



School Performance 2025

Contents

3	About Clarendon
4	Our People
12	Student Attendance and Retention
13	Student Outcomes
15	Community Satisfaction
16	Financial Performance and Budget

About Clarendon

Ballarat Clarendon College is an independent, co-educational day and boarding school affiliated with the Uniting Church in Australia. It has 1,985 students enrolled including 138 boarders from rural Victoria, New South Wales, South Australia and metropolitan Melbourne. Approximately 1% of the student body identifies as Indigenous, while international students comprise about 0.5%. 39% of our students come from households where English is the second language.

At Ballarat Clarendon College, our focus is to maximise every student's competence, skills and capacity so that, at the end of their time at school, when they stand on the threshold of their future, they can choose their heart's desire. Students – their growth and achievement – are our work. Their wellbeing is best supported by focusing on progress in everything they do, from the curriculum to living a healthy lifestyle to serving our community. We believe that students can only make optimum progress in an environment in which they are encouraged and supported by those around them. We help students discover who they are, who they want to be and how to get there.

At Clarendon, we believe that knowledge is what you think with, and we understand that knowledge is gained from both a carefully planned and sequenced curriculum and a wide range of different experiences. Life at Clarendon is rich, involving team sports, musical ensembles and theatrical productions, international study tours and involvement in local and overseas community service activities.

In order for the students to make the best possible progress in all areas of school life, the most important resource is the quality of the teaching. It is our responsibility to ensure that every opportunity for learning, in every context, for every student, is grasped. Clarendon is committed to continuously improving the quality of its teaching and, to deliver on this commitment, we use the best available evidence to guide our decision making and drive our allocation of resources.

Clarendon works closely in partnership with parents and home, acknowledging the importance of the alignment of values and attitudes within our community, particularly to do with learning. Parents are valued as close and critical partners.

Our core values define the behaviours and attitudes by which we hold ourselves and each other to account. Everything we do at Ballarat Clarendon College is in the service of student learning and student progress. We believe that learning is incremental and all within our community must embrace possibilities and challenges in order to progress; that effort is non-negotiable; and that with persistence comes success. At Ballarat Clarendon College, students and staff never stop working on getting better.

Our People

Workforce Composition

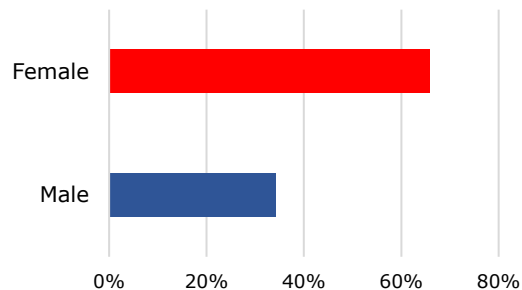
96.4%
Teacher
attendance

86.4%
2024 teaching
resource retained
for 2025

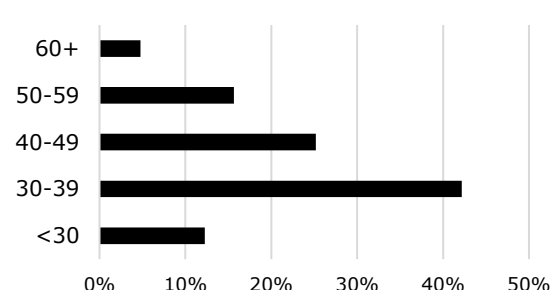
\$1,366
Average spend
per teacher
on
professional
learning

