

Item	Subject	Details
1	Contextual Description	<p>Ballarat Clarendon College is an independent co-educational day/boarding school affiliated with the Uniting Church. It has 1350 students enrolled including 150 boarders (80 boys/70 girls) from rural Victoria, NSW &amp; SA and a small number of overseas students. 11% of our students come from households where English is the second language.</p> <p>The focal point of the school is the students. The role of the school is to support students as they engage in the process of creating their future. We develop a clear understanding that their paths through life depend on their choices and that the path leads to opportunities for new choices. We cultivate an awareness of current reality while encouraging, stretching and supporting their dreams.</p> <p><b>Throughout a student’s time at Ballarat Clarendon College our focus is to maximise their competence, skills and capacity so that, at the end of their time at the school, when they stand on the threshold of their future, they can choose their “heart’s desire”.</b></p> <p>The school works closely in partnership with parents and home, recognising the potential of alignment of values and attitudes within the community, particularly to do with learning. Parents are regarded as close and critical partners.</p> <p>We recognise that, in order to make informed choices, all students require excellent teaching and learning, inspiring ideas and thinking and exposure to a breadth of experiences. Challenges and failures are a part of life and offer learning opportunities.</p> <p>The school is focused on learning as its prime mission; learning in all contexts. Each student's progress in all facets of development is closely monitored. The environment is one where it is safe to learn. Indeed, learning is the main game, but not mutually exclusive from having fun.</p> <p>High expectations exist for every person in the community. It is expected every student can learn and will learn. In order for this to happen, there are equally high expectations on staff.</p> <p>Students are expected to share responsibility for their progress and to know that effort is not only important, but non-negotiable.</p> <p>We help students discover who they are, who they want to be and how to get there.</p>
2	Teacher Attendance	Teacher attendance in 2013 was 97.8%.
3	Teacher Retention	89% of the teaching resource of the College in 2012 was retained for 2013.
4	Teacher Qualifications	Qualifications of all staff in 2013 are listed at Appendix 1.
5	Expenditure and teacher participation in professional learning.	Participation in an extensive program of support and learning is an integral part of the professional expectations for all staff. Average expenditure per teacher on professional learning in 2013 was \$2,206.

