

# Annual Report 2024



Monte Sant' Angelo  
Mercy College





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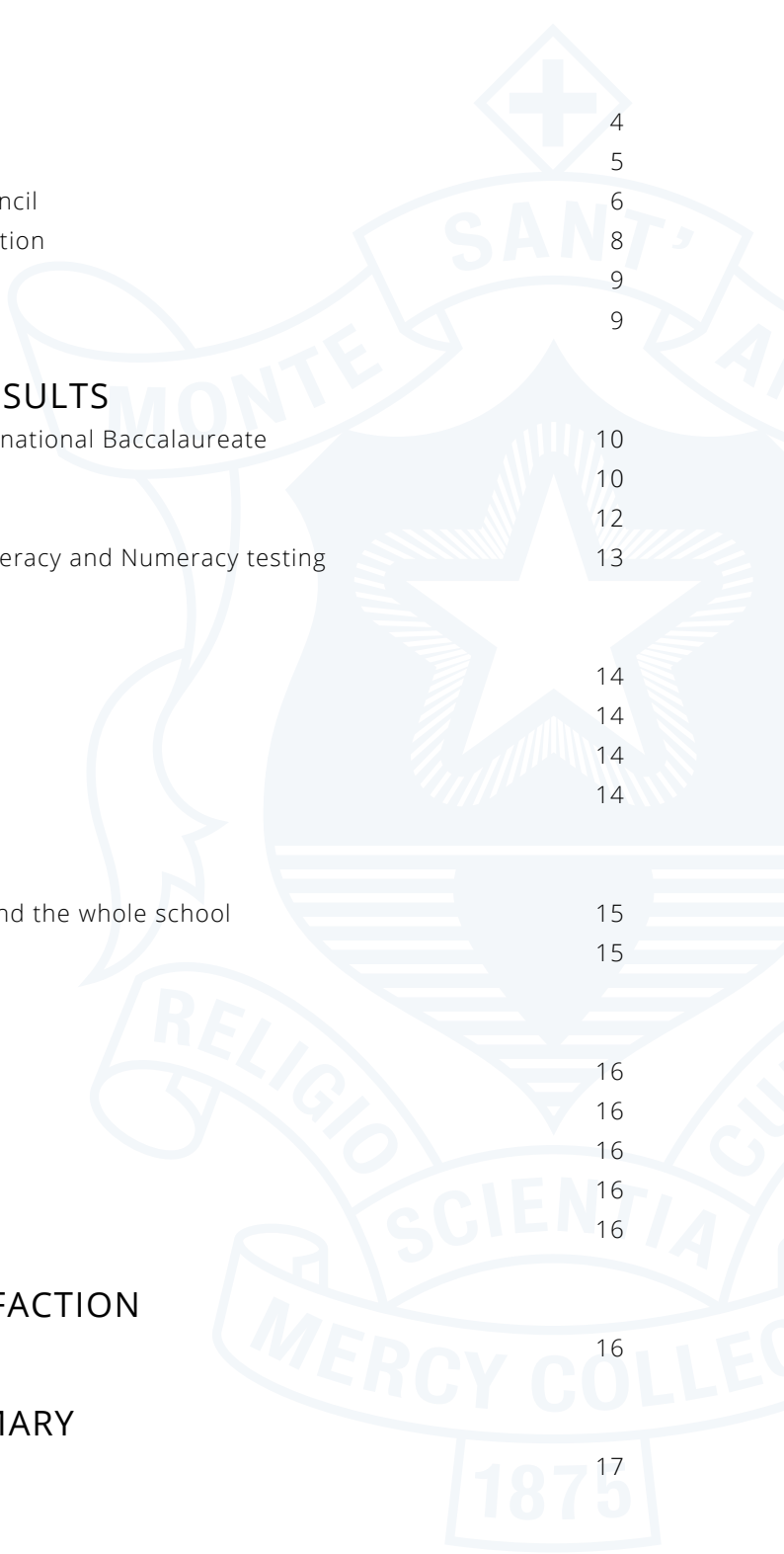
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## THEME ONE CONTEXT

### A MESSAGE FROM THE CHAIR OF THE BOARD

*Brian Bissaker*

As we conclude 2024, the College can be immensely proud of its achievements – providing students with a quality education and sound decision-making by the College Principal and Executive Team, ensuring a high calibre of both learning and business.

