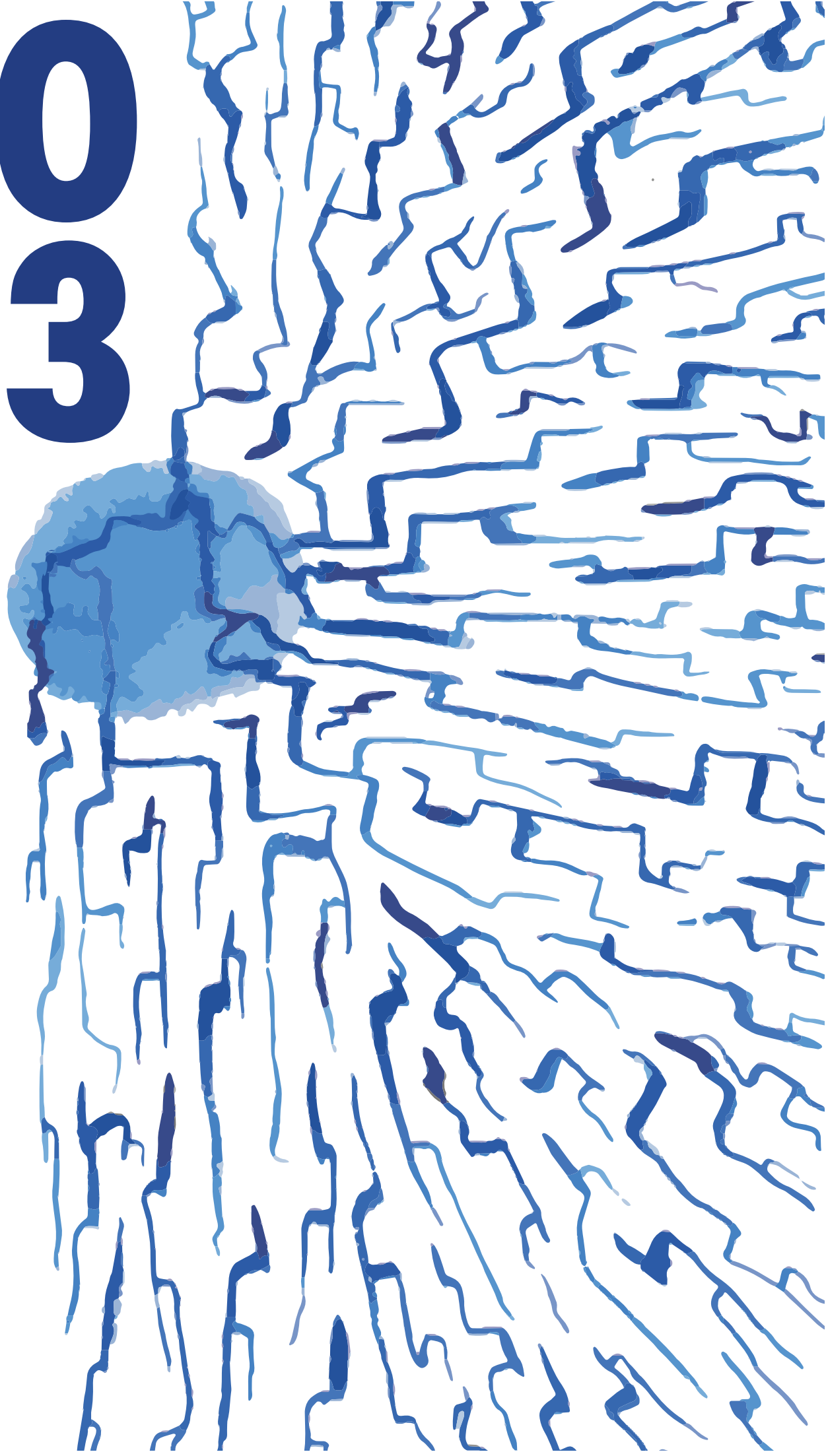


ANNUAL REPORT 2023

YEAR ENDING 31 DECEMBER 2023



PRINCIPAL'S REPORT

Our Annual Report aims to provide an understanding of our Billanook College Community. Billanook values the individual and provides every opportunity to support personal development for each member of our Community. This report provides an insight to the achievements of our students, Staff, Community and operations during 2023. Of importance are our key indicators of success, including student learning outcomes, post school destinations, our financial performance and the development and support provided to our Staff.

