

8TH DECEMBER, 2016.

Dear Staff, Students, Parents and members of the Caroline Chisholm Catholic College Community,

In September 2016, a panel comprising Mrs. Annette Broadfoot (Primary school Principal & nominee of the Canonical Administrators), Mr. Chris Randall (Secondary school Principal and nominee of the Principal) and myself undertook a Formative Review of Caroline Chisholm Catholic College Principal, Mr. Marco Di Cesare. The process for the review is guided by the Lay Principals Under Contract document, which states in Clause 8.6.1 that:

“...this formative appraisal is intended to be a time of professional learning for the Principal, providing an opportunity for synthesized reflection on the early years of the contract, validated by peers.”

Clause 8.5.3 states that the review provides” a non-threatening opportunity for both Principal and Church Authority to verify their perceptions of performance with those of the wider College community.”

The Panel surveyed a number of Staff (57), and interviewed a broad cross-section of the Caroline Chisholm Catholic College community, including staff, parents, students, members of the College Board and the Canonical Administrators.

Whilst the report itself remains confidential to both the Principal and the Canonical Administrators, in accordance with Mr. Di Cesare’s wishes, the Panel is pleased to report back to the Community on the outcome of Mr. Di Cesare’s review, and I present, in summary, the findings of the Panel, based on the six key areas that were under investigation. There were numerous commendations for Mr. Di Cesare – I have chosen 2-3 key ones from each of the spheres.

1. Education In Faith :

Mr Di Cesare is to be commended on:

- His faith filled religious leadership and the authentic witness he gives to the Gospel.
- His continued development of Caroline Chisholm Catholic College as a strong faith community

2. Learning & Teaching :

Mr. Di Cesare is to be commended for:

- Being responsive to and supportive of educational initiatives
- His student centered vision for the College
- Being conscious of addressing the needs of the whole range of students

3. Student Wellbeing :

Mr Di Cesare is to be commended on:

- His modelling of respectful relations with staff and students
- His support for the existing and ever expanding pastoral care program
- His commitment to ensuring that all staff, at all levels, and students feel a sense of belonging to one school community

4. Leadership & Management :

Mr Di Cesare is to be commended on:

- His authentic and community centered leadership
- His fostering of leadership in others and trust in them to execute their roles
- His commitment and perseverance in promoting his vision for the College

5. School Community :

Mr Di Cesare is to be commended on:

- His positive relations with parents
- His genuine desire to engage with his local and broader community
- The opening of the Caroline Chisholm Family Centre in 2015 and his ongoing support for its vital work in connecting the community to the College and vice versa

6. Working with the Board and Canonical Administrators

Mr Di Cesare is to be commended on:

- The high level of care, attention and detail given to the overall planning and management of finances, buildings, grounds development and resources
- His compassionate approach in supporting parents for whom the fee payments prove challenging

A number of recommendations were also included in the report, and these will be at the centre of ongoing discussion between Mr. Di Cesare and the President of the Canonical Administrators.

IN SUMMARY:

The Panel congratulates Mr. Di Cesare on his significant achievements as Principal of Caroline Chisholm Catholic College in the first four years of his leadership. The Panel believes that his strong leadership has been effective in ensuring a dynamic, vital educational environment where the learning of students and their well-being are central to all endeavours at the College. He received many positive commendations in all the areas of responsibility, and the recommendations he received were affirmations for him to continue in the style of leadership and management which interviewees strongly endorsed but also to look for ways in which he can continue to grow as a leader, and be open to the feedback from his community that will allow and assist him to do so.

I wish to thank, on behalf of the Panel, the Caroline Chisholm Catholic College community for the very warm welcome and hospitality afforded to us during our time at the College. It was indeed a privilege to be part of the process to affirm your Principal.

God bless,



**Secondary Principal Consultant
Southern Region.**

CATHOLIC EDUCATION MELBOURNE .