



Est. 1874

TOORAK COLLEGE
Mount Eliza

Annual Report

2016





Vision, Mission and Values

Our vision

Achieving excellence, inspiring future lives.

Our mission

At Toorak College we lead excellence in education by providing innovative learning opportunities for individuals to strive to achieve their ambitions in a connected, welcoming environment.

Our values

Learning, courage, integrity, excellence and leadership through service.

Our facilities

Toorak College covers 11.5 hectares with outstanding facilities, beautiful gardens and breathtaking views of Port Phillip Bay. Toorak College is firmly committed to ongoing improvement of all facilities for our boarding and day students from 3 year old Early Learning through to Year 12.

Our Strategic Plan

Toorak College's Strategic Plan 2013–2018, provides a solid strategy for our School's development. This will ensure we achieve the best, modern educational outcomes for our community.

Statement of Commitment to Child Safety

Toorak College is committed to providing and promoting a child safe and child friendly environment which protects children from abuse. Toorak College has zero tolerance for child abuse and has developed policies and procedures to:

- Empower children to actively express their views and encourage staff to listen and act upon any concerns raised by children, in line with the School's policies and procedures.
- Provide an environment that is committed to promoting the physical, emotional and cultural safety for all children.
- Explain acceptable and unacceptable behaviour to staff, volunteers and children.

Child protection is a shared responsibility between Toorak College, all employees, contractors, volunteers, associates and members of the School community.

Toorak College supports and respects all children, young people, staff and parents. We are committed to the continual development of inclusive practices.

Message from the Chairman

Our Strategic Plan – Achieving Excellence, Inspiring Future Lives (2013 – 2018) - was published in 2013 and was updated at the 2016 Board planning day to reflect the changes throughout the School.

Our revised strategic plan is represented in our school emblem. Our School is the foundation, the soil that enriches all in our community. Our Teaching is the growth, the branches that inspire, nurture and support every student's journey in many unique ways. Our Students are the masterpieces, the daisies, who flourish and bloom with confidence and pride.



General performance

- Increased full time equivalent enrolments from 750 in 2016 to approximately 805 commencing in 2017.
- Boarding house returned to operating capacity with waitlists now applicable for international students.
- We have strong enrolments forecast in Year 7 with in excess of 90 students confirmed for Year 7 2018.
- Student retention rate improved from 92% to 94% (2015 to 2016).
- ELC enrolments have continued to increase and the ELC now operates near capacity.
- Overall financial performance is on target with strategic plan to enable implementation of planned building program.
- The redevelopment of the Jean Robinson Oval into a world class athletics and hockey facility has been completed and was officially opened in Term 1 2017.

Capital expenditure and works

Refurbishments and furniture upgrades took place across the school to create new classrooms, offices, bathrooms, common rooms and outdoor spaces. Upgrades of our facilities included the swimming pool, gym, dance studio, roof of Mary Herring Hall and the completion of the athletics and hockey facility. The second year of a planned 3 year upgrade to fire and emergency warning systems across the entire school site was completed. Upgrades to School technology saw the launch of new website and School App in April 2017.

Mr Peter Wickenden
Chairman



Governance

Management of Toorak College is directed from the Board of Directors which provides overall governance and strategic direction. Operational matters are delegated to the Principal.

Mr Peter Wickenden - Chairman, Board of Directors

F CPA, B Bus
Managing Director, Consulting, Burke Bond Partners Accountants
Past parent of Toorak College

Mrs Carolyn Anderson - Deputy Chair, Board of Directors

B Com, M Ed, Grad Dip Ed Admin, GAICD
The Invergowrie Foundation, Board of Directors

Mr Brent Dennison

Company Director, CEO Cell Care Australia
Current parent of Toorak College

Ms Diana Heggie

MCSP, Post Grad Diploma Human Services
Research, MAICD
CEO, Heart Foundation (Vic.) (Retired)
Chair, Peninsula Health
Past parent of Toorak College

