



# 2023 Annual Report



NEWHAVEN  
COLLEGE

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

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## PRINCIPAL'S REPORT



It gives me great pleasure to present the 2023 Annual Report of Newhaven College.

Hearts & Minds – the College's strategic direction that was endorsed in 2022 to guide our school into the future – names Learning and Care as the two first keys. At Newhaven we see learning as being so much more than what happens in the classroom – but all of the extra-curricular holistic experiences that make up a Newhaven education. Similarly, care should be seen in all of our interactions within our school, between students, staff, parents and families each day.

In 2023 we made changes to further promote the important place of learning and care for each student. The decision to move to four longer periods each day provided the opportunities for deeper and more hands-on learning. Similarly, the move to a vertical House pastoral care system at Middle and Senior Schools was done to provide the best model of pastoral care for our students. I would like to congratulate all of our staff and students in the positive way they embraced these changes.

Young people are the heart of our school and it is their curious and positive energy that is the best part of Newhaven. They excelled in a broad range of pursuits.

In 2023 Newhaven College had a very successful year of SEISA sporting competition having ten championship winning teams and many other individual age group winners. For the first time in our school's history Newhaven were victorious in a major SEISA carnival winning the athletics competition at Casey Fields.

Our annual College musical was once again a highlight. The performance of The Little Mermaid played to sold out audiences at the Wonthaggi Arts Centre in May and was a wonderful display of the extraordinary performing arts talent we have at our school.

None of what we achieved would have been possible without the support of our parents and guardians. In 2023 I was pleased to once again relaunch the Newhaven College Parents & Friends Association (PFA) that had been in hiatus for a few years. Kicking off with Parent Welcome Drinks back in February the group did an enormous amount to provide a range of activities including our inaugural Colour Explosion Run, Mother's and Father's Day stalls and, of course, our Newhaven College Fete. My thanks to Alex Johnson (President), Angel Chambers, Jenni Lewandowski, Bronwen Parker and all the parents who contributed to the PFA this year.

At Newhaven we are so fortunate to have committed and talented staff. My appreciation to the College Leadership Team for their support and commitment – Jason Scott (Vice Principal / Head of Senior School), Ralph Arceo (Head of Junior School), Karen Milkins-Hendry (Director of Learning), Brett Torstonson (Director of Operations) and Leisa Lomax (Human Resources Manager). Special recognition to Geoff White who stepped down as Head of Middle School at the end of the year.

My thanks also to the College Board of Governors in particular our Chair, David Jobe. Also thanks to Megan White (Deputy Chair), Kylie Holmes (Treasurer), Greg Harrison, Graham MacGregor and Rebecca Naughtin. This year we also welcomed new members Steve Morris and Tracey Costelloe, as well as Kristen Rose as a member of our Nominations sub-committee. I would like to recognise the efforts of our outgoing Board members Rory McKenzie and, after over twenty years, Simon Manning.

Finally, I would like to thank the 2023 graduating class of Year 12s on the wonderful legacy they have left. They were a friendly and engaging group who showed great loyalty to each other, their school and their community. I particularly want to recognise the efforts of the student leaders in a range of areas. It was their initiative to honour the late Mrs Karen Pierce with the 2023 charity, Red Cross Lifeblood, and were instrumental in raising over \$8,600. They also achieved very well academically. Particular recognition to our College Dux, Tess Papas, who achieved an ATAR of 97.75, and our College Proxime, Saffi Campbell-Walker, who achieved an ATAR of 97.45, placing both students in the top 3% of the state. We are very proud of all our Year 12s achieved and wish them the best for their future.

*In Quietness and Confidence Shall Be Your Strength*

Tony Corr  
Principal





In 2023, Newhaven College has been focused on delivering on the goals set out in our strategic direction - "Hearts and Minds". Developed to guide the College in its fifth decade since foundation, Hearts and Minds describes our shared vision and mission and sets out goals across five key areas - Learning, Care, Community, Sustainability, and Innovation.

**Innovation.** At the highest point of the College campus, near the Year 9 Environmental Centre, construction commenced on our new astronomical observatory - a 3-metre motorised dome housing a Newtonian telescope equipped with a robotic mount and instrumentation for both planetary photography and deep space observation. This unique facility will help engage and inspire our high-performing students in Science, Technology, Engineering, and Mathematics. 2023 also saw the College commence design work on a new Early Learning Centre, for 3- to 5-year-olds, with innovative teaching spaces optimised for outdoor learning, consistent with the philosophy of "environment as teacher". In June 2023, the College was very fortunate to be awarded a Victorian Government grant to help meet initial planning costs, and we will be applying for further funding in 2024 to bring this project to reality.

**Sustainability.** Hearts and Minds commits us to be carbon neutral by 2030. In 2023, the College developed a plan to deliver this goal four years early. As the first step, the College has commenced fully offsetting greenhouse gas emissions from our bus routes and maintenance vehicles with revegetation projects in the Western Port catchment. In addition to sequestering carbon, these projects also have important environmental benefits for native bird and animal species.

**Care.** 2023 saw the reintroduction of our house-based vertical pastoral care model. This is regarded as best practice amongst leading schools, providing a familial, secure, and supportive environment, where every student is known.

**Community.** Newhaven was built by volunteers. This was true at the time of the College's foundation, and it remains true today. I would like to acknowledge the great work undertaken by our newly reformed Parents and Friends in 2023, as well as our parent helpers, including our very committed equestrian and mountain bike parents.

**Learning.** The College's Learning Ambition is a five-year program of constant improvement. 2023 was the second year in this program and saw the introduction of a new learning leadership model, classroom observations, increased use of data and tailored learning intervention programs. These high-calibre and evidence-based teaching practices may be less visible to the community than new buildings or facilities, but they go to the heart of what we do. I would like to acknowledge the hard work of our Principal and his Leadership Team in this transformative undertaking.

Thanks also to our unpaid volunteer board of directors for their tireless hard work over 2023: Treasurer Kylie Holmes, Project Group Chair and past student Rebecca Naughtin, Steve Morris, past student and Papworth Prize recipient Greg Harrison, Graham McGregor, Tracey Costello and Deputy Chair Megan White.

