

Weekly Newsletter #73 - 22 October 2025

From the Executive Director

This week I want to emphasise the importance of your voice and your vote in the Enterprise Bargaining process. It is vital that every staff member participates in the survey before it closes on Friday night.



In our commitment to deep collaboration, we want to hear from everyone. Thank you to those who have already voted – your engagement ensures that your voice is counted and your interests are represented. If you haven't yet had the chance, please take a few minutes to complete the survey and ensure we can move forward together to deliver wage increases and improved conditions in time for the new school year.

The Flare Primary Literacy Team is also celebrating a remarkable achievement, with the founding schools of the DOBCEL Structured Literacy Project successfully completing the Flare Lighthouse Self-Accreditation process in 2025. We extend heartfelt congratulations to the leaders, staff and students

of St Joseph's, Red Cliffs and St Paul's, Mildura on this outstanding milestone. Lighthouse accreditation marks a significant step in a school's literacy improvement journey, recognising evidence of high-quality pedagogy, strategic leadership, data-informed intervention and consistent practice across all aspects of literacy from Foundation to Year Six. Our Flare Lighthouse schools now join a growing network committed to continuous improvement, collaborative learning and sustained excellence in literacy outcomes. We look forward to welcoming five additional DOBCEL primary schools into the Lighthouse Network in 2026, as our collective impact continues to grow.

During the week, the CEB Leadership Team had the privilege of meeting with Professor Andy Hargreaves to explore the DOBCEL Strategy 2035, focusing on Collective Autonomy and Agency. It was a rich and stimulating conversation that reinforced the depth of our system's thinking and ambition. During this session, Dave Runge and Julia Petrov also began unpacking the DOBCEL Staff Survey findings, which are already revealing valuable insights. I look forward to sharing the key themes and takeaways with our principals at next week's DLG in Horsham. At the DLG, we'll be joined by Professor Pasi Sahlberg and Dave Runge as we continue to deepen our collective learning and leadership. Professor Sahlberg was recently recognised with the [2025 Global Educator Award](#), which is a fitting acknowledgment of his extraordinary contribution to education globally.

As always, I want to return to where I began – your voice, your vote. Please

take the time to have your say before the survey closes on Friday night. Every response matters.

With best wishes,
Tom Sexton
Executive Director

Reflection of the Week

Never Abandon the Struggle for Justice
Reflection on the Gospel-29th Sunday
in Ordinary Time Year C
(Luke 18:1-8)

-Veronica Lawson RSM

In today's gospel, the narrator has the Lukan Jesus introducing the reader to a parable "about the need to pray always". If the parable that follows were really about prayer, then the unjust judge would image a God who has no respect for anyone and is reluctant to hear the pleas of the exploited! There are clearly problems with this and scholars are divided on how to explain it. The most likely explanation is that, in the editorial process, the gospel writer has added Jesus' introductory words, his final instruction to pay attention to the judge's words and the three questions at the end. The original parable was almost certainly told in another context and ended with the words of the judge. It has acquired different meanings as it has shifted from an oral to a written context and the Lukan author adjusts it rather awkwardly to the issues he wants to address with his communities.

The action is located in "a certain city", suggesting that it is a story for any and every city where the vulnerable persist in seeking justice. There are two main characters, the judge and the widow. There is another non-speaking character in the wings, namely the widow's opponent. The hearer or reader is invited to fill the gaps. Who is this opponent? What sort of injustice is the widow experiencing? Since the judge clearly recognises the validity of the widow's claim, why does he refuse to hear her plea? There may be a hint in this that he is accepting bribes from the woman's adversary. We might well ask what sort of judge, especially a judge in the Jewish tradition, would admit that he has no respect

for God or anyone else.

A vital clue to understanding the parable lies in the translation of the final words of the judge. A literal translation reads: "so that she won't finish up giving me a black eye". Translators have consistently softened the impact of this with a metaphorical reading. Might Jesus be drawing attention to the plight of those in that society who can only get justice from a corrupt judiciary if they resort to violence? The widow in this story is one feisty woman: without the support of a husband or the benefit of social security payments, she has only her own personal resources to rely upon. The judge operates from the untested assumption that she is prepared to use her fists. In fact, like the God of Israel, she uses only her constant appeal for justice. Jesus tells his hearers to pay attention to what the "unjust judge" has to say. It is not entirely clear what the reader is meant to take from this story. One possibility is that those who seem to have little power can win out in the end if they have the courage to persist in their struggles for justice, an encouraging message in the face of ongoing planetary distress.

Your Voice, Your Vote - Have Your Say on the EB25 Offer before Friday 24 October

Don't miss out on a pay rise to start the new school year.

The Union is telling you to say no to the biggest single year pay rise in 25 years because you might get more in the future.

The truth is our **commitment to pay parity** with Victorian Government schools means your wage outcome is guaranteed.

