

Item	Subject	Details
1	Contextual Description	<p>The focal point of the school is the student. The role of the school is to support each student as he or she engages in the process of creating their future. We develop a clear understanding that their path through life depends on the choices they make and that path leads to opportunities for new choices. We cultivate an awareness of current reality while encouraging, stretching and supporting the dreams they have.</p> <p><b>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".</b></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 failure are part of life and offer opportunities to learn.</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 that every student can learn and will learn. In order for this to happen, there are equally high expectations for staff.</p> <p>Students are expected to share responsibility for their progress and to know that effort is not just 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 2011 was 98.13%.
3	Teacher Retention	95% of the teaching resource of the College in 2010 was retained for 2011.
4	Teacher Qualifications	Qualifications of all staff in 2011 are available on the website and are also listed in the attached report – 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 2011 was \$2,333 per teacher.
<b>Key Student Outcomes</b>		
6	Student Attendance	<p>Student attendance in 2011:</p> <p>Prep - 97%    Year 1 - 96%    Year 2 - 96%    Year 3 – 95%    Year 4 – 95 %                      Year 5 - 96%    Year 6 – 95%    Year 7 – 95%    Year 8 – 96%    Year 9 – 92 %                      Year 10 – 94%            Year 11 – 96%            Year 12 – 96%</p>

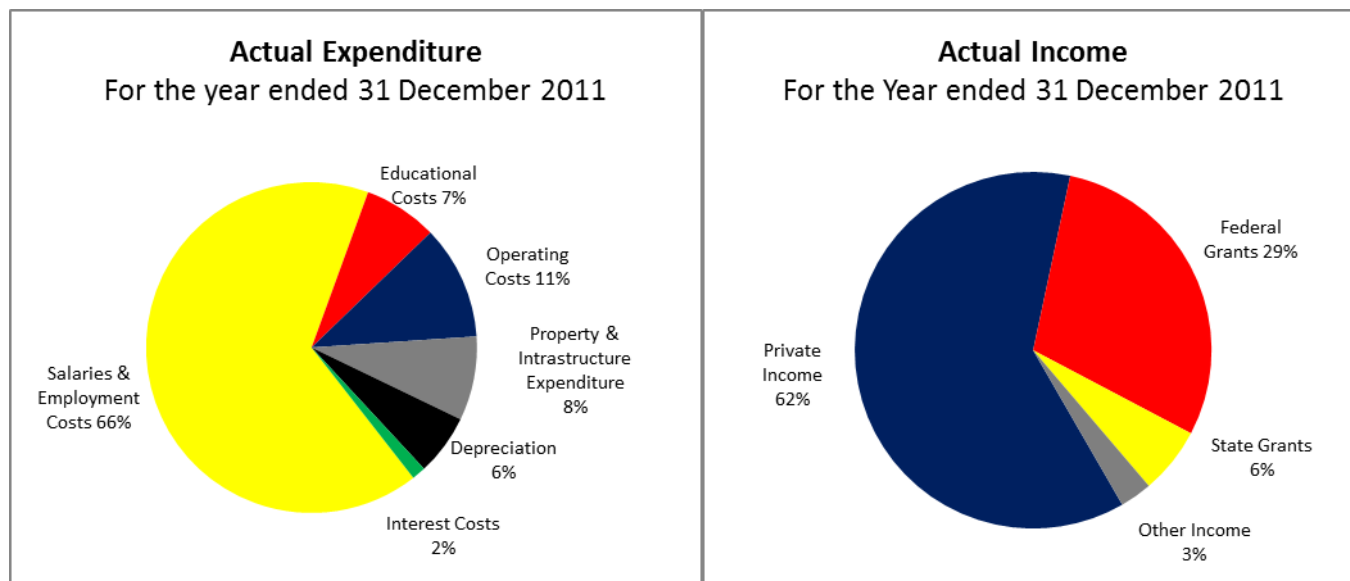
Item	Subject	Details
7	Proportions of Year 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks.	<p>100% of students in Year 3 in 2011 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 98% of students in Year 3 in 2011 met or exceeded National Minimum Standards in Spelling.</p> <p>100 % of students in Year 5 in 2011 met or exceeded National Minimum Standards in Reading, Grammar and Punctuation and Numeracy. 96 % of students in Year 5 in 2011 met or exceeded National Minimum Standards in Writing. 98% of students in Year 5 in 2011 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 7 in 2011 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 98% of students in Year 7 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 9 in 2011 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy. 99% of students in Year 9 in 2011 met or exceeded National Minimum Standards in Spelling.</p>
8	Changes in benchmark results from last year.	<p><b>In 2010 and 2011</b>, 100% of students in Years 3, 5, 7 and 9 exceeded National Minimum Standards for Numeracy.</p> <p><b>In 2010 and 2011</b>, 100% of Year 3 students exceeded National Minimum Standards for Reading, Writing and Grammar and Punctuation.</p> <p><b>In 2010</b>, 100% of Year 3 students exceeded National Minimum Standards for Spelling. In 2011, this figure was 98%.</p> <p><b>In 2010 and 2011</b>, 100% of Year 5 students exceeded National Minimum Standards for Reading.</p> <p><b>In 2011</b>, 98% of Year 5 students exceeded National Minimum Standards for Spelling which represents a 2% increase from 2010.</p> <p><b>In 2011</b>, 100% of Year 5 students exceeded National Minimum Standards for Grammar and Punctuation which represents a 2% increase from 2010.</p> <p><b>In 2011</b>, 96% of Year 5 students exceeded National Minimum Standards for Writing. In 2010, this figure was 98%.</p> <p><b>In 2010 and 2011</b>, 100% of Year 7 students exceeded National Minimum Standards for Reading and Writing.</p> <p><b>In 2011</b>, 100% of Year 7 students exceeded National Minimum Standards for Grammar and Punctuation which represents a 3% increase from 2010.</p> <p><b>In 2011</b>, 98% of Year 7 students exceeded National Minimum Standards for Spelling. In 2010, this figure was 100%.</p> <p><b>In 2010 and 2011</b>, 100% of Year 9 students exceeded National Minimum Standards for Writing and Grammar and Punctuation.</p> <p><b>In 2011</b>, 100% of Year 9 students exceeded National Minimum Standards for Reading which represents a 1% increase from 2010.</p> <p><b>In 2010 and 2011</b>, 99% 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>A recent ISV Year 12 Exit Survey placed the College in the upper percentile 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>

