2015 was a very positive year for Gippsland Grammar as we celebrated our 91st year. It was a year of growth as we experienced improved student numbers from the previous year and also completed stage one of our Master Plan with the construction of the Laurie Payne Sports Centre at Garnsey. We progressed our Strategic Plan further with the introduction of our Academic Care educational model. This model moves the School towards an integrated approach to student wellbeing and the academic program. This is an inextricable link that would appear obvious to the overall development of each student.

By all measurements, 2015 was a very positive year of improvement and growth. Financially, the School was able to successfully produce a modest profit. Our Academic results indicated growth and improvement in most areas and our surveys continue to reflect a very healthy culture within our School. Our teachers continue to grow and develop through our Professional Learning Projects and we will look to enhance this program in 2016. Throughout 2015, our School leaders have participated in the Visible Learning Program. This program is helping us to understand the impact of our teaching on the learning of our students. We used 2015 to gather evidence and further our understanding of what is working in the School and what is not. This process will drive our goal setting and School improvement plan for years to come.

Our Co-curricular program continues to be a strength of the School. We believe strongly that it is through opportunities that students learn about themselves and also how to interact positively with others. Our students continue to flourish through the many and varied opportunities available to them and continue to impress with their positive outlook and growth mindsets. The School is represented at many activities from rowing, shooting, athletics and swimming to music, debating, drama and academic competitions. Members of the general public are always impressed by the manner in which our students participate and also represent the School. In short, they are great kids who love their School.

I am very proud to be the Principal of Gippsland Grammar and I truly believe this is a great school.
Vision, Mission and Values

Our Vision and Values

Gippsland Grammar is an Anglican School community committed to opportunity and excellence.

Anglican ethos: Gippsland Grammar is an Anglican school which in its life together reflects the Christian mission of the Anglican Church and the values implicit in that mission. Democratic principles are integral to the operations of the School, accepting students of all faiths (or none).

Opportunity: Consistent with those values, the School provides a broad and balanced educational opportunity which aims to nurture the intellectual, spiritual, creative, social, physical and emotional development of its students.

Excellence: The School values each student for who they are and encourages them to make the best of their abilities and talents. The School encourages excellence in academic and Co-curricular pursuits and celebrates achievement and leadership.

Community: The School works to build a strong sense of community, respect for others, and the valuing of diversity, equity and social inclusion. A capacity for leadership and an understanding of responsibility to show compassion and to seek justice in the wider community in which we live is pursued.

Our Core values are: CLERR

- Compassion
- Leadership
- Excellence
- Responsibility
- Respect

Community Context

The School community is a complex one and might be better described as a series of interwoven communities. Gippsland is a diverse area, both socio-economically and geographically and faces significant challenges as a rural community with little overall demographic growth. It is particularly vulnerable to economic changes, relying on a successful agricultural base and a number of key industries, such as ESSO and the RAAF base. On the other hand, the School has a vital part to play, as one of the few Independent Schools serving Gippsland, in attracting and keeping professional families by offering a high quality education for their children.

The School was founded to serve the Gippsland community and this aim remains central. In achieving this, we rely on links with all sectors of the community as well as with regional groups of Schools such as SEISA (South Eastern Independent Schools Association) and ICCES (Independent Country Co-Educational Schools). As an Anglican school, we work within the Anglican Diocese of Gippsland forming a particular relationship with the St Paul’s Cathedral congregation in Sale and St John’s congregation in Bairnsdale and also with the other Anglican Schools within the Diocese. The School also seeks to establish strong relationships with its parents, Alumni and other friends who are spread through all sectors of the local community.

Whilst the School maintains a significant presence in East Gippsland, we aim to increase our number of students from the Latrobe Valley. This is a region of designated demographic growth and there is a need for Gippsland Grammar to have a great presence in this region. The School will retain its boarding capabilities to serve families from the more remote areas of our region.
Strategic Plan

Key Assertions

Our Strategic Plan places student learning at the centre of all school activities and operations.

The School will remain faithful to its mission as an independent Anglican co-educational day and boarding School offering a holistic education centred on Christian values.

1. The School will endeavour to remain affordable whilst maintaining the quality necessary to achieve its other stated objectives.

2. The School will strive to maintain its position as a leading regional School and to achieve recognition at a state and national level.

3. The School will aim to attract and retain the highest quality staff, with an emphasis on staff well-being and high quality professional learning.

4. The School will offer a broad and rich curricular and co-curricular program promoting active learning, wellbeing and resilience, based on current research and best practice, catering effectively for students with varying abilities.

5. The School will endeavour to retain its caring ethos and to be a calm and disciplined environment in which students can enjoy learning.

6. The School will develop facilities and resources commensurate with its curricular aims, including the embracing of technologies which allow students to develop digital competence.

7. The School will aim to achieve a sustainable pattern of enrolments.

8. The School will operate within a financial model which balances the twin goals of sustainability and affordability.

9. The School will retain and develop its strong interaction with all aspects of its community and develop in its students an understanding of and concern for the world at local, national and international levels with an emphasis on active community service.

10. The School will, through its policies and actions, show concern for the environment and sustainability and seek to foster such concern amongst its students.
Governance

Gippsland Grammar is a company limited by guarantee, governed by a Board of Directors that reports to the School’s Association at the Annual General Meeting.

Throughout 2015 the Board consisted of up to 13 Directors (there being two vacant positions during the year), including the Chair, Mr Steven Scott and the Deputy Chair, Mr William Jones.

Gippsland Grammar – Board Of Directors

Chair Mr Steven Scott
Deputy Chair Mr William Jones
The Right Reverend Kay Goldsworthy
Mr Stephen Chalmer
Ms Val Jones
The Reverend Anthony Wicking
Mrs Anne Mwagiru
Mr Kenneth Anderson
Mr Michael Oram
Dr Valerie Shaw
Mr Jono Craven
Mrs Vicki McLeod

During 2015, Ms Val Jones, Mr Jono Craven and Mrs Vicki McLeod joined the School Board. Mr Craven represents the Parents’ and Friends’ Association. Ms Jones and Mrs McLeod were appointed by the Bishop-in-Council. Mr David Conway and the Rev’d Steve Clarke left the Board in 2015 and we are very thankful for their input and guidance throughout their tenure. We also welcomed the Right Rev Kay Goldsworthy to the Board in 2015 following her appointment as Bishop of Gippsland.

The Gippsland Grammar Board is both a representative and also a skills based Board. Members are recruited to their positions either as representatives of the various community groups or to bring a specific skill to the Board.

In 2015, our Board members participated in a professional learning/strategic development program at Independent Schools Victoria (ISV) in Melbourne. All of the Board members heard from speakers from our peak bodies, ISV and the Victorian Ecumenical System of Schools (VESS), regarding good governance, best practice education and school funding.

The Board continues to be a committed and vibrant group that value adds to the strategic development of the School. All members of the Board are also members of either our Governance or Audit sub committees. We are very grateful for the time and effort they commit to their roles and we are also incredibly thankful for the expertise and advice they bring to the Board table.

Leadership

The School Executive continues to deliver outstanding leadership to our School. It meets regularly to discuss the operations of the School, however, the setting and measuring of goals is critical to the strategic development and direction of Gippsland Grammar. We are very fortunate for the breadth of experience each member brings to their role. Each has a large and time consuming operational role at the School and they also take responsibility for one aspect of the Strategic Plan.

The Executive comprises;

Mr David Baker- Principal
Ms Jan Henry- Deputy Principal (Head of Garnsey Campus)
Mrs Liana Cartledge- Deputy Principal (Academic)
Mrs Kate Arnup- Deputy Head of Garnsey Campus

Ms Amanda Virgo- Head of Bairnsdale Campus
Mr Mark Yeowelli- Head of St Anne’s Campus
Mr Geoff Barry- Finance Manager

An extended Executive team including the following four management staff meets once each month to discuss wider aspects of the School’s operations.

Mrs Emilie Davine- PA to the Principal/HR Manager
Mrs Marji Craven- School Registrar
Mr Tony DeBono- Property Manager
Mr Neil Storer- eLearning Co-ordinator/Data Base Manager
Our major goal at the Garnsey campus in 2015 was to further embed our educational Academic Care model. This was pursued in a number of ways. It was the focus of our Professional Learning. Steps toward becoming a school with a clear and consistent understanding of the learning process and how it is intrinsically linked to the wellbeing of our students and school culture were taken in the Visible Learning focus of our Staff Conference and additional professional learning days, with an action plan articulated by the end of the year. The Wellness Week held at the end of Term 3 introduced some positive education strategies and mindfulness experiences to students and the review of the Personal Development Scope and Sequence, was a major initiative which enabled us to embed some important programs which will enhance student well-being and learning outcomes. Our commitment to the use of restorative practices was also confirmed with a review of the Respectful Relationships and Behaviour Management policies which have further clarified our expectations about the nature of the relationships within our School community. The use of the MindMatters student wellbeing survey in 2015 has provided a benchmark from which we can continue to measure student wellbeing and use data to guide the direction of the personal development program and pastoral policies and procedures.

