



In Quietness and Confidence Shall Be Your Strength

NEWHAVEN COLLEGE

2021 ANNUAL REPORT

PRINCIPAL'S REPORT 2021



I am very pleased to be presenting the 2021 Annual Report of Newhaven College.

Despite 2021 being a second successive year interrupted by COVID 19, it was a very different school experience than 2020. During the 2021 school year we had many 'pivots' as we moved in and out of phases of remote learning, sometimes with only a few hours

notice. Staff and students became very adept at adjusting their learning modes. I would like to congratulate all of our staff, students and families for the way they adapted to such an uncertain learning environment.

In response to the impact ongoing lockdowns had on many of our families the school provided a 10% tuition fee reduction for Term Four. This was in addition to specific fee reductions where some of our programmes were not able to run. We also continued a fee release scheme for individual families to access. Despite these concessions, and other unexpected circumstances caused by the pandemic, the school has performed well financially. We have also been able to continue with our capital works programme. Our Performing Arts Wing proceeded with its construction despite the limitations on the building industry. The facility will be a wonderful addition to our school. My appreciation and thanks to our College Business Manager, Mr Stuart Robinson, for his diligence and commitment to ensure the school's stable position.

Despite the interruptions there were many school highlights in 2021. Students excelled in a range of areas from academic achievements, sport, music and cultural events. Our Newhaven students participate with great enthusiasm in SEISA (South East Independent Schools Association) sports and activities and were wonderful ambassadors for our school. Our Senior Girls Softball, Senior Boys Tennis (A and B teams) and our Surfing team who were all SEISA champions in 2021. After a year's absence our annual school musical had a sold-out production of The Wizard of Oz in April at the Wonthaggi Arts Centre. The performance was a glittering display of the extraordinary performing arts talents of our school. Through persistent effort the Year 12 Cabinet raised funds for their chosen charity, The Lighthouse Foundation. Not only did the various activities support a very worthy cause, they were wonderful community building events that brought the whole school together. Another area of note in 2021 was the efforts of our Duke of Edinburgh participants. Seven students achieved their Gold award which is an extraordinary achievement for our school, particularly given the restrictions on the students.

I would like to thank the staff of Newhaven College for their support in my first year as Principal, especially the Leadership team who led the various areas of the school with such expertise and passion. My thanks to the College Board of Directors, in particular Mr Greg Price and Mr David Jobe – the outgoing and incoming Chairs of the Board – whose dedicated and ongoing support of the school has been exceptional. I would also like to recognise the other members of our College Board for their efforts and generous contribution – Mrs Megan White (Deputy Chair), Mr Simon Manning (Treasurer), Ms Elena Campbell, Mr Rod Patch and Mr Rory McKenzie.

Finally, I would like to recognize the efforts of our Year 12s in 2021. Despite the most challenging of VCE years our Year 12s performed exceptionally well. They demonstrated resilience, effort and good humour in all they have done, and their excellent VCE results were a reflection of this. 19.4% of Newhaven

College's VCE students achieved an ATAR (Australian Tertiary Entrance Rank) of above 90, placing them in the top 10% of the state. In addition nearly 40% of our students were placed in the top 20% of the state, and half were placed in the top 25%.

Congratulations to Holly van der Pligt who was our College Dux with the remarkable ATAR of 99.1, placing her in the top 1% of Victoria. Our overall median ATAR of 73.2 continued our upward trend in recent years. However, as we know academic results are only one part of our students' experience at Newhaven. More pleasingly the class of 2021 did not let the disruptions of the past two years define them and chose to make the most of all of their opportunities and time together. They were always positive and displayed great care for one another and affection for their school. We are very proud of all they achieved.

Tony Corr

CHAIRPERSON'S REPORT 2021



Some in our community will remember our founding Principal who would address our then very small school from the timber deck in front of the original administration building at Boys Home Road. A deck he enjoyed referring to as “the Bridge”.

Last year saw the appointment of our College’s fifth Principal, Tony Corr, to the helm of our school by the sea.

The appointment of a new Principal represents a significant waypoint in the journey of our College, and an appropriate time to consider our strategic direction.

Over the past twelve months, the board and leadership team have undertaken a wide-ranging strategic review. This process built upon the extensive cultural audit of teachers, staff, students, parents and alumni that was conducted in 2019, and incorporated input from interviews with all College staff and teachers.

The result is “Hearts and Minds” – a strategic direction for Newhaven College’s fifth decade.

It is a strategic direction focused on our students. It is informed by our long-held College values: Excellence, Responsibility, Honesty, Empathy and Respect.

The strategic direction maps out a framework for innovation and constant improvement, for enhanced communication, and building a culture of teaching and learning excellence. It also takes care to preserve and build upon those things that we value the most and have been a part of the College since its foundation: emphasis on pastoral care, sense of community and connection to the environment.

Hearts and Minds is to be put into action through a series of implementation plans. One of the first of these – our College Learning Vision – is focussed on excellence in teaching practice.

