

Item	Subject	Details
1	Contextual Description	<p>Ballarat Clarendon College is an independent, co-educational day and boarding school affiliated with the Uniting Church. It has 1504 students enrolled including 140 boarders from rural Victoria, New South Wales and South Australia as well as a small number of overseas students. 18% of our students come from households where English is the second language.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
2	Teacher Attendance	Teacher attendance in 2019 was 97.7%.
3	Teacher Retention	88.7% of the teaching resource at Clarendon in 2017 was retained for 2019.
4	Teacher Qualifications	Qualifications of all staff in 2019 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 2019 was \$1,083.

Key Student Outcomes																																		
6	Student Attendance	<p>Overall student attendance in 2019: 93.1%</p> <table border="0"> <tr> <td>Prep</td><td>94%</td><td>Year 1</td><td>95%</td><td>Year 2</td><td>94%</td><td>Year 3</td><td>95%</td> </tr> <tr> <td>Year 4</td><td>94%</td><td>Year 5</td><td>93%</td><td>Year 6</td><td>92%</td><td>Year 7</td><td>92%</td> </tr> <tr> <td>Year 8</td><td>91%</td><td>Year 9</td><td>93%</td><td>Year 10</td><td>93%</td><td>Year 11</td><td>92%</td> </tr> <tr> <td>Year 12</td><td>92%</td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table> <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>	Prep	94%	Year 1	95%	Year 2	94%	Year 3	95%	Year 4	94%	Year 5	93%	Year 6	92%	Year 7	92%	Year 8	91%	Year 9	93%	Year 10	93%	Year 11	92%	Year 12	92%						
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Year 4	94%	Year 5	93%	Year 6	92%	Year 7	92%																											
Year 8	91%	Year 9	93%	Year 10	93%	Year 11	92%																											
Year 12	92%																																	
7	Proportions of Years 3, 5, 7 and 9 students meeting national reading, writing, spelling and numeracy benchmarks	<p>100% of students in Year 3 in 2019 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>99% of students in Year 3 in 2019 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 5 in 2019 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>98% of students in Year 5 in 2019 met or exceeded National Minimum Standards in Spelling.</p> <p>100% of students in Year 7 in 2019 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation and Numeracy.</p> <p>99% of students in Year 7 in 2019 met or exceeded National Minimum Standards in Spelling.</p> <p>99% of students in Year 9 in 2019 met or exceeded National Minimum Standards in Reading, Writing, Grammar and Punctuation, Spelling and Numeracy.</p>																																
8	Changes in benchmark results from last two years	<p>In 2019, 99% of Year 3 students exceeded the National Minimum Standards for Reading. In 2018 and 2017, this figure was 100%.</p> <p>In 2019, 100% of Year 3 students exceeded the National Minimum Standards for Writing. In 2018 and 2017, this figure was 100%.</p> <p>In 2019, 98% of Year 3 students exceeded the National Minimum Standards for Spelling. In 2018, this figure was 100% and, in 2017, this figure was 98%.</p> <p>In 2019, 100% of Year 3 students exceeded the National Minimum Standards for Grammar and Punctuation. In 2018 and 2017, this figure was 100%.</p> <p>In 2019, 100% of Year 3 students exceeded the National Minimum Standards for Numeracy. In 2018 and 2017, this figure was 100%.</p>																																

