse effects.

### Student Formation

The Pillars Student Leadership Program continued in 2023 with aspiring leaders in Year 10 and 11 participating in the four week program to learn about, develop and practice leadership skills. Students worked with a variety of staff and current student leaders to reflect on their own leadership approach. The leadership program also took place for students in Years 7 to 9, with students embracing the opportunity to engage with the values of Dominican Leadership and learn a variety of skills, including setting goals and effective collaboration.

Students worked diligently in support of fundraising throughout 2023. In our goal to help the community embody the spirit of giving and compassion, student led activities included support of various initiatives, including:

- Caritas Project Compassion (For All Future Generations)
- Care for our Common Home, linking with the Solomon Islands and supporting sustainable initiatives
- Brigidine Asylum Seeker Project
- Friday Night School (Asylum Seeker refugee tutoring)
- Kopanang Community in South Africa
- Opening the Doors Foundation
- St Mary's House of Welcome
- Equity Scholarship 'Giving Day'

### **MACSSIS**

Students, staff and families were invited to complete the 2023 MACSSS Survey. In the area of Catholic Identity, data is similar to, or slightly lower than previous years and covers areas of Catholic Identity including:

- Catholic beliefs and practices being offered in a meaningful way
- Celebrations and traditions, such as prayer, social justice and Mass being part of school life
- Respect for religious beliefs and practices of others
- Encouragement of staff in faith and religious formation
- Prayer as part of events such as staff meetings, school assemblies and gatherings

### **Percentage of Catholic Enrolments**

The College continues to give priority to Catholic students seeking enrolment at Year 7. The percentage of Catholic enrolments was 65.6% in 2023 and fluctuates from year to year.:

## **Value Added**

A number of extra curricular activities were offered for students and staff and in 2023 included:

- The Building Bridges Program, with approximately 20 Year 10 students, a collaboration with students from Jewish, Islamic and Catholic schools across Melbourne, coming together to learn and build mutual understanding and respect for a range of faith perspectives.
- Year level Dominican days were held with most year levels, an opportunity for a day of reflection outside the classroom, with a different Dominican focus for each year level around Dominican history and Pillars, hope, refugee journeys and for Year 12 students, a two day residential retreat where students were immersed in the Dominican experience of community and leadership.
- All staff participated in a number of Dominican focussed Professional Learning sessions in 2023 and a Staff Faith day in July, exploring the stories of St Dominic and St Catherine, and a faith day focus on 'integral ecology' and workshops with Brigidine Asylum Seekers Project, Vinnies, Caritas and Jesuit Just Voices.
- Year 9 Horizons Week program, in conjunction with Xavier College with a focus on immersive experiences of justice seeking in the city of Melbourne.
- Friday Night school, with students and staff volunteering for this refugee tutoring initiative.

# Learning and Teaching

## Goals and Intended Outcomes

In this sphere, the College sought to provide contemporary and effective learning opportunities to meet the needs of all students and to enhance student engagement through purposeful, student centred learning and teaching across all subject areas and year levels.

## Achievements

The College offered a range of experiential opportunities for connection and with many activities consolidating student learning and ensuring the whole person is developed through engagement with a Siena education.

Extended learning opportunities included the following:

- Building Bridges Program
- Year level Religious Education Reflection Day Program
- Melbourne Writers Festival Secondary Program
- Cyber Safety Presentation
- Year 9 Italian 'City' Experience
- Rothwell Biodiversity Fieldwork Trip
- Years 9, 10 and 11 Drama – viewing Drama Productions
- DAV – Junior Public Speaking/ Debating Program
- Respectful Relationships Student Forum
- DAV – Senior Debating Program
- Rotary Four Public Speaking Showcase
- Year 10 F1 STEAM Engineering Workshop
- Middle School Ethics Olympiad
- Poetry in Residence workshop with Joel McKerrow
- Year 7 Zoo Excursion and Botanical Gardens Fieldwork Excursion
- Year 12 Product Design and Technology Maton Guitar Factory Tour
- Years 10, 11 and 12 Blak and Bright First Nations Literary Festival
- Year 12 Kooyong Candidates Forum
- Australian Geography – 5km Neighbourhood Forum
- Year 12 Legal Studies Magistrates Court Tour
- Year 11 Chemistry Plastics Recycling Plant Tour
- Year 11 Art and Product Design and Technology Zoo Excursion
- Year 10 Physics iFly Excursion and Year 11 and Year 12 Physics at Luna Park Excursion
- Art Club
- Year 7 Chess Incursion
- Friday Night School Program
- International Women's Day Breakfast at Parliament House
- Year 12 Physical Education visit to Exercise Research Australia
- Year 8 Medieval Day
- Antonio de Montesinos Public Speaking Competition
- Year 8 Commedia Dell'Arte Drama Program
- Senior Drama Performance Evening
- All State Jazz Competition
- Years 11 University Tours
- Year 8 Wanyara Cultural Immersion
- Siena in Siena Immersion

