



Annual Report 2023



St Paul's 
ANGELICAN GRAMMAR SCHOOL

Wisdom | Integrity | Compassion | Respect

INDEX

FROM THE PRINCIPAL	3
AN OVERVIEW OF 2023	3
SCHOOL OVERVIEW	3
CHILD SAFE SCHOOL	3
COMMUNITY SATISFACTION	3
WHOLE SCHOOL GOALS AND ACHIEVEMENTS	4
SCHOOL BOARD	4
BUILDING AND FACILITY DEVELOPMENT	7
THE SPIRITUAL LIFE OF THE SCHOOL	11
WARRAGUL CAMPUS	12
SECONDARY SCHOOL (Years 7 to 12)	12
JUNIOR SCHOOL (ELC to Year 6)	15
TRARALGON CAMPUS	16
SECONDARY SCHOOL (Years 7 to 10)	16
JUNIOR SCHOOL (ELC to Year 6)	18
ACADEMIC ACHIEVEMENT	20
VCE RESULTS	20
POST SCHOOL DESTINATIONS	20
NAPLAN RESULTS 2023	23
WARRAGUL CAMPUS	23
TRARALGON CAMPUS	24
SCHOOL STATISTICS	25
ENROLMENTS	25
SCHOOL RETENTION	25
STUDENT ATTENDANCE BY YEAR LEVEL	26
MANAGEMENT OF NON-ATTENDANCE	26
SCHOOL EXPENDITURE	27
SCHOOL INCOME AND SOURCES	28
STAFFING	29
NEW STAFF	29
STAFF CHANGES	29
STAFF PROFILE	30
STAFF RETENTION	30
LOOKING TOWARDS 2024	31
TEACHING STAFF QUALIFICATIONS	32

AN OVERVIEW OF 2023

FROM THE PRINCIPAL, MR CAMERON HERBERT



SCHOOL OVERVIEW

This Annual Report provides a summary of the operations and activities of St Paul's Anglican Grammar School during 2023. It was a busy year filled with learning, the construction of new facilities, and high levels of student engagement across an enormous range of endeavours.

Student numbers have increased rapidly since 2018, when there were approximately 1,250 students from Kindergarten to Year 12, with a current enrolment of approximately 1,850.

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 nine 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 denomination.

CHILD SAFE SCHOOL

St Paul's takes matters of child safety most seriously. As required by Ministerial Order 1359, all adults (over 18) who have contact with our students are required to annually undertake Child Safe Training as well as being required to hold a Working with Children Check or equivalent. This requirement applies to coaches, classroom helpers and those assisting with excursions, sport, walk to school days, special celebrations and the like. In 2023, a scheduled VRQA (Victorian Registration and Qualifications Authority) audit took place, with a focus on child safety. The final report from VRQA was very positive and demonstrated our commitment to a learning environment where the safety of young people is paramount.

COMMUNITY SATISFACTION

During 2023, the School again asked the school community to participate in a range of satisfaction surveys using the Independent Schools Victoria LEAD (Listen Evaluate Act Deliver) survey program. The surveys indicate very high levels of satisfaction amongst students, staff and parents and the Year 12 cohort were very satisfied with their schooling experience. As always, there are areas for further improvement, and these will be addressed as needed.

AN OVERVIEW OF 2023

WHOLE SCHOOL GOALS AND ACHIEVEMENTS

The new Strategic Plan – Pursuing Potential – commenced implementation in 2023. The key focus areas for 2023 were part of the 'Learn Well' domain of the plan, namely:

- Tailored programs and individual success;
- Engagement and development of potential; and
- Effective, timely and motivational feedback.

The goals and key performance indicators set at each of the four sub-schools were largely achieved, with the Science of Learning and Explicit Direct Instruction becoming increasingly influential in the professional development of our teachers.

SCHOOL BOARD – FROM THE CHAIR, MR DARREN JENNINGS

THE BOARD OF ST PAUL'S

The St Paul's Anglican Grammar School Board is currently comprised of nine members. At the conclusion of 2023, 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



Clive Patrickson
**Bishop's
Representative**



Ondrej Foltin



Alastair Baldwin



Emily Brown



Janet Pakan

AN OVERVIEW OF 2023

ANNUAL GENERAL MEETING

The School Company's Annual General Meeting was held on Wednesday 24 May, 2023.

As part of the matters considered at the Annual General Meeting, there were three Board positions vacant. As three nominations were received, an election was not necessary. The nominations received were from Alastair Baldwin, Emily Brown and Janet Pakan. Alastair was reappointed as a Director, for a further three-year term. As Janet was appointed in February 2023, filling a casual vacancy that remained following last year's AGM, Janet will serve the remaining two-year term of this position. Emily was appointed to her position for a three-year term.

Janet has significant experience in the emergency management and natural resource sectors and a strong interest in governance and leadership.

Emily is an Economist with substantial experience, specialising in regulation. Emily is also part of the St Paul's Alumni.

I wish to thank Alastair, Emily and Janet for their nominations to the Board and particularly extend a welcome to Emily.

Also, I would like to take the opportunity to thank Kirilee Rhind for her valuable contribution to the Board over the past three years, in particular noting her experience and skill set as a Chartered Accountant and her strong connections with the local and school community.

Earlier this year, as Chair, I had to reluctantly accept the resignation of Director Tracey Glen due to work commitments. Tracey served with us for four years and had expertise in education and a passion for teaching and learning. I wish both Kirilee and Tracey all the best for the future.

I would also like to make mention of the appointment by the Board of Clive Patrickson, following consultation with the Bishop, as the Representative of the Diocese of Gippsland, Anglican Church. Clive has significant experience in business in both for-profit and not-for-profit sectors both in Australia and abroad.

Following the Annual General Meeting, all Executive Board positions were reappointed. I was reappointed as Chair while Director Richard Connelly and Director Leanne Williams were also reappointed as Deputy Chair and Treasurer respectively.

GOVERNANCE

The Board of St Paul's focuses on ensuring 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 key training provider is Independent Schools Victoria.

The Board also continues to review its own performance annually as well as its governance processes through continual reflection and assessment. Board members in 2023 reflected on the results of their participation in the Independent Schools Victoria Governance survey.

AN OVERVIEW OF 2023

These results not only provide valuable data in relation to how the St Paul's Board is performing but also provides comparisons in general to other Boards' performance in the independent school sector. The most recent data showed a high level of performance in all areas.

Throughout the year, training and guidance have been provided to the Board Directors in relation to their responsibilities for Child Safety in the school environment. This is carried out through regular reporting to the Board as well as the Board's Risk Committee and is complemented with regular updates, presentations and individual training.

At the end of 2023, the Board proceeded to undertake a recruitment and interview process to fill the vacancy which existed. I am delighted to welcome Laura Macpherson to the Board who is currently filling the casual vacancy. Laura is an experienced executive, passionate about education and is currently the CEO and Managing Director at TAFE Gippsland. Laura and her family are new to Gippsland and have three children attending St Paul's Junior School. Laura joined the Board in February 2024.

STRATEGIC PLAN

Our new Strategic Plan, Pursuing Potential: 2023-2028, is now in action. Our four Heads of School have commenced the implementation of the plan with their leadership teams and teaching staff at each of our sub-schools: Warragul Secondary, Warragul Junior, Traralgon Secondary and Traralgon Junior Schools. The aim is to bring the desired outcomes of the plan to fruition between now and 2028.

The plan is available in multiple formats – a published booklet, a 'plan on a page' and a web-based version. The School Board and the School Executive Leadership team have set goals, and we will monitor progress throughout this period. All public versions of Pursuing Potential for our school community, together with our three campus Master Plans for Warragul, Traralgon and Drouin, are available on our St Paul's website.

AN OVERVIEW OF 2023

BUILDING AND FACILITY DEVELOPMENTS

During 2023, funding continued to be directed to our capital program's ongoing refurbishment projects, ICT, as well as maintenance, landscaping, minor capital improvements, furniture and equipment.

Traralgon Campus

Futures Centre

Construction of the Futures Centre was completed at the end of November 2023, ready for students to commence in Term 1, 2024. The Futures Centre will cater for the enrolment growth at Traralgon as we work towards our first Year 12 students set to graduate in 2027.



AN OVERVIEW OF 2023

Expansion of the Early Learning Centre

The expansion of the Early Learning Centre was also completed in November 2023, offering a third learning space from Term 1, 2024. This project was partially funded by the Victorian School Building Authority, Department of Education.



Warragul Campus

Wellbeing Centre

In recognition of the importance of how wellbeing affects students in our care, our staff and the wider community, planning for a dedicated purpose-built Wellbeing Centre took place in late 2023 for construction at the Warragul Secondary School in early 2024. Additional spaces have also been created at each sub-school. Our additional psychologists and counsellors will deliver our wellbeing program in our new dedicated spaces.



