

Weekly Newsletter #76 - 12 November 2025

From the Executive Director

This week, Bishop Paul has shared a special message on behalf of the Victorian Catholic Bishops – A Pastoral Letter to the Catholics of Victoria on Euthanasia and Assisted Suicide. I



encourage everyone to take a moment to read and reflect on Bishop Paul's message below. It offers a compassionate and deeply considered reflection on the sanctity of life and our shared call to uphold human dignity, especially for those who are most vulnerable.

On Tuesday 11 November, our schools joined Australians across the nation in commemorating the 107th anniversary of Remembrance Day. Students, teachers and staff paused at 11:00am for a minute of silence to honour all who have served and died in wars, conflicts and peacekeeping operations. The red poppy remains a powerful symbol of courage, sacrifice and hope. We also gathered as a CEB community in Ballarat

to mark this solemn occasion together. Let us not forget.

As you likely know, DOBCEL staff voted in strong support of the proposed VCEA Enterprise Bargaining 2025 (EB25) offer, with 63% voting **YES** to proceed to a formal ballot. Catholic Education Sandhurst and the wider network of Victorian Catholic primary schools also achieved majority **YES** results – a significant outcome given the strong opposition and misinformation circulating during the process.

Here at DOBCEL, we continue to advocate for a fair and timely outcome, including our proposal for a \$1,500 bonus and a 7% pay rise for all staff at the start of the 2026 school year. I know many of you share our view that staff deserve to see these benefits delivered soon – rather than waiting until November 2026 or beyond. We are now working closely with VCEA on the next steps, and I will be sharing more details with principals in an upcoming Executive Director Update.

Finally, in our reflection this week, we draw on Pope Leo's recent Apostolic Letter on Catholic Education, *Drawing New Maps of Hope*. His reflections resonate deeply with our own DOBCEL Strategy 2035, particularly our shared vision for education that is both faithful and forward-looking. For those who wish to explore the full letter, I invite you to follow this [link](#) and take the time to engage with the reflection below.

With best wishes,
Tom Sexton
Executive Director

A Message from Bishop Paul

Please take a moment to read this special message from Bishop Paul, shared on behalf of the Victorian Catholic Bishops.

It offers an important reflection for our community.



Pastoral Letter 2025_Euthanasia & Assisted Suicide

https://ceob.schoolzineplus.com/_file/media/7181/pastoral_letter_2025_euthanasia_assisted_suicide.pdf

Reflection of the Week

Rethinking the Art of Education in the 21st Century

On the 27th October, Pope Leo XIV published an Apostolic Letter regarding Catholic Education called "Drawing New Maps of Hope: An Apostolic Letter" is an official document from the Pope addressed to a specific person, group, or community. 'Drawing New Maps of Hope' intended audience is all those who work in Catholic Education. It was written on the occasion of the 60th anniversary of the Conciliar Declaration "Gravissimum Educationis" from The Second Vatican Council. With a prophetic and hope-filled tone, the Pope calls those in Catholic Education to trace new paths where education becomes an act of communion, a search for meaning, and a care for human dignity. It is not merely about changing structures, but about rekindling the passion to educate as an act of love: opening horizons,

accompanying processes, and recognising God's presence in each person.

The Apostolic Letter affirms the work of our DOBCEL Strategy 2035, and picks up many of the same themes our strategy explores.

Here are some particularly powerful statements from the letter.

Christian education is a collective endeavour: no one educates alone. The educational community is a "we" (3.1) Educating is an act of hope and a passion that is renewed because it manifests the promise we see in the future of humanity (3.2)

Education does not measure its value only on the axis of efficiency: it measures it according to dignity, justice, the capacity to serve the common good. (4.2)

Putting the person at the centre means educating them to see with the far-sightedness of Abraham (Gen 15:5): helping them discover the meaning of life, their inalienable dignity, and their responsibility towards others. (5.1)

The Catholic school is an environment in which faith, culture and life intertwine. It is not simply an institution, but rather a living environment in which the Christian vision permeates every discipline and every interaction. (5.2) Technical updates are not enough: it is necessary to cultivate a heart that listens, a gaze that encourages, and an intelligence that discerns. (5.2)

Forgetting our common humanity has given rise to divisions and violence; and when the earth suffers, the poor suffer the most. Catholic education cannot be silent: it must combine social justice and environmental justice, promote sobriety and sustainable lifestyles, and form consciences capable of choosing not merely what is convenient, but what is just. (7.2)

The Apostolic Letter will be particularly useful when reflecting upon school and college Vision and Mission.

Apostolic Letter from Pope Leo XIV

Remembrance Day 2025

On the 11th day of the 11th month at the 11th hour, in 1918 the guns of World War One fell silent as the Armistice signalling the end of the War was signed.

Every year since 1919, many nations have paused on Remembrance Day in memory of their fallen service people. Remembrance Day is an invitation for us to remember those who have died or served in war. This day is a time to pray for peace and to recommit to creating a world inspired by God's love.

The staff of Catholic Education Ballarat, gathered to commemorate Remembrance Day on Tuesday at 10:50AM to reflect, remember and pray for peace. The liturgy was held in the Ballarat office while staff located across the Diocese, had the opportunity to join virtually.