The College Board met eight (8) times throughout 2024. There were a number of accomplishments and developments overseen by the Board in 2024, which include:

- Mission delivery and focus on Mercy Value – “Respect for Human Dignity”.
- Ongoing and final planning for the College Sesquicentenary (150 years) celebrations, occurring in 2025.
- First IB Global Politics cohort in Yr12 following subject commencement in 2023.
- Inaugural Mercy Partners AGM held on 20th May 2024.
- The College continued our overseas and local immersions to Timor-Leste, Central Desert, Fiji (Sports Tour), and the Cambodia Mercy Immersion based at the Jesuit Refugee Service’s reflection centre in Siem Reap.
- Commencing on 22 July, a new partnership with Gather by Cater Care, to operate catering and food services at the College.
- Ongoing provision of financial and community support to assist families impacted by changed circumstances.
- The College completed the restructure of its Learning Enhancement and Support services to better meet the increasing needs of students and families.
- Ongoing development of Physical Activity and Engagement programs to increase physical activity and participation levels of Monte students. A partnership with University of Technology, Sydney to improve support provided to adolescent girls, to form long term healthy habits and engagement in physical activity, commenced.
- Continued high level of academic results in both the NSW Higher School Certificate (HSC) and the International Baccalaureate Diploma Programme (IBDP). Continued review and development of curriculum for enhanced student learning.
- Through partnership with the Maliana Diocese the Teacher Professional Learning Centre in Colégio, Timor Leste was opened on 18 December, 2024.



## A MESSAGE FROM THE PRINCIPAL

*Nicole Christensen*



This year began with our Commencement Mass in February, where we embraced the guiding theme for 2024, "Mercy through Human Dignity". This reflects the core of our Mercy charism, calling us to open our hearts and embrace the year with gratitude and purpose.

One of our enduring commitments is Project Timor, a mission close to our hearts. This year, through the generosity and dedication of our students and staff, we raised an extraordinary \$27,000 to support young women's education at Colégio Infante de Sagres in Maliana. In December, we celebrated the completion and blessing of the Teacher Professional Learning Centre, a milestone that underscores our ongoing efforts to empower the people of Timor-Leste.

This year also marked the introduction of a new College uniform showcasing the first redesign in over 40 years. This update beautifully aligns with our upcoming Sesquicentenary celebration in 2025, blending Monte's storied history with a vision for the future. We are confident that our students, present and future, will wear this uniform with great pride.

The vibrant life of our College community is greatly enriched by the enthusiastic participation of our students in a wide array of co-curricular activities. Monte students demonstrate a commendable commitment to engaging in pursuits that extend beyond the classroom, fostering personal growth and contributing to a holistic and well-rounded education.

Their active involvement in sport programs showcases teamwork, resilience, and a commitment to excellence, while participation in performing arts highlights their creativity, discipline, and talent. The College's Immersion Program offers students invaluable opportunities to deepen their understanding of cultural diversity and global perspectives, enriching their social consciousness. Similarly, the Industry and Entrepreneur Program provides a platform for students to cultivate innovation, critical thinking, and real-world problem-solving skills.

In addition, the College community celebrates the dedication of students to social justice initiatives and spiritual activities, reflecting their compassion, empathy, and commitment to making a positive impact in the world.

These co-curricular opportunities not only enhance students' personal and academic development but also contribute to the dynamic and inclusive culture of our College. It is through such participation that Monte students truly exemplify the values of our community, demonstrating leadership, creativity, and a genuine commitment to excellence in all aspects of their education.

As we reflect on the achievements of this year, I am inspired by the creativity, and dedication of our students. Their stories, accomplishments, and contributions to their school, families, and communities are a testament to the transformative power of a Mercy education and the opportunities it affords.

Looking ahead, we are filled with excitement as we approach our 150th Sesquicentenary anniversary in 2025. Monte Sant' Angelo Mercy College has long been a leader in girls' education, fostering a legacy of courage, compassion, and advocacy. Grown in the vision of the Sisters of Mercy, we continue to empower young women to realise their potential and navigate the complexities of the modern world with humility, respect, and a commitment to justice.

As we bid farewell to the graduating Class of 2024, we celebrate their academic achievements, social growth, and spiritual development. Their active participation in co-curricular activities showcases the richness of a Monte education, which is deeply embedded in our Mercy values and Catholic faith.

In this Year of Human Dignity, amidst global challenges, we pause to give thanks for the many blessings within our Monte community. The warmth, kindness, and generosity shown by our students, staff, and families are at the heart of what makes this College so unique. Let us continue to extend this spirit to all, within and beyond our community.

