



## Weekly Newsletter #80 - 10 December 2025

### From the Executive Director

In last week's newsletter, I reflected on the final DOBCEL Board meeting of the year and the leadership transitions that will shape our work in 2026. This week, I am pleased to share several important developments that speak to our ongoing commitment to fostering safe, respectful and thriving school communities.



I am delighted to confirm DOBCEL's formal commitment to the *Communities of Respect and Equality (CoRE) Alliance*. As Women's Health Grampians shared in their announcement, schools play a vital role in shaping respectful, inclusive communities, and our system-wide commitment signals our determination to contribute meaningfully to this work. We look forward to partnering with the CoRE Alliance to strengthen cultures of safety, respect and belonging across all our schools.

On Friday last week, I

had the privilege of attending the Men Leading Change Forum alongside my fellow DOBCEL colleagues Deputy Director: Catholic Education, Matt Byrne, and Leader of Wellbeing, Tony Perkins. The event brought together men from across the region who are committed to challenging harmful gender norms, reducing violence and promoting healthier, more respectful relationships. It was encouraging to see such strong engagement from community leaders and organisations, and I am proud that DOBCEL continues to play an active role in these important conversations.

Finally, a brief note on the outcome of the EB25 ballot. As you will now be aware, while DOBCEL achieved a 63% yes vote, the statewide vote did not support the offer we put directly to staff – including the minimum 7% wage increase for the start of the 2026 school year, improved conditions, and, yes, the \$1500 sign-on bonus that might have provided a little extra Christmas cheer. While the result is disappointing, we remain committed to working constructively toward an outcome that recognises the professionalism and dedication of all staff across our system.

As we move toward the final week of the school year, with celebrations and community gatherings well underway, I again thank you for your ongoing commitment to our students and families. Your generosity, resilience and care continue to shape the life of our schools in profound ways.

With best wishes,  
**Tom Sexton**

Executive Director

## From the Chair of the DOBCEL Board

Our final Board meeting for the year was held on *Wednesday 3 December 2025* in the CEB Conference Room.

Throughout the day, the Board engaged in wide-ranging

and constructive discussions on several important matters. We received an update on the Enterprise Bargaining Agreement, which prompted thoughtful reflection on our ongoing commitment to fair and sustainable outcomes for staff. A comprehensive suite of policies was also reviewed and is now ready for ratification, strengthening the governance foundation that supports our system. The Board considered the latest Workplace Gender Equality Agency report and affirmed the importance of continuing to work towards meaningful targets in this space. We also examined the 2026 budgets for our primary and secondary schools, noting the strong financial stewardship that continues to guide our planning. In addition, the Board was briefed on DOBCEL's developing AI position and guidance paper, an important piece of work that will assist our schools and governance structures as educational technologies continue to evolve.

Following the meeting, the Bishop, all Directors and Tom joined us for dinner, providing a warm opportunity to farewell both Sr Berenice Kerr and myself as we conclude our service on the Board. The shared meal and conversation from the evening were a poignant reminder of the strong relationships and deep commitment that shape our work together.



As I prepare to step down as Chair, I want to express my heartfelt gratitude to the entire DOBCEL community. It has been an honour to serve on the Board since 2019 – first as a Board Director, then as Deputy Chair, and over the past two years as Chair. Across nearly seven years, I have deeply valued the opportunity to contribute to the mission of Catholic education in our diocese, building on my many years as Principal of St Thomas' Primary School in Terang. Throughout this time, I have been continually inspired by the unwavering dedication of our principals, staff, Board Directors and the CEB team. Together, we have faced challenges with resolve, embraced opportunities for innovation and strengthened a system that is both faith-filled and future-focused. My service as Chair has been a time of meaningful growth, collaboration and genuine joy, and I remain profoundly grateful for the trust and support placed in me.

We also look ahead with great confidence. In 2026, Eugene Dalton will take up the role of Chair, supported by Anne Pekin as Deputy Chair. Both bring extensive experience, strong governance capability and a deep commitment to our mission. I know they will provide exceptional stewardship for our schools and continue to guide DOBCEL with integrity and vision.

Thank you once again for the privilege of serving our community. It has been an honour, and I look forward to watching the continued growth and flourishing of our system in the years ahead.

