There was much to celebrate in 2014 at Kingswood College. Important developments have contributed to our aim to be a world class school. It was the first year of implementing our unique LATTICE framework, and excellent progress was made in reimagining learning with the future in mind. Kingswood College opened the year with the highest ever gender balance of 42% girls overall, and 45% girls in Year 7: a particularly pleasing outcome, reflecting our longstanding commitment to co-education.

Following the 2013 retirement of many long serving staff members, the College welcomed a large contingent of excellent new staff who integrated into the College culture quickly and have added significantly to the quality and range of educational offerings both in and beyond the classroom.

In implementing our Learning And Teaching Through Innovation, Collaboration, Engagement (LATTICE) framework the College devoted considerable time and effort in the areas of Innovation, Collaboration and Engagement at every level of the organisation. Candidacy for the International Baccalaureate Primary Years Programme (IB PYP) continued and various units were trialled. In the secondary years an elective program was developed for Year 9 students, to be implemented in 2015; a review of elective offerings at Year 10 was undertaken and a mix of new and reviewed offerings will be delivered in 2015.

The quality of a school cannot exceed the quality of its staff, and Kingswood College remains committed to providing outstanding professional learning experiences and opportunities for staff – something staff value highly, as demonstrated by the affirmation of the quality of the week-long July Conference, and other external opportunities. Sharing one of the July Conference days with Billanook College, working with Hugh Van Cuylenberg from the Resilience Project proved very worthwhile in developing the College Wellbeing Agenda.

Collaboration – at the heart of the LATTICE framework – has continued to be a focus for College leaders. Partnerships with other Uniting Church schools, with universities, with sister schools in China, with our local, national and global communities have continued to develop, and contribute to the breadth and quality of our education. Particular high points and evidence of our commitment to Innovation, Collaboration and Engagement included the VCE Student Conference with Billanook College, Cornish College and Kingswood College students; the Staff Conference with Billanook College, and the Student Leadership Camp with Scots School in Albury. Discussions continued with the Uniting Church congregations of St James in Wattle Park, and Surrey Hills about a shared future and the building of a Centre for Purposeful Living which would provide facilities for the College, a faith community, and the local population.

With the support of a Commonwealth Government grant a significant renovation of the College gymnasium was undertaken, and this will contribute to the quality of our education in terms of Physical Education and sports. Local sports teams also benefit from access to this facility.
The Class of 2014 impressed with their contribution to so many areas of College life. Joint Duces, Isobel Cranston and Declan Scott achieved ATARs of 98.5, while also providing outstanding leadership as College Captain and Debating Captain respectively.

Central to the values and ethos of the College is our commitment to community, and the contribution of the College Council and the Parents and Friends Association provided vital support throughout 2014.

_Elisabeth Lenders_

_Principal_
Kingswood College has a bold vision

‘To be a world-class school know for our innovation, collaboration and engagement; where our students’ potential soars because we nurture and challenge them to know themselves and achieve their personal best as global citizens’.

Model for Learning

At Kingswood College, our passionate, committed and caring teachers enthuse, enlighten and encourage their students to become the best young people they possibly can be.

Kingswood College students flourish through our commitment to the development of the whole student – their mind, body, heart and spirit in a community setting.
Kingswood College is a legally constituted Company limited by guarantee. The Kingswood College Council is responsible for the overall governance of the College, the setting of strategic direction, the review of plans and budgets established by the College Management, and the monitoring of performance against those plans and budgets.

The Council delegates responsibility for the operation and administration of the College to the Principal.

College Council members 2014 are:
Rev Dr Philip Hughes (Chair)
Stuart Castle (Deputy Chair)
Campbell Chambers (Treasurer)
Tess Brooks
Dr Kate Donelan
Bibiana D'Souza
Dr Nick Economou
Sach Jayasinghe
Janice Keynton
Rev Dhirendra Narayan
Michelle Noon
Roger Parker

**Ex officio members**
Elisabeth Lenders - Principal
Liam King - Deputy Principal—Learning & Teaching
Anthony Willis - Deputy Principal— Wellbeing/Head of Middle School
Lee Perry - Business Manager/ Company Secretary