AN OVERVIEW OF 2023

Proposed New Campus – Drouin

The Board is continuing to focus on the planning and development of the new Drouin Junior School campus, commencing with the early years in 2025. Situated on a prime site of thirty-six acres, generously gifted to the School, the earthworks have recently been completed, with construction commencing in 2024. The new campus will feature striking buildings to deliver excellent educational outcomes and will create a vibrant, contemporary learning environment and community hub for the growing Drouin region.

Beginning with Kindergarten through to Year 2 at a minimum, the school will grow annually to reach Year 6 before graduating students are guaranteed a place at our Warragul Secondary School.

The Board was delighted to receive advice from the Victorian Schools Building Authority, Department of Education, of their support through a capital grant to assist with the construction of the Early Learning Centre.



AN OVERVIEW OF 2023

MAINTENANCE, SECURITY AND EQUIPMENT

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

THE SPIRITUAL LIFE OF THE SCHOOL

The year 2023 commenced with both poignant challenges and joyous moments within the spiritual fabric of our school community. As we reflect upon the year's journey, it is evident that the profound impact of loss and the uplifting spirit of unity have woven a tapestry of resilience, compassion and growth in the spiritual life of our school.

Acknowledging Loss and Embracing Support: Regrettably, the year commenced on a sombre note with the untimely passing of a Year 11 student at our Warragul Campus. This loss resonated deeply across our community, prompting a collective response from our whole wellbeing team, including chaplains and senior leadership. Together, we worked to provide compassionate care and support to those affected by this tragic event, ensuring the pastoral needs of both students and staff were met throughout the year.

Partnerships and Supportive Environments: We continue to partner with local churches and express our gratitude to the Salvation Army and the Church of Christ for graciously offering their spaces for chapels and events at the Traralgon and Warragul Campuses respectively. The venues are invaluable for allowing us to gather for chapel services regularly throughout the year and the arrangement is mutually beneficial as we have made our gymnasium space available on occasion for church youth events.

Parental Engagement and Encouragement: The dedication of our parent prayer groups at both our Warragul and Traralgon Campuses has been a wonderful support throughout the year. Their commitment to providing support and encouragement has been instrumental in fostering a nurturing spiritual atmosphere within our school. We are especially grateful to Warragul parent, Sherryn Cutler, who has faithfully led the Warragul parent prayer group for several years now.

Enriching Spiritual Experiences: The year was enriched by a myriad of engaging chapel events and insightful guest speakers. From representatives of Gideons Bibles to the inspiring words of young beach mission member Liam Ting and Reverend Doctor Chris Mulherin's compelling discourse on Science and Faith, these experiences have broadened the perspectives of our students and enriched their understanding of faith.

Collaborative Endeavour: A small number of students had the privilege of being invited to participate in two Combined Anglican Schools Youth Forums, relishing the opportunity to engage with peers from other schools, and discussing matters of faith and inclusion. Additionally, our commitment to the Anglicare Christmas Hampers continued, with our student body demonstrating generosity by donating toys and essential goods. The student-led lunchtime Christian group, known as Mustard, also met regularly throughout the year and undertook a range of projects to encourage their fellow students as well as engaging in their own Bible studies and reflections.

Creative Expressions and Celebrations: The chaplaincy team's creative ingenuity shone brightly in crafting engaging and thought-provoking special services for Easter, Christmas and our school's anniversary. The collaborative efforts culminated in a memorable Christmas Service across multiple campuses, fostering a sense of unity and celebration among our diverse school community. This year also marked the last year that we were able to gather as a whole school for our anniversary service. The growth of the school means we are in the enviable position of having to host separate campus celebrations in order to fit everyone in.

WARRAGUL SECONDARY SCHOOL (YEARS 7 TO 12)

Warragul Secondary School began 2023 under challenging circumstances but in the face of such adversity, we managed as a sub-school to demonstrate care toward each other and resilience, both individually and as a collective community. The year included many highlights with learning continuing to be the prime focus of the day-to-day operation of our school.

Learning and Teaching

Our aim as a school is to demonstrate a commitment to professional learning and continuous improvement as teaching staff. Our Professional Learning Communities (PLC) allow staff to discuss, share and explore strategies and practices that can best provide opportunities for students to learn effectively. After the 2022 focus on High Impact Teaching Strategies (HITS), Warragul Secondary and Traralgon Secondary Schools dedicated all of 2023 to a focus on one of the HITS: metacognition and the use of metacognitive strategies. Metacognition is thinking about the way you think. Dr Andrew Fuller, a prominent adolescent psychologist, delivered a full-day presentation to all St Paul's staff in January and provided specific information about the developing brain with the message that thinking about the way we think can help with learning as well as emotional self-regulation.

Throughout the year, staff would meet as a PLC two to three times a term and, in addition to slivers of information about hot topics in the world of education, would be given two metacognitive strategies (for example, think aloud or active reading), which they would utilise in the ensuing weeks. As well as using the strategy, teachers were encouraged to make students aware of the way the strategy helps them learn, by making them conscious of their sub-conscious thinking. The final guest presenter of the year was Sally Learey, an education consultant, author and speaker who specialises in metacognition. Sally hosted a session aiming to consolidate, repeat and embed the importance of metacognition in education. The PLC focus for the year allowed us to encourage learning approaches that scaffold thinking processes and explicitly teach strategies to promote diverse, and reflective, thinking. The metacognitive strategies highlighted in each PLC were also shared directly with students and parents, demonstrating our commitment to professional learning and continuous improvement and celebrating the application of current pedagogical research and best practices.

Sport

The sports calendar contained a wide range of highlights and we continue to appreciate the extensive opportunities our students are afforded.

St Paul's won the SEISA Swimming championship once again and also won the Badminton competition and finished second in Table Tennis.

The Sport Aerobics program continues to grow and a team made it to the National Championships yet again.

A highlight in 2023 was the resumption of the Cycling and Mountain Biking teams, with high numbers at weekly training sessions and some good results in weekend competitions. There was also success in Clay Target Shooting, with Sienna Smith winning the 18-year-old girls category.

The House Shield resulted in a tie for the first time in the School's history, with Chisholm House and Gilmore House sharing the trophy.

Performing Arts

The Performing Arts program included a wide array of highlights. In 2023, the production was a play and the secondary students performed “Puffs”, a satirical take on Harry Potter. Over 50 students were involved in the performance, either on stage or helping with production.

The Academy of Music also produced a range of high-level concerts, with Codetta, Kapelle and Centrepiece the cornerstones of the performance calendar.

Regular performances also took place at Warragul Secondary School assemblies, with a variety of individual and group pieces.

Curriculum

A key development in the curriculum at our secondary schools was operating a cloud-based subject for Year 10 Japanese. The teaching of the class was based at Warragul Secondary School, with a specially outfitted room giving a student at Traralgon Secondary School the opportunity to join the class remotely.

At Year 9, an Academic Mentoring trial was conducted to investigate more efficient and effective ways of providing individual students with guidance. The work completed in this space will influence decisions to be made in the near future about the Mentor structure.

External presenters were utilised on a range of occasions. Elevate Education, a company focusing on study skills, presented to Year 12 parents at the beginning of the year and also worked with Years 11 and 12 students on multiple occasions.

Author Steven Herrick visited Warragul Secondary School and spent time working with Year 8 students.

Pastoral Program

The Years 7 to 12 pastoral scope and sequence includes focus areas for each year level. In addition, the school welcomed a series of guest speakers. The key event for the year was Melinda Tankard Reist and Daniel Principe from Collective Shout who spoke to all students in Years 7 to 12 (split by age and gender) and also hosted a parent evening.

Glen Gerreyn from the HopeFull Institute worked with all students in leadership roles and also delivered a presentation on hope to Year 11 students ahead of their final year.

Elephant Education, who have been regular guests at the school, also joined us for sessions on Language and Labelling (Year 9) and Body Image (Year 7).

A highlight of the year for many was the return of former student Beau Miles. Beau, from the Class of 1997, is now a popular documentary maker on YouTube where he tracks various adventures and challenges. Beau spoke to Years 6 to 12 students and referred to everyone as ‘his blue family’ and spoke of the faith he had in our students to make a positive contribution to the local and global community.

Co-curricular

The extensive range of co-curricular activities on offer means that students have plenty of opportunities to be involved in groups outside of the classroom. "O" Day, based on the idea of the university orientation day, was held early in the year near the Year 7 and Year 8 areas, where captains and representatives of clubs such as the Art Club, Chess Club, Science Club and Team Timor recruited young students to join them.

The camps program also warrants a mention with two key changes to camps at Warragul Secondary School. At Year 8, students travelled to Phillip Island and the program included a number of water-based activities. At Year 9, rather than travel to Walhalla and the surrounding region, students instead travelled to Macedon for a camp that included some outdoor adventure and an additional focus on wellbeing.

A fundraising focus for the Prefect group in 2023 was Shave for a Cure, which culminated in a Prefect Assembly with several students shaving their heads.

Wellbeing initiatives

In 2023, there was a restructuring to the Wellbeing team, resulting in lead psychologist Shannon Staples coordinating referrals to a team of psychologists and counsellors. Shannon also became the key liaison with Heads of Year and staff.

