



CHRIST CHURCH

GRAMMAR SCHOOL

SINCE 1898

2019
Annual
Report





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CHAIR OF THE SCHOOL BOARD

In many ways, 2019 was another magnificent year in the life of our school.

However, by the end of 2019, we knew that we would bid farewell to one of our mainstays of the last decade and more: Ms Sandra Holland.

In a generous gesture, Sandra would stay on until the end of Term I in the following year in order to facilitate the entry of Mr Neil Andary, from Prince Alfred College in Adelaide, as the new Principal from the beginning of 2020.

Looking back on Sandra's career at Christ Church Grammar School, one cannot help but be impressed with what she has achieved. In her early days, she was a classroom teacher but it became clear that her capabilities stretched far beyond the classroom and it would not be gilding the lily to say that the School ran so well because she had a wonderful knowledge of what makes schools tick, and her ability to step into, and manage, administrative roles was incredibly impressive.

As many will know, she headed our school twice: once when Ms Sophia Ashworth-Jones returned to the UK somewhat abruptly and again when Mrs Chrissy Gamble departed very abruptly towards the end of 2018. On each occasion, the transition was seamless and gave the community confidence that outstanding educational experiences would continue for the children.

It was clear towards the end of 2019, though, that she had exhausted herself and, despite our sadness at her decision, she chose to move on and seek new challenges.

She takes with us our undying gratitude for what she has done and our very best wishes for what lies ahead. Improvements also

...The parent and community groups enhance what we offer and I applaud the efforts of those who give so much to CCGS

were planned for the Parkside and Kindergarten campus and were completed over the Christmas and New Year period and, although much more is needed, it is amazing the difference made by effecting a few strategic and simple projects.

I suspect, also, that there will be some change in the wind in how the school operates in the future – all new leaders have their ideas about leadership and 'conveying the message'. However the community should rest assured that the experience for the students will not be diminished in any way.

It would be remiss of me not to acknowledge the herculean efforts of my fellow Board Members, too. These Directors work hard and intelligently to ensure that CCGS remains at the top of the tree. Especially hard do the Chairs of the sub-committees work: Melissa Graham (Finance, Audit & Facilities), Barbara Grant (Risk), Ian Hockings (Strategy, Planning & Steering), and Amanda Powell (Governance & Nominations). I offer my own

sincere thanks but also those of the community to them and their fellow Directors for the endless hours of consideration they give to CCGS affairs.

I want to thank another indefatigable group, as well; The Friends of Christ Church. Under their succession of leaders, Emma Allen, they have again excelled. What they achieve leads to a wonderful and considerable enhancement of what the school offers. They play a leading role in taking care of the broader community, too, and I thank them most sincerely for all that they do. The parent and community groups enhance what we offer and I applaud the efforts of those who give so much to CCGS.

I conclude by saying that our school is in wonderful shape and ready for the next era under Neil Andary, and I also extend my best wishes to the whole community for what lies ahead.

**Paul Sheahan AM,
Chairman**



CHRIST CHURCH GRAMMAR SCHOOL BOARD

The Board of Christ Church Grammar School is responsible for all aspects of the governance of Christ Church Grammar School, as a not-for-profit organisation, and a company limited by guarantee.

This includes, but is not limited to:

- Succession planning with respect to the Principal and the Board and Committee members
- Liaising with the Parish Council of Christ Church South Yarra, the Diocese of Melbourne, and other statutory and regulatory bodies, as required
- Ensuring the school meets its obligations with respect to all aspects of compliance and accreditation
- Collaborating with senior management on strategic and master planning processes
- Undertaking risk assessment and management

- Maintaining the school's financial sustainability
- Working with the Trustees of the Christ Church Grammar School Foundation and senior management to attract philanthropic support for scholarships and capital projects
- Assisting senior management to promote, market, and position the school within the education sector; and
- Supporting the Principal and the senior management team in exercising their delegated responsibilities with regard to the day-to-day running of the school