**By invitation**
Alana Hollenberg, Parents and Friends Association President
In 2014 Kingswood College Leadership and Management team comprised:

**Principal** Elisabeth Lenders, B.A.(Hons), Dip.Ed., M.Ed., M.A.C.E.


**Deputy Principal – Wellbeing/Head of Middle School** Anthony Willis, B.Ed.

**Head of Senior School** Robyn Giles, B.Ed., M.Ed., M.A.C.E, M.A.C.E.L.

**Head of Junior School** Aaron Loats, B.Ed., B.A.


**Business Manager** Lee Perry, B.Bus., CPA

**Director of Community Engagement** Lynelle Dudman, B.Bus.

**Executive Assistant to the Principal** Michaela Sutherland, Cert IV School Support Services, Dip. Man, Dip.Bus. Admin
Kingswood College staff are dedicated professionals, who are passionate about the learning, health and wellbeing of students and this is evident in a high daily attendance rate of 96.96%.

The Kingswood College workforce comprises 71% women and 29% men.

Staff at Kingswood College engage in Professional Development and Learning programs, higher degree studies, activities, conferences and courses each year to keep abreast of the latest learning and teaching practices and emerging curriculum.

A total of $132,385 was spent in 2014 on professional development for the College teaching staff and allied educators.

Satisfaction surveys

Each year Kingswood College participates in the Insight SRC satisfaction surveys.

The results of all three surveys — students, parents and staff — are used to inform the planning and strategic direction of the College.
Staff 2014

Matthew Aram, BA, MA, PGCert (English)
Saji Anil, M.Ed., B.Sc., Dip.Ed.
Caroline Barron, B.Mus.Perf., B.Teach. (Primary & Secondary)
Ryan Berg, B. Physical Education Teaching, Min. Psychology
Alumni Coordinator Amanda Berryman
Tuckshop Assistant Katrina Berryman
ICT Assistant Mitchel Berryman
Learning and Teaching Coordinator Lauren Brum
Library Technician – Audio Visual Stephen Cattafi
Yang Chen, B.A., M.Ed.
Junior School Administrator Nicole Cherny
Wendy Corser, BECS, M.Ed.
Christina Davis, B.A., BTeach
Howard Elston, B.Engineering (Chem)(Hons.), B.Teach (Primary & Secondary)
Grant Exon, B.Arts, B.Teach (Secondary)
Bianca Farley, B.F.A Dip. Ed
Jason Flanagan, B.Ed.
Danielle Fontana, BA/BSc M.Teach
Heidi Ford, B.A., B.Teach.
Aimee Fraser, B.A., Dip. Ed.
Registrar Narelle Gassner
Registrar Elizabeth Knowles B.Agr SC, PG Dip Ed
Vlad Ginaylo, B.Comp., M.C.I.T.P., C.C.N.A
Elaine Goodridge, B.Ed, Assoc.Degree
Hospitality Assistant Judy Halligan
Library Technician Catriona Hanna
Sue Harriage, L.T.C.
James Herschell, B.App.Sci., Dip.Ed.,Cert (IV) Fitness, Cert. Level 1 Ski Instructor
Facilities Vanessa Hollow
Vince Hopkins, Instrumental Music
AFL Trainee Kyle Humphrey
Integration Aide Samantha Jansen
Receptionist Julie Keegan
Lisa King, B.Ed
Nashua Lee, B.A.
Ian Leith, B. Physical Education
Ellie Lightbody, B.Ed (Visual Art), Grad.Dip.ICT
Tuckshop Manager Fay Lovus
Community Engagement Administrator Stacey Luke
Daniel Luttick, Instrumental Music
Senior School Administrator & VASS Coordinator Jacinta Mackay
Philomena McCormack, Certificate III in Children’s Services
Denise Mahon, BSc(Hons); Ph.D
Lucinda Malgas, M.A
Michael Mance, M.A., B.A.(Hons.), G.Dip.Ed
Michael Meagher, Instrumental Music
Phoebe Mellody, Bachelor of Early Childhood Education
Alan Milstead, BECE
Iain Murphy, B.App.Sci., Dip.Ed
Facilities Steven Neal
Michelle O’Keeffe, B. App.Sci.(Human Movement), Dip.Ed.(Sec.)
Rob Olifiers, Dip.Teach., B.Ed.
Tom Palmer, B.Arts(Visual Arts), Dip.Ed.
Chris Pappas, B.Mus.Performance (Honours)
Assistant to Deputy Principal Gill Pasco
Music Adam Piechocinski
Middle School Secretary Bernadette Piekacz
Leeanne Pike, Dip.Teach
Music Andrew Power
Lee-Anne Pyke, B.A., Grad.Dip. Education
Sally Ranson, B.A.(Hons.), Post Grad. Cert.Ed.
Megan Reed, Dip.Community Services(Children’s Services), B.Arts(Early Childhood Education)
Andrew Reed, B.Sc., Dip.Ed., Cert. IV A.W.T.
Facilities Manager Terrence Robertson
Facilities Adrian Romanyk
Accounts Anne Salamouras
Freya Sach, B. Physical Education
Christopher Skepper, Dip. Arts (Mus), Dip. Ed., A.Mus.A
Ken Speedy, B.Sc., Dip.Ed.
Sarah Spring, B.Ed.
Dianne Thomson, Dip.T, Grad.Dip
Caretaker John Tinham
Hrisanthi Tomaszewski, B.Sc, B.Mus, Post.Gr.Dip.Ed
Tuckshop Assistant Huebinh Trinh
Accounts / Payroll Officer Anne Walker
Art Assistant Stephanie Watson
Ruth Webster, BArts BTeaching
Brenna Wee, M.Music Perf., M.Music Studies (Teaching/Performing), Dip.Ed, B.Music (Perf.), L.Mus.A.
Will White, BA, DipEd
Steven Wiggs, B.Comp.Sc., M.C.S.E.
Jenny Wilson, B.Sci, B.Ed.
Students