I would also especially like to thank our many outstanding and hardworking teachers and staff. The extra effort they make, and their commitment to excellence, is valued and appreciated by our community. It makes a real difference in the lives of our graduates.

David Jobe  
Chair, Newhaven College Board of Directors

## THE SCHOOL IN CONTEXT

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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

Inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

### OUR MOTTO

In Quietness and Confidence Shall Be Your Strength

(Isiah 30:15)

### OUR VISION

To be a thriving learning community where young people are thoughtful, caring, and courageous.

We strive to provide personalised learning experiences which stem from authentic relationships and a deep connection to our unique environment. In doing so we aim to instil high expectations, promote innovation and encourage critical thinking.

### OUR VALUES

Respect

Honesty

Empathy

Responsibility

Excellence

## 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.

### Current Board



#### **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.



#### **Rebecca Naughtin BArch (Hon)**

Rebecca has worked as an architect, tertiary tutor and coordinator, and has sat on various boards and panels across an array of educational sectors. Rebecca is the Principal Director of Rebecca Naughtin Architect Pty Ltd, which she founded in 2012. With experience in business, education and project management, Rebecca's skills and knowledge are perfectly placed at Newhaven College. Rebecca was a student of Newhaven College herself, and has young children of her own currently attending the College. Rebecca is looking forward to contributing to the Board for years to come.



#### **Steve Morris**

Steve has a diverse background in the IT space, which has translated into his exceptional knowledge and respect in the industry. At the beginning of his career, he worked in the USA & Europe for five years, setting up IT sourcing for large corporate clients. When returning to Australia in the late nineties, Steve developed a first-of-its-kind, internet-based B2B Commerce solution, which was integral to the company going public in 1999. In the early 2000s, after making a sea change to Phillip Island, he founded an innovative Managed IT Services business providing local and surrounding businesses with a complete range of Managed IT Services. Steve is the CEO of an ERP Software company with staff across Aus & NZ and remains a permanent resident of Phillip Island.



#### **Kylie Holmes MBA, CPA, BBus (Accounting)**

Kylie moved to Phillip Island in 2006 and has held financial management and governance positions in the water industry and previously the banking industry. Kylie is currently the CEO of Rural Financial Counselling Service (RFCS) Gippsland dedicated to supporting farmers and rural businesses with financial counselling and planning services. Kylie is passionate about supporting the communities she lives and works in; she is currently treasurer of Food & Fibre Gippsland and is a local business owner with her husband. Kylie joined the board in 2022.



#### **Greg Harrison BA, GD Planning And Design, GC Property**

Greg is a former Newhaven College student and Papworth Prize recipient. He leads the Victorian Strategy and Investment team at RPS. Greg has a diverse portfolio of consulting experience across corporate, government and not-for-profit entities including transport infrastructure, renewable energy, regional development, and tourism sectors. Greg is currently Deputy Chair of the Destination Phillip Island Regional Tourism Board. Greg joined the Newhaven College Board in 2022.



#### **Graham MacGregor Meng MBA (INSEAD) CEng FIChemE GAICD**

Graham has spent the last 25 years working in the global energy industry, arriving in Australia in 2007. Graham is a Partner at PwC in their Energy Transition Advisory. He has a lifelong passion for coaching and development and specialises in helping organisations to build new capabilities and to improve their governance. Graham has two children planning to attend the college in 2025 and 2027 respectively. Graham joined the Board in 2022.



#### **Tracey Costello MFraud & Fin Crime, CA, BBus (Accounting), GAICD**

Tracey is an accomplished strategic leader with a depth of finance and governance experience across corporate, government and non-government organisations, including 10 years with a Big 4 accounting consultancy, working in Australia, USA & Canada, and more than six years as a senior executive in local and state government. Tracey is Chief Operating Officer at VETASSESS with responsibility for leading strategy, customer service, governance, finance, marketing & communications.

## Thank you to these Board Members who stepped down from the Board in 2023



**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.



**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.

COMMONWEALTH REPORTING REQUIREMENTS

KEY STUDENT OUTCOMES

a. Year 12 Results

Measure	2023
Number of VCE students completing VCE Certificate	76
Number of VCE students receiving ATAR	63
% 40+ study scores	6.7%
Median Study Score	29
Median ATAR	65.65

Students with study scores of 40+ (includes Year 11)

Score	2023		
	Male	Female	Total
40	4	2	6
41	1	4	5
42	2	1	3
43	1		1
44		2	2
45		1	1
46	1	1	2
47			
48			
49		1	1
50	1	2	3
Total	10	14	24

The perfect study score was achieved in Art & Biology by a Year 11 student.



## b. National Assessment Program Literacy and Numeracy (NAPLAN)

Year 3 NAPLAN Results			
Component	NHC mean 2023	State Mean 2023	2023 % above min std
Reading	414	416	88
Writing	420	424	94
Spelling	428	410	96
Grammar & Punctuation	426	419	94
Numeracy	426	418	96

Year 5 NAPLAN Results			
Component	NHC mean 2023	State Mean 2023	2023 % above min std
Reading	496	509	94
Writing	459	498	88
Spelling	470	494	98
Grammar & Punctuation	487	503	93
Numeracy	488	494	93

Year 7 NAPLAN Results			
Component	NHC mean 2023	State Mean 2023	2023 % above min std
Reading	555	545	95
Writing	540	547	96
Spelling	530	541	93
Grammar & Punctuation	542	543	93
Numeracy	550	544	96

Year 9 NAPLAN Results			
Component	NHC mean 2023	State Mean 2023	2023 % above min std
Reading	582	572	97
Writing	580	579	97
Spelling	553	570	92
Grammar & Punctuation	561	564	91
Numeracy	567	574	98

### c. Post School Destinations

2023 Cohort - Key Trends January Offers	
Higher Education Institution	Number of Students
Monash University	15
Deakin University	11
RMIT University	6
University Of Melbourne (The)	5
Swinburne University of Technology	4
La Trobe University	3
Victoria University	1
Federation University Australia	1
JMC Academy	1
William Angliss	1
Collarts (Australian College of the Arts)	1
Box Hill Institute	1

COURSE TYPE	
Cert IV/Diploma	8
Bachelor	47

COURSE FIELDS	
Science & Environmental Science	8
Nursing, Midwifery, Paramedicine, Medicine	6
OT/Nutrition/Health Science	6
Criminology, Criminal Justice, Psychological Science	6
Music, Acting, Performing Arts	5
Business, Finance, Banking	3
Engineering	3
Exercise Science	2
Education	2
IT & Computer Science	2
Interior Design, Architecture	1
Arts	1
Photography	1
Outdoor Leadership	1
Hospitality	1

### 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 attendance rate was 91.21 which was slightly higher on last year.

