



Billanook College

# ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024



# 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 2024. 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 almost 700 families contributing to the total enrolment of 916 students as of December 2024. The Billanook Alumni now comprises almost 9000 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 2024. As a result, we have limited places available within the College.

2024 saw the completion of Stage 1 of our new Primary School and the commencement of Stage 2, that being the construction of the Primary Hub which will house Specialist Classrooms, students in Years 1 and 2 and Staff facilities to cater for the growing Primary School. These capital works are 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.

**Roger Oates**  
**PRINCIPAL**

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# Governance

Billanook College Ltd is a public company limited by guarantee and its nine 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.

# College Leadership

The School is managed on a daily basis by the College Leadership Team, which comprised the following members in 2024:

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

# Year 12 Learning Outcomes

AND POST SECONDARY DESTINATIONS

## 2024 VCE Results

In 2024, 10% of Year 12 students achieved an ATAR of 90 or above, which places them in the top 10% of the State. 35% 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.

## Perfect Scores (Study Score of 50)

There was one perfect study score achieved in the following subject:

- VET Music Performance

The Dux for 2024 was **James Odgers**, with an ATAR of **96.30**

VCE RESULTS SUMMARY	2024	2023	2022
Students with an ATAR of 90 and above	10%	25%	11%
Students with an ATAR of 80 and above	35%	57%	45%
Individual Study score of 40 and above	7%	13%	9%
Students attained a Year 12 Certificate/ equivalent VET qualification	100%	100%	100%



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	2024	2023	2022
Number of students	94	63	74
% of 45+ Study scores	1.7%	2.6%	1.0%
% of 40+ Study scores	7.0%	12.5%	9.1%

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

ATAR RANGE	2024	2023	2022
95+	4.3%	15.9%	5.4%
90+	9.6%	25.4%	10.8%
80+	35.1%	57.1%	44.6%
70+	57.5%	76.2%	60.8%
60+	81.9%	84.1%	73.0%
50+	93.6%	96.8%	86.5%
40+	97.9%	96.8%	94.6%
30+	100.0%	100.0%	98.7%
TOTAL number	100.0%	100.0%	100.0%

### Median ATAR

YEAR	2024	2023	2022
Median ATAR	73.3	81.7	78.9
TOTAL number	100.0	100.0	100.0

### Summary of Key Data

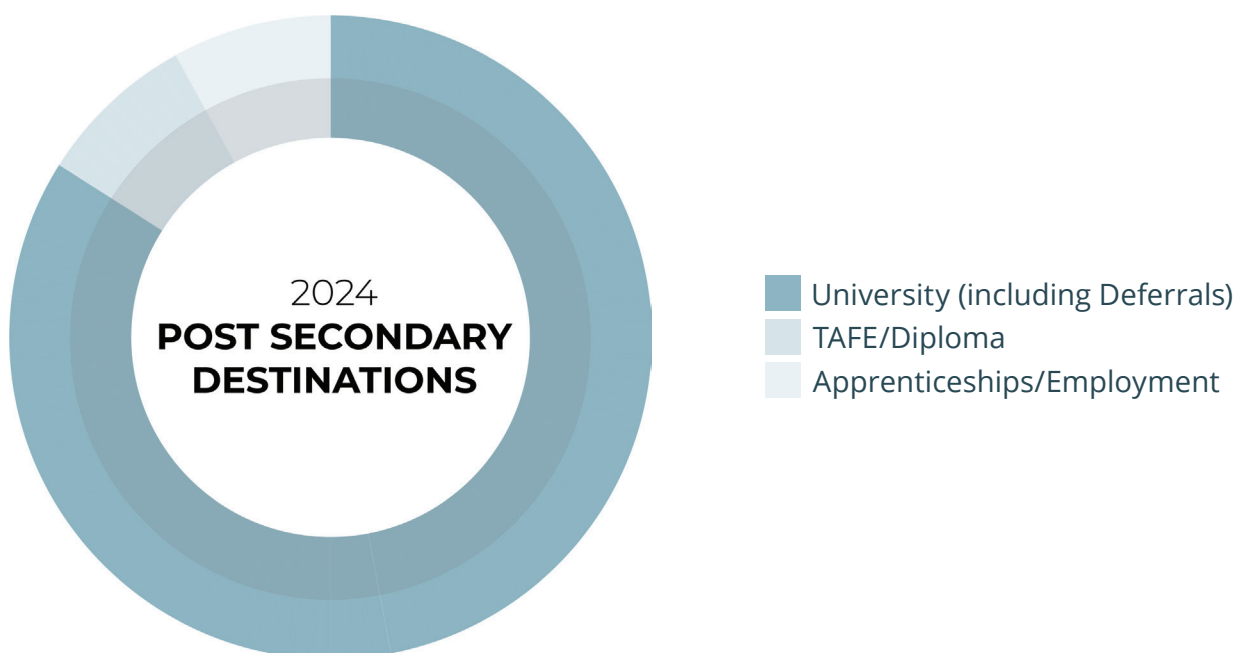
ATAR RANGE	2024	2023	2022
Count	94	63	74
Mean	72.3	78.8	71.5
Standard Deviation	14.3	15.1	17.8
Maximum ATAR	96.3	99.5	97.8
Minimum ATAR	37.4	30.9	23.9
Male Average	70.8	79.4	71.2
Female Average	74.1	79.1	72.9