The academic programs again offered opportunities for differentiated learning experiences for students. Performances in national competitions were strong with 109 students gaining a Credit or higher in the Australian Mathematics Competition and 14 achieving above the 90th percentile. One student achieved a national second placing in the Australian Geography competition and in Science two students were selected to attend the national Biology Olympiad following their excellent results in the examination and three students were selected in the National Youth Science Forum program. It was pleasing to see junior students participate well in the Da Vinci Decathlon and Future Problem Solving competitions. It was also wonderful to complete the refurbishment of a further 2 rooms this year as we continue to ensure students learn in spaces which reflect the enjoyment and value of learning.

Opportunities to connect to real world learning were most evident in study tours to France, Italy and Central Australia this year. Year 9 and 10 students of French spent 12 days travelling across France, while 20 senior students participated in the cooking tour of Tuscany and a group of six Year 9 and 10 students spent a memorable week with Reg Dodd, an Arabunna elder, based around Lake Eyre in South Australia. Visits from Hikarioka Girls High School, Japan, Lycee Jeanne D’Arc, France and a number of other exchange students also provided terrific cultural experiences throughout the year. An important opportunity to connect to the environment was also evident in the ongoing Outdoor Education program which operated as a compulsory camps program from Years
7-10 and through VCE Outdoor and Environmental Studies. A number of subject-specific field trips, especially through the Humanities and RAVE Department, were very valuable with visits to Melbourne, the Holocaust Museum, different religious institutions and our local environment undertaken. Engagement with Michael Bauer (author-in-residence) and a Skype seminar with author Megan Miranda have also enhanced some real world learning opportunities this year.

Our service learning focus on community involvement has again been creditable in 2015 with engagement in events such as Relay for Life, fundraising activities and a whole School Poppies Project as part of our acknowledgment of the 100 years since the Gallipoli landing. The staff continued to be role models with another team spending the July holidays leading professional development activities in Gahini, Rwanda. Visits from Reverend Tim Costello and Gahini’s Bishop Alexis were highlights of the year.

We continued to offer an engaging, challenging and diverse variety of co-curricular opportunities in 2015. The production of ‘Oliver!’ was vibrant and full of energy, with a talented cast and crew of more than 60 students involved. Having Stephen Taberner as the Lorna Sparrow Fellow-in-Residence in the week leading up to the Autumn Concert was a highlight for the Music Department and his work with students was inspirational. The Debating program continued to grow with 51 students in 11 teams involved in the Debating Association of Victoria competition, along with 8 other competitions throughout the year. The Chess team also experienced success in 2015 with the team achieving a 5th place in the Open Division State Final and all team members achieving significant rating improvements.

The opening of the Laurie Payne Sports Centre, comprising a new Gymnasium, open learning space, foyer and facilities, enhanced the Sport and Physical Education programs. Students were engaged in and demonstrated some significant improvements in many sports with ongoing success in athletics, cross country, golf, senior girls tennis, junior girls soccer, senior cricket and hockey to name a few. The Rowing season finished with two bronze medals from the Sydney International Rowing regatta. Most significant throughout the year was the commitment of students and the sportsmanship and enthusiasm with which they represented the School and engaged in co-curricular activities, both within and beyond the School.

There is no doubt that in 2015 we continued to seek to enhance our vision as an Anglican school community committed to opportunity and excellence.
As expected, 2015 was once again an exciting and successful year for the St Anne’s Campus. From ELC through to Year 6, students worked hard and fully embraced the diverse range of opportunities available to them. Whilst a strong focus on participation and community contribution prevailed, there was no shortage of examples of students demonstrating excellence in all areas of school life. This combination of excellence and opportunity is at the heart of a Gippsland Grammar education. It is this, coupled with our continuous focus on our five school values (Compassion, Leadership, Excellence, Responsibility and Respect), that binds us together as one school, despite the geographic separation of the three campuses. Throughout the year St Anne’s students have continued to interact with students from across the whole school, jointly engaging in key activities and spending time both at the Bairnsdale and Garnsey Campuses. The opportunity to hold combined Fellowships with Bairnsdale as well as to watch their production of Dr Dolittle Jr were memorable occasions. Similarly, taking part in the Commemoration Day Service at Garnsey and welcoming past St Anne’s students now in Year 12 for a special luncheon were key features of the year.

2015 saw the introduction of a new student leadership role at St Anne’s with the two inaugural Campus Captains, Ben Crozier and Irene Li, being appointed. Leadership development remained a high priority for us and once again Year 6 students took part in the Halogen Student Leadership Conference in Melbourne and the Year 5’s in the GRIP student leadership training here in Sale. The Student Representative Council (SRC) continued to flourish in its impact and was particularly successful in raising over $1,300 for their chosen charity, the Royal Flying Doctors. We were also fortunate to have a Royal Flying Doctors educator and plane simulator in School for a week, ensuring that every student got to learn more about the important work of this organisation we were supporting. The impact of this project was further cemented when at the end of 2015 we renamed the McMillan classroom Flynn, after the founder of the Royal Flying Doctors. Similarly, the Green Team continued to be effective in its mission to promote environmental awareness and action across the campus. Their composting project, waste free lunch campaign and diligently tended School produce garden remained high profile. We also introduced a termly Citizenship Award for a student from each class who consistently exhibits our School values and demonstrates the personal qualities of a great community member.

We were delighted with the achievements of many of our students who took part in various academic competitions during the year. There were some excellent results in the ICAS competitions as well as the Australasian Maths Competition.
Throughout 2015 students took part in a variety of community service opportunities including Clean Up Australia Day and tree planting within the local area. Our Year 6 students also delivered Meals on Wheels throughout the year. Our very successful Year 5-ELC Pre-Prep buddying program continued and the majority of students took part in the October “Walk to School Month”. We also held a campus Wellness week where we focused on the importance of looking after our mental health. Different examples of charity fundraising featured throughout the year. As well as our SRC focus charity of Royal Flying Doctors, St Anne’s also supported the Jump Rope for Heart, the Fred Hollows Foundation and the Cancer Council’s Biggest Morning Tea event.

Throughout 2015, the St Anne’s House Competition was once again keenly contested and an important feature of our School calendar. As always it provided the opportunity for students to demonstrate excellent sporting behaviour, passionate house spirit and the diverse range of talents embedded within our School community. The 2015 House Competition event winners were as follows: Athletics (Blundell Bogong), Swimming (Tisdall Hotham), Cross Country (Blundell Bogong), Handwriting (Wellington Binks), Spelling (Cranwick Dargo) and Singing (Blundell Bogong). The overall winning house and recipient of the Rash House Shield for 2015 was Blundell Bogong.

As well as involvement in weekly PE, sport and swimming lessons, St Anne’s students continued to participate in a wide variety of competitive sports against other local schools. These included swimming, cross country, athletics, tennis, cricket, netball, football, soccer, basketball, equestrian and gymnastics.

A number of our Year 5 and 6 students represented Gippsland Grammar in the SEISA sports competition. Students also benefited from expert coaching and clinics in a number of sports including a Richmond Footy Clinic.

Musical opportunities continued to abound at St Anne’s, throughout 2015. As well as weekly class music lessons, the Year 2 Strings Program and Year 4 Training Band, many students were actively engaged in instrumental lessons. Many of these students took part in music grade exams involving a wide variety of instruments and achieved excellent results. Our weekly Friday Fellowships, termly Instrumental Soirees, and a Spring Concert provided students with opportunity to polish their performance skills and to showcase their talents to a variety of audiences. Notably, a number of our Year 5 and 6 students continued to excel in their musical studies and were invited to take part in the Dulcie Holland Concert Band at the Garemy Campus. Both the Junior Choir and St Anne’s Singers experienced significant growth in numbers during 2015 and, as well as their weekly rehearsals, performed on various occasions throughout the year both on-campus and beyond. Our choirs, ensembles and individual musicians also achieved well at both the Sale and Traralgon Eisteddfods, placing first in a number of categories, as well as highly in many others. We held our inaugural St Anne’s Christmas Service and Dressing of the Tree ceremony, which involved Christmas Carols sung by every class.