0
Indigenous
employees

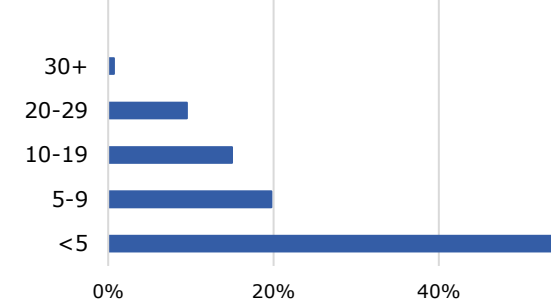
Gender



Age

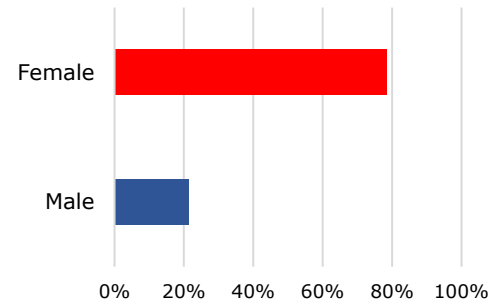


Years of Service

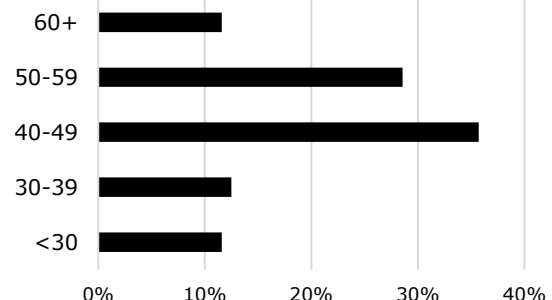


Teachers

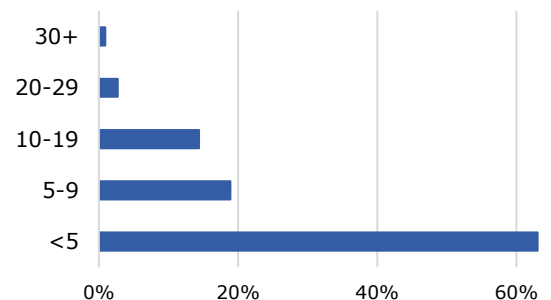
Gender



Age



Years of Service



Educational Support Staff

Teacher Standards and Qualifications

Executive - Teaching and Learning

Principal: Bourke, Jen - **BAppSc, PGDipEd** *FedUni*

Deputy Principal: Ashman, Greg - **BA, MA** *Cantab*, **PGCE, PhD** *UNSW*

Co-Head of Senior School: Evans, James - **BEd, BTech** *FedUni*

Co-Head of Senior School (Jan-Jun): Brady, Laura - **BA** *Dublin*, **MA, PGDipEd** *Melb*

Co-Head of Senior School: Ellis, Clare - **BA, PGDipEd, MTeach** *Melb*

Co-Head of Middle School: Moloney, Shaune - **BEd** *FedUni*

Co-Head of Middle School: Allinson, Emily - **BSc(Hons), PGCE** *Bedfordshire*

Deputy Head of Middle School: Rees, Chloe - **BA** *Design Swin*, **PGDipEd** *FedUni*

Deputy Head of Middle School: Walsh, Kirsty - **BEd** *FedUni*

Head of Yuulong Campus: Francis, Michael - **BOutEd** *La Trobe*, **GradDipAppLrn** *Deakin*

Head of Junior School: Jamieson, Jeannie - **BEd, MEd** *Melb*

Deputy Head of Junior School: Braid, Penny - **BA, MTeach, MTESOL** *Melb*

Deputy Head of Junior School: Parkin, Christine - **BSc(Hons)** *Leic*, **PGCE** *Nottingham*

Head of Early Learning Centre: Hall, Emma - **BSc(Hons)** *Lanc*, **PGCE** *Manc Met*, **DipEd** (ECE) *Churchill*

Head of Data Analysis and Assessment: Anderson, Scott - **BExSS** *Sunshine Coast*, **MEd** *La Trobe*

Head of English: Scruby, Mark - **BA(Hons), PGCE** *Sur*, **GradDipEd**(Lead) *Warwick*

Head of Maths: Holmes, Adelle - **BSc, PGDipEd** *Melb*

Head of Science: Orcheston-Findlay, Jennifer - **BSc(Hons), PGCE** *Exe*

Head of Student Development/Co-Head of History: Struth, David - **BSSc** *Deakin*, **PGDipEd** *FedUni*, **MTeach** *La Trobe*

Head of Performing Arts: Belcher, Steven - **BMus, BEd(Hons)** *Melb*, **MEd** *ECU*, **AMusA** *AMEB*

Executive – Operations

Chief Financial Officer: Taylor, Claire - **BBus** *Swin*, **CA** *CA ANZ*

Chief Operating Officer: Snibson, Shane

Chief People Officer: Welsh, Amber - **BA(SocSc)** *FedUni*

Head of Student Wellbeing: Griffin, Dean - **BSocWk** *La Trobe*

Risk and Compliance Manager, Head of ICT – Teaching and Learning and Digital Literacy: Stewart, Andrew - **BA** *UniSA*, **DipEd** *La Trobe*, **MEd** *ECU*

Capital Works, Infrastructure and ICT Manager: Ryan, Adam - **BComp** *FedUni*

Senior Communications Strategist: McGie, Jennifer - **BA(Hons), MEd** *Melb*, **PGDipEd** *Melb* *CAE*