Our Learning Framework which has the student at the centre continued to provide the foundation for classroom learning behaviours, supporting our students in developing their social and subject specific learning goals.

Our learning focus in the classroom continued to be the development of collaboration, communication, and character within each subject sphere.

## Student Learning Outcomes

The National Assessment Program Literacy and Numeracy (NAPLAN) was held in March 2023 and involved students in Year 7 and Year 9. From 2023, ACARA have reset the NAPLAN measurement scale and time series. As a result, NAPLAN achievement prior to 2022 cannot be directly compared to that from 2023 onwards. Student achievement now reports against four levels of proficiency: Exceeding, Strong, Developing, Needs Additional Support. This replaces the previous numerical NAPLAN bands and national minimum standards.

**Table 1: 2023 Participation Rates**

	Year Level	Participation 2023
Grammar and Punctuation	7	97%
Numeracy	7	98%
Reading	7	97%
Spelling	7	97%
Writing	7	98%
Grammar and Punctuation	9	97%
Numeracy	9	92%
Reading	9	94%
Spelling	9	97%
Writing	9	97%

Source: Australian Curriculum, Assessment and Reporting Authority

### NAPLAN Results: Year 7

The following table details the median cohort scores for NAPLAN categories: Reading, Writing, Spelling, Grammar and Punctuation and Numeracy. Year 7 students at Siena College performed above the State and National medians in all areas of assessment.

Table 2: NAPLAN Results – Year 7			
	Siena median score 2023	State median score 2023	National median score 2023
Reading	579	545	538
Writing	573	549	537
Spelling	552	544	544
Grammar and Punctuation	568	544	541
Numeracy	550	541	537

### NAPLAN Results: Year 9

The following table details the median cohort scores for NAPLAN categories: Reading, Writing, Spelling, Grammar and Punctuation and Numeracy. Year 9 students at Siena College performed above the State and National medians in all areas of assessment.

Table 3: NAPLAN Results – Year 9			
	Siena median score 2023	State median score 2023	National median score 2023
Reading	600	574	568
Writing	613	582	572
Spelling	587	573	571
Grammar and Punctuation	581	564	560
Numeracy	589	572	567



**Analysis:**

- A significant improvement in participation rates in 2023 is a reflection of the revised earlier timing of the tests (moved from May to March), as well as the reduced impact of COVID absences.
- Approximately 65% of students across Australia are meeting the higher literacy and numeracy expectations, achieving in the 'Strong' and Exceeding' proficiency levels. By comparison, on average 84% of Siena students are meeting the higher expectations and achieving at these levels.
- Siena students performed particularly strongly in the areas of Reading and Writing.
- In the area of Numeracy, we had a slightly lower percentage of students performing at the 'Exceeding' level compared to State and National performance. This was also the case for Year 7 Spelling.

**Senior Secondary Outcomes: 2023 VCE Results**

The Class of 2023 achieved outstanding results. 100% of students successfully completed the Victorian Certificate of Education (VCE) in 2023.

