



# Annual Report 2021



**St Paul's**   
ANGELICAN GRAMMAR SCHOOL

Wisdom | Integrity | Compassion | Respect

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# FROM THE PRINCIPAL AN OVERVIEW OF 2021

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## SCHOOL OVERVIEW

This Annual Report provides a summary of the operations and activities of St Paul's Anglican Grammar School during 2021, the second consecutive year of having to manage the ramifications of a global pandemic. Despite the continued challenges presented by COVID-19, 2021 was another successful year for St Paul's. The School experienced further growth in enrolments and our Year 12 VCE results were again pleasing.

With a student population of approximately 1,500 from ELC to Year 12, St Paul's enrolls students from a variety of locations, mostly in West Gippsland and the Latrobe Valley. The three main catchment areas for student enrolments are as follows:

### WESTERN CATCHMENT

Pakenham South  
Pakenham North  
Beaconsfield-Officer  
Koo Wee Rup

### CENTRAL CATCHMENT

Bunyip-Garfield  
Drouin  
Warragul  
Trafalgar

### EASTERN CATCHMENT

Moe-Newborough  
Churchill  
Morwell  
Traralgon  
Yallourn North-Glengarry

The characteristics of our community remained similar to previous years with approximately ninety-five per cent of our students coming from an English-speaking background. Other first languages of our students include Mandarin, Punjabi, Sinhalese and Hindi. We have seven Indigenous students attending our school.

While most of our community does not identify with a particular religious affiliation, of those that do the most common are Anglican, Roman Catholic or another Christian denomination. Hindu is the next most common faith.

## CHILD SAFE SCHOOL

St Paul's takes matters of child safety most seriously. As required by Ministerial Order 870, all adults (over 18) who have contact with our students have undertaken Child Safe Training as well as being required to hold a Working with Children Check or equivalent. This requirement applies to coaches, classroom helpers, those assisting with excursions, sport, walk to school days, special celebrations and the like.

## COMMUNITY SATISFACTION

During 2021, the School again asked the school community to participate in a range of satisfaction surveys. Year 12 students were also asked to complete an exit survey in which they were asked to rate their satisfaction across their many years at St Paul's. The surveys indicate very high levels of satisfaction amongst students, staff and parents and the Year 12 cohort was very satisfied with their schooling experience, despite the disruption to the usual program of events caused by the pandemic and the resultant restrictions on school activities. As always, there are areas for further improvement and these will be addressed as needed.

# AN OVERVIEW OF 2021

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## WHOLE SCHOOL GOALS AND ACHIEVEMENTS

2021 was the final year of our Strategic Plan, Looking Forward 2017 – 2021. The plan's five major objectives were to:

- define and then integrate the St Paul's values and the Anglican nature of our school into all that we do;
- identify, value and develop the potential in every child by providing an innovative and vibrant education;
- prepare our students to be creative, outward looking, and service oriented global citizens;
- nurture an inclusive, safe, connected and healthy school community; and
- secure the financial and educational future of St Paul's through prudent management.

Following nearly 18 months of collaborative work by the School Executive and the School Board, together with staff, student and community consultation, our new Strategic Plan is in the final stages of publication. Entitled 'Pursuing Potential 2023 – 2028', our new plan will be publicly launched at the commencement of Semester 2. In the interim, the School has retained the 2021 annual aims as a focus for teaching staff in 2022. These key focus areas are:

- Personalised Learning;
- Student Wellbeing; and
- Dynamic Learning Culture (Staff and Students).

# AN OVERVIEW OF 2021

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## SCHOOL BOARD – FROM THE CHAIR, MR DARREN JENNINGS

### THE BOARD OF ST PAUL'S

The St Paul's Anglican Grammar School Board was comprised of nine members at the conclusion of 2021. The Board had one vacancy. It is the role of the Board to provide strategic direction, governance and set the overall direction of the School.



DARREN JENNINGS  
CHAIR



RICHARD CONNELLY  
DEPUTY CHAIR



LEANNE WILLIAMS  
TREASURER



ONDREJ FOLTIN



TRACEY GLEN



ALASTAIR BALDWIN



KIRILEE RHIND

# AN OVERVIEW OF 2021

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## SCHOOL BOARD – FROM THE CHAIR, MR DARREN JENNINGS *continued*

### ANNUAL GENERAL MEETING

The School Company's Annual General Meeting was held on Wednesday 26 May, 2021 with twenty company members present. Due to COVID-19, the School took the opportunity for members to attend in person or online via Zoom.

In addition to the usual items of business transacted at an Annual General Meeting, two nominations for the two Board positions available were received, and as such, an election was not necessary. The nominations were received from Leanne Williams and Ondrej Foltin who were re-appointed as Directors, each for a three-year term. Following the Annual General Meeting, all Executive Board positions were spilled and appointments made. I was re-appointed as Chair while Director Richard Connelly and Director Leanne Williams were re-appointed as Deputy Chair and Treasurer respectively.

### GOVERNANCE

The Board of St Paul's continues to ensure its Directors are trained and provided with continuing educational opportunities to meet their obligations as Directors as independent school governance continues to increase in complexity. The Board continues to review its own performance annually as well as its governance processes through continual reflection and assessment. Board members this year participated in the Independent Schools Victoria Governance survey and feedback facilitation process.

With a great deal of sadness, the Board at its June meeting noted the retirement of Director Kelly Vardy who had served as both consultant and Director to the Board for over six years. Kelly's contribution to the Board over this time has been significant due to her experience and skill set as a Chartered Accountant and her strong connections with the local community. Kelly, being raised and educated in Gippsland has also contributed passionately to the long-term development and success of the Traralgon Campus and independent education in the region.

The Board, with some reluctance, also noted the resignation of Director John Flynn, Bishop's Representative at its September meeting. Although John only recently joined the Board in November 2020, his contribution during his short tenure was recognised amongst the Directors. I take the opportunity to wish John all the best as he relocates away from the Gippsland area to be closer to his family.

Finally, I am delighted to announce to the school community the Board's decision to award Life Governorship to former Director and Chair, Tia Navanteri. Tia joined the Board in May 2010 until retiring at the AGM in 2020 and provided leadership and strength to the Board through periods of significant change and challenge. Her leadership skills enabled the Board to focus on good governance with strategic oversight and helped position the school to be able to move forward with future growth opportunities.

# AN OVERVIEW OF 2021

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## SCHOOL BOARD – FROM THE CHAIR, MR DARREN JENNINGS *continued*

### STRATEGIC PLANNING

As announced late last year, the School Board approved a VCE offering at the Traralgon Campus. Planning is already underway for our first Year 11 students to commence in 2026. As part of this planning, the Board will be embarking on a staged building program of a state-of-the-art facility commencing in 2022 with the construction of the Futures Centre at the Traralgon Campus. This project will incorporate a double-storied building with a welcoming entry and reception area, outstanding performing arts facilities, general learning areas, a modern library adjoining a large spacious open cafeteria and a range of student gathering spaces. St Paul's strong focus on academic excellence will expand and diversify the curriculum to include a broad range of VCE subjects and co-curricular activities, creating opportunities for every student to work toward their potential. This is an exciting and historic decision, and will mean that finally a quality, independent VCE offering will be available in the Latrobe Valley.

Also announced in late 2020, was the Board's decision to establish a Junior School campus in Drouin commencing with the early years in 2024. The campus will be situated on a prime site of thirty-six acres which has been generously gifted to the School. Subject to planning requirements, the school's striking building design will create a vibrant, contemporary learning environment and community hub for the growing Drouin region.

Work will continue on both of these projects as we continue to focus on both growing our school community and improving our educational environment.

In conjunction with these ongoing projects, I am delighted to inform the school community of our new Strategic Plan for St Paul's from 2022, with copies available for our school community and stakeholders.

