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Gippsland Grammar is a co-educational Anglican School with an enrolment, at the beginning of 2017, of more than 1000 students from Early Learning Centre to Year 12, of whom fifteen identified as indigenous. There were fourteen students who speak a language other than English at home.

The School has three campuses, two junior campuses – St Anne’s in Sale and the Bairnsdale campus and one secondary campus in Sale. Together with an excellent boarding facility and a strong Early Learning Program, we hope to provide for all the learning needs of students from across Gippsland and beyond. Gippsland Grammar is an Anglican School community committed to opportunity and excellence. Our aim as a School is to ensure that all of our students fulfil their potential, academically, emotionally, spiritually and physically. Our Anglican ethos is central to our School culture and our School values are explicitly stated as compassion, leadership, excellence, responsibility and respect.

Though there is a strong academic focus, there is a broad range of subject options including Vocational Education and Training (VET) alternatives and a VCAL program. In 2017, five students were engaged in the VCAL program. A total of five students completed either a Foundation, Intermediate or Senior VCAL Certificate. The School offers three VET subjects on campus and provides access to additional VET options in collaboration with the local TAFE and other providers. We are proud of our students and staff and the VCE results achieved.

There is also a strong pastoral emphasis and recognition of the need to cater for each student’s spiritual growth and their understanding of the need for compassion in their dealings with others.

Our students continue to be involved and passionate about their School and the many activities on offer. They actively pursue opportunities and always represent the School in a respectful and engaged manner when interacting with the broader community and beyond. Whether through sports such as rowing, athletics, swimming and cross country or competing in the Debating Association of Victoria competitions, shooting at the many and varied School shooting events, performing on the stage or in one of the many orchestras or simply enjoying the involvement of the Schools extensive House Competition. Our students continue to be the strength of our School and continue to make us proud.

Gippsland Grammar continues to compete in the SEISA (South Eastern Independent Schools) competition and the ICCES (Independent Country Co-Educational Schools) completion. In 2017 we achieved great success in many areas, particularly athletics, cross country and swimming. Our students are mentored by amazing staff to achieve their best and to enjoy the experience.

The School’s Executive works very closely with the Board of Directors to implement our Strategic Plan - ‘Gippsland Grammar towards 100.’ This plan gives us clear direction and drives our annual improvement plan, department goals and individual goals. As a School we continued to implement our Visible Learning program by partnering with the University of Melbourne and working with researchers to ensure that our classes are student focussed and have clear intentionality.
The School Executive continues to deliver outstanding leadership to our School. It meets regularly to discuss the operations of the School, however, the setting and measuring of goals is critical to the strategic development and direction of Gippsland Grammar. We are very fortunate for the breadth of experience each member brings to their roles. Each member of the Executive team has a large and time consuming operational role at the School and also takes responsibility for at least one aspect of the Strategic Plan. In 2017 we welcomed Mrs Virginia Evans and Mr Jie Van Berkel to the leadership team as Heads of our Junior Schools.

Mr David Baker – Principal  
Ms Jan Henry – Deputy Principal (Head of Garnsey Campus)  
Mrs Liana Cartledge – Deputy Principal (Academic)  
Mrs Kate Arnup – Deputy Head of Garnsey Campus  
Mrs Virginia Evans – Head of Bairnsdale Campus  
Mr Jie Van Berkel – Head of St Anne’s Campus  
Mr Chris Beckman – Business Manager  

The extended Executive team meet once per month to discuss the further aspects of the School’s operations.

Mrs Emilie Davine – PA to the Principal/HR Manager  
Mrs Marji Craven – School Registrar  
Mr Tony DeBono – Property Manager  
Mrs Melissa Farley – Marketing and Development Manager
Gippsland Grammar is a company limited by guarantee that is governed by a School Board of Directors that reports to the School’s Association at the Annual General Meeting.

In 2017 the Board consisted of 13 Directors, including the Chair, Mr Steven Scott and the Deputy Chair, Mr Bill Jones.

**GIPPSLAND GRAMMAR – BOARD OF DIRECTORS**

**Chair**
Mr Steven Scott

**Deputy Chair**
Mr William Jones
The Right Reverend Kay Goldsworthy
Ms Val Jones
Mr Kenneth Anderson
Mr Michael Oram
Dr Valerie Shaw
Mr Jono Craven
Rev Tony Wicking
Mrs Vicki McLeod
Mr Brendan Shepherd
The Very Reverend Susanna Pain
Mrs Alison Hamilton

At the conclusion of 2017 we farewelled Mr Scott, Mr Craven, the Right Reverend Kay Goldsworthy and the Rev Tony Wicking.

We thank these Board Members for their loyal and wise contribution to the Board and also to the broader Gippsland Grammar Community.

All members of the Board are also members of either our Governance or Audit sub committees. We are very grateful for the time and effort they commit to their roles and we are also incredibly grateful for the expertise and advice they bring to the Board table.
Across Garnsey campus, the ongoing development of teacher effectiveness remained a priority in 2017. Teachers continued to develop their use of the SOLO taxonomy and Visible Learning in their professional development, with the support of Sophie Murphy and Luke Mandouit from the University of Melbourne who presented at the February Staff Conference and then worked effectively with teams of staff from across all campuses throughout the year. The staff day in Semester 2 allowed us to explore a shared understanding of Wellbeing. This led to the development of a definition for wellbeing at Gippsland Grammar which is now used to guide our pastoral care initiatives, including this year’s Fantastic Friends program, Cyber safety presentation, a visit and presentation from the Black Dog Institute and the Wellington Shire’s Youth Mental Health Day in which all our Year 9s participated and heard from mental health expert, Bryan Jeffrey. This year also saw us work as a partner school in the Respectful Relationships initiative. This important work has enabled us to develop an Action plan which includes:

- actions to promote gender equality across the school community strategies to promote gender equality across the school workforce
- delivery of respectful relationships as part of the Victorian Curriculum from 2017
- release of staff for professional learning
- support of staff and the school community to build their understanding of Respectful Relationships and its role in preventing gender-based violence
- engagement with community family violence support and response services.

Throughout 2018 students were offered many opportunities to enhance their learning. The refurbished Year 8 block of classrooms enhanced student learning by providing far more vibrant and engaging classroom spaces. Performances in national competitions were again strong with students participating in the Big Science Competition, Australian Mathematics Competition, Australian Problem Solving Mathematics Olympiad and ICAS competitions. Our junior students also participated well in the Da Vinci Decathlon designed to challenge and stimulate the minds of students. Debating continued to be very strong in the School with 9 teams participating in the Debating Association of Victoria competition. With the support of the Humanities Department, students once again attended the Model United Nations Assembly and participated in the Year 8 Medieval Day.

It was a dynamic year in the Performing Arts. The annual Spring Music Concert was held at The Wedge which ensured, not only improved views for the audience, but a sense of professionalism for performers. We also celebrated the selection of one of the Theatre Studies students into the Top Acts showcase which was a fine achievement, and were thrilled that one of our Year 12s was selected to attend the prestigious Stella Adler School of Acting in Los Angeles for a short program Summer Course. On the stage, the Unit ¾ Theatre Studies class performance of “A Comedy of Errors” in Garnsey Hall and The ‘Addams Family’ was an outstanding success; presenting a musical is a truly significant
event in the School calendar as it brings together students and staff from across the School and requires months of preparation and practice. Additionally, our students performed very well at local Eisteddfods in 2017.