The restructure coincided with the announcement of a new Wellbeing Centre in Warragul Secondary School, planned for opening in Term 2, 2024. The Wellbeing Centre will include counselling suites and breakout spaces.

Further work continued on linking messages from Head of Year assemblies, whole school assemblies and Chapels, repeating key points about our school values and our high expectations for all students.

Community Service

In addition to the Prefect focus on Shave for a Cure, the student leaders also aimed to raise money for MND via the Ice Bucket Challenge. In Term 2, the ice bucket linked in with The Push-Up Challenge, a student-led group completing over 3,000 push-ups to raise awareness regarding mental health.

The Year 9 Community Ambassadors continued to hold a key role, helping to host community events and take school tours.

WARRAGUL JUNIOR SCHOOL (ELC TO YEAR 6)

Wellbeing Initiatives

An audit of the Warragul Junior School's Pastoral Care Program was completed and a new partnership with Living Ripples was established. This allowed us to review our students' wellbeing throughout the year to help improve the resilience and self-confidence of our students.

A review of the Camps Program was undertaken with adjustments made to reflect the ever-changing social and emotional needs of students.

Learning and Teaching

We continued to focus on implementing the Spalding Method for teaching literacy from Prep-Year 6 and began exploring explicit direct instruction (EDI). The further implementation of TrackOne Analytics to collate assessment data was used by staff to track students' progress and inform teaching and learning. This data was also used to identify support and enrichment groups and assign students to new classes in 2024.

Goal setting for individual students and year level cohorts, as well as professional development goals for each staff member, (tied to staff PLC and appraisal process), were implemented in accordance with the School's strategic plan. Throughout Terms 1 to 3, students established individual goal-setting practices to personalise the learning process based on individual needs, creating intention and motivation to empower them.

We continued our focus on effective Continuous Online Assessment feedback. In line with school goals and to improve teacher practice and student outcomes, teachers provided effective, timely and motivational feedback to students/parents that identified student achievement, areas for growth and recognised effort. Staff reviewed and refined the feedback to include visible and frequent reminders of the characteristics of a growth mindset.

Co-curricular and Events

Students were provided with a range of opportunities for performance in the arts. Our Junior School Performance Assembly and Musical "*The Lion King Jr*" were highlights. These experiences included students from Prep to Year 6 and were wonderful examples of the talents of our students. Other successful performances included Eisteddfods, Studio Concerts and Academy of Music evenings.

Many events and activities were highlights of 2023, including: Welcome BBQ, Prep Grand Prix, Sports Carnivals, Year 5/6 Winter Round Robin, SRC dress-up days, Kitchen Garden, Year 2 Orchestral Strings, National Simultaneous Storytime, Year 5 Symphonic Band, Year 5 Rock and Water, Farm World, Prep 100 Days of School, Community Easter Egg Hunt, Tournament of Minds, Year 2 Sleepover, Years 3 to 6 camps, Year 6 Canberra Educational Tour, Book Week and Book Fair, and the Prep to Year 2 swimming program.

TRARALGON SECONDARY SCHOOL (YEARS 7 TO 10)

The student population at the Traralgon Secondary School expanded from two to three Year 7 classes, our biggest Year 7 cohort in 20 years. Our 2023 Year 7 students had a very successful year including some outstanding NAPLAN results, achieving well above state and national averages. Similar outstanding NAPLAN results were achieved by our current Year 9 students.

Facilities

Our focus has been on the Futures Centre build, which will be open and in use at the beginning of 2024. Additional logistics to keep the community safe were implemented as the building project expanded. Traralgon Secondary School has benefitted from the recent installation and refurbishment of two large relocatable classrooms to the north of our property. These additional rooms have been invaluable and have allowed us to stretch into new spaces.

Community Service

Fundraising for East Timor continued in 2023 with a successful film night and student free-dress days raising funds for the community. Our Traralgon Campus FOSP (Friends of St Paul's parent group) has been incredibly active this year under the guidance of joint Presidents Tanya Rong and Janelle Szkwarek, who hosted a Trivia Night for the community. They currently have a 'purchase a paver' fundraising project underway for inclusion within the landscaping of the Futures Centre to commemorate our 20 Years in Traralgon. FOSP is fundraising for a new Year 5 to Year 8 playground at the Traralgon Campus.

We warmly welcomed seventy Traralgon primary school children and their families to our school for "The Big Sing". The Gippsland Children's Choir performed under the direction of Choir Masters Rebecah Warner (current Year 7 parent) and Caroline Crawford (future 2024 Year 7 parent). There are plans for "The Big Sing" to become an even bigger combined St Paul's and community choir event.

We continued to offer a variety of leadership positions to our students, from Peer Support Leaders to SRC Deputy House Captains and School Captains, as well as a variety of co-curricular captain positions.

Wellbeing initiatives

This year, for the first time, our Year 7 cohort was invited to school the evening prior to school commencing for a relaxed 'twilight' meet and greet with their Mentor Teacher, an opportunity to fill their locker with their parents/guardians, and a chance to collect the timetable and combination lock. This certainly assisted in calming some first-day nerves in the transition to Secondary School. We continued our partnership with ySafe, which delivered Cyber Safety Education Student sessions to our Year 7 and Year 8 students, as well as an evening parent session. These presentations have had a powerful impact on students' and parents' understanding of the risks and controls needed to stay safe and act responsibly online.

The continued partnership with ySafe by Linewize includes access to the Safety Hub – a link to cyber safety information that sits on our own MyStPauls platform. Parents can access up-to-date information on trending apps, how to report negative experiences, how to set up a cyber-safe home, how to monitor devices, and parenting tips on how to have difficult conversations around technology, the setting of limits, as well as topical articles.

The Traralgon Secondary School continues to partner with Elephant Ed to run sessions for Year 9 and Year 10 students in respectful relationships, pornography, consent and diversity, as well as professional development in consent for our staff.

We invited Brainstorm Productions to present to our students on the topic of wellbeing. They presented a dramatic role play that addressed anxiety, stress, mental health, reaching out for support, and how to support friends, with a focus on caring for individual wellbeing. This was very well received by our students who related to the presenters and enjoyed hearing and seeing this information delivered in a different format.

Traralgon Secondary School has initiated and supported the education of students, staff and parents with regard to Racism and Cultural Diversity. A Racism Prevention and Intervention policy has been written for the school and this topic added to the wellbeing curriculum. The Centre for Multicultural Youth hosted an introductory session and professional development for twenty-four of our staff. In response to student need for voice, a new committee was formed at the Traralgon Secondary School titled SHAC (Student Harmony Advisory Committee). This group meets weekly with the Head of School to provide a safe space for students to voice and share their collective experience while planning for key events such as Harmony Day, R U Okay? Day and Reconciliation Week.

The Secondary Pastoral Program/Scope and Sequence is updated biannually by the collective team of Heads of Year at both sub-schools to ensure that the topics remain relevant and meet the needs of our children.

Co-curricular and Events

Students participated in a vast array of co-curricular events and activities. Aside from the range of camps and curriculum-related excursions conducted annually, our Traralgon Secondary School students participated in the South Eastern Independent Schools Association (SEISA) sport competitions, coming home as premiers in Intermediate Girls Basketball, Intermediate Girls Soccer, Senior Boys Soccer, Senior Girls Soccer, Intermediate A Netball and Intermediate B Netball. The St Paul's SEISA Swim team were again, crowned as the champion.

Our Year 10 students attended the Inspiring Young Women - Latrobe Dinner (Baw Baw Latrobe Lead Learning and Empowerment Network) at the Morwell RSL. The keynote speakers were Kate Jarvis (Head of Marketing and Business Development, Latrobe Heath Services), Annie Lietzau (Community Operations Coordinator, Collingwood Football Club), Phillipine Le Jalle (Project Engineer, Built Pty Ltd) and Laura Macpherson (Chief Executive Officer, TAFE Gippsland).

Performing Arts

Students enjoyed the opportunity to participate in a range of high-quality performing arts events. These events included the SEISA Arts Festival, local eisteddfods, studio performances, "Peter Pan Jr" (the musical), Centrepiece (an evening of performances from the most talented students from across the school), the Kammer and Kapelle Konzerts of the St Paul's Academy of Music students and finally Codetta.

Learning and Teaching

St Paul's staff continued to share their professional development in 2023 to maintain an evidence-driven, collaborative and highly supportive learning environment. The internal Professional Learning model is based on Dylan Wiliam's Professional Learning Communities (PLC). Teaching staff work in groups on the chosen school focus. These groups may include faculties, teaching teams, small groups and/or the whole staff.

Metacognitive Strategies in 2023 was the focus for staff at both secondary schools as they endeavoured to make students aware of their sub-conscious thought processes.

Our curriculum committee has wrestled with the rise of AI including the best and most effective ways to incorporate its use in student lessons and engagement. We know that students will increasingly use AI, so it is a matter of working in this new space and controlling the parameters to balance the AI against academic integrity and honesty. The Academic Honesty Policy has been updated to include references to AI and it is an area that we will be closely monitoring and refining as it evolves.

