

SCOTCH COLLEGE
Hawthorn, Melbourne

School Performance Information
2009

CONTENTS

| | |
|---|----|
| Academic staff attendance | 2 |
| Academic staff retention | 2 |
| Senior school academic staff | 2 |
| Junior school academic staff | 5 |
| Expenditure on academic staff professional learning | 6 |
| Student attendance | 7 |
| NAPLAN results | 7 |
| Value added data | 7 |
| Senior secondary VCE results | 9 |
| Student retention rate (Year 9 – Year 12) | 9 |
| Post-school destinations | 9 |
| Parent satisfaction | 10 |
| Student satisfaction | 10 |
| Teacher satisfaction | 12 |
| Financial information | 12 |

Scotch College

School Performance Information for 2009

Academic Staff Attendance during 2009

| | |
|----------------|-------|
| Junior School: | 97.6% |
| Senior School: | 95.5% |

Academic Staff Retention (from 2008)

| | |
|----------------|-------|
| Junior School: | 97% |
| Senior School: | 86.5% |

SENIOR SCHOOL ACADEMIC STAFF (2009)

Principal

I T Batty BSc(Hons) CertEd *Brunel* [2008]

Vice Principal

I J Savage BScEcon(Hons) PGCE *Wales* MACE [1976*]

Senior Staff

S G Boydell BSc(Hons) *Qld* PhD DipEd *Melb* AMusA(Recorder) FAIP MACE: Director of Curriculum and Research [1976*]

S D Kong BBus *RMIT* DipTeach *ATTI*: Dean of Students [1980]

R J McLaren BSc(Hons) DipEd *Melb*: Head of Middle School [1987]

Rev D G Watson BEd *MCE* BTheol *MCD* PostGradDipEdStudies *Melb*: Chief of Staff [2000]

K N Wheat BSc *Ball State* MEdSt *Mon*: Head of Upper School [1991]

B J Woolacott BSc DipEd *Melb*: Dean of Studies [1979]

T D Byrnes BEc DipEd GradDipArts CertAdolescentCounsell *Mon* MACE: Head of Year 12 [1998]

P L Cutinelli BA *LaT* PostGradDipCrim DipEd PostGradDipEdStudies *Melb*: Head of Year 8, TIC Water Polo [2001]

K M Jones BA DipEd *UNSW* MEd *ACU*: Head of Year 11, TIC Public Speaking [1998]

S J B Pallot BSc BEd *Melb* DipEd *SCV*: Head of Year 7 [1990]

J S Prior BSc *Syd* GradDipEd *SydneyCAE*: Head of Year 9 [1983]

G B Wemyss BSc *Melb* DipEd *SCV*: Head of Year 10 [1977*]

Teaching Staff

A R Argent BAppSc *Foots* GradDipEd *Haw*: Head of School House, Co-Director of Athletics Coaching (Track) [2000]

S D Armour BEd *Ball* GradDipAdHealth&Welf *Melb* GradCertCareersCounsell *VUT*: Deputy Head of McMeckan House [2005]

Rev D J Assender BMin ThDip AssocDipTh *ACT*: Assistant to the Chaplain [2009]

E L Atchison BA BEd *Mon* [2007]

G M Baker BA BSc DipEd *Melb* GradDipMgtSys *Swinb* MACS: Director of Computing [1986]

K J Bamford BAppSc *RMIT* DipEd GradDipCounsell *LaT* AdvDipGestaltTherapy *Gestalt* GANZ [2008]

I H Banks BSc DipEd *Melb* BEd *Mon*: TIC Cricket [2001]

G C Bardwell MMusPerf *Melb* DipAudioEng *Vic* [2000]

W R Barry BA(Hons) *Mon* DipEd *Melb*: Head of Field House, VCE Administrator, TIC Tennis [1982]

R G Bayliss BA(Hons) PGCE(QTS) *Warwick*: TIC Junior Sport [2000]

A Bhargava BTech(Hons) *India* PhD *AlfredNY* BEd *Qld* MIEA MACerS MAAPT: Head of Physics [2005]

V Bifano BA DipEd *Melb*: Head of Italian [2004]

C J R Black BEd GradDipPhysEd&Rec *SCV* MEdSt *Mon*: TIC Hockey [1990]

T J Bowen BCom *Melb* DipEd *SCV*: Web Administrator, TIC Rowing [1991]

S Boyd MAppSc(Teacher Librarianship) *Charles Sturt* TSTC AALIA: Head of Library and Information Services [2000]

Rev G M Bradbeer BSc *Strathclyde* DipEd *Haw* DipTh *FCC* MA(Theol) *ACT*: Chaplain [1984]

R A Braidwood BSc DipEd *Mon* [2009]

C C Braithwaite BSc DipEd *Mon*: Head of Arthur Robinson House [1987]

R Briscoe BA BEd *Melb* BSW MSpEd *Mon*

J P Broadbear BEd *Ball* [2006]

D J Brown MA(Hons) *St Andrews* PGCE *Cantab* GIMA: Head of Gilray House, College Organist, Deputy Head of Mathematics [1999]

B J Burton BA(Hons) Dip Ed *Adel* BEd *Mon*: Head of English, TIC Tennis, Overseas Student Coordinator [1987]

G Cardaci BSc(Hons) DipEd *Melb*: TIC Astronomy Club [2002]

R R Cavalin BEc *Mon* DipEd *ACU* BTh *MCD*: Head of Social Education, Senior Teacher – Economics, TIC Sports First Aid [2001]

A Chambers BA(Hons) *LaT* DipEd *Melb* [2004]

S Chrisfield BA *Melb* GradDipLibrarianship *MIT* DipEd *LaT* GradDipEd *Mon* [Term 3, 2008]

D J Coleman BA(Hons) *Notts* PGCE(Des&Tech) *Wales*: TIC Rugby, TIC Sea Scouts [2005]

