

Highview College Annual Report



2023

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School History

Highview College is an ecumenical, co-educational secondary school that offers the families of Maryborough and Central Victoria a low-cost, independent school education that encourages students to embrace their learning opportunities and to lead positive, meaningful and engaged lives.



Maryborough's Brigidine Convent was founded in January 1902. In the same year, St. Joseph's College opened on the same site and operated as a Catholic school until it closed in 1973. The Christian Community College then opened its doors on this site as Australia's first truly ecumenical school. In 1990 the name was changed to Highview College and in 1997 became one of the four foundation members of Ecumenical Schools Australia (ESA).

Over five decades the College has improved facilities and pedagogy, and has a well-supported technology infrastructure. The College offers a range of academic programs to meet the learning needs of each student in a caring, nurturing environment. Through a broad and challenging 7-10 curriculum, students can achieve their full academic potential and also experience a wide range of extra-curricular activities. In Years 11 & 12 the College has an academic focus, offering VCE. The new Vocational Major Pathways was introduced into all secondary schools in 2023 and we look forward to this expanding into

2024. We also offer a range of VET studies, Distance Education Courses and School Based Apprenticeships.

The school is located on a high point in Maryborough. It comprises the original convent, an early 20th Century, two-story red-brick building, a Junior Secondary Wing, a Senior Centre for Years 11 and 12, a superb Woodwork and Metalwork Centre, well-appointed modern Food Technology kitchen and separate common rooms for students in Years 11 and 12.

Student Cohort Information

Highview College is an open entry Ecumenical Secondary College with an academic focus and with 'Education through Wholeness' at the centre of all decision making.

Students travel to Highview from a range of locations in every direction in Central Western Victoria, with many travelling up to 45 minutes each way by bus.

There is a diversity of religion and socio-economic circumstances among the Highview College families for whom the primary language spoken at home is English.

We have 4 students who are indigenous.

Approximately 30% of our families receive assistance from Highview through bursaries in order for their children to attend Highview College. Fees charged to families are maintained at a contribution of \$4,000 per annum.

At August Census in 2023 our enrolments were 419.

Student Attendance

Strict attendance records are kept with rolls marked every lesson. Absences are followed up if parents/guardians do not notify the school as to the reason(s) for student absences.

Long term and regular absences are followed up by the Student Wellbeing team who contact the families to organise meetings and discuss their concerns, including the implications of regular and long-term absences. Ongoing counselling is sometimes provided.

The average student attendance rate for 2023 was 87%. The breakdown of student attendance for 2023 by year level is as follows:

	Attendance Percentage
Year 7	89%
Year 8	88%
Year 9	87%
Year 10	84%
Year 11	86%
Year 12	90%
TOTAL	87%

Staffing

'Staffing' is a complex mosaic of expertise, experience, retention and recruitment. In 2023 we welcomed staff and farewelled staff. We have a balance of experienced and beginning teachers.

The following table indicates the Level and therefore experience the teachers are for the last five years.

Level	2023	2022	2021	2020	2019
1	1	0	2	3	3
2	0	3	3	1	4
3	3	1	3	4	3
4	2	4	3	4	4
5	3	2	2	4	0
6	2	0	4	1	3
7	2	2	0	3	1
8	5	0	3	1	3
9	0	3	2	1	2
10	3	1	2	3	0
11	23	26	21	18	22
TOTAL	44*	42*	45*	43*	45*

* Not equivalent to FTE

Staff Qualifications

All teaching staff have appropriate tertiary qualifications and are registered with the Victorian Institute of Teaching.

2023 Executive

Stuart Mandersloot

Acting Principal / Director Administration

B Engineering (Hons), Dip Ed (Maths/Physics)

Wendy Hare

Director Professional Practice

B Ed (PE/Sc)

Simon Hooper

Business Manager

BA, Dip Acc, Dip GI, ANZIIF (Snr Assoc), CIP,

MAICD

Student Wellbeing Leadership Team

Vanessa Hurse
Head of Junior School (Year 7)
B Ed (P-10)

Bridget Wilson
Head of Junior School (Year 8)
B Ed (HPE, Psych)

Brogahn Richards
Head of Middle School (Year 9)
B Ed (P-10)

Samantha Young (on Leave Term 4)
Head of Middle School (Year 10)
B Arts, B Ed

David Fairclough
Head of Middle School (Year 10) (Term 4)
B Film & TV, Dip Ed (Sec)

Luke Treacy
Head of Senior School (Year 11)
B Ed (PE)

Sarah Lovel
Head of Senior School (Year 12)
B Ed (PE, Psych)

