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

Dear Bishop Eugene

On behalf of the Catholic Education Council of the Northern Territory, we are pleased to present you with the Catholic Education Northern Territory Annual report for 2012.

During the 2012 school year, the Catholic Education Office embarked on reviewing the existing five-year (2007-2012) Strategic Plan ‘Towards 2012’ involving layered consultations with staff, students, families and religious in our school communities, the Catholic Education Council NT and the wider community. The process of the review provided opportunities for deep reflection that generated a fresh focus in articulating the key goals for each of the Key Areas in the Strategic Plan ‘Towards 2017’ to achieve priorities in

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

‘Towards 2017’ provides a systemic approach for our school principals to lead their schools in creating the culture and practice of continuous improvement, to bring about improved learning outcomes and life opportunities for students.

All schools are involved in implementing ‘Towards 2017’ that operates under the Strategic Pastoral Plan 2011-2015 for the Diocese and links the core values and outcomes with the Schools Improvement and Renewal Framework’ (SIRF) and ‘Sharers of the Vision’. The SIRF is a framework of linked processes of planning, implementation and review, designed to enhance the quality and effectiveness of Catholic schools in the NT and focuses on the above six Key Areas of school life.

We acknowledge the strong partnerships and commitment between staff, students, families, school communities, parishes, religious, government and ministerial personnel within the Territory and inter-state that support and strengthen the provision of service to Catholic Education in the Northern Territory.

The Catholic Education Office has actively taken a lead role with Territory and Australian governments in pursuing funding and support for students with special learning needs, providing continuous support in curriculum, student assessment and reporting, pastoral care and wellbeing of students, and developing formation review processes for all staff.
The Catholic Education Office during the year has developed approaches to systemically consolidate structures to enhance its services to schools and accountability. This has meant ongoing assistance with provision and support for professional learning opportunities, development of resources, planning and reviewing programs.

The year 2012 has been challenging in many aspects, the most significant of which was the tragic death of two principals in an accident in Darwin on 7 November 2012 which has strongly impacted on the two Indigenous communities of Wurrumiyanga, Bathurst Island and Santa Teresa in Central Australia.

The Principal of Murrupurtiyanuwu Catholic Primary School, Wurrumiyanga, a courageous Tiwi lady began teaching in the ‘80s and was formally appointed principal in 2005. She will be remembered for her assertive leadership, positive influence in promoting bi-lingual education on the island, a dedicated and effective educator of Tiwi children and strong community leader at Bathurst Island.

Mr Greg Crowe moved to Central Australia in the late ‘80s and worked in education in Central Australia for over three decades. Mr Crowe was appointed Principal of Ltyentye Apurte Catholic School, Santa Teresa in 2009. Greg has left a lasting legacy through his inspirational leadership, dedication, genuine love and care which has made a deep and extraordinary connection amongst the Indigenous communities in Central Australia.

We commend this report to you and believe that our commitment is to creating success for the children in our care.

David Reilly
Chair
Catholic Education Council of the Northern Territory

7 June 2013

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

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

**MEMBERSHIP**

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

**Diocese**

- **Bishop**: Most Rev Eugene Hurley, DD, Bishop of Darwin
- **Chancellor**: Sr Elizabeth Little, fdnsc
- **Chair**: Mr Sean Parnell
- **Deputy Chair**: Mr David Reilly

**Deanery Representatives**

**Schools**

- Principal, Murrupurtiyanuwu Catholic School (deceased)
- Mrs Anne Weygood
- Br Paul Gilchrist, FMS

**Priests**

- Fr Leo Wearden, MSC

**Parents**

- Mr Sean Parnell
- Mrs Geraldine Mulvahill
CEO Director  
Mr Michael Avery

Special Needs Representative  
Mrs Maria Pia Gagliardo

Community Members  
Mr David Reilly  
Mr Peter Caldwell  
Mrs Nicole Johnson

Teacher  
Miss Margaret Flynn

Religious Orders  
CatholicCare NT  
Sr Rose Glennen, RSM

Ex-Officio  
Mr Greg O’Mullane, Deputy Director School Services  
Mrs Sharon Duong, Deputy Director Teaching & Learning  
Miss Margaret Hughes, Leader of Catholic Identity

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

Key discussions at these meetings furthered the progress of:

- Developing the Strategic Plan Towards 2017
- School Improvement & Renewal Framework review, renewal and follow up with schools
- National Partnerships, National Education Agreement and other Funding conditions
- Systemic Project Management
- Management of Early Learning Centres
- Two new schools: MacKillop Catholic College and St Joseph’s Catholic Flexible Learning Centre
- Territory and Australian Government funding
- Review and development of policies and procedures
- Introduction of the Learning Platform and SharePoint
- OH&S and HR Workforce Strategies.

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

Meeting dates: 23 March, 8 June, 4 September and 30 November.
**COUNCIL STANDING COMMITTEES**

The committees are in alignment with the School Improvement and Renewal Framework and the Strategic Plan. The following six Standing Committees, with designated convenors from the Catholic Education Office, are:

- **Catholic Identity**
  - Miss Margaret Hughes (Leader of Catholic Identity)
  - Teaching and Learning
  - Mrs Sharon Duong (Deputy Director Teaching & Learning)
  - Leadership
  - Mr Michael Avery (Director of Catholic Education)
  - Finance, Resources & Facilities
  - Mr Greg O’Mullane (Deputy Director School Services)
  - Pastoral Care & Wellbeing
  - Mrs Mary Cutjar (Senior Education Consultant – Urban schools)
  - Culture & Community
  - Mr Gerry McCarthy (Senior Education Consultant – ICCS)

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

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

### Catholic Identity Standing Committee

**Members**

- Miss Margaret Hughes
- Sr Rose Glenny RSM
- Mrs Miriam-Rose Baumann
- Ms Robyn Craig
- Br Paul Gilchrist, FMS
- Mrs Anne Weygood
- Mr Sean Parnell

Catholic Education Office (Leader)
Catholic Care, Darwin NT
Indigenous representative, Daly River
O’Loughlin Catholic College
Our Lady of the Sacred Heart Catholic College, Alice Springs
St Joseph’s Catholic College, Katherine
Parent representative, Darwin

**Meeting dates:** 1 March, 16 May, 22 August, 30 November

### Teaching & Learning Standing Committee

**Members**

- Mrs María-Pia Gagliardo
- Mrs Sharon Duong
- Mrs Mary Cutjar
- Mr Cameron Hughes
- Mrs Michelle Reynolds
- Mrs Lauretta Graham
- Mr Lindsay Luck

Member, CECNT (Leader)
Catholic Education Office
Catholic Education Office
Xavier Catholic College, Bathurst Island
St John’s Catholic College
Principal, MacKillop Catholic College
Sacred Heart Catholic Primary School

**Meeting dates:** 12 March, 21 May, 27 August, 20 November
Leadership Standing Committee

Members
Mr Michael Avery  Catholic Education Office (Leader)
Ms Paula Wilson  O’Loughlin Catholic College
Mrs Jacqui Langdon  St Mary’s Catholic Primary School
Mrs Bernadette Morriss  Holy Spirit Catholic Primary School
Mr Robert Burns  St Francis of Assisi Catholic Primary School
Mr David Johns  St John’s Catholic College
Mr Ben McCasker  Xavier Catholic College

Meeting dates: 25 May, 27 August, 9 November

Finance, Facilities and Resources Standing Committee

Members
Mr Greg O’Mullane  Catholic Education Office (Leader)
Mr Michael Avery  Catholic Education Office
Mr John Fong  Catholic Education Office
Mr Tom Pearse  Catholic Education Office
Mr Peter Caldwell  Member, CECNT
Mr John Flynn  Chair, Darwin Diocesan Development Fund
Mrs Lauretta Graham  Principal, MacKillop Catholic College