J P Collins BSc(Hons) *Mon* GradDipEd *Melb*: Head of Monash House [1993]

M L Collins MA DipEd *Melb* PhD *Illinois* MACE VATE: TIC Collegian [1990]

N Collombet-Sankey BA *Chambery* MA *Grenoble* DEA *Paris* BA(Hons) GradDipEd *Melb* [2008]

C J Commons BSc(Hons) PhD DipEd *Melb* ADAPE STAV CEA: Director of Admissions [1987]

S J Connew DipTeach *Hamilton NZ* BEd *UniSA* LTCL(CMT) KMIEA [2008]

A C Cook BA *Melb* DipEd CertTV&Screening *MIT* [2007]

D E Coulson BSc(Hons) DipEd *Tas* PhD *Mon* [2008]

M-F Crynes BA(Hons) GradDipEd *Melb*: Head of Indonesian [2007]

C D Cutchie BA BTeach MEd *Deakin*: TIC Year 8 Outdoor Learning Program, TIC Touch Football, TIC Snowsports (Interschools) [2005]

G R Dans BEd *Vic Coll* BTh *MCD* [2004]

S A De Domenico BAppSc *MIT* GradDipEd *Vic* BEd *LaT*: Coordinator of Year 10 Mathematics [2008]

D K del Porto BS MEd *Illinois* APS: Head of Education Support, Psychologist [1997]

K Dempsey BA *ANU* DipEd *Melb* : Head of Littlejohn House [2000]

J F deRozario BMus(Perf) *WA* GradDipEd *Mon*: Head of Strings [2005]

R J Diver BSc(Hons) DipEd *Mon*: House Coordinator, Administrative Assistant to the Principal (Terms 3 and 4) [1989]

J A Evans BSc DipEd MEd *Melb*: Coordinator of Year 9 Mathematics [2008]

J N Ferguson DipMusEd *Dartington Coll* PGCE *Exeter* GMus *Huddersfield* MMusPerf *Melb* MACE: Director of Music [1991]

H Feutrill BSc(Hons) DipEd *Melb* [2002]

L L Fiske BA MEd PhD *LaT*: Head of Christian Education [1987*]

J P Flynn DipTeach *Goulburn CAE* CAE MEd *Deakin* Cert Electronics *City & Guild Hall*: Head of Design and Technology [1997]

J N Francken BSc GradDipEd *Mon* [2007]

D R Galbraith BCom BEd *Melb* CPA: Dean of Boarding [1977]

C G Garrett BEd *Rusden* MEd *Melb*: TIC Snowsports (Camps) [2002]

P A Glover BA BSc *Melb* GradDipEd *Haw*: CO Scotch College Army Cadet Unit (LTCOL AAC), Head of Fleming House [1984]

G Grandin CAPEGC *Rouen France* CAPES *Paris France*: TIC Cross Country Skiing [2009]

W I Hall BA DipEd *Mon*: Head of Eggleston House, Staff Editor of *Collegian* [1996]

J Hallum DipArts(Mus) *VCA* GradDipEd *Haw*: Head of Percussion [2000]

Z H Hamza BA DipEd *Mon*: Head of French, [2003]

P M Hardy DipSchMus *TasCon* AMusA(Piano) [1980]

C J Hayes DipTeach *SCV* BEd(PhysEd) *Vic Coll*: Head of Physical Education, TIC Scotch at Cowes, Co-Director of Athletics Coaching (Field) [1979]

T Hawkins BEc BA(Hons) *Melb* DipEd MEd Grad Cert RE *Australian Catholic University*

R E Hill BSc *Melb* GradDipEd *Mon* MEd CEA *Deakin* [2005]

T A Hill BA(Hons) GradDipEd *Mon* [2007]

S J Holding BEd *Melb*: Head of Commerce [1987]

J Honnens MSc *Odense* GradDipEd *Melb*: TIC Year 10 Outdoor Activities Program, TIC Winter Tennis [2002]

O C Hopkins BCreativeArts *Melb* & *VCA* GradDip MEd *Melb* [2006]

R C F Hortin BA GradDipEd *Mon* PGCE *Loughborough* GradDipSportsSc *Rusden* MSportsMgt *Deakin* MACE: Head of Bond House, TIC Basketball [1981]

A J S Hunter BMus(Hons) *Melb* LMusA(Piano): Deputy Director of Music, Head of Choral Music [1998]

P C Huybers MA GradDipTeach *Amsterdam* [2008]

J J Jackowski BSc(Hons) PhD *Melb* DipEd *MelbSC*: Head of Chemistry, TIC Swimming and Diving [2001]

K N James BA(Hons) DipEd MEd *Mon* MA *LaT*: Head of Geography [1978]

P A Jelliff BSc *Melb* GradDipEd *Mercy* : TIC Year 10 Outdoor Leadership Program [2006]

L L Jiang DipEngLang *Shanghai* BTheol *MCD* BEd *Deakin* CertPostGradEcoLaw *Shanghai* CTAV [2005]

M R Johnston BA(Hons) DipEd *Tas* MA PhD *Melb* HTAV: Head of History [1991]

R S Johnstone BA Dip Ed *UWA*: Deputy Head of English, TIC Debating [2006]

J E Kane BCom LLB BLitt *Melb* GradDipEd *LaT* ACE ATOM: Intranet Manager, Head of Media Studies, TIC Military Band [1999]

