



Annual Report 2014



WESLEY COLLEGE

MELBOURNE AUSTRALIA

A True Education

Celebrating 150 years 1866 – 2016



Wesley College Annual Report 2014

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President of Council's Introduction



Our academic, sporting and cocurricular programs have witnessed many successes and developments in 2014 and all those who have participated in and led these endeavours are to be recognised and commended

As President of the Wesley College Council, it is a great pleasure and privilege for me to write this report for the 2014 edition of the *Annual Report*.

The College community should be extremely proud of the many achievements and milestones detailed in this *Annual Report*. Our academic, sporting and cocurricular programs have witnessed many successes and developments in 2014 and all those who have participated in and led these endeavours are to be recognised and commended.

I have the honour of succeeding Peter Harrison (OW1969) as College Council President. Peter served the College for 21 years on Council and the last four as President. Our 2014 College theme, *Rites of Passage*, has relevance not just for students and staff at the College but Council as well, as change in leadership and regeneration have been a feature of Council consideration in 2014.

In conjunction with this period of leadership transition, also at the March Annual General Meeting, the Reverend Ian Brown stepped down from Council as the Moderator's Nominee from the Uniting Church. Ian had been on Council for a period of 14 years. The Moderator's Nominee is a special role on Council. Under the terms of the Wesley College constitution, the Uniting Church Moderator is able to nominate a suitable individual to serve on the Wesley College Council, as a full member. The presence of the ethos and values of the Church and how that frames Council consideration and decision-making is central. The College's commitment to, and the lived experience of, openness, diversity and social justice are absolutely guided by the principles of the Uniting Church. The Moderator's Nominee forms a significant role in reflecting these values at Council.

During the year we welcomed two new Council members, Cameron Bacon (OW1987) and the Rev Dr Sunny Chen, the new Moderator's Nominee. I would also like to acknowledge Philip Powell (OW1973), who has assumed the role of Chair of Nominations and Vice President of Council.

As Wesley College looks ahead to the sesquicentenary of the College in 2016, Council has been very focused on the delivery of several key master-planning projects.

We were thrilled to have the Moubray Street Precinct Redevelopment and Music School at St Kilda Road opened by Her Excellency the Honourable Quentin Bryce AC CVO, the Governor-General of Australia, at the beginning of the year. This was a truly memorable occasion for St Kilda Road with all students in attendance. The new facilities have been well-received and set a standard of excellence for master-planning at the College. It has been a pleasure to see the return of the Adamson Theatre Company and music performances to these spaces during 2014. This project would not have been possible without the generous donations of alumni and parents in the community.

A very special opening was the new playground for our youngest students in the ECLC at Elsternwick. A project conceived by the students, the final product reflected the contribution of expertise of many Wesley maintenance and property staff and the masterful supervision of the students themselves. It is a wonderful new play space for our students.

Council's next key project will be the new *Learning in Residence* facility to be located at the Glen Waverley campus. The return of residential facilities at Wesley in Melbourne is most exciting for the extended community, particularly those who were boarders at Wesley up until the closure of the boarding house at St Kilda Road. Stage 1 of this \$16m project will see accommodation for up to 128 students from rural and remote Australia, as well as international locations. This development will enable significant growth in the College's international programs, as well as the extension of educational opportunities at the Glen Waverley campus.

The College itself will undergo a period of structural change as Council and management progress with incorporation of the College during 2015. Wesley has been an unincorporated association since its founding in 1866. Whilst the subject of incorporation has been considered on numerous occasions throughout Wesley's history, the reasons are now compelling to make the change. Incorporation is a significant development for the College and Council continues to benchmark itself against appropriate modern governance





practices. Wide community consultation on the process has been sought out and completed at the end of 2014.

Throughout this process, the support and guidance of the Uniting Church has been invaluable. The relationship between Wesley and the Church is very much a part of the fabric of the College and continues to inform our practices and values. I would like to thank the Moderator, Dan Wootton and his staff at the Uniting Church very much for their contribution to this process.

Finally, I would like to thank all of those who have worked tirelessly and given freely of their skills and knowledge to make 2014 a great success:

- To the College Council for their advice, consideration and time for the benefit of the College
- To our Principal, Dr Helen Drennen, and the College Executive consisting of the Heads of Campus Peter Dickinson at Glen Waverley, Richard Brenker at St Kilda Road and Jacinta Janssens at Elsternwick, Cameron Moroney, Business Director and Chief Financial Officer, Felicity Kaaks, Director of Human Resources, Andrew Blair, Executive Director of the Wesley College Institute and Isaac Quist, Director of Curriculum
- To all the teaching and general staff across the College
- To the Old Wesley Collegians Association and alumni community, it has been another exciting year full of engagement and support
- To all of our students who engage with eagerness, interest and excellence with the College offering
- And lastly, a thank you to the parents of students who entrust the College with the care and development of their children.

Marianne Stillwell



Principal's Overview



Academic performance and improvement are key focus areas for the College and our data analysis of NAPLAN and VCE/IB Diploma results in 2014 provided strong support for improvements in classroom practice

Throughout 2014 our College theme was *Rites of Passage*. The educational experience throughout our lives is very much about crossing thresholds and this year's theme gave us lots of scope to look at how well we are providing a healthy process, both socially and personally, for our students to cross the thresholds and transition points in their time at school.

Across the College the theme was examined from many angles, exploring how as individuals we engage in *Rites of Passage*, and as an institution, what tests of capability and character should we involve during these transition points.

With the publication of the Year 12 academic results for 2014, we again had much to celebrate.

College highlights for 2014 included:

- 21 students achieved ATAR > 99.00
- Top student Jake Hamilton, Glen Waverley 99.95
- 49.5% IB DP students ATAR > 95.00
- 70% IB DP students ATAR > 90.00
- More perfect scores 2014 VCE than 2013 VCE
- 96% Wesley students offered First Round Tertiary Places

Today at Wesley, we speak about a *True Education* encompassing the four timeless principles of learning: learning to know, learning to do, learning to live with, and learning to be.

Everywhere I go at Wesley, I see evidence of this and I am impressed by the creativity and passion, not just of our many talented and committed students, but of the staff who nurture, encourage and support their aspirations in everything they do.

Throughout 2014, not only was there great pride in the outstanding, award-winning achievements, but there was also great pride in the less celebrated, quiet, unsung moments of struggle and growth through which the Wesley spirit expresses itself and endures, and through which the College makes a contribution to the wider community of Australia and the world.

In 2014, the Wesley College Institute expanded its activities across its three domains: teaching and learning, research, and technology and digital practice. Academic performance and improvement are key focus areas for the Institute and data analysis across NAPLAN and VCE/IB Diploma in 2014 provided strong support for improvements in classroom practice. Engagement was deepened with our partner schools in Guangzhou, China. In March, Wesley hosted students and teachers on a visit from Alcanta International College and Lian Nan High School, and in August, students and teachers came from the Zhongshan-Whampoa International Education group of schools.

Intensive work continued in our three Middle Schools at Elsternwick, Glen Waverley and St Kilda Road, on the extension of the IB Middle Years Programme (MYP) into Year 8 and in preparing for its expansion into Year 9 in 2015. Staff across the College continued to participate in subject-specific and other professional development activities to support the IB MYP introduction, and for the first time, NAPLAN benchmarks were adopted against which student performances will be reviewed to support learning and achievement.

Sport continued to play a vital part in the life of all Wesley students. Across APS/AGSV Sport throughout 2014, our Girls' Firsts Teams again enjoyed a very successful year with seven APS Premierships.

Summer season highlights included the Girls' First Premiership in Tennis (sixth consecutive year), Girls' First Swimming (third consecutive year), and Girls' First Badminton (second consecutive year). Winter season highlights included the Girls' Cross Country (third consecutive year), Girls' First Basketball and Girls' First Hockey. Spring season highlights included the Girls' Athletics (third consecutive year) by an amazing half point margin. The boys sports program again was a challenging one, but one which students and coaches alike embraced. Best performances were from the Boys' Table Tennis finishing second, Diving finishing third and Water Polo finishing fourth.

The Samuel Alexander Lecture on 20 May was delivered by the Right Honourable Malcolm Fraser AC CH on the topic,





The Future of Australia. It addressed Australia's current foreign policy position and was followed by a stimulating and thought-provoking question and answer session.

The College again enjoyed a number of notable occasions and embarked on significant building developments at each metropolitan campus and at Clunes and Yiramalay.

At the St Kilda Road campus, the Moubay Street Precinct Redevelopment was opened on 4 March by the Governor-General Her Excellency the Honourable Quentin Bryce AC CVO and by Peter Harrison, the President of the Wesley College Council. The historical event was well attended by students, staff, members of our community, and by a large number of donors, without which this magnificent, modern and innovative new space would not have been possible.

The St Kilda Road campus also enjoyed significant upgrades to the Library, the Art Department, and several Science rooms.

At Elsternwick, on 16 July, the Early Childhood Learning Centre playground that was lovingly designed by our 3 and 4 year olds was opened, much to the delight of many eager children and their parents. Upgrades to the Science Prep Room were also completed, and the Art Room was converted to an MYP Design classroom.

At Glen Waverley, the Early Childhood Learning Centre was expanded, furniture upgrades in the Senior School Math's Annexe were completed and a Disability Discrimination Access Ramp from Rose Avenue was installed from the new carpark adjacent to the Sports Pavilion on the South Eastern corner of the campus. The Middle School cafeteria and Science Prep Room were upgraded and a courtyard between the cafeteria and the Jean James Oval was constructed. The rear roadway adjacent to the train line was completed, a new front fence was erected and the main gate was repaired.

At Clunes, the Police House outbuildings leased by the College underwent refurbishment, a new sunroom was constructed at the rear of the Homestead in Portland, and an extension and upgrade of the Yarra Boatshed was completed.

The Yiramalay/Wesley Studio School continues to provide a unique place of learning and the number of Wesley students participating is growing with an increase to four groups of Induction students travelling to Yiramalay in 2014. On 22 July, seven students from the Kimberley and four from Melbourne attended the *Joint Select Committee on Constitutional Recognition of Aboriginal and Torres Strait Islander People* public hearing, chaired by Ken Wyatt AM MP and Senator Rachel Stewart in Fitzroy Crossing. It is possible that some of these students, who may become part of history, will be able to participate in another *Rite of Passage*, and vote in the referendum when it is put to the Australian public in the future.

Yiramalay was the focus of a speech in Parliament in Canberra by Melissa Price, the Federal Member for Durak in

WA, regarding the Australian Education Amendment Bill for 2014 and additional funding to remote independent schools. The Yiramalay Foundation was launched in 2014 at Wesley in Melbourne, and by The Honourable Peter Collier MLC, the Minister for Education in WA, at Parliament House in Perth.