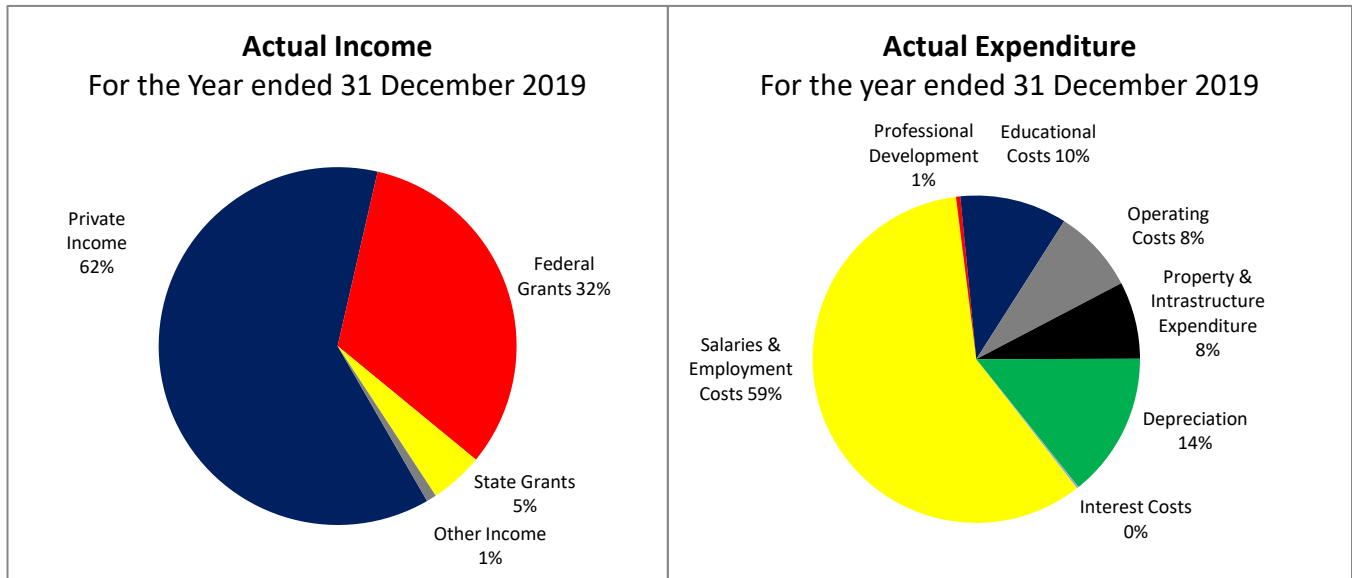
<p>8</p>	<p>Changes in benchmark results from last two years</p>	<p>In 2019, 99% of Year 5 students exceeded the National Minimum Standards for Reading. In 2018 and 2017, this figure was 100%.</p> <p>In 2019, 99% of Year 5 students exceeded the National Minimum Standards for Writing. In 2018 and 2017, this figure was 99%.</p> <p>In 2019, 97% of Year 5 students exceeded the National Minimum Standards for Spelling. In 2018, this figure was 100% and, in 2017, this figure was 98%.</p> <p>In 2019, 98% of Year 5 students exceeded the National Minimum Standards for Grammar and Punctuation. In 2018, this figure was 100% and, in 2017, this figure was 98%.</p> <p>In 2019, 98% of Year 5 students exceeded the National Minimum Standards for Numeracy. In 2018, this figure was 100% and, in 2017, this figure was 98%.</p> <p>In 2019, 98% of Year 7 students exceeded the National Minimum Standards for Reading. In 2018, this figure was 100% and, in 2017, this figure was 98%.</p> <p>In 2019, 96% of Year 7 students exceeded the National Minimum Standards for Writing. In 2018, this figure was 95% and, in 2017, this figure was 91%.</p> <p>In 2019, 94% of Year 7 students exceeded the National Minimum Standards for Spelling. In 2018, this figure was 98% and, in 2017, this figure was 93%.</p> <p>In 2019, 99% of Year 7 students exceeded the National Minimum Standards for Grammar and Punctuation. In 2018, this figure was 100% and, in 2017, this figure was 97%.</p> <p>In 2019, 100% of Year 7 students exceeded the National Minimum Standards for Numeracy. In 2018, this figure was 100% and, in 2017, this figure was 99%.</p> <p>In 2019, 97% of Year 9 students exceeded the National Minimum Standards for Reading. In 2018, this figure was 98% and, in 2017, this figure was 95%.</p> <p>In 2019, 90% of Year 9 students exceeded the National Minimum Standards for Writing. In 2018, this figure was 96% and, in 2017, this figure was 90%.</p> <p>In 2019, 98% of Year 9 students exceeded the National Minimum Standards for Spelling. In 2018, this figure was 97% and, in 2017, this figure was 93%.</p> <p>In 2019, 98% of Year 9 students exceeded the National Minimum Standards for Grammar and Punctuation. In 2018, this figure was 100% and, in 2017, this figure was 96%.</p> <p>In 2019, 100% of Year 9 students exceeded the National Minimum Standards for Numeracy. In 2018, this figure was 100% and, in 2017, this figure was 99%.</p>
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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 10 schools in Victoria as measured by the median study score and the percentage of study scores over 40. In 2019, Clarendon ranked equal 1st in Victoria.</p> <p>As reported by the Victorian Curriculum and Assessment Authority (VCAA), Ballarat Clarendon College was the number one 'value add' school in Physics and Visual Communication Design and the number one independent school for English and Chemistry. Subjects above the 90th percentile include Biology, Chemistry, English, English Language, Further Maths, Health and Human Development, History – Revolutions, Literature, Mathematical Methods, Physical Education, Physics, Psychology, Specialist Mathematics, Studio Arts and Visual Communication Design. Subjects between the 75th and 90th percentile include Accounting, Legal Studies and VET Sport and Recreation.</p> <p>Australian Curriculum, Assessment and Reporting Authority (ACARA) also identified Clarendon as having demonstrated 'substantially above average gain in NAPLAN results' for the sixth consecutive year.</p>
10	Average standardised assessment results for Year 9 students.	<p>In the 2019 Year 9 NAPLAN:</p> <p>In Reading, 37% of students were above the top 10% in Victoria; 94% of students were above the State mean.</p> <p>In Writing, 37% of students were above the top 10% in Victoria; 92% of students were above the State mean.</p> <p>In Spelling, 17% of students were above the top 10% in Victoria; 77% of students were above the State mean.</p> <p>In Grammar and Punctuation, 65% of students were above the top 10% in Victoria; 98% of students were above the State mean.</p> <p>In Numeracy, 59% of students were above the top 10% in Victoria; 98% of students were above the State mean.</p>
11	Senior secondary outcomes	<p>113 students sat the VCE.</p> <p>100% of students obtained their VCE.</p> <p>Student median ATAR in VCE 2019 was 92.60.</p> <p>60% of students achieved a VCE ATAR higher than 90.</p> <p>15% of students completed VET subjects. In the subjects producing a numerical result the median study score was 38.5.</p>
12	Proportion of Year 9 students retained to Year 12	<p>81% of students enrolled at Clarendon in Year 9 in 2016 completed Year 12 in 2019.</p>
13	Post-school destinations	<p>Of the students in Year 12 in 2019:</p> <p>86% enrolled in tertiary study (university or TAFE/VET).</p> <p>12.4% deferred their tertiary study.</p> <p>2% commenced Apprenticeships/Traineeships.</p> <p>98% of students received a tertiary offer.</p>