# AN OVERVIEW OF 2021

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## **BUILDING AND FACILITY DEVELOPMENT**

The 2022 Budget is focused on providing funding for major capital works, ICT and infrastructure, as well as maintenance, landscaping and minor capital improvements.

During the 2021 year, funding continued to be directed to our ongoing refurbishment program and ICT, as well as maintenance, landscaping, minor capital improvements, furniture and equipment.

The major building project undertaken in 2021 was at the Warragul Junior School incorporating a new Administration/Reception area, student services, toilet amenities, five classrooms and smaller break-out rooms as well as a staffroom. This project was deferred during 2020 due to the impact of COVID-19. Despite continuing obstacles with construction during the year due to consistent lockdowns, we were fortunate to complete this development ready for early commencement in 2022. The School acknowledges the support of a \$2M Capital Grant received from the Victorian State Government under the 2019–2020 Non-Government Schools Capital Fund.

The further, major refurbishment project also undertaken during the year was the redesign of the current Junior School administration building into an additional facility for our Early Learning program. Again, we note the support of the Victorian State Government who provided a Capital Grant of \$600K towards this project.

## **Warragul Campus**

### **Warragul Junior School**

#### ***New Classroom Building***

The end of 2021 saw the new Warragul Junior School building completed. This building incorporates five classrooms, smaller break-out rooms, student services, a new Administration/ Reception area, as well as a staffroom and toilet amenities.





# AN OVERVIEW OF 2021

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## ***Expansion of the Early Learning Centre***

The new and expanded Early Learning Centre was also completed by the end of 2021. This new facility will deliver an expanded 3-Year-Old program for the school community. This project is a refurbishment of the former Administration building.



## **Traralgon Campus**

### ***Futures Centre – New Building***

St Paul's will embark on a staged building program for state-of-the-art secondary facilities commencing in 2022 with the construction of the Futures Centre: a striking double storey building with a welcoming entry and reception area, outstanding performing arts facilities, a modern secondary library adjoining a large spacious open cafeteria, general learning areas, a community hub and a range of student gathering and learning spaces. St Paul's strong focus on academic excellence will expand and diversify the curriculum to include a broad range of VCE subjects and co-curricular activities, creating opportunities for every student to work toward their potential.



# AN OVERVIEW OF 2021

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## **MAINTENANCE, SECURITY AND EQUIPMENT**

The School continues to implement a maintenance program each year. In excess of \$1.7M is spent on several areas including IT equipment and infrastructure, improvement to our gardens and grounds, student furniture and musical instruments.

## **COMMUNITY SATISFACTION**

St Paul's seeks parental feedback through a variety of channels and parental involvement is actively encouraged. In August, the School took part in the Independent Schools Victoria (ISV) LEAD school effectiveness surveys. The purpose of participating in the LEAD surveys is to gain valuable feedback from parents, students and staff and to understand their perceptions regarding the quality of their child's experience at the School. The surveys also enable the School to benchmark results against other independent schools in Victoria.

Our parent survey results were again excellent in 2021 with parent willingness to recommend the school to others rated very highly. The net promoter score, which determines stakeholder satisfaction and allegiance, was '+50', higher than the ISV and statistically similar schools' results.

In all areas of the survey, our students rated the school higher than their peers at similar schools and higher too than the ISV means.

In the area of quality of teaching the students scored their teachers and learning programs higher than ISV and similar school means for academic rigour, feedback, teacher knowledge, teacher practice and teacher/student rapport. Their overall satisfaction with the quality of teaching was also higher than these benchmarks.

## **PARENT AND COMMUNITY GROUPS**

The School is fortunate to have a large number of committed, supportive parents. Each school has FOSP (Friends of St Paul's) groups. These groups contribute significantly to the sense of community at St Paul's, as well as raising funds to use for the benefit of students and the school.

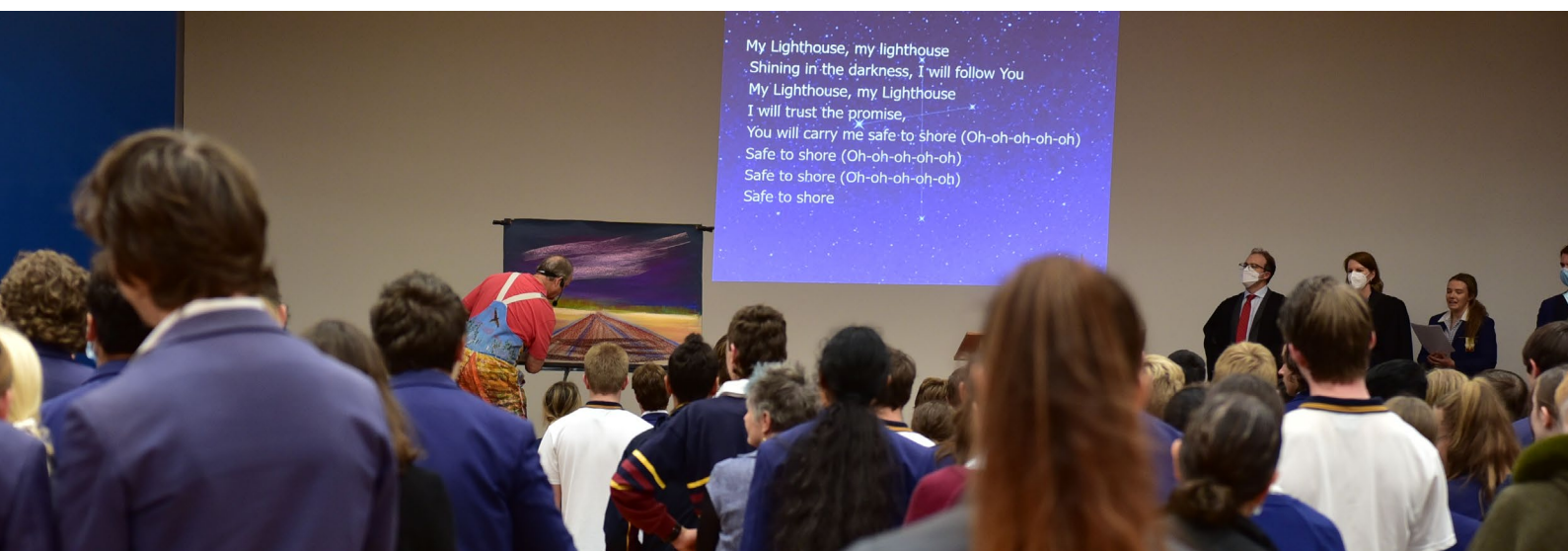
# THE SPIRITUAL LIFE OF THE SCHOOL

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The spiritual life of the School reflects our Anglican heritage and is embedded and expressed in our everyday life. The values and principles that drive our decision-making and the practices that make up much of our everyday practice in the context of teaching all find their foundation in a Christian model. Across all sub-schools there are opportunities for staff and students to take part in weekly prayer and devotions including prayer at staff briefings and weekly devotionals alongside regular assemblies and chapel services. The continuing constraints of COVID-19 restrictions and periods of online learning have necessitated a reinvention of many of these practices.

Our chapels for much of the year moved from pre-recorded to live online Microsoft Teams or Zoom events, often accessed by whole Mentor Groups simultaneously to take advantage of the smaller gatherings permitted on return to school after lockdowns. This format allowed us the opportunity to engage with some fantastic external presenters who would normally be unavailable for an in-person event. These included collaborations with an organisation called ISCAST which connected us with Dr Sarah Sweet (Lecturer in Astrophysics) and Dr Chris Mulherin to speak about the intersection of science and faith in their lives. We also worked with the Melbourne-based group, Mustard, to produce a high-quality chapel exploring the topic of identity.