TRARALGON JUNIOR SCHOOL (ELC TO YEAR 6)

The Traralgon Junior School provided students with a variety of enriching learning experiences along with some fun and adventure throughout the 2023 year. It was wonderful to join together as a community and enjoy many gatherings and special events. Students were excited to play on the new P-2 playground, with the swing being especially popular. Students also observed the growth of the fruit trees planted for our orchard throughout the year and planted and harvested veggies in the new garden beds. Our community eagerly watched the construction of the new Futures Centre as it took shape and revealed itself. Students were often mesmerised by the machinery and earthworks activity. Construction of the new Early Learning Centre room was also completed and the entrance to the Junior School now has a completely new look, which is welcoming and attractive.

Despite COVID no longer being at the forefront of everyone's thinking, our Junior School did endure high levels of illness in our school community and many cases of COVID, which required everyone to be flexible and supportive as we navigated a number of attendance challenges with staff and students.

Community Service

Community Service events were well supported in 2023 with a number of special fundraising and awareness-building activities throughout the year. Our 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 Hoodie Up for Autism, Dyslexia Awareness Month, National Day of Action Against Bullying and the Cancer Foundation. Families supported Operation Christmas Child's Samaritan's Purse initiative providing over 40 care boxes to children in need across the globe and thoroughly enjoyed participating in fundraising activities with the Secondary School to raise much-needed funds for East Timor. Students also participated in the 'Give a Damn Give a Can' drive supporting the Rotary Club of Traralgon, with each class competing to see who could donate the most cans.

Wellbeing Initiatives

Our wellbeing focus continued in 2023 with the Odyssey Zone offerings and classroom programs. The Resilience Project and ongoing implementation of Play is The Way have had a positive impact on student engagement and behaviour, with reduced incidents of conflict and behaviours of concern. Our IGNITE pastoral curriculum continued to be reviewed and enhanced, with all classrooms dedicating time to delivering lessons and addressing the physical, mental and emotional health of students. A constant focus on gratitude, empathy and mindfulness equipped students with greater skills and strategies.

Performing Arts

Students were provided with a range of opportunities for performance in the Arts. The musical, "*Moana Jr*" and The Arts Showcase performances included all students from Prep to Year 6 and were wonderful examples of the talents of our students. Other successful performances included Eisteddfods, Performing Arts Concerts and Academy of Music evenings.

Learning and Teaching

Teachers continued to participate in significant professional learning focused on the 'Science of Reading and Learning' in 2023. New teachers to our team were trained in Orton Gillingham Structured Literacy and all staff participated in the 'No More Marking' initiative and 'The Writing Revolution' to begin our focus on writing. A highlight of our professional learning was the mid-year Sharing Best Practice Gippsland conference held at St Paul's, with over 400 educators and allied health professionals in attendance. Further professional learning about learning disabilities and differences for staff was undertaken, providing detailed information about accommodating students' needs for effective learning. This detailed consideration of learning needs resulted in a review of Individual Learning Plans and their implementation.

It was exciting to note overall improvements in student learning data across the Junior School and some very pleasing NAPLAN data.

In 2023 our working parties completed their investigations and reviews of best practice in the following areas with recommendations to be implemented in 2024: Reading Comprehension, Mathematics, Sustainability and Digital Technologies.

Friends of St Pauls

Our Friends of St Paul's (FOSP parent group) team also contributed to the life of our Junior School by providing sausage sizzles, icy poles, Mother's Day and Father's Day stalls, raffles, Easter Egg Hunts, assisting with Family Fun Night, Open Day and sporting events.

Co-curricular and Events

Many events and activities were highlights of 2023 including: Family Fun Welcome Evening, Sports Carnivals, Year 2 Orchestral Strings, National Simultaneous Storytime, Year 5 Symphonic Band, Year 2 Strings, Prep 100 Days of School, Community Easter Egg Hunt, Year 2 Sleepover, Years 3 to 6 Camps, Years 5 to 6 Canberra Educational Tour, Book Week and Book Fair, RoboCup, Purple Day, Year 6 The Summit, Science Day Activities, Reconciliation Week activities, Year 5 Market Day, Year 6 Rotary Awards and Relay for Life. Students enjoyed great success at a number of sporting events: tennis, athletics, swimming, netball, cross country, bowling, hockey, basketball, football and cricket.

ACADEMIC ACHIEVEMENT

VCE RESULTS

2023 VCE Results

The 2023 Dux of St Paul's Anglican Grammar School was Hamna Mohamed Fahmi of Warragul who received an ATAR of 99.75. Hamna also achieved a perfect score of 50 for Psychology. Close behind were: Shivi Maheshwari of Warragul on 98.5, Harrison Miller of Pakenham on 96.5, Devmini Rankethkumbura of Traralgon on 96.2, Quinn Carmichael of Warragul on 95.55 and Lachlan Speairs of Traralgon on 95.5.

Other very high achievers included: Samuel Williamson of Warragul on 94.8, Charles Jacques of Warragul on 94.65, Elsie Steenholdt of Warragul on 92.95, Lucy Shen of Morwell on 92.65, Madison Ashley of Warragul on 91.85, Ocea Urbach of Warragul on 91.55, Alannah Rogalsky of Traralgon on 91.4, David Baker of Warragul on 91.35.

The School is incredibly proud of the way our class of 2023 embraced every opportunity they were presented with both in and outside of the classroom. They have applied themselves to their studies in a dedicated and enthusiastic manner and balanced this with involvement in a wide array of co-curricular pursuits. The Class of 2023 approached this year with maturity and good humour and have actively pursued their potential to achieve excellent results.

In all, 14 per cent per of students achieved an ATAR over 90 and 69 per cent of students achieved an ATAR over 70.

The percentage of students who achieved an ATAR of over 80 was 46 per cent, placing them in the top 20 per cent of the state. Ninety-eight per cent of students achieved an ATAR over 50. The fact that St Paul's does not stream students out of Year 12, or offer a VCAL stream, means that these results are truly indicative of the quality environment of learning and teaching that St Paul's offers.

This year's cohort have a variety of plans for the immediate future from tertiary study in areas such as health, commerce and law, apprenticeships, Australian Defence Force traineeships and work.

We are incredibly proud of the class of 2023 and wish them the very best for the future.

Post School Destinations

Of the St Paul's 2023 cohort of 113 students, 95 students were eligible for an offer through the VTAC (Victorian Tertiary Admissions Centre). Of those 95 students that were eligible for an offer, 92 students received an offer in the 1st round.

One student applied directly to ADFA and is still reflected in this data as a backup through the VTAC system.

Several students have also applied interstate and may have received an offer, which 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 (these are reflected in the school's 'Class of 2023' information) or have taken up apprenticeships or traineeships.

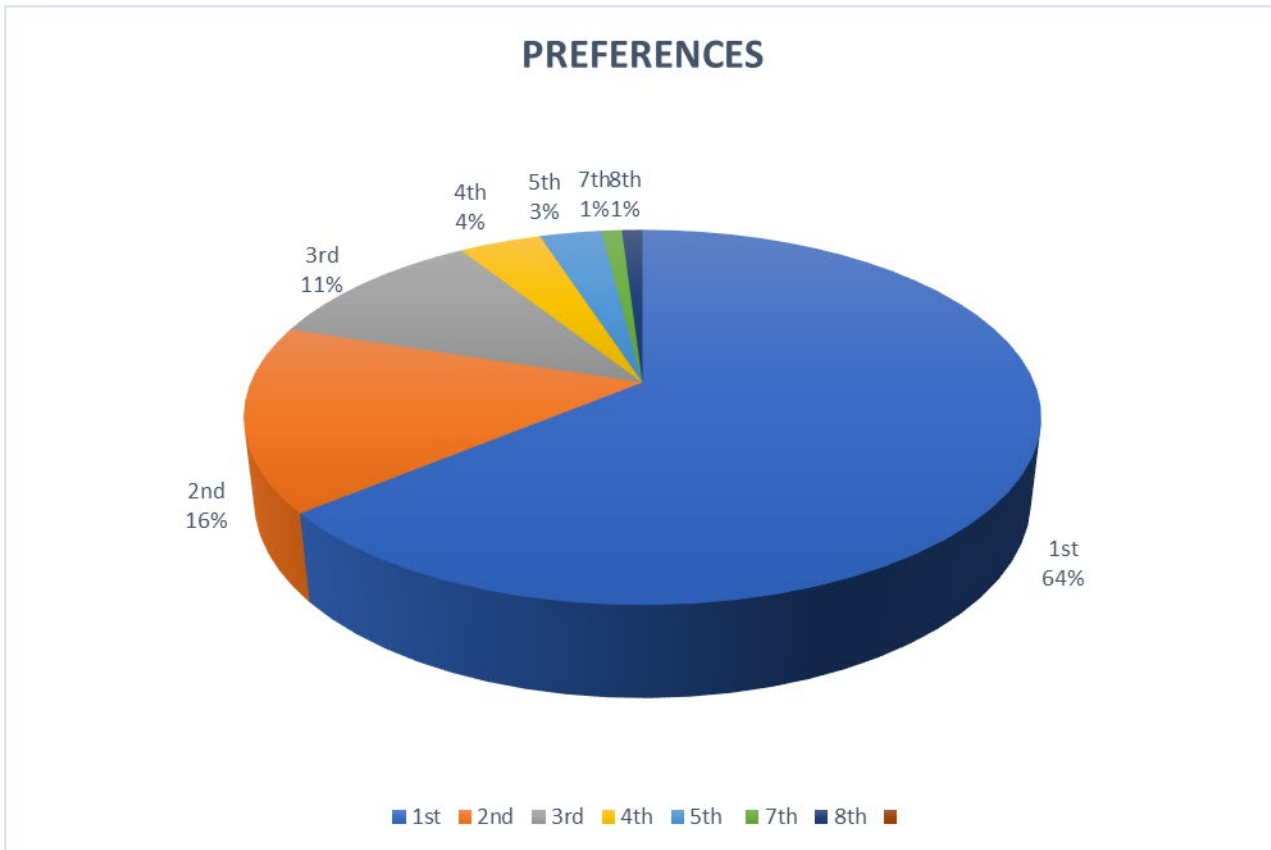
Four students left before completing Year 12 to pursue employment opportunities and one transferred to another school.

