

Annual Report 2016



WESLEY COLLEGE

MELBOURNE AUSTRALIA

SINCE 1866

A True Education



Wesley College Annual Report 2016

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President of Council's Introduction



Our vision of a modern, contemporary, innovative institution responding to a deep understanding of our heritage and the challenge of the future guides our priorities and decisions

As the President of the Wesley College Council, it is a special privilege to deliver the Sesquicentenary Annual Report for the College.

Our College history and future are very much central to my reflections and our Council consideration during 2016. I commence with Shakespeare and a line from *The Tempest*, "What is past is prologue".

Are we, the College community, pre-destined to repeat past history or are we able to exercise free will and choice and launch into a glorious future diverging and stretching out before us? Shakespeare's line can be interpreted two ways. Certainly the Glen Waverley campus fire in April 2016 might lead us to consider the determinist view. As we reflect on the 150-year history of Wesley, what have we as a community come to understand about our future? And how have we, as a Council and community, responded in this sesquicentenary year to the opportunities presented for the College, whether planned or unplanned?

In 1866, the first President of Wesley College the Rev James Waugh, in his inaugural address reminded all that a Wesley education was a "comprehensive education to cultivate children's minds and consciences to equip them for the duties of the coming time". Wesley, from its inception, has always looked to the future.

Our starting place for investment in that future vision has been the implementation of the new strategic plan for the College to prepare for the next generation of Wesley students to 2030. The Strategic Plan, *Framing the Future of Wesley*, has progressed through Council, staff and community consultation and has reached the implementation stage in preparation for 2017.

Our vision of a modern, contemporary, innovative institution responding to a deep understanding of our heritage and the challenge of the future guides our priorities and decisions.

To lay the best physical platform for the future, the College has invested heavily in campus master planning. In the past couple of years, St Kilda Road has enjoyed the introduction of the Moubay Street Precinct Redevelopment and Music School and we have purchased land for future development

adjacent to the Senior School. In addition, in late 2016 the College has taken a long-term lease on space in the former RVIB Bluestone Building located on Moubay Street. The Bluestone will be redeveloped as an arts precinct and allows the College additional Middle School space on the St Kilda Road site. At Elsternwick, the planning phase has commenced for the future of Fitchett Hall. At Yiramalay we opened the new kitchen and dining facility in June and additional staff and student accommodation is under consideration. After an extensive tender, consultation and approval process with Stonnington Council to redevelop the boat shed precinct at the Yarra River, the College continues to pursue our long-term lease arrangements and completion of Melbourne Water approvals to commence building works.

Celebrating its Golden Jubilee in 2016, the Glen Waverley campus is experiencing a particularly transformational period. All Junior School classrooms are undergoing a significant refurbishment and the addition of a ring road will assist with traffic management. In Term 4, we witnessed the commencement of operations of the *Learning in Residence* facility to support boarding and the expansion of the Senior School experience. We were honoured to have former College Council member and the Governor of Victoria, the Honourable Linda Dessau AC, formally opening the precinct on 14 November.

Whilst much of this development has been due to a well-considered planning process, it is perhaps the unplanned that has presented the biggest opportunity. The fire in April in the Glen Waverley Middle School resulted in significant damage. Council and College Executive have moved swiftly to respond and in a period of four months, the educational brief was completed and Council approval has progressed for a full redevelopment of the Middle School. This is a significant investment in the heart of the campus. The community commitment and engagement to this transformational project has been tremendous and we look forward to completion for the commencement of the 2019 school year.

In terms of investment in teaching and learning programs, the return to boarding for the College is very exciting. Our vision is very much one of a reinvention of residential learning



Tree planting ceremony with City of Melbourne Lord Mayor Robert Doyle



in a new context. Combined with the introduction of the Enhanced Language Program, introduced at Elsternwick and expanding to Glen Waverley and St Kilda Road in 2017, the College is responding to social, cultural, academic and global opportunities for new learning environments and language.

Equally symbolic of the investment in physical and program structure has been an investment and development of our governance structure. Effective from 1 September, 2016, the College completed the incorporation process and commenced operations as Wesley College Melbourne, a company limited by guarantee. Subsequently, during December, to complete the legal entity transition, the College and the Uniting Church concluded the transfer of property titles and trustee responsibility from the Uniting Church Property Trust to Wesley College Melbourne. For the first time in its 150-year history, the College is an independent legal entity and controls decision-making for its land for the beneficial use of our education programs. With this progression comes a particular responsibility for all in our community. Our relationship with the Uniting Church is now one of engagement in a far more meaningful reflection of what it means to be a school in the tradition of the Uniting Church. As stewards of the College, we are eager to explore the possibilities this brings to our relationship and we thank the Uniting Church for their extensive support and care through this process.

The sesquicentenary year has indeed been a wonderful opportunity on many occasions to celebrate and mark out key places, programs, people and our past. In particular, if we consider that these events have taken us to the Kimberley, New York, Shanghai, London, Jakarta, and Clunes one gets a sense of the reach of Wesley beyond Melbourne. The two largest functions, Celebrating 150 Years of Wesley Sport and the 150th Anniversary Dinner at the Royal Exhibition Building were celebrations absolutely in the proudest traditions of Wesley. Not at all stiff or burdened by ceremony but rather evenings characterised by the diversity of our community, a lightness and joy of the celebration and an opportunity for collegiality by all.

I would like to pay a special thank you and congratulations to the Sesquicentenary Planning Committee, chaired by Peter Harrison, for organising the entire 150th celebration calendar and also the 150th Anniversary Dinner Committee - they delivered truly memorable occasions.

All of the development, achievements and celebrations of this year would not be possible without the contribution of our community. In particular I would like to acknowledge Dr Drennen AM and her executive team and staff on an outstanding year and one in which there were significant

unplanned challenges. The performance of the College in a number of areas over the past twelve months has been remarkable. Our 2016 academic results have been outstanding and we celebrate the journey of all our students and the diverse and challenging pathways they have chosen, post secondary school.

To the Wesley College and Yiramalay Foundations and all those who engage with the Foundations and donate to the College, our building projects and response to opportunities presented would not be possible without the efforts and philanthropy of those who choose to leave a legacy at Wesley through scholarships and building fund contributions. It is the response to capital campaigns that enables new project builds to take place. The physical Wesley of today is a direct result of those who have given over the past 150 years.

The quality of deliberations and decision making of Council would not be possible without the voluntary commitment and consideration of Council members and I would like to pass on our appreciation to current council members and co-opted members of committees. I would like to acknowledge the service of our retiring Council member, Janet McGaw. As Chair of Property, Janet has contributed enormously to the decision-making and development of the College during a very busy building period. We thank her for her skills and wisdom during her time on Council. I would also like to acknowledge the support and guidance of the Uniting Church and to the Moderator Rev Sharon Hollis, our extraordinary alumni and OWCA President Scott Hudson and to our parents, families, guardians and students of the College.

To conclude my report for our 150th year, and to measure our progress against Shakespeare's, "What is past is prologue". Given our fire, a return to boarding and celebration of the past, is history repeating? I believe far from it. The College in its sesquicentenary year has been absolutely true to its enduring vision and values from 1866 to today and in our plans for the future. We are a diverse, vibrant, authentic institution where respect for our history, heritage and community allows unrivalled options to pursue as we choose our well-considered and glorious pathways forward. Always innovative, the College continues to navigate through transition and challenge made possible by the contribution and care of many. These are the hallmarks of a contemporary and responsive school.

Thank you all for choosing to be part of a great Australian school, now, and always.

Marianne Stillwell



Emeritus Professor Geoffrey Blainey speaking at the 150th Oration

Council Activities



After 150 years as an Unincorporated Institution of the Uniting Church of Australia, the incorporation of Wesley College as a new legal entity, Wesley College Melbourne, became effective on 1 September 2016.

The College worked closely and jointly with the Uniting Church in Australia (Victoria & Tasmania) in establishing and implementing contemporary governance arrangements to support the College as it moved towards legal independence from the Church. This reflects our shared vision and purpose and enduring relationship with the Uniting Church in Australia.

In addition to a revised constitution, approved at a Special General Meeting of Wesley College Melbourne on 19 November 2015, the transfer of land trusteeship from the Uniting Church in Australia Property Trust (Victoria & Tasmania) to Wesley College Melbourne was successfully completed. This transfer was a significant historical step for both the College and the Church.

The Wesley College Council is appointed under the terms of a Constitution. The Constitution provides for a Council of 12 people, including the 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 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.

The newly established Ethics and Governance Committee commenced in 2016, tasked with ensuring a culture of law abiding and ethical conduct throughout the College, aligned with the College's core values and its duty of care to students and staff.

Member	College Council		Finance, Audit & Risk Management Committee		Strategy Committee		Property Committee		Ethics & Governance 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	Meetings attended	Meetings eligible to attend
Cameron Bacon	7	9	9	9	1	2				
Sunny Chen	7	9			0	2				
Lynda Cheng	7	9			2	2			3	4
Helen Drennen	9	9	7	9	2	2	8	9	4	4
Wendy Lasica	9	9			2	2	8	9		
Janet McGaw <i>resigned September 2016</i>	8	9			1	2	9	9		
Philip Powell	9	9	9	9	2	2			4	4
Marianne Stillwell	9	9	8	9	2	2			4	4
Douglas Turnbull	8	9			1	2	8	9		
Sue Withers <i>retired March 2016</i>	2	2								
Melinda Geertz <i>appointed May 2016</i>	5	6	5	7	2	2				
Paul Guerra <i>appointed May 2016</i>	5	6			2	2	7	9		
Simon Rooke <i>appointed February 2016</i>	8	9	7	9	2	2			3	4
David Cleland <i>Co-opted member</i>							9	9		
Peter Harrison <i>Co-opted member</i>	1	2							4	4
Peter Mastos <i>Co-opted member</i>			5	7						
Warrick Mitchell <i>Co-opted member</i>							9	9		
Peter Sandow <i>Co-opted member</i>							6	9		
Hugo Stephenson <i>Co-opted member</i>					2	2			3	3

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 Strategy Committee and Finance, Audit and Risk Management Committee.



Wendy Lasica
BA MUP

Wendy joined College Council in mid-2011 and serves on the Strategy and Property Committees. 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, the Strategy Committee and the Ethics and Governance 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) PGCEd
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 an honorary researcher at the University of Divinity, and lectures at the theological college. Sunny was originally a secondary school teacher in Hong Kong before completing his theological studies in the USA. As a Uniting Church Minister, he has been ministering to youth and tertiary students. Passionate about education, he is a board member of the Uniting Church's Centre for Theology and Ministry. Sunny is acquainted with a number of Old Wesley Collegians through his connection with Queen's College, The University of Melbourne, where he is currently a council member and a former college chaplain. Sunny serves on the Strategy Committee and the Ethics and Governance Committee.



