



# Annual Report

St Margaret's Berwick Grammar

2023








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St Margaret's Berwick Grammar is a non-selective private independent school. Our purpose is to grow good people. We strive to achieve this through the provision of an intellectually rich, supportive and stimulating environment, to prepare our graduates for the challenges of life.

Since the School's founding in 1926, we have developed a rich heritage and tradition, establishing a significant reputation for our ability to consistently nurture student growth and learning, in partnership with our families and community.

We strive to grow good people by taking a holistic approach to learning and teaching. We encourage students to express their humanity through the School values of Courage, Curiosity, Character and Respect. Our 4 As of holistic opportunity – Academics, Artistry, Adventure and Athleticism provide a distinctive framework for students to not only develop their intellectual capacity but to also enrich their hearts, bodies and character. We seek to stimulate passion and growth through our unique focus on Pursuits, Design and Innovation as well as Leadership and Character development in a global context.

We offer an education model that provides the best of all worlds. Co-education in our International Baccalaureate Primary Years Program through ELC and Junior School. Single gender education on dedicated campuses in senior years with cross campus socio-emotional learning opportunities.

Our Senior College experience for VCE brings genders together for learning experiences and activities, which allows the school to offer a wide range of VCE subjects, while also preparing students for the next step in their life.

Our education led strategic plan, created in partnership with our community: Students, Families, Staff, Alumni and School Council, developed around our values and purpose, brings to life our values and delivers a unique engaging experience.

Our strategic focus is based around three themes/pillars: Excellence, Growth and Belonging. Each of these has broad organisational goals on which we want to deliver through our areas of focus.

Each theme/pillar focuses on and leverages key aspects of our educational aspirations, goals and desired outcomes which have specific statements of intent attached:

- An Experience of Excellence (Developed in line with our 4 As of Academics, Artistry, Athleticism and Adventure) – We challenge our students to achieve their best potential and to pursue excellence in all endeavours within a high-quality and balanced educational experience.
- A Focus On Learner Agency (Developed in line with the School's areas of focus) – We inspire our learners to find their strengths and grow in their voice and agency through a scope and sequence of opportunity, choice and challenge that is appropriate to their age and stage. We wish them to lead their own learning as curious and informed citizens.
- Belonging (Developed in line with the School values) – We support all members of our community to live with values, personal integrity, wellbeing, a sense of self and an aspiration towards high performance that enables them to plot their own course and flourish within a rapidly changing, globally connected society.

Underpinning the school's strategic direction is a focus on strong foundations that allows for great stewardship of the strategic plan and the school as we progress towards the centenary of St Margaret's Berwick Grammar.





# St Margaret's Berwick Grammar

VIRTUTE ET LABORE  
1926

## Vision

Strive to be our best, now and  
in the future, for the  
enrichment of all and the  
planet.

## Purpose

Growing good people in an  
intellectually rich, supportive  
and stimulating environment so  
that they are ready for life.

## Values

### Courage

to do the right thing

### Character

to be one's best self

### Curiosity

to know and learn

### Respect

to live wisely and  
compassionately with others  
and the planet

## Graduate Statement

We want our young people to  
achieve their best potential  
and flourish in a rapidly  
changing, globally connected  
society. We want them:

- to pursue excellence in all endeavours
- to find their strengths and grow in their voice and agency
- to lead their own learning as curious and informed citizens
- to live with values, personal integrity, wellbeing and a disposition toward high performance that will enable them to plot their course.

Growth   Excellence   Belonging

Academics   Athleticism   Artistry   Adventure

# Principal's Report

Dr Annette Rome  
Principal



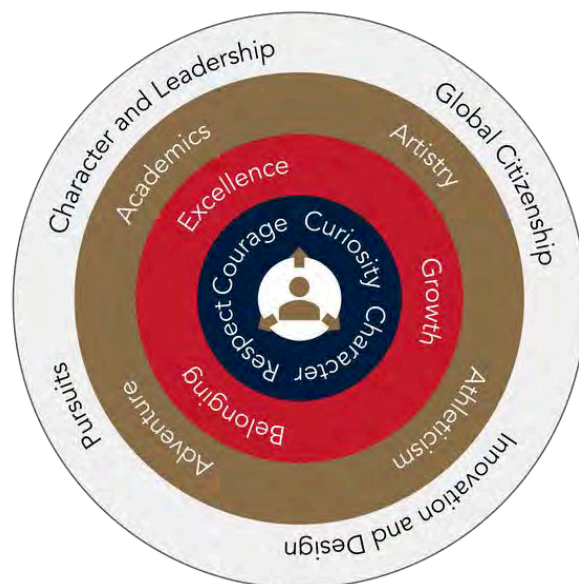
What an incredible year we have had. I am so conscious we are but custodians of this extraordinary place. It is our duty to grow the school and, when the time comes to move on, we leave it in a better place than before.

At SMBG we aim to be purposeful regarding the kind of young person we wish to foster. We want our students and staff to feel they can take appropriate (safe) risks and make mistakes. We want them to feel physically and psychologically safe and we know we must work our families as partners. When things go wrong, we try to focus on the problem, not the people. We assume all are doing the best they can: students, staff and families. We certainly have high standards – academically, behaviourally and ethically. We work hard but know we can always do better.

Our adoption of the Diamond model makes us one of about 4 such schools in Australia. The co-educational JS, separate boys' and girls' campuses in adolescence with some co-ed learning opportunities in the pre-tertiary years, honours what we know about the academic benefits of single sex learning with the social emotional benefits of doing some activities together, as well as providing a healthy pre-tertiary environment.



As we approach our 100 years with a new Strategic Plan and Masterplan, it is heartening to see the coherence and positivity that resonates around our strategic pillars of Grow, Excellence and Belonging as well as our 4 As: Academic, Artistry, Athleticism and Adventure, enriched by our continued focus on Leadership & Character, Design and Innovation, Global Citizenship and Pursuits.



Our approach to education is not only being noted it is having impact. At a recent OECD conference I presented at, in Paris, our School was benchmarked by PISA against 700 schools in Australia and thousands across the world on not only on academic engagement but social and emotional attributes. These results were interesting.

- We perform statistically significantly above Australian and OECD schools in reading, maths and science.
- Our students value STEM particularly highly and see its worth in their futures, hence they approach it with reverence and enquiry.
- Our students also appreciate that to be happy and well, they need other nourishment. For our young people at St Margaret's Berwick Grammar, you may be interested to hear that the overriding social and emotional disposition our students value is 'optimism'. At the school, we try to foster optimism through every fibre of our being as Academics, Artistry, Adventure and Athleticism feed our souls, minds and bodies.