Our community can be proud of the College’s academic success. Our class of 2021 overcame two years of COVID disruption to achieve strong overall VCE results that saw the College outperform many larger – and much higher fee paying – independent schools. Congratulations to the class of 2021, and to Tony and his team for this outstanding achievement.

Under the leadership of our Business Manager, Stuart Robinson, the College has maintained its sustainable financial performance despite the ongoing pandemic. This has enabled further investment in high-quality facilities including sporting fields and the commencement of our new, carbon neutral, Performing Arts Wing. I would like to take this opportunity to thank Stuart for all of his hard work and commitment and wish him all the best as he leaves the College this year to pursue new challenges.

I would also like to thank our volunteer board including our long-serving treasurer Simon Manning, deputy chair Megan White, and board members Elena Campbell, Rory McKenzie and Rod Patch. Rod has had a long association with the College as a parent, grandparent, board member and generous supporter. Rod is retiring from the board at this AGM, so on behalf of the community I would like to acknowledge and thank Rod and Heather for all of their support.

This year, Simon’s finance sub-committee has been assisting the board in completing a review of the College’s governance. The existing Newhaven College Co-operative Limited was initially established in 1979 in part as a fund-raising mechanism. Parents and supporters of the College contributed \$10 in part payment for parcels of 100 co-operative shares. The unpaid liability of \$90 then was used to secure the loans which funded the construction of the College’s original administration building at Boys Home Road.

Kenneth Morris’s book “Our School by the Sea” describes how, in 1983, the College received a report recommending the “restructuring of the Newhaven College Co-operative”.

The board is currently considering a transition to a public company limited by guarantee. This is the most common legal structure for independent schools, not-for-profits and charities and has advantages in terms of operation and compliance, reduced administrative costs and simplified governance. More information will be provided to members in the coming months.

Finally, I would like to conclude this report by acknowledging the College’s immediate past chair, Greg Price. First appointed to the board in 1998, Greg has been instrumental in the governance of the College for over half of its history. He has been front and centre in many of the major decisions which have shaped our College, including the decision to acquire our current 33-hectare campus. Greg is retiring from the board at this AGM, although he will continue to stay involved as part of our projects sub-committee. Please join with me in thanking Greg for his service to our College.

David Jobe

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.

Our Vision

Newhaven College supports the pursuit of personal excellence and encourages personal best through social, emotional, intellectual, and spiritual growth.

Our Mission

We aim to provide an environment where creativity, academic, emotional, spiritual, physical and life skills are nurtured.



We do this by:

Creating a respectful working environment for students and staff

Providing a personalised and student-centred approach to learning through creative and physical activity

Building a culture of achievement in both students and staff

Focusing on continuous improvement and shared accountabilities

Promoting equity and social justice

Developing partnerships with our community - local, national, and global

Recognising and celebrating diversity

Encouraging school and community health and well-being

Our Motto

“In Quietness and Confidence Shall Be Your Strength” (Isaiah 30:15)

Translated into modern language it means:
“Quietly trust in Me, then you will be strong and secure”.

GOVERNANCE: INTRODUCING THE BOARD OF DIRECTORS

Due recognition should be given to our volunteer Board of Directors who give so much to the school. We would not be where we are today without their dedication, commitment and extremely value direction and input.



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. Greg has supported four children through the College.



Simon Manning CPA, CFP, BBus (Economics & Marketing), Dip Financial Planning.

Simon moved to Phillip Island at aged 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 You Are My Sunshine Foundation of which he is one of the founding trustees. He has been a member of the Board since 2009.



David Jobe 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.



Megan White 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.



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.



Rory McKenzie B.Com, Dip FS (FP)

Rory has had more than 16 years' experience as a self-employed financial planner. He established Prom Country Financial Planning Pty Ltd in 2003. His previous background was that as a partner in an accountancy business in Leongatha. Rory has two children at Newhaven College.



Rod Patch

Rod has been a Phillip Island permanent resident since 1989. He is a present grandparent, and past parent, of Newhaven College students. He has been self-employed for more than 40 years, with an excellent record of managing, and growing, successful businesses. He is the owner of businesses in Melbourne, Pakenham, Drouin and Phillip Island. His current role is as an advisor and mentor to businesses. He is a past board member of Warley Hospital and Melaleuca Lodge and currently director of several private companies.

COMMONWEALTH REPORTING REQUIREMENTS

Key Student Outcomes

a. Year 12 Results

Despite COVID disruptions our Year 12 results were very strong. This resulted in an improved statewide ranking of 125 by Median and 110 for percentage of Study Scores above 40.

Measure	2021	2020
Number of VCE students completing VCE Certificate	81	85
Number of VCE students receiving ATAR	67	80
% 40+ study scores	10	8.8
Median Study Score	31	30.98
Median ATAR	73.2	75.57

Median ATAR	
2018	66.85
2019	66.65
2020	75.57
2021	73.2

Last year the school had a significant increase in its Median ATAR. It is pleasing we have been able to maintain that median despite another COVID interrupted year.

