

Item	Subject	Details
1	Contextual Description	<p>The focal point of the school is the students. The role of the school is to support students as they engage in the process of creating their future. We develop a clear understanding that their paths through life depend on their choices and that the path leads to opportunities for new choices. We cultivate an awareness of current reality while encouraging, stretching and supporting their dreams.</p> <p>Throughout a student's time at Ballarat Clarendon College our focus is to maximise their competence, skills and capacity so that, at the end of their time at the school, when they stand on the threshold of their future, they can choose their "heart's desire".</p> <p>The school works closely in partnership with parents and home, recognising the potential of alignment of values and attitudes within the community, particularly to do with learning. Parents are regarded as close and critical partners.</p> <p>We recognise that, in order to make informed choices, all students require excellent teaching and learning, inspiring ideas and thinking and exposure to a breadth of experiences. Challenges and failures are a part of life and offer learning opportunities.</p> <p>The school is focused on learning as its prime mission; learning in all contexts. Each student's progress in all facets of development is closely monitored. The environment is one where it is safe to learn. Indeed, learning is the main game, but not mutually exclusive from having fun.</p> <p>High expectations exist for every person in the community. It is expected every student can learn and will learn. In order for this to happen, there are equally high expectations on staff.</p> <p>Students are expected to share responsibility for their progress and to know that effort is not only important, but non-negotiable.</p> <p>We help students discover who they are, who they want to be and how to get there.</p>
2	Teacher Attendance	Teacher attendance in 2012 was 97.4%.
3	Teacher Retention	92% of the teaching resource of the College in 2011 was retained for 2012.
4	Teacher Qualifications	Qualifications of all staff in 2012 are listed at Appendix 1.
5	Expenditure and teacher participation in professional learning.	Participation in an extensive program of support and learning is an integral part of the professional expectations for all staff. Average expenditure per teacher on professional learning in 2012 was \$2,221 per teacher.

Key Student Outcomes		
6	Student Attendance	<p>Student attendance in 2012:</p> <p>Prep - 96% Year 1 - 96% Year 2 - 96% Year 3 - 96% Year 4 - 96% Year 5 - 93% Year 6 - 91% Year 7 - 93% Year 8 - 92% Year 9 - 95% Year 10 - 93% Year 11 - 96% Year 12 - 97%</p> <p>Students who are absent from school negotiate catching up on missed instruction and associated work, either while absent or upon their return. When students are aware they will be absent ahead of time, work is prepared to be completed before their return. Extended absences may mean students receive an adjusted grade and have the opportunity to attend other classes to access that aspect of learning.</p>
7	Proportions of Years 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks.	<p>100% of students in Year 3 in 2012 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 100% of students in Year 3 in 2012 met or exceeded National Minimum Standards in Spelling. 100% of students in Year 5 in 2012 met or exceeded National Minimum Standards in Reading, Grammar and Punctuation and Numeracy. 100% of students in Year 5 in 2012 met or exceeded National Minimum Standards in Writing. 100% of students in Year 5 in 2012 met or exceeded National Minimum Standards in Spelling. 100% of students in Year 7 in 2012 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 100% of students in Year 7 met or exceeded National Minimum Standards in Spelling. 99% of students in Year 9 in 2012 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 99% of students in Year 9 in 2012 met or exceeded National Minimum Standards in Spelling.</p>
8	Changes in benchmark results from last two years.	<p>In 2010, 2011 and 2012, 97.4% of students in Years 3, 5, 7 and 9 exceeded National Minimum Standards for Numeracy. In 2010, 2011 and 2012, 98.9% of Year 3 students exceeded National Minimum Standards for Reading, Writing and Grammar and Punctuation. In 2012, 100% of Year 3 students exceeded National Minimum Standards for Spelling. In 2011, this figure was 98%, and in 2010 was 94%. In 2010, 2011 and 2012, 92.3% of Year 5 students exceeded National Minimum Standards for Reading. In 2012, 96% of Year 5 students exceeded National Minimum Standards for Spelling which represents a 2% increase from 2011 and a 6% increase from 2010. In 2012, 96% of Year 5 students exceeded National Minimum Standards for Grammar and Punctuation compared to 98% increase in 2011 and 98% in 2010. In 2012, 98% of Year 5 students exceeded National Minimum Standards for Writing. In 2011, this figure was 96%. In 2010, 2011 and 2012, 97.3% of Year 7 students exceeded</p>