Twelve students completed their VET Certificate in Sport and Recreation.

ACADEMIC ACHIEVEMENT

1st Round Offers – Preference breakdown from VTAC

Ninety-two students received a 1st round offer through VTAC and some students received a subsequent 2nd round offer in January, after the Change of Preference opportunities.



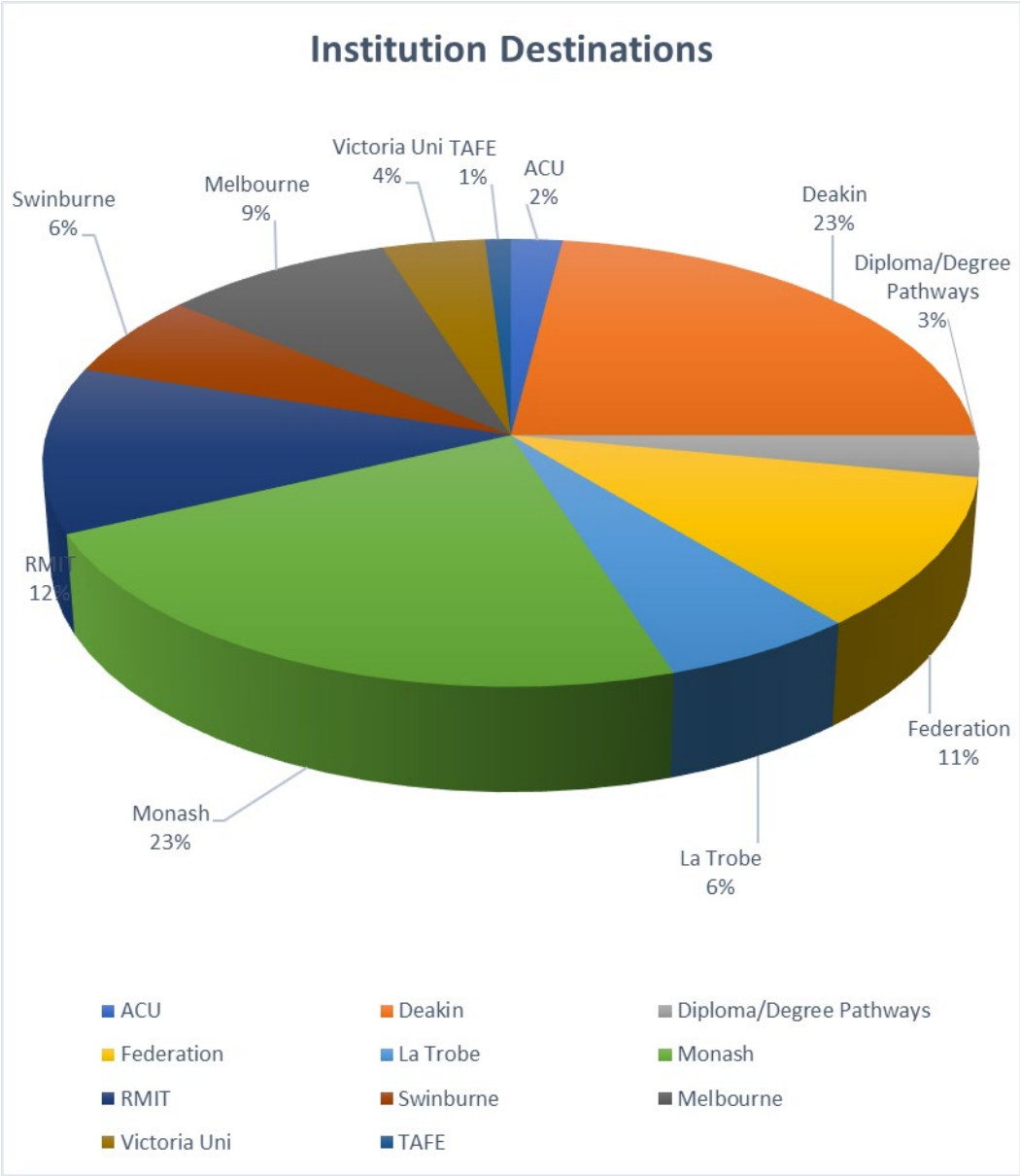
Destination percentages had a slight change from 2022 with increases at Deakin, Federation, ACU and RMIT universities. Monash and La Trobe universities experienced a slight drop from 2022.

Monash and Deakin universities were the most popular choice for university in 2023 with equal percentages.

Interestingly to note is that the Health Sciences proved, once again, to be the most popular area for students in 2023 followed by courses in the business and engineering fields.

ACADEMIC ACHIEVEMENT

POST SCHOOL DESTINATIONS *continued*



The report for students who have deferred will not be available until mid-year 2024.

SCHOOL STATISTICS

The 2023 NAPLAN results for both campuses were pleasing overall, with the usual cohort variation evident.

With the introduction of a new scale and time series, NAPLAN results from 2023 onward cannot be directly compared with results from 2008 to 2022.

Warragul Campus

Year 9 NAPLAN results (2021-2023) Warragul						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	588	584	603	586	601	572
Writing	578	554	594	570	608	579
Spelling	592	586	593	580	582	570
Grammar & Punctuation	606	583	599	582	583	564
Numeracy	603	593	612	591	592	574

Year 7 NAPLAN results (2021-2023) Warragul						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	588	552	576	551	584	545
Writing	559	529	565	542	575	547
Spelling	569	552	567	550	559	541
Grammar & Punctuation	568	539	566	540	573	543
Numeracy	578	559	577	554	585	544

Year 5 NAPLAN results (2021-2023) Warragul						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	537	523	528	520	533	507
Writing	492	489	502	498	504	498
Spelling	494	506	501	509	507	494
Grammar & Punctuation	531	513	518	506	521	503
Numeracy	525	506	523	496	524	494

Year 3 NAPLAN results (2021-2023) Warragul						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	442	452	467	454	445	416
Writing	438	433	441	430	428	424
Spelling	421	431	423	426	430	410
Grammar & Punctuation	448	446	454	446	439	419
Numeracy	419	414	437	413	440	418

SCHOOL STATISTICS

Traralgon Campus

Year 9 NAPLAN results (2021-2023) Traralgon						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	616	584	610	586	600	572
Writing	575	554	591	570	624	579
Spelling	632	586	592	580	599	570
Grammar & Punctuation	616	583	606	582	602	564
Numeracy	626	593	623	591	618	574

Year 7 NAPLAN results (2021-2023) Traralgon						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	588	552	571	551	578	545
Writing	565	529	562	542	571	547
Spelling	593	552	561	550	568	541
Grammar & Punctuation	589	539	566	540	578	543
Numeracy	606	559	583	554	575	544

Year 5 NAPLAN results (2021-2023) Traralgon						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	568	523	528	520	523	507
Writing	505	489	488	498	492	498
Spelling	523	506	510	509	520	494
Grammar & Punctuation	550	513	525	506	532	503
Numeracy	530	506	519	496	547	494

Year 3 NAPLAN results (2021-2023) Traralgon						
Component	School mean (2021)	State mean (2021)	School mean (2022)	State mean (2022)	School mean (2023)	State mean (2023)
Reading	443	452	444	454	431	416
Writing	440	433	437	430	437	424
Spelling	443	431	430	426	423	410
Grammar & Punctuation	452	446	452	446	434	419
Numeracy	412	414	426	413	421	418

SCHOOL STATISTICS

ENROLMENTS

At the Census date in August 2023, enrolments were as follows:

	Warragul	Traralgon	Total
<u>Early Learning Centre</u>			
Pre-Kinder	44	43	87
Pre-Prep	44	44	88
Total	88	87	175
<u>Junior School</u>			
Prep	56	31	87
1	66	33	99
2	65	35	100
3	48	42	90
4	72	41	113
5	69	30	99
6	75	32	107
Total	451	244	695
<u>Secondary School</u>			
7	108	61	169
8	127	40	167
9	85	45	130
10	123	39	162
11	114	N/A	114
12	113	N/A	113
Total	670	185	855
<u>Whole School</u>	1209	516	1725

SCHOOL RETENTION

In 2023, there were 113 students who graduated at the end of Year 12, from a cohort that numbered 131 at Census Year 9 (2020). This gives an apparent retention rate of 86 per cent per cent with 42 students leaving and 24 students starting within that cohort over the three-year period. There were some departures from the original Year 9 cohort which numbered 120 at the end of Year 9 (2020) over the three-year period, with 28 students of the original cohort leaving, giving an actual retention rate of 77 per cent.