Satisfaction				
14	Parent/Student/Teacher satisfaction	<p>In the Independent Schools Victoria Parent/Student LEAD Survey, Ballarat Clarendon College displayed the following results as compared with participating schools:</p> <ul style="list-style-type: none"> • Quality of teaching was above the 80th percentile. • Learning outcomes was above the 90th percentile. • Parents overall satisfaction was in the upper quartile. • Staff satisfaction with Leadership/Morale and Goal Alignment was in the upper quartile. • Students (Years 5-11) perceptions on learning outcomes, pastoral care, school ethos, peer relations and general satisfaction are all in the upper quartile. • Year 12 Exit Student perceptions on the academic program, quality of teaching and learning outcomes are in the upper quartile placing Clarendon in the top 10% for all schools in the Survey. <p>High staff retention and attendance rates are further evidence of teacher satisfaction.</p>		
15	Workforce Composition	Gender	Teachers	Non-teachers
		Female	62.7%	Female 61.1%
		Male	37.3%	Male 25.4%
		Age		
		60+	4.0%	60+ 11.9%
		50 – 59	14.3%	50 – 59 19.0%
		40 – 49	29.4%	40 – 49 26.2%
		30 – 39	26.2%	30 – 39 15.1%
		< 30	26.2%	< 30 14.3%
		Years of Service		
		30+	2.4%	30+ 0.8%
		20–29	4.8%	20–29 2.4%
		10–19	22.2%	10–19 14.3%
		5–9	12.7%	5–9 14.3%
		< 5	57.9%	< 5 54.8%