Melinda Geertz
BA

Melinda joined the Wesley College Council in May 2016 and serves on the Strategy Committee and Finance, Audit and Risk Management Committee. She has been the CEO of Leo Burnett Melbourne, a well-known creative communications agency, for the last 13 years. Prior to coming to Australia, Melinda worked with Leo Burnett in Chicago. She is a director of The Communications Council and Make-a-Wish Australia. Melinda is a member of the Finance, Audit and Risk Management Committee. She has three children – two have completed their studies at the St Kilda Road campus and one is still at the school.



Paul Guerra
BEng (Hons)
GradDip Management

Paul joined the Wesley College Council in May 2016. He is an accomplished senior executive, with a wide range of business experience in both Australia and Asia Pacific. Paul is currently Managing Director-Asia Pacific, Optum International and the Chairman, Queen Victoria Market Pty Ltd. He has previously held senior roles at Vodafone and Motorola. Passionate about contributing to the community, Paul is also a Director of Red Dust Role Models and was selected as an Australia Day Ambassador in 2013. Paul is a member of the Strategy and Property Committees and the Wesley College Foundation. He has three children at the Glen Waverley campus.



Lynda Cheng
BComm LLB(Hons)
GAICD

Lynda joined the Wesley College Council in November 2012 and serves on the Finance and Risk Management Committee and the Ethics and Governance 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 Strategy and Property Committees. 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.



Marianne Stillwell
BA (Hons) MBA
GradDipEd MAICD

Marianne Stillwell is the current President of the Wesley College Council, and has been a member since 2006. She is a member of the Strategy Committee, the Finance, Audit and Risk Management Committee and the Ethics and Governance Committee. In her professional career, Marianne spent 12 years in finance management roles with Ford Credit Australia Limited, and has 10 years of secondary teaching experience in Catholic and Independent schools. Marianne is currently Executive Director of the Stillwell Family Council and a Director of Stillwell Motor Group, a family company specialising in prestige motor vehicle retail. She is also Deputy Chair of the Board of Management for Independent Schools Victoria. Marianne's children Claire and Cameron are current students at Wesley College, and Julian completed his education at Wesley in 2014.



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

Helen joined the Council on her appointment as Principal of Wesley College in 2003 and serves on all Committees. Prior to this she was the Academic Director for the International Baccalaureate Organisation, 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. She is currently a member of the Council of Monash University in Melbourne, and is a Trustee of the Shrine of Remembrance in Victoria. In 2010, Helen was made a Fellow of the Australian College of Educators (FACE) and a Fellow of the Australian College of Educational Leaders (FACEL) in 2011. In 2016 she was recognised in the Australia Day Honours list as a Member (AM) in the General Division of the Order of Australia.



Simon Rooke
BComm LLB CA
CTA GradDipAppFin
GradDipLegalPrac

Simon joined the Wesley College Council in February 2016. He is a lawyer and a chartered accountant. Simon joined the corporate tax group in PwC (then Price Waterhouse) in 1995 and has been with the firm since then. Simon's main practice areas are accounting, M&A/International tax and litigation. He spent time on secondment in the M&A group of PwC London from 1999-2001. He has had extensive experience with governance in listed companies, large private companies and government entities. Simon is a member of the Strategy Committee, Finance, Audit and Risk Management Committee and the Ethics, Compliance and Governance Committee. He has two children at the Elsternwick campus.



Douglas Turnbull
BE MEngSc MEng
MIEAust

Douglas was appointed to the College Council in 2005 and is a member of the Strategy and Property Committees. 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. Douglas, his father and his brother all attended the College and his twin daughters both attended the St Kilda Road campus.

Principal's Overview



2016 was a wonderfully affirming and joyous year of celebration for Wesley with many extraordinary and memorable highlights celebrating our growth and achievements over 150 years

2016 was a wonderfully affirming and joyous year of celebration for Wesley with many extraordinary and memorable highlights celebrating our growth and achievements over 150 years.

Our College theme *Celebrating 150 years*, provided the perfect backdrop for the whole community to reflect on our history but, also, to look forward whilst keeping faith with what has always been true.

The commemorations throughout the year were comprehensive and varied, bringing together current students, alumni, past and present staff and parents, to enjoy their common Wesley heritage at chapels, a Wesley oration, dinners, music, performances, and moving reflections from the young, and the still young-at-heart. As part of our sesquicentenary year, the Glen Waverley community also commemorated its Golden Jubilee on 4 March.

Whilst the College which we know today could not look more different, from the one original site at St Kilda Road to eight locations, from one pupil to over 3,100, and from only boys, to girls and boys; the important elements have endured. Wesley's history shows how our values and principles have remained steadfast, while the College has adapted significantly over time to global and social change.

Our Year 12 academic results in 2016 also gave us much to celebrate. With an increase in the number of students studying the IB Diploma the percentage of students taking VCE or IB DP is now close to 50:50.

College highlights for 2016 included:

- An overall combined College IB DP/VCE median result for 355 students of 88.15.
- 43% of VCE and IB DP students achieved an ATAR of 90.00 or above
- 34% of 40+ (or equivalent) study scores for VCE and IB DP
- IB DP median ATAR was 94.60
- 4 IB DP students achieved the highest possible ATAR of 99.95 and a perfect score of 45: Jemima Montag, Cameron Pollaers, Ronlee Korren and Jadene Yip

- 21 IB DP and VCE students scored in the top 1% of Australia, achieving an ATAR greater than 99.00
- 188 perfect study/subject scores were attained across the combined VCE and IB DP cohort
- 98% of VCE and IB DP students received a First Round Tertiary offer

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 in 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. Our students' achievements are a great testament to the quality of Wesley teachers at every level and to the support of their parents.

On 19 April, a splendid dinner was held at MCG Members' Dining Room to commemorate 150 years of Wesley Sport. Representatives from all the APS schools were there to celebrate with us and three DVDs were played, taking us through different periods of Wesley sport. Sport continues to play a vital part in the life of all Wesley students as it has done since the College was established. Across APS/AGSV Sport throughout 2016, our Girls' Firsts teams again enjoyed a very successful year with five APS/AGSV Premierships. Highlights included winning the Girls' First Premierships in Cross Country (fifth consecutive year), Diving (shared with Carey and Caulfield), Softball, Tennis and Water Polo. The APS boys' sports competition was a challenging one, but one which students and coaches embraced. The Boys' First Cross Country team gave an outstanding performance during the season and went on to win their first ever APS Cross Country Premiership.

The morning following the 150 years of Wesley Sport celebration, on 20 April at 5.00am, a devastating fire occurred in the Middle School at Glen Waverley. The fire was caused by an electrical fault in the ceiling of an outdoor corridor and destroyed six Years 5 and 6 Homerooms, three adjoining offices, the Middle School Atrium, and four



Heather Henderson at the unveiling of the Menzies sculpture



language classrooms. The loss was not just a physical and emotional one, but one of historical significance, as these buildings were part of the original school. The fire presented an important opportunity to reconsider the next stage of development for the campus and planning to replace and improve on existing facilities commenced in the second half of 2016.

The highlight signature event of 2016 was the magnificent 150th Anniversary Dinner at the Royal Exhibition Building on 30 July, which brought together over 1,600 OWs, parents, staff and community members. Proceedings commenced with the multi-campus choir, followed by the dramatic march-in of the Royal Naval Band to accompany singing of *Advance Australia Fair* and *Wesley Now and Always*. It was a splendid start to the evening that was spectacular and thoroughly enjoyable. In 2016, there were many spectacular sesquicentenary events held in Australia and overseas, and on behalf of the College, I would like to thank Dennis Freeman, Head of Marketing and Communications, Natalie Krug, Functions and Events Manager, Ian Thomas, Head of the OWCA and Jack Moshakis, Executive Director of the Wesley College Foundation, for their unwavering support and enthusiasm in coordinating these exceptional events.

The ninth Annual Wesley College Foundation Business Breakfast on 15 June focused on *Economic Reform - Aspiration or Reality? Immediate Reform Challenges for the Australian Economy*. The panel consisted of Dr Ken Henry, Chair of NAB and former Secretary of the Commonwealth Treasury, Lindsay Tanner, former Labor Federal Minister for Finance and Deregulation, and Jennifer Westacott, Chief Executive of the Business Council of Australia. The discussions were chaired by Professor Graeme Samuel AC (OW1963) and Vice Chancellor's Professorial Fellow, Monash University. The well-attended event was a resounding success and provoked a lively interactive session.

In 2016, the Wesley College Institute expanded its activities across its three domains: teaching and learning, research and evaluation, and technology and digital practice.

The 2016 school year marked the beginning of the Enhanced Language Program (Mandarin) to students from Early Childhood to Year 4 at the Elsternwick campus, ready for introduction to the St Kilda Road and Glen Waverley campuses in 2017. Exploration of partnership interests with schools occurred throughout 2016, in Beijing and Shanghai (China), Madrid (Spain), Lyon (France) New York and Washington DC (USA) alongside reinforcement of engagement with existing partner schools in China, Thailand and Japan. Partnerships offer opportunities for rich, immersive, learning experiences for students, and opportunities for staff to develop personal, professional and collaborative relationships with their counterparts.

The Samuel Alexander Lecture on 16 August was delivered by Emeritus Professor Gillian Triggs, President of the Australian Human Rights Commission on the topic, Australia's approach to human rights protection: future directions. The lecture was outstanding, though challenging

and was followed by a stimulating and thought-provoking question and answer session.

2016 again saw significant building developments at each metropolitan campus and at Clunes and Yiramalay.

At the St Kilda Road campus, significant infrastructure developments this year included the Middle School science foyer refurbishment and installation of a full audio visual enhancement, to spectacular effect. All windows on the first floor of the Holt Wing and the fencing at the Punt Road tennis courts were replaced.

At Elsternwick, a whole-of-campus security upgrade was completed, and developing the outdoor space to the Gladstone Parade fence line and planning for the Fitchett Hall refurbishment for 2017 commenced.

At Glen Waverley the ECLC/Junior School precinct was refurbished, and the whole-of-campus security upgrade and construction of the new ring road were completed. Planning for areas destroyed by the fire commenced with a focus on new Middle School classrooms, a whole campus library, Chapel reflection space, purpose-designed language centre, administration/reception area and staff common room.