# A MESSAGE FROM THE STUDENT REPRESENTATIVE COUNCIL

## *Student Leaders 2024*

To launch Mercy through Respect for Human Dignity and their theme Celebrate Dignity in Diversity campaign that encourages every student to consider what they could do to celebrate all our differences that make each person who they are – to uphold everyone's dignity and help each other through inclusive decision making, voice and ability to enact change.

To encourage vertical year-group friendships and relationships through interactions and initiatives with the younger year groups, such as:

- Attending year group meetings to support Year 7 students as they begin secondary school, acting as positive role models and encouraging them to get involved in all school activities, creating friendships and encouraging gratitude for others by nominating their friends for acts of gratitude to be read at year assemblies.
- Working with Year 8 to encourage acts of kindness and recognising these students through 'snaps' at year assemblies. These were also nominated by tutor staff.
- Mentoring the Year 9 Middle School Leaders and the Middle School Representative Council encouraging the students to be involved and active members of the Monte Community.
- The Social Justice Captains continued their leadership of Green Team, Biamunga, Mercy Action Group (MAG) and Fair-Trade Café.
- Building on the work from 2023, the Senior Leadership Team continued to strengthen bonds amongst all leaders within the group through joint meetings and other initiatives.
- Assisting the Deputy Principal Pastoral Care and the House Captains with new whole school, vertical pastoral session initiatives which culminates in Spirit Week held in August.
- To be mentored and to work with the College Executive in relation to leadership styles and shared experiences, which has enabled relationships between students and Executive staff to be strengthened.

The College Captain has several extra duties and commitments as part of her role. The College Captain has led many key events and activities, such as preparation of the main initiative for the year, including presenting inspiring and engaging speeches for assemblies, College tours, Year 7 Welcome Mass, and Dinner and more.

### **Portfolio Roles**

Each of the six Senior Leaders chose a portfolio of interest to take responsibility for and to report back to the group. The portfolios included:

- Meeting Manager (duties were to organise the agenda, record minutes and organise documents), contacting other leaders and College staff for items and meeting dates.
- GROWTH Leader – to bring attention to the pillars of GROWTH within each year group.
- SRC Leader – to bring SRC Student Voices together once per Semester.
- Assemblies and Events Coordinators' duties included organising events such as the Monte Prefect Afternoon Tea and to coordinate attendance at other school Prefect Afternoon Teas, other events and to communicate with the Deputy Principal Pastoral Care about whole school assemblies.
- The Leadership Liaison Officer has duties to organise and coordinate leadership team meetings and to work with other leaders and support various initiatives and activities.
- Social Justice and Spiritual Liaison Officer (duties for this portfolio were to meet with the Fair-Trade Captains, MAG Captain, Biamunga Captain and Green Team Captain to discuss new agendas and upcoming campaigns/ events).

### **Areas where Senior Leaders offered leadership**

In 2024 the focus for the Senior Leaders has centred on introducing and championing Monte's focus area, Celebrate Dignity in Diversity to actively highlight our unique differences and address strategies to celebrate everyone in our community for who they are.

Throughout the year, Senior Leaders have sought to challenge the College community to contribute acts of service and to help others in need, both locally and globally. They have achieved this through their own behaviours and attitudes, assembly presentations, emphasizing the theme, and reiterating the significance of this throughout all initiatives.

The leaders have continued to support the Timor Leste program and have given numerous hours of volunteer time to various projects within the College. These include:

- Designing and creating a banner as a continual reminder

of their Celebrate Dignity in Diversity theme - and the many initiatives that support it, especially advocating for Timor (scholarships, teacher professional learning centre, 'Food for Thought').

- #EducationEssentials and #Stroll&Skip4Scholarships, were the two main initiatives for Project Timor in 2024, which included walking around the Holy Grass for 12 Hours from 6am-6pm and Long Rope House Skipping at Recess and Lunch as well as buying items needed for education (pens/notebooks/laptops/textbooks and backpacks). This initiative focused on advocating and raising money for the Mercy Women's Scholarships.
- Project Timor raised money for Colégio. This served as a springboard for ongoing fundraising (through raffle sales for House Plays). It will all go towards the Mercy Women's Scholarships now and into the future.
- Running Year 12 Morning Pastoral Meeting initiatives.
- Role modelling appropriate behaviours on all occasions.
- Promoting and selling the blue-ribbon badges for the Blue-Ribbon Bursary Appeal.
- Welcoming Year 6 students to Monte Orientation Day.
- Assisting the College Registrar with College tours, speaking to prospective students and parents about their experience at Monte and leading tours of the College.
- Girls and staff supported the Aminata Maternal Foundation by helping at the Gala Ball.