Students with Study Scores of 40+ (includes Year 11)

Score	2021			2020		
	Male	Female	Total	Male	Female	Total
40	3	5	8	3	11	14
41	4	7	11	1	1	2
42	1	4	5	5	4	9
43		3	3	2	3	5
44	2	1	3		1	1
45	1	2	3	1		1
46		1	1			
47				2	2	4
48					1	1
49		1	1			
50		1	1		1	1
Total	11	25	36	14	24	38

The perfect study score was achieved in Environmental Science. Overall our percentage of study scores above 40 increased from 8.8% to 10%.

b. National Assessment Program Literacy and Numeracy (NAPLAN)

In 2021 the NAPLAN 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.

Year 3 NAPLAN Results (2014-2021)									
Component	School mean (2021)	State mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	2021 % at or above min standards
Reading	425	452	457	460	429	423	431	441	98
Writing	410	433	448	419	418	421	425	412	96
Spelling	395	431	416	413	374	406	401	401	100
Grammar & Punctuation	416	446	473	461	438	428	437	447	96
Numeracy	400	414	434	428	424	416	411	444	98

Year 5 NAPLAN Results (2014-2021)									
Component	School mean (2021)	State mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	2021 % at or above min standards
Reading	511	523	511	521	509	510	506	550	98
Writing	465	489	487	477	458	476	476	494	94
Spelling	487	506	463	477	480	479	496	510	94
Grammar & Punctuation	504	513	484	492	482	489	507	550	96
Numeracy	502	506	497	504	502	500	497	524	98

Year 7 NAPLAN Results (2014-2021)									
Component	School mean (2021)	State mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	2021 % at or above min standards
Reading	562	552	568	541	559	547	577	577	99
Writing	523	529	540	508	513	530	530	531	87
Spelling	532	552	545	526	533	545	562	559	95
Grammar & Punctuation	544	539	551	536	545	545	559	562	95
Numeracy	560	559	574	559	561	558	571	567	99

Year 9 NAPLAN Results (2014-2021)									
Component	School mean (2021)	State mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	School mean (2014)	2021 % at or above min standards
Reading	589	584	593	609	617	586	611	605	98
Writing	559	554	544	569	578	564	578	559	91
Spelling	592	586	568	590	598	583	596	588	95
Grammar & Punctuation	593	583	561	589	589	575	594	587	94
Numeracy	600	593	598	613	611	596	623	600	100

The most pleasing aspect of the NAPLAN result is the steady growth of the student cohort relative to other schools. In Year 9 we are above the state mean in all areas.

c. Post School Destinations

2021 Cohort - Key Trends January Offers	
Higher Education Institution	Number of Students
Deakin	18
Monash	12
RMIT	9
The University of Melbourne	7
Swinburne	5
Federation University	3
Australian Catholic University	2
Collarts	2
Victoria University	1
LaTrobe	0

Funding	Offers
CSP/Government subsidised course	56/59

Area of Interest	Offers
Science, Health Sciences, Biomedical, Nursing, Psychology, OT	28
Arts	9
Law & Criminology	8
Business/Commerce	5
Design & Architecture	3
Music, Media, Screen	3
Computer Science, Cyber Security, Games & Interactivity	3
Engineering	2
Education	2
Environment, Sustainability, Wildlife	2
Aviation	1

66

Online/Cloud Campus	
5/59 offers for cloud campus courses	8.40%

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.

d. Student Attendance

Newhaven College student attendance levels were consistent across the College. The overall attendance rate was 93.74 which is very similar to last year.

Due to Covid and on-line learning attendance maybe higher than other years.

The average daily attendance is set out below:

Year Level	Average daily attendance (%)	Year Level	Average daily attendance (%)
Prep	94.80	Year 7	94.70
Year 1	90.54	Year 8	93.69
Year 2	92.33	Year 9	94.32
Year 3	93.65	Year 10	91.30
Year 4	94.53	Year 11	92.69
Year 5	95.05	Year 12	93.54
Year 6	94.04		

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 via the SEQTA Absence username, or by a phone call to sub-school reception desks.

The attendance office in each of the three sub-schools enters any notified absences into SEQTA in advance. They contact families of students who are absent without notification, on the day of the child's absence to ascertain the reason for nonattendance, via the SEQTA messaging system.

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



At the end of 2020 I think we all breathed a huge sigh of relief thinking that the worst of the confusion created by COVID was behind us. Surely our students and staff wouldn't have to face another 'unprecedented year' like that! However, 2021 unfolded with periods of extended lockdowns, 'snap lockdowns' and then 'snap backs'. Goal posts continually moved, programs were modified, routines changed and events postponed or cancelled.