N Konstantatos BEd *MCAE* MA(Hons) *Melb* [2006]
T S Lavers MMus GradDipEd *Adel* MMus *Melb*: Head of Keyboard (Leave Terms 2 to 4) [1998]
C J Lewis BSc(Hons) MSc DipEd *Mon* [2007]
P H Lewis BSc(Hons) PhD GradDipEd *Mon* GradDipEdAdmin *Deakin* MAppSc *Curtin* GradCertGiftedEd *UNSW* MACE MRACL.C.Chem [1975*]
M Linossier BA *Melb* BTheol *MCD* DipEd *ACU* GradCertGiftedEd *Med Mon*: Extension Studies Coordinator [2002]
S P Liu BA *JiangsuEdInst* DipEd *Melb* MEdSt *Mon* CLTAV[1992]
A B MacFie BA(Hons) *Tas* GradDipEd *Melb* [2008]
A Macrae BA DipEd *Latrobe* GradDipAppScience *Edith Cowan*
F M Maguire BA BEd *Mon*: [2008]
P Mander AMusA BMusEd *Melb*: Senior Voice Teacher [2009]
M J Manning BSc(Hons) DipEd *Mon*: Head of Science, Head of Biology, Head of Environmental Studies [1999]
O Marquet JPTimbaud *Paris* MA MTeach *Bordeaux* [2007]
S A Martin DipTeach *Melb* GradDipSpEd *Deakin* CertCounselling&Psychotherapy: Education Support/Counsellor [1998]
M P Mason DipEd(Primary) *BallTC* AssocDipDesign(Ceramics) BA(AppliedArts) *Mon* GradDipTechEd *Haw*: Head of Art, Aesthetic Adviser, TIC Volleyball [1996]
J R McNeill BA GradDipEd *Melb* [2008]
H McWhinney DipTechEd(Merit) *Jordanhill* GradDipGraphCommEd GradDipEd&Trg(Tech) *Haw*: Acting Head of Design and Technology (Term 2) [1986]
A M Merange BMus(Hons) *Melb* [2006]
S Michaels BSc(Hons) DipEd *Mon* [2009]
M Monaghan BEd GradDipSportMgmt *Tas* ACHPER [2008]
A Monteith BEd *Melb* [2008]
E L P Moore BBehavSc *LaT* BEd GradDipCompEd *SCV*: Head of Info Tech [2000]
M V Mulcahy BSc(Hons) BTeach(Hons) *Melb*: Senior Teacher – Psychology, Director of Athletics [2008]
J W Murphy BA *La Trobe* GradDipEd *Vic* GradDipSportMgt *Deakin*: Head of Legal Studies, Head of Selby Smith House [2000]
D A C Musk BMus(Hons) PGDipMus LMus *Guildhall* GradDipEd *Mon* [2008]
M T O'Bryan BA(Hons) LLB(Hons) GradDipEd *Melb*: [2003]
K D Oatley BSc GradDipEd *Melb*: TIC Year 8 Hike, Director of Coaching (Tennis) [1986]
P J Officer BMus *Melb* GradDipEd *Haw* STCA(Intermediate) [1990]
J Opie BSc GradDipEd MEd *Mon* BEd *Melb* GradCertCareers *RMIT* [2008]
M W Pacey BEd *Sydney* GradCertArts *Mon*: Head of German, Acting Scout Leader [2006]
N G Pacitti BSc(Hons) *Glasgow* DipEd *Melb* Grad Dip Arts *Melb*: Head of Mathematics [2005]
Y P Pandji BEd(Hons) *Melb* [2007]
R J Papuga BA GradDipFineArt *RMIT* GradDipEd *Melb* AEV: Head of McMeckan House [1991]
G E Patouras BEc *Mon* BEd GradDipTrg&Dev *Melb* MEd *Deakin* MACE RAI Head of Davidson House [2004]
G I Peckham BSc GradDipEd *Melb*: Head of Morrison House [1991]
N L Peters BSc(Hons) GradDipEd *Melb* [1990]
M E Phillip DipArts(Mus) *VCA* GradDipEd *Haw* [1989]
B J Price DipPE *WA* GradDipBus *Deakin* GradDipCompEd *Melb* GradDipArts *Mon* ACHPER: Director of Sport [1987]
T J Rayner BA(Hons) *Huddersfield* PGCE *Manchester* [2008]
K S D Rehfish BA *Bard NY* MEd *Loyola Baltimore* [2008]
T M R Reichl BSc(Hons) *Deakin* GradDipEd *Ball*: TIC Year 9 Outdoor Expeditions [2006]
P G Rickard BMusEd BEd *Melb* MEdSt *Mon*: Head of Woodwind, TIC Instrumental Music [1982]
H Ridgway BMus *Adel* GradDipMov&Dance *Melb* CertPR *RMIT*: Music Librarian (part time) [2001]
P J Riley BA DipEd *Melb* BLitt *Deakin*: TIC Badminton [1993]
S A Ritchie MA *Mon* BEd *SCV* GradDipEdAdm *Haw*: Head of Drama, Head of Communication Studies [1979]
M G Rivett BA(Hons) GradDipEd *Melb* SEV [2008]
G F Robins BCom *LaT* GradDipEd *ACU* MA GradDipArts *Melb* AFTV [2002]**
D T Russell BSc BTeach *Deakin* [2009]
J Ryan BSc PGCE *Hull*
M G Saul BA *Mon* DipAudioEng *SAE* CertAdvPiping *APBC*: TIC Pipes and Drums [2008]
R J Schmidli BEd *Melb* AMUSE: Head of Brass, Head of Bands [1993*]
N L Sheezel BA GradDipPubPol GradDipEd *Melb* GradDipAppFin&Inv *SecIA* FFin: Assistant Staff Editor of *Collegian* [2004]**
R V Smith BSc(Hons) PhD *Melb* GradDipCareersEd *RMIT*: Head of Course & Career Services, TIC Football, TIC Indigenous Programs [1988]
K I Stalker BSc GradDipEd *Melb*: Head of General Science [1997]
E M Tarran BA(Hons) DipEd *Melb*: Head of Languages, Director of Language Centre [1996]
R N Taylor, RFD DipMaths *RMIT* BEd *SCV* BAppSc *Mon* TPTC *Toorak* AIMM MASOR: Administrative Assistant to the Principal, Sports Media Liaison [1976]