On 17 June, the Yiramalay/Wesley Studio School celebrated Wesley College's sesquicentenary with the opening of the new kitchen/dining facility which was fully funded by the Federal Indigenous Advancement Strategy grant of \$1.6m.

Another important milestone for the Glen Waverley campus and indeed the whole College, was the successful and long-awaited introduction of *Learning in Residence*. The facility was officially opened by Her Excellency the Honourable Linda Dessau AM, Governor of Victoria, and Mr Anthony Howard QC on 14 November. It was a wonderful historic day for Wesley marking the return of boarding to the College in Melbourne.

The purpose-built facility hosted its first group of 34 students in Term 4 2016 in four of the eight residences, Oscar Boys & Girls and Menzies Boys & Girls to enable the gradual, programmed beginning to operating *Learning in Residence*. The integration of *Learning in Residence* into the Senior School, presented a significant opportunity to rename our traditional pastoral Houses across Years 10, 11 and 12 with the same names as the residences in our new facility. From 2017, all students in the Glen Waverley Senior School will be allocated to a pastoral House with a new name – Oscar, Menzies, Dessau or Holt. The new names chosen recognise four exceptional individuals who have a significant connection to Wesley, and who have made a profound contribution to Australia and to our development as a nation. For the first time in our history, Wesley also recognised two women, as well as two men, in this way.

The Wesley College Foundation generated \$1.5m in cash donations in 2016. Most of these funds have assisted the College in building new facilities for students across all campuses. In celebration of the sesquicentenary, the Foundation raised \$70,000 towards the cost of a bronze



Students relaxing in Learning in Residence



sculpture of Sir Robert Menzies (OW1912), commissioned by one of Australia's leading sculptors, Peter Corlett. The work was unveiled by Sir Robert's daughter, Heather Henderson, and enables students to gather around, contemplate and be inspired by Sir Robert's journey from Wesley schoolboy, to Australia's longest serving Prime Minister.

The Foundation also launched two exciting fundraising campaigns to support the building of a new \$15m facility at the Glen Waverley campus to those structures destroyed by the fire, and the \$2.5m redevelopment of the Yarra Boatshed. On behalf of the College, I would like to express my sincere appreciation to Peter Harrison, Chair of the Wesley College Foundation, for his exceptional leadership and continued support of the College over many years.

The Yiramalay Foundation enjoyed a very successful year too, raising \$500,000 for scholarship support and building development for the Yiramalay/Wesley Studio School.

The College Executive Team in 2016, 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, Deputy Director of the Wesley College Institute, Isaac Quist, and Executive Director of the Yiramalay/Wesley Studio School, Ned McCord, along with extended team members including Christopher Kavenagh, Associate Director – Finance & Performance Reporting, Andrew McAree, Director of Wesley Global, Caitlin Anstee, Director of Marketing, and Damon Emtage, Director of Learning in Residence, 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. On behalf of the College, I also recognise and thank Andrew McAree, who left the College in June after a combined period of 21 outstanding years of service as a teacher, Head of Middle School, Glen Waverley, and Director of Wesley Global.

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

Helen Drennen

Major Projects

Our sesquicentenary year was another year of significant capital works undertaken at all College sites to ensure that our facilities and infrastructure supports and enhances Wesley educational programs.

At St Kilda Road Science Laboratory 7 was upgraded as part of our College-wide science refurbishment program leaving only two more laboratories to be upgraded to complete this multi-year project. To further enhance the science precinct, the science foyer was upgraded to provide a contemporary, informative and interactive space that is educational, as well as functional. The Junior School Prep playground was upgraded with a design approach/theme focused on touch and sensory experiences with water play, including a horticultural element. The air conditioning program continued and the main gas-fired boiler was replaced with a modern, efficient unit in line with the College's environmental sustainability program.

At Glen Waverley the highlight of the year was the completion of the *Learning in Residence* complex including eight student residences accommodating up to 128 students, kitchen/dining and recreational facilities, three staff houses, *Learning in Residence* administration building and new Senior School Lawn area. The major redevelopment of the Junior School continued throughout the year with the entry foyer to all Homerooms now completed and providing each year level a much more attractive, modern and useful teaching space. The landscape portion of the project is due for completion by March 2017, the refreshed and functional play spaces will put the finishing touches to this Junior School upgrade.

In addition to the continuing air conditioning and painting program at Glen Waverley, the campus ring road, completed in August, provided significant relief to traffic congestion at drop off and pick up time, as well as for Saturday sport. In art, expansion work was completed on an extra classroom and display space on the first floor of the Goldstraw Visual Arts Centre. These two spaces are a welcome addition.

At Elsternwick the Years 4 to 6 playground area was refurbished, the Cato building was repainted and fascia replaced along with continuation of the carpet, painting and air conditioning programs. Design and planning applications progressed during the second half of the year in respect of the refurbishment of Fitchett Hall in 2017.

At Clunes the main driveway was reinstated in concrete along with an upgrade to the site drainage overall to improve all-year-round use of the lawn areas and playing fields.

At Chum Creek a 5 kilowatt solar system was installed atop the Lormer Centre as part of a multi-year solar program across Wesley College sites. This will provide a practical and an educational use in keeping with the College environmental sustainability program.

At Yiramalay the new kitchen/dining development was completed and has added a wonderful new facility to the Yiramalay/Wesley Studio School in the Kimberley. This project was completely funded by the Federal Government Indigenous Advancement Strategy and officially opened on 17 June 2016. The former kitchen/dining building has been converted into much-needed additional teaching space.



Year 10 Science students

College Activities



Curriculum Developments

Curriculum highlights for the 2016 school year include:

- Consolidation of the new IB PYP reporting model across the College
- Development of a College reporting model for students in Years 7 – 12
- Consolidation of IB MYP implementation across the College from Years 7 – 10
- Successful completion of the evaluation of IB PYP implementation across all Melbourne campuses
- Preparations towards the IB five-year reviews to be finalised for the Diploma Programme in April 2017
- Ongoing support for Wesley College teachers (including Librarians and Individual Needs staff) from Lance King in regard to explicit teaching of learning skills (Approaches to Learning)
- Consultations towards the development of a revised Curriculum Leadership structure that:
 - o Harmonises teaching and learning practice across the College in the interests of coherence and consistency
 - o Ensures the College is well-placed to support the changes and innovations that are at the centre of our new strategic framework, *Framing the Future of Wesley*
- Highly successful launch of the first phase of the Principal's Academic Honour Roll to recognise academic excellence
- Highly successful launch of the Enhanced Language Program for the teaching of Chinese (Mandarin) at the Elsternwick campus and preparations for the 2017 school year launch at both the Glen Waverley and St Kilda Road campuses
- Participation of key staff in the IB Asia Pacific Annual Regional Conference in Hyderabad, India
- Hosting a range of IB Asia Pacific teacher development events throughout the year

Highly successful launch of the Enhanced Language Program for the teaching of Chinese (Mandarin) at the Elsternwick campus

International Baccalaureate Middle Years Programme

- Implementation of the International Baccalaureate Middle Years Programme (IB MYP) reached Year 10 across all three Melbourne campuses in 2016. The experiences and lessons learnt from the previous

three years of implementation in regard to the key principles and protocols governing the collaborative development of teaching and learning units, common assessment tasks and standardisation of marking both within and across campuses, continue to be invaluable guides in strengthening the overall culture of teaching and learning at Wesley College. In 2016 significant attention was also given to preparing Year 9 students towards the first round of IB MYP Personal Project implementation.

As collaborative practice among teachers both within and across campuses is continually refined through IB MYP implementation we continue to consolidate the following as characteristic attributes of the teaching and learning culture at Wesley College:

- Development and use of shared curriculum language across the College
- Increasing creativity with teaching through a conceptual lens
- Improved quality in the strategies and tasks used as tools to gather evidence of student learning including formative assessment practice
- Shared interpretations and applications of IB MYP assessment criteria to student work

The Arts

The Arts is a highly valued part of the life of Wesley College and the Arts program across all sites in 2016, our sesquicentennial year, was particularly enriching and engaging.

Assemblies, chapels, school tours and community events on each campus again featured musical performances from soloists, small and large ensembles. Campus concerts, soirees, music camps and music tours are enjoyed by students across the College. The Wesley College Society for the Arts again sponsored a number of events and activities across the College including a Combined College Choir workshop at Deakin Edge. In 2016 this was led by inspiring composer/conductor, Paul Jarman, who was commissioned by the Society to write a new piece for 2016, *Sapere Aude*. Each campus contributed items for a joint concert, and the combined choirs performed *Sapere Aude* at Deakin Edge and at the College Valedictory Service in St Paul's Cathedral in October.

Elsternwick's musicians enjoyed numerous music performances and events, including the local council's Party in the Park, Clunes Booktown, a Jazz Night, the Brighton Jazz Sunday, and the Celebration of the Arts concert at the Robert Blackwood Hall. They participated in many assemblies, learned lots at music camp and the fabulous production of *High School Musical* at the National Theatre involved close to one hundred students.

Glen Waverley's music calendar included a new Commencement Service at St Pauls Cathedral, two music camps, the Autumn Concert in the Prest Quad, Winter



West Side Story performance, Adamson Theatre



Concert at the Melbourne Recital Centre with three Year 12 students earning the opportunity to perform concerto movements, and the annual contemporary music night – Not Just Jazz. The jazz bands participated in Generations in Jazz at Mt Gambier and, with successful competition appearances in the Victorian Schools Band and String Festival, and South Street Championships at Ballarat, Glen Waverley music again made its mark. There were also European tours for selected music and drama students during the Term 3 holidays.

The busy program at St Kilda Road included the Commencement Service at St Paul's Cathedral, a very successful Generations in Jazz at Mt Gambier, Music Festival at Hamer Hall, which included excerpts from *Jandamarra: Sing For Country* by Paul Stanhope and Steve Hawke and featured Patsy Bedford and Margaret Mills from Fitzroy Crossing, the Singers' Soiree at Melbourne City Conference Centre, Spring Symphony Concert and our series of recitals and soirees. The campus also hosted the annual Wesley College Society for the Arts Student Acquisitive Art Prize which, as always, attracted a large number of entries and interest.

Across the College, theatre life was abundant, with the Adamson Theatre Company host to *The Wizard of Oz*, *West Side Story*, *The Crucible*, *The Thirty Nine Steps*, while Elsternwick's *High School Musical* played at the National Theatre. At Glen Waverley, the many theatre performances included *Man of La Mancha*, *Antigone*, *Rumpelstiltskin*, *Bye Bye Birdie* and *Aladdin Trouble*.