It was tricky and challenging. Switching between remote and face-to-face learning wasn't easy. Swapping tracky dacks for school uniform, returning to bus travel and bells, not having an accessible fridge 24/7 and the dog

sitting next to the desk, threw our routines into chaos. But, we did it! Together we navigated remote learning and MS Teams, e-submission of work, and online assessment. Wearing masks at school became the norm along with online assemblies, excursions and forum days. I am so proud that our students have done so much more than survive 2021; they have found ways to grab hold of opportunities, pursue their passions and display their learning and talents. As you read the 2021 Radius and reflect on the achievements of 2021, I am sure you will also share the sense of pride that we have in our Newhaven College Community,

The 2021 Year 12 Cabinet chose Lighthouse Foundation as the charity to support. Inspired by their work with homeless and disadvantaged young people, the Cabinet galvanized the support of all year levels to raise money. With the large scale events cancelled, they increased the profile of the dress up days and sausage sizzles and initiated new events like the market and hot chocolate mornings. This work culminated on 15 October when the Captains presented a cheque to Lighthouse Foundation CEO Dr Eamonn McCarthy for \$7150; an amazing achievement!

Other engaging and inspiring highlights included the Youth Parliament Team having their Bill pass through Parliament, 6 students achieving their Gold Duke of Edinburgh Award, the stunning stage performances of The Wizard of Oz and the high standards set by our VCE Music and VET Music students. Radius is full of these and many other highlights.

As is always the case, I am proud of the work done by the staff in Senior School. Anthea Bennett has provided excellent career advice and support to all Senior School students, but particularly the Year 12 cohort as they finalised their VTAC preferences or transition to work. Head of Student Support Sue Mitchell has cared deeply for students and has helped them to navigate individual pathways to success in their senior schooling. Year Level Coordinators Carmel Roberts, Brendan Hislop and Sharon Paterson have continued to have the student's interests and wellbeing at the heart and centre of their decision making. In a really challenging environment, VCE Coordinator Elaine Epifano managed the VCE examinations with professionalism, ensuring every detail was covered. The dedicated and capable teaching staff mastered the art of remote teaching and 'snap backs' and I admire their professionalism and everything they generously offer to students.

To the 2022 Year 12 students, congratulations. Despite the unprecedented difficulties you faced in your VCE years, you have flourished. You can step confidently in to the next phase of your lives with self-assurance, resilience and optimism. I am sure that we will hear great things about your achievements in the future; you are amazing young people.

Finally, congratulations and thank you to Tony Corr. In his first year as College Principal, Tony has ensured that Newhaven College has continued uphold our core values of Honesty, Empathy, Excellence, Responsibility and Respect and that we live by our motto 'In quietness and confidence shall be your strength'.

MIDDLE SCHOOL HIGHLIGHTS



To say that 2021 has presented some challenges would be like suggesting that Mount Everest is a bit of a hill!

We have transitioned in and out of Learning from Home Programs, managed storms, power outages and internet failures. I have been wondering when the locust plague was going to hit!

Seriously though, 2021 has truly been a year like no other (which we thought we

had said for the last time in 2020). Our students in the Middle School have been challenged in ways none of us could have ever anticipated. They have been presented with hurdle after hurdle, yet here we are at the end of the year, still persevering.

Yes – there have been disappointments. Activities and events have needed to be cancelled or modified. Certain learning opportunities and excursions could not be replicated in the Covid19 format.

All of this being said, what will resonate with me most from 2021 is the way our students in the Middle School have rolled with the punches, making the most of the opportunities that were still available, albeit often modified, and maximized every chance they had.

Seeing our students embrace the different learning platforms, participate in modified sports seasons, present Tournament of the Minds presentations via Teams, performing at Music Soirees whilst families watched the live stream from home – all examples of the versatility of our students and their enthusiasm to 'just get on with it'!

It is also important to remember that many programs have been extremely successful and unhindered. Year 7 Camp was a highlight and an extremely valuable part of our transition program and wasn't it wonderful to see so many Middle School Students treading the boards in The Wizard of Oz! Our Year 5-6 Water Safety days at Cowes and Smiths Beach were also fantastic events.

As with any list, it is impractical to be exhaustive, but it is important that we recognize that there has still been an awful lot of good amongst the undeniably difficult, and I commend the majority of students who have managed to maintain their 'glass half full' approach.

I embarked on my Middle School journey at the commencement of Semester Two in an acting capacity, for Ms Jane McGillivray. As I shed the 'acting' for 2022 and take on this role officially, I would like to acknowledge and thank Ms McGillivray for her tireless dedication to the Middle School since its inception in 2013.

It would also be remiss of me not to acknowledge the incredible versatility and commitment of the Middle School staff. They have been a dedicated team, constantly striving for the best outcomes for the students. I thank them for their efforts and greatly look forward to working with them next year.

JUNIOR SCHOOL HIGHLIGHTS



We reach the end of a school year that none of us were anticipating for this year. There is much to reflect upon. At the moment, my overwhelming feelings are of relief, **appreciation and pride** for the manner that children, staff and parents have persevered, worked together and cared for one another in the face of challenges, distance, emotional and physical fatigue and uncertainty.