The Report also acts as a record of compliance and provides information on School performance as required under the Australian Education Act (2013) and in accordance with the Victorian Registration and Qualifications Authority (VRQA) guidelines.

The Billanook College Community is substantial and varied with 625 families contributing to the total enrolment of 852 students as of December 2023. The Billanook Alumni now comprises more than 8000 past students and is a vibrant and active body.

The continuing success of our Simplified Fee Model and the continuing recognition of the quality of the education provided by the College has contributed to continued strong enrolment growth through 2023. As a result, we welcomed a full cohort of Year 7 students and two strong Prep classes.

2023 saw the commencement of the next stage in our Master Plan, that being the construction of the new Year 3 to 6 Building for our growing Primary School. Soon after, the refurbishment of the existing Primary School will commence. The construction of these building is testament to the growth in the Primary School and will be great additions to the fabric of the College.

The hard work, commitment and dedication of our Staff and Community along with strong financial outcomes has enabled the College to continue to provide a superior offering for families whilst planning for the future development of the School.

CHAIRMAN'S REPORT

2023 began a newly challenging period for Billanook's financial performance. With other Independent schools, we faced the consequences of the removal of our payroll tax exemption by the State Government and the continuing implementation of a new funding formula by the Federal Government. Modest increases were therefore announced to our fees and the Board remains committed to making the College fees accessible to families who value an education with the special qualities we offer.

Nevertheless, the Board is confident of the future. Steady enrolment growth suggested our fee model is working and we expected Billanook to begin the 2024 year with over 900 students enrolled.

Our capital works program continued forward with the commencement of site clearing and construction for a new Primary School building, addressing the needs of the part of our College which has had the greatest enrolment growth. And during the year the vision described in our 10-year Strategic Plan Towards 2030 progressed steadily towards reality, as the goals set out for its first three-year period were achieved.

At the end of the year after five years on the Board, I stepped down as Chair, and parent Tammi Rose was elected Board Chair from 2024. As CEO of a large organisation, Tammi brings extensive management experience to the role and I wish her well for the future.

Prof. Warren Bebbington AM
Chair
Board of Directors

GOVERNANCE

Billanook College Ltd is a public company limited by guarantee and its Directors form the College Board, which provides the overall governance of the School and sets the strategic direction. Operational matters are delegated to the Principal. The College Board comprised the following Members in 2023:

Prof W Bebbington AM (Chair) (*retired 22 November 2023*)
Mr R Dicello (Vice Chair)
Mr P Westley (*retired 24 May 2023*)
Ms C Lindsay-Johns
Mr P Michell (*appointed 24 May 2023*)
Mr J Thwaites
Ms A Swinburne-Jones
Ms M Handbury
Ms R Kennedy
Ms T Rose (Company Secretary) (*appointed Chair 22 November 2023*)
Ms D Charter (Friends of Billanook) (*retired 26 April 2023*)
Ms C Allan (Friends of Billanook) (*appointed 24 May 2023*)
Mr M Wood (Staff Representative)
Mr R Oates (Principal)

COLLEGE LEADERSHIP

The School is managed on a daily basis by the College Leadership Team, which comprised the following members in 2023:

Roger Oates	<i>Principal</i>
Belinda Vertriest	<i>Deputy Principal</i>
Tony Sheppard	<i>Chief Financial Officer</i>
Matthew Wood	<i>Director of Learning</i>
Lucy Lyford	<i>Head of Senior School</i>
Nick Owen	<i>Head of Middle School</i>
Georgina Mullarvey	<i>Head of Primary School</i>

YEAR 12 LEARNING OUTCOMES AND POST SECONDARY DESTINATIONS

2023 VCE Results

In 2023, 25% of Year 12 students achieved an ATAR of 90 or above, which places them in the top 10% of the State. 57% of Year 12 students achieved an ATAR of 80 or above, which places them in the top 20% of the State.