Catholic school staff will get an early, **initial 7% wage rise at the start of the 2026 school year.**

And we **guarantee to match the wage rise in the Victorian government school agreement**, which is expected to be finalised late next year. Whatever the percentage increase in the government agreement, **you will get the same.**

You do not need to wait for higher pay. Vote YES to keep your options open and the offer on the table.

Please watch my short video message below and for all the detail on higher pay, a \$1500 sign-on bonus (paid pro rata) and better conditions from the start of the 2026 school year, visit eb.catholic.edu.au.

To have a chance for a formal vote later, **we need strong employee support today.**

Voting closes midnight Friday 24 October. Thank you to everyone who has already voted.

Your voice, your vote. Have your say. Every vote matters.

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

Additional Resources

EB25 Website

EB25 FAQs

Teacher Time in Lieu FAQs

FAQ - Type of Agreement

VCEA Video Explainer for Teaching Staff

VCEA Video Explainer for Non-teaching Staff

Type of Agreement Comparison

Key Comparisons Document

His presentation challenged educators to respond to the rise of AI not with fear, but with wisdom. It moved beyond asking “*what is AI?*” and focused instead on the decisive calls educators must make about *if, when, and how* AI belongs in learning.

Drawing on cognitive science, the science of human development, and emerging education trends, Dr Breakspear offered practical wisdom for adopting AI carefully and with confidence. He reminded educators that while schools cannot predict the future, they can equip young people to flourish within it – by prioritising the timeless practices that have endured and served learners best over time.

As DOBCEL schools navigate this fast-evolving landscape, our Strategy 2035 offers a way forward: the future may be uncertain, but our purpose is clear. Schools must strengthen their timeless humanising role. Technology can transform how students access information and express ideas, but it must never replace the relationships, discernment, and meaning that define a Catholic education.

Educating young people about both the power and perils of technology will be vital to realising healthy communities and deep learning. Our challenge is to ensure it helps us become *more human*, not less.

Staying Human in an Age of Machines: Technology and the DOBCEL Strategy 2035

“Artificial intelligence ought to serve our best human potential and our highest aspirations, not compete with them.” – *Pope Francis*

As outlined in the DOBCEL Strategy 2035 Horizon Document, technological advancement is one of the most powerful global forces shaping education and society. The rapid evolution of digital technologies and artificial intelligence (AI) is transforming how people communicate, collaborate and learn – offering extraordinary opportunities for creativity, connection, and empowerment.

Artificial intelligence is evolving at breathtaking speed. In just a few years, generative AI has shifted from curiosity to an everyday tool, raising pressing questions for educators: How can we navigate this fast-paced evolution to enhance learning and human development? How can schools embrace innovation while remaining deeply grounded in purpose?

These were central themes explored by Dr Simon Breakspear in his closing keynote at the Australian Catholic Education Conference in Cairns earlier this year.

National Standard on addressing Bullying in Australian Schools

On Friday, Federal Education Minister Jason Clare presented a comprehensive 120-page review to state and territory ministers, outlining key recommendations for inclusion in the national standard. Among the proposed measures are swifter responses to bullying incidents, trauma-informed training for educators, and continuous enhancements in how schools tackle the issue.

The Standard recognises bullying as part of a broader spectrum of harmful behaviours—both physical and psychosocial—and outlines six interconnected elements:

- 1. Consistent Anti-Bullying Requirements:**
All schools must actively build positive cultures, reject bullying, and take timely, appropriate action suited to their local context.
- 2. Whole-of-School and Locally Tailored Approaches:**
Schools should involve students, families, staff, and communities in developing and implementing anti-bullying policies that reflect local needs and support diverse groups.

4. **Clarity and Accountability:**

Schools must have transparent, publicly available policies with clear reporting, communication, and record-keeping processes, responding to incidents within two school days and reviewing policies regularly.

5. **Early and Appropriate Intervention:**

Schools must use evidence-based, trauma-informed strategies for prevention, early intervention, and response, ensuring wellbeing supports for all involved.

6. **Supporting the School Workforce:**

Staff should receive professional development, time, and resources to effectively prevent and respond to bullying and to care for their own wellbeing.

7. **Safe, Inclusive, and Respectful Communities:**

Schools should address risk factors through education on respectful relationships, digital safety, and social skills, and use data and research to continuously improve anti-bullying efforts.

The Standard provides national consistency and accountability, ensuring every student has the right to a safe learning environment, wherever they attend school.

Below is the link to the complete copy of the national standards presented.

3963 ABRR - Standards Document Factsheet_ACC02

Teachers Who Inspire - Louise Hobbs

Louise Hobbs exemplifies dedication to science education in regional Victoria.