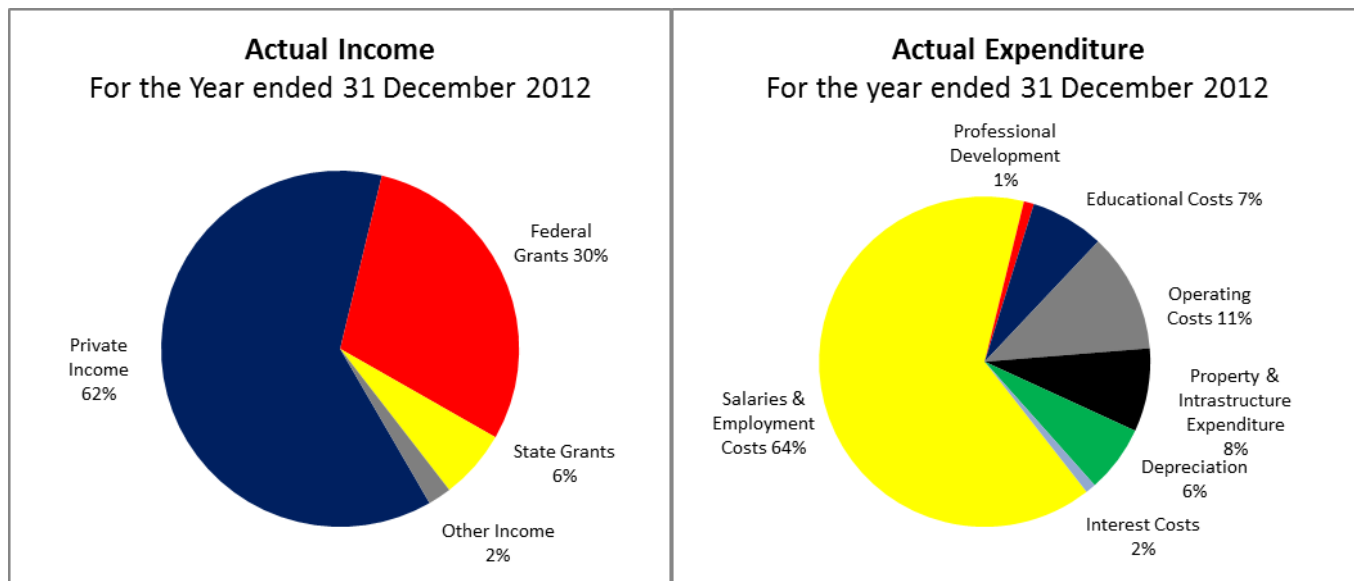
		<p>National Minimum Standards for Reading and Writing. In 2012, 100% of Year 7 students exceeded National Minimum Standards for Grammar and Punctuation which represents a 2% increase from 2011 and a 7% increase from 2010. In 2012, 94% of Year 7 students exceeded National Minimum Standards for Spelling. In 2011, this figure was 93% and in 2010 was 95%. In 2010, 2011 and 2012, 95.3% of Year 9 students exceeded National Minimum Standards for Writing and Grammar and Punctuation. In 2012, 96% of Year 9 students exceeded National Minimum Standards for Reading compared to 94% in 2010. In 2010, 2011 and 2012, 92.3% of Year 9 students exceeded National Minimum Standards for Spelling.</p>
9	Value Added	<p>Evidence of value adding is demonstrated through indicators such as VCE results where Ballarat Clarendon College has rated consistently in the top ten schools in Victoria as measured by the percentage of study scores over 40.</p> <p>The College was also named by The Weekend Australian as the Number 1 Regional School in Australia as measured by the NAPLAN results.</p> <p>A recent ISV Year 12 Exit Survey placed the College in the top 5% for all schools in the survey. Ballarat Clarendon College has recently developed a career path for teachers that recognises, supports and rewards excellent teaching practice.</p> <p>Expert teachers who wish to remain teaching no longer have to move into administrative roles to further develop their careers.</p>
10	Average standardised assessment results for Year 9 students.	<p>In the 2012 Year 9 NAPLAN:</p> <p>In Reading, 30% of students were above the top 10% in Victoria; 88% of students were above the State mean. In Writing, 40% of students were above the top 10% in Victoria; 83% of students were above the State mean. In Spelling, 30% of students were above the top 10% in Victoria; 78% of students were above the State mean. In Grammar and Punctuation, 49% of students were above the top 10% in Victoria; 85% of students were above the State mean. In Numeracy, 39% of students were above the top 10% in Victoria; 83% of students were above the State mean.</p>
11	Senior secondary outcomes	<p>Student median ATAR at VCE 2012 was 90.05. 50% of students achieved a VCE ATAR higher than 90. 30% students completed VET subjects. Many of the subject areas do not produce a numerical result. In the subjects that did produce a numerical result the average study score was 32.5.</p>
12	Proportion of Year 9 students retained to Year 12.	<p>79% of students enrolled at the College in Year 9 in 2009 completed Year 12 in 2012.</p>
13	Post-school destinations.	<p>Of the students in Year 12 in 2012: 78% enrolled in tertiary study (university or TAFE/VET) 16% deferred their tertiary study 2% Apprenticeships/Traineeships 100% of students received a tertiary offer.</p>