100% of Year 12 students attained a Year 12 certificate or equivalent VET qualification.

VCE Results Summary	2023	2022	2021
Students with an ATAR of 90 and above	25%	11%	12%
Students with an ATAR of 80 and above	57%	45%	40%
Individual Study score of 40 and above	13%	9%	5%
Students attained a Year 12 certificate/equivalent VET qualification	100%	100%	100%

Perfect Scores (Study Score of 50)

There were two perfect study scores achieved in the following subjects:

- Music Performance VET
- Outdoor and Environmental Education

The Dux for 2023 was **Eleanor Ridley**, with an ATAR of **99.5**



Listed below are the study scores attained for individual subjects which are greater than 45 and greater than 40. A study score of 30 is considered to be the State average, with a score of 50 being the highest score:

Scores of 40 and 45 and above	2023	2022	2021
Number of students	63	74	82
% of 45+ Study scores	2.6%	1.0%	0.5%
% of 40 + Study scores	12.5%	9.1%	5.4%

ATAR (Australian Tertiary Admissions Rank) Data by Range (%)

ATAR Range	2023	2022	2021
95+	15.9%	5.4%	2.4%
90+	25.4%	10.8%	12.2%
80+	57.1%	44.6%	40.0%
70+	76.2%	60.8%	61.0%
60+	84.1%	73.0%	75.6%
50+	96.8%	86.5%	91.5%
40+	96.8%	94.6%	97.6%
30+	100.0%	98.7%	100.0%
TOTAL number	100.0%	100.0%	100.0%

Median ATAR

Year	2023	2022	2021
Median ATAR	81.7	78.9	75.8
TOTAL number	100.0	100.0	100.0

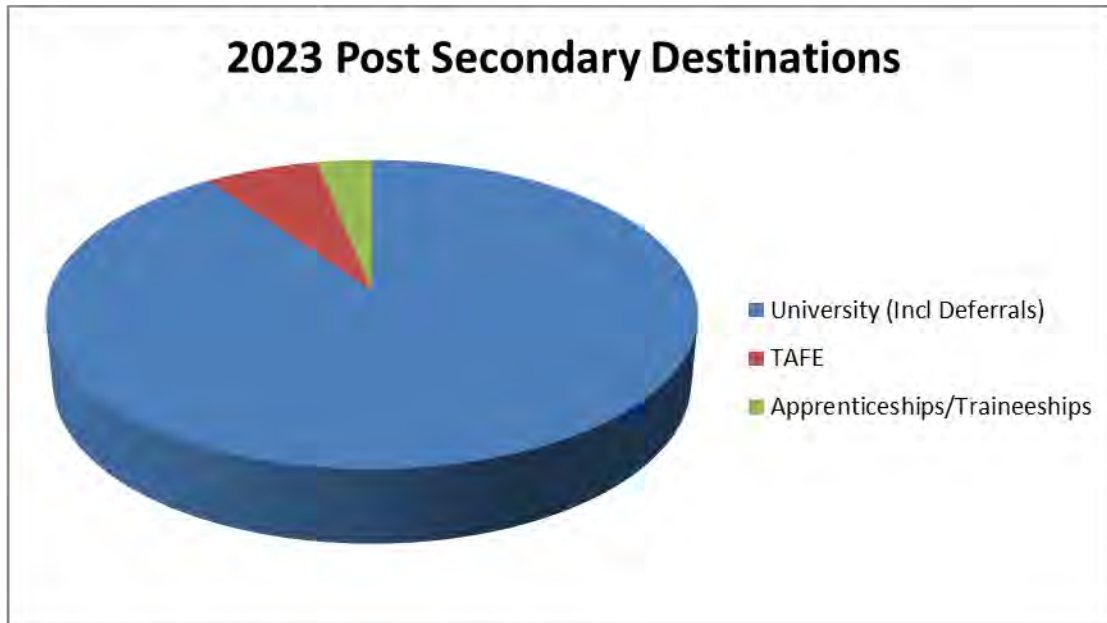
Summary of key data

Statistics	2023	2022	2021
Count	63	74	82
Mean	78.8	71.5	73.1
Standard Deviation	15.1	17.8	17.9
Maximum ATAR	99.5	97.8	96.5
Minimum ATAR	30.9	23.9	35.9
Male Average	79.4	71.2	73.2
Female Average	79.1	72.9	73.0