A variety of excursions, both within the local area and further afield, enhanced classroom learning. Places visited include Old Gippsstown, Walhalla, Bairnsdale, Seaspray and The Knob Reserve in Stratford, as well as Scienceworks and The Immigration Museum in Melbourne. All students from Year 3 to 6 took part in the Junior School camps program in conjunction with their friends from the Bairnsdale Campus. For the first time Year 3 utilised Camp Coolamong near Paynesville for a one night adventure. Once again our Year 4 students enjoyed two nights at Camp Rumbag, Year 5 had three nights at Coonawarra and our Year 6 students three nights in Gelantipy. All camps involve students in a variety of age-appropriate challenging activities that build confidence and team work, alongside greater independence that comes with being away from home overnight.

We welcomed a number of guest speakers and other visitors to the School during the year. These included Darren Chester MP, a number of authors, a circus contortionist, artist Marnie Gilder, Wellington Shire Councillors, David Cross from the Zoe Foundation, Ambulance Victoria, Life Education and Raquel Harris – Wellington Shire’s Sustainability Officer. In connection with Reconciliation Week Year 5 and 6 also had an excellent presentation from Tracey Moffat and everyone benefited from a performance by Adam Hill (Adamriginal), sharing with us Aboriginal culture through music, song, storytelling and art.

2015 had a special Japanese flavour to it. In April, fifteen Junior School students travelled to Japan for a ten day cultural visit. All St Anne’s students also enjoyed the Bushido Samurai day led by the Victorian Art Gallery and the special Japanese Sports afternoon led by our visiting Hikarigaoka Japanese school students. We were delighted to welcome the Hikarigaoka Principal, Sister Maria, for a visit to St Anne’s. Towards the end of the year students made a large number of Origami Cranes, which were taken to the Children’s Peace Monument in Hiroshima to join thousands of others for a 70th Anniversary memorial.

Art continued to be a popular and high profile subject throughout 2015. As well as weekly art lessons students benefited from various Art Gallery incursions and excursions. Year 6 completed an amazing Pop-Up Piano project and we took part in a community Tea-Bag art project. Our 2015 St Anne’s Art Exhibition, Old and New, was held in the second half of the year and provided an excellent showcase for the extensive artistic talents of our students from Prep to Year 6.

During the Year Staff at St Anne’s continued to engage in Professional Learning. As well as every teacher completing a Professional Learning Project, we had two Junior School conference days focused on the teaching of Writing and Restorative practices. Staff also benefited greatly from Visible Learning Training, which was a whole school focus in 2015.
I n 2015 we welcomed new staff member Mrs Lisa Hudson, who was employed to replace Mrs Catherine Bulmer who left at the end of Term 1. We were in the midst of a baby boom, with 2 staff members having babies during 2015. We welcomed Mrs Na Gu’s baby girl and Mrs Elisha Froud’s baby boy. At the end of the year we farewelled Mrs Sally Stevens as she began her Maternity leave, while Mrs Lisa Hudson’s maternity leave began early in 2016.

**Curriculum and Professional Development**

The staff at Bairnsdale Campus have continued using the Australian Curriculum in their planning throughout 2015, focusing on Mathematics, English, History and Science. Teachers also introduced teaching Geography into their units as this subject became a part of the new Australian Curriculum. We continued our Spelling Mastery program in Years 3-6 and, recognising the success this program has had, extended it into Years 1 and 2. Spelling Mastery uses specific strategies that encourage students to think their way through spelling rather than to memorise weekly spelling tests. These strategies, combined with repeated practice and application, enable students to spell unfamiliar words and to remember familiar words more successfully than they would by using other methods. The students were tested and placed in the appropriate group level and worked at this level for the year. The teachers also incorporate the skills learnt from THRASS (Teaching Handwriting, Reading And Spelling Strategies) professional development from previous years, to ensure that students have a sound THRASS knowledge of letters and the sounds they can make to improve spelling and literacy skills. By incorporating both THRASS and Spelling Mastery into teaching pedagogy students are able to gain a deeper understanding of spelling and sound choices. Staff ran an information night for parents to attend to enable them to understand and support their children in their THRASS knowledge and learning.

The staff spent time developing their professional knowledge and have been given time to talk and work together on teaching and learning, while planning for the future in a targeted way. They worked on Professional Learning Projects in pairs or small groups, covering a range of topics such as teaching and learning of writing skills through to Big Write and writing strategies. Teachers also developed their understanding of Visible Learning, through improving the use and understanding of learning intentions and success criteria. Teacher programming and assessment played an integral part to understanding where the student was at and where they needed to go. A new Junior School initiative this year was to take advantage of the student free rollover day at the Garnsey Campus to create a Junior Schools’ Professional Development Day. This was held at the Bairnsdale Campus where we welcomed Restorative Practices in Schools presenter David Vinegrad. David is a recognised world leader in the development of restorative practices and is dedicated to assisting schools and organisations get the best out of what they do. All academic staff attended a Visible Learning PD at the beginning of the year at the Garnsey Campus.

At the beginning of Term 3 Junior School staff attended the writing conference “Big Write & VCOP”. The aim of the day was to provide teachers with all the knowledge and skills required to spend the next 4-6 months introducing our students to VCOP (Vocabulary, Connectives, Openers and Punctuation) and Big Write. Big Write and VCOP create a positive ethos towards writing for all students. Encouraging this environment will help to embed the learning, raise the standards of writing and motivate students. The Big Write methodology is; ‘if they can’t say it, they can’t write it’. With talk and communication an imperative element of the program, it directly appeals to boys who through studies are shown as our most reluctant participants in primary schools. Students are encouraged to be ambitious, up-level their work and focus on the elements of VCOP in their writing. By highlighting these areas as ‘super short goals’, together with longer goals evidenced through a Criterion Scale, students are empowered to understand the simple and successful ways to improve their writing.

We were very pleased with our campus NAPLAN results and were thrilled with the results of some of our stronger students in the ICAS Australian Mathematics Competitions.

**Parents and Friends**

Our Parents and Friends continued to be an active group again this year, under the leadership of Shane Young. They hosted a Welcome Morning Tea, a Family Picnic, an ELC family dinner and organised a fantastic Trivia Night which not only brought the school community together, but also raised a significant sum of money. They continued to coordinate the ‘Feed in Need’ program, which provides occasional meals for members of our school community at a time of need. The idea behind this is that, when we are aware of a family going through a tough time, another member of our school community will prepare a meal for that family. This was used to support many families throughout the year, and meals were organised on an ongoing basis for the Shelton family as they supported Sam, our 2014 Bairnsdale Campus Captain, who had been diagnosed with a brain tumour.

**Events**

Our Grandparents Day Fellowship was attended by grandparents and special friends, many of whom travelled a great distance to attend this annual event. Many grandparents comment on how much they look forward to this event, eagerly seeking the date early in the year so that in some cases holidays can be planned around it! We started our Mother’s Day celebration with croissants and Danish pastries, served by a number of dads and then went on to a Fellowship led by Correa, during which all the mums were given a flower. We celebrated our dads with a breakfast barbeque and Fellowship, where the dads were presented with some delicious chocolate balls made by our Prep and Year 1 Banksia students. These events have become very much a part of the tradition of the Bairnsdale Campus.

On our Celebration Day we celebrated the 10th anniversary of the day the first sod of soil was turned to begin building the Bairnsdale Campus. Our School chaplain, Reverend Jon Taylor, led our service. St Anne’s joined us, as well as official
guests who have been a part of the journey of the Bairnsdale Campus. It was a delight to welcome back past Principals Mr James Beard and Mr Mike Clapper, along with Mrs Kate Arnup (the first Head of the Bairnsdale Campus) and Archdeacon Edie Ashley, who helped to write the Bairnsdale Campus prayer. We also welcomed back our original Prep students, currently in Year 9 at the Garnsey Campus. The Garnsey ensemble Sinfonietta, the St Anne’s Singers and the Bairnsdale Campus Concert Band entertained us during the service which was a fitting celebration of this milestone. Enola, Melody and Serena Jefferis represented each campus as they played Liberty Bell March for the processional and the Year 5 students with their ELC Pre-Prep buddies sung an adorable rendition of Five Cheeky Monkeys. It was a day of celebration and reminiscence and the campus was abuzz from the morning for the service and into the evening, as we came together for our Twilight Fair. This was not intended to be a profit making event, but an opportunity to invite the community to our campus for a terrific evening of fun, good food and celebration. It was well attended by the Bairnsdale Campus community and from many others around our area.