Mrs Cara Pope

BA, LLB
Solicitor
President – Toorak Collegians (2011 – 2016)
Toorak Collegian – Class of 2002

Dr Anne Sarros

BA, DipEd
BEd, MEd, PhD
Former Principal Firbank Grammar School
The Invergowrie Foundation, Board of Directors
Past parent of Toorak College

Mr Adrian Wischer

B Ec (Monash), Fellow AICD, Associate Fellow AIM
Chairman, The Bays Hospital Group
Managing Director, Pool Systems Pty Ltd
Past parent of Toorak College

Mr Anthony Steer - Company Secretary

B Com, GIA (Cert), CA
Director of Business, Toorak College

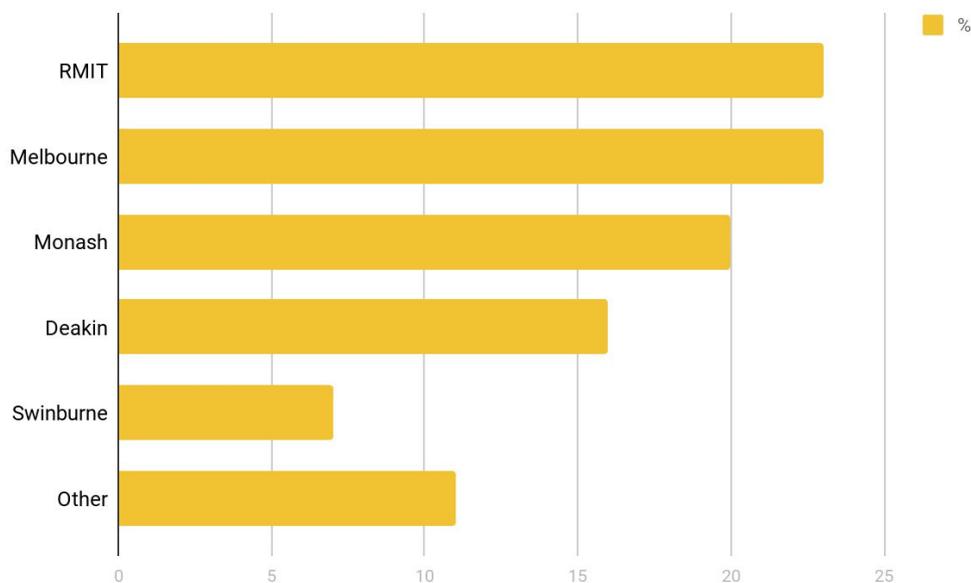


From the Principal - 2016 Highlights

The 2016 year ended very well with a sensational set of VCE results, with 50% of our students attaining ATARs above 85.

- The median ATAR was 86.07 (2015: 82.67)
- The median Study Score was 34
- Dux ATAR 99.00 (Brianna Blake)
- 17 % of students were placed in the top 5% of Australia with ATARs above 95
- 35 % of students were placed in the top 10% of Australia with ATARs above 90
- 50 % of students were placed in the top 15% of Australia with ATARs above 85
- There were 2 Perfect Study Scores of 50 (Business Management, Biology)
- 18.83% of all VCE students received a study score of 40 or above.
- We are ranked 48th in the State (Source: 2016, Better Schools ranking based on Study Scores 40+).

This has opened many university options for our students and below represents the graphs of university destinations and the courses our students selected:



We are excited about what the future holds for our graduates and this is linked to much more than their academic pursuits.

Our sporting program saw 72% of girls engaged in GSV competitive sport across the year. With 27 sports on offer at the School there were some particularly noteworthy performances by our Equestrian team as well as individual stand out performances in Cross Country and Netball with 5 students representing Victoria in National GSV competitions. We also congratulate the achievements in Aerobics, Junior Hockey, Intermediate Netball and Senior Netball teams.