Satisfaction																																																												
14	Parent/Student/Teacher satisfaction	<p>In the 2012 Independent Schools of Victoria LEAD Survey Ballarat Clarendon College displayed the following results as compared with participating schools:</p> <ul style="list-style-type: none"> • Teacher Quality was in the upper quartile (ie the top 20%) • Morale was in the upper quartile • Goal Alignment was in the upper quartile • Parents' perceptions were in the upper quartile • Students' (Years 5-9) perceptions were in the upper quartile • Year 12 Exit Students' (Class of 2012) perceptions were in the upper quartile • School Leaders' perceptions were in the upper quartile 																																																										
15	Workforce Composition	<table border="1"> <thead> <tr> <th></th> <th colspan="2">Teachers</th> <th colspan="2">Non-teachers</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Female</td> <td>61%</td> <td>Female</td> <td>75%</td> </tr> <tr> <td>Male</td> <td>39%</td> <td>Male</td> <td>25%</td> </tr> <tr> <td rowspan="5">Age</td> <td>60+</td> <td>4.9%</td> <td>60+</td> <td>12.5%</td> </tr> <tr> <td>50 – 59</td> <td>18.8%</td> <td>50 – 59</td> <td>20.3%</td> </tr> <tr> <td>40 – 49</td> <td>19.7%</td> <td>40 – 49</td> <td>21.8%</td> </tr> <tr> <td>30 – 39</td> <td>32.8%</td> <td>30 – 39</td> <td>26.6%</td> </tr> <tr> <td>< 30</td> <td>23.8%</td> <td>< 30</td> <td>18.8%</td> </tr> <tr> <td rowspan="5">Years of Service</td> <td>30+</td> <td>2.5%</td> <td>30+</td> <td>0%</td> </tr> <tr> <td>20 – 29</td> <td>3.3%</td> <td>20 – 29</td> <td>1.6%</td> </tr> <tr> <td>10 – 19</td> <td>13.1%</td> <td>10 – 19</td> <td>14.1%</td> </tr> <tr> <td>5 – 9</td> <td>22.1%</td> <td>5 – 9</td> <td>23.4%</td> </tr> <tr> <td>< 5</td> <td>59%</td> <td>< 5</td> <td>60.9%</td> </tr> </tbody> </table>				Teachers		Non-teachers		Gender	Female	61%	Female	75%	Male	39%	Male	25%	Age	60+	4.9%	60+	12.5%	50 – 59	18.8%	50 – 59	20.3%	40 – 49	19.7%	40 – 49	21.8%	30 – 39	32.8%	30 – 39	26.6%	< 30	23.8%	< 30	18.8%	Years of Service	30+	2.5%	30+	0%	20 – 29	3.3%	20 – 29	1.6%	10 – 19	13.1%	10 – 19	14.1%	5 – 9	22.1%	5 – 9	23.4%	< 5	59%	< 5	60.9%
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Ballarat & Clarendon College