Our service learning focus on community relationships has again been very dynamic with engagement in Helping Hands Projects including ongoing support for Café 123 and fundraising activities to support the secondary school in Gahini Rwanda; it was with great pride we were able to donate $14,000 to assist with completion of the Science laboratory this year. Other notable projects including Shave for a Cure which raised more than the $4000 goal, a great team effort for Relay for Life, ongoing support from Year 9 for their World Vision sponsored child, a group of Year 12 girls who took on the Ration Challenge as part of Act for Peace’s Refugee Week Ration Challenge and the Christmas Day lunch provided to the wider local community in need at Blackwood House.

Students continued to have great success in the sporting arena this year, involved in SEISA and ICCES competitions as well as many House events. There were also netball, shooting, touch football and other competitions giving students plenty of opportunity for involvement. As always the most pleasing aspect of these events was the commitment of students, their sportsmanship and the enthusiasm with which they represented the School and engaged in co-curricular activities, both within and beyond the School. The School Rowing team increased the number of regular crews and performed well with students competing at State and National level. In addition to the participation and involvement evident, it is important to note that in 2017 students competed at a national level in a variety of sports including: Equestrian, Beach Volleyball, Swimming, Water skiing, Cross Country, Athletics, Women’s Cricket and Hockey. It was with great celebration that students also represented Australia in Rowing and Modern Pentathlon.

This year was yet another dynamic one for Gippsland Grammar; with the support of amazing staff our students certainly had every opportunity to excel and participate in the life of Garnsey campus.
The staff at our Junior Schools base their planning on the Australian Curriculum, focusing on Mathematics, English, History, Geography and Science. A further focus on Digital Technology involving coding and programming is being implemented along with the continuation of building capacity in students in Information Communication Technology (ICT) within the classroom.

Supporting the English curriculum are the programs THRASS and BIG WRITE. The teachers incorporate the skills learnt from THRASS (teaching handwriting, reading and spelling strategies) with the BIG WRITE components Vocabulary, Connectors, Openers and Punctuation to complement the Literacy program. Parent engagement in these programs through Hometalk and the THRASS chart allows parents to support their child’s progression.

Collaborative expertise has been identified as having the highest affect size on student learning through John Hattie’s research. Providing quality time for teachers to plan together, learn together and benefit from the collective wisdom of our staff has been a priority in 2017. Staff workshops, PLP showcases, classroom observations, designated release time for team planning demonstrate our commitment to this theory. The inclusion of professional development days as a whole school with Sophie Murphy and Luke Madouit from the University of Melbourne on SOLO taxonomy has impacted positively on the understanding and implementation of Learning Intentions and Success Criteria across all areas of the curriculum. Working with individual teams has promoted collegiality and capacity building in all staff and addressed our whole school goals.

The Feuerstein Instrumental Enrichment (FIE) program has continued to be implemented at each campus with years 1, 3 & 5 benefitting from specialised sessions to allow the children to explore and develop their metacognition.

Collaboration across the Junior campuses was evident in our professional development day in fourth term with St. Anne’s campus travelling to Bairnsdale campus. It was a full agenda with three learning intentions stated for the day being; to understand the 8 Cultural Forces, to reflect on our SOLO implementation and to explore the implementation of Schoolbox, our new Learning Management System. The day was both interactive and productive.

Our Combined Fellowship at Bairnsdale focused on the ‘Power of Togetherness’ with the procession demonstrating the strength of being united as one with our captains from each campus carrying the school flag in together.

Our NAPLAN results were pleasing across both campuses with evidence that our spelling programs and the implementation of Big Write is impacting positively on our results. High participation in the ICAS and Australian Mathematics competition was pleasing to see with rewarding results for all.
2017 was a year of growth and learning for St Anne’s campus. Our initial student numbers at the beginning of Term 1 was 252 students. Throughout the year, student numbers increased substantially, with 287 students enrolled for the beginning of 2018. This influx is due to the continued positive reputation Gippsland Grammar has in the community.

Our Campus goals for 2017 were:

Visible Learning:
• Teachers to integrate the language of SOLO into our learning intentions and success criteria
• Students to be able to articulate what the learning intention is and understand if the success criteria has been achieved
• Teachers and students to identify and respond to the next stage of learning through effective feedback and thinking strategies/routines.

Data:
• Teachers to build their capacity to engage with, and interpret data
• Teachers analyse available assessment data, and use this to inform teaching and learning
• To develop a consistent approach across the school when analysing and moderating data

Professional Development:
• Teachers to be self-reflective, evaluative and proactive in their professional development
• Teachers to be provided with the opportunity to improve and enrich their teaching practice through effective feedback, collaboration and professional development

Each team and individual teacher created their own goals funneling down from our campus goals.

Learning remained a strong focus as we continually remind ourselves that this is our core business as a School. We have further developed our teacher clarity (Learning Intentions, Success Criteria and learning progression) through explicit professional development and goal setting. Having a common language of learning enables our teachers to plan for the learning pathways of our students as they move from surface level to deep understanding. Some of our Year level teams have been identified as leading examples of their use of a range of strategies to develop surface to deep understanding within the classroom.

Mr Jie Van Berkel began as Acting Head of Campus and became Head of Campus after a mid-year review. Miss Lauren Verde (Art), Miss Sarah Wheeler (Year 3) and Miss Samantha Cooke (Physical Education) joined our teaching team. While Mrs Amy Laverty, Mrs Louise Hulls and Mrs Katie Germaine began their parental leave. Both Lauren and Sarah were graduate teachers and were well supported by their mentors.

Our 2017 NAPLAN results were pleasing, although not outstanding, particularly our writing results. As a campus we analysed and investigated the reasons why and our next step. We believe the biggest impact on our NAPLAN results have been the influx of new students to our campus. The majority of these students have not fully grasped our writing process. Our student numbers continue to grow, with some of these students coming with additional learning needs, which again will impact on our NAPLAN data. We have an evidence based and robust writing structure and process, referred to as ‘The Big Write.’ However, we have reviewed and refined our teaching of writing for 2018. Part of this is providing a three week writing...
cycle, not the original two, to allow for more in-depth editing, individualised teaching moments, goal setting and publishing. We do expect significant improvement in our students’ writing in 2018 and 2019. Not only should our NAPLAN data reflect this, but also our Cold Write Assessments.

The 2017 House Competition was once again hugely popular with students and a critical feature of our school community life. Our House competition was characterised by great sporting behaviour and strong house spirit, as well as providing a forum to showcase the many talents of our students in different fields. The winners of the six components of the 2017 competition were as follows: Athletics (Cranswick Dargo), Swimming (Wellington Binks), Cross Country (Wellington Binks), Handwriting (Wellington Binks), Public Speaking (Cranswick Dargo) and Singing (Wellington Binks). The overall winning house and recipient of the Rash House Shield 2017 was Wellington Binks.

We also provided a broad range of leadership opportunities for our students, with a focus on developing each individual student’s leadership abilities. Our Student Representative Council (SRC) and Green Team involved student leaders across our campus. Within Year 6, all students take on some leadership role. These roles include; House Captains, Community Captains, Athletics Captains, Cross Country Captains, Sports Captains, Swimming Captains and Music Captain. Our Campus Captains were Aussie Bauer and Rose Dallimore. They provided wonderful leadership through their actions throughout the year.

A highlight for our campus was our biennial Art Exhibition, organised Miss Lauren Verde. Speaking to Lauren about teaching and learning about Art, she regularly talks about the ‘process’ and ‘student choice.’ Students poured a lot of time, effort and creativity to express themselves through their artwork. Our 2017 Art Exhibition was a wonderful celebration of this.