As 2014 saw the most successful fundraising campaign in the history of the College, the Moubay Street Precinct Redevelopment campaign draw to a close, planning began for the next major fundraising project, the building of the new *Learning in Residence* facility at the Glen Waverley campus. In 2014, four special events were held in Hong Kong, Guangzhou, Shanghai and Beijing to launch *Learning in Residence* and to showcase Wesley's international strategy through East Asia. The fundraising strategy seeks to raise \$3-4m over the next 4-5 years. Patrons for the fundraising campaign include nine outstanding alumni;

- Mr Hilton Nicholas AM OBE (OW1943)
- Honourable Peter Nixon AO (OW1946)
- Professor Geoffrey Blainey AC (OW1947)
- Professor Ian Webster AO (OW1954)
- Mr Tony Hartnell AM (OW1961)
- Mr Ken Rowe PSM (OW1961)
- Dr Ross Millikan OAM (OW1956)
- Dr Stewart Routledge AO (OW1963)
- Mr Eugene Boonpitti (OW1980)

who have welcomed the opportunity to support the return of boarding to Wesley College in Melbourne in the first half of our sesquicentenary year in 2016.

The seventh annual Wesley College Foundation's Business Breakfast with guest speaker John Borghetti, CEO and MD of Virgin Australia, was again a resounding success in 2014 with over 500 people in attendance and our bequest group, *The Sapere Aude Bequest Society*, continued its strong growth to help underpin the long-term future of the College.

During 2014 many actions were completed in the current *Strategic Plan 2004 - 2016*. The development of the design for a new Wesley Uniform, academic and sport, was one of these.

The excitement over the new uniform which links our history to a modern and progressive approach, was captured at the three launches held at the St Kilda Road, Glen Waverley and Elsternwick campuses. It is with much anticipation that the new uniform will be launched in 2016.

In August 2014, the Uniting Church Synod (Victoria & Tasmania) approved the proposed new Wesley College constitution based on a new governance model of incorporation. The supporting Q&A document and constitution was released to the community for consultation in September, which attracted 68 submissions of feedback. The response of the Wesley College Council to the feedback will be shared early in 2015 and the final constitution is expected later in 2015.





The College Executive Team in 2014 consisting of Heads of Campus, Richard Brenker, Peter Dickinson and Jacinta Janssens, Business Director and Chief Financial Officer, Cameron Moroney, Director of Human Resources, Felicity Kaaks, Director of the Wesley College Institute, Andrew Blair and Director of Curriculum, Isaac Quist, provided very strong leadership and support to all areas of the College's development last year and I extend my sincere appreciation and enormous gratitude to them.

It is also my pleasure to acknowledge outgoing President of Council, Peter Harrison (OW1969), who retired in March 2014. Peter oversaw the stunning redevelopment of the Moubray Street Precinct Redevelopment opened by the Governor-General earlier this year. He played a key role in the most successful fundraising campaign ever in Wesley's history with just under \$8m pledged towards the Moubray Street campaign. Significantly, during Peter's presidency, full Federal and State Government funding for Yiramalay was achieved, and this year, the newly established Yiramalay Foundation was launched in both Melbourne and Perth. Peter's 22 years of unstinting service to Wesley have seen a sustained, unprecedented period of development over two decades.

Finally, it is with enormous gratitude that I thank all of the Wesley College Council, so ably led by new President, Marianne Stillwell, for their excellent work, commitment, energy and vision throughout 2014.

Helen Drennen



Council Activities



Wesley College is an Institution of the Uniting Church. The Wesley College Council is appointed under the terms of a Constitution. The Constitution provides for a Council of 12 people, including the College Principal. The Council is responsible for the College's governance.

The College Council meets approximately nine times each year and has appointed four Committees with particular responsibilities.

The Nominations Committee considers and recommends to Council the names of people suitable for the office of Councillor and other Committees of the Wesley College Council.

The Finance and Risk Management (FARM) Committee

is responsible for the College's financial affairs and risk management strategies.

The Property Committee establishes the policy framework for all property dealings by the College and reviews the construction and maintenance of buildings and grounds.

The Strategy Committee has been established with the specific purpose of looking at the long term strategic options for the College and to position the College to maximise the opportunities of the 21st century. This includes ensuring that the College building and education facilities are appropriate and that supporting strategic plans are prepared to ensure their delivery.

Councillors' membership of committees, and attendance at Council and committee meetings, is listed in the following table.

Council Member	Council		Finance, Audit & Risk Management Committee		Property Committee		Council Strategy Committee	
	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend
Cameron Bacon <i>Joined April</i>	5	8	7	9	-	-	-	-
Ian Brown <i>Retired March</i>	3	3	-	-	-	-	-	-
Sunny Chen <i>Joined March</i>	9	9	-	-	-	-	-	-
Lynda Cheng	11	11	-	-	-	-	2	2
Helen Drennen	11	11	9	9	10	10	2	2
Peter Harrison <i>Retired March</i> <i>Co-opted Member from April</i>	10	11	-	-	-	-	1	1
Wendy Lasica	10	11	-	-	6	10	2	2
Peter Le Huray	7	11	8	9	-	-	2	2
Janet McGaw	7	11	-	-	4	10	-	-
Andrew Nicholls	10	11	-	-	8	10	-	-
Philip Powell	10	11	8	9	-	-	2	2
Marianne Stillwell	11	11	2	2	-	-	1	1
Douglas Turnbull	8	11	-	-	10	10	2	2
Sue Withers	8	11	-	-	-	-	0	2

Major Projects/Masterplan

Significant capital works have once again been carried out at all campuses over the past year to ensure College facilities support and enhance Wesley educational programs.

The year commenced with the day one opening of the complete Moubray Street Precinct Redevelopment for use by students and staff. The redevelopment was officially opened on 4 March by the Governor-General Her Excellency the Honourable Quentin Bryce AC CVO. During 2014 St Kilda Road also benefited from further significant upgrades to the Library, the Art Department (due to be completed in early 2015), restoration of the Back Turf area post-Moubray Street Precinct construction along with a number of Science room upgrades, establishment of a new Middle Years Programme Design classroom, restoration of the Waugh Room ceiling more in keeping with its historical profile before the 1989 fire and continuation of the campus air conditioning, painting and carpeting programs.

At Elsternwick a new Early Childhood Learning Centre playground was designed and constructed under the close supervision of the children, who were actively involved in the new playground design and development. Additionally, window replacements were undertaken in the Cato building along with ongoing carpeting and painting works and the continued updating to LED lighting across the campus. The Elsternwick library received a much needed facelift (due to be completed in early 2015) and is now a modern, functional space that meets the needs of the campus now and into the future and reflects the design concepts developed during the St Kilda Road Library upgrade.

Glen Waverley campus enjoyed a planned refresh in key Middle and Senior School learning spaces, including upgrading the Middle School café by painting and refurbishing and the addition of an indoor/outdoor seating area. The swimming pool was tiled and a change room was constructed to complete the upgrade of this facility. Air conditioning was added to several areas of the Middle and Senior Schools along with continued carpeting and painting works. A new disability compliant ramp/stairway was constructed adjacent to the College Sports Complex leading up to the car park, built as part of the Rose Avenue project. Landscaping works were undertaken on the High Street Road boundary and a new roadway along the Rose Avenue boundary constructed.

At Clunes we undertook the refurbishment of the Police House outbuildings. The project was done in conjunction with Heritage Victoria and part of this included using traditional building techniques used 150 years ago.

Major site compliance works were commenced during the year at Yiramalay to upgrade the site and prepare for planned stage 2 developments, during 2015 and 2016, to meet the increasing demand and growth of the educational program.

The College continued to work closely with Stonnington Council, Parks Victoria and Melbourne Water for the planned redevelopment in 2015 of the Yarra Boatshed, in partnership with Melbourne High School.

College Council



Cameron Bacon
BEc CA F Fin

Cameron has been a Financial Advisory (Mergers and Acquisitions) Partner at Grant Thornton since late 2010. Prior to that Cameron worked at KPMG in the Corporate Finance and Audit divisions. While at KPMG he undertook a secondment to the KPMG Chicago office. Cameron is a former Wesley student and has one son currently at the College. Cameron serves on both the College Council and Finance, Audit and Risk Management Committee.



Wendy Lasica
BA MUP

Wendy joined College Council in mid-2011. She is an award-winning theatre producer, has been a director and board member of Next Wave Festival, chaired funding panels for Arts Victoria, been general manager for Stonnington Symphony, written a how-to book for emerging artists and managed a playwrights' award at the State Library. Wendy has also worked extensively in New York. She holds a masters in Urban Planning and operates a niche practice working at the intersection of cities and culture. Wendy's son currently attends the College and her daughter is a graduate of Wesley.



Philip Powell
BComm (Hons)
CA F Fin MAICD

Philip joined the Wesley College Council in May 2008, and is the Vice President of the Wesley College Council, Chair of the Nominations Committee and a member of the Finance and Risk Management Committee. Philip, who attended Wesley in the early 1970s, has a commerce background being a Chartered Accountant and has held senior roles in insurance, finance and property. Philip has two daughters who both attended the Glen Waverley campus.



Sunny Chen
BA (Hons) PG CertEd
MTheol (Hons) CertApplLing
AdvDipMin PhD

Sunny was appointed to the Wesley College Council in April 2014. He is the Chaplaincy Coordinator at The University of Melbourne. He is also a lecturer at The University of Divinity (formerly Melbourne College of Divinity). Sunny was originally a secondary school teacher in Hong Kong before completing his theological studies in USA. He came to Australia in 1998. As a Uniting Church Minister, he has worked in different Uniting Church congregations, mainly ministering to youths and university students. He was the chaplain at Queen's College, The University of Melbourne, before taking up his current position.



Peter Le Huray
BEc FCA FTIA

Peter was appointed to the College Council in 2010 and is Chair of the Finance and Risk Management Committee. Peter is a senior partner with PricewaterhouseCoopers and also a member of the Australian Board. Peter is a Fellow of the Institute of Chartered Accountants and a Fellow of the Tax Institute of Australia. Two of Peter's children attended the College.



Marianne Stillwell
BA (Hons) MBA
GradDipEd MAICD

Marianne has been a member of the College Council since 2006 and is the President of the Wesley College Council and Chair of the Strategy and Remuneration Committees. After 12 years in various management roles with Ford Credit Australia Ltd, and 10 years of secondary teaching experience in Catholic and Independent schools, Marianne is currently Executive Director of the Stillwell Family Council. Marianne is also an active director of the family company, the Stillwell Motor Group, which operates a series of motor vehicle dealerships and property investments across the Melbourne metropolitan area. Marianne has two sons and a daughter, two of whom are current students of the College.



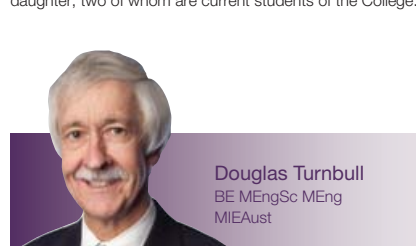
Lynda Cheng
BComm LLB(Hons)
GAICD

Lynda joined the Wesley College Council in November 2012 and serves on the Finance and Risk Management Committee. She is Director of Corporate Development, Mergers & Acquisitions at Pratt Holdings/Visy Industries and has held other positions, including Chief Financial Officer, since joining in 2005. After commencing her career at Blake Dawson, she moved into investment banking and spent nine years working with JPMorgan in their Melbourne, Sydney, San Francisco and New York offices. Lynda is a Non Executive Director of South East Water Limited. She has a son and a daughter who are current students at the College.



