

Highview College
Annual Report



2024

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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 1903, St. Joseph's College opened on this 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. The College offers two options in the Senior years; the VCE and the Vocational Major Pathway. The College also offers 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, Woodwork and Metalwork Centres, well-appointed modern Food Technology kitchen and separate common rooms for students in Years 11 and 12 and subject specific areas for Visual Arts, Music and Drama.

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 7 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 2024 our enrolments were 449.

Student Attendance

Attendance records are kept with electronic 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 support / counselling is provided.

The average student attendance rate for 2024 was 86%. The breakdown of student attendance for 2024 by year level is as follows:

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

Our attendance rates have remained consistent over the last two years.

Staffing

‘Staffing’ is a complex mosaic of expertise, experience, retention and recruitment. In 2024 we welcomed staff and farewellled 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	2024	2023	2022	2021	2020
1	1	1	0	2	3
2	1	0	3	3	1
3	0	3	1	3	4
4	2	2	4	3	4
5	0	3	2	2	4
6	2	2	0	4	1
7	3	2	2	0	3
8	2	5	0	3	1
9	5	0	3	2	1
10	1	3	1	2	3
11	33	23	26	21	18
TOTAL	50*	44*	42*	45*	43*

* Not equivalent to FTE

Staff Qualifications

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

2024 Executive

Eryn O’Mahony

Principal

B Sc, Grad Dip (Student Welfare), M Ed

Stuart Mandersloot

Director of Administration

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

Wendy Hare

Director of Professional Practice

B Ed (PE/Sc)

Luke Treacy

Co-Director of Wellbeing

B Ed (PE)

Abby Hansen
Co-Director of Wellbeing
B Ed (Hons)

Simon Hooper
Business Manager
BA, Dip Acc, Dip GI, ANZIIF (Snr Assoc), CIP,
MAICD, ASA

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)

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

Sarah Lovel
Head of Senior School (Year 11 & 12)
B Ed (PE, Psych)

Makaela Watson
MA (Psych), Adv. Grad Dip Psych)

Curriculum Advancement Team

Karissa Beaton
Co-Head of Learning Diversity
B Arts, Grad Dip Ed (Prim)

Alex Dang
Head of Mathematics
B Sci, Dip Ed

Stephanie Di Sante
Head of English
B Ed

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

Kate Griffin
Head of Humanities
B Arts (Hons), Grad Dip Ed

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

Donna Kempster
Co-Head of Learning Diversity
B Ed (Prim)

Hisu Lee
Head of The Arts
M Arts, Dip Ed

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

Teachers

Yuhui Bai
B Ed Science (Hons)

Liam Belcher
B Ed

Madeline Belcher
B Ed

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

Kathleen Dunne
Chef, Grad Dip Tech Ed

Kate Edwards
B Arts, Grad Dip Ed

Carel Fourie
B Arts, Grad Dip Ed

James Fox
B Ed (PE)

Dean Gale
B Arts, M Ed

Garry George
B Arts, PGCE (English)

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

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

Natalie Lohmann
B Ed (Prim), Dip. Lang. (Indo.)

Marion Martin
B App Sc, Dip Ed, Grad Dip (Sec)

Daniel Patton
B Arts, Dip Ed, M Ed, M Wellbeing

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

Elkie Quinlan
B Ed

William Radford
B Arts, B Ed

Mia Reece (on Leave)
B Ed (P-10)

Wayne Robb
B App Sci, B Ed (Prim)

Andrea Romeo
B Arts (Hums), Adv Dip (Bus. Man.), Grad Cert
RE, Grad Dip Ed

Chris Scholten
B Arts (Hons), Dip Ed, M Arts

Mykel Smith
B Ed (PE, Mathematics)

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

Alex Sutton
B Ed (PE/Health)

Luke Tatchell
B Ed (Sci/Maths)

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

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

Cassandra Williams
B Ed

Samantha Young (on Leave)
B Arts, B Ed

Specialist Support Assistants

Music	Vincent Bourke
Library Manager	Christine Cananzi
Learning Diversity	Nadine Costelow
Physical Education	Maddison Farrell

Technology	Glen Fithall	Cleaner	Andrew Hem
Learning Diversity	Maree Gordon	Cleaner	Kerk Lames
Careers Advisor	Janelle Howlett	Cleaner	Jennifer Lander
Library Assistant	Rachel Mitchell	Cleaner	Lady Soewardie
Science Lab	Geoff Mullen	Cleaner	Shona Taylor
Food Technology	Caitlyn Murrell	Cleaner	Lynne Thomson
Learning Diversity	Bianca Powell	Cleaner	Dominique Williams

Learning Diversity	Ebony Raven
Learning Diversity	Corina Thorose

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
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Staff Numbers

Based on August Census

For 2024, the staff numbers were:

- 49 Teachers (44.50 FTE)
- 2 Exec (2.0 FTE)
- 9 Administration staff (9.00 FTE)
- 13 Specialist Support staff (8.21 FTE)
- 8 Building Operations staff (4.03 FTE)

Of these 81 employees, there are 51 females and 30 are males. There are no indigenous staff at Highview.