Key Student Outcomes		
6	Student Attendance	<p>Student attendance in 2013:</p> <p>Prep - 96%    Year 1 - 95%    Year 2 - 95%    Year 3 - 96%                      Year 4 - 95%    Year 5 - 92%    Year 6 - 92%    Year 7 - 92%                      Year 8 - 92%    Year 9 - 94%    Year 10 - 94%    Year 11 - 94%                      Year 12 - 97%</p> <p>Students who are absent from school negotiate catching up on missed instruction and associated 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.</p>
7	Proportions of Years 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks.	<p>99% of students in Year 3 in 2013 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>98% of students in Year 3 in 2013 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 5 in 2013 met or exceeded National Minimum Standards in Reading, Grammar and Punctuation and Numeracy.</p> <p>100% of students in Year 5 in 2013 met or exceeded National Minimum Standards in Writing.</p> <p>99% of students in Year 5 in 2013 met or exceeded National Minimum Standards in Spelling.</p> <p>99% of students in Year 7 in 2013 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>97% of students in Year 7 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 9 in 2013 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>99% of students in Year 9 in 2013 met or exceeded National Minimum Standards in Spelling</p>
8	Changes in benchmark results from last two years.	<p><b>In 2011, 2012 and 2013</b>, 98% of students in Years 3, 5, 7 and 9 exceeded National Minimum Standards for Numeracy.</p> <p><b>In 2011, 2012 and 2013</b>, 99% of Year 3 students exceeded National Minimum Standards for Reading, Writing and Grammar and Punctuation.</p> <p><b>In 2013</b>, 98% of Year 3 students exceeded National Minimum Standards for Spelling. In 2012, this figure was 100%, and in 2011 was 98%.</p> <p><b>In 2011, 2012 and 2013</b>, 94% of Year 5 students exceeded National Minimum Standards for Reading.</p> <p><b>In 2013</b>, 95% of Year 5 students exceeded National Minimum Standards for Spelling which represents a 1% decrease from 2012 and a 1% increase from 2011.</p> <p><b>In 2013</b>, 95% of Year 5 students exceeded National Minimum Standards for Grammar and Punctuation compared to 96% in 2012 and 98% in 2011.</p> <p><b>In 2013</b>, 99% of Year 5 students exceeded National Minimum Standards for Writing. In 2012, this figure was 98%.</p>