A Thomson BA BArch(Hons) *Queensland DipEd Melb* [2009]
R S Wakely MMus *Illinois TCTE Japan GradDipEd Mon AGSM London* [1999]
A Wallington BMus BTeach *Melb* [2008]
J N Watson BA(Hons) *Massey DipTeach Auck GTAV CRA: Head of Forbes* [1990]
M Waugh BEd BA(Hons) *Deakin Dip Ed Studies Med Melb* [2009]
P C Westmore BA *Melb TCert WA: Head of Lawson House, TIC Golf* [1995]
R Westwood BA DipEd *La Trobe BEd Melb*
M A Williams BSc DipEd *Mon: TIC Social Services, Deputy Head of School House* [2003]
T A Woodruff BA(Hons) GradDipEd *Melb LLB Mon: Director of Rowing Coaching* [2005]**
J Xu BA *Fudan Shanghai MEd CertLOTEMeth Melb CertJapLan&Lit CertLibSc China CLTFA ASA: Head of Chinese* [2002]
M A Zannoni BA GradDipEd *LaT GradDipCareersEd MSocSc(CareersEd&Devel) RMIT: TIC Soccer, TIC Lost Property* [1990]
D Zhang BA *Shanghai DipEd BEd La Trobe* [2009]

* indicates a break in service

** indicates on leave

2009 JUNIOR SCHOOL STAFF

Principal

I T Batty BSc(Hons) CertEd *Brunel* [2008]

Head of Junior School

G B Mason DipTeach *SCV BEd VicColl* [1991*]

Deputy Head

G Phillips DipTeach *SCV BEd VicColl* [2003]

Senior Staff

B D Sampson DipTeach BEd *SCV GradDipEdAdmin Melb: Director of Studies* [1992]

K Ikinger DipTeach BEd: Director of Junior Primary [2009]

C S Harrison BTeach BEd GradDipSpEd *Deakin: Director of Education Support* [1996]

Teaching Staff

J M Allen BMus(Hons) *Melb AMusA(Flute) KMEIA: Head of Music* [1997]

L M Avery BA *Otago NZ DipTeach Auckland Coll of Ed: Head of Campbell House* [2007]

E Broady BA (Drama & Literature) GradDipEd (Secondary) *Melb* [2009]

E C Carty BTeach BA *Australian Catholic University: Year 2 Co-ordinator* [2007]

G E Comport BEd *Armadale TPTC Toorak: SRC Co-ordinator* [2006]

J W Croxford DipTeach *SCV BEd Phillip Inst GradDipCompEd Deakin: Head of Information Technology, Head of Teaching and Learning, Teacher in Charge Snowsports* [2005]

C DiNatale DipTeach BEd PostGradDipEd (Primary) *Melb DipTeach (Early Childhood) Deakin: Year 1 Co-ordinator, Literacy Co-ordinator* [2002]

F Donnoli BEd *Melb GradDipBus RMIT: Head of Drama, Head of Healey House* [2005]

L K Eldridge BAppSc *RMIT ACHPER: Outdoor Education Co-ordinator* [2008]

A R Grant DipTeach BEd *VicColl GradDipEdAdmin MED Melb: Head of Bradshaw House, Scout Master* [2003]

S Grbac DipTeach *VicColl BEd Deakin: House Convenor, Head of Peer Support* [2005]

D S Gregory DipTeach *SturtCAE BEd SACAE GradDipMathsEd MED Deakin MACE: Year 5 Co-ordinator, Mathematics Co-ordinator* [1994]

S Hamerton BSc (Hons) *London, DipArts (Music), AMusA, FRGS* [2009]

K L Hughes BEd PostGradCertEdStudies *Melb* [2008]

S E L Johnson BA(Hons) *Mon GradDipEd Melb BSpecEd UNE: Head of Campbell House* [2007]

C Koehne-Drube BTeach (LOTE) BEd *Deakin MLTAV AGTV: Head of LOTE* [2004]

J J Lucas BPhysEd *ACPE GradDipExercise&SportSc Syd ACHPER: Head of Waller House* [2007]

B Marr BPD(Hons)(Planning) *Melb DipEd LaTrobe: Head of Healey House* [2009]

M A McDonough DipTeach *Frankston BSpecEd Monash* [2007]

D McMenamain DipTeach BEd MED *Melb: Year 4 Co-ordinator* [1993*]

M Moloney DipTeach *Victoria College BEd Deakin* [2009]

A Nichol BEd GradDipEd *RMIT: Head of Sport and Physical Education* [2003]

R A O'Shea BA GradDipEd *LaT: Prep Co-ordinator* [2007]

J L Piggin BMus *Melb TSTC SCV Hawthorn KMEIA* [1999]

J M Pride DipTeach *Frankston BEd GradDipMediaStud VicColl GradDipCompEd MED Melb: Head of Library* [1998]

P A Richards DipEd *WACAE BEd Curtin MRelEd Notre Dame WA: Year 6 Co-ordinator* [2008]

A J Stempel DipTeach *Burwood BA Mon BA Tabor College* [2002]

A Tasca DipTeach (Primary) *ACU BEd ACU MED Monash* [2009]

N Tuffin BSocSciRec GradDipEd *RMIT* MEd *Melb*: Social Services Co-ordinator [2003]

C M Turner BAppSc BEd *Deakin* [2008]

P Williams DipTeach *VicColl* GradDipCompEd *Deakin* MEd *Mon*: Head of Art [2005]

E A Wyatt DipTeach *SACAE* BA *Adel* GradDipTeach BEdSt *Melb*: Year 3 Co-ordinator [1996]

* indicates a break in service

Expenditure and academic staff participation in professional learning

Academic staff are required by the VIT¹ to keep their own records of personal professional training. They are required by the VIT to complete at least an average of 20 hours per year. This includes at least 10 hours that provides access to research or knowledge sources from outside the immediate school environment. The balance of hours should be made up of personally identified professional learning.