Teacher to student ratio: 10.08

Student to staff ratio:

Specialist support - 54.68

Administration - 49.88

Satisfaction Surveys

The 2024 Parent Survey indicated an overall mean score of 79%. Parents were very pleased with the outstanding support of the staff and teachers at the school, helping to make their child's learning environment a positive one.

The highest rated items were for: 'This school is kept clean and tidy'; 'The technology and other resources are easily accessible to my child'; 'The school keeps me well-informed of my child's academic progress'; 'This school is well managed'; 'Teachers communicate with me regularly about my child's progress'; 'I have access to my child's teacher(s) when I feel the need to contact them'. Areas for improvement were 'Dealing more effectively with bullying'; and 'Encouraging students to participate in more community activities.'

In the 2024 Student Survey the highest-rated items were: 'My classes are a good size'; 'My school provides plenty of opportunities for all students to participate in sporting activities'; 'I am aware of the Highview College values' and 'My school is doing a good job of keeping me safe'. Areas for improvement were: 'Students show respect for each other and the teachers' and students needed more support about who to talk to when something is troubling them.'

In the 2024 Staff Survey the highest-rated items were: 'I have a strong commitment to this school'; 'I am proud to be a member of this school'; 'If I have an issue, I feel that I can easily approach management' and 'I am easily able to discuss my concerns'. Areas for improvement were: 'Greater clarity around managing student behaviour' and 'Improving opportunities for staff members to work together to achieve the school's objectives.'

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 2024 our Year 6 students responded as below:

Questions	Response Options	AM	PM*
How are you feeling right now?	Good	37	22
	Great	31	59
	Not Sure	13	0
Have you had a tour of the school yet?	Yes	57	N/A
	No	21	N/A
Which subjects (AM) are you looking forward to / (PM) did you enjoy?	Physical Education	63	73
	Technology	62	68
	Art	50	64
	Science	29	62
Are you worried about anything?	Making Friends	18	14
	Meeting Teachers	15	12
	The Classes	30	27
	Finding your way around the school	53	37

* 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.

2024 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
30

Number of VET certificates with enrolments
(including SBATs) 13

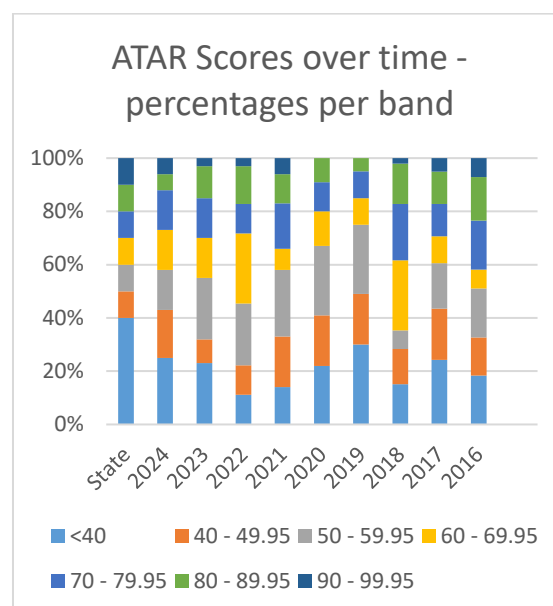
Student Cohort:

Number of students:
Enrolled in a VCE 3-4 Unit 69
Enrolled in a VET certificate 44
Percentage applying for tertiary places 52

Student Achievement:

Percentage of satisfactory VCE completions
100
Percentage of Certificate III VET units of
competency completed 96
Number of students awarded the VCE
Vocational Major 12
Median VCE study score 26
Percentage of study scores of 40 and over
5.5

Results Over Time



Results summary

Our ATAR results at the top end are reasonably similar to recent years, with close to 30% of our scored students achieving ATARs above 70.

The graph does not reflect the fact that our top 2 scores were in the top 2% of the state.

A concern is the increase in the proportion of students receiving lower ATARs:

25% under 40, highest since 2019, coupled with 43% under 50, up from 32% and 22% in the previous two years.