The average daily attendance is set out below:

Year Level	Average daily attendance (%)	Year Level	Average daily attendance (%)
Prep	92.08	Year 7	92.88
Year 1	89.75	Year 8	91.87
Year 2	91.14	Year 9	91.58
Year 3	90.47	Year 10	90.22
Year 4	90.50	Year 11	90.96
Year 5	90.60	Year 12	91.95
Year 6	91.75		

### 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

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The re-establishment of the House Structure has been a resounding success and I congratulate the House Leaders and Captains for their tireless work in bringing this to fruition. I invite you to read more about the House restructure further on in Radius.

The wider Year 12 leadership team was led by College Captains Brinn Hamley, Oscar Healey, Niamh Moore and Gabriel Pascoe. As leaders and champions of the 2023 charity, they rallied the entire College community in their fundraising efforts and raised an impressive \$8,600. This money was donated to Red Cross Lifeblood to honour the life and memory of our much-loved teacher Mrs Karen Pearce. The money will help Red Cross Lifeblood with its crucial research into blood, transplantation and immunogenetics. Well done Brinn, Niamh, Oscar and Gabe!

The second year of the Year 10 Hike saw our Year 10 students hike in some of Victoria's most spectacular country around the alpine region of Mt Stirling. With the aim of personal challenge and community strengthening, students hiked through iconic areas including the Razorback trail, King Saddle and the summit of Mt Stirling. Enjoying a slower pace of life and an enforced break from technology and social media, students focused on teamwork, leadership and resilience. I am sure that 2024 Year 10 students will be looking forward to their experience in late February next year.

Once again Newhaven College entered a team in the Youth Parliament program which consisted of Gabriel Winterson, Charlie Swan, Leigh Pouw and Gabriel Pascoe. They presented their Bill on the Increased Policing of Child Pornography in the Legislative Council chamber of the Victorian Parliament which was unanimously passed – a great celebration of their preparation, dedication and debating skills. In August, Sarinah Gordon-Nilsson and Matt Greenhalgh teamed up for the Model United Nations Assembly (MUNA) program which you can read about in Clubs and Teams.

To our 2023 Year 12 students, I take this opportunity to congratulate you on a wonderful year. I admire the way you approached your final year of secondary schooling. Well done on your focus and determination to achieve your academic goals, your spirited participation in the wide range of co-curricular events and the leadership you have provided to younger students. I wish you continued success as you take on the challenges in the next chapter of your lives. I am confident that your strengths and optimism will guide you through further studies, employment and travel. We look forward to welcoming you back to the College in future years as alumni and hearing your stories.

I would like to congratulate and thank Mr Ric Pearce for his exceptional and dedicated leadership of our Year 9 Environmental Program. Our unique Year 9 program, with a dedicated core of staff, has been developed and nurtured by Ric for fifteen years. City CITE, Wollangarra, Community Games, Ideas and Mind Body Soul are unique to Newhaven College and the envy of other independent schools throughout Australia. On behalf of all students who have journeyed with you through Year 9, I thank you for the lifetime memories your program has provided.

Finally, thank you to the staff of the Senior School. You have continued to teach and guide our students by upholding and modelling our core values of Honesty, Empathy, Excellence, Responsibility and Respect.

Jason Scott  
VICE PRINCIPAL & HEAD OF SENIOR SCHOOL



## MIDDLE SCHOOL HIGHLIGHTS

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When I catch up with my friends and they casually ask 'How's work?', my stock answer with complete honesty is 'It's never boring!'. Things are always interesting in the Middle School.

Middle School is a vibrant, energised and often inspiring environment where we scaffold and embrace the developing independence of our young people. This is displayed in the many and varied events and learning activities our students are exposed to. It is always so pleasing to observe the level of 'buy in' that our young people bring to these opportunities; so many of them prepared to have a go at whatever is made available.

As it is what we are accustomed to seeing it, it can be easy to presume the normality of our Middle School students experience. Music, drama, art, technology, sports, incursions, excursion, guest speakers, public speaking, House competitions, cross age activities being infused into day-to-day life creates an amazing learning environment – one I encourage all to never take for granted.

Although Middle School is generally a very happy place, there are still challenges to be overcome that are part and parcel with this age group. Whether these are social, academic, personal or anything in between, I have been extremely impressed by the support that staff and students have provided each other when required. I am especially grateful for our often unsung Wellbeing team, who work tirelessly with students when they may be finding things particularly challenging.

It has been brilliant to have been involved with the reactivation of Newhaven College's vertical House structure this year. After a few initial nerves and apprehension from some students, I have been delighted to see the cohesion and collegiality displayed within the Year 5-8 Home Groups and the broader Houses. The organic opportunities that have arisen for leadership, support and friendships to develop under the watchful eyes of House Mentors has been of benefit to all. The renewed vigour for House pride has also been great. Go Clarke!

I am greatly appreciative of the efforts of all staff who have worked in Middle School this year, and a special thanks to the House Mentors who have been the daily support to their Home Group students. An extra special thanks to the Middle School House Leaders, Donna Driscoll, Melanie Flower, Lachlan Gale and Melissa McMillan who have been tireless in their support of their students and the new House structure, and I am very appreciative of their support.