Excursions, Incursions, Camps and other Learning Opportunities
This year our students had opportunities to take part in excursions to continue to develop their learning and to enhance their understanding of their Integrated Studies units. Year 6 students were billeted by their St Anne’s friends and then together travelled to Melbourne for the Young Leaders Day conference. The Year 5 students took the opportunity to attend the GRIP Leadership Seminar in Bairnsdale to further enhance their unit on Leadership. The Year 3 and 4 students caught the train to Melbourne while working through their History unit ANZAC, visiting the Shrine and the Australian Centre for the Moving Image (ACMI) exhibition ‘War Pictures’. Whilst learning about ‘Plants in Action’, the Year 3/4 students visited Wildseed Nursery to look at the lifecycle of plants and the importance of plants for our survival. Students in Prep, Year 1 and Year 2 visited the Buchan Caves, while looking at ‘Materials Matter’ and the All Abilities playground for a scavenger hunt to link with their Geography unit. Students visited the Bairnsdale Library at various times throughout the year to see a travelling Art exhibition from the NGV, to hear authors speak and to watch the ‘2 Friends Productions’ performance about the ANZACS and their legacy. The Richmond and Carlton Football Clubs Clinics at the Bairnsdale oval were enjoyed by many students. A Circus Oz Skills workshop for Years 5 and 6 students was designed to enhance classroom discussions around Growth Mindset and was also a great opportunity for team building and leadership. Our Year 5 and 6 students also attended the dress rehearsal for the Garnsey Musical ‘Oliver’ and the Laurie Payne Gymnasium opening. Years 3 and 4 students hiked to the top of Mount Taylor - a challenge for students, teachers and the many parents who joined this day trip.
There were also a number of incursions throughout the year. The Parliamentary Education Office and Senator Ricky Muir conducted a ‘Parliament Alive’ Incursion. This involved the hall being set up like the Senate Chamber. Students were given roles to play, such as Senators for the Government, Opposition and the Cross Bench. The students were given a Bill about the Provision of Water Tanks to debate, which was eventually rejected because the cross bench sided with the opposition to oppose the bill. We had a visit from some Garnsey Campus debaters organised by Ms Penny Monger. Ms Celine Lechappe and French exchange students visited the Bairnsdale Campus and conducted a French Day with our Year 6 students, who enjoyed rotating around the activities led by the French students. They learned about French geography, the alphabet, some French phrases, ‘Petanque’ and how to count to 12. In particular, Grevillea enjoyed having the opportunity to ask questions and hear about life in another country. The visiting Japanese students from Hikarigaoka helped to run a Japanese Craft Day. All students from Prep to Year 6 participated in celebrating the ‘Tanabata Festival’ or the star festival. The festival is based on a Japanese myth story, when the star prince and star princess cross the Milky Way on this night to meet up. Students learnt about the story, created decorations and practised their language skills in Japanese. Leading Senior Constable Toni Redshaw delivered Cyber-Safety sessions to all students from Years 3-6. She delivered the new 2015 Victoria Police Cyber Safe program which focuses on student’s digital literacy, positive on-line behaviour and personal and peer safety. She also discussed new criminal legislation in regards to the internet.

Both Junior schools continued to come together throughout the year for events such as the Combined Easter Service, Literacy and Numeracy Days, and the Year 6 Young Leaders Day in Melbourne. Camps were enjoyed by all students in Years 3-6, ranging in length from one night to three. These camps provide opportunities to foster growth in self-esteem, self-confidence, independence, leadership, self-discipline, the ability to get along with each other and to work with peers as a team, and to gain an increased ‘natural awareness’, through extended exposure to their natural world. They are also an excellent opportunity for our students to further develop friendships with those from St Anne’s. A successful Junior Japan Trip was held during the term 1 holidays. 15 students from across both Junior Campuses were accompanied by leader Mrs Jan Chalmer, along with Ms Amanda Virgo and Mr Evan Lamb.

The Book Week theme this year was “Books Light Up Our World”. The Book Character Dress-Up Parade was a highlight of the Fellowship as usual and was followed by a number of activities focused around the 2015 Children’s Book Council of Australia Awards books.

Two teams were entered in the ‘Tournament of Minds’ (TOM) held at Federation University, Churchill. Selected students were guided through the process by Pathways teacher Ms Terese Hunter, who facilitated their entries. This program encourages adventure in problem solving and discovery. Children who are part of a TOM team learn to work together with other team members, make decisions, solve problems and communicate effectively with one another. The Social Science team, the Historynixs received the Judges Award and our Applied Technology team, the MegaMinds, placed 2nd. Both teams were praised by judges for their entries. We also had nine students involved in the Mathematics Challenge for Young Australians (MCYA). This is a staged program designed to help teachers motivate, stimulate, encourage and develop mathematically interested students in Years 3 to 10, to bring forth the talent and potential within. The MCYA is an ideal
program for extension studies and for students who would benefit from greater challenge and, once again, Ms Terese Hunter has led this small group of students through the program.

Our Music program has continued in line with St. Anne’s Campus throughout the year with a number of different opportunities offered, the highlight being the staging of the musical Dr Dolittle Jr. in September. Four hundred tickets were sold and the audience were thoroughly entertained by the cast of Year 3-6 students. There was a huge sense of pride, excitement and achievement among the students and a strong feeling of community as parents, students and staff worked together on this event. The Training Band program was delivered to Year 4 students and the Strings program to Year 2. We continued with our successful Instrumental Soirees at St. John’s Church each term, giving our instrumental students the opportunity to prepare and perform. We were fortunate to have the Artist-in-Residence, Stephen Tabener, work with the Year 3-6 students and the Bairnsdale Singers. Wonderful Winter and Spring Concerts were held, giving the junior years children an opportunity to perform. Our Bairnsdale Singers, Recorder Consort, Concert Band, and Chamber Strings took to the road for their annual Travelling Music Showcase, where they visited Maddocks Gardens Bairnsdale, Opal Retirement Village Paynesville and then performed for the Clifton Waters residents back in our hall.

We continued with the Resource Smart program under the guidance of Sustainability Co-Ordinators Mrs Catherine Bulmer and Mrs Lisa Hudson. Our Green Team met weekly and organised a number of initiatives around events such as Walk to School Day, Clean Up Australia Day and World Environment Day. The team also hosted guests from East Gippsland Water to speak about our local water systems and present awards to students who were successful in the East Gippsland Water Poster competition. The team participated in a ‘Do More with Less’ Sustainability conference. The focus was on energy, with students being able to collaborate and engage with hands-on activities from CERES Mobile Energy Classroom. This was an exciting opportunity for the Green Team to extend their environmental knowledge.

Community
We were able to support various community organisations, raising money and awareness of Open Water Safety, a Myanmar orphanage, the Rwanda Diocese, Uniting Care, the Cancer Council, MS and Ronald McDonald House. With the help of our SRC and other community events, such as the Biggest Morning Tea, Icy Pole sales and Pancake Day, we were able to raise $1849.35. We have also been involved in a number of community initiatives this year. Many of the Year 6 students completed their Rotary Junior Community Award and our Year 6 students delivered Meals on Wheels into the Bairnsdale Community. Our School Captains Hannah Ng and Emily Jackson laid a wreath at the Bairnsdale Cenotaph on behalf of our school. This was followed by our students marching in the ANZAC Day parade.

House Competitions
We began our House Competitions with our Swimming Carnival in Term 1, where Cranswick Dargo were the victors and our Athletics Carnival which was won by Tisdall Hotham. Our Cross-Country in Term 2 was won by Wellington Binks. Cranswick Dargo went on to win the House Singing, Premier’s Reading Challenge and Spelling Competition and were the recipients of the House Shield after the year’s points were tallied. From individual performances at the House events, School teams were chosen to compete in District, Division and Regional Inter-School sporting events, as well as school SEISA teams. We also had students represent the Bairnsdale campus in Golf, Tennis and Winter Sports.
The Dux of Gippsland Grammar for 2015 was James Gover. James obtained an ATAR score of 98.75 which included a High Distinction in Monash University Extension Mathematics.

This year’s results are another strong performance for the School. The School’s median ATAR score was 73 and 17% of our students achieved a score above 95, placing them in the top 5% of the state. 30% of students obtained an ATAR score of over 90 putting them in the top 10% of the state, whilst 43% obtained an ATAR score in excess of 80 placing them in the top 20%. 88% of the students placed in the top 50%.

This year 7 out of top 10 ATARs were scored by girls. In terms of study scores, our average study score was 32.6 11.1% of the study scores were over 40 and hence will be published on the VCE high achiever’s list.

We would like to congratulate all of our students who successfully obtained their VCE or VCAL certificates and also our dedicated staff who have worked tirelessly to assist these students throughout their education at Gippsland Grammar.

As a school we are thrilled with the outstanding results attained by our high achieving students. In particular we are pleased that our Monash University Extension Mathematics results were of a Distinction average. Media and VET Furnishing students achieved outstanding results; however, there are many other success stories this year not listed in the notes above.