Meeting dates: 7 March, 30 May, 28 August, 7 November

Pastoral Care and Wellbeing Standing Committee

Members
Mr Greg O’Mullane  Catholic Education Office (Leader)
Mr Michael Avery  Catholic Education Office
Mr John Fong  Catholic Education Office
Mr Tom Pearse  Catholic Education Office
Mr Peter Caldwell  Member, CECNT
Mr John Flynn  Chair, Darwin Diocesan Development Fund
Mrs Lauretta Graham  Principal, MacKillop Catholic College

Meeting dates: 8 March, 24 May, 20 August, 29 November

Community and Culture Standing Committee

Members
Mr Gerry McCarthy  Catholic Education Office (Leader)
Mr Mark Pickham  St Joseph’s Catholic College
Ms Lockett Puautjimi  Xavier Catholic College
Mr Mark Lucas  Catholic Education Office
Mrs Ailsa Purdon  Catholic Education Office

Meeting dates: 1 March, 24 May, 5 September, 21 November
CATHOLIC EDUCATION OFFICE
DIOCESE OF DARWIN, NORTHERN TERRITORY

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

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

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

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

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

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

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

OUR VISION

“Having received from Christ the power to forgive in His name (cf. Mt 16:19; Jn 20:33) the Church is in the world as the living presence of the love of God who leans down to every human weakness in order to gather it into the embrace of his mercy.”
OUR MISSION

Catholic Identity
We nurture, affirm and proclaim our Catholic identity.
We foster meaningful celebrations to express both our Catholic traditions and local identity.
We ensure Catholic learning is relevant, active and engaging for all.

Leadership
We have professional learning plans for all staff in Catholic Education to lead capacity building.
We ensure Catholic Education is an active participant in the leadership of the Catholic Diocese of Darwin.
We lead and resource leadership learning opportunities for all staff.

Teaching and Learning
We commit to the formation of the whole person, announcing Christ as the foundation.
We aspire to the highest quality teaching and learning.
We provide a Catholic Education that embodies rich and successful learning experiences for all learners.

Pastoral Care and Wellbeing
We lead the development of a Pastoral Care and Wellbeing Policy that incorporates Gospel values and their implementation in programs and processes.
We promote and provide opportunities that support schools and staff to improve their programs and processes, and for schools to implement their own Pastoral Care and Wellbeing Policy.

Community and Culture
We initiate development of a Policy on Family and Community Partnerships, which will emphasise diversity and inclusion.
We initiate a review and renewal of communication processes to meet the challenges associated with major incidents, crises, and bereavements.
We support schools in developing their own processes and procedures to implement this policy.
We lead the development of informed positions on key issues in the area of Community and Culture including bilingual education.

Finance, Facilities and Resources
We ensure schools are IT proficient in all areas to promote efficiency.
We support schools and CEO to be innovative.
We ensure finance, facilities and resources are managed with transparency and equity.
A highlight of 2012 was the launch of two programs, Journey in Faith Religious Education Program Diocese of Darwin and Made in the Image of God Human Sexuality Program at a combined schools’ Mass of Thanksgiving at St Mary’s Star of the Sea Cathedral on 28 May 2012. This was the culmination of the vision of Ms Beth Nolen, (previously Coordinator of Religious Education, CEO, Diocese of Darwin). The launch also presented an opportunity to acknowledge key contributions to the program including permission to base the Religious Education program on the SA Framework from Catholic Education South Australia, Archdiocese of Adelaide and for ongoing Professional Development and support with the implementation of the Made in the Image of God Program.

Both programs were published and accessed on SharePoint by urban schools. During Semester 2, work began to align both programs with the Australian Curriculum. Modifications included the development of Learning and Achievements Statements and the replacement of Band Levels with Year Levels aligned to the Australian Curriculum. Modifications are expected to be completed early 2013. A Scope and Sequence was also developed and published.

Dr Margaret Carswell visited St Paul’s Catholic Primary School, Nightcliff to demonstrate using concrete materials to teach scripture to young children. Transition teachers from other schools attended to observe the lesson and participate in follow-up discussion. Similar resource kits for the teaching of scripture are in the process of being developed and will be distributed to urban primary schools in 2013. The use of concrete materials to teach scripture is a feature of the Transition units.

The Being Human, Being Moral and Being Connected Strands of Made in the Image of God were written into Journey in Faith before the launch in May 2012. Drafts of the Being Sexual Strand were completed during Semester 2 and were trialled by some schools. Units are to be finalised in 2013 after evaluation and feedback is received from schools.
**Indigenous Writing Project**

With the completion of the urban writing project, the Indigenous schools’ writing project took on new life this year with the addition of Dr Margaret Carswell, Mrs Laura Avery and Ms Robyn Craig to the writing teams at the CEO. Representatives from four Indigenous Catholic Community School communities attended consistently. The four new units completed were Reconciliation, Eucharist, Confirmation and Advent and a new format was developed. Some of the previous units were reviewed and updated into the new format. The team also visited Ltyentye Apurte Catholic School, Santa Teresa to observe Religious Education in the classrooms and Dr Carswell presented a focus on scripture.

**New Senior Pathway in Religious Education: Certificate III in Christian Ministry and Theology**

Discussions were conducted with the Institute of Faith Education, Brisbane throughout the year. Dr Allie Ernst, Principal Education Officer and Mr Mark Lavelle, Education Officer from the Institute of Faith Education, Brisbane conducted a workshop in Darwin in November. Representatives attended from St John’s Catholic College, St Joseph’s Catholic College, MacKillop Catholic College and Xavier Catholic College to consider whether their schools would offer the course to senior students in 2013 and 2014.

In December, a Partnership Agreement was established and the implementation plan was completed. An extended pathway was negotiated for Xavier Catholic College to allow students to commence the program in Year 10 and if necessary complete the program in Year 13. MacKillop Catholic College scheduled to trial a module in Semester 2 with Year 10 students.

**Professional Development**

**Diocesan Leadership Conference Celebrating the Year of Grace... Starting Afresh from Christ**
This annual two day Conference for leaders of the Diocese of Darwin Catholic Community was held in mid-July 2012 at St Paul’s Catholic Primary School, Nightcliff in their Integrated Learning Centre. This Conference hosted by Most Rev Bishop Eugene Hurley DD was a Celebration of the Year of Grace. The Conference keynote and facilitator was Robyn Moore a talented and creative artist and professional speaker. One participant wrote that Moore’s ‘ability to make us laugh added a rich and exciting aspect to the conference. She had lots of worthwhile things to say and I came away feeling much more positive about life...’

Representatives of different organisations shared how the Spirit is working through our Diocese. Participants gained inspiring insights into the beginning of MacKillop Catholic College, the works of CatholicCare and St Vincent de Paul, the reality of Parish Ministry at St Paul’s, Nightcliff, the achievements at the Women’s Spirituality Centre at Ltyentye Apurte, Santa Teresa and the dynamism of the Youth for Christ.

National eConference – Grace That speaks to Our Times Vatican 11: An Event of Grace
The keynote educators were Bishop Michael Putney, Sr Maryanne Confoy RSC, Mr Paul Power and Dr Jill Gowdie. The eConference was presented by the Broken Bay Institute and hosted at the Catholic Education Office. Twenty-five participants from parishes and schools attended and engaged in dialogue.

Post Graduate Studies in Theology/Religious Education
The Broken Bay Institute and University of Newcastle presented face-to-face lectures in Darwin. Dr Gerard Goldman presented the Theology of Reconciliation in January and Sr Margaret Ghosn MSHF, the Theology of Religious Education in June. Broken Bay Institute waived the minimum cohort numbers for 2012 to give the program time to become fully established and because there had been problems in maintaining the cohort the previous year due in part to Broken Bay Institute’s amalgamation with the University of Newcastle. The cohort numbers increased from ten in Semester 1 to twelve in Semester 2.

