



CEOB ORGANISATIONAL REALIGNMENT 2020

Catholic Education Office Ballarat (CEOB) has changed considerably in recent months with an organisational realignment of the leadership and management structure. The organisational realignment has been an ongoing process over recent years as we respond to the changing education and legislative environment.

Principals, school governing authorities and CEOB staff contributed to the Billington Review of Religious Education 2015, the Kimber and Ryan Review of CEOB Service Provision 2017 and the Patton Organisational Alignment Report 2019. Consistent across the recommendations from these reviews was the need to continue building the capacity of CEOB to

support school governing authorities and principals by improving our service, leadership and partnership across a range of areas, including Catholic identity, governance, education, business, data, standards and safeguarding.

Further, as an organisation, we wanted to build the opportunity for leadership pathways within CEOB, to reduce the risk associated with vacancies in critical roles and to ensure that we would be in a good position to provide the appropriate suite of services to assist the [Diocese of Ballarat Catholic Education Limited \(DOBCEL\)](#) in its school governance responsibilities.



Directors, Consultants, Leaders and Managers now have the opportunity to drive system improvement as members of the System Leadership Stewardship Team. The System Leadership Directorate includes five senior leaders who hold specialist portfolios within our diocesan education community, lead a service area and have inter-diocesan and Catholic Education Commission of Victoria (CECV) responsibilities. The Directorate has as its core focus the oversight and monitoring of Catholic school identity, system improvement, diocesan policy, strategic planning, budgets, CEOB staffing, executive support of DOBCEL, governance services to all school governing authorities and school and office compliance with State and Federal funding agreements and legislation.

In the organisational realignment, the Director of Catholic Education has a refined focus on System Leadership and Governance, including marketing and communications. Several matters which were previously in the Director's portfolio (most notably professional standards, child safeguarding, grievances, CEOB operations, compliance monitoring) have now moved into other portfolios. This ensures that the increasingly demanding system authority functions undertaken for all schools in the Diocese are executed effectively and creates the space for the Director to undertake the duties of the DOBCEL Chief Executive Officer.

Deputy Director of Catholic Education, John Meneely, now has a key focus on diocesan strategy implementation, Catholic Identity and Mission and CEOB Operations. Responsibility for leadership development and direct reporting of the Religious Education Team now sit with other leaders.

Marketing and Communications Officer, Emma Newman, who commenced with CEOB in late 2019, assists the Director with CEOB's communications strategy and provides support to system and schools in marketing.

Catholic Identity and Mission Team: John Meneely, Deputy Director of Catholic Education, oversees within this service area Religious Education, Catholic Identity, Spirituality and Formation and Mission.

People and Culture Team: Ange Jones, Assistant Director People and Development, oversees the areas of leadership development, people and culture, safeguarding and standards and project/change management.

Business Services Team: Julie Duynhoven, Assistant Director Business Services, oversees the areas of Information Technology and Business Systems, Finance and Accountability, ICON implementation, Planning, Risk and Infrastructure. The demand on service delivery and legislative requirements around CEOB's business services and the transition to DOBCEL in recent years have required preparatory staffing to ensure the operational and corporate skill in this team is fit for purpose.

System Improvement Team: Sandra Harvey, Assistant Director System Improvement, oversees the areas of school and system improvement, education consultancy, data improvement, learning and teaching, wellbeing and learning diversity.



There are many people supporting these roles in significant ways who work hard to ensure that CEOB plays an important role in the effective governance of our parish and diocesan schools, in promoting, enhancing and nurturing the Catholic identity of our schools, in maximizing staff learning and in identifying and encouraging leaders at every level to grow in capacity.

The realignment demonstrates our commitment to ongoing school and system improvement, the accountability regimes of regulators and the changing governance environment for parish schools.

Audrey Brown – Director of Catholic Education

Photo of Audrey Brown: Courtesy of the Ballarat Courier.