Senior School

Internal training

Throughout 2009 each member of the academic staff were required to attend the following programs for the purpose of professional development:

- Academic Department meetings/workshops (4 per semester of approximately 1.5 hours duration)
- Non-teaching Staff Days (one at the commencement of each school term, 2.5 days at the conclusion of the school year, a total of 6.5 days)

Academic Department gatherings were focused generally on the particular subject area providing an opportunity for staff to engage in activities such as updating subject knowledge, exploring methods of delivering subject specific curriculum, or the consideration and development of common assessment tasks.

The program offered on the non-teaching Staff Days was more generic in nature and included training in such diverse areas as first aid, anaphylaxis and asthma management, health and well-being, mentoring, thinking, brain development, the use of various software applications and instruction in devices such as electronic whiteboards. These programs were provided by a combination of externally sourced consultants and in many cases, our own staff.

External training

Academic staff also had access to further opportunities for professional learning outside the regular school program. Most of this occurred during term time, with some time during the vacations.

These external opportunities can be broken down as follows.

- | | |
|---|------------------------------|
| • International conferences: | 9 staff, 3 conferences |
| • Interstate conferences: | 11 staff, 6 conferences |
| • Local conferences: | 54 staff, 32 conferences |
| • Local seminars, workshops and training: | 98 staff, 116 activities |
| • Higher degrees and diplomas | 2 staff, 2 different courses |

136 out of a total of 139 academic staff are recorded in the school system as having attended at least one such external and accredited professional development session. Many attended more; the average number of external activities attended by an academic staff member in 2009 was 6; the average hours spent on these was 31 hours, well over the VIT minimum of 10 hours. The school spent just under \$126 000 on academic staff professional development activities in 2009.

Other activities

Several staff have written text books, prepared and given presentations, contributed to their professional journals and newsletters, contributed to VCAA committees and working groups, and served as examiners and assessors in the VCE assessment program. There have been a substantial number of contributions to the consultation leading to the development of the Australian Curriculum. Others have been involved in committees and boards of academic institutions² and community organisations³ working with young people.

¹ Victorian Institute of Teaching

² eg RMIT

³ for example, Scouts and Scripture Union

Junior School

Internal training

All academic staff (34) were involved in over 65 hours of training on Monday afternoons and days at the start and finish of term at a cost of \$11 366.

External training

Total expenditure on external professional learning amounted to \$18 351.. All staff participated. The training covered a range of conferences, seminars and workshops, and covered materials relevant to all year levels. Specific topics included Literacy, Numeracy, Student Well Being, Values education, Boys education, Information and Communication Technology education, Health and Physical Education, Assessment and Reporting, VELS, Science, Library Information and Research, and Music. The Junior School also ran a *Thinking and Learning* conference and Level 2 first aid training for staff.

Student attendance

| | |
|----------------|-------|
| Junior School: | 96.5% |
| Senior School: | 95.6% |

NAPLAN results

| Area | Year 3 | | Year 5 | | Year 7 | | Year 9 | |
|-----------------------|--------|-------------------|--------|-------------------|--------|-------------------|--------|--------------------------------|
| | 2009 | Change since 2008 | 2009 | Change since 2008 | 2009 | Change since 2008 | 2009 | Change since 2008 ⁴ |
| Reading | 100% | Nil | 98% | -2.0% | 100% | Nil | 100% | n/a |
| Writing | 100% | Nil | 100% | Nil | 100% | Nil | 100% | +1.2% |
| Numeracy | 100% | Nil | 100% | Nil | 100% | +0.4% | 100% | n/a |
| Spelling, | 100% | n/a | 98% | -2.0% | 100% | n/a | 100% | 0.4% |
| Grammar & Punctuation | 100% | n/a | 99% | -1.0% | 100% | n/a | 100% | 0.4% |

Value added data

59% of students who commenced Year 7 in 2004 were in the top 20% of the student population (measured by an *OLSAT* IQ test⁵ in 2002). For the same cohort of students in their Year 12 in 2009, 73% were in the top 20% (by ENTER). This latter population is a subset of the Year 7 population, and arguably a more able subset.

Other forms of 'value' were added to the cohorts during 2009, such as cultural, sporting, social development, ethical and values development, health and Christian education, cultural opportunities. Examples of this value-adding follow.

Junior School:

- Peer Support Program – Year 6 assisting younger students
- Access Unit – providing educational support
- LOTE – German is taught to all students from Year 1 to 6
- Learning Management System – home (and school) access for students and parents to details of current classwork, homework, assignments, schedules and resources.
- Music – individual lessons available in school hours in addition to class lessons. Orchestra, ensembles and choir groups regularly perform in school concerts; Year 5/6 tour to new Zealand biannually.

⁴ national tests were not conducted in 2007

⁵ we note that the norms of this test are UK ones, not Australian ones; the school has since moved to Australian norms

- Drama - scheduled lessons for all classes. One major production per year.
- Sport: as well as regular program of interschool fixtures, Year 5/6 cricket tour to Queensland, participation for some boys in Senior school cross country running and rugby teams.
- Regular assemblies and Chapel services
- A *Thinking Skills* program for all Year 5 and 6 students: *Habits of Mind*.