Master in Educational Leadership
A small cohort attended the January lecture: Education Policy and Governance presented by Professor Mike Gaffney. As most of the original cohort had now completed all units, there were insufficient numbers for continuing face-to-face lectures in June.
Study Incentive Program

During 2012 thirteen applications were approved for the Graduate Certificate Religious Education and twenty-one applications were approved for the Master of Educational Leadership or Theology/Religious Education. These applicants were funded 75% of fees. Twelve other general applicants were funded at 50% of fees.


After a year of preparation involving meetings and bulletins to connect across the Territory, thirty-three pilgrims set off on the Pilgrimage on 28th December 2012. Twenty-seven participants from across nine schools and the Catholic Education Office were sponsored. CatholicCare sponsored one staff member. Five accompanying spouses paid full fare. The Chaplain was Fr Stuart Moran from Melbourne. His love and knowledge of scripture and his experience of living in Jerusalem and Rome proved invaluable.

Harvest Pilgrimages organised all travel, accommodation and touring for Jordan and Italy. Tantur Ecumenical Institute hosted Israel and Palestine. Pilgrims experienced a range of excellent guides in all places and a warm welcome to Tantur which became home for six nights. The highlights, impacts, rich spiritual experience and the learning have been captured in photos and a journal which participants contributed to along the way. A wonderful spirit prevailed amongst the group who remained undaunted by rather gruelling travel at times, very cold weather and running the gauntlet of customs in and out of Israel. It was unfortunate that one participant required hospitalisation for a week in Rome and a delay in her return home. However she remained undaunted and enjoyed her last day in Rome experiencing St Peter’s.
Principals’ Retreat
The theme for the retreat was very timely: “Come Aside... and Rest Awhile.” Bishop Eugene Hurley DD facilitated over two days for principals and CEO Leadership who gathered at Kakadu on 23 and 24 February 2013.

Made in the Image of God Conference
Ten representatives of Catholic Education NT attended this conference on 21 and 22 May in Adelaide. The conference was hosted by Catholic Education South Australia. The conference theme was Loved into Existence, Existing for Love. The three key note presenters were Fr Phillip Marshall, Melinda Tankard Reist and Rev Fr Laurence McNamara.

Catholic Identity Day for All Staff
Fr Elio Capra returned for the second year to present to all staff in all schools. The topic this year was Echoes of the Dreamtime - Scripture Alive and Active. The primary day for Darwin schools was at St Paul’s Catholic Primary School, Nightcliff. The secondary day was hosted at MacKillop Catholic College, Palmerston giving participants the opportunity to see the new college. Fr Elio visited all other schools with the exception of Our Lady of the Sacred Heart Catholic College, Alice Springs.
An Education Officer RE joined the Catholic Identity team at the beginning of 2012. Schools were visited to establish goals for the year. Regular visits occurred and Professional Development was provided at the request of schools.

During Term 4, a project was developed to encompass a range of initiatives to enhance leadership of Indigenous teachers and assistants in curriculum in the three areas of:

- Indigenous Staff Leadership Development
- Family and Community Engagement
- Student Engagement in the Northern Territory Certificate of Education and Training.

From SharePoint to the Learning Platform

The RE web page of SharePoint was developed early in the year providing schools with access to Religious Education curriculum, resources and links. During Term 4, the RE Learning Space on the Learning Platform was established and in time will replace SharePoint as all schools gain access.
TEACHING AND LEARNING

Australian Curriculum

The implementation of the Australian Curriculum continued to be a significant aspect of the Teaching and Learning Team’s work with schools throughout 2012, particularly in English and Mathematics T-10. This work complemented work undertaken by a cross-sectoral working group commissioned by the NT Board of Studies to develop policy on curriculum T-10 to cover the transition from the Northern Territory Curriculum Framework (NTCF) to the Australian Curriculum. The working group has consulted extensively on draft policy and guidelines content with the expectation it will be adopted early in 2013.

The Teaching and Learning Team supported schools in the implementation of the Australian Curriculum English and Mathematics T-9 in all schools. Significant work was also undertaken in assessment and reporting of learner achievement against the Australian Curriculum achievement standards. Science teachers at O’Loughlin Catholic College and History teachers at St John’s Catholic College trialled the respective curricula and completed planning and feedback sessions regarding programming, assessment and reporting.

For senior years curriculum, Catholic Education Office (CEO) staff provided advice to the NT Board of Studies through a cross-sector working group, and supported the expansion of NTCET subjects offered by Indigenous Catholic Community Schools (ICCS). MacKillop Catholic College, Palmerston, St Joseph’s Catholic College, Katherine (application to offer Years 11/12) and St Joseph’s Catholic Flexible Learning Centre, Alice Springs undertook significant development work relating to the middle years and transition to the senior years.

Both programs were published and accessed on SharePoint by urban schools. During Semester 2, work began to align both programs with the Australian Curriculum. Modifications included the development of Learning and Achievements Statements and the replacement of Band Levels with Year Levels aligned to the Australian Curriculum. Modifications are expected to be completed early 2013. A Scope and Sequence was also developed and published.

Literacy and Numeracy

Literacy and numeracy professional learning were a focus in the ICCS and an increasing number of urban/provincial schools in 2012. ESL and literacy professional learning and services were provided to meet the learning needs of schools and included the Graduate Certificate in Teaching English to Speakers of Other Languages (TESOL), Scaffolding Literacy, Teaching Handwriting, Reading and Spelling Skills (THRASS), Accelerated Literacy and pedagogies for teaching “English as an Additional Language Dialect” (EAL/D). Professional learning in teaching of numeracy included Count Me in Two and on-site support from the Education Officer - Numeracy.
Review of Catholic Education NT Special Education Services

A review of special education services to Catholic schools occurred throughout 2012, with a report and recommendations being provided to the Director of Catholic Education in August 2012. The review process included the appointment of an external consultant, interviews with principals and staff, briefings, visits to schools, an online survey and analysis of responses.

The review addressed:
- issues and complexities faced in accessing appropriate and timely levels of services and support required by schools,
- current existing services and their effectiveness, and
- recommendations for a future service model to meet the needs of Catholic schools in the future.

The review enabled the new Special Education Team (SET) to identify clearly the implications of their core work in support for principals and teachers, enabling processes in identification, intervention planning and activities, and review and evaluation of services by providers and agencies.

A further focus for the Special Education Team was on resourcing for students with disabilities, which is vital to the continuous services in supporting student learning. Bishop Eugene provided a challenge for Catholic education to pursue and develop a holistic model for the well-being of our students, including strategies and ties with other agencies and government bodies, particularly in the area of health.

Staff appointments were made during the year, and by the end of 2012, appointments were made to an Inclusion Support Team, the new name reflecting the scope of the Team’s work.

Smarter Schools National Partnership

Catholic schools in the Northern Territory participated in the government’s Smarter Schools National Partnership (SSNP). The Partnership is an initiative of both the Australian Government and the State and Territory Governments and is aimed at addressing disadvantage, supporting teachers and school leaders and improving literacy and numeracy.
National Partnership Project – More Support for Student with Disabilities

Funding through this project supported professional learning and support for teachers to develop education adjustment plans with specialist support including psychotherapy (emotional health and wellbeing), speech pathology, occupational therapy, autism and critical incident support. The National Partnership has enabled this support to supplement the work of the Education Officers.

Early Childhood Education

The focus in early childhood education in 2012 was implementation of legislation pertaining to Early Learning Centres (ELC) and Out-of-School Hours Care (OHSC). In addition to professional learning and on-site visits, support was provided to Early Years educators through the Early Years Network. Some work was undertaken in developing common policies and procedures to support ELCs and OHSC services to meet regulations and registration requirements. This work will be ongoing in 2013.