James Gover 98.75

Tessa Coy 98.45  Jade Simpson-Page 97.70  David Ting 97.65  Brayden Haney 97.60  Holly Wilson 97.60

Shreya Maheshwari 96.90  Maddy McKeown 96.60  Lucy Harrison 96.40  Eleanor Riggall 96.10  Suzannah Emonson 95.90

Courtney Gallert 95.90  Caitlyn Fischer 95.85  Lloyd Hodge 95.75  Kat Pickett 95.30  Ben McAnulty 95.30
NAPLAN results

NAPLAN tests are the national benchmarking tests taken by all students in years 3, 5, 7 and 9. In addition to gaining an idea of the profile of each year cohort, we get valuable diagnostic information for each student which we use when assessing our programs for individual needs. We are also able to identify areas in which our programming may need to be strengthened by comparing our performance on each aspect of the testing with the state-wide statistics. Performance is reported on a scale ranging from 0 to 1000, consisting of 10 bands as follows:

- Band 1 – scaled scores < 270
- Band 2 – scaled scores > 270 and < 322
- Band 3 – scaled scores > 322 and < 374
- Band 4 – scaled scores > 374 and < 426
- Band 5 – scaled scores > 426 and < 478
- Band 6 – scaled scores > 478 and < 530
- Band 7 – scaled scores > 530 and < 582
- Band 8 – scaled scores > 582 and < 634
- Band 9 – scaled scores > 634 and < 686
- Band 10 – scaled scores > 686

While individual reports are reported only in the bands, aggregated school data is reported on the 1000 point scale.

Year 3 results are reported in Bands 1 to 6
Year 5 results are reported in Bands 3 to 8
Year 7 results are reported in Bands 4 to 9
Year 9 results are reported in Bands 5 to 10

The concept of a State or National benchmark has been replaced with a minimum standard defined by a particular band as follows:

- For Year 3 the minimum standard is Band 2
- For Year 5 the minimum standard is Band 4
- For Year 7 the minimum standard is Band 5
- For Year 9 the minimum standard is Band 6

We have given a comparison of NAPLAN results from the past four years as an indicator of the differences between these year groups. It must be remembered that these are different cohorts.

### Year 7 NAPLAN Results (2012-2015)

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## Academic Results

### Year 5 NAPLAN Results (2012-2015) Bairnsdale

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Year 3 NAPLAN Results (2012-2015) St Anne’s

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<td>477</td>
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<td>466</td>
<td>428</td>
<td>431</td>
<td>97</td>
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Student Destinations

87 of our Year 12 students applied for tertiary study (92% of the cohort) and all applicants received a first round offer. Destinations were as follows:

2015 Tertiary Placements

- Holmsglen (1%)
- ACU (2%)
- College of Arts (3%)
- Federation University (5%)
- La Trobe (6%)
- Monash University (17%)
- Deakin University (16%)
- RMIT (13%)
- University of Melbourne (10%)
- Swinburne (9%)
- Vic Uni (9%)
- Interstate (7%)
## Attendance

### School attendance semester one

<table>
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<tr>
<th>Year Level</th>
<th>Total Males</th>
<th>Total Females</th>
<th>Indigenous Males</th>
<th>Indigenous Females</th>
<th>% Overall</th>
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<td>166</td>
<td>94.63</td>
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| **ST ANNE’S CAMPUS** |  |  |  |  |  |
| ATTENDANCE Y1 | 1,142 | 1,337 | 0 | 0 | 93.60 |
| ATTENDANCE Y2 | 1,016 | 842 | 0 | 0 | 95.97 |
| ATTENDANCE Y3 | 1,428 | 1,356 | 0 | 0 | 96.23 |
| ATTENDANCE Y4 | 1,361 | 1,234 | 0 | 0 | 95.12 |
| ATTENDANCE Y5 | 1,700 | 1,254 | 0 | 0 | 95.91 |
| ATTENDANCE Y6 | 2,112 | 1,666 | 0 | 0 | 95.40 |
| **St Anne’s Totals** | 8,759 | 7,689 | 0 | 0 | 95.39 |

| **GARNSEY CAMPUS** |  |  |  |  |  |
| ATTENDANCE Y7 | 3,914 | 4,100 | 0 | 161 | 96.22 |
| ATTENDANCE Y8 | 3,217 | 4,142 | 82 | 143 | 95.20 |
| ATTENDANCE Y9 | 4,532 | 3,992 | 0 | 158 | 94.77 |
| ATTENDANCE Y10 | 3,099 | 4,141 | 0 | 28 | 94.60 |
| **Garnsey Totals** | 14,762 | 16,375 | 82 | 490 | 95.21 |

Student Retention and Attendance

In 2015 there were 95 students in Year 12, from a cohort which numbered 100 in Year 9 (2012). This gives an apparent retention rate of 95%, though of course there were a number of departures and arrivals within that cohort over the three year period. Of the 100 in Year 9 in 2012, 82 completed Year 12 at Gippsland Grammar representing 82% of the cohort. This is an increase of 8% on the previous year. Our 95 Year 12 students consisted of 7 students who commenced in Prep, 34 students who attended our Junior Campuses, 31 began in Year 7, four in Year 8, nine in Year 9, four in Year 10, four in Year 11 and two in Year 12.

Student attendance rates as reported to Government for Semester 1 of 2015 were as follows;
During 2015 Gippsland Grammar participated in ISV (Independent Schools Victoria) LEAD surveys (Listen, Evaluate, Act and Deliver). The LEAD surveys are conducted online with parents, students, staff and Board Members. The final report provided to the School benchmarks the schools performance in a range of areas against other independent schools in Victoria. The survey provides feedback in the areas of parents’ perceptions, students’ perceptions, teachers’ perceptions, school leaders’ perceptions, academic achievement and transitions within the school. These survey results influence our strategic planning and our annual school improvement plan. The overall results are incredibly detailed and allow the School to formulate responses to very specific areas within the survey. As a School we choose to conduct this survey biennially and specifically compare our results to previous surveys. I am pleased to report that in most areas we are generally higher than the ISV mean quoted.

The results of the parents’, students’ and teachers’ responses are summarised in graph format, indicating the ISV mean for each area and also the previous Gippsland Grammar responses from 2011 and 2013. The questions asked in the survey ask participants to respond on a 0 – 10 satisfaction scale. The results are the mean response for each area. The following graphs show the sources of income and the categories of expenditure for 2015;
LEAD Survey Results

General Student Satisfaction per Domain

Overall Satisfaction per General Student Survey Domain for Gippsland Grammar

Overall Teaching Staff Satisfaction per School Domain

2015 Average Rating
**Finance**

**Gippsland Grammar Sources of Income 2015**

- Net Income from Parents: $10,859,430
- Commonwealth Recurrent Grants: $7,300,240
- State Recurrent Grants: $1,101,553
- Other Government Grants: $725,414
- Other Income: $1,319,040

**Gippsland Grammar Expenditure by Category 2015**

- Tuition Salaries: $10,322,957
- Salary Related Expenditure: $1,309,542
- Other Tuition Expenditure: $1,291,990
- Buildings, Grounds, Caretaking: $1,070,832
- Administration and General: $2,241,981
- Boarding: $727,542
- Depreciation: $1,355,119
- Borrowing Costs: $499,646
- Other: $1,228,087
Community

Our Connections

In 2015 our various community groups were once again very active and supportive of the School and our operations. The Parents’ & Friends’ Association (P&F) went through a change in leadership as Jo Wilson was appointed President and Sharee Johnson stepped down to be Vice President. Unfortunately Jo and her family moved to Queensland during the year, leaving the P&F without a leader for a period of time. The different campus P&F groups were particularly busy with activities including the Bairnsdale Trivia night, weekend family activities organised by the Bairnsdale P&F and a very successful welcome drinks at the beginning of the year and a social evening at the Criterion Hotel, both organised by the St Anne’s group.

The McColl Club continues to support our rowers by raising money for new equipment and supporting our rowers with catering whilst they are attending regattas. The McColl Club were particularly active in the 2014/2015 season, ensuring that parent volunteers attended each regatta and have maintained this support into the 2015/2016 season. They raised funds by selling souvlakis and sausages at various local events throughout the year. Rob Stewart led the McColl Club as President and Angela Lowe continued to support as Vice President.

The Friends of Performing Arts continue to support all of our performing arts activities with catering and the provision of refreshments at interval for most of our performances.

The Old Scholars’ Association, ably led by Meredith Johnson and Fiona Mills, continued to provide funds to support students at School and also to support reunions throughout the year. The OSA were active in 2015 planning for the ‘Be Your Potential’ Scholarship, aimed at supporting an able student who would otherwise not be financially capable of attending Gippsland Grammar. This fund aims to raise enough capital to fund one student for their entire time at the School.