		<p><b>In 2011, 2012 and 2013</b>, 97% of Year 7 students exceeded National Minimum Standards for Reading and Writing.</p> <p><b>In 2013</b>, 97% of Year 7 students exceeded National Minimum Standards for Grammar and Punctuation which represents a 3% decrease from 2012 and a 1% increase from 2011.</p> <p><b>In 2013</b>, 93% of Year 7 students exceeded National Minimum Standards for Spelling. In 2012, this figure was 94% and in 2011 was 93%.</p> <p><b>In 2011, 2012 and 2013</b>, 96% of Year 9 students exceeded National Minimum Standards for Writing and Grammar and Punctuation.</p> <p><b>In 2013</b>, 96% of Year 9 students exceeded National Minimum Standards for Reading compared to 96% in 2012.</p> <p><b>In 2011, 2012 and 2013</b>, 96% of Year 9 students exceeded National Minimum Standards for Spelling.</p>
9	Value Added	<p>Evidence of value adding is demonstrated through indicators such as VCE results where Ballarat Clarendon College has rated consistently in the top ten schools in Victoria as measured by the percentage of study scores over 40.</p> <p>The College was also named by The Weekend Australian as the Number 1 Regional School in Australia in 2013 as measured by the NAPLAN results.</p> <p>In the 2013 ISV LEAD Report, the Year 12 Exit Survey placed the College in the top 5% for all schools in the survey. Ballarat Clarendon College has recently developed a career path for teachers that recognises, supports and rewards excellent teaching practice.</p> <p>Expert teachers who wish to remain teaching no longer have to move into administrative roles to further develop their careers.</p>
10	Average standardised assessment results for Year 9 students.	<p>In the 2013 Year 9 NAPLAN:</p> <p><b>In Reading</b>, 23% of students were above the top 10% in Victoria; 88% of students were above the State mean.</p> <p><b>In Writing</b>, 25% of students were above the top 10% in Victoria; 75% of students were above the State mean.</p> <p><b>In Spelling</b>, 17% of students were above the top 10% in Victoria; 74% of students were above the State mean.</p> <p><b>In Grammar and Punctuation</b>, 32% of students were above the top 10% in Victoria; 88% of students were above the State mean.</p> <p><b>In Numeracy</b>, 35% of students were above the top 10% in Victoria; 80% of students were above the State mean.</p>
11	Senior secondary outcomes	<p>Student median ATAR at VCE 2013 was 86.55.</p> <p>41% of students achieved a VCE ATAR higher than 90.</p> <p>12% students completed VET subjects. Many of the subject areas do not produce a numerical result. In the subjects that did produce a numerical result the average study score was 35.5.</p>
12	Proportion of Year 9 students retained to Year 12.	<p>91.7% of students enrolled at the College in Year 9 in 2010 completed Year 12 in 2013.</p>