National Partnership Project – Perceptual and Motor Foundations

A National Partnership Project – Perceptual and Motor Foundations, led by the Occupational Therapist, Mr Greg Wills, substantially concluded in 2012. The intent of the project was to measure child development and selected pre-literacy skills in children in preschool and transition classes in four ICCS early childhood education locations. Students were assessed with the Stepping Stones Developmental Checklist, the Beery Developmental Test of Visual-Motor Integration (VMI) - a test of visual-motor skills, and the Automated Working Memory Assessment (AWMA) – auditory and visual short-term memory sub-tests. Assessment activities were completed and a summary of student results was provided to each school. Functional outcomes of the project, namely skill status on each child assessed, have been shared with school management of each participating school and early childhood teachers. The report concluded the importance of teachers to assess student skills early in the year to understand what level to teach students, and to monitor progress throughout the year. It also highlighted the lack of an Early Childhood ‘standard’ in programming across schools.

The Australian Teacher Performance and Development Framework

In 2012, the Australian Government agreed on the Australian Teacher Performance and Development Framework. CENT contributed at a national level and held a number of consultation and information sessions in the NT on national teacher standards, principal standards and Highly Acclaimed and Lead Teacher accreditation (HALT).
ICTs for learning and website development

2012 saw significant implementation of the Civica Learning Platform in the CEO and Catholic schools. A Project Team was formed, implementation Project Plan developed, and training provided for CEO staff and ‘champions’ in twelve out of seventeen of the CENT schools. Currently each urban school has identified (at least) two ‘champions’ and they have received training. In implementing the Learning Platform, the Teaching and Learning Team increasingly used the Platform as a repository for the provision of resource collections for use by schools, with the intent for the Platform to be a major avenue of collaboration and communication between the CEO and schools. The Special Education Team, for example, used the Learning Platform to provide information for schools on access and strategies such as occupational therapy, speech pathology, mental health and support for academic learning.

In a partnership with Catholic Education SA and Bridgehead, the CEO and ten schools developed new websites in 2012. The websites have provided a fresh, contemporary public interface with the wider community. School Annual Reports are published on schools’ websites.

The School Improvement & Renewal Framework (SIRF)

A review of the SIRF commenced in 2012 led by a review team that included principal, deputy principal representation, members of the CEO and external critical friends. It is expected that work on ‘SIRF 2’ would be completed in early 2013, and implementation in Term 2 of 2013.

The focus of SIRF 2 is school improvement, namely:

- ‘Improvement culture’ as a theme through the framework: Improvement is everyone’s business
- School planning - more emphasis on the 4-5 year School Strategic Plan (SSP) as the main driver for improvement with explicit, robust and achievable goals, targets, strategies and performance measures more, and more direct links to the Annual School Improvement Plan (ASIP).

Annual ‘SIRF meetings’ between the CEO Executive and school leadership teams occurred in each school, with varying emphasis on content and format depending on where the school was positioned in the SIRF school improvement cycle. Discourse and Discernment was an integral part of some SIRF meetings in 2012, with discussions between the Indigenous leadership teams and community with CEO leadership. Topics included assessment and reporting, and a re-launch of the Growing Our Own pre-service teacher education program at Ltyentye Apurte Catholic School, Santa Teresa.
Australian Government Quality Teacher Program

The Australian Government Quality Teacher Program (AGQTP), a Commonwealth program provides funding to non-government educational authorities in each state and territory to improve the quality of education delivered to Australian primary and secondary students. The funding supports schools to run a variety of projects and activities that offer on-going professional learning for teachers and school leaders.

Advanced Skilled Teacher Recognition

Congratulations to the following teachers who received Advanced Skilled Teacher Level 1 recognition as from the first day of the school year in 2013:

Veronica Niland                  St Francis of Assisi Catholic Primary School, Humpty Doo
Margie Talbot                    St Francis of Assisi Catholic Primary School, Humpty Doo
Veronica Perez                   OLSH Catholic College, Alice Springs
Wayne Eglinton                   OLSH Catholic College, Alice Springs
John O’Brien                    OLSH Catholic College Alice Springs

Congratulations to Kristy Jeffery of O’Loughlin Catholic College, Karama who has been awarded Advanced Skilled Teacher Level 2 status from the first day of the school year in 2013.

Teaching and Learning and Community and Culture

Policy for the study of Aboriginal and Torres Strait Islander languages and cultures in Catholic schools

In 2012, the Catholic Education Council NT (CEC NT) requested that the Teaching and Learning Team develop a Policy on Indigenous Languages and Cultures, which was approved in November 2012. The policy addresses the teaching of Indigenous languages and cultures in NT Catholic schools. The Australian Curriculum cross-curricula priority, Aboriginal and Torres Strait Islander histories and cultures provides a conceptual framework for programs.

The delivery of well-implemented Indigenous Language and Culture programs will enable all students in general to gain a deeper understanding and appreciation of Aboriginal and Torres Strait Islander histories and cultures and will enable Indigenous students in particular to strengthen their unique identity as Indigenous Australians. They also promote a strong sense of identity and increase the level of Indigenous community engagement in schools.
The policy contributes to the core goals of working in partnership with students, parents, parishes and the wider community to provide a stimulating and effective learning environment which develops the spiritual, social, emotional, physical and intellectual potential of each of the students in the school’s care.

Policy for Bilingual Education in Indigenous Catholic Community Schools 2012

A policy for Bilingual Education in Indigenous Catholic Community Schools 2012 was developed in 2012. A bilingual program, to be identified within the school’s strategic plan, is the planned use of more than one language of instruction to implement the mandated curriculum within a school. A bilingual model can be considered for schools where students who are speakers of an Indigenous Australian language other than English as their first language, and are learning through English as a Second Language or an Additional Language, are the majority.

Terms of Reference (ToR) were also developed for Reference Groups involved in developing a proposal for bilingual education in an ICCS. In developing the policy, processes included a literature review, consultations with ICCS, and discussion at Standing Committee and Council meetings.

The policy advises intending schools on program development, implementation and evaluation, and on the responsibilities of the CEO, principals, teachers and assistant teachers and the school community.
LEADERSHIP

Project Management Framework

The Project Management Framework (PMF) was initiated and developed in 2011 at the Catholic Education Office (CEO). The CEO provided training and face-to-face support to team leaders and members at schools and the CEO in its implementation during 2012. The training introduced staff to principles and procedures in monitoring and accountability in project management. The CEO continuously provides support, guidance and advice to project teams in schools and within the CEO through access to project management tools and resources, regular teleconferences and meetings and scheduled school visits. The process provides transparency and aims to bring projects to a successful conclusion.

Projects managed by the CEO are funded through various Australian Government initiatives. Projects that operate under the PMF are those that require significant resourcing or change.

During 2012 multiple initiatives continuing from the Australian Government has meant greater focus on reform within schools with a particular focus on Indigenous Catholic Community Schools (ICCS).

All schools and the CEO now have the additional responsibility to ensure the success of their projects and being accountable through the PMF process.