- Though we knew this through our safety surveys which look at psychological safety aspects such as bullying, discrimination, racism and gender equality, I can proudly state that this international benchmarking data absolutely cements us as a school where such issues are minimal. Will they ever be zero? Of course not, but ours, I believe, is a culture of support, positive intervention and feedback.

Our 2023 NAPLAN results are exceptional, and while academic results are not everything, they may in part explain that we are needing to put in 3 extra classes across the school with wait lists at many year levels. We had over 220 children join us this year. I am told by prospective parents that as well as high academic expectations, we are known for our emphasis on growing good people; in particular, as a community that abhors bullying and celebrates Courage, Character, Curiosity and Respect.

Following on from national recognition as successive employer of the year (2021, 2022), Innovation in Curriculum and Design' and 'Best Strategic Plan' awards, the School and it's staff have been national awardees and nominees across a categories in 2023 including:

- The Educator Best Wellbeing Plan in Australia for the SMBG Positive Mental Health Strategy
- The Educator Principal of the Year (non-government).
- Australian Admin Awards.
- Dr Todd Zadow was also awarded the best teacher in Australia for cultivating an inclusive & positive culture.

In Junior School, our International Baccalaureate PYP 5-year review in Term 2 reinforced the quality of our programs and staff and our ELC continues to be rated 'exceptional'.

Our staff were invited to speak at national and international conferences in New Zealand, Paris, Adelaide, Brisbane and Melbourne.

We are currently involved or leading 15 educational research projects with universities, OECD, IBSC and ACER as well as running a number of other initiatives including a language review at the School.

Outside of Academics students have excelled across the 4 As:

**Athleticism:** Students represent us at state or national level in Cycling, Cross-Country, Track and Field, Cricket, Swimming, Basketball, Volleyball, Snow Sports, Swimming, Table Tennis, Badminton, Moto trials and AFL representative level.

**Artistry:** In Performing Arts we witnessed a sell-out Season of "Grease the Musical", and outstanding performances from exceptional talent in the 2023 Christine Cochrane Master's Recital, adjudicated by Marshal McGuire. Senior and Junior School concerts shared impressive ensembles, choirs, and soloists. The new dance program has flourished culminating in an inaugural Dance Extravaganza.

Debating has continued to rise in popularity and success with the majority of our students taking extra music/drama/public speaking training, leading to more success with a win in the SIS A mixed team League Debating championship. The Visual Arts also flourish and this year we were a part of, and won, the Belle Community Art Exhibition.

**Adventure:** Post COVID, all camps are now reinstated including sailing in the Whitsundays, International trips re-commenced with the Performing Arts tour to New York and a service trip to Thailand.

I believe it is important that as an educational organisation we as adults model learning for our students. We are one of the happiest schools I know, we enjoy learning and I hope that comes through to all. We are a unique community who values all humanity, knows what it stands for and is constantly thirsty to improve.

# President of Council's Report



Fiona Templar  
President of School Council

St Margaret's Berwick Grammar has always been more than just a school; it's a community where students and staff alike come together to learn, grow and forge lasting connections. Our commitment to creating an inclusive, nurturing and inspiring environment is at the heart of everything we do.

It was with this in mind that the school's next Strategic Plan has been developed. Belonging at our school starts with our promise of a balanced holistic education, delivered through the school's diamond education model and the lenses of our schools' values and 4 As of Academics, Artistry, Athleticism and Adventure.

This implementation is supported by the robust wellbeing structure that ensures every child is known, listened to and valued. As we know that when a student is happy and has sense of belonging that they are more engaged with their learning.

Belonging is central to everything we do. We know it is one of the main reasons families choose St Margaret's Berwick Grammar and it is a key reason we are seeing such strong growth in enrolments.

The Masterplan has been developed as a response to, and to support the schools new Strategic Plan which leverages three key strategic pillars. Excellence, Growth and Belonging. It is centered around the theme of belonging, ensuring every member feels a deep connection to our school. Together our Strategic Plan and Masterplan ensure the following:

- **An Inclusive Curriculum:** We will continue to enhance our curriculum to reflect diverse perspectives and experiences. By teaching our students to appreciate different cultures, backgrounds and beliefs.
- **Mentorship Programs:** Our vertical house system continues to provide mentorships programs that connect senior students with juniors. This not only assists the younger students in their academic and personal growth but also builds strong bonds across age groups, reinforcing the sense of belonging.
- **Community Reach:** We will continue to engage actively with our school community groups and with the broader community. This includes partnering with local organizations, participating in community service projects and extending a helping hand to those in need. By being a visible and compassionate part of the community, we demonstrate our commitment to belonging.

- **Physical Environment:** Our schools' facilities will be designed to encourage inclusivity. Spaces for collaboration, socialization and relaxation will be created, promoting interactions and friendships among our students.

School enrolments continue to be above budget and places are filling fast with waiting lists at a number of levels. Our open days are well attended and the enquiries and interest in our school continues to grow. Our diamond model of education is gaining traction.

Our Financial Results are some of the strongest in the history of the school with a solid surplus for the year ended 31 December 2023, and projected surpluses in the following years to help support the building of much needed learning spaces, further investment into staff and increased developmental opportunities and programs for our students.

As I start my sixth year serving as President of School Council I see the progress we are making. It is a team effort, and I would like to extend my thanks not only to the Council Members for their continued support and the time and commitment they voluntarily put into their roles but also to the School Executive Team who have the best interests of our young people at the centre of everything they do.

As a Council we recognise that there is still work to do. We have to continue to grow and innovate, manage the resources of School and continue to prioritise our students, our staff and our community.

It certainly is a very exciting time in the history of the school and as we head towards our 100 years in 2026, I would like to thank you, our community for your continued support, for entrusting your children to us.



# Governance and Corporate Structure

St Margaret's School is a Company limited by guarantee, trading as St Margaret's Berwick Grammar, and is constituted as a not-for-profit (NFP) organisation.

Governance at St Margaret's Berwick Grammar is led by our School Council and is made up of up to 10 councilors.

The Council plays a vital role in the educational opportunity and outcomes of all students at the school by setting the long-term future for the school and maintaining oversight of the school's operation. The School Council exists to provide:

- Strategic direction and planning
- Financial oversight, including the approval of the annual budget
- Risk management and oversight
- Policy setting and ongoing review
- Appointment of the Principal and their performance reviews

The day-to-day management of the School rests with the Principal and their staff. The School Council comprises of up to 10 Councilors. Up to four (4) members are appointed, up to five (5) members are elected and one Old Girls and Old Boys Association representative.

All share a collective stewardship of the School. The composition of the School Council reflects a diverse community. All School Councilors have a broad range of skills and experience in a variety of fields including academia, finance, law, and various building industries.