NAPLAN Results

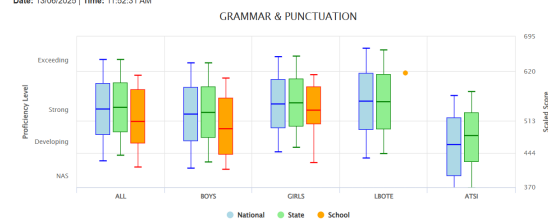
National Minimum Standards

The table below shows the percentage of students in Year 7 and Year 9 who were at, or above, the National Minimum Standards 2020-2022. From 2023 the language has changed to proficiency standards, with the table showing the percentage of students who were Exceeding, Strong or Developing, as opposed to Needs additional support.

Proportion of students meeting National Benchmarks/ Not needing additional support					
YEAR 7	2020	2021	2022	2023	2024
Reading	NAPLAN not held due to COVID	99%	99%	94%	87%
Writing		99%	94%	94%	92%
Spelling		93%	90%	94%	85%
Grammar & Punctuation		93%	94%	93%	80%
Numeracy		96%	98%	96%	91%

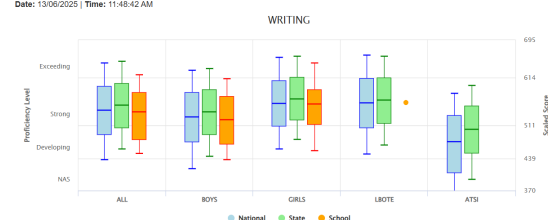
Proportion of students meeting National Benchmarks/ Not needing additional support					
YEAR 9	2020	2021	2022	2023	2024
Reading	NAPLAN not held due to COVID	89%	91%	96%	97%
Writing		84%	86%	93%	95%
Spelling		87%	81%	89%	85%
Grammar & Punctuation		84%	87%	94%	86%
Numeracy		97%	98%	94%	95%

2024 | Year 7 | Outcome: GRAMMAR & PUNCTUATION
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:52:31 AM



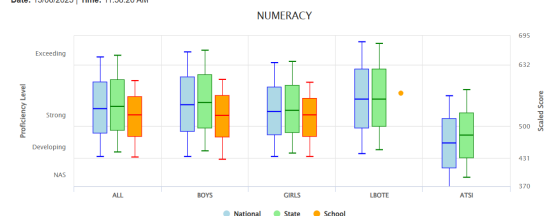
At Year 7 Reading, Spelling and Grammar & Punctuation our girls are slightly below State and National standards while our boys are significantly below.

2024 | Year 7 | Outcome: WRITING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:48:42 AM



At Year 7 Writing levels are reasonably consistent with State and National levels.

2024 | Year 7 | Outcome: NUMERACY
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:58:26 AM



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

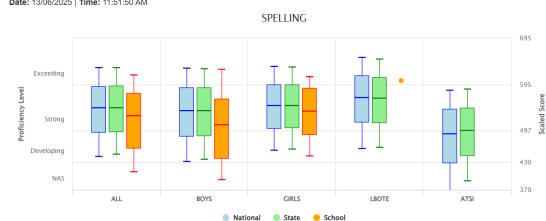
Year 7 – NAPLAN 2024

School Overview Report

2024 | Year 7 | Outcome: READING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:24:20 AM

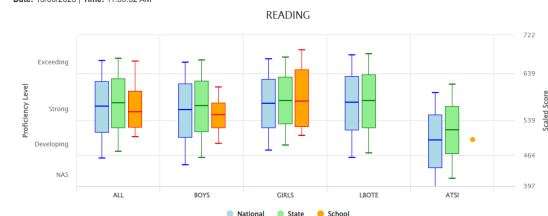


2024 | Year 7 | Outcome: SPELLING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:51:50 AM

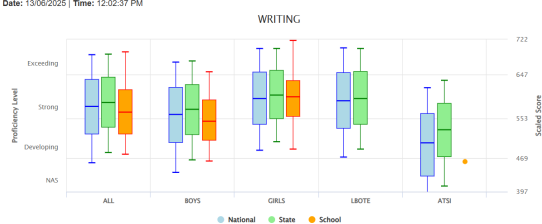


Year 9 - NAPLAN 2024

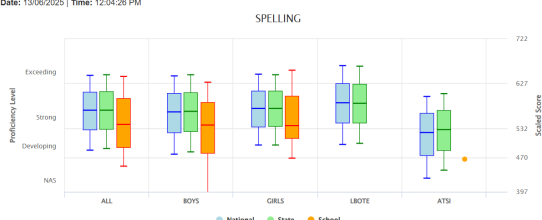
2024 | Year 9 | Outcome: READING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 11:59:52 AM