The following projects have been undertaken during 2012 under the Australian Government initiative Smarter Schools National Partnership (SSNP) in our schools as listed on next page:
<table>
<thead>
<tr>
<th>Project name</th>
<th>Location</th>
<th>Australian Government Initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td>P-12 Educational Precinct</td>
<td>Xavier Catholic College and Murrupurriyayanuwu Catholic Primary School</td>
<td>Smarter Schools National Partnerships (SSNP)</td>
</tr>
<tr>
<td>Counselling for Health</td>
<td>Xavier Catholic College and Murrupurriyayanuwu Catholic Primary School</td>
<td>SSNP</td>
</tr>
<tr>
<td>Japalinga Mob</td>
<td>Xavier Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Ngambara Fimihywit</td>
<td>St Francis Xavier Catholic School</td>
<td>SSNP</td>
</tr>
<tr>
<td>World Learning Opportunities</td>
<td>Ltyentye Aputre Catholic School</td>
<td>SSNP</td>
</tr>
<tr>
<td>Rainbows and Revolutions</td>
<td>Ltyentye Aputre Catholic School</td>
<td>SSNP</td>
</tr>
<tr>
<td>Engaging Urban Students</td>
<td>St Joseph’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Site Based Professional Learning</td>
<td>St John’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Student Well Being Wrap</td>
<td>St John’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Family and Community Engagement</td>
<td>St John’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Senior Years</td>
<td>St Joseph’s Catholic College</td>
<td>School funded</td>
</tr>
<tr>
<td>AFL School of Excellence</td>
<td>St John’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Investing in Local Schools</td>
<td>Sacred Heart Catholic Primary School</td>
<td>Investing in Local Schools</td>
</tr>
<tr>
<td>Special Needs</td>
<td>Our Lady of the Sacred Heart Thamarrur Catholic College</td>
<td>Special Needs</td>
</tr>
<tr>
<td>Student Anchor Partnership</td>
<td>St John’s Catholic College</td>
<td>SSNP</td>
</tr>
<tr>
<td>Da Ngimalmin</td>
<td>Our Lady of the Sacred Heart Thamarrur Catholic College</td>
<td>Da Ngimalmin</td>
</tr>
<tr>
<td>Growing Our Own</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Indigenous Catholic Community School</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Indigenous School Leadership</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Literacy and Numeracy Training</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Discourse and Discernment</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>ESL Course Participation</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Remote Employee Assistance Program</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>School Improvement and Support</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Asset Management</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Managing Today’s Workforce for Tomorrow</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Motor and Perceptual Foundation</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>School Nutrition Program</td>
<td>ICCS</td>
<td>School Nutrition</td>
</tr>
<tr>
<td>Additional Teachers</td>
<td>ICCS</td>
<td>Additional Teachers</td>
</tr>
<tr>
<td>Creating Real Jobs</td>
<td>ICCS</td>
<td>Creating Real Jobs</td>
</tr>
<tr>
<td>Sacred Journey</td>
<td>ICCS</td>
<td>SSNP</td>
</tr>
<tr>
<td>Project Management</td>
<td>Systemic</td>
<td>SSNP</td>
</tr>
<tr>
<td>RM Learning Platform</td>
<td>Systemic</td>
<td>Empowering Local Schools</td>
</tr>
<tr>
<td>Strategic Coordination</td>
<td>Systemic</td>
<td>SSNP</td>
</tr>
</tbody>
</table>
Sample of ongoing project

P-12 Educational Precinct

Xavier Catholic College and Murrupurtiyanuwu Catholic Primary School – Wurrumiyanga

Vision

To streamline and improve the delivery of education from Pre-School to Year 12 by developing a Catholic Education Precinct and building sustainable systems across two campuses.

Overview

Both schools consulted at length on this issue and unitedly proposed:

- Alignment of operational policies
- Utilisation of personnel over both campuses
- Reviewing structure across both schools
- Completing a single school implementation plan for 2012

Summary

Leadership and staff of both schools have been motivated and energised to maximise the use of resources and streamline operations of both schools creating a positive change that will contribute to the efficient and effective delivery of education to students attending both schools. It is anticipated that this project will continue through to the end of 2013.
COMMUNITY AND CULTURE

The Community and Culture Standing Committee with six members was established to support the Catholic Education Council (NT) in 2012 and met once each term.

The following issues were considered through discussion, review and follow up:

- Review of Terms of Reference of the Committee
- Linked Terms of Reference to School Improvement & Renewal Framework as a key directional element
- Review of goals and key objectives of the Committee
- Established communication with all schools regarding the committee’s key goals and objectives
- Linked the work of the Committee to Catholic Identity and Teaching and Learning meetings
- Workshopped draft policy documents on Bi-lingual Education
- Presented papers on Bi-lingual Education to the Catholic Education Council NT
- Promoted the inclusion of ICCS in the Catholic Music Festival and invited students from Lytentye Apute Catholic School, Santa Teresa and St Francis Xavier Catholic School, Nauiyu to perform at the CEO.
The Pastoral Care and Wellbeing (PCWB) Standing Committee of the Catholic Education Council (NT) was established in 2011 with seven members. During 2012 members met each term and focussed their discussions in addressing the goals of the PCWB section of the CEO Strategic Plan: Towards 2017, to ensure that all schools in the Diocese had a PCWB Committee firmly established as part of their school structure.

To support the work of the Committee, a Wellbeing Facilitators Network Meeting was introduced in Semester 2, with a representative from each school attending. The introduction of this network meeting linked with Goal 2 of the CEO Strategic Plan and action plan to “support all CEO schools in establishing whole-school cultures of well-being that nurtures students, staff and families to strengthen their Social and Emotional Wellbeing.”

Many of the schools had already introduced KidsMatter, an organisation with a unique partnership between education and health. KidsMatter provides a framework for schools to support students in the area of student wellbeing. With the PCWB’s close links to Workplace Health and Safety the needs of staff were also addressed. The first Wellbeing Facilitators’ Network Meeting in association with KidsMatter provided a training day on Staff Matters, presented by a MindMatters NT facilitator. Topics addressed during the day included:

- Mental Health
- Why is staff wellbeing important?
- Happiness
- Collegiality
- Trust
- Positive thinking
- Stress in the workplace

During 2012, the CEO continued its partnership with CatholicCare NT to provide an effective counselling service to the students and staff in all our schools. The review of the Special Education services provided by the CEO made recommendations that would enable staff to meet the needs of students more effectively. Special Education was re-named as Inclusion Support Services to better reflect the range of services provided to schools.

At the Network Meeting in Term 4, the Wellbeing Facilitators addressed their priorities for 2013 and identified four main theme areas. Meetings in 2013 will focus on:

- Staff Wellbeing
- Social Emotional Learning
- Positive Behaviour Strategies
- Professional Learning

In 2013, the PCWB will focus on providing direction for schools by formulating a system policy for Pastoral Care and Wellbeing.
FINANCE, FACILITIES AND RESOURCES

Finance
The main areas of focus during 2012 were:

- National Partnerships
- Gonski Review (Federal funding allocation to schools)
- NT Government funding review
- Construction of MacKillop Catholic College

National Partnerships
During 2012 there was a focus on improving budgeting for and reporting of National Partnerships projects. There is now a process of regular reporting from each of the projects to the Project Governance Group.

Gonski Review (Federal funding allocation to schools)
The Australian Government’s Review of Funding of Schooling was finalising its report at the end of 2011. The Catholic Education Office participated in the review by making representations at review panel hearings and providing written submissions. The Office also participated in the preparation of submissions by the National Catholic Education Commission. More detailed work concerning the implementation of the review recommendations were undertaken during 2012, with the most likely implementation date being the start of 2014.

NT Government Funding Review
The Northern Territory Department of Education and Training initiated its own review of the funding mechanism as a result of the Gonski Review for non-government schools. The aim was to identify all cost then simplify the calculation of the funding amounts, remove any special deals that were in place for certain schools, and provide more funding certainty and transparency to non-government schools. The new arrangements will be in place for the 2013 calendar year.
Construction of MacKillop Catholic College (MCC)

The College opened in February 2012, however, not at the school site but at the Palmerston Campus of the Charles Darwin University. The College began with an enrolment of 95 students. The support provided by the University in making their facilities available was crucial to the success of the college during the first ten weeks. The effort of the Principal and her staff was exemplary in a very challenging environment.

The College moved to its own site at the end of Term 1, 2012. A staged occupation of the site then took place until the beginning of Semester 2, 2012. The College was officially opened by the Minister of Education and blessed by Bishop Eugene Hurley on 22 May 2012. The completion of the building of MacKillop Catholic College required managing a substantial amount of resources, beyond what was envisaged. Unfortunately, there were significant over-runs in both the budget and programme which challenged the operations of the College in its inaugural year. The logistical difficulties were immense.