We were delighted with the achievements of many of our students who took part in various academic competitions during the year. There were some excellent results in the ICAS competitions as well as the Australasian Maths Competition and Maths Olympiad. These programs effectively supported our learning program and our educational model ‘Academic Care at Gippsland Grammar.’

Music performance continued to play a big part in the life at St Anne’s with all students involved in a range of opportunities throughout the year. As well as weekly class music lessons, the Year 2 Strings Programme and Year 4 Training Band continued to ensure that all students gained experience in playing at least two different instruments during their Junior School years. Both the Junior Choir and St Anne’s Singers and individual students achieved much success and recognition in various Eisteddfods throughout the year as well as entertaining parents and friends at the termly St Anne’s Musical Soirees and our weekly Fellowships.
2017 was a year of celebrating our community with many successful events both socially and academically. In 2017, the Bairnsdale campus had an enrolment of 96 Prep to Year 6 students, placed across 6 classes, and increased to reach an enrolment number of 100 by the end of Term 1. End of Year enrolment number was 104. We had an additional 31 children in the ELC across our Reception and Pre-Prep groups. Mrs Virginia Evans was welcomed to the Bairnsdale Campus in the position of Head of Junior School, Bairnsdale. Mrs Lisa Hudson returned to the staff in the position of Teacher of Physical Education. Miss Ashlee Robertson was the campus GAP assistant. Mrs Fiona Carr continued in the role of Lead Teacher.

Aligning with our School goals, our Campus goals for 2017 were:

Visible Learning:
- Teachers to integrate the language of SOLO into our learning intentions and success criteria
- Students to be able to articulate what the learning intention is and understand if the success criteria has been achieved
- Teachers and students to identify and respond to the next stage of learning through effective feedback and thinking strategies/routines

Data:
- Teachers to build their capacity to engage with, and interpret data
- Teachers analyse available assessment data, and use this to inform teaching and learning
- To develop a consistent approach across the school when analysing and moderating data

Professional Development:
- Teachers to be self-reflective, evaluative and proactive in their professional development
- Teachers to be provided with the opportunity to improve and enrich their teaching practice through effective feedback, collaboration and professional development

Through explicit professional development with Sophie Murphy and Luke Mandoult from Melbourne University we have further developed our teacher clarity around Learning Intentions, Success Criteria and learning progression. Having a common language of learning enables our teachers to plan for the learning pathways of our students as they move from surface level to deep understanding.

St. Anne’s staff joined us at our campus for a professional development day in term four working across levels to establish consistent approaches to learning and to initiate the implementation of the new LMS Schoolbox.

Providing opportunities to promote collaborative expertise, our Bairnsdale teachers met on both Tuesday and Wednesday afternoons for workshops, curriculum reviews, staff meetings, professional discussions and campus priorities.

Curriculum and Learning Opportunities

The staff at Bairnsdale Campus have continued using the Australian Curriculum in their planning this year, focusing on Mathematics, English,
History, Science, Geography and the specialist areas of Music, Art, Physical Education, Library and Japanese. A successful Junior Japan Trip was held during the Term 1 holidays. Fifteen students from across both junior campuses were accompanied by leader Mrs Tomomi Wynne with Ms Annie Crowe and Mrs Anne Young.

Our Music program has continued throughout the year with a number of different opportunities offered, the highlight being the staging of the musical Around the World in Eighty Days. The audience were thoroughly entertained by the cast of Year P-6 students. There was a huge sense of pride, excitement and achievement among the students and a strong feeling of community as parents, students and staff worked together on this event.

Two teams were entered in the ‘Tournament of Minds’ held at Federation University, Churchill. Selected students were guided through the process by Pathways teacher Ms Terese Hunter and Mrs Fiona Sutherland who facilitated their entries. This program encourages adventure in problem solving and discovery. Children who are part of a TOM team learn to work together with other team members, make decisions, solve problems and communicate effectively with one another.

The Year 5 students took the opportunity to attend the GRIP Leadership Seminar in Sale to further enhance their unit on Leadership. We also provided a broad range of leadership opportunities for our students, with a focus on developing each individual student’s leadership abilities.

Four students represented the campus at National Reconciliation Week at Bairnsdale West. We further celebrated reconciliation at our campus demonstrating an understanding of the theme, “Let’s take the next Step”.

As a component of year five and six mathematics, on Monday afternoons twelve students were involved learning the skills of Bridge with a further extension group worked on higher order thinking skills through problem solving and decision making.

The Year Sixes participated in an eight week program called DRUMBEAT to build emotional resilience and to assist in the transition to secondary school.

Our Year Threes and Fours also worked with Sharen Cameron on developing the skills of digital technology, creating, coding and programing. Our generous Parents and Friends have supported the development of this program by purchasing ten Wedo Lego kits and ten EV3 robots to be constructed and programmed in accordance with the Australian curriculum.

With the analysis of data to inform our teaching a current campus goal, NAPLAN was of a high focus. It was pleasing to identify very good growth across levels and overall the results were to be commended.

**Campus and House Competition**

The 2017 House Competition was once again hugely popular with students and a critical feature of our school community life. Our house competition was characterised by great sporting behaviour and strong house spirit, as well as providing a forum to showcase the many talents of our students in different fields. With a close finish, Tisdall Hotham achieved the highest points resulting in their winning of the 2017 house competition.

We were delighted with the achievements of many of our students who took part in various academic
competitions during the year. There were some excellent results in the ICAS competitions. These programs effectively supported our learning program and our educational model ‘Academic Care at Gippsland Grammar.’

Our students performed very well in inter-school sporting competitions at District, Zone, Regional and State level. Our students participated in a wide variety of competitive sport against other local schools. These included swimming, cross country, athletics, cricket, netball, football, soccer, basketball and the SEISA sports competitions. They represented our school well demonstrating our CLERR values on many occasions.

**Parents and Friends**

Our Parents and Friends continued to be an active group again this year under the leadership of Bridgett van Rooij. Working together the group catered for the Synod meeting, they hosted a Welcome Morning Tea, a Family Picnic, and an ELC family dinner and organised a fantastic Trivia Night which not only brought the school community together, but also raised a significant sum of money.

**Highlights**

A significant occasion saw family and friends of the late Caitlyn Fischer gather around the tree she planted as a prep student to acknowledge her love of learning and her time at the Bairnsdale campus. A plaque has been placed at the foot of the tree in remembrance of Caitlyn.

We farewelled Reverend Tony Wicking and wished him well on his retirement. Each class spoke of the important Christian messages that Tony shared with us each week and acknowledged the fun ways Tony presented these messages.

Our Grandparents Day Fellowship was attended by grandparents and special friends, many of whom travelled a great distance to attend this annual event. Many grandparents comment on how much they look forward to this event, and I would like to thank the Frith’s grandmother Faye Cuthbertson for talking at this event. This year the Grandparents and Special Friends particularly enjoyed sharing the morning tea out in the sunshine with the students. We take this opportunity to support the Cancer Council’s Biggest Morning Tea, this year raising $722.

We started our Mother’s Day celebration with croissants and Danish pastries, served by a number of dads and then went on to a Fellowship led by Year 6 Blackwood students who eloquently expressed their feelings and thoughts about their mums. Mackinley’s mum Courtney Campbell spoke from the heart of what it is to be a mother. We celebrated our dads with a breakfast barbecue and Fellowship.