## School Council Members

Mrs F Templar

B. Bus (Acc), CA, CPA

- President of School Council
- Chair, Executive and Governance Committee
- Finance and Risk Management Committee
- Buildings and Grounds Committee
- Chair, SMS and BGS Foundation Limited

Mr P Brennan

Diploma of Building & Construction; Licensed Plumber; Diploma of Project Management

- Deputy President of School Council
- Chair, Buildings and Grounds Committee
- Finance and Risk Management Committee
- Executive and Governance Committee

Mr D Elfick

B Sc (Hons) Agriculture, M Sc

- School Council
- Buildings and Grounds Committee

Mr A Newman

LLB, MA in Japanese, LLB, PhD, GCAP

- School Council

Mr S Pritchard

Associate Diploma of Information Technology (Computing); Graduate of Australian Institute of Company Directors; Project Management Professional

- Chair, Finance and Risk Management Committee
- Executive and Governance Committee

Prof T Lindsey AO

LLB, BA, BLitt, PhD, Barrister and Solicitor of the Supreme Court (Vic)

- School Council
- SMS and BGS Foundation Limited

Mrs A Ridgway

B.Sc (Aquaculture), Masters Property

- School Council
- Building and Grounds Committee
- Old Girls and Boys Representative

Mrs J Utan

B Eng (Mechanical and Computing), MBA

- School Council



### **2023 Senior Leadership Team**

Dr Annette Rome

B Sc (Hons), Dip.Ed, PhD (Melbourne) FACE, FACEL

- Principal

Dr Steven Middleton

B A, Dip Ed, M Ed (Melbourne), M Bus Mgt (Deakin), PhD Ed (Melbourne)

- Associate Principal

Mr Mark Janke

B Ec, MBA, CA

- Director of Business Operations

Ms Meg Fortington

B Ed (Melbourne), M Ed (Monash)

- Vice Principal

Ms Louise Sayar

B Ed, M Ed (Gifted and Talented), Dip Teaching (Primary)

- Head of Junior School

Mr Nigel Halsey

B BA (Hons)

- Director of Engagement



# Finance Report



Mark Janke  
Director of Business Operations

## Finance and Risk Management

The School Council (Governance) in consultation with the Principal, Director of Business Operations and School Executive (Management) create the strategic direction for St Margaret's Berwick Grammar. The Finance and Risk Committee (FARM), a committee of the Council, has the role of setting the strategic financial direction of the school and supports the school management in achieving its financial goals. The FARM committee is chaired by Mr Sam Pritchard. This Committee is comprised of school councillors, Ms Fiona Templar and Mr Patrick Brennan. Membership to the committee is also extended to the School's Director of Business Operations, Mr Mark Janke, and Principal, Dr Annette Rome.

Systems and procedures are continuously being reviewed and where necessary updated to ensure best practice is maintained. This ensures that the school complies with all its legal and regulatory requirements while striving for best practice in the areas of risk management, compliance with the requirements of the relevant authorities, debtor management and the annual budget review.

Significant efforts have been placed upon refining Emergency Management Procedures with regular (term/semester) evacuation and lockdown drills planned and included in the School Executive calendar. With external agents employed to assist in identifying areas for improvement, along with the appointment of an experienced Risk and Compliance manager and the adoption of a Risk Management software platform, SMBG is striving to be a leader in the provision of a safe operational entity for its student and staff community. Further enhancements will be made in these areas in the coming year as the school continues to grow in size and operational complexity.

The School prepares its Annual Financial Statements in accordance with Accounting Standards and the Corporations Law, and these are externally audited by Accru Melbourne (Audit) Pty Ltd.

## Facilities Management

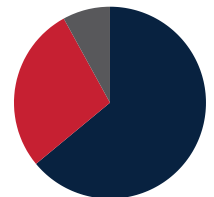
The strategic direction, including building, costing, maintaining and refurbishing of our buildings and facilities is the responsibility of the Buildings and Grounds committee, a committee of the School Council. This committee is chaired by Mr Patrick Brennan, and is comprised of school councillors Ms Amy Ridgway, Mrs Fiona Templar and Mr Dominic Elfick. Membership of the Committee is extended to Mr Jason Perry, a parent of the School, the School's Director of Business

Operations Mark Janke, and the Associate Principal, Dr Steven Middleton.

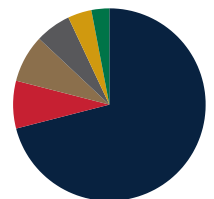
The School acknowledges and appreciates the team of dedicated maintenance, grounds, cleaning and administrative staff who continue to exceed our high standards and to deliver the best possible facilities for our students.

## St Margaret's School and Controlled Entity Year End 31 December 2023

| Income                | (\$'000)      | %  |
|-----------------------|---------------|----|
| Tuition fees          | 18,978        | 64 |
| Grants                | 8,331         | 28 |
| Contribution revenues | 0             | 0  |
| Other income          | 2,293         | 8  |
| <b>Total income</b>   | <b>29,602</b> |    |



| Expenditure                | (\$'000)      | %  |
|----------------------------|---------------|----|
| Salary and related costs   | 20,156        | 71 |
| Administration and general | 2,289         | 8  |
| Teaching materials         | 2,174         | 8  |
| Depreciation               | 1,706         | 6  |
| Buildings and grounds      | 1,275         | 4  |
| Interest                   | 851           | 3  |
| <b>Total expenditure</b>   | <b>28,451</b> |    |
| <b>Total surplus</b>       | <b>1,151</b>  |    |





# VCE Results

What a great year of achievement and success at St Margaret's Berwick Grammar! We have marvelled at the extraordinary efforts of our young people across the breadth and diversity of our holistic offerings. A strategic emphasis continues to emerge through our pursuit of excellence, growth and belonging, delivered through our 4As of Academia, Athleticism, Artistry and Adventure.

Our Diamond Education Model, that incorporates our Senior College at VCE level, continues to develop and prosper. The Senior College aspires to create a culture that allows students to pursue their personal best in a setting which promotes wellbeing as a corner stone of academic learning and performance. Underpinned by a focus on the development of human potential, the academic program is supported by an emphasis on consideration of the future through SPARC (Student Pathways and Researching Careers) and the Senior College Seminar program.

Today we celebrate a tremendous set of VCE results. These are results in which every member of our community should feel great pride.

Whilst there are many wonderful highlights, the overall ATAR scores are one element which reflects the performance of the VCE Class of 2023. This is evident in the results of both girls and boys. As a percentage, our girls achieved 18% above 95, 39% above 90, and 59% of students achieved above 80. With 14% above 95, 24% above 90 and 52% above 80 for the boys, these results are simply impressive!