The Arts program features opportunities in over 15 ensembles for beginners to advanced players. With over 100 students involved in our student soiree performance program each term, we are proud to celebrate our beginners and more experienced performers through these opportunities. The Senior School production of *High School Musical* was an enormous success, as was the sellout season of the Wardle House Production of *The Lion King*. A special mention also goes to Sophie Fairbridge who had her fabric design from Product Design & Technology selected for VCE Top Designs.

Joan Ansett Hall offers a range of boarding options for Toorak College students. The majority of girls in the boarding house are full time or weekly boarders, however the flexible options of 'Extended Day' or 'Casual Boarding' assist families balance the demands of a busy family life. Students make full use of the evening sessions offered for both supervised prep sessions and formal tutoring in VCE subjects (Further Mathematics, Maths Methods, Japanese, Chinese and Visual Communications and Design). Boarding students are offered many activities to participate in throughout the year, including cultural, sporting and recreational events.

In 2016, there were 65 full time boarders, 6 weekly boarders and 6 casual boarding overnight stays (mostly used by families when parents were away). 'Extended Day' is also offered for families who are unable to collect their daughter until later in the evening, or who have extensive co-curricular commitments. These students are offered supervised prep or tutoring and dinner. We are thrilled with Mrs Caralyn Dea, Director of International Students and Boarding, along with many new staff who have joined Joan Ansett Hall.

The Board Fundraising Sub Committee supported fundraising initiatives which contributed approximately \$80,000 through voluntary contributions and annual giving to support building works. This contribution enables us to expedite planned works and ensure that our facilities continue to provide the best opportunities for our students to learn in spaces that are conducive to flexibility, collaboration and transparency.

In looking at additional support to the school we always greatly value the contribution of our Parents and Friends Committee, along with our Friends of Performing Arts & Sport Groups that support the school financially, as well as with their time and running of events for the school calendar. The impact they have on our students and the families in our community is so valued and I would like to extend a particular thanks to our 2016 Parents and Friends Executive committee Tanya Wilson, Chris Dymond, Megan Watt and Michael Latham.

Finally, we were proud to announce the appointment of Penny Bowman as Alumni Relations & Development Manager. Penny's appointment reflects the school's ongoing commitment to strengthen opportunities for our collegians both now and in the future. We are committed to invest in this area for years to come, and to develop mentorships and partnerships with our current and future alumni.

Mrs Kristy Kendall
Principal

Toorak College staff

In 2016, there were 198 total staff, comprising of 94 teachers and 104 non-teaching staff. The full time equivalent was 77 for teachers and 67 for non-teaching staff.

Female employees	160	81%
Male employees	38	19%
Total	198	100%

Indigenous employees: 0

Attendance

In 2016 the number of school days was 189 days of the calendar year. In total, teaching staff had an attendance rate of 96.4%.

Staff retention

In 2016, 6 teaching staff left the Senior School resulting in the overall teaching staff retention rate of 97%.

Professional learning

The School provided professional learning for teaching and general staff in excess of 3648 hours during 2016. In 2016, \$135000 was spent on professional learning through Toorak CPL and outside providers averaging \$937 per FTE staff member.



Staff qualifications

School Executive

Principal, Mrs Kristy Kendall (began January 2016): M Ed, BA, Dip Ed
Director of Business, Mr Anthony Steer: B Com, CA, GIA Cert
Acting Deputy Principal / Head of Senior School, Ms Liana Gooch: BA, DipEd (Semester 1 2016)
Deputy Principal, Ms Liana Gooch: BA, DipEd (Semester 2 2016)
Head of Senior School, Mrs Diane Furusho (Semester 2 2016): BA, Dip Ed
Head of Wardle House, Mrs Mandy Whitworth: B Ed, DipEd
Director of Development, Ms Georgia Symmons: BA, Grad Dip Bus