A combined service with St. Anne’s at the Bairnsdale Campus was a great opportunity to recognise the importance of working together. The procession in demonstrated a united statement with Campus captains, House captains and Head of Campuses walking in alongside each other.

Che’ Buckley, a year 6 student received the Fred Hollows Humanity Victorian Junior Ambassador Award for his incredible ride across Hotham to raise funds for cancer. Che’ was inspired by his grandmother who was at the time undergoing chemotherapy to treat her cancer.

Twilight School in term 4 was a huge success in engaging our parent community in student learning. The students were excited to have their parents attend school with them, allowing the students to showcase the many exciting learning opportunities they enjoy on a daily basis. A shared BBQ dinner was a lovely conclusion to a terrific event.
Gippsland Grammar – VCE results 2017

The Dux of Gippsland Grammar for 2017 was Claudia Klose. Claudia obtained an ATAR score of 98.90.

This year’s results are another strong performance for the School. The School’s median ATAR score was 82.0 and 14% of our students achieved a score above 95, placing them in the top 5% of the state. 25.3% of students obtained an ATAR score of over 90 putting them in the top 10% of the state, whilst 55.7% obtained an ATAR score in excess of 80 placing them in the top 20%. 93.7% of the students placed in the top 50%.

Close behind Claudia from Sale were Jasmine Doultree (Traralgon) 98.85, Henry Turnbull (Myrtlebank) 98.5, Liam Wilson (Sale) 98.3, Sarah Hair (Briagolong) 97.9, Tom Anderson (Rosedale) 97.85, Megan Keil (Stratford) 97.35, Nichil Nowrungsah (Bairnsdale) 97.15, Tyson Whelan (Maffra) 96.95, Rory Van Berkel (Stratford) 96.35 and Xavier Monacella (Traralgon) 95.75.

In terms of study scores, our average study score was 32.2 11.3% of the study scores were over 40 and hence will be published on the VCE high achiever’s list.

As a school we are thrilled with the outstanding results attained by our high achieving students; however, within our results there are many stories of success and students achieving their own levels of personal excellence. We are proud of all of our students.

We would like to congratulate all of our students who successfully obtained their VCE or VCAL certificates and also our dedicated staff who have worked tirelessly to assist these students for many years.
NAPLAN tests are the national benchmarking tests taken by all students in years 3, 5, 7 and 9. In addition to gaining an idea of the profile of each year cohort, we get valuable diagnostic information for each student which we use when assessing our programs for individual needs. We are also able to identify areas in which our programming may need to be strengthened by comparing our performance on each aspect of the testing with the state-wide statistics. Performance is reported on a scale ranging from 0 to 1000, consisting of 10 bands as follows:

- Band 1 – scaled scores < 270
- Band 2 – scaled scores >270 and < 322
- Band 3 – scaled scores >322 and < 374
- Band 4 – scaled scores >374 and < 426
- Band 5 – scaled scores >426 and < 478
- Band 6 – scaled scores >478 and < 530
- Band 7 – scaled scores >530 and < 582
- Band 8 – scaled scores >582 and < 634
- Band 9 – scaled scores >634 and < 686
- Band 10 – scaled scores >686

While individual reports are reported only in the bands, aggregated school data is reported on the 1000 point scale.

- Year 3 results are reported in Bands 1 to 6
- Year 5 results are reported in Bands 3 to 8
- Year 7 results are reported in Bands 4 to 9
- Year 9 results are reported in Bands 5 to 10

The concept of a State or National benchmark has been replaced with a minimum standard defined by a particular band as follows:

- For Year 3 the minimum standard is Band 2
- For Year 5 the minimum standard is Band 4
- For Year 7 the minimum standard is Band 5
- For Year 9 the minimum standard is Band 6

We have given a comparison of NAPLAN results from the past four years as an indicator of the differences between these year groups. It must be remembered that these are different cohorts.

### Year 7 NAPLAN Results (2014-2017)

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### Year 9 NAPLAN Results (2014-2017)

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### Year 5 NAPLAN Results (2014-2017) Bairnsdale

<table>
<thead>
<tr>
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<tr>
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<tr>
<td>Grammar &amp; Punctuation</td>
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<tr>
<td>Numeracy</td>
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### Year 3 NAPLAN Results (2014-2017) Bairnsdale

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### Year 5 NAPLAN Results (2014-2017) St Anne’s

<table>
<thead>
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### Year 3 NAPLAN Results (2014-2017) St Anne’s

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</tr>
<tr>
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<td>421</td>
<td>445</td>
<td>466</td>
<td>448</td>
<td>100%</td>
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</table>
## Student Attendance

### St Anne's

<table>
<thead>
<tr>
<th>Gender</th>
<th>Category</th>
<th>Attendance Days</th>
<th>Less Than 90%</th>
<th>90% or more</th>
<th>Overall Attendance %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y1</td>
<td>Female</td>
<td>1,360</td>
<td>2</td>
<td>15</td>
<td>94.69%</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>1,307</td>
<td>4</td>
<td>12</td>
<td>94.02% 94.36%</td>
</tr>
<tr>
<td>Y2</td>
<td>Female</td>
<td>1,491</td>
<td>4</td>
<td>14</td>
<td>94.14%</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>2,107</td>
<td>2</td>
<td>23</td>
<td>95.78% 95.09%</td>
</tr>
<tr>
<td>Y3</td>
<td>Female</td>
<td>1,672</td>
<td>4</td>
<td>16</td>
<td>94.98%</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>1,581</td>
<td>2</td>
<td>17</td>
<td>94.57% 94.78%</td>
</tr>
<tr>
<td>Y4</td>
<td>Female</td>
<td>857</td>
<td>1</td>
<td>10</td>
<td>96.67%</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>1,179</td>
<td>1</td>
<td>13</td>
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</tr>
<tr>
<td>Y5</td>
<td>Female</td>
<td>2,080</td>
<td>1</td>
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<td>96.37%</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>1,856</td>
<td>1</td>
<td>21</td>
<td>95.86% 96.13%</td>
</tr>
<tr>
<td>Y6</td>
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</table>

**Total Attendance:** 18,393 95.18%
## Garnsey

<table>
<thead>
<tr>
<th>Gender</th>
<th>Category</th>
<th>Attendance Days</th>
<th>Less Than 90%</th>
<th>90% or more</th>
<th>Overall Attendance %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>All Students</td>
<td>1,360</td>
<td>2</td>
<td>15</td>
<td>94.69%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>1,307</td>
<td>4</td>
<td>12</td>
<td>94.02% 94.36%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>1,491</td>
<td>4</td>
<td>14</td>
<td>94.14%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>2,107</td>
<td>2</td>
<td>23</td>
<td>95.78% 95.09%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>1,672</td>
<td>4</td>
<td>16</td>
<td>94.98%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>1,581</td>
<td>2</td>
<td>17</td>
<td>94.57% 94.78%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>857</td>
<td>1</td>
<td>10</td>
<td>96.67%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>1,179</td>
<td>1</td>
<td>13</td>
<td>95.67% 96.09%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>2,080</td>
<td>1</td>
<td>24</td>
<td>96.37%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>1,856</td>
<td>1</td>
<td>21</td>
<td>95.86% 96.13%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>2,080</td>
<td>1</td>
<td>24</td>
<td>96.37%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>1,856</td>
<td>1</td>
<td>21</td>
<td>95.86% 96.13%</td>
</tr>
</tbody>
</table>