Janet McGaw
BPD, BArch (Hons)
MArch PhD

Janet was appointed to the College Council in 2010 and serves on the Property Committee. She is a Senior Lecturer in Architectural Design at The University of Melbourne and has an award winning practice that works primarily on residential projects. Earlier in her career she worked for a range of architectural practices including MGS, Bochsler & Partners, Cocks Carmichael Whitford, and Bates Smart McCutcheon. She left full time practice in 1998 to develop her own firm, Janet McGaw Architects, and complete first a Masters and then a PhD by Creative Works at The University of Melbourne. Janet has a son and a daughter who are current students of the College.



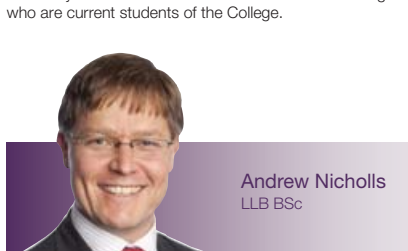
Douglas Turnbull
BE MEngSc MEng
MIEAust

Douglas was appointed to the College Council in 2005 and is Chair of the Property Committee. He is a director of a locally based consulting structural engineering and building firm, TD & C Pty Ltd. Douglas brings his valuable consulting experience in the building and construction industry to the Council. He has been involved in the development of many school and education facilities such as Mowbray College, Melton, a project he was involved with from its inception. Douglas, his father and his brother all attended the College and his twin daughters both attended the St Kilda Road campus.



Helen Drennen
BA BSc (Hons)
PhD DipEd AMP
FACE FACEL

Helen joined the Council on her appointment as Principal of Wesley College in 2003. Prior to this she was the Academic Director for the International Baccalaureate Organization, based in Wales, UK (1997-2002), and the Director for the Asia Pacific Region, based in Singapore (2002-2003). Before her overseas appointments, Helen held the position of Head of Campus, Glen Waverley at Wesley College (1994-1997). In October 2007, she completed the Advanced Management Program in The Harvard Business School at Harvard University, Cambridge, Massachusetts, USA. Helen is currently a member of the Governing Board of the International Baccalaureate, a Trustee of the Shrine of Remembrance and a member of the Monash University Council. In 2010 she was appointed a Fellow of the Australian College of Educators (FACE) and a Fellow of the Australian Council for Educational Leaders (FACEL) in 2011. Helen is a former Wesley teacher and parent and she brings extensive national and international experience to her role.



Andrew Nicholls
LLB BSc

Andrew joined the Wesley College Council in 2010 and is Chair of the Major Projects Committee and serves on the Property and Strategy Committees. Andrew is CEO Investments at Linfox Property Group where he has worked since 1998. Prior to that he was a lawyer at Blake Dawson Waldron from 1990 to 1998. Andrew has a daughter and three sons, three of whom are current students of the College.



Sue Withers
DipT BTheol

Sue originally trained as a teacher. She began her theological education at the Pacific Theological College in Suva, Fiji and completed it in Melbourne at the United Faculty of Theology. Sue has over 20 years experience in education, both with secular and Uniting Church schools including 15 years in the field of School Chaplaincy. Sue was ordained in 1997. Her School Chaplaincy work began at Geelong West Technical School and she later worked at Methodist Ladies' College for 10 years. From 2003-2006, Sue was Moderator of the Uniting Church in Australia, Synod of Victoria and Tasmania. She has a great interest in adolescent education and is very pleased to contribute to the Wesley College Council.



Curriculum Developments

In 2014 we extended implementation of the International Baccalaureate Middle Years Programme (IB MYP) to Year 8 across all three Melbourne campuses of the College. The attendant processes of curriculum review and development that bring together the content prescriptions of the new Australian Curriculum (ACARA) and the pedagogy framework of the IB MYP continue to be a welcome intervention in the culture of teaching and learning at Wesley College. Of note in this regard is the:

- Ongoing development of shared curriculum language across the College
- Building of teacher capacity to bring a conceptual lens to the teaching of topics
- Strengthening of assessment practice manifested in processes of task development and cross marking routines, as well as the increased focus on formative assessment practice
- Consolidation of collaborative practice among individual teachers and learning area teams both within and across campuses

Curriculum highlights for the 2014 school year included:

- Completion of the review of IB PYP reporting processes across the College
- Development of an interim Wesley College Year 9 curriculum model pending alignment with the Year 10 model to be developed in 2015
- Confirmation of a student reporting model for Year 9 IB MYP
- Successful audit of the VET Certificate II in Work Preparation that forms the academic component of the Senior Years Learning Framework (Standard Level)
- Structural amendments to better align curriculum leadership roles and responsibilities with the teaching and learning needs of the College
- Dr Lynn Erickson's visit to Wesley College to work with teachers towards embedding concept-based learning practice across the College
- Planning for the introduction of Chinese (Mandarin) via dual language learning in the Wesley College Junior Schools
- Participation of key staff in the Fifth International Conference on Language Immersion Education in Salt Lake City, Utah, USA
- Hosting a range of IB Asia Pacific network and teacher development events throughout the year

Music and Performing Arts

Participation in cocurricular music and theatre is high on each campus, with frequent music performances in and out of school, and extensive programs of drama performances.

Each campus had assemblies, chapel, school tours and community events which featured musical performances

from soloists, small and large ensembles. Campus concerts, soirees, music camps and music tours were enjoyed by students across the College. Student musicians enjoyed a regular opportunity to sing together as a College, with the Wesley College Society for the Arts sponsoring a combined College Choir workshop at Deakin Edge. In 2014 it was led by Melbourne Symphony Orchestra's Chorus Director, Jonathan Grieves-Smith. The combined choral work was also featured in the College Valedictory Service at St Paul's Cathedral in October.

The quality of the studios and performance spaces exceeded all expectations, and the state-of-the-art facilities had students, staff and parents in awe

Elsternwick's musicians enjoyed numerous music performances and events including the local council's Party in the Park, Clunes Booktown Festival, Brighton Jazz Sunday, and the Celebration of the Arts concert at the Robert Blackwood Hall. They participated in countless assemblies, learned lots at music camp, and enjoyed being "guests" to perform alongside Glen Waverley students at the Melbourne Recital Centre. Many students also joined with St Kilda Road, on their European Music Tour, representing Australia at the Anzac Day service in Prague.

Highlights on the Glen Waverley Music calendar included two music camps, the Autumn Concert in the Prest Quad, Winter Concert at the Melbourne Recital Centre, the annual contemporary music night – Not Just Jazz, Generations in Jazz at Mt Gambier, successful competition appearances in the Victorian Schools Band and String Festival, and at Ballarat's iconic South Street Championships. A music tour to Europe took place in September, and a western Victoria was the destination of the November tour.

St Kilda Road musicians had the extra excitement of moving into the new Music School, after two years in temporary accommodation. The quality of the studios and performance spaces exceeded all expectations, and the state-of-the-art facilities had students, staff and parents in awe. A busy campus program included the Commencement Service, Official Opening Celebrations, Generations in Jazz, Music Festival at Hamer Hall, the huge Singers' Soiree at Melbourne City Conference Centre, Spring Symphony Concert, a series of recitals – perfect for the new Stillwell Recital Salon – and a European Music Tour with 82 student participants.

The newly refurbished Adamson Theatre was host to *Hamlet*, *The Witches of Eastwick*, *And Then There Were None*, *The Addams Family*, and *Mulan*, while Elsternwick performed *Grease* at the National Theatre. At Glen Waverley, theatre performances included *Accidental Death of an Anarchist*, *Wind in the Willows*, *The Trial*, and *Pippin*.





Sport

The 2014 sporting year was again a year of participation, learning and achievement across all sports and year levels. Wesley continues to provide students with enormous sporting opportunities within the APS and AGSV system of competition, as well as state and national streams.

The spring season provided the year's greatest sporting highlight with our Girls' Athletics team winning the APS competition at Lakeside Stadium in October. The team won by the narrowest of margins 0.50 of a point. The team included students from all three campuses and an age range from Years 5-12. Our Girls' Water Polo squad had another strong season finishing 2nd. Our Boys' spring squads were also extremely competitive with the athletics squad coming 6th overall and water polo 4th.

A Melbourne summer sport season experiences weather from extreme heat to rain-interrupted matches and complete washouts and this again was true for 2014. Results were mixed, but effort and application were always very good. Season highlights were the premierships in Girls' Badminton, Swimming and Tennis. The Girls' First Swimming squad had a great night in the pool, winning with the final result not confirmed until the very last events.

Wesley continues to provide students with enormous sporting opportunities within the APS and AGSV...

The First Tennis team completed the rare achievement of claiming the premiership for the sixth consecutive year; and the badminton girls won 9 of their 10 matches.

Other First team results for the summer season were Boys' Badminton 7th position, cricket 10th position and rowing 5th in the A final at Head of River. Swimming were 7th and diving 3rd position, table tennis 2nd position, tennis 8th position and volleyball 8th position. The Girls' diving team were 2nd, rowing were 4th in the A final at Head of River, softball 8th position and volleyball 2nd position.

The winter season saw standout performances by the Girls' Basketball, the undefeated cross country squad and hockey team all winning premierships. The Girls' Netball team were solid all year finishing 5th, soccer 6th. In the Boys' teams, basketball, cross country and soccer were our highest placed teams finishing 5th. Football had an improved season in a very strong competition to finish 9th overall and hockey 8th.

The Sports Directorate would like to acknowledge the grounds and maintenance staff for their tireless work in preparing quality venues at each of our campuses during the 2014 sport season.

Sustainability

This report presents environmental data from the four urban sites for 2013, and notes the environmental actions or outcomes across the College for 2014.