- 142 Year 12 Students and 57 Year 11 Students
- College Dux was Isabelle Lando with a study score of 99.2
- Median Study Score 34
- Six study scores of 50: Creative Practice, Legal Studies, Media, Business Management x 3
- 20.4% (154 study scores, raw) were over 40 (Y12:127, Y11:27)
- 30.5% of ATARs above 90
- 17% of students achieved an ATAR above 95 which places them in the top 5% of the state
- Top 4 ranking of Catholic schools and top 10% of all schools in Victoria

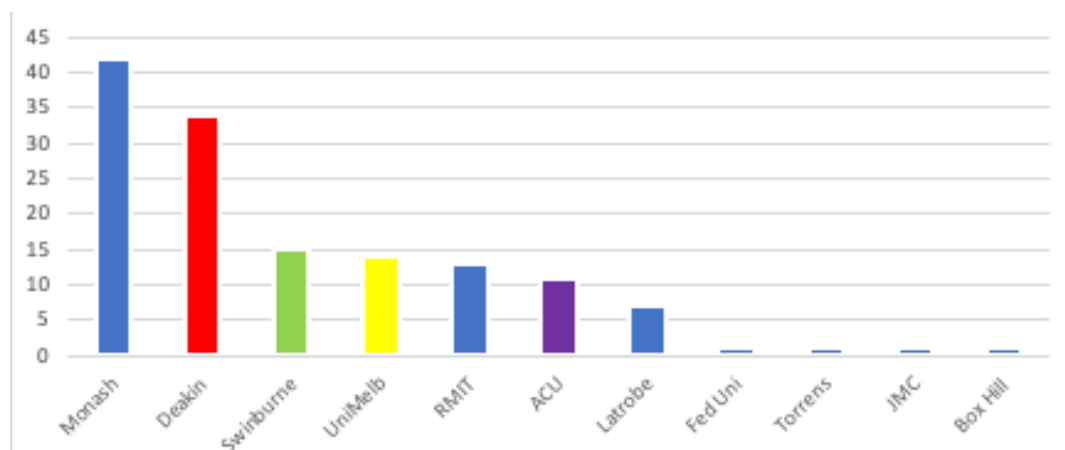
**Results Snapshot**

	2023	2022	2021	2020	2019
Median ATAR	82.45	86.06	84.00	79.15	80.05
Study Scores $\geq$ 40	20.4%	20.2%	16.8%	16.5%	13.7%
Median Study Score	34	34	34	33	33
Dux	99.2	99.25	99.6	99.6	98

**Post School / Tertiary Destinations**

Students were offered places at a range of tertiary institutions, as listed below.

- Monash University: 45 places
- Deakin University: 39 places
- RMIT made 14 offers
- Swinburne made 15 offers
- The University of Melbourne made 14 offers
- ACU made 11 offers
- Vic Uni, JMC, Torrens Institute and Box Hill Institute all made 1 offer each



# Student Wellbeing

## Goals and Intended Outcomes

We aspire to provide exemplary and innovative education that will challenge young people to achieve their personal best and to embrace the future with hope, courage and confidence. We encourage them to identify their strengths, enhance their sense of self-worth and be open to new ideas. (Taken from Strategic Plan)

### The College intended outcomes in relation to Student Wellbeing were:

- Embed a school culture of safeguarding all students, that reflects the Child Safe Standards (MO 1359).
- Staff and students develop a repertoire of social and emotional learning strategies to support student learning confidence, resilience and wellbeing in the classroom.
- Continue to develop student voice and agency.

Student wellbeing remains a priority at the College as more students present with mental health challenges, including increased anxiety and school refusal trends, in line with national data.

## Achievements

The Wellbeing Team has worked with students, families and teachers to connect and to celebrate being part of our wonderful Siena Community. We know that in today's landscape, adolescents face a multitude of challenges that can impact their wellbeing. From anxiety and depression to issues related to self-esteem and identity, young people are navigating a complex landscape that requires support, understanding, and proactive interventions. A holistic approach is needed to continue to address the multifaceted factors contributing to student wellbeing.

Heads of House supported all students in their respective Houses by creating opportunities for connection through House events and activities. Student leaders and Year 12 students assisted in this by providing the inspiration and leadership that supports significant school events like Fiesta and the Swimming and Athletics carnivals. Year 12 students also played a key role in mentoring Year 7 students in the 'Buddy' program.