Throughout the lockdowns and associated disruptions, we have all learned that clear, honest and consistent communication is vital. Beyond the task of sharing key information, communication such as virtual conferences, phone calls, email or direct messages and surveys were used to

maintain relationships, stay connected and support the well-being of everyone.

The partnership between home and school that we often speak about has been forced to take new shapes during the past two years. Parents have had more insight and input with reference to their children's learning than has been the case for many decades. Thank you for the feedback, encouragement and support that you have offered to members of the School staff along the way.

We have tried to make the very best out of every situation even when much has been beyond our control. I am proud of the efforts of our learning community for the resilience, commitment, engagement and adaptability that has been shown throughout 2021 to support the children's learning and to continue a sense of community in spite of our separation during the year.

Naturally, the Olympic Games have been mentioned in some of my messaging. The Olympic motto of Faster, Higher, Stronger – Together rings true for everyone! As we continue to navigate through the pandemic let us be reminded by the power of the human spirit and togetherness!

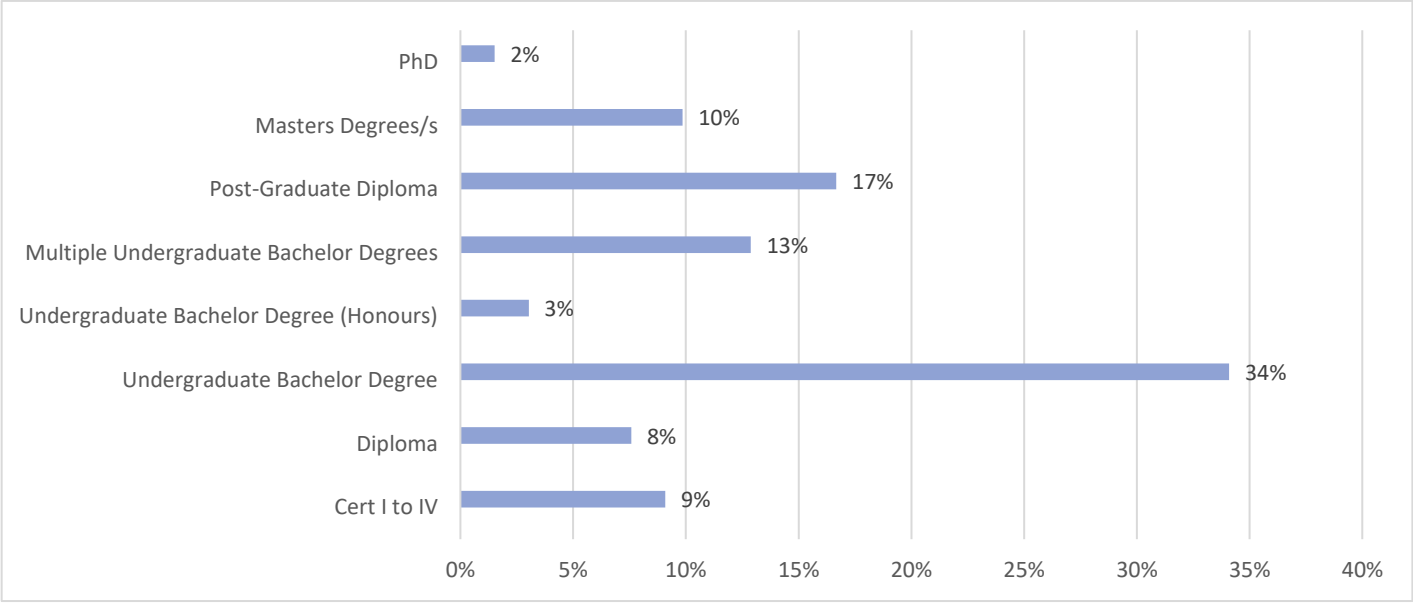
Another concept referred to during the year was giving thanks and expressing gratitude. It reminds us of how fortunate and blessed our lives are even when we are faced with challenging, stressful, and overwhelming situations. The concept of gratitude is especially important in the midst of a pandemic when the world around us is unpredictable. Emotions like gratitude and humour also help us cope with anxiety and uncertainty by focusing our mind on the things in life that we value, as well as what we can control and what we can give back to others. As adults, we need to take stock of the art of controlling our emotions and not the emotions controlling us as these emotions seep through to the children as well.

I particularly want to acknowledge the efforts of our staff in both their teaching and their support roles. The professional challenges that we have faced, combined with the personal challenges that we have all experienced, have been significant. Adapting and planning learning for the children, maintaining the personal connections that are so central to the School experience, and managing all the other dimensions of our work has been demanding. I am proud of our work, care for the children, parents and each other and for their support.

Everyone deserves a well-earned rest over the upcoming holidays. I hope that students, parents and staff are refreshed and recharged by the break and remain safe and well.