	Electricity (kWh)	Gas (Gj)	Water (kL)
2006	3,405,004	18,136	66,150
2012	3,529,243	16,421	33,323
2013	3,663,889	16,859	49,501
Change from 2012	+ 3.8%	+ 2.7%	+ 49%
Change from 2006	+ 7.6%	-7.0%	-25.2%

Table 1: Wesley College, energy and water usage, 2006, 2012 and 2013

Usage

Comparing 2012 and 2013

From Table 1, above, we can see:

- An overall 3.8% increase in electricity use, mostly from increased demand at the St Kilda Road campus
- Gas use increased by 2.7%, mostly due to an increased demand at the St Kilda Road campus
- For the second year in a row, there has a marked increase in water use. The 2013 usage was 49% more than in 2012, due to increases at St Kilda Road and especially Glen Waverley

The environmental data for the four urban sites has been fully collated since 2006. This enables the College to use 2006 as a benchmark year and track trends over time. The comparison of consumption in 2006 and 2013 is also shown in Table 1. This longer term comparison indicates that:

- Electrical demand has increased by 7.6% in the eight years
- Gas is 7.0% below 2006 levels
- Water use is still 25.2% below 2006 levels, but with a significant increase for two years running, this margin is getting much narrower

Costs

Comparing 2012 and 2013

There are far more marked changes in costs compared to the previous year:

- Where electricity use increased by 3.8%, costs increased by 4.6%
- Where gas use increased by 2.7%, costs have increased by 11.8%
- Water use increased by 49.5%, but water cost increased by 55.3%

1. Costs for electricity and gas are recorded ex GST. No GST applies to water bills

2. A database/software package is now used to store and extract data. Where a billing period extends beyond the 2013 calendar year, the data is normalised





Comparing 2006 and 2013

The amplification is even more marked over an eight year perspective

- Where electrical use has increased by 7.6%, costs have increased by 92.1%
- Gas usage is 7% below the 2006 level. Costs, however, have increased by 48.8%
- Despite recent annual increases, water use is still 25.2% below 2006 levels. In that time, however the annual costs have increased by 88.5%

Compared to electrical costs, gas and water costs are still relatively low, but all three costs are increasing rapidly, without providing any increase in amenity or value.

Environmental Actions and Outcomes, 2014

Clunes

Clunes³ continues to generate electrical power from its 18kW system. The online data for 2014, however, is currently unavailable.

Many of the sustainability learnings come from the harvest feast days, where the entire Clunes student group is involved in preparing a sustainably-friendly meal, based largely on local produce, low packaging and vegetarian dishes.

Students monitor their use of water, electricity and output of waste over each 8-week term. They look at their sustainable living results as a house within their Clunes group, and how their group, collectively, compares with past groups.

Water Usage

The records for 2014 show that Groups 57 to 60 had a very similar use of water - between 107 litres/person/day (Term 2) and 113 litres/person/day (Term 4). This is well below the aspirational level of 150 litres/person/day set when the last drought was testing Melbourne's water supplies. Individual houses varied more widely, with the lowest house for the year getting down to 81 litres/person/day.

Energy Usage

Collectively, energy use followed the usual mid-year peak, with mid-year groups using much more energy as heating and lighting demand increases. In 2014, the range was 2.5 kWh/person/day for Group 57 in Term 1, and 9.4 kWh/person/day for Group 59 in Term 3. Individual houses again varied with the lowest house a thrifty 1.4 kWh/p/day in Term 1, and 7.8 kWh/p/day in Term 3.

Waste Generated

The volume of waste also varied widely, with the lowest house in Term 2 generating 45 l/week, and the lowest house in Term 1 generating 142 l/week.

The carbon offset required for each house is calculated, and expressed in trees. Students can then try to act on their carbon impact by replanting tree seedlings they have cared for over the term and planting new vegetable seedlings for the upcoming group to enjoy and consume (fitting into the *eat local and compost* message).

Energy Efficiency

The installation of energy efficient LED lighting continues to roll out across the College. In 2014, the areas that benefited include the Elsterwick Common Room, the library and the hallways in the Wood Block. At Glen Waverley, the Middle School Café and the Lynch Multimedia Room, Science corridor and a classroom in the Senior School have been re-fitted, as has the MYP Design Studio at St Kilda Road. The light output from the new fittings is brighter and colour is clearer than from the fluorescent fittings they replace, and the light is easier on the eyes. The old fluorescent lights were excluded from normal waste disposal and were kept for specific collection.

Solar films have been applied to the windows of the Holt Wing at St Kilda Road. These allow good natural light levels, but control the heat load through the north-facing glass. In addition, three maples were planted outside the glass pods to further moderate the summer sun, and allow winter light.

...between 107 litres/person/day (Term 2) and 113 litres/person/day (Term 4). This is well below the aspirational level of 150 litres/person/day set when the last drought was testing Melbourne's water supplies

St Kilda Road has a new high-efficiency gas boiler which has been calculated to pay for itself in gas savings within four years.

Water Efficiency

The large water tanks at Glen Waverley are back in use after structural problems, from July 2013, required re-construction of their bases. Cracked pipes in the return lines under the Glen Waverley pool were discovered and replaced at the end of 2013 when the pool was emptied for renovation. The reduction in water harvesting and storage, and the water leaks may help explain the recent increases in mains water use at Glen Waverley.

Re-use and Recycling

Furniture rollovers can result in large volumes of excess items. These are now collected and either directly re-used or repaired. A number of local childcare centres and primary schools have benefited from re-use.

Land Management

Over 2,000 plants have been established along the new roadway adjacent to the Rose Avenue development at Glen Waverley.

The 7 ha section of Lochend that had been revegetated with funding from Greening Australia is being maintained. Grass

3. Curriculum information and data is provided by Clunes





height and fuel loads between the planted rows have been controlled with slashing, and the woody weeds that have sprung up have been sprayed. Two methods of planting were trialled – labour intensive hand-planting, and direct seeding. The plants in both areas are showing a very good survival rate.

Wesley College's long-standing commitment to coastal land management around the Great South West Walk at Cape Bridgewater has been recognised in a number of ways over the years. In 2014, a new sign was installed on the Great South-West Walk. It commemorates 25 years of Landcare, 1988-2012 and identifies the College as one of three organisations involved with the care of the cape.

Wesley College Institute

The Institute's focus of activity is organised via the following themes. The projects and programs under each heading represent the major priorities undertaken throughout 2014.

1. Exploring new frameworks for learning

- Concentrated focus on high-quality implementation of the IB Middle Years Programme
- Management and growth of the IB Primary Years Programme, IB Diploma, and VCE programs
- Investigation of expanded options within the Senior Years Learning framework
- Applications and subsequent success for participation in two new programs "Cultures of Thinking" and the Melbourne University network, in order to build capacity within Wesley.
- The conclusion of the first cycle of the new teacher development model for the College
- The planning of the introduction of ethical inquiry into the Wesley curriculum

2. Building sustainable cross-cultural relationships for learning

- Strengthening the relationships and opportunities for Wesley through the Alcanta, Zhongshan Whampoa International Education and Li Nan partnerships.
- Continuing development of the Senior Years Learning Framework
- Support and contribution to the *Learning in Residence* development

3. Transforming teaching and learning practices with technology

- Bringing coherency to the collection, analysis and interpretation of multiple data sets on student progression
- Further concentration on the analysis and improvement of elements of NAPLAN and VCE performance at Wesley.
- Continued coherency and consistency in the application of Individual Needs programs across the College

- The first stage of implementation of the SEQTA Learning Management system to provide "real time" data for teachers
- The first stages of the redevelopment of the St Kilda Road library
- The implementation of digital text for Years 7 and 8 students
- The effective use of digital pedagogies to enable video conferencing and virtual excursions within Wesley classrooms

Research

Participation in research efforts with Victoria University/ Australian Institute for Sport in *Sporting Success*, and Monash University in attitudes/usage of mobile technology and internally with evaluations of staff attitudes to the use of learning technologies, have all been useful in framing planning across the College.

The two Menzies Fellows, Tim O'Leary and Matt Jones, have completed their research project looking at progression and prediction in the College's use of student progression data. Their project is titled *From hindsight to Foresight*

Public Programs

One again there was great interest from all sections of the Wesley community in the Institute's public programs, with over 2,200 members attending throughout the year. Events such as the Monday Series, Institute Dialogues and the Samuel Alexander Lecture delivered by the Right Honourable Malcolm Fraser AC CH resulted in a vibrant and eclectic range of activities being provided.

Our continuing partnership with the Melbourne Writers Festival saw Chris Hadfield, Canada's first astronaut to walk in space and author of *An Astronaut's guide to Life on Earth*, visit the Glen Waverley campus with over 1,000 students from the three metropolitan Wesley campuses attending.

Partnerships with MLC and Lauriston Girls School offered an insightful workshop with Ben Walden focused on leadership for our time.

Library and Information Services

Library Narrative

The St Kilda Road War Memorial Library underwent further development in the second half of 2014, as the hard copy collections were renewed by adding 828 new titles to the campus collection. Permanent collections on open access have been established for the Arts, Science and Environment, and Humanities with a separate focus on Senior School history. Fiction will also have a refresh with new collections purchased for Years 10 -12, in collaboration with the English Department. Reserve collections are held for all curriculum units in Primary and Middle Years Programmes, which are either lent to classrooms, or used in the library in collaboration with teachers

The Elsternwick library will be transformed, to make best use of the space and to meet the needs of the wide range of age groups at the campus. Designated areas for instruction,





break-out activity, reading and inquiry support the range of learning in the library. The book collection will be expansive-accommodating over 60 shelves and 10 bays for fiction, 12 bays for non-fiction, and additional under-shelf storage. The book collection caters for early childhood to Year 9, with the added value of curriculum-matched electronic resources for students who have a laptop from Year 5 upwards. The refurbished Elsternwick library will open during the first week of Term 2, 2015

Readers and Writers Festival

The 2014 theme was *Take Off and Act*. The festival theme links to the International Baccalaureate educational philosophy of action being the outcome of learning. The campus festival program included speakers who were environmentalists, aid workers, and activists who had written books on their experiences.

E-Text Books

This year substantial improvements to the eText delivery and activation were made by the library through collaboration with Champion Education, Pearson, and Wesley's Information Technology Department. At the Year 7 level, students went completely "e" which went without a hitch, the informal feedback being that students are very happy with the access and quality. At Years 8, 9 and 10 the students have purchased the combination of digital and hardcopy. Library staff have provided support and training to all relevant classes across the College.

Partnerships

Yiramalay/Wesley Studio School

The Yiramalay/Wesley Studio School continues to provide culturally-appropriate education on country. With a total of 13 successful induction programs completed, everyone has continued to learn. Teaching staff who have been involved in the three-week induction programs have said it has been a key to their development as teachers, as they have all grown in stature by facing challenges head on and learnt new teaching skills and the true meaning of *two way learning*.

The highlights for 2014 continue to be varied and many. For students in Term 1 the many weekend activities available including reconnecting with friends across the College in Melbourne, a visit from world-famous magician Cosentino, Indigenous celebrations during the St Kilda Festival, Sorry Celebration at the Myer Music Bowl, a rodeo at Whittlesea and White Night in Melbourne, to name just a few.

Yiramalay returned to the Kimberley for Terms 2 and 3 and students were collected from Roebourne, Broome, One Arm Point, Derby, Fitzroy Crossing, Halls Creek, Wankatjunka and Nhulunbuy in the Northern Territory. It was inspiring to see the returning students feeling proud to be at Yiramalay - their pride and connection to country is a strong reminder of the importance of this in our program.

During Terms 2 and 3 there was an induction program running alongside the normal program, and when combined, was the largest number of students to live at Yiramalay at one

time. The Yiramalay staff continued to offer incredible support and guidance to all students and Kimberley local mentors play a significant role in both supporting the students, but also the staff.