Capital Development/Fundraising

In 2015 Gippsland Grammar was able to complete the extension of the Laurie Payne Sports Centre. This project added an additional multi-purpose/sports court facility, a classroom, an office, a multi-purpose learning space and a multi-purpose foyer. The project was completed at a cost of $2.69 million dollars. $500,000 was provided by the Federal Government through its Capital Grants Program administered by the Victorian Independent Schools Block Grant Authority. The Gippsland Grammar Foundation donated $500,000 from its Building Fund and the John Leslie Foundation donated a further $50,000. The Foundation contribution was made possible in part by the response to an intensive giving campaign in support of the new building project, which raised almost $33,000. We are deeply grateful to all contributors to this project, including all of our families who regularly make voluntary donations to the Foundation’s Building Fund. Without their assistance, projects such as this would not be possible.
Recruitment and Retention


As in previous years, we have been very fortunate in appointing excellent staff who have already contributed greatly to our School.

We also farewelled a number of staff throughout 2015. Many of these staff had been with the School for some time, others had assisted in filling short-term vacancies on fixed term contracts or had been on specific programs offered such as Language Assistants, GAP Assistants and Assistant Rowing Coaches.


Thirteen permanent staff members departed during 2015. This resulted in a Staff Retention rate of 91.7%.

Another three long-term employees left to begin their retirement - Marianne Lee, Mike Riley and Frank Stone.

Staff who also took leave during 2015 included Na Gu, Kelly Warren, Jade Willox, Michelle Sands, Fiona Myers, Rachel Storer, Warren Stewart, Leah Stoffels, Faye Kennedy and Kate Arnup.

Staffing

Workplace Diversity by Age and Gender (excludes casuals)

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<td>School Support*</td>
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<td>Teaching</td>
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<td><strong>Total</strong></td>
<td>57</td>
<td>149</td>
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</table>

*School support includes Canteen, Learning Assistants, Science, Food Tech, Language and Gap Assistants.

Staff Qualifications

**Principal**
Mr David Baker - BEd (Math Sci), MEd (UNE), GradDip Ed Admin. (Melb), MACEL, GAICD

**Deputy Principal – Head of Garnsey Campus**
Ms Jan Henry - BA (Melb), DipEd (Melb), MEd (Monash)

**Deputy Principal – Academic**
Mrs Liana Cartledge - BA (Monash), DipEd (Monash), M Org L’ship (Monash), MACE

**Deputy Head of Garnsey Campus**
Mrs Kate Arnup - BEd, BA (Deakin)

**Head of Junior School – St Anne’s Campus**
Mr Mark Yeowell - BSc (QTS) (Hull, UK), MA Ed (Oxford Brookes)

**Head of Junior School – Bairnsdale Campus**
Miss Amanda Virgo - BA (ACU), BEd (ACU)

**Deputy Head of Junior School – St Anne’s Campus**
Mrs Sharyn O’Reilly - BA (Deakin), BEd (Victoria), MEd (Deakin)

**Lead Teacher – Bairnsdale**
Mrs Fiona Carr - BEd, DipEd (NTU)

**Chaplain**
Rev. Jon Taylor - BTh (Whitley College), GradDip SocSc (ACU), Dip PrimTeach (MSC)

**Finance Manager**
Mr Geoff Barry - BBus (Acc) (Victoria), MBA (Deakin)

**Registrar**
Mrs Marji Craven

**Property Manager**
Mr Tony DeBono - DipEng (Dept of Defence)

**Human Resources Manager**
Mrs Emilie Davine - Cert IV Workplace Training & Assessment (EVGT), BBus IR/HRM (dtn) (RMIT)
Senior School Teaching Staff