I feel extremely privileged to have been able to get to know and work with all the students in Middle School whilst in this role. The responsibility of helping guide young people through this stage of their schooling is not one I have ever taken lightly, and I am grateful for the trust of the many branches of our wonderful school family.

To the amazing Middle School students - I encourage you to be kind to each other, grasp every opportunity and to never shy away from the inevitable mistakes you will make. Have a fantastic break and I look forward to seeing what incredible things you can all achieve in the years to come.

Geoff White  
**HEAD OF MIDDLE SCHOOL**

## JUNIOR SCHOOL HIGHLIGHTS

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As we approach the end of another year, it is my pleasure to reflect on the pleasing achievements and memorable moments that have defined our Junior School in 2023.

Our Junior School students have continued to progress and be happy at school. We have witnessed significant improvement and determination in the classroom. From reading and comprehending texts, recognising and managing their emotions, making or strengthening friendships to exploring and solving number and worded problems, students have shown satisfying growth. This year, we have introduced the Science of Reading, which is scientifically based research that explains how individuals learn how to read and what best practices should be used for reading instruction.

Delivery of lessons has continued to follow the GANAG instructional model. The statement of goal at the beginning of the lesson sets a clear objective for students. The instructions provided involve students utilising their prior knowledge, acquiring new information and applying it to show their understanding. Feedback can come from self-assessment, peer assessment or teacher assessment. A strong focus on ongoing professional development and collaboration among staff has also seen staff being observed by a colleague to ensure effective teaching and learning.

We have continued the use of the Zones of Regulation as a tool to help students understand and manage their emotions, which contribute to improved social interactions, academic performance, and overall well-being.

In Junior School, character development is an integral part of our teaching. Our students have consistently demonstrated values of kindness, empathy and respect. They have engaged in various deeds such as picking up rubbish in the playground, helping an upset or injured friend, doing jobs for staff and planning a fundraiser to raise money for the Royal Children's Hospital, all demonstrating their commitment to their community.

I find myself with mixed feelings as I bid farewell to the Junior School community that has been a part of my life for the last ten years.

Throughout my years in Junior School, there has been one collective obligation that has driven our every action: the commitment to positively impact the well-being and educational outcomes of the young minds entrusted in our care.

One of the key principles that has guided me throughout my time here is the belief in developing the whole child. The devoted staff have worked to create a happy, safe and welcoming learning environment where pastoral care is vital. Every student who has walked through our doors has been valued and our expectations have consistently been reinforced. In this nurturing environment, we have fostered self-esteem, independence, empathy, and equipped our students with the skills to make informed decisions to have success in life.

Effective communication has been a basis of my approach. I've taken immense pride in developing genuine relationships with students, colleagues and parents, always striving to create an atmosphere of trust and respect. In doing so, I believe we've been able to solve problems, enhance collaboration and promote an environment where everyone feels heard and understood.

The partnership between home and school is essential for a child's holistic development and I've been fortunate to work with so many supportive parents who share our values and vision for the future.

I appreciate the active involvement of our Junior School families throughout the years. Your support, whether through volunteering, attending school events or engaging in parent-teacher interviews, is invaluable. Together, we create a strong and nurturing environment for our students to thrive.

I will always look back on my time in Junior School with fondness and gratitude. Thank you all for the privilege of being a part of this wonderful journey. I leave with personal satisfaction and excitement for what the future holds.

Ralph Arceo  
**HEAD OF JUNIOR SCHOOL**

## DIRECTOR OF LEARNING HIGHLIGHTS

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Energy and momentum reflect the theme of this year and it's exciting to share the developments that are in progress as we continue to aim for young people to have a remarkable learning journey at Newhaven College.

In our unwavering commitment to nurturing young minds, we have introduced a transformative educational approach to our Junior School curriculum. The Science of Reading has become the cornerstone of our efforts, equipping our youngest learners with the fundamental literacy skills essential for their academic journey. This evidence-based approach coupled with our Writer's Workshop implementation in 2022 gives the best chance to ignite a passion for reading and language in our youngest students, which allows them to follow their curiosity with confidence in any discipline they choose.

2024 marks the beginning of a new chapter in our Middle School which has been in planning for the past two years. Rooted in the principles of creating a sense of belonging and inter-connected learning, this fresh approach aims to empower our students using a combination of the 'tried and true' with a realistic degree of innovation. Ultimately, we want to provide a personalised and holistic educational experience for the 10-14 year olds who inhabit our unique Middle School.

The school value of excellence underpins all our decision making and was reflected in Senior School this year where the focus has been to strengthen our learning partnerships. Working from the opportunities the House system provides to accelerate positive relationships we have intensified the guidance and support needed to students to excel both academically and personally. These strengthened partnerships between staff, students, families and external expertise underscore our dedication to providing a nurturing and challenging environment where every student has the potential to thrive.

From the classroom to the sports field and everything in between, the major lesson that remains constant is that all learning is intrinsically linked to wellbeing. As we warmly welcome our students each day, we recognize that they bring with them a rich tapestry of experiences and curiosities from our broader community. Through thoughtful conversations, both in and out of the classroom, we continue to expand their knowledge through the lens of endless possibilities.

As I keep moving forward in my role, my conversations with students, staff and parents continue to be at the heart of the day to day implementation of the big ideas and dreams. These conversations: passionate, challenging, soul-filling and sometimes frustrating, ultimately guide us toward consistently enacting our Learning Ambition.