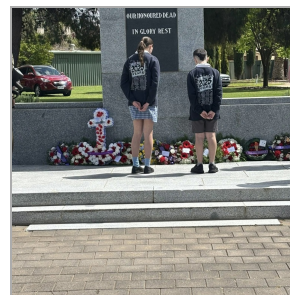
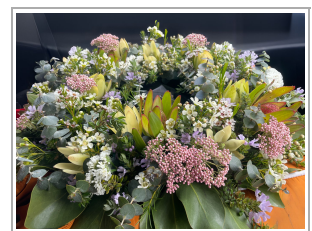
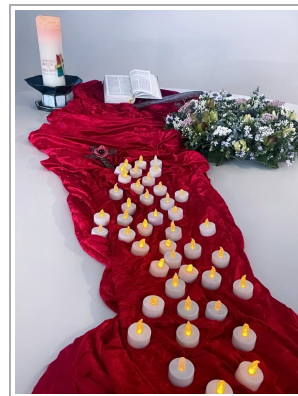
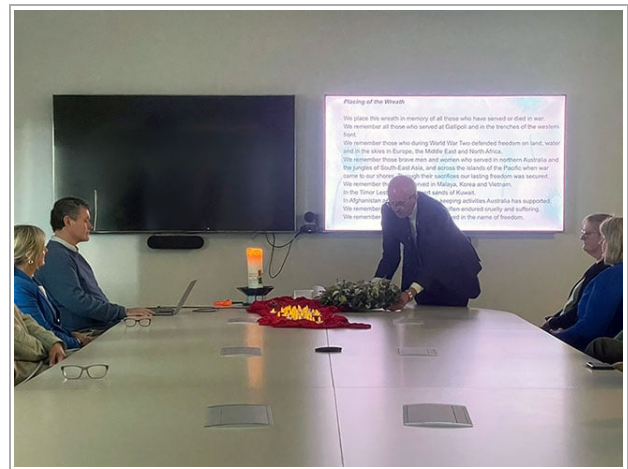
Many DOBCEL schools commemorated Remembrance Day, with students, teachers and staff pausing for a minute of silence to honour those who have served or died in war. We thank the schools who shared their commemorations and join them in remembering the legacy of all who served. Mr Tom Sexton, Executive Director of DOBCEL, also laid a wreath on behalf of all Catholic Education Ballarat staff in remembrance of those who served and lost their lives in war.

As the wreath was laid the following reflection was recited.

*We place this wreath in memory of all those who have served or died in war.
We remember all those who served at Gallipoli and in the trenches of the western front.
We remember those who during World War Two defended freedom on land, water and in the skies in Europe, the Middle East and North Africa.
We remember those brave men and women who served in northern Australia and the jungles of South-East Asia, and across the islands of the Pacific when war came to our shores. Through*

*their sacrifices our lasting freedom was secured.
We remember those who served in Malaya, Korea and Vietnam.
In Timor Leste and the desert sands of Kuwait.
In Afghanistan and numerous peace keeping activities Australia has supported.
We remember all prisoners of war who often endured cruelty and suffering.
We remember all who have died and served in the name of freedom.*

Lest we Forget





Catholic Identity & Mission Updates



Formation in Synodality

The Catholic Diocese of Ballarat is excited to be joining with the Catholic Theological College to provide formation in Leadership for Synodality in the Diocese of Ballarat through a bursary funded by the Therese D'Orsa Mission Fund.

The idea for this program emerged following the Ballarat Diocesan Assembly at the end of 2024. The Diocesan Assembly Report details the support for building a Synodal Church in this diocese with a prominent outcome of the Assembly being the need to provide formation for synodal leadership.

For more information, please see attached Synodal Formation Flyer.

The Assembly report is also attached for your information.

Expression of Interest for CTC project

https://ceob.schoolzineplus.com/_file/media/7157/expression_of_interest_for_ctc_project.pdf

Synodal Formation Flyer

https://ceob.schoolzineplus.com/_file/media/7156/synodal_formation_flyer.pdf

Assembly Account

https://ceob.schoolzineplus.com/_file/media/7158/assembly_account_mar_3.pdf

ECSI Masterclass IV: Good Practices in Enhancing Catholic School Identity (Online)

DATE: Wednesday 19 November 2025

TIME: 4.30PM – 6PM Victorian Time

You are warmly invited to join us this 19 November for the fourth ECSI Masterclass!

The focus for this Masterclass is to learn about and reflect on Good Practices in Enhancing Catholic School Identity across Australia.

Presentations for the Masterclass will include one on *Dialogue for the Catholic Dialogue School* from Garth Kydd, Principal of St. James' School Sebastopol together with Paul McDowell, Principal of St. Patrick's School Gordon.

Please tune in to support Garth and Paul!

Each (arch)diocese is invited to present **one thematic area within current practice** along with your own reflections in light of the ECSI framework:

- Examples of current practice in the thematic area chosen
- How does your practice already promote (a) interreligious/interworld view dialogue, (b) recontextualisation 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?

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. 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)**.

Registration also includes an (optional) request for input and examples.

One week prior to the Masterclass, the specific link and login details will be sent to all those registered online. Please join us!

Registration Link

Aggiornamento Letter to Principals

Dear Principals and Religious Education Leaders,

Following the success of this year's **Aggiornamento** professional learning sessions (*aggiornamento*, Italian for "updating" came to prominence as one of the aims for the Church of the Second Vatican Council), we are pleased to say that we are able to offer further sessions in 2026.

The *Aggiornamento* sessions we are offering are 90-minute online modules with TAP accreditation. We are appreciative of ACU, Assoc Prof. Robyn Horner and Dr. Teresa Brown in particular, for the privilege and generosity of access to *Aggiornamento*.

The Learning Outcomes for the modules include introducing participants to the practice of thinking and talking about Catholic faith in dialogue with their experiences in the contemporary world and, enabling participants to consider the ways in which they may apply their learning in their specific school and our diocesan context. As such, the first two modules, we are offering **101 & 106 are specifically oriented towards graduate teachers and those teachers new to the diocese or who are returning to the diocese.**

The cost per module will be from \$30-\$50 depending upon numbers; this cost is payable to ACU.

Module	Repeat date:	Time:	Focus:
Module 101 Thursday Feb 12 th 2026	Tuesday Feb 17 th	3.45-5.15pm	The Contem Context
Module 106 Thursday March 5 th 2026	Thursday March 12 th	3.45-5.15pm	Talking about An Invitation
Modules open to all			
Module 102 Thursday Nov 12 th 2026	Tuesday Nov 17 th	3.45-5.15pm	A Personal G
Module 103 Thursday Dec 3 rd	Tuesday Dec 8 th	3.45– 5.15pm	The Great Tr

Although clashes in dates will inevitably occur, our hope is that you'll be able to prioritise these learning opportunities for colleagues not only for their theological content, also and essentially for the personal and spiritual learning each session will offer.