Our Chaplaincy team has worked alongside other pastoral leaders across the School to provide care and support for individuals, particularly during the difficult periods of extended lockdown. At the same time, we have sought to create opportunities to gather and connect as a community as much as restrictions have allowed. Mrs Deana Board has continued her chaplaincy work at the Warragul Junior School, Mr Glen Treble looks after the entire Traralgon Campus, and we are always appreciative of his exceptional musical abilities. The Reverends, Lynton Allan and Daniel Lowe, share the chaplaincy responsibilities at Warragul Secondary School, with Reverend Lowe also spending time across all campuses throughout the year. Lynton's artwork continues to brighten up our common rooms, reflecting life and faith through his art and storytelling.



# WARRAGUL CAMPUS

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## WARRAGUL SECONDARY SCHOOL (YEARS 7 TO 12)

While there were many student achievements, highlighted throughout the 2021 year at Warragul Secondary School, two in particular, stood out. Remarkably, in yet another COVID-19 year, our two student Sport Aerobics teams placed first in their respective divisions. Both the St Paul's Sainly Ladies (Open B Secondary Section) and St Paul's Sainly Angels (Secondary Stage 1 – Open) were named National Champions at the Sport Aerobics National Championships, which was a wonderful achievement and validation of the many hours they put in for training, both online and on-site, whenever possible.

Samantha Dargan's Year 12 Product Design and Technology (Textiles) folio and garment was shortlisted for Top Designs in 'Textiles', which is a shortlist of the best student design work in Victoria's VCE classes of 2021. Her 'end-user', required a formal outfit for a gallery opening. Samantha not only mastered the brief while honouring the essence of her end-user but additionally tackled the environmental issue of 'fast fashion' with the development and creation of two bioplastics. After much experimentation with bioplastics, she developed some suitable products and constructed the materials into a corset. The bioplastics were ingeniously embedded with seeds of local flora from in and around the Baw Baw Shire so that at 'end of life' the corset will not only decompose but contribute to the environment by providing natural vegetation indigenous to the local area. The buttons on the garment were constructed from local pebbles and were carefully sculpted and hand-sewn into place.

Community service endeavours were also very well supported at the Warragul Secondary School in 2021. The annual Christmas Baw Baw Shire Combined Churches Food Relief Appeal was a great success and included one of our parents kindly contacting the head office of Aldi which prompted them to make a very generous one-thousand-dollar donation towards this cause. Fundraising for East Timor continued with a Fair Share market where goods sourced from local villages and markets of East Timor's Ermera district were available for students and staff to purchase. The incoming 2022 Prefects also ran the annual Prideaux Gallop and all participating students gave a two dollar donation to the Corey Maric Youth Support Foundation.

Our staff have this year refreshed the Pastoral Care Program from Years 7 to 12 across both secondary schools. A common scope and sequence for the Pastoral Care Program at secondary has been collectively developed. It is a living program revisited twice a year, changed, altered and added to in order to meet student needs. Students will cover a number of key identified topics at each year level in order to prepare them for life beyond school.

Our staff also participated in professional development, but with the impact of COVID-19 lockdowns being evident on our students, a webinar on Post Traumatic Growth by Tim Klein challenged our thinking on how we can view the pandemic and explained how our children can emerge as stronger people. Live4Life communities also delivered accredited Youth Mental Health First Aid training in schools and the wider community.

The Warragul Secondary School staff also accessed some high-quality professional learning from: Tracey Olivier on receptive versus expressive language; Patrick Griffin on Assessment for Teaching; Bill Rogers on Behaviour Management; and Jared Cooney Horvath (PhD, MEd) on the latest brain and behavioural research, to name but a few.

## WARRAGUL JUNIOR SCHOOL (ELC TO YEAR 6)

2021 was another big year for the Warragul Junior School. Like everyone else in the state the Junior School endured more lockdowns, which highlighted the remarkable resilience of our students, staff and parents. While school alternated between on-site and online learning the new building miraculously kept developing. With new Administration offices and Prep and Year 1 rooms the building took shape in 2021.

An audit of the Warragul Junior School pastoral program was undertaken throughout the year. An improved scope and sequence was the goal and further work will continue in this area next year. Our teachers prioritised e-learning and cybersafety lessons early in the year to ensure that students had the knowledge and skill needed to manage during online learning. There was also increased vigilance during online learning to ensure that all students were connected to their teachers and peers.

Consistency in the feedback for Continuous Online Assessment in Mathematics was achieved with pre and post-testing of student skills from Year 3 to Year 6. Teachers adopted the proficiency scale to highlight areas of student improvement and achievement. This gave parents a clearer indication of their child's progress toward the expected outcomes for the year level.

New to the Warragul Junior School in 2021 was the Spalding Method for teaching literacy. All classroom teachers completed the forty-five-hour multi-sensory instruction for language arts training at the beginning of the year. This methodology will replace THRASS and see a consistent, research-based approach to the teaching of literacy from Prep to Year 6.

During online learning, many reading intervention groups continued. The additional support for students at risk was made possible by the contributions of our Education Support Staff.

Students participated in the Math Olympiad, Australian Mathematics Competition, Kangourou Sans Frontieres and various ICAS exams. One of our Year 6 students came first in the Lions Club Public Speaking Competition.

# TRARALGON CAMPUS

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## TRARALGON SECONDARY SCHOOL (YEARS 7 TO 10)

Despite the issues of a second COVID-19 year with yet more online learning the Traralgon Secondary School staff and students made the most of every opportunity. The Performing Arts students showcased their talent in the Scholarship Holders' Concert in March and at the Latrobe Valley Eisteddfod where four first placings were achieved by two of our students. The students had a terrific day at the House Swimming Carnival and the Traralgon Athletics, with the high jump hotly contested. The SEISA Athletics Carnival was also a highlight of the year for many students. Community service continued to be strongly supported at the Traralgon Secondary School in 2021 with Team Timor organising a Mother's Day Stall and, on another occasion, flowers for sale. The students' efforts raised over \$1,000 for the English Language Centre in Malimea Village. Footy Colours Day, run by the Fight Cancer Foundation to raise awareness and funds to help young people with cancer was also a successful day with students raising \$350 to support the organisation.

With the return to online learning, the Traralgon Secondary School also ran a series of eSafety webinars for parents and carers on parental internet controls. Parents and carers were shown how to manage settings on different devices to help their children stay safe online. A webinar on Anxiety in Children by Dr Justin Coulson was also made available to parents by the School. Dr Coulson helped parents to recognise anxiety and to familiarise themselves with strategies to help themselves and their child manage it. Our Year 7 students attended an online presentation by Project RockIT which aims to create online spaces where all young people have access to respect, acceptance and creative expressions and feel empowered to stand up to bullying, hate and prejudice.

One of the most exciting aspects of 2021 at the Traralgon Secondary School was the arrival of PJ the therapy dog. Living with two of our staff, PJ has brought pure joy to many students on-campus and with her online presence. PJ is doing great work with her trainer and will undertake her clinical therapy training with Therapy Dogs Australia once she is nine months old. PJ has proven herself to be a friend to many and is a much-loved new addition to our sub-school.

With the return to lockdowns, most staff professional learning was from a series of webinars; however, earlier in the year Tracey Olivier from Central Gippsland Speech Pathology conducted a well-received staff professional development session on best practice strategies to support students with learning difficulties.

## TRARALGON JUNIOR SCHOOL (ELC TO YEAR 6)

After a challenging year and many cancelled events, the Traralgon Junior School students still managed to participate in some exciting and community-minded ventures.

The Year 6 students successfully hosted an in-school 12-hour Relay for Life event and Purple Day activities for the Junior School raising over \$2,500 for the Cancer Council. The Junior School also supported Dyslexia Awareness month in October and participated in the “Get onboard” campaign to build awareness and understanding in our community.

The Junior School Strings and Band programs were redeveloped and extended in 2021 with Year 2 students participating in lessons for both semesters. Despite COVID-19 restrictions, students were able to continue with online lessons. Their performance at the end of the year, at our Christmas Celebration Evening, was delightful and a credit to the teachers.

The Lion King for Kids musical performance included all students from Prep to Year 6 and was filmed in Term 4. Students and teachers did a marvellous job considering the challenges of rehearsals and restrictions.