Mr Steve Anderson - BEd (Melb)
Mrs Jane Baker - BEd (Rusden)
Ms Liz Bell - BA (Deakin), GradDipEd (Monash)
Miss Cass Booth - BSport and Outdoor Rec., BEd (Monash)
Mrs Dawn Braham - HDTD (Rusden)
Mrs Liz Bullers - RGN (Oxford, UK), RM (Nottingham, UK), CertEd (Greenwich, UK), Cert HSC (Open Uni, UK), GradCertEd (USQ)
Mr Peter Campbell - BSc (Hons) Meteorology (Reading Univ), PGCE Secondary Education (Oxford Univ), Rowing Australia NCAS Level 2
Mrs Jenny Candy - BEd (Melb)
Mrs Leanne Caithness - BSc, GradDipEd, GradDipPsych (Monash)
Ms Katrina Chilcott - BCA (Music) (UTas)
Mrs Maria Clemens - BSc (Deakin), GradDip Dietetics (Deakin), GradDipEd (Adelaide), GradDipSportsSc (Loughborough, UK), GradDipAdolescent Health & Welfare (Melb)
Mr Tim Clemens - BSc (Hons) (Derby UK), BEd (Deakin), GradDipBus (Monash), GradDipAdolescent Health & Welfare (Melb)
Miss Samantha Cooke - BExercise Sci & Human Movement (Victoria), GradDipEd (ACU), GradCertReligious Education (ACU)
Mr Brad Cruickshank - AMusA
Mrs Robyn Davis - BA (Monash), DipSecondaryEd (Monash)
Mr Daniel De Keersmaeker - GradDipEd
Mr Kai Dettbarn - BSc (Hons) (UWA), DipEd (Melb.)
Mr Glen Dihood - BCom (University Of Melbourne), GradDipEd (Monash)
Miss Jenny Dyke - BEd (Rusden), GradDipBus (Monash), GradDipAdolescent Health & Welfare (Melb)
Mr Josh Flanagan - BSc, GradDip, MTeach (Melb)
Mr John Fraser - BA (Hons), GradDipEconHis (Melb), MEnvSc, GradDipEd (Monash)
Mr Don Gaskill - CertEd (Leeds)
Mr John Gaulke - MEd (W Syd), GradDiplCTEd (Melb), BSc (La Trobe), CertIV Training & Asst
Mrs Jan Gilmour - BEd (Melb), GradCertGiftedEd (Monash)
Mrs Na Gu - BA Jap Lang & Culture (China), GradDipSecondary Ed (LaTrobe), M of Ltr (Japanese) (Japan), Dr of Ltr Applied Linguistics (Japan), MEd (TESOL) (Uni Syd)
Miss Justeen Hahn - BSc ,DipEd, GradDipStudent Welfare (Melb.)
Mrs Sharyn Henderson - BEd (Ballarat)
Mr Colin Iversen - BMus, DipEdMusEd (Exeter), HDipEd. (Witwatersrand), MA (Keele)
Mrs Faye Kennedy - BA (Deakin), PostGradDipEd (Charles Sturt)
Mr Nick Kuch - BEdVET/Secondary (Victoria), CertIV in Training & Asst
Miss Celine Lechappe - (Rennes 2 France), PostgradCertEd Secondary French (Oxford Brookes)
Ms Nadine Lineham - BEd (Vis. Arts) (Melb)
Mr Dan McKimm - BMus Performance (Hons) (Melb Uni Cons. Music), GradDipTeaching (Melb)
Mr Frank Mesaric - DipVisArts (GIAE), GradDipEdSecondary (GIAE), PostGradDipVisArts (Painting) (Monash)
Mr Jamie Mitchell - BAppSc(Swinburne), GradDipEd (Monash)
Ms Penelope Monger - BA (Swinburne), DipEd(Melb), GradDipLibrary & Info Mgt (Charles Sturt), B Broadcasting (WAAPA)
Mr Shannon Nash - BAppSc (HM) (Ballarat), Grad DipReligiousEducation (ACU), DipEd ScHealth/PE (ACU)
Miss Emma Neal - BEd (Deakin)
Mr Andrew Nicholas - BSport/Outdoor Recreation, BEd (Monash)
Mrs Tracey Nicholas - BBusCom (Monash), GradDipEd (Monash)
Mrs Kathleen Penton - DipTeach (Perth), BEd (Perth)
Mrs Melissa Peters - BEd (Monash)
Ms Cindy Petersen - BA (LaTrobe), DipEd (Monash)
Mrs Karen Rankin - DipTeach (La Trobe), BEd (Monash)
Mr Chris Ray - BAppSc, GradDipEd (Victoria)
Mr Peter Ries - MAVisualArts, BA (Monash), GradDipEd (Melb)
<table>
<thead>
<tr>
<th>Name</th>
<th>Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs Julie Kennedy-Ripon</td>
<td>BA (Melb), GradCertCareersCounselling (RMIT), CertIV in Training &amp; Asst</td>
</tr>
<tr>
<td>Ms Jenny Roberts</td>
<td>BA (Deakin), BEd (RMIT)</td>
</tr>
<tr>
<td>Mrs Jessica Ronaldson</td>
<td>BA (Journalism) (Deakin), GradCertLit (Deakin), GradDipEd (Secondary English/</td>
</tr>
<tr>
<td>Ms Wendy Ryan</td>
<td>TechnicalEd (Latrobe) CertIV in Training &amp; Assessment</td>
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<tr>
<td>Ms Toni Salveson</td>
<td>BEd (Melb College)</td>
</tr>
<tr>
<td>Mr Wayne Semmens</td>
<td>BAppScMaths &amp; Physics (RMIT), MEngSc (Griffith Uni), DipEd (Melb Uni)</td>
</tr>
<tr>
<td>Ms Eri Shinagawa</td>
<td>GradDipEd (Monash), BA (Aichi Shukutoku, Japan)</td>
</tr>
<tr>
<td>Mrs Arun Singh</td>
<td>BEd Secondary (University of South Pacific, Fiji), DipEd (Fiji)</td>
</tr>
<tr>
<td>Mr Tyler Smith</td>
<td>BA (University of California), MEd (Lewis and Clark)</td>
</tr>
<tr>
<td>Mr Rupert Stephenson</td>
<td>BArts (University of Adelaide), BEd Secondary (University of South Australia)</td>
</tr>
<tr>
<td>Miss Leah Stoffels</td>
<td>BA, BEd (Deakin)</td>
</tr>
<tr>
<td>Mr Frank Stone</td>
<td>BAppSc (Victoria University), DipEd (Melb)</td>
</tr>
<tr>
<td>Mrs Nicole Sutton</td>
<td>BappSc (Deakin), BEd (Deakin)</td>
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<tr>
<td>Ms Masami Sugasaki</td>
<td>GradDipEd (Monash)</td>
</tr>
<tr>
<td>Mr Paul Van Eekelen</td>
<td>CertIV in Training &amp; Asst, CertIV Music Technology, BA (Music Industry) (RMIT),</td>
</tr>
<tr>
<td>Ms Claire Walker</td>
<td>GradDipEd (Monash)</td>
</tr>
<tr>
<td>Miss Rebecca Wells</td>
<td>BEd (PhysEd) (Ballarat)</td>
</tr>
<tr>
<td>Mrs Renee Yeowell</td>
<td>BA Hons (Human Movement) (Leeds Metropolitan University), PostgradCert Education</td>
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<tr>
<td></td>
<td>(Uni of Cambridge)</td>
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<tr>
<td><strong>Junior School Teaching Staff</strong></td>
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<tr>
<td>Mrs Catherine Bulmer</td>
<td>DipFoundationStudies (Monash), BPrimaryEd (Monash)</td>
</tr>
<tr>
<td>Mrs Jan Chalmer</td>
<td>BEd (Victoria College)</td>
</tr>
<tr>
<td>Mrs Anne Crowe</td>
<td>ABEduPrimary (State College Frankston), GradDip Adolescent Health and Welfare</td>
</tr>
<tr>
<td>Mrs Liz Dawson</td>
<td>BEdPrimary (Monash), GradDipEd (Monash)</td>
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<tr>
<td>Mrs Elisha Froud</td>
<td>BEdPE (Ballarat)</td>
</tr>
<tr>
<td>Mrs Katie Germaine</td>
<td>DipMusicPerformance (Box Hill), BMus (Monash), GradDipTeach (Secondary) (ACU)</td>
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<tr>
<td>Ms Lisa Goode</td>
<td>BEd (Canberra)</td>
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<tr>
<td>Mrs Tracey Grubb</td>
<td>BPrimaryTeach, DipEd (Monash)</td>
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<tr>
<td>Mrs Joy Hay-Smith</td>
<td>DipTchPrimGradDipEd (Monash)</td>
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<tr>
<td>Mrs Lisa Hudson</td>
<td>Bed (Ballarat), CertIII OutdoorEd (Swinburne)</td>
</tr>
<tr>
<td>Miss Louise Hulls</td>
<td>BTeaching Primary/Arts/Visual Arts (ACU)</td>
</tr>
<tr>
<td>Ms Terese Hunter</td>
<td>BEdPrimary (Monash), GradCertSpecialEducation (Charles Sturt)</td>
</tr>
<tr>
<td>Mrs Merridy Ingrouille</td>
<td>DipTeach (Toorak), BEdPrimary (Toorak)</td>
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<tr>
<td>Mrs Julie Jago</td>
<td>DipTeach. (Monash), GradDipRE (Christ College)</td>
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<tr>
<td>Mrs Serena Jefferis</td>
<td>BEd P -12 (Hons)</td>
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<tr>
<td>Mr Evan Lamb</td>
<td>BComm (Deakin), GradDipEdPrimary (Monash)</td>
</tr>
<tr>
<td>Miss Amy Lobb</td>
<td>BPhysicalandHealthEducation (Latrobe)</td>
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<tr>
<td>Mrs Liz Magnuson</td>
<td>BA, DipEd (Melb.)</td>
</tr>
<tr>
<td>Miss Prue McNaughton</td>
<td>BMan, BA (UniSA), GradDipEd (Monash)</td>
</tr>
<tr>
<td>Mrs Elizabeth Noble</td>
<td>DipT (Melb), GradDip Tch/Librarian (Queensland)</td>
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<tr>
<td>Mrs Penny Rankin</td>
<td>BCom (Deakin), BLaws (Hons) (Deakin), GradDipEdPrimary (Monash)</td>
</tr>
<tr>
<td>Mrs Sheryn Ray</td>
<td>BPrimaryTeach, BEdPrimary (Deakin)</td>
</tr>
<tr>
<td>Mrs Kristen Rich</td>
<td>BTeach (Monash), BEd (Monash)</td>
</tr>
</tbody>
</table>
Staff

Mrs Nicole Roberts - DipEd (Melb) BEd (Monash)
Mrs Michelle Sands - BHlthSc (Speech Pathology) (Charles Sturt), GradDipEd (Monash)
Mrs Sally Stevens - BEdEarlyChildhood (Macquarie)
Mrs Fiona Sutherland - BA (Hons) DipEd (Latrobe)
Mrs Rebekah Tayler - BPrimaryEd (Monash)
Mrs Linda Vale - DipPrimaryTeach, BEd (Deakin)
Mr Jie Van Berkel - BEd (Melb)
Mrs Tomomi Wynne - BSocialSc (Hons) (Ritsumeikan Asia Pacific University, Japan), DipEd (Primary/Secondary LOTE) (Monash), MEd (La Trobe)

Director - Early Learning Centres
Mrs Lisa Burgess - BEdEarly Childhood, (MCAE)

Early Learning Centre Staff
Mrs Jenny Banwell - DipChildren’s Svcs (EG Tafe)
Miss Colleen Battersby - CertIIIChildren’s Svcs (EG Tafe)
Ms Christine Burchall - DipChildren’s Svcs (EG Tafe)
Mrs Danielle Carpenter - BA (Ed: ECE), BEd (ECE) (Edith Cowan University)
Miss Tammy Dalton - BEd (Early Childhood Ed) (Deakin)
Mrs Annette Dilks - NNEB (Nottingham UK)
Ms Alison Fraser - BEd (ECE) (James Cook University)
Mrs Jenny Gaskill - CertEd (Liverpool)
Mrs Carol Oram - DipChildren’s Svcs (Early Ed. And Care) (Advance TAFE)
Ms Lisa Singer - CertIIIChild Services (Mission Aust), DipChildren’sSvcs (Gowrie Vic)
Mrs Sharon Smith - BEdEarlyChildhood (Melb)
Mrs Katie Whitfield - DipCommSvcs - Childcare (VUT)

Careers and Vocational Guidance
Mr Steve McAnulty - BA, DipEd (Monash), GradDipSocSc (Psych) (Latrobe), GradDipCounsPsych (Monash) MAPS

School Assistants
Mrs Suzanne Rautman - Home Eco Asst/Levels 1 & 2 Safe Food Handling (East Gippsland TAFE)
Mrs Katherine Bittner - Laboratory Assistant Cert IVLaboratory Technology (TAFE), Cert. IVBus(TAFE)

Information Services Centre Staff
Mr Anthony King - AdvancedCertMechEn, Cert IVWorkplace Trainer and Assessor (TAFE), Authorised Worksafe Assessor (W.S.V.)
Ms Marianne Lee - HDT (P.E.), Cert YouthWork, GradDipLibrarianship, CertIIIInfoTech
Ms Lyn McNally - AssDipBus-Legal Practise (RMIT), BAAppSc (Charles Sturt),
Mrs Joy Reid - BA, DipEd, DipCat(Syd), MEd, TeacherLibrarian (Charles Sturt)

