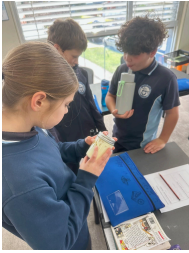
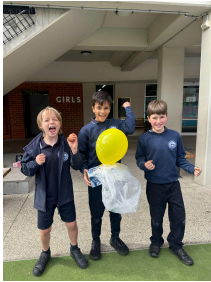


| Topic                                                                                                                     | Key Points                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <p><b>Enacting our Living Vision</b></p>  | <p>Our Living Vision provides an opportunity for our school and community to identify how our School Vision is enacted each day. The following examples have been articulated by the staff over the past two months.</p> <p><b>Partnership (Term 3 Week 7)</b><br/>Our Grade 5 &amp; 6 students have been working together on their science inquiry skills through investigations into chemical and physical sciences. We have been collaborating across the year levels to conduct experiments and explore changes in the states of matter. Here students were attempting to turn cream into butter!</p> <div data-bbox="331 528 727 779">   </div> <p>This week the Grade 5 &amp; 6 students are heading to Scienceworks together to the Tinkertown exhibition to learn about pushes and pulls, materials and design, motors and gears, coding and creation!</p> <p style="text-align: right;">Elly Goding (Year 5 Educator)</p> <p><b>Animated Learners (Term 3 Week 9)</b><br/>Last week, our Year 3 students took part in an egg drop challenge. Working in small groups, they designed and created devices to protect an egg dropped from the second storey. Using a range of materials and lots of creativity, students worked collaboratively to bring their ideas to life. They were highly engaged and full of excitement as they put their designs to the test! Enjoy the action shots!</p> <div data-bbox="1059 853 1501 1133">   </div> <p>Isabelle Maher (Year 3 educator)</p> <p><b>Relationships (Term 3 Week 8)</b><br/>As Kaylene shared so beautifully in her appreciation email, we are truly an amazing community of teachers who give so much to make our school the special place it is. Her words were a reminder of the dedication, heart, and teamwork that go into everything we do.</p> <p>The events we share with our families—Father's Day, Book Week, Eucharist celebrations, and so many others—are more than just items on a calendar. They reflect the deep and genuine connections we've built with our community. These moments show how much care, time, and love go into making Sacred Heart such a warm and welcoming place for all.</p> <p style="text-align: right;">Kate Williams (Year 2 Educator)</p> |
| <p><b>Prep 2026</b></p>                                                                                                   | <p>52 accepted; 8 Waitlist<br/>22 siblings, 30 new families, 14 outgoing families</p> <p>This year we introduced Discovery Time which has been very well received.<br/>Prep 2026 Transition Sessions begin soon which is always an exciting time for us and incoming Preps.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <p><b>Annual Review Meetings</b></p>                                                                                      | <p>Each year, each teacher is required to participate in an <a href="#">Annual Review Meeting (ARM)</a> with their principal or the principal's nominee each school year</p> <p>The ARM is a positive process for the teacher and the Principal to:</p> <ul style="list-style-type: none"> <li>Identify and establish professional development goals and avenues for professional development;</li> <li>Assist the teacher in relation to the Australian Professional Standards for teachers;</li> <li>Affirm achievements and identify areas for improvement and development.</li> </ul> <p>Self-appraisal is an integral feature of the ARM.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|                                            | <p>At the end of Term 3, I engaged in ARMs with Sacred Heart staff. Overwhelmingly, the process and feedback was very positive. Whilst the ARMs &amp; what is discussed is confidential, I thought it worthwhile to share with you some key messages coming through</p> <ul style="list-style-type: none"> <li>• New staff have felt very supported as they begin at Sacred Heart and the coaching/mentoring processes in place ensure ongoing support &amp; growth throughout the year. Graduate staff are allocated additional time and a mentor for the first two years of their career</li> <li>• Building relationships with students, families and one another is a focus for many new staff</li> <li>• Teachers report very positive and collaborative relationships in year levels as professionals &amp; feel supported by leadership</li> <li>• InitialLit program is being implemented P-2 and teachers report increasing confidence, familiarity and deepening knowledge of the program. Teachers also report improved student growth, both rate of growth and earlier acquisition of knowledge. We are also observing student writing improving, particularly noted by the Year 3 educators</li> <li>• Middle and senior educators provided positive feedback on the OCHRE units being implemented in the middle and senior school, reducing cognitive load for both students and teachers</li> <li>• Tier 2 and Tier 3 intervention structure eg 1-1 or small group intervention for students is effective and supportive of both students and teachers.</li> </ul> |
| <b>EBA agreement 2025</b>                  | <p>Catholic schools are currently engaged through the Victorian Catholic Education Authority and the IEU to establish a new EBA. Current proposals include a 7% payrise &amp; increased numbers of days for time in lieu. If approved, impacts to school budgets &amp; calendars will need to be accommodated. It is early days yet but needs to be considered when planning for 2026</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Staffing Updates</b>                    | <ul style="list-style-type: none"> <li>• Elly Goding has gone on parental leave and Brett Henderson has moved to full time as Year 5 EB class teacher for the remainder of the year</li> <li>• Nicole Harbach will commence parental leave on Friday 24th Oct. Nicole has been working one day per week as a Learning Diversity/WOBT leader and one day in Year 1KN. Erin will communicate with parents of Year 1KN replacement arrangements for the rest of the year</li> <li>• Rita McEwen has advised of her intention to retire at the end of 2025 after 27 years of service in Catholic education at Sacred Heart &amp; other schools in the local area throughout her career</li> <li>• Kristian Magill will be taking 4 weeks parental leave on the birth of his baby early November.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>OHS, Maintenance &amp; Improvements</b> | <ul style="list-style-type: none"> <li>• Replacement of parts of the Air Conditioning System \$30,000</li> <li>• Installation of inspection point for sewer line of neighbouring properties \$15,000</li> <li>• Purchase of new chairs for the hall</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

Kaylene Carlin Oct 25