It was inspiring to see the returning students feeling proud to be at Yiramalay - their pride and connection to country is a strong reminder of the importance of this in our program

The Yiramalay/Wesley Studio School continues to provide a special place of learning no matter where the location and a great opportunity for people to work with others from different cultures and languages. One lesson that the students have learnt is the importance of being accepted. For this to transpire one first must accept others for who they are and where they have come from so all have a sense of belonging. Listening to each other and respecting and appreciating the other's culture is the first step.

Self-Study Review

The Self-Study Review of the Studio School with independent verification was completed in 2014. The key objective of the review was to evaluate community understanding of the aspirations, nature and purpose of the school, and its impact on student learning. The review has gathered information for analysis relating to the key factors which affect student learning including: curriculum and educational programs, the teaching and learning environment, leadership, governance and accountability, and family and community engagement. The review has been evidence-based and inclusive of the multiple perspectives of each stakeholder group, especially the Aboriginal members of the Fitzroy Valley community.

Results of the review have indicated a number of areas where success has been achieved. Across all stakeholder groups, there is a broadly shared understanding of the vision and values of the school. There is clear appreciation of the Studio School model, of the centrality of language and culture, of real life experience, of learning in residence to negotiate diversity and difference, of learning on country, the development of the whole person, and movement between the Kimberley and Melbourne. Optimism and commitment of staff to the vision and values of the program is strong. So, too, is the support for two-way learning.

There has been measurable improvement in student attendance (compared with their previous schools), in a demonstrated readiness to learn and to engage in two-way learning, in measurable improvements in student health, and in the positive impact shown through the post-graduation destinations of Yiramalay students. There are areas identified, too, where the school's improvement agenda has focused. Setting regular learning targets for students and staff, a more comprehensive tracking of an individual's progress, and a



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* BUNNABA CATTLE COMPANY
* TEAM WOK
* OHS

* IDENTIFY
- LIVESTOCK
- BEHAVIOURAL CHARACTERISTICS
- MANAGEMENT
- WELFARE LIVESTOCK
- WATER & FEEDING
- MARKETS

RAHMAN

- Hump on
- Male
- Point
-
- Beef
- Vramala

SHORT ORN

- Originated North East England
- Dairy & Beef
- White & Roan
- Leopold has short horn
- Active Aggressive

BLACK ANGUS

- McDonald

laroo
ckaro
3/14



systematic approach to documenting teaching approaches, are three examples where changes have already been made.

A key question that has underlined the process of review is that of sustainability. The review has sought to gain and use insights relating to sustainability of current Studio School structures, policies, procedures and practices to inform planning for the future.

Other highlights:

- Year 12 marked the end of their secondary schooling at Speech Night in Melbourne and celebrated the evening with family members from the Kimberley and other Yiramalay students and staff
- Yiramalay became self-funding in 2014. The new needs-based funding model, introduced by the Federal Government in 2014, again improved the amount of funding provided to the Studio School. And with the individual donors from within the Wesley community and beyond and continued support of philanthropic foundations/corporate sponsorship, self-funding has been achieved
- Launch of the Yiramalay Foundation in Melbourne at St Kilda Road campus and in Perth at Parliament House. Both functions were well-attended and included Bunuba people, business people, Government, as well many Wesley Collegians, parents and staff
- *Jandamarra Sing for the Country* was performed at the Sydney Opera House on the 17 and 18 July. This was presented by Paul Stanhope and Steve Hawke in collaboration with the Bunuba people, and the Sydney Symphony Orchestra, and was a dramatic cantata for solo baritone, choirs and orchestra, Aboriginal ensemble and actors. Yiramalay was well-represented with Toron Andrews - Yiramalay student, Keith Andrews - parent and Justin Andrews - cultural mentor at Yiramalay all playing significant acting roles
- Seven students from the Kimberley and four Melbourne students attended the Joint Select Committee on Constitutional Recognition of Aboriginal and Torres Strait Islander People public hearing held in Fitzroy Crossing on Wednesday 22 July. Yiramalay was invited to participate and was given an hour on the agenda. The Chairman Mr Ken Wyatt AM MP and Senator Rachel Siewert complimented the school and the students for their knowledge of the constitution

Inductions

In 2014, four induction programs were run at the Studio School throughout Terms 2 and 3 with 82 students from Melbourne and 21 Indigenous students from around the Kimberley, the Pilbara and the Northern Territory, coming together to learn with, and from one another. Our partnership with the Victorian College for the Deaf was strongly represented through participation in the program of four students and two staff members from the Victorian College for the Deaf. The 16 Melbourne staff were drawn from the three city campuses and Clunes, with Yiramalay staff periodically allocated to support the induction program.

As in previous years, each induction program ran for three weeks and through the two strands of Personal Development (social and cultural learning) and Industry Learning (tourism, the arts and pastoralism), students explored the central idea of:

Cultural beliefs and practices are central to how people live their lives – they shape, for example, the different ways in which people express themselves and relate to others as well as how they use and manage land and other natural resources for their sustenance, economic livelihood and general wellbeing.

In 2014 there was significant attention given to further developing the connections with the induction program, and the Melbourne Year 10 classroom. Through their reflections, local students reported feeling that they had achieved something and made great friendships by living with the Melbourne students. Feedback from Melbourne students once again revealed the importance of the experience to them.

Highlights of the induction program this year included the first-ever trip to the magnificent Bell Gorge, an encounter with the helicopter mustering at Leopold Downs, working for the first time with artists from the Muludja community, and making connections with Kimberley artist Mark Norval at his gallery in Derby.

Guangzhou Partnerships

In April 2014 Wesley College hosted a delegation of 16 students from the Alcanta International College, who were accompanied by two members of staff, the Principal of Lian Nan High School and official of the Lian Nan District Education Office. This visit, supported by the partnership arrangement between Wesley College and the Alcanta International College, offered further opportunities for relationship building between the two school communities, as well as for language and cross-cultural learning. The visitors participated in English language classes in addition to visiting a number of places of cultural interest in Melbourne and across Victoria.

August 2014 also saw the College hosting a group of Middle School students from the Zhongshan Whampoa International Education as part of a promising partnership with that school.

Walmajarri: Indigenous Studies

Annette Kogolo, Walmajarri elder, from Fitzroy Crossing in the Kimberley, joined the College for the sixth time during Term 4, spending one week at each campus, working with Year 4 students as they explored Indigenous ways of knowing. She brought a range of new resources and stories to share. In addition, for the first time, a number of students studying at Yiramalay spent some time with the Year 4 students, some sharing their personal projects. This has been a valuable addition to the unit of inquiry, bringing the unit increasingly to life.



Special Events



College Gala Night

“One of the best yet” is how many guests described Wesley’s 11th Annual Gala Night, *Magic & Illusion*, held on Saturday 26 July at Peninsula, Docklands. More than 500 members of the Wesley community joined together to enjoy a wonderful evening, which is a great testament to the support that the gala night has enjoyed over the last eleven years. There were parents there on Saturday who attended the very first gala, *Starry Night*, back in 2004 at NGV International, which featured the amazing performance by the late Campbell McComas as Monsieur Dominic Lavoix!

Many embraced the theme by dressing up but, as always, this made judging for the best dressed costume prizes a real challenge for the judges - the ultimate winners were a superb quartet of Glen Waverley parents and staff.

The evening was hosted by Libbi Gorr, who entertained in her inimitable style, reminding everyone that one of her goals, as an MLC student, was to kiss all the boys in her brother’s (a Wesley boy) rowing crew!

...there was an incredible showcase of talent provided by two former Wesley students, Cosentino and Tim Mason. They entertained, intrigued and baffled with their wonderful illusions and it was superb entertainment of the highest order...

To the delight of everyone, there was an incredible showcase of talent provided by two former Wesley students, Cosentino and Tim Mason. They entertained, intrigued and baffled with their wonderful illusions and it was superb entertainment of the highest order and all the guests were thrilled that they were able to share their talents.

The Silent Auction was generously supported and the proceeds were distributed back to the various parent support groups.

These events rely on the support of sponsors and, as always, the College was most grateful for the following business support – Abercrombie & Kent, A Best Value Self Storage, Allardice, Barry Plant Glen Waverley, Champion Education, CMC Property Services, Fuji Xerox, Simonds Group – House of Learning and Total Facility Maintenance. In addition, there were many wonderful donations to support the Silent Auction.

The support of parents in helping plan the event was absolutely critical and the work of the parents and staff of the Gala Night Organising Committee was superb. Carmela Nankervis, Jodie Tattersson, Jyoti Singh, Michelle Valentic, Katy Nottingham, Lee Spyrrou, Narelle Humphry, Jack Moshakis, Kenneth Park and Andrew McAree all worked tirelessly in planning for the evening.

It was another outstanding Wesley evening to remember and we look forward, with great anticipation, to what the gala may hold in our sesquicentenary in 2016.