Continual adjustments to the sport calendar throughout the year demonstrated great flexibility and determination by our staff who ensured that students were able to participate in as many sporting events as possible. Students enjoyed a whole school Athletics Carnival in early Term 1 and a Swimming Carnival in Term 4, along with Jump Rope for Heart.

Wellbeing and mental health support continued to be a focus across the Junior School in 2021. Teachers allocated significant time in classroom programs for the delivery of Protective Behaviours, Resilience and Gratitude lessons, Cyber Safety programs and Play is the Way (Social and Behavioural Education Program).

The Odyssey Zone space was well utilised by students at recess and lunchtime, along with structured programs being implemented for students identified as requiring specific support. A range of furniture and equipment were purchased to create a safe and engaging well-being space for students.

Throughout 2021, teachers participated in professional learning to develop their understandings of the science of learning and began implementation of Explicit Instruction for literacy and mathematics lessons. A small group of teachers participated in ‘The Writing Revolution’ workshops and trialled this in their classes in anticipation of whole school implementation in 2022. At the conclusion of the year, 15 teachers and Education Support staff participated in five days of intense literacy training.

2021 was also a year of review, with small working groups of teachers exploring current best-practice and recommending improvements in a number of areas of the Junior School, such as Transition, Student Leadership, ICT, STEM and Sustainability. These working groups will implement recommendations in 2022 enhancing the current opportunities for student learning in these areas.

# ACADEMIC ACHIEVEMENT

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## VCE RESULTS

The 2021 Dux of St Paul's Anglican Grammar School was Annabelle Rajasingham of Warragul who received an ATAR of 98.8. Close behind were: Tanvi Atla of Warragul on 98.75, Daniel Gallagher of Warragul on 97.25, Tahlia Pemberton of Warragul on 97.1 and Isabella Watts of Tyers on 97.05. Other very high achievers included: Caitlin Davis of Moe on 96.3, Amity Jackson of Traralgon and Amy Zhou of Warragul both on 95.95 and Alessio Fenech of Traralgon on 95.4.

The School is incredibly proud of the way our class of 2021 managed the complexities of the last two COVID-19 years. While hardly an ideal way to finish their formal schooling, their focused approach to their studies never wavered and they managed online learning, internet reliability issues and personal circumstances with maturity and good humour.

In all 23% of students achieved an ATAR over 90 and 61% of students achieved an ATAR over 70.

The percentage of students who achieved an ATAR of over 80 was 39%, placing them in the top 20% of the state. 91% of students achieved an ATAR over 50.

The 2021 VCE results were consistent with past years, with an average ATAR in 2019 a matched 74 and in 2020 an exceptional 83. In 2020 and 2019 the percentages of students achieving an ATAR over 50 were 97% and 85% respectively.

## POST SCHOOL DESTINATIONS

Of the St Paul's 2021 cohort of 113 students, 99 students were eligible for an offer through VTAC (Victorian Tertiary Admissions Centre). Of those 99 students that were eligible for an offer, 95 students received an offer in the first round.

One student has applied directly to the ADF and will not be reflected in this data.

Several students have also applied interstate and may have received an offer that is not reflected in VTAC.

Some students (including students who undertook an unscored VCE) made direct applications to Private Providers including TAFES and may have received offers outside VTAC and these are reflected in the School's 'Class of 21' information.

Seventeen students completed VET Certificates in Sport & Recreation and CISCO.

Ninety-five students received a first round offer through VTAC, twenty-seven students received a subsequent second round offer, and six students received a third round offer, after the Change of Preference opportunities.

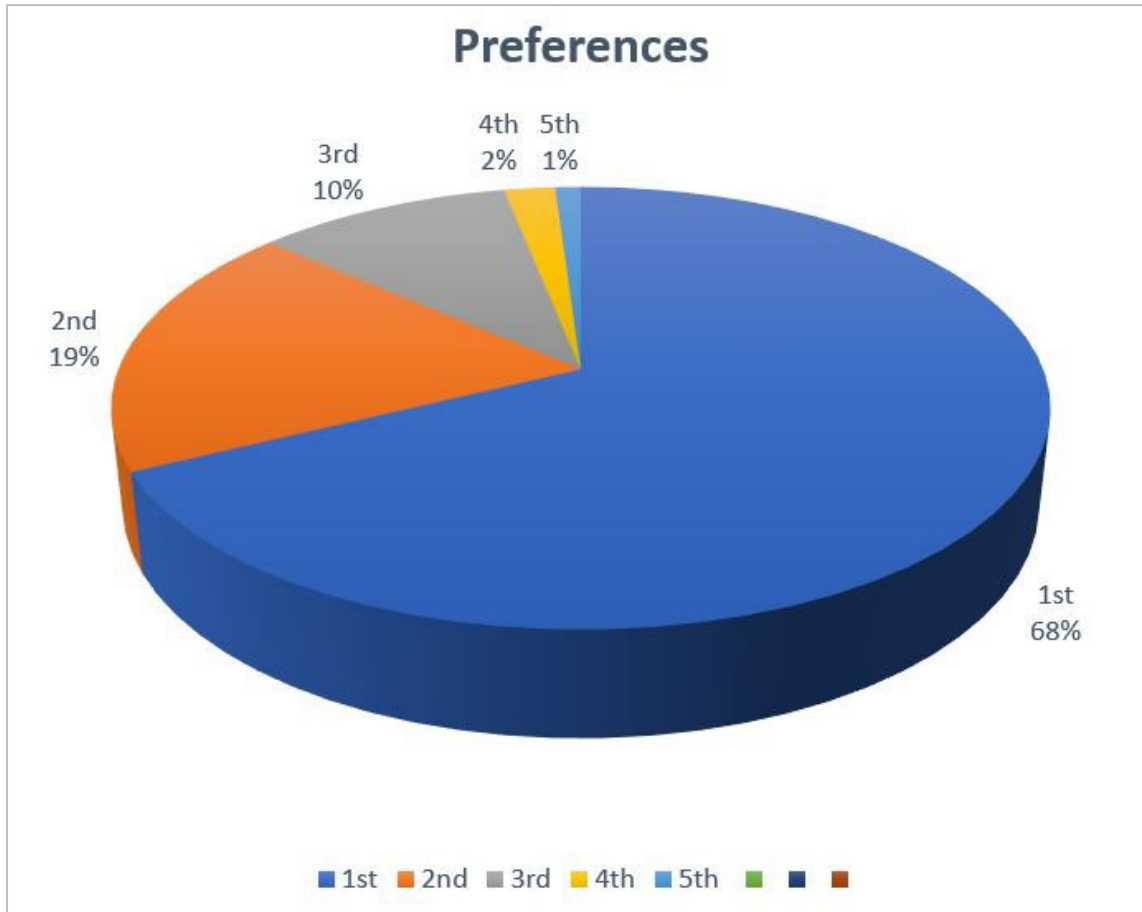


# ACADEMIC ACHIEVEMENT

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## POST SCHOOL DESTINATIONS *continued*