Curriculum Advancement Team

Stephanie Di Sante
Head of English
B Ed

Lucy Freemantle
Head of PE/VET
B App Sci (PE), Dip Ed (Sec)

Jordan Forster
Head of Mathematics
B Bus, Grad Dip Ed

Donna Kempster
Head of Learning Diversity
B Ed (Prim)

Hisu Lee
Head of The Arts
M Arts, Dip Ed

Karen Medlyn
Head of Technology
B Ed (Vis. Arts)

Caroline Turner-Booth
Head of Humanities
M Hist, B Ed (Sec)

Andrea Youren
Head of Science
B App Sci (Hons), Grad Dip Ed

Teachers

Yuhui Bai
B Ed Science (Hons)

Karissa Beaton
B Arts, Grad Dip Ed (Prim)

Wayne Blakeley
B Arts, B Theo, Dip Ed (Sec)

Jonathon Conquest
Dip Ed, M Ed

Alex Dang
B Sci, Dip Ed

Lachlan Dempsey
B Ed (P-10)

Kathleen Dunne (on Leave)
Chef, Grad Dip Tech Ed

Kate Edwards
B Arts, Grad Dip Ed

James Fox
B Ed (PE)

Dean Gale
B Arts, M Ed

Garry George
B Arts, PGCE (English)

Phillip Harvey
B Sci/Bus, Dip Ed (Bus, Chem)

Patrick Jenes
B App Sci, Grad Dip Ed (Sec)

Karen Lenk
B Arts, Dip Ed, B Ed (Prim)

Natalie Lohmann
B Ed (Prim)

Sandra Pope
Music Co-ordinator
B Music (Hons), M Ed

Elkie Quinlan (on Leave)
B Ed

William Radford
B Arts, B Ed

Deanne Ratcliffe
Vocational Major Pathways Co-ordinator
B Arts (Hons), M Art History, M Ed

Mia Reece
B Ed (P-10)

Ross Richards
B Engineering, Grad Dip Ed, M Ed

Wayne Robb
B App Sci, B Ed (Prim)

Sarah Sharp
B Arts, Dip Ed

Taylor Shelley
B Ed (Health, PE)

Mykel Smith
B Ed (PE, Mathematics)

Laurissa Steel
SEQTA Co-ordinator
B Ed (Indo) (P-12)

Alex Sutton
B Ed (PE/Health)

Aileen Thomas
B Ed (Gen Sc), B Sci (Biology)

Elliott Tregonning
Dip Fine Arts & Bus, B Fine Arts, Dip Ed

Specialist Support Assistants

The Arts Mellony Ballangarry

Library Manager Christine Cananzi

Learning Diversity Nadine Costelow

Physical Education Maddison Farrell

Technology Glen Fithall

Learning Diversity Ruth Gerolemou
(on Leave)

Learning Diversity Maree Gordon

Careers Co-ordinator Janelle Howlett

Library Assistant Rachel Mitchell

Science Lab Geoff Mullen

Food Technology Caitlyn Murrell

Learning Diversity Ebony Raven

Chaplain David Scofield

Learning Diversity Luke Tatchell

Administration Staff

Public Relations Melissa Adams

Accounts Manager Karen Crutchfield

IT Manager David Delves

IT Assistant Casey Etheridge

IT Systems Admin. Lucas Fitt

Receptionist Sarah Johnson

Principal's EA Kylie Moore

Registrar Kay Murray

Receptionist Sharon O'Shea

Maintenance Staff

Building Operations Trevor Kaye

Staff Numbers

Based on August Census

For 2023, the staff numbers were:

- 43 Teachers (39.60 FTE)
- 2 Exec (2.0 FTE)
- 9 Administration staff (8.39 FTE)
- 12 Specialist Support staff (6.66 FTE)
- 1 Building Operations staff (1.00 FTE)

Of these 67 employees, there are 40 females and 27 are males. There are no indigenous staff at Highview.

Staff / Student Ratios

The teacher to student ratio is 10.50.

The specialist support to student ratio is 62.90.

The administration to student ratio is 44.62.

Satisfaction Surveys

At the time of publishing this report the 2023 survey results were unavailable. Another suite of stakeholder surveys will be conducted soon.