The modules will be advertised via the PL Calendar and enrolments invited early in 2026.

Sincerely,

Gina Bernasconi & Justin McInerney

Social Justice Updates

We Are the Action Heroes

Hope is not only a feeling — it's something we do.

At the recent **Raising Hope for Climate Justice Conference**, actor and former Governor Arnold Schwarzenegger called **Pope Leo XIV** an "action hero for climate justice."

Smiling, the Pope turned the spotlight toward the people:

"There is indeed an action hero with us — it is all of you, who are working together to make a difference."

He then offered a timeless challenge:

"God will ask us if we have cared for the world He created and for our brothers and sisters. What will be our answer?"

Our Answer Begins with Action

While governments debate their *Nationally Determined Contributions (NDCs - climate commitments)* under The Paris Agreement, people of faith are responding with *People's Determined Contributions (PDCs)* — living commitments from families, parishes, schools, and communities around the world.

Add your voice and your action:

raisinghope.earth/action

Watch and share the 50-second campaign video — tag your parish, movement, or family, and show that hope is alive: **Let's Turn Hope into Action – Pope Leo XIV (YouTube)**

Use the hashtags: **#AnswerTheCry**
#CommitToOurCommonHome **#RaisingHope**

Together, we are the action heroes Pope Leo spoke of — ordinary people with extraordinary hope.
This is what faith in action looks like.

[ResourceSmart Schools Awards 2026](#)

The ResourceSmart School Awards are Victoria’s largest sustainability celebration for primary and secondary school students, teachers and school volunteers. Since 2008, over 1,600 schools have participated in the ResourceSmart Schools program, with over 200 recognised in the ResourceSmart Schools Awards.

Showcase your sustainability story: Entries are open!

This year, the ResourceSmart Schools Awards celebrate 17 years with the theme ‘*Our Sustainable Community*’, acknowledging the supportive network where teachers, students and stakeholders share knowledge, passion and commitment to drive sustainability for a thriving environment.

- **Entries open:** Now!
- **Entries close:** Monday 9 March 2026
- **Finalists announced:** Wednesday 23 April 2026
- **Award ceremony at Melbourne Cricket Ground:** Thursday 11 June 2026

[Find out more and enter here](#)

[Prophetic Voices from the Margins: The Way Forward to COP30](#)

“We are one family, with one Father. We inhabit the same planet and must care for it together.” — Pope Leo XIV

As the Church’s call to *ecological conversion* grows stronger, bishops, youth, and faith leaders from Asia, Oceania, Africa, and Brazil unite ahead of **COP30 in Belém, Brazil**. Together, we’ll lift a moral voice for creation and explore what it means to care for our common home today.

Join the Laudato Si’ Movement Asia Pacific for an inspiring online gathering of *prophetic voices* for climate justice.

- **Date & Time:** November 27th 2025, 8:00pm (AEDT)
- **Duration:** 2 hours
- **Register now:** [Zoom Registration Link](#)

Featured Speakers:

- Bishop Allwyn D’Silva (India) – Champion for the poor and ecological justice across Asia
- Bishop Gerry Alminaza (Philippines) – Leading voice for fossil fuel divestment and just transitions
- Adi Mariana Waqa (Pacific/Australia) – Theologian uplifting Pacific voices of resilience and hope
- Ashley Kitisya (Africa) – Youth leader driving faith-based climate action in Africa
- Eduardo Scorsatto (Brazil) – Catholic youth leader connecting faith and ecological awareness in the Amazon

- Jacqui Rémond (Australia) – Co-founder of the Laudato Si’ Movement, reflecting on integral ecology in the Pacific

Come be part of the Church’s living witness for creation — a global family caring for our common home.

[Upcoming Key Social Justice Dates:](#)

Term 4 Dates:	Event:
10 th to 16 th November	Planet Ark’s National Recycling
Monday 19 th November	World Science Day for Peace a
Sunday 16 th November	International Day for Tolerance World Day of the Poor
Wednesday 19 th November	World Toilet Day
Thursday 20 th November	World Children’s Day United N
Tuesday 25 th November	International Day for the Elimina
Sunday 30 th November	1st Sunday of Advent
Tuesday 2 nd December	International Day for the Aboliti
Wednesday 3 rd December	International Day of Persons w
Wednesday 10 th December	Human Rights Day
Saturday 20 th December	International Human Solidarity I
Thursday 25 th December	Christmas Day

Pastoral Ministry Office Updates

Special Masses – November 19 & 20

Invitation from Bishop Paul

Bishop Paul invites all in our diocesan school communities—principals, teachers and staff—to join in prayer and reflection during two special Masses being celebrated later this month.

- **Wednesday, November 19 – Anniversary of the Dedication of St Patrick’s Cathedral, Ballarat**

This day marks the anniversary of the dedication of our cathedral, a moment to give thanks for our diocesan faith community and its ongoing mission in education and service.

- Mass of the Anniversary of the Dedication of the Cathedral
- Prayers: Missal pages 1095–1097
- Readings: Lectionary Volume II, pages 1328–1341

- **Thursday, November 20 – Mass for Persecuted Christians**

As part of the global observance of “Red Wednesday”, our diocese will pray for persecuted Christians on Thursday, November 20.

- Mass for Persecuted Christians
- Prayers: Missal pages 1346–1347
- Readings: Lectionary Volume III, pages 544–560

Bishop Paul encourages all parishes and school communities to join in these special celebrations.

If your parish is holding a Mass for Persecuted Christians, you are invited to register it with Aid to the Church in Need at www.rednovember.org, where you’ll also find helpful prayer and reflection resources under “Resources.”

Let us come together in prayer—giving thanks for our cathedral and remembering those across the world who suffer for their faith.

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](#).