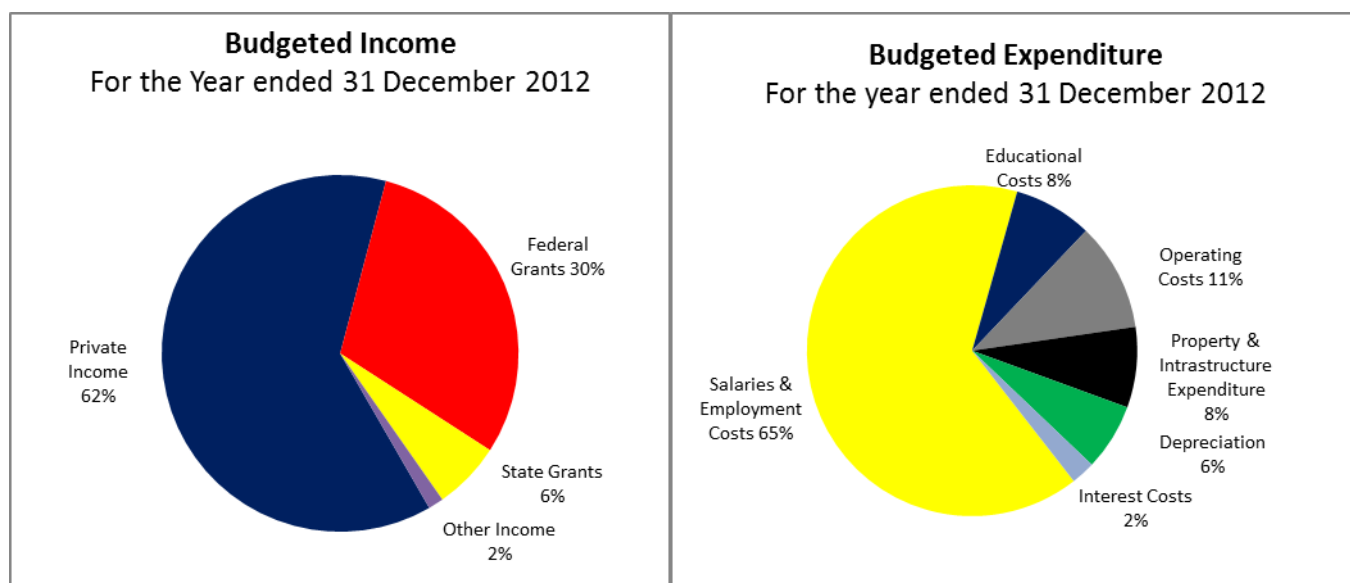
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Financial Performance for 2012



The Surplus generated for 2012 is available for future capital improvements and debt servicing.

Budget for 2012



Appendix 1

SENIOR STAFF	
Principal:	Shepherd, David - MEdStud, BSc (Hons), DipEd (Mon)
Deputy Principal:	McClure, Janice - OAM, MEd, BSc, DipEd (Melb)
Head of Senior School:	Parker, David - BEd (Rusd)
Heads of Middle School:	Moloney, Shaune - BEd (UB) Smith, Reid - BSc (Mon), GradDipEd (Sec)
Head of Junior School:	Brown, Christopher MEd, BEd, GradDipEdAdmin, DipTeach
Business Manager (Finance):	Oldaker, Jenelle - BBus (BUC), CA
Business Manager (Operations):	Burns, Robert