POST SECONDARY DESTINATIONS

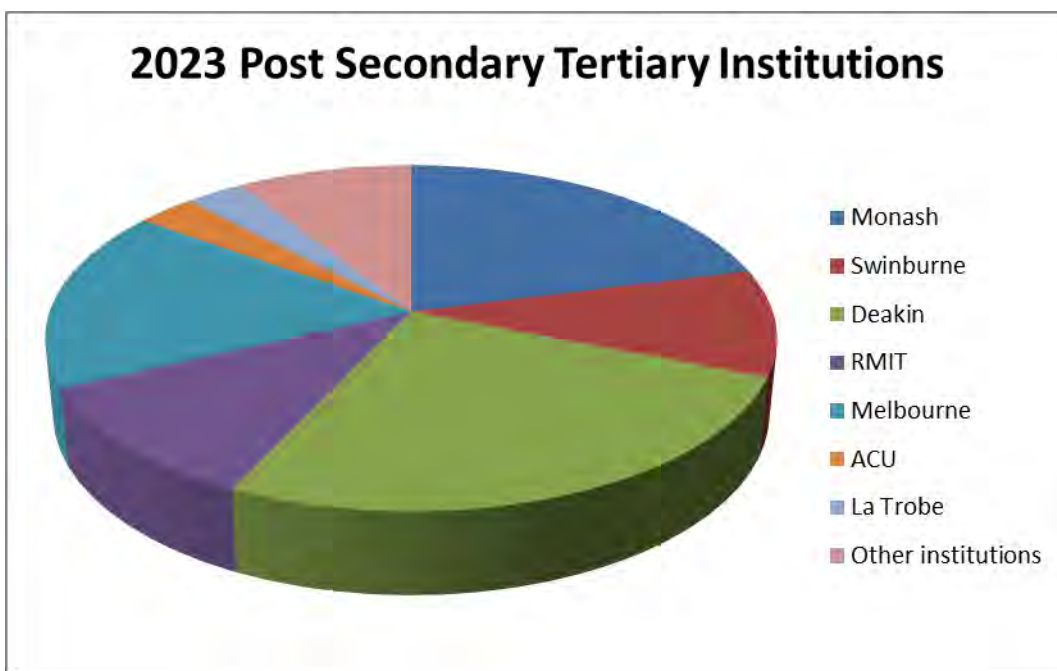
The College prides itself on providing a quality and well-rounded education for young adults.

The greater majority of the 2023 Year 12 students have selected University level courses (90.33%) as their post-secondary destination, with a smaller group of students seeking either TAFE courses, apprenticeships or full-time employment (9.67%).