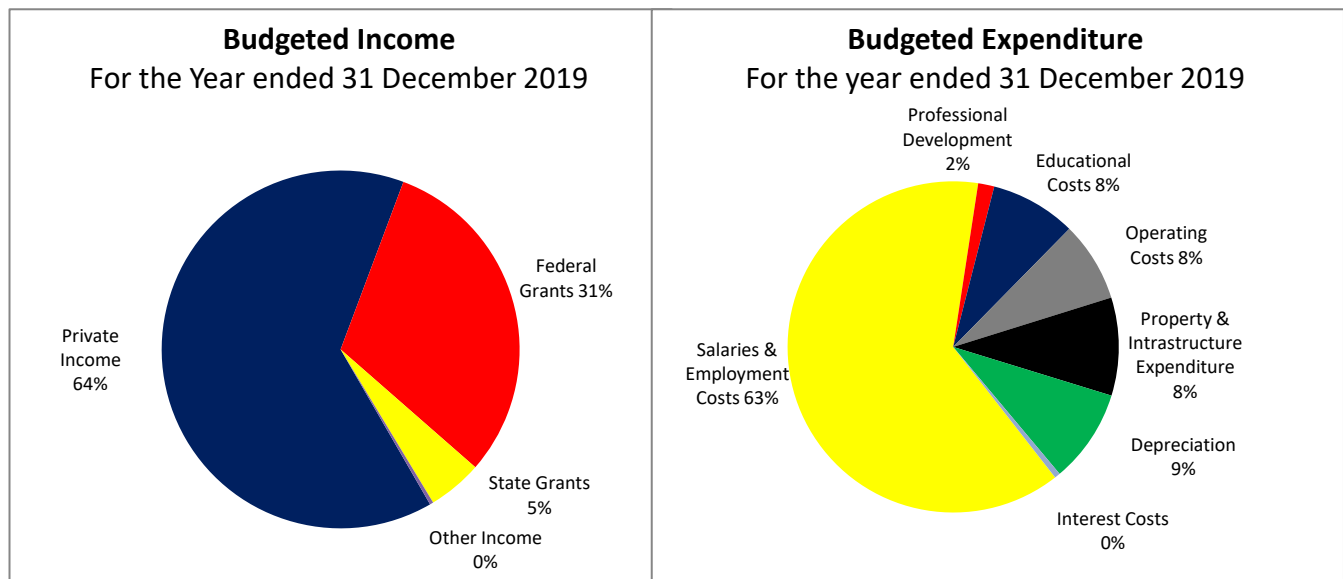
**Ballarat & Clarendon College
ACN 006 101 113**

Financial Performance for 2019



The Surplus generated for 2019 is available for future capital improvements and debt servicing

Budget for 2019



Executive - Teaching and Learning

Principal: Shepherd, David - **MEdStud, BSc (Hons), DipEd Monash**

Deputy Principal: McClure, Jan - **OAM, MEd, BSc, DipEd Melb**

Co-Head of Senior School: Brady, Laura - **MArt Melb, BA (Hons) Dublin, DipEd Melb**

Co-Head of Senior School: Evans, James - **BEd, BTeach UB**

Co-Head of Nine10 School: Struth, David - **BSSc Deakin, GradDipEd UB, MTeach La Trobe**

Co-Head of Nine10 School: Jamieson, Jeannie - **BEd, MEd Melb**

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

Co-Head of Middle School: Bourke, Jennifer - **BAppSc, DipEd UB**

Head of Junior School: Belcher, Steven - **MEd, BMus, BEd (Hons) Melb, AMusA AMEB**

Co-Head of the Early Learning Centre: Dickson, Rebecca - **BEd UB**

Co-Head of the Early Learning Centre: Hall, Emma - **BSc (Hons) Lanc, PGCE Manc Met**