Director of Students, Natalie Kinsella further supported student learning and wellbeing. Natalie is passionate about developing wellbeing programs and curriculums that support student wellbeing and respond to the current needs of our student body. Natalie was able to weave important elements of the Respectful Relationships curriculum into the wellbeing curriculum framework.

The Counselling Team at Siena continued to support students, families and College staff to create a successful and enjoyable learning environment, where young people learn to manage their own wellbeing. Our Counselling team also includes two therapy dogs, Rooley and Coco. Our Counsellors worked with individual students and year levels to support students to develop personal insight, problem-solving skills, greater self esteem and stronger relationships. The team also work collaboratively with external clinicians to support the needs of our most vulnerable students.

The Wellbeing Team worked closely with Be You in 2023, directly responding to the needs of the College.

## Value Added

Student wellbeing was enhanced through a range of programs and opportunities. The Wellness Program provided opportunities for students to connect with one another, to recognise the things we should be grateful for and to raise awareness about local, national and international issues. These sessions focused on developing connections for students at the House Group and House level and also provided year level appropriate programs. Strategies to support student wellbeing included stress management, building resilience, gratitude and identifying and using personal strengths. There was a strong focus on social justice activities, particularly in relation to women in society and climate justice.

Our Year 7 students participated in a workshop with Susan McLean regarding their online presence whilst Year 8

students participated in an interactive theatre experience that tackles some of the biggest issues facing adolescents today: social isolation, bullying, online safety, school stressors, family relationships and pressure from social media. These messages were reiterated with our Year 9 and 10 students, who also had a focus on subject selection and career planning and important preventative measures when preparing for examinations. There was a focus on 'consent' education at all year levels and on 'safe partying' for senior students.

### **Cocurricular and Extra Curricular Activities**

A comprehensive cocurricular program is offered at the College to enable students to pursue their interests and further develop their knowledge and skills. Connections to peers and the school were enhanced by participation in these programs. Opportunities were offered in the performing and visual arts, debating and public speaking. Inter House activities in sport, the performing arts, public speaking and debating, developed House spirit and provided opportunities for positive interactions between year levels.

- The Student Representative Council (SRC) ran a range of activities
- Student Leadership Program, Pillars
- House Swimming and Athletics
- Fiesta
- Buddy program
- Camps at Year 7 and Year 10
- Year 9 City experience with Xavier College
- GSV Sporting opportunities
- Strong music opportunities, including a "Prelude" program for Year 6 students attending Siena the following year

### **Student Voice**

The Student Representative Council (SRC) remains an integral part of the student leadership program. Students aspiring to leadership participated in the 'Pillars' Leadership Program. The Program, based around the four pillars of Dominican life, Prayer, Study, Mission and Community, was very well subscribed in 2023.

Open Minds, a student-led group, operated to give voice to range of issues at the local, national and global level. The focus was on current news items throughout the week that would be used as a discussion starting point, welcoming round-table conversations. It was also an aim that this group will provide a connection point and an outlet for LGBTQI+ students. Year 7 students participated in the Kind Mind Club, a group set up to assist the transition from Grade 6 to Year 7 for our most junior students.

## **Student Satisfaction**

Student feedback on the 2023 MACSSIS Survey was similar to that of 2022, sitting above the secondary Catholic schools average in most domains:

- Student Safety
- Student Belonging
- Enabling Safety
- School climate
- Student voice

## **Student Attendance**

Rolls are marked electronically at the beginning of every class. If a student is absent and there is no communication from the family, a text message is sent to parent/guardians at approximately 10.30am. If the College is informed that a student is absent, this information is recorded on the electronic roll so that all staff are aware of the student's absence. Heads of House and Deputy Principal Wellbeing and Strategy receive a daily report of absent students for follow up. An end of week report is also prepared for the Wellbeing Team. Ongoing student absence concerns are shared with the senior leadership team as well as governing bodies, including the Melbourne Archdiocese Catholic Schools (MACS) and the Department of Education (DET).