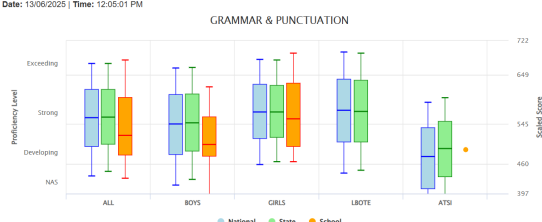
2024 | Year 9 | Outcome: WRITING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 12:02:37 PM



2024 | Year 9 | Outcome: SPELLING
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 12:04:26 PM



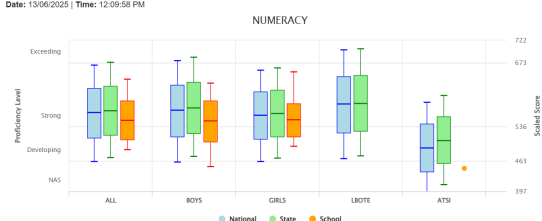
2024 | Year 9 | Outcome: GRAMMAR & PUNCTUATION
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 12:05:01 PM



At Year 9, the median level for girls at Highview are slightly higher or equal to the median levels for the State in Reading and Writing. They are slightly below in Grammar & Punctuation and significantly below in Spelling.

Our boys are below the State and National medians in all the above areas. Like the girls they are furthest below in Grammar & Punctuation and Spelling, but are closer to the median in Reading and Writing.

2024 | Year 9 | Outcome: NUMERACY
Home Group: All | UDG: All
Date: 13/06/2025 | Time: 12:09:58 PM



In Numeracy, our Year 9 girls are only slightly below the median with the boys a little more below. This is very similar to our Year 7 Numeracy.

Finance

Simon Hooper, Business Manager

Sources of Income

Highview College's income for 2024 was as stated in the table below.

Income	2024	2023	2022
Tuition Fees	1,657,448	1,416,472	1,176,851
Grant Income	9,474,059	8,729,155	8,202,608
Other Revenue	92,737	98,836	291,001
TOTAL INCOME	11,224,244	10,244,463	9,670,470

Categories of Expenditure

Highview College's expenditure for 2024 was as stated in the table below.

Expenditure	2024	2023	2022
Education and Wellbeing	526,097	457,373	489,089
Salaries and Associated Costs	8,019,513	7,425,234	6,927,411
Building and Grounds	488,985	508,007	377,514
General and Administration	1,315,147	1,465,399	925,158
Other Operating Costs	748,035	592,351	589,940
TOTAL EXPENDITURE	11,097,777	10,448,364	9,309,102

2023 Post-School Destination

Table 3: Destinations of Year 12 or equivalent completers who exited school in 2023, 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	12	52.2	25	65.8	13655	75.6
Bachelor degree	9	39.1	14	36.8	10179	56.4
Certificates/diplomas	3	13.0	5	13.2	1969	10.9
Certificate I-III	-	-	1	2.6	334	1.8
Certificate IV or higher	3	13.0	4	10.5	1635	9.1
Apprenticeship/traineeship	-	-	6	15.8	1507	8.3
Apprenticeship	-	-	2	5.3	1093	6.1
Traineeship	-	-	4	10.5	414	2.3
Not in Education or Training	11	47.8	13	34.2	4382	24.3
Employed	10	43.5	12	31.6	3635	20.1
Employed full-time	5	21.7	6	15.8	1303	7.2
Employed part-time	5	21.7	6	15.8	2332	12.9
Looking for work	-	-	-	-	573	3.2
Deferred	-	-	-	-	7	-
NILFET	1	4.3	1	2.6	167	0.9
Unknown	-	-	-	-	25	0.1
Total respondents	23	100.0	38	100.0	18062	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 2023, Highview College, Central Goldfields (S) and Victoria

Post-school destination	Highview College			Central Goldfields (S)			Victoria		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Bachelor degree	51.9	52.2	39.1	35.1	42.1	36.8	52.3	54.9	56.4
Certificates/diplomas	11.1	8.7	13.0	12.3	18.4	13.2	9.7	9.9	10.9
Apprenticeship/traineeship	7.4	8.7	-	12.3	10.5	15.8	10.2	9.1	8.3
Employed	7.4	30.4	43.5	19.3	28.9	31.6	15.1	22.3	20.1
Looking for work	3.7	-	-	7.0	-	-	2.0	2.5	3.2
Deferred	18.5	-	-	14.0	-	-	10.3	0.3	-
NILFET	-	-	4.3	-	-	2.6	0.4	0.9	0.9
Unknown	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	0.1
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