Head of King Island Campus: Mildren, Jane - **BAppSc Deakin, GradDipEd Vic(Melb)**

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

Head of Mathematics & Head of Research: Ashman, Gregory - **MA Camb**

Head of Curriculum, Assessment & Reporting: Smith, Reid - **MEd, GradDipEd, BSc Monash**

Executive – Operations

Head of Student Wellbeing, Health, Counselling & Welfare: Griffin, Dean - **BSocWk La Trobe**

Head of Communications: McGie, Jennifer - **MEd, GradDipEd, BA (Hons) Melb**

Head of Human Relations: Laughton, Julie - **MHRM CSturt, ProfDipHR Deakin, Dip Personnel Prac CIPD London, AMusA (Cello, Piano, Flute) AMEB**

Business Manager - Finance: Elliott, Meleessa - **BBus UB, CPA**

Chief of Staff: Parker, David - **BEd Rusd**

Capital Works, Infrastructure & ICT Manager: Ryan, Adam - **BComp UB**

Head of ICT, Risk & Compliance Manager: Stewart, Andrew - **MEd ECU, BA UniSA, DipEd La Trobe**

Curriculum Leadership

Ball, Joanne - **LLB (Hons) Reading, PGCE Bath Spa UC**

Bashford-Leger, Samantha - **BA (Hons) Manc Met, PGCE Durh**

Ellis, Clare - **BA, MTeach Melb**

Esdale, Colin - **BEd UniSA, DipTeach SACAE**

Gray, Hayden - **BA Vic(Melb), DipLibArts Vic(Melb), DipEd, MTeach Melb**

Gerardi, Vicki - **DipEd, DipFA Ballarat CAE**

Green, Michelle - **BA UB, GradDipEd Melb**

Hackwill, Kyle - **BMus Melb, AMusA AMEB**

Holmes, Adelle - **BSc, DipEd Melb**

Ince, Leonie - **MEd ACU, BEd Philip IT, DipEd ACU**

Le Guen, David - **MMus Tas, BMus ANU, GradDipEd Monash, PhD (MusPerf) Tas**

Macgowan, Brad - **BEd UB**

Morley, John - **PhD Leic, BSc (Hons) Manc, PGCE Leic**

Murray, Fraser - **BA (Hons) Oxf Brookes, PGCE Lanc**

Naughton, Benjamin - **BSc, PGCE York**

Parkin, Christine - **BSc (Hons) Leic, PGCE NottTrent**

Permezal, Parisse - **BA WAust, GradDipEd Melb**

Ripley, Amber - **BSc (Econ) City (Lond), PGCE Herts**

Roberts, Carol - **BMus, BTeach (Hons) Melb, Cert IV Training and Assessment IVET**
Robson, Mark - **BComm La Trobe, MTeach Melb**
Rollinson, James - **BSc H-W, PGCE Leic**
Schomburgk, Richard - **MEdMan Flin, BEd Adel**
Takaoka, Yuko - **BA Kindai, MA ANU, GradDipEd Melb**
Young, Lauren - **BEd UB, ADipCBA CICB, Cert IV Training and Assessment IVET**