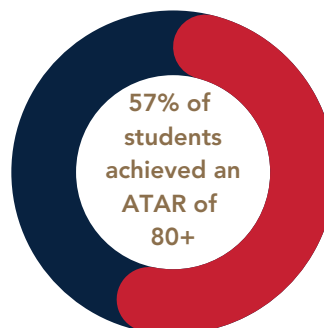
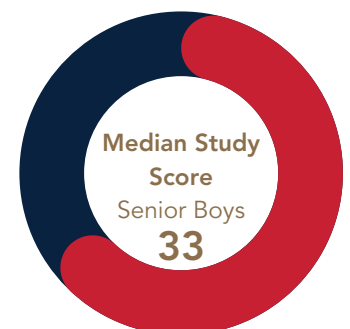
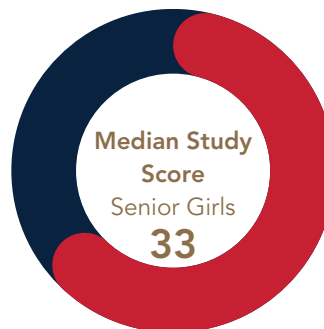
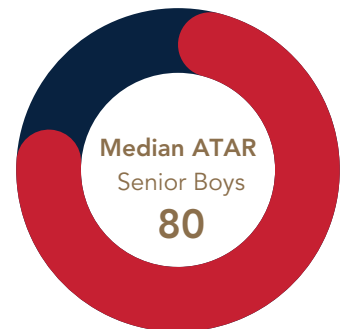
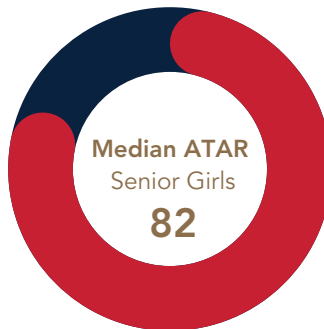
**Senior Boys**  
Logan Ridout,  
Dux with an ATAR  
of 98.75

**Senior Girls**  
Rachel Chen,  
Dux with an ATAR  
of 99.50



Laila Van Wyk  
attained a perfect study  
score in English

TOP 5% OF THE STATE  
**17%**  
of students  
achieved an  
ATAR 95+

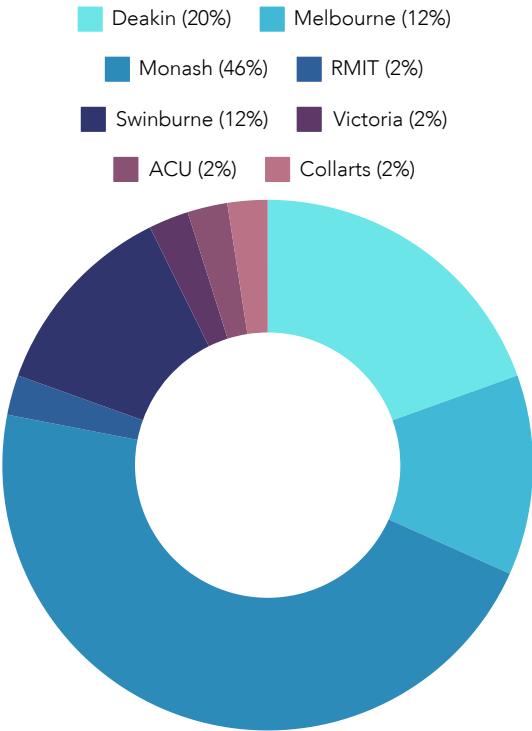




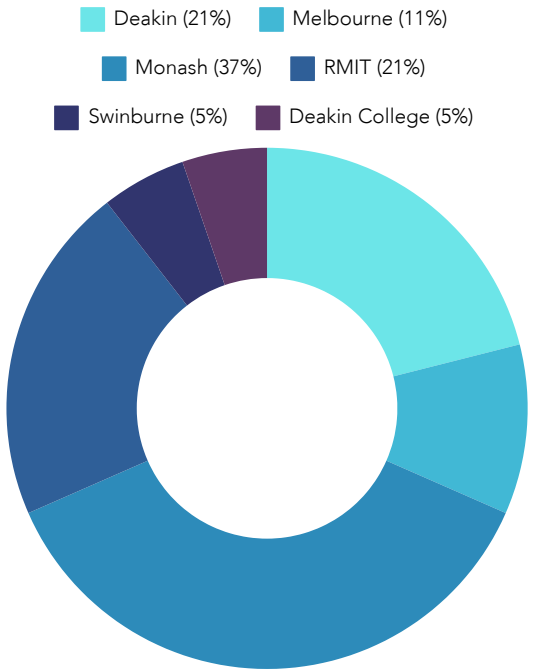
Class of 2023 Tertiary Destinations and Fields of Study

All of our 2023 graduates have received offers from universities and colleges based locally, nationally and internationally and/ or an offer of full-time employment. Some offers include honour degrees and scholarship programs. Our students have selected a wide range of further learning opportunities.