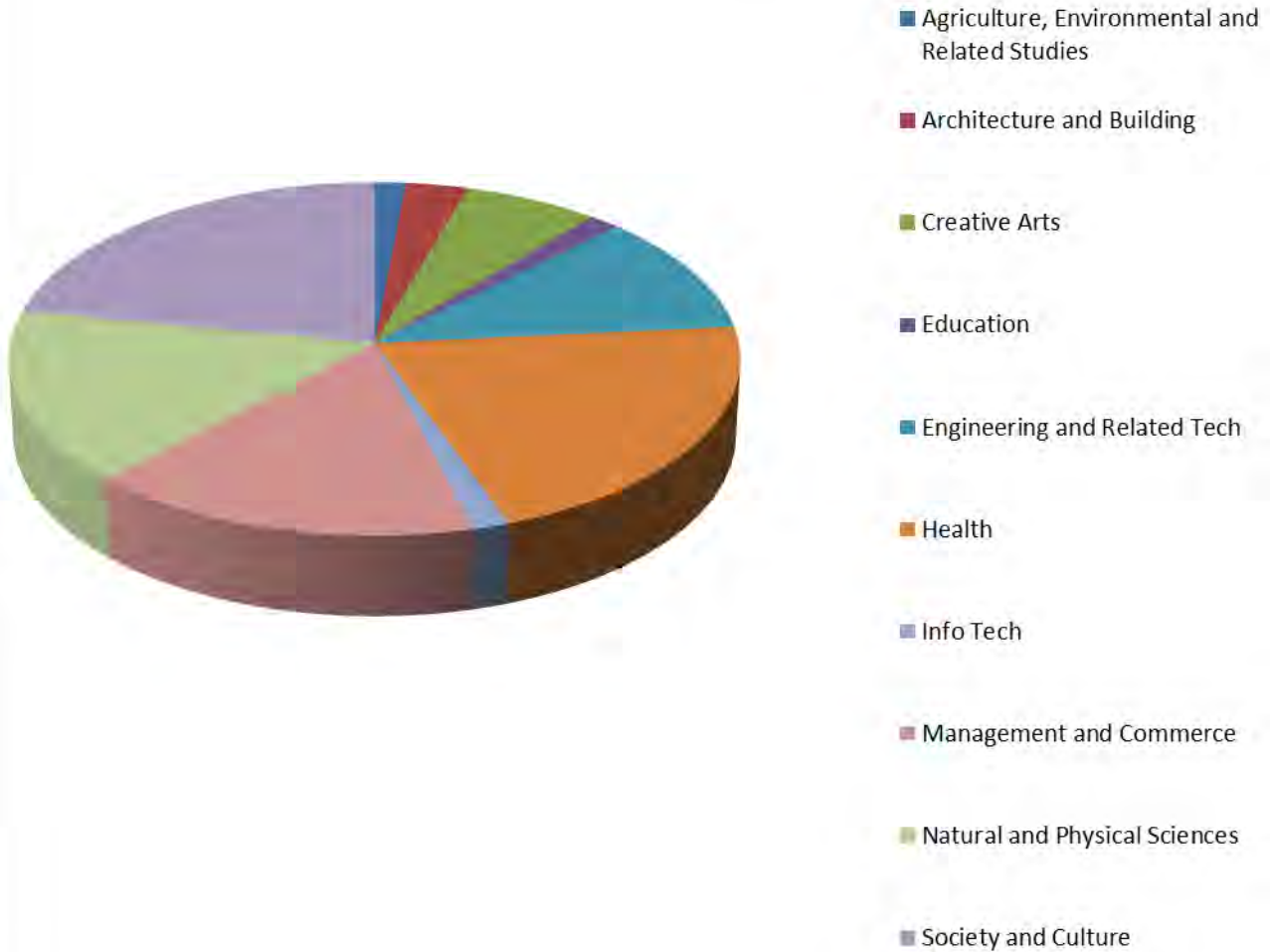
Offers by Tertiary Institution

Deakin University, Monash University and Melbourne University remain the three preferred institutions, but this is not surprising considering the residential location of our cohort.



Offers by Occupational Groups

2023 Post Secondary Tertiary Study Field



STUDENT LEARNING OUTCOMES

National Assessment Program Literacy and Numeracy (NAPLAN) (Standard Assessment) Reports

Education Ministers have agreed that NAPLAN test results will be reported using proficiency standards from 2023 onwards. Achievement in NAPLAN is now reported against proficiency levels instead of the previous numerical NAPLAN bands.

Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means you can't compare NAPLAN achievement prior to 2023 to that from 2023 onwards.

NAPLAN results for 2023 - showing the average student results

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	403	418	423	409	418
Year 5	511	488	494	494	501
Year 7	584	564	550	566	570
Year 9	596	582	566	573	585

NAPLAN results for 2022 - showing the percentage of students who met the national benchmark

Year Level	Reading	Persuasive Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	100%	94%	100%	100%	100%
Year 5	96%	96%	92%	96%	100%
Year 7	100%	97%	93%	98%	99%
Year 9	95%	97%	100%	95%	99%

NAPLAN results for 2021 - showing the percentage of students who met the national benchmark

Year Level	Reading	Persuasive Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	100%	94%	94%	100%	100%
Year 5	100%	100%	100%	94%	94%
Year 7	100%	99%	97%	99%	99%
Year 9	99%	98%	99%	99%	100%

STUDENT ATTENDANCE AT SCHOOL

The average student attendance rates for 2023 were:

Prep	90.64%	Year 7	93.07%
Year 1	90.14%	Year 8	89.98%
Year 2	94.16%	Year 9	91.22%
Year 3	90.12%	Year 10	95.26%
Year 4	87.31%	Year 11	95.43%
Year 5	92.07%	Year 12	91.44%
Year 6	90.81%		

The College records and checks student attendances daily, a process managed by the relevant School office. Additionally, teachers mark the student roll in each class and any absences or changes to attendance are noted.