Bishop George Kolodziej SDS Appointed Delegate for Youth

The Bishops Commission for Evangelisation, Laity and Ministry has announced the appointment of **Bishop George Kolodziej SDS, Bishop of Bunbury**, as the bishop delegate for youth.

This appointment comes as preparations intensify for the Australian Catholic Youth Festival (ACYF), set to take place in Melbourne from 30 November to 2 December. Thousands of young Catholics are expected to gather at the Melbourne Convention and Exhibition Centre for this vibrant celebration of faith.

Bishop George Kolodziej SDS was ordained and installed as the Fifth Bishop of Bunbury in March. Originally from Poland, he was ordained to the priesthood in 1994 and has served in parishes and schools across Western Australia and New South Wales. His commitment to youth ministry includes leading World Youth Day pilgrimages, reflecting his passion for engaging and inspiring young people in their faith journey.



Media Release Statement

https://ceob.schoolzineplus.com/_file/media/7112/media_release_fi nal_bishop_delegate_for_youth_on_acyf_october_2025.docx

Student Agency – Schools that Listen DS2035 Strategy Initiative

“To hear from our students about what engages them in their learning and school community, to bring about fullness of life for all”

Over the past several years, schools across our Diocese have demonstrated a deep and sustained commitment

to fostering student agency. The dedication of educators, leaders, and students has laid a strong foundation for this work. As we continue to grow and evolve student agency across the Diocese, we acknowledge the significant progress already made and the many contributions that have shaped our journey so far.

Student Agency – Schools that Listen is a DOBCEL Strategy 2035 initiative that aims to continue to develop listening, responding, and acting processes to enhance student agency within the Diocese.

The DOBCEL Strategy 2035 addresses both global and local trends that affect school education. The strategy states that developing positive relationships, student agency, and supporting teacher professional autonomy contribute to stronger engagement, a sense of belonging, and increased innovation in schools, which may positively influence emotional wellbeing, motivation, and overall school outcomes.

Next week principals and their school's Student Agency Facilitators will attend our first Student Agency Educator online seminar with Dr Jean Stiles to examine factors that influence student voice, engagement in learning and participation in the school community.

For further information or details, please contact the Strategy Implementation Manager – simanager@dobcel.catholic.edu.au



From Left to Right: Cathy Duynhoven – St Josephs Warrnambool, Christine Cook – OLHC – Warrnambool East, Sarah Burchell – St Johns Dennington, Shae Smith – St Patricks Port Fairy, Jordan Smith – DOBCEL, Dean Pidgeon – DOBCEL, Linda Kenna – St Thomas' Terang, Rebecca Lawlor – St Pius X Warrnambool West, Bronie Moloney – St Patricks Koroit

Group 7 recently completed their Business Central training in Warrnambool, marking another successful phase in the rollout. The training was filled with collaboration, learning, and a few memorable moments — including one fitting interruption as participants took a well-earned break to watch *the race that stops the nation!*

This snapshot perfectly captures the spirit of our rollout journey — a balance of hard work, teamwork, and a bit of celebration along the way.

Group 8 is underway this week with the final group set for next week, before a much-needed break for our trainers and schools.



Business Services Update



DOBCEL Schools Progress Further with SIMON and Business Central Rollouts

The rollout of **SIMON and Microsoft Business Central** continues to gather momentum across the Diocese, with an increasing number of schools now successfully live on both platforms.

As of today, 46 schools are now live with SIMON, and have transitioned to Business Central, reflecting the dedication and teamwork of school leaders, Business Managers, and DOBCEL's implementation teams.

Group 7 Takes the Lead — With a Pause for the Melbourne Cup

People & Development Updates

- Indexed annually

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

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](#).

Click through to the flyer below.

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



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)

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).



Professional Learning Opportunities

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

Date	Course	Details	Try booking Link

Wednesday 26 November 10:30AM – 12:30PM	Managing Employee Performance – online	Click here for details	https://www.trybooking.com/CZNNNS Please contact Jo Huntley or Tina Phillips for more information.
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We encourage all team members 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.

2026 Professional Learning Guide

Be sure to check our newest release of the DOBCEL 2026 Professional Learning Guide for new events and updated details!

New! – Aggiornamento: Bite-Sized Theology Conversations

- The Aggiornamento series consists of two sets of two 90-minute online modules in Term One and two in Term Four (with differing audiences). Aggiornamento is Italian for 'updating' and came to prominence as one of the aims of the Church of the Second Vatican Council. The four modules have been developed collaboratively by Professor Robyn Horner and Dr Teresa Brown of the School of Theology at Australian Catholic University and draw from the resources of experts in the field.

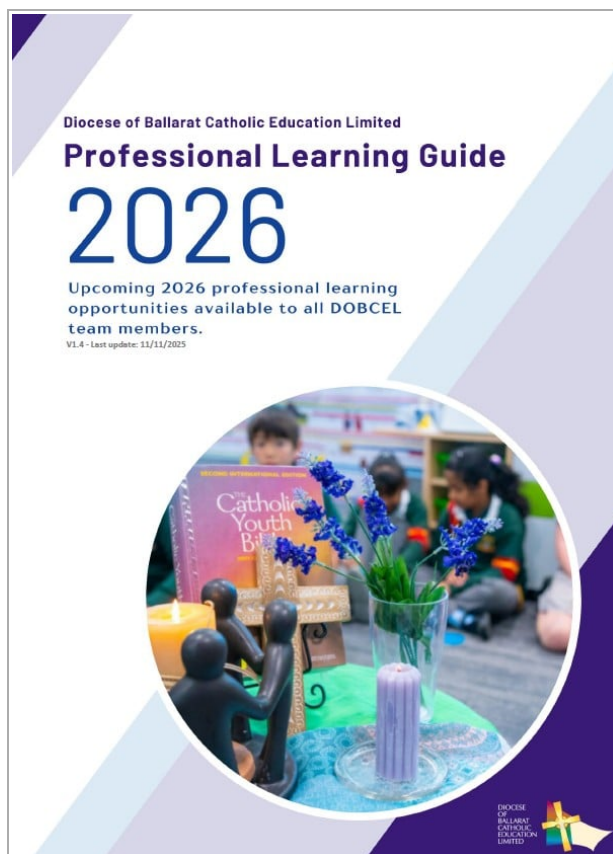
New! - Literacy Bridges: Strengthening Disciplinary Literacy at Year 7

- At DOBCEL, we recognise that literacy is more than just reading and writing - it's about understanding the unique ways each discipline thinks, communicates, and constructs meaning. Building on the ILSY Model (Improving Literacy in Secondary Years), this network focuses on equipping middle leaders and teachers with the tools to teach the specific literacy practices of their subject areas - from analysing sources like a historian to reasoning like a mathematician.