### 1<sup>st</sup> Round Offers – Preference breakdown from VTAC



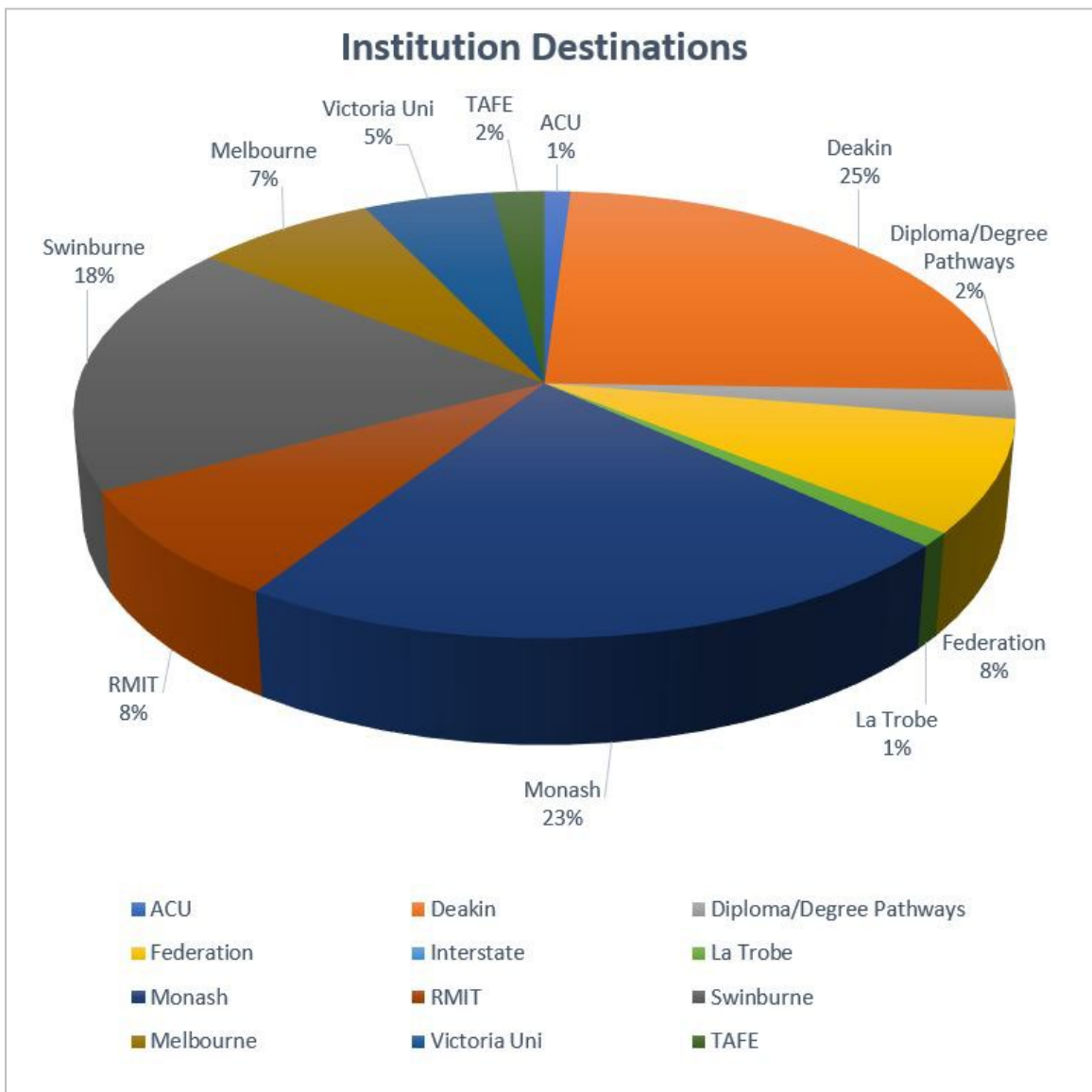
# ACADEMIC ACHIEVEMENT

## POST SCHOOL DESTINATIONS *continued*

Destination percentages had a slight change from 2020 with increases at Swinburne, Federation and Victoria universities. ACU and Monash universities experiencing a drop from 2020.

Deakin University was the most popular choice for university in 2021.

The Health Sciences proved to be the most popular courses for students in 2021 followed by courses in the business field.



# NAPLAN RESULTS

The 2021 NAPLAN results for both campuses were pleasing overall, with the usual cohort variation evident.

Year 9 NAPLAN results (2019-2021) Warragul					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	612	587	588	584	95
Writing	596	558	578	554	92
Spelling	600	585	592	586	93
Grammar & Punctuation	601	577	606	583	94
Numeracy	620	599	603	593	100

Year 7 NAPLAN results (2019-2021) Warragul					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	574	552	588	552	100
Writing	551	523	559	529	100
Spelling	574	548	569	552	99
Grammar & Punctuation	575	546	568	539	99
Numeracy	601	562	578	559	100

Year 5 NAPLAN results (2019-2021) Warragul					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	558	516	537	523	100
Writing	510	487	492	489	100
Spelling	526	506	494	506	96
Grammar & Punctuation	555	507	531	513	98
Numeracy	547	507	525	506	100

Year 3 NAPLAN results (2019-2021) Warragul					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	485	447	442	452	95
Writing	444	435	438	433	100
Spelling	427	428	421	431	98
Grammar & Punctuation	485	454	448	446	98
Numeracy	442	421	419	414	98

# NAPLAN RESULTS

Year 9 NAPLAN results (2019-2021) Traralgon					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	612	587	616	584	97
Writing	587	558	575	554	97
Spelling	584	585	632	586	100
Grammar & Punctuation	584	577	616	583	100
Numeracy	629	599	626	593	100

Year 7 NAPLAN results (2019-2021) Traralgon					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	566	552	588	552	100
Writing	540	523	565	529	98
Spelling	545	548	593	552	100
Grammar & Punctuation	567	546	589	539	100
Numeracy	580	562	606	559	100

Year 5 NAPLAN results (2019-2021) Traralgon					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	539	516	568	523	100
Writing	540	487	505	489	100
Spelling	550	506	523	506	98
Grammar & Punctuation	568	507	550	513	100
Numeracy	566	507	530	506	100

Year 3 NAPLAN results (2019-2021) Traralgon					
Component	School mean (2019)	State mean (2019)	School mean (2021)	State mean (2021)	2021 % at or above expected level
Reading	473	447	443	452	96
Writing	458	435	440	433	100
Spelling	456	428	443	431	100
Grammar & Punctuation	499	454	452	446	100
Numeracy	436	421	412	414	100

# SCHOOL STATISTICS

## ENROLMENTS

At the Census date in August 2021 the School enrolments were as follows:

<b>Enrolment Numbers Annual Report</b>			
	<b>Warragul</b>	<b>Traralgon</b>	<b>Total</b>
<b><u>Early Learning Centre</u></b>			
<b>Pre-Kinder</b>	46	31	77
<b>Pre-Prep</b>	44	36	80
<b>Total</b>	<b>90</b>	<b>67</b>	<b>157</b>
<b><u>Junior School</u></b>			
<b>Prep</b>	53	37	90
<b>1</b>	34	37	71
<b>2</b>	60	33	93
<b>3</b>	48	27	75
<b>4</b>	50	22	72
<b>5</b>	50	37	87
<b>6</b>	75	28	103
<b>Total</b>	<b>370</b>	<b>221</b>	<b>591</b>
<b><u>Secondary School</u></b>			
<b>7</b>	81	45	126
<b>8</b>	117	37	154
<b>9</b>	100	40	140
<b>10</b>	89	41	130
<b>11</b>	115	N/A	115
<b>12</b>	113	N/A	113
<b>Total</b>	<b>615</b>	<b>163</b>	<b>778</b>
<b><u>Whole School</u></b>	<b>1075</b>	<b>451</b>	<b>1526</b>

## SCHOOL RETENTION

In 2021, there were 113 students who graduated at the end of Year 12, from a cohort that numbered 134 at Census Year 9 (2018). This gives an apparent retention rate of 84 per cent with twenty-eight students leaving and seven students starting within that cohort over the three-year period. There were some departures of the original Year 9 cohort which numbered 132 at the end of Year 9 (2018) over the three-year period, with twenty-four students of the original cohort leaving, giving an actual retention rate of 82 per cent.