Year 6 students transitioning into Year 7 attend three transition days:

- 'Experience Day' in June
- 'Orientation Day' in December, and
- 'Head Start Day' in January

On 'Experience Day' we complete an entry and exit survey. In 2023 our Year 6 students responded as below:

Questions	Response Options	AM	PM*
How are you feeling right now?	Good	34	13
	Great	20	41
	Not Sure	17	1
Have you had a tour of the school yet?	Yes	51	N/A
	No	16	N/A
Which subjects (AM) are you looking forward to / (PM) did you enjoy?	Physical Education	55	46
	Cooking	53	48
	Art	41	41
	Science	30	39

Are you worried about anything?	Making Friends	31	15
	Meeting Teachers	16	6
	The Classes	26	12
	Finding your way around campus	50	25

* A small number of surveys were unable to be completed for the PM session.

The survey results indicate that 'Experience Day' is allaying many of the concerns of Year 6 students. It also indicates that subjects are more enjoyable than anticipated by students.

2023 Senior Secondary Completion & Achievement

VCAA School number: 01413

VCAA School name: HIGHVIEW CHRISTIAN COMMUNITY COLLEGE

Address locality: MARYBOROUGH

School Programs:

Number of VCE 3-4 Units with enrolments
24

Number of VET certificates with enrolments (including SBATs)
8

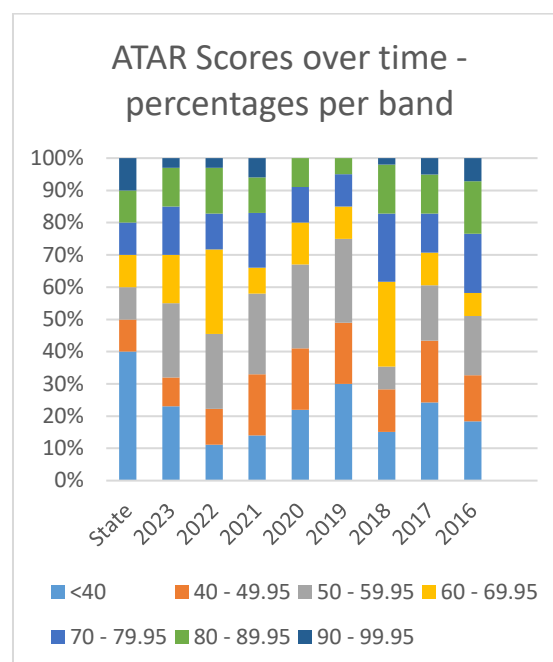
Student Cohort:

Number of students:
Enrolled in a VCE 3-4 Unit
51
Enrolled in a VET certificate
40
Enrolled in a School-based Apprenticeship or Traineeship
5
% applying for tertiary places
67

Student Achievement:

% of satisfactory VCE completions
95
% of Certificate III VET units of competency completed
98
Median VCE study score
27
% of study scores of 40 and over
2.8

Results Over Time



Results summary

Overall, although our results in the 90s band are less than the State average, our ATAR scores in the 80s band showed positive progress and was higher than the State. This was also the case for the 60s and 70s bands. Although our percentage of students scoring less than 40 was considerably lower than the State average and our percentages in the 50s band has remained over 20% for the past 4 years.

NAPLAN Results

National Minimum Standards

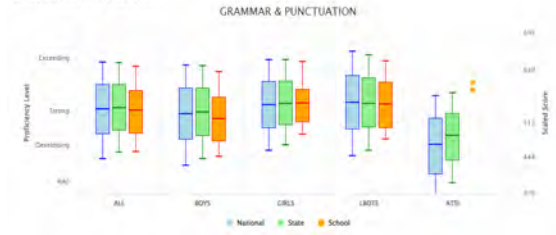
The table below shows the percentage of students in Year 7 and Year 9 who were at, or above, the National Minimum Standards 2019-2023.

Proportion of students meeting National Benchmarks					
YEAR 7	2019	2020	2021	2022	2023
Reading	96%	NAPLAN not held due to COVID	99%	99%	94%
Writing	93%		99%	94%	94%
Spelling	94%		93%	90%	94%
Grammar & Punctuation	94%		93%	94%	93%
Numeracy	98%		96%	98%	96%

Proportion of students meeting National Benchmarks					
YEAR 9	2019	2020	2021	2022	2023
Reading	89%	NAPLAN not held due to COVID	89%	91%	96%
Writing	87%		84%	86%	93%
Spelling	97%		87%	81%	89%
Grammar & Punctuation	91%		84%	87%	94%
Numeracy	100%		97%	98%	94%

School Overview Report

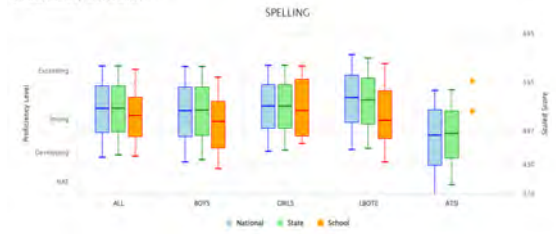
2023 | Year 7 | Outcome: GRAMMAR & PUNCTUATION
Home Group All | UOQ: All
Date: 28/04/2024 | Time: 01:26:11 PM



At Year 7 Reading, Writing and Grammar & Punctuation levels are consistent with State and National levels. Our girls are generally above the median but our boys are generally below.