Update! – New 2026 dates have been added for the following networks:

- Secondary Learning Leaders (invitation only)
- Leading Pedagogical Learning with Christopher Thomas (invitation only)
- English Curriculum Project (ECP) – English (Diocesan Secondary Schools)
- English Curriculum Project (ECP) – Humanities (Diocesan Secondary Schools)
- VCE English Catholic Schools Network (VECN) (subscription only)

2026 Professional Learning Guide (as of 11 November 2025).pdf



Converge Updates



November Wellbeing Highlights from Converge

November is packed with resources to support your wellbeing—from November, International Day for the Elimination of Violence against Women and many more.

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](#)



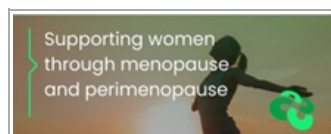
[Listen to the Thrive Podcast](#)



[November Flourish E-Magazine](#)

World Menopause Month: Dedicated Support Line

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



Webinars for Staff & Leaders – Explore Creating Safe Spaces

- [Transforming Lives \(Leaders\)](#)
- [Awareness Sessions](#)

Converge 2026 Wellbeing Calendar

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.

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:

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](#)

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](#).

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

The **2025 Australian Teacher Workforce Survey** is now live across Victoria, offering educators a vital opportunity to shape the future of teaching in Australia.

This national survey is designed to capture the real experiences of teachers and school leaders—from classrooms to early childhood settings—and inform education policy, workforce planning, and support initiatives. The more voices we hear, the stronger and more representative the insights will be.

Why Participate?

- It takes just **10 minutes** to complete.
- Your input helps ensure decisions reflect the realities of today's education landscape.
- All registered teachers receive a unique survey link via email.

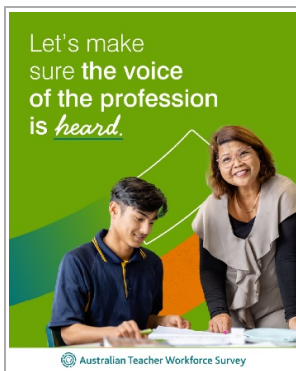
Promote the Survey AITSL has launched a dedicated [promotion toolkit](#) featuring:

- Newsletter copy
- Social media assets
- Posters
- Email templates
- PowerPoint presentations

These resources are ready to share across your networks, diocesan channels, and school communities.

Your voice matters — help shape the future of education.

For more information or to access campaign materials, visit the [AITSL website](#).



2026 – Primary School Community Improvement Grants

The Catholic Diocese of Ballarat Foundation is offering **2026 School Community Improvement Grants** – providing up to **\$5,000** to **six Catholic Primary Schools** across our Diocese for projects that make a real difference in the welfare of your community.

This is a wonderful chance to bring your vision for community improvement to life!

Key Details:

- **Funding Available:** Up to \$5,000 per project
- **Eligible Schools:** Any DOBCEL primary school within the Diocese of Ballarat
- **Project Timeline:** Projects to be delivered during 2026
- **Funding Distribution:** February 2026

The Foundation is particularly interested in projects that provide relief, comfort, and support for those experiencing disadvantage within our Diocese – supporting initiatives that truly embody our mission of service and compassion.

APPLYING IS EASY !

Application closing date has been extended to 11th December 2025 !

Assessment will occur at the Foundation's November meeting, with successful applicants notified in early December 2025.

For schools who received grants in 2025 are still welcome to reapply and everyone is encouraged to consider how this funding could support your community improvement goals.

Have questions? The Foundation Secretary is ready to assist with any queries about the grant process. Please contact them at foundation@ballarat.catholic.org.au.

Find the information via: [Catholic Diocese of Ballarat Foundation - Diocese of Ballarat 2026 – School Community Improvement Grants](#)

[Schools Community Improvement Grants Application Form](#)

[General Grants Application Form](#)

[Foundation_Grants_Aquittal_Form.docx](#)

https://ceob.schoolzineplus.com/_file/media/7095/foundation_grants_aquittal_form.docx

Student Wellbeing Updates

Term 4 Professional Learning/Network Opportunities

PL / Network Opportunity	Date & Time	Details
Mid-North Student Wellbeing/MHWL Leaders Network	27 November 10:00AM - 2:00PM	Location: TBC Register here

Webinar next week - don't miss out!
In Conversation with John Cardamone
Brave Conversations to Protect Children



What would you do if a child revealed sexual abuse?

Join us for an honest and practical webinar that empowers **parents, carers, and educators** to respond to child sexual abuse with confidence and compassion.

This session will explore:

- Spotting the signs - What to look for in children and young people.
- Responding safely - How to support a child after disclosure.
- Why Disclosure is hard - Why Children struggle to speak up and how adults often react.
- Managing your feelings - Acknowledge emotions, seek support and reconnect with your child.

[Register Here](#)

CEP Exclusive Child Safety Series with Kristi McVee



Please find the recordings links below for **CEP's** three-part exclusive series (approx. 1 hour running time each) with **former police detective and child safety advocate Kristi McVee**.