## A MESSAGE FROM THE PARENTS AND FRIENDS ASSOCIATION PRESIDENT

*Angelique Ristweij*

This year has been one of collaboration, connection, and community spirit, as we continued to support the College and enhance the educational journey of our daughters at Monte.

The year began with the Welcome Mass and Dinner for Year 7 families, a meaningful introduction to the Monte experience and a reflection of the strong partnership between home and the College. This spirit of unity was further celebrated at our signature parent event, Summer in Scientia, which brought together nearly 400 parents for an evening of celebration and connection.

In March, the P&F Association co-hosted the International Women's Day Breakfast, featuring the distinguished author, journalist and commentator Dr Julia Baird. Her keynote address, focused on grace, awe, and the enduring legacy of women, captivated more than 550 attendees and reaffirmed our commitment to meaningful engagement and inspiration.

Throughout the year, we facilitated and supported numerous events that have strengthened community ties, including Coffee Connects, parent social evenings, the Year 12 Father-Daughter Dinner Dance, Year 12 Mother-Daughter Lunch, Year 7 Father-Daughter Pizza Night, Christmas on the Mount, and Mother's Weekends Away. We also worked in close partnership with the College on key occasions such as Open Day and the Year 12 Graduation Formal.

A core mission of the P&F is to uphold the Mercy value of Human Dignity, which continues to shape our initiatives. Notably, through the P&F Levy, we were able to provide the equivalent of 1.5 bursaries, offering vital support to Monte families facing financial challenges. This contribution reflects our shared commitment to an inclusive and compassionate community.

The success of these initiatives is thanks to our dedicated P&F Executive, Year Coordinators, Class Parents, and volunteers who give generously of their time and talents. I extend my sincere appreciation to the entire team, including our Executive Committee members, whose energy and leadership have been invaluable.

As we look ahead, I encourage all families to stay connected and involved. Our collective efforts continue to make Monte a vibrant, supportive, and empowering environment for our daughters.



## CONTEXTUAL INFORMATION ABOUT THE SCHOOL

*From the MySchool Website*

Monte Sant' Angelo Mercy College is an independent Catholic secondary day school for girls, Years 7-12. Founded in 1875 by the Sisters of Mercy under the aegis of Mother Ignatius McQuoin, the College continues a tradition of excellence and innovation in Catholic education in the Mercy tradition.

The College was entrusted to Mercy Partners by the Sisters of Mercy North Sydney on 7 November, 2023. Monte has a strong academic record; in 2007 it became the first Catholic girls school in New South Wales to offer both the International Baccalaureate Middle Years and Diploma Programs. Monte's mission statement is expressed through the College motto: *Religio Scientia Cultus* – we are shaped and directed by what we believe, by what we know, by what we value. The Mercy values of respect for human dignity, compassion, justice, service to others, and commitment to the poor are central to school life.

The College is actively involved in Mercy justice initiatives, including Project Timor, the Fair Trade Campaign, and the support of women survivors of human trafficking through the Sisters of Mercy in Peru. A diverse curriculum is supported by an extensive extracurricular program including Music, Debating, Student Leadership, over 30 sporting options, international tours and language-exchange opportunities.

Students are supported by a high quality pastoral care program and the learning environment is reinforced by state-of-the-art digital learning resources and contemporary learning spaces.



## CHARACTERISTICS OF THE STUDENT BODY

### Student Population as at 31/1/2024

YEAR 7	192
YEAR 8	206
YEAR 9	199
YEAR 10	197
YEAR 11	200
YEAR 12	193

DISTRIBUTION OF STUDENTS	BOTTOM QUARTER	MIDDLE QUARTERS	TOP QUARTER
SCHOOL DISTRIBUTION	1%	5%	69%
AUSTRALIAN DISTRIBUTION	25%	24%	25%
INDIGENOUS STUDENTS	0%		
LANGUAGE BACKGROUND OTHER THAN ENGLISH	13%		

## THEME TWO OUTCOMES AND RESULTS

6

**ACHIEVED AN  
ATAR OF 99+**

14

**ACHIEVED AN  
ATAR OF 98+**

23%

**ACHIEVED AN  
ATAR OF 95+**

43%

**ACHIEVED AN  
ATAR OF 90+**

### RESULTS OF THE HIGHER SCHOOL CERTIFICATE AND INTERNATIONAL BACCALAUREATE

In total 51% of our students were distinguished achievers in the Higher School Certificate including one (1) student who was included in the Premiers All Rounder List. 35% of the International Baccalaureate cohort received a distinction level including 2 (out of 55) who achieved a perfect score of 45/45 converting to a UAC Combined Rank of 99.95. This was the thirteenth year the College has received a perfect score.