Sport

The Sports Directorate continued to be an area of enormous energy and activity for the College during 2016, both on and off many sporting fields.

Success in sport, should always be measured subjectively and objectively, and criteria such as improvement, learning, skill development, effort, enthusiasm and team work are just as important as *winning or losing*.

Recognising opportunities and seeking challenges are a more effective measurement tool than medals or records, as they are examples of acquired skills, whilst the latter are bound to be superseded sometime.

The focus at Wesley is on all areas of our sport program, to give all students the best opportunities and experiences and we hope that all students and families have benefited in some way from their involvement in the sports program in 2016 and have enjoyed success.

In April, the Wesley community held a once-in-a-lifetime celebration at the Melbourne Cricket Ground where we celebrated 150 years of Wesley's sporting history and individual achievements. The three periods of the College's sporting history (1866-1946, 1947-1986 and 1987-2016) presented through visual and verbal memories, were outstanding.

2016 was also an exciting sporting year, as the College embraced new sport uniforms across all three seasons of sport (summer, winter and spring) and for all teams.

...Celebrating 150 years of Wesley's sporting history...

Head Coaches continued their work across the College, promoting their own sports, identifying the best available talent and developing, monitoring and mentoring the coaching philosophy provided to all students in every team across the College from Years 5-12.

At the First team level, the highlights were our seven premierships – Girls' Tennis, Diving, Softball, Cross Country, Athletics and Water Polo. The Boys won Cross Country for the first time ever (as set out in the official APS Premiership records). These events were well-documented and were a major focus for our broader Wesley community to celebrate.

Congratulations to all of our students, staff and coaches who commit their time, energy and talent into the program and make it a rewarding activity to be involved in.

Finally, the Sports Directorate would like to thank the grounds and maintenance departments and staff for their tireless work in preparing and presenting our sporting venues in such first class condition on a weekly basis.

Sustainability

This report presents environmental data from the four urban sites for 2015.

Environmental Data, 2015

The levels of consumption and cost are driven by the operations at the two large campuses. The levels essentially follow the facility size and population of each campus, but are also affected by the factors such as the reliance on electricity instead of gas for heating at Elsternwick, or the reduction in grassed surfaces at the smaller sites. The extra water required to maintain the extensive grounds and gardens at Glen Waverley is partially addressed by its water harvesting and storage capacity.

Comparison of consumption with the previous year and 2006

	Electricity ¹		Gas		Water	
	kWh	\$	Gj	\$	kL	\$
Elsternwick	303,450	42,606	221	2,749	2,253	11,506
St Kilda Road Junior School	286,503	36,492	519	5,342	1,037	5,457
St Kilda Road	1,491,202	215,560	7,695	78,463	18,160	73,452
Glen Waverley	1,466,239	178,322	8,471	79,757	27,770	130,584
TOTAL	3,547,394	472,980	16,902	166,311	49,220	220,999

Source: CarbonMetric Database¹

Table 1: Wesley College, energy and water usage and cost, by campus, 2015



Senior Boys' Firsts Football team



Comparison of consumption with the previous year and 2006

	Electricity (kWh)	Gas (Gj)	Water (kL)
2015	3,547,394	16,902	49,220
2014	3,640,661	15,236	53,338
Change from 2014	-2.5%	10.9%	-7.7%
2006	3,405,004	18,136	66,150
Change from 2006	4.2%	-6.8%	-25.6%

Table 2: Wesley College, energy and water usage, 2006, 2014 and 2015

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 2014 calendar year, the data is normalised

Comparing 2014 and 2006

From Table 2, above, we can see

- An overall reduction of 2.5% in electricity usage, due mainly to the reductions at Glen Waverley and St Kilda Road. This continues a reduction noted the previous year
- A marked increase in gas consumption at each campus, resulting in an overall increase of 10.9%
- A reduction of 7.7% in water use, mainly due to reductions at Glen Waverley and St Kilda Road

Comparing 2015 and 2006

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 2015 is also shown in Table 2.

This longer term comparison indicates that:

- Electricity consumption has increased in that time by 4.2%
- Gas usage has fallen by 6.8%
- Water usage has fallen by 25.6%

Comparison of costs with the previous year, and 2006
This data is shown in Table 3, below.

	Electricity (\$)	Gas (\$)	Water (\$)
2015	472,980	166,311	220,099
2014	493,153	143,550	242,293
Change from 2015	-4.3%	15.9%	-9.6%
2006	295,773	110,530	92,327
Change from 2006	59.9%	50.5%	138.4%

Table 3: Wesley College, energy and water costs, 2006, 2014 and 2015

Comparing 2015 with 2014

The reductions in usage of electricity and water are reflected in the reductions in costs of both. Gas costs have risen faster than the proportional increase in usage.

Comparing 2015 and 2006

Applying a 10-year perspective, we can see that:

- We are paying almost 60% more for a relatively small increase in electricity use
- We are paying almost 51% more for gas, while reducing usage by almost 7%
- A 25% reduction in water use has been overshadowed by higher charges, increasing the cost of water by 138%

Wesley College Institute

Public Programs

Once again there was great interest from all sections of the Wesley community in the Institute public programs with over 2,500 members attending throughout the year. Events such as the Monday Series and the Samuel Alexander Lecture delivered by Professor Gillian Triggs, as well as our continuing partnership with the Melbourne Writers Festival have engaged parents and students across all campuses.

Andrew Fuller's *Unlocking your child's genius* was a highlight of the Monday Series evenings in 2016, whilst students were privileged to watch presentations by notable authors/personalities such as Yassmin Abdel-Magied, Molly Crabapple and David Levithan as part of the Melbourne Writers Festival.

Research

The College continued its involvement with The University of Melbourne's inaugural Network of Schools (UMNOS), which brings together schools to develop their capacities in evidence-informed practice. The university is working with schools to assist in evaluation and to improve their impact on student growth and achievement. The involvement with UMNOS has been part of the work undertaken by our data analyst Tim O'Leary, within the Institute. Tim worked extensively across the College with campus and College leadership and teachers, to develop our collective capacity to analyse, interpret student progression data, to make appropriate interventions with the intention of improving learning outcomes for all students.

Andrew Fuller's *Unlocking your child's genius* was a highlight of the Monday Series...

Rigorous analysis and interpretation of VCE and NAPLAN results have continued in 2016, maintaining a focus on impact on student learning.



Chum Creek Outdoor Education students



The 2017 Menzies Fellowship has been awarded to Dr Anita Gamvrellis from our Glen Waverley campus. Her research will investigate:

- The engagement of female students (current and historically) in STEM related disciplines to inform a comparison with national engagement levels
- The motivation and attitude of female students (current and historically) in studying science and to examine their selection of STEM related disciplines for VCE/IB DP and how this directs their choice of tertiary courses and careers
- Current pedagogical practice that supports STEM education, in order to propose strategies to enhance learning experiences for female students in STEM related disciplines

Teaching and Learning

Teaching and Learning has continued to be a dynamic area of activity at the College on a number of levels throughout the 2016 school year. Conceived as the start of a period of consolidation, key highlights of the teaching and learning focus include the IB 5-year self-study review and evaluation visits for the IB Primary Years Programme (PYP) at each campus, extension of IB Middle Years Programme (MYP) implementation into Year 10 and increased attention to establishing a culture of academic rigour as a central pillar of Wesley College's brand of holistic education. Also of note within this context has been the ongoing strengthening of teacher professional learning activity across the College via the expansion of opportunities at all campuses to support collaboration and reflective practice among our teaching staff.

The 2016 school year also saw the successful introduction of the *Enhanced Language Program (Mandarin)* to students from Early Childhood to Year 4 at the Elsternwick campus. The St Kilda Road and Glen Waverley campuses have devoted a significant amount of time to preparations towards introducing a similar program suited to the needs of their particular contexts in the 2017 school year.

The College has much to be pleased about in regard to the outcomes of the 2016 NAPLAN tests. At all year levels Wesley students performed creditably on these tests, exceeding the College's own benchmark expectations and, for the most part, demonstrating academic growth well above that for their peers across the State.

At the start of the 2016 school year, each metropolitan campus hosted the inaugural round of the Principal's Honour Roll awards – this first round recognised students in years 7 – 11 who placed in the top 5% of *academic performance* at their particular year level and campus for the 2015 school year. The awards have seen some refinement for 2016 – this includes the introduction of a category to recognise *academic growth*.

The College also completed and published an *Academic Honesty Policy* to guide teaching and learning across all curriculum programs.

Digital Learning and Practice

Wesley College's learning management system, SEQTA, was fully implemented during 2016. Teaching staff use SEQTA to record attendance and pastoral care records, and are now utilising the system to support the teaching and learning program. This involves the creation of online lessons and assessments that are visible to Years 7 - 12 students and the parent community through their access to SEQTA *Learn* and SEQTA *Engage*. In 2017, teachers will begin to provide feedback for students on assessment tasks that will be visible to both students and parents through SEQTA *Learn* and *Engage*. Reports on student progress to parents are now delivered via this platform.

Wesley College's *Google Apps for Education* domain was made available to all teachers and students from Years 2 - 12 in 2016. *Google Apps for Education* (or *G Suite for Education*, as it now being called) will assist our teachers to build their capacity and that of their students with cloud-based digital technologies and help to meet strategic objectives identified in *Framing the Future of Wesley*.

Melbourne University and Monash University are using *Google Apps for Education* with their student bodies. Adoption of this platform will serve as a means of assisting our students to understand technology that can support them with opportunities for creation and collaboration, when they leave school.

A successful trial of new classroom technology configurations throughout 2016 led to the approval of an upgrade process to refit all classrooms (approximately 300) across Wesley College with large LED display screens and Vivi wireless collaboration units that enable teachers and students to display, capture, annotate and save content in real time. Very positive feedback has been received regarding the initiative from teachers and students. It is anticipated that all rooms will have undergone a refit by the end of the third term break in 2017.

Teacher Professional Learning

The College has continued to operate an extensive and varied program of teacher professional learning throughout the 2016 school year to support the operation of effective teaching and learning. Key components of this program include:

- College Professional Development Days – provides opportunities for all teachers across the College to engage in professional development
- Wednesday Professional Development program – provides opportunities for staff to work on curriculum development, pastoral priorities, the teacher learning cycle and compliance requirements
- Cultures of Thinking – this is a professional learning model of reflective practice drawing on the research of Harvard's Ron Ritchhart, who studies the features of classrooms that lead to high engagement, participation and deeper levels of thinking and



Yoramalay students performing a traditional dance



conceptual understanding. Selected staff across all campuses have worked with colleagues from Melbourne Grammar School, Lauriston Girls' School and Bialik College to explore learning priorities.

