



Weekly Newsletter #71 - 8 October 2025

From the Executive Director

Welcome to Term 4. I hope you had a chance to rest and recharge over the break and are returning ready for what's always a busy but rewarding final term of the year.



This week marks an important milestone for Catholic education staff across Victoria, with Catholic school employers making a new offer that delivers stronger wages and better conditions for all employees.

Alongside other Catholic school employers, DOBCEL – with the full support of the DOBCEL Board – has made an offer that provides meaningful pay rises, improved leave and time-in-lieu provisions, and greater support for education support staff and school leaders. Together, these changes reflect our shared commitment to valuing and supporting the people who make our schools such vibrant places of learning and faith.

This offer reflects what matters most to our community – that staff feel valued, respected and supported in their vital work. It's our best offer, designed to deliver certainty and recognise the incredible contribution of Catholic education staff across our system.

You can learn more about the specifics of the offer and hear me speak about what it means for staff across our Diocese, in the article and Q&A video below. Full details are also available at eb.catholic.edu.au. Please take the time to review it and I hope you'll say yes to proceeding to a formal vote.

Thank you, as always, for your ongoing commitment to Catholic education. I wish you all the best for a productive and fulfilling Term 4.

With best wishes,
Tom Sexton
Executive Director

Remember Rest

Everyone in a school knows the frantic pace of Term Four! As we commence the final term of the year, the following reflection "Rest" by Jim Quillinan invites exploration of rest and Sabbath in our lives and the potential it offers us all.



Rest

One of the earliest images of God the Bible offers is the story about God walking around the garden when the cool evening breezes were blowing, talking with those God has just created. It's a story of contrasts, firstly about an all-powerful God who can create out of nothing but then it is a story about a God who enjoys company, who stops to rest and wander in the garden, to breathe in the damp, fragrant evening air, to delight in friendship and conversation. It's also a story about the gift of creation and what can be done with it by the creativity of a gardener's hands and labour and how they can take the gifts of water and soil and sunlight and use them to make a garden. In other words, what's the point of creation if it cannot be used and enjoyed, what's the point of companionship, friendship if we do not take time to nourish them and enjoy them?

The commandment to keep holy the Sabbath day is more than just about prayer and worship. It is also a reminder of this creation story. It is about making sure that we have Sabbath times in our lives so that we can rest and re-create body and soul and take time to enjoy creation and companionship.

Jewish people describe that idea in the expression 'practising shava'. That is where the word Sabbath comes from. Sabbath was meant for everyone, including their servants and animals and the immigrants or slaves who came to work there.

Every fifty years as part of the law given by Yahweh, the Israelites enjoyed a Jubilee year. The Jubilee year required that the land lie fallow and people rested, and all those who were in slavery were set free to return to their communities and debts were forgiven. The Jubilee reset as it were, was a collective form of rest. It sought to ensure that the people lived in ways that reflect good relationships with God, with each other, and with creation. It was designed to ensure that we cared for each other and for creation.

But for so many today, finding time to rest is becoming increasingly difficult. Work seems to consume every waking moment, often because so many must work two or more jobs to make ends meet. The pace of life is not set for rest and renewal especially when we have immediate access to so much – information, goods delivered to our door, phone calls and social media requiring immediate response. Finding time to nurture relationships, to build friendships is not always easy. Not working for a year or letting the land lie fallow is not an option!

Regards
Jim Quillinan
Email: jquillinan@dcsi.net.au

16 September 2025

Funded and published by Diocese of Sale Catholic Education Limited, for schools in the Diocese.

- **Minimum 7% wage increase for all employees from the start of the 2026 school year**, with further rises to match government school agreements.
- **\$1,500 sign-on bonus** for ongoing and fixed-term employees (pro rata for part-time).
- **Minimum of 5 days off as time in lieu for full-time teachers**, reducing administrative burden.
- **Higher starting and top salaries for non-teaching staff** at Education Support Levels 3, 4, 5, and a new Level 6.
- **Increased graduate salaries** to attract new teachers.
- **Enhanced leave entitlements:**
 - Four extra weeks paid parental leave (up to 20 weeks, or 40 weeks at half pay)
 - Paid lactation breaks
 - Compassionate leave increased from 3 to 5 days
 - Leave for chronic symptoms (endometriosis, menopause, etc.)
 - Natural disaster leave (5 days).
- **Increased allowances for leadership positions** and improved salary structures for deputy principals and primary principals.
- **Streamlined administrative requirements** for time in lieu and other duties.
- **Commitment to pay parity with government school employees** over the life of the four-year agreement.

