

ENGAGING MINDS

IGNITING HEARTS

SERVING OTHERS



**MARY
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CATHOLIC
COLLEGE**

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Whole College Merit System

Contents

Rationale	3
Links to Charism	3
Aims of the MMCC Whole College Merit System	4
How does the system work?	4
(Heads) Engaging Minds.....	5
(Hearts) Igniting Hearts.....	5
(Hands) Serving Others	5
Practical examples of how these can be displayed by students.....	5
Examples broken into age groups.....	6
Point Allocation and Recording.....	7
Principal's Awards	9
House Points System.....	9
Philosophy.....	9
Aims of program	9
Collation of points.....	10
Input of Data	10

Rationale

Mary MacKillop Catholic College strives for all students to become motivated learners, aspiring for excellence in all areas of their life. This system has been developed to encourage students to aim for continual growth and improvement using intrinsic motivation rather than immediate extrinsic rewards. It increases and strengthens desired behaviours and commitment to learning through delayed gratification. Delayed gratification allows students to build essential resilience skills and self-monitoring techniques. This positive reinforcement linked with proactive approach to student wellbeing at the College enables us to anticipate when something may go wrong and make individual plans to prevent or reduce the negative effects.

As part of the merit system, and to promote positive engagement within the College, House points are regularly allocated to students who strive for excellence and exhibit the values of the College in their daily lives. Students representing the College are also recipients of House points for their efforts. Points can also be earned via exhibiting positive learning behaviours that reflect the person of Jesus and the values of the Sisters of St Joseph of the Sacred Heart. Thus, the merit system is underpinned by three avenues through which rewards can be earned:

1. Allocated via expressing the values of the College
2. Representing the College
3. Positive learning behaviours in class and via assessments

Links to Charism

'Never see a need without doing something about it' (Mary MacKillop).

Saint Mary MacKillop believed in the power of education. Followers of the Josephite charism are called to live lives of courage. We share the Josephites' charism and aim to develop students with great courage and trust in living out God's loving and compassionate care of those in need. This includes being aware of the immediate needs of people both within and beyond the school community, supporting people through prayer, friendship and acts of kindness and generosity, while being courageous to be the best version of themselves.

This has been clearly outlined in our College Credo:

Vision

We are a Christ centred educational community – engaging minds, igniting hearts, and serving others.

Mission

We form faith filled people of integrity who strive for excellence.

Values

We value spirituality, wisdom, justice, respect and resilience

Motto

We celebrate God in all things.

Aims of the MMCC Whole College Merit System

The aim of the MMCC Whole College Merit System is to recognise students who give witness to Jesus by supporting our College values and the values of The Sisters of St Joseph of the Sacred Heart in their everyday interactions and learning at the College.

Teachers reward and recognise students who display our school values in a variety of ways. MMCC teachers use methods to give instant positive feedback to students for positive behaviour. These include the methods below and many more. This system formalises these structures for consistency across the College from P-11.

- Verbal praise
- Stickers/stamps
- Sticker charts
- Writing letters
- Phone calls home

While these methods are important, the merit system moves beyond the immediate recognition received in class and encourages students to aspire to behave and conduct themselves in all learning situations in a manner that is aligned with the charism of the Sisters of St Joseph and our College Credo.

How does the system work?

On 15 August 1867 Mary MacKillop took the vows of poverty, chastity and obedience in a ceremony designed by father Julian Tenison Woods who acted as her mentor. Mary adopted the religious name "Sister Mary of the Cross". She founded the 'Sisters of St Joseph of the Sacred Heart'. The order that came to be known as the 'Josephites' or 'Brown Joeyes' because of the colour of their religious habit.

Therefore the points awarded throughout the year are called Joey Points and the levels that can be achieved each term in Primary and each semester in Secondary are-

Primary	Secondary
Term 1- Bronze Joey	Semester 1- Bronze, Silver or Gold
Term 2- Bronze or Silver Joey	Semester 2- Bronze, Silver or Gold
Term 3- Bronze, Silver or Gold Joey	
Term 4- Bronze, Silver, Gold or MMCC Spirit of Learning	

These levels are cumulative in the Primary and if a student receives a Bronze in Term 1 they are eligible for a Silver in Term 2. If a student does not receive a badge in Term 1 they are eligible for a Bronze Joey in Term 2. Therefore a student is required to receive one each term to achieve the MMCC Spirit of Learning award for the year.