Through the Wesley College Institute's Curriculum Leadership Forum series, significant opportunities for professional learning have also been made available to curriculum leaders across the College – of note in 2016 are sessions that featured Professor Jenny Gore (University of Newcastle), Professor Vanessa de Oliveira Andreotti (University of British Columbia) and the coaching and mentoring program facilitated by Jesse McInnes, Head of Middle School at St Kilda Road.

Partnerships

Curriculum partnership activity with schools and educational institutions in other parts of the world continues to grow. In 2016 we continued to explore additional partnership relationships with a number of schools, internationally, and with other organisations that have an interest in education.

Our first group of 20 students, accompanied by three teachers, undertook our inaugural study visit to the European Organisation for Nuclear Research (CERN) in Geneva. As well, 40 students in our Middle Schools "signed up" with the Houston Association for Space and Science Education (HASSE) to participate in space-related and STEM studies in the United States. We signed a memorandum of understanding with *Anatomics Diversity*, a world leader in the use of 3D printing technology for interventions in biomedicine, to embark on a partnership that aims to uncover and leverage the benefits of 3D printing technology for disciplinary and transdisciplinary STEAM learning at Wesley College.

Activity with the Zhongshan Whampoa International Education (ZWIE) group of schools continued to expand in 2016. Wesley College hosted a group of 40 Middle School students (accompanied by 10 teachers), from Guangzhou in August; the ZWIE in turn hosted a forum in Guangzhou at which Wesley staff made presentations about the College and its vision for learning to prospective students and families in November 2016.

New school partnerships initiated in 2016 resulted in:

- A study visit by four IB PYP staff to the Keystone Academy in Beijing, China
- Language and culture immersion visits by students and staff from
 - o GREDOS schools in Madrid, Spain
 - o The Lycee Assomption Bellevue, Lyon, France
- The signing of a memorandum of understanding with
 - o The Shanghai East Experimental School
 - o The Shanghai World Foreign Language School

As well, exploration of partnerships continue with selected schools in the United States.

Yiramalay/Wesley Studio School

Yiramalay has grown quickly in numbers and now has a total of sixty Aboriginal students currently in two locations, Melbourne and Yiramalay. The Studio School in the Kimberley commences the same time as Wesley College in Melbourne, and in the second week of Term 1 the first of six Inductions for 2016 departed Melbourne to participate in the three-week Kimberley program. Kimberley and Melbourne students are well oversubscribed and there is a waiting list for both Kimberley and Melbourne students wanting to participate.

The Yiramalay Open Day at Glen Waverley in Melbourne was a huge success. It was attended by many Yiramalay friends and supporters. The tours conducted by students and mentors provided guests with an insight into what a day was like for Yiramalay students in Melbourne. During lunch, guests were provided with an opportunity to meet students and staff.

The Yiramalay Open Day in the Kimberley was held in April with guests and families travelling from all over the Kimberley, including Broome, Halls Creek, Derby and Fitzroy Crossing.

On 17 June, the Yiramalay/Wesley Studio School celebrated Wesley College's achievement of providing 150 years of education which was combined with the opening of the new kitchen-dining facility. This was attended by more than three hundred guests including staff and students. Funding for the kitchen/dining facility was made possible through the Federal Government's Indigenous Advancement Fund. The day commenced with a performance by Bunuba and Bardi dancers and this was followed by speeches from Senator Pat Dodson, June Oscar and Dr Helen Drennen which emphasised reconciliation and sharing of culture.

The official "cutting of the ribbon" was undertaken by Wesley College Council President, Marianne Stillwell and newly-elected Chair of the Yiramalay Steering Committee, June Oscar. The celebrations continued well into the evening with live music performed by Danny Marr, lead singer from the *Fitzroy Express* band with support from students and guests. Others performed with visiting National Institute of Circus Arts students and everyone was keen to show off their recently learnt juggling tricks and gymnastics. ABC Kimberley Radio travelled from Broome to cover the celebrations and broadcasted the breakfast program from 6.30am to 9.00am from House 2, with many students and staff sharing their Yiramalay stories live on air.

Yiramalay competed in the Kimberley Cup in Broome again this year, the largest interschool sporting event in the Kimberley. We had a total of five teams competing in basketball and football. This was only the second time Yiramalay had competed in the event and the first time Melbourne induction students had participated. The highlight this year was winning the football grand final. Yiramalay combined with the Fitzroy Crossing team to beat the One-Arm Point team.



Yiramalay students gaining hands-on experience with ABB Australia



Other highlights included:

- Indigenous Hip-Hop Projects in Brunswick provided students with the opportunity to practice their dance moves, learn some new ones and develop their confidence before participating in the Sydney Road Dance Off Festival
- A fantastic experience was had by all students who attended SYN Media (Student Youth Network Inc), an Australian youth-run media organisation that provides training and broadcasting opportunities to young people. The work experience also included live broadcasting and recording sessions at RMIT Studios
- Senior lecturers from Monash University's Department of Medical Imaging and Radiation Sciences provided students with the opportunity to join a program that enabled them to meet with Indigenous students who attend Monash University and to visit different faculties including Engineering, Zoology, Geology and Medical Imaging and Radiation Sciences. Staff from Monash University then visited the Kimberley to build on the program, which included three components – how to complete a systematic literature review, strategies for entering and completing health science programs, and to teach Yiramalay students short, health science lessons
- In May, Yiramalay students were fortunate to attend the play, *Sugarland*. All students were captivated by the play as it raised issues and concerns that are prominent in rural Indigenous communities in Northern Australia
- During National Reconciliation Week, Yiramalay students in Melbourne participated in assemblies at Glen Waverley and St Kilda Road. Staff and students at Yiramalay opened up the discussions on how they can better learn from each other and accept and listen to each other, as one of the first challenges that needs to be shared and understood, so reconciliation can begin
- Yiramalay again this year participated in the Troy Bycroft Cup, a local football competition for students in Years 10, 11 and 12 who attend Kimberley schools. The Cup was held in Fitzroy Crossing and the Yiramalay team, supported by boys from Induction 24, played against the Fitzroy Crossing team
- At the beginning of Term 3, students in Melbourne attended an afternoon at the Notting Hill, Factory of ABB Australia to witness the signing of a Memorandum of Understanding (MOU) with the Yiramalay/Wesley Studio School. This partnership will see our students participate in work experience with ABB at their factories in and around Melbourne. The Australian CEO, Axel Kuhr, was on hand to sign the MOU with Simon DeBell from ABB, Dr Helen Drennen, and Ned McCord. Since signing the MOU, some of the Yiramalay boys have completed a week at ABB Blackburn making robots. In October ABB sent a team of their staff to Yiramalay to look at our

electricity requirements at the Studio School and investigate ways we could become more energy efficient, using alternative power sources rather than fossil fuels. This posed a great opportunity for ABB staff to work with the students and learn about Aboriginal culture while they were in the Kimberley

- One of the highlights for Induction 23 and Yiramalay students was the visit to Biridu Community on Leopold Downs. They attended the KALACC's (Kimberley Aboriginal Law and Cultural Centre) regional meeting and had the privilege of attending a meeting where community members provided feedback to government representatives about the closure of communities
- In August, we again hosted two second-year medical students from the University of Notre Dame's Fremantle campus. This program has been running for over thirteen years and is focused on providing future doctors with first-hand experience in the culture and lifestyle of the Kimberley, to help them appreciate the issues facing those who live in the outback
- The 2016 PALS project included upgrading the Yiramalay Spring walking trail. The project aims to highlight local plants and animals as well as share cultural stories and knowledge of the local area. Information was collated into a booklet for the community

One important aspect of the Yiramalay educational program is to provide opportunity for students to learn *across cultures*, as this forms an important part of the ongoing process of reconciliation and adds to the continued story of Yiramalay/Wesley Studio School.

For 2016 the story started by reflecting on a year of growth and celebration, as the unique partnership of the Bunuba people and Wesley College work together to provide learning experiences through "hands on" education.

Walmajarri: Indigenous Studies

The *How we express ourselves* unit continues to provide our Year 4 students across the College with a rich opportunity to gain a deeper understanding of the connection between land, language and culture. The central idea, *We discover more when we reflect on ways of knowing*, invites the students to explore the power of storytelling as a way of learning and understanding as well as the different ways cultural understandings can be explored through modes of expression.

Walmajarri Elder, Annette Kogolo worked with each campus for one week and shared her story and passion for painting. The students valued their time spent with Annette and were captivated by her stories of life in the Kimberley. The highlight for many was the opportunity to paint alongside her. The students were very proud of their pieces of art work and hold fond memories of the process involved in the creation of them. This unit continues to be a highlight for the Year 4 students.



150th Anniversary Dinner, Royal Exhibition Building

Special Events



The Sesquicentenary Year

2016 was a wonderful, affirming and marvellous year of celebration for Wesley College, with many extraordinary occasions where, as a community, we were able to recognise and celebrate the vision of the founders of the school back in 1866, when Wesley College opened its doors.

Through the sesquicentenary celebrations, Wesley engaged with more than 4,000 members of its broader community in many different ways – from Lion cakes and simple recognition of 150 years of Wesley in the Junior Schools; the dedication of a College Mace; the alumni dinners held in various cities around the world; the 150th Anniversary Dinner at the Royal Exhibition Building; the award-winning song *One Hundred and Fifty Years and Beyond* sung so enthusiastically by our students; the opening of *Learning in Residence*; the unveiling of the Menzies Sculpture; Celebrating 150 Years of Wesley Sport; Glen Waverley's Golden Jubilee; the launch of a coffee table book *All of Us Are One: Voices and Images of Wesley College Melbourne*; 20 years of the St Kilda Road Junior School and a new kitchen/dining room at Yiramalay – to name just some of the year's highlights.