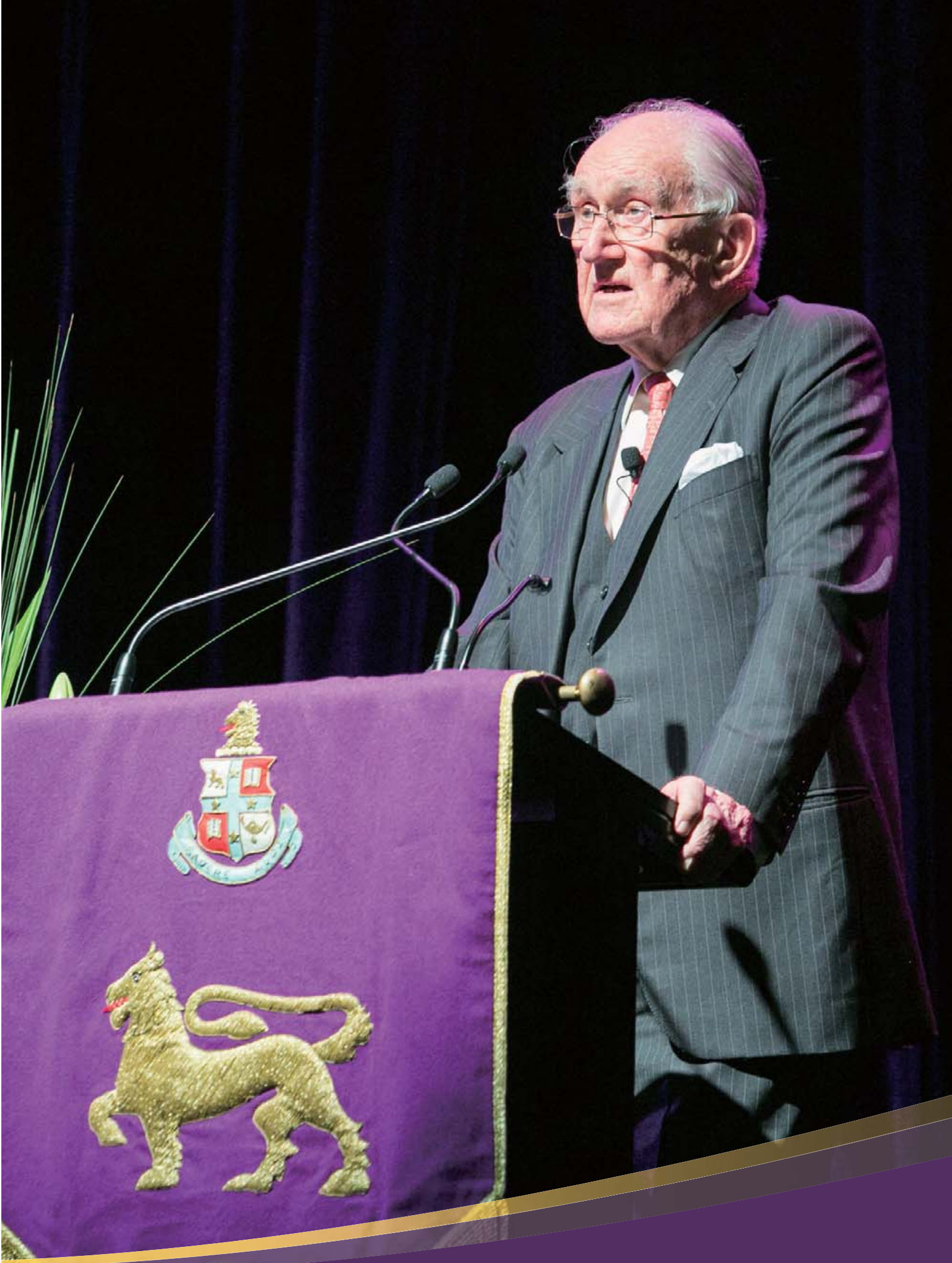
Samuel Alexander Lecture

The 2014 Samuel Alexander lecture was delivered on Tuesday 20 May by the Right Honourable Malcolm Fraser AC CH in Adamson Hall. An audience of close to 600 listened to an engaging presentation titled *The Future of Australia*. The evening proved to be thought-provoking and gave a stimulating insight into one of Australia’s most influential political minds.

Malcolm Fraser was elected to Federal Parliament in 1955 during the Menzies government and was Prime Minister of Australia from 1975-1983. In 2000 he was awarded Australia’s *Human Rights Medal* for his contribution to the advancement of human rights in Australia and internationally.

The evening...gave a stimulating insight into one of Australia’s most influential political minds

Until his death in March 2015, Malcolm Fraser remained a regular commentator and activist, particularly on issues to do with asylum seekers, Indigenous affairs and Australian policy.





Following on the record \$2m raised in 2013, the Foundation had another very successful year generating \$1.5m to support the fundraising programs of the College. Almost \$1.2m of this was donated to the Foundation's Building Fund to assist Wesley's building projects across each campus and Clunes. The balance was donated to the Foundation's other major area of philanthropy – scholarships and bursaries. This of course enabled the Foundation to continue to increase the number of scholarships for worthy students, who will benefit from a Wesley education.

A major space in the new Music School at St Kilda Road was named by the Stillwell family in recognition of their mother, Gillian, in recognition of her significant contribution to the family and the arts in Melbourne. The Stillwell Recital Salon is a space that is used by students for performances and rehearsals and is also widely used after hours by professional musical performers.

The Foundation hosted a small number of events in South East Asia for alumni, current and past parents which provided opportunities to re-engage with Wesley, be briefed on College developments and which resulted in substantial donations, particularly to our Moubray Street Capital Campaign.

On 24 February, more than 300 guests attended the Foundation's celebration of the performing arts event to mark the completion of the Moubray Street Redevelopment and acknowledge the legacy of the Adamson Theatre Company, Tony Scanlon and John Lee. The event showcased the talents and versatility of music and performing arts students and staff in the superb spaces of the new Music School, including the Stillwell Recital Salon, John Lee Band Room and Drama Studio. Guests were entertained by the Big Band, European Tour Concert Band and String Orchestra, Jazz Ensembles, studio recordings by Music Production students and a rehearsal for the Senior School production of *Hamlet*. Dawson Hann, Margaret Arnold, Ben Marsland and all the music staff and Marcus Pinnell and Banford Gruar are to be thanked for their significant contributions towards the success of the evening's program.

The second part of the event was a series of performances by a number of professional alumni performers and Wesley parents in Adamson Hall. The evening concluded with the launch of the *Your Seat in History* program in Adamson Hall and the auctioning of the Gold Seat and Premier Seats. The auction of these seats, conducted by Wesley alumnus and parent, Jeremy Fox, raised in excess of \$60,000. More than 100 seats were subsequently sold and more remain to be thus named by families.

The 7th Annual Foundation Business Breakfast on 6 May saw more than 500 guests in attendance at the Grand Hyatt on Collins Street to hear John Borghetti, CEO and MD of Virgin Australia, interviewed by John Durie, business columnist for *The Australian* and Wesley parent. Corporate sponsorship was again a significant feature of this event and the Foundation gratefully acknowledges Pacific Search Partners, Cockram Construction, R T Edgar Real Estate, Cox Architects, Barry Plant Real Estate Glen Waverley/Wheelers

Hill and Total Facility Maintenance. Wesley alumnus and parent, Graeme Samuel AC (OW1963), is responsible for securing our distinguished speakers each year and we are most grateful for his support.

In order to raise the profile of the scholarships program and encourage further donations, the Foundation organised a thank you function for all scholarship donors on 10 September. Hoang Pham (OW2002), who came to Wesley on a scholarship, performed for guests in the Stillwell Recital Salon and then spoke about how the scholarship helped transform his life. Two more recent scholarship recipients also spoke about their experiences at Wesley and in the broader community.

The Foundation's bequest group, *The Sapere Aude Bequest Society*, continues to attract new members and support for our bequest program. An exciting event program underpinned activity for members and their guests and the Society's newsletter was another highlight containing fascinating stories about members and their broader contribution to society. The Society's advisory Committee provided valuable assistance throughout the year under the leadership of Malcolm Hastings (OW1958).

Hoang Pham (OW2002), who came to Wesley on a scholarship... spoke about how the scholarship helped transform his life

After seven years of outstanding service as the Planned Giving Officer, Denis Oakley OAM (OW1955) retired. More than 100 members and friends gathered in Adamson Hall for the Christmas Lunch to hear Geoff Allen AM (OW1960) pay tribute to Denis for his dedication and service to the Foundation and the College. This also provided an opportunity for Dr Jonathan Hartley (OW1961) and his wife Nada, to present a very significant work to the school by Indigenous artist, Freddie Timms. His painting, *Kununurra*, was donated through the Federal Governments Cultural Gifts Program and is the most important work to be so donated to our College collection.

The Foundation is most grateful to the many hundreds of members of the College community who so generously support its philanthropic programs each year whether through donations to buildings, scholarships or sport or through their Wills. Frank Opray (OW1963) is now guiding *The Sapere Aude Bequest Society* through its next stage of development and the success of the Foundation would not be possible without the work of Debra Stiebel and the assistance of Prue Lowther. The Foundation also acknowledges the work of its Advisory Committee, and its former Chair, parent and President of the Wesley College Council, Marianne Stillwell. We were delighted to welcome back Peter Harrison (OW1969) in the role of Chair during 2014.



Commonwealth Reporting Requirements



Key Student Outcomes

National Assessment Program – Literacy and Numeracy

The National Assessment Program – Literacy and Numeracy (NAPLAN) was conducted for the seventh time in May 2014. The program assessed students in Years 3, 5, 7 and 9 across the nation in literacy and numeracy

Trend Data

Looking at five year trend data using mean scores for the state and College, emerging and established trends can be noted. An emerging positive trend is evident where the percentage difference from the state mean indicates improvement over two years ie: 2012 – 2014; likewise a negative emerging trend occurs where there is a decrease in differences between the state and College over two years. An established trend exists where there is a trend of three years or more.

Using this information, the following observations can be made:

- Emerging positive trends are evident in Year 7 *Writing* and Year 7 *Grammar and Punctuation*
- There is an emerging negative trend in Year 5 *Writing*; Year 5 *Spelling*; Year 5 *Grammar and Punctuation* and Year 7 *Numeracy*
- There is an established positive trend in Year 3 *Writing*
- There are no established negative trends

Using median scores, all College results are skewed positively against the state.

Overall, the results have accurately reflected the cohorts' abilities, and there are no major surprises in any year levels or discipline areas. Ongoing work continues with *Writing* and *Spelling* in the primary years as a result of scores in previous years and as a recommendation from the academic review in 2013.

National Benchmarks

The National Assessment Program scale maps student outcomes onto a ten band continuum. Scaled scores provide an ability measure of student outcomes. These scores range from 0 to 1000 and form the numeric continuum from which the ten reporting bands are derived.

Since the inception of NAPLAN, a national minimum standard, defined by a particular band, has been identified:

- 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

Year 3 Wesley College

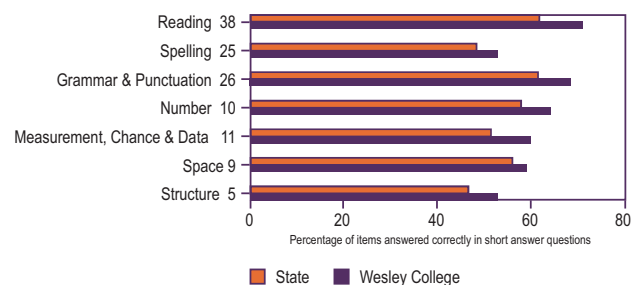
National Bands

For Year 3 the national minimum standard is Band 2. All figures are registered as percentages.

Band Level	Reading %	Writing %	Spelling %	Grammar & Punctuation %	Numeracy %
Band 1	1	0	2	0	0
Band 2	1	1	6	1	3
Band 3	7	8	16	7	11
Band 4	18	23	24	26	32
Band 5	20	51	22	26	28
Band 6	53	17	30	40	26
Wesley at and above minimum band	99%	100%	98%	100%	100%

Assessment Area Report Analysis

The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading*, *Spelling*, *Grammar and Punctuation*, *Number* and *Measurement, Chance and Data*, *Space* and *Structure*. Wesley College students performed better than the state in all areas and significantly so in *Reading*.



Year 5 Wesley College

National Bands

For Year 5 the national minimum standard is Band 4. All figures are registered as percentages

Band Level	Reading %	Writing %	Spelling %	Grammar & Punctuation %	Numeracy %
Band 3	2	3	3	3	2
Band 4	7	6	8	6	7
Band 5	12	32	18	13	19
Band 6	29	33	23	20	33
Band 7	20	19	33	24	18
Band 8	30	7	15	34	21
Wesley at and above minimum band	98%	97%	97%	97%	99%

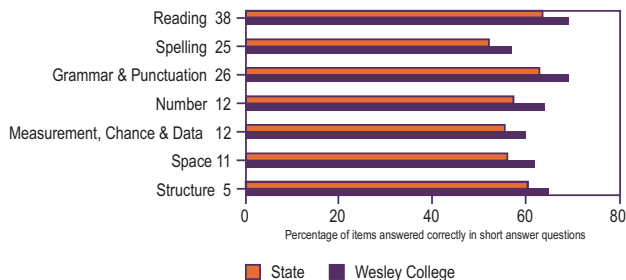


Commonwealth Reporting Requirements



Assessment Area Report Analysis

The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Spelling, Grammar and Punctuation, Number* and *Measurement, Chance and Data, Space and Structure*. Wesley College students performed better than the state in all areas.