Teacher Standards and Qualifications

Curriculum Leadership

Anderson, Anh - **DipBusMn** *Homesglen*, **BA**, **GradCert**(Media), **MArts**(Comms), **PGDipEd**, **GradCert**(Educational Research) *Monash*
 Bowen, Alex - **BA**(Hons) *Birm*, **MTeach**(Secondary) *ACU*
 Bunting, Adrian - **BA**(Hons), **PGCE** *UON*
 Calleja, Chris - **BAppSc**(Hons) *RMIT*, **MTeach** *Melb*
 Charleston, Nick - **BA**(Hons) *Lanc*, **PGCE** *EHU*
 Collings, Andrea - **BA**, **BEd** *QUT*
 Eckersley, Vivienne - **BSc** *Melb*, **GradDipEd** *FedUni*
 Frankel, Caroline - **BA**(Mgt with Spanish)(Hons) *Nottingham*, **PGCE** *Brighton*
 Green, Michelle - **BA** *FedUni*, **PGDipEd** *Melb*
 Hackwill, Kyle - **BMus** *Melb*, **AMusA** *AMEB*
 Howard, Gabi - **BHPE** *FedUni*, **Med** *Melb*
 Ince, Leonie - **DipTeach** *ACU*, **BEd** *RMIT*, **Med** *ACU*
 Lavin, Hannah - **BSc**(Hons) *Northumbria*, **PGCE** *St Mary's*
 Le Sueur, Laura - **BEd/BSc**, **AdvDipGrapDes** *FedUni*
 Ludewig, Zamira - **BEd** *FedUni*
 Morris, Justine - **MTeach**(Secondary), **BA**(Theatre Performance) *FedUni*, **CertIV**(Dance Teaching and Management) *Cecchetti Ballet Australian Inc*, **CertIV**(Training and Assessment) *Centre for People Development*
 Norello, Romina - **BSc**, **MSc**, **MTeach**(Secondary) *Melb*
 Radojcic, Kate - **BSpScEd**(Secondary), **MTeach**(Secondary) *FedUni*
 Richardson, Daniel - **BA** *Lanc*, **PGCE** *EHU*, **Med** *Buck*
 Sanders, Sandra - **BA** *RMIT*, **GradDipEd**, **PGDVisCom** *Melb*
 Simpson, Laura - **BSc** *ANU*, **MTeach**(Secondary) *Melb*

Teaching

Andrewartha, Claire - **BA**(Chinese Mandarin), **BCom**(eCom) *Deakin*, **GradDipEd**(Secondary) *ACU*
 Andrews, Jenna - **BA**(Hons), **MPub&Comm**(Hons) *Melb*, **MTeach** *FedUni*
 Antoniewicz, Shayla - **BSc** *CUT*, **MTeach**(Primary) *UWA*
 Armstrong, Tessa - **BHSPE** *FedUni*
 Barry, Skye - **BA** *Sunshine Coast*, **PGDipEd**(Primary) *Griff*
 Beechey, Grace - **BEd**(Birth to Year 6) *FedUni*
 Behncke, James - **BEd** *VU*
 Bermingham, Leeona - **BA**(Hons), **PGCE** *Oxford*
 Blackman, Bethany - **BEd**(Hons), **PGCE** *BSU*
 Bosco, Seneca - **BA**, **MTeach**(Secondary) *Melb*
 Boyd, Peter - **BMusPerf**, **MTeach**(Primary)(Hons) *Melb*
 Bristow, Susan - **BA**(Fine Arts) **GradDipEd** *FedUni*, **MA** *Lond*
 Bromley, Ebony - **BEd**(PE) *FedUni*
 Carr, Lorraine - **BPE** *Deakin*, **CertIV**(Tactile Therapies) *ESTT College of Natural Medicine*
 Cartwright, Kate - **BA**(Hons) *Leic*, **PGCE** *C&GCHE*, **PGDipEd**(Early Childhood) *RMIT*
 Checkley, Erin - **BPhty**, **PGDipEd** *Monash*, **Med**(Hons) *Melb*
 Clarke, Rachel - **BA** *UWM*, **PGCE** *Worc*
 Clarke, Rebecca - **BA**, **DipMus**, **MTeach** *Melb*
 Cocomazzo, Anthony - **BSc** *FedUni*, **GradDipEd** *ACU*, **MYEdSoc** *Utrecht*
 Cotsell, Violet - **BA**(English Lit and Spanish), **MTeach**(Secondary) *Deakin*
 Coutts, Phoebe - **BEd**(Primary) *ACU*, **GradCert**(Early Childhood) *Griff*
 Cowan, Kristie - **BEd** *UniSA*
 Cray, Austen - **BEd** *QUT*
 Cromwell, Simon - **BSc**(Chem)(Hons), **PhD** *Monash*
 Dall, Tiarne - **BCrim**, **MTeach**(Secondary) *Deakin*

Teacher Standards and Qualifications

Davies, Sophie - **BA(Hons) Exe, PGCE CUK**
 Davey, Sarah - **BAppSc(FoodScTech), GradDipEd(Secondary) FedUni**
 Davine, Luke - **BSc/BEd FedUni**

Dimond, Rebecca - **BA Monash, MTeach Melb**
 Donnelly, Lynne - **BSc(Hons) UWS, PGCE(Lead) Aberd, PGDipEd Strath**
 Evans, Megan - **BHPE(Hons) FedUni**

Eyre, Jessica - **BEd(ECE/Primary) ACU, MEd Monash**
 Farrelly-Barnett, Henrietta - **BLaw UTS, GradDip(Legal Practice) College of Law, BVA ANU, MTeach CSU**
 Feakins-Taylor, Paul - **BSc(Hons), PGCE(PE) Cicest**

Fitzsimons, Nicole - **BA Monash, BIDES, GradDipEd Swin**
 Foley, Nardia - **GradDipEd FedUni, BDes AcadDesign**
 Francis, Annemarie - **BEd VU, GradCertCounsEdProf UTAS, GradDip(Psych) Adel**
 Fritch, Daniel - **BA, BEd MNU**

