



Newhaven College Annual Report 2017

It is with delight that I present the 2017 Annual Report.

To begin, I would like to commend and thank the College Board of Directors, under the Chair of Greg Price, for their support over the past year. Likewise, I thank the Board's Project Control Group Sub-Committee, chaired by David Jobe, for all their outstanding support, especially in relation to the building of our Senior School and the Specialist Wing. Thanks also go to the Board's Finance and Risk Sub-committee, led by Simon Manning, for their support. They work closely with the Finance Manager and myself to ensure that the College continues to manage its finances with due diligence.

I also extend my sincere thanks to David Butt for the inordinate amount of work he has done for the College. David retired mid-2016, after over 20 years of sterling service, but returned to us as a Project Manager for our Stage One Building works which included the Specialist Wing and the Senior School. I am indebted to him for his brilliant support.

We welcomed Stuart Robinson at the end of 2017 as our new Business Manager, and I am looking forward to what he will bring to the role in 2018. I acknowledge the work of Donna Stone, who stepped brilliantly into the role of Finance Manager for the majority of 2017 and assisted me with finances. As you will see from the College's financial report, the school has performed well over this past year. Our continual prudent financial management will enable us to proceed with future essential capital works.

There are many highlights to reflect on from 2017, the most significant of which was receiving a 1.75 million dollar grant from the Federal Government to construct our gymnasium, which should be finished at the end of 2018. 2017 saw the commencement of the gymnasium and the completion of the Senior School and the Specialist Facility.

Clockwise from top left:

- Year 12 study space
- Senior School
- Gymnasium
- Specialist Facility



There have of course been many other achievements throughout 2017. The College has made huge strides and I list a number of initiatives, developments and achievements that have occurred. These are not in any particular order, and this is by no means a full list.

1. Numerous funding opportunities that have been pursued with the College receiving a range of grants to support specific programs and initiatives related to student welfare, curriculum initiatives, sport, environmental programs and individual needs support.
2. Increased involvement in the local community through public appearances, student volunteers and commitment to a number of environmental initiatives. Of particular note is the demand on our choirs, musicians and public speakers to present at events such as ANZAC Day and civic ceremonies across the Bass Coast Shire.
3. Individual student sporting successes at state and national levels across a number of sports.
4. Our successful World Challenge expedition and Japanese Ibaraki Exchange Program.
5. The success of the School Production.
6. Improved VCE results which has seen the College once again move up in the rankings. We also remain a leading school in the region.
7. Retention of students through the senior years.
8. A whole College review and assessment of all students, with individual learning plans and strategies for those who require them.
9. High levels of participation in the co-curricular program.
10. Excellent SEISA results in both sport and cultural events.
11. Completion of the mandatory VRQA review for the continuance of our school registration.
12. New ICT initiatives including:
 - An updated website
 - The launch of our Facebook page
 - The introduction of *BusMinder*, a tracking system which enables the College and parents to know exactly where students are when travelling on our buses
 - The completion of *Complispace* documentation, a program which houses all our policies, compliance resources and manuals, and procedures for the smooth and safe operations of our College
 - Parent Teacher Online – for booking of interviews
 - Continuous online reporting through SEQTA Engage.

I would like to conclude by thanking our College Executive Team, all the hard working staff, and once again our dedicated College Board for the tremendous contribution they have all made, and continue to make. Greg Price in particular, as Chair of the Board, dedicates an inordinate amount of time to the College and deserves to be publicly recognised.



I also wish to thank all our parents, alumni and the wider community who so generously give of their personal time, experience and expertise to assist our students and staff.

As this Annual Report will show, with us all working as a team, the continued progress and development of Newhaven College is assured.

Gea Lovell
Principal

The School in Context

Newhaven College is an independent co-educational school providing diverse educational opportunities for students from Prep through to Year 12. We focus on each student as an individual, ensuring their interests, aptitude and self-esteem can be developed. The College offers excellent facilities and extensive grounds within the beautiful and unique Phillip Island environment. We pride ourselves on our diverse and friendly community, where our strong pastoral care program enables each student to feel safe and confident.

We are a non-selective ecumenical school and we encourage students from all learning backgrounds to achieve their personal best. There is an unwavering focus on teaching and learning supported by a diverse range of co-curricular activities, offering opportunities for children to pursue personal interests whether they are in sports, on the stage, or in developing their leadership skills.

We draw students from across the Bass Coast and South Gippsland Shires, with 11 buses transporting students to the College each day.

Introducing the Board of Directors



Greg Price CEA (REIV)

Greg Price grew up on Phillip Island and has a long history of community involvement. Having started his working life as a Farmer and Stock agent, Greg then moved into Real Estate. Greg is a Licensed Estate Agent and Director and Chairman of Alex Scott and Staff. Greg has been a Board Member of Newhaven College since 1998.



Robert McKaige BE, EWS, MIE Aust, CPEng

Rob is a Civil Engineer who has worked in various locations around Victoria prior to relocating to South Gippsland in 1995. Rob currently works as a consultant in the Water Industry. His three daughters attended the school, and it was during that period that Rob became a Board Director. Rob has a strong interest in the framework for delivery of educational services at the College, with the School's governance, as well as the significant infrastructure building program. He has been a Board Director at Newhaven College since 2004.



Simon Manning CPA, CFP, BBus (Economics & Marketing), Dip Financial Planning
Simon moved to Phillip Island at age 10. He has worked in the Finance & Accounting Industry for over 25 years and is the Principal of Coastal View Financial Services. Simon has been involved in many community organisations including *You Are My Sunshine Foundation* of which he is one of the founding trustees. Simon sits on the Examination Marking Board for CPA Australia Public Practice Program. Simon has been a Board Member of Newhaven College since 2009.



David Jobe BEng (AeroEng) (Hons), GAICD

A past student of Newhaven College, David was a Papworth Prize recipient and dux of school. He served as a Pilot Officer in the Royal Australian Air Force and was manager of The Continental Phillip Island before founding Southern Sustainable Developments, a locally-based company developing residential land projects with a focus on environmental sustainability. David joined the Board in 2015.

**John Ward BEc and Politics, DipEd**

John has a Bachelor of Economics, a Diploma of Education and is a recently retired teacher from Newhaven College. He has been a teacher and Senior Administrator for over forty seven years. Outside Education John has had an extensive career in sport. He captained and coached North Melbourne Cricket Club, and represented Victoria in Sheffield Shield. He has also captained the Sandringham Football Club in the VFA, and was a captain/coach at both Parkdale and Seaford Football Clubs. John joined the Board in 2017.

**Megan White BOccThy**

Megan has worked in various organisations in both the public and private sectors prior to locating to Inverloch in 1997. She is now a Director of Sandy Cape Pty Ltd., a Property Development business focused on local tourism and development. Megan is also a Business Manager for the family Dairy and Beef farms. Megan has four children who all attend Newhaven College. Megan joined the Board in 2017.

**Nick Carlson Assoc. Dip OE, Dip Public Safety, Cert IV Workplace Training & Assessment**

Nick moved to Phillip Island in 1974 with his family. Initially working in outdoor education, he then worked for Victorian State Emergency Service in Training & Emergency Management, and in 2000 graduated from the Victoria Police Force, his current employer. Nick's two children attend Newhaven College. Nick has been a Board Member of Newhaven College since 2008.

**Elena Campbell BA (Hons), LLB (Hons)**

Former lawyer, legal adviser and political speechwriter, Elena has worked in government and social policy for 20 years. After a short time in private legal practice she worked for over ten years as adviser to the Victorian Attorney-General. Elena then worked as a consultant to the Australian Human Rights Commission, with a primary focus on gender equality. Now Associate Director at the Centre for Innovative Justice at RMIT University, Elena runs a program of research directed at reform of the justice system. Elena moved to the Bass Coast area with her family in 2013 her four children all attend Newhaven College. Elena was co-opted to the Board toward the end of 2017.

The Strategic Plan 2013 – 2018

2017 was the fifth year of implementation of the Strategic Plan. In 2013 a new format was developed which included the following:

1. Strategic intents
2. Objectives for each intent
3. Strategies for each objective
4. Actions for each strategy with time lines and staff and leaders responsible for each action

The plan continues to be transparent and is measureable throughout the year. Regular reports are presented to the Board, and feedback has been given to staff and members of the community. The Strategic Plan also underpins our weekly Professional Development program.

This plan has specific actions for each strategic intent. In 2017, 36 actions were completed, bringing the total over the four year life of the Strategic Plan to 361 completed actions.

Commonwealth Reporting Requirements

Key Student Outcomes

a. National Assessment Program Literacy and Numeracy (NAPLAN)

The NAPLAN tests were conducted for the tenth time in 2017. The program assessed Years 3, 5, 7 and 9 across the nation in Literacy and Numeracy. Newhaven College students from across all four year levels performed extremely well and their results were excellent compared to the expectations of the national benchmarks.

The trend for Newhaven College has been mostly consistent with previous year's results. All areas are skewed positively against the state median. The results accurately reflect the student cohort's ability, and no real surprises were evident in any year levels or disciplines. What this means is, if a student did not reach the specified benchmark, or if a student excelled, the College had already identified specific needs within each cohort and the particular student was already under the umbrella of our Student Services Department.

The National Assessment Program Scales map student outcomes onto a ten band continuum. Scaled scores provide an ability measure of student outcomes. These scores range from 0 to 1000 and form the numeric continuum from which the ten reporting bands are derived.

The concept of a minimum standard is 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

Performance is reported on a scale ranging from 0 to 1000, consisting of ten 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 |

The tables on the following page show a comparison of the NAPLAN results for the past five years as an indicator of the differences between these year groups. It must be remembered that these are different cohorts.

Year 3 NAPLAN Results (2012-2017)								
Component	School mean (2017)	State mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	School mean (2013)	School mean (2012)	2017 % at or above min standards
Reading	429	446	423	431	441	448	480	94
Writing	418	428	421	425	412	435	419	100
Spelling	374	423	406	401	401	402	439	98
Grammar & Punctuation	438	450	428	437	447	432	459	98
Numeracy	424	421	416	411	444	416	443	98

Year 5 NAPLAN Results (2012-2017)								
Component	School mean (2017)	State mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	School mean (2013)	School mean (2012)	2017 % at or above min standards
Reading	509	516	510	506	550	539	522	98
Writing	458	486	476	476	494	508	488	94
Spelling	480	504	479	496	510	508	501	98
Grammar & Punctuation	482	506	489	507	550	521	523	90
Numeracy	502	503	500	497	524	509	512	98

Year 7 NAPLAN Results (2012-2017)								
Component	School mean (2017)	State mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	School mean (2013)	School mean (2012)	2017 % at or above min standards
Reading	559	552	547	577	577	579	573	97
Writing	513	524	530	530	531	540	526	93
Spelling	533	549	545	562	559	562	557	98
Grammar & Punctuation	545	548	545	559	562	566	572	95
Numeracy	561	561	558	571	567	574	564	100

Year 9 NAPLAN Results (2012-2017)								
Component	School mean (2017)	State mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	School mean (2013)	School mean (2012)	2017 % at or above min standards
Reading	617	584	586	611	605	602	594	100
Writing	578	561	564	578	559	562	559	90
Spelling	598	581	583	596	588	591	583	99
Grammar & Punctuation	589	574	575	594	587	593	583	99
Numeracy	611	597	596	623	600	613	587	100

b. Year 12 VCE Results

We are proud of our VCE results for 2017, as the overall results reflect the excellent work and commitment shown by staff and students this year.

We celebrate each student's results, knowing that all had their own journey to travel. Behind every single score is a personal story, where some students faced personal issues that impacted on their studies. We applaud their success, as they persevered with the support of our staff and their families to achieve their very best.

We are, of course, equally proud of our high achievers. Of note was our improved median study score of 31 with 21 study scores of 40 plus, and a perfect score of 50 in Chemistry.

Our dux was Millicent Thomas with a study score of 98.75. Others scoring in the nineties were Olivia Flower, Alice Ellerton, Maria Rosa Gatto, Maddy Comerford, and Alyse Brusamarello.

Those who gained a study score of 45 or more were:

Millicent Thomas	Chemistry	50 (Perfect score)
Aaron Fraser (Y11)	Business Management	47
Olivia Flower	Environmental Science	47
Maddy Comerford	Psychology	46
Year 11 student	Chemistry	45
Oliva Hughes	Food Studies	45
Millicent Thomas	Physics	45

It is significant that all of our Year 12 students at Newhaven College gained their VCE certificate, and it is right that each student should be congratulated. While the academic statistical summary of the Class of 2017 is impressive, success and impact are measured rightly through a much wider lens. Our students achieved these excellent results whilst at the same time being fully involved in the life of the College, in their community and in charity events throughout the year. We are certainly very proud of our Class of 2017.

The distribution of ATAR scores for Newhaven College students from 2013 to 2017 are as follows.

Year	Students	60+	70+	80+	90+
2013	78	57.70	44.90	24.4	8
2014	67	52.3	42.8	20.6	9.5
2015	61	61.3	45.5	28	10.5
2016	87	59.5	48	31.3	12.8
2017	88	63.4	40.6	24.1	7.6

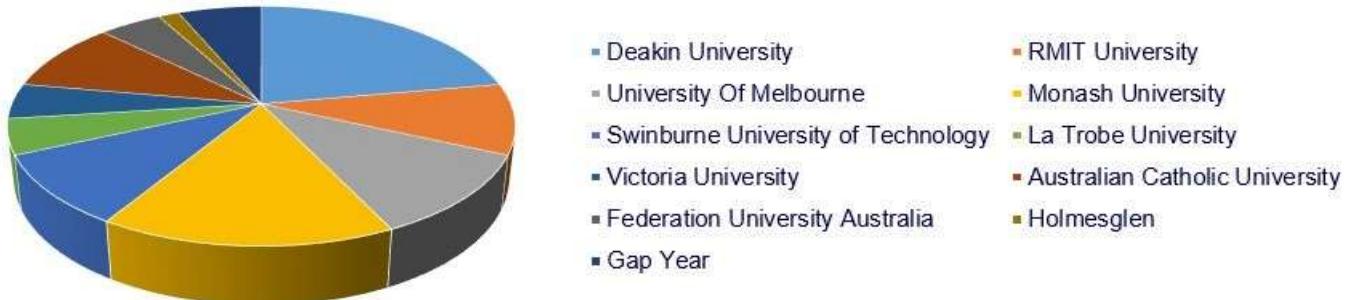
In relation to the extensive data analysis that follows the receipt of the results, the key factor is that most students achieved at or above their VCAA predicted score according to the GAT.



The Class of 2017

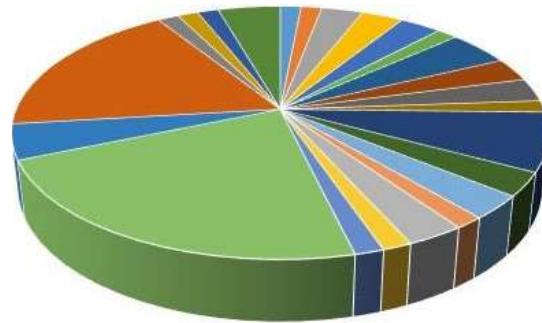
c. Post School Destinations

All of our students who applied for tertiary placement received a first round offer as indicated in the following graph:



Again, our students were successful into gaining places in a range of courses:

- | Post School Destination | Approximate Percentage |
|--------------------------------------|------------------------|
| Accounting | 10% |
| Animation | 8% |
| Arts | 7% |
| Business | 7% |
| Computer Science | 7% |
| Education | 7% |
| Environment and Conservation Science | 7% |
| Horticulture | 6% |
| Marine Biology | 5% |
| Medicine | 4% |
| Screen and Media | 4% |
| Surveying | 4% |
| Agriculture | 5% |
| Architecture | 4% |
| Aviation | 3% |
| Commerce | 3% |
| Drama | 3% |
| Engineering | 3% |
| Hairdressing | 2% |
| Law | 2% |
| Medical related | 2% |
| Science | 2% |
| Sport Development | 2% |
| Teaching | 2% |



d. Value Added

The various tables and charts throughout this report indicate that each year there has been value added for each student. All VCE results are closely analysed on the VCAA website, and management and curriculum leaders attended specific professional development to assist them in analysing the data.

As outlined in the Principal's Report and in various sections of this report, Newhaven College also offers students broad curriculum and co-curricular choices including the Visual and Performing Arts, Sport, Cultural Programs, Chess, Debating, Surfing, Equestrian, Outdoor Education, Productions, Tours - both local and international, and Overseas Exchanges.

Students are actively involved in our community and support many charities, surfing and surf lifesaving, local aged care homes, and the local clubs such as the RSL, Lions Club and Legacy.

e. Student Attendance

Newhaven College student attendance levels were consistent across both campuses. The overall attendance rate was 93.89 which is slightly up on last year.

The average daily attendance is set out below:

Year Level	Average daily attendance (%)	Year Level	Average daily attendance (%)
Prep	95.05	Year 7	93.39
Year 1	93.28	Year 8	91.15
Year 2	95.41	Year 9	94.86
Year 3	93.8	Year 10	93.04
Year 4	93.96	Year 11	92.27
Year 5	94.67	Year 12	96.31
Year 6	93.44		

Apart from illness, the major factor affecting absenteeism is family holidays. As reported in previous years, the work commitments of our families are often affected by seasonal factors, causing some to take their vacation during periods other than school holidays.

f. Policy for Managing Non-Attendance

The school has a clearly stated policy for managing non-attendance. In summary, the school maintains accurate records via online attendance rolls. Parents must notify the school of an absence by 10.00am on the day of absence and they must provide a written note of explanation on the child's return to school.

If a student is absent for Home Group and Period One in the Senior School without the school being informed, then an SMS message is sent home to the family notifying them of the non-attendance and asking for a written or verbal explanation for the student's absence to be provided to the attendance officer.

For Prep to Year 9 students, if a student is absent for three consecutive days the family is contacted by the student's Home Group Teacher or Year Level Coordinator.

If a student undertaking a VCE subject is absent for any day of assessment, a written note accompanied by a medical certificate (or equivalent) must be provided. A specific attendance policy is applicable to VCE students.

Staff Professional Development and Engagement

The Professional Development Program (PDP) for staff was introduced to align with the Australian Institute for Teaching and School Leadership standards, and all staff set goals with an overarching aim of improving student growth and raising achievement.

The PDP was renamed from the previous 'Professional Learning Program' (PLP) to capture the notion that improved teaching means not simply learning new skills, knowledge and understanding about what and how to teach, but actual *development* against a set of nationally accredited standards.

Each of the goals could reference aspects of the others; the updated Newhaven College PDP cycle was designed to acknowledge the holistic nature of teaching and learning.

Overall, the PDP comprised:

- Four Performance and Development Goals
- Explicitly stated strategies that were used to support the achievement of each goal
- Evidence of student achievement

Figure 1: Holistic approach for student achievement



Teaching staff members were paired to complete measurable goals against each of the three Australian Institute for Teaching and School Leadership (AITSL) domains as well as an additional goal based on the school aims. These goals were reviewed during the year and again at the conclusion of the school year.

Additionally, in support of the new program research, teams known as 'Working Parties' were formed to investigate best practice across a range of topics from STEM to examining Professor John Hattie's current research on the power of collaboration.

Planning was enhanced through presentations by:

- Harvard's Dr Ron Ritchhart who emphasised the cultural forces imperative for a successful learning environment
- Forensic psychologist David Cherry
- Creator of Headspace, Professor Patrick McGorry AO and his colleague and Newhaven College alumna, Siann Bowman
- Representatives from each sub-school who attended the Positive Schools Conference, and Year 5/6 staff Jessica Moed and Karen Pearce who presented their Wellbeing curriculum at the International Conference for Adolescent Success

All sub-schools continued their commitment to applying Dr Jane Pollock's no nonsense instructional model as introduced by Dr Pollock to the school in 2016. Many staff members found transformation for learners by adopting the learner-focused model.

In Term 3 we were accepted to participate in a 12 month long program directed by Dr Pollock and delivered by Independent Schools Victoria which began in October. We have also been accepted into

an extensive Science, Technology, Engineering and Mathematics (STEM) Design Thinking program delivered by Ewan McIntosh's Scottish organisation NoTosh.

In 2018 the focus is to increase the intensity of the PDP process to include compulsory classroom observation and student feedback surveys.

Teaching and Learning Initiatives and Highlights

Amid the anticipation of unifying on one site in 2018, teaching and learning at Newhaven College experienced a preparatory renaissance in 2017. The magnificent buildings now standing at 1770 Phillip Island Road represent paradise for student and teacher alike. The challenge this year was to work together and develop learning programs and experiences to capture the potential of the new spaces. To this end, teaching staff worked in teams to carefully determine what requisite skills, knowledge and understandings our students might need for the future they stand to inherit.

Initiatives

- Understanding by Design unit planning introduced and completed by all faculties
- Jane Pollock's 'GANAG' instructional model instated for all teachers
- Asian studies introduced at Year 9
- Shakespeare introduced from Year 7 – 12
- Spoonbill Speakers competitions from Year 7 – 12 for all students
- Anonymous marking process used for VCE English
- External marking of VCE trial examination by VCAA marker in September with timely feedback and reporting
- 'Maths Matters to Little Penguins': Year 8 excursion to Phillip Island Nature Park
- Introduction of proposed new electives at Year 8 level – G.E.T. Designing (Graphics Engineering Technology) which introduces STEAM to our students.
- Extra regular oral skills practice classes for Year 12 Japanese
- Oral skills practice with Wonthaggi Secondary College for two days
- Year 7 Japanese Day
- Japanese incursion (Folk story) in Junior School



*Top: Legacy Junior Public Speaking Award State Finalist Helena Leonardos,
Bottom: Year 7 Japanese Day*

Highlights

- Year 10 students participated in Courage to Care at Beth Yevinah
- Actor in Residence from Bell Shakespeare
- Insight Creative Writing competition - Olivia Flower shortlisted
- VCCA Plain English Speaking Award - Callum Fisher runner up at Regional Final
- Legacy Junior Public Speaking Award - Helena Leonardos State Finalist
- Biology audited by VCAA with commendation and request to share resources
- Successful VCE student exhibition of final presentations
- More students making applications and submissions in Top Designs
- Increased the number of students studying Japanese in Year 9, so three Japanese classes were offered.
- The Level 3 Japanese Language Proficient Test (JLPT) was passed by Jenny Nie

School Surveys

The College conducts confidential surveys each year for teaching staff, non-teaching staff, Year 6 and Year 12 Students and our parents. In 2017 our surveys were run by Independent Schools Victoria.

These surveys are used as guides to inform best practice. The Board review the survey results and the Executive Team review the surveys at their annual retreat. Our Heads of School share relevant aspects of the community and student surveys with their respective teams, and staff surveys are openly shared with all staff.

We receive results for each question and also receive the headline indicators. These are designed to provide the College and the Board with a snapshot of the College's effectiveness across all domains in the survey.

Parent Surveys

Number of Indicators	15
Range	7.31 to 8.76
Average	8.19

Areas where improvements were sought:

- Some teachers were difficult for students to contact due to travel between campuses
- School buses all needing seatbelts and air conditioners
- Careers program needs to be highlighted more
- ICT infrastructure at BHR is poor
- School calendar to sync with personal devices
- Coding should be introduced
- Mobile Phone Use should be more closely monitored during class time

Areas which which highly regarded:

- Pastoral care
- Health and information forums
- High school expectations
- Discipline Standards
- Individual focus on students

Year 12 Exit Surveys

Very few comments were received. Generally there was great satisfaction with the only concerns being raised in relation to VCE teachers being granted long service leave, and conflicting events requiring Year 12 students to choose between them.

There were very few responses from the Year 12 cohort so it was decided that in 2018 we would allocate a set time where all students were encouraged to complete the report. It is due to the low response rate that we have not included the headline indicators.

Staff Surveys

On the whole these were positive with only seven written comments received. The main concern was in relation to their access to technology in the classrooms.

Number of Indicators	15
Range	7.23 to 9.24
Average	8.27

Scores in this survey range from one to seven, with seven being the highest rank and one the lowest. In Figure 2 below, we have provided suggestions for how to interpret these scores.

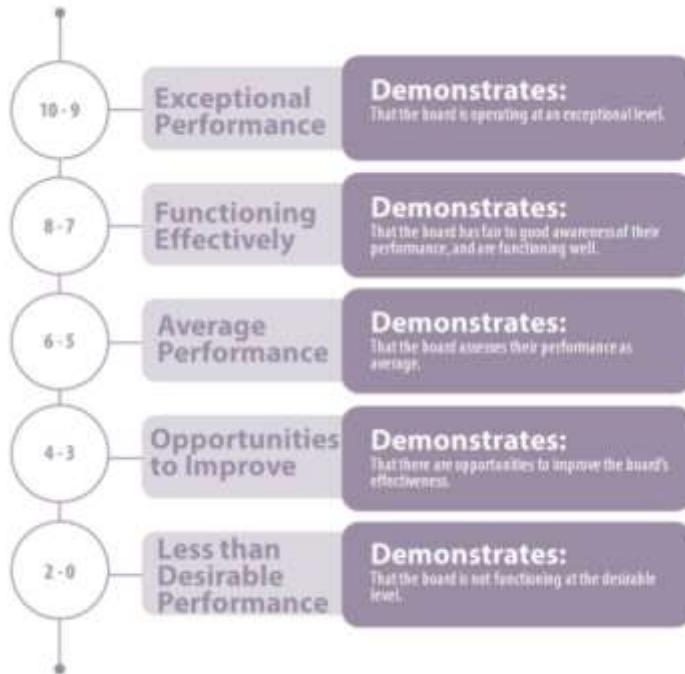


Figure 2: Structure of the LEAD Governance Survey report and suggested analysis.

Music School Highlights

VCE News

All music graduates gained entry in to their first-choice university course or career path of choice.

New Initiatives

- A focus on the skill development in ensemble playing saw a few new ensembles emerge across all sub schools in a variety of music disciplines.
- The introduction of a curriculum-based performance stream in Year 9 and Year 10.
- The introduction of the VCE-VET Industry Music subject.
- Continual growth of students enrolled in individual music tuition.
- Song writing development in VET and VCE class music.
- Year 9 students are given the opportunity to create their own arrangements and song choices, experimenting and learning in a practical way.

Senior School

- The Girls Vocal Group won a first place at the Latrobe Valley Eisteddfod.
- The Boys Vocal Group participated in the Pemulwuy National Male Voice Festival in Brisbane

- The VCE jazz ensemble ‘Parallel Parking’ were invited to perform the Melbourne Jazz Club, ‘Paris Cat’, and both performances were sold out.
- The folk ensemble wrote three original songs, arranged four folk pieces and performed at many important school and community events.
- The incredibly positive and supportive atmosphere amongst parents, staff and especially students, for one another across age groups as bands performing from Year 6 up to Year 12.
- Vocalists from the VCE level ‘Parallel Parking’ ensemble wading out into the crowd and dancing with younger students while the rest of the band tore it up with solos and instrumentals onstage
- Students being invited to play at the Inverloch Jazz Festival.
- ‘White Picket Fence’ made a recording for an ABC television show.
- Sport/Music/Study (SMS) - Senior students have access to specialist teachers to develop many styles such as classical, folk, pop, duets, trios and group work to a very high standard. These groups performed at the Spring Concert and Presentation Evening.



Band Night – left: White Picket Fence, Right – Parallel Parking

Middle School

- The introduction of Double Bass to the Year 7 Classroom Program took the number of instruments offered to 13.
- The Year 5/6 Twilight BBQ had a great family atmosphere. After all the students had performed parents, students and staff got to mingle, talk and eat sausages while seeds were planted and discussions revolved around the musical potential of students and the possibilities that are open to them in the future.
- Growing performance standards across the four years during which we have run the Middle School Arts Evening and a growing musical culture where participation and excellence in music is a big part of Newhaven College’s identity.
- Seeing students who have been unable to afford private lessons grow through the three years of class guitar tuition across Years 5 to 7 and go on to continue performing in the music electives in Year 8 and beyond.

Junior School

- Performances at important events, assemblies, productions and Melaleuca Lodge Aged Care Facility.
- Development of a small Year 4 choral group learning part work to implement into the larger choir.
- The formation of the Year 4 String group with the introduction of Cello to the classroom program.

To Celebrate

The Boys Vocal Group were awarded the Governor General's Medal for Excellence for their performance at the Bass Coast Mayoral reception.

Two boys attained scholarships to the Victorian College of Arts Secondary School to study in the new Theatre Course.

Looking at local gig listings over summer or opening Facebook and seeing student after student from Newhaven College out there writing, singing, performing, recording, teaching, sharing their music and in turn having music contribute to them becoming a person who is more alive, happy, confident, engaged and giving back to the communities around them.

Seeing the emergence of a musical culture on Phillip Island and in the Bass Coast community that was quite anaemic in the mid 90's (with only a couple of music teachers and few performance venues) to the current day where music is now in almost all the local schools, well over 20 teachers work in the community and new venues for performance seem to open every year. Newhaven College has been at the forefront of this culture shift, drawing many musicians and educators to the area and championing the Arts.

'The Bands Night' creates an opportunity for cross age learning from Year 7-12 where students are interacting together and past students can return to perform.

The 'Concert Band' provided an exciting opportunity for students to play in a large ensemble and experience other instruments. The skills obtained include listening, tuning, balance and musicality while playing a variety of music styles. This group performed at the Victorian Schools Music Festival, The Middle School Arts Evening, The Spring Concert and Presentation Evening.

'The Spring Concert' was a wonderful display of talent in many forms. An exciting program of high quality music, this concert was presented to a professional standard by our students in performance, stage presence and movement between acts.



Above Right: The Boys Vocal Group were awarded the Governor General's Medal for Excellence for their performance at the Bass Coast Mayoral reception.

Senior School Highlights

In a year that saw the final farewell to the Boys Home Road campus, the Senior School continued to offer academic and co-curricular programs that allowed every student to pursue their goals and strive to achieve their personal best.

Student Voice & Leadership

The student voice has continued to be an important and integral aspect of the growth of the Senior School with a range of formal leadership structures and opportunities across the Senior School.

- College Captains: Erin Gin, Callum Fisher, Maddy Comerford and Dominic Tran
- Year 12 Cabinet: 34 formal positions held by 33 students
- Bass Coast Young Leaders: Ellie Pearce & Harrison Smith
- Bus Captains: 11 Bus Captains across the bus network
- SRC: 14 members across Years 10-12



Faculty Highlights

Drama

YR10-12 Drama Excursion - *The Lost WWI Diary*

Senior School Cabinet

English

Bell Shakespeare Artist Residency
Year 10 - Holocaust Museum excursion

Science

Unit 1 Biology - Melbourne Zoo Excursion 29 April
Unit 1 VCE Psychology - *Piaget Prep Classes*
Unit 1 VCE Psychology - *Bystander Effect*, Wonthaggi
YR12 Environmental Science - Lynbrook Estate, Cranbourne
VCE Environmental Science – *Salinity*, Phillip Island

Visual Arts

VCE Top Arts National Gallery of Victoria

Design & Technology

VCE Media & Visual Communications & Design - Top Designs, Exhibition Buildings Melbourne
VCE Systems Engineering & Textiles - Top Designs, Melbourne Museum
VCE Unit 2 Textile excursion - Spotlight Fountain Gate
YR11 Building & Construction excursion - Bowens Hardware, Hastings 23 August

Health & PE

Year 11 Outdoor & Environmental Studies - rock climbing excursion

Camps

The camps program is a central aspect of our College vision and *supports the pursuit of personal excellence and encourages personal best through social, emotional, intellectual and spiritual growth.* The senior school camps held in 2017 were:

- Year 10 Sea Kayaking camp around French Island
- Year 10 Horse Riding camp at Daylesford
- Year 10 Expedition & Rock-climbing camp
- Year 10 Surf camp at Lorne
- Year 12 SEISA Leadership Camp hosted by Newhaven College
- Year 10 & 11 World Challenge Expedition to India
- Year 10 -12 Duke of Edinburgh kayaking expedition on Lake Eildon
- Year 10 -12 Pemulwuy National Male Voice Festival Brisbane
- Unit 3 Outdoor & Environmental Studies
Sea-Kayaking camp
- Unit 2 YR11 Outdoor & Environmental Studies Snow camp
- Unit 3 Outdoor & Environmental Studies Bunurong Coastal Journey
- Unit 1 Outdoor & Environmental Studies Mt Baw Baw Bushwalk
- Music Camp

Right: World Challenge students working on their community project in India



Forum Days / Wellbeing

For the second consecutive year the College participated in the *Resilient Youth Australia Survey*. The results from this survey provide the basis of the three pathways of the wellbeing program.

1. Safe: Empowerment, Belonging, Boundaries & Expectations, Adult Support
2. Healthy: Hope, Healthy Mind & Healthy Body
3. Fulfilling: Educational Engagement, Social Skills, Positive Identity, Positive Values

Although the wellbeing program is embedded throughout the weekly pastoral care program, the Senior School Forum Days are a major point of delivery with a direct focus on each of these pathways.

Year 10

- Morrisby Report: career guidance
- Examination study and revision skills program
- *Shape Your Destiny*: aligning passions, talents & ideals to possible career pathways
- Healthy Mind & Body Day

Year 11

- RYDA: Road safety program that focuses on cognition development, building and increasing social competency and resilience and motivating low risk behaviour
- Drug & Alcohol Education - Recovering from Ice Addiction
- YMCA Fitness Program

Year 12

- *VCE Success Strategies*: motivating & inspiring students to set goals, become well organised & believe in their ability to achieve their best academically
- *Power to Persist*: understanding the power of sustained effort through developing a growth mindset

Student Opportunities

- Holly Ransom Forum: exploring the social, environmental, socio-economic and community factors influencing future aspirations attended by 28 Year 10 students
- MUNA: Model United Nations Assembly weekend attended by Sianan Price and Mitchell Chisholm (representing Pakistan) and Oscar Harry and Kelsey King (representing Syria)
- Year 11 Presentation Ball: 29 Couples
- Mental Health First Aid workshops: attended by 34 students from Year 10 & 11
- Year 12 Formal at the RACV Resort Inverloch
- Year 10 & 11 ABCN *Interview 2 Impress* program
- FREEZA *Sing It Out* concert

Fundraising

The Year 12 Cabinet chose to support the 'You are My Sunshine' foundation as their major charity for 2017. The major fundraiser was the College Disco that was held in the pavilion in August. Other events included dress up days and various stalls throughout the year. The Cabinet were proud to present a cheque for \$4000 to Jude Donahoo and Simon Manning from YAMS.

Right: Junior, Middle and Senior School captains presenting \$4000 to YAMS



Middle School Highlights

A curriculum review of the specialist units to reaffirm alignment with the Australian Curriculum, a commitment to pedagogical practices that prepare students for their future, and in response to student voice, the development of a number of new units within this aspect of the curriculum in preparation for 2018 were significant aspects of curriculum development in 2017.

In its final iteration in the auditorium at the Boys Home Road campus the Arts Evening illustrated the further development of the Performing Arts program in 2017. The play 'Sky Full of Stars' performed by Year 5 and 6; and the numerous bands and musical groups illustrated what a strong Performing Arts, and in particular Music program can achieve in a short period of time. Despite some students having only learnt their instrument for eight months, their commitment and dedication to the Music program was illustrated in confident, consistent performances across all musical groups from Year 5 to Year 9.

Student voice continues to be a high priority within the Middle School. The Student Representative Council focused on the passions of students with the development of the Green Team as an off shoot, which subsequently became an established group in their own right. With their environmental focus and passion driven approach to environmental issues, they made an invigorated start to a new group in the Middle School community.

A review of the camps program to ensure a consistent progression of skill development led to the move of the Year 7 camp to an increased outdoor education focused camp at Inverloch for 2017, with an awareness that there would be greater honing of this skill development with a further venue move and program development in 2018. The review of the Year 8 camp at Wilson's Promontory led to the addition of an overnight hike away from base camp for small groups of students to develop increased outdoor education skills and knowledge.

Presented at the National Middle Years Conference in August to teachers from across Australia and New Zealand, our Year 5 and 6 Social and Emotional Learning program enables students to feel a sense of belonging and empowerment in their lives through a program that is accessible and personalised to all students.

Student Opportunities

Student Representative Council (SRC)

Identifying a wide range of social activities to encourage student involvement at lunchtime, advocating for fortnightly seating plans in classrooms to encourage social cohesion and feelings of inclusion, and developing plans for a Middle School mural to which each home group made a contribution, illustrate the advocacy driven focus of the SRC this year.

Tournament of Minds

In the final year of a two-campus achievement of Tournament of Minds teams, Year 5 to 9 students consolidated the skills developed in previous years to enjoy very positive performances at Federation University, Churchill.

Rotary Public Speaking Competition

All students in Year 5 and 6 engaged with this competition at a school level in 2017, continuing to hone and craft their public speaking skills. The final College representation at the Bass Coast Shire Primary School Public Speaking Competition was the a result of a fiercely contested intra-school tournament.



Tournament of Minds in Action

Community Connections

Social Emotional Learning

This year the Year 5 and 6 Social and Emotional Learning program enabled students to continue to develop safe, healthy and fulfilling lives through the electives program, Society Games and *You Can Do It*. Activities such as Scrabble with locally based world champions, knitting with the County Womens Association and golf at the Cowes Golf Course embody the spirit of connecting with the local community and creating a sense of belonging.

Community Projects

This intensive community-based learning with a range of groups around Phillip Island enabled Year 9 students the opportunity to participate in a range of projects including working with the elderly, animals

(through the Cows Create Careers Program), environmental projects and working with Primary School aged children.

Arts Fest

An exciting, stimulating and creative festival involving a myriad of opportunities in the Arts for Year 9 students, the week culminated in an open day where the art works and performances of the week were on display for the school community.

Social Justice

City Mission fundraiser

In a Year 5 student led initiative, fundraising through the sale of icy-poles at lunchtime and awareness raising amongst the Middle School community occurred with a focus on the issues within homelessness for people in Melbourne.

40 Hour Famine involvement

In 2017 many students chose to accept the backpack challenge set by World Vision in recognition of the challenges for refugee and displaced children around the world. Students raised funds for the 40 Hour Famine by living their lives out of a back pack for 40 hours, and additionally developed their understanding of some of the ensuing challenges.

Green Team

In their inaugural year, a passion for the environment has led this team to develop a native food garden outside Junior School, attend a sustainable energy forum, plant a spring garden and work on a waste management proposal for Middle School.



The Green Team planting a new garden

Multiple Sclerosis fundraiser

In a Year 5 student led initiative, fundraising and awareness raising amongst the Middle School community through a dress up day occurred around the challenges associated with Multiple Sclerosis.

Faculty Highlights

Japanese Day

The annual celebration of Japanese culture for Year 7 students enabled the experiencing of customs and culture including martial arts, music and art.

Medieval Day

In 2017 Medieval Day was embedded within Creativity Week, enabling Year 8 students to not only appreciate Medieval civilisation, but also the creativity required to survive in a much harsher community than the one students enjoy in today's society.

Creativity Week

Designed to enable a cross curriculum engagement with creativity across multiple faculties for Year 8 students, 2017 saw a renewed focus on the Fine Arts with an excursion to The Arts Centre embedded within an opportunity for all students to investigate challenges and to stimulate their thinking.

Book Week

In celebrating Book Week in 2017 visiting author Kate Mildenhall challenged Year 8 students in their creative writing. As the author of the Year 8 set text 'Skylarking', Kate engaged with students from a position of experience and knowledge which they enjoyed immensely. Year 5 and 6 students embraced the energy of indigenous story teller and dancer Dion Drummond in two performances that reverberated through their school engagement for the ensuing weeks.

Junior School Highlights

2017 in the Junior School included many highlights to compliment the academic and co-curricular programs.

Junior School Production – *Mouldy Oldies*

A highly successful Junior School Production titled *Mouldy Oldies* showcased the singing, dancing and acting talents of the students. The title may not be complimentary, however the Production gave everyone a chance to appreciate that different perspectives are worth celebrating. The Production explored the many valuable opportunities students can learn from their grandparent's lives, knowledge and wisdom. Things may be different now but we are all the better for living a richer life alongside the life experiences of each other! The Production was an important part of the whole school performing arts program and, for many of our students, the beginning of a lifelong interest in theatre and performing arts – a rich and meaningful experience!



'*Mouldy Oldies*' was a huge hit!

Public Speaking Competition

In Term 3, Years 3 - 6 worked hard on producing a speech to share with their class based on a set of topics. Students presented their speech to the class first and this was narrowed down to four students per class presenting to the year level. Next, the best four from each year level presented their speech to all Year 3 – 6 students. Oscar Healy was judged the overall winner and he represented Newhaven College at the Bass Coast Rotary Public Speaking final.

Teaching and Learning

Each year the College sets goals as part of the professional development of teachers. Through this process there has been important progress including developing our Literacy programs, refinement of lesson and term planning, continued analysis of student data to direct our teaching and the ongoing commitment to continuous feedback from classroom teachers.

Teachers are sending home two class newsletters per term to further enhance the home and school partnership.

The comprehensive Prep Transition Program in Term 4 was also well received and attended once again.

Sporting Achievements

Our swimmers did well at the District sports:

- Seven students progressed through to Divisional Swimming
- Eight progressed through to Divisional Athletics with some going through to State Championships
- Tom Cripps won the 100m race at the District Athletics Championship and received a medal
- Ten students went through to Divisional Cross Country with five progressing to the State level



Camps

The Camp Program in the Junior School continues to be based on our Newhaven College Values of Respect, Excellence, Responsibility, Honesty and Empathy. The sequential camping program included:

- Year 2 Sleepover
- Year 3 Camp to Candlebark Farm in Healesville
- Year 4 Camp to Urban Camp in Melbourne

Right – Top: Junior Athletics Carnival, Bottom, Year 4 Urban camp

South Eastern Independent Schools Association (SEISA) Sport

Year 7 to 12 Highlights

Summer

Senior Girls Softball won the SEISA competition defeating Gippsland Grammar. Intermediate Boys Tennis and Intermediate Girls Softball and also took home winners' trophies. Our junior teams made two finals but neither went on to win.

Winter

During Term 2 and 3 we competed in AFL, Netball, Soccer and Hockey. The Senior Boys AFL team won the final for the first time since SEISA started. Intermediate A Netball and Senior B Netball were also crowned champions. The juniors made two finals and were runners-up.

Spring

Of the six SEISA schools, our results for the spring round robin competitions were:

- Badminton – 4th
- Volleyball – Equal 2nd for our girls and 3rd for our boys team.

- Golf – 2nd with Oscar Harry winning the A Grade golf championship.
- Girls AFL is always a favourite event for the female student body. The Junior Girls won all five games for the third consecutive year and took out the title with the Senior Girls finishing 3rd.
- Boys Netball - 3rd

Athletics

SEISA Athletics was held at Casey Fields and our team finished 5th overall. Special mention to Jamie Liatos as the U12 Age group champion. Congratulations to all of our competitors and to the following first place winners:

- Ella Osbourne - U/14 Girls 100M
- Jamie Liatos - U/12 Boys 400m and U/12 Boys 200m
- Taylah Cook - U/17 Girls 400m
- Harry Smith - U/17 Boys Discus
- Jacob Patullo - U/21 Boys Shot Put
- William Kliszewski - U/12 Boys Shot Put

Cross Country

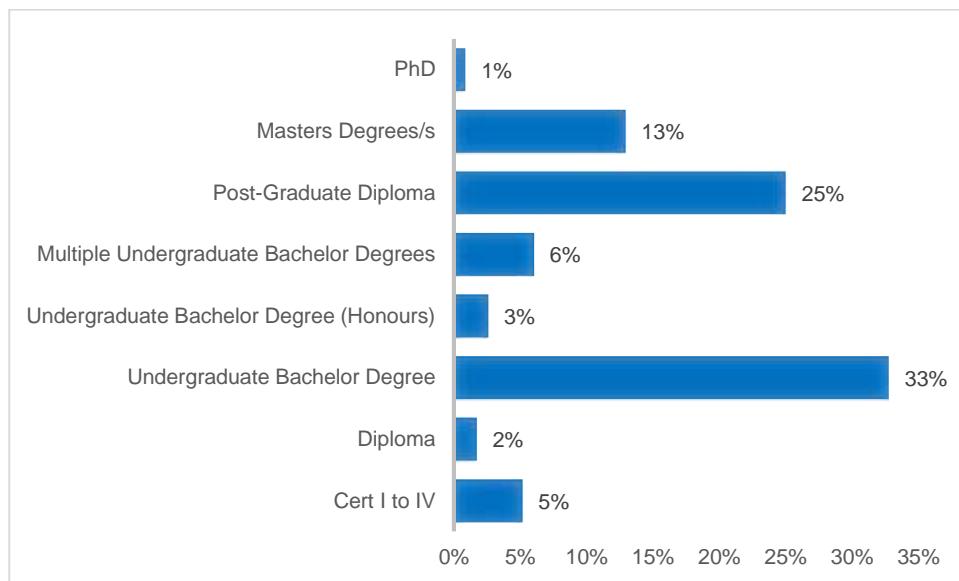
SEISA Cross Country was hosted by Newhaven College at our Phillip Island Campus. Newhaven finished 4th overall. Our winners were Ingrid Nunn in the U/17 Girls and Lachlan Scott in the U/21 Boys.



SEISA - Clockwise from top left – Table Tennis team, Intermediate Boys Tennis wins the flag, Intermediate Girls Basketball and Junior Boys Soccer action.

Staff Information

Staff Qualifications



Length of Service Awards

At the conclusion of the year our average length of service at Newhaven College for all permanent staff was 6.9 years. The following staff reached milestone lengths of service:

10 years of service

The following staff joined 15 others who have served 10 years:

Marcelle Krieg, Jane McGillivray, Rhonda Pollard, David Prideaux, Nina Prideaux, Carmel Roberts and Pam Campbell.

15 years of service

The following staff joined seven others who have served 15 years:

Sian Adnam, Shona O'Dempsey and Barbara Blair.

20+ years of service

We have six past staff members and three current staff members who have served in excess of 20 years, they are:

Janice Daff (24 years), Kym Plant (22 years) and Geoff White (22 years).

Staff Movement

Our overall staff retention rate across all departments was 96%.

Teaching Staff Attendance

Our staff absenteeism remains low with an attendance rate of 95.75%.

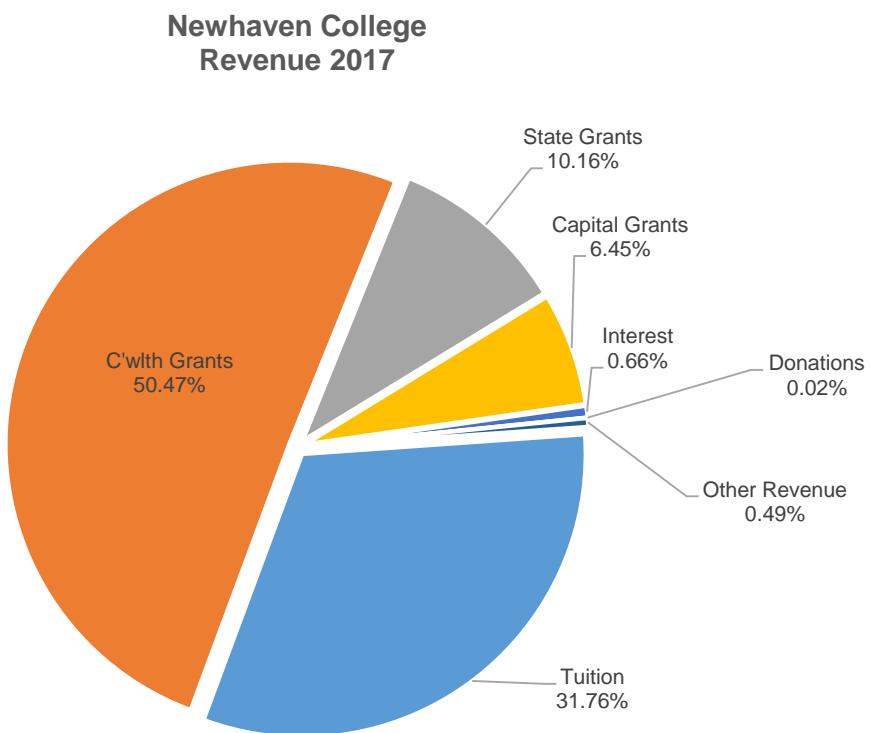
Financial Affairs

The College has continued to forge ahead with building for the future. At the end of 2017, demolition commenced on the Boys Home Road campus as the new state-of-the-art Specialist Facility and Senior Learning Centre at the Phillip Island Road campus neared completion. These two buildings will house our Year 10 -12 students and fulfil the desire to have all students on the one campus.

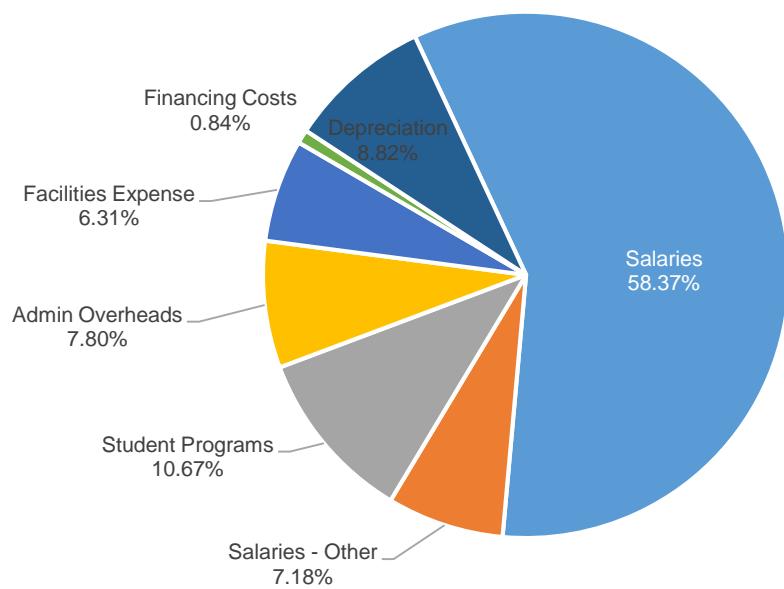
Responsible stewardship of the College's finances has again provided a healthy surplus at the end of 2017. These surpluses are kept in reserve and ensure that the school can provide the facilities and resources for our students and teachers in future years without becoming a major impost on fee increases.

The 2018 year will see the development, and completion, of our new Gymnasium facility. This building will facilitate two full-sized basketball/netball courts and provide options for indoor soccer, badminton and volleyball as well as accommodating teaching areas, a PMP room, first aid facility, a weights room and student change rooms.

Other changes to the Phillip Island Road property in 2017 included realignment of parking areas, a designated bus area, a pedestrian walkway and landscaping across the property.



Newhaven College Expenditure 2017

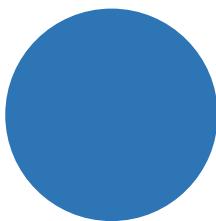


Highlights

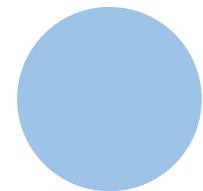
\$17.6m REVENUE	62.1 (2017) 58.8 (2016) TEACHERS (FTE)	\$33.2m ASSETS	901 STUDENTS
\$3,252 DEBT : STUDENT RATIO <small>Benchmark: \$7,000*</small>			

Income Sources

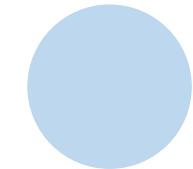
Commonwealth Grants
50.47%



Tuition Fees
31.76%



State Grants
10.16%



Capital Grants
6.45%



Interest
0.66%



Other Revenue
0.48%

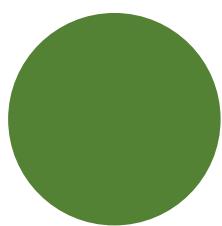


Donations
0.02%

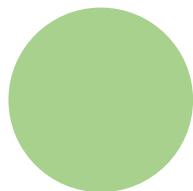


Expenditure

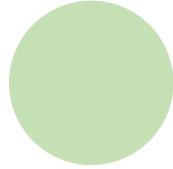
Salaries
58.37%



Student Programs
10.67%



Depreciation
8.82%



Admin Overheads
7.80%



Salaries (Other)
7.18%



Facilities Expense
6.31%



Financing Costs
0.84%



Conclusion

2017 was a year of change for Newhaven College, where many preparations were being made for the relocation of the Senior School to the Phillip Island Road Campus. It was a time for reflecting on our history and planning for the excitement of once again coming together as one school.

The College met all requirements for accountability and reporting as part of the funding arrangement with the State and Commonwealth Governments.

2018 should commence exceptionally well, with a very strong enrolment across the College. The Board and its Finance and Risk Committee are meticulous in overseeing our funds and ensuring that Newhaven is ready to move into the next phase of growth.

Finally, to all in our community, thank you for your great support of Newhaven College in 2017 and beyond.



Farewell to Boys Home Road



The future of Newhaven College