Head of Year

Year 7, Ms Faith Lucas: BE, Dip Teaching
Year 8, Mrs Kim Aliotti: Dip Teaching
Year 9, Ms Lisa Hamilton-Smith: B Ed
Year 10, Mrs Linda Howey: B Ed
Year 11, Ms Micah Jones: BA, Grad Dip Ed
Year 12, Ms Kelly Robertson: BA, B Ed

Heads of Faculty

Art Design & Technology, Mr Dailan Hatherley: B Ed (Media & Arts)
Drama, Ms Emma Jensen: B Ed
e-Learning, Mr Phil Carew, B Film and Television, Grad Dip Ed
English, Mrs Kate Deex: BA (Hons), PGCE (English and Media)
Health, PE & Wellbeing, Ms Lee-Anne Marsh: B.App.Sci (Human Movement), DipEd, P Grad Ex Rehab
Humanities and Commerce, Mrs Karen Towers: BA (Hons), Dip Ed
Languages, Mrs Sylvia Deuschle: BA, Dip Ed, PGrad Dip Admin Bus Studies
Mathematics, Mr Daniel Budzisz: B Applied Science (Mathematics), Grad Dip Ed
Music, Mrs Jayne Turner: B Ed Music, Dip Dalcroze Eurhythmics
Science, Ms Julie Young: B Sc, Dip Ed, PGrad Dip Ed Studies (Student Welfare), M Ed
Sport, Ms Kirsten Thomson, B.App.Sc. (Phys.Ed.), Dip Ed

Other roles and responsibilities

Careers Counsellor, Mr Franz Mandler
Chaplain, Mrs Elsa Carr (Semester 2 2016)
Coordinator Daily Organisation, Mr Andrew Williams: B.Sc. (Hons.), Dip Ed, M.Ed.St.
Deputy Head of Wardle House, Mrs Kim Wheeler, BA Mus, Dip Ed, M School Leadership
Director of ICT, Mrs Judy Burriss, Ass. Dip Business Computer Programming
Head of Boarding, Mrs Caralyn Dea (Semester 2 2016)
Head of Curriculum, Mrs Fiona Wines:
Head of Community Sport - Mrs Deb Gardener
Head of Maths, Junior School - Mrs Lynda Sharp
Head of Debating, Ms Sisi Chen, BA, B Ed
Head of IELC, Mr Mark McAuliffe: BA, Dip Ed, Grad.Dip DIE, Grad.Dip TESOL, Grad.Cert. Industry Training
Head of ELC, Ms Patricia Barbieri, Dip Teach
Head of Foundation Years, Ms Naomi Linsen, B Teach (Prim), B Ed (Prim)
Head of Houses, Mr Drew Gardener, B App Sci (Human Movement)
Head of Learning Support, Ms Justine Saleeba: BA, B Ed
Head of Studies, Mr Steve Hubbard, B.Sc, Dip Ed
Library, Mrs Megan Davies: BA, Dip Lib, Dip Ed
Psychologist, Ms Kelly Allen, B Psych, GradDip Psych, Grad Dip Gen Coun, M Ed Psych, CEDP MAPS, PhD
Psychologist, Mrs Sara Groves, MPsych (Ed & Dev)



Toorak College students

As at June 2016

The student total is 834 with 788 girls and 46 boys.

The Early Learning Centre student total is 106 with 70 girls and 36 boys.

The primary co-educational student total is 256 with 246 girls and 10 boys.

The Senior School student (all girls) total is 472 with 74 students boarding and 62 international students.

Student attendance

The average student attendance is 95.32%

Student attendance in Senior School is entered online at the commencement of each period by the teacher or tutor in charge. In Wardle House the rolls are also completed online at the start of the day and after lunch. Families of students absent, without explanation after 10:00am, are contacted by text message or phone call which is also supervised.

Day students

The majority of day students reside in the Mount Eliza, Mount Martha, Mornington, Frankston South area, with more students in upper levels travelling from Red Hill and Main Ridge areas, through to Rye and Sorrento. International boarders come from a range of countries including China, Hong Kong, Thailand and Vanuatu.