Forbes, Annie - **BEng, MIR Melb**
 Fumi, Emily - **BVA, BTeach FedUni**
 Gerardi, Vicki - **DipEd, DipFA Ballarat CAE**

Gibcus, Sophie - **BDesSt Swin, MTeach Melb**
 Goodwin, John - **BSc(Hons), PhD Hull, PGCE Durh**
 Goss, Jo - **BEd(Early Childhood) Monash**

Graham, Hayley - **BA, GDEdAdmin, PGDipEd, MEd Melb**
 Gravener, Samantha - **BEd(Early Years) Deakin**
 Gray, Haydn - **BA, DipLiBA VU, DipEd, MTeach Melb**

Hallam, Richard - **MPhys(Hons) Oxford, PGCE York**
 Harwood, Laura - **BA, BLaw(Hons) Monash, PGDipEd Melb**
 Hassell, Georgia - **BHPE FedUni**

Hegarty, Michael - **BA(Hons) Keele, PGCE Warwick, PGDipLaw ULaw**
 Henderson, Ross - **BAppSc FedUni, PGDipEd ACU**
 Hendrickson, Whitney - **BEd FedUni**

Hill, Joanne - **BEd(Secondary), GDip(MathEd) Melb**
 Hockey, Justin - **BMus, BEd(Secondary) UniSQ**
 Holley, Amanda - **BEd(Secondary) Griff**

Holmes, Nathan - **BEd(Primary) FedUni**
 Hutchins, Jason - **BEd(PE) FedUni**
 Ignjic, Dejan - **BEdSt VU**

Johnson, Mitchell - **BHPE FedUni**
 Lau, (Wing Kuen) Jerry - **BA RMIT, GradDipEd Monash, MMus Melb**
 Lanagan, Shawnee - **BEd ACU**

Lincoln, Fiona - **BTeach, BSc Adel**
 Lott, Gregory - **BA(Multimedia Journalism)(Hons) SOTON, PGCE(Primary) Winc**
 Macdonald, Leah - **BAppSc, PGDipEd FedUni**

Macgowan, Brad - **BEd FedUni**
 Macgowan, Jessica - **BEd(PE) FedUni**
 Mansfield, Joshua - **BLang ANU, MTeach(Secondary) NE**

Matsetlo, Beauty - **BAcc Lesetho, PGDE NUST**
 McCleary, Sarah - **BPsych Melb, DipEd VU**
 McDougall, Ainslee - **BEd(Primary), PGDipEd FedUni**

McIndoe, Myfanwy - **BA/BMus Melb, MTeach Deakin, MMus Hochschule fur Musik, AMusA AMEB, CELTA Camb, LRSM ABRSM**
 Moloney, Amanda - **BEd FedUni**
 Moloney, Ellie - **BEd FedUni**