# Post Secondary Destinations

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

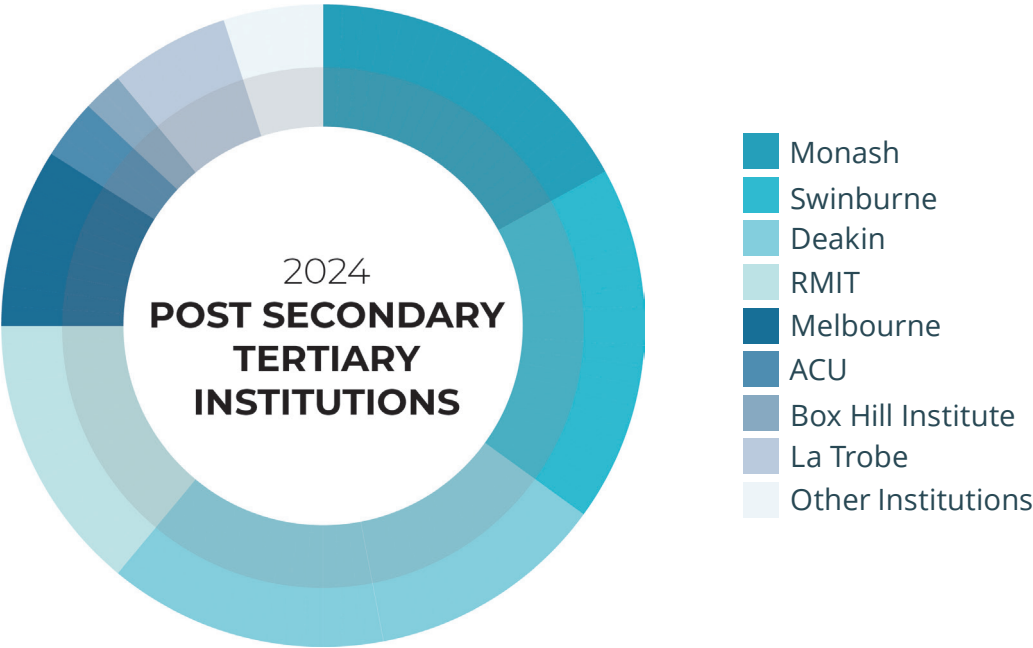
In 2024 there was an increased percentage of the cohort who successfully acquired a university offer (88.1%). A notable increase in study of Agriculture and Creative Arts reflects the unique and bespoke aspirations of the class of 2024. Of those students who did not pursue further formal education they have embarked on varied pathways including TAFE, apprenticeships and employment.

One trend in our tertiary offers is growth in student enrolment to Swinburne and RMIT which may be due to their robust Early Entry Programs. The Early Entry Programs considers not only ATARs but also academic effort, engagement in community and independent learning attributes; all factors which are embedded in our educational offering.