Information Technology Services
Mr Greg Dennison - CertIV IT (TAFE)
Mr Michael Grattan - Cert II Electrical (Electro Comms) (RMIT)
Mr Joel Gunning - CertIV IT (TAFE), DipIT (EG TAFE)
Mr Mike Riley - DipT (Monash), GradDipCompEd (Charles Sturt)
Mr Geoff Stagg - CertIIArts (TAFE), CertIIIEd Curr IT Support (TAFE)
Mr Neil Storer - BScHons (Computer Information Systems) (University of Bath)

Learning Assistants
Mrs Louise Anderson - Integration Aide (TAFE)
Mrs Samantha Gladman - Integration Aide (TAFE)
Ms Sally Howe - Integration Aide, Cert (East Gippsland TAFE)
Ms Alex Molinari
Mrs Simone Robertson - Integration Aide, CertIII & CertIV (TAFE)
Ms Danielle Sage - CertIII Education, CertIII Special Education
Mrs Lucinda Schenk Integration Aide, Cert (TAFE)
Mrs Bec Scriven - CertIVEdSupport
Mrs Alanna Stephenson
Mrs Vasanti Sunderland - School Service Officer (Integration) - Central Gippsland Institute of TAFE, Cert IVCommunity Services - Disability (Adult Support Services) - Gippsland Institute of TAFE, Cert IVCommunity Services - Disability (Residential) - Gippsland Institute of TAFE
Mrs Michelle Thompson - DipCS (ECE&Care), DipCS (Outside School Hours Care), DipEdSupport, CertIVTraining and Assessment (TAFE)
Mrs Tammy Tomlinson - BSocial Work (Uni SA), CertIV Workplace Training and Assessment (Invisage)
Ms Vanessa Walsh - Integration Aide (TAFE)

Head of Boarding
Mrs Rachel Storer - BA (Monash), BEd (Monash)
Mr Berian Williams-Jones BA (Hons) Design (University of Wales), PGCE (University of Wales), MA Tech & Ed (London), Dip Boarding Mgt (Roehampton), Winston Churchill Fellowship

Residential Boarding Supervisors
Ms Judith Lincoln - MEd (Ballarat), BTeach (Deakin), DipFinAdvising, BNurs (Deakin) CertIII DentalAss
Mr Peter Schade - DipSales and Production Management
Mr Warren Stewart

Administrative Staff
Mrs Sandie Alexander - CertIIIChildren'sSvcs. (Community College Bairnsdale)
Mrs Leonie Allen
Ms Lisa Baker
Miss Amie Boulton - DipMgt (East Gippsland Institute of TAFE)
Ms Sue Bryant
Mrs Gerardene Caldwell
Mrs Christine Callaghan - DipHotelM, CertIIIBus (TAFE)
Mrs Sue Davies - CertIIIBusAdmin, Integration Aide (Triscott Ed. Services)

Mrs Kellie Davis
Mrs Helen Drew - CertIII BusAdmin (TAFE)
Mrs Coran Grewar - BBus (RMIT)
Mrs Sarah Guinness
Mrs Leanne Heywood - CertIVTraining&Assessing, CertIIIBusAdmin
Miss Lauren Little - CertIVBusAdmin (TAFE), CertIVHR (Box Hill TAFE)
Mrs Meredith Lynch
Mrs Judy Pattinson - CertIIIBusAdmin (TAFE)
Mrs Kathy Piefke - DipBus(HR) (TAFE)
Mrs Natalie Walsh - CertIIIInfoTech (TAFE), CertIIIBusAdmin (TAFE)
Mrs Kelly Warren
Mrs Gemma Westman
Mrs Jade Willox
Mrs Ann Young - CertIVBusAdmin

Canteen Staff - Junior School
Mr Tony Avron-Cotton - Bairnsdale
Mrs Janet Robertson - St Anne's


### Staff

#### Cleaning Staff
- Mr Russell Amy
- Mrs Michele Barbour
- Mrs Sharon Bates
- Mrs Maureen Burns
- Mrs Janette Gale
- Mrs Fiona Myers
- Mr Chris Redman
- Mr Earl Smith
- Mrs Sheridan Watts
- Mrs Jennifer Wallace

#### Maintenance Staff
- Mr Warrick Brown
- Mr David Davidson
- Mr Robert Kerton
- Mr Neville Mowat
- Mr Andy Nance
- Mr Mark Robinson
- Mr Glenn Taylor

#### Clothing Shop Staff
- Mrs Amina Holland
- Mrs Leanne Morelli

#### Annual Fixed-Term Positions

**Japanese Language Assistant**
- Miss Kaori Yoshida

**French Language Assistant**
- Alexia Duguey

#### 2015 Gap Students
- Mr Josh Dunkley
- Miss Indi Gladman
- Mr Jake Middap
- Miss Olivia Sclater
- Miss Lilly Walsh

#### 2014/15 Assistant Rowing Coaches
- Mr Nicholas Bartlett
- Mr Ben Sibly
- Miss Clio Williams

#### Casual Staff

**After School Care Staff**
- Mrs Vanessa Bonan - DipChildren'sSvcs (Ed and Care), Partners in Training
- Mrs Elizabeth Hadden - DipCommSvcs - Childcare
- Miss Grace Little - CertIllBusAdmin, CertIllChildrens Svcs, DipChildrensSvcs (Swinburne Uni) - (departed 2015)
- Mrs Michelle McGrath - DipCommSvcs - Childcare
- Miss Mary O’Brien - CertIllChildrens Svcs
- Miss Mary O’Neill - CertIllChildrens Svcs
- Ms Jodie Smolenaars - DipCommSvcs - Childcare

**Instrumental Music Staff**
- Mrs Lyn Biggs - DipTeaching (Primary), BEd (Primary) (Monash)
- Ms Sarah Caddie - BAppSc (Deakin), DipEd (Monash)
- Ms CArryn Caithness
- Ms Claire Cochrane - GTCL, LRCM, LTCL, DipEd
Mr Don Cook - BA (Music Industry) (RMIT)
Ms Elizabeth Cook - BA DipMus
Ms Caroline Crawford - BMus, DipEd (ACU Melb)
Mrs Alison Dunn
Mrs Joy Ellis - HDT (Rusden)
Miss Laura Evans - BMus Perf(Hons)(Uni of Adelaide)
Mrs Rosemary Iversen - BA (Rhodes), Higher Diploma in Education (Post Grad) (Rhodes), ABRSM Advanced Certificate (cello)
Mrs Jenny Lang - BEd DipTeach (Music)
Mrs Julie Lockhart - BMus (Hons) (Melb)
Mrs Mary Mirtschin - BEd DipTeach
Mrs Karen Phelps - AMusA Piano forte (AMEB) (Victorian College of the Arts)
Miss Victoria Shaw - AMus ABA Music Performance, BAPsych (Hons), Dip Psychotherapy, Cert IV TAA
Mrs Tamara Warden BMus (Melbourne)

RAAF Transition Aide
Mrs Elissa Klose BNursing (Deakin), GDip Paediatric and Adolescent Nursing (Victoria Uni)
Mrs Ruth Williams-Jones - BEd (Wales)

Outdoor Education Staff
Ms Linley Bertaccini
Ms Meg Cordan - BSport and Outdoor Ed (Latrobe)
Mr Mark Francis - Dip Outdoor Rec (Chisholm Institute)

Mr Patrick Nash - Dip Ed Outdoor Rec
Mr Mick Kennedy-Ripon - BA AppSci Fisheries (Aust Maritime College, Tas), Grad Dip Ed (Charles Darwin, NT)
Mr Caleb Stoneman - BA, Outdoor & Environmental Studies, Dip Ed (Latrobe)
Miss Monique Williams - B Sport and Outdoor Rec, BEd
Mr Sam Foura - BA, Outdoor & Environmental Studies (Latrobe)
Mr Shamis Law - Grad Dip Outdoor Education, BEd (Latrobe)
Mr Jonathan Brown - BEd sc
Mr James Adams
Mr John Watson
Mr Greg Blackshaw - Dip Outdoor Recreation (Chisholm Institute of TAFE)
Ms Ella Carmichael - BA Outdoor Education
Ms Malory Huther
Mr Brett Scholtes - BA (Latrobe) and Dip Ed Outdoor Ed and PE
Ms Caitlin Browning - Cert IV Outdoor Rec

Weekend Boarding Supervisors
Mr Craig Martin
Mrs Robyn McGlone
Mrs Ingrid Wimbury

Archivist
Mr Tim Gibson - BEd (Melbourne)