Newhaven College Annual Report 2018

It is with delight that I present the 2018 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 Gymnasium. Thanks also go to the Board’s Finance and Risk Sub-committee, led by Simon Manning, for their support. They work closely with the Business Manager and myself to ensure that the College continues to manage its finances with due diligence.

I acknowledge our Business Manager, Stuart Robinson, for his successful first year at the College. As you will see from the 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 2018, with most significant being the closing of the Boys Home Road (BHR) site, our coming together as one school on the Phillip Island Campus, and the completion of the new Gymnasium in readiness for the 2019 year.

Above: Senior School students processed through a guard of honour which was formed by Junior and Middle School students and staff to welcome them to their new learning centre on the first day of school in 2018.

Left (top to bottom): The Specialist Wing provides purpose built Science, Design, Technology and Art classrooms and study spaces for both Middle and Senior School.
There have of course been many other achievements throughout 2018. 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. Improved VCE results which has seen the College once again move up in the rankings. We also remain a leading school in the region.

6. Retention of students though the senior years.

7. A whole College review and assessment of all students, with individual learning plans and strategies for those who require them.

8. High levels of participation in the co-curricular program.

9. Excellent South Eastern Independent Sports Association (SEISA) results in both sport and cultural events. Victorian Registration and Qualifications Authority (VRQA) full review undertaken with no gaps or weak areas identified and with no requests for further explanations or information.

10. VRQA School Registration obtained for P-12 on the one site and the closure of BHR managed.


12. Consolidation of a number of online initiatives such as continuous online reporting, Parent Engage, eduAPP, Parent/Teacher online and BusMinder.

13. Reduction of speed zone to 40kph with approval and grant for a school crossing for 2019 (flashing warning lights installed at a cost of $180,000 paid by VicRoads).

14. Increase in Duke of Edinburgh enrolments from Compass through to Gold.

15. College Enterprise Agreement completed and ratified.

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  
\textit{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.

Simon Manning  
\textit{CPA, CFP, BBus (Economics & Marketing), Dip Financial Planning.}
Simon moved to Phillip Island at age ten. He has worked in the finance and accounting industry for over 30 years and is the Principal of Coastal View Financial Services. Simon has been involved in many community organisations including \textit{You Are My Sunshine Foundation} of which he is one of the founding trustees. A member of the Board since 2009.

David Jobe  
\textit{BEng (AeroEng) (Hons), GAICD}
A past student of Newhaven College, David was a Papworth Prize recipient and Dux of the 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  
\textit{BEd and Politics, DipEd}
John has a Bachelor of Economics, a Diploma of Education. He has been a teacher and Senior Administrator for over forty-seven years. John captained and coached North Melbourne Cricket Club, and represented Victoria in Sheffield Shield. He has also captained the Sandringham Football Club in the VFA. John joined the Board in 2017.

Megan White  
\textit{BOccThy}
Megan has worked in various organisations in both the public and private sectors prior to relocating 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 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 and Emergency Management, and in 2000 graduated from the Victoria Police Force, his current employer. 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 working in private legal practice she worked 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. Elena is now Associate Director at the Centre for Innovative Justice at RMIT University. Elena was elected to the Board in 2018.

**History of Newhaven College**

<table>
<thead>
<tr>
<th>Year</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 1976</td>
<td>In October 1976, Peter Reith, initiated discussions for a secondary College to be built on Phillip Island. Reverend John Leaver also saw the possibility for the establishment of a school which upheld Christian values, to be built at Newhaven on Phillip Island, so he was invited to discuss the concept with a group of interested persons, who then formed a committee and laid plans for a school.</td>
</tr>
<tr>
<td>April 1977</td>
<td>A public meeting, chaired by Mr W.G. Papworth, was held with approximately 350 people attending. The Plans and Articles of Foundation were adopted, and a steering committee was elected.</td>
</tr>
<tr>
<td>1979</td>
<td>The Mission of St James and St John agreed to sell four and a half acres of land, adjacent to its St. Paul’s Discovery Centre, now more commonly known as the Boys Home Road Campus. At the same time, the Education Department agreed to give the Co-operative two portable classrooms. Plans were made for the erection of an administration building and in August 1979, advertisements were placed in the major daily papers for a Founding Principal. In due course, Mr Frank Moore was appointed.</td>
</tr>
<tr>
<td>1980</td>
<td>Foundation Principal, Mr Frank Moore, commenced. Construction of the administration building and site works were completed and Newhaven College opened its doors to fifty-one Year 7 and 8 students on Tuesday 5 February 1980.</td>
</tr>
<tr>
<td>1989</td>
<td>This year saw the completion of the Year 11 and Year 12 complex, and the commencement of a new laboratory and two class rooms.</td>
</tr>
<tr>
<td>1990</td>
<td>New Principal, Mr David O’Regan, commenced. The purchase of “The Pines” led to the re-activation of the Building Fund to help meet the cost of the purchase of this land and the new class rooms that were eventually built on the extension to the campus.</td>
</tr>
<tr>
<td>Year</td>
<td>Event</td>
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<tr>
<td>1993</td>
<td>The house on Boys Home Road was sold and the two blocks nearest the sea on “The Pines” were rezoned and sold. &lt;br&gt; The first flagpole of the Building Fund was raised, complete with all names of those people, families or businesses who donated $100 or more.</td>
</tr>
<tr>
<td>1996</td>
<td>The Dr Colin Bassett Memorial Building was built, along with the expansion of the computer and technology facilities.</td>
</tr>
<tr>
<td>1998</td>
<td>New Principal, Mr Michael Brewin, commenced.</td>
</tr>
<tr>
<td>1999</td>
<td>The Primary School opened at the BHR site with the introduction of a composite class of twenty-five Year 5 and Year 6 students.</td>
</tr>
<tr>
<td>2000</td>
<td>The student population reached 400 with 40 full and part time teachers as well as a Business Manager and five administrative staff. &lt;br&gt; Other building works included the completion of the new Computer Centre, Primary School classrooms and the extension of the library. &lt;br&gt; Newhaven participated for the first time in Zone A of the Gippsland Independent Schools and three Newhaven teams emerged as GIS champions in their particular sports – Senior Boys Tennis, Junior Boys Cricket and Junior Girls Soccer.</td>
</tr>
<tr>
<td>2001</td>
<td>The Auditorium was officially opened on Foundation Day by the reverend John Leaver AO, Chief Executive Officer of the Victorian Ecumenical System of Schools. &lt;br&gt; The College purchased additional land which included a block adjacent to the primary school in Malcliff Road. This allowed the extension of the playing area for the younger students. &lt;br&gt; In Term 1 the school purchased twenty acres of land about five minutes from the school on the south side of Phillip Island Tourist Road.</td>
</tr>
<tr>
<td>2002</td>
<td>Year 3 and 4 students commenced at the College. &lt;br&gt; Work commenced on the new Technology Centre and the Pines playing field.</td>
</tr>
<tr>
<td>2004</td>
<td>The land bought in 2001 was seen as unsuitable and sold so that the eighty-two acres of land at what is now known as our Phillip Island Road Campus, could be purchased for future development.</td>
</tr>
<tr>
<td>2005</td>
<td>The first building on the Phillip Island Road site was the Year 9 Environmental Centre which opened in July, with 108 students.</td>
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<tr>
<td>2006</td>
<td>The oval was constructed and sown at the Phillip Island Road site and Stage One of the Pavilion commenced.</td>
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<tr>
<td>2008</td>
<td>All classes from Prep to Grade 6 were offered for the first time.</td>
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</tbody>
</table>
### History of Newhaven College Cont.

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>Work commenced on the construction of the Junior School at the Phillip Island Road site.</td>
</tr>
<tr>
<td>2010</td>
<td>Newhaven College’s 30th Anniversary. This was celebrated with a reunion of early staff, past students and the first principal. An Artist in Residence worked with the students to produce a large whimsical sculptured chair, caved from local Cyprus and reflecting the importance of learning, our House system and school values.</td>
</tr>
<tr>
<td>2011</td>
<td>New Principal, Mrs Gea Lovell commenced. Prep – Year 6 Junior School relocated from Boys’ Home Road to the newly built Primary School at the Phillip Island Road Campus.</td>
</tr>
<tr>
<td>2012</td>
<td>The second story was built on the Pavilion at PIR Campus. The first multipurpose court was built at the Phillip Island Road Campus thanks to the wonderful support of donors who provided the funds. Newhaven College joined the newly formed South East Independent Schools Association. Significant restructures occurred for the College leadership, curriculum leadership, and administration teams.</td>
</tr>
<tr>
<td>2013</td>
<td>The three-school sub structure was established. Senior School 10-12, Middle School 5 to 9 and Junior School Prep to 4. Two extra rooms were built in Junior School to allow for expansion in the Junior School.</td>
</tr>
<tr>
<td>2014</td>
<td>Two classes from Prep to 6 were established. The Year 5 to 8 students moved into the new purpose built Middle School at the Phillip Island Road Campus at the start of the year. The Trades Skills Centre and Food Technology Centre at Phillip Island Road was completed at the end of the year. A second multipurpose court was built.</td>
</tr>
<tr>
<td>2015</td>
<td>The first Trade Skills Centre classes commenced at PIR. The Administration and Library wing was completed and opened in July. Newhaven College gained RTO accreditation. The Boys Home Road site was sold. A new masterplan for the PIR site was developed.</td>
</tr>
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</table>
### History of Newhaven College Cont.

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tr>
<td>2016</td>
<td>The College Master Plan was endorsed by the Bass Coast Shire Council. The building of the new Senior School and the Specialist Art, Science and Technology wing commenced.</td>
</tr>
<tr>
<td>2017</td>
<td>The Specialist Wing and the Senior School were completed at the end of the year, along with extensive parking, internal roadworks and the completion of our front entry. A huge salvage sale was held at the Boys Home Road Campus before all buildings on the site were demolished leaving a flat land site for the property developer.</td>
</tr>
<tr>
<td>2018</td>
<td>History was made as the school came together on one site. Also of significance was that all the students in the first Prep class completed their Year 12 together. The new double court Gymnasium was completed at the end of December of this year.</td>
</tr>
<tr>
<td>2019</td>
<td>The Gymnasium was handed over to the College, and work on the new playing fields began. Boys Home Road Boulevard was created between the Senior School and the Specialist wing.</td>
</tr>
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### The Strategic Plan 2013 – 2018

2018 saw the end of our current 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 has been transparent and is measureable throughout the years. 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 2019 we will commence work on a new strategic plan for the College.
Commonwealth Reporting Requirements

Key Student Outcomes

a. National Assessment Program Literacy and Numeracy (NAPLAN)

The NAPLAN tests were conducted for the 11th time in 2018. The program assessed Years 3, 5, 7 and 9 across the nation in Literacy and Numeracy. Newhaven College students 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 following tables 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.

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<td>444</td>
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### Year 5 NAPLAN Results (2013-2018)

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### Year 7 NAPLAN Results (2013-2018)

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### Year 9 NAPLAN Results (2013-2018)

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<td>596</td>
<td>623</td>
<td>600</td>
<td>613</td>
<td>100</td>
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</tbody>
</table>

### b. Year 12 VCE Results

We are proud of our VCE results for 2018, 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 median study score of 31 and our improved 40+ study score moving from 5.2% to 8.23%. These scores again saw us move up in the school rankings.

Our dux was Eliza Neal with a study score of 98.8. Others scoring in the nineties were Aaron Fraser, Wil Vanderstaay, Oscar Harry, Jorgie Mae Thompson, Ellie Pearce, Ysabel Kershaw, Mitchell Chisholm, Sianan Price and Nicola Allen.

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 2018 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 2018.

Below: The first Year 12 class to graduate from the Phillip Island Road campus.

Right: The cohort included 14 students who were the first class of Preps at Newhaven College and completed 13 years of school together.

The distribution of ATAR scores for Newhaven College students from 2014 to 2018 are as follows.

<table>
<thead>
<tr>
<th>Year</th>
<th>Students</th>
<th>60+</th>
<th>70+</th>
<th>80+</th>
<th>90+</th>
</tr>
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<tbody>
<tr>
<td>2014</td>
<td>63</td>
<td>52.3</td>
<td>42.8</td>
<td>20.6</td>
<td>9.5</td>
</tr>
<tr>
<td>2015</td>
<td>57</td>
<td>61.3</td>
<td>45.5</td>
<td>28</td>
<td>10.5</td>
</tr>
<tr>
<td>2016</td>
<td>78</td>
<td>59.5</td>
<td>48</td>
<td>31.3</td>
<td>12.8</td>
</tr>
<tr>
<td>2017</td>
<td>79</td>
<td>63.4</td>
<td>40.6</td>
<td>24.1</td>
<td>7.6</td>
</tr>
<tr>
<td>2018</td>
<td>75</td>
<td>56.6</td>
<td>47.3</td>
<td>26.6</td>
<td>13.3</td>
</tr>
</tbody>
</table>
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 Victorian Curriculum and Assessment Authority (VCAA) predicted score according to the General Achievement Test (GAT).

c. **Post School Destinations**

All of our students who applied for tertiary placement received a first round offer as indicated in this graph.

Again, our students were successful in gaining places in a range of courses including: Accountancy, Architecture, Arts, Business, Commerce, Construction, Criminology, Design, Interior Decoration, a number of ICT fields, Global Studies, Journalism, Law, Management, Marine Biology, Medicine, Media and Communication, Psychology and a range of other Sciences including Health and Physical Science, Performance, Veterinary and Wildlife Science and Zoology.

d. **Value Added**

The various tables and charts throughout this report indicate that each year there has been value added for each student. All Victorian Certificate of Education (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 the College. The overall rate was 93.18 which is slightly down on last year. The average daily attendance is set out below:

<table>
<thead>
<tr>
<th>Year Level</th>
<th>Average daily attendance (%)</th>
<th>Year Level</th>
<th>Average daily attendance (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>93.41</td>
<td>Year 7</td>
<td>94.16</td>
</tr>
<tr>
<td>Year 1</td>
<td>95.08</td>
<td>Year 8</td>
<td>93.27</td>
</tr>
<tr>
<td>Year 2</td>
<td>93.43</td>
<td>Year 9</td>
<td>93.02</td>
</tr>
<tr>
<td>Year 3</td>
<td>92.29</td>
<td>Year 10</td>
<td>92.53</td>
</tr>
<tr>
<td>Year 4</td>
<td>92.09</td>
<td>Year 11</td>
<td>90.81</td>
</tr>
<tr>
<td>Year 5</td>
<td>92.17</td>
<td>Year 12</td>
<td>95.17</td>
</tr>
<tr>
<td>Year 6</td>
<td>93.94</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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 Personal Assistant in Senior School.

From Term 3 2019, an attendance officer has been appointed. She will attempt to contact families of students who are absent without notification, on the day of the child’s absence to ascertain the reason for nonattendance.

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.

Senior School Highlights

In a year that saw the Senior School move to the new state of the art facilities at the Phillip Island Road campus, the Senior School continued to offer academic and co-curricular programs that allowed every student to pursue their goals and strive for their personal best.

Student Voice and 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: Aaron Fraser, Tara Swan, Jasmine McJames-Court, Oscar Harry.
- Year 12 Cabinet: 31 formal positions held by 28 students.
- Bass Coast Young Leaders: Meg Hynes and Jake van der Plight.
- Bus Captains: 11 Bus Captains across the bus network.
Camps and Outdoor Education

The camping 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 following camps and outdoor experiences took place in Senior School in 2018.

- Year 10 Sea Kayaking Camp around French Island
- Year 10 Horse Riding Camp at Daylesford
- Year 10 Expedition and Rock-climbing camp
- Year 10 Surf Camp at Lorne
- Year 12 SEISA Leadership Camp hosted by Newhaven College
- Year 10 -12 Duke of Edinburgh Kayaking Expedition on Lake Eildon
- Unit 3 Outdoor and Environmental Studies Sea-Kayaking Camp
- Unit 2 YR11 Outdoor and Environmental Studies Snow Camp
- Unit 3 Outdoor and Environmental Studies Bunurong Coastal Journey
- Unit 1 Outdoor and Environmental Studies Mt Baw Baw Bushwalk
- Music Camp

A peaceful end to the day at Year 10 Horse Riding Camp

Forum Days and Wellbeing

For the third 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.

- Safe: Empowerment, Belonging, Boundaries and Expectations, Adult Support
- Healthy: Hope, Health Mind and Healthy Body
- Fulfilling: Educational Engagement, Social Skills, Positive Identity, Positive Values

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

Year 10

- VCE Careers Expo Melbourne
- Morrisby Report: career guidance
- VicRoads Road Smart program
- Shape Your Destiny: aligning passions, talents and ideals to possible career pathways
- You the Man: Theatre based program that interrupts cycles of violence and abuse
- Wellbeing Forum Day
- Engineers with Borders Innovation Challenge
Year 11
- RYDA: Road safety program that focuses on cognition development, building and increasing social competency and resilience and motivating low risk behaviour
- Boys Mancave Wellbeing Program
- Girls Inspiring Young People Luncheon
- ABCN Interview-2-Impress program

Year 12
- VCE Success Strategies: motivating and inspiring students to set goals, become well organised and believe in their ability to achieve their best academically
- Parenting for Teenage Success parent workshop
- Society Function Power to Persist: understanding the power of sustained effort through developing a growth mindset
- Tertiary Information Day
- Year 12 Formal at Silverwater Resort
- Year 12 Final Day and Valedictory Dinner

Student Opportunities
- Youth Parliament: YMCA program giving students chance to be heard at the highest levels of State Government
- MUNA: Model United Nations Assembly program
- Year 11 Presentation Ball: 26 Couples
- STEM Sisters Program
- Year 12 Formal at Silverwater Resort San Remo
- World Vision Youth Conference
- Year 10 and 11 ABCN Interview 2 Impress program
- Year 10 and 11 World Challenge Expedition to Costa Rica
- Europe Art and History Tour
- Equestrian
- Surfing as well as the High Performance Surfing Camp

Fundraising
The Year 12 Cabinet chose to raise money to support rural mental health as their charity in 2018. Their fundraising efforts resulted in a wonderful total of $9,700 being raised. This was presented to Sallie Jones and Steve Ronalds from Gippsland Jersey who actively work to support rural health initiatives for Gippsland farmers who are struggling with mental health and emotional issues.

Right: Junior, Middle and Senior School captains presenting a cheque for $9,700 to assist mental health initiatives for rural people
Middle School Highlights

2018 saw the first group of students to traverse the five years of Middle School from Year 5 to Year 9 as they completed their education in Middle School.

The inaugural Design Thinking Week was run at the conclusion of Semester 1 for all Year 8 students.

Led by a team of passionate teachers, students grappled with issues that are currently challenging society. Issues such as marine debris, penguin habitats, the role of artificial intelligence and the challenges of Rub Goldberg machines were explored with a range of incursions and excursions. The final day concluded with a display of learning pathways in the ‘market place’ for a wide-ranging audience of internal and external community members, and it was a highlight of the week.

Student Voice

This continued to be a high priority within the Middle School. The Student Representative Council focused on the passions of students in 2018. The development of the Green Team as an offshoot subsequently led to 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.

With the regular review of the Year 7 and 8 camps programs to meet the Experiential Learning outcomes in the Middle Years, both Year 7 and Year 8 camps were adapted in 2018. The Year 7 camp moved to Gilwell Park, Gembrook, with an increased focus on initiatives in the outdoors and camping skills. The Year 8 cohort was split into two camps for the final iteration of the camp at Wilson’s Promontory, enabling a progression in the development of outdoor education skills from those developed in Year 7.

Student Opportunities

Debating Association of Victoria (DAV) Debating

With the increased opportunity to work with Senior School students due to the College now being on one campus, Year 8 and Year 9 students excelled at DAV Debating in 2018 with students taking advantage of the mentoring available from senior students to achieve strong results in the regional competition.

Rotary Public Speaking Competition

All students in Year 5 and 6 engaged with this competition at a school level in 2018, continuing to hone and craft their public speaking skills. The final College representation at the Shire Primary School Public Speaking Competition was as a result of a fiercely contested intra-school tournament.
Drama Club
This group continued to grow and flourish with increasing numbers of students involved in the club and the many opportunities to perform in public. The Middle School performance of the play ‘Box’ at an evening of dramatic celebration across Middle and Senior School was one of the year’s highlights in the Performing Arts.

Other clubs that were on offer included:
- Homework Club
- Science Club
- Dance Club
- Chess Club
- Book Club
- Maths Help Club
- Yoga
- Equestrian
- Surfing
- Green Team
- Numerous Music ensembles

Community Connections

Social Emotional Learning
The Year 5 and 6 Social and Emotional Learning program continued to enable students to develop safe, healthy and fulfilling lives through the electives program, Society Games and You Can Do It!

The addition of a wider range of local activities increased the range of community connections for students, facilitating student empathy with others and the development of a greater understanding of the world around them and the people in it.

Community Projects
This intensive community-based learning with a range of groups around Phillip Island enabled Year 9 students to participate in a range of projects including working with the elderly, animals (through the Cows Create Careers Program), working with Phillip Island Nature Park, other environmental projects and working with Primary School aged children in mainstream and special settings.

Social Justice

City Mission fundraiser
At the impetus of some passionate Year 9 students living the mission of Newhaven College, ‘promoting social justice’, the Year 9 community held a ‘rice drive’ to focus on the issues surrounding homelessness in Melbourne and to provide charities with some greatly needed food. With over 500kg of rice collected from Year 9 students in a two week period the students certainly achieved their goal.

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
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.

Year 9 Program
2018 was a challenging and action-packed program for Year 9 students. Students participated in a variety of activities including City Cite, Wollangarraw, Community Games. Community Projects and Mind, Body and Soul. The students embraced all the challenges put to them, but it was the Commando Games that was a highlight for most.
Junior School Highlights

In 2018 Junior School students were engaged in learning opportunities that were challenging, significant and relevant to them.

Teaching and Learning

To support this process, staff have focused heavily on the GANAG (Goal outlined, Accessing prior knowledge, New information, Allying knowledge and Goal revisited) lesson planning, where teachers outline the goals or learning intention to the students, teach the skills explicitly and give formative feedback – feedback that encourages growth, higher levels of achievement, and supports students in a process of self-reflection and goal setting.

It has been pleasing to see students become increasingly comfortable speaking about their successes and their challenges and focusing on their effort and progress rather than simply achievement. This mindset, otherwise known as a growth mindset, is something that we hope to continue to develop in our students. Parents are regularly updated about their child’s learning through continuous feedback.

Focusing on the College core values has been a significant emphasis by the staff. They have a major influence on a person’s behaviour and attitude and serve as broad guidelines in all situations. Our College values are:

*Respect, Excellence, Responsibility, Honesty and Empathy*

Each week a specific value is focused upon in assembly, in the classrooms and the playground. The expected behavior linking to the value is reinforced and modelled. Students are encouraged and guided to demonstrate the value of the week in their actions and words.

To further support our focus on values, each month a student in the Junior School receives the values book award for displaying worthy traits in their words, behavior and interactions with students, staff and parents. When everyone is aligned behind shared vision, values and beliefs the school functions well as a ‘learning community.’

Public Speaking Competition

Students in Year 3-6 worked hard on producing a speech to share with the 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. The best four from each year level presented their speech to all Year 3–6 students, parents, grandparents and judges on Tuesday 18 September.

Congratulations to Tahlia Williams, Nissa Campbell Walker and Max Arceo who were the top three winners. Tahlia was judged to be the overall winner and represented Newhaven College at the Bass Coast Rotary Public Speaking final.

*Right: Top three Public Speakers Max Arceo, Tahlia Williams and Nissa Campbell Walker*
Celebration of the Arts

Our Celebration of the Arts was a whole school celebration with exhibitions from Senior, Middle and Junior school students displayed throughout the school. Every student in the Junior School was represented in the Junior exhibition alongside exhibits from the visiting artists. The Junior School had three visiting artists this year, Karen Allen, Heather Fahnle and Janice Orchard. They all shared a wealth of talent and experience to guide the students.

Regional Athletics and Cross Country

We had a number of students gain top places at the Regional athletics, with Jimmy O’Neill (pictured right) progressing to State level.

A number of our students also progressed through the Regionals to the State Cross Country Championships where Olivia Holmes ran her personal best and finished an admirable 52nd!

Camps

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

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

These camps then lead onto the program in Middle and Seniors Schools.
The Bicycle Education Program (Bike Ed)

Bike Ed is compulsory for all Year 4 and 5 students. Bike Ed is delivered in schools and community settings and helps children aged nine to 13 years develop the skills they need to ride safely and independently on roads and paths. Students learn road rules and bicycle competence by riding around several courses and intersections within the school grounds. The program culminates with Year 4 and 5 students riding to Rhyll as part of the transition to Middle School.

Music Update

VCE and VET Music

All music graduates gained entry in to their first-choice university course or career path of choice and of note was that all ensembles performed well with a 40+ score in VET.

New Initiatives

There were several improvements made to the program in 2018 which included:

- A focus on the skill development in ensemble playing which saw new ensembles emerge across all sub schools in a variety of music disciplines.
- The introduction of the ‘International School Band Style’ of learning for Years 5, 6 and 7.
- Continual growth of students enrolled in individual music tuition.
- Song writing development in VET and VCE class music.
- Year 8 Students creating their own arrangements and song choices through experimenting and learning in a practical way.
- String students participating in SEISA Music for the first time. This was also their first introduction to playing and performing in a full symphony orchestra. For many it was one of the highlights of the year.
- The formation of a full Concert Orchestra.
- VCE/VET Introduction pathway group in Senior Music rehearsal time.

Senior School Highlights

- The Girls Vocal Group success at the Latrobe Valley Eisteddfod.
- The Mixed Vocal Group performing regularly at Bass Coast Shire functions.
- The Senior Guitar Ensemble gained a strong reputation following several public performances. Of note was the performance for Mr Ken Murray, Head of Guitar at Melbourne University, of one of his compositions.
- Vocalists from the VCE group ‘Parallel Parking’ ensemble dancing with younger students while the rest of the band tore it up with solos and instrumentals on stage.
- Students being invited to play at the Inverloch Jazz Festival.
- Several lunchtime concerts in the Lecture Theatre by the different VCE groups.
- Senior students working with specialist teachers to develop many styles such as classical, folk, pop, duets, trios and group work to a very high standard.
Middle School Highlights

- The introduction of Double Bass to the Year 5/6 Classroom program, taking the number of instruments offered to 13 for this year level.
- The great family atmosphere at the Year 5/6 Twilight BBQ. After all the students have performed, parents, students and staff get to mingle, talk and eat sausages while seeds are planted, and discussions occur about the musical potential of the students and the possibilities that are open to them in the future.
- The Year 7 band rehearsing and performing with such high levels of poise and musicality.
- Students growth through the three years of class instrumental tuition across Years 5 to 7 going on to continue performing in the Music electives in Year 8 and beyond.
- The Middle School Guitar Ensemble performing to such a high level and more than holding their own amongst the best in Victoria at the Classical Guitar Society Ensemble Extravaganza concert at Methodist Ladies College.
- The Middle School Guitar Ensemble students setting up and packing up with initiative, ownership and maturity every week and spontaneously thanking their ensemble director at the end of each rehearsal.

Junior School Highlights

- Performances at important events, assemblies, productions and community events.
- Development of a small Year 4 choral group learning part work to integrate into the larger choir.
- The formation of the Year 4 String Group with the introduction of Cello within the classroom program.
- The Year 4 program – the continued offering of a ‘Strings Day’ at Music Camp which culminates with a performance at the Spring Concert. 2018 saw a record number of Year 4 students signing up for this opportunity. This increase can also be attributed to the continuation of the collaboration project between Year 4 and the School String Ensemble.

To Celebrate

- Achieving the dream of putting The Newhaven College Concert Orchestra on stage at the Spring Concert for the first time.
- Nineteen bands with over 90 performers at the Annual Bands Night – perpetuating the culture of strong and positive audience support for the performers.
- The Concert Band provided exciting opportunities for students to play in a large ensemble and experience other instruments. The skills obtained are listening skills, tuning, balance, and musicality while playing a variety of styles of music.
- The success of the Spring Concert which saw a wonderful display of talent in many forms.
- The growth and success of the String Ensemble and their receipt of a Silver award at the Victorian Schools Music Festival.
- The Annual Music Camp which was attended by over 230 students, with 17 Specialist Clinicians, 15 Music Staff, and six parents/alumni in attendance over four days.

*The Concert Orchestra performed for the first time at the Spring Concert*
Sport Highlights

Despite not having a School gymnasium in 2018, the students still achieved great success in sport.

SEISA Results

Summer

Premierships were achieved by Senior Girls Softball, Intermediate Boys Basketball and Junior Girls Softball. Junior Boys Tennis, Senior B Girls Tennis and Intermediate Softball were runners up.

Winter

During Term 2 and 3 we competed in AFL, Netball, Soccer and Hockey, and we took home the premierships in Junior Boys AFL, Junior B Netball, Junior Girls Soccer, and Intermediate A Netball. The Intermediate Girls Soccer and the Junior Boys Soccer both came runners up.

Spring

Of the six SEISA schools, our results for the Spring Round Robin competitions were:

- Surfing 1st place meaning Newhaven is still undefeated
- Table Tennis - 2nd overall
- Badminton - 4th overall
- Volleyball - Girls 4th Overall, Boys 2nd Overall
- Girls AFL - Junior and Senior both 2nd, overall we were 1st Boys Netball - Juniors 1st, Intermediates 1st, Seniors 3rd, 1st overall

Newhaven College finished 5th in SEISA Athletics and 3rd in SEISA Cross Country.

Our Boys Netball teams had great success at the Spring SEISA sports

Staff Information

Staff Qualifications

- Masters Degrees/s: 16%
- Post-Graduate Diploma: 21%
- Multiple Undergraduate Bachelor Degrees: 8%
- Undergraduate Bachelor Degree (Honours): 2%
- Undergraduate Bachelor Degree: 30%
- Diploma: 2%
- Cert I to IV: 6%
Length of Service
At the conclusion of the year our average length of service at Newhaven College for all permanent staff was 7.2 years. The following staff reached milestone lengths of service:

Ten years of service
The following staff joined 19 others who have served ten years:
Stewart Bathgate, Nicole Dunlop, Melanie Flower, Janet Furlan and Ric Pearce

15 years of service
The following staff joined nine others who have served 15 years:
Sonya Neal, Amanda Price and Julianne Toole

20+ years of service
We have four past staff members and three current staff members who have served in excess of 20 years, they are:
Janice Daff (25 years), Kym Plant (24 years) and Geoff White (23 years)

Staff Movement
Our overall staff retention rate across all departments was 96% which includes a staff member who retired at the end of 2018.

Teaching Staff Attendance
Our staff absenteeism remains low with an attendance rate of 97.46%.

Staff Professional Development and Engagement
Strategic, sustained and targeted professional development was again the focus for 2018.

The teaching and learning strategies piloted and introduced in 2017 were intensified as the College historically re-joined to become a single campus school once more. The proximity of staff during dedicated professional development, and indeed generally, meant strong collaboration across sub-schools was encouraged, readily adopted and celebrated.

The holistic professional development framework (Performance and Development Plans) implemented in 2017 for all teaching staff continued to function with its clear line of sight to the school’s strategic intent and the Australian Institute of School Teaching and Leadership standards. The framework includes all aspects of staff development: conferencing, appraisal, illustration of practice, data analysis and classroom observation. Several opportunities throughout the year were planned for staff to meet with colleagues and their reviewers to discuss professional performance. The willingness to share practice and problem-solve teaching and learning difficulties suggested the Performance and Development Plans embedded well with staff in 2018.
Rich and challenging professional development opportunities were provided both on campus and through our affiliation with Independent Schools Victoria (ISV). *Understanding by Design* expert Anna Bennett was engaged with our focus on improved curriculum alignment to the Australian Curriculum. *Understanding by Design* is based on the twin premise that learning should plan for transferable *understandings* in real world contexts and that to achieve these understandings teachers must plan together from the desired end-point backwards. Teachers were taught to define the essence of a unit of work based on the life-long facets of understanding: that is, the capacity to explain, interpret, apply, shift perspective, empathise, and self-assess. The result of the sustained professional development was not simply a renewed understanding of curriculum in the twenty-first century but some 250+ units of work were documented on SEQT.

Literacy was also a focus for the whole school which will continue into 2019. Carmel Small from Nelson Cengage provided a thorough means of teaching students to be balanced writers for the real world. Carmel will return in 2019 to assist the primary years’ teachers with developing a cohesive and explicit whole-school approach to teaching reading.

The Mathematics and Science staff participated in a Design Thinking for STEM program with the globally recognised company No Tosh. The focus was to think dynamically and creatively to solve a range of authentic problems. The work of the team culminated in a rejuvenated Year 8 Creativity Week at the end of Semester Two with a distinctly STEM focus. The design thinking was also adopted more broadly by Mathematics and Science staff across both core and elective classes. Of course, the purpose-built Specialist Wing provided a fine backdrop to the increased focus on STEM in 2018.

All staff continued to develop their understanding of our chosen pedagogical model based on the work of educational researcher Dr Jane Pollock. To enhance the initiative, Junior and Middle School staff were selected to take part in the extended ISV-based professional development with Dr Pollock titled ‘Raising Student Achievement’. The essence of the model is to ensure students clearly understand the goal of a lesson and provide feedback both at the beginning, during and end of the lesson on level of achievement. Importantly, the focus of feedback is to develop the capacity of students to track their own progress.
An update for 2018 was also Dr Pollock’s i5 approach which contends that ‘teachers need to provide students with explicit instruction for learning inquiry or thinking skills’. Staff who attended the ISV professional development in turn shared their learning with staff during staff professional development days and Tuesday afternoons. The impact on classes has been remarkable, particularly in the Junior School where students consistently self-assessed their progress across all classes.

In response to the monumental update to curriculum, continuous assessment and semester reporting naturally followed suit. This was a staged process that ensured assessment tasks were more consistently grouped and reported across subjects. Reporting to the Australian Curriculum Achievement Standards and VCAA, VCE Outcomes was also a non-negotiable feature of our updated reporting format for Middle and Senior School. Continuum-based reporting will also be rolled-out in the Junior School in 2019.

Regularly in the discourse of what works in education, commentators will question: ‘Why don’t we ask students what they think works well?’, and this is exactly what we did in 2018. All students, across all sub-schools, were given voice to comment on their learning with feedback surveys. Feedback from students on teaching is essential to guide best practice. The impact of garnering their opinions was certainly valuable and enlarging for all and the Curriculum Leadership Team is focused on continuing the practice across all classes in 2019.

There is no doubt that schools, including our own, are awash with data. In 2018 several professional development sessions were dedicated to interpreting and analysing data sets with a focus on measuring growth. We also worked on updating our testing schedule to allow for several well-timed quantitative measures of growth. The update will ensure that we now have regular tests linked to the curriculum standards, as well as the scientifically norm-sampled Australian Council for Educational Research (ACER) testing, from Prep through to Year 10. In 2019 the focus will be to provide staff with easy to interpret and personalised data screens for all students through SEQTA’s soon to be released SEQTA Analyse add-on.
School Surveys

Parent Surveys

In 2018, the College used Independent Schools Victoria to conduct our annual surveys. The responses received were low, with many people saying that the survey was too long, and that they struggled to respond to the questions if they had more than one child at the school.

Given this feedback, the College will investigate other forms of surveys for 2019.

From the results received, the responses were generally positive, with the headline indicators selected by the LEAD reporting team shown being as follows:

The survey results are reviewed at a Board and an Executive level, and then the relevant sections are reviewed within each sub school.
Staff Surveys

Similar results about the staff survey was received in that it was too long. The main concern for staff was around technology which was also a part of our strategic plan and due for rectification through the latter half of 2018 and the beginning of 2019.

The headline indicators for staff follow.
Student Exit Surveys
The students had an internal survey this year, following requests last year for more opportunity to give opinions on areas that were not covered in the survey.

The top highlights of their time at the College was:

- The Year 9 Program
- Friendships
- Camps
- SEISA sporting and cultural competitions

There were requests from one or more students for the following:

- Dance to be included as a VCE subject (it was offered but we did not get sufficient interest)
- Wider subject choices
- The production to return (as the Wonthaggi Theatre was closed, the school ran small plays instead)
- Provide more opportunities for community involvement
- Increase the time allocation for class periods

Dance will be offered again in 2019, and the other requests were actioned for 2019.

Financial Affairs
The College has continued to forge ahead with building for the future.

During 2018 the gymnasium was completed. The gymnasium boasts two full-size basketball courts and includes playing areas for netball, volleyball, badminton and futsal. Interest from local sporting clubs has already indicated that hiring the facility will be an added benefit to the College.

A Capital Grant of $1.75m was secured to help fund this project with additional borrowings obtained through the College’s bankers.

Other major projects that were completed throughout 2018 were the main car park, staff car park, bus loop, front entry walls and gates, minor drainage works, and continued infilling of areas to the north of the property.

Responsible stewardship of the College’s finances has again provided a healthy surplus at the end of 2018. 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 2019 year will see the development, and completion, of our external sporting fields. Located in the sports precinct, at the northwest of the property, these fields will include a synthetic hockey surface with 12 tennis courts and a naturally-turfed soccer pitch.

Further projects for 2019 include; the renovation of the Year 9 facility, construction of an amphitheater, and installation of shade sails on the BHR Boulevard.

The following pages give further details of our finances.
Newhaven College
Revenue 2018

- C’wlth Grants 48.09%
- Tuition 28.66%
- State Grants 9.07%
- Capital Grants 8.80%
- Interest 0.22%
- Donations 0.02%
- Bus Income 4%
- Other Revenue 1.02%
- Interest 0.22%
- Donations 0.02%
- Bus Income 4%
- Other Revenue 1.02%

Newhaven College
Expenditure 2018

- Salaries 57.96%
- Salaries - Other 8.00%
- Depreciation 11.22%
- Financing Costs 1.09%
- Facilities Expense 3.21%
- Admin Overheads 6.91%
- Student Programs 11.62%
Conclusion

2018 was a year of change for Newhaven College as we came together as one school on the one site. It was a time for reflecting on our history and preparing for our future. It was a time for senior students to once again lead across the school and offer support in so many areas for the younger students.

The College met all requirements for accountability and reporting as part of the funding arrangement with the State and Commonwealth Governments. We also successfully completed our VRQA review.

2019 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 2018 and beyond.