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10	Average standardised assessment results for Year 9 and 10 students.	<p>In the 2011 Year 9 NAPLAN:</p> <p><b>In Reading</b>, 98.2% of students were above the State 10th percentile; 87% of students were above the State mean.</p> <p><b>In Writing</b>, 100% of students were above the State 10th percentile; 86% of students were above the State mean.</p> <p><b>In Spelling</b>, 96.4 % of students were above the State 10th percentile; 74% of students were above the State mean.</p> <p><b>In Grammar and Punctuation</b>, 99 % of students were above the State 10th percentile; 88 % of students were above the State mean.</p> <p><b>In Numeracy</b>, 99% of students were above the State 10th percentile; 86% of students were above the State mean.</p>																																																								
11	Senior secondary outcomes	<p>Student median ATAR at VCE 2011 was 85.15</p> <p>35 % of students achieved a VCE ENTER higher than 90.</p> <p>6 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 34.</p>																																																								
12	Proportion of Year 9 students retained to Year 12.	85 % of students enrolled at the college in Year 9 in 2008 completed Year 12 in 2011.																																																								
13	Post-school destinations.	<p>Of the students in Year 12 in 2011:</p> <p>74 % enrolled in tertiary study (university or TAFE)</p> <p>17 % deferred their tertiary study</p> <p>6 % Apprenticeships/Traineeships</p> <p>100 % of students received a tertiary offer.</p>																																																								
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14	Student/teacher satisfaction	<p>The results of the ISV Lead Report indicate that Ballarat Clarendon College's Student Satisfaction is higher than the top percentile of the schools participating.</p> <p>The Student Satisfaction measures a number of dimensions: academic program, quality of teaching, learning outcomes, pastoral care, personal development/leadership, discipline and safety, resources ethos/values, peer relationships and transition.</p> <p>The staff perceptions of morale, peer support and goal congruence were higher than the top percentile of ISV participating schools.</p>																																																								
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"><b>Gender</b></td> <td>Female</td> <td>62%</td> <td>Female</td> <td>75%</td> </tr> <tr> <td>Male</td> <td>38%</td> <td>Male</td> <td>25%</td> </tr> <tr> <td rowspan="5"><b>Age</b></td> <td>60+</td> <td>4.8%</td> <td>60+</td> <td>10.4%</td> </tr> <tr> <td>50 – 59</td> <td>17.6%</td> <td>50 – 59</td> <td>20.8%</td> </tr> <tr> <td>40 – 49</td> <td>23.2%</td> <td>40 – 49</td> <td>20.8%</td> </tr> <tr> <td>30 – 39</td> <td>28%</td> <td>30 – 39</td> <td>35.4%</td> </tr> <tr> <td>&lt; 30</td> <td>27.2%</td> <td>&lt; 30</td> <td>12.5%</td> </tr> <tr> <td rowspan="5"><b>Years of Service</b></td> <td>30+</td> <td>2.4%</td> <td>30.+</td> <td>2%</td> </tr> <tr> <td>20 – 29</td> <td>14.4%</td> <td>20 – 29</td> <td>14.6%</td> </tr> <tr> <td>10 – 19</td> <td>14.4%</td> <td>10 – 19</td> <td>14.6%</td> </tr> <tr> <td>5 – 9</td> <td>20.8%</td> <td>5. – 9</td> <td>27.1%</td> </tr> <tr> <td>&lt; 5</td> <td>60%</td> <td>&lt; 5</td> <td>56.3%</td> </tr> </tbody> </table>		Teachers		Non-teachers		<b>Gender</b>	Female	62%	Female	75%	Male	38%	Male	25%	<b>Age</b>	60+	4.8%	60+	10.4%	50 – 59	17.6%	50 – 59	20.8%	40 – 49	23.2%	40 – 49	20.8%	30 – 39	28%	30 – 39	35.4%	< 30	27.2%	< 30	12.5%	<b>Years of Service</b>	30+	2.4%	30.+	2%	20 – 29	14.4%	20 – 29	14.6%	10 – 19	14.4%	10 – 19	14.6%	5 – 9	20.8%	5. – 9	27.1%	< 5	60%	< 5	56.3%
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**Ballarat & Clarendon College**