Year 7 Wesley College

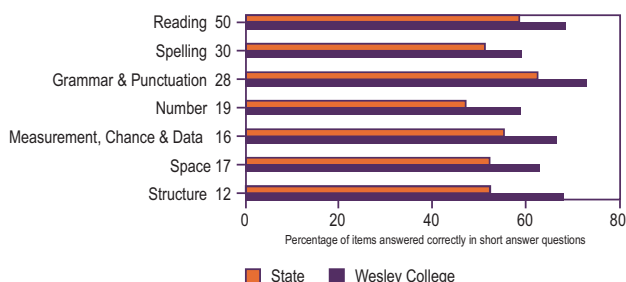
National Bands

For Year 7 the national minimum standard is Band 5. All figures are registered as percentages.

Band Level	Reading %	Writing %	Spelling %	Grammar & Punctuation %	Numeracy %
Band 4	0	3	1	1	1
Band 5	4	10	8	3	1
Band 6	13	18	18	14	15
Band 7	29	31	25	27	30
Band 8	27	27	27	27	26
Band 9	27	11	21	28	27
Wesley at and above minimum band	100%	98%	98%	98%	99%

Assessment Area Report Analysis

The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Spelling, Grammar and Punctuation, Number* and *Measurement, Chance and Data, Space and Structure*. Wesley College students performed appreciably better than the state in all areas.



Year 9 Wesley College

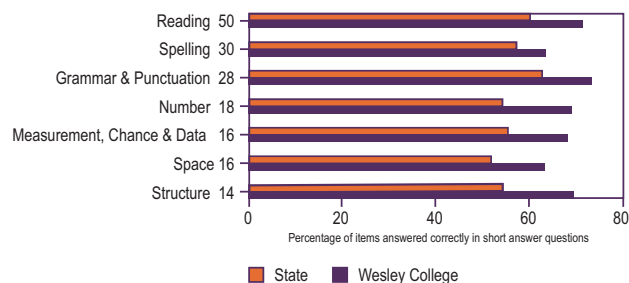
National Bands

For Year 9 the national minimum standard is Band 6. All figures are registered as percentages

Band Level	Reading %	Writing %	Spelling %	Grammar & Punctuation %	Numeracy %
Band 5	0	2	2	1	1
Band 6	4	10	7	4	2
Band 7	12	21	26	21	13
Band 8	33	36	35	32	29
Band 9	33	22	17	30	27
Band 10	18	9	13	12	28
Wesley at and above minimum band	100%	98%	97%	99%	100%

Assessment Area Report Analysis

The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Spelling, Grammar and Punctuation, Number* and *Measurement, Chance and Data, Space and Structure*. Wesley College students performed appreciably better than the state in all areas.



Concluding Remarks

The new College Success Coordinator has ensured a timely, comprehensive and informative analysis of NAPLAN data that has been used by the respective Primary Years Programme (PYP) Coordinators and Middle Years Programme (MYP) Curriculum Coordinators to develop actions for future development. These have been shared with all key teaching and administration staff at each campus. Heads of School and Heads of Campus have been briefed and are part of the ongoing discussions about the development of strategic planning for the respective year levels. Overall, NAPLAN results have been favourable across year levels and subject areas. There have been no surprises in the data.

The procedures and process of organising and running NAPLAN across the three city campuses and Clunes went smoothly. The systems and structures we have in place have ensured an effective and transparent delivery of the testing program. PYP Coordinators, MYP Coordinators and the Deputy Head of Clunes (Daily Organisation) are to be thanked for their organisation and management of these tests





and for the subsequent delivery of results to parents and development of actions arising from analysis of the data. The College Success Coordinator is to be congratulated for an extensive and thorough analysis of all the NAPLAN data. This has informed conversations in very meaningful ways. Heads of Learning are also to be thanked for their further work in the analysis of campus-based data and recommendations for actions

Senior Secondary Outcomes

VCE and IB Diploma

Senior students at Wesley College are able to choose from a range of curriculum programs and senior secondary qualifications. In Year 12 the two key choices are the International Baccalaureate Diploma Programme (IB DP) and the Victorian Certificate of Education (VCE), which for some also includes studies from the Vocational Education and Training sector (VET).

The 2014 school year saw a combined total of some 349 students graduate from Year 12 in the Senior School (Glen Waverley and St Kilda Road campuses) with generally commendable results in both programs – however, the combined median ATAR for both IB DP and VCE (including VET) was 83.95, a performance relatively lower than those for previous years.

Year 12 Academic Results 2014

- Median VCE/IB Diploma ATAR – 83.95 (349 students)

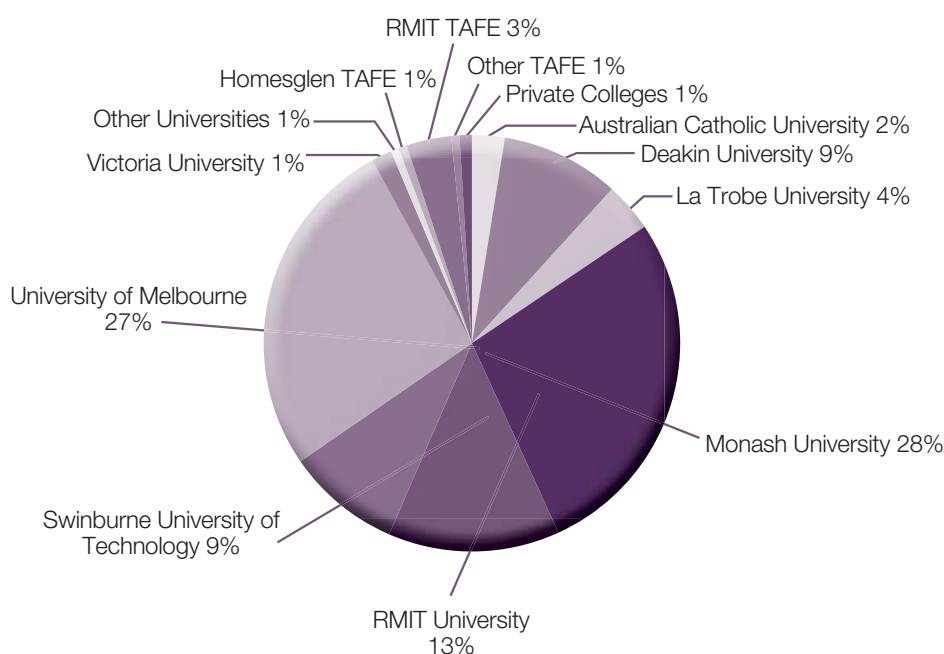
- Median IB Diploma ATAR – 94.05 (105 students)
- 31.1% of all VCE/IB Diploma students achieved an ATAR greater than 90.00
- 49.5% of IB Diploma students achieved an ATAR greater than 95.00
- 147 perfect subject study scores were achieved across all VCE/IB Diploma (142 IB + 5 VCE) subjects

The distribution of ATAR scores for the 2014 Wesley College Year 12 graduating class is as follows

State Ranking	2010	2011	2012	2013	2014
> 99.00	5.09	4.37	3.66	3.91	5.8
> 95.00	22.14	22.37	23.04	21.23	19.9
% of students with ATAR > 90.00	36.39	39.59	40.84	37.99	31.1
% of students with ATAR > 80.00	62.60	63.50	63.61	62.01	59.9
% of students with ATAR > 75.00	74.30	75.84	70.16	68.99	70.0
% of students with ATAR > 70.00	80.92	83.29	78.01	75.42	75.8
% of students with ATAR > 50.00 or = 50.00	96.18	96.92	93.98	90.22	94.2
% of students with ATAR < 50.00	3.82	3.08	6.02	9.78	5.8

Post School Destinations

Tertiary Destinations







Student Attendance and Retention

In 2011, 312 students entered Year 9 at the College and 274 of them completed Year 12 in 2014. This represents a retention rate of 87.82%.

The overall attendance rate was 96.03%

Value Added

Wesley College offers very broad curriculum and cocurricular choices that support the holistic development of all its students. These include provisions such as the visual and performing arts, sport, International Baccalaureate programs, Clunes, Outdoor Education, tours – both national and international – and overseas exchanges.

The College also continues to provide opportunities, via the Yiramalay/Wesley Studio School in the Kimberley region of North Western Australia, for sustained authentic engagement with Indigenous ways of knowing and perspectives on land, language and culture.

The central focus of the Wesley College Institute on research related initiatives, ongoing teacher development, curriculum review and development, and technology and digital learning practice continues to enhance the overall quality of education provided at Wesley College.

Professional Engagement

Research identifies the vital role of teachers and the general staff in support of ensuring that all students achieve their best in an educational setting. Wesley College supports this and one of the five key areas of the *Wesley College Strategic Plan 2004-2016* is teaching, which has as its main objective being to recruit, support attract and retain high quality staff.

Staff Attendance and Retention

At the end of the 2014 school year, the College employed 386 full time equivalent (FTE) teachers and 221 (FTE) general staff.

The average number of personal leave days (sick and carer's leave) taken per staff member in 2013 was 4.92 days, which is lower than in the previous year. The staff turnover rate for the 2014 school year was 9.5%; this is lower than the turnover rate of the previous two years (14.97% and 12.11% respectively). These attendance averages and retention rates are largely consistent with Victorian Government and other Independent schools.

Teaching and General Staff Qualifications

All of the teaching staff are registered members of the Victorian Institute of Teaching (VIT). They all have as a minimum, a tertiary qualification in Education and nearly half of them hold an additional postgraduate qualification such as a Doctorate or Masters. Many of the general staff also have tertiary and post graduate qualifications in their respective specialist fields and other related areas of expertise. All staff qualifications are published annually in the *Chronicle*.

In 2014, Wesley College once again retained the services of a number of Indigenous staff in support of the Yiramalay/Wesley Studio School program.

Professional Development

The focus of the program continued to be based on collaboration and action/research. The major focus throughout the year was to support the introduction of the Middle Years Programme and formative assessment in the Primary Years Programme.

The teaching staff presented their findings of their two year action/research projects in December 2014.

The Wednesday Professional Learning schedule continues to the architecture of the program. It balances all College and campus, learning area and teaching teams' priorities.

Community Feedback

Parent, staff and student surveys are conducted annually to assist in the measurement of performance and the development of College priorities.

Parent Survey

In 2014, parents from across the College with children in Prep, Year 4, Year 7, Year 9 and Year 10 were invited to complete the survey.