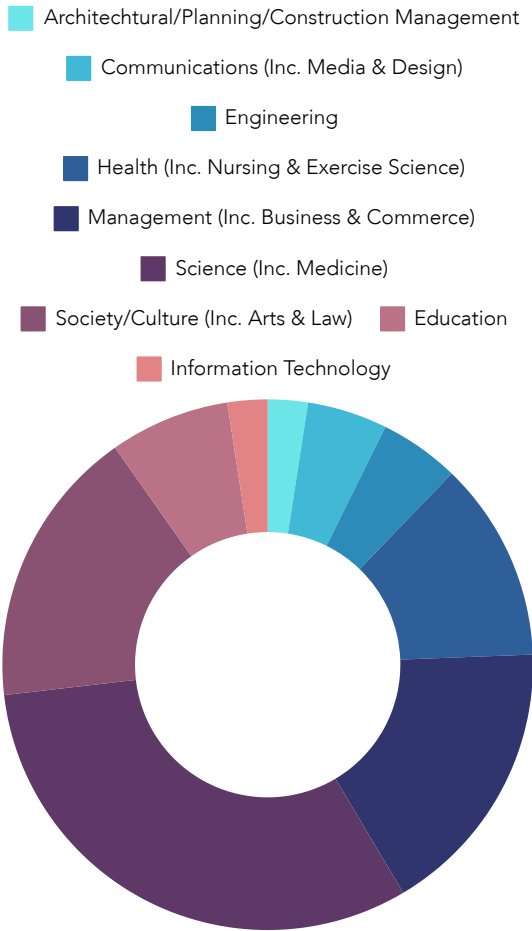
Girls Tertiary Destinations



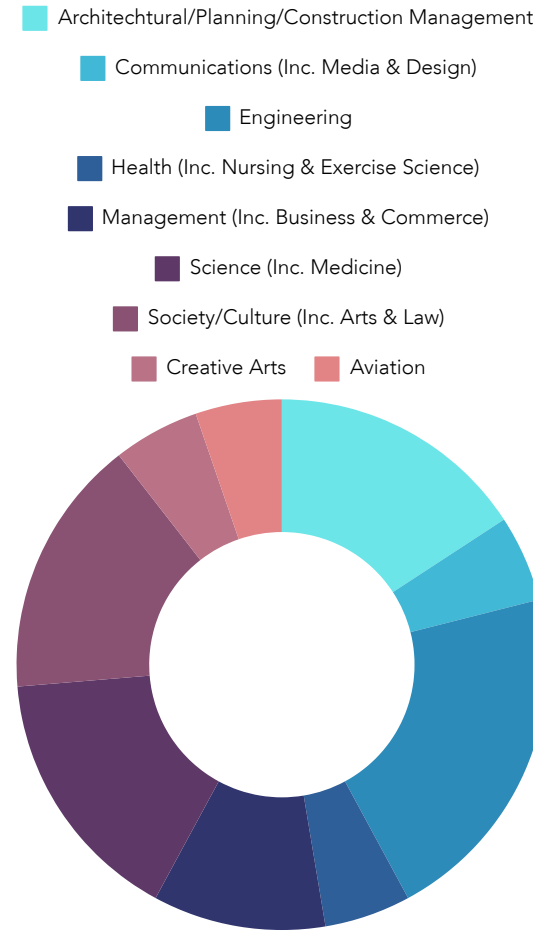
Boys Tertiary Destinations



Girls Fields of Study



Boys Fields of Study



# NAPLAN

The National Assessment Program for Literacy and Numeracy (NAPLAN) is an annual National assessment for all Australian students in Years 3, 5, 7 and 9. All students in these year levels are expected to participate in tests for reading, writing, spelling, grammar and punctuation, and numeracy. The content of each test is determined based on the National Statements of Learning for English and Mathematics which underpin state and territory learning frameworks. Questions are multiple-choice or require a short written response. The writing task required students to write a narrative piece.

NAPLAN tests provide a snapshot of students' literacy and numeracy skills as compared with the country's results. As

NAPLAN data is based on single assessments, the information provided would only be seen as a simple measure of student progress. More comprehensive assessments are provided by the School throughout the year.

As the table demonstrates, students at St Margaret's Berwick Grammar perform well against national schools. In all 20 domains the school was significantly above national standards across all Australian Schools. We would add, however, that a school, and indeed the children, are a lot more than NAPLAN results. The teachers use the results to guide the development of programs that best support those children whom we have the honour to educate.

| 2023 NAPLAN | Reading | Writing | Spelling | Grammar | Numeracy |
|-------------|---------|---------|----------|---------|----------|
| Year 3      | 502     | 477     | 478      | 497     | 455      |
| Year 5      | 562     | 564     | 552      | 550     | 531      |
| Year 7      | 600     | 599     | 607      | 611     | 638      |
| Year 9      | 632     | 631     | 627      | 642     | 651      |

All year levels and areas of testing were well above average compared to all Australian students



# ELC and Junior School



Louise Sayar  
Head of Junior School

2023 has been a year of growth for the Junior School as seen in our offerings and achievements through our rich, rigorous academic curriculum and co-curricular opportunities underpinned by our 4As: Athleticism, Adventure, Artistry and Academics.

There were several sporting highlights in Junior School this year, which were strengthened with the establishment of the Flight Programs in Cycling, Basketball and Running. Two Year 6 students progressed all the way to the SSV State Track and Field Championships. This was preceded by Regional, Division and District Track and Field events, where our Junior School students enjoyed the greatest success seen for several years. As well as success in the pool and at Cross Country, another great success was our Boys' and Girls' Tee Ball teams. Both won at District level and went through to Division competitions. Our Year 3 and 4 camp to Rubicon and Year 5 Flinders camps took place and our two curriculum camps (Sovereign Hill 3 day camp and the Year 6 Canberra 5 day camp) were successful with many students citing them as highlights of their year. An achievement for which we are proud is the mid year appointment of 3 inaugural Heads of House. The Heads of House have begun to create opportunities for the students to come together as a House on a regular basis. Each child has a buddy; building bridges and a sense of belonging and community between age groups has been achieved. However a major highlight of the year was the "A night in Paris" concert, in which all of our Year 2 to 6 students showcased their talents in myriad of ways. We were entertained with dance, choir, strings and 9 soloist items.

The ELC and JS had our 5 year IB PYP Evaluation. Our assessors remarked on our strong commitment from our School Council to the PYP and it being central to our strategic plan; professional learning and international mindedness are engrained; our environment and learning structures support leaders, students and teachers; we have 14 wellbeing programs in place to support students and we do transitions well; the IB Learner Profile and PYP approach is evident in all we do. High agency, high action, deep thinking and collaborative learning are strengths.

Our NAPLAN results for the Year 3 and 5 students in 2023 were most impressive with students making significant progress on an individual level from Years 3 to 5. Congratulations to those students and to all the teachers who have been an impactful part of their educational journey and learning.

Three students entered the 2023 National History Challenge. Two Year 6 students received a Bronze Certificate. We were thrilled to hear that a Year 4 student was the state winner and won a gold certificate and a bursary prize in her category. This is

the seventh year in a row that SMBG Junior School students have won at state level.

Two Year 6 students did extremely well in the annual ISV Poetry Competition. A Year 6 student won the Year 5/6 competition outright for her poem and a Year 6 student got an honorable Mention for her poem.

Our school entered the Maths Trust Competition for the first time. Some students in our Learning Diversity Strive Program entered and we received the following scores: 3 High Distinctions, 11 Distinctions, 11 Credits. In the Maths Olympiad, we had another high-performing year with 3 students achieving in Top 10% 4 in Top 25% nationwide. In the Maths Games competition, 5 students made it to top 3 positions.

Science Talent Search: Ten students entered this year's Science Talent Search (STS) competition open to Victoria's primary and secondary students. We achieved these results: 3 Major Bursaries, 4 Minor Bursaries, 3 Distinctions. This result also included one whole class entry (Year 4AM) on Innovative storage to avoid food waste. For the first time ever, our school has been awarded one of the Peter Craig School Awards. This award recognises the high quality of entries submitted over the breadth of sections in the competition.

I thank our School Captain team of Anaaya Dandiya and Chareen Bandara and Vice Captains, Kate Dougall and Tanish Singh. They acquitted themselves well with their respective roles, were consistent, enthusiastic and reliable.

This year we welcomed Mr Joe Hewitt, Ms Melissa Johnson, Mrs Monica Henshaw, Mrs Rachel Collins, Mr Michael Davies, Mrs Samantha Semple, Ms Jane Englemann, Ms Kaitlyn Stevens, Ms Emily Brown, Ms Siobhan Priest and Mr Shaun Delaney. This year we have farewelled Ms Verity, Miss Ferguson, Ms Wishart, Ms Zavou, Mrs Tucker. Ms Rabl and Miss Leach went on Maternity Leave. Each of these staff members has contributed to our community in myriad of ways and we wish them well.