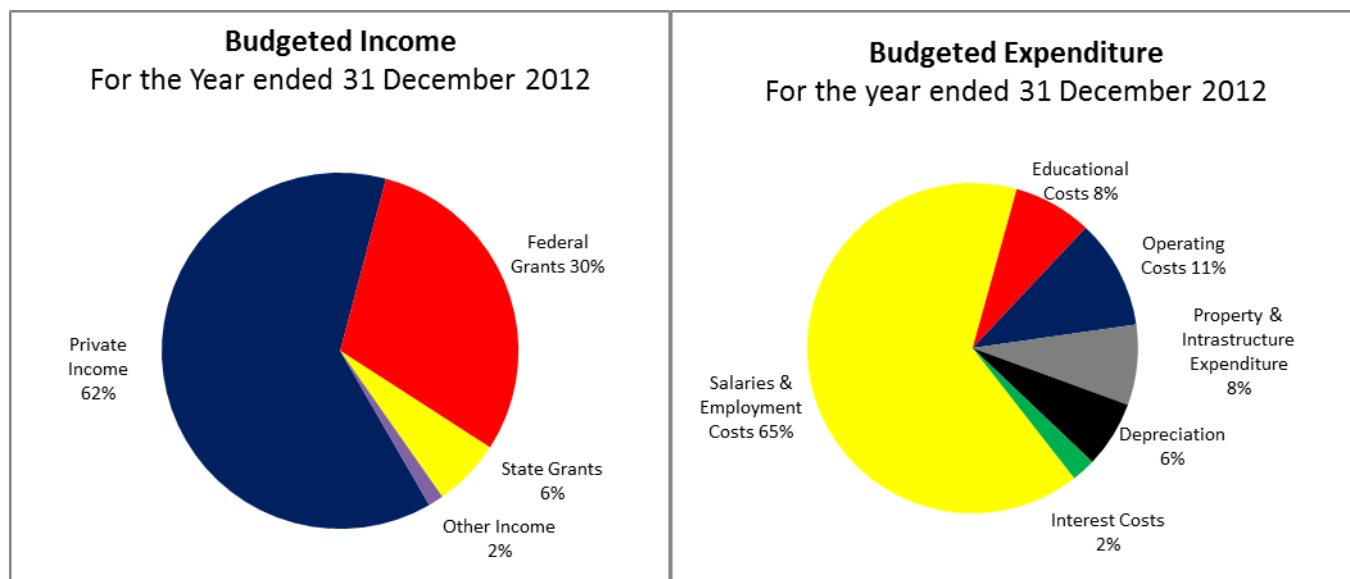
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**Financial Performance for 2011**



The Surplus generated for 2011 is available for future capital improvements and debt servicing.