Enterprise Bargaining Offer to Staff: Better Pay and Conditions for the start of 2026

This week marks an important step forward and an exciting milestone for Catholic education staff across Victoria.

Alongside other Catholic school employers across the state, DOBCEL - with the full support of the DOBCEL Board - has made a strong and forward-looking offer to improve wages and conditions for employees by the start of the 2026 school year.

This proposal reflects a new and collaborative approach to bargaining that values our people and their vital contribution to Catholic education.

We encourage you to watch the following Q&A style video from Executive Director Tom Sexton, who speaks to the details of the offer and what it means for DOBCEL staff.

<https://youtube.com/embed/VMEHHeE217g?autoplay=0&modestbranding=1&rel=0>

Key Features of the Offer:

Here is the [link](#) of the video from VCEA's CEO Professor Elizabeth Labone as she briefly explains what this agreement is all about.

Please also find linked below a printable DL flyer and poster to display in staff rooms.

For more information and answers to commonly asked questions, visit <https://eb.catholic.edu.au/>.

Printable DL Flyer

Poster for Staffrooms

Subsidiarity in the DOBCEL Strategy 2035

The DOBCEL Strategy 2035 sets a bold vision for Catholic education in Ballarat: *"Pursuing fullness of life for all."* Developed through extensive collaboration, the strategy places Catholic identity at its core, emphasising the dignity of the human person made in the image of God, inclusion, and stewardship. Key pillars of the Strategy – collaborative cultures, engagement and belonging, rich pedagogical practices, and sustainable stewardship – invite every school to nurture the whole person and foster

community. By prioritising equity, wellbeing, and innovation, DOBCEL empowers teachers and support staff to be co-creators of a high-performing, compassionate system. Together, we are called to unlock greatness in every learner and build a future grounded in Catholic teaching.

Subsidiarity is a foundational principle in Catholic Social Teaching and is woven throughout the DOBCEL Strategy 2035. It recognises that decisions should be made at the most local level possible, empowering those closest to the students – teachers, support staff, and school leaders – to respond to their communities’ unique needs. The strategy’s emphasis on collective autonomy and agency trusts schools to make the best choices for those in their care, while maintaining mutual responsibility to the wider system. By honouring subsidiarity, DOBCEL fosters innovation, responsiveness, and genuine engagement, ensuring that every school community can flourish within a supportive, collaborative network.

Final Call: Apply Now for the 2026 Teaching Excellence Program

The applications for the Teaching Excellence Program (TEP) 2026, a flagship professional learning opportunity through the Victorian Academy of Teaching and Leadership, are still open until **Friday 31 October**.

The program supports highly skilled teachers to further enhance their practice, build professional connections, and access resources that have a lasting impact in the classroom. The next intake will start on 04 February 2026.

In a short video testimonial, Sarah Slater – Student Leadership Coordinator and Acting Faculty Coordinator: English at Loreto College, and a participant in the inaugural TEP in 2022 – shares how the program has shaped her teaching, highlighting:

- Long-term impact on day-to-day classroom practice
- Access to practical, engaging resources
- Ongoing support through the alumni network
- Rich professional learning and connection with colleagues

Learn more [here](#) and listen to Sarah's testimony below.

<https://youtube.com/embed/HRnaNwG07mM?autoplay=0&modestbranding=1&rel=0>

Catholic Identity & Mission Updates

Professional Learning: CEB TAP PD Offerings

Once again, the Catholic Identity and Mission team (CI&M) with the support of a few generous colleagues in the diocese, are offering some hourly online sessions (3:45PM - 4:45PM) this term to support professional learning opportunities that will accrue TAP hours. There is no need to book and the Zoom or Teams invite is already in the calendar. These offerings, including the online meeting format will be updated throughout the term via the calendar link.

The first offering for Term 4 is on the ‘*Dignity of the Human Person for RSE and RRRR Education*.’ This will be offered on Wednesday 15 October (3:45PM – 4:45PM). The Zoom link is already available on the calendar.