13	Post-school destinations.	<p>Of the students in Year 12 in 2013:</p> <p>99% enrolled in tertiary study (university or TAFE/VET)</p> <p>15% deferred their tertiary study</p> <p>1% commenced Apprenticeships/Traineeships</p> <p>100% of students received a tertiary offer.</p>

<b>Satisfaction</b>				
14	Parent/Student/Teacher satisfaction	<p>In the 2013 Independent Schools of Victoria LEAD Survey, Ballarat Clarendon College displayed the following results as compared with participating schools:</p> <ul style="list-style-type: none"> <li>• Teacher quality was in the upper quartile</li> <li>• Teachers' perceptions of overall satisfaction were equal to the mean of ISV schools</li> <li>• Goal Alignment was in the upper quartile</li> <li>• Parents' perceptions were in the upper quartile</li> <li>• Students' (Years 5-9) perceptions were in the upper quartile</li> <li>• Year 12 Exit Students' perceptions were in the upper quartile</li> <li>• School Leaders' perceptions were in the upper quartile</li> </ul>		
15	Workforce Composition	<b>Gender</b>	<b>Teachers</b>	<b>Non-teachers</b>
		Female	61%	Female 74%
		Male	39%	Male 26%
		<b>Age</b>		
		60+	6.5%	60+ 6.0%
		50 - 59	12.9%	50 - 59 24.2%
		40 - 49	21.8%	40 - 49 15.2%
		30 - 39	33.0%	30 - 39 27.3%
		< 30	25.8%	< 30 27.3%
		<b>Years of Service</b>		
		30+	2.4%	30+ 0%
		20 - 29	3.2%	20 - 29 1.5%
		10 - 19	16.1%	10 - 19 13.7%
		5 - 9	21.8%	5 - 9 22.7%
		< 5	56.5%	< 5 62.1%

<b>SENIOR STAFF</b>
<b>Principal:</b> Shepherd, David - <b>MEdStud, BSc(Hons), DipEd Mon</b>
<b>Deputy Principal:</b> McClure, Jan - <b>OAM, MEd, BSc, DipEd Melb</b>
<b>Head of Senior School:</b> Parker, David - <b>BEd Rusd</b>
<b>Co-Head of Middle School:</b> Moloney, Shaune - <b>BEd UB</b>
<b>Co-Head of Middle School:</b> Smith, Reid - <b>MEd, GradDipEd (Sec), BSc(Biomed)</b>
<b>Head of Junior School:</b> Brown, Chris - <b>MEd, BEd, GradDipEdAdmin, DipTeach</b>
<b>Head of English/Literacy P-12:</b> McGie, Jennifer - <b>MEd Melb, GradDipEd, BA(Hons) Melb</b>
<b>Head of Science:</b> Vallance, Emily - <b>BSc(Hons) Durham, PGCE</b>
<b>Head of Mathematics:</b> Ashman, Gregory - <b>MA (Natural Science)</b>
<b>Director of School Operations:</b> Stansbie, Nicholas - <b>MEdMan, PGCE, BSc(Hons)</b>
<b>Business Manager (Finance):</b> Oldaker, Jenelle - <b>BBus BUC, CA</b>
<b>Business Manager (Finance):</b> Elliott, Meleessa - <b>BBus UB</b>
<b>Business Manager (Operations)</b> Burns, Robert
<b>Human Resources, Legal &amp; Compliance Manager:</b> Parnis, Joseph - <b>BA(Hons)(History), LLB(Hons), PGDL(Law), LPC(Law)</b>
<b>TEACHING</b>
Addison, Juliana - <b>MA(Comms), BA(Hons), GradDipEd</b>
Anderson, Jillian - <b>HDT(SAC)</b>
Angel, Joanne - <b>BEd (Primary), DipCS, CertEd</b>