In the secondary students apply for the award each semester and are judged on explicit criteria for each level.

The merit system is aligned to values in our Credo – and we reward students for engaging minds, igniting hearts and serving others. Teaching staff will award Joey Points when a student has shown one or more of the following qualities: clearly linked to teaching and learning. They will be awarded House Points when students show these qualities outside the classroom.

(Heads) Engaging Minds

Awarded Joey Points for learning behaviours- (some examples) Application/hard work/creativity/curiosity/striving for excellence/wisdom

Awarded House Points for- (some examples)

Improving GPA from Semester 1 to Semester 2, participating in external academic competitions

(Hearts) Igniting Hearts

Awarded Joey Points for- (some examples)

Sharing answers/contributing to class/love of learning/worship/respect/trust/courage/kindness/inclusion/integrity/fairness/persistence

Awarded House Points for- (some examples)

Individual and team sporting activities, participating in College events, cultural activities and many more.

(Hands) Serving Others

Awarded Joey Pts for- (some examples)

Helping others to learn/building a community of learners/ sharing skills with others/peer tutoring/teamwork/leadership

Awarded House Points for- (some examples)

When serving others in our College community and wider community, Healing Hands Cook Ups, Immersion, Mini Vinnies and other mission and service opportunities.

Practical examples of how these can be displayed by students

Head	Heart	Hands
<ul style="list-style-type: none"> On-task behaviour working well independently or in groups depending on task using learning intentions and success criteria to organise learning utilising feedback using growth mindset learning from their mistakes and being prepared to struggle with their learning attempts task before asking for help being an active listener and asking relevant questions 	<ul style="list-style-type: none"> passionate about self-improvement willing to ask for help prepared for class organisation setting goals sharing their responses with the class contributing to discussion respect for others in group work respect for others learning opportunities reflect on efforts and achievements honestly sticking to work even if it is hard listening when others speaking believes will be successful striving for success continues to work after a set back shows gratitude to others 	<ul style="list-style-type: none"> peer tutoring sharing gifts leading learning standing up for others right to learn assertive interactions based on improving volunteering encouraging others work collaboratively with others helping others resolves disagreements in group work

Examples broken into age groups

SUCCESSFUL LEARNERS in the early years at MMCC will strive for excellence by:

- Being willing to have a go and do their best.
- Being active listeners, asking questions and joining in.
- Working collaboratively with others.
- Asking for help when it is needed and being open to feedback.
- Using what they know to solve problems.
- Being willing to make mistakes, learn from them and keep trying.

SUCCESSFUL LEARNERS in the middle years at MMCC show confidence and independence as they engage in their learning by:

- Being active listeners.
- Asking questions to gain understanding.
- Working collaboratively with others.
- Seeking and responding to feedback from their teachers.
- Developing strong organisational skills.
- Being risk-takers who are willing to make mistakes, learn from them and keep trying.

SUCCESSFUL LEARNERS in the upper school at MMCC have positive attitudes and are able to take ownership of their learning by:

- Developing strong organisational skills.
- Being active listeners and asking relevant questions.
- Being able to acquire and apply knowledge for a variety of purposes.
- Seeking and responding to feedback from their teachers.
- Being risk-takers who are willing to make mistakes, learn from them and keep trying.
- Being able to monitor their own learning and plan their next learning step.
- Working collaboratively with their peers.

Point Allocation and Recording

Prep – 2

Teachers award Joey points to students by placing stickers on a 'Brown Joey Sticker Chart'. Each student has a 'Brown Joey' Chart with the three areas and learning behaviours clearly outlined on a values chart. Each Term students will be acknowledged by three different levels as they individually accumulate the required number of Joey Points to achieve-

MMCC Joey Points Certificate	10 Joey Points	Certificate received in Class
MMCC Joey Ribbon	20 Joey Points	Ribbon received from Leadership in class
MMCC Bronze/Silver/Gold/Spirit of learning	40 Joey Points	Badge received on Assembly

At the end of each term the students take their Joey Chart home with the stickers they have received.