# Child Safe Standards

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## Goals and Intended Outcomes

Since 2016, the Siena College Board has overall responsibility for the oversight and compliance of the development and implementation of a Child Protection Program that addresses the Victorian Child Safe Standards. In 2022 Ministerial Order No. 1359 was introduced and we developed a process for updating policies, documents and practices that are in line with the new 11 Victorian Child Safe Standards. Ministerial Order No. 1359, *Implementing the Child Safe Standards – Managing the risk of child abuse in schools and school boarding premises*, provides a framework for how schools can action the 11 Victorian Child Safe Standards which came into effect on 1 July 2022. This was seen as an opportunity to build on our existing child safety policies and practices to address the 11 Standards.

The central consideration of upholding the primacy of the safety and wellbeing of children and young people, empowering families, children, young people and staff to have a voice and raise concerns and implementing rigorous risk-management and employment practices, remain key considerations.

Students remained on the Child Safe Committee and were instrumental in developing a presentation for a College Assembly on Child Safety and Student Voice. They also provided insight to how the Student Code of Conduct should be worded and shared with the student body.

## Achievements

The College has been committed to the ongoing implementation and review of the child safe standards and developed steps to bring about cultural change in the school community.

This has been achieved by:

- The successful completion of Victorian Registration and Qualifications Authority (VRQA) compliance audit
- The successful reviewing the implementation of the 11 Child Safe Standards
- The embedding of policies and commitments into everyday safe practice (risk assessments, supervision)
- Provided opportunities for professional learning of teachers, non-teaching staff and volunteers (Mandatory Reporting; Child Safe practices; responding to issues faced by young people)
- Annual presentation to staff about Reportable Conduct Scheme and Professional Boundaries
- The Child Safety Team/Committee continued
- The Respectful Relationships student group continued
- Successful embedding of Respectful Relationships in the curriculum
- External presentations for students on social issues such as cyber safety, anti-bullying, safe parting and help-seeking
- External presentation to parents with the Butterfly Foundation
- Human Resources practices continued to spotlight child safety through our recruitment and performance review processes
- The College Counsellors continued to provide support to the school community
- All documentation and other resources relating to Child Safe Standards were made available to staff through Siena Central (CompliSpace). These resources continue to be updated regularly.

# Leadership

## Goals and Intended Outcomes

As a Catholic school in the Dominican tradition, the College works to maintain collaborative, ethical governance and visionary, innovative leadership. Leadership and Management goals identified in the Annual Action Plan were to:

- Exercise prudent oversight and implementation of policies and procedures to ensure legislative compliance
- Oversee the implementation, monitoring and review of a comprehensive risk management framework
- Nurturing a professional staff culture that is inclusive, supportive, and diverse

## Achievements

- Successful completion of VRQA Review and School Review in 2023, ensuring compliance with all legislative requirements
- Continued focus at Board and Executive Leadership to progress the Masterplanning process
- Board and Leadership development of the next Strategic Plan for the College, Strategy in Action Towards 2030
- Board and Executive Leadership vigilance with introduction of new 11 Child Safe Standards in accordance with Ministerial Order 1359
- Risk Management focus on Cyber Security, Enrolments and Child Safety Compliance
- Succession planning across all Board Committees to ensure the effectiveness of these groups
- Delivery of the Board and Committees Inservice Day in May 2023, with a focus on Formation, Child Safety, VRQA Review and Strategic update
- Regular review and update of policies by Board and Leadership, particularly those related to Child Safety in preparation for the VRQA Review
- Commitment to formation for service and leadership in the Dominican way, with Board and Leadership formation sessions, each led by the Director of Formation Sr Sheila Flynn OP
- Conduct of formative and summative leadership reviews for Deputy Principals and staff in Positions of Leadership
- Conduct of Principal Review in 2023
- Continued engagement with past, present and future community members including prospective families
- Ongoing formation of staff and students via various programs and celebrations throughout 2023
- Implementation of the new VCMEA Agreement for staff, including development of procedures for managing new leave provisions including Time in Lieu and reduction in class time and extras for teachers
- The first Year 9 'Siena in Siena' immersion to Morocco (Tuscany, Italy), where students immersed themselves in the local community, engaged with the local Tavernelle school, visited important Dominican landmarks in Siena, Florence and Rome and participated with the Carmelite Sisters in their 50<sup>th</sup> Anniversary celebration in Morocco
- Ongoing engagement with external stakeholders in supporting enrolment increases. This included a marketing strategy that was built on priorities of relationships, digital presence and personalised service
- Growth of partnerships with tertiary institutions. STEAM programs were supported by partnering initiatives with Monash, Deakin and Swinburne Universities.