**Total Attendance:** 18,393 95.18%

## Bairnsdale

<table>
<thead>
<tr>
<th>Gender</th>
<th>Category</th>
<th>Attendance Days</th>
<th>Less Than 90%</th>
<th>90% or more</th>
<th>Overall Attendance %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>All Students</td>
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<tr>
<td>Male</td>
<td>All Students</td>
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<tr>
<td>Female</td>
<td>All Students</td>
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<td>Male</td>
<td>All Students</td>
<td>632</td>
<td>2</td>
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<td>93.99% 94.71%</td>
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<tr>
<td>Female</td>
<td>All Students</td>
<td>428</td>
<td>0</td>
<td>5</td>
<td>97.34%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>504</td>
<td>1</td>
<td>5</td>
<td>95.50% 96.34%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
<td>172</td>
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<td>2</td>
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</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>641</td>
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<td>7</td>
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</tr>
<tr>
<td>Female</td>
<td>Indigenous Only</td>
<td>88</td>
<td>0</td>
<td>1</td>
<td>100.00%</td>
</tr>
<tr>
<td>Female</td>
<td>All Students</td>
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<td>3</td>
<td>10</td>
<td>93.90%</td>
</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>498</td>
<td>0</td>
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<td>94.26% 94.32%</td>
</tr>
<tr>
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<td>All Students</td>
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<td>7</td>
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</tr>
<tr>
<td>Male</td>
<td>All Students</td>
<td>887</td>
<td>3</td>
<td>8</td>
<td>93.06% 92.36%</td>
</tr>
</tbody>
</table>

**Total Attendance:** 7,456 94.65%

Student attendance is recorded for each period or session via electronic entry (Garnsey) and paper entry (Junior School). Absent students are reconciled against the role by 10.00am and parents contacted either by phone or SMS before 10.00am. Students are required to submit a written note to their Mentor either before the absence or upon return.
2017 Tertiary Placements

- Monash University: 38%
- RMIT University: 18%
- University of Melbourne: 7%
- La Trobe University: 7%
- Deakin University: 4%
- Swinburne University of Technology: 4%
- Other Institutions: 22%
During 2017 Gippsland Grammar Participated in ISV (Independent Schools Victoria) LEAD surveys (Listen, Evaluate, Act and Deliver). The LEAD surveys are conducted online with parents, students, staff and Board Members. The final report provided to the school benchmarks the schools performance in a range of areas against other independent schools in Victoria. The survey provides feedback in the areas of parents’ perceptions, students’ perceptions, teachers’ perceptions, school leaders’ perceptions, academic achievement and transitions within the school. These survey results influence our strategic planning and our annual school improvement plan. The overall results are incredibly detailed and allow the School to formulate responses to very specific areas within the survey. As a School we choose to conduct this survey biannually and specifically compare our results to previous surveys.

The results of the parents’, students and teachers’ responses are summarised below in graph format, indicating the ISV mean for each area and also the previous Gippsland Grammar responses from 2013 and 2015. The questions asked in the survey ask participants to respond on a 0 – 10 satisfaction scale. The results below are the mean response for each area.

**Overall means per domain versus all schools and statistically similar schools.**

![Graph](image)

**Figure 3:** Displays overall parent satisfaction per domain for Gippsland Grammar compared to the ISV benchmark.
Overall means per domain

![Graph showing overall means per domain]

Figure 3: Displays General Satisfaction per domain at Gippsland Grammar compared to the ISV benchmark

Overall teaching staff means versus all schools and statistically similar schools

![Graph showing overall teaching staff means]

Figure 3: Displays overall satisfaction per school-based domain for teaching staff at Gippsland Grammar compared to the ISV benchmark

22. Lead Survey Results (2017)
Community Connections

Our community continued to work hard for the advancement of the School in 2017, in what was a very busy 12 months.

The Gippsland Grammar Foundation started the year with a soiree at Kilmany Park, with musical entertainment by the John Gibson Trip and a magnificent silent auction. Attended by around 90 members of the School community, the evening contributed $8000 toward the Building Fund, from which construction projects like the new Years 3-4 Learning Centre at St Anne’s, and other capital works, are funded.

The Old Scholars Association ran their inaugural ‘Fee Raffle’, with ticket holders eligible to win a 2018 Gippsland Grammar Tuition Fee. All proceeds went to the ‘Be Your Potential’ Scholarship Fund, which aims to make a Gippsland Grammar education available to those who could not otherwise attend – for social, economic or other reasons.

Parents and Friends from both Bairnsdale and St Anne’s campuses held successful Trivia Nights to foster new friendships and reconnect old acquaintances. Bairnsdale Parents and Friends also catered at Bairnsdale’s inaugural Twilight School – an event showcasing Gippsland Grammar’s unique curriculum offering to families and visitors. A crowd of around 200 enjoyed a BBQ afterwards on a beautiful East Gippsland evening, entertained by a string quartet from Garnsey campus.

The McColl Club continued to support our rowers at regattas with catering and transport, and hosted an end of season dinner at Legends, attended by current staff, crews and past rowers.

Friends of Performing Arts provided gourmet suppers post production at each of The Addams Family at Garnsey campus and Around the World in 80 Days at Bairnsdale.

Capital Development:

The 2017 Annual Giving Campaign focused on raising funds for the construction of the new Years 3-4 Learning Centre at St Anne’s. Construction commenced in May and will be complete in late 2018. The Centre will allow for growth while replacing some of the older buildings on campus. We acknowledge the generous support of the Gippsland Grammar Foundation, which provided $500,000 towards the project.

Fundraising efforts will now focus on the Performing Arts Centre at Garnsey campus. We aim to have this significant project complete in time for the School’s centenary celebrations.
Gippsland Grammar Sources of Income 2003 - 2017

NET Income from Parents  | Grant Income  | Other Income
---|---|---
2003 | 2008 | 2013 | 2017
$1,022,161 | $1,307,896 | $8,709,879 | $11,217,965

Gippsland Grammar Sources of Income 2017

- $11,217,965 from Other Government Grants
- $8,709,879 from State Recurrent Grants
- $1,307,896 from Commonwealth Recurrent Grants
- $1,022,161 from Other Income
- Total Income: $11,217,965
Gippsland Grammar Expenditure by Category 2017

- Tuition Salaries: $1,454,560
- Salary Related Expenditure: $473,627
- Other Tuition Expenditure: $1,348,185
- Buildings, Grounds, Caretaking: $635,008
- Administration and General: $2,601,588
- Boarding: $1,192,074
- Depreciation: $1,412,796
- Borrowing Costs: $1,384,946
- Other: $11,434,750

Total Expenditure: $11,434,750
### Workplace Diversity by Age and Gender (Excludes Casuals)

#### Age

<table>
<thead>
<tr>
<th>Age</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;20</td>
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</tr>
<tr>
<td>20-29</td>
<td>5</td>
</tr>
<tr>
<td>30-39</td>
<td>22</td>
</tr>
<tr>
<td>40-49</td>
<td>30</td>
</tr>
<tr>
<td>50-59</td>
<td>29</td>
</tr>
<tr>
<td>60+</td>
<td>11</td>
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#### Gender

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<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bairnsdale</td>
<td>27</td>
<td>2</td>
<td>29</td>
</tr>
<tr>
<td>Garnsey</td>
<td>77</td>
<td>51</td>
<td>128</td>
</tr>
<tr>
<td>St Anne’s</td>
<td>35</td>
<td>4</td>
<td>39</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>139</strong></td>
<td><strong>57</strong></td>
<td><strong>196</strong></td>
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</tbody>
</table>