Senior School:

- Year 7 Transition Program – includes peer support from Year 11 students and a one-week camp with staff teaching teams in Term 1.
- Year 8 Outdoor Learning Program Camp for all Year 8 boys (one week duration); addressing a range of student learnings, personal, interpersonal and physical.
- Teaching teams at both Year 7 and 8: boys are taught by a cooperative team of teachers who address a range of generic skills through the classroom program; staff teams (3 – 4 teachers for each form) meet regularly to review programs and student opportunities, needs and other issues.
- The school has a rich and varied program of extension studies for interested and talented students, in a range of fields, with a guiding coordinator (Mrs M Linossier). Opportunities available in 2009 included a very active and competitive Chess program, the Australian Science Engineering Challenge, MAV competitions, Telstra and Westpac Maths Competitions, the Big Science Competition, Olympiad training in Maths, Physics, Biology, Chemistry and Informatics, da Vinci Decathlon, LOTE competitions (eg Goethe and Alliance Francaise), UNYA debating, challenge debating (international, online), mooting, British Parliamentary debating, mentoring programs with the University of Melbourne, and University enhancement courses in Chemistry, Mathematics and Physics.
- Clubs and Societies offered – Amnesty International, Astronomy, Chess, Christian Movement, Duke of Edinburgh Award Scheme, Literature, Scotch at Cowes, SCUBA and Snowsports.
- Music – In addition to class lessons there is the opportunity for individual lessons in school hours. (There were around 900 elective instrumental courses of lessons across both Junior and Senior School in 2009.) In excess of 60 groups (orchestras, ensembles, bands and choirs) perform regularly in school concerts and in assemblies. There were 32 formal concerts/recitals involving Senior School students, and 15 involving Junior school students.
- Learning Management System – home access for students and parents to details of current classwork, homework, assignments, schedules and other ICT resources.
- ‘Services’ focused on Thursday afternoons (and a number of camps) are mandatory for all students, with Years 7 & 8 having one of Sports training, Scouts and Hiking Program, and Years 9 to 12 having one of Cadets, Sea Scouts, Pipe and Military Band, Sport First Aid, Outdoor Activities, Outdoor Expedition, Social Services, Leadership Program, Environmental program. A Venturer group also meets on Friday evenings.
- Sport – All students are expected to play a summer and winter sport requiring two practices during the week and Saturday competitions, in addition to participation in the House sporting program. The range of sports offered is extensive, including Football (AFL), Soccer, Rugby, Touch Rugby, Cross-country Running, Basketball, Hockey, Tennis (summer and winter), Athletics (all year round), Gymnastics (also all year round), Orienteering, Rogaining, Surf League, Swimming, Diving, Water Polo, Cycling, Badminton, Golf, Rowing, Squash, Table Tennis, Volleyball, Lawn Bowls and Snowsports (all disciplines). There are regular sporting tours involving a substantial number of sports, interstate and overseas.
- Debating – 97 students competed in DAV competitions; more than 125 were involved in other ways
- Public Speaking – 99 speakers competed in school, state and national competitions
- Drama – Over 70 dramatic productions, including musicals. There was collaboration with girls’ schools, involving around 450 students in total.
- International student exchanges: – 29 Scotch students were involved; in addition one staff member was on exchange, and there were many short term staff and student visitors to the school for cultural and sporting purposes.
- Student tours and camps: in 2009 there were 10 sporting camps and several visiting teams from overseas and interstate, several intra-state and inter-state cultural trips and conferences (eg the Garma Festival), two international sporting tours (hockey and rugby), international trips

(including Habitat for Humanity and an Himalayan expedition), a Sport First Aid camp, a Pipes and Drums camp, as well as around 28 outdoor adventure camps of various kinds (eg bushwalking, SCUBA, skiing, cycle touring)

- APTS-E tests at Year 9: identifying the profile of student abilities to assist with subject choice and career paths
- Careers – Careers Master and two assistants, with secretarial assistance
- Regular Assemblies and Chapel services

Average national standardized assessment results for Year 10 students.

These assessment instruments did not exist in 2009.

VCE results

Table 2A: 2009 VCE RESULTS: ENTER Scores

| ENTER | 2009 | | 2008 | |
|---------------------------------|-----------------------------|----------------------|----------------------|--------|
| | Number of Students in Range | Percentage of Class | Percentage of Class | |
| 99.00 – 99.95 | 32 | 13.2 | 12.2 | |
| 98.00 – 98.95 | 17 | 7.0 | 6.7 | |
| 97.00 – 97.95 | 13 | 5.3 | 6.7 | |
| 96.00 – 96.95 | 21 | 8.6 | 3.8 | |
| 95.00 – 95.95 | 11 | 4.5 (38.7) | 4.6 | (34.0) |
| 94.00 – 94.95 | 12 | 4.9 | 2.9 | |
| 93.00 – 93.95 | 9 | 3.7 | 4.2 | |
| 92.00 – 92.95 | 7 | 2.9 | 3.8 | |
| 91.00 – 91.95 | 11 | 4.5 | 3.8 | |
| 90.00 – 90.95 | 3 | 1.2 | 3.4 | |
| Totals for 90.00 – 99.95 | 136 | 56.0 | 52.1 | |
| 85.00 – 89.95 | 27 | 11.1 | 9.7 | |
| 80.00 – 84.95 | 14 | 5.8 (72.8) | 9.2 | (71.0) |
| 75.00 – 75.95 | 19 | 7.8 | 8.8 | |
| 70.00 – 74.95 | 12 | 4.9 (85.6) | 5.9 | (85.7) |
| 60.00 – 69.95 | 20 | 8.2 | 7.1 | |
| 50.00 – 59.95 | 10 | 4.1 (97.9) | 3.8 | (96.6) |
| 40.00 – 49.95 | 2 | 0.8 (98.8) | 2.1 | (98.7) |
| less than 40 | 3 | 1.2 (100) | 1.3 | (100) |
| Total | 238 | Median = 92.2 | Median = 90.6 | |

Student retention rate (Year 9 – Year 12)

94.4% of the students in Year 9 in 2005 were in the Year 12 class of 2009.

Post-school destinations (of 238 students)

| | |
|--------------------------|---------|
| Full-time Tertiary Study | 77.1% |
| Part-time Tertiary Study | unknown |
| Deferred Tertiary Study | 13.4% |
| Other | 9.2% |

Parent satisfaction

Preamble

There are direct and indirect methods of measuring this factor. Indirect ones include the strength or weakness of waiting lists, the number of complaints/criticisms received by the school, expressions of satisfaction received on formal and informal occasions. Most of these are difficult to capture and/or classify. Hence a major parent satisfaction survey was carried out in May/June 2007. Each year since, a subset of items from that survey were made available to parents. The items were selected largely on their *importance* to parents from the 2007 survey.