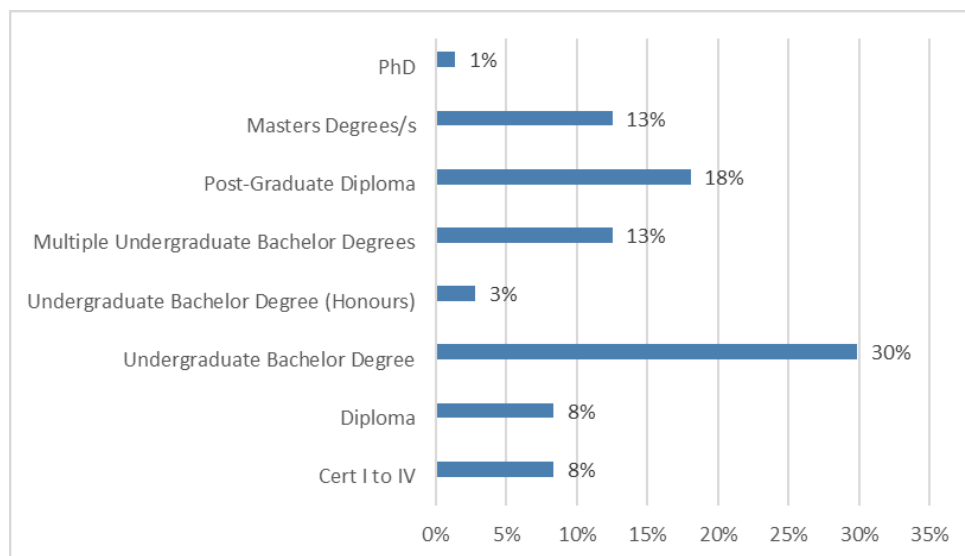
I am filled with anticipation for the events that await us in 2024. Those that are meticulously planned and those that appear – unplanned but welcome. With our dedicated staff, inclusive student community, and a framework brimming with ambition and invitation, we are poised to continue to shape a future of learning at Newhaven College which enriches the lives of our diverse and deserving young people.

Karen Milkins-Hendry  
**DIRECTOR OF LEARNING**



## 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 7.12 years. The following staff reached milestone lengths of service:

#### 10 Years of service:

The following staff joined 9 others who have served 10 years:

Travis Thompson, Gemma Van Cuylenburg, Robert Turton and Michael Gordon.

#### 15 Years of service:

Fifteen staff members have served 15 years.

#### 20+ Years of service:

We have 6 past staff members and 9 current staff members who have served in excess of 20 years, they are: Sian Adnam (21 years), Barbara Blair (21 years), Shona O'Dempsey (21 years), Mitsuko Horiguchi (22 years), Chris Appleby (23 years), Belinda Manning (23 years), Andrew Neal (24 years), Elaine Epifano (24 years), and Geoff White (29 years).

### STAFF MOVEMENT

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

### TEACHING STAFF ATTENDANCE

Our teaching staff absenteeism remains low with an attendance rate of 91.72%.





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## LEADERSHIP TEAM

Tony Corr	Principal, MEdMgmt, BEd
Jason Scott (Admin)	Vice-Principal, MEd, BAppSci(HMvt), GradDip.Ed, GradDip.Ed
Brad Phillips	Business Manager, BA Business (Acc) CAANZ
Geoff White	Head of Middle School, BEd(Sec). Grad Dip (Math Ed)
Ralph Arceo	Head of Junior School, BEd, Dip.Ed
Karen Milkins-Hendry	Director of Learning, BSC, Dip Ed
Brett Torstonson	Director of Operations, BSC & Grad Dip Tching (Sec)
Leisa Lomax	Human Resources Manager, Dip. Human Resources, Ad Dip Hotel Management, DSCV Mediator

## TEACHING STAFF

John Ackers	B Ed, Dip Sec, Dip WHS, Cert IV Assess & Workplace Training, Cert III Carp & Join, ICAM Lead Inv.
Sian Adnam	B A(Ceramics), Dip.Ed.
Christina Aitken	B.A, B.S.W, MA Prof Writing
Fiona Anastasi	B Ed (Vis Art), GradDip(Graphics)
Chris Appleby	B Ed Dip. Art (Vis)
David Arnott	B Eng(Mech)(Hons), BCom(Eco), Dip.Ed.(Sec)
Linda Austin	B Ed (Lib), Dip.Teach(Prim)
Stewart Bathgate	B AppSci (PE)
Anthea Bennett	MEDL, BTeach(Sec), BA. Grad Cert Career Development
Hannah Blake	B.Edu
Ben Clark	B Health & PE, Bio Sci (Sec)
Jaclyn Clark	Dip HSc, B.S.Ed
Peter Clerks	B.AppSc, Grad Dip Ed
Elissa Davidson	GradDipEd(Sec), BA(PsychPsychophys)
Sarah Derham	B Nur, Post Grad Couns, Grad Dip AOD
Donna Driscoll	BEd(EC), BTeach(EC)
Elaine Epifano	BEd(Music), AMusA(Flute)
Karen Faulwetter	BEd, Dip.Ed(Prim)
Melanie Flower	B A(Literature), BTeach
Samuel Foura	M.Teach&Lm, BA Outdoor Ed
David Foulkes	GradDipEd, BE
Simon Furniss	B ABusStud, GradDip (Prim)
Lachlan Gale	B Bus/BA(Japanese), Dip.Ed(Prim)
Alyssa Gijsbers	B.A Phys Ed
Finnian Gilfedder- Cooney	M Mus, B Mus, Perf and Assoc Mus
Matthew Goss	B Mus (Perf) BTeach (Prim/Sec)
Bridget Haines	B. A, Grad DipEd
Elizabeth Hall	B.A, Grad DipEd (Sec)
Carly Heislars	M.T (Sec)
Jason Hiddlestone	B. A Linguistics/Lit Maj, B T(Sec)
Brendan Hislop	Post Grad Edu. BA Sci
Mitsuko Horiguchi	BPE, Grad DipEd
Emma Jackson	BEd (Primary)
Matthew Jackson	B Bus & Comm, Grad Dip Edu
Alycia James	BEd, BA (Lit/Hist), Dip.EnviroEd
Sheila John	Bed (Arts), GiftedEd
Melinda Kelly	BSc, Grad DipEd (Sec)