Warm regards,  
**Terry Harney**



## Reflection of the Week

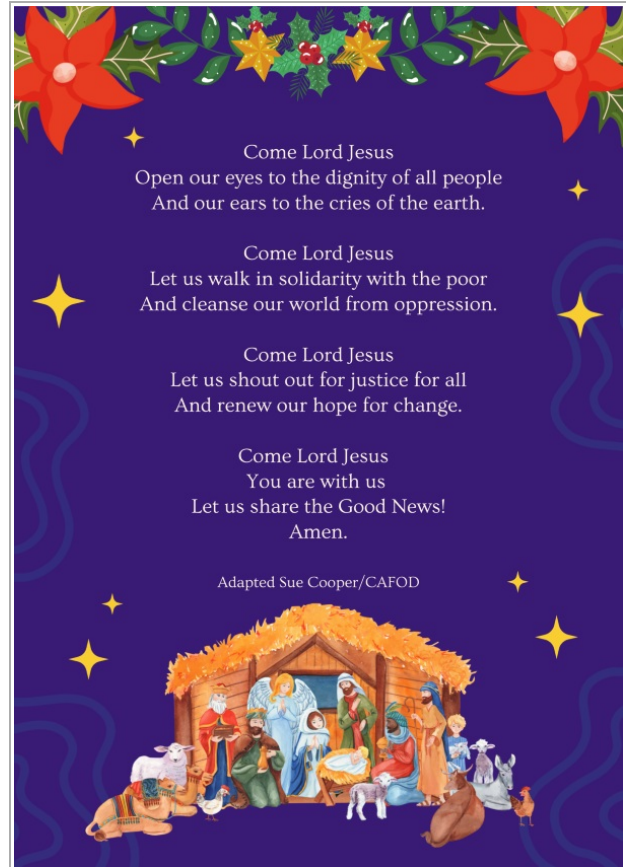
### ***Worth the wait: A Reflection for Advent - Fr. Andrew Hamilton SJ***

Advent is a period of promise and of hope that might sustain us in even the hardest of times. The Mass readings of Advent draw again and again on the Book of Isaiah. These passages are full of an extraordinarily buoyant hope, of images of peace, of flowing waters, green fields, tree-covered hills, abundant harvests, peace, and of a God who is with the people. Advent today encourages us to enter the experience of people in our own world who are exiled from their home.

Yet Isaiah's world was one that the Jewish people, including himself, would have seen as a time of darkness, full of dark nights and dark clothing. The people had been overrun in war and sent into exile. They had lost their temple, their land and their confidence in their God. Today, we might recall the suffering of those who have been displaced by conflicts in places like Sudan, Ukraine and Gaza. In contrast, Isaiah's vision of a return to their own land in peace, where they would enjoy respect and plenty, is painted in bright technicolour. He does not describe their current miserable life in exile as the new normal but as a time of waiting for return to a glorious new world. He reminded the people that God's special friends are those who are doing it hard, and that God will rescue them.

Advent today encourages us to enter the experience of people in our own world who are exiled from their home, wait on the kindness of strangers for survival, and survive as best they can. Among these are refugees, who share the experience of Isaiah and the Jewish people. They have also had to leave their homes, often finding themselves far from their families as they struggle without support in a wealthy land, unable to do anything more than dream of a decent life. We may not be able to give them a home, but during Advent, we can keep them in our hearts, spending time to know them better and, through our support, doing for them what Isaiah did for his own people. We can encourage them to hope that one day a Christmas will come when they will be able to begin living full lives.

Advent gives way to Christmas. That is a time to look forward to and celebrate, as we might a Grand Final with a stacked stadium and our team sure to win. The first Christmas, by contrast, was a quiet occasion in which the celebrating took place deep within human hearts. It had the intensity of joy that comes with the birth of a newborn and eagerly awaited baby at the end of a hard pregnancy. That joy spread and changed the world.



## Our Schools in Action

### **Spreading Christmas Cheer in Charlton**

Congratulations to the staff and students of St Joseph's Primary School, Charlton, for sharing the true spirit of Christmas with their local community.

Last Sunday, students proudly represented their school at the Charlton Christmas Carols, delighting the town with their joyful singing and festive enthusiasm. The celebrations continued the following day as students generously repeated their songs for local nursing home residents, bringing music, smiles and warmth to many hearts.

Following their performance, each resident received a handmade Christmas card, a sweet treat and, most importantly, a friendly conversation with the kids — a beautiful example of connection, care and kindness in action.

What a wonderful reminder of the impact young people can have when they lead with compassion. Well done to everyone involved for making this Christmas season brighter for the Charlton community.