In relation to non-attendance, parents of absent students are required to contact the attendance phone line by 10.00am on the day of absence. Parents are contacted via SMS text if there is an unexplained absence and this enquiry is followed up until a parental response is received.

CHILD SAFETY

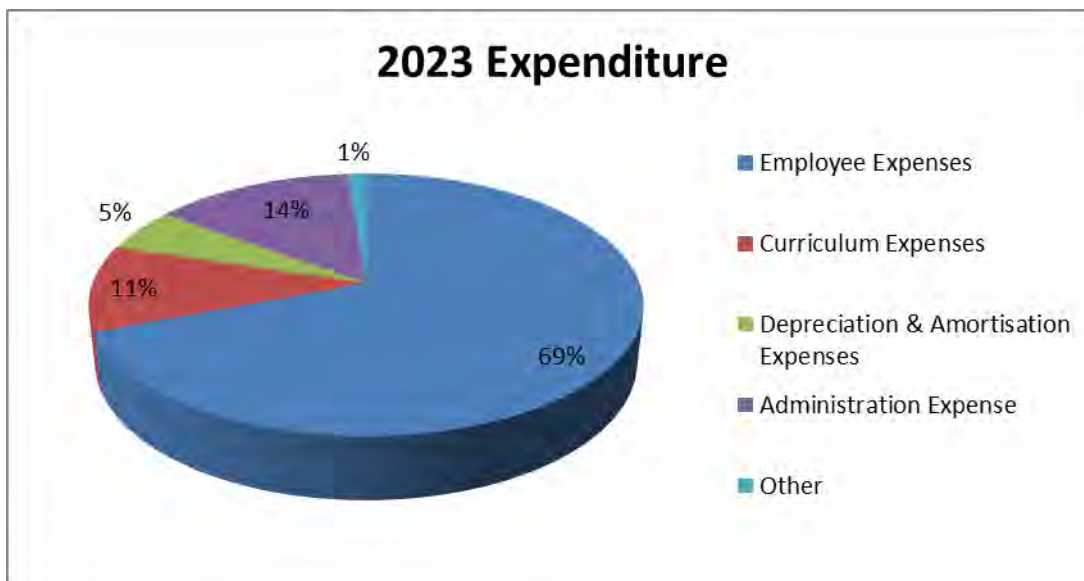
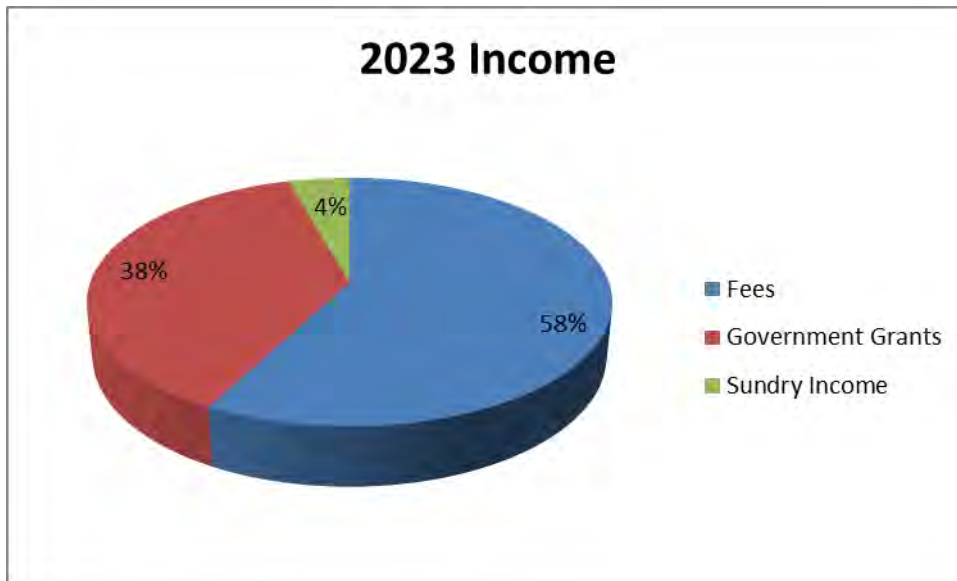
Billanook College is committed to promoting and protecting the interests and safety of children, and to ensuring that those people who care for our students act in their best interests and take all reasonable steps to provide a safe and secure School environment. We have zero tolerance for child abuse. The College has dedicated extensive resources and training to ensuring we are compliant with the mandatory Child Safe Standards implemented by the Victorian Government in 2016 and updated in 2022.