TEACHING	
Addison, Juliana	BA (Hons), MA (Comms), GradDipEd
Anderson, Jillian	HighDipTeach
Angel, Jo-Anne	BEd (Primary), CertCS, CertEd
Ashman, Gregory	MA (Natural Science)
Ashman, Joanne	BEd
Barlow, Sarah	BMus (UniMelb), GradDipEd (Monash)
Bashford-Leger, Samantha	BA (Honours), PGCE
Belcher, Steven	BMus, BEd (Hons) (Melb), AMusA
Bishop, Martin	GradDipEd, DipEdAdmin, CertEd
Boatman, Andrew	BSc, GradDipEd (ACU), MBus (VUT), GradDipMgt (ACSC)
Bobilak, Luke	BA (Eng/His), BTGeach (CSU)
Bourke, Jennifer	BAppSc (Environ Mgt), DipEd (UB)
Brady, Laura	MArt (Thesis), BAHons (NUI), DipEd (Melb)
Busuttill, Rosemaree	DipEd (UB), BVisArts
Carbone, Jessica	BEd (Deakin), BA (MusThPerf) (UB)
Churchill, Mark	GradDipEd, DipAppSc, AssDipAppSc
Clemens, Alison	DipEd (Rusd), TEFL (Lond), BSc (Mon)
Couzens, James	BTeach (Hons)(Melb)
Couzens, Jennifer	BA (Arts), GradDipAppLing, DipEd
Cowan, Kristie	BEd
Degnen, Lisa	BSc(Hons), PGCE
Dickins, Christopher	HigherDipTeach (Sec) Hons (Rusd)
Drummond, Alison	BEd (Deakin), DipTch (BTC)
Drummond, Arthur	BA, DipEd (Melb)
Duggan, Julie	BA (Early Childhood Education)
Emery, Louise	GradDipEd (Hons)
Eppingstall, Kenneth	DipTch (UB), BEd
Esdale, Colin	SACAE, BEd (UniSA)
Evans, James	BTeach (UB), BEd
Evans, Meg	BEd (PE) and Health (Hons)
Fields, Stephan	PGCE, PostGradDip EdMgt, BA (Hons), Combined Arts
Fritch, Daniel	BEd (Maths/Physics) (NU)

Frost-Camilleri, Liam	BArts (Hons) (LitStud), GradDipEd (Sec), BA
Gerardi, Vicki	DipEd, DipFA
Graham, Hayley	MEd, BA (Melb), GradDipEd
Green, Michelle	GradDipEd (UM), BA (VisArts) (UB)
Grodzki-Hipp, Carmen	DipEd (Mon), BA (Lang)
Harbour, Jennifer	BEd, DipTeach (BCAE)
Harridge, Stuart	BA(Hons), DipEd, MIP (International Politics)
Henderson, Ross	GradDipEd (ACU), BAppSc (UB)
Hobbs, Cassandra	BEd (PhysEd)
Hoffmann, Frauke	DipEd (Melb), BA
Holden, Neil	BA (Hon) Philosophy&CompSc, GradCert Mathematidcs, PGCSE, Masters (Ed)
Hollick, Robyn	DipTeach (IECD)
Holloway, Matthew	Bachelor of Chemistry, Post Graduate Certificate Chemistry
Holmes, Adelle	BSc (Melb), DipEd (Melb)
Howard, Sarah	Diploma of Teaching (Early Childhood)
Humble, Alice	Bachelor of Education (Phys Ed), GradDipOutdoor Ed
Hutchins, Jason	Bachelor of Physical Education
Ince, Leonie	Diploma of Education, Masters of Ed, BEd
Jackson, Susan	BEd (UB)
Jacox, Annie	Certificate of Higher Professional Education (Teacher Degree), MArts (Sociology of Education)
James, Andrew	GradDipEd (BCAE), Be (Mech)(Melb)
Karmouche, Sally	BA Arts, GradDipEd (Primary), MA Public Policy
Kelly, Nicole	BTeach (Deakin), BA (Hons)(CSU)
Kennedy, Masako	GradDipSecEd, MEd, PhD, BEd
Kostraby, Nataalka	GradDipSecEd,BA (Economics)
Kyi, Anna	MoA, Dip WE, GradDipEd, BA (Hons)
Lamson, Dean	GradDipEd (Sec), GradCertRE, BEng (Hons)
Lesser, Jacqueline	Bachelor of Science (Animal), DipEd (Sec)
Leyshon, Kay	GradDipEd (KuringOgai CAE), BLetters, MEd (Deakin), BA (Melb)
Lim, Szuen	BA (Melb), BComm, Masters Teaching
Livingston, Peter	BA, GradDipEd
Lovel, Ian	BEd (Rusd)
Lyons, Fiona	DipMusEd (UB), MA ChldLit (Deakin), BEd (Deakin)
Macdonald, Leah	DipED (Secondary) (UB), BAppSc
Macgowan, Brad	BEd (UB)
McDonald, Grace	BNutrDiet, PostGradDipTeach
McGie, Jennifer	GradDipEd, MEd (Melb), BA (Hons)
McLachlan, Melissa	Bachelor of Arts, GradDipEd
Mitchell, Sally	BEd
Moloney, Amanda	BEd (PhysEd/Mathematics)
Moneghetti, Denis	BAppSc (BCAE), DipEd, CertSchMkt (CMS)
Murnane, Peter	DipTeach
Nelson, Sarah	BEd
O'Brien, Suzanne	BA, B Teach