In Prep- 2 Students will also receive other recognition in the form of:

Making Jesus Real award called the WESTIE award, presented weekly on assembly.

Making Learning Real award based on learning habits handed out weekly on assembly.

A Positive Behaviour System that affirms positive behaviour immediately in the classroom. Each year level has a different system to reflect the change in ages.

Making Jesus Real end of Term award with a different focus each term.

Making Learning Real end of Term award with a different focus each term.

Year 3-4

The same process as Prep- 2 with an additional element of 5 House Points required to receive a Badge on Assembly.

MMCC Joey Points Certificate	10 Joey Points	Certificate received in Class
MMCC Joey Ribbon	20 Joey Points	Ribbon received from Leadership in class
MMCC Bronze/Silver/Gold/Spirit of learning	40 Joey Points + 5 House Points	Badge received on Assembly

At the end of each term the students take their Joey Chart home with the stickers they have received.

In Year 3-4 Students will also receive other recognition in the form of:

Making Jesus Real award called the WESTIE award, presented weekly on assembly.

Making Learning Real award based on learning habits handed out weekly on assembly.

A Positive Behaviour System that affirms positive behaviour immediately in the classroom. Each year level has a different system to reflect the change in ages.

Making Jesus Real end of Term award with a different focus each term.

Making Learning Real end of Term award with a different focus each term.

Year 5-6

Teacher awards Joey Points by handing the students a card that they keep one side to take home and the other half needs to be put in a box in the classroom. The teacher tallies these cards weekly on a provided spreadsheet that is made available to students at regular intervals to increase aspiration for the awards.

When students meet the Joey Points and House Points requirements they need to complete an application process. This process is a a template that requires reflection on how their behaviour has improved their learning and the learning of others as well as how they have been involved in College life and how it builds the community.

MMCC Joey Points Certificate	10 Joey Points + 2 House Points + Application	Certificate received in Class
MMCC Joey Ribbon	20 Joey Points + 3 House Points + Application	Ribbon received from Leadership in class
MMCC Bronze/Silver/Gold/Spirit of learning	40 Joey Points + 5 House Points + Application	Badge received on Assembly

In Year 5-6 Students will also receive other recognition in the form of:

Making Jesus Real award called the WESTIE award, presented weekly on assembly.

Making Learning Real award based on learning habits handed out on assembly.

A Positive Behaviour System that affirms positive behaviour immediately in the classroom. Each year level has a different system to reflect the change in ages.

Making Jesus Real end of Term award with a different focus each term.

Making Learning Real end of Term award with a different focus each term.

In Year 7-12 (No longer called Joey Pts) Mary Mac Point

Teacher awards Points by handing the students a card that they keep one side to take home and the students needs place the other half in a box in the office. These cards will then be tracked by administration staff and updates on the amount of points will be given at designated intervals through PC classes. Badges will be awarded to students each semester.

Students then need to complete an application process. This process is a reflection on how their behaviour has improved their learning and the learning of others as well as how they have been involved in College life and how it builds the community. A Middle Leader Wellbeing or a Middle Leader Curriculum will conduct an interview and use the student's application along with the criteria below to determine if a student is successful in receiving a Badge and the level Bronze, Silver or Gold.

	Bronze	Silver	Gold
Mary Mac Points	Min. 20 Points	Min. 30 Points	Min. 40 Points
House Points	Min. 10 Points	Min. 15 Points	Min. 20 Points
Staff support	PC, 1 or more class teachers, ML	PC, 1 or more class teachers, ML	PC, 1 or more class teachers, ML

In Year 7-12 Students will also receive other recognition in the form of:

Making Jesus Real award based on living the spirit of Mary MacKillop within the community on assembly once during the term.

Making Learning Real award based on learning habits handed out on assembly once during the term.

Making Jesus Real end of Term award with a different focus each term.