Brendan Kimber	BSport/Outdoor Rec/Ed, Dip.Sport Dev, Dip. Fitness, Cert IV Training & Assessment
Marcelle Krieg	Dip. Teach (Prim), BEd, Dip. Theo
Annie Khoury	B.Outreach & Community Ed (Social Work & Teaching) Prim & Sec.Lvl3 Spec Edu, Lvl4 Adv Cogn Behav Therapy
Carolyn Lancaster	BSc, DipEd
Louise Larcombe	B. Bio Med, M. Pub Hlth, M.Tech
Nathan Leys	BEd(Sci)
Lucille Liberts	B.P. Teach
Caroline Mahoney	M Teach, Doc of Philosophy, Cert Ed Sup, B.A Comms
Dianne Marshall	B ed Art Eng & Hist (Sec)
Ann-Marie McLean	Grad Dip.Ed. (Sec), BArts(Hons), PGCert (Enviro.Sci)
Melissa McMillan	BEd (Eng/Drama)
Kate Middleton	BEd(Hons)
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 Trng & Assment 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	B A, Dip.Ed
Luke Nicholson	B E Health & PE, minor Chem (PPT)
Shona O'Dempsey	BTeach(Prim), BEd, GradDip.GiftedEd
Meg, Oudshoorn	B.P. Edu
Anna Paterson	B.A, GradDip.Ed
Sharon Paterson	B.Ed(Sec)
Ric Pearce	B.Ed(Sec), Ass Dip Outdoor Education, Cert IV Training and Assessment
Cameron Pedersen	MTeach, BES, Coaching Cert 3, Dip.Sport Dev
Sarah Pedersen	BEd (Prim)
Corinne Phillips	B Phy & outdoor Edy, Grad Cert outdoor Envir Edu
Kym Plant	BEd (Sec)
Elly Poletti	M.Bus (Art&Cul), M.T (Prim&Sec) Cert IV Tran & Ass, B.M (Jazz Per)
Rebecca Power	B.A. Dip. Ed
Amanda Price	B A, 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	B.A Theo, BA Art, Dip Sec Edu
Ron Ruzzier	B.A (La Trobe), Grad Dip Adult Ed (Melb), Grad Dip Sec Teach (Monash) M A Boys Ed (N'Castle Uni)
Jo Savona	B Ed (Prim)
Andrew Schmutter	VIT, B.E, Cert III Comm Cookery
Rebecca Scully	B A Music Performance, Prof Perf Cert
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	MTech (Prim), Dip. Teach (EC)	Chloe Kallis	Dip Evnt Mngt, Dip Bus
Sarah Taylor	B Outdoor Ed, Cert IV training ass, M App Learn & Teach, Grad Cert Writ Lit	Kane-Di Paolo Elenor	Bach Ed (Sec)
Travis Thompson	B S, Marts (Teach). BSci (Engineering)	Anthony Kellett	Dip. Arts (Furniture Design) & Cert III Cabinet Making
Megan Thompson	B A, Grad DipEd(Sec)	Karina Kennedy	CertIV Trvl&Trsm, Cert IV Bus Acc
Marc Tillotson	BSC Genetics Deg, Post Grad Cert Inter Edu, Grad Dip Genetic Coun, PGCE Sci Bio	Luke Kennedy	
Robert Turton	BEd (Music - Hons). AMusA. Suzuki (Intermediate Accred). Cert IV Train & Assess	Katrina Lawrence	Assoc Dip (Office Mgt)
Ruth Turton	M A Special Ed, BEd(Prim), BA(History) Move to Student Support	Rachael Lewis	Cert Edu. BA Sci. Cert IV Hosp.
Gemma van Cuylenburg	BA(Fine Art) Dip.Ed	Meredith Lynch	
Megan Webb	B Perf Arts	Belinda Manning	
Lauren White	BA, Dip Ed, Suzuki Accredited (Prim)	Nikkita Masterton	Cert III Retail Patisserie and Baking
Ruth Whitton	B.E	Kerry McClean	Mast Arts Teach (Prim & Sec), Ph D Life and Health Sci
Hugh Wilson	M EdTeach, BCom (Acc & Fin), Grad Dip. Teach, Grad Cert.CareerDev	Karen Morley	Midwife & Reg Nurse, Mindset Coach & Council
Cynthia Young	BSc, Dip.Ed.	Brad Muller	

## **INSTRUMENTAL MUSIC**

Pamela Christie	B Mus (Hons), LMusA, BA(Psych), BB	Lucinda Schenk	Services (OSHC)
Jane Hobson		Jenny Sleight	Cert III Ed Support
Kerryn Lockhart	B MusPerf (Voice)		Cert IV Wkpl Train & Assmnt, Cert III Tourism, GEL, Cert Aust Inst of Fit, Red Fit Aust Exer
Jake Marr	ADip (Sound Prod), BAudioProd, Grad Dip.Ed. (Prim)		Prof Les Mill Int Cert, Austswim Ass & Teach of Sim & Water Sfty
Natalie Resciniti	B Mus (Hons) AMusA (flute) LMusA (flute) STEAA Intermediate (Suzuki Accredited) Foundations in Film & TV (VCA)	Rachel Smith	BEng (Mech)(Hons), FCCA
Casey Thomsen	BHES, BMus, AMEB	Donna Stone	B Bus (Acct), GradCertMgt, CPA
Jonathan Wright	B Mus, B Mus Perf	Steph Thornborrow	
Jason Xanthoudakis	M.Mus, Grad Dip Mus, Dip Mus, B.Mus, Dip Mus, Grad Dip Mus, B.Mus, M. Mus	Kellie Thompson	Cert IV Edu Support
Carmel Slater	B Mus	Ian Turnnidge	B.Ec. B.Arts (Hons) (Performance Studies), B.Theol. Dip.Ed, Dip.Beauty Therapy, Cert IV Wkplc Train & Assess
Daniel Seale	Dip Build Con	Emmanuel Tuyau	Cert II Ed Sup, Dip.Bus Mgt, Cert 3 Automotive Tech
Marc Kasprowicz	Cert III in music	James van Cuylenburg	D Clin Psych, BA(Psych)