Results (Senior School) for the 2009 shorter survey

Results were gathered on 16 items, covering academic, pastoral care, co-curricular, communication/administration and cultural aspects of the senior school. Parents were asked to rank each of the items on a 7-point scale on the *performance of the school*. The maximum possible score was 7/7; the lowest score 1/7, and a median score 4/7. The results show average scores of the responses. There was also opportunity to comment on any aspect of the schools operation, through free-response items. 274 parents responded; some of these may have been family responses, other individual responses. The results follow.

| | |
|---|-----|
| Overall quality of teaching my son receives | 5.6 |
| Quality of the homework set for your son | 5.2 |
| How well the school has provided academic challenge matching your son's ability | 5.6 |
| How well your son has been encouraged to work to his full potential | 5.4 |
| Quality of the information about your son's academic program | 5.4 |
| How well the school has provided academic mentoring for your son | 5.0 |
| Quality of school's behaviour management and discipline policies and practice | 5.3 |
| Guidance and information my son has received on subject choice | 5.1 |
| Quality of parent teacher interviews | 5.0 |
| Quality of the range of subjects offered by the School at my son's current year level | 6.0 |
| Quality of career planning, information and advice for my son | 5.0 |
| Quality of life skills preparation (employability, relationships, depression, drugs, sex, etc.) | 5.3 |
| Confidence that someone at the school understands my son's needs | 5.1 |
| How well the school has communicated with you about your son's welfare | 5.0 |
| Staff at the School encouraging my son to work to his full potential in the sporting program | 5.4 |
| Quality of the school's bullying/harassment policies and practice. | 5.2 |

These are strong results on a 7 point scale.

Results (Junior School)

A parallel procedure was followed for the Junior school. Results were gathered on 15 items covered academic, pastoral care, co-curricular activities, communication/administration and cultural aspects of the junior school. The approach and scales were as for the Senior School survey (above), and there was also opportunity to comment on any aspect of the schools operation, through free-response items. Results are shown in the table below. There were 93 respondents.

| | |
|---|-----|
| Overall quality of teaching my son receives | 6.2 |
| How well staff have encouraged my son to work to his full academic potential | 6.0 |
| Provision for my son's learning needs | 5.9 |
| Quality of information about the content of your son's academic program | 5.7 |
| Quality of teaching in the Access unit | 6.0 |
| Quality of the teaching facilities | 5.9 |
| Promotion of balanced emphasis between academic results and developmental needs | 5.8 |
| Bullying and harassment policies | 5.4 |
| Behaviour management and discipline | 5.5 |
| Quality of reporting on your son's performance | 5.7 |
| Quality of parent-teacher interviews | 5.3 |
| Quality of preparation for subsequent years | 5.9 |
| Confidence that someone at the school understands your son's needs | 5.8 |
| How well the school has provide a safe environment for your son | 6.1 |
| Quality of Junior School leadership | 5.8 |

These are strong scores on a 7 point scale.

Student satisfaction

Student feedback is a routine tool of teaching. Data is continually gathered on student tasks, and more subjective factors such as engagement and interest in class. Parents are informed formally six times a year on their son's academic performance, use of class time, and homework completion and quality. However, the term *student satisfaction* generally refers more to student attitudes than to student performance (though clearly the two are related). Indirect measures, such as student attendance and retention are also relevant, though they can be problematic to interpret.

Exit Survey of Year 12 students

Departing Year 12 students are invited to complete an Exit Survey, administered by the AISV. The response rate was 22%. The survey included questions on *Maintaining Contact, School Ethos/Values, Transition, Resources/Co-curricular, Pastoral Care, Personal Development, Learning Outcomes, Teaching Quality and Curriculum/Academic Program*. The scores on all dimensions were comfortably above the AISV mean for this survey. Median scores on 24 of the individual items (on a 10 point scale, where 10 is very positive) were at 8 or above; the remaining item had a median of 6.

Class surveys in the Senior School

Surveys to gauge student attitudes to their classes and subjects are administered regularly, as follows. Every staff member, every year, for every class⁶, gives access to their students to online attitude surveys that include the following questions, answered on a 4 point Likert scale.

- I understand the language used in class.
- I know what I am supposed to be doing.
- I can understand the material presented in class.
- I know why we are doing each unit of work.
- I know how the lessons link to each other.
- At the end of each lesson I know what I have achieved.
- I find it easy to participate and contribute in class.
- My ideas and opinions are valued in class.
- I can ask questions when I do not understand something.
- I know I can get help if I need it.
- The classroom environment allows me to get on with my work.
- I know the kind of behaviour that is expected in class.
- My work is corrected and returned promptly.
- The marking of my work gives me clear indications of where I have succeeded and where I need to improve.
- I find the lessons interesting.
- I would like to make these comments about the lessons in this class (optional and free response)

Subject-specific questions (for example, attitudes towards practical work in Science) are also included.

Other Senior School student feedback

Student feedback was sought formally during 2009 on other aspects of student life. These included feedback on the Literature Festival, a trial 'retreat' program for Year 9 tutor groups, and the Year 8 Outdoor Learning program (camp based). Results from these surveys were formally reported to those in charge of relevant programs and used in planning and future strategies. The results of all these surveys could be described as very positive.

Focus Groups

Focus groups are used regularly to explore student attitudes when more depth in understanding is required. In 2009 the major use of these was to do with the review of students' attitudes to Drama classes.

Junior School Student Feedback

In 2009 we asked students in Years 4, 5 and 6 to reflect on their experience of the Scotch Junior School. Items were simple statements which the students ranked on a 4 point Likert scale (from never (or strongly disagree) to always (or strongly agree). A score of 2.5 is the middle of the range; scores over 3.0 show fairly strong agreement with the item. There were 208 respondents to the survey.