O'Rourke, Kirsty	BEd (Hons)
Peace, Brendan	BEd (PhysEd)
Pohl, Caitlin	BSc, GradDipEd
Polanske, Ginelle	BEd (Melb)
Pridham, Lisa	BA (Honours)
Robson, Mark	BComm
Sanders, Sandra	BA (RMIT), GradDipEd (Melb), GradDipVC (Melb)
Schomburgk, Richard	BEd (Adelaide), BEdMan (Flind)
Segrave, Christopher	BComm (Melb), GradDipEd (Latr)
Sharp, Lani	BEd (UB)
Sharp, Sarah	BA Hons Language, Literacy & Communication
Shepherd, Sam	BEng
Smith, Judith	DipPE (Melb), BEd
Smolenaers, Gina	B EarlyChildStud
Stansbie, Nicholas	BSc (Hons) (SouthampUK), MEd (Melb), PGCE (CambUK)
Stephens, Paul	GradDipEd, DipTeach
Stewart, Andrew	BA (UniSA), DipEd (LaTr)
Struth, David	BSSc (Deakin), MT (LaTr), GradDipEd (UB)
Tischler, Jennifer	BEd (Mon)
Trubody, Martin	BSc (Hons), GradCertEd
Van Dyk, Monica	MTeach, BA
Versteegen, Christopher	BEd
Whitlock, Sophie	BA, DipEd (Melb)
Wojtaszek, Sylwia	GradDip (Secondary)
Wood, Duncan	BSc (Geophysics), GradDipEd (Sec)
Yates, Sally	BA, BEd (Mon)
Yau, Matthew	BA (LaTr), MA (Deakin), MEd (Melb), DipEd (Melb)
Young, Lauren	BEd (UB), ADipCBA, CICB
Ziino, Carla	BA, GradDipEd

NON-TEACHING	
Auchetl, Catherine	Cert III in Childcare, Cert - Level 1 Integration
Beaton, Judith	DipBus/Acc
Bishop, Lyn	
Bourke, Marea	
Burt, Martha	
Cachia, Charles	Comm Pool/Spa Water Maint, IV OH&S, Currently completing Dip Laboratory Operations
Chambers, Angela	
Corless, Shane	
Coutts, Phoebe	
De Vries, Kirsty	MProfAcc, BAppSc (Equine Mmt)
Dean, Robyn	BBus
Dekker, Vicki	
Elliott, Jane	DipBus (Admin)
Fotheringham, Donna	