- **Session One – Online Safety:** Practical strategies to help keep young people safe online. [Watch here](#)

- **Session Two – Abuse Awareness:** Understand the signs of abuse and how to respond effectively. [Watch here](#)
- **Session Three – Managing the Community:** Insights on fostering safe, connected, and supportive school communities. [Watch here](#)

CEP is also planning a 4th session next year with further Q and A which we will share when we receive more details.

Expression of Interest – Mental Health in Primary Schools (MHIPS) Role 2026



In 2026, Mental Health and Wellbeing Leaders (MHWLs) across the **Central Zone** will have the opportunity to take on the **Mental Health in Primary Schools (MHIPS)** role.

MHiPS is a Victorian Government initiative designed to **upskill experienced teachers** to become Mental Health and Wellbeing Leaders, increasing schools' capacity to support student mental health and wellbeing. The program is a partnership between the **Centre for Community Child Health (CCCH)** at the **Murdoch Children's Research Institute (MCRI)** and the **Melbourne Graduate School of Education (MGSE)** at the **University of Melbourne**.

Please note: participation requires **current VIT registration**, and while the initiative is supported by designated central and regional staff, **DOBCEL does not run the training**.

Central Schools can contact **Jane Bennett** (jbennett@dobcel.catholic.edu.au) for further information or to clarify the role.

Learn more about MHIPS here: www.mhips.org.au

School-Wide Positive Behaviour Support (SWPBS) in 2026

Thank you to those who have expressed interest in engaging with the **Student Wellbeing Team** to support your school's implementation of **School-Wide Positive Behaviour Support (SWPBS)** in 2026.

We're currently collating all expressions of interest and will be in touch in the coming weeks to outline how **professional learning and tailored support** will look for your school.

Navigating social media age restrictions

From 10 December, the Australian Government will introduce world-first social media age restrictions, preventing children under 16 from creating or maintaining accounts on certain platforms.

Find key information and resources for young people, families, and educators at: www.esafety.gov.au

The eSafety website also features new research on the online gaming experiences of young people with disability. The report highlights how these young people engage with gaming, the benefits and risks they experience, and the strategies they use to stay safe online.

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](#).

Attendance is required for both days.

Ballarat Registration Link for 26-27 November 2025

International Day of People with Disability (IDPwD)

The International Day of People with Disability (IDPwD) is a United Nations-recognised day, observed annually on **3 December 2025**.



Its aim is to raise awareness, understanding, and inclusion of the 5.5 million Australians with disability.

Resources for schools, communities

and workplaces can be found at [IDPwD website](#).

Click on the flyer below for more information.

IDPwD Flyer

https://ceob.schoolzineplus.com/_file/media/7180/what_idpwd_web.pdf

Supporting transitions in Education – School fact sheet ACD

Fact sheet for families from Advocating for Children with Disabilities in supporting transitions in education.



Supporting Transitions in Education Fact Sheet

https://ceob.schoolzineplus.com/_file/media/7031/supporting_transitions_in_education.pdf

Teaching & Learning Updates



Opening the Doors Foundation: Financial Grants for Aboriginal and Torres Strait Islander Students

The Opening the Doors Foundation provides

grants to families to assist with the extra costs incurred in the schooling of Aboriginal and Torres Strait Islander primary or secondary school students. The 2026 Grant Round is now open, with a strict closing date of **2 April 2026**. For students to commence the 2026 school year with the necessary items, the ideal time to apply is now or before the start of Term 1.

Please note that due to a large increase in demand, changes have been made to this year's grant round. The Foundation will prioritise students with the highest financial need to ensure fair access to support. Please read the **Foundation Application Criteria and Guidelines** and if eligible, email **OTDF Applications** to receive an auto message with a direct link to the OTDF grant portal.

Further information can be obtained by contacting the Foundation (email **OTDF Applications** or phone 1300 236 356) or your relevant Education Officer: Aboriginal and Torres Strait Islander Education –

Central and Far Northern Zone primary schools and Secondary Colleges - Damascus College, Loreto College and St Patrick's College, please contact **Helen Christensen**.

Mid-Northern and Southern Zone primary schools and Secondary Colleges - Emmanuel College, Marian College, Mercy Regional College, Monivae College, St Brigid's College, St Joseph's College, St Mary MacKillop College and Trinity College, please contact **Jeanette Morris**.



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.

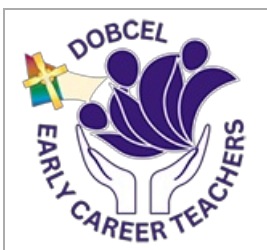
This session will focus on Educator Wellbeing and will be presented by **Be You**.

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.

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

We look forward to seeing you at the event.

Any questions please contact **James Murphy** or **Julie Cooper**



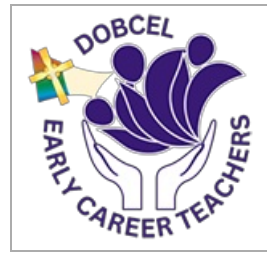
ECT Individual Check-ins

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 of your choice at a suitable time.

Any questions please contact **James Murphy** or

Julie Cooper



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.**

For more information, click the flyer below to share with any 2026 first-year teachers.

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

Registration Link



IMPORTANT Lit-HAS Integrated Curriculum Update

As you would be aware the Flare Primary Literacy Lit-HAS Integrated Curriculum, Scope and Sequence and associated resources are currently being updated, to fully align with VC2.0 across English, Science and the Humanities.



Primary Leaders of Learning 2026

Thank you to those who were able to attend our final Session of PLoL for 2025. We know how busy this stage of term 4 is and we really appreciate you making the time to join us.

We are in the stages of formalising Primary Leaders of Learning for 2026 and your feedback and thoughts are very much welcomed and appreciated. If you are yet to do so, please tuck away some time to complete this [GOOGLE FORM](#) by the end of Week 4. Your contributions will contribute greatly to the future direction of PLoL. All leaders across the diocese are invited to complete this feedback.

Below, you'll find the Session #4 recording, slide deck, and other relevant professional readings and resources we explored together.