⁶ They are expected to administer these, and then discuss the results with an approved colleague. Classes that meet less than once a week are not surveyed.

The results of the survey are shown below:-

| Item | Score |
|--|--------------|
| I could understand the work in class. | 3.3 |
| I could join in class activities. | 3.6 |
| Other students and the teacher listened to my ideas. | 3.2 |
| When I did not understand something I could get help. | 3.5 |
| I could get on with my work in class (others did not distract me). | 2.9 |
| My teacher showed me how I could improve my work | 3.5 |
| I found the work interesting. | 3.0 |
| I enjoyed using the Library | 3.1 |
| I enjoyed using ICT | 2.8 |
| I enjoyed doing Art | 3.1 |
| I enjoyed doing Music | 3.0 |
| I enjoyed doing Science | 3.6 |
| I enjoyed Sport and PE | 3.6 |
| I enjoyed doing Drama | 3.8 |
| I enjoyed Christian education | 2.8 |
| I enjoyed learning German | 2.9 |
| When (if) I went to the Access unit, it was helpful. | 3.5 |
| I was satisfied with my experience of Scotch in 2009 | 3.7 |

There was also a range of free response comments.

Teacher satisfaction

Teacher satisfaction at Scotch College was assessed by an online survey, covering three dimensions of teacher satisfaction: job satisfaction, satisfaction with the organisation of the school and satisfaction with their own professional development. This was administered at the end of 2009, asking teachers to reflect on their year of teaching.

These were measured with a simple 6 point Likert scale for each dimension. Maximum satisfaction indicated by a score of 6.0, minimum by 1.0; a median score is 3.5.

Senior School results for 2009 (87 responses):-

| | |
|--|-----|
| Job satisfaction: | 4.9 |
| School organisation satisfaction: | 4.8 |
| Professional development satisfaction: | 4.9 |

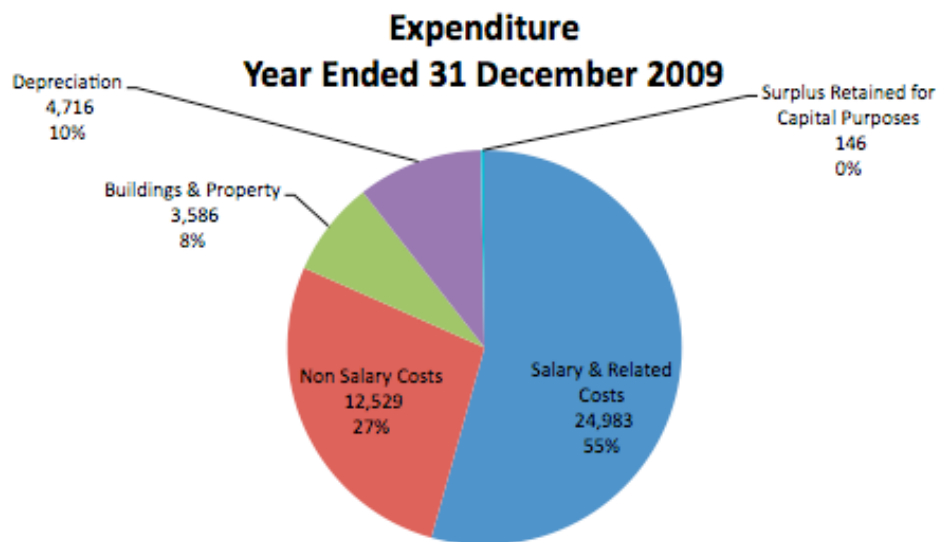
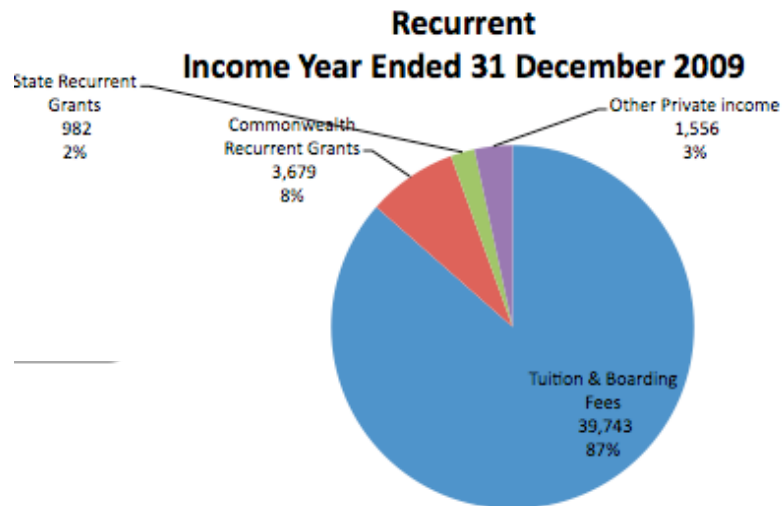
Junior School results for 2009 (25 responses):-

| | |
|--|-----|
| Job satisfaction: | 5.1 |
| School organisation satisfaction: | 4.8 |
| Professional development satisfaction: | 4.5 |

There was also a range of free response comments.

Financial information

| Year ended 31 December 2009 | | |
|--|-------------------|--------------------|
| Income | (× \$1000) | % of Income |
| Tuition & Boarding Fees | 39,743 | 86% |
| Commonwealth Recurrent Grants | 3,679 | 8% |
| State Recurrent Grants | 982 | 2% |
| Other Private income | 1,556 | 3% |
| Total Income | 45,960 | |
| Expenditure | | |
| Salary & Related Costs | 24,983 | 54% |
| Non Salary Costs | 12,529 | 27% |
| Buildings & Property | 3,586 | 8% |
| Depreciation | 4,716 | 10% |
| Surplus Retained for Capital Purposes | 146 | 0% |
| | 45,960 | |



Further enquiries (which are always welcome) about this information can be addressed to Dr S G Boydell at the school (Telephone: +613 9810 4266)