Teacher Standards and Qualifications

Morrison, Ben - BSc <i>Melb</i> , MTeach <i>FedUni</i> , PhD <i>Melb</i>	Robson, Mark - BCom <i>La Trobe</i> , MTeach <i>Melb</i>
Nalder, Sue - BEd (PE) <i>FedUni</i>	Roso, Philippa - BA , MTeach (Primary) <i>Melb</i>
Nelson, Daniel - BTh <i>ACU</i> , MTeach (Secondary) <i>Melb</i>	Ryan, Jessica - BA (MusTheatPerf) <i>FedUni</i> , BEd (Primary and Secondary) <i>Deakin</i>
Nie, (Lingling) Daisy - BA , MTeach <i>Melb</i>	Sangruang, Poom - BA (Hons), MTSI <i>Melb</i>
Nieuwkerk, Sarah - BMus , MMus (PerfTching) <i>Melb</i> , DipEd <i>La Trobe</i>	Scoleri, Ness - BEd <i>FedUni</i>
Nixon, Elizabeth - BEd <i>SCross</i> , BTeach , PGDipEd (Early Childhood) <i>Macquarie</i>	Sheldrick, Anna - BSc <i>RHUL</i> , PGCE <i>KUL</i>
Noack, Douglas - BA <i>Swin</i> , Cert (JpnStud) <i>TGU</i> , GradDipEd <i>Monash</i>	Searl, Michael - BAppSc , BEd <i>FedUni</i>
Novak, John - BLaw <i>La Trobe</i> , BA <i>Melb</i> , MTeach (Secondary) <i>Monash</i>	Smith, John - BA (PerfArts) <i>FedUni</i> , MTeach (Primary and Secondary) <i>Deakin</i>
Nowak, Jolanta - BA <i>Flin</i> , PGradDip <i>Melb</i> , GradCertTertTeach <i>Curtin</i> , MTeach (Secondary) <i>ACU</i> , MA , PhD <i>Melb</i>	Solterbeck, Jenni - DipCom <i>MIBT</i> , BEd (Primary)(Hons) <i>RMIT</i>
Nuttall, Sophie - BA <i>ANU</i> , PGDipEd <i>FedUni</i>	Steele, Samuel - BA , GradDipEd (Secondary) <i>La Trobe</i>
O'Connor, Carolyn - BA <i>WAust</i> , GradDipEd , MEd <i>ECU</i>	Stevens, Aaron - BSc (Sport&ExSc) <i>Port</i> , PGCE <i>Bath</i>
O'Connor, Jessica - BSocSci <i>Manc</i> , PGCE (Secondary) <i>Middlesex</i>	Storer, Daniel - BA (Hons), PGCE , MA <i>Sheff</i>
Odell, Sarah - BAnimVetBio sc <i>La Trobe</i> , MTeach <i>Monash</i>	Story, Emma - BEd (Primary) <i>FedUni</i>
Olsson, Lee - BA , GradDipEd <i>La Trobe</i>	Tanis, Mark - BEd <i>ACU</i>
Parry, Ruby - BHPE <i>FedUni</i>	Tavlian, James - DipMathSc , BSc , MTeach (Secondary) <i>Melb</i>
Patrikeos, Tessa - BExSc , MTeach <i>FedUni</i>	Thomas, Michael - BA , MIA <i>ANU</i> , MTeach (Secondary) <i>Melb</i>
Pearson, Andre - BDes (ProdIn), MTeach (Primary) <i>UniSA</i>	Tivendale, Hannah - BMus , BPerfArts <i>Monash</i> , MTeach <i>Adel</i>
Permezel, Parisse - BA <i>WAust</i> , PGDipTeach (Secondary), MTeach (Secondary) <i>Melb</i>	Townsend, Craig - BEd (Secondary), MA <i>Melb</i>
Power, Andrew - MTeach (Secondary) <i>Melb</i> , BMus <i>VCA</i>	Wallace, Alison - BA , BEd (Hons) <i>Monash</i>
Purkis, James - BEd (Secondary)(Hons) <i>Syd</i> , MEd (TESOL) <i>CSU</i> , GradCertEdRes <i>CSU</i>	Webb, Holly - BEd (Hons) <i>FedUni</i>
Radbourne, Leigh - BA <i>Melb</i> , PGDipEd <i>Monash</i>	Webber, Cassandra - BScEd <i>Woll</i>
Renfree, Andrew - BAppSc (Human Movement) <i>FedUni</i> , GradDipEd (Seocndary) <i>ACU</i> , BA (Architecture) <i>Deakin</i> , GradCertLdrshipEdTrain <i>VU</i>	White, Tracey - BA <i>FedUni</i> , PGDipEd <i>Sunshine Coast</i>
Riches, Meagan - BA (Hons) <i>Nott Trent</i> , PGCE <i>UEA</i>	Whitlock, Sophie - BA , PGDipEd <i>Melb</i>
Rickard, Stuart - BEd <i>UniSQ</i>	Wickson, Chloe - BEd <i>FedUni</i>
Robb, Sophie - BEd <i>FedUni</i> , GradCertEd (Lang&Lit) <i>La Trobe</i>	Wood, Rebecca - BSc (Ocean Science)(Hons) <i>Plymouth</i> , PGCE (Secondary Science) <i>Reading</i>
Robbins, Leanne - BEd , DipTeach <i>FedUni</i>	Yu, Paul - BBusCom (Mktg&Mgmt), MTeach (Primary) <i>Monash</i>

Educational Support Staff Qualifications

Abraham, Isabelle
 Andrews, Justen - **BSc**(Hons), **PhD** *Melb*
 Angove, Emi
 Auchettl, Cathy - **CertIII**(Childcare) *School of Mines Ballarat*, **LevelI**(Integration Aide) *La Trobe*
 Bathurst, Emily
 Belton, Kylie
 Black, Lucy
 Botha, Bryony - **BCouns** *Torrens*
 Bourke, Marea
 Brooks, Brylee
 Bunston, Sophie - **BA/BSocWk** *Monash*, **GradCert**(Developmental Trauma) *Aust Childhood Fdn*
 Byrne, Chelsea - **BMediaComm** *Swin*
 Carden, Kiralee - **BOutEd** *La Trobe*
 Cassidy, Sherralea - **CertIV**(Hospitality), **Dip**(Event Management) *Swin*
 Chen, ErShan - **BAG**(Forest Res Con & Rec) *Sichuan*, **MA**(Enviro Management & Consultancy) *Lanc*
 Cooke, Louise - **RN**, **CertIV**(Training and Assessment) *SJOG Ballarat*
 Cooper, Myles - **CertIV**(IT), **CertIV**(Cyber Sec) *FedUni*
 Corbet, Jana - **CertIV**(Lab Tech) *RMIT*, **MSc**(Water Tech) *UCT Prague*
 Coutts, Matilda
 Crowe, Helen - **Dip**(Lib & InfServ) *FedUni*
 Cummins, Fiona - **BAppSc**, **GDipBus** *FedUni*, **MSocDev** *UNSW*
 Dean, Lauren
 Doddrell, Sophie - **BA**, **MTeach**(Secondary) *Melb*
 Dodson, Aenea - **BHRM** *FedUni*
 Donnelly, Alan - **TQFE** *Dund*, **Cert**(Learning and Mentoring) *CMI*
 Fatima, Farwa
 Erwin, Kylie - **BBus** *UniSQ*, **GradDip**(Psych), **BA**(Psych)(Hons), **MPsych**(Clinical) *FedUni*
 Finnen-Evans, Moya - **BNur** *ACU*, **GradCert**(Emergency Nursing) *Deakin*
 Forrest, Sophie - **BNur** (Science) *Melb*, **BSocSc** *RMIT*