Calendar Link



ECSI Masterclass IV: Good Practices in Enhancing Catholic School Identity (Online) - Save the Date and Register

Date	Wednesday 19 November 2025
Times	<ul style="list-style-type: none"> • LIVE ONLINE AEDT 4:30 PM - 6:00 PM • NSW 4:30 PM - 6:00 PM • QLD 3:30 PM - 5:00 PM • VIC 4:30 PM - 6:00 PM • SA 4:00 PM - 5:30 PM • NT 3:00 PM – 4:30 PM • WA 1:30 PM – 3:00 PM • CET 6:30 AM – 8:00 AM
Masterclass overview	<p>You are warmly invited to join us this 19 November for the fourth ECSI Masterclass!</p> <p>Following from the success of the recent Intensive in Leuven (this year for 50+ participants!), we look forward to the next upcoming ECSI Masterclass in November. The focus for this Masterclass is to learn about and reflect on Good Practices in Enhancing Catholic School Identity across Australia.</p> <p>The Masterclass event is free of charge and open to all those invited by their Catholic Education Office.</p> <p>More information about the entire series of ECSI Masterclasses can be found at this page. We look forward to seeing you online!</p>

<p>Format</p>	<p>Each (arch)diocese is invited to present one thematic area within current practice along with your own reflections in light of the ECSI framework:</p> <ul style="list-style-type: none"> • Examples of current practice in the thematic area chosen • How does your practice already promote <ul style="list-style-type: none"> ◦ (a) interreligious/interworld view dialogue, ◦ (b) re-contextualisation of the Catholic faith tradition, and/or ◦ (c) a post-critical understanding of one's faith? • Where are there further opportunities for enhancing your practice along those same lines above, and what specific changes would be necessary towards the ECSI ideal positions? <p>Some examples of thematic areas</p> <ul style="list-style-type: none"> • ECSI professional development at the system level • Prayer and liturgy at schools • Sacred spaces at schools • Religious education curricula <p>Presentation: 12-15 min for their live presentation, including their own reflections on the above questions. Following the presentations, live feedback will be given by Prof Pollefeyt and other colleagues.</p> <p><i>Each presenting (arch)diocese is asked to submit their slides (including their own reflections) to the program coordinator no later than COB on Wednesday 12 November (one week prior).</i></p>
<p>Presenters and Facilitator</p>	<p>Presenters: Prof Dr Didier Pollefeyt, Dr Jan Bouwens, (Arch)Diocesan Contributors</p> <p>Facilitator: Dr Michael Richards</p>
<p>Registration link</p>	<p>https://ecsi.site/au/masterclass-registration/</p> <p>Registration also includes an (optional) request for input and examples.</p> <p>One week prior to the Masterclass, the specific link and login details will be sent to all those registered online.</p>

Pastoral Ministry Office Updates

Ministries of proclaiming God's word: Why are they so important?

Bishop Paul has prepared some reflections on the

importance of the ministry of proclaiming God's Word. The reflections are available from the diocesan website. For more details, click this [link](#).

Ministries of proclaiming God's word Flyer

<https://ceob.schoolzineplus.com/ministries-of-proclaiming-god-s-word>

Liturgical Music Workshop in Ballarat with Br Michael Herry fms – November 20, 2025

This workshop will feature special music for Advent and the Christmas season, how to sing the Responsorial Psalms each Sunday and beautiful music for prayer and worship from Marist Music on Thursday, November 20, 2025 at Our Lady Help of Christians Church, 480A Gillies Street, Wendouree at 7.00pm. Please register your attendance at the diocesan website. For more details, click this [link](#).

Liturgical Music Workshop - Ballarat

<https://ceob.schoolzineplus.com/liturgical-music-workshop-ballarat>

Clergy Jubilarians Mass 2025

Mass to celebrate the 2025 Clergy Jubilarians will be held on **Tuesday, October 28, 2025** at St Patrick's Cathedral Ballarat at 5.00pm. The 2025 clergy Jubilarians are: 65 years – Fr Pat Flangan; 50 years – Bishop Paul Bird CSsR, Fr Eugene McKinnon, Fr Wally Tudor. All are welcome to attend. Members of the parishes of the Diocese of Ballarat are welcome to join the choir for the Mass. Rehearsal date to be advised.

Australian Catholic Youth Festival (ACYF) – Melbourne 2025 Updates



- Expressions of interest of attendees from the diocese to ACYF are now closed. Interested pilgrims can register directly with ACYF and arrange own accommodation or join a cancellation list to attend with the diocesan group. Please email fran.peterkin@ballarat.catholic.org.au;
- Please see attached the "Roadmap to the ACYF" that would be helpful in supporting pilgrims in preparing for the festival;

Business Services Updates

- The Catholic Diocese of Ballarat Foundation and the Catholic Development Fund have committed funding for pilgrims attending the Festival. Details of how this funding will be distributed will be determined when we know the number of pilgrims attending. We would appreciate your assistance in promoting the ACYF and asking the young people in your parish to register their interest to attend.
- A [fundraising guide](#) is available from the ACYF website for parishes to assist pilgrims with costs associated to attend the Festival
- To assist in preparation and formation, ACYF have a [Pilgrim Formation Guide](#) ready for all pilgrims

Read the full media release here

Roadmap to the ACYF 2025

See the Key ACYF Updates here



Case Study: A Smooth Transition to SIMON and Business Central

School: Lumen Christi Primary School – Kristy Callanan, Finance Officer

Implementation Duration: 2 months

Systems: SIMON & Business Central (replacing SAS2000)

Background

After many years of using SAS2000, the technology landscape has evolved significantly, with many traditional school workflows transitioning from manual processes to digital solutions to improve efficiency. DOBCEL aimed to address key challenges, including managing data across disparate systems and the inability to work remotely—both of which were major obstacles to flexibility and operational effectiveness.

The Transition

The transition process began with four days of intensive finance training at DOBCEL. Staff worked with a training system to practice entering real transactions and get comfortable navigating the system.

The first training group was led by Sammy from Professional Advantage and supported by Jordan, Ash, Matt, and Dean from DOBCEL — who ensured the training related directly to school-based scenarios.

This was followed up with local school training by SIMON Staff to assist schools move to SIMON as the School Administrative System (SIS).

Support and Guidance

The school has had strong support from DOBCEL throughout the transition and early adoption phase.

“I had Matt come in a couple of days after training to work through paying suppliers and reconciling the bank. A few days later, Jordan came to help with direct debits and other queries I had.”

Both Matt and Jordan remained available for ongoing support via phone and email and visited again as needed.

Social Justice Update

Laudato Si' Partners News

BALLARAT CANDLELIGHT VIGIL
7pm Wednesday
8 October 2025

#ENDTHEWAITING

This Candlelight Vigil is to support thousands of people who have sought asylum in Australia but are trapped in a legal limbo.

Asylum seekers who were rejected under the flawed 'Fast Track' system have been denied hope, dignity and justice for up to 12 years. They are not entitled to any social security benefits. Many have been prevented from working and have no access to Medicare, causing entire families to become destitute. Labor has acknowledged this system was unfair and inefficient.

The Vigil then is a tangible way for our community to gather together in a peaceful reflection showing support for people who simply want to call Australia home and to call on the Government to act.

The Vigil will be held at 7pm Wednesday 8 October 2025, Queen Victoria Square, Sturt Street Gardens, opposite Ballarat Town Hall.

It is open to people of any faith or none. You are encouraged to bring a candle or torch.

Enquiries to Margaret via rarballarat@gmail.com

The Vigil, supported by the Ballarat Diocesan Social Justice Commission, is part of a national campaign called #EndTheWaiting, organised by the Australian Churches Refugee Taskforce and coordinated by Common Grace.

User guides and step-by-step instructions available through the DOBCEL Knowledge Bank were very handy in the early days — until muscle memory kicks in.

Early Impressions & Staff Response

Staff have responded positively to the new systems. While it initially took some time to locate familiar features in SIMON, the overall response has been enthusiastic:

“Staff have been very positive. Everyone has been happy with the new SIMON — and the transition has been very seamless for families.”

Improvements & Benefits

Even within the first two months, staff have started to notice meaningful efficiencies in Business Central.

“The ‘Apply Automatically’ feature in the bank reconciliation has been such a timesaver, as well as the ‘Map Text to Account’ function.”

Looking ahead, the school expects improved efficiencies, better accuracy of records, and greater visibility of data as processes become more familiar.

Advice for Other Schools

“Don’t feel overwhelmed — there’s a lot of support available from Jordan, Ash, Matt, and Dean. If you ask, they’re very willing to help. Keep in touch with staff from other schools you train with; they’re a great source of support too!”



We’re excited to share that 17 DOBCEL schools have now completed their PageUp training and are officially live, using the platform for all recruitment and onboarding processes. This achievement marks a major milestone in the Nexus Project and highlights the dedication and collaboration of our school communities, the CEB ICT/Simon Team, and the People and Development Team.

PageUp is a customised applicant tracking system designed to streamline and centralise every stage of the recruitment journey. From receiving and reviewing applications to conducting interviews, making employment offers, and onboarding new team members—everything is managed within a single platform. This ensures a more efficient, consistent, and legally compliant recruitment process across DOBCEL.

Following a successful pilot with four schools and the CEB Office, momentum has continued with 13

additional schools now fully onboarded and actively using PageUp. Feedback from early adopters has been overwhelmingly positive, with many praising the platform’s ease of use and the time saved during recruitment.

Reflections from schools currently using the system:

“The implementation of the PageUp program has significantly improved the efficiency and flow of our recruitment process, especially during a high recruitment period. It’s easy for multiple users to access and navigate, provides a professional and streamlined experience for candidates and has made the whole recruitment process so much smoother. A big thanks to the Organisational Development team at DOBCEL for their extensive training and ongoing support”.

“This is a game changer, Thank You!”

What’s Next?

The rollout continues in Term 4! We’ll be partnering with nine more schools to complete their PageUp training and implementation in 2025. This will bring the total to 26 schools trained and supported in the use of PageUp.

Our goal is to have all DOBCEL schools transitioned to the platform by June 2026, ensuring a consistent and streamlined recruitment experience across the Diocese.

For any questions, please contact **Emma Baldwin** or **Vicki Dekker**.

People & Development Updates



October Wellbeing Highlights from Converge

October is packed with opportunities to support your wellbeing—from Mental Health Month to World Food Day and Menopause Month. Converge has curated a rich collection of resources, events, and support services to help.

Mental Health Month: Support for Leaders & Teams Manager Support + Employee Counselling

Converge’s Manager Support service pairs perfectly with Employee Counselling to guide both leaders and staff.

[Explore Manager Support](#)
[Employee Counselling](#)

World Food Day (16th October) : Thrive Podcast

Explore the gut–brain connection and how nutrition impacts stress and wellbeing with senior dietitian Marcela Velasquez.

[Listen to Thrive podcast](#)

World Menopause Month: Dedicated Support Line

Staff can access expert care via Converge’s Menopause Support Line:

(03) 9454 7100

[Share the Poster](#)

Webinars for Staff & Leaders

[Transforming Lives \(Leaders\)](#)

[Unlock Your Wellbeing Potential \(Staff\)](#)

Flourish E-Magazine

Packed with articles, workouts, recipes, and podcasts—this edition is a must-read!

Professional Learning Opportunities

The following people and development professional learning opportunities are available for staff to attend:

Date	Course	Details	Try booking Link
Wednesday 22 October 10:00 - 11:00	Having Effective ARMS Conversations	Click here for d etail s	https://www.trybooking.com/DFJKD Please contact Emma Baldwin or Fiona Murphy for more information.
Thursday 23 October 2:30-3:30	Deputy and Assistant Principal and Senior Leader network meeting – Child Safety – online	Click here for d etail s	https://www.trybooking.com/DBSEJ Please contact Fiona Murphy for more information.
Tuesday - Wednesday 11-12 November 8:30 – 4:30	Crucial Conversations Term 4 – Ballarat	Click here for d etail s	https://www.trybooking.com/DBRWT Please contact Emma Baldwin or Fiona Murphy for more information. <i>**Additional spots opened up to allow for more people to attend**</i>
Wednesday 26 November 10:30 – 12:30	Managing Employee Performance – online	Click here for d etail s	https://www.trybooking.com/CZNNS Please contact Jo Huntley or Tina Phillips for more information.

Wednesday 22 October 10:00 - 11:00	Having Effective ARMS Conversations	Click here for d etail s	https://www.trybooking.com/DFJKD Please contact Emma Baldwin or Fiona Murphy for more information.
Thursday 23 October 2:30-3:30	Deputy and Assistant Principal and Senior Leader network meeting – Child Safety – online	Click here for d etail s	https://www.trybooking.com/DBSEJ Please contact Fiona Murphy for more information.
Tuesday - Wednesday 11-12 November 8:30 – 4:30	Crucial Conversations Term 4 – Ballarat	Click here for d etail s	https://www.trybooking.com/DBRWT Please contact Emma Baldwin or Fiona Murphy for more information. <i>**Additional spots opened up to allow for more people to attend**</i>
Wednesday 26 November 10:30 – 12:30	Managing Employee Performance – online	Click here for d etail s	https://www.trybooking.com/CZNNS Please contact Jo Huntley or Tina Phillips for more information.