SCHOOL STATISTICS

STUDENT ATTENDANCE BY YEAR LEVEL

The average school attendance for each year level for 2023 was as follows:

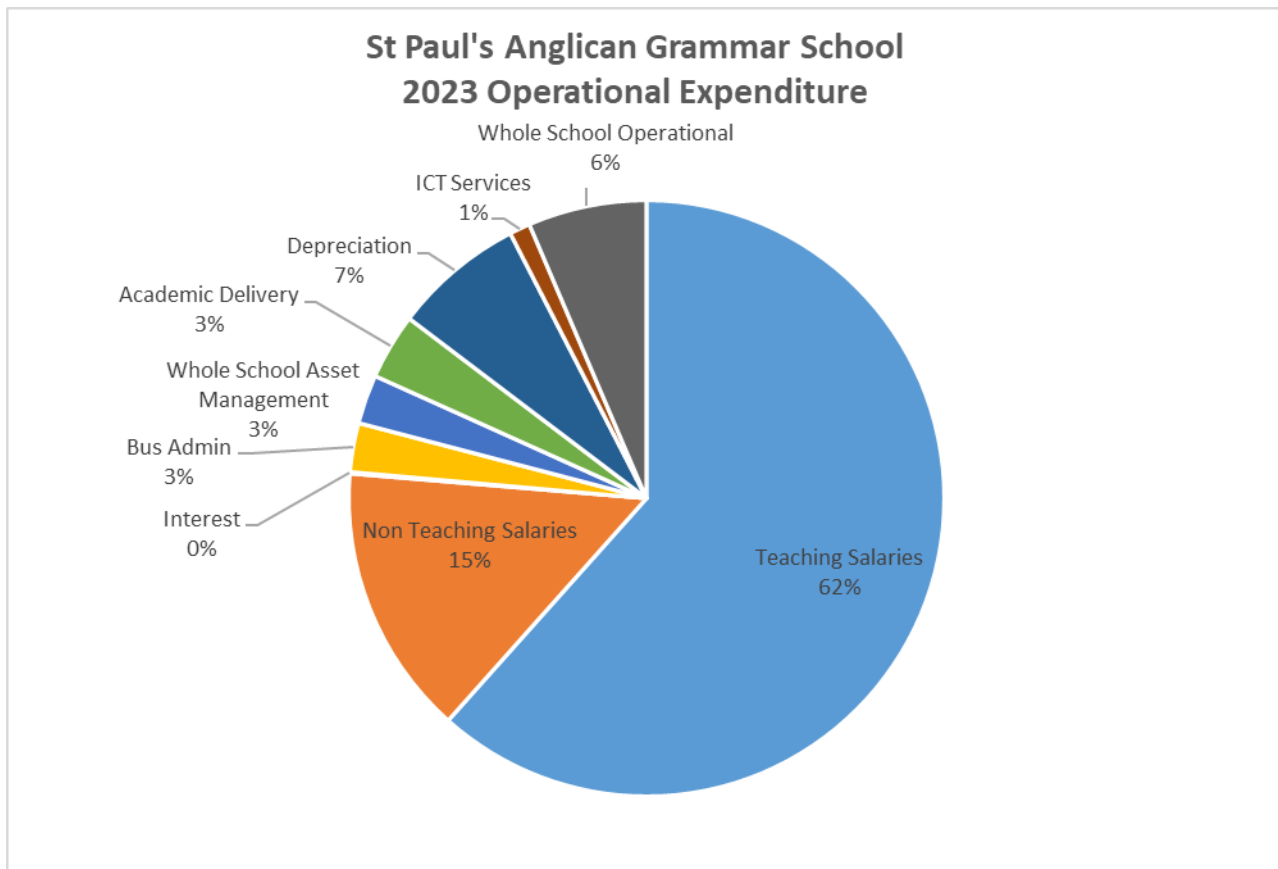
	Warragul	Traralgon
P	91.05%	91.45%
1	91.48%	93.19%
2	91.43%	89.18%
3	91.58%	92.40%
4	92.36%	91.45%
5	92.19%	93.33%
6	92.03%	92.58%
7	90.56%	91.89%
8	89.26%	91.02%
9	89.88%	89.72%
10	87.73%	92.22%
11	92.05%	N/A
12	92.97%	N/A

MANAGEMENT OF NON-ATTENDANCE

Regular school attendance is crucial to the progress and wellbeing of students. Consequently, we have well-established protocols for both monitoring student absences and following up on unexplained or extended absences 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 to always 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 EXPENDITURE

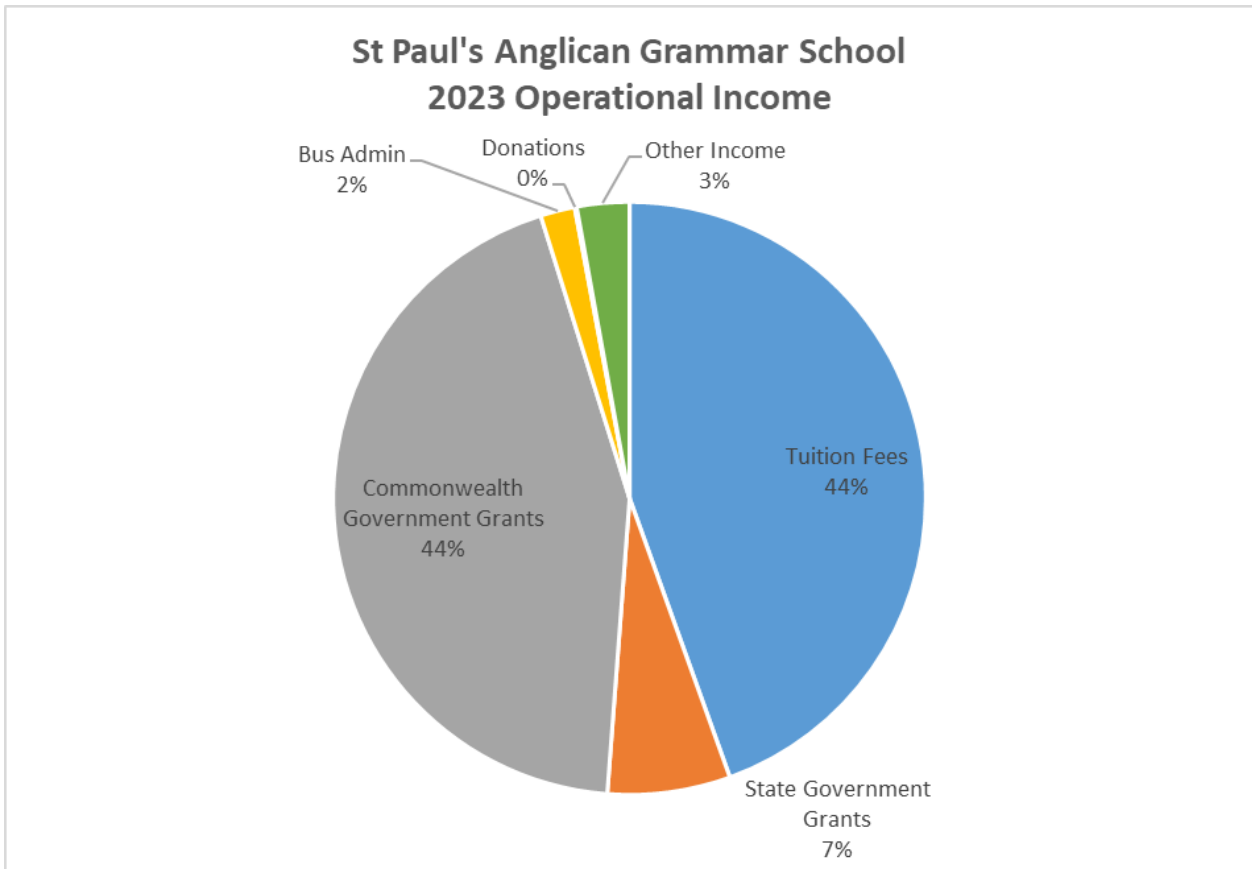


2023 Operational Expenditure (Actual)

Teaching Salaries	\$	21,622,533
Non Teaching Salaries	\$	5,165,193
Interest	\$	30,687
Bus Admin	\$	931,787
Whole School Asset Management	\$	935,104
Academic Delivery	\$	1,255,170
Depreciation	\$	2,499,316
ICT Services	\$	396,634
Whole School Operational	\$	2,259,421