Detailed subject results can be found on the next page.

### SENIOR SECONDARY OUTCOMES

The College provides for one VET course on site, Hospitality and 4.7% of the Year 12 cohort undertook this course. This represents 6.5% of the whole Year 12 cohort. All VET students who undertook this course attained their VET qualification. In 2024, 138 students were awarded the Higher School Certificate and 55 students completed the IB Diploma Programme.

SENIOR SECONDARY OUTCOMES	STUDENT%
PERCENTAGE OF STUDENTS UNDERTAKING VOCATIONAL TRAINING IN YEARS 11 AND 12	8.17%
PERCENTAGE OF STUDENTS ATTAINING A YEAR 12 CERTIFICATE OR EQUIVALENT VET QUALIFICATION	100%



## RESULTS

### INTERNATIONAL BACCALAUREATE DIPLOMA

GROUP	COURSE NAME	NO. OF STUDENTS	GRADE AVERAGE	
			MONTE	STATE
GROUP 1	English A Language & Literature HL	46	5.87	4.95
	English A Language & Literature SL	5	5.80	5.07
	English A Literature HL	4	5.75	5.17
GROUP 2	French B SL	17	6.12	5.34
	German B SL	8	5.00	5.20
	Indonesian B SL	6	4.83	5.33
	Italian B SL ^	14	6.14	5.12
	Spanish ab initio SL	10	5.70	5.25
GROUP 3	Economics HL	13	6.38	5.12
	Economics SL	2	6.50	4.84
	Global Politics HL	13	6.08	4.98
	Global Politics SL	3	6.67	4.63
	History: Americas HL	7	6.29	3.93
	History SL	4	5.50	4.34
	Psychology HL	13	6.38	5.29
	Psychology SL	6	6.33	4.95
GROUP 3/4	Environmental Systems & Societies SL	17	5.65	3.99
GROUP 4	Biology HL	12	5.33	4.64
	Biology SL	5	6.00	3.84
	Chemistry HL	6	5.00	5.27
	Chemistry SL	17	5.35	3.99
	Physics HL	3	6.00	5.02
	Physics SL	3	6.00	3.71
	Sports Exercise Health Science HL	18	6.33	5.54
	Design Tech HL	7	5.29	4.51
GROUP 5	Mathematics AA HL	8	5.88	5.08
	Mathematics AA SL	37	5.51	3.94
	Mathematical AI SL	10	5.00	3.6
GROUP 6	Music HL	3	6.33	5.39
	Theatre HL	3	6.67	5.84
	Visual Arts HL	9	6.00	4.38
	Visual Arts SL	1	6.00	4.14