Stage 2 of the College has now been fully developed and documented with the assistance of the Principal and staff. The application for Stage 2 of the College which focuses mainly on specialist areas for the delivery of curriculum for Years 11 and 12 was submitted in June 2012. The other areas included in this stage are: a student service area, undercover area and some additional classrooms. With the recent change in Government, the decision on the application has been delayed and a response is expected by the end of January 2013.
School Registration
A program and process of Routine Assessment that commenced in 2011 continued into 2012 to ensure that Non-Government schools were complying with registration under the NT Education Act.

A panel was established by the Minister of Education and assessors were selected from this panel. This panel of experts carried out the assessments.

The routine assessment schedule means that every school will be assessed over a five year period.

The following Catholic Schools were assessed in 2012:

<table>
<thead>
<tr>
<th>ASSESSMENT YEAR</th>
<th>CYCLE 1 - Terms 1 &amp; 2</th>
<th>CYCLE 2 - Terms 2 &amp; 3</th>
<th>CYCLE 3 - Terms 3 &amp; 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>Our Lady of the Sacred Heart Catholic College</td>
<td>Xavier Catholic College</td>
<td>St Mary’s Catholic Primary School</td>
</tr>
<tr>
<td></td>
<td>St Paul’s Catholic Primary School</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Facilities and Support
Consequent to the impact the Daly River flood had on resources in February 2011, the Catholic Education Office (CEO) developed improved guidelines and procedures to handle such challenges in 2012.

Historically work has been more focussed on our Indigenous Catholic Community Schools (ICCS). However, in the last two years (2011-2012) the CEO’s concentrated engagement in the completion of building MacKillop Catholic College at Palmerston has dominated over other priorities.
**Staff Housing in Indigenous Catholic Community Schools (ICCS)**

Currently the CEO assists schools in the management of the staff housing; there are now 78 houses/units on the Asset Register, five more will be added from the development at Wadeye South in June next year.

Most of the housing stock is 30-40 years range in age. These houses require further refurbishment and constant maintenance. The challenge is to determine the provision of more cost efficient accommodation and at the same time improved quality on the existing stock. Feedback received from schools suggests better use of the land on which the current houses exist, in particular some of the older stock earmarked for retirement be demolished and unit type accommodation be constructed on the lines of the units recently constructed in Santa Teresa. Construction of units will meet increased accommodation needs and will reduce the cost of overall repairs and maintenance at ICCS.

Listed below are some of the works carried out in 2011-2012:

- **Wurrumiyanga:**
  - Two low set 2-bedroom units and 1 bedroom triplex units were completed for occupation for the commencement of 2012. Both have received positive feedback from the schools.
  - The Brother’s House was refurbished at the end of 2012 school year to provide accommodation for up to five staff members. These works included upgrading of all wet areas, improved laundry facilities and improved security. A kitchen refurbishment is planned to occur during the bush break in 2013 to further improve the amenities.

- **Wadeye:**
  Thamarrurr Development Corporation was engaged to Design and Construct of seven 2-bedroom houses for teacher housing. Construction of the units began in September 2012. Two houses were handed over for use with the remainder to be completed in June 2013.

- **Santa Teresa:**
  One triplex has been completed.

- **Naiyu (Daly River)**
  - The recovery work from the 2011 flood at Daly River concluded after a full 12 months of staged re-building while ensuring the least disruption to staff and the operation of the school. Flood proofing initiatives were adopted while re-building through the installation of stainless steel kitchen cupboards, shelving and replacing fixed wardrobes with mobile units in staff housing.
  - A draft Emergency Plan to cope with potential future flooding in the community was developed.
Capital Works

Building Education Revolution (BER) Projects - Wurrumiyanga and Wadeye

The last of the Building Education Revolution (BER) projects at Murrupurtiyanuwu Catholic Primary School, Wurrumiyanga and Our Lady of the Sacred Heart Thamarrurr Catholic College (OLSHTCC), Wadeye were completed in 2012.

Construction and refurbishment plans and projects

Our Lady of the Sacred Heart Thamarrurr Catholic College (OLSHTCC), Wadeye:

• An application for funding a new classroom block at OLSHTCC was approved by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) in July 2012. This is the beginning of a program to replace the primary classrooms at OLSHTCC. The estimated total replacement cost of the program is $12 million. The first $2.2 million will allow for the construction of a block with four classrooms with ablution facility. This construction is expected to be completed in September 2013.

• The CEO and Indigenous leaders are working towards developing a master plan of the primary campus. This plan is significant to meet the future educational and social needs of the community. The first stage of works is planned to commence in 2013 with the building of four new teaching classrooms and associated facilities.

Murrupurtiyanuwu Catholic Primary School and Xavier Catholic College, Wurrumiyanga:

BGA applications for design of the refurbishment of the early transition classrooms and music facilities projects are planned for construction in 2013.

Ltyentye Apurte Catholic School, Santa Teresa: An eating enclosure around the canteen and hand washing facility are planned for construction in 2013, which is essential to the health and well being issue of the school community.
Asset Management Project

Through National Partnership (NP) funding, a project was approved to develop an Asset Management System, first for the ICCS and then to be piloted by an urban school. Some preliminary work that was initiated in 2011 continued into 2012. The project was put on hold for seven months during 2012 due to the resignation of a staff member who lead this project. However, information collected through the normal course of our work will form a significant part of the data base for the AMS. In November 2012 the CEO re-negotiated the staff member’s re-appointment to the project which enabled the project to continue. The Project Plan has recently been updated and testing of the system should be completed by end 2013.

Trade Trading Centres (TTC)

This is an Australian Government program that allows secondary schools the opportunity to apply to construct and or refurbish Vocation Education Training (VET) facilities.

Our Lady of the Sacred Heart Thamarrurr Catholic College at Wadeye had their application approved in 2009 and construction began in 2010 with a new automotive facility being completed. Refurbishment of the woodwork and metalwork facility began in 2010 and was completed at the end of Semester I, 2011. Refurbishment of the kitchen facility began in March 2011 and was completed at the end of 2011. Certification in Mechanics and Construction began in Semester 2. Certificate program in Hospitality will be offered in 2012.

Xavier Catholic College, Wurrumiyanga submitted an application for a Trade Training Centre in 2010 which was approved in November 2010. This includes an extension to the kitchen facility and a refurbishment of the woodwork and metalwork facility. This work began in April 2011 and was completed in November 2011. Certificate programs in Construction and Hospitality were offered in 2012.
The National Secondary School Computer Fund (NSSCF) and the Digital Education Revolution (DER)

Funding for this program began in 2009. The focus of the program this year was to finalise the installation of the 1:1 computers and to upgrade each schools IT infrastructure to enable them to support this installation. The schools are advised and supported by the IT Department of the Catholic Education Office.

On cost funding under this program plays a key role as it allows schools to ensure that the computers that have been placed in schools are used effectively. The On Costs have four strand areas that schools have to report on. They are:

- Leadership
- Infrastructure
- Learning Resources
- Teacher Capability

Funding needs to be spent on all these areas. The adjacent tables indicate computer allocation and the On Cost funding made available under each component.

### Digital Education Revolution (2:1)

<table>
<thead>
<tr>
<th>School</th>
<th>No. of computers funding approved</th>
<th>@ $1000 per unit</th>
<th>On cost funding approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>O’Loughlin Catholic College</td>
<td>115</td>
<td>115,000</td>
<td>132,000</td>
</tr>
<tr>
<td>St John’s Catholic College</td>
<td>89</td>
<td>89,000</td>
<td>88,500</td>
</tr>
<tr>
<td>Our Lady of the Sacred Heart Catholic College, Alice Springs</td>
<td>157</td>
<td>157,000</td>
<td>210,000</td>
</tr>
<tr>
<td>Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye</td>
<td>60</td>
<td>60,000</td>
<td>90,000</td>
</tr>
<tr>
<td>Xavier Catholic College, Bathurst Island</td>
<td>13</td>
<td>13,000</td>
<td>19,500</td>
</tr>
<tr>
<td>St Joseph’s Catholic College, Katherine</td>
<td>15</td>
<td>15,000</td>
<td>22,500</td>
</tr>
<tr>
<td>Lytentye Catholic School, Santa Teresa</td>
<td>7</td>
<td>7,000</td>
<td>10,500</td>
</tr>
</tbody>
</table>

In Semester 2 2012 the first part of sustainability was to become available, however this has been held up by adjustments to the program.