Total Operational Expenditure	\$	35,095,845
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SCHOOL INCOME AND SOURCES



2023 Operational Income

Tuition Fees	\$ 17,615,231
State Government Grants	\$ 2,652,187
Commonwealth Government Grants	\$ 17,396,088
Bus Admin	\$ 743,695
Donations	\$ 43,757
Other Income	\$ 1,132,536
Total Operational Income	\$ 39,583,494

STAFFING

NEW STAFF

Joining our staff in 2023 were:

Glenn Anderson, Jonathan Baker, Sheree Ball, Kay Baughurst, Amy Bertacco, Catherine Black, Riley Boland, Lucas Bonnitcha, Catherine Boraston, Victoria Burdett, Paige Caddy, Chelsea Commadeur, Bronwyn Cox, Cathryn Crombie, Sarah Cumming, Kerrie Davey, Deborah Dean, Anna Di Nuzzo, Fiona Dyason, Irene Faumuina, Hannah Gordon, Carly Gray, Rebecca Handley, Monique Hegarty, Rebecca Hollings, Laura Hughes, Saba Jabeen, Isabella Jettner, Emily Laughlin, Linda Letten, Kayla Ludbey, Quinn McGennissen, Joshua McQuade, Jo-Anne Michie, Melissa Nolte, Brittney Paulet, Luke Phillips, Rhiannon Piper, Josephine Power, Daniel Printannier, Georgia Purcell, Kelly Read, Tomonari Sasaki, Paula Savva, Jake Sharp, Samantha Stiles, Scott Stuckey, George Tambassis, Samantha Vaninetti, Samantha van Stokrom, Andrea Wallace, Sarah Watson, Saxxon Weekes, Suzannah Willis, Justin Woodroffe, Chloe Wright and Donna Wright.

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

STAFF CHANGES

The following staff completed their time at St Paul's in 2023.

Daniel Allison-Isgro, Natalie Axford, Kelly Bailey, Sheree Ball, Kay Baughurst, Michael Beamish, Rachel Betts, Riley Boland, Lucas Bonnitcha, Shareena Boyd, Cherie Bridgman, Jennifer Carpenter, Miriam Cavanagh, David Cope, Linda Cornwall, Rebecca Creed, Anna Di Nuzzo, Therese Gorton, Susan Guy, Dianne Kuyken, Linda Letten, Sarah Lucas, Gayle McMillan, Joshua McQuade, Erin Meadows, Melanie Mullins, Melissa Nolte, Andrew O'Connor, Claire Oldham, Ondine Olsson, Mary Patrickson, Cath Paulet, Josephine Power, Jayne Price, Deborah Rowley, Georgia Rowlinson, Maddison Scott, Michael Spokes, Donna Sweeney, Samanthi Tennakoon, Ryan Timmermans, Stephanie Trovato, Adriana Van Leeuwen, Saxxon Weekes, Justin Woodroffe and Amelia Vincent.

STAFFING

The St Paul's staff comprises a combination of teachers/educators, other professionals and school support officers. In 2023, there were three hundred and twenty 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, human resources and as integration and classroom assistants. There were also three trainee employees: two sports traineeships and a business administration trainee.

Reporting Levels	No of Employees	Male/Female Ratios
Principal	1	Male
Other Executive	9=8 F/T and 1 P/T	66% Female and 34% Male
HOY and HOF	23=21 F/T and 2 P/T	49% Female and 51% Male
Teaching Staff	158=105 F/T and 53 P/T	76% Female and 24% Male
Non-Teaching Staff	112=33 F/T and 79 P/T	84% Female and 16% Male

STAFFING PROFILE

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

STAFF RETENTION

Of the three hundred and twenty staff our turnover rate was approximately 14.6 per cent in the 2023 year. This includes a number of short-term contracts coming to an end, two retirements and the resignations of ongoing staff, some of whom are further advancing their career aspirations and have relocated.

ACKNOWLEDGEMENT OF STAFF, LEADERSHIP AND GOVERNANCE

Especially deserving of acknowledgement are our hard-working staff, both teaching and non-teaching, for their enormous commitment to St Paul's. The quality of our people and our service delivery is central to the success that we are experiencing as a school.

The School Executive continued to provide great support and leadership throughout the year. Departing Deputy Principal, Donna Sweeney, is acknowledged, in particular, for her outstanding work over more than a decade in the role. Her continued association with St Paul's as a Consultant is looked forward to with anticipation next year as the Traralgon Campus moves towards its initial offering of VCE in 2026. While remaining on staff, Laura Butterworth left the Executive at the end of 2023 and must be recognised and thanked for her excellent work as Head of Warragul Secondary School since 2016.

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 2023. The strength of our governance will continue to be pivotal as we move into a period of even more significant capital investment and growth in the years ahead.

Cameron Herbert
PRINCIPAL

TEACHING STAFF QUALIFICATIONS

Allison-Isgro Daniel Mr	Bachelor of Applied Science Diploma of Education
Ambrozy Christopher Mr	Graduate Diploma Education Bachelor of Science Bachelor of Engineering
Armour Scott Mr	Bachelor of Education Graduate Diploma Adolescent Health Graduate Certificate in Careers Counselling
Arnold Serena Mrs	Diploma of Children's Services
Ashcroft Jessica Mrs	Bachelor of Arts Bachelor of Teaching
Atkinson Sandra Mrs	Bachelor of Arts Diploma of Education
Bailey Kelly Ms	Bachelor of Education
Baker Jonathan Mr	Bachelor of Philosophy Bachelor of Science Bachelor of Theology Masters in Teaching and Learning
Barkla Philip Mr	Diploma of Teaching (Primary) Bachelor of Education
Battista Rick Mr	Bachelor of Primary Education
Baughurst Kay Ms	Bachelor of Education Diploma of Education (Primary)
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
Berends Danielle Mrs	Bachelor of Science Graduate Diploma Education
Berryman Sarah Ms	Bachelor of Education (Primary)
Betts Rachel Mrs	Bachelor of Education Master of Education
Binns Lisa Mrs	Certificate III Children's Services Bachelor of Teaching

Blanchard Deanne Mrs	Bachelor of Primary Education Graduate Certificate Religious and Values Education
Blaser Georgia Mrs	Bachelor of Education
Board Deana Mrs	Diploma of Teaching Bachelor of Education
Boland Riley Mr	Bachelor of Education (Physical Education)
Boraston Catherine Mrs	Bachelor of Education (Primary)
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)
Brown Chris Mr	Bachelor of Arts (Journalism) Post Graduate Diploma Education
Brown Tania Mrs	Bachelor of Science Graduate Diploma Education Master of Education Leadership
Browne Andrea Mrs	Bachelor of Education
Bugeja Jodie Mrs	Bachelor of Education (Primary) Bachelor of Science
Burslem Kara Mrs	Bachelor of Education Bachelor of Arts (Psychology and Humanities)
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
Cameron Allison Ms	Bachelor of Education (Art and Craft)
Carpenter Jennifer Mrs	Post Graduate Certificate in Education Bachelor (Honors) Sports Science with Psychology
Cavanagh Miriam Mrs	Diploma of Teaching (Primary)

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 Master of Education
Clark Leonie Mrs	Bachelor of Education (Visual Art)
Clavarino Tegan Mrs	Bachelor of Education (Primary)
Clements Michael Mr	Advanced Diploma of Ministry Bachelor of Science Master of Teaching
Clements Stephanie Mrs	Bachelor of Education Bachelor of Sports and Outdoor Recreation
Coombs Phillip Mr	Bachelor of Education Cert IV in Training and Assessment
Cotterrell Lorelle Mrs	Bachelor of Education (Primary)
Coulthard Grant Mr	Bachelor of Business (Accounting) Graduate Diploma Teaching
Crossley Rebecca Mrs	Bachelor of Education
Crow Kathryn Ms	Bachelor of Science Bachelor of Science (Honours) Graduate Diploma Education
Cullen Julia Mrs	Bachelor of Teaching Bachelor of Education (Primary) Bachelor of Education (Secondary)
Cumming Deb Mrs	Certificate IV in Training and Assessment Diploma of Education (Primary) Graduate Certificate of Education Graduate Diploma Education
Cumming Sarah Mrs	Bachelor of Teaching (Birth to 5 Years)
Daniel Kate Ms	Bachelor of Education (Primary)
Day-Henning Tanja Mrs	Bachelor of Education
Dean Deb Mrs	Bachelor of Primary Education
Denton Gretta Ms	Diploma of Education
Di Nuzzo Anna Ms	Bachelor of Arts Bachelor of Education (Primary)
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
Esbert Coralie Ms	Graduate Diploma Education Bachelor of Arts (Science)
Fabijanska Ann Ms	Bachelor of Animal Science and Management with Honours Certificate IV Training and Assessment Post Graduate Certificate in Teaching (Tertiary) Masters of Teaching Secondary
Farr Joanne Mrs	Bachelor of Education Diploma of Teaching
Faumuina Erik Mr	Bachelor of Education Diploma of Education
Faumuina Irene Mrs	Bachelor of Education (Primary) Bachelor of Teaching (Primary)
Finlayson Merryn Ms	Certificate IV in Fitness Bachelor of Health Sciences Graduate Diploma of Teaching and Learning
Fox Karen Ms	Bachelor of Education
Fraser Lisa Ms	Bachelor of Education
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
Gatti Deborah Ms	Graduate Certificate Language and Literacy Diploma of Teaching (Primary)
Gautam Raman Mr	Post Graduate Certificate in Education (Digital Technologies) Bachelor of Education Master of Science (Mathematics) Bachelor of Science
Geerts Rachael Ms	Bachelor of Arts Bachelor of Education
Gibbons Lara Ms	Graduate Diploma of Education (Primary) Bachelor of Arts (Criminal Justice Administration)
Gordon Hannah Ms	Bachelor of Arts Graduate Diploma Education