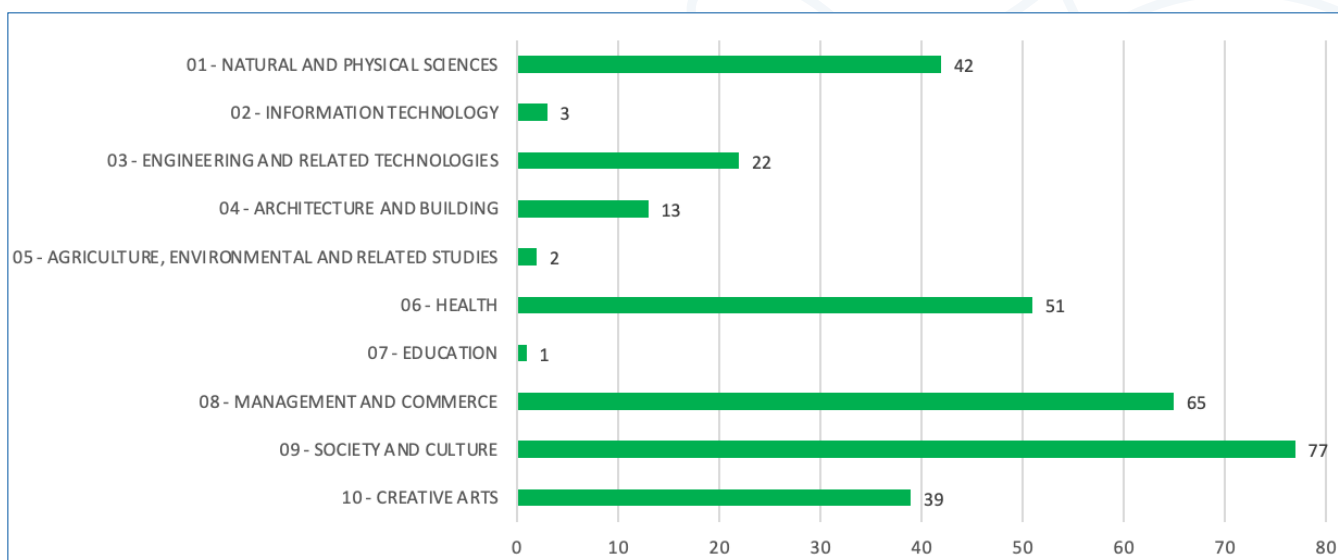
### HIGHER SCHOOL CERTIFICATE

COURSE NAME	NO. OF STUDENTS	BANDS 5 & 6 (%)	
		MONTE	STATE
Ancient History	20	70.00	36.84
Biology	51	50.98	35.42
Business Studies	40	77.50	37.07
Chemistry	7	28.57	38.69
Community & Family Studies	5	40.00	35.33
Design & Technology	13	100.00	47.93
Drama	9	88.89	61.80
Economics	7	100.00	51.47
English Advanced	99	89.90	67.53
English Extension 1	14	100.00	95.39
English Extension 2	2	100.00	87.23
English Standard	39	48.72	13.35
French Continuers	7	42.86	63.04
French Extension	1	100.00	89.24
Geography	10	90.00	37.72
German Continuers	1	0.00	60.67
History Extension	7	100.00	86.27
Hospitality Examination	9	100.00	46.13
Indonesian Continuers	4	100.00	87.09
Indonesian Extension	4	100.00	100.00
Italian Continuers	4	75.00	66.46
Legal Studies	31	77.42	43.22
Mathematics Advanced	36	55.56	49.96
Mathematics Extension 1	13	92.31	80.18
Mathematics Extension 2	3	100.00	86.27
Mathematics Standard 2	85	51.76	28.59
Modern History	22	72.73	38.93
Music 1	5	100.00	67.22
PDHPE	36	80.56	34.61
Physics	4	50.00	38.25
Science Ext	5	100.00	81.55
Society & Culture	15	73.33	45.24
Studies of Religion I	54	79.63	43.65
Studies of Religion II	84	71.43	46.60
Visual Arts	26	100.00	66.75

## POST-SCHOOL DESTINATIONS

92% of our students received University offers in New South Wales. Some took up employment or enrolled at TAFE or Private Colleges and Inter-state universities. There was an interest in a variety of university courses particularly through the University of Technology Sydney, University of Sydney and Macquarie University.

## CLASS OF 2024 OFFERS BY FIELD OF STUDY



## STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

Students at Monte completed the National Assessment Program – Literacy and Numeracy (NAPLAN) tests online in Term 1 (March), the results of which have been uploaded to the My School website ([www.myschool.edu.au](http://www.myschool.edu.au)).

From 2024, NAPLAN results are reported against 4 proficiency levels, replacing the previous numerical bands and national minimum standards. Student achievement in NAPLAN is reported using proficiency standards for each assessment area at each year level.

The change to NAPLAN reporting means that NAPLAN scores in 2024 and onwards are not comparable to the previous NAPLAN scale (2008-2022).

The following table contains the average score in each test domain for Monte students:

	READING	WRITING	SPELLING	GRAMMAR	NUMERACY
YEAR 7	606	604	579	601	594
YEAR 9	628	646	597	630	617



# THEME THREE STAFFING

## PROFESSIONAL LEARNING

In 2024, all teachers participated in professional development activities organised by external providers and/or through the Staff Conference and meeting program of the College. On average, every teacher participated in 1 day of professional learning through external providers (including those provided by the International Baccalaureate Organisation) and 7 days through the Staff Conference program, averaging at around 45 per hours per teacher across the year.

## ACCREDITATION

At the conclusion of 2024, all teachers not undergoing application for Proficient Accreditation were maintaining accreditation at Proficient. Two teachers are accredited as Highly Accomplished/Lead Teacher.

LEVEL	NUMBER
LEAD TEACHER/HAT	2
PROFICIENT	120
PROVISIONAL/CONDITIONAL	4

## FORMATION

The Head of Liturgy Faith and Formation and the Director Professional Learning work together to support staff with setting a Mercy Goal and engaging in Professional Learning on their faith journey. Staff select a Mercy Goal for the year as part of their CPA process and discuss this with their colleagues and act on this throughout the year.