Furniss, Alison
 Glover, Ella
 Goldsmith, Kelly
 Griffiths, Isabella - **BYouthWork** *RMIT*
 Hall, Bianca - **BNur** *Monash*
 Hall, Kathryn - **DipMgt Sports Ed**, **AdvDip Mgmt**, **AdvDip Mgmt**(HR), **BAppMgmt** *FedUni*
 Hallam, Sarah - **BA**(Public Relations) *Deakin*
 Hallam, Vicky - **BA** *Deakin*
 Harrison, Nia - **BA** *Melb*, **GradDipSOE Ara**, **CertV**(Teaching English as a Foreign Language) *TEFL*
 Hill, Joanna
 Ho, Jane - **CertIV**(Ed Support) *Holmesglen*
 Holdsworth-Jennings, Martine
 Hotchin, Amanda
 Hughes, Justin - **CertIV**(IT) *Bendigo TAFE*
 Irvin, Erin
 Jenkins, Alyssia
 Jennings, Joanne
 Jost, Virginie - **BTour** *Lincoln*
 Kay, Jonathan
 Kenny, Narelle - **Dip**(ChildServ) *BRACE*
 Kittelty, Scott - **AdvDip**(Broadbased Electronics) *FedUni*
 Ladewig, Sue
 Langley, Richard - **BOutEd** *La Trobe*, **BFA** *UTAS*
 Lavery, Narelle
 Lockyer, Tony - **CertIII Building and Construction**(Carpentry) *Building Skills Centre Ballarat*
 Lokupothagamage, Shammi - **CIPM** *Sri Lanka*
 Marsh, Sheree
 Martin, Jane
 Martin, Sarah - **CertIII**(DentalAssist), **IntroSkinCancer** *SCCA*

Educational Support Staff Qualifications

McGrath, Emma
 McKenna, Karen - **BCom NUI, CA(Ireland), Cert IFRS**
 McKenzie-McHarg, Hugh - **BFilmTV Swin**
 McPhan, Kerry - **DipLead&Mgmt ACU**
 McLachlan, Angus - **CertIV(IT) GIT**
 McLean, Julie - **DipChildServ(Early Childhood) FedUni**
 McMahon, Nicholas - **BA(Music Theatre) WAAPA, PGDipArts Monash**
 McRoberts, Sarah - **BNur La Trobe**
 Mikas, Leah - **CertIII(ChildCareAssist) SMB**
 Mudzikitiri, Glenda - **BSW(Hons) UniSA, CertIII(Mental Health) Monash**
 Murphy, Lisa - **AssocDipBusAdmin(Legal) RMIT**
 Netherway, Joanne - **CertIII(ChildServ) BRACE, Dip(Early Childhood) OWFC**
 Nielsen, Clarence - **BSc Syd, ASA, CPA CPA Australia**
 Nijhof, Jasper
 Nunn, Bianca - **BNur ACU**
 Olver, Matt - **BIT Deakin**
 Parker, Mellisa
 Parkinson, James
 Parsons, Travis - **BExSc, MTeach(Secondary) FedUni**
 Pearson, Andre - **BDes(Product Innovation), MTeach UniSA**
 Peele, Ian - **BComp FedUni**
 Richardson, Mardi - **PGCUniMgt Melb, MBA FedUni**
 Rickard, Drew - **BInfTech(InfSys) Swin**
 Ritchie, Michelle - **CertIII(Ed Support) Monash, CertIII(Early Childhood Education and Care) VU**
 Rizzo, David
 Robertson, Ella
 Rosicka, Christine - **MISM, BA/BBus Swin, PGDipEd Monash**
 Rosewarne, Madeline - **BEd ACU**
 Robertson, Candy - **BDes(VisComm), BVisComm(Hons) Monash**
 Robertson, Sharon