*[Photos from the Facebook Page of*



### **Bike Education Program – Grade 5/6**

Students in Grades 5 and 6 at Ss Michael and John's Primary School, Horsham have recently participated in a four-week Bike Education program, developing essential skills for safe and responsible riding.

Throughout the program, students learned about bike safety, road rules and responsible decision-making, while building confidence both on and off their bikes. These practical lessons support the development of important lifelong skills and encourage healthy, active lifestyles.

The school extends its sincere thanks to Kelly Sports and Coach Riley for their expertise and enthusiasm in delivering an engaging and valuable learning experience for our students.

*[Photos from the Facebook Page of SMJ Horsham]*



### **End of Year Mass – St Francis Xavier Primary School**

Last week, the students and staff of St Francis Xavier Primary School, Ballarat came together as a whole-school community to celebrate their 2025 End of Year Mass.

A particularly meaningful moment of the liturgy saw the school's Foundation and Year 6 buddies walk in together, symbolising both the beginning and the completion of their primary school journey — a powerful reminder of growth, support and belonging within the school community.

The Mass was beautifully celebrated by Fr Justin Driscoll, whose guidance in prayer and reflection helped make the occasion a fitting and faith-filled conclusion to the year.

It was a truly special celebration and a wonderful way to close the school year together.

*[Photos from the Facebook Page of St. Francis Xavier Primary School]*



### **Outstanding Artistic Achievement at the Kingston Show**

We are delighted to share that St Mary's Primary School, Clarkes Hill has been awarded the Overall Aggregate Award at the Kingston Show, recognising the exceptional quality and breadth of student art entries.

The pavilion was a standout display, with students' artwork beautifully showcased and admired by many. Each piece reflected remarkable creativity, effort and artistic talent, making it a truly impressive exhibition.

This achievement is a wonderful credit to the dedication and passion of our staff and students, and their ongoing commitment to the arts. We are incredibly proud of this outstanding accomplishment and the vibrant creativity within our school community.

*[Photos from the Facebook Page of St Mary's Clarkes Hill]*



## **A year in review - Sensemaking and System Transformation in 2025**

This year, we have been engaged in a journey of sensemaking, guided by the vision of the DOBCEL Strategy 2035—"Pursuing fullness of life for all." This co-designed strategy sets a bold direction for our system of Catholic schools, aiming to move from good to great by 2035.

These initiatives have sparked dialogue and shared learning, helping us understand our complex challenges and explore solutions. By enacting our theory of change, our community has led and participated in a range of initiatives throughout 2025—demonstrating our commitment to collaboration, innovation, and empowerment, and shaping the future of Catholic education in our region.

As we look ahead, the DOBCEL Strategy 2035 reminds us that our Catholic identity underpins all we do. We strive for a system where every student feels safe, valued, and engaged, and where compassion, service, and respect for human dignity are at the heart of learning.

Thank you to everyone who has contributed to this year's initiatives. Together, we are shaping a future of fullness of life for all.

### DS2035 Initiatives for 2025

#### Leading from the Middle, Professor Andy Hargreaves

- Keynote - 100 participants

#### Seminar presentation, International Congress for School Effectiveness and Improvement (ICSEI)

- An International Collaboration: Making sense of past reforms in current times, DOBCEL & Alberta, Canada

#### Unleashing Greatness: A Strategy for School Improvement, Professor David Hopkins

- Keynote – 90 participants

#### Network Collaboration Days

- 22 April - Central Zone
- 24 April - Southern Zone
- 14 May – Mid North Zone
- 27 May – Northern Zone
- 1270 participants

#### DOBCEL Baseline Survey

- 1131 responses

#### Beating Heart of Educational Transformation (Andy Hargreaves)

- Masterclass and 8 x in-person and online workshops

#### School Improvement Action Research Group (David Hopkins)

- Masterclass and 6 x online workshops

#### Enhancing Catholic Identity: Introducing the Leuven Project

- 1 September – 4 September, 60 participants, 7 completing credentialed unit THCT605

#### Aurora - Flare initiative

- Partnership between 10 DOBCEL Schools, La Trobe University and the Bertalli foundation continuing in 2026

#### AI Digitech initiative

- Digital Positioning Plan, Artificial Intelligence guidance and Digital Networks