#### Work Area

<table>
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<th>Age Group</th>
<th>Total</th>
<th>FTE</th>
</tr>
</thead>
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<td>M</td>
<td>U20</td>
<td>20-29</td>
</tr>
<tr>
<td></td>
<td>28</td>
<td>7</td>
<td>2</td>
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</tr>
<tr>
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<td>0</td>
</tr>
<tr>
<td>ELC</td>
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<td>0</td>
</tr>
<tr>
<td>Executive</td>
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<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
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<td>0</td>
</tr>
<tr>
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<td>0</td>
<td>3</td>
</tr>
<tr>
<td>School Support*</td>
<td>17</td>
<td>5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Teaching</td>
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<td>28</td>
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<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>137</strong></td>
<td><strong>57</strong></td>
<td><strong>6</strong></td>
<td><strong>10</strong></td>
</tr>
</tbody>
</table>

*School support includes Canteen, Learning Assistants, Science, Food Tech and Library Assistants, Language and Gap Assistants, Bairnsdale After School Care

** Head of Boarding is counted in Teaching category

*** Excludes ELC Teachers
2017 saw the following staff join our School: Margaret Cotter, Stuart Llewellyn, Evie Wilson, Virginia Evans, Lauren Verde, Matthew Goss, Solomon Jones, Elliot Durrant, Peter Brown, Paige Biddle, Ashlee Robertson, Michelle Reynolds, Sarah Little, Christina Kyriakou, Jenny Roberts, Lynette McGowan, Melissa Farley, Emma Neal, Helen Salisbury, Warren Stewart, Clare Baldwin, Katie Howard, Shamis Law, Sharyn Henderson, Jodie Martin, Sarah Kuch, Karin Allan, Rebecca Vanstone, Aya Sugihara, Clare Prajoux, Charlotte Bunce, Lucy Mason, Richard Hawkins.

As in previous years, we have been very fortunate in appointing excellent staff who have already contributed greatly to our School.

We also farewelled a number of staff throughout 2016. Many of these staff had been with the School for some time, others had assisted in filling short term vacancies on fixed term contracts or had been on specific programs offered such as Language Assistants, GAP Assistants and Assistant Rowing Coaches. These staff included Jane Baker, Clare Baldwin, Rebecca Vanstone, Karen Allan, Solomon, Elliot Durrant, Paige Biddle, Peter Brown, Ashlee Robertson, Lauren Verde, Shamis Law, Moeno Shoda, Cedalise Metayer-Mariotti, Andie Hinitt, Carol Moorehead and Katherine Shaw.

Other staff who departed during 2017 included: Lyn McNally, Dan McKimm, Kathy Piefke, Melissa Peters, Steven Anderson, Merridy Ingrouille, Robbie Loft, Wayne Semmens, Helen Drew and Marji Craven. This resulted in a Staff Retention rate of 93.49%.

Staff who also took extended periods of leave during 2017 included Cass Booth, Joy Reid, Mark Robinson, Jenny Banwell, Sandie Alexander, Liz Dawson, Sam Gladman, Lisa Goode, Colin Iversen, Julie Jago, Sue Rautman, Leanne Caithness, Merridy Ingrouille, Evie Wilson, Leah Stoffels, Lauren Little, Amy Laverty, Louise Hulls, Katie Germaine, Cindy Petersen, Elisha Froud, Sally Stevens and Leah Stoffels.
Staff Qualifications

**Principal**
Mr David Baker - MEd (UNE), BEd (Math Sci), GradDip Ed Admin. (Melb), MACEL, GAICD

**Deputy Principal – Head of Garnsey Campus**
Ms Jan Henry - BA (Melb), DipEd (Melb), MEd (Monash)

**Deputy Principal – Academic**
Mrs Liana Cartledge – BA (Monash), DipEd (Monash), M Org L’ship (Monash), MACE

**Deputy Head of Garnsey Campus**
Mrs Kate Arnup - BEd, BA (Deakin)

**Head of Junior School – St Anne’s Campus**
Mr Jie Van Berkel – B.Ed. (Melbourne University) Cert IV in Business and Personal Coaching (Fire up Training)

**Head of Junior School – Bairnsdale Campus**
Mrs Virginia Evans – B.Ed (ACU)

**Business Manager**
Mr Chris Beckman – BSc, Cert IV Information Technology (CHIS), Dip Super Mgt

**Deputy Head of Junior School – St Anne’s Campus**
Mrs Sharyn O’Reilly - BA (Deakin), BEd (Victoria) MEd (Deakin)

**Lead Teacher – Bairnsdale**
Mrs Fiona Carr – BEd, DipEd (NTU)

**Chaplain**
Rev. Richard Lanham – AdvDip Min & Theology (Theology College), DipMin (Ridley College), Cert IV Training & Assessment (Set Solutions)

**Finance Manager**
Mr Geoff Barry - BBus (Acc) (Victoria), MBA (Deakin)

**Human Resources Manager**
Mrs Emilie Davine – BBus IR/HRM (RMIT), Cert IV Workplace Training & Assessment (EVTG)

**Marketing and Development Manager**
Mrs Melissa Farley - BBus (RMIT), Advanced Diploma of Financial Planning, Diploma of Business (Frontline Management), Cert IV Workplace Training & Assessment

**Property Manager**
Mr Tony DeBono – DipEng (Dept of Defence)

**Registrar**
Mrs Marji Craven

**Business Analyst**
Mr Neil Storer – BScHons (Computer Information Systems) (University of Bath), QTS (GTC-UK)

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**Senior School Teaching Staff**

**Principal**
Mr Steve Anderson - BEd (Melb)

**Deputy Principal – Head of Garnsey Campus**
Ms Clare Baldwin – BA Health/Science (Latrobe), DipTeach (Melb)

**Deputy Principal – Academic**
Mrs Liana Cartledge – BA (Monash), DipEd (Monash), M Org L’ship (Monash), MACE

**Deputy Head of Garnsey Campus**
Mrs Kate Arnup - BEd, BA (Deakin)

**Head of Junior School – St Anne’s Campus**
Mr Jie Van Berkel – B.Ed. (Melbourne University) Cert IV in Business and Personal Coaching (Fire up Training)

**Head of Junior School – Bairnsdale Campus**
Mrs Virginia Evans – B.Ed (ACU)

**Business Manager**
Mr Chris Beckman – BSc, Cert IV Information Technology (CHIS), Dip Super Mgt

**Deputy Head of Junior School – St Anne’s Campus**
Mrs Sharyn O’Reilly - BA (Deakin), BEd (Victoria) MEd (Deakin)

**Lead Teacher – Bairnsdale**
Mrs Fiona Carr – BEd, DipEd (NTU)

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**Marketing and Development Manager**
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**Property Manager**
Mr Tony DeBono – DipEng (Dept of Defence)