# SCHOOL STATISTICS

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## STUDENT ATTENDANCE BY YEAR LEVEL

The average school attendance for each year level for 2021 was as follows:

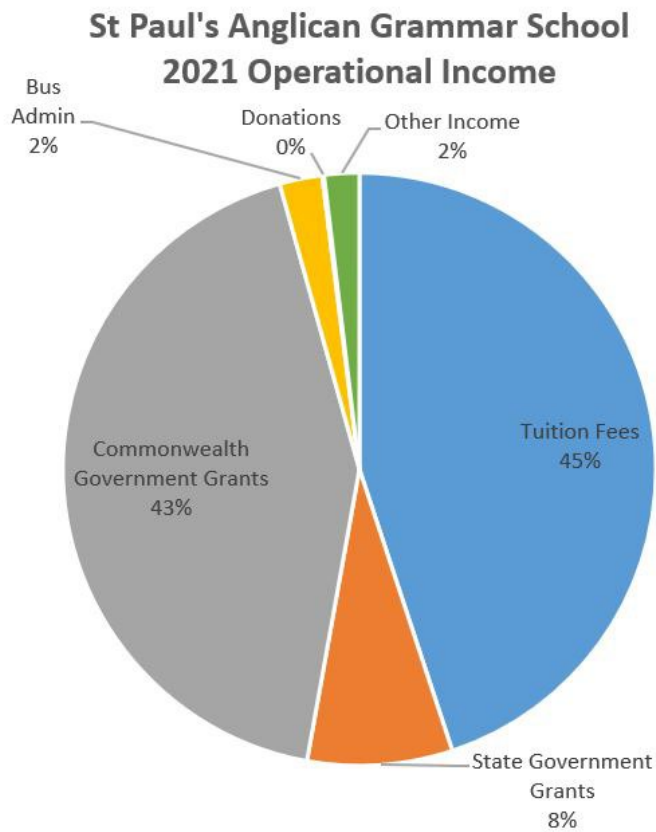
	Warragul	Traralgon
Prep	96.95%	97.01%
Year 1	95.83%	96.77%
Year 2	95.30%	97.83%
Year 3	95.24%	94.39%
Year 4	95.52%	97.23%
Year 5	95.82%	96.15%
Year 6	96.26%	96.02%
Year 7	95.01%	96.98%
Year 8	92.88%	94.61%
Year 9	92.22%	92.44%
Year 10	94.65%	94.39%
Year 11	93.60%	N/A
Year 12	94.10%	N/A
Junior School	95.84%	96.49%
Senior School	93.74%	94.60%

## MANAGEMENT OF NON-ATTENDANCE

Regular school attendance is crucial to student progress and wellbeing. Consequently, we have well-established protocols for both monitoring student absence and following up on unexplained or extended absence including SMS notifications of student absences. At all campuses, parents are requested to contact the School by phone, email or letter, to indicate that their child will be absent from school (where a phone call is received, a written note should then follow). The goal is always to encourage regular attendance and to follow up appropriately when this is not the case.

In all cases, where an absence is prolonged and/or remains unexplained, the Head of School will contact the family and request an appointment to discuss the matter. If appropriate, the family may be required to provide medical certificates or other documentation to confirm the reason for the absence. Where the school is not satisfied that the absence is reasonable, the matter may be referred to the appropriate authority.

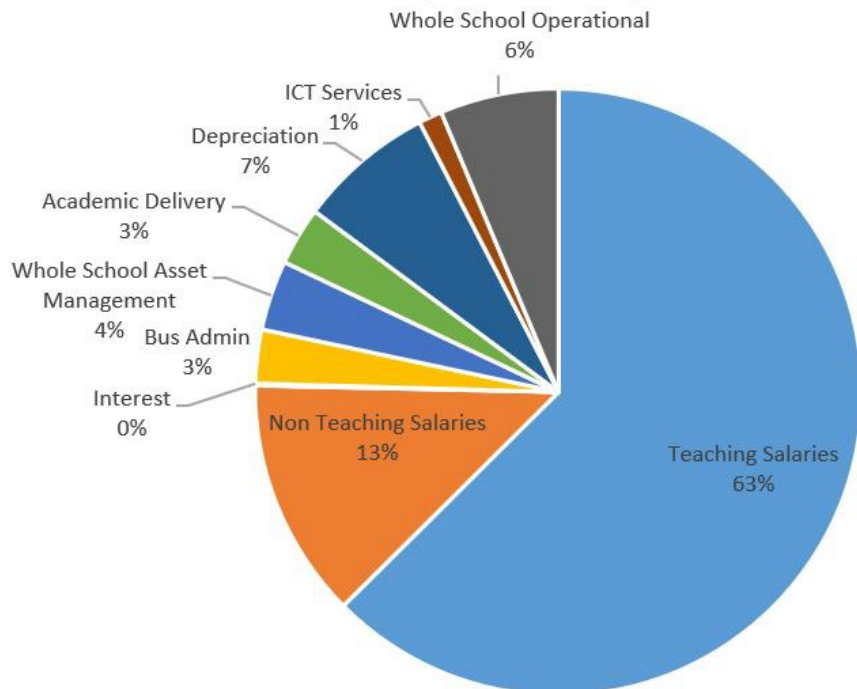
# SCHOOL INCOME AND SOURCES



2021 Operational Income		
Tuition Fees	\$ 13,938,080	45%
State Government Grants	\$ 2,453,521	8%
Commonwealth Government Grants	\$ 13,286,341	43%
Bus Administration	\$ 720,783	2%
Donations	\$ 32,684	0%
Other Income	\$ 591,979	2%
<b>Total Operational Income</b>	<b>\$ 31,023,388</b>	

# SCHOOL EXPENDITURE

## St Paul's Anglican Grammar School 2021 Operational Expenditure



### 2021 Operational Expenditure (Actual)

Teaching Salaries	\$ 18,563,494	63%
Non Teaching Salaries	\$ 3,794,304	13%
Interest	\$ 32,604	0%
Bus Administration	\$ 850,253	3%
Whole School Asset Management	\$ 1,104,678	4%
Academic Delivery	\$ 923,477	3%
Depreciation	\$ 2,159,478	7%
ICT Services	\$ 370,704	1%
Whole School Operational	\$ 1,877,021	6%
<b>Total Operational Expenditure</b>	<b>\$ 29,676,013</b>	



# STAFFING

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## NEW STAFF

Joining our staff in 2021 were:

Linda Bossard, Jennifer Nguyen, Jade Chen, Cath Paulet, James Wardell, Stephanie Clements, Ondine Olsson, Kathryn Spalding, Mary Patrickson, Mary Hill, Janice Diston, Deb Rowley, William Rilen, Kirra Gill, Helen Lynn, Ronny Dent, Richelle Harris, Lauren Vercoe, Wendy MacDougall, Emma Stanistreet, Samantha Giacobbe, Annie Cornwall, Diane Zomer, Eileen Leigh, Georgia Rowlinson, Georgina Bayley, Grant Coulthard, Jane O'Brien, Jennifer Carpenter, Kara Burslem, Kate Sinnett, Amelia Vincent, Maddison Waites, Maisie Henwood, Mikaela Petruccelli, Nicola Black, Shareena Boyd, Sherryl Mannerheim, Sienna Reid and Thomas Rock.

A number of these staff were on contract and others employed on an ongoing basis.

## STAFF CHANGES

The following staff completed their time at St Paul's in 2021.

Melissa Clark, Fiona Ridger, Anne Davies, Ellen Riijs, Jo Menzies, Susan O'Malley, Deb Cumming, Maria Harkins, Heidrun Sandner, Lois O'Meara, Megan Tyler, Jen Nguyen, Garry Williams, Judy Beamish, Jo Colavecchio, Jess Damsma, Melinda McKinnon, Lyn Ellen, Selena Waller, Cobie Giliam, Diane Zomer, Susan Peters, Emma Stanistreet, Bruno Testa, Faye Logan, Peter Clerks, Lyn McNally, Eileen Leigh, Rob Glanowski, Kerry Kenney, Simonne Gorbai, Kerry Milner, Geraldine Kimber, Genevieve Weadley, Wendy Farthing and Jason Addison.



# STAFFING PROFILE

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The St Paul's staff comprises a combination of Teachers/Educators, other professionals and School Support Officers. In 2021 there were two hundred and seventy staff employed at the School across the campuses. This is reflected in a combination of full-time, part-time, job sharing and casual employees.