Ashman, Joanne - <b>BEd</b>
Aylan-Parker, Jennifer - <b>BA(Arts), GradDipAppLing, DipEd</b>
Barlow, Sarah - <b>BMus Melb, GradDipEd Monash, PGCE</b>
Barnes, Jane - <b>BEd, BVA</b>
Barrett, Helen - <b>BA (Hons) English/Psychology</b>
Bashford-Leger, Samantha - <b>BA(Hons) (English), PGCE</b>
Belcher, Steven - <b>MEd, BMus, BEd(Hons) Melb, AMusa</b>
Bertoli, Isabelle - <b>MA(Teaching), BA(Acting), PGCT(Shakespeare), PGDT(Secondary)</b>
Bishop, Martin - <b>BEd Melb, GradDipEdAdmin Melb, CertEd Lond.</b>
Blenkhorn, Hannah - <b>PGCSc, BSc</b>
Boatman, Andrew - <b>BSc, MBus VUT, GradDipMgt ACSC, GradDipEd ACU</b>
Bobilak, Luke - <b>BA(Eng/His), BTeach CSU</b>
Bourke, Jennifer - <b>BAppSc (Environ Mgt), DipEd UB</b>
Brady, Laura - <b>MArt, BA(Hons) NUI, DipEd Melb</b>
Bristow, Susan - <b>MA, PGCE, BArts (Fine Arts)</b>
Bunting, Adrian - <b>BA(Hons) (EngLit), PGCE</b>
Burt, Alexandra - <b>BA(Hons), PGCE(Primary)</b>
Burton, Holly - <b>BEd(Hons)</b>
Busuttill, Rosemarie - <b>BVisArts, DipEd UB</b>
Campbell, Paul - <b>BEd, PGCE</b>
Carbone, Jessica - <b>BA (MusThPerf) UB, BEd Deakin</b>
Cartwright, Katherine - <b>BA(Hons), PGCE (Primary)</b>
Churchill, Mark - <b>GradDipEd, DipAppSc, AssDipAppSc, DipAppSc(Agric), GradDipEd(Agric)</b>
Connolly, Rebecca - <b>MAEd, BSc</b>
Couzens, James - <b>BA, BTeach(Hons) Melb</b>
Cowan, Kristie - <b>BEd</b>

Degnen, Lisa - <b>BSc(Hons)</b> (Mathematics), <b>PGCE</b> (Mathematics)
Drummond, Arthur - <b>BA, DipEd Melb</b>
Drummond, Alison - <b>BEd Deakin, DipTch BTC</b>
Ellis, Clare - <b>BA</b> (Politics and International Studies), <b>GradDipTch</b>
Emery, Louise - <b>BMus(Hons), GradDipEd</b>
Eppingstall, Ken - <b>BEd, DipTch UB</b>
Esdale, Colin - <b>BEd UniSA, SACAE</b>
Evans, James - <b>BEd, BTeach UB</b>
Evans, Megan - <b>BEd(Hons)(PE) UB</b>
Fields, Stephan - <b>BA(Hons), PGCE, PostGradDipEdMgt</b>
Fitzpatrick, Emily - <b>BA</b> (English/History), <b>GradDipEd</b>
Francis, Michael - <b>BEd</b> (Outdoor Ed)
Fraser, Linda - <b>BA, BTeach</b>
Fritch, Daniel - <b>BEd</b> (Maths/Physics) <i>NU</i>
Gerardi, Vicki - <b>DipEd, DipFA</b>
Graham, Hayley - <b>MEd Melb, GradDipEdAdmin Melb, BA Melb, GradDipEd Melb</b>
Green, Michelle - <b>BA(VisArts) UB, GradDipEd UM</b>
Griffin, Emma - <b>B.Ed (Physical Education)</b>
Grodzki-Hipp, Carmen - <b>BA(Lang), DipEd Mon</b>
Hackwill, Kyle - <b>BMus Melb, AMusA AMEB</b>
Hamer, Nick - <b>PGCE, BSc(Hons)</b> (Genetics)
Harbour, Jenny - <b>BEd, DipTeach BCAE</b>
Harridge, Stuart - <b>BA(Hons), DipEd, MIP</b>
Harrop, Michael - <b>DipEd</b> (Drama/Eng), <b>BA</b> (Drama/Eng)
Hartz, Anne Marie - <b>BEd</b> (Outdoor Ed), <b>Dip Outdoor Rec</b>
Heaton, Olivia - <b>BA</b> (Spanish), <b>MA</b> (Teaching - Secondary)