**Registrar**
Mrs Marji Craven

**Business Analyst**
Mr Neil Storer – BScHons (Computer Information Systems) (University of Bath), QTS (GTC-UK)
Mr Richard Macaulay - BA (SA), CertEd
Ms Jodie Martin-Bachelor of Social Welfare (Monash), GDIPBMS (Monash)
Mr Dan McKimm – BMusic Performance (Hons) (Melb Uni Cons. Music), GradDipTeaching (Melb)
Mr Frank Mesaric - DipVisArts (GIAE), GradDipEdSecondary (GIAE), PostGradDipVisArts (Painting) (Monash)
Mr Jamie Mitchell - BAppSc(Swinburne), GradDipEd (Monash)
Ms Penelope Monger - BA (Swinburne), DipEd(Melb), GradDiplLibrary & Info Mgt (Charles Sturt), B Broadcasting (WAAPA)
Mr Andrew Nicholas - BSport/Outdoor Recreation, BEd(Monash)
Mrs Tracey Nicholas - BBUSComm (Monash), GradDipEd (Monash)
Mr Richard Ogilvie – BEd (Ballarat)
Mrs Kathleen Penton - DipTeach (Perth), BEd (Perth)
Ms Melissa Peters - BEd (Monash)
Ms Cindy Petersen - BA (LaTrobe), DipEd (Monash) PL
Mrs Karen Rankin - DipTeach (LaTrobe) and BEd (Monash)
Mr Chris Ray - BAppSc, GradDipEd (Victoria)
Mr Peter Ries - MAVisualArts, BA (Monash), GradDipEd(Melb)
Ms Jenny Roberts – BProf Writing and Lit (Deakin), BEd Primary and Secondary Art & English (RMiT)
Ms Wendy Ryan - Trade Accredited Chef (William Anglis), GradDipTechnicalEd (Latrobe) CertIV in Training & Assessment
Ms Toni Salveson - BEd (Melb College)
Mr Wayne Semmens BAppScMaths & Physics (RMIT), MEngSc(Griffith Uni), DipEd (Melb Uni)
Ms Eri Shinagawa - GradDipEd (Monash), BA (Aichi Shukutoku, Japan)
Mrs Arun Singh - BEd Secondary (University of South Pacific, Fiji), DipEd (Fiji)
Mr Tyler Smith - BA (University of California), MEd (Lewis and Clark)
Mr Rupert Stephenson - BArts (University of Adelaide) BEd Secondary (University of South Australia)
Mr Paul Van Eekelen - CertIV in Training & Asst, CertIV Music Technology, BA (Music Industry) (RMIT), GradDipEd (Monash)
Miss Megan Wills – MTeach (New England), BEng (UNSW)

Junior School Teaching Staff

Mrs Jan Calmer - BEd (Victoria College)
Mrs Ellen Condon - Cert IV Bus. Admin (East Gippsland Tafe), B.Ed (University of Tasmania)
Mrs Anne Crowe – BEd (Primary) (State College Frankston), GradDipAdolescent Health and Welfare
Mrs Liz Dawson – BEd (Primary) (Monash), GradDipEd (Monash)
Ms Alison Fraser - BEd (ECE) (James Cook University)
Mrs Katie Germaine - DipMusicPerformance (Box Hill), BMus (Monash), GradDipTeach (Secondary) (ACU) PL
Ms Lisa Goode - BEd (Canberra)
Mrs Tracey Grubb - BPrimaryTeach, DipEd (Monash)
Mrs Joy Hay-Smith – DipTch (Primary), GradDipEd (Monash)
Mrs Katie Howard – BEd (Brighton University), BAHons (University of Kent Canterbury),
Mrs Lisa Hudson – BEd (Ballarat), Cert III Outdoor Rec (Tafe), Cert II Sport and Rec (Tafe)
Ms Terese Hunter - BEdPrimary (Monash), GradCertSpecialEducation (Charles Sturt)
Mrs Merridy Ingrouille – DipTeach (Toorak), BEd (Primary) (Toorak)
Mrs Julie Jago - DipTeach. (Monash), GradDipRE (Christ College)

Mrs Serena Jefferis - BEd P-12 (Hons) (VUT Footscray), Cert IV in Business & Personal Coaching (Fire Up Training).
Mrs Wendy Johnson – BA (Deakin), TPTC (Burwood)
Mr Evan Lamb - BComm (Deakin), GradDipEdPrimary (Monash)
Mr Robert Loft – BPhySc (ACU), GradDipEd (Swinburne)
Mrs Liz Magnuson - BA, DipEd (Melb.)
Miss Prue McNaughton - BMgt, BA (UniSA), GradDipEd (Monash)
Mr Brendan Morgan- BEd (Uni of Tas), Nursing Div2 (Care Training)
Ms Emma Neal – BEd (Deakin)
Mrs Elizabeth Noble - DipT (Melb), GradDipTch/Librarian (Queensland)
Mrs Penny Rankin – BCom (Deakin), BLaws (Hons) (Deakin), GradDipEdPrimary (Monash)
Mrs Sheryn Ray – DipPrimaryTeach, BEdPrimary (Deakin)
Mrs Kristen Rich – BTeach (Monash), BEd (Monash)
Mrs Nicole Roberts - DipEd (Melb) BEd (Monash)
Mrs Fiona Sutherland - BA (Hons) DipEd (Latrobe)
Ms Rebekah Taylor - BPrimaryEd (Monash)
Mrs Linda Vale – DipPrimaryTeach, BEd (Deakin)
Mr Jie Van Berkel - BEd (Melb)
Ms Christine Watts – BEd (GIAE)
Mrs Tomomi Wynne – BScialSc (Hons) (Ritsumeikan Asia Pacific University, Japan), DipEd (Primary/Secondary LOTE (Monash), MEd (La Trobe)
Miss Lauren Verde – BA (Visual and Media Arts) (Monash), GradDipEd (Monash)

Pathways Teacher/Speech Pathologist

Mrs Michelle Sands - BHlthSc (Speech Pathology) (Charles Sturt), GradDipEd (Monash)

Director - Early Learning Centres

Mrs Lisa Burgess - BEdEarly Childhood (MCAE)

Early Learning Centre Staff

Mrs Jenny Banwell - DipChildren’s Svcs (EG Tafe)
Ms Colleen Battersby - CertIIIChildren’s Svcs (EG Tafe)
Ms Christine Burchall - DipChildren’s Svcs (EG Tafe)
Mrs Danielle Carpenter – BA (Ed: ECE), BEd (ECE) (Edith Cowan University)
Mrs Annette Dilks - NNEB (Nottingham UK)
Mrs Jenny Gaskill - CertEd (Liverpool)
Mrs Tammy Lopardi - BEd (Early Childhood Ed) (Deakin)
Mrs Carol Oram – DipChildren’s Svcs (Early Ed. And Care) (Advance TAFE)
Mrs Sharon Smith – BEdEarlyChildhood (Melb)
Mrs Katie Whitfield – DipCommSvcs – Childcare (VUT)
Mrs Evie Wilson – BEd (Early Childhood) (Monash)

After School Care Staff (Bairmsdale Campus)

Mrs Elizabeth Hadden - DipCommSvcs – Childcare
Mrs Michelle McGrath - DipCommSvcs – Childcare
Mrs Margaret Cotter - DipChildren’sSvcs (Ed and Care)

Careers and Vocational Guidance

Mrs Julie Kennedy-Ripon - BScEd (Melb)
GradCertCareersCounselling (RMIT) CertIV in Training & Asst

School Psychologist

Mr Steve McAnulty - BA, DipEd (Monash), GradDipSocSc (Psych) (Latrobe), GradDiplCounsPsych (Monash) MAPS

School Assistants

Mrs Suzanne Rautman - Home Eco Aest/ Levels 1 & 2 Safe Food Handling (East Gippsland TAFE)
Mrs Katherine Bittner - Laboratory Assistant Cert IVLaboratory Technology (TAFE), Cert. IVBus(TAFE)
Miss Rebecca Vanstone – BApSci (Deakin), Cert IV Asst and Workplace (Frontline Management), Cert IV BusAdmin (Frontline Management), DipBus (Frontline Management)