The staff consists of teachers (both primary and secondary) alongside other professional and operational staff working in Maintenance, Clerical and Administration, Information Technology, Marketing, Enrolments, Human Resources and Integration and classroom assistants. There are also five trainee employees; two sports traineeships, an IT trainee and two business administration trainees.

Reporting Levels	No of Employees	Male/Female Ratios
Principal	1	Male
Other Executive Staff	11=10 Full-time and 1 Part-time	60% (6) Female and 40% (5) Male
Other Managers HOY and HOF	22=20 Full-time and 2 Part-time	50% (11) Female and 50% (11) Male
Teaching Staff	137=77 Full-time and 60 Part-time	79% (108) Female and 21% (29) Male
Non-Teaching Staff	94=28 Full-time and 66 Part-time	81% (76) Female and 19% (18) Male

We do not have any Indigenous employees at this time. The School also employs approximately sixty casual staff.

# STAFF RETENTION

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Of the two hundred and seventy staff our turnover rate was approximately 13.3 per cent in the 2021 year. This includes a number of short-term contracts coming to an end, six retirements, four redundancies and the resignations of twelve permanent staff, some of whom are further advancing their career aspirations and have relocated.

# LOOKING TOWARDS 2022

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## WHOLE SCHOOL PRIORITIES 2022

In conclusion, despite the ongoing difficulties presented by the pandemic, 2021 was another year of strong achievement at St Paul's, with our enrolments increasing and our plans for expansion in Traralgon and Drouin proceeding largely as expected. Deserving of acknowledgement are the hard-working staff, both teaching and non-teaching, for their enormous commitment to St Paul's. The School Executive has provided great support and leadership and they are a significant reason that St Paul's continues to thrive, even in times of adversity. I am particularly indebted to Deputy Principal, Donna Sweeney and Business Manager/Company Secretary, Leah Young.

The 2021 ISV Governance Review of St Paul's confirmed that I am very privileged to work with an extremely effective Board that has highly effective processes and an outstanding governance culture. All Board Directors including Board Chair Darren Jennings, Deputy Board Chair Richard Connelly and Treasurer Leanne Williams are thanked for their ever-present support, advice and encouragement during 2021. The strength of our governance will be pivotal as we navigate 2022 and our exciting plans for the future of St Paul's Anglican Grammar School.

Cameron Herbert  
PRINCIPAL



# TEACHING STAFF QUALIFICATIONS

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Adamo Amie Mrs	Bachelor of Education (Primary)
Addison Jason Mr	Bachelor of Arts Graduate Diploma of Education
Arfaras Shannon Ms	Bachelor of Arts Bachelor of Education
Armour Scott Mr	Bachelor of Education Graduate Diploma Adolescent Health Graduate Certificate in Careers Counselling
Atkinson Sandra Mrs	Bachelor of Arts Diploma of Education
Bailey Kelly Ms	Bachelor of Education
Barkla Philip Mr	Diploma of Teaching (Primary) Bachelor of Education
Beamish Judith Mrs	Bachelor of Applied Science Bachelor of Teaching
Beamish Michael Mr	Bachelor of Education (Primary)
Begg Jacaline Miss	Bachelor of Arts Bachelor of Teaching
Bellis Natalie Ms	Bachelor of Arts Diploma of Education Master of Arts
Betts Rachel Mrs	Bachelor of Education Master of Education
Blake Katrina Ms	Bachelor of Early Childhood Education Diploma of Children's Services
Blanchard Deanne Mrs	Bachelor of Primary Education
Board Deana Mrs	Diploma of Teaching Bachelor of Education
Boraston Paul Mr	Bachelor of Applied Science (Human Movement) Bachelor of Teaching (Primary)
Bossard Linda Mrs	Master of Education (Studies)
Bramstedt Cristina Mrs	Bachelor of Arts Bachelor of Education (Primary)
Bristowe Kim Mrs	Diploma of Teaching (Primary) Bachelor of Education (Primary)
Brown Chris Mr	Bachelor of Arts (Journalism) Post Graduate Diploma Education
Browne Andrea Mrs	Bachelor of Education
Bugeja Jodie Mrs	Bachelor of Education (Primary) Bachelor of Science

Butterworth Laura Ms	Bachelor of Arts Bachelor of Commerce Certificate IV in Training and Assessment Graduate Certificate TESOL Graduate Diploma Education (Secondary)
Byrne Donna Mrs	Bachelor of Arts Bachelor of Education
Byrne Nathan Mr	Bachelor of Music Master of Teaching
Calafiore Denelle Miss	Bachelor of Arts Graduate Diploma of Teaching
Carter Nicholas Mr	Bachelor of Computing Bachelor of Education
Cavanagh Miriam Mrs	Diploma of Teaching (Primary)
Chambers Catherine Mrs	Bachelor of Applied Science
Chapman Michala Mrs	Bachelor of Education Bachelor of Science Associate Diploma Accounting Cert IV Business Administration
Charles Timothy Mr	Bachelor of Education Certificate IV Workplace Assessment
Chen Jade Ms	Master of Teaching
Clark Jaclyn Mrs	Bachelor of Education (Primary)
Clark Leonie Mrs	Bachelor of Education (Visual Art)
Clarke Melissa Ms	Bachelor of Behavioural Neuroscience Diploma of Education Secondary
Clavarino Tegan Mrs	Bachelor of Education (Primary)
Clements Stephanie Mrs	Bachelor of Education Bachelor of Sports and Outdoor Recreation
Clerks Peter Mr	Bachelor of Science Graduate Diploma Education
Colavecchio Joanna Ms	Bachelor of Arts (Social Science) Bachelor of Education
Collings Georgia Miss	Bachelor of Education
Coombs Phillip Mr	Bachelor of Education Cert IV in Training & Assessment
Cotterrell Lorelle Mrs	Bachelor of Education (Primary)
Crossley Rebecca Mrs	Bachelor of Education
Crow Kathryn Ms	Bachelor of Science Bachelor of Science (Honours) Graduate Diploma Education
Cuschieri Stephanie Ms	Bachelor of Education Diploma of Languages

Cumming Deb Mrs	Certificate IV in Training and Assessment Diploma of Education (Primary) Graduate Certificate of Education Graduate Diploma Education
Damsma Jessica Ms	Graduate Diploma Education (Secondary) Bachelor of Industrial Design with Honours
Daniel Kate	Bachelor of Education (Primary)
Davies Anne Mrs	Australian Music Association Bachelor of Education Bachelor of Music Education Diploma of Education (Primary)
Day-Henning Tanja Mrs	Bachelor of Education
Dewhurst Graham Mr	Bachelor of Engineering (Honours) Graduate Diploma Applied Japanese Linguistics Graduate Diploma Education Graduate Diploma Information Technology
Diston Janice Mrs	Bachelor of Education
Doherty Nova Ms	Graduate Diploma Education
Ellis David Mr	Bachelor of Business Bachelor of Science Graduate Diploma Education
Enders Kirsten Ms	Bachelor of Arts Diploma of Education Bachelor of Law
Ensor Sue Ms	Graduate Diploma Education Master of Science
Faumuina Erik Mr	Bachelor of Education Diploma of Education
Farr Joanne Mrs	Bachelor of Education Diploma of Teaching
Finlayson Merryn Ms	Certificate IV in Fitness Bachelor of Health Sciences Graduate Diploma of Teaching and Learning
Fox Karen Ms	Bachelor of Education
Fraser Joanne Mrs	Diploma of Teaching
Galea Emily Mrs	Bachelor of Education Diploma of Tertiary Education
Gardner Christine Mrs	Business Studies Vocational Graduate Diploma in Home Economics Education Bachelor of Education
Gautam Raman Mr	Bachelor of Education Master of Mathematics and Science
Gatti Deborah Ms	Graduate Certificate Language and Literacy Diploma of Teaching (Primary)
Giacobbe Samantha Ms	Diploma of Children's Services