BOARD STRUCTURE

The Board comprises up to 12 Directors and is Chaired by Paul Sheahan. The President of Friends of Christ Church Grammar School is an *ex officio* member of the Board. The remaining Directors are appointed with reference to a skills matrix as follows:

- Two Christ Church Grammar School community nominees
- Three Director nominees
- Three Parish Council nominees
- Two Vicar's nominees

STANDING COMMITTEES

Four Standing Committees support the work of the Board:

- Governance
- Finance, Audit and Facilities
- Risk
- Strategic Planning Steering

Each Standing Committee is chaired by a Director, and includes co-opted members from the wider community, of whom there are currently seven.

Ad hoc committees or working groups are created from time-to-time to meet particular needs.

Board and committee members have professional skills and experience in the fields of education (primary, secondary, and tertiary), business, finance, strategic planning, law, risk management, health sciences, corporate and not-for-profit governance, project management, marketing, pastoral care, and public policy.

The Board regularly undertakes reviews and training with the assistance of Independent Schools Victoria (ISV).

SCHOOL BOARD

PAUL SHEAHAN
AM BSC (MELBOURNE)
MED(PRELIM) DIPED



PAUL joined the Christ Church Grammar School Board in 2017 as a non-Director Chair. He sits on all sub-Committees *ex officio*. He retired as Headmaster of Melbourne Grammar School in 2009, having had 40 years in education, the last 24 as a Principal/Headmaster. In addition to the role at Christ Church Grammar School, he chairs the Office of the Energy & Water Ombudsman Victoria, and sits on the boards of DrinkWise Australia Pty Ltd. He is also the ambassador to Anglicare for their Bequest Program.

In 2014 he was awarded Membership of the Order of Australia for his contributions to education, sport and community organisations.

REV DR CRAIG D'ALTON
MA, BTHEOL, PHD
(MELB)



CRAIG has been vicar of Christ Church South Yarra and President of Christ Church Grammar since February 2019. He is a member of the School Board, and the Board's Governance Committee. He is also involved in school chapel services, working closely with the Christ Church Grammar School Chaplain.

Prior to coming to Christ Church, Craig was vicar of St Mary's North Melbourne and Archdeacon of Melbourne. He is a former member of Archbishop in Council, and Diocesan Senior Staff, and chaired the Diocesan Building Committee. He has a background in tertiary education, having lectured in church history and related disciplines for over twenty years in several theological colleges, and undertaken senior leadership and governance roles in the theological education sector.

ALICIA SELLARS-JONES



ALICIA attended the University of Western Australia where she completed a Bachelor of Commerce majoring in Marketing and Business Law. She worked in Event Management in both Perth and Melbourne at major sporting events, dance festivals and community events. Alicia now works with her husband in their clothing business, encompassing three brands.

Alicia has been a parent at CCGS since 2010 and joined Friends of Christ Church Grammar School in 2012. She became President of Friends of CCGS in 2020.

Alicia has five children who have all attended Christ Church Grammar School. She now has two boys in years 2 and 4.

MELISSA GRAHAM
BCOMM (MONASH)



MELISSA joined the Board in July 2014 and is Chair of Christ Church Grammar School's Finance and Facilities Committee. She is a member of the Institute of Chartered Accountants and the parish of Christ Church South Yarra.

She is a chartered accountant with 18 years' experience in professional service firms, specialising in strategy execution and leading major projects. Melissa is a former Director with PwC and is currently on a career break with two young children.

BARBARA GRANT
BA BED GRADDIPEDADMIN



BARBARA joined the Board as Vicar's nominee in September 2014 and was a member of the Finance Committee until the end of 2015, then appointed to the Chair of the Risk Committee at the start of 2016. She has worked in state secondary schools for more than 20 years, with leadership roles including Assistant Principal, Macleod Prep-Year 12 College for 11 years and as Principal, Blackburn High School, for nine years.

Christ Church was her father's family's parish church.