## WORKFORCE COMPOSITION

TEACHING STAFF		
FULL TIME	PART TIME	TOTAL
115	11	126

NON-TEACHING STAFF		
FULL TIME	PART TIME	TOTAL
46	18	64



## THEME FOUR ATTENDANCE

### ATTENDANCE RATES

LEVEL	ATTENDANCE %
YEAR 7	93.63%
YEAR 8	93.00%
YEAR 9	92.51%
YEAR 10	92.42%
YEAR 11	93.88%
YEAR 12	94.28%
ALL YEARS	93.24%

### MANAGING NON-ATTENDANCE

The College has well-established procedures in place to record and monitor attendance at school. The Absentee Office staff record and monitor attendance using systems such as the College database, and work closely with the Year-level Pastoral Teams and the Deputy Principal Pastoral Care to ensure students are provided with a quality education in a safe, supportive environment. Procedures include:

- Rolls taken each morning by Tutors via an online database called Edumate;
- Reports completed by the Absentee Office by mid-morning and issued to staff via email periodically throughout the day;
- Phone calls from home are required to explain absences in the morning;
- The Absentee Office undertake all reasonable measures to contact parents promptly concerning an unexplained absence. Contact with the parent may be made either by telephone, email or SMS text message;
- Notes or an email from a parent/carer are required the following day for absences if no other reason is forwarded to the Absentee Office;
- Tutors are instructed to contact the student's home after three days of absence and to notify the Absentee Office;

- Heads of Year monitor absences of students;
- The Absentee Office sends Heads of Year the names of students who are regularly absent for follow-up;
- The Absentee Office sends an email to parents asking for explanations of student absences;
- Reports are created in the College database (Edumate) weekly and are monitored by the Deputy Principal Pastoral Care;
- Staff have access to all attendance records of students in Edumate on a daily basis;
- The Absentee Office records and files all phone calls and absence notes;
- All teachers mark attendance rolls online in each lesson so that the Absentee Office can monitor attendance;
- Any requests for extended leave of absence must be submitted to the Principal for approval, using the Application for Exemption from Attendance at School form.

## THEME FIVE SCHOOL POLICIES

### SCHOOL POLICIES

A link to live policies can be found below and are available on the College website:

- [Anti-Bullying](#)
- [Child Protection](#)
- [Discipline](#)
- [Enrolment](#)
- [Managing Complaints](#)

## THEME SIX STAKEHOLDER SATISFACTION

Each year the College conducts exit surveys of our students, parents and staff who leave the College across a range of key performance satisfaction areas including academic and pastoral outcomes.

The results of the exit survey data indicated a very high level of satisfaction from students and their parents.

On an ongoing basis, the College also regularly canvasses the opinion of its stakeholders through Parents & Friends Association meetings, Alumni meetings, staff surveys and parent feedback by either personal contact, letter or email.

Students are represented by the Student Representative Council where they have the opportunity to present feedback to senior members of the College Executive.