Hehir, Emily - <b>GradDipTeach</b> (Secondary), <b>BA</b> (Media), <b>LLB(Hons)</b>
Henderson, Ross - <b>BAppSc UB, GradDipEd ACU</b>
Hill, Joanne - <b>BEd Melb, GradDip(MathEd) Melb</b>
Hobbs, Cassandra - <b>BEd</b> (PhysEd & Math)
Holloway, Matthew - <b>BChem, PGCertChem</b>
Holmes, Adelle - <b>BSc Melb, DipEd Melb</b>
Howard, Renay - <b>B.SocWork, Dip Prof Council</b>
Humble, Alice - <b>BEd(Hons)</b> (Phys Ed), <b>GradDipEd</b> (Outdoor & Env Ed)
Hunt, Trevor - <b>BSc, TSTC</b>
Hutchins, Jason - <b>BEd</b> (Phys Ed)
Ince, Leonie - <b>MEd, BEd, DipEd</b>
Jackson, Susan - <b>MEd, BEd UB</b>
Jacox, Annie - <b>BEd, MA</b> (Sociology of Ed)
James, Andrew - <b>BE</b> (Mech) <i>Melb</i> , <b>GradDipEd BCAE</b>
Karmouche, Sally - <b>MA</b> (Public Policy), <b>BA</b> (Political Science), <b>GradDipEd</b> (Primary)
Kennedy, Masako - <b>MEd, BEd, GradDipEd</b> (Secondary)
King, Jacqueline - <b>BA, MA</b> (Teaching)
Kopycinski, Sarah - <b>Dip Child Services</b>
Kostraby, Nataalka - <b>BA</b> (Economics), <b>GradDipEd</b> (Secondary), <b>GCRE</b>

Kyi, Anna - <b>MA, BA(Hons), Dip WE, Grad Dip Ed</b>
Lamson, Dean - <b>BEng (Hons), GradDipEd (Sec), GradCertRE</b>
Lee, Katie - <b>BA (Prof Writ), GradDipEd (Sec)</b>
Lesser, Jacquie - <b>BSc, DipEd</b>
Leyshon, Kay - <b>MEd Deakin, BA Melb, BLetters Deakin, GradDipEd Kuringgai CAE</b>
Livingston, Peter - <b>BA, GradDipEd</b>
Lovel, Ian - <b>BEd Rusd</b>
Lyons, Fiona - <b>MA (ChldLit) Deakin, BEd, DipMusEd UB</b>
Martin, Emma - <b>BEd(Hons) (Primary)</b>
McCann, Carolyn - <b>HDipEd (JP School) BECE</b>
Macdonald, Leah - <b>BAppSc, DipEd(Sec)</b>
Macgowan, Brad - <b>BEd UB</b>
McDonald, Grace - <b>BNutrDiet, MTeach</b>
McDonough, Meghan - <b>BA (Science), DipEd</b>
Moloney, Amanda - <b>BEd (Phys Ed &amp; Mathematics)</b>
Moneghetti, Denis - <b>BAppSc BCAE, DipEd, CertSchMkt CMS, MBA UB</b>
Murnane, Peter - <b>DipTeach</b>
Naughton, Benjamin - <b>BSc, PGCE</b>
Nelson, Sarah - <b>BEd</b>
O'Brien, Suzanne - <b>BA, BTeach</b>
O'Rourke, Kirsty - <b>BEd(Hons)</b>
Peace, Brendan - <b>BEd(Phys Ed)</b>
Pohl, Caitlin - <b>BSc, GradDipEd</b>
Polanske, Ginelle - <b>BEd (Melb)</b>
Poliness, Jennifer - <b>TPTC</b>
Pridham, Lisa - <b>BA(Hons) (Primary Studies)</b>
Roberts, Anita - <b>BSc(Hons) (Applied Biology), MPhil(Science), PGCE</b>
Robson, Mark - <b>BComm, MTeach</b>
Sainsbury, Max - <b>Cert IV (Outdoor Recreation)</b>
Sanders, Sandra - <b>BA RMIT, GradDipEd Melb, GradDipVC Melb</b>
Schomburgk, Richard - <b>MEdMan Flind, BEd Adelaide</b>
Scruby, Mark - <b>BA(Hons) (English Lit), PGCE, PDEL</b>
Segrave, Chris - <b>BComm Melb, GradDipEd Latrobe</b>
Sharp, Sarah - <b>BA(Hons) (Language, Literacy &amp; Communication)</b>