IAN HOCKINGS
BSC COMPSCI &
ACCOUNTANCY
(MANCHESTER)



IAN is Chair of the Strategic Planning Steering Committee and has been a member of the Board since June 2014.

He is a partner at PwC in their Consulting division and has advised clients across various industry sectors. Ian is a Fellow of the Institute Chartered Accountants in England and Wales, and a member of the Institute of Chartered Accountants in Australia; the Information Systems Audit and Control Association; and Risk Management Australia.

Ian brings a diverse range of experiences to the Board to assist the school achieve its vision, delivering on its purpose and mission and in living its culture and values.

He is married to Georgie and is father to four girls – Lily, Alice, Holly and Ruby – who have all been, or are currently, at Christ Church Grammar School.

AMANDA POWELL
BSC LLB



AMANDA is a Parish Council nominee to the Board and has been a Director since June 2015. Amanda currently chairs the Governance Committee and has served on the Risk Management Committee.

Amanda is a law and science graduate and has a background in public policy and the legislative process. She is keen to ensure good public sector governance and accountability, having worked in both the New Zealand and Queensland Parliaments, the New Zealand Department of the Prime Minister and Cabinet, and for the New Zealand Auditor-General. She also has a strong interest in ensuring good educational outcomes in early childhood, and currently works at the Victorian Department of Education and Training in the regulator of early childhood education and care services.

SANDRA IVORY



SANDRA commenced her working life in the human resources industry, then moving to the position of commercial property manager with a large insurance company. She became a licensed real estate agent in residential sales and management before entering her family's industrial property investment firm. She is a Director of the Launcestonian Foundation Ltd, Governor of the Geelong Grammar Foundation and member of the Ivanhoe Grammar School Board of Governors.

Sandra is a member of Christ Church South Yarra and has served on the Vestry and has two sons, Robert and Alex, who attended Christ Church Grammar School to Year 6 and completed their secondary schooling at Geelong Grammar School.

PROF JENNY PROIMOS
MBBS MPH GAICD FRACP



JENNY is an academic paediatrician and adolescent health physician working at the Royal Children's Hospital in Melbourne.

She specialises in adolescent developmental and behavioural disorders, and school avoidance and disengagement. She has spent the past decade working as an advisor to the Victorian Government on child and adolescent health and wellbeing, focusing on health promotion at the health/education interface.

She is the mother of two Christ Church Grammar School alumni: Jonathan, who is studying science at The University of Melbourne, and Poppy who is at St Catherine's School. Both children developed their love of music, debating and community service at Christ Church Grammar.

MELISSA VALLENCE
BBUS (DEAKIN)



MELISSA completed a business degree at Deakin University before working in marketing, communications and advertising for more than ten years. Her clients included Telstra, Australia Post, Tabcorp, Mattel, Glaxo Smith Kline and the Royal Children's Hospital. Melissa now works alongside her husband in their family business.

She joined the Board in 2014 as President of Friends of Christ Church Grammar School and now sits on the Nominations Committee and the Strategic Planning and Steering Committee.

Melissa has four children who have all been educated at Christ Church Grammar School. One son currently attends the School, one is at Melbourne Grammar School and her two older daughters attend Geelong Grammar School.

NICK SANKEY
BCOMM BA MAPPPIN
(MELBOURNE) GAICD



NICK joined the Board in 2017 and is a member of the Finance and Facilities Committee. He is an institutional banking and finance executive specialising in project and infrastructure finance. Nick is a past Global Head of Project & Specialised Finance for Commonwealth Bank and has held various corporate and institutional banking roles at Commonwealth Bank, TD Securities and ANZ Bank.

Nick is a past Director of Sustainable Business Australia, a graduate member of the Australian Institute of Company Directors, and holds a masters degree in Applied Finance and bachelor degrees in commerce and arts, all obtained from University of Melbourne.

Nick is married to Angela and their three children – Arielle, William and Juliet – have attended, or are currently attending, Christ Church Grammar School.