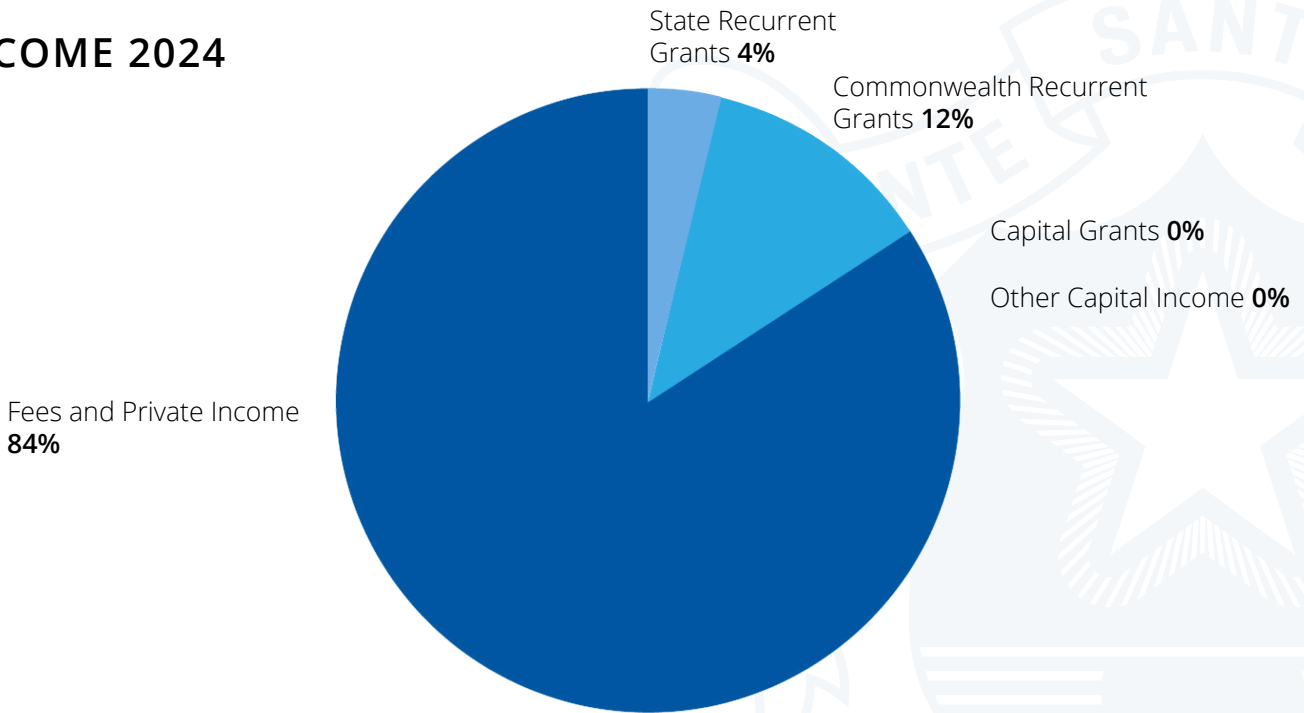


# THEME SEVEN FINANCIAL SUMMARY

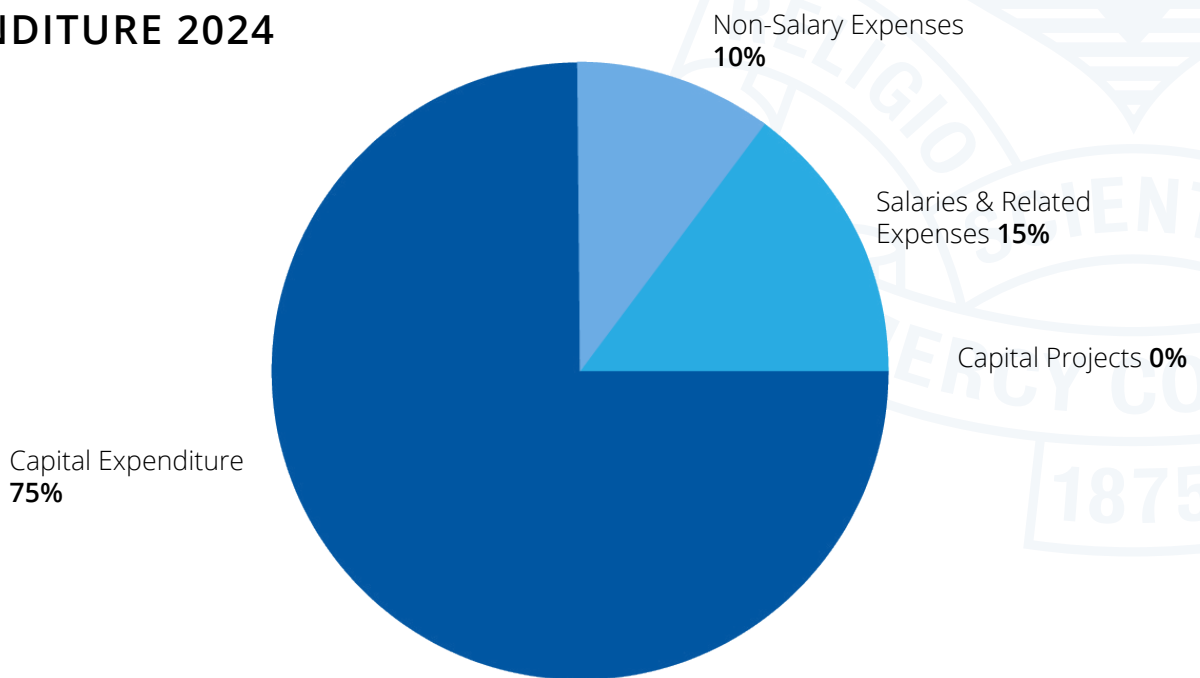
## SUMMARY OF FINANCIAL INFORMATION

The College's income is primarily made up of Government Grants and tuition fees. These funds are utilised for the College expenditure shown in the table below.

### INCOME 2024



### EXPENDITURE 2024





**MONTE SANT ANGELO MERCY COLLEGE**

128 MILLER ST  
NORTH SYDNEY NSW 2060  
[monte.nsw.edu.au](http://monte.nsw.edu.au) | 02 9409 6200



Monte Sant' Angelo  
Mercy College