**Budget for 2012**



## Appendix 1

SENIOR STAFF
<b>Principal:</b> Shepherd, David – MEdStud, BSc (Hons), DipEd (Mon)
<b>Deputy Principal:</b> McClure, Jan - OAM, MEd, BSc, DipEd (Melb)
<b>Head of Senior School:</b> Parker, David - BEd (Rusd)
<b>Head of Middle School:</b> Stansbie, Nicholas - PGCE, MEd (Hons), BSc (Hons)
<b>Head of Junior School:</b> Jackson, Susan - MEd, BEd (UB)
<b>Business Manager (Finance):</b> Oldaker, Jenelle - BBus (BUC), CA
<b>Business Manager (Operations)</b> Burns, Robert

TEACHING
Addison, Julianna - Bma (Hons), GradDipEd
Anderson, Jillian - HighDipTeach
Angel, Joanne - BEd (Primary), CertCS, CertEd
Ashman, Gregory - MA (Natural Science)
Ashman, Joanne - BEd
Barlow, Sarah - BMus (UniMelb), GradDipEd (Monash)
Belcher, Steven - BMus, BEd (Hons) (Melb), AMusA,
Bishop, Martin - GradDipEd, DipEdAdmin, CertEd
Boatman, Andrew - BSc, MBus (VUT), GradDipMgt (ACSC), GradDipEd (ACU)
Bobilak, Luke - BA (Eng/His), BTeach (CSU)
Bourke, Jennifer - BAppSc (Environ Mgt), DipEd (UB)
Brady, Laura - MArt (Thesis), BAHons (NUI), DipEd (Melb)
Brown, Chris - MEd, BEd, GradDipEdAdmin, DipTeach
Busuttil, Rosemaree - BVisArts, DipEd (UB)
Camm, Suzie-May - BMus (UNE), DipArts (UB)
Carbone, Jessica - BA (MusThPerf) (UB), BEd (Deakin)
Churchill, Mark - GradDipEd, DipAppSc, AssDipAppSc
Clemens, Brenda - BSc (Mon), DipEd (Rusd), TEFL (Lond)
Cornell, Melissa - BEd (ACU)
Couzens, James - BA, BTeach(Hons) (Melb)
Couzens, Jennifer - BA (Arts), GradDipAppLing, DipEd
Cowan, Kristie - BEd
Currie, Barry - AMusA
Dickins, Christopher - HighDipTeach (Sec) Hons (Rusd)
Drummond, Arthur - BA, DipEd (Melb)
Drummond, Alison - BEd (Deakin), DipTch (BTC)
Duggan, Julie - BA (Early Childhood Education)
Eason, Denis - BSc (Melb), BAppSc (CSU)
Emery, Louise - GradDipEd (Hons)
Eppingstall, Ken - BEd, DipTch (UB)

TEACHING
Esdale, Colin - BEd (UniSA), SACAE
Evans, James - BEd, BTeach (UB)
Evans, Megan - BEd (UB)
Fritch, Daniel - BEd (Maths/Physics) (NU)
Frost-Camilleri, Liam - BA, BArts (Hons) (LitStud), GradDipEd (Sec)
Gillespie, Simon - BEng (Mon), DipEd (Hawthorn)
Graham, Hayley - MEd, BA (Melb), GradDipEd
Green, Michelle - BA (VisArts) (UB), GradDipEd (UM)
Grodzki-Hipp, Carmen - BA (Lang), DipEd (Mon)
Harbour, Jenny – Bed, DipTeach (BCAE)
Henderson, Ross - BAppSc (UB), GradDipEd (ACU)
Hill, Jo - BEd (Melb), GradCert Maths/MathsEd
Hoffmann, Frauke - BA, DipEd (Melb)
Holley, Yvonne - BMus (Mon), GradDipEd (Melb)
Hollick, Robyn - DipTeach (IECD)
Holloway, Matthew - BChem, PGCertChem
Holmes, Adelle - BSc (Melb), DipEd (Melb)
Howard, Sarah - DipIECD (Melb)
Humphries, Ashe - BA (Hons), DipEd (Mon)
Hunt, Trevor - BSc/TSTC
Hutchins, Jason - BEd
Ince, Leonie - MEd, BEd, DipEd
James, Andrew - BE (Mech) (Melb), GradDipEd (BCAE)
Johnston, Helen - TITC (Trained Infant Teachers Certificate)
Karslake, Natalie - BA, BTeach
Kelly, Nicole - BA (Hons) (CSU), BTeach (Deakin)
Kitamura, Keiko - BA (BokkyoUniJapan), DipEd (LaTr)
Kyi, Anna - MoA, BA (honours), Dip WE, Grad Dip Ed
Lamson, Dean - BEng (Hons), GradDipEd (Sec), GradCertRE
Lesser, Jacqui - BSc, DipEd
Leyshon, Kay – Med, BA (Melb), BLetters, GradDipEd (KuringOgai CAE) (Deakin)
Livingston, Peter - BA, GradDipEd
Lovel, Ian - BEd (R usd)
Lyons, Fiona - MA ChldLit (Deakin), BEd, DipMusEd (UB)
Macdonald, Leah - BAppSc, DipEd (Sec)
Macgowan, Brad - BEd (UB)
Macgowan, Jessica - Bed (UB)
Marchmont-Barlow, Catherine - MAIntDev (Env Sc), BEd (Deakin)
Marnica, Amy -
McDonald, Grace - BNutrDiet, PostGradDip Teach

TEACHING
McGie, Jennifer - MEd (Melb), BA (Hons), GradDipEd
Mitchell, Sally - BEd
Moloney, Shaune - BEd (UB)
Moneghetti, Denis - BAppSc (BCAE), DipEd, CertSchMkt (CMS)
Murnane, Peter - DipTeach
Nelson, Sarah - BEd
O'Brien, Suzanne - BA, B Teach
O'Rourke, Kirsty - BEd (Hons)
Patterson, Louise - BEd (UB)
Peace, Brendan - BEd
Pohl, Caitlin - BSc, GradDipEd
Polanske, Ginelle - BEd (Melb)
Preston, Chelsea - BA, BEd (Deakin)
Robinson, Thomas - BHumSocSc, GradDipEd (UB)
Sanders, Sandra - BA (RMIT), GradDipEd (Melb), GradDipVC (Melb)
Saw, Kirsty - BComm (Melb), DipEd (Mon)
Schomburgk, Richard - MEdMan (Flind), BEd (Adelaide)
Segrave, Chris - BComm (Melb), GradDipEd (LaTr)
Sharp, Lani - BEd (UB)
Shepherd, Sam - Beng
Shillington, Melita - BAppSc, DipEd
Smith, Judith - BEd, DipPE (Melb)
Smith, Reid - BSc (Mon), GradDipEd (Sec)
Smolenaers, Gabrielle - BEarlyChildStud
Stephens, Paul - GradDipEd, DipTeach
Stewart, Andrew - BA (UniSA), DipEd (LaTr)
Struth, David - BSSc (Deakin), GradDipEd (UB), MT (LaTr)
Thomas, Michelle -
Tischler, Jennifer - BEd (Mon)
Trubody, Martin - BSc (Hons), GradCertEd
Van Dyk, Monica - Mteach, BA
Walker, Amy - MA (English-TechWriting), MA (EnglishLit), BA (English), GradDipEd
Whitlock, Sophie - BA, DipEd (Melb)
Wood, Duncan - BSc (Geophysics), GradDipEd (Sec)
Yates, Sally - BA, BEd
Yau, Matthew - MEd (Melb), MA (Deakin), BA (LaTr), DipEd (Melb),
Young, Lauren - BEd (UB), ADipCBA, CICB
Zala, Catherine - BEd
Ziino, Carla - BA, GradDipEd

<b>NON-TEACHING</b>
Allan, Tessa
Auchetti, Cathy - Certificate III in Childcare
Barker, Alison
Beaton, Judy - DipBus/Acc
Bishop, Lyn
Bourke, Marea
Burt, Martha
Cachia, Charles - IV OH&S, Comm Pool/Spa Water Maint., Currently completing Dip Laboratory Operations
Chambers, Angela
Corless, Shane
Dean, Robyn - BBus
De Vries, Kirsty - MProfAcc, BAppSc (Equine Mmt)
Dekker, Vicki
Dunley, Melissa - BLIS, MB (IT)
Elliott, Jane - DipBus (Admin)
Fotheringham, Donna
Foulkes, Katie - BSc (Melb), DipMan (RMIT), Cert IV Training & Assessment
Gerardi, Vicki – DipEd, DipFA
Gillard, Fiona
Hearnden, Allyson
Howard, Renay - BSocWork, DipProfCouns
Jackson, Heather - BSSc (LIS) (CSU), DipLib (RMIT)
Johnston, Helen - TITC (Trained Infant Teachers Certificate)
Kenny, Narelle - Cert III Children's Services
King, Jan
Kingdom-Pearce, Simonne - RN/BN
Marks, Lauren - CERT II Business
Marshall, Christopher - BBus, BAppSc (AppChem), BAppSc (App Biol), DipCompMtnRep, BComp (Hons)
McErvale, Bri-Amber - DipLIM (UB)
McLean, Julie
Morrell, John - BA (UB)
Murphy, Tracy - RN (Div1)
Murray, Paul - BSc (IT) (Galway)
Narukami, Saki
Nieblich, Amelie
Netherway, Joanne
Nolan, Renae - BA (Journalism)
Panozzo, Lisa - CERT IV Workplace Trng&Asst, VocGradCert Anaphylaxis Mgt Trng, RN (Div1), CCRN, GradDipAdoIHlth (Melb)
Peele, Ian - BComp
Philp, Carlie



<b>NON-TEACHING</b>
Poppe, Jennifer - RN (Div1) BN (ACU)
Prato, Christy
Rickard, Drew - Cert III & IV Information Technology
Ryan, Adam - BComp (UB)
Swenson, Simon - Cert IV Vit Toshiba ProCare
Thompson, Linda
Wale, Michael - MAppSc (RMIT)
Williams, Kerri - DipBusAdmin (UB)
Williams, Jacqueline - PGDipCreatArt (Melb), GradDipCreatArt (Melb), PGDipArts (Swin), BEd, DipTeach (ECU)
Warren, Michelle -

<b>KING ISLAND STAFF</b>
Griffin, Dean - BSSc (Latr)
Bird, Aaron
Francis, Michael
Hartze, Anne Marie
Humble, Alice
Leech, Rebecca
Owen, Julian - BA, GradDipSec
Owens, Cara - BNursing
Stranger, Lauren
Wilkinson, Benjamin
Willis, Jennifer - BA (Outdoor Ed), DipEd (Secondary)

<b>VISITING MUSIC STAFF</b>
Algate, Bronwen - BSocWel (NSW), DipVisArt (Ball)
Bennett, Carolyn
Both, Kate - DipT (Primary)
Camm, Peter
Carman, Kathryn - Bmus (Hons)
Clark, Dave - AssDipBus (Acc)
Coward-Lemke, Constance, AMusA, LMusA
Deenick, Barry - BA, DipEd
Fry, Dani
Govan, Ian - AMusA
Govan, Kathryn - BA (VCA), DipEd (Melb)
Hackwill, Kyle - BMus (Melb), AMusA (AMEB)
Hansen, Anthony - BMus (Melb)
Heley, Christine
Kelly, Mary - AMusA, VMTA

<b>VISITING MUSIC STAFF</b>
Knight, Lauren - AMusA, OffSchulwerkLev2
Kriss, Lyndon
Kriss, Miriam - BA (Mus), AMusA
McKenzie, Marjorie - AMusA
Meddings, Clive - DipPerfArt
Menegazzo, Adam - BSc, BA (Latrobe)
Powell, Penelope - LGSM (UK), CertEd (UK)
Seery, Adam - BMus
Sherriff, Ingrid - BA/BMus (Melb)
Smith, Brendan
Vawdrey, Sallyanne - LTCL ATCL

<b>BOARDING TUTORS</b>
George, Susan
Hobbs, Cassandra
Moloney, Amanda
Shepherd, Stacey
Smith, Robert
Weeks, Jennifer