The College will continue to work with our Staff, students, parents and the wider School community to promote and enhance the importance and understanding of the child safe program we have developed, to provide the safest and most supportive learning and living environment for the children and young people under our care.

In 2023 the College maintained its strong focus on promoting a culture of child safety within the School. A review was conducted of our child safety programs to verify our ongoing compliance with the Standards and to continuously promote a culture of child safety. Staff training in child safety is an annual compliance expectation and the College conducted training sessions for current and new Staff during the year.

FINANCES

Sources of income and expenditure for 2023



PARENT, STUDENT AND TEACHER SATISFACTION

Billanook College is very proud of its 'open door policy' with parent involvement being encouraged. The Friends of Billanook Association meets regularly during term time and provides one of a number of avenues for parents to express their level of satisfaction. The School maintains communication with its community through its website and publications such as the Harvest year book and regular electronic newsletters and correspondence. In addition, parents have access to School programs and student progress and activities through the College's intranet *MyConnect*. Information evenings and parent forums are held throughout the year and our Marketing and Community Relations department maintain a close working relationship with our current parents and our Past Student Association.

The College undertakes regular surveys of our current and exiting students, parents and Staff which provides valuable feedback and identifies ways for the School to continue to aspire to deliver a unique, high quality experience. The survey results also enable us to acknowledge and celebrate the many positive impacts we have on our community members during their time with us.

The College operates a wide range of support programs that provide students with opportunities to develop skills for life, including those related to coping with difficult situations, resilience, effective communication, risk-taking and conflict resolution. The College gathers data (both anecdotal, formative and summative) from a wide range of programs and the vast majority of students indicate satisfaction with regard to their feelings of belonging and safety within the College environment.

Communication with our staff members is free and open, with scheduled meetings conducted regularly. Professional development days provide opportunities to Staff for the sharing and absorbing of new advances in teaching and learning. Informal feedback from teachers and discussions with Learning Leaders, Heads of Year and other members of the College Leadership Team indicates Staff were generally satisfied in all areas of our School, particularly in terms of relationships, Staff morale, School operations, work roles and work value and recognition.

STAFFING

In 2023 Billanook College employed 115.9 full time equivalent Staff; 73.8 teaching staff and 75.9 support staff. There were no Indigenous or Torres Strait Islander Staff employed at the College during the year.

All teaching staff at Billanook College hold the qualifications and accreditations required in Victoria, including current registration with the Victorian Institute of Teachers (VIT).