# Teacher Professional Learning

## Expenditure and Teacher Participation In Professional Learning

During 2023 the College maintained an extensive, diverse and flexible program of professional learning for both teaching and non-teaching staff. 282 individual professional learning events were approved by the College, which represented a 16% increase from the previous year and reflected an enhanced commitment to the already high level of engagement in professional learning from previous years.

Orientation and induction sessions for new staff, including casual relief teachers, continued throughout the year. This program included detailed application of the College learning management system, Siena Central.

Numerous staff undertook VCAA Assessor training programs, and for the fourth consecutive year several staff completed the Highly Accomplished Lead Teacher (HALT) program, which both reflect the increasing depth and breadth of pedagogical excellence amongst our teaching staff. Staff from a range of faculties were also involved in professional learning relating to diverse aspects of advanced STEM learning and teaching.

All staff were engaged in one hour professional practice sessions conducted on 29 Tuesday afternoons throughout 2023, which covered pedagogical aspects of literacy and numeracy; student wellbeing; mission and identity and Dominican Formation; cultural competency and the College Reconciliation Action Plan; NCCD and both the Siena Inform data analytics system and the Albitros student performance data system.

Staff utilised student-free days in 2023 to develop, refine and enhance course descriptions, course outlines, and formative and summative assessment tools based on the College Learning Framework. Critically, several professional learning sessions were used to obtain invaluable teacher input toward the development of the College new Strategic Plan, *Strategy in Action Towards 2030*.

The College continued to provide a comprehensive program of compliance training around OHS, policy, disability standards in education, anaphylaxis; bullying, harassment and discrimination training and mandatory reporting as required by legislation using a combination of CompliLearn e-learning modules developed by CompliSpace, and other professional learning modules developed in-house.

- **Total expenditure on Professional Learning in 2023: \$66,592**
- **The number of teachers who participated in Professional Learning was 71**
- **Average expenditure per teacher for Professional Learning was \$938**

## Teacher Satisfaction

The MACSSIS survey, conducted in 2023, highlighted the following as areas as strengths:

- Overall school positive endorsement
- School climate
- Staff-leadership relations
- School Leadership
- Staff safety
- Psychological safety
- Professional Learning
- Collaboration around an improvement strategy
- Collective efficacy
- Catholic Identity

Some areas for growth and consideration include:

- Feedback
- Collaboration in teams
- Support for teams

# Community Engagement

## Goals and Intended Outcomes

In this dimension, the College aimed to enhance the Siena College profile through collaborative relationships. The intended outcomes were to:

- Continue to embed beneficial relationships with the past, present and future communities.
- Ensure a culture of philanthropy is present.
- Ensure future trends are investigated, and protocols put in place to ensure future viability.
- Achievement of a successful approval of the revised Master Plan

## Achievements

### Primary Schools

We continued promoting the profile of Siena College with our local primary schools via the ASPIRE program. The Siena College ASPIRE Program invites primary school students in Years 3 and 4 to work with Siena students on STEAM based activities. The STEAM based ASPIRE program is presented by our Scientist in Residence, alumna Dr Lorien Parker.

In 2023 we also introduced 'Write a Book in a Day' which was run by our Head of Learning Centre, Roxanne Summer. The 'Write a Book in a Day' program assists students to develop collaboration, creativity and time management skills.

The ASPIRE program was delivered across twelve schools during the 2023 school year.