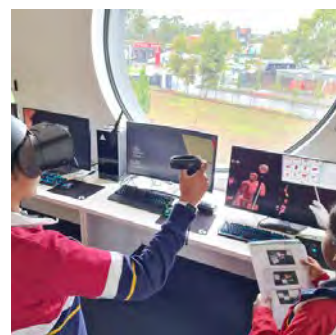
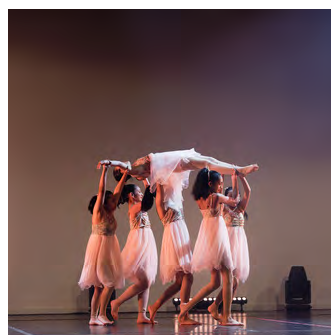
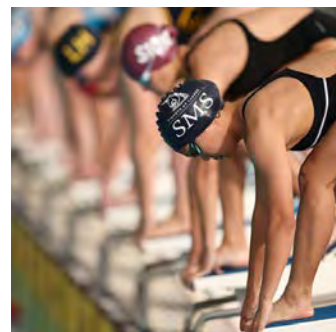
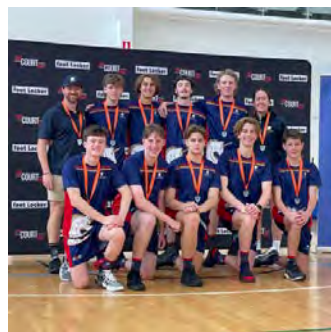
# Senior Campuses

At St Margaret's Berwick Grammar (SMBG) we aspire to provide our young people with opportunities to pursue, experience and achieve excellence, for individual and collective growth and to ultimately achieve a strong sense of connectedness and belonging. Belonging gains both tangible and intangible expression at SMBG through the strong affinity our young people feel for our community that is accepting, diverse, tolerant, respecting and encouraging.

The concept of belonging as a vital element in the development of human beings is not a fresh idea. Many will recall their own engagement with Maslow's Hierarchy of Needs, which highlights belonging as a stage towards self-actualisation beyond the physiological requirements for life and safety. However, there is a strong emerging research basis exploring the power of belonging as a force within school settings highlighting the links between the positive forces of belonging and inclusion on the wellbeing and performance levels of young people. Conversely, a sense of not belonging, exclusion and intolerance can have significant impact on the lives and learnings of these who experience these elements. Human beings have a need to belong and as we can see in the broader context of society this can gain expression in negative forms as well positive ones. At SMBG we believe the provision of climate and culture which identifies the value and impact of belonging has the connective force to promote human flourishing. Belonging to something larger than ourselves, reflected in the connection which exists through shared experiences, tradition, ceremonies, stories, our uniform, school motto and symbol, is powerfully unifying.

At the heart of the capacity to care for young people and create an environment which is predisposed to supporting a sense of excellence, growth and belonging is a team of dedicated, committed and experienced educators who appreciate that learning emerges best when psychosocial safety is valued, modelled and emphasised. Belonging to and within the SMBG community is to find a school for life. We recognise that beyond the family unit, connection with a learning community can be one of the most profound and legitimate sources of nurture, support and care within our society. At SMBG we have been educating generations of young people, many who in turn return to the school as parents, coaches, teachers and friends. Our School holds a special place in the hearts, minds and spirits of those who connect with us. Once a student at SMBG, always a student at SMBG. Virtute et Labore, there is virtue and reward in hard work.

Dr Steven Middleton  
Associate Principal



## VCE subject offerings 2023\*

|                              |                               |
|------------------------------|-------------------------------|
| Accounting                   | Literature                    |
| Biology                      | Further Mathematics           |
| Business Management          | Mathematical Methods          |
| Chemistry                    | Specialist Mathematics        |
| Computing - Informatics      | Media                         |
| Economics                    | Music Performance             |
| English                      | Physical Education            |
| English Language             | Physics                       |
| Food Studies                 | Product Design and Technology |
| Geography                    | Psychology                    |
| Health and Human Development | Studio Arts                   |
| History - Revolutions        | Theatre Studies               |
| Languages: Chinese           | Visual Communication Design   |
| Languages: French            | VCE VET                       |
| Legal Studies                |                               |

\* subjects are offered based on student preferences and a minimum student participation rate. VCE VET subjects are offered off campus.