The list below notes the major events of the year. Many of the other normal College and campus events were enhanced by the inclusion of sesquicentenary elements:

- College Thanksgiving Chapel Service, 2 March
- Glen Waverley campus Golden Jubilee, Saturday, 5 March
- Wesley College 150th Oration, 9 March
- South-East Asia Sesquicentenary Dinner, Singapore, 12 March
- Celebrating 150 Years of Wesley College Sport, 19 April
- Founders' Day Lunch, 6 May
- Clunes Discovery Dinner, 14 May
- Hong Kong Sesquicentenary Dinner, 20 May
- China Sesquicentenary Dinner, Shanghai, 21 May
- Annual Business Breakfast, 15 June
- Yiramalay Celebration, 17 June
- Back to Boarding, 29 – 31 July
- 150th Anniversary Dinner, 30 July
- Samuel Alexander Lecture, 16 August
- College long-serving staff dinner, 22 August
- Europe Sesquicentenary Dinner, London, 29 September
- North America Sesquicentenary Dinner, New York, 1 October
- Unveiling the Menzies Sculpture, 7 November
- Opening of *Learning in Residence*, 14 November

The two largest functions, Celebrating 150 Years of Wesley Sport and the 150th Anniversary Dinner at the Royal Exhibition Building were celebrations absolutely in the

proudest traditions of Wesley—evenings characterised by the diversity of our community, a lightness and joy of the celebration and an opportunity for collegiality by all.

...Celebrating 150 Years of Wesley Sport and the 150th Anniversary Dinner at the Royal Exhibition Building were celebrations absolutely in the proudest traditions of Wesley

Samuel Alexander Lecture

The 2016 Samuel Alexander lecture was delivered on Tuesday 16 August by Professor Gillian Triggs. A capacity audience in Adamson Hall listened to an engaging presentation titled *Australia's approach to human rights protection: future directions*.

Emeritus Professor Gillian Triggs is the President of the Australian Human Rights Commission. She has successfully combined an academic career with international commercial legal practice and has advised the Australian and other governments and various international organisations on international legal and trade disputes.

Her focus at the Commission is on the implementation in Australian law of the human rights treaties to which Australia is a party, and to work with nations in the Asia Pacific region on practical approaches to human rights.

...Wesley, whose commitment to social justice and social fairness has long underpinned its educational values

The evening proved to be both informative, insightful and warmly received by all who attended and was an address entirely suited to the 150th anniversary of Wesley, whose commitment to social justice and social fairness has long underpinned its educational values. These resonate no less today than in the time of the school's inception.



2016 Foundation Business Breakfast with Dr Ken Henry AC, Chair of NAB and former Secretary of the Commonwealth Treasury, and Lindsay Tanner, Senior Advisor Lazard and former Federal Finance Minister

Wesley College Foundation



The Wesley College Foundation and Old Wesley Collegians Association (OWCA) worked closely to assist the College to deliver a broad suite of sesquicentenary events and activities, in addition to generating significant donations to assist with improving buildings and facilities for students across all campuses. Through the generosity of our Sesquicentenary Sponsors, the Foundation generated a record \$280,000 in corporate sponsorship that enabled the College to subsidise its sesquicentenary program and, in particular, the Celebration of Wesley Sport Dinner at the Melbourne Cricket Ground and the 150th Anniversary Dinner at the Royal Exhibition Building. The 150th Anniversary Dinner won a national event prize, which was accepted on behalf of the College by the Events Manager, Natalie Krug (OW1991), who was pivotal to the outstanding success of our sesquicentenary celebrations.

Fundraising generated \$1.1m in donations for buildings and facilities and a further \$600,000 for our scholarships program. The support of parents and alumni is greatly appreciated in assisting the College with the ongoing redevelopment of each of its campuses and in funding more scholarships to assist worthy students to obtain the benefits of a Wesley education.

Donations assisted with the funding of improved facilities across all campuses including the ongoing refurbishment of every science laboratory. A number of donors and former boarders were present at the opening of *Learning in Residence* in November and were most impressed with the contemporary design of this ground breaking facility.

The Foundation launched its capital fundraising campaign for the new Middle School development at the Glen Waverley campus which includes a new Languages Centre, Library, Years 5 and 6 Homerooms, Year 9 precinct, dedicated Middle Years Programme and STEM classrooms and a Chapel. This function was hosted at *Raheen* by Jeanne Pratt AO as part of Wesley's sesquicentenary celebrations. More than \$500,000 has already been generated by parents and the Purple and Gold Parents Association at Glen Waverley towards the \$5m fundraising target.

The fundraising campaign for the redevelopment of the Wesley Boathouse was also launched and donations have already been pledged towards our \$2.5m fundraising target. This facility will be enlarged with another bay for boats and a complete refurbishment of the existing building to greatly enhance its suitability for the rowing program and as a College educational facility.

The College unveiled a full-sized bronze of Australia's longest serving Prime Minister, Sir Robert Menzies, as part of its 150th celebrations with almost the entire cost being met through the support of Wesley alumni.

Our alumni community was greatly saddened by the passing of Richard Ball (OW1974) who was a former President of the OWCA. Richard was also a member of our bequest coterie group, *The Sapere Aude Bequest Society*, and served on its committee. Richard's generous bequest has enabled the College to establish the Richard Ball Scholarship that will benefit a student who might not otherwise have the opportunity of a Wesley education.

The Foundation's Annual Business Breakfast featured a panel of distinguished Australian business leaders – Dr Ken Henry AC, Chair of NAB and former Secretary of Commonwealth Treasury, Hon Lindsay Tanner, former Federal Finance Minister and Jennifer Westacott, CEO Business Council of Australia. The topic was *Economic Reform – Aspiration or Reality?* with Wesley alumnus and parent, Graeme Samuel AC, as moderator.

The Foundation's bequest group, *The Sapere Aude Bequest Society*, enjoyed another year of growth and engagement both with the more than 230 society members and the broader College community. A number of events and activities were again arranged by the Bequest Officer, Frank Opray (OW1963), attracting new members and support for the program. Additionally, the Society's newsletter was another highlight containing fascinating stories about members and their broader contribution to society. Former parent, Susie Rodgers-Wilson, took over the Chair of the Society's Advisory Committee from inaugural Chair, Malcolm Hastings (OW1958).

Fundraising generated \$1.1m in donations for buildings and facilities and a further \$600,000 for our scholarships program

The OWCA, under the leadership of its President, Scott Hudson (OW1993), its new full-time College Head, Ian Thomas (OW1982) and its Executive Committee, continues to play a vital role in enhancing alumni relations and networks. The OWCA is an active and dynamic organisation that is focused on providing opportunities for alumni to network with each other and engage with the College through social media, business network functions and a variety of affiliate groups. The concept of traditional reunions have morphed into the contemporary digital world, where alumni move around nationally and internationally and engagement takes on many new forms. The OWCA organised more than 30 events, as part of the sesquicentenary program, for alumni locally, interstate and internationally, including events in Geelong, Mornington Peninsula, Bendigo, Sydney, Brisbane, Canberra, Singapore, Shanghai, London and New York.

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 – and to the countless volunteers across the College. The Foundation also acknowledges the outstanding work of its Advisory Committee and its Chair, Peter Harrison (OW1969), our Fundraising and Donor Relations Manager, Debra Stiebel, and our administrator, Prue Lowther.



Gillian Triggs speaking at the 2016 Samuel Alexander Lecture

Commonwealth Reporting Requirements



Key Student Outcomes

2016 National Assessment Program – Literacy and Numeracy

The National Assessment Program – Literacy and Numeracy (NAPLAN) was conducted for the ninth time in May 2016. The program assessed students in Years 3, 5, 7 and 9 across the nation in literacy and numeracy.

Overall, the results demonstrate that:

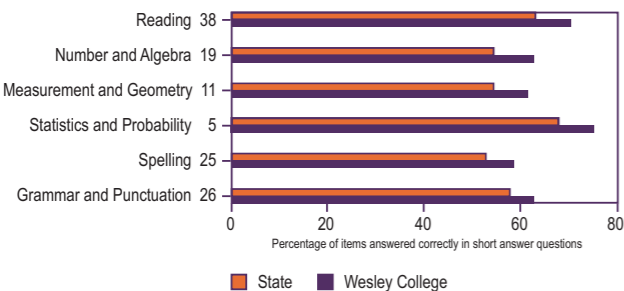
- College achievement levels are well above the state median
- Student growth at Years 3, 5 and 7 is above average
- Lower median scores in Year 9 have been influenced by lower spelling and grammar and punctuation results

An in-depth analysis of the data has been conducted at each campus. Areas of relative weakness have been identified and appropriate interventions commenced. These actions will be monitored over the coming 12 months and their effectiveness evaluated.

Year 3 Achievement Wesley College

Assessment Area Report Analysis

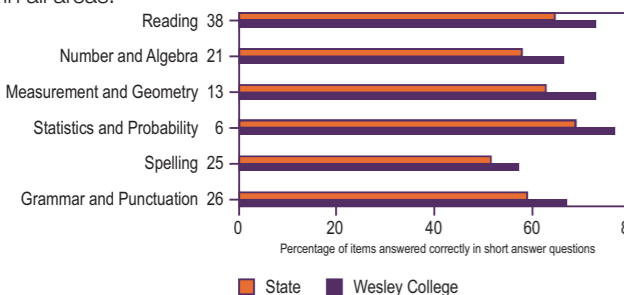
The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Number and Algebra, Measurement and Geometry, Statistics and Probability, Spelling, Grammar and Punctuation*. Wesley College students performed better than the state in all areas.



Year 5 Achievement Wesley College

Assessment Area Report Analysis

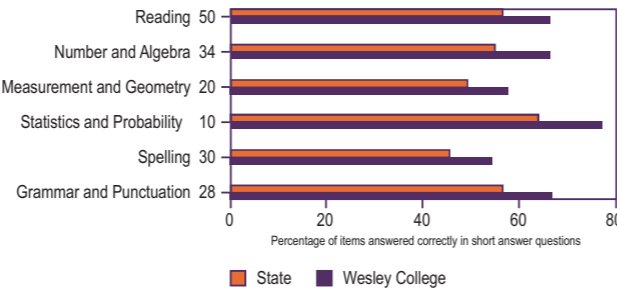
The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Number and Algebra, Measurement and Geometry, Statistics and Probability, Spelling, Grammar and Punctuation*. Wesley College students performed significantly higher than the state in all areas.



Year 7 Achievement Wesley College

Assessment Area Report Analysis

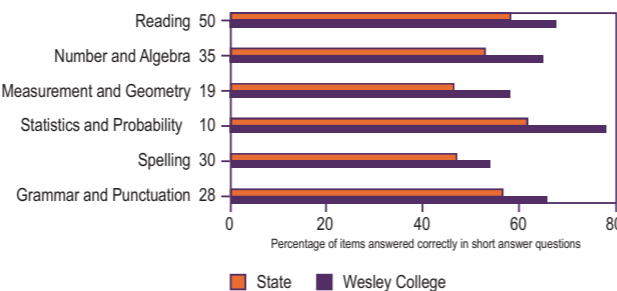
The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Number and Algebra, Measurement and Geometry, Statistics and Probability, Spelling, Grammar and Punctuation*. Wesley College students performed appreciably better than the state in all areas.