Student attendance

Students at the College are committed to their studies and involvement in co-curricular activities and this is evident in an average daily attendance across the College of 94.08% for boys and 94.13% for girls in 2014. Figure 1 below outlines the student attendance by year level.

<table>
<thead>
<tr>
<th>Year</th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>91.06</td>
<td>96.10</td>
</tr>
<tr>
<td>Year 1</td>
<td>92.91</td>
<td>93.02</td>
</tr>
<tr>
<td>Year 2</td>
<td>94.20</td>
<td>94.22</td>
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<tr>
<td>Year 3</td>
<td>96.31</td>
<td>97.19</td>
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<td>Year 4</td>
<td>95.18</td>
<td>92.48</td>
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<td>Year 5</td>
<td>94.03</td>
<td>93.64</td>
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<td>Year 6</td>
<td>94.22</td>
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<td>Year 8</td>
<td>93.75</td>
<td>95.32</td>
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<td>Year 9</td>
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<td>Year 10</td>
<td>93.02</td>
<td>90.34</td>
</tr>
<tr>
<td>Year 11</td>
<td>93.85</td>
<td>93.57</td>
</tr>
<tr>
<td>Year 12</td>
<td>95.62</td>
<td>93.41</td>
</tr>
</tbody>
</table>

Figure 1: Student attendance in 2014.
Attendance at Junior School

Student attendance is taken twice a day in the Junior School and is recorded electronically in the College’s record keeping system Kingsnet. The first attendance check is taken and recorded during Period 1 at 8.30am and then again in Period 5 at 1.35pm.

Parents of students who are absent are required to phone or email the Junior School Office to notify the College and the reason for the absence.

Parents of students arriving late at the College or leaving early must sign the register in the Junior School Office advising the time and reason for late arrival or early departure.
**Attendance at Middle School**

Student attendance is taken in the Middle School during morning Wellbeing Session i.e. between 8.20am-8.30am and is recorded electronically in the College’s record keeping system Kingsnet. Every class from thereon, Periods 1-6, Roll Marking takes place before proceeding with lessons.

Parents of students who are absent are required to phone or email the Middle School Secretary to notify the College and the reason for the absence. Upon return from extended absence students must have a signed note from parents explaining the reason for their absence.

Students arriving after 8.30am at the College or students leaving early must sign the register in the Middle School Reception advising the time and reason for their late arrival or early departure.

Any discrepancies in attendance are followed up by the Middle School Administrator and the Wellbeing Mentor. Anthony Willis, Deputy Principal – Wellbeing/Head of Middle School receives requests for extended family holiday leave prior to the planned leave either via email or letter.

**Attendance at Senior School**

The Roll is marked each morning at Wellbeing at 8.20am. Rolls are then marked during the school day by the subject Teachers. Any discrepancies are followed up at the end of the day.

Students who have Private Study sign in when they arrive and sign out when they leave.

Parents of students who are absent are required to phone or email the Senior School Reception to notify the College and the reason for the absence.

Students arriving late at the College or students leaving early must sign the register in the Senior School Reception advising the time and reason for their late arrival or early departure.

Any discrepancies in attendance are followed up by the Senior School Administrator and the Year Level Coordinators.
**Student outcomes in state and national testing**

**NAPLAN**

Figure 2 below outlines the percentage of Kingswood College students above the National NAPLAN Benchmarks in 2014:

<table>
<thead>
<tr>
<th>YEAR LEVEL</th>
<th>MINIMUM STANDARD BAND</th>
<th>READING</th>
<th>WRITING</th>
<th>SPELLING</th>
<th>GRAMMAR &amp; PUNCTUATION</th>
<th>NUMERACY</th>
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</thead>
<tbody>
<tr>
<td>3</td>
<td>2</td>
<td>89%</td>
<td>94%</td>
<td>100%</td>
<td>94%</td>
<td>100%</td>
</tr>
<tr>
<td>5</td>
<td>4</td>
<td>100%</td>
<td>88%</td>
<td>100%</td>
<td>100%</td>
<td>94%</td>
</tr>
<tr>
<td>7</td>
<td>5</td>
<td>100%</td>
<td>85%</td>
<td>92%</td>
<td>93%</td>
<td>93%</td>
</tr>
<tr>
<td>9</td>
<td>6</td>
<td>87%</td>
<td>74%</td>
<td>86%</td>
<td>84%</td>
<td>94%</td>
</tr>
</tbody>
</table>

**Figure 2: Percentage of Kingswood College students above the National NAPLAN Benchmarks.**
**Year 12 Class of 2014**

The Year 12 Class of 2014 comprised 70 students; 63 local students and 7 international students.

- 37% of students who sat for the exams achieved ATAR scores 80 and above – placing them in the top 20% in Australia.
- 20% of students achieved 90+ATAR scores, placing them in the top 10% nationally.

**Post school destinations for the Class of 2014**

- 97% received a first round offer of a place.
- 87% were offered a place at university.

![Figure 3: VTAC first round offers](image)

As outlined in Figure 3 above, 63% of students received an offer from their 1st preference of course.

Graduating students accepted places in a diverse range of university courses and reflected the interests and aspirations of each student.

Courses attracting the most interest were Business/Property/Marketing, Design/Industrial Design, Science and Arts.
The top five universities offering places for Kingswood College students as outlined in Figure 4 above from the Class of 2014 were RMIT, Deakin University, Monash University, Swinburne University and The University of Melbourne.
Facilities

In 2014 Kingswood College undertook an extensive program of improvement of the College grounds focusing on the garden beds across the campus.

The Technology Centre was painted and recarpeted throughout providing an improved environment for teaching and learning.

Car parking across the campus for staff was significantly increased through the construction of the Northern Carpark.

With the support of a Commonwealth Government grant a significant renovation of the College gymnasium was also undertaken.
Finance

Kingswood College combined income received during 2014 was $13.801 million generated overwhelmingly from fees paid by parents as outlined in Figure 5 below.

Figure 5: Income for Kingswood College 2014

Kingswood College expenditure is outlined in Figure 6 below and the main expense is Employment costs.

Figure 6: Kingwood College expenditure 2014
Acknowledgements

The College is pleased to have received funding from the Australian Government Department of Education, Employment and Workplace Relations under the National School Chaplaincy and Student Welfare Program.

Kingswood College acknowledges the Victorian State Government for its recurrent funding for independent schools and for funding of students with special requirements.
Original chalk drawing by Ulla Taylor.