School Overview Report

2023 | Year 7 | Outcome: SPELLING
Home Group All | UOQ: All
Date: 28/04/2024 | Time: 01:25:39 PM

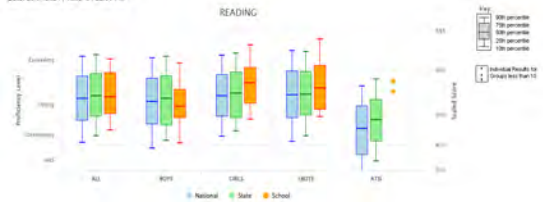


In Spelling, our girls are slightly below State and National standards while our boys are below.

Year 7 – NAPLAN 2023

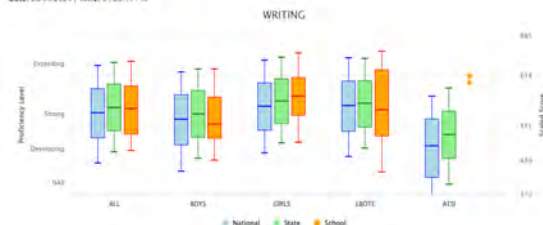
School Overview Report

2023 | Year 7 | Outcome: READING
Home Group All | UOQ: All
Date: 28/04/2024 | Time: 01:22:56 PM



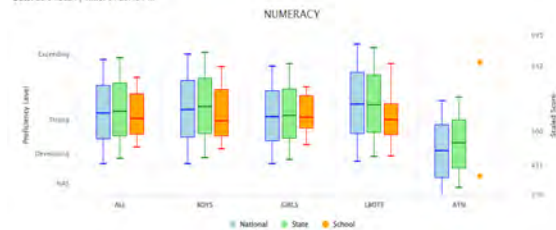
School Overview Report

2023 | Year 7 | Outcome: WRITING
Home Group All | UOQ: All
Date: 28/04/2024 | Time: 01:23:11 PM



School Overview Report

2023 | Year 7 | Outcome: NUMERACY
Home Group All | UOQ: All
Date: 28/04/2024 | Time: 01:26:43 PM

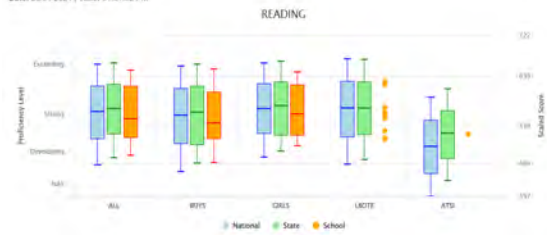


In Numeracy, our girls are consistent with State and National standards while our boys are below.

Year 9 - NAPLAN 2023

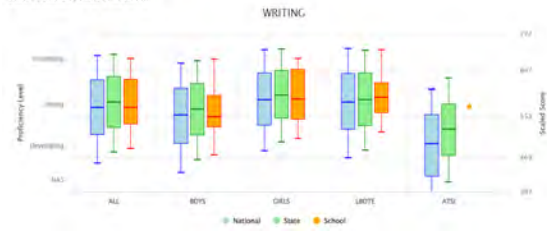
School Overview Report

2023 | Year 9 | Outcome: READING
Home Group: All | UDG: All
Date: 28/04/2024 | Time: 01:31:52 PM



School Overview Report

2023 | Year 9 | Outcome: WRITING
Home Group: All | UDG: All
Date: 28/04/2024 | Time: 01:32:09 PM



School Overview Report

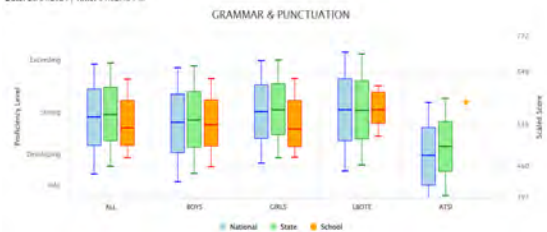
2023 | Year 9 | Outcome: SPELLING
Home Group: All | UDG: All
Date: 28/04/2024 | Time: 01:32:26 PM



At Year 9, the median level both boys and girls at Highview are lower than the median levels for the State in Reading and Spelling. For Writing, both genders are consistent with National medians.