Year level	School days	Days absent	Population	% absent	% attendance
0	178	178	20	5.00	95.00
1	183	192	22	4.77	95.23
2	183	270	24	6.15	93.85
3	183	271	39	3.80	96.20
4	183	325	40	4.44	95.56
5	183	396	57	3.80	96.20
6	183	327	53	3.37	96.63
7	183	607	67	4.95	95.05
8	183	742	76	5.34	94.66
9	183	879	68	7.06	92.94
10	174	690	98	4.05	95.95
11	174	665	84	4.55	95.45
12	147	394	75	3.57	96.43
Total	2320	5936	723	4.68	95.32

Results - Class of 2016

Toorak College has a proud track record of achieving outstanding VCE results, and regularly achieves the best results on the Mornington Peninsula. VET and VCAL options also allow students to attain recognised qualifications. The Class of 2016 once again affirmed our strong position. They embraced all that the school has to offer, in our academic and co-curricular program. They have shown a united effort, with 50% achieving ATAR's of 85 and over, placing half of our students in the top 15% of Australia. The median ATAR was 86.07.

ATAR	% of students	National results
98+	6%	Top 2% of Australia
95+	17%	Top 5% of Australia
90+	35%	Top 10% of Australia
85+	50%	Top 15% of Australia
50+	97%	Top 50% of Australia

DUX of 2016

The Toorak spirit has been epitomised by our 2016 DUX, Brianna Blake, who has achieved an ATAR of 99, placing her in the top 1% of the Nation, as well as competing for her school in ten sports throughout her final year.

Perfect Study Scores of 50

Brianna Blake - Biology

Isabella King - Business Management

2016 High Achievers

Well done to our 2016 High Achievers who scored an ATAR of 95 or above, placing them in the top 5% of the Nation:

Meggan Banks

Callie Beuermann

Brianna Blake

Phoebe Blakey

Natalie Cocks

Isabella Cuming

Josephine Dalstead

Isabella King

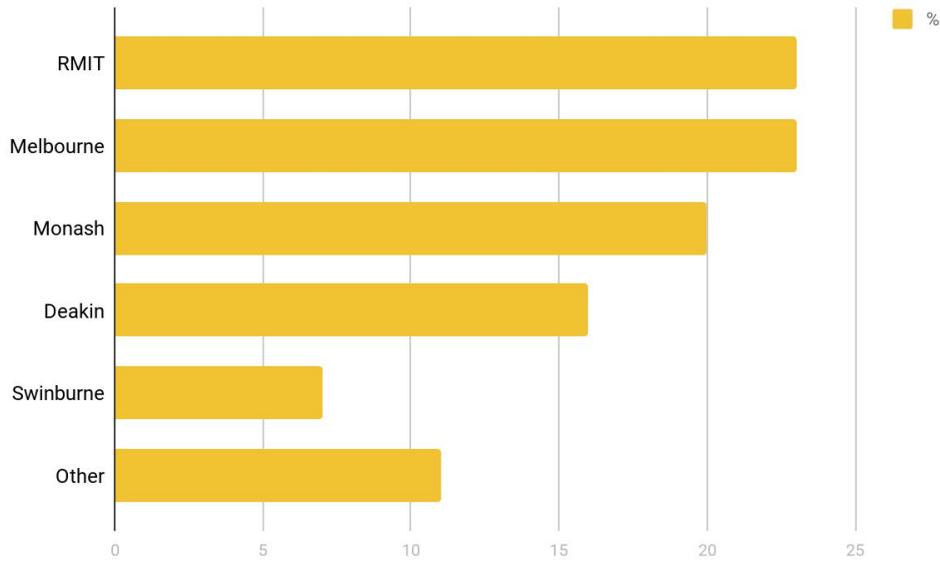
Henrietta Lawrence

Zhi Hui Li (Joanne)