# 2023 Academic Staff

|                    |                                                                                                |                      |                                                                                                                                                            |
|--------------------|------------------------------------------------------------------------------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Garratt Alexander  | Dip Ed (Monash), Dip of IT (Holmesglen),<br>Deg of Film (Holmesglen)                           | Susan Eden           | Dip T Early Childhood (Melbourne)                                                                                                                          |
| Lydia Allen (Dr)   | B A, Grad Dip (Monash), M A (Canada),<br>PhD (USA)                                             | Jane Englemann       | B Ed Hons (Kingston, UK)                                                                                                                                   |
| David Anderton     | B Ed, B App Science (Deakin)                                                                   | Deborah Engler       | B Comm (Durban) Hons (Accounting)<br>(UNISA) Higher Dip in Ed (Durban)                                                                                     |
| Elizabeth Anderton | B Arts (Deakin)                                                                                | Karryn Exner         | B Early Childhood (Melbourne),<br>Grad Dip T Prim (Monash)                                                                                                 |
| Paulina Argendra   | B Biological Sciences, Master of Teaching<br>(Primary)                                         | April Fan            | B A (China), M Ed (NZ)                                                                                                                                     |
| Greg Ashcroft      | B Arts (Wilfrid Laurier Uni, Canada) Grad<br>Dip Ed Sec (Deakin)                               | Nicola Farmer        | B Ed (Melbourne C A E)                                                                                                                                     |
| Jacqueline Atkins  | B App Sc, B Ed (Deakin)                                                                        | Janine Fatouros      | Grad Dip Ed (Monash),<br>Grad Cert Literary Studies (Deakin),<br>B A Criminal Justice Admin (RMIT)                                                         |
| Paul Atkins        | B App Sc, B Ed (Deakin)                                                                        | Rachel Ferguson      | B Ed Primary                                                                                                                                               |
| Melissa Baron      | Grad Dip Ed (Monash)                                                                           | Rebecca Fernandes    | B Arts, B Ed, Cert IV English as a Second<br>Language, Prof Cert in Adolescent<br>Counselling Prof Cert of Coaching for<br>Educational Leaders, M Ed (QUT) |
| Kate Bartholomeusz | B Ed and Grad Dip Ed (Deakin)                                                                  | Adrian Fisers        | B Ed (Arizona State Uni), Grad Dip Ed<br>Policy and Administration (Monash)                                                                                |
| Rosetta Batsakis   | B App Sci (RMIT), Grad Dip Ed Sec (ACU),<br>Grad Dip Ed It Educ (Deakin)                       | Karen Fisers         | B Ed, M Ed St (Monash)                                                                                                                                     |
| Damien Bell        | B Design Industrial (Swinburne),<br>B Design (Hons; Swinburne),<br>Post Grad Dip Ed Sec (ACU)  | Molly Fitzgerald     | B Bus (Victoria), M Ed Secondary<br>(Federation)                                                                                                           |
| David Bennett      | B Physical Education (Deakin)                                                                  | Annabel Fletcher     | B Secondary Ed (Monash)                                                                                                                                    |
| Emily Bermingham   | B Mus Ed, M Mus Ed (Arizona State Uni)                                                         | Kate Flood           | B A, B T (ACU)                                                                                                                                             |
| Nicole Berrell     | Grad Dip Secondary Ed (ACU)                                                                    | Fiona Foreman        | B Ed Social Science (Newcastle)                                                                                                                            |
| Gerard Bourke      | B App Sci (RMIT), Grad Dip Ed (ACU)                                                            | Danielle Forsyth     | B ECS (Melbourne)                                                                                                                                          |
| Nicholas Bruton    | B Exercise Science and Human Movement<br>(Vic Uni), Grad Dip Ed (ACU)                          | Meg Fortington       | Grad Dip Ed Primary (Monash)                                                                                                                               |
| Eva Bukin          | B Arts (Victoria), B Teaching (Melbourne),<br>M Ed Inclusive and Special Education<br>(Monash) | Deborah Francis      | B Ed (Melbourne), M Ed (Monash)                                                                                                                            |
| Michael Boyer      | B PE (Deakin)                                                                                  | Elizabeth Freemantle | B A, Dip Ed (Monash), M Ed (QUT), Grad<br>Cert Adolescent Counselling (Monash)                                                                             |
| Connor Callister   | B Ed (La Trobe)                                                                                | Laetitia Gerard      | B A Mus (VCA), Dip Ed (Melbourne),<br>A Mus A                                                                                                              |
| Debbie-rae Cameron | B Ed, B App Sc (Deakin)                                                                        | Louise Gerrard       | B Teaching (Primary and Secondary)<br>(Deakin), B Fine Arts (Monash), Cert IV<br>Youth Work (Swinburne)                                                    |
| Joanne Cardullo    | B Ed (Melbourne), M Ed Special Ed<br>(Deakin) Grad Cert Ed Research (Monash)                   | Adam Gordon          | B A, Dip Ed (Monash), M Ed (USQ)                                                                                                                           |
| Alana Cary         | B Ed Prim (ACU)                                                                                | Melissa Graham       | B A (Melbourne), M Ed (Deakin), Grad Dip<br>Ed (Monash)                                                                                                    |
| Zoe Clark          | B Sc (Hons; Melbourne), Dip Ed (Monash)                                                        | Sherril Gurney       | B Ed (Vic College Burwood), Dip T<br>(Primary),                                                                                                            |
| Lyndsay Cliffe     | B A (Auckland NZ), Dip T (Auckland<br>Teaching College)                                        | Tracey Hallam        | B A (Hons), Grad Dip Ed (Monash)                                                                                                                           |
| Sandra Coburn      | B Visual Arts, B Ed Primary (Monash)                                                           | Emily Halliday       | B A (Hons; La Trobe),<br>Grad Dip Ed Prim (Monash)                                                                                                         |
| Jennie Cockburn    | Dip Ed (Melb State College), Grad Dip<br>Librarianship (Melb State College)                    | Adam Hands           | B Ed (Palmerston North, Massey<br>University, NZ)                                                                                                          |
| Lisa Collard       | B Ed (Deakin), Grad Dip Special Ed<br>(Deakin)                                                 | Monica Henshaw       | B Ed, BA (Deakin), Grad Dip Philosophy<br>(Monash)                                                                                                         |
| Rachel Collins     | B Ed, M Ed, M Teaching                                                                         | Joe Hewitt           | B Ed Primary (Deakin), B Arts (Deakin), M<br>Clinical Teaching (Melbourne)                                                                                 |
| Katie Cooper       | B Ed, BT Primary (Deakin)                                                                      | Andrew Hibbins       | B Arts (Bristol, UK), M Ed (Canterbury, UK)                                                                                                                |
| Szilvia Costello   | B Ed, B Arts (Monash)                                                                          | Mary Holstock        | Dip T (Vic College Burwood)                                                                                                                                |
| Meredith Crowden   | Dip T (Melb State College), B Ed (Melb<br>College of Adv Education)                            | Camille Hudson       | B Ed (Vic College), Ad Cert Cordon Bleu<br>Cookery (UK), Cert II Hospitality (HEV),<br>Cert IV Workplace Training (Chisholm)                               |
| Michelle Cugley    | B Arts (Victoria), B Ed Primary (ACU)                                                          | Sally Huglin         | B Ed Physical Education (Deakin)                                                                                                                           |
| Michael Davies     | B Ed (Deakin)                                                                                  | Bronwyn Huisintveld  | B A (Monash), Dip Ed (Rusden)                                                                                                                              |
| Claire De Niese    | B Creative Arts, M Teaching                                                                    | Melissa Johnson      | B A (Monash), B Sci (Monash), B T Primary<br>and Secondary (Deakin)                                                                                        |
| Jacob De Niese     | B Arts, M Secondary Teaching (Monash)                                                          | Georgina Kalogiros   | B Ed Primary (Swinburne)                                                                                                                                   |
| Desiree De Zilva   | B Ed, (Early Childhood & Primary) (ACU-<br>Sydney)                                             | Heather Landman      | B Law (Deakin), M Teaching (Monash)                                                                                                                        |
| David Diston       | Dip T (Melbourne), B Arts (La Trobe)                                                           |                      | B Ed (Vic College)                                                                                                                                         |
| Mark Dunstan       | Higher Dip T (Rusden)                                                                          |                      |                                                                                                                                                            |
| Mark Easton        | B A Massey (NZ), Dip Tchg (Auckland<br>College Ed)                                             |                      |                                                                                                                                                            |