ACTING PRINCIPAL

I am sure this is a common side-effect for many of us as we navigate busy days and juggle busy schedules but it is certainly true of our wonderful team of teachers and administrative staff at Christ Church Grammar School.

Over the year, I have often reflected on the incredible efforts of our staff through The Bluey and other forums, particularly in relation to events and functions that have been so beautifully managed by the team. They are to be commended for their efforts at every opportunity.

What many of us may not see, are the “million things” that our staff do every day to enhance the experience for all in our community – things that extend well beyond just teaching and assessing the curriculum. Our staff are providing love and support, first aid, individual programs, differentiated programs, spiritual guidance, conflict resolution, positive role-modelling, counselling, wise advice, nutritional guidelines, environmental awareness, positive energy, parental support, laughter, event management and a host of other unmeasurable items as part of the children’s everyday experience. It is no wonder that we have also developed a love of iced coffee!

I am sure that you will all join me in celebrating the many talents and the outstanding commitment of our team here at Christ Church Grammar School, and the support of our wider community including our families and our Friends network. Next time you are having a coffee, be it hot or cold, I hope you will reflect on all that they bring to our community.

Sandra Holland

WHAT MANY OF US MAY NOT SEE, ARE THE “MILLION THINGS” THAT OUR STAFF DO EVERY DAY TO ENHANCE THE EXPERIENCE FOR ALL IN OUR COMMUNITY— THINGS THAT EXTEND WELL BEYOND JUST TEACHING AND ASSESSING THE CURRICULUM.



RECIPE FOR ICED COFFEE

Become a teacher

Bring hot coffee to school

Start doing a million things

Forget you brought coffee

Drink the coffee cold





SCHOOL ACTIVITIES

CURRICULUM

A significant focus for the 2019 school year in the 3 and 4 Year Old Program had been on the consolidation of the synthetic phonics program to build pre-literacy skills and align our literacy learning pathway from the Early Years through to the foundational years of schooling (Prep and Year 1). Staff within the Early Years have continued to use data to drive their literacy and numeracy planning to target individual needs and deliver explicit intentional teaching opportunities throughout the day. Within the Early Years, 2019 brings the first year we have implemented the 'Assessment Folders' that were introduced in the 2018 school year across Prep – Year 6. This continual alignment across all aspects of the school enables all staff to plan and deliver a 'Just Right Curriculum' mapping the horizontal and vertical pathway for all students.

We also celebrate within the Early Years area of our school, the 'Exceeding National Quality Standard' rating received through the National Quality Improvement Plan, assessment and rating process. We demonstrated a strong commitment to continuous improvement, engaging with contemporary research and theory to support robust critical reflection. We also demonstrated strengths in our educational program and practice, implementing a program that respected each child's individuality through valuing each child's voice and striving to inspire excellence.

Throughout 2019 we have continued to focus on planning techniques to ensure that we have coherent and progressive curriculum planning documents, mapped both vertically, that is across the year levels, and horizontally, through the school. Our teaching staff have further defined and reviewed their yearly and termly curriculum documentation, focusing on explicit sequenced learning pathways to identify and track all

students through their learning journey. Teams have continued to plan collaboratively, aligning curriculum documentation and cross-checking content across the Australian Curriculum.

The Compass program offered to all students in Year 5 – 6 is in its second year at CCGS. This program is an intensive and rigorous way to approach the 4 key aspects of the Australian curriculum – Thinking Skills (General Capabilities), History, Science and Geography. The aim of the program is to develop all student's skills in critical and creative thinking, personal, social and ethical capabilities. Compass offers unique learning opportunities for Year 5 and 6 students, where they are challenged to think and work at an intensive and engaging level, alongside teachers and leading Australian scientists and historians.

Throughout the year, we have continued to place a high priority on our assessment and data collection process. Teaching teams have continued to design assessment learning experiences to meet the individual needs of all students. Moderating across and through year levels has enabled teachers to make informative judgements about a students' performance and growth and their own teaching practices. Our rigorous data collection process has enabled all teachers to plan effectively to meet the needs of all students, through identifying where they are at and what they are next ready to learn, be it at expected level, consolidation or extension. The data collection process has supported teaching teams to identify learning groups according to student needs and target explicit teaching groups to cater for the individual needs of all students.