As a valued member of the Learning and Teaching Team at St Brigid's College, Horsham, Louise merges her scientific expertise with a deep commitment to rural learning environments. Her work inspires students to embrace curiosity and explore the transformative power of education. In just five years, Louise has distinguished herself as an innovative educator, designing immersive learning experiences and launching a widely acclaimed podcast that supports students across Australia.

The **National Catholic Education Commission (NCEC)** recently featured Louise in their *Teachers Who Inspire* segment.

Click on this link to read about her interview. [Louise Hobbs](#)



Creative Learning Partnerships: Applications Now Open



Victoria continues to lead as Australia's creative capital, and the Allan Labor Government is investing in the next generation through the **Creative Learning Partnerships** program.

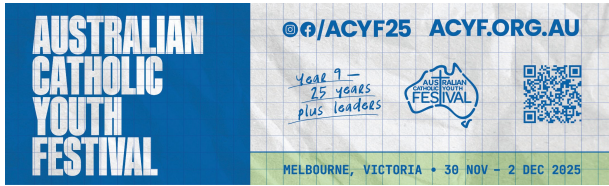
Schools across the state are invited to apply for grants to collaborate with artists, creative collectives or organisations. These partnerships bring creativity into the classroom, support student expression, and enhance learning through hands-on projects.

- **\$10,000** grants available for partnerships with individual artists
- **\$35,000** grants available for partnerships with creative collectives or organisations
- Supports Foundation to Year 10, VCE Vocational Major and VPC curriculum
- Past projects include theatre, filmmaking, writing, visual arts and First Nations storytelling

Applications open **Wednesday 8 October** and close **Thursday 13 November 2025**.
creative.vic.gov.au

(Image from creative.vic.gov.au)

Australian Catholic Youth Festival (ACYF) – Melbourne 2025 Updates



- Expressions of interest of attendees from the diocese to ACYP are now closed. Interested pilgrims can register directly with ACYP 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 ACYP” that would be helpful in supporting pilgrims in preparing for the festival;
- 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 ACYP and asking the young people in your parish to register their interest to attend.
- A fundraising guide is available from the ACYP website for parishes to assist pilgrims with costs associated to attend the Festival
- To assist in preparation and formation, ACYP have a Pilgrim Formation Guide ready for all pilgrims

Read the full media release here

Roadmap to the ACYP 2025

See the Key ACYP Updates here

now underway, we have now onboarded just over 60% of our schools.

Welcoming Group 6 Schools

- St Joseph’s School – Peshurst
- St Mary’s School – Colac
- St Patrick’s School – Camperdown
- St Brendan’s School – Coragulac
- St Colman’s School – Mortlake
- Sacred Heart School – Colac
- All Saints Parish School – Portland South

These schools are now engaging in hands-on training to become familiar with both platforms, which are designed to improve financial management, streamline administrative processes, and enhance data accuracy across all DOBCEL schools.

A Collaborative Approach to Training

The training program focuses on helping school leaders and administration staff confidently navigate the new systems. Participants are learning how to manage finance workflows in Business Central, while also integrating student and school administration processes through SIMON.

DOBCEL’s implementation team continues to provide personalised guidance and real-time support, ensuring each school transitions smoothly. Schools have also been commended for their openness to learning and willingness to adopt new systems that will ultimately reduce manual workload and improve consistency across the network.

Looking Ahead

With Group 6 now actively training, DOBCEL’s onboarding project is tracking strongly toward completion. The rollout represents a significant step toward achieving greater efficiency, accuracy, and alignment in both financial and administrative systems across all Catholic schools within the Diocese.

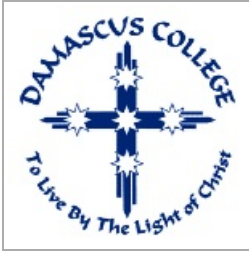
Business Services Updates



Group 6 Schools Begin Business Central and SIMON Training

The rollout of DOBCEL’s Business Central finance system and SIMON administration system has now reached Group 6, marking an important milestone in our digital transformation journey. With this group’s training





PageUp: Streamlining Recruitment at Damascus College with Taryn Heinrich

Before PageUp, recruitment was a largely manual process. Applications arrived by email or even on paper, which meant things could occasionally be misplaced or overlooked - especially during busy recruitment periods. The shift to PageUp has transformed that experience for both staff and applicants.

“We wanted to make recruitment simpler, cut down on the manual admin work, and give both applicants and staff a professional and easy-to-use experience,” said **Taryn Heinrich, People and Culture Advisor - Damascus**.

A Smooth Implementation

The rollout of PageUp was supported by comprehensive training sessions run by the DOBCEL People and Culture team. Staff had the chance to see the full process - from creating a job through to onboarding - before the system went live.

“Even on the day of launch, the DOBCEL team were just a phone call away to make sure everything was running smoothly,” Taryn shared.

A key part of the smooth transition was strong communication and support. Quick responses to questions and a website refresh helped ensure that candidates could easily follow the new application steps.

Efficiency and Simplicity

PageUp’s biggest benefit has been centralisation. “Being able to manage all applications in one place means nothing gets lost,” Taryn said. “You can track communication, store documents, and even pull reports or send bulk documents with ease.”

The platform has significantly reduced administrative workload. Interview notes, references, and onboarding documents are now all housed in one location, saving hours of manual work each week.

Advice for Schools Yet to Go Live

Taryn’s message for schools preparing to implement PageUp is simple:

“If you’re on the fence about PageUp, don’t be. It saves so much admin time, keeps everything in one place, and makes sure no recruitment steps are skipped. It’s user-friendly for both staff and candidates, and the DOBCEL team provide excellent ongoing support, along with a comprehensive user guide that walks you through every step.”

With PageUp now fully in place, DOBCEL is continuing to build a more efficient and consistent recruitment experience across all schools - one that reflects the professionalism and care at the heart of Catholic education.



Catholic Identity & Mission Updates

Priority Courses for 2026 – Sponsorship Applications Now Open

DOBCEL has identified the priority professional learning courses for 2026, with links and flyers now available online. These courses support teachers and leaders in meeting the VCEA Accreditation Policy requirements, particularly Level 2 Accreditation for those teaching Religion or holding leadership positions.

The programs provide valuable opportunities for theological reflection, formation, and deeper engagement with the Catholic tradition. Sponsorship is available, with enquiries and applications to be directed to sponsorship@dobcel.catholic.edu.au.

Applications close on **Friday, 31 October**.

Full course details and application information can be found on the [DOBCEL website](#).

CTC Information Sessions for Studies in 2026

On Monday, 27 October 2025, various Course Advisors from Catholic Theological College (CTC) will be holding an online opportunity to learn about the range of courses and units that are offered. This provides a chance to ask questions as to what Graduate Certificate or Masters courses may entail.

EVENT DETAILS:

Date: Monday 27 October
 Time: Commences at 7pm (AEST)
 Location: Online (via Zoom). A link will be sent to registered participants on **Friday 24 October**
 Registration: Registration is essential! [Click here](#) to register



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

Date	Wednesday 19 November 2025
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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
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Masterclass overview	<p>You are warmly invited to join us this 19 November 2025.</p> <p>Following from the success of the recent Intensive Masterclasses (for participants!), we look forward to the next upcycle of the Masterclass series. The focus for this Masterclass is to learn about Good Practices in Enhancing Catholic School Identity across Australia.</p> <p>The Masterclass event is free of charge and organised by the Catholic Education Office.</p> <p>More information about the entire series of ECSI Masterclasses is available here. We look forward to seeing you online!</p>
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Each (arch)diocese is invited to present **one thematic area** along with your own reflections in light of the ECSI ideal positions.

- Examples of current practice in the thematic area
- How does your practice already promote dialogue, (b) recontextualisation of the post-critical understanding of one's faith?
- Where are there further opportunities to promote those same lines above, and what are the challenges towards the ECSI ideal positions?

Format	<p>Some examples of thematic areas</p> <ul style="list-style-type: none"> • ECSI professional development at the school level • Prayer and liturgy at schools • Sacred spaces at schools • Religious education curricula <p>Presentation: 12-15 min for their live presentation followed by questions. Following the presentations, Prof. Pollefeys and other colleagues will facilitate a discussion.</p> <p>Each presenting (arch)diocese is asked to submit their reflections to the program coordinator no later than one week prior to the event.</p>
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Presenters and Facilitator

Presenters: Prof Dr Didier Pollefeyt, Dr Jan Bo

Facilitator: Dr Michael Richards

<https://ecsi.site/au/masterclass-registration/>

Registration link

Registration also includes an (optional) reques

One week prior to the Masterclass, the specific those registered online.



Country Dioceses Leadership Program (CDLP) 2026 Applications Open



The Country Dioceses Leadership Program (CDLP) enables middle leaders from across three country Dioceses (Ballarat, Sandhurst & Wagga) to engage in a residential 7-day professional development program with a significant focus on the skills, knowledge and capabilities for effective middle leadership within a Catholic context.

The program provides opportunities for participants to identify their effective leadership practice and apply this within their own school context through a spaced learning model, and a coaching program.

Applications for the 2026 program close on **Friday 7 November, 2025**.

For further information, application form and principal endorsement please see attachments below:

Please view the CDLP flyer [here](#).

Application Form - [CDLP Leadership Program](#)

Principal Endorsement - [CDLP 2026](#)

Pastoral Ministry Office Updates

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. Choir rehearsal will be held on Sunday, October 26 at St Patrick's Cathedral at 6:15PM.

Applications open for 2026/27 Young Catholic Women's Fellowship

The Bishops Commission for Evangelisation, Laity and Ministry is pleased to announce applications

are now open for the Australian Young Catholic Women's Fellowship for 2026/2027. More information at this link [AYCW Fellowship 2026/2027](#).

People & Development Updates

DOBCEL & Simon Breakspear People Leader - Pilot Program 2026

DOBCEL is pleased to partner with **Simon Breakspear** to deliver a practical people leadership program to help build essential people leadership skills.

The program covers –

- Cultivating psychological safety
- Clear communication and deep listening
- Giving effective feedback.

For further information on the program please click [here](#).

For questions, please contact Fiona Murphy on FMurphy@dobcel.catholic.edu.au

A flyer for 'The People Leader Program' featuring a group of people in a meeting. Text includes: 'ONLINE LEARNING 9-WEEK PROGRAM', 'REGISTER NOW', 'Simon Breakspear', 'DIOCESE OF BALLARAT CATHOLIC EDUCATION LIMITED', 'CATHOLIC EDUCATION BALLARAT', 'THE PEOPLE LEADER PROGRAM', 'Learn the essential skills every team leader needs.', and 'REGISTRATION NOW OPEN | PROGRAM STARTS 25 MARCH 2026'.

The People Leader Program Details

https://ceob.schoolzineplus.com/_file/media/6927/the_people_leader_program_details.pdf

Early Career Incentives Program 2026

DOBCEL is proud to offer **Early Career Incentives bonus** payments for graduate teachers commencing their careers in DOBCEL schools.

What's on offer?

- \$5,000* graduate sign-on bonus
- \$10,000* graduate sign-on bonus in identified remote or small schools

*Pro-Rata payment for part-time

Additional for remote and small schools:

\$5,000 relocation support

\$9,629 annual remote allowance (paid fortnightly for 3 years)

- Equivalent to POL 3 (CEMEA)
- Indexed annually

Limited funding available. Click [here](#) to know more about the program.

Application Link: [ECIP2026](#)

Applications open 17 October - 14 December 2025.

For more information, kindly contact James Murphy (JMurphy@dobcel.catholic.edu.au) or Vicki Dekker (VDekker@dobcel.catholic.edu.au).



DOBCEL Early Career Incentive Program 2026

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Limited funding available.
Applications open 17 October - 14 December 2025

Scan QR Code to apply

For Inquiries, please contact DOBCEL:

- James Murphy
JMurphy@dobcel.catholic.edu.au
- Vicki Dekker
VDekker@dobcel.catholic.edu.au

*Pro-rata payment

Date	Course	Details	Try booking Link
Thursday 23 October 2:30-3:30	Deputy and Assistant Principal and Senior Leader network meeting – Child Safety – online	Click here for details	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 details	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 details	https://www.trybooking.com/CZNNS Please contact Jo Huntley or Tina Phillips for more information.

2026 Professional Learning Guide

Be sure to check out this week's **DOBCEL 2026 Professional Learning Guide** for new events and updated details!

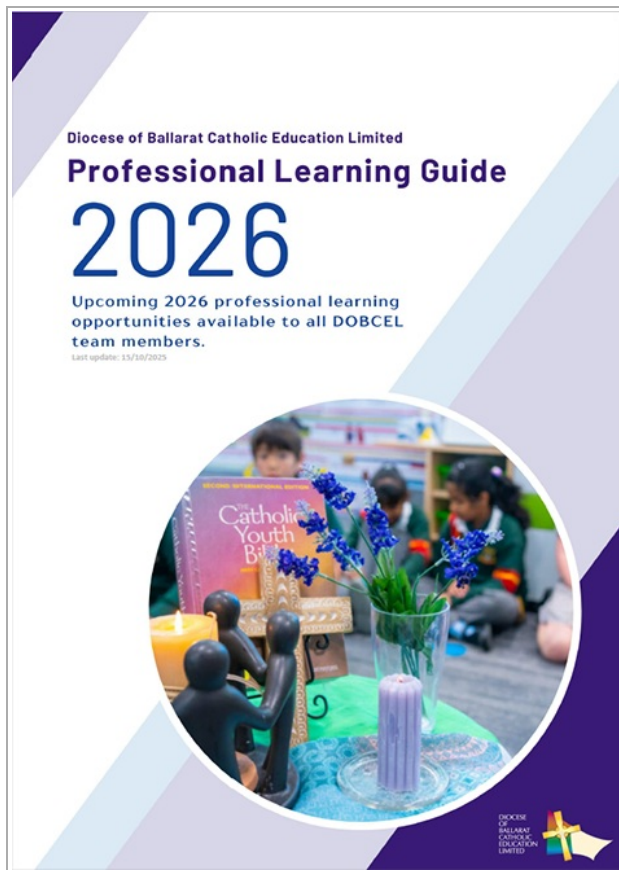
We encourage all school leaders to review the Learning Guide and invite team members to explore the many opportunities available for professional growth and collaboration in 2026.

Over the coming weeks, events will progressively be added to the Professional Learning Program and Calendar page on the **DOBCEL website**, where registrations will open via TryBooking.

[Link to 2026 Professional Learning Guide](#)

Professional Learning Opportunities

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



e-Safety Professional Learning

The following short professional learning opportunities outlines webinars, other training and tips to help you protect your school from cybercrime.

Webinars for school leaders and staff:

Recognising online coercive control in young people's lives

- Hosted by the eSafety Commissioner
- Date: Wednesday 22 October 2025
- Time: 3:45 pm to 4:30 pm
- Register at any time before the webinar, at [Recognising online coercive control in young people's lives](#)

Social media age restrictions explained

- Hosted by the eSafety Commissioner
- Date: Various available
- Time: 3:45 pm to 4:15 pm
- Register at any time before the webinar, at [Social media age restrictions explained – a guide for educators and youth-serving professionals](#)

The 2026 Converge Wellbeing Calendar is available!



Converge have made some exciting updates to help you inspire and engage your people in their health and wellbeing.

The **Wellbeing Calendar** is your go-to playbook for celebrating key wellbeing moments and initiatives throughout the year. It's also your guide for sharing meaningful messages that keep wellbeing top of mind across your schools.

To help you make the most of it, join **Converge for an interactive session**, who will walk you through everything you need to know to bring the calendar to life in any workplace.

Access the Converge 2026 Wellbeing Calendar

- All the resources and information you'll need for your 2026 wellbeing initiatives.

Tips for boosting cyber safety and password protection

To learn more about your cyber safety strengths and to receive a tailored plan to increase your individual cyber safety, complete this 5-minute cyber safety check.

We encourage all staff to change your passwords regularly. A strong, unique and unpredictable password is the first line of defence against a cyber security attack. To check the strength of your password and find out if it has been leaked, refer to the [Password strength tester](#).

Australian Teacher Workforce Survey 2025 is now open!

Have Your Say: Australian Teacher Workforce Survey Now Open in Victoria

The [Australian Teacher Workforce Survey](#) is now open for responses across Victoria. This national survey plays a vital role in shaping education policy, support, and initiatives for teachers and leaders throughout Australia.

It's a chance for educators to share their experiences and help ensure future decisions reflect the realities of today's classrooms and early childhood settings.

The more teachers who participate, the stronger and more representative the insights will be.

Here is the link on how to [Promote the Survey](#) to your networks.

Your voice matters — take part and help shape the future of education.



Term 4 Professional Learning/Network Opportunities

PL / Network Opportunity	Date & Time	Details
North Student Wellbeing/MHWL Network	11 November 9:00AM - 1:00PM	Location: St. Paul's P.S, Mildura Register here
Mid-North Student Wellbeing/MHWL Leaders Network	27 November 10:00AM - 2:00PM	Location: TBC Register here

Student Wellbeing Updates

Central Wellbeing Network Leaders Meeting

The Central SWB/MHWL Leaders met at St. Francis Xavier for a Network meeting on a beautiful sunny Tuesday where leaders showcased various initiatives which they are implementing - celebrating successes and challenges of the MHWL role.

Chirs Meneely hosted the day in the school's historic board room complete with all the period refineries .Chris led a school tour, unpacking the school's rich history when the Mercy Nuns managed the property as a working farm and gave everyone a special gift of tea, carrying on the Mercy tradition of Hospitality.

Kara Bond from Siena in Lucas shared their SWPBS Journey unpacking the flowchart and matrix, Jacinta Cooke from St. Patrick's in Gordon provided an outline of the very valuable support she provides in her other role as Parent Advocate with Legal Aid. Helen Christensen joined us and spoke about her role, showcasing the Cultural Journal she has developed and the value it has for students in our schools. We look forward to this continued collaboration in 2026.

Information Session: RRRR, Policy & CI/M Work

Join us for a Q&A session covering the Resilience, Rights and Respectful Relationships (RRRR) curriculum, relevant policies, and Continuous Improvement/Monitoring work.

Date: Wednesday, 30th October
Time: 3:30 PM

[Join the meeting now](#)

Meeting ID: 450 237 025 253 9
Passcode: CD6kH7Fd

4Rs Masterclass Opportunities (Secondary)



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.

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)



Supporting Student Wellbeing During Exam Time

As exam season approaches, many young people experience increased stress and anxiety. Providing the right support can make a meaningful difference to their wellbeing, focus, and confidence.

The **Student Wellbeing Hub** offers a wide range of tools, activities, and resources to help students manage emotions, strengthen study habits, and stay mentally healthy during this busy time.

Helpful School and Study Resources

Exam time can raise many questions — *“What are the best study methods?”*, *“How do I prepare for uni?”*, or *“How can I stop worrying about the future?”* Explore **articles and advice from ReachOut** to help students prepare effectively and look after their wellbeing.

What’s Your At-Home Study Style?

Encourage students to discover what kind of learner they are with this **study style quiz**. It helps them identify strategies that work best for them and provides simple tips for effective home study.

Managing Stress and Anxiety

Resources from the **Macquarie University Lifespan Health and Wellbeing Research Centre** include fact sheets, questionnaires, videos, and worksheets to help children and teens understand and manage stress and anxiety in healthy ways.

Resources and Webinars on Anxiety and Mental Health

A certain amount of stress is a normal part of school and study — but learning how to manage it is key. The Hub’s **anxiety and mental health collection** features webinars and resources designed to help young people build emotional self-regulation and develop lifelong wellbeing skills.

Coping with Emotional Challenges in Career Development – Ask R U OK? Any Day

Young people today often feel pressure to make the “right” career decisions. Join our free panel discussion with **VicSRC**, **myfuture**, and the **Student Wellbeing Hub** to explore how schools can better support students as they navigate these challenges.

Register here: [Panel Discussion Link](#)

Collaboration Day – St Brigid’s College, Horsham & Marian College, Ararat

The English Learning Areas from St Brigid’s College, Horsham and Marian College, Ararat came together in Horsham for a collaborative professional learning day led by Kirstin Bourne.

The day provided an opportunity for teachers from both colleges to share and discuss English programs from Years 7–12, with a focus on the new Victorian Curriculum 2.0, text selections, program structures, engaging hands-on learning activities that can be implemented in their teaching, and teaching resources. Staff engaged in rich professional dialogue, exchanged ideas, and shared resources to strengthen consistency and innovation across both schools.

Teams also worked collaboratively to set goals for 2026 and beyond, ensuring a continued focus on improving student learning and engagement in English. The day reflected a strong spirit of partnership, professional growth, and shared commitment to excellence in English education.



Teaching & Learning Updates



Early career teachers term 4 – Educator Wellbeing

Our next Early Career Teacher (ECT) professional learning session will be on Tuesday, 18 November from 2:15 pm to 3:15 pm.

This session will focus on Educator Wellbeing and will be presented by **Be You**.

The session will explore practical strategies to help you maintain balance, manage stress, and foster wellbeing as you continue to grow in your teaching career. It's a valuable opportunity to pause, reflect, and invest in yourself before the end of the school year.

We recognise that Term 4 is always a busy one, and some teachers may prefer more individual support at this time of year. If you would like a 1:1 conversation with a CEB staff member to reflect on your experiences, discuss challenges, celebrate successes, or simply debrief on the year that's been, please contact [James Murphy](#) who will arrange a meeting with a CEB staff member at a suitable time.

We look forward to seeing you at the session!

To register for the Be You session please click [here](#) (this is a no-charge event)

Any questions please contact [James Murphy](#) or [Julie Cooper](#)

TEACHERS AS CO-LEARNERS

Catholic Education | Languages

Adapting Teachers as Co-Learners (TCL) resources for units of work within existing oral languages specialist programs

Audience: Primary specialist oral language teachers (Italian, Indonesian and French)

Mode: Face to face

Date: Friday 7 November, 2025

Time: 9.00am - 3.00pm

Venue: Catholic Leadership Centre, 576 Victoria Parade, East Melbourne VIC 3002

Details: This face-to-face workshop is an opportunity for primary Italian, Indonesian and French teachers to understand more about the Teachers as Co-Learners resources currently available to Victorian Catholic specialist teachers and how to adapt them to existing units of work. The TCL resources are mapped to the Victorian Curriculum 2.0 and teachers will have an opportunity to create their own unit of work based on the resources. They will also be able to network extensively with other primary language teachers across the dioceses.

Registrations: [Register here](#) – note, these are limited due to venue capacity so don't miss out!

Setting up for Success Day - 2026

After a successful pilot in 2025, we are pleased to again offer the 1st year graduate teacher '**Setting Up for Success**' day. A day specifically tailored for graduate teachers commencing their first year of teaching in 2026. This day is designed to provide graduates with practical tips and early connections that will set them up for a confident start to the year.

The program will cover:

- Professional responsibilities
- Setting up classroom routines
- Engagement strategies
- Getting to know your learners
- Taking care of yourself - educator wellbeing

Session Details

- **Central - Ballarat:** Tuesday 20 January 2026, 9:00am – 12:30pm, followed by a networking lunch (supplied) location – Catholic Education Ballarat office – 200 Gillies St, Lake Wendouree
- **North - Robinvale:** (if required): Thursday 22 January 2026 – 9:00am – 12:30pm, followed by a networking lunch (supplied) location – St Mary's School, 12 Watkins St, Robinvale (session to be confirmed based on graduate numbers – location of session will be based on the location of the majority of graduates, so may be subject to change)

This is a free, optional program and we recognise that not everyone may make it. It is deliberately scheduled before the school year starts to provide meaningful learning to enable early career teachers to succeed from day 1.