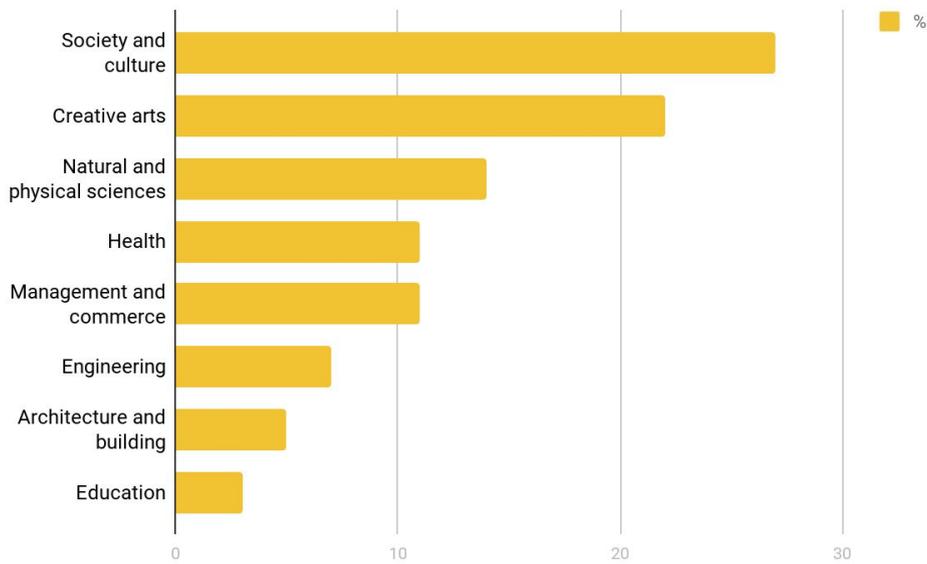
Jaymie Moynihan

Francesca Oswald-Jacobs

University destinations 2016



University subjects 2016



NAPLAN

NAPLAN is a test conducted across the nation for every child in Years 3, 5, 7 and 9 in the areas of reading, writing, spelling, grammar and punctuation and numeracy. These results are reported back to parents in terms of national levels and indicate where students are ranked in relation to national averages.

Every student at Toorak College takes part in a variety of assessment tasks throughout the year as part of our comprehensive data tracking program which monitors individuals' progress over time, as well as identifying areas of strengths and weakness in our curricula. These provide us with the opportunity to track progress and individualise our programs to cater for student needs. All other assessment tools are considered along with the NAPLAN data in order to give a clear picture of student ability and achievement. Our NAPLAN results are one of the measures used to inform curriculum change and emphasis. Teams of teachers engage in data analysis of individual and group performance to strategically plan for future learning.



NAPLAN testing results (2016)

The following table provides the percentage of students who ranked at and above the national average.

Test Type	Year 3	Year 5	Year 7	Year 9
Reading	100%	100%	97%	90%
Writing	100%	100%	100%	93%
Spelling	97%	98%	97%	86%
Grammar and punctuation	100%	100%	100%	96%
Numeracy	100%	100%	100%	100%

Parent and Student satisfaction

LEAD Surveys

In 2001, Toorak College commenced its participation in the Independent Schools Victoria (ISV) Learn, Evaluate, Act, Deliver (LEAD) Surveys. Independent Schools in Australia take part in these LEAD surveys that look at the satisfaction of our Year 12 graduates, Year 5-11 students, Parents and Staff. We conduct these surveys every second year and they not only enable us to track what is happening in the school from many different perspectives, but they also allow us to benchmark against other like schools.

This survey was completed in 2016. In addition to the LEAD surveys, we seek a range of feedback to inform and direct our ongoing school improvement focus. The LEAD Survey uses questions from a set of domains to gather feedback from parent, students and staff.

The Parent Satisfaction Survey evaluates the extent to which parents believe effective school practices are apparent across different domains:

1. Curriculum / Academic Program
2. Quality of Teaching
3. Learning Outcomes
4. Pastoral Care
5. Discipline and Safety
6. Parental Involvement
7. Resources
8. Transition.