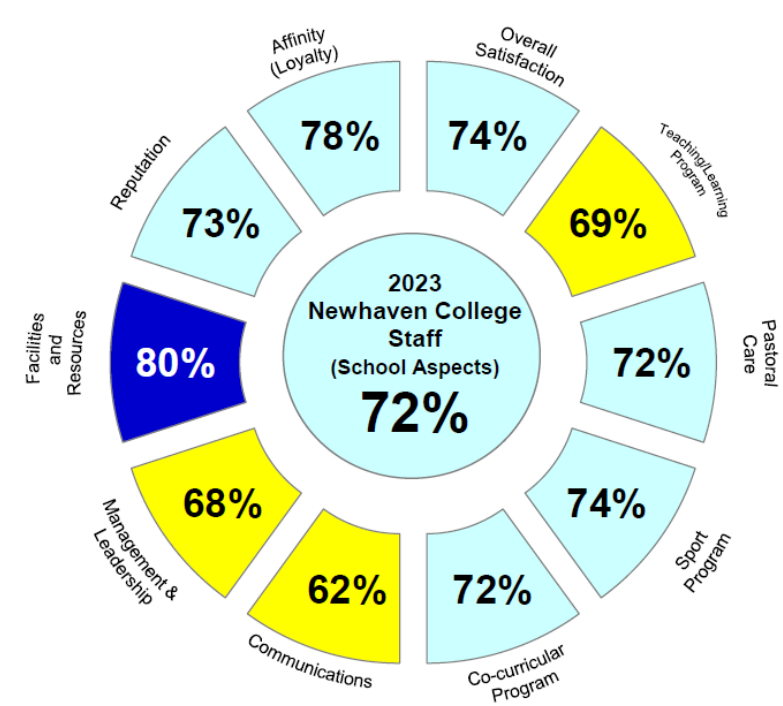
## **ADMINISTRATIVE AND SUPPORT STAFF**

Amanda Addison	Dip.Nursing	Corina Suidgeest	Postgrad Dip.Ed, BA(VisArts), Certs I& II WRAP
Barbara Blair		Desserae Wilkins	Cert of Ed Supp
Katie Bland	BBus (Acct)	Kevin Woolan	
Robyn Bolding			
Tahnee Brown	Mst Social Work, Bach Dip Counselling, ASIST		
Janine Butera	Dip.Lib Inf		
David Butt			
Lucy Couper	B.A.(SocSci)		
Ashley Ellis	Cert III Hotclt, CrtII Public Safety		
Hannah Ellul			
Jo-Anne Foster	Cert.App Soc Sci (Lib Tech)		
Julie Fletcher			
Emma Gale	B Soc Sci(Psych), MSW		
Steven Galletta			
Michael Gordon	Cert Agriculture; Dip.Hort (Specialist Turf Management), Cert Small Engine Mechanics		
Cameron Herrington	Cert III Lan&Design, Cert III Carpentry		
Marina Healey	Dip Child Ser Early Learn, Cert III Edu Support		
Katanya Hedrick	Cert III Edu Support, Cert IV Train and Assess, Dip Av Dip Mark, Acc		

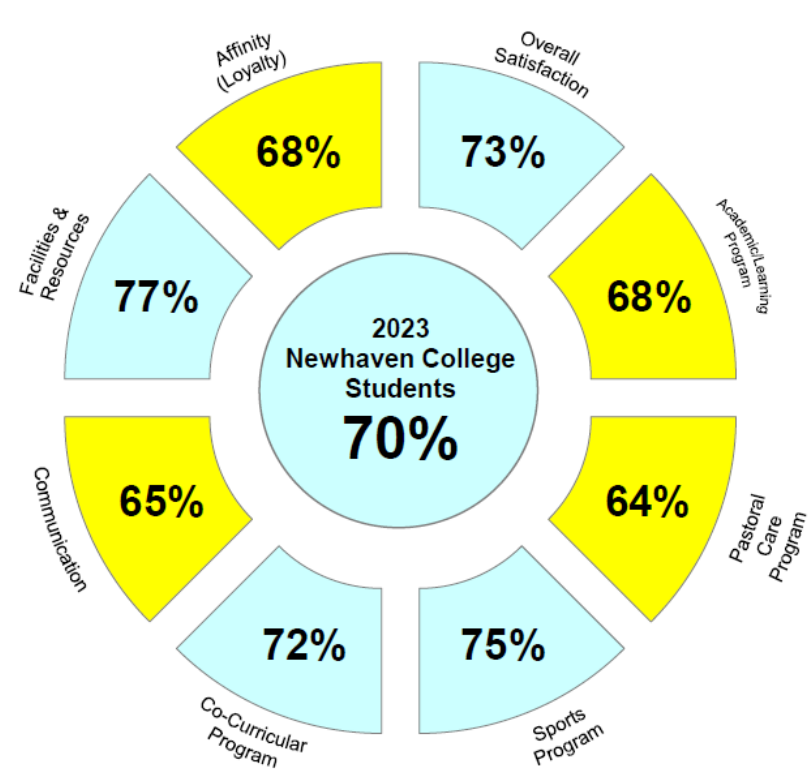
SCHOOL SURVEYS

In 2023 Newhaven College conducted MMG Education Surveys.