Shepherd, Sam - <b>BEng(Hons), DipEd</b>
Shillington, Melita - <b>BAppSc, DipEd</b>
Smith, Judith - <b>BEd, DipPE Melb</b>
Smith, Phoebe - <b>BA, GradDipEd</b>
Stephens, Paul - <b>GradDipEd, DipTeach</b>
Stevens, Wendy - <b>BEd, BTeach (Early Childhood), GradDipPsychStud</b>
Stewart, Andrew - <b>MEd ECU, BA UniSA, DipEd LaTr</b>
Stranger, Lauren - <b>BHumMov</b>
Struth, David - <b>BSSc Deakin, GradDipEd UB, MT LaTr</b>
Tischler, Jennifer - <b>BEd Monash, BA Monash</b>
Trubody, Martin - <b>BSc(Hons) (Biomedical Sciences), PGCE</b>

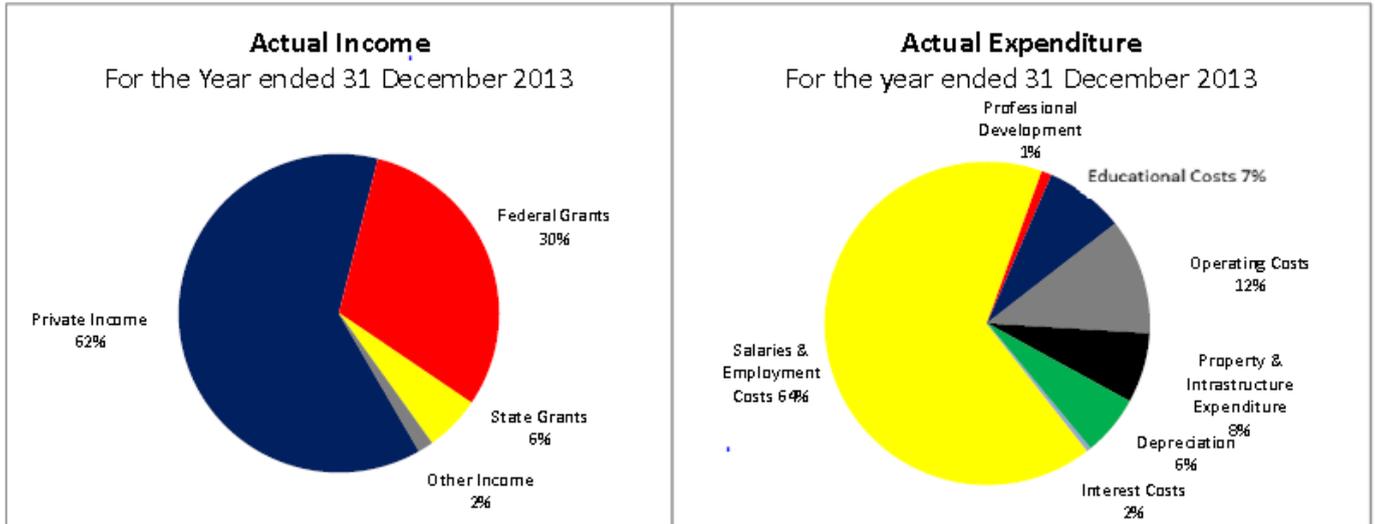
Turner, Anita - <b>B.Ed (Primary)</b>
Van Dyk, Monica - <b>MTeach, BA</b>
Vellekoop, Laura - <b>BEd (Phys Ed), Grad Dip Outdoor &amp; Env Ed, Med</b>
Versteegen, Christopher - <b>BEd</b>
Waters, Andrea - <b>BECE</b>
Wilkinson, Benjamin - <b>Cert III(Tourism), Cert III &amp; IV (Outdoor Rec), BBus, GradDipEd, GradDipSportsBus</b>
Williams, Hannah - <b>BEd (Primary)</b>
Willis, Jennifer - <b>MA, BA (Outdoor Ed), DipEd (Secondary)</b>
Whitlock, Sophie - <b>BA, DipEd Melb</b>
Wojtaszek, Sylwia - <b>MMktngMgt, MEconomics, GradDipEd (Secondary)</b>
Wood, Duncan - <b>BSc (Geophysics), GradDipEd (Sec)</b>
Yates, Sally - <b>BA, BEd</b>
Yau, Matthew - <b>MEd Melb, MA Deakin, BA LaTrobe, DipEd Melb</b>
Young, Lauren - <b>BEd UB, ADipCBA, CICB</b>
<b>NONTEACHING</b>
Auchetl, Cathy - <b>Cert III (Childcare), Cert I (Integration)</b>
Beaton, Judy - <b>DipBus/Acc</b>
Bishop, Lyn
Bourke, Marea
Burt, Martha
Cachia, Charles - <b>Cert IV (OH&amp;S), Comm Pool/Spa Water Maint, Dip Laboratory Operations</b>
Carter, Katrina - <b>BEd, BTeach</b>
Chambers, Angela - <b>DipMgt</b>
Corless, Shane
Coutts, Phoebe - <b>BEd (Primary)</b>
Dean, Robyn - <b>BBus</b>
De Vries, Kirsty - <b>MProfAcc, BAppSc (Equine Mmt)</b>
Dekker, Vicki
Elliott, Jane - <b>DipBus (Admin)</b>
Fisher, Jackson
Griffin, Dean - <b>BSSc Latr</b>
Haubold, Reiner
Hearnden, Allyson
Ishii, Yoko - <b>BEd</b>
Jackson, Heather - <b>BSSc LIS (CSU), DipLib RMIT</b>
Kaletsch, Penny - <b>Cert III (Business), Cert IV (BusAdmin)</b>
Kenny, Narelle - <b>Cert III (Children's Services)</b>
Krueger, Guido
Lawler, Oliver - <b>MA (Design &amp; Environment), BA</b>
Marks, Lauren - <b>Cert II (Business)</b>
Marshall, Christopher - <b>BBus, BAppSc (AppChem), BAppSc (App Biol), DipComp, BComp, BComp(Hons)</b>
McErvale, Bri-Amber - <b>DipLIM UB</b>
McIntosh, Helen - <b>AssocDip Health Sc</b>
McLean, Julie - <b>Dip (Child Services)</b>
Meerbach, Michelle - <b>BMgmt (Hum Res)</b>

Memon, Sumaiya - <b>BCom</b> (Financial Accounting & Auditing), <b>Mcom</b> (Professional Accounting)
Morrell, John - <b>BA UB</b>
Murphy, Tracy - <b>RN, RM, MANP</b> (Primary Care)
Murray, Paul - <b>BSc</b> (IT) <i>Galway</i>
Netherway, Joanne -
Newman, Sophia - <b>BA, Cert IV</b> (Conservation & Land Management)
Nolan, Renae - <b>BA</b> (Journalism)
Panozzo, Lisa - <b>Cert IV</b> (Workplace Trng&Asst), <b>VocGradCert</b> (Anaphylaxis Mgt Trng), <b>RN</b> (Div1), <b>CCRN, GradDipAdolHlthWelf Melb, Cert IV</b> (OH&S)
Peele, Ian - <b>BComp</b>
Poppe, Jennifer - <b>RN</b> (Div1), <b>BN ACU</b>
Prato, Christy
Rickard, Drew - <b>Cert III &amp; IV</b> (Information Technology)
Ross, Wendy - <b>BN, RN</b>
Ruchel, Joanna - <b>DipEd, DipFA</b>
Rupprecht, Isabel - <b>MA</b> (English & PE)
Ryan, Adam - <b>BComp UB</b>
Ryan, Sharni - <b>Cert III</b> (Children's Services)
Saw, Kirsty - <b>BComm Melb, DipEd Mon</b>
Smith, Jaclyn - <b>B.Ed (Primary)</b>
Spark, Marni
Sri Dargon, Brodie - <b>BBus</b>
Stansbie, Julia - <b>BSc, GradCert</b> (Counselling)
Swenson, Simon - <b>Cert IV</b> (Vit Toshiba ProCare)
Thomas, Michelle
Thomason, Michelle - <b>BECS, GradDipInfoMgt, Cert IV</b> (TrainAssess)
Thompson, Kate - <b>Cert III</b> (ComRec), <b>Cert III</b> (BusAdmin), <b>Cert IV</b> (BusAdmin)
Thompson, Linda
Wale, Michael - <b>MAppSc RMIT</b>
<b>MUSIC STAFF</b>
Algate, Bronwen - <b>BSocWel NSW, DipVisArt Ball</b>
Allan, Peter - <b>BA</b>
Both, Kate - <b>DipTeaching</b> (Primary)
Carman, Kathryn - <b>BA/BMus(Hons)</b>
Clark, Dave - <b>AssDipBus</b> (Acc)
Clarke, Stacey - <b>ACBA, CICBCert IV</b>
Coward-Lemke, Constance - <b>AMusA, LMusA</b>
D'Arcy, Bernadette - <b>MA</b> (Music), <b>BE</b> (Music)
Deenick, Barry - <b>BA, DipEd</b>
Eastcott, Daryl
Evans, Lauren
Fry, Dani
Govan, Ian - <b>AMusA</b>
Govan, Kathryn - <b>BA VCA, DipEd Melb</b>
Heley, Christine
Kelly, Mary - <b>AMusA, VMTA</b>

Knight, Lauren - <b>AMusA, OffSchulwerkLev2</b>
Kriss, Lyndon
Kriss, Miriam - <b>BA (Mus), AMusA</b>
Meddings, Clive - <b>DipPerfArt</b>
Meddings, Nerida - <b>BMus</b>
Menegazzo, Adam - <b>BSc, BA Latrobe</b>
O'Brien, Claire - <b>BECS</b>
Pettit, Thomas
Powell, Penelope - <b>LGSM UK, CertEd UK</b>
Seery, Adam - <b>BMus</b>
Sheriff, Ingrid - <b>BA/BMus Melb</b>
Smith, Brendan
Slater, Dan - <b>BMus</b>
Vawdrey, Sallyanne - <b>LTCL, ATCL</b>
Whitehead, Anna - <b>MMus (Performance), Bmus</b>
Wilson, Callum
Williams, Geoffrey - <b>MA (Modern Music Education)</b>
<b>BOARDING TUTORS</b>
Clemens, Brenda - <b>B.Sc (Mon), DipEd (Rusd), TEFL (Lond)</b>
Fields, Sara - <b>BSc(Hons) (AppSc &amp; Forensic), PGDip (Biotechnology)</b>
George, Susan - <b>RN(Div1)</b>
Weeks, Jennifer

**Ballarat & Clarendon College**  
ACN: 006 101 113

**Financial Performance for 2013**



The Surplus generated for 2012 is available for future capital improvements and debt servicing.

**Budget for 2013**