In summary, feedback from parents included:

- Parents at Wesley College continue to feel included and positive in relation to all aspects of Community across the College
- Pastoral care is strong with Wesley College offering a safe and caring learning environment
- The upward trend in satisfaction with the way the College handles bullying issues continues
- Parents would like us to increase focus on VCE academic performance
- Parents were less positive about the content of school reports than in previous years
- Teachers know their students and remain committed and enthusiastic in their approach
- Parents are satisfied with what Wesley College is offering their child(ren) and would recommend us to family and friends



Staff Survey

In 2014 three staff surveys were conducted, the annual staff survey at the end of the year, a mid-year short staff engagement survey (15 questions) and a staff wellbeing survey facilitated by fbg Group.

In summary those surveys told us:

- Employee engagement is strong with intention to remain employed with the College high
- 82% of respondents had a subjective wellbeing rating of moderate or above, meaning they experience a normal degree of stress, worry, tension and mood fluctuations that accompany modern life or better.
- Staff would like to receive more feedback in relation to their performance and a structured process for feedback
- Staff have a strong understanding of, and alignment to, the College vision and values
- Staff value the inclusive work environment and the opportunity to collaborate

Student Surveys

In 2014 student satisfaction surveys were conducted across Years 6 and 12.

Our Year 6 students told us what they liked best is:

- The teachers
- So many great opportunities including music and camps
- Making lots of awesome friends
- Sport
- The Wesley College environment, especially the play areas

The Year 12 students identified their highlights as being:

- Clunes
- Overseas exchanges and tours
- Meeting people and making friends
- Sport
- Positive relationships with teachers
- Outdoor Education camps
- The Yiramalay program
- Music and Drama programs
- The leadership opportunities that are available

Financial Statement



During 2014, the College continued to apply conservative and sound financial management coupled to an active management of the College asset and investment portfolios. In this context, the College continued to enjoy relatively stable enrolments across all campuses, experienced improved investment returns and continued to assist a number of families in managing their timely payment of fees.

The result for 2014, as displayed below, has delivered a surplus. The College auditors, Deloitte, have issued an unqualified audit opinion for the year ended 31 December 2014.

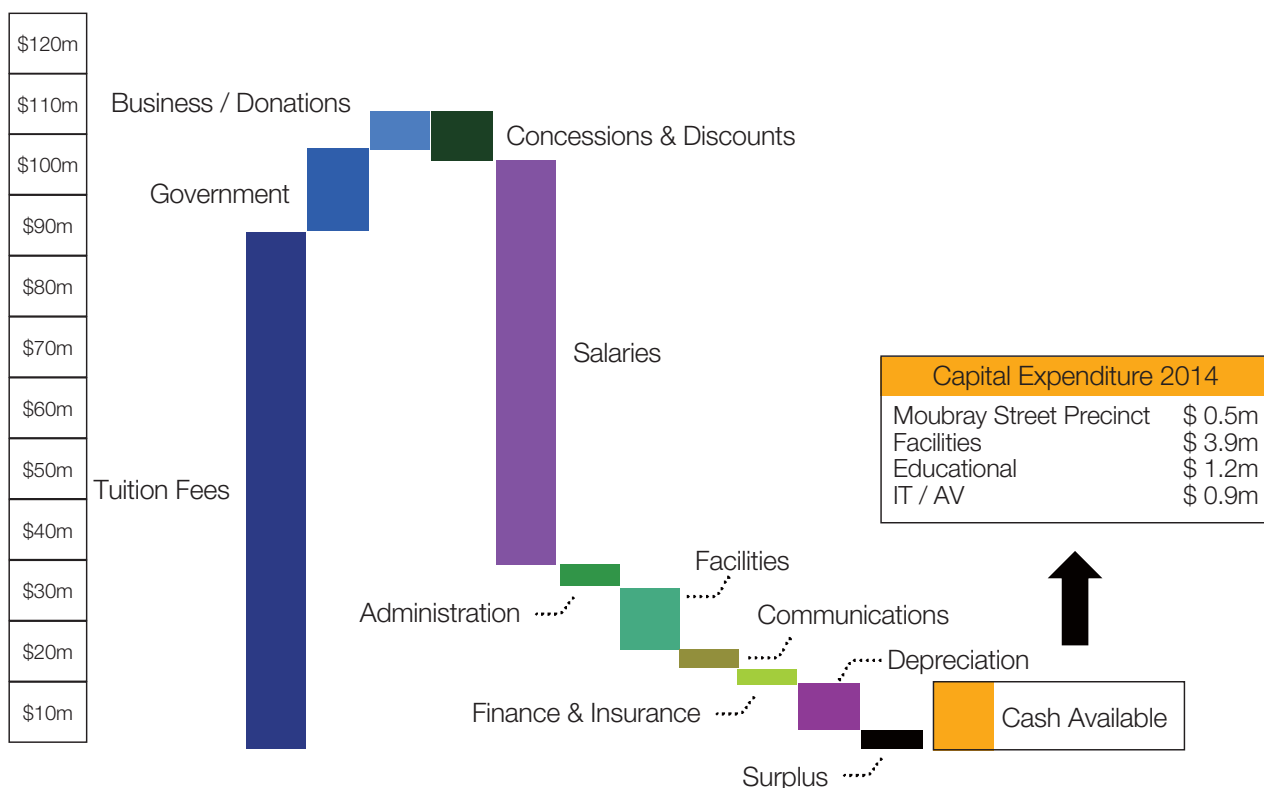
The attraction, development and retention of high quality staff continues to be the cornerstone to delivering a Wesley education to our students and, as can be seen from the financial details, remains the largest single item of expenditure, with a key metric throughout the year being “salary cost as a percentage of net revenue”. For 2014, this percentage is 67% compared to 68% for 2013, reflecting an increased focus on staffing profiles and expenditures.

In terms of cash flow, the operating activities of the College generated a strong \$9.3m in net cash. This net cash position, in part related to the settlement proceeds from the sale of the Rose Avenue land, enabled the College to retire completely the debt facility established for the Moubray Street Precinct Redevelopment. This net cash position also enabled the College to continue its philosophy regarding an appropriate range of educational opportunities and the future development priorities of the College. To this end, the College spent \$6.5m on capital works throughout the year across a range of College educational imperatives.

The 2015 year has commenced with a very strong student enrolment profile across the three campuses, a continuation of a robust and efficient cost structure, and further major capital works programs are underway.

The generous support of Wesley families, the Old Wesley Collegians Association, the Wesley College Foundation and the Yiramalay Wesley Studio School Foundation continues to be of critical importance to the College, none more so than during recent years.

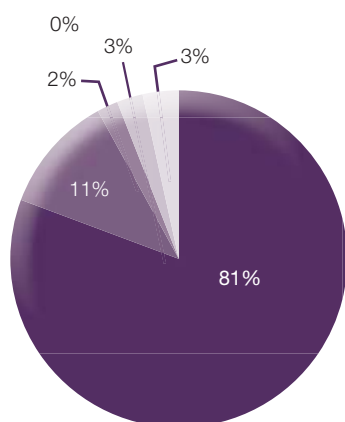
Money Flow 2014





Revenue

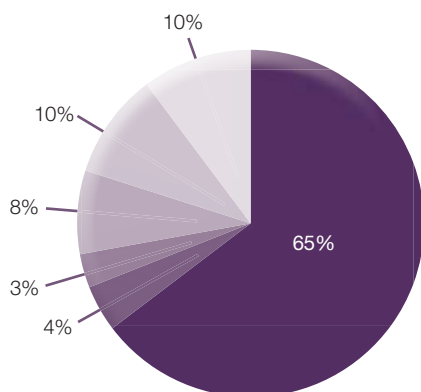
	2014	2013
	\$m	\$m
Fee income	84.0	80.1
Government grants – Commonwealth	11.8	10.4
Government grants – State	2.1	2.0
Profit / Loss on disposal of property, plant and equipment	-	19.7
Donations	2.6	0.8
Other income	3.6	3.8
	<u>104.1</u>	<u>116.8</u>



- Fee income
- Government grants – Commonwealth
- Government grants – State
- Profit / Loss on disposal of property, plant and equipment
- Donations
- Other income

Expenditure

	2014	2013
	\$m	\$m
Salaries	65.7	63.0
Administration expenses	4.4	4.3
Communication expenses	3.2	3.6
Depreciation and amortisation	7.9	6.8
Facilities expenses	10.0	10.5
Finance expenses, discounts and concessions	10.4	9.9
	<u>101.6</u>	<u>98.1</u>



- Salaries
- Administration expenses
- Communication expenses
- Depreciation and amortisation
- Facilities expenses
- Finance expenses, discounts and concessions



Summary of 2014 Action Outcomes

Learning

- The new professional learning model for teaching staff evaluated and recommendations for future practice published
- Strategies designed to enhance student academic performance were developed and implemented
- Implementation of Middle Years Programme (MYP) in Year 8 across the College completed
- St Kilda Road Library refurbished to accommodate new technologies and usage model
- A schedule for the introduction of the College learning management system (SEQTA) was approved and a staged implementation process commenced
- An overview of current pastoral care structures, related curriculum design, policy and practice was drafted
- Investigations into changes to the LOTE offerings completed, and timelines for the introduction of Mandarin at Prep established
- An Ethics Centre, as another functional unit of the Wesley College Institute, was established

Teaching

- Human Resources structure and function changes implemented after the appointment of a new Director of HR
- College surveys (parent, staff and students) were reframed to focus on specific areas of opportunity and challenge

Programs, Structures and Settings

- A self-study review of the Yiramalay/Wesley Studio School was conducted and findings presented to College Executive
- English Language Preparation Program (ELPP) for international students was developed and successfully introduced at Glen Waverley
- Boarding to return to Wesley in 2016 with the construction of a new *Learning in Residence* (LIR) facility at Glen Waverley

Community

- The new Moubay Street Precinct Redevelopment at St Kilda Road officially open and fully operational
- Business plan designed to maximise fundraising support for College activity developed and implemented
- Marketing plan updated to include Open Day at Elsternwick, English Language Preparation Program (ELPP), and *Learning in Residence* at Glen Waverley
- A planning schedule for the sesquicentenary celebrations created

- A calendar of events that acknowledges important events across different faiths published and distributed College-wide
- Samples/prototypes of the new College uniform to be introduced in 2016 were presented to all stakeholders and feedback collated

Corporate Governance and Business Management

- Construction of new playground at Elsternwick purpose built for ECLC students completed
- Visual Arts complex at St Kilda Road refurbished
- Middle and Senior Schools learning and recreation areas at Glen Waverley refurbished
- Long lease and future development of Wesley College Boatshed on the Yarra finalised
- Redevelopment of the pool and changerooms at Glen Waverley commenced
- ECLC facility at Glen Waverley refurbished





WESLEY COLLEGE

MELBOURNE AUSTRALIA

A True Education

Celebrating 150 years 1866 – 2016

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