Sargent, Abby - **BBus(Mktg) Monash**
 Smith, Erica - **AdvDip Mgmt, AdvDip Mgmt(HR), BAppMgmt FedUni, MHRM Deakin**
 Spencer, Robert - **BEng(Aerospace) Derby**
 Spring, Sally - **MBA Liverpool**
 Stuchbery, Beau
 Svensson O'Shea, Alice
 Sydes-Jones, Debbie
 Taylor, Emma
 Taylor, Lynette - **BSc(Biotech) Deakin, BSc(Forest)(Hons), PhD Melb**
 Thompson, Linda
 Trigg, Felicity - **BA(PolSt) Deakin**
 Vaarzon Morel, Annette
 Wallis, Therese - **DipChildCare, AdvDipChildServ FedUni**
 Watkins, Kathryn - **BAppSc(Land Information) RMIT, GradCertCom FedUni**
 Westwood, Tamara
 White, Kelly
 Zamparo, Patricia
 Zupan, Annabella

Educational Support Staff Qualifications

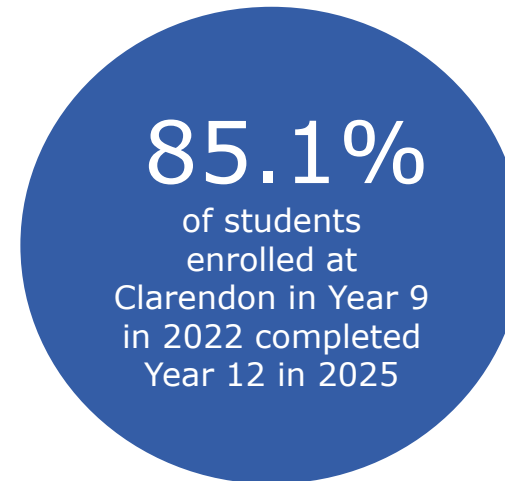
Performing Arts

Allan, Peter - **BA Adel**
Boon, Sam
Carman, Kathryn - **BA, BMus(Hons) Monash**
Cartledge, James
Chappell-Lawrence, Guy - **BA FedUni**
Clark, Dave - **ADBUs(Acc) SMB**
Clarke, Stacey - **ADCBA, LDipCBA, CertIV Dance Teaching & Management CICB**
Coward-Lemke, Constance - **AMusA, LMusA AMEB**
Evans-Barker, Michael
Furneaux, Grant - **BEd Canb, MMusStudies Melb**
Govan, Kathryn - **BA(Music) VCA, PGDEd Melb**
Kelly, Mary - **AMusA AMEB**
Knight, Lauren - **AMusA(Piano) AMEB**
Laidler, Wendy - **DipArts/Mus, MEd Melb, GradDipEd Monash**
Landy, Sarah - **IMS Melba, DipPA Dance World**
Lupoiu, Ligia - **BMus, MMusPer Melb**
McKelvey, Hugh - **BMus FedUni, GCArtsMgt UniSA, GDMusEd Deakin**
Meddings, Nerida - **BMus Melb**
Menegazzo, Adam - **BA La Trobe**
Montgomery, Maxine - **BMus Melb, GDipMus Griff, LMusA AMEB**
Nelson, Tim - **AMusA Burwood, AMusA(Double Bass) AMEB**
Parry, Eleanor - **BA(Music) AIM, BA(Music)(Hons) Monash**
Postlethwaite, Declan - **BMus Melb**
Schaefer, Jessica - **BMus, LMusA AGME**
Sheriff, Ingrid - **BA, BMus Melb**
Westlake, Michael - **BMus Melb**

Student Attendance and Retention

2025 Student Attendance: **91.7%**

Prep	94%
Year 1	94%
Year 2	92%
Year 3	91%
Year 4	92%
Year 5	92%
Year 6	91%
Year 7	92%
Year 8	90%
Year 9	92%
Year 10	91%
Year 11	90%
Year 12	90%



Students who are absent from school have the option of viewing recorded lessons; they negotiate the completion of set work either while absent or upon their return. When students are aware they will be absent ahead of time, work is prepared to be completed before their return. Extended absences may mean students receive an adjusted grade and have the opportunity to attend other classes to access that aspect of learning.

Student Outcomes

Year 3	2025	2024	2023	Year 5	2025	2024	2023	Year 7	2025	2024	2023	Year 9	2025	2024	2023
Reading	99%	99%	98%	Reading	99%	98%	99%	Reading	100%	100%	100%	Reading	99%	100%	100%
Writing	100%	100%	99%	Writing	99%	99%	100%	Writing	100%	100%	99%	Writing	100%	99%	100%
Spelling	100%	100%	99%	Spelling	98%	99%	100%	Spelling	100%	100%	98%	Spelling	99%	100%	99%
Grammar and Punctuation	98%	99%	98%	Grammar and Punctuation	98%	98%	92%	Grammar and Punctuation	100%	100%	100%	Grammar and Punctuation	99%	100%	100%
Numeracy	100%	100%	100%	Numeracy	100%	98%	100%	Numeracy	100%	100%	100%	Numeracy	100%	100%	100%

The figures represent the percentage of Years 3, 5, 7 and 9 students who achieve national reading, writing, spelling and numeracy benchmarks.