Teaching

Allinson, Emily - **BA (Hons) Open, PGCE NTTP**
Anderson, Anh - **BA Monash, DipBusMn Homes Glen, GradCert (Media), MA (Comms), GradDipEd, GradCert (Educational Research) Monash**
Anderson, Scott - **BExSS, Sunshine Coast, MEd La Trobe**
Armstrong, Tessa - **BHSPE FU**
Aylan-Parker, Jennifer - **BA, GradDipAppLing ANU, GradDipEd Melb**
Beller, Christie - **BBioMed Melb, BHlthSc (Hons) Deakin**
Bond, Susan - **MEdTech NU, BA Calif**
Bowen, Alex - **BA (Hons) Birm**
Birkhead, Huw - **BA (Hons) Wales, MSc UC, PGCE Bangor University**
Braid, Penelope - **BA, MTeach, MTESOL Melb**
Bristow, Susan - **MA, GradDipEd, BArts (Fine Arts) UB**
Bunting, Adrian - **BA (Hons), PGCE Newcastle**
Caldwell, Luke - **BA La Trobe, GradDipEd Notre Dame Aust**
Calleja, Christopher - **BAppSc (Hons), MTeach (Hons) Melb**
Cartwright, Katherine - **BA (Hons), PGCE, GradDip (Early Childhood) RMIT**
Castle, Caroline - **BExHS ACU, GradDipEd Monash**
Chikushi, Masako - **MEd UB, BEd Shikoku, GradDipEd La Trobe**
Churchill, Mark - **DipAppSc W Syd, GradDipEd (Agri) RCAE, GradDip (Reading/Language) RCA, AssocDipAppSc CSturt**
Connolly, Rebecca - **BSc (Hons) Lond(LSE), MICTEd KCL, PCGE Brighton**
Couzens, James - **BA, BTeach (Hons) Melb**
Cowan, Kristie - **BEd UniSA**
Crook, Jane - **BSpPath, GradDipEd La Trobe**
Curtain, Tessa - **MTeach FU, BExSc UB**
Davidson, Kiera - **BA La Trobe, GradDipEd Vic(Melb)**
Davies, Sophie - **BA (Hons) Exe, PGCE CUK**
Dillon, Gabrielle - **BFineArts QUT, MTeach (Secondary) Melb**
Donnelly, Lynne - **BSc (Hons) Forensic Science UWS, PGCE Strath, PGMidLead Aberd**
Downing, Harrison - **BA FU**
Duffield, Maxine - **MTeach FU, BPhy (Hons) Melb**
Eppingstall, Ken - **BEd, DipTeach UB**
Evans, Megan - **BHPE (Hons) UB**
Foster, Tamar - **BSc (Hons) De Mont, QTS TENITTC**
Fritch, Daniel - **BA, BEd MNU**
Fuhrmann, Neele - **MEd Hamburg, BA CAU**
Gadsby, Kate - **BA (Hons) Camb, QTS Cant CCC**
Gibcus, Sophie - **BDesSt Swinburne, MTeach Melb**
Gogan, Tristan - **BSc Curtin, GradDipEd W Aust, MEd Monash**
Goodwin, John - **PhD, BSc (Hons) Hull, PGCE Durh**
Goss, Jo - **BEd (Early Childhood) Monash**