The implementation of a whole school writing continuum has enabled all students to be tracked and monitored. Staff professional learning around writing has occurred and early adoption of strategies from 'Step Up to Writing' will further support our 'Spelling Mastery' program and

the weekly explicit approach to the teaching of grammar. Staff have worked across year levels to develop a consistent approach to the editing of student writing across the school.

A successful grant from Independent Schools Victoria has again supported a team of teachers to participate in the 'The Southern Cross Program' in 2019. This year, we have focused on developing resources to further support students identified as English Additional Language (EAL). The visual map and consist approach for new students entering our learning environment has enabled staff to support students through a clear identifiable pathway.



PERFORMING ARTS

MUSIC

Classroom Music is a comprehensive sequential program from Kindergarten to Grade 6. Students are provided with a range of listening, singing and instrumental activities, designed to provide the skills and knowledge for the students to create, compose and improvise. With a basis in the Kodaly and Orff approaches to music education, children develop an understanding of the fundamental musical elements and literacy skills. Choral singing is a focus in every year level, with classes competing in a Choral Festival in Term 1, performing in the Choral Concert in Term 4 and singing in the Carol Service and Speech Day. Students across all year levels, explored traditional Chinese music with visiting artists.

The Classroom Instrumental Program

provided students in Years 2, 3 and 4 with the opportunity to learn a range of instruments.

In the Year 2 String Program students learnt to play either a 'cello, violin or viola (with the introduction of double bass to a limited number of students) gaining elementary technical skills and learning a range of pieces of increasing complexity. The skills developed provide students with an excellent platform to continue learning a string instrument privately at the program's completion, in turn leading to greater access to school ensembles.

The Year 3 Recorder and String Program saw students either start to learn recorder or extend skills on their string instrument. Recorder students worked through a sequential program or exercises and pieces, developing reading, breathing and fingering skills. String students extended their technical, reading and ensemble skills through intense, focused group work, complementing and accelerating skills learnt in private lessons. Many of the students in the

With nearly 280 lessons occurring every week, our students learnt a wide range of instruments

Year 3 String Program took regular advantage of the 'Open Rehearsal' sessions at lunch and recess to work on their pieces with the aim of passing their 'Belt Tests'.

In the Year 4 Woodwind Program, students were introduced to the flute and clarinet, learning about instrument care, set up and sound production through a range of simple pieces and exercises.

All work in the instrumental programs culminated in performances for family and friends, providing goals and a sense of achievement.

Choral Music

CCGS is a school that sings, with a Choral Program seeing choral singing occurring on three levels. In the weekly Classroom Program all students receive choral training and are taught a healthy vocal technique, culminating in a hotly contested Choral Festival. All students from Year 1 to 6 sing in Year Level Choirs, sometimes combining to become House Choirs, performing in a Choral Concert, Church Services and Speech Day. A three-tiered structure to the Elective Choirs sees the sequential development of the singing of those children who really enjoy choirs, from developmental to senior choirs. The elective choirs perform regularly at

assemblies, soirees, Music Alive and the Choral Concert. Chapel Choir was honoured to be selected to sing in a public workshop with Daniel Hyde, the Music Director of the prestigious Kings College of Cambridge Choir. They also sang Evensong at St Paul's Cathedral, led an excellent Carol Service with a brass quintet from the Melbourne Symphony Orchestra, as well as singing in our many services. Cantabile Choir performed at the Kodaly Choral Festival at Caulfield Grammar School and the Scherzo Singers performed for the residents at Darnlee Aged Care facilities in Toorak. The annual Choral Camp was a great success, with the elective choirs making much progress in intensive workshops and rehearsals.

String Program

The second pillar of our music program is the String Program. Incorporating the Year 2 and 3 String Programs, private lessons, chamber music and two string ensