



2012

Annual Report



Kingswood College

Where potential soars



2012 was a successful year for Kingswood College, with a pleasing improvement in our VCE outcomes; completion of our Model for Learning, development of our Model for a World Class School Jigsaw which will frame our development in the coming decade; outstanding professional learning experiences and opportunities for staff, and continued improvement in our facilities.

Our students' potential continued to soar, with the Class of 2012 achieving the best results in more than a decade. 27% of students achieved ATAR scores of 90+; 49.3% gained an ATAR of 80+. Benjamin Lee was awarded a perfect 50 for Mathematical Methods, the second year in succession a Kingswood College student has gained this result. Two of the Class of 2012 were awarded Dean's Scholarships – Shaun Whitely in ICT at Swinburne University and Amelia Chin at Monash University in Engineering. Both students also made valuable contributions to the life of the College.

Our Model for Learning, which emphasises our core values of Respect, Integrity, Compassion and Responsibility, and a holistic approach to the education of the Mind, Heart, Body and Spirit has been warmly endorsed by the Kingswood College community. To deliver the full potential of this model, the College is focussed on continuing to grow our staff quality, community engagement, sustainable business operations, ensuring adequate facilities and resources, and providing a desirable work and learning environment.

In May the College community had a day to remember with five Olympic athletes attending an assembly and training session for students from Prep to Year 8. Household names Catherine Freeman, Lleyton Hewitt, Jessicah Schipper, Liz Cambage and Mitchell Watt as well as a host of media personalities and TV crews kept the students entertained at the assembly and afterwards watching the segments on the morning TV shows.

Staff professional learning is one of the keys to improving the quality of learning and teaching, and in 2012 Kingswood College joined with a fellow Uniting Church College, Billanook, for a two day conference in July. Titled, 'Partners in Learning' the conference addressed the issues of why we educate, who we educate, and how we educate, with keynote presentations from Tim Costello of World Vision, and futurist Mark McCrindle. The third focal point was sharing experiences across the two Colleges, whose histories are strongly intertwined. Staff appreciated the opportunity to share with colleagues undertaking a similar role at the other College. In addition, support for higher education, global, national and local conferences, and an ongoing commitment to embedding the principles of

positive psychology in all our programs continued.

In September, for the second year in a row, a team of ten students in Years 11 and 12 won the coveted Herald Sun SuperCoach competition, again winning \$10,000 for the College.

Completion of the fence along the perimeter of the property has provided an aesthetic lift in the appearance of our grounds. An additional classroom in the Year 7 area, and renovation of Year 8 has improved the amenities in the Middle School. Junior School students enjoy the new playgrounds installed over the summer.

At the heart of Kingswood College is our commitment to community, and the work of the College Council and Parents and Friends Association continues to support students, families and staff. We are indebted to these groups for their dedication, and look forward to their ongoing support.

Elisabeth Lenders

Principal

Kingswood College has a bold vision

‘To be a world-class school known 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’.

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.

Governance

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 2012 are:

Rev Dr Philip Hughes (Chair)

David Coddington (Vice Chair)

Suzanne Dunlop

Richard Comerford (Treasurer)

Dr Kate Donelan

Bibiana D'Souza

Dr Nick Economou

Janice Keynton

Roger Parker

Stuart Castle

Ex officio members

Elisabeth Lenders - Principal

Liam King - Deputy Principal—Learning & Teaching

Anthony Willis - Deputy Principal—Head of Middle School

Lee Perry - Business Manager/ Company Secretary

By invitation

Tess Brooks, Parents and Friends Association President

Leadership & Management

In 2012 Kingswood College Leadership and Management team comprised:

Principal, Elisabeth Lenders

Deputy Principal – Learning & Teaching, Liam King

Deputy Principal – Wellbeing, Anthony Willis

Head of Senior School, Robyn Giles

Head of Junior School, Grant Buckler

Head of Daily Organisation, Lorraine Bignell

Business Manager, Lee Perry

Director of Community Engagement, Lynelle Dudman

Michaela Sutherland, Executive Assistant to the Principal

Human Resources

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 96.7%.

The Kingswood College workforce comprises 66% women and 34% 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 \$145,000 was spent in 2012 on professional development for the College teaching staff and allied educators.

Leadership and Management Team 2012

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

Deputy Principal – Learning and Teaching Liam King, Dip.Teach, B.Ed.,
Grad.Dip.Curr., Grad.Dip.Ed.Admin & M.Ed.

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 Grant Buckler, Dip.T(Primary), B.Ed.(Special Education),
M.A.C.E., M.A.C.E.L.

Head of Daily Organisation Lorraine Bignell, B.Sc., B.Ed., Grad. Dip.Comp.Ed.

Business Manager Lee Perry, B.Bus.,CPA

Director of Community Engagement Lynelle Dudman, B.Bus.

Michaela Sutherland, Cert IV School Support Services, Executive Assistant to
the Principal

Staff During 2012

Maree Abonyi, B.Sc., Dip. Ed., M.A.I. Biol.,M.A.S.M., M.A.C.E.

Gillian Alderson, Dip.T., Grad.Dip.Comp.Ed

Peter Alderson, B.Comm., Dip.Ed., Cert.IV A.W.T., Adv.Dip of Arts (EDIM), ASA

Saji Anil, M.Ed., B.Sc., Dip.Ed.

Astri Apsey, Integration Aide

Marian Ashton, B.Sc.(Agric.)

Marek Bakowski, B.A.(Hons),Dip.Ed.,A.Mus.A., LTCL, Grad.Dip.(R.E.)

Sureela Balwan, B.A., Dip.Ed.,Grad.Dip.(T.E.S.O.L.), A.S.D.A.

Caroline Barron, B.Mus.Perf., B.Teach.(Primary & Secondary)

Rev Greg Beck, B.A., M.Div.

Ryan Berg, B. Physical Education Teaching, Min.Psychology

Amanda Berryman, Reception/Administration

Katrina Berryman, Tuckshop

Melinda Blake, Dip.App Sc. (Home Eco.),Grad.Dip.Ed., Cert. IV A.W.T.,
M.A.C.E.L.

Ross Borchard, B.A., Dip.Ed., M.T.E.S.O.L

Linde Brush, B.Sc.Ed.,Grad.Dip.Adol. Health, Grad.Dip.Info.Mgmt.

Wilma Buccella, B.A., Dip.Ed., Grad.Dip.(T.E.S.O.L.), Cert. IV A.W.T.

Lisa Carland, B.SW, Cert.III Childcare

Greta Caruso, B.A., Dip.Ed., Grad.Dip (T.E.S.O.L.), M.Ed., Cert. IV A.W.T.

Stephen Cattafi, Library Technician –Audio Visual

Linda Chan, B.Ec., Dip.Ed.

Yang Chen, B.A., M.Ed.

Nicole Cherny, Junior School Secretary
Laura Daley, B.App.Sc. (Human Movement), Dip.Ed.
Lucy Dalziel, Sport Assistant
Allison Dell'oro, Dip.Teaching (Primary), Grad.Cert.Sp.Ed., M.Sp.Ed.
Roger Dillon, B.A., Dip.Ed., Grad.Dip.App.Sc.(Professional Psychology).
Sue Donoghey, Early Learning Centre Assistant
Hayley Dustow, B.A., B.Teaching
Howard Elston, B.Engineering (Chem) (Hons.), B.Teach (Primary & Secondary)
Grant Exon, B.Arts, B.Teach (Secondary)
Kate Ferguson, B.Ed., Grad.Dip.(Health Ed.), Grad.Dip.(Maths Ed.),
 Grad.Dip.(IT)
Marygabrielle Fitzgerald, T.T.T.C., Dip. App.Sc.(Food), Cert. IV A.W.T.
Heidi Ford, B.A., B.Teach.
Olivia Forsberg, Dip.Arts Music
Heather Fronsko, B.Ed. (Primary), Grad.Cert.Sp.Ed., Dip.T.(Primary)
Narelle Gassner, Registrar
Kay Gilmore, B.A., Dip.Ed.
Vlad Ginaylo, B.Comp., M.C.I.T.P., C.C.N.A
Bernadette Gioia, Dip. Teaching (Early Childhood), B.Ed. (Primary Conversion)
Marta Gorondi, B.Ec., Dip.Ed., Grad.Dip. Career Development, Cert. IV A.W.T.
Megan Hagar, Dip.Teaching (Early Childhood)
Judy Halligan, Hospitality Assistant
Catriona Hanna, Library Technician
Sue Harriage, L.T.C.
Sarah Hart, B.Sc, Grad.Dip.Ed., Cert. IVA.W.T.
Rick Hastewell, B.C.A., Dip.Ed.
Daniel Henderson, Instrumental Music
James Herschell, B.App.Sci., Dip.Ed., Cert(IV) Fitness, Cert. Level 1 Ski
 Instructor
Sandra Ho, Cert.T., Dip.T., Cert.(Computer Operator), B.Ed.
Vince Hopkins, Instrumental Music
Anna Ives, B.Ed.(Secondary) Music
Joan James, Dip.T., Cert.A.
Judy Johnston, B.Ed., Grad.Dip.Admin. Child & Family, Grad.Dip.Psyc., Dip.
 Teaching Speech & Drama, Dip.Teaching Early Childhood
Nick Karanikolas, B.Chem.Eng., Dip.Ed.
Julie Keegan, Receptionist, Administration
Beverly Langsford-Willing, M.Bus., B.A.,Dip.Ed., A.Mus.A
Stephanie Latham, B.Sc.(Biochemistry),Dip.Ed., Cert.IV Training andAssessment
Nashua Lee, B.A.
Elli Lightbody, B.Ed (Visual Art), Grad.Dip.ICT
Fay Lovus, Tuckshop
Daniel Luttick, Instrumental Music
Jirrah MacArthur, B.A.(Hons.) Mus.,M.Mus., Dip.Ed.
Jacinta Mackay, Executive Assistant to Deputy Principal – Learning and
 Teaching
Brenda Mackintosh, B.Vis.Art., Ad.Dip. Gr.Des.& Multi., Dip.Ed., Cert. Art &
 Design
Philomena McCormack, Certificate III inChildren's Services

Tara McDougall, Dip.Music Perf.(JazzPopular), Adv.Dip.Music Perf.(Jazz Popular), B.Arts(Lit), B.Ed(Sec)
Fiona McKay, B.Arts (Youth Affairs), Cert.III in Education Integration Course
 Cathy McLean, Dip.T (Primary), Grad.Dip.Spec.Ed.
Dianne Mawby, B.A., Dip.Ed., Post Grad.Dip.HR & IR, Grad.Dip.Psych., Post Grad. Dip.Psych.
Michael Meagher, Instrumental Music
Phoebe Mellody, Bachelor of Early Childhood Education
Andrea Mina, B.Perf.Art(Hons), DipEd,P.Grad.Dip.Dram.Art(Thtre/Dir)
D Munro, Dip. Children's Services, B.Ed (Early Childhood and Primary)
Iain Murphy, B.App.Sci., Dip.Ed
Kathryn Nelson, Dip.Ed., B.Ed., B.A.
Michelle O'Keefe, B. App.Sci.(Human Movement), Dip.Ed.(Sec.)
Libby Olifiers, Dip.Ed.(Early Childhood.Primary), B.Ed.
Rob Olifiers, Dip.Teach., B.Ed.
Hugh O'Shea, B.A., Dip.Ed
Tom Palmer, B.Arts(Visual Arts), Dip.Ed.
Chris Pappas, B.Mus.Performance (Honours)
Jill Parker, B.Sc., Grad.Dip.L/ship, Grad.Dip.Bus., M.Bus (IT), Cert. IV A.W.T., Dip Ed.
Adam Piechocinski, Music
Bernadette Piekacz, Middle School Secretary
Leeanne Pike, Dip.Teach.
Jocelyn Pollock, Senior School Secretary
Andrew Power, Music
Matthew Price, Dip.T (Primary) Deakin, B.Ed. (Special Ed.) E.C.U., Cert. IV A.W.T.
Barbara Pritchard, Dip.Prim.Tch., B.Mus, M.Ed., B.Theology
Michelle Radcliffe, M.Ed (Student Wellbeing), B.Ed.(Prim.), Grad.Dip.Psych., Dip.Creative Arts (Theatre), Dip.Mod.Lang.(Chinese), M.A.C.E.
Donna Rady, Dip.T., B.Ed., M.Ed., M.A.C.E.
Sally Ranson, B.A.(Hons.), Post Grad.Cert.Ed.
Megan Reed, Dip.Community Services(Children's Services),B.Arts(Early Childhood Education)
Andrew Robertson, B.Sc., Dip.Ed., Cert.IV A.W.T.
Anne Salamouras, Accounts
Brenda Schaefer, B.A., B.Ed., Dip.Ed., Grad.Dip.Psych., Post Grad.Dip Psych.
Alyssa Sherring, B.Ed (Teaching) Early Childhood
Christopher Skepper, Dip. Arts (Mus),Dip. Ed., A.Mus.A
Peter Smith, B.A.(Hons), P.G.C.E., Grad.Dip.Special Ed., M.Special Ed.
Ken Speedy, B.Sc., Dip.Ed.
Tracey Spiel, Ass. Dip. App. Sci., Grad.Dip.Careers Education
Dominic Steele, B.Mus (Hons), M. Mus.
Beverley Stewart, B.A., Dip.Ed., Grad.Dip.(Curriculum)
Jack Stewart, Adv.Dip.Mus., B.Mus., Dip.Ed.
Barbara Szafranec, B.Ed., T.P.T.C., Grad.Dip. Librarianship
Judy Taylor, B.Ed Arts (Sec)), Grad.Dip.Drama Ed., Grad.Dip. Media Studies, Grad.Dip. ICT, Grad.Dip. Student Welfare, M.A., Postgrad.Cert. Careers Ed.

John Tinham, Caretaker, Maintenance

Huebinh Trinh, Tuckshop

Sula Tyndall, B.A., B.Bus.Man., Dip.Ed.

Anne Walker, Accounts / Payroll Officer

Stephanie Watson, Art Assistant

Brenna Wee, M.Music Perf., M.Music Studies (Teaching/Performing), Dip.Ed,

B.Music (Perf.), L.Mus.A.

Steven Wiggs, B.Comp.Sc., M.C.S.E.

Bruce Wilson, T.S.T.C. (Art & Craft), Associate Dip. of Art (Fine Art)

Nancy Zhao, B.A., Grad.Dip.Ed.(Sec.),N.A.A.T.I. English to Chinese Translator

Dawn Zillman, B.Ed., Grad.Dip.Graphic Comm., M.Ed., Dip.Hort.

Students

Student attendance

Students at the College are committed to their studies and involvement in co-curricular activities and this is evident in a daily attendance across the College of 95.6% in 2012. Figure 1 below outlines the student attendance by year level.

Year Level	Total Male	Total female
Prep	97.22	96.31
1	87.48	86.58
2	96.06	95.29
3	94.35	90.35
4	96.06	94.39
5	97.13	92.63
6	86.88	87.38
7	96.41	95.12
8	95.59	90.76
9	96.44	95.23
10	95.65	94.76
11	98	96.21
12	98.41	97.76

Figure 1: Student attendance in 2012.

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 Secretary and the Wellbeing Mentor. Anthony Willis, Deputy Principal and 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 Secretary and the Year Level Coordinators.

Parent, student and teacher satisfaction with the College

Parents

In 2011, Kingswood College surveyed parents from across the College, with 143 respondents to the Parent Satisfaction Survey. 87% of respondents were mothers and 13% were fathers.

Domain Averages	Kingswood College Junior School	Independent Schools Victoria Mean
Curriculum/Academic Program	8.06	8.04
Quality of Teaching	7.95	8.11
Learning Outcomes	8.09	8.02
Pastoral Care	8.13	8.3
Discipline and Safety	8.22	8.07
Parent Involvement	7.88	8.18
Resources	8.2	8.16
Year Transition	8.29	8.18

Figure 2: Kingswood College's Junior School means for each domain in 2011 and the Independent Schools Victoria's reference means.

Domain Averages	Kingswood College Middle & Senior School	Independent Schools Victoria Mean
Curriculum/Academic Program	8.03	7.85
Quality of Teaching	7.86	7.68
Learning Outcomes	7.9	7.85
Pastoral Care	8.2	8.07
Discipline and Safety	8.09	7.98
Parent Involvement	8.13	8.14
Resources	8.15	7.85
Year Transition	8.14	7.88

Figure 3: Kingswood College's Middle and Senior School means for each domain in 2011 and the Independent Schools Victoria's reference means.

Overall the parent satisfaction of Middle and Senior School parents was 8.63 compared to the overall mean for independent schools of 8.31; and parent recommendation of the College to others was 8.68 compared with 8.36.

Students

In 2011, Kingswood College surveyed students from Years 5-12 across the College, with a total of 761 responses, with 400 students completing the Student Satisfaction survey and 361 students completing the Quality of Teaching survey.

Domain Averages	Kingswood College	Independent Schools Victoria Mean
Academic Program	7.6	7.1
Learning Outcomes	7.8	7.5
Pastoral Care	7.5	7.2
Personal Development/Leadership	7.6	7.2
Discipline and safety	7.7	7.3
Resources	7.5	7.4
School Ethos Values	7.4	7.4
Peer relationships	7.8	7.6
Year Transition	7.8	7.5

Figure 4: Kingswood College students in Years 5-12 means for each domain in 2011 and the Independent Schools Victoria's reference means.

Students overall satisfaction with Kingswood College is 7.7 compared with the independent schools mean of 7.4.

Teachers

In 2011, Kingswood College surveyed teachers and allied-educators from across the College. There was an 81% response rate with 83 of 106 nominated staff responding.

Domain Averages	Kingswood College	Independent Schools Victoria Mean
Feedback	6.3	6.7
Goal Alignment	8.7	8.2
Leadership & Morale	7.8	7
Staff Collaboration	8.3	8
Professional Development	8.7	8.1

Figure 5: Overall satisfaction for each domain for teaching staff at the College compared to the independent schools reference groups.

Overall staff satisfaction at Kingswood College was 8.9 compared to the ISV Mean of 8.7.

Student outcomes in state and national testing

NAPLAN

Percentage of Kingswood College Students above the National NAPLAN Benchmarks:

YEAR LEVEL	MINIMUM STANDARD BAND	READING 2012 (2011)	WRITING 2012 (2011)	SPELLING 2012 (2011)	GRAMMAR & PUNCTUATION 2012 (2011)	NUMERACY 2012 (2011)
3	2	100% (92%)	100% (100%)	87% (100%)	100% (92%)	100% (92%)
5	4	100% (100%)	100% (87%)	91% (100%)	100% (100%)	100% (100%)
7	5	94% (94%)	87% (87%)	91% (84%)	100% (92%)	100% (100%)
9	6	93% (94%)	81% (95%)	79% (81%)	89% (100%)	96% (95%)

Figure 6: Percentage of Kingswood College Students above the National NAPLAN Benchmarks.

Student outcomes in state and national testing

Year 12 Class of 2012

The Year 12 Class of 2012 comprised 79 students; 63 local students and 16 international students.

Student results were of the highest standard since the introduction of ATARs:

- 49.3% of students who sat for the exams achieved ATAR scores 80 and above – which puts them in the top 20% in Australia
- 27% of students received 90+ ATAR scores.

Post school destinations for the Class of 2012

- 93% were offered a university place.
- 7% were offered a TAFE place.

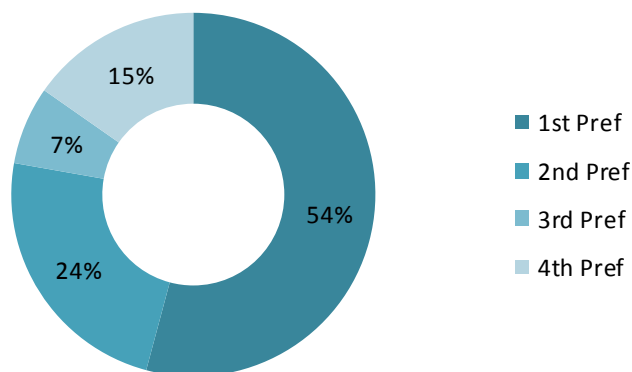


Figure 7: VTAC first round offers

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/Accounting/Finance, Commerce/Commerce Law, Arts, Engineering and Science.

Design industries also featured strongly.

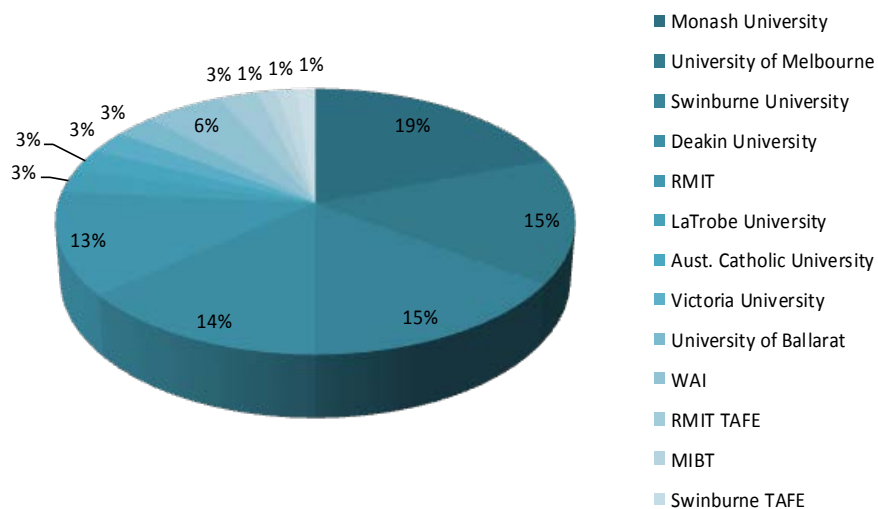


Figure 8: University destinations

The top five universities offering places for Kingswood College students as outlined in Figure 4 above from the Class of 2012 were Monash University, The University of Melbourne, Swinburne University, Deakin University and RMIT.

Facilities

In 2012 Kingswood College undertook an extensive renovation program.

A new classroom was added to the existing Year 7 area, creating a fourth classroom for the expanding student population.

The Year 8 area was completely renovated, with four new classrooms built and new offices for teaching staff. The new area comprises a central Learning Lounge and four classrooms fitted with the latest technologies for learning.

The Middle School benefited from a new lick of paint across all buildings which has given the space a dramatic new look in line with the College's brand.



Finance

Kingswood College combined income received during 2012 was \$12.768 million generated overwhelmingly from fees paid by parents as outlined in Figure 9 below. College expenditure is outlined in Figure 10.

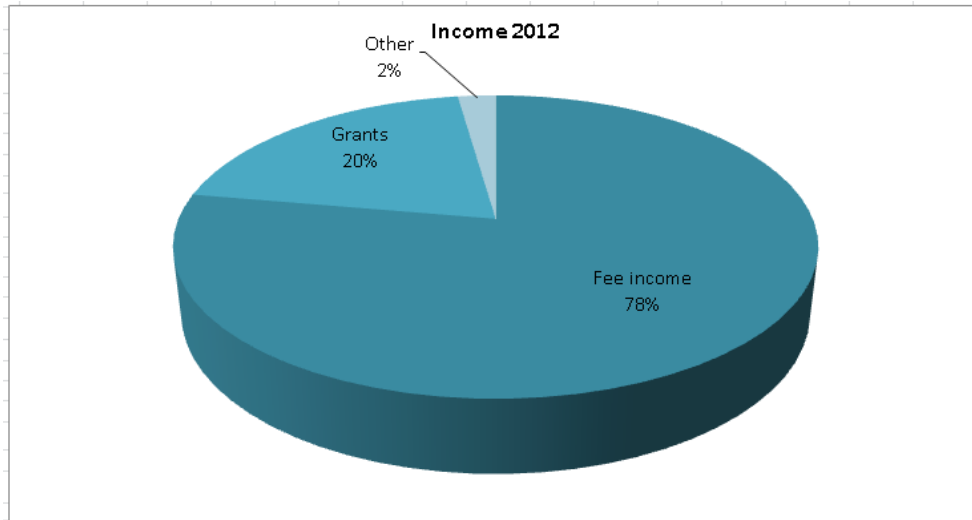


Figure 9. Income for Kingswood College 2012

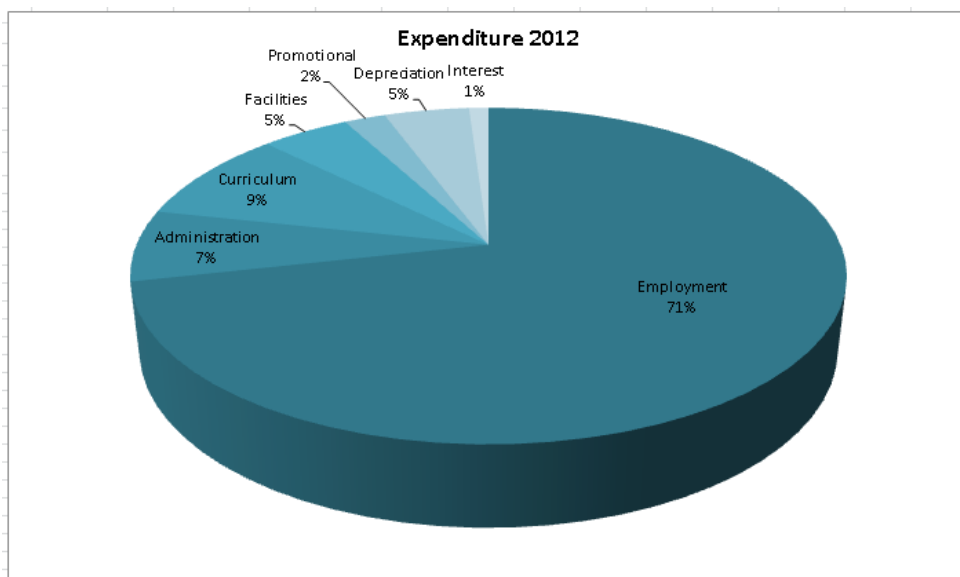


Figure 10. Kingwood College expenditure 2012

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.





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