Year 9 Achievement Wesley College

Assessment Area Report Analysis

The Assessment Area report shows the average number of correct answers in the assessment areas of *Reading, Number and Algebra, Measurement and Geometry, Statistics and Probability, Spelling, Grammar and Punctuation*. Wesley College students performed appreciably better than the state in *Reading, Number and Algebra, Measurement and Geometry* and *Statistics and Probability*.



Concluding remarks

The organisation and running of NAPLAN across the three city campuses and Clunes went smoothly. The systems and structures 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), the College Data Coach and College Teaching and Learning Leaders are to be thanked for their organisation and management of these tests and for the subsequent delivery of results to parents.

Thanks to the work of the College Data Coach we have been able to ensure a timely, comprehensive and informative analysis of NAPLAN data that has been used by PYP and MYP coordinators, as well as heads of learning in English and Mathematics, to generate action plans for future development. Their efforts are acknowledged.



Junior School class in action

Commonwealth Reporting Requirements



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. At 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 2016 school year saw a combined total of 355 students graduate from Year 12 in the Senior School (Glen Waverley and St Kilda Road campuses) with generally commendable results in both programs – the combined median ATAR for both IB DP and VCE (including VET) was 88.15.

Year 12 Academic Results 2016

- Median VCE/IB Diploma ATAR – 88.15 (355 students)
- Median IB Diploma ATAR – 94.60 (163 students)
- 43.1% of all VCE/IB Diploma students achieved an ATAR greater than 90.00
- 49.4% of IB Diploma students achieved an ATAR greater than 95.00
- 188 perfect subject study scores were achieved across all VCE/IB Diploma (185 IB DP+ 3 VCE) subjects

The distribution of ATAR scores for the 2016 Wesley College Year 12 graduating class is summarised below.

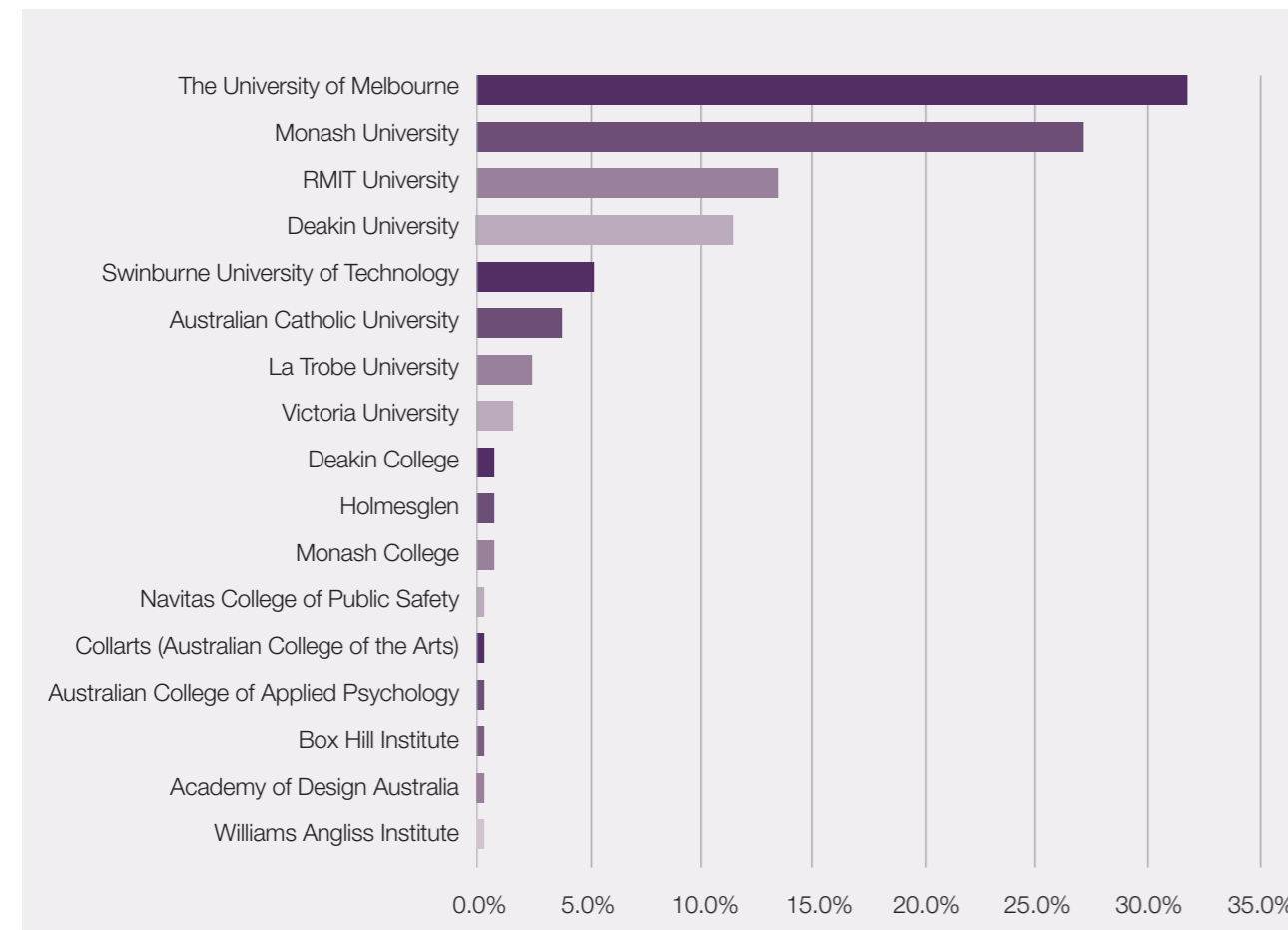
State Ranking	2012	2013	2014	2015	2016
> 99.00	4.37	3.66	3.91	5.7	5.9
> 95.00	22.37	23.04	21.23	23.6	25.1
% of students with ATAR > 90.00	39.59	40.84	37.99	40.3	43.1
% of students with ATAR > 80.00	63.50	63.61	62.01	61.0	67.6
% of students with ATAR > 75.00	75.84	70.16	68.66	66.0	76.1
% of students with ATAR > 70.00	83.29	78.01	75.42	77.8	80.6
% of students with ATAR > or = 50.00	96.92	93.98	90.22	91.2	96.6
% of students with ATAR < 50.00	3.08	6.02	9.78	8.8	3.4



2016 School Captains Laura Gilbertson, Xavier Smith, Joy Tabalujan and Tahj Mande



Post School Destinations



Student Attendance and Retention

In 2013, 336 students entered Year 9 at the College and 281 of them completed Year 12 in 2016. This represents a retention rate of 83.63%.

The overall attendance rate was 92.73%.

Value Added

Wesley College continues to offer 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.

Opportunities for sustained authentic engagement with Indigenous ways of knowing and perspectives on land, language and culture via the Yiramalay/Wesley Studio School in the Kimberley region of North Western Australia continue to expand as student interest/demand continues to increase both in Melbourne and the Kimberley.

The central focus of the Wesley College Institute for Innovation in Education on research related initiatives, ongoing teacher development, curriculum review and

development, program implementation and technology and digital learning practice continues to enhance the overall quality of teaching and learning at Wesley College

Professional Engagement

Research identifies the vital role that teachers, and general staff, play in ensuring that all students achieve their best in an educational setting. In support of this, Wesley College has identified as one of the five key areas of the *Wesley College Strategic Plan 2004–2016* a specific goal of attracting, supporting and retaining high quality staff.

Staff Attendance and Retention

At the end of 2016 school year, the College employed 408 full time equivalent (FTE) teachers, and 231 FTE general staff, representing an overall staffing increase of approximately 3% (approximately 2% for teaching, and 4.5% for general staff).

The average number of personal leave days (sick and carer's leave) taken per staff member in 2016 was 5.32 days, a decrease of approximately half a day on average on last year (2015 average 5.98 days). The staff turnover rate for the 2016 school year was 7.76%, compared to 7.9% in 2015, 9.5% in 2014, and 14.97% in 2013.



Senior Girls' Firsts Cross Country team and Tahj Mande



Teaching and General Staff Qualification

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

Community Feedback

Parent, staff and student surveys are conducted annually to assist in the measurement of performance, and the development of College priorities. In 2016, the College continued to use an external specialist, National School Surveys, to conduct our parent, student and staff surveys.

Parent Survey

Consistent with the 2015 survey, parents from across the College with children in Prep, Year 4, Year 7, Year 9 and Year 10 were invited to complete the 2016 survey online.

...parent satisfaction is approximately 5% higher than the national benchmark...

Eighty-seven per cent of respondents are satisfied with Wesley College (88% in 2015), and 87% would recommend Wesley College to family and friends (87% in 2015).

Overall, parent satisfaction is approximately 5% higher than the national benchmark, and compared to other multi-campus, independent schools, Wesley achieved a higher overall result, as well as higher results in all survey areas.

Respondents expressed most satisfaction with the Wesley school environment, and the learning opportunities afforded to students. Lowest levels of satisfaction related to levels of communication in regard to parent communication, and the school curriculum.

The 2016 results showed an improvement over the 2015 survey results in all survey areas, as well as in the overall satisfaction result.

Student Survey

The 2016 results were somewhat mixed. Results showed Year 12 students as generally satisfied, with overall satisfaction being slightly higher than the national benchmark, but slightly lower than the independent school benchmark. Respondents identified lowest satisfaction levels with personal development, and highest satisfaction with access to learning opportunities and the school environment.

Compared to 2015 results, there was a slight decrease in results in all survey areas, with the exception of Guidance and Support, which increased marginally.

The Clunes and Yiramalay experiences continue to be rated highly, and the many opportunities for camps and tours are highly valued

The development of relationships and friendships is consistently rated as a key highlight of students' Wesley experience. The Clunes and Yiramalay experiences continue to be rated highly, and the many opportunities for camps and tours are highly valued.

Staff Survey

In 2016, all staff were provided the opportunity to participate in the annual staff survey. The overall response rate of staff was 49%, a significant reduction on the 2015 response rate of 63%.

Overall levels of engagement and satisfaction are marginally higher in the 2016 results versus the 2015 results. Overall, general staff displayed higher levels of engagement and

Staff satisfaction and engagement scores are above national benchmarks, and on par with the independent school benchmark

satisfaction than teaching staff.

Staff satisfaction and engagement scores are above national benchmarks, and on par with the independent school benchmark. Respondents expressed highest levels of satisfaction in the enjoyment of working with other staff members, and lowest levels of satisfaction with involvement in decision-making.