#### Student Agency – Schools that Listen

- First Educator Workshop, 108 participants

#### Collaborative Innovation Research Prototypes - CIRPS

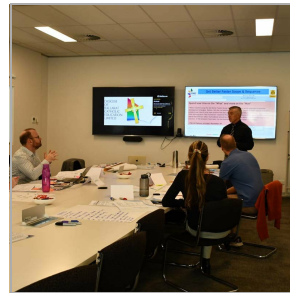
13 Prototypes involving 30 schools

#### ACU Research opportunities

- Submissions underway for Master of Ed Research or PhD in 2026

#### Secondary Network Collaboration Days 2026

- Four locations - Term One 2026



## Catholic Identity & Mission Updates

#### Enhancing Catholic School/office Identity

While festivals from *religious traditions and secular practices* **are not to be equated with each other**, they point to a human need to be together in ways that are particular for those who claim them, and which very often, are invitational for those desiring to be present as guests.

November - December 2025:

14 December	Third Sunday of Advent	Hope, Peace, Joy, Love
21 December	Fourth Sunday of Advent	
14-22 December	Chanukah Festival of Lights	<p>Chanukah is the Jewish eight-day, wintertime “festival of lights,” celebrated with a nightly menorah lighting, special prayers and fried foods.</p> <p>The Hebrew word Chanukah means “dedication,” and is thus named because it celebrates the rededication of the Holy Temple.</p> <p>In the second century BCE, the Holy Land was ruled by the Seleucids (Syrian-Greeks), who tried to force the people of Israel to accept Greek culture and beliefs instead of mitzvah observance and belief in G-d. Against all odds, a small band of faithful but poorly armed Jews, led by Judah the Maccabee, defeated one of the mightiest armies on earth, drove the Greeks from the land, reclaimed the Holy Temple in Jerusalem and rededicated it to the service of G-d.</p> <p>When they sought to light the Temple's Menorah (the seven-branched candelabrum), they found only a single cruse of olive oil that had escaped contamination by the Greeks. Miraculously, they lit the menorah and the one-day supply of oil lasted for eight days, until new oil could be prepared under conditions of ritual purity.</p> <p>To commemorate and publicise these miracles, the sages instituted the festival of Chanukah.</p>
25 December	Christmas Day	<p>Christmas is the Christian celebration of the birth of Jesus and is celebrated by many in Australia regardless of religious affiliation. Christmas lights and trees are displayed, carols are sung, and individuals come together to exchange gifts and spend time with family and friends. For many Christians, attendance at Midnight Mass Christmas Eve or Christmas Day is a much loved ritual tradition.</p>
26 December - 01 January	Kwanzaa	<p>This week-long celebration honours African and African-American cultures. It culminates in a feast and gift-giving. It was first celebrated in 1966.</p>

31 December	New Year's Eve	<p>This date commemorates the arrival of a new year following the Gregorian calendar. New Year's Eve is a time for communities, families and friends to celebrate the year past and the year to come.</p>
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For an extensive list of Feast Days, festivals, and celebrations to help us recognise and respect each other and what is particular to us: ***[Click Here](#)***

If you have questions, please contact Gina Bernasconi  
[gbernasconi@ceoballarat.catholic.edu.au](mailto:gbernasconi@ceoballarat.catholic.edu.au)



***Bonding time: the Nativity in Townsville, Australia  
 Painting by Jan Hynes, December 2021  
<https://holyirritant.blogspot.com/2021/12/bonding-time-nativity-in-townsville.html>***

**Induction Materials for staff New to Catholic Education  
 2026**

A short Canvas course has been developed around the Mission and purpose of Catholic Education titled **What makes Education Catholic?**

Employees can join this course via two methods:

If employees **already have a DOBCEL Canvas account** – you can access the course via the DOBCEL Learning Library!

Log into your DOBCEL Canvas account

- Select 'Courses' from the left-hand side menu options
- Select 'All Courses'
- Select 'Browse More Courses'
- Join the "DOBCEL Learning Library Directory" course
- Team members can enjoy any of the available courses, including **What Makes Education Catholic?** by enrolling onto any course as they please!

For employees **who do not yet have a DOBCEL Canvas account** – you can access the course via the following link and creating a new account

Click [HERE](#) to create an account and join into the course!

Alternatively, if you would like this presented as a professional learning face to face or online session/s tailored to your context to suit your community, contact Jim Waight Education Officer: Formation for Mission Primary & Secondary on 0417869912. There is also the possibility of several schools/colleges joining together to explore professional learning opportunities. Professional learning will attract TAP hours for those involved.