Graham, Hayley - **MEd, BA, GradDipEd** (Admin), **GradDipEd Melb**
Grieve, Aimee - **BSc** (Hons) *Lond(LSE)*, **PGCE Northumbria**, **MeD Warwick**, **MLitt St Andrews**
Grodzki-Hipp, Carmen - **BA, DipEd Monash**
Harbour, Jenny - **BEEd BCAE, Dip (Early Childhood Education & Care), Cert III Children's Services BRACE**
Harvey, Tahlia - **BSc** (Hons) *Canterbury*, **PhD Monash, GradDipEd Melb**
Henderson, Ross - **BAppSc UB, GradDipEd ACU**
Hill, Joanne - **BEEd, GradDipMath Melb**
Hulse, Stephen - **MSc Oxf, BA Sheff Hallam, PGCE Keele**
Hutchins, Jason - **BEEd** (PhEd) *UB*
Kirk, Ella - **BEEd** (PhEd & OutEd) *Tas*
James, Andrew - **BEEd Melb, GradDipEd BCAE**
Knell, Alexandra - **BA** (Hons) *Melb*, **DipEd La Trobe**
Langley, Alice - **BHPE, BOEE FU**
Langley, Sarah - **BHPE FU**
Lincoln, Fiona - **BTeach, BSc Adel**
Lovel, Ian - **BEEd Rusd**
Lukies, Eleanor - **BEEd** (Primary) *Deakin*
Macdonald, Leah - **BAppSc, DipEd UB**
Macgowan, Jessica - **BEEd** (PhEd) *UB*
McDonald, Amelia - **BA, BEEd Monash**
McGlinchey, Niamh – **BSc** (Psych), **MSc Glas, PGCE Northumbria**
McGowan, Roseleen - **MA Manc, BA** (Hons) *Newcastle*, **PCGE Sheff Hallam**
McGregor, Skye - **BA Sunshine Coast, GradDipEd Griff**
McIntosh, Shawnee - **BEEd ACU**
Mitchell, Julia - **BA, MTeach Deakin**
Moloney, Amanda - **BEEd UB**
Moloney, Ellie - **BEEd FU**
Murray, Alexandra - **BA** (Hons) *Maine*, **PGCE Kingston**
Nash, Thomas - **BEEd** (PhEd) *UB*
Nelson, Daniel - **BTh ACU**
Nolan, Matthew - **BA** (Hons) *Reading*, **PGCE Roehampton**
Norello, Romina - **MSc, BSc, MTeach** (Secondary) *Melb*
Nosedo, Jack - **BExHSc, MTeach ACU**
Orcheston-Findlay, Jennifer - **BSc** (Hons), **PGCE Exe**
Parry, Ruby - **BHPEMath FU**
Pugh, Joseph - **BPh Camb, MA Lanc, GradDipT C Darwin**
Rees, Chloe - **BA Design SUT, GradDipEd UB**
Robbins, Leanne - **BEEd UB, DipTeach UB**
Roso, Philippa - **MTeach, BA** (Hons) *Melb*
Sanders, Sandra - **BA RMIT, GradDipEd, GradDipVC Melb**
Sanders, Stephanie - **BEEd ACU**
Schnerring, Thomas - **BHSPE FU**
Schuler, Christine - **BMus Melb, GradDipEd Vic(Melb), GradDipMus MCM**
Scotland, Mark - **BA** (OutEnvEd), **MTeach La Trobe**
Stebbing, Chiara - **BBus(HRMan) FU, BMus, MTeach Melb**
Stephens, Paul - **GradDipEd Philip IT, DipTeach BCAE**
Strong, Lucinda - **BA** (Hons) *G Caledonian*, **PGCE Chichester**
Tsujikawa, Saki

Thomas, Michael - **BA, MIA ANU**
Trounson, Kerry - **BMus Melb, GradDipEd, Cert IV Training and Assessment Deakin**
Twaits, Carly - **BPhEd FU**
Utarid, Rani - **BSc, GradDipEd, MEdEBT Melb**
Wade, Caiti - **BSc Melb, GradDipEd Qld**
Walsh, Kirsty - **BEd (Hons) UB**
Webb, Holly - **BEd (Hons) UB, Cert IV Training and Assessment**
Wertheim, Hannah - **BEd Flin**

Administrative & Support Staff

Auchetl, Cathy - **Cert III Childcare School of Mines Ballarat, Level I Integration Aide La Trobe**
Andrews, Jenna - **BA (Hons), MPCommun (Hons) Melb, MTeach FU**
Beaton, Judy - **AssocDipBusAcc**
Bedford, Kirsty - **BComm Melb, DipEd Monash**
Bicknell, Ella - **BAppSc RMIT, GradDipEd La Trobe**
Bourke, Marea
Britton, Leanne - **BN UB**
Brown, Belinda - **BEd (Primary) ACU, Cert III Bus Admin Esset Aust**
Bunston, Sophie - **BA/BSocWk Monash, Grad Cert (Developmental Trauma) Aust Childhood Fdn**
Caelli, Narelle - **MBA, GradDip (BusMan) Monash, BBus (IT) UB**
Cachia, Charles - **Cert IV OH&S, Comm Pool/Spa Water Maint, Dip Laboratory Operations**
Carter, Cheryl - **Cert III Bus Admin**
Carter, Katrina - **BEd La Trobe, BTeach ACU**
Conroy, Fiona - **BN La Trobe, DipAppSc(Nursing) Philip IT**
Coutts, Phoebe - **BEd (Primary) ACU**
Crowe, Helen - **Dip(Lib&InfServ) FU**
Damons, Jacinta - **Dip Children's Services, Cert III Children's Services BRACE**
Dean, Lauren - **Cert II Business**
Dridan, Katrina - **BEd FU**
Fitzpatrick, Kylie - **BA Psych (Hons), FU, GradDip (Psych) UB, BBus, USQ, GradDipCounsell, Monash, MPsych (Clin) FU**
Garrett-Spence, Lauren - **BBus Vic(Melb)**
Horton, Jodi - **Dip (HR Management) Swinburne UT**
Huang-Kinnersly, Tina - **BBus Guangxi, MMktg Middx**
Hughes, Justin - **Cert IV IT Bendigo Tafe**
Hulse, Michelle - **BA (Childhood Studies), PCGE (Primary) Manc Met**
Jackson, Heather - **BSSc (LIS) CSturt, DipLib RMIT**
Keighrey, Tiarne - **Cert IV Properties Services (Real Estate)**
Kenny, Narelle - **Dip Children's Services BRACE**
Kopycinski, Sarah - **Dip Children's Services**
Lake, David - **BPsych ACU**
Lavery, Narelle
Marshall, Christopher - **BBus BCAE, BAppSc (AppChem) BU, DipComp ICS, BAppSc (AppBiol) Monash, BComp (Hons) UB**
Martin, Jane
Martin, Kate - **BA La Trobe**
Mc Kenna, Karen - **BCom NUI, ACA, Cert IFRS**
McLachlan, Angus - **Cert IV IT, GIT**
McLean, Julie - **Dip Children's Services (Early Childhood) UB**
McMahon, Nicholas - **PostGradDipArts (Hons) Monash, BA (Music Theatre) WAAPA**

McRoberts, Sarah - **BN La Trobe**
Morrell, John - **BA UB**
Murphy, Lisa - **AssocDipBusAdmin (Legal) RMIT**
Netherway, Joanne - **Cert III Children's Services BRACE, Dip (Early Childhood) OWFC**
Nielsen, Clarence - **BSc USyd, Cert III Dental Assisting RMIT, ASA CPA**
Nolan, Renae - **BComm/BJ Deakin**
Nunn, Bianca - **BN ACU**
Peele, Ian - **BComp UB**
Puskaric, Andrew - **Cert IV (IT)**
Richardson, Mardi - **GradCHEd Melb MBA FU**
Rickard, Drew - **BInfTech (InfSys) Swinburne UT**
Ryan, Fiona - **BMn FU**
Smith, Shaiden
Sri Dargon, Brodie - **BBus La Trobe**
Thomason, Michelle - **BE (Early Childhood) Melb, GradDipInfM RMIT, Cert IV Training & Assessment FU**
Thompson, Linda

Performing Arts

Allan, Peter - **BA Adel**
Carman, Kathryn - **BA, BMus (Hons) Monash**
Carpenter, Judith - **LMusA AMEB, LTCL, FTCL Trinity Lond, BA (Hons) Melb, BA (Mus) Vic Arts, MMus (Perf) SydCon**
Clark, Dave - **AssocDipBus (Acc) SMB**
Clarke, Stacey - **ACBA, CICBCert IV**
Coward-Lemke, Constance - **AMusA, LMusA AMEB**
Deenick, Barry - **BA Monash, DipEd La Trobe**
Evans-Barker, Michael – **BMus/BE (Melb)**
Govan, Kathryn - **BA VCA, GradDipEd Melb**
Kelly, Mary - **AMusA AMEB**
Knight, Lauren - **AMusA Melb**
Mansell, Lachlan - **Cert IV Sound Production RMIT**
McKelvey, Hugh - **BMus BU, GradDipMusEd Deakin**
Meddings, Clive - **DipMusPerf VCA**
Meddings, Nerida - **BMus Melb**
Menegazzo, Adam - **BA La Trobe**
Nelson, Tim - **AMusA Burwood, AMusA (Double Bass) AMEB**
Powell, Penelope - **LGSMD LondGuild, CertEd Manc**
Price, Sam - **BMus Brun, GradDipMusPerf VCA**
Sheriff, Ingrid - **BA, BMus Melb**
Whitehead, Anna - **MMusPerf, BMus (Hons) Melb**
Williams, Geoffrey - **MMus Middx**