Junior School students in Enhanced Language Program, Mandarin



During 2016, Wesley College continued to apply conservative and sound financial management coupled to an active management of the College asset and investment portfolios. The College continued to enjoy relatively stable enrolments across all campuses.

The result for 2016, as displayed below, has delivered a surplus of \$2.6m (2015: \$4.5m). The College auditors, Deloitte, have issued an unqualified audit opinion for the year ended 31 December 2016.

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 2016, this percentage is 65.8% compared to 66.1% for 2015, reflecting continued focus on staffing profiles and expenditures.

The College generated \$16.9m in net cash during 2016 (2015: \$13.2m). The net cash includes Glen Waverley Middle School fire insurance advance receipt (\$1.3m) offset by expenditure with full insurance settlement expected during 2017, final instalment of \$0.75m from the Indigenous Advancement Strategy (IAS) to fund 100% of the Yiramalay kitchen/dining room (total project cost and IAS funding of \$1.5m received over 2015 and 2016) and contributions from the Scholarship and Building Funds for both the Wesley College Foundation (\$1.4m) and Yiramalay Foundation (\$0.4m).

This operating cash flow enables the College to continue its philosophy regarding an appropriate range of educational opportunities and the future development priorities of the College.

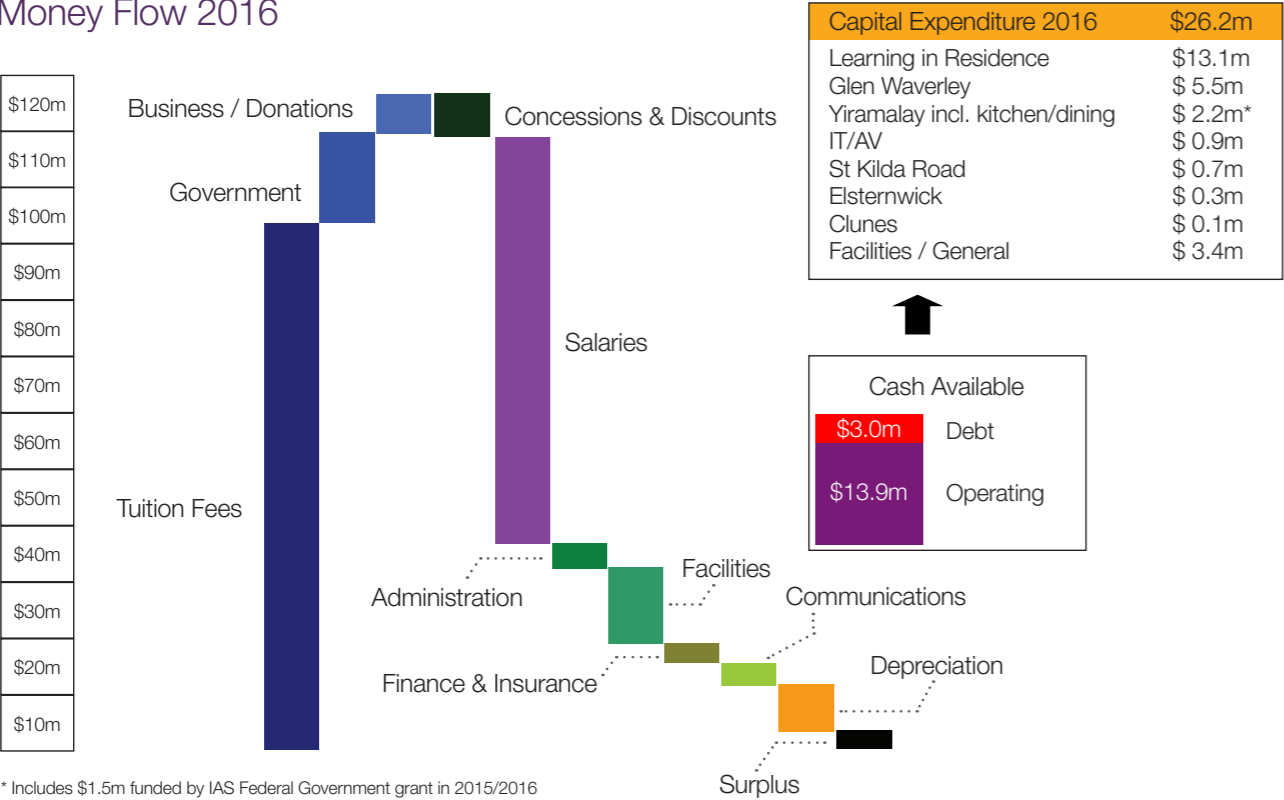
The major capital projects completed during 2016 included Glen Waverley *Learning in Residence* (\$13.1m) and Junior School redevelopment (\$3.2m), and the Yiramalay kitchen/ dining facility which was fully funded by the Federal Government Indigenous Advancement Strategy. Major capital projects were funded by a drawdown on the College’s loan facility of \$3.0m during 2016 (loan balance at end 2016: \$15.0m) and the proceeds from the sale of the final two lots on Rose Avenue (\$4.3m), with the balance of funding from operational cash flow.

As a one-off item, \$2.6m (the written-down value of buildings and contents lost in the April fire at Glen Waverley) has been written off from the carrying values of these assets on the College’s balance sheet.

The 2017 year has commenced with a very strong student enrolment profile across the three Melbourne campuses and Yiramalay, a continuation of a robust and efficient cost structure, and further major capital works programs are underway.

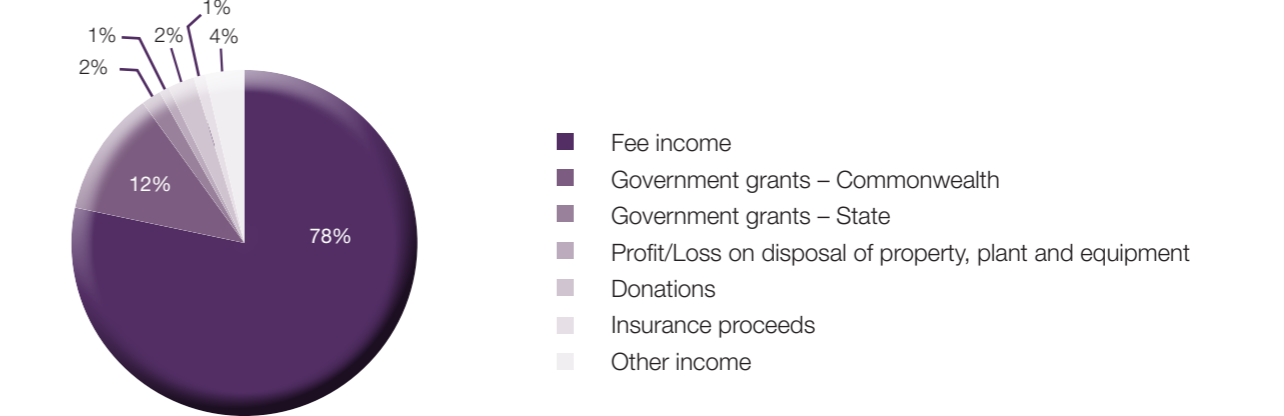
The generous support of Wesley families, the Old Wesley Collegians Association, the Wesley College Foundation and the Yiramalay Foundation continues to be of critical importance to the College, particularly during recent years.

Money Flow 2016



Revenue

	2016	2015
	\$m	\$m
Fee income	94.1	89.7
Government grants – Commonwealth	14.1	13.3
Government grants – State	2.2	2.3
Profit/Loss on disposal of property, plant and equipment	1.1	2.0
Donations	3.0	2.4
Insurance proceeds	1.3	-
Other income	4.4	2.9
	120.2	112.6



Expenditure

	2016	2015
	\$m	\$m
Salaries	67.8	69.4
Administration expenses	10.0	4.7
Communication expenses	4.6	3.8
Depreciation and amortisation	9.1	8.9
Facilities expenses	13.3	11.4
Finance expenses, discounts and concessions	12.8	9.9
	117.6	108.1



Strategic Plan 2004-2016



Summary of 2016 Action Outcomes

Learning

- Implementation of Middle Years Programme (MYP) in Year 10 across the College completed during 2016
- Continued review and analysis of Individual Needs database through 2016
- Action plan designed to improve student outcomes developed and implemented across the College with a particular focus on VCE performance
- Continued staged implementation process for the introduction of the College Learning Management System (SEQTA) through 2016
- Successful implementation introducing the Enhanced Language Program (ELP: Chinese) in the Junior School at Elsternwick in 2016 including preparation for introduction of ELP to St Kilda Road and Glen Waverley Junior Schools in 2017
- A Principal's Honour Roll system was launched during 2016
- A model for Ethical Inquiry trialled at St Kilda Road (PYP Year 6 Exhibition) during 2015 and extended during 2016

Teaching

- College surveys (parent, staff and students) with a specific focus on well-being were further enhanced through 2016
- Assessment of student literacy and numeracy from Year 1 to Year 9 benchmarked using online testing and data analysis aligned across the College
- Professional Development model for curriculum leadership and teaching initiated during 2015 and further developed through 2016

Programs, Structures and Settings

- The Wesley College Institute restructured into three domains – Teaching & Learning, Research & Technologies and Digital Practice coupled to enhanced Curriculum leadership and delivery
- *Learning in Residence* at Glen Waverley completed during 2016 with the official opening on 14 November by Her Excellency the Honourable Linda Dessau AM, Governor of Victoria, and Mr Anthony Howard QC

Community

- Business plan designed and implemented to maximise fundraising support for *Learning in Residence*, Glen Waverley Middle School redevelopment and College Boathouse redevelopment
- Sesquicentenary celebrations were enjoyed through many events hosted throughout the year, notably the Anniversary Dinner at the Royal Exhibition Building on 30 July
- New uniform continued to be successfully rolled out across the College ahead of complete transition at the commencement of the 2018 year
- The College continued to develop select relationships to support tutoring programs for VCE at Glen Waverley, Before and After School Care and Holiday Programs and enhanced service through Uniform Shops

Corporate Governance and Business Management

- Junior School renovation works at Glen Waverley were largely completed during 2016 with the entry foyer, Prep and landscaping completed during early 2017
- Development of new kitchen/dining facility at Yiramalay was completed with the official opening during June 2016
- The College, with the Uniting Church in Australia, completed the incorporation process effective 1 September 2016 and revised a new Constitution to enable the Trustee transfer of College properties effective from 8 December 2016



Junior School students playing music



WESLEY COLLEGE
MELBOURNE AUSTRALIA

SINCE 1866

A True Education

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