- [Session #4 Recording](#)
- [Presentation Slide deck PDF](#)
- [AllReady Project](#)
- [Intention Setting Slides](#)
- [PLoL 2025 Feedback and 2026 thinking \(please complete\)](#)

We thank you for your support across 2025 and look forward to continuing to support leadership capabilities of our Primary leaders across the diocese in 2026.

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

To allow teachers and leaders to begin planning for 2026 in a timely manner, we will be putting up the new resources (and taking down the current versions) at the beginning of Week 10 - Monday 8th December.

If you are planning to use any of the Flare Key Texts after Monday 8th December, you may wish to make copies of the texts you need, as they may not be available in the updated version.

Further information about this update will be provided to Primary Literacy Leaders.

If you have any questions, please contact Emma Rutherford erutherford@dobcel.catholic.edu.au



Added Whole Staff PL Dates for 2026

In response to feedback, the Flare Team has added three further dates to the 2026 PL Calendar. These will provide the opportunity to gather face to face for whole-staff learning if schools wish to do so. We are not able to provide this option for all whole-staff sessions, but have prioritised one session per phase, depending on the content that best lends itself to real-life delivery.

Please note that schools do not have to attend BOTH of these. You will register for either the face-to-face option OR the online option.

ANYONE may register for any of these dates. If you are a self-guided school, you are more than welcome to join us for any Flare PL offering, either as a whole staff group or as individuals. If you are a guided school, you may wish to register new staff for prior phase PL as part of your induction processes.

Day 1	
Phase A	Wednesday, 25 February, 9:00AM - 3:00PM Online
Phase B	Monday, 16 February, 9:00AM - 3:00PM Online
Phase C	Thursday, 19 March, 9:00AM - 3:00PM Online OR Tuesday, 31 March 9:00AM - 3:00PM Face to Face in Warrnambool

- **Cost:** To be advised once details are confirmed.

We invite expressions of interest from all who are keen to attend.

To express your interest, please contact sryan@slucas.catholic.edu.au.



FIRE Carrier Program: Friends Igniting Reconciliation through Education

We are delighted to see more schools across the Ballarat Diocese taking authentic steps towards reconciliation and developing in-depth cultural awareness. The FIRE Carrier Program can

Registrations will be opened prior to the end of 2025, via the Flare 2026 Calendar which will soon be made available on the Flare website. We kindly encourage you to register for the whole-staff PL days at your earliest convenience. Specific venues will be determined following registrations - as numbers dictate.

Literacy Leaders - Important Reminder

Please remember that if you are a Literacy Leader who missed the recent Literacy Leader Coaching VC, the recordings are now available. We ask that you please prioritise watching the recording and completing the required administration tasks within the next week or two.

□ **Expression of Interest – Sounds Write Training**

Siena Catholic Primary School is offering a **4-day training program** in **Sounds-Write**, a highly effective **Structured Synthetic Phonics program**. This training will equip educators with the skills and knowledge to implement a research-based approach to teaching reading and spelling. There will be both a focus on F-2 training, 3-6 and Education Support Training, building on our training this year.

Sounds Write Facilitator: Jacinda Vaughan

Training Dates: 9th, 10th, (11th- Real time teaching day across the school observation) 12th & 13th February 2026. Wednesday is a training free day - no payment required. The reason being is so that we can provide staff with a brain break in what is an intensive training schedule.

- **Location:** Siena Catholic Primary School, 150 Eleanor Dr, Lucas

help you to formalise this process as well as address school compliance areas including Child Safe Standards, the VCEA Aboriginal and Torres Strait Islander Education Action Plan and the National Aboriginal and Torres Strait Islander Education Strategy. Beyond compliance it is a way of making your school a more culturally aware and culturally safe place. Aboriginal and Torres Strait Islander families attending the school are welcome to be part of the process if they would like to be.

If you are ready to take the next step and join the FIRE Carrier Program, check the latest FIRE Carrier Program Information Booklet. Once you have had a look at the booklet and the FIRE Carrier Program Presentation, please discuss it with your school leadership team. If you are requiring further clarification/information, please contact your relevant Education Officer: Aboriginal and Torres Strait Islander Education –

Central and Far Northern Zone primary schools and Secondary Colleges - Damascus College, Loreto College and St Patrick's College, please contact Helen Christensen.

Mid-Northern and Southern Zone primary schools and Secondary Colleges - Emmanuel College, Marian College, Mercy Regional College, Monivae College, St Brigid's College, St Joseph's College, St Mary MacKillop College and Trinity College, please contact Jeanette Morris.



UFLI Foundations Professional Learning – Ballarat

On Monday, 10th November, 78 educators from 11 schools across the Diocese gathered at St James' Parish School, Sebastopol, for a day of professional learning focused on UFLI Foundations - an explicit, systematic phonics program that supports early reading success.

The session was facilitated by Ashraf Samsudin from SPELD Victoria, an accredited trainer with the University of Florida Literacy Institute. Participants explored evidence-based literacy practices designed to strengthen teacher confidence and consistency in phonics instruction.

A special thank you to Garth Kydd and the staff of St James' Sebastopol for their generous hospitality and for providing the venue, helping make this valuable learning opportunity more accessible for everyone.



Japanese Primary Teachers Professional Learning Network

On Wednesday 29th October, 14 Ballarat Japanese primary teachers from Catholic and Government schools participated in a professional learning day, as part of a cross-sector network initiative, hosted by DOBCEL.

The teachers enjoyed two excellent presentations delivered by guest presenter, Junko Nichols, Director of the Monash University Japanese Language Education Centre. The group learnt about Apron Theatre Storytelling and the exciting opportunities this can provide for students, particularly with junior learners. Junko also shared the powerful impact that Peace Education can have in the classroom by using authentic texts and experiences and discussed how this can promote intercultural understanding. The teachers also explored the new Victorian Curriculum 2.0 for Japanese and shared classroom ideas. A big 'arigatou' (thank you) to all those that attended!