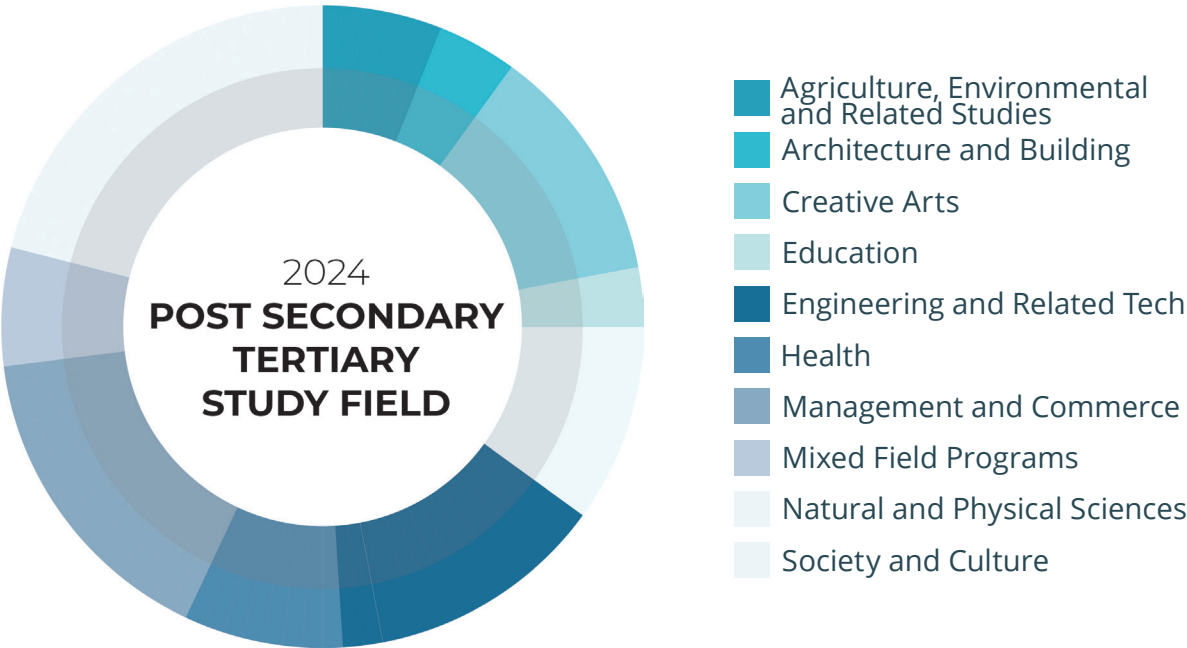


Offers by Tertiary Institution

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



Offers by Occupational Groups



# 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 2024 - showing the average student results

Year Level	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	429	442	396	423	434
Year 5	509	476	449	493	478
Year 7	572	558	537	553	565
Year 9	595	594	570	577	581

### 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%



# Student Attendance at School

The average student attendance rates for 2024 were:

Prep	92.33%	Year 7	91.71%
Year 1	90.20%	Year 8	90.51%
Year 2	90.97%	Year 9	88.74%
Year 3	91.57%	Year 10	91.65%
Year 4	91.47%	Year 11	95.04%
Year 5	91.32%	Year 12	93.04%
Year 6	90.93%		