STAFF PARTICIPATION IN PROFESSIONAL LEARNING

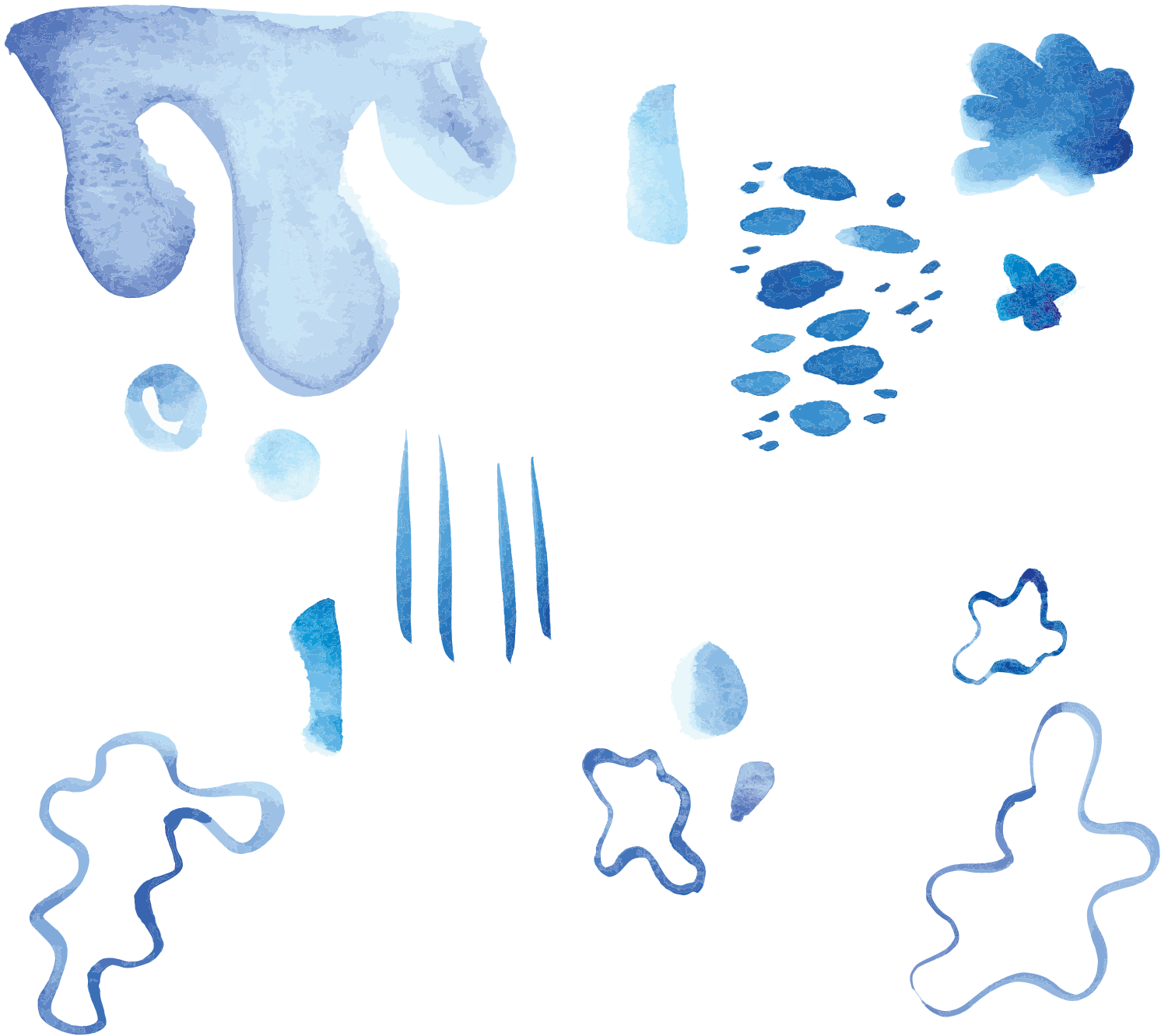
The College actively encourages all Staff to engage in ongoing learning as part of a learning community. As such, opportunities are provided for personal growth, Learning Area and school wide skills professional learning through School based, online and external programs.

The College Professional Learning Program included:

- The continuation of the Teaching Staff Professional Growth Model, which encourages Teaching Staff to benefit from investigating resources, seminars and workshops that will meet their objectives. A similar program for Support Staff is due to roll out in 2024.
- online training courses, seminars, and conferences both internal and external
- face-to-face collegial sharing courses, conferences, seminars, and workshops.
- *Breakfast Pop-Up PLs* organised by the DPFC team.
- Speakers, workshops, and training held within the School during Commencement Week (January) and Professional Learning Week (July).
- Compliance training to maintain levels of professional accreditation.

At the completion of Professional Learning sessions Staff are asked to report back to share their learnings with their relevant Learning Area.

It is expected Staff will also contribute to their own professional and personal learning. This may be through attendance of courses outside school hours and professional reading.



A School associated with the Uniting Church

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Billanook College