2026 Prime Minister's Prizes for Science - Now Open for Nominations

Nominations are now open for the **2026 Prime Minister's Prizes for Science – Science Teaching Prizes**, recognising exceptional educators who have made outstanding contributions to science, technology, engineering, and mathematics (STEM) education.



Two prizes are available:

- Primary School Science Teaching Prize – \$250,000
- Secondary School Science Teaching Prize – \$250,000

Each winner will receive \$250,000 in prize money, a medallion, lapel pin, and award certificate. There is also the opportunity for highly commended recognition for other exceptional nominees.

This is a wonderful opportunity to **celebrate and reward teachers** who inspire curiosity, creativity, and a lifelong passion for STEM among their students.

Nominations close: Thursday, 18 December 2025, 5:00pm AEDT

Help shine a spotlight on Australia's most inspiring science teachers — share this opportunity with your networks and encourage your community to nominate a deserving educator.

Learn more and submit a nomination: [The 2026 Prime Minister's Prizes for Science – Science Teaching Prizes | business.gov.au](https://www.business.gov.au)

Our Schools in Action

Monivae College Honoured with 2025 National ACEL Leadership Award

We are proud to share that Monivae College in Hamilton has been awarded the **2025 National ACEL Leadership Award**, recognising its outstanding

role as a valued partner in the **New Metrics for Success research–practice partnership**.

Monivae’s contribution to New Metrics has not only strengthened the partnership but also provided a clear road map for more equitable and future-focused schooling. This achievement highlights Monivae’s local impact and its influence on a collective national effort that ACEL and the University of Melbourne believe will shape education for years to come.

This award is a testament to Monivae’s commitment to innovation and leadership in education, paving the way for meaningful change across Australia.
CONGRATULATIONS!

(Photo from Monivae College Facebook Page)



St. Francis Xavier Primary School's Market Day Giving in Action

Last Monday 10 November, Year 6 students of St. Francis Xavier Primary School in Ballarat welcomed Craig Schepis from the Soup Bus and donated a cheque worth AUD\$ 4,034.70. This amount was raised during the Market Day event of the school. This contribution will help the Soup Bus organization in continuing their mission of supporting the people in need in Ballarat.

(Photos from St. Francis Xavier's Facebook Page)



Mission Month at Sacred Heart Primary, Casterton

Mission Month is one of our favourite times of the year at Sacred Heart. Our students love planning the activities, getting creative and doing their part to help others.

Mission Sleepover

The Mission Sleepover was a huge highlight. Students

returned to school in the evening - our first activity was to head out on a walk to Mickle Lookout to watch the sunset and see the town lights come on.

Back at school, things got competitive — we played *Sardines*, and let's just say our students were *not* the quietest hiders... Ms Mc was the champion again, managing to hide for nearly 15minutes- quite a feat in a small school! We finished the night with *Murder in the Dark* before settling in (eventually!) for a late night chat and a little sleep.

It was a night full of laughter, teamwork, friendship and gratitude.

Vinnies Fashion Challenge & Parade

Students visited Vinnies, shopped for outfits on a tiny budget, and then held a fashion parade that had everything — creative themes, confidence, plenty of laughs and wonderful support for our local op-shop. Such a fun way to learn about sustainability and helping others.

Wheels Day & Crazy Hair Day

The yard was full of scooters, bikes, skateboards and very impressive hair creations!

Drive-Thru Lunch

Students prepared lunch and served it to families and community members drive-through style — a beautiful act of hospitality and connection and a chance for our students to practise real-world service with big smiles and warm hearts.

We wrapped up Mission Month with a student-led liturgy, thanking God for all we have and praying for children and families around the world who need support.

Mission Month at Sacred Heart reminds us that faith is lived through joy, kindness and action. Our students showed leadership, compassion and creativity every step of the way — we are very proud of them.

(Article & photos shared by Suzie McManus, Principal of Sacred Heart Primary School)



Quick Links

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

Teaching & Learning

- **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:
 - [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.

Student Wellbeing Updates

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

Career Opportunities

CEB

- **Speech Pathologist** – fixed-term position at 0.4 FTE (closes 23 November)

Principal Positions

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

Schools

- **Learning Support Officer** – Sacred Heart Primary School, Casterton – fixed-term position at 1.0 FTE (closes 14 November)
- **Classroom Teacher** - Sacred Heart Primary School, Casterton – ongoing position at 1.0 FTE (closes 14 November)

- **Maintenance Officer** – Damascus College, Mount Clear – ongoing position at 1.0 FTE (closes 17 November)
- **Learning Support Officer** – Our Lady Help of Christians School, Wendouree – fixed-term position at 0.79 FTE (closes 17 November)
- **Maintenance Officer** - Damascus College, Mt Clear – ongoing position at 1.0 FTE (closes 16 November)
- **Psychologist** – St Patrick's College, Ballarat – ongoing position at 1.0 FTE (closes 17 November)
- **Learning Diversity Facilitator** - St Patrick's College, Ballarat – ongoing position at 0.6 FTE (closes 17 November)
- **Learning Support Officer** - St Patrick's College, Ballarat – ongoing position at 1.0 FTE (closes 17 November)
- **Employee Relations Advisor** - Damascus College, Mt Clear – fixed-term position at 0.6 FTE (closes 21 November)
- **Teacher – Senior Mathematics** – St Brigid's College, Horsham – ongoing position at 1.0 FTE (closes 21 November)
- **Classroom Teacher** - Sacred Heart Primary School, Colac – fixed-term position at 1.0 FTE (closes 21 November)
- **Pastoral Care Worker**- St Thomas More Primary School, Alfredton – fixed-term position at 0.6 FTE (closes 24 November)
- **2025 Casual Relief Teachers** – St Columba's Primary School, Ballarat North – casual positions (closes 25 November)
- **Classroom Teacher** – St Malachy's School, Edenhope – fixed-term position at 1.0 FTE (closes 1 December)
- **Casual Relief Teachers** – St Patrick's Primary School, Ballarat – casual positions (closes 31 December)