Since 2023, NAPLAN results are reported against proficiency standards, with student achievement shown against four levels of proficiency. There is a standard for each assessment area at each year level. These replace the previous numerical NAPLAN bands and national minimum standards. The NAPLAN measurement scale and time series have also been reset. The percentage from 2023 onwards will indicate the percentage of students who are in the exceeding, strong and developing standards. The 'needs additional support' proficiency level is intended to identify students who are at risk of not progressing satisfactorily at school. The previous national minimum standard provided an approximate measure of which students needed additional support but identified too few of these students. It could also give the impression that a student had met learning expectations if they were above the national minimum standard.

Student Outcomes

Year 12 Results

- 193 students sat the VCE
- 100% of students obtained their VCE
- Student median ATAR was 90.3
- 28 boarding students' median ATAR was 90.5
- 51% of students achieved a VCE ATAR higher than 90
- 27% of students completed VET subjects. In the subjects producing a numerical result the median study score was 40

Evidence of value adding is demonstrated through indicators such as VCE results, where Ballarat Clarendon College has rated consistently in the Top 10 schools in Victoria as measured by the median study score and the percentage of study scores over 40. In 2025, Clarendon ranked number one in Victoria on this measure.

Clarendon is one of the few schools across Australia which has been recognised as a high growth school as measured by NAPLAN.

Subjects above 90th percentile

- English Language
- Physics
- Visual Communication Design

Subjects between 75th-90th percentile

- Art Making and Exhibiting
- Biology
- Chemistry
- Economics
- General Mathematics
- Physical Education
- Psychology
- Specialist Mathematical

Year 12 2025 Post-School Destinations

- 72% enrolled in tertiary study
- 20% deferred their tertiary study
- 94.3% received a tertiary offer
- 1% commenced Apprenticeships/ Traineeships

Community Satisfaction

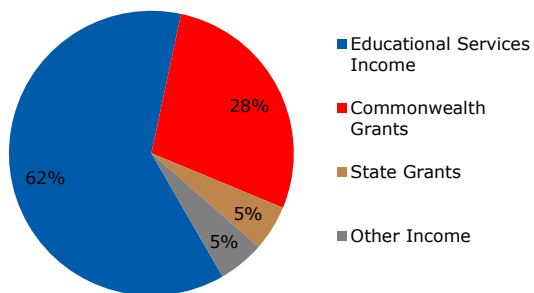
In the Independent Schools Victoria (ISV) LEAD School Effectiveness Surveys for Parents, Students and Staff, Ballarat Clarendon College displayed the following results as compared with participating schools:

- Academic program and quality of teaching and learning was at the 85th percentile and learning outcomes were at the 95th percentile.
- Parents overall satisfaction was in the upper quartile at the 85th percentile.
- Staff satisfaction with goal alignment was at the 85th percentile.
- Professional development for teaching staff, peer support and overall satisfaction was in the upper quartile.
- Students' (Years 5-11) perceptions on learning outcomes, teacher practice and satisfaction with quality of teaching were all in the upper quartile.
- Year 12 exit student perceptions on the quality of teaching, academic program and learning outcomes were all in the top 20% of schools in the survey.
- Staff retention and attendance rates are further evidence of teacher satisfaction.

Financial Performance and Budget 2025

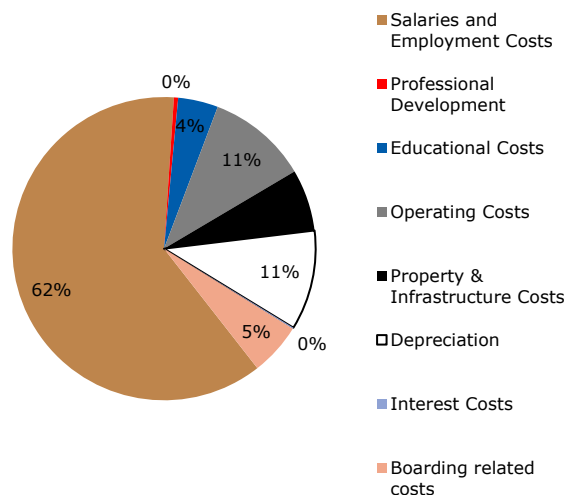
Actual Income

For the Year ended 31 December 2025



Actual Expenditure

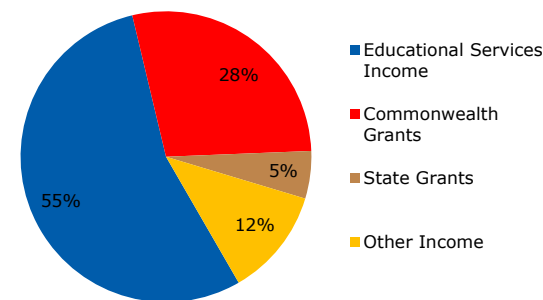
For the year ended 31 December 2025



The surplus generated for 2025 is available for future capital improvements and debt servicing

Budgeted Income

For the Year ended 31 December 2025



Budgeted Expenditure

For the year ended 31 December 2025