Glanowski Rob Mr	Diploma Teaching (Secondary) Master of Science Master of Multimedia
Hardy Thomas Mr	Bachelor of Education
Harkins Maria Mrs	Diploma of Teaching (Primary) Bachelor of Education (Primary)
Harris Richelle Ms	Diploma of Teaching Post Graduate Diploma of Education
Hay Alison Ms	Bachelor of Arts Graduate Diploma Education
Heard Andrea Mrs	Bachelor of Education (School Librarianship) Diploma of Teaching
Herbert Cameron Mr	Bachelor of Education Diploma of Teaching Graduate Certificate of Education Post Graduate Certificate of Business Master of Education
Hill Mary Mrs	Bachelor of Education Primary
Hoskings Melissa Ms	Bachelor of Science Bachelor of Sport & Outdoor Recreation
Hunter Gwen Mrs	Bachelor of Education
Jeffrey Emily Ms	Diploma of Dance Cert IV Dance Teaching and Management
Kelly Carissa Mrs	Bachelor of Applied Science Graduate Diploma of Microbiology and Biotechnology Master of Education
King Tracey Mrs	Bachelor of Education Bachelor of Teaching
Kooloos Bradley Mr	Bachelor of Education Bachelor of Sport and Outdoor Recreation Certificate IV in Training and Assessment
Kooloos Helen Mrs	Bachelor of Arts Bachelor of Teaching
Kuyken Dianne Ms	Bachelor of Music Graduate Diploma Education (Secondary)
Laverty Bernard Mr	Graduate Diploma Education (Secondary)
Leighton Louise Mrs	Bachelor of Applied Science (Human Movement) Bachelor of Teaching
Loomes Vanessa Mrs	Bachelor of Education (Arts)
Lowe Daniel Rev'd	Bachelor of Arts Diploma of Theology Graduate Diploma Education
Lyons Jacquelyn Ms	Bachelor of Arts Diploma of Teaching (Music)

MacDougall Wendy Mrs	Bachelor of Applied Science Graduate Diploma of Early Childhood
Mansfield Rebecca Dr	Bachelor of Science Graduate Diploma Education Doctor of Philosophy – Science
Marshall Stephanie Ms	Bachelor of Arts Graduate Diploma Education
Mason Heather Mrs	Licentiate in Music Australia
Meadows Erin Ms	Diploma of Library and Information Service Bachelor of Communications
McCabe Brad Mr	Bachelor of Agriculture Science Graduate Diploma Education
McGrath Andrew Mr	Bachelor of Education Graduate Diploma of Education (Primary)
McKerrow Katherine Mrs	Bachelor of Education (Primary)
Moerke Kim Mrs	Bachelor of Education (Primary)
Morley Dane Mr	Bachelor of Fine Arts Master of Teaching
Murphy Emily Mrs	Bachelor of Early Childhood Education
Nguyen Jennifer Ms	Bachelor of Arts Master of Teaching
O'Connor Andrew Mr	Bachelor of Arts (History/Politics – Socialist) Graduate Certificate of Education Graduate Certificate in English Linguistics
O'Malley Susan Mrs	Bachelor of Arts Graduate Diploma Librarianship Bachelor of Education (Studies)
O'Meara Lois Mrs	Diploma of Teaching
Olivier Kassie Ms	Master of Teaching Bachelor of Health Sciences
Park Jan Mrs	Bachelor of Science Graduate Diploma of Education Advanced Diploma of Business
Paulet Cath Ms	Bachelor of Science Graduate Diploma Education
Patrickson Mary Dr	Bachelor of Science Diploma of Business Administration Graduate Diploma Teaching Master of Business Administration
Pearson Bronwyn Ms	Associated Diploma of Art Bachelor of Education Diploma of Teaching
Percy Adrienne Mrs	Bachelor of Applied Science (Human Movement) Advanced Diploma of Myotherapy



Powell Caitlin Ms	Bachelor of Arts Graduate Diploma of Education
Prestidge Kate Ms	Bachelor of Teaching
Price Jayne Mrs	Bachelor of Teaching (Primary) Graduate Diploma Education (Secondary)
Pyle Sharon Mrs	Bachelor of Education
Pyman Coralie Ms	Bachelor of Arts (Sciences) Graduate Diploma Education
Rapinett Traceye Ms	Bachelor of Education
Reid Carol Mrs	Certificate of Education (Integration Aide)
Richmond-Smith Anita Mrs	Bachelor of Business and Commerce Bachelor of Sport and Outdoor Recreation Diploma of Education (Primary)
Ridger Fiona Mrs	Bachelor of Science (Honours) Post Graduate Certificate of Education
Rilen William Mr	Bachelor of Education (Phys Ed)
Russell Tara Mrs	Bachelor of Arts Diploma of Education
Ryan Ann-Mary Mrs	Bachelor of Arts Diploma of Education
Sabine Karina Mrs	Bachelor of Education
Sandner Heidrun Mrs	Bachelor of Education Bachelor of Sport and Outdoor Recreation
Schreyer Megan Mrs	Bachelor of Science (Nutrition) Graduate Diploma Teaching
Sellings Carly Ms	Bachelor of Arts Bachelor of Education (Primary) Certificate IV in Sports Coaching Certificate IV Sports Administration
Settle Stefanie Miss	Bachelor of Arts Certificate IV in Applied Language Graduate Diploma in Primary Education
Shearing Matthew Mr	Bachelor of Science
Sinclair Kylie Ms	Bachelor of Arts Graduate Diploma Education
Smethurst Lois Mrs	Graduate Diploma Special Education Master of Information Technology Diploma of Teaching (Primary) Master of Special Education
Sotiropoulos Carolyn Mrs	Certificate III in Education Support
Spalding Dean Mr	Doctor of Philosophy Bachelor of Theology Graduate Diploma of Theology Bachelor of Science Graduate Diploma Education

Spalding Kathryn	Bachelor of Arts Bachelor of Education
Staben Christopher Mr	Bachelor of Music Master of Music (Piano Performance)
Steendam Kimberley Ms	Bachelor of Education Diploma of Teaching
Sukumar Suneith Mr	Diploma of ABRSM - Violin
Sullivan Michelle Ms	Bachelor of Education Graduate Certificate of Education
Sweeney Donna Ms	Bachelor of Arts Graduate Certificate Professional Studies Graduate Certificate TESOL Graduate Diploma Education Master of Education
Takusari Shinya Mr	Bachelor of Arts Diploma of Education Master of Education
Teranishi Noriko Ms	Bachelor of Arts Graduate Diploma Education (Secondary) Master of Applied Linguistics
Terry Andrea Mrs	Bachelor of Education Bachelor of Arts
Testa Bruno Mr	Bachelor of Science Diploma of Education
Timmer-Arends Sandra Mrs	Diploma of Education Diploma of Teaching (Primary)
Treble Glen Mr	Bachelor of Divinity (Honours) Bachelor of Education (Primary) Bachelor of Science
Vannaprasedh Laura Ms	Bachelor of Primary Education
Van Raay Rowan Mr	Diploma of Teaching (Primary) Graduate Diploma of Educational Studies
Vercoe Lauren Mrs	Bachelor of Education
Wardell James Mr	Bachelor of Science
Willems Peter Mr	Bachelor of Science – Fisheries Management and Aquaculture Graduate Diploma Education (Secondary)
Williams Garry Mr	Bachelor of Education (Phys Ed)
Williams Jessica Mrs	Bachelor of Arts Graduate Diploma Education
Wilson Victoria Mrs	Bachelor of Education
Witney Jennifer Ms	Bachelor of Education (Physical Education)
Young Annette Ms	Bachelor of Science Post Graduate Diploma Education
Zanella Alice Mrs	Bachelor of Education
Zanella Ben Mr	Bachelor of Education



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