Student satisfaction

All domains that were surveyed recorded an increase in 2016 and continue this positive trend of improvement observed over the previous years. The ongoing improvements to measures related to wellbeing and support are reflective of the related strategies and programs outlined in Our Students strand of our strategic vision.

All aspects of the quality teaching survey indicated improvement since 2014 and reflect the ongoing strategic action of improving teacher best practice and provision of personalised learning.

Staff satisfaction

The participants within the survey are both teaching and general staff.

The overall staff satisfaction in the workplace results have continued to remain at a high level which is reflective of the trend established over the last few surveys.

The net promoter score continues to remain high.



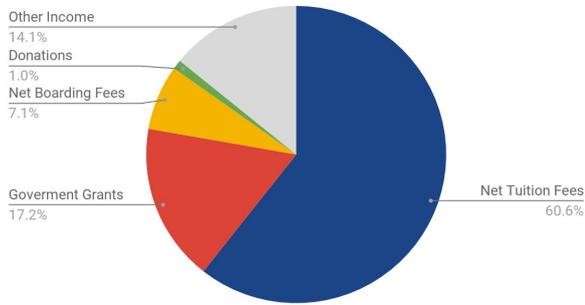
Figure 40: displays Overall Satisfaction at Toorak College, the ISV benchmark and statistically similar schools.



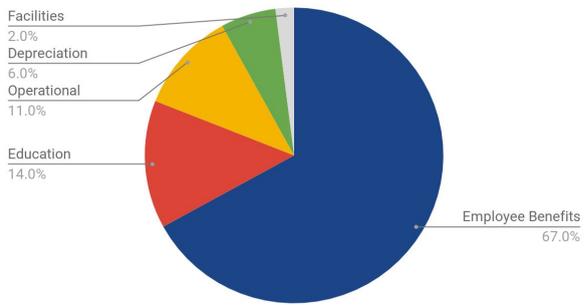
Finance

Toorak College Limited is a public company limited by guarantee. Net assets of the company at 31 December 2016 were \$29.8 million with \$84,000 borrowings and \$4.2 million cash. Net surplus will be utilised in the refurbishment of our buildings and grounds. The following charts set out the School's income and expenses.

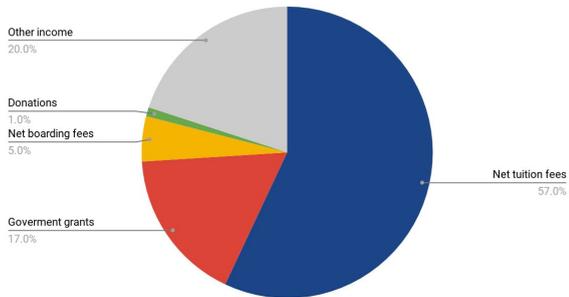
Toorak College revenue 2016



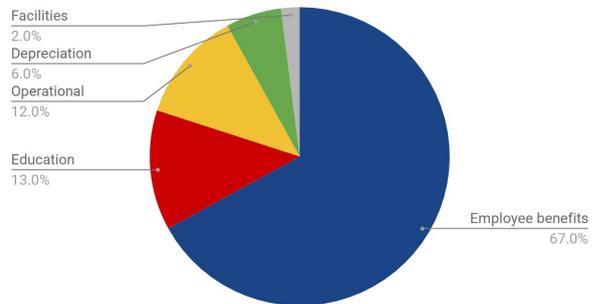
Toorak College expenses 2016



Toorak College revenue 2015



Toorak College expenses 2015





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TOORAK COLLEGE
Mount Eliza



Old Mornington Road, Mount Eliza, Vic, 3930
PO Box 150, Mount Eliza, Vic, 3930
Phone: +61 (3) 9788 7200 | www.toorakcollege.vic.edu.au
CRICOS provider code: 00349D CRICOS course code: 005454G
Published August 2017