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

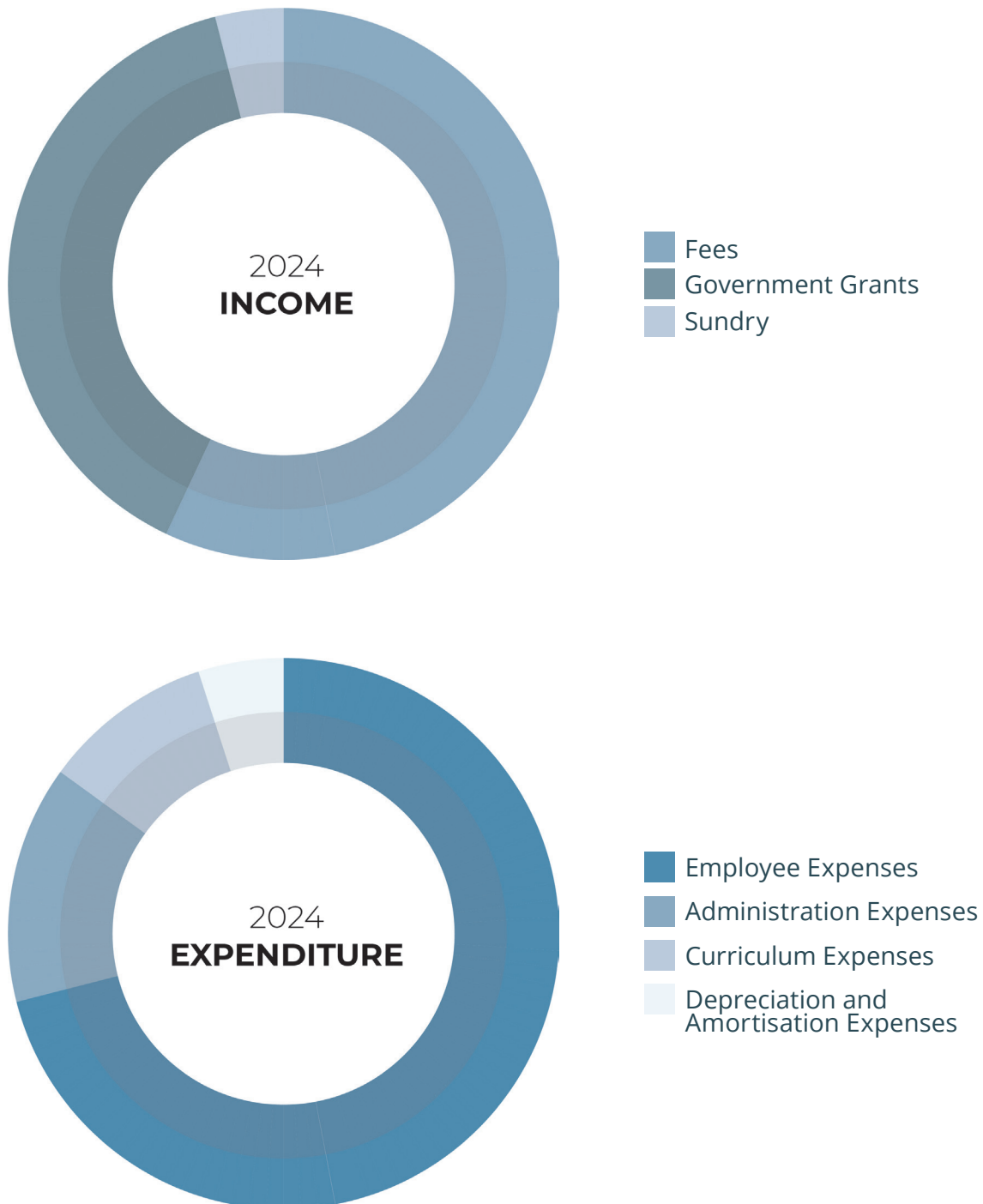
Billanook College is committed to promoting and protecting the interests and safety of children, and to ensuring that those people who care for our students act in their best interests and take all reasonable steps to provide a safe and secure School environment. We have zero tolerance for child abuse. 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 2024 the College maintained its strong focus on promoting a culture of child safety within the School. Our child safety programs are regularly reviewed to verify our ongoing compliance with the Standards and to continuously promote a culture of child safety at Billanook. 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 2024



The audited 2024 Annual Financial Report for Billanook College is available through the ACNC (Australian Charities and Not for Profits Commission).

# 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 2024 Billanook College employed 120.4 full time equivalent Staff; 76.6 teaching staff and 43.8 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 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 personal reflection and goal setting supported by individual and confidential meetings with the Deputy Principal. Staff can also investigate and apply for resources, seminars and workshops that will meet their objectives.
- A similar program, the Professional Growth Model for Support Staff was initiated during 2024 and Staff are being supported in their reflections and goal setting by the Chief Financial Officer. Support Staff can also apply for professional learning that meets their objectives.
- Online training courses, seminars, and conferences, both internal and external.
- A Leadership Residential Conference, spanning two days was delivered in January 2024. This successful learning experience was attended by all the College's Leadership Team, Managers and Learning Area Leaders.
- Face-to-face collegial sharing courses, conferences, seminars and workshops.
- Pop-Up PLs occurred during the July Professional Learning Week, with over 30 speakers (College Staff) offering diverse and interesting sessions for our Staff to attend.
- External 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 any Professional Learning sessions attended externally, Staff are asked 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.





## Billanook College

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