Gorton Therese Mrs	Bachelor of Teaching Bachelor of Science Certificate IV Workplace Assessment
Haley Lindsay Mrs	Bachelor of Education (Early Childhood)
Halliday Leah Mrs	Bachelor of Education (Early Childhood)
Handley Rebecca Ms	Bachelor of Education
Hardy Thomas Mr	Bachelor of Education
Harris Richelle Ms	Diploma of Teaching (Early Childhood) Post Graduate Diploma Education Graduate Diploma Education
Hay Alison Ms	Bachelor of Arts (English and Cultural Studies) Graduate Diploma of Education
Heard Andrea Mrs	Bachelor of Education (School Librarianship) Diploma of Teaching
Hegarty Monique Miss	Bachelor of Teaching Bachelor of Arts (Technology)
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 Primary Education
Hollings Rebecca Mrs	Bachelor of Education
Hosken Jade Ms	Bachelor of Education (Primary)
Hoskings Melissa Ms	Bachelor of Science Bachelor of Sport and Outdoor Recreation
Hughes Laura Ms	Bachelor of Arts (Professional and Creative Writing) Master of Teaching (Primary)
Johnson Sarah Mrs	Bachelor of Education (Primary)
Kapoor Ennal Mr	Bachelor of Science Certificate of Education Master of Education
Kimberley Kara Ms	Bachelor of Education (Primary) Masters of Specialist Inclusive Education
King Tracey Ms	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)
Laughlin Emily Ms	Bachelor of Education (Primary)
Laverty Bernard Mr	Graduate Diploma Education (Secondary)
Leighton Louise Mrs	Bachelor of Applied Science (Human Movement) Bachelor of Teaching
Letten Linda Ms	Masters of Teaching Graduate Diploma Teaching Bachelor of Arts Master of Arts
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)
Mannerheim Sherryl Ms	Post Graduate Diploma in Fashion Design Diploma of Art (Graphic Design) Diploma of Art and Design
Mansfield Rebecca Dr	Bachelor of Science Bac Graduate Diploma Education Doctor of Philosophy – Science
Marshall Stephanie Ms	Bachelor of Arts Graduate Diploma Education
Mason Heather Mrs	Licentiate in Music Australia
McCabe Brad Mr	Bachelor of Agriculture Science Graduate Diploma Education
McCormack Tina Ms	Diploma of Early Childhood Education
McDonald Fiona Mrs	Diploma of Children Services Bachelor of Arts – Early Childhood Education
McGrath Andrew Mr	Bachelor of Education
McKerrow Katherine Mrs	Bachelor of Education (Primary)
McMillan Gayle Mrs	Diploma in Teaching Master of Education (Special Needs)
Moerke Sarah Miss	Bachelor of Education (Physical Education) Certificate II Outdoor Recreation

Morley Dane Mr	Bachelor of Fine Arts Master of Teaching
Mullins Melanie Mrs	Bachelor of Arts Graduate Diploma Education
Murphy Emily Mrs	Bachelor of Early Childhood Education
O'Connor Andrew Mr	Bachelor of Arts (History/Politics – Socialist) Graduate Certificate of Education Graduate Certificate in English Linguistics
Oldham Claire Mrs	Master of Education Bachelor of Education (Primary) Post Graduate Certificate of Education
Oldham Gordon Mr	Professional Certificate in Adolescent Counselling Bachelor of Arts Bachelor of Education
Oliver Ashlee Miss	Bachelor of Education
Olivier Kassie Ms	Master of Teaching Bachelor of Health Sciences
Park Jan Mrs	Bachelor of Science Graduate Diploma of Education Advanced Diploma of Business
Patrickson Mary Ms	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) Graduate Diploma of Education (Secondary) Advanced Diploma of Myotherapy
Petrucelli Mikaela Ms	Bachelor of Education (Primary) Bachelor of Education (Secondary)
Piper Rhiannon Mrs	Bachelor of Early Childhood Education
Pisani Tracey Ms	Diploma of Teaching (Early Childhood) Bachelor of Education (Early Childhood)
Powell Caitlin Ms	Bachelor of Arts Graduate Diploma of Education
Price Jayne Mrs	Bachelor of Teaching (Primary) Graduate Diploma Education (Secondary)

Priest Jacqueline Ms	Bachelor of Science Bachelor of Teaching
Printannier Daniel Mr	Bachelor of Arts Graduate Certificate Religious and Values Education Graduate Diploma Education (Secondary)
Pyle Sharon Mrs	Bachelor of Education
Richmond-Smith Anita Mrs	Bachelor of Business and Commerce Bachelor of Sport and Outdoor Recreation Diploma of Education (Primary)
Rilen William Mr	Bachelor of Education (Phys Ed)
Robinson David Mr	Graduate Diploma Education Bachelor of Science (Honours) Doctor of Philosophy
Rutherford Jacqueline Mrs	Bachelor of Science Graduate Diploma Education
Sabine Karina Mrs	Bachelor of Education
Sasaki Tomonari Mr	Bachelor of Arts Diploma of Education
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
Sharp Jake Mr	Bachelor of Arts Diploma of Education
Shearing Matthew Mr	Bachelor of Secondary Education Bachelor of Science
Sim Benjamin Mr	Australian Music Association Bachelor of Music Master of Laws (Juris Doctor) Licentiate in Music Australia
Sinclair Kylie Ms	Bachelor of Arts Graduate Diploma Education
Sinclair Mark Mr	Bachelor of Education Graduate Certificate in Career Development Graduate Certificate of Education

Sizeland Jess Mrs	Bachelor of Early Childhood Education Bachelor of Education (Early Childhood)
Smethurst Lois Mrs	Graduate Diploma Computer Education Master of Information Technology Diploma of Teaching (Primary) Master of Education (Special Needs)
Spencer Leanne Ms	Bachelor of Education (Primary)
Staben Christopher Mr	Bachelor of Music Master of Music (Piano Performance)
Staples Shannon Ms	Bachelor of Arts Bachelor of Education
Steendam Kimberley Ms	Bachelor of Education Diploma of Teaching
Stephens Chelsea Mrs	Diploma of Children's Services Bachelor of Early Childhood Education
Stiles Samantha Ms	Bachelor of Science Diploma of Education
Stuckey Scott Mr	Bachelor of Mathematical Science Bachelor 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
Taylor Jannet Ms	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
Thearle Bethany Mrs	Graduate Diploma Education Bachelor of Science (Microbiology and Immunology)
Timmer-Arends Sandra Mrs	Diploma of Education Diploma of Teaching (Primary)
Timmermans Ryan Mr	Bachelor of Education (Primary)
Treble Glen Mr	Bachelor of Divinity (Honours) Bachelor of Education (Primary) Bachelor of Science

Trovato Stephanie Mrs	Bachelor of Education Diploma of Languages
Van Raay Rowan Mr	Diploma of Education – Phillip Institute of Teaching Graduate Diploma of Educational Studies – RMIT Master of Leadership – Deakin University
Vannaprasedh Laura Ms	Bachelor of Primary Education
Vercoe Lauren Mrs	Bachelor of Education
Waites Maddison Miss	Bachelor of Education (Early Childhood)
Willems Peter Mr	Bachelor of Science – Fisheries Management and Graduate Diploma Education (Secondary)
Williams Jessica Mrs	Bachelor of Arts Graduate Diploma Education
Wilson Victoria Mrs	Bachelor of Education
Witney Jennifer Ms	Bachelor of Education (Physical Education)
Woodroffe Justin Mr	Bachelor of Arts (Journalism) Master of Teaching
Yeates Stephanie Ms	Master of Education Bachelor of Arts Bachelor of Teaching
Young Annette Ms	Bachelor of Science Post Graduate Diploma Education
Zanella Alice Mrs	Bachelor of Secondary Education (Business Studies and Business Management)
Zanella Ben Mr	Bachelor of Education (Physical Education)



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