### Digital Education Revolution (1:1)

<table>
<thead>
<tr>
<th>School</th>
<th>No. of computers funding approved</th>
<th>@ $1000 per unit</th>
<th>On cost funding approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>O’Loughlin Catholic College</td>
<td>157</td>
<td>157,000</td>
<td>116,274</td>
</tr>
<tr>
<td>St John’s Catholic College</td>
<td>170</td>
<td>170,000</td>
<td>111,233</td>
</tr>
<tr>
<td>Our Lady of the Sacred Heart Catholic College, Alice Springs</td>
<td>151</td>
<td>151,000</td>
<td>127,162</td>
</tr>
<tr>
<td>Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye</td>
<td>37</td>
<td>37,000</td>
<td>45,031</td>
</tr>
<tr>
<td>Xavier Catholic College, Bathurst Island</td>
<td>26</td>
<td>26,000</td>
<td>8,401</td>
</tr>
<tr>
<td>St Joseph’s Catholic College, Katherine</td>
<td>24</td>
<td>22,000</td>
<td>10,082</td>
</tr>
<tr>
<td>Lytentye Catholic School, Santa Teresa</td>
<td>22</td>
<td>9,000</td>
<td>4,705</td>
</tr>
<tr>
<td>St Francis Xavier Catholic School, Daly River</td>
<td>9</td>
<td>9,000</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Block Grant Authority NT (BGA)

The Block Grant Authority (BGA) is a program approved by the Australian Government to assist schools with capital programs. Applications are first reviewed by the Northern Territory Block Grant Authority Board of Management and then assessed by the Block Grant Authority Priorities Committee. Seven schools were successful with their applications and are listed below:

### Block Grant Authority (BGA) 2013 General Schedule

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>GRANT ($)</th>
<th>DESCRIPTION</th>
<th>PROJECT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Holy Family</td>
<td>4,954 + 35,046 INT</td>
<td>Painting of external walls for 2 blocks of school classrooms</td>
<td>03001/1</td>
</tr>
<tr>
<td>2 Holy Spirit</td>
<td>56,084.00</td>
<td>Refurbish admin and front office area. Incorporates admin, finance centre + First Aid area</td>
<td>02076/1</td>
</tr>
<tr>
<td>3 O’Loughlin Catholic College</td>
<td>91,500.00</td>
<td>The main College Toilet, Shower &amp; Change room facilities have not been upgraded since construction over 20 years ago. Facilities are showing serious signs of age and the entrance to the area no longer meets appropriate design standards for ablution facilities. These facilities are accessed by entire student cohort</td>
<td>06880/1</td>
</tr>
<tr>
<td>4 OLSH College, Alice Springs</td>
<td>47,600.00</td>
<td>Refurbish Girls &amp; Boys Toilets at Bath St Campus on all 3 levels</td>
<td>77291/1</td>
</tr>
<tr>
<td>5 St Francis of Assisi</td>
<td>11,954.00</td>
<td>Due to increasing number of families enrolling at St Francis, the traffic using the only access into and out of the school has increased. Safety has become a real issue as the current fencing &amp; gates are not suitable to direct the increasing traffic flow. The project includes widening school front gate and replacement of front fencing to clearly define access</td>
<td>15426/1</td>
</tr>
<tr>
<td>6 St Paul’s School</td>
<td>180,000.00</td>
<td>Remove asbestos lined rooms; create stage area for multipurpose use - arts/crafts</td>
<td>02071/1</td>
</tr>
<tr>
<td>7 St Francis of Assisi</td>
<td>15,288 INT</td>
<td>Provision of doors between classrooms</td>
<td>15426/2</td>
</tr>
<tr>
<td>8 CEO Admin</td>
<td>122,670.00</td>
<td>BGA administration allowance for 2013</td>
<td>08858/AD</td>
</tr>
</tbody>
</table>

### Occupational Health and Safety/Human Resources

Catholic Education is committed to providing and maintaining a safe and healthy workplace through compliance with legislation and self insurer standards. To ensure Catholic Education meets its Work Health and Safety (WH&S) obligations the Director of Catholic Education through the WH&S Consultative Committee annually reviews the WH&S Policy. During 2012 the WH&S Policy was reviewed in line with the changes to Legislation.

### Harmonisation of Legislation

Catholic Education has undertaken a number of activities in response to the introduction to the Northern Territory of the Work Health & Safety (National Uniform Legislation) Act on January 1st 2012. A number of key WH&S procedures, forms and checklists were revised. In particular, the risk management component of the Catholic Education Safety Management System was completely revised and updated. A new procedure WH&S Issue Resolution was also developed and distributed.

### Work Health & Safety (WH&S) Consultative Committees

The WH&S Consultative Committee is the principal consultative forum for Catholic Education and continued to meet throughout 2012. The role of the committee is to develop, implement and review measures designed to protect the health and safety of employees and the organisation’s community at schools, colleges and Catholic Education office. Membership of the committee consists of leadership and staff representing schools, colleges and Catholic Education office.
All Catholic Education schools and colleges have in place a WH&S Committee that meets at least once a term. This consultative forum is used to review hazard and incident reports, raise and discuss WHS issues, plan, implement, measure and evaluate management systems.

**Work Health & Safety Training**

WH&S training was provided to staff during 2012. Due diligence workshops for all staff defined as ‘Officers’ under the Work Health and Safety (National Uniform Legislation) act & Regulations were mandated for all principals and those in leadership positions and workshops are ongoing. In addition, WH&S awareness and risk management workshops have been mandated for all employees. A training matrix has been developed that defines WH&S training requirements for all staff.

**Safety Management System**

The Catholic Education safety management system was developed in 2009 and work has been ongoing to integrate safe work practices into all areas of schools to reduce the incidence and severity of workplace injuries and illness. To assist with implementing the safety management system WHS Coordinators have been appointed in each school and college and a Manager WHS to support the coordinators and worksites. The Manager WHS maintains regular communication with the coordinators, principals and staff through provision of information, training, network meetings and regular site visits.

**Self Insurer Audits**

As a self insurer Catholic Education is required to undergo external audits against the National Self Insurer Audit Standard. During 2012 an external WHS Consultant was engaged to conduct audits in nine schools using a number of elements from the self insurer audit tool. The results of the audits were compiled into an action plan and presented to all schools for their follow-up and action. These audits found that the implementation of the safety management system is well progressed, however additional work needs to be done to comply with the national self insurer standards. The remaining schools and colleges will be audited against different elements from the self insurer audit tool during 2013.
Orientation
At the beginning of the school year, WHS orientation is provided for all new staff and leadership. All schools and colleges have implemented a WHS orientation program for new employees.

Strategic Plan
During 2012 a WHS Strategic Plan was developed in consultation with the WHS Consultative Committee who monitor and review the plan. Catholic Education safety vision is the driver of change in a number of key areas:

- have a strong, sustainable and visible leadership in workplace health and safety
- have the competence to identify hazards and ensure that risks are effectively controlled
- have a workforce that is fully engaged in health and safety
- raise standards and continually improve our health and safety performance
- have effective systems of communication for health and safety issues

WHS Improvement Strategies
Measures taken during the year to ensure the health and safety of employees and visitors in the workplace include:

- revised WHS policy
- revising the risk assessment process
- reviewing and updating WHS policies and procedures to conform with new legislation
- reviewing Key Performance Indicators (KPI) term reports and revising to Performance Indicators in 2013
- external audits
- due diligence training
During April, 2012 two school injuries were notified to NT WorkSafe under Section 35 of the Work Health & Safety (National Uniform Legislation) Act, 2011. On the 8th November, 2012 two members of staff were tragically killed in a road accident on their way to work. The two deaths were also notified to NT WorkSafe under the same requirements of legislation.