### Alumnae

- There was enhanced engagement with alumnae, both locally and globally, through the work of the Director of Development and Community Relations and the Alumnae Coordinator
- Two overseas reunions were hosted in London and Singapore to further engage with alumnae working and living internationally
- Alumnae of the College continued to volunteer their services to coach sports teams, mentor students and serve on College Board and Committees
- The number of alumnae enrolling their daughters at the College continued to increase with 28 families enrolled
- Further engagement with past students via our social media platforms continued across two Facebook pages; the Siena College and the Siena College Alumnae Facebook page, and the College Alumnae LinkedIn profile
- The growth of our alumnae networking platform, Siena Global Connect, continued allowing for further collaboration and contact with alumnae
- Siena College values the contribution of community members. The 2023 recipient of the Siena Community Award was the Ciampa Family, Frank and Tanya Ciampa
- We continued our comprehensive and innovative Alumnae mentoring strategy focusing on creating past-to-present partnerships and deepening our connections with Siena alumnae, who now number over 6,500. This innovation builds on the existing success of our annual Careers Showcase, which annually, sees over forty alumnae participate in panel presentations in their particular field for current students to be inspired and learn about possible future pathways. The Careers Showcase was hosted onsite.
- The Scientist in Residence program continued with Dr Lorien Parker engaging with current students and staff.

### Philanthropy

- The College awarded three Equity Scholarships for 2023
- The Siena College Golf Day was held in November to raise funds for the Equity Scholarship Program
- The Alumnae Association gifted \$10,000 to the Equity Scholarship Fund

### **Community Events**

- The Siena Parents Association (SPA) and alumnae association hosted many community events. These included Mother's Day and Father's Day events
- The Alumnae Association hosted the annual Careers Showcase
- The final weeks of the 2023 school year were marked with the Night of Excellence celebrating students' academic and sporting achievements

The College offered a range of programs and events to engage the community and extend students' learning opportunities beyond the College. These included events hosted, such as showcasing our student artwork, at our annual Art and Technology Exhibition, various music evenings and the annual Antonio De Montesinos evening. The first Siena in Siena Italy Immersion program commenced with 25 students and 4 staff. This opportunity allowed students to deepen their experience of our Dominican charism and heritage, walk in the steps of St Catherine; and for students to understand why Catherine of Siena remains relevant in today's context

### **Parent Satisfaction**

In 2023, families were invited to participate in MACSSIS via a secure and purpose-built online platform. The community's opinions are critical to understanding how our school is performing – MACSSIS is a key data source for guiding the ongoing work to improve our school. Siena College data indicates overall improvement in parent satisfaction, particularly in the areas of engagement, school fit and Catholic identity, with results sitting well above the sector average.



# School Performance Data Summary

**E1150**  
Siena College Ltd, Camberwell

## YEARS 9 TO 12 STUDENT RETENTION RATE

Years 9 to 12 Student Retention Rate	95.4%
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## AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL

	%
Y07	90.3%
Y08	89.5%
Y09	86.2%
Y10	88.5%
Overall average attendance	88.6%

## TEACHER QUALIFICATIONS

Doctorate	1.4%
Masters	21.6%
Graduate	15.8%
Graduate Certificate	5.0%
Bachelor Degree	49.6%
Advanced Diploma	6.5%
No Qualifications Listed	%

## STAFF COMPOSITION

Principal (Headcount)	1
Deputy Principal (Headcount)	3
Teaching Staff (FTE)	79
Teaching Staff (Headcount)	88
Non-Teaching Staff (Headcount)	52
Non-Teaching Staff (FTE)	44
Indigenous Teaching Staff (Headcount)	0

## SENIOR SECONDARY OUTCOMES

VCE Median Score	34
VCE Completion Rate	100%
VCAL Completion Rate	N/A

<b>POST-SCHOOL DESTINATIONS AS AT 2023</b>	
Tertiary Study	94.4%
TAFE / VET	2.7%
Apprenticeship / Traineeship	0%
Deferred	Unknown
Employment	1.5%
Other - The category of Other includes both students Looking for Work and those classed as Other	1.4%

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# SIENA COLLEGE

CAMBERWELL

A CATHOLIC COLLEGE FOR YOUNG WOMEN IN  
THE DOMINICAN TRADITION, YEARS 7 TO 12

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