|                       |                                                                                                                          |                      |                                                                                                                   |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------------------|
| Andrew Lardner        | B Sc (Deakin), B Ed Sec (Deakin), Adv Dip of Engineering (Principal Technical Officer) (Mechanical/Manufacturing) (RMIT) | Meral Simsek         | B Arts (Victoria University), Grad Dip in Ed (Monash University)                                                  |
| Ramona Lazar          | B Arts (Monash), Grad. Dip. Ed. Secondary (Monash)                                                                       | Tania Smith          | B Ed (VIC College), Grad Dip Education Admin (Melbourne)                                                          |
| Yvette Leach          | B Music (Monash), Grad. Dip Ed (Primary and Secondary) (Monash)                                                          | Rebecca Starchenko   | BA (Monash)                                                                                                       |
| Jazer Lee             | B Ed (Vic College), B Arts (Monash), Dip Ed (Rusden), Grad Dip LOTE, M Ed (Melbourne)                                    | Allison Stekelenburg | BA (Macquarie), Dip Ed (Macquarie), M International Ed (New England), CELTA TESOL (Australian College of English) |
| Delanie Lewis         | B Ed Sec (Canberra)                                                                                                      | Di Tan               | B Design (Hons, RMIT), M T Primary (Melbourne)                                                                    |
| Xiaoxiao (Sabrina) Li | M Ed (Monash), Grad Dip (RMIT), B Art (Nanjing Uni)                                                                      | Stelian Tchapkanski  | B Industrial Design Hon, Dip Ed (Monash)                                                                          |
| Melissa MacEoin       | B Sc (Monash), B Arts (Monash), Grad Dip Ed (Sec) (Melbourne), M Ed (Monash)                                             | Reghan Tilley        | B Arts, B Ed (Monash)                                                                                             |
| Tanya Maher           | B Ed Secondary (Deakin), Post Grad Cert Outdoor Ed (Melb Uni) Post Grad. Dip Home economics (HEV)                        | Erin Tucker          | B Ed (Australian Catholic University)                                                                             |
| Allison Mastromanno   | B Teaching Arts (Deakin)                                                                                                 | Sharyn Uteda         | B Sc, Dip Ed (Monash)                                                                                             |
| Jodie McCarthy        | B Early Childhood (Melbourne) Certificate 4 Careers Education and Development (Swinburne)                                | Domenica Van Dijk    | B Ed (Monash)                                                                                                     |
| Phillip McConchie     | B Ed (Monash), Dip T (Primary)                                                                                           | Suzanne van Strien   | B Ed (Flinders University)                                                                                        |
| Laurie McDonald       | B Sci Ed (Melbourne), Grad Dip (Monash)                                                                                  | Caroline Verity      | B Fine Art (RMIT), Grad Dip Ed Primary, Dip Art Therapy                                                           |
| Danielle McDowell     | B Ed (Sec) (Rusden)                                                                                                      | Marten Visser        | B Music, Grad Dip Ed (Secondary), M Ed Leadership (Candidate)                                                     |
| Allison McEaney       | B Ed Sec (Deakin), B T Prim (Charles Sturt)                                                                              | Jenny Wakefield      | Dip T (Melb State College), Dip PE, Ass Dip Opera (Melbourne)                                                     |
| Steven Middleton (Dr) | B A, Dip Ed, M Ed (Melbourne), M Bus M (Deakin), D Ed (Melbourne)                                                        | Brodie Wallace       | B Ed Primary, Dip Children's Services                                                                             |
| Peggy Mootoosamy      | BA English (Sorbon, France)                                                                                              | Brooke White         | B Ed, B App Sc (Deakin)                                                                                           |
| Sally Oliver          | B Ed (Monash), N Ed (Melbourne)                                                                                          | Nicole Whitney       | B Des (RMIT), Grad Dip Ed Early Childhood (Monash)                                                                |
| Veena Pai             | B Ed (MG University, India) MSc Physics (MG University, India)                                                           | Amy Wishart          | B Ed Primary (Deakin) M Ed IB (Melbourne)                                                                         |
| Sian Parry            | B Ed Music (Melbourne)                                                                                                   | Robbie Xin           | M Ed, Grad Dip Ed, M Finance, Grad Dip Applied Information Systems (Melbourne)                                    |
| Dion Pavic            | B Science (Deakin), Dip Ed (Monash)                                                                                      | Todd Zadow (Dr)      | B Sc (Hons) (Swinburne), M Teach (Melb), PhD (UNE)                                                                |
| Manny Peresso         | B Applied Science, Adv Diploma of Education                                                                              | Iris Zavou           | BA (ACU), B Music (ACU), M Ed Primary (ACU), Amusa (Voice), Lmusa (Voice)                                         |
| Natalie Petruccelli   | B A, Grad Dip (Monash), Dip Ed (Melbourne)                                                                               |                      |                                                                                                                   |
| Jake Powell           | B Physical Ed and Health (Honours)                                                                                       |                      |                                                                                                                   |
| Jose Rault            | B App Sc (RMIT), M Teach (Melbourne)                                                                                     |                      |                                                                                                                   |
| Bronte Raux           | B Ed (Honours) (Monash), B Arts (Monash)                                                                                 |                      |                                                                                                                   |
| Peter Robertson       | B A, Grad Dip Ed (Primary), M Ed (Leadership, Policy and Change)                                                         |                      |                                                                                                                   |
| Matthew Robson        | B Arts (Monash) B Sc (Monash), M Teaching (Monash)                                                                       |                      |                                                                                                                   |
| Annette Rome (Dr)     | B Sc (Hons), Dip.Ed, PhD (Melbourne) FACE, FACEL                                                                         |                      |                                                                                                                   |
| Elaine Rogers         | BA, Grad Dip Ed (Sec) (Monash)                                                                                           |                      |                                                                                                                   |
| Tracey Sawyers        | B Nursing (Fed Uni), M Teaching (Early Childhood Education) (Deakin)                                                     |                      |                                                                                                                   |
| Louise Sayar          | B Ed, M Ed (Gifted and Talented), Dip Teaching (Primary)                                                                 |                      |                                                                                                                   |
| Thomas Schinck        | B Health and Physical Ed with Mathematics (Deakin)                                                                       |                      |                                                                                                                   |
| Samantha Semple       | B Ed (Monash)                                                                                                            |                      |                                                                                                                   |

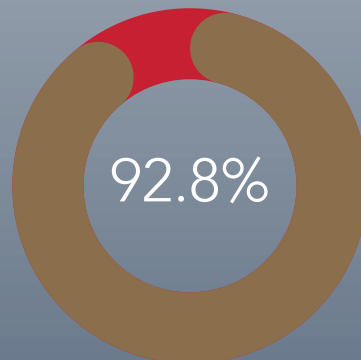


# Key Statistics

## Work Force Composition



## Attendance



Our whole school student attendance percentage for 2023 was 92.84%. Any unexplained absences are followed up by the relevant school section, through the house and homeroom attendance process.

Whole School teaching staff attendance 96.44%

Whole School teaching staff retention 89.58%

## Enrolments and Class Sizes

Enrolments Prep to Year 12 801

Whole School Average class size 18

Average VCE class size 9







**St Margaret's  
Berwick Grammar**

VIRTUTE ET LABORE  
1926

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