Principal's Awards

Students will be awarded a Principal's Award for community involvement based on behaviours promoting the common good of the community. This decision is at the discretion of the Principal and will be awarded when a student has displayed behaviours that are seen to building community within the College. These badges are in the colours of the student's house and can be worn on the student's uniform.

Students will be awarded a Principal's Award for excellence based on their involvement in something exceptional as judged by the Principal. This decision is at the discretion of the Principal. This badge is a Cross with MMCC logo behind it.

Staff can nominate students at any time to the Principal for these awards.

House Points System

Philosophy

The four Houses are the foundation for our pastoral system. Tenison, Penola, McCormack and Cunningham Houses have all developed their own identity and spirit. Each of the four Houses comprises approximately 180 students from Prep to Year 11. Belonging to a House provides staff, students and their families, the opportunity to form positive and lasting relationships with students across all year levels. Together with this familiarity and continuity, the House system makes possible, greater participation by the students' in House and inter-House activities. Being active, contributing to the community and cooperating with others; can build in students a growing sense of belonging and ownership. Likewise, the necessity for leadership, increasing as the students move into higher year groups, should result in more students assuming ever-widening responsibilities.

Aims of program

Under the direction of the Middle Leaders Wellbeing, PC teachers and classroom teachers, students are encouraged to become involved in all aspects of College life. Belonging to a House provides many avenues for students to interact on a social level, to support each other, to learn from each other's strengths and weaknesses, to develop leadership skills and to actively serve the College and wider community.

Organised activities that will be included in this points system include but are not limited to Carnivals, Outreach and Spiritual opportunities, Cultural activities, Sporting achievements, Academic effort and success, assisting at College Events; all of which aim to support a sense of belonging and pride in the community.

With this in mind the overall aim is to encourage all students to be involved in as much as they possibly can. Everything they do can be attached to the points system so they feel they can contribute no matter what their strengths are.

Collation of points

Microsoft Access database, with the view to linking it to the College Intranet so staff and students can view and see the progression of points. When the College moves to a new whole school management system it will be explored as to how this can be integrated within it. The Microsoft Access database will be used to roll out the program in 2019.

Input of Data

The staff member who oversees or organises the activity will need to fill out a short form about the students involved and what the activity was. This will then be collated in a spreadsheet and a school officer will input the data. A weekly time allocation of 1-2 hr should be sufficient to complete the task after the initial set up of an activity register with points allocated to each activity. The activities below are included but the system is not limited to those.

Sport	Carnivals	Cultural	Academic	Faith
School Teams- Representing the school in a sport locally- 1pt. per team that they make athletics, swimming, cross country team interschool- 2 pts A team playing in QCIS Comp -2 pts Forty for Fortey- 3pts Gold Coast Marathon Event – 3pts First Team (when we move into senior school) - 5 pts DD Rep- 5pts QLD Rep- 10 pts AUS Rep- 20 pts Representation students get the points for the highest honour only	1 pt per student who attends each carnival. (Eg attendance rolls on the day) Bonus pts for positions 1 st 250 2 nd 200 3 rd 175 4 th 150 War Cry spirit throughout the day- one house gets the points on each day- Bonus 25pts	Debating - 2 pts for the term First Debating team- 5 pts Public speaking competitions- 1pt Eisteddfod- 1 pt Choir- 1 pt Band- 1pt Drama performance for a school event- 1 pt	Semester 1 Honours award- 8 pts Outstanding Achievement- 5pts Outstanding Applications- 5pts High Achievement- 1 point Application- 1 pt Termly Improvement- Improved GPA from Term Sem 1 –Term 3- 1 pt Academic External competitions- eg English, Maths, science etc. 1pt CREDIT- 2pts DISTINCTION- 5pts HIGH DISTINCTION- 10pts Tournament of minds- 2 pts	Immersion- 10 pts Minnie Vinnies- 2pts Open Day Helper- 1pt Anzac Day helper at school- 1 pt Anzac day represent at event- 2pts Project Compassion winning house, most money raised- 50pts Assists at mass- 1 pt per mass Alter servers- 1 pt per mass Relay For Life- 2 pts Homeless Sleepout- 2pts