Gillard, Fiona	
Griffin, Dean	BSSc (LaTr)
Grover, Joshua	
Haubold, Reiner	
Hearnden, Allyson	
Howard, Renay	BSocWork, DipProfCoun
Jackson, Heather	BSSc (LIS), CSU)
Johnston, Helen	TITC (Trained Infant Teachers Certificate)
Kenny, Narelle	Cert III Children's Services
King, Jan	
Marks, Lauren	Cert II Business
Marshall, Chris	BBus, BComp (Hons), DipCompMtnRep, BAppSc (AppBiol), BAppSc (AppChem)
McDonough, Meghan	BA Science, DipEd
McErvale, Bri-Amber	DipLIM (UB)
McIntosh, Helen	Associate Diploma Health Sciences (Ambulance Officer)
McLean, Julie	
Morrell, John	BA (UB)
Murphy, Tracy	RN (Div1)
Murray, Paul	BSc (IT) (Galway)
Netherway, Joanne	
Nolan, Renae	BA (Journalism)
Panozzo, Lisa	Cert IV Workplace Training and Assessment, GradDipAdolHlth (Melb), CCRN, RN (Div 1), VocGradCert Anaphylaxis Mgt Training
Peele, Ian	BComp
Poliness, Jennifer	
Poppe, Jennifer	RN (Div1) BN (ACU)
Prato, Christy	
Preibe, Lisa	
Rickard, Drew	Cert III & IV IT
Ruchel, Jo	
Ryan, Adam	BComp (UB)
Saw, Kirsty	BComm, (Melb), DipEd (Mon)
Sri Dargon, Brodie	BBus
Swenson, Simon	Cert IV Vit Toshiba ProCare
Thomas, Michelle	
Thomason, Michelle	GradDipInfoManagement
Thompson, Linda	
Wale, Michael	MAppSc (RMIT)

KING ISLAND STAFF	
Francis, Michael	BA Outdoor Ed
Hartz, Annemarie	Bachelor of Education
Lawler, Oliver	Masters Art Design & Environment, Bart (University of Tasmania)
Stranger, Lauren	Bachelor of Human Movement
Wilkinson, Benjamin	Bachelor of Business, GradDipSport Business, Cert III Tourism, Cert III Outdoor Ed, Cert IV Outdoor Rec, GradDipEd
Willis, Jennifer	BA (Outdoor Ed), DipEd (Secondary)

VISITING MUSIC STAFF	
Algate, Bronwen	Cert IIIVisArt
Both, Kate	DipT (Primary)
Camm, Peter	
Camm, Suzie	BMus (UNE), DipArts (UB)
Carman, Kathryn	BMus (Hons)
Clark, David	DipBusAcc
Coward-Lemke, Constance	LMusA, AMusA
Deenick, Barry	BA, DipEd
Eastcott, Daryl	
Fry, Dani	
Govan, Ian	AMusA
Govan, Kathryn	BA (VCA), DipEd (Melb)
Hackwill, Kyle	BMus (Melb), AMusA (AMEB)
Hoffmann, Frauke	BA, DipEd (Melb)
Heley, Christine	
Kelly, Mary	AMusA, VMTA
Knight, Lauren	AMusA, OffSchulwerkLev2
Kriss, Lyndon	
Kriss, Miriam	BA (Mus), AMusA
McKenzie, Marjorie	AMusA
Meddings, Clive	BBusMgt (Melb)
Menegazzo, Adam	BSc, BA (LaTrobe)
O'Brien, Claire	BEarlyChildhoodStudies
Powell, Penelope	LGSM, CEEd
Seery, Seery	BMus (Melb)
Sheriff, Ingrid	BA, BMus (Melb)
Smith, Brendan	Bachelor of Music
Vawdrey, Sallyanne	ATCL/LTCL
Williams, Geoffrey	Ma, Modern Music Education

BOARDING TUTORS
Fields, Sara
George, Susan
Marnica, Amy
Munro, Hayley
Smith, Robert