School Overview Report

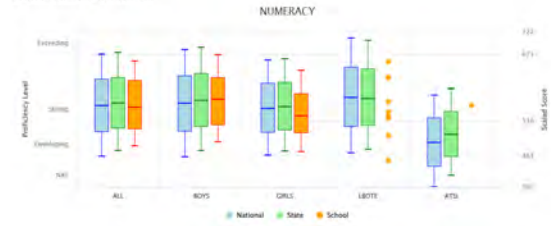
2023 | Year 9 | Outcome: GRAMMAR & PUNCTUATION
Home Group: All | UDG: All
Date: 28/04/2024 | Time: 01:32:48 PM



Highview boys median for Grammar & Punctuation matches National and State levels, but Highview girls are below.

School Overview Report

2023 | Year 9 | Outcome: NUMERACY
Home Group: All | UDG: All
Date: 28/04/2024 | Time: 01:33:17 PM



In Numeracy, our Year 9 boys are slightly above standard but our girls are below.

Finance

Simon Hooper, Business Manager

Sources of Income

Schools are required to include details of income broken down by the funding source. Highview College's income for 2023 was as stated in the table below.

Income	2023	2022	2021
Commonwealth Government	6,579,810	6,093,408	6,037,730
State Government	2,112,142	2,109,200	1,932,260
School Income	1,333,918	1,176,851	1,211,678
Other Revenue	142,393	291,001	288,215
TOTAL INCOME	10,168,264	9,670,470	9,469,883

Categories of Expenditure

Schools are required to include details of expenditure broken down by category. Highview College's expenditure for 2023 was as stated in the table below.

Expenditure	2023	2022	2021
Education and Wellbeing	457,373	489,089	323,578
Salaries and Associated Costs	7,425,234	6,927,411	6,463,408
Building and Grounds	508,007	377,514	383,020
General and Administration	1,465,399	925,158	1,246,395
Other Operating Costs	516,152	589,940	693,203
TOTAL EXPENDITURE	10,372,165	9,309,102	9,109,604

2021 Post-School Destination

(2022 data has not been released at the time of this report.)

Table 3: Destinations of Year 12 or equivalent completers who exited school in 2021, from Highview College, Central Goldfields (S) and Victoria

Post-School destination	Highview College		Central Goldfields (S)		Victoria	
	Number	Per cent	Number	Per cent	Number	Per cent
In Education or Training	19	70.4	34	59.6	15472	72.2
Bachelor degree	14	51.9	20	35.1	11203	52.3
Certificates/diplomas	3	11.1	7	12.3	2079	9.7
Certificate I-III	-	-	2	3.5	371	1.7
Certificate IV or higher	3	11.1	5	8.8	1708	8.0
Apprenticeship/traineeship	2	7.4	7	12.3	2190	10.2
Apprenticeship	1	3.7	6	10.5	1627	7.6
Traineeship	1	3.7	1	1.8	563	2.6
Not in Education or Training	8	29.6	23	40.4	5956	27.8
Employed	2	7.4	11	19.3	3225	15.1
Employed full-time	1	3.7	5	8.8	1447	6.8
Employed part-time	1	3.7	6	10.5	1778	8.3
Looking for work	1	3.7	4	7.0	431	2.0
Deferred	5	18.5	8	14.0	2210	10.3
NILFET	-	-	-	-	90	0.4
Unknown	-	-	-	-	-	-
Total respondents	27	100.0	57	100.0	21428	100.0

Note: NILFET = Not in the labour force, employment or training

Table 4: Destinations of Year 12 or equivalent completers six months after leaving school in 2021, Highview College, Central Goldfields (S) and Victoria

Post-school destination	Highview College			Central Goldfields (S)			Victoria		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Bachelor degree	68.2	35.3	51.9	50.0	39.0	35.1	54.5	56.1	52.3
Certificates/diplomas	4.5	14.7	11.1	10.4	13.6	12.3	11.9	11.3	9.7
Apprenticeship/traineeship	-	5.9	7.4	4.2	3.4	12.3	8.2	9.8	10.2
Employed	18.2	17.6	7.4	14.6	23.7	19.3	10.1	11.6	15.1
Looking for work	4.5	-	3.7	8.3	-	7.0	4.3	3.1	2.0
Deferred	4.5	26.5	18.5	10.4	20.3	14.0	10.2	7.5	10.3
NILFET	-	-	-	2.1	-	-	0.9	0.6	0.4
Unknown	-	-	-	-	-	-	-	-	-
Total respondents	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: NILFET = Not in the labour force, employment or training