To ensure provision of a safe and healthy environment and compliance with legislation, the following tasks were performed by the CEO during 2012 to improve and maintain facilities for those who occupy and visit the CEO and school facilities.

- Test and Tag electrical appliances and electrical audits in staff housing in our communities.
- Third party independent audits conducted on Asbestos Containing Materials (ACM) within the CEO/school facilities with further audits planned for annual inspections and formalisation of CEO’s Policy on the Safe Management of ACM.
- Development of handbooks for staff living in our staff housing which will include important and relevant information regarding issues such as ACM, electrical safety.
- Providing assistance to schools in the drafting of Emergency Plans for events such as the flood in Daly River or cyclones.
- Workshop for Due Diligence conducted by Catholic Church Insurance.

Workers Compensation

The table below shows the number of workers compensation claims per year for the last 4 years:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>24</td>
<td>22</td>
<td>21</td>
<td>23</td>
</tr>
</tbody>
</table>

Slips/trips/falls accounted for the majority of claims, closely followed by muscular stress and being struck by moving objects. The causes of slip/trip fall injuries were predominantly from housekeeping, grounds and maintenance issues.

Notifiable Incidents

During April, 2012 two school injuries were notified to NT WorkSafe under Section 35 of the Work Health & Safety (National Uniform Legislation) Act, 2011. On the 8th November, 2012 two members of staff were tragically killed in a road accident on their way to work. The two deaths were also notified to NT WorkSafe under the same requirements of legislation.

Implementation of WH&S by CEO Facilities Support

To ensure provision of a safe and healthy environment and compliance with legislation, the following tasks were performed by the CEO during 2012 to improve and maintain facilities for those who occupy and visit the CEO and school facilities.
### SCHOOL ENROLMENTS 2012

<table>
<thead>
<tr>
<th>School Name</th>
<th>Primary</th>
<th>Secondary</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>St Mary's Catholic Primary School, Darwin</td>
<td>194</td>
<td>0</td>
<td>194</td>
</tr>
<tr>
<td>St Paul's Catholic Primary School, Nightcliff</td>
<td>257</td>
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<td>257</td>
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<tr>
<td>Holy Spirit Catholic Primary School, Casuarina</td>
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<td>275</td>
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<tr>
<td>Holy Family Catholic Primary School, Karama</td>
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<td>0</td>
<td>182</td>
</tr>
<tr>
<td>Sacred Heart Catholic Primary School, Palmerston</td>
<td>234</td>
<td>0</td>
<td>234</td>
</tr>
<tr>
<td>St Francis of Assisi Catholic Primary, Humpty Doo</td>
<td>238</td>
<td>0</td>
<td>238</td>
</tr>
<tr>
<td>St John's Catholic College, Darwin</td>
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<td>389</td>
<td>389</td>
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<tr>
<td>O'Loughlin Catholic College, Karama</td>
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<td>453</td>
<td>453</td>
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<tr>
<td>St Joseph's Catholic College, Katherine</td>
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<td>115</td>
<td>314</td>
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<tr>
<td>Our Lady of the Sacred Heart Catholic College, Alice Springs</td>
<td>485</td>
<td>463</td>
<td>948</td>
</tr>
<tr>
<td>Xavier Catholic College, Nguiu, Wurrumiyanga</td>
<td>0</td>
<td>104</td>
<td>104</td>
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<tr>
<td>Murrupurtiyanuwu Catholic Primary School, Wurrumiyanga</td>
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<tr>
<td>St Francis Xavier Catholic School, Nauiyu, Daly River</td>
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<td>Ltyentye Aputre Catholic School, Santa Teresa</td>
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<tr>
<td>Our Lady of the Sacred Heart Thamarrurr Catholic College, Wadeye, Port Keats</td>
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<tr>
<td>MacKillop Catholic College, Palmerston</td>
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<td>St Joseph’s Catholic Flexible Learning Centre, Alice Springs</td>
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<td><strong>Total</strong></td>
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## ENROLMENT TRENDS 2002-2012

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<tbody>
<tr>
<td></td>
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<td>Girls</td>
<td>Total</td>
<td></td>
<td>Boys</td>
<td>Girls</td>
<td>Total</td>
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## ENROLMENT TYPE 2011-2012

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<td>Remote</td>
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<tr>
<td>Primary</td>
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<td>340</td>
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### Indigenous Enrolment 2002 – 2012

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<th>Total Secondary</th>
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<td>738</td>
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### St John’s College Boarding Students 2002-2012

<table>
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<th>Year</th>
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<tr>
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<td>171</td>
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<tr>
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<tr>
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<tr>
<td>2006</td>
<td>207</td>
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<td>2007</td>
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<tr>
<td>2008</td>
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<tr>
<td>2009</td>
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<tr>
<td>2010</td>
<td>175</td>
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<tr>
<td>2011</td>
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<tr>
<td>2012</td>
<td>177</td>
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### PRINCIPALS 2002 – 2012

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<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious Male</td>
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<td>2</td>
<td>2</td>
<td>2</td>
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<td>1</td>
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</tr>
<tr>
<td>Religious Female</td>
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<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
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<td>7</td>
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<td>5</td>
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<td>7</td>
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<td>8</td>
<td>10</td>
<td>10</td>
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<td>17</td>
<td>17</td>
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### STAFFING 2002 – 2012

<table>
<thead>
<tr>
<th>Year</th>
<th>Primary</th>
<th>Secondary</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>194</td>
<td>124</td>
<td>318</td>
</tr>
<tr>
<td>2003</td>
<td>176</td>
<td>134</td>
<td>310</td>
</tr>
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<td>2004</td>
<td>174</td>
<td>147</td>
<td>321</td>
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<tr>
<td>2005</td>
<td>177</td>
<td>137</td>
<td>314</td>
</tr>
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<td>2006</td>
<td>176</td>
<td>133</td>
<td>309</td>
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<td>2007</td>
<td>174</td>
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<td>2009</td>
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<td>160</td>
<td>353</td>
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<table>
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<th>2009</th>
<th>2010</th>
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<th>2012</th>
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</thead>
<tbody>
<tr>
<td>Religious</td>
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<td>6</td>
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<td>3</td>
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<td>Lay</td>
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<td>337</td>
<td>355</td>
<td>361</td>
<td>347</td>
<td>350</td>
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</tbody>
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### FINANCIAL STATISTICS

#### COMMONWEALTH GENERAL RECURRENT GRANTS

**Statement of income and expenditure**

For the year ended 31 December 2012

(Figures in $)

<table>
<thead>
<tr>
<th>Income</th>
<th>39,754,116</th>
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<tbody>
<tr>
<td>Commonwealth Government Grants</td>
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</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Grants to schools</td>
<td>36,679,029</td>
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<td>2,264,080</td>
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<tr>
<td>System administration</td>
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### COMMONWEALTH TARGETED AND NATIONAL PRIORITY PROGRAMS

Statement of income and expenditure
For the year ended 31 December 2012

(Figures in $)

<table>
<thead>
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<th>Income</th>
<th>Expenditure</th>
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<td>Commonwealth Government Grants</td>
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### NORTHERN TERRITORY GOVERNMENT PER CAPITA GRANTS

Statement of income and expenditure
For the year ended 31 December 2012

(Figures in $)

<table>
<thead>
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<th>Income</th>
<th>Expenditure</th>
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<tbody>
<tr>
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### NORTHERN TERRITORY GOVERNMENT OTHER PROGRAMS

Statement of income and expenditure
For the year ended 31 December 2012

(Figures in $)

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<tr>
<td>Northern Territory Government Grants</td>
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June 2013

“Faith in their future”