Student Wellbeing Updates



October is Mental Health Month. Follow this [link](#) for information with resources to support Australian initiatives.

World Mental Health Day is on October 10. For further information and resources visit this [link](#)

This year, Mental Health Australia’s theme for World Mental Health Day is “Connect with your community.”

The 4Rs Curriculum and navigating the “Manosphere”

A growing number of teachers are noticing troubling shifts in student attitudes, with misogynistic language and behaviours increasingly showing up in classrooms. These ideas are often linked to online influencers and communities known as the “**Manosphere**”, which promote anti-women narratives and challenge gender equality.

The impact can be seen in students undermining female teachers, dismissing peers, or echoing harmful stereotypes. Researchers at Monash University warn that schools play a critical role in responding early — both to protect student wellbeing and to prevent the normalisation of disrespectful behaviour.

Victoria’s [Respectful Relationships whole-school approach](#) addresses these issues.

Read more: [Navigating the Manosphere – What Educators Need to Know \(Monash University\)](#)

4Rs Masterclass Opportunities



This two-day intensive training unpacks the updated **Resilience, Rights and Respectful Relationships (RRRR)** learning materials and builds participants knowledge, skills and confidence for its delivery. It

is designed to empower those who are leading and/ or supporting the implementation of the Respectful Relationships whole school approach, personal and social capabilities, and/ or consent education.

Who should attend?

We encourage schools to send 2-3 key staff who will be leading or supporting the delivery of the RRRR curriculum who can champion the implementation in their school(s).

Primary

Further Information: [SWVR Resilience, Rights and Respectful Relationships \(RRRR\) PRIMARY 2-Day Masterclass](#)

[Ballarat Registration for Monday 13th & Tuesday 14th October 2025 \(attendance required for both days\)](#)

Secondary

Further Information: [Resilience, Rights and Respectful Relationships \(RRRR\) SECONDARY 2-Day Masterclass](#)

[Ballarat Registration for Wednesday 26th & Thursday 27th November 2025 \(attendance required for both days\)](#)

Term 4 Professional Learning/Network Opportunities

PL / Network Opportunity	Date & Time	Details
South Student Wellbeing/MHWL Leaders Network	16 October 9:30am-2:30pm	St Patrick’s Primary School Port Fairy 9/11 William Street, Port Fairy Register here
Mid-North Student Wellbeing/MHWL Leaders Network	27 November 10:00am-2:00pm	Location: TBC Register here

Out of Home Care Notification

Reminder: Term 4 Online Survey

Principals will be contacted this Term 4 to remind about the completion of the online data survey, conducted externally of CEB. The data is collected via an online survey relating to the education status of students in formal statutory OoHC.

Please reach out to the student wellbeing team if you have any clarifying questions or seek further information:

Anne Ruddell (Senior) aruddell@dobcel.catholic.edu.au
 Brooke Nestor bnestor@dobcel.catholic.edu.au
 Jane Bennett jbennett@dobcel.catholic.edu.au
 Monique Ryan monryan@dobcel.catholic.edu.au

Positive Partnerships Online Sessions

Please find attached the flyer and registration details for the term 4 Positive Partnership **National Online Professional Learning sessions**.

Session 1: The diversity of autism: Monday - 3 November, 4:00pm - 5:30pm (AEDT) - [Registration link](#)

Session 2: Understanding sensory processing: Monday - 10 November, 4:00pm - 5:30pm (AEDT) - [Registration link](#)

PL Online Sessions (National) Flyer

https://ceob.schoolzineplus.com/_file/media/6853/nation_2.png



The **Primary Leaders of Learning (PLoL) network** provides a space for **primary school leaders** to connect, collaborate, and share evidence-based teaching practices. This is an opportunity to engage in open discussions, stay updated on curriculum developments, and support one another professionally.

Term 4 PLoL:

Wednesday, 22nd October

1:30PM – 3:00PM

Delivered via VC – MS Teams

Register for Term 4

Term 4 PLoL Agenda:

- Aboriginal & Torres Strait Islander Education
- AllReady Project
- Using SIMON Learning areas
- Educational Leadership: Reflection and next steps
- Professional learning opportunities 2026
- Curriculum updates

For further information please reach out to

- Samantha Meerbach ✉
smeerbach@dobcel.catholic.edu.au | 0417 511 118
- Sarah McKnight ✉
smcknight@dobcel.catholic.edu.au | 0427 406 918
- Joe Ewing ✉ jewing@dobcel.catholic.edu.au | 0429 985 460
- Belinda Chiswell ✉
bchiswell@dobcel.catholic.edu.au | 0484 641 997

DOBCEL Canva Webinar Series

Boost your classroom creativity and digital skills with our upcoming Canva Webinar Series! Whether you're new to Canva or looking to explore its AI-powered features, this series is tailored to help educators design engaging content and collaborate effectively.

Upcoming Sessions:

- **Mon 13 October** – Canva Essential Skills Course

Teaching & Learning Updates



Term 4 2025 ACER's PAT Webinars

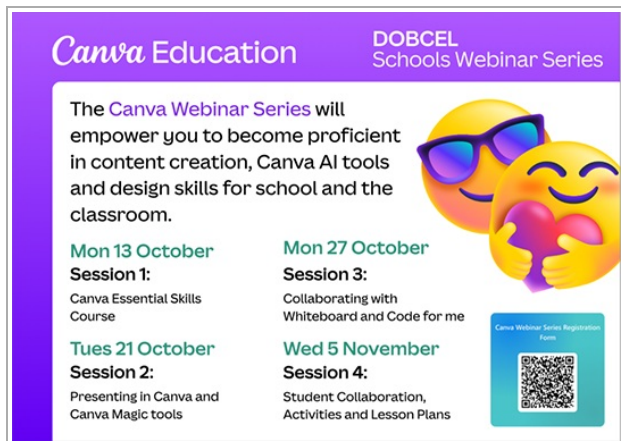
Please make note of the upcoming webinars being presented by ACER about the administration and analysis of PAT data:

- [PAT administration and testing guidance](#) [15 October, 4:00PM]
- [PAT interviews: school leadership – hear how other schools are using PAT](#) [22 October, 4:00PM]
- [Predicting PAT learning growth](#) [5 November, 4:00PM]
- [Leading improvement in student engagement](#) [13 November, 4:00PM]
- [PAT Science and STEM Contexts: how and why schools use these assessments](#) [26 November, 4:00PM]

- **Tues 21 October** – Presenting in Canva & Magic Tools
- **Mon 27 October** – Collaborating with Whiteboard & Code for Me
- **Wed 5 November** – Student Collaboration, Activities & Lesson Plans


* all sessions will run via TEAMS from **3:45pm – 4:30pm**

Further details on each session and registration [click here](#) or contact Coby Reynolds – creynolds@dobcel.catholic.edu.au



Canva Education DOBCEL Schools Webinar Series

The Canva Webinar Series will empower you to become proficient in content creation, Canva AI tools and design skills for school and the classroom.

<p>Mon 13 October Session 1: Canva Essential Skills Course</p> <p>Tues 21 October Session 2: Presenting in Canva and Canva Magic tools</p>	<p>Mon 27 October Session 3: Collaborating with Whiteboard and Code for me</p> <p>Wed 5 November Session 4: Student Collaboration, Activities and Lesson Plans</p>	
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Ballarat Retirement Planning Seminar

Are you thinking about your retirement journey? Join Catholic Super for an in-person seminar designed to help you plan your next steps with confidence.

Date: Monday, 20 October 2025

Time: 7:00PM – 8:00PM

Venue: Ballarat Golf Club, 1800 Sturt St., Ballarat

Hosted by an experienced relationship manager and joined by a financial planner, this session will provide answers to your questions and personalised guidance for your retirement planning. Whether you're just starting to consider retirement or ready to take action, we welcome you to come along and get expert advice in a supportive setting.

To register, visit this link: <https://csf.com.au/tools-and-resources/events/2025-10-retirement-seminars-x8>

Ballarat Retirement Planning Seminar Flyer

Quick Links

General

- Applications for 2026 School Community Improvement Grants open until **10 November**:
 - [Community Improvement Grant](#)
 - [Grant Application Form](#)

DS2035 – Stay Connected to the Strategy

- [DOBCEL Strategy 2035 – Full Document \(PDF\)](#)
- [Strategy Portal](#) – Resources, videos, and key messages
- [CIRP Page](#) – Details and application form

Catholic Identity & Mission

- Professional learning offerings will be updated via the following [calendar link](#) as they emerge
- Sponsorship Applications for Priority Courses for 2026 is until 31 October 2025, click [here](#) for more details. For inquiries and applications to be directed to sponsorship@dobcel.catholic.edu.au.
- CTC Information Sessions for Studies in 2026, 27 October (7:00 PM), online via Zoom. [Click here](#) to register.

Teaching & Learning

UFLI Foundations Professional Learning – Ballarat

Educators are invited to attend a full-day **UFLI Professional session** facilitated by **Ashraf Samsudin**, Specialist Education Consultant with SPELD Victoria on Monday 10 November from 9am-4pm at St James' Parish School, Sebastopol. \$300 per person. Confirm your interest via this [Google form](#). Contact [Julie Cooper](#) for more information

Flare Professional Learning

- **Flare Phase C – Day 2 Online PL** Monday 27th October 9am – 3pm register [here](#)
- **Literacy Leader Coaching and Networking – Term 4**
 - Phase A Leaders Thu 16th October 12pm – 3pm register [here](#)
 - Phase B Leaders Fri 17th October 12pm – 3pm register [here](#)
 - Phase C Leaders Fri 24th October 12pm – 3pm register [here](#)

Student Wellbeing Updates

- Professional learning offerings will be updated via the following [calendar link](#) as they emerge

Career Opportunities

Schools

- **Classroom Teacher** – St Joseph’s Primary School, Charlton – fixed-term position at 1.0 FTE (**closes 8 October**)
- **Digital Technology Teacher** – St Aloysius Primary School, Redan – fixed-term position at 0.6 FTE (**closes 9 October**)
- **Classroom Teachers** - St Aloysius Primary School, Redan – fixed-term position at 1.0 FTE (**closes 9 October**)
- **Learning Support/Teacher Aide – Enrichment Educator** – Siena Catholic Primary School, Lucas – fixed-term position at 0.83 FTE (**closes 9 October**)
- **Classroom Teacher** – St Malachy’s School, Edenhope – fixed-term position at 1.0 FTE (**closes 10 October**)
- **Learning Support Officers** – Emmaus Primary School, Mt Clear – part-time, fixed-term position (**closes 10 October**)
- **Learning Support Officer** – St James’ School, Sebastopol – fixed-term position at 0.79 FTE (**closes 10 October**)
- **Visual Arts Teacher** – Mercy Regional College, Camperdown – ongoing position at 0.8 FTE (**closes 10 October**)
- **Finance Manager** – St Mary’s Primary School, Ararat – fixed-term position at 0.6 FTE (**closes 10 October**)
- **Classroom Teacher** – St Mary’s Primary School, Ararat – fixed-term position at 1.0 FTE (**closes 10 October**)
- **2026 Teaching Positions** - St Patrick’s Primary School, Camperdown – fixed-term positions, full and/or part time (**closes 13 October**)
- **Year 8 Teacher** – St Joseph’s College, Mildura – ongoing position at 1.0 FTE (**closes 16 October**)
- **Science Teacher** - St Joseph’s College, Mildura – ongoing position at 1.0 FTE (**closes 16 October**)
- **VCE Systems Engineering Teacher** - St Joseph’s College, Mildura – ongoing position at 1.0 FTE (**closes 16 October**)
- **English Teacher** - St Joseph’s College, Mildura – ongoing position at 1.0 FTE (**closes 16 October**)
- **French Teacher** – Damascus College, Mt Clear – part-time, ongoing position **closes 20 October**)
- **Classroom/Specialist Teacher** – St Colman’s Primary School, Mortlake – fixed-term position at 0.8 FTE (**closes 22 October**)
- **Classroom Teacher** – St Joseph’s Primary School, Hopetoun – ongoing position at 1.0 FTE (**closes 23 October**)
- **Specialist Teacher – Performing Arts** – St Columba’s School, Ballarat North – fixed-term position at 0.67 FTE (**closes 24 October**)
- **2025 Casual Relief Teachers** – St Columba’s Primary School, Ballarat North – casual positions (**closes 25 November**)
- **Classroom Teacher 2026** – St Mary’s, Warracknabeal – ongoing position at 1.0 FTE (**closes 5 December**)
- **Casual Relief Teachers** – St Patrick’s Primary School, Ballarat – casual positions (**closes 31 December**)