**Information Services Centre Staff**
Mrs Jacinta Fleming – MEd (Charles Sturt), BA (Monash), GradDip Ed (Monash)
Mr Anthony King - AdvancedCertMechEn, Cert IV Workplace Trainer and Assessor (TAFE), Authorised Worksafe Assessor (W.S.V.)
Mrs Joy Reid - BA, DipEd, DipCat(Syd), MEd, Teacher Librarian (Charles Sturt)
Ms Jodie Martin – Bachelor of Social Welfare (Monash), Grad, Dip. Bio Medical Science (Monash)

**Information Technology Services**
Mr Greg Dennison – CertIV IT (TAFE)
Mr Michael Grattan - Cert II Electrical (Electro Comms) (RMIT)
Mr Jake Middap
Mr Geoff Stagg – CertII Arts (TAFE), CertIII Ed Curr IT Support (TAFE)

**Learning Assistants**
Mrs Louise Anderson - Integration Aide (TAFE)
Mrs Samantha Gladman - Integration Aide (TAFE)
Ms Sally Howe - Integration Aide, Cert (East Gippsland TAFE)
Mrs Simone Robertson - CertIII & CertIV Integration Aide, (TAFE)
Ms Danielle Sage – CertIII Education, CertIII Special Education
Mrs Lucinda Schenk Integration Aide, Cert (TAFE)
Mrs Bec Scriven – CertIVEdSupport (TAFE)
Mrs Alanna Stephenson – CertIII Children Services, Dip Children Services
Mrs Vasanti Sunderland - School Service Officer (Integration) - Gippsland Institute of TAFE, Cert IV Community Services - Disability (Adult Support Services) - Gippsland Institute of TAFE, Cert IV Community Services - Disability (Residential) - Gippsland Institute of TAFE
Mrs Michelle Thompson – DipCS (ECE&Care), DipCS (Outside School Hours Care), DipEdSupport, CertIV Training and Assessment (TAFE)
Ms Vanessa Walsh - Integration Aide (TAFE)

**Head of Boarding**
Mr Stuart Llewellyn – B.Sc Honours, Certificate I to IV Outdoor Recreation.

**Residential Boarding Supervisors**
Mrs Leanne Heywood – CertIV Training & Assessing, CertIII BusAdmin
Mr Warren Stewart

**Administrative Staff**
Mrs Sandie Alexander - CertIII Children's Svs. (Community College Bairnsdale)
Mrs Leonie Allen – Cert IV CommCatering (Tafe)
Ms Sue Bryant
Mrs Gerardaene Caldwell
Mrs Christine Callaghan - DipHotelM, CertIII Bus (TAFE)
Mrs Sue Davies - CertIII BusAdmin, Integration Aide (Triscott Ed. Services)
Mrs Kellie Davis
Mrs Helen Drew – Cert III BusAdmin. (TAFE)
Mrs Rowie Gray – Dip Nursing Div2
Mrs Coran Grewar – BBus (RMIT)
Mrs Michelle Thompson – DipCS (ECE&Care), DipCS (Outside School Hours Care), DipEdSupport, CertIV Training and Assessment (TAFE)

**Canteen Staff – Junior School**
Mr Tony Avron-Cotton - Bairnsdale
Mrs Janet Robertson - St Anne’s

**Cleaning Staff**
Mr Russell Amy
Mrs Michele Barbour
Mrs Sharon Bates
Mrs Maureen Burns
Mrs Janette Gale
Mr John McParland
Mrs Fiona Myers
Mr Chris Redman
Mrs Helen Salisbury
Mrs Sheridan Watts

**Maintenance Staff**
Mr Warrick Brown
Mr David Davidson
Mr Robert Kerton
Mr Neville Mowat
Mr Andy Nance
Mr Mark Robinson
Mr Glenn Taylor

**Clothing Shop**
Mrs Amina Holland
Mrs Leanne Morelli

**Communications Co-ordinator & Claresco Editor**
Ms Lisa Baker

**ANNUAL FIXED-TERM POSITIONS**

**Japanese Language Assistants**
Miss Moeno Shoda
Miss Aya Sugiura

**French Language Assistants**
Miss Cedalise Metayer-Mariotti
Miss Claire Prajoux

**2017 Gap Students**
Mr Solomon Jones
Mr Elliot Durant
Mr Peter Brown
Miss Paige Biddle
Miss Ashlee Robertson

**2016/2017 Assistant Rowing Coaches**
Miss Andie Hinitt
Miss Carol Moorehead
Miss Katherine Shaw

**2017/2018 Assistant Rowing Coaches**
Mr Richard Hawkins
Miss Charlotte Bunce
Miss Lucy Mason

**CASUALS**

**Instrumental Music Staff**
Mrs Lyn Biggs - DipTeaching (Primary), BEd (Primary) (Monash)
Ms Sarah Caddie - BAppSc (Deakin), DipEd (Monash)
Ms Carryn Caithness
Ms Claire Cochrane - GTCL, LRCM, LTCL, DipEd
Mr Don Cook - BA (Music Industry) (RMIT)
Ms Caroline Crawford - BMus, DipEd (ACU Melb)
Mrs Alison Dunn
Mrs Joy Ellis - BEdHDipTch (Sec) (Rusden - now Monash)
MMVTA
Miss Laura Evans – BMusPerf(Hons)(Uni of Adelaide)
Mrs Rosemary Iversen - BA (Rhodes), Higher diploma in Education (Post Grad) (Rhodes), ABRSM Advanced Certificate (cello)
Mrs Jenny Lang - BEDDipTeach (Music)
Mrs Julie Lockhart - BMus (Hons) (Melb)
Mrs Karen Phelps – AMusAPianoforte (AMEB) (Victorian College of the Arts)
Miss Victoria Shaw – AMusABA Music Performance, BApysch (Hons), DipPsychotherapy, CertVTAA
Mrs Tamara Warden BMus (Melbourne)

**RAAF Transition Aide**
Mrs Amanda Canfield – MA (New England), BA (UNSW)

**Outdoor Education**
Dave Arnup – B.Ed (Monash)
Mr Greg Blackshaw – DipOutdoorRec (Chisholm Institute of TAFE)
Bridgett Bragg
Mr Francis Chen- BSOR (Monash)
Miss Jessica Flasza - BOutdoor Ed (Latrobe)
Mr Mark Francis – DipOutdoor Rec (Chisholm Institute)
Mr Mick Kennedy-Ripon - BAppSciFisheries (Aust Maritime College, Tas), GradDipEd (Charles Darwin, NT)
Mr Damon Locker
Mr Patrick Nash - DipEdOutdoor Rec
Mr John Watson - BSport and Outdoor Ed (Latrobe)
Mr Xavier Kerr – Cert IV Outdoor Rec (Murrin)
Miss Larrissa Napaora
Miss Laura Collins – Cert III Sport & Recreation
Mr Matt Renshaw – BApSci, Cert IV Training and Assessment, DipOutdoor Rec
Mrs Leesa King – BSocWelf, Cert IV Outdoor Red
Ms Victoria Elward – BSport & Outdoor Rec (Monash)
Mr Caleb Stoneman – Cert III OutEd (Latrobe), BAOutEd (Latrobe), DipEd (Latrobe)
Miss Erin Cusworth-Warner – BSport & Outdoor Rec (Monash), GradDipEd (Monash)

**Weekend Boarding Supervisors**
Mr Craig Martin
Ms Joanna Holdsworth
Mrs Carlye Law

**Student Support Assistant**
Mr Jason Roberts

**Archivist**
Mr Tim Gibson, BEd (Melbourne)