Participants of the 2025 Pilot Group found it highly valuable, helping to refresh practices learned at university and during placements, while also building peer connections with fellow graduate teachers. **We invite you to encourage your 2026 graduate teachers to register and take advantage of this opportunity.**

[Click here](#) to access a flyer to share with any 2026 first-year teachers.

Graduates can register for the program **[here](#)**.

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.

- **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 .

- 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

- **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 C Leaders Fri 24th October 12pm – 3pm register [here](#)
- **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

- **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:
 - [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]
- **Monash University - Middle Years Extending Mathematical Understanding (EMU) Intervention Specialist Teacher Course**
 - To help us plan effectively, we're gathering [Expressions of Interest \(EOIs\)](#) from educators who are likely to register if applications open.

Quick Links

General

- Intellectual Property Basics Webinar on **29 October**
 - [Register Here](#)
- 2026 Teaching Excellence Program (TEP) submission until **31 October**
 - Learn more on this [link](#)
- 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

Student Wellbeing Updates

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

Career Opportunities

CEB

- **Psychologist** – ongoing position at 1.0 FTE (**closes 26 October**)

- **Manager: Policy, Risk and Compliance** – ongoing position at 1.0 FTE (closes 9 November)
- **Education Officer: Wellbeing Secondary** – fixed-term at 1.0 FTE (closes 9 November)

Principal Positions

- **Principal** - St Pius X Primary School, Warrnambool – 1.0 FTE (closes 16 November)

Schools

- **Classroom Teacher** – St Brigid's Primary School, Ballan – fixed-term position at 1.0 FTE (closes 22 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)
- **Teachers – Senior English & Religious Education** – Emmanuel College, Warrnambool – 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 Classroom Teacher (Year 1)** – Sacred Heart Primary School, Mildura – fixed-term position at 1.0 FTE (closes 24 October)
- **Learning Support Officer** – Sacred Heart Primary School, Mildura – fixed-term position at 1.0 FTE (closes 27 October)
- **Sports Coordinator** – Damascus College, Mt Clear, ongoing position at 1.0 FTE (closes 27 October)
- **Wellbeing and MHiPS Leader** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Religious Education Leader** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Learning Diversity Leader** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Leader of Pedagogy: Numeracy** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Leader of Pedagogy: Literacy and Languages** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Student Agency Facilitator** – St Patrick's Primary School, Stawell – POL appointment (closes 31 October)
- **Classroom Teacher (Including Specialists & Co-ords)** – St Patrick's Primary School, Stawell – fixed-term position at 1.0 FTE (closes 31 October)
- **Learning Support Officer** - St Patrick's Primary School, Stawell – ongoing, part-time position (closes 31 October)
- **2026 Humanities, Physical Education Teachers (7-10)** – Marian College, Ararat – ongoing position at 1.0 FTE (closes 31 October)
- **Learning Support Officer** – Marian College, Ararat – fixed-term position at 0.8 FTE (closes 31 October)
- **Business Manager** – Marian College, Ararat – ongoing position at 1.0 FTE (closes 31 October)
- **2026 Technology Teacher** – Marian College, Ararat – ongoing position at 1.0 FTE (closes 31 October)
- **Learning Support Officer** – St Brendan's Primary School, Coragulac – fixed-term, part-time position (closes 2 November)
- **Visual Arts Teacher** – St Mary McKillop College, Swan Hill – ongoing position at 1.0 (closes 5 November)
- **Teaching Positions** - St Mary McKillop College, Swan Hill – ongoing position at 1.0 (closes 5 November)
- **Religious Education Teacher** - St Mary McKillop College, Swan Hill – ongoing position at 1.0 (closes 5 November)
- **Maths/Commerce Teacher** - St Mary McKillop College, Swan Hill – ongoing position at 1.0 (closes 5 November)
- **Curriculum Leader Religious Education** - St Mary McKillop College, Swan Hill – ongoing position at 1.0 (closes 5 November)
- **Teacher for 2026** – All Saints Parish School, Portland – fixed-term position at 1.0 FTE (closes 7 November)
- **Sports and Camps Coordinator** – St Brigid's College, Horsham – ongoing position at 1.0 FTE (closes 16 November)
- **2025 Casual Relief Teachers** – St Columba's Primary School, Ballarat North – casual positions (closes 25 November)
- **Japanese Teacher 2026** – St Mary's Primary School, Warracknabeal – ongoing position at 1.0 FTE (closes 5 December)
- **Casual Relief Teachers** – St Patrick's Primary School, Ballarat – casual positions (closes 31 December)