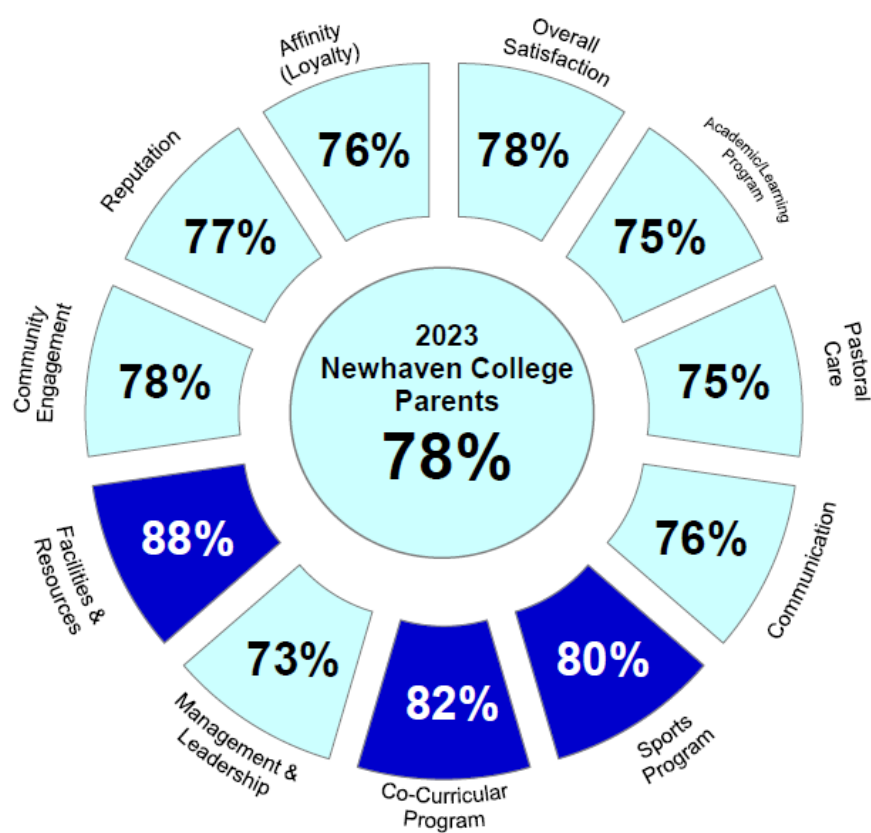
OVERVIEW OF KEY AREAS & BENCHMARKING – ALL STAFF (SCHOOL ASPECTS)



OVERVIEW OF KEY AREAS & BENCHMARKING – ALL STUDENTS



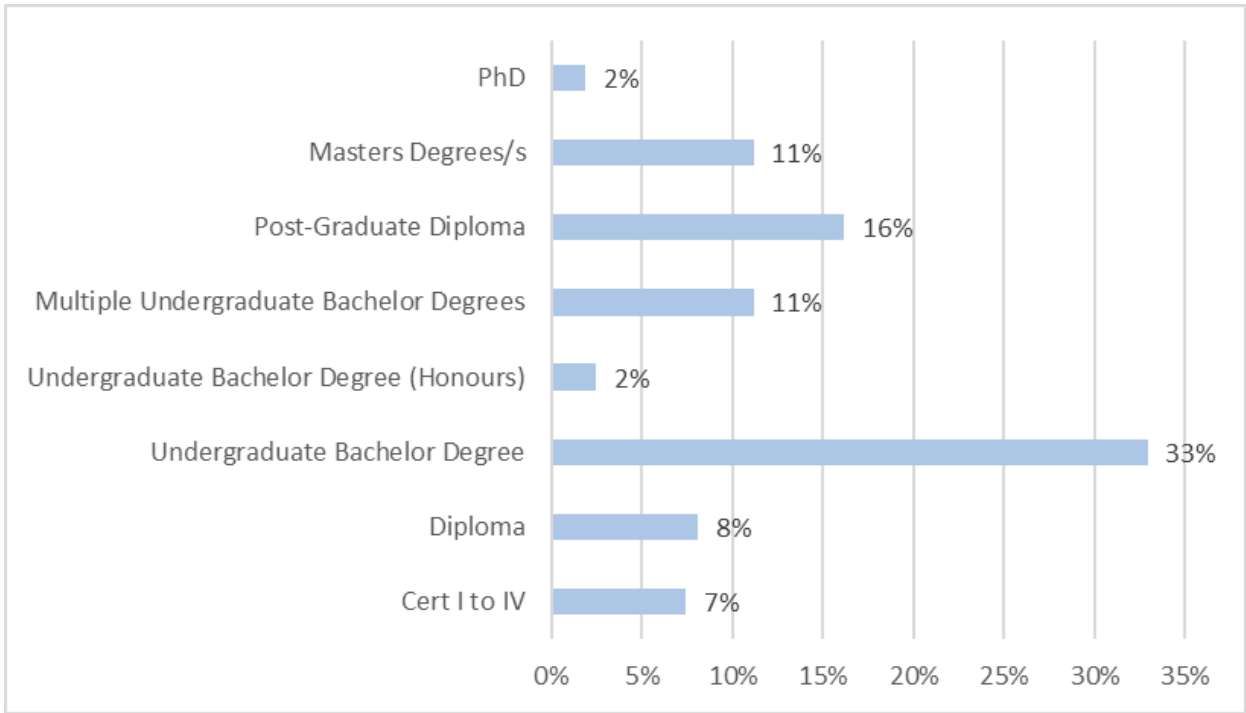
## OVERVIEW OF KEY AREAS & BENCHMARKING – ALL PARENTS





WORKPLACE COMPOSITION

Employment status	Female		Male	
	21.4%		16.7%	
	29.0%		7.7%	
	21.9%		3.3%	



## FINANCIAL AFFAIRS

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The College's financial position and its financial performance for the year ended 31 December 2023 are detailed below. Key points to note are:

- A consolidated net surplus of \$1,718,174
- Net Assets grew from \$43,048,177 to \$44,766,351

### INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2023

INCOME	2023	2022
Commonwealth Government Grants	12,388,414	12,226,445
State Government Grants	2,204,181	2,010,823
School Fees and Charges	6,890,634	6,593,953
Other Income	1,021,486	561,958
<b>TOTAL INCOME</b>	<b>22,504,715</b>	<b>21,393,179</b>

EXPENDITURE	2023	2022
Employment Expenditure	14,634,309	12,520,651
Academic Programs	3,550,598	3,069,548
Administration and Property Costs	961,791	1,204,898
Depreciation	1,600,959	1,559,245
Borrowing Costs	38,884	56,831
<b>TOTAL INCOME</b>	<b>20,786,541</b>	<b>18,411,173</b>

<b>OPERATING SURPLUS</b>	<b>1,718,174</b>	<b>2,982,006</b>
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**NEWHAVEN  
COLLEGE**

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

1770 Phillip Island Road,  
Phillip Island, Victoria

 [newhavencol.vic.edu.au](http://newhavencol.vic.edu.au)