This course and professional learning is being road tested at the beginning of 2026, thus feedback will be sought regarding what it may look like in the future.

The intention of the course is to give an overview of the purpose and Mission of Catholic Education as part of an overall induction process for all new staff joining Catholic Education.

## Social Justice Updates

### Caritas' Ecological Ethical Advent Calendar

Caritas Australian Earthcare have shared an ecological Advent calendar to help us live a more ecological Christmas season.

Download the calendar from the link below.

[An\\_Ecological\\_Ethical\\_Advent.pdf](#)

[https://ceob.schoolzineplus.com/\\_file/media/7365/an\\_ecological\\_ethical\\_advent.pdf](https://ceob.schoolzineplus.com/_file/media/7365/an_ecological_ethical_advent.pdf)

## Upcoming Key Social Justice Dates:

Term 4, 2025 Dates:	Events:
10 <sup>th</sup> December 2025	<a href="#">Human Rights Day</a>
18 <sup>th</sup> December 2025	<a href="#">International Migrants Day</a>

Term 1, 2026 Dates:	Events:
1 <sup>st</sup> January 2026	<a href="#">World Day of Peace</a>
26 <sup>th</sup> January 2026	<a href="#">Australia Day / Survival Day</a> <a href="#">Uluru Statement from the Heart - Secondary Caritas</a>
2 <sup>nd</sup> February 2026	<a href="#">World Wetlands Day</a>
8 <sup>th</sup> February 2026	<a href="#">Feast of Saint Josephine Bakhita</a> , Patron Saint of Victims of Modern Slavery and Human Trafficking
16 <sup>th</sup> February 2026	<a href="#">World Whale Day</a>
20 <sup>th</sup> February 2026	<a href="#">World Day of Social Justice</a>
1 <sup>st</sup> March 2026	<a href="#">Clean Up Australia Day</a>
3 <sup>rd</sup> March 2026	<a href="#">World Wildlife Day</a>
21 <sup>st</sup> March 2026	<a href="#">International Day of Forests</a>
22 <sup>nd</sup> March 2026	<a href="#">World Water Day</a>
28 <sup>th</sup> March 2026	<a href="#">Earth Hour</a>

## People & Development Updates

### Applications for Early Career Incentives Program 2026 Closing Soon!

Applications for DOBCEL's **Early Career Incentive Program 2026** will be closing soon! Submit your applications on or before **14 December 2025** by accomplishing the form on this link: **ECIP2026**.

#### 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.

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

## 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!** Additional Safeguarding Masterclass sessions have been added including Understanding Peer-to-Peer Harmful Sexual Behaviours events
- **New!** Effectively Teaching Mathematics in a Primary Context
- **New!** Primary Leaders of Learning Network
- **New!** Crucial Conversations: Colac Area Schools (Invite Only)
- **Update!** Attendance and Data Professional Learning will now be held on 23rd April
- **Update!** School Speech Programme: LSOs/Early Year Teachers (Central) will now be held on 5<sup>th</sup> May

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.

2026 Professional Learning Guide (as of 04 December 2025)



DOBCEL Early Career Incentive Program 2026

**WHAT'S ON OFFER?**

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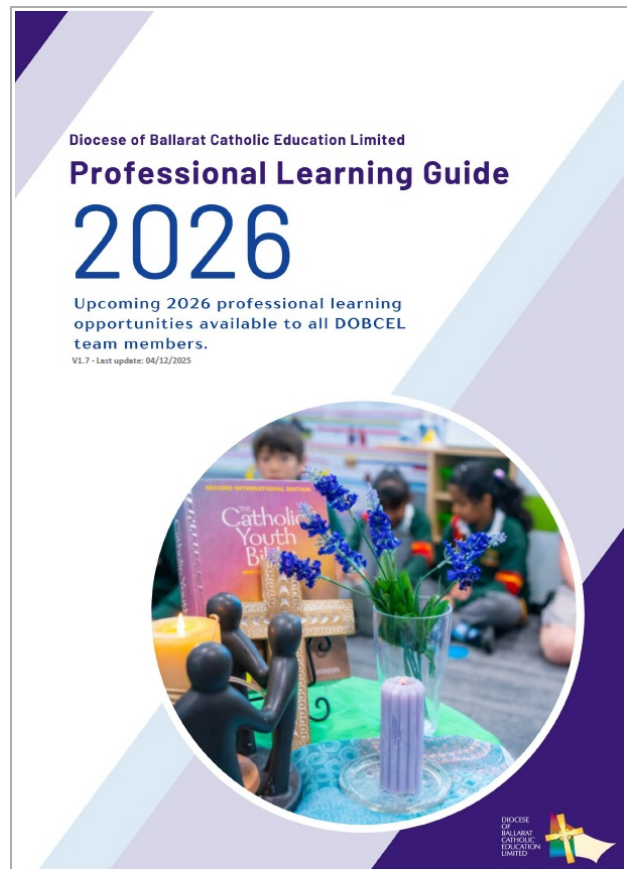
Applications open 17 October - 14 December 2025

Scan QR Code to apply

For enquiries, please contact DOBCEL:

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

\*Pro-rata payment



Diocese of Ballarat Catholic Education Limited

## Professional Learning Guide 2026

Upcoming 2026 professional learning opportunities available to all DOBCEL team members.

VL7 - Last update: 04/12/2025

# Student Wellbeing Updates

## Christmas Message and 2026 Updates



Please find a [Christmas message from Michael Carr-Gregg](#) including an outline of the School TV updates and 2026 resources including:

[Surviving Christmas](#) Special Report provides practical guidance to help them navigate the festive season with calm and connection.

[New Topic Release Calendar 2026](#) to help with planning and preparation.

## Holiday Crisis and Emergency Support

### Community Health and Wellbeing Service Directories

As we approach Christmas and the holiday season, we recognise that this time can be challenging for many in our community. It may be helpful to share with your school communities the relevant local supports in the table below or by including the local links and resources available via [SharePoint](#): Under C for 'Community Services and Supports Health and Wellbeing Directory'.

### In an emergency phone 000

Organisation	About	Telephone number
<a href="#">Lifeline</a>	Provides access to crisis support and suicide prevention services.	13 11 14
<a href="#">Suicide Call Back Service</a>	Provides immediate telephone counselling and support in a crisis.	1300 659 467
<a href="#">SuicideLine Victoria</a>	Free, professional telephone counselling service to support people at risk of suicide, concerned about someone at risk, bereaved by suicide and people experiencing emotional or mental health issues.	1300 651 251 (24 hours, 7 days)
<a href="#">Beyond Blue</a>	Supporting people affected by anxiety, depression and suicide.	1300 224 636

<a href="#">MensLine Australia</a>	Telephone and online support, information and referral service for men with concerns about family and relationships, mental health, anger management, family violence (using and experiencing), substance abuse and wellbeing. The service is available from anywhere in Australia and is staffed by professional counsellors, experienced in men's issues.	1300 789 978
<a href="#">The Orange Door</a>	Help for people who are experiencing or using family violence or who need support with the care and wellbeing of children and young people.	<a href="#">Find support near you</a>
<a href="#">Head to Health Victoria</a>	Free mental health and wellbeing service for anyone who needs support.	1800 595 212 (Mon to Fri 8.30am to 5pm, except public holidays)
<a href="#">Safe Steps</a>	Family Violence Response Centre 24/7	1800 015 188
<a href="#">Wellways</a>	Free service offering mental health information, wellbeing support and referral advice for people with a mental health issue, as well as carers and family members.	1300 111 500
Children and Young People	Headspace	1800 650 890
	Youth Beyond Blue	1300 224 636
<a href="#">Kids Helpline</a>	Child Protection Hotline: 24 hours	1300 556 729
	Telephone and online counselling service for young people aged 5 to 25.	1800 551 800
Child Abuse Report Line		13 14 78
Child Protection Hotline		1300 556 729
<a href="#">ReachOut</a>	Online mental health service for under-25s and their parents.	
<a href="#">National Alcohol and Other Drugs Hotline</a>	Hotline for anyone affected by alcohol or other drugs. Support includes counselling, advice and referral to local services.	1800 250 015

<a href="#">Family Drug Support</a>	Help for individuals and families dealing with drug and alcohol use. Also provide support groups, education programs, counselling and bereavement services for families.	1300 368 186
<a href="#">1800RESPECT</a>	National domestic, family and sexual violence counselling, information and support service.	1800 737 732
<a href="#">13YARN</a>	Aboriginal & Torres Strait Islander crisis support line for people feeling overwhelmed or having difficulty coping.	13 92 76
<a href="#">Ask Izzy</a>	Search tool to help people who are homeless or at risk of homelessness find shelter, food, health and other critical support services.	
<a href="#">Rainbow Door</a>	Rainbow Door is a free helpline and specialist support service for LGBTIQ+ Victorians, their friends and families.	support@rainbowdoor.org.au  SMS: 0480 017 246

### Apple drops Musical Tribute to Disabled Students

Apple has released a global musical short film in recognition of the International Day of Persons with Disabilities. The film is directed by Kim Gehrig and celebrates how disabled college students use Apple's accessibility features in everyday campus life. It highlights such new tools like Magnifier for Mac, Braille Access, Accessibility Reader, VoiceOver, AssistiveTouch and Live Captions. It is demonstrating that they are not as add-ons but essential enablers of learning, socialising and creating for all

Please view the clip link below and share with your school community.

Watch Apple's Music Tribute to Disabled Students

## Learning & Teaching Updates

### Flare Calendar 2026 - Open for Registrations

The Flare Calendar is now live on the website. Click [here](#) to access the calendar directly.

Please consider registering for Term 1 events as early as you can, especially if your school will be entering Phase C in 2026. Phase C schools have the option of attending a face-to-face Professional Learning Day on 31 March, and for planning purposes we will need to confirm



numbers early in Term 1.

All Flare events are open to any colleagues who would like to attend. While each session is designed with a particular phase in mind, staff from self-guided literacy improvement schools or other phases will be warmly welcomed.

Agendas for all Term 1 events are available via the calendar.

### Guided Literacy Improvement Schools - Letter for Families

The DOBCEL/La Trobe research partnership supports and enhances Flare Primary Literacy in many ways. In 2026 we look forward to welcoming Distinguished Professor Pamela Snow, Professor Tanya Serry and Dr. Tessa Weadman into our regular Literacy Leader networks, as they take on a more visible role in the important work happening in our schools.

**This letter** informs the families of students in Guided Literacy Improvement schools about our partnership with La Trobe and provides them with the opportunity to 'opt out' of the study if they wish. If you are a Guided school, please ensure all 2026 Foundation families and the families of any new enrolments across the grade levels are provided with this letter. We will send this out again at the beginning of Term One.

### Lit-HAS Integrated Curriculum Update - COMPLETE!

The Flare Primary Literacy Lit-HAS Integrated Curriculum, Scope and Sequence and associated resources have been updated, to fully align with VC2.0 across English, Science and the Humanities.

The updated Lit-HAS Integrated Scope & Sequence is now available via the [Flare Website \(Resource Centre - Curriculum - Lit-HAS Scope & Sequence\)](#).

The associated key texts and knowledge organisers have also been reviewed and updated. All key texts now include knowledge checks, vocabulary checks, comprehension checks, sample Writing Revolution teacher resources and fluency passages.

These resources are all accessed via the links in the Scope & Sequence and are available to all DOBCEL primary schools. The Flare team will continue to build this resource bank across time, with the support of the various primary literacy networks.

For further information about the update process, please click [here](#).

If you have any questions, please contact Emma Rutherford [erutherford@dobcel.catholic.edu.au](mailto:erutherford@dobcel.catholic.edu.au)

### A Fond Farewell

On behalf of the Flare Team and all primary schools across the diocese, I want to offer a heartfelt tribute to Breeana Wade as she steps into a two-year role as Deputy Principal at Sacred Heart, Mildura. Bree has been a driving force behind Structured Literacy, the Science of Learning and data-informed practice in our diocese, shaping primary literacy instruction and strengthening educator practice from Merbein in the north to Portland in the south.

Breeana's impact is already extraordinary, and her legacy will continue to grow. We will miss her deeply, but we are also excited to see what emerges from her next two years with the incredible team at Sacred Heart.

Good luck, Bree, and thank you for everything.

## Mathematics Professional learning for 2026

### Effective Teaching of Mathematics in a primary context

Professional learning facilitated by Michael Minas the founder of *Love Maths*.



***Please note that the content of this PD is different to what was presented in 2025***

### Focus / Learning Intentions:

To explore researched and evidenced based effective practices in the teaching and learning of Mathematics

### Content

- Develop common understandings of how mathematics is planned for and taught within each school context within a lesson, over a week, over a unit of work
- Exploring cognitive load/ working memory
- What does effective retrieval practice look like and how do you plan for it within your Mathematics lessons?
- What does the research say?

### Target Audience

- Classroom teachers
- Leaders' of Mathematics

This spaced **online professional learning** will provide the opportunity for participants to engage with their learnings between the sessions.

### 2026 Dates:

- February 24<sup>th</sup> 1.30-3.30pm
- March 24<sup>th</sup> 1.30-3.30pm
- May 12<sup>th</sup> 1.30-3.30pm
- June 16<sup>th</sup> 1.30-3.30pm

**Cost:** \$200 per participant

If you have any questions, please contact Teresa Hadden [thadden@dobcel.catholic.edu.au](mailto:thadden@dobcel.catholic.edu.au)

[Register Here](#)

### Primary Leaders of Learning - 2026

We're pleased to share that Primary Leaders of Learning (PLoL) has been put forward to be added to the 2026 Professional Learning Guide. This Learning and Teaching focused opportunity builds the capability and confidence of leaders to drive improvement, support colleagues, and strengthen high-quality practice across our schools.



We look forward to continuing this important work in 2026 and supporting leaders across the diocese.

Please refer to the Professional Learning Guide for future updates or reach out to Belinda Chiswell if further information is needed for 2026 [bchiswell@dobcel.catholic.edu.au](mailto:bchiswell@dobcel.catholic.edu.au)

As we head into the final weeks of Term 4, our 2025 Primary Leaders of Learning participants shared some key tips of things to STOP, START or CONTINUE doing that will support leaders in the final weeks of the year!



- **STOP** and break any tasks down week by week.
- **CONTINUE** to listen and support staff with the timelines and re
- **START** prioritising and being systematic about what needs to b

Shared by: Nicole @ St Joseph's, Lindy @ SFX & Thea @ St Patrick's

- **STOP** trying to do everything at once and prioritise tasks.
- **CONTINUE** being present - stick to students' normal routines a
- **START** mapping 2026 out now. Timelines now will help future y

Shared by Lisa Glatz, Jenny Curran, Joe Ewing and Tarryn Delaney

- **STOP** worrying.
- **CONTINUE** to give people grace and to create a positive, upbe
- **START** communicating possibilities.

Shared by: Abby & Jill

## 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

- **Expression of Interest – Sounds Write Training**
  - **Training Dates:** 9th, 10th, (11th-Real time teaching day across the school observation) 12th & 13th February 2026
  - **Location:** Siena Catholic Primary School, [150 Eleanor Dr](#), Lucas
  - To express your interest, please contact [sryan@slucas.catholic.edu.au](mailto:sryan@slucas.catholic.edu.au)

### Student Wellbeing Updates

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

## Career Opportunities

### Schools:

- **Learning Support Officer** – St Malachy's Primary School, Edenhope – fixed-term position at 1.0 FTE (**closes 10 December**)
- **Laboratory Technician** – Damascus College, Mount Clear – ongoing, part-time position (**closing 10 December**)
- **Curriculum Leader POL 1** – St Patrick's Primary School, St Arnaud – POL appointment (**closes 10 December**)
- **Senior Chemistry & Science Teacher** – Marian College, Ararat – fixed-term position at 1.0 FTE (**closes 12 December**)
- **Secondary Teacher** - St Mary MacKillop College, Swan Hill – ongoing position at 1.0 FTE (**closes 12 December**)
- **Student Extra Curricular Activities Coordinator** - St Mary MacKillop College, Swan Hill – ongoing position at 1.0 FTE (**closes 12 December**)
- **Learning Support Officer** – St Brigid's College, Horsham – ongoing, part-time position (**closes 12 December**)
- **Art Teacher** – St Brigid's College, Horsham – ongoing, part-time position (**closes 12 December**)
- **Classroom Teacher** – Sacred Heart Primary School, Casterton – ongoing position at 1.0 FTE (**closes 12 December**)
- **Deputy Principal** – St Alipius Parish Primary School – ongoing position at 1.0 FTE (**closes 14 December**)
- **Classroom Teacher** – St Mary's Primary School, Ararat – fixed-term position at 1.0 FTE (**closes 17 December**)
- **STEM teacher** – St Mary's School, Swan Hill – fixed-term position at 0.4 FTE (**closes 18 December**)
- **Maths Teacher** – St Joseph's College, Mildura – fixed-term position at 0.8 FTE (**closes 18 December**)
- **Learning Support Officer** – St Patrick's Primary School, Stawell – ongoing, part-time position (**closes 19 December**)
- **Casual Relief Teachers** – St Patrick's Primary School, Ballarat – casual positions (**closes 31 December**)