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 7.77 years. The following staff reached milestone lengths of service:

10 years of service

The following staff joined 14 others who have served 10 years:
Karyn Scott, Steven Scott and Alycia James.

15 years of service

Eleven staff members have served 15 years.

20+ years of service

We have 6 past staff members and 6 current staff members who have served in excess of 20 years, they are:
Chris Appleby (20 years), Mitsuko Horiguchi (20 years), Belinda Manning (21 years), Andrew Neal (22 years), Elaine Epifano (22 years), and Geoff White (27 years).

Staff Movement

Our overall staff retention rate across all departments was 85%.

Teaching Staff Attendance

Our staff absenteeism remains low with an attendance rate of 93.78%.

EXECUTIVE MANAGEMENT TEAM

Tony Corr	Principal, MEdMgmt, BEd
Stuart Robinson	Business Manager, MBA(Leadership), BBus(Accounting & Marketing), GAICD
Jason Scott	Vice-Principal, MEd, BAppSci(HMvt), GradDip.Ed, GradDip.Ed(Admin)
Jane McGillivray	Head of Middle School, MEd (Ed.Mgt), BA, GradDipEd
Geoff White	Acting Head of Middle School, BEd(Sec). Grad Dip (Math Ed)
Ralph Arceo	Head of Junior School, BEd, Dip.Ed
Belinda Kinnane	Vice Principal of Curriculum and Compliance BSc, BEd

TEACHING STAFF

Sian Adnam	BA(Ceramics), Dip.Ed
Fiona Anastasi	BEd(Vis Art), GradDip(Graphics)
Chris Appleby	BEd Dip.Art(Vis)
David Arnott	BEng(Mech)(Hons), BComm(Eco), Dip.Ed(Sec)
Linda Austin	BEd(Lib), Dip.Teach(Prim)
Stewart Bathgate	BAppSci(PE)
Anthea Bennett	MEDL, BTeach(Sec), BA. Grad Cert Career Development
Erin Carter	BECE & PEd (Hons)
Jennifer Crouch	BSciEd (Physics)
Elissa Davidson	GradDipEd(Sec), BA(PsychPsychophys)
Michael Dear	BSci(PE), Washington State Ed Cert K-12

Donna Driscoll	BEd(EC), BTeach(EC)
Elaine Epifano	BEd(Music), AMusA(Flute)
Karen Faulwetter	BEd, Dip.Ed(Prim)
Melanie Flower	BA(Literature), BTeach
Philippa Foot	BAArts (Criminology & Aust Indigenous Studies) & MTeach (Prim & Sec)
Annie Forsyth	B.Outreach & Community Ed (Social Work &Teaching) Prim & Sec.Lvl3 Spec Edu, Lvl4 Adv Cogn Behav Therapy
Simon Furniss	BABusStud, GradDip(Prim)
Lachlan Gale	BBus/BA(Japanese), Dip.Ed(Prim)
Matthew Goss	BMus(Perf) BTeach (Prim/Sec)
Bridget Haines	BA, GradDipEd
Elizabeth Hall	BA, GradDipEd (Sec)
Ivan Homer	BSc(Eng), PostGradCertEdn

Brendan Hislop	Post Grad Edu. BA Sci
Mitsuko Horiguchi	BPE, GradDip.Ed
Alycia James	BEd, BA (Lit;Hist), Dip.EnviroEd
Sheila John	BEd(Arts), GiftedEd
Melinda Kelly	BSc, GradDipEd(Sec)
Brendan Kimber	BSport/Outdoor Rec/Ed, Dip.SportDev, Dip.Fitness, Cert IV Training & Assessment
Kellie Kossena	
Irina Korshunova-Dear	BCom (Econ/BA), MTeach (Sec)

Marcelle Krieg	Dip.Teach(Prim), BEd, Dip.Theo
Carolyn Lancaster	BSc, DipEd
Nathan Leys	BEd(Sci)
Ann-Marie McLean	GradDip.Ed(Sec), BArts(Hons), PGCert (Enviro.Sci)
Melissa McMillan	BEd (Eng/Drama)
Kate Middleton	BEd(Hons)
Hannah Milford Robertson	
Sue Mitchell	BEd(Eng/PE)
Jessica Moed	BEd(Prim), BA Sport & Outdoor Rec
Margaret Mooney	BEd Eng, Lang & Lit. GradDip Careers. GradDip Children's Lit. Cert III Horse Industry Practices (Core Subjects). Cert IV Training & Assessment. Horse Safety Australia Clinic Assessor & Senior Instructor

Andrew Neal	BEd(Health, PE and Rec), Cert IV Training & Assessment, ASCA Level II Strength & Cond
Sonya Neal	BA, Dip.Ed
Shona O'Dempsey	BTeach(Prim), BEd, GradDip.GiftedEd
Anna Paterson	BA, GradDip.Ed
Sharon Paterson	BEd(Sec)
Karen Pearce	BAppSci(HMvt), GradDipEd, Cert IV Training and Assessment
Ric Pearce	BEd(Sec), Ass Dip Outdoor Education, Cert IV Training and Assessment
Cameron Pedersen	MTeach, BES, Coaching Cert 3, Dip.SportDev
Sarah Pedersen	BEd (Prim)
Kym Plant	BEd (Sec)
Amanda Price	BA, BTeach

David Prideaux	BEd(Prim)
Nina Prideaux	BPerfArts(Mus/Drama), GradDip.Ed, AMusA
Samantha Rainey	BAMus(VCA), Dip.Ed
Miranda Reich	BEd (Prim)
Carmel Roberts	DipTeach, GradDip.Ed
Gayle Roberts	BA Theo, BA Art, Dip Sec Edu
Karyn Scott	BEd, GradDip.AppSc
Steven Scott	BTeach, BAppSc(Eco Tourism)
Kate Sidebottom	BA Outdoor Ed, Dip.Ed
Robert Simpson	BSc(agr), MTeach(Prim), PhD
Fiona Smart	MTeach(Prim), Dip.Teach(EC)
Shan Stevens	BA (Linguistics & Chinese), Grad Dip Sec Ed, LLB, Grad Dip Legal Practice, LLM (Human Rights Law)
Travis Thompson	BS, MArts(Teach). BSci (Engineering)
Megan Thompson	BA, GradDipEd(Sec)
Robert Turton	BEd (Music - Hons). AMusA. Suzuki (Intermediate Accred). Cert IV Train & Assess
Ruth Turton	MASpecialEd, BEd(Prim), BA(History)
Gemma van Cuylenburg	BA(Fine Art) Dip.Ed
Lauren White	BA, Dip Ed, Suzuki Accredited (Prim)
Hugh Wilson	MEdTeach, BCom (Acc & Fin), GradDip.Teach, GradCert.CareerDev
Cynthia Young	BSc, Dip.Ed

VISITING INSTRUMENTAL TEACHERS

Pamela Christie	BMus(Hons), LMusA, BA(Psych), BB
Tom Green	BMus, AMusA
Matthew Lim	BMus, AMusA
Kerryn Lockhart	BMusPerf (Voice)
Jake Marr	ADip (Sound Prod), BAudioProd, GradDip.Ed (Prim)
James Naughtin	BMus Dip.Ed
Rebecca Parfitt	BMusPerf (Hons), MMusStud (Perf Teach)
Natalie Resciniti	BMus (Hons) AMusA (flute) LMusA (flute) STEAA Intermediate (Suzuki Accredited) Foundations in Film & TV (VCA)
Casey Thomsen	BHES, BMus, AMEB
Jonathan Wright	BMus, BMusPerf
Rosemary Westbrook	

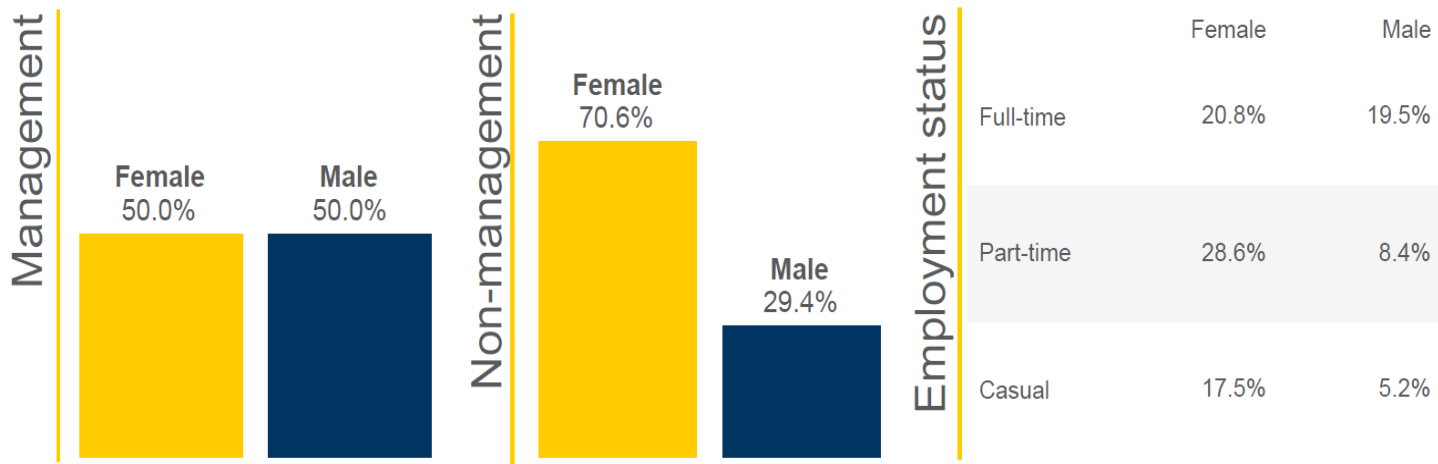
ADMINISTRATIVE AND SUPPORT STAFF

Amanda Addison	Dip.Nursing
Barbara Blair	
Robyn Bolding	
Janine Butera	Dip.Lib Inf
Emma Felsovary	AFL Sports Ready Trainee
Kate Fieldew	BApp.Sci(Med Lab Sci)
Jo-Anne Foster	Cert.AppSocSci(Lib Tech)
Kelly Fuery	BAppSci(HMvt)
Emma Gale	BSocSci(Psych), MSW
Michael Gordon	Cert Agriculture; Dip.Hort (Specialist Turf Management), Cert Small Engine Mechanics
Shiana Harris	
Kaine Hilton	Cert IV Frontline Mgt, Dip.Hort, ICDL
Anthony Kellett	Dip.Arts (Furniture Design) & Cert III Cabinet Making
Katrina Lawrence	AssocDip (Office Mgt)
Rachael Lewis	Cert Edu. BA Sci. Cert IV Hosp.
Meredith Lynch	
Belinda Manning	
Sharron Marshall	AdvDip.Trav/Tour
Nikkita Masterton	Cert III Retail Patisserie and Baking
Salome Rapson	Dip.Bus
Brynie Riky	Cert III Aged Care. Dip.Nursing
Miriam Robinson	AFL Sports Ready Trainee
Kylee Roby	Cert 2 & 3 Bus
Gail Ryan	Cert IV Edu Support, Cert IV Disability, Cert IV Children's Services (OSHC)
Lucinda Schenk	Cert III Ed Support
Daniel Seale	Dip Build & Con Mgt, qualified Carpenter, DB-L with Vic building Authority
Jenny Sleight	Cert IV Workplace Train & Assess, Cert III Tourism, GEL, Cert Aust Institute of Fitness, Red Fitness Aust Exercise Professional, Les Mill Int Cert, Austswim Assessor & Teacher of Sim & Water Safety
Rachel Smith	BEng (Mech)(Hons), FCCA
Donna Stone	BBus(Acct), GradCertMgt, CPA
Jason Stubbs	Cert III in build & con (carpenter), cert IV Train & assess, PTT
Ian Turnnidge	B.Ec. B.Arts (Hons) (Performance Studies), B.Theol. Dip.Ed, Dip.Beauty Therapy, Cert IV Workplace Train & Assess
Emmanuel Tuyau	Cert 2 Ed Sup, Dip.Bus Mgt, Cert 3 Automotive Tech
James van Cuylenburg	DClinPsych, BA(Psych)
Jonah Van Stekeleburg	
Corina Suidgeest	PostgradDip.Ed, BA(VisArts), Cert I and II WRAP
Maddison Watt	Cert III Edu Support
Kevin Woolan	

SCHOOL SURVEYS

In 2021 our new Principal conducted a cross-section of surveys, interviews and focus group discussions with staff, parents, students, Board members and 2020 student graduates. The intention of the surveys, focus groups and interviews was to provide a cultural overview of what the school was doing well and areas identified as needing improvement. Whilst there was overwhelmingly positive support for the performance of the school, particularly in the areas of community and the environment, areas identified as challenges were learning and pastoral care. This feedback was supported by the Youth Resilience Surveys completed by students from Years 3 to 12. There was not a suggestion, however, that the school was not performing well in these areas, more that after an extensive building programme, a year interrupted by COVID-19 lockdowns and the arrival of a new Principal the school was now in a place to provide greater focus on its core business of learning and care of students. This feedback will form the basis of the College's next Strategic Plan. The school will undertake formal Lead Surveys in 2022 to provide more extensive feedback and comparative data to other schools.

WORKPLACE COMPOSITION



FINANCIAL AFFAIRS

The College's financial position and its financial performance for the year ended 31 December 2020 are detailed below. Key points to note are:

- A consolidated net surplus of \$ 3,508,387
- Net Assets grew from \$ 36,559,798 to \$40,066.17

Statement of Comprehensive Income

For the Year Ended 31 December 2021

	\$
<u>Revenue</u>	20,267,457
Employee benefits expense	(11,412,941)
Depreciation expense	(1,640,090)
Borrowing costs	(73,768)
Other operating expenses	(3,811,793)
Surplus for the year before income tax	3,328,865
Income tax expense	-
Surplus for the year	<u>3,328,865</u>
Other comprehensive income	
Revaluation of land and buildings	<u>179,522</u>
Total comprehensive income for the year	<u><u>3,508,387</u></u>
<u>Revenue from contracts with customers</u>	
- Provision of services	<u>6,457,390</u>
	<u>6,457,390</u>
<u>Other income recognised on receipt</u>	
- Government education grants	12,983,927
- Government capital grants	660,378
- Building fund receipts	2,631
- Donations	1,782
- Interest income	2,802
- Other income	158,547
	<u>13,810,067</u>
	<u><u>20,267,457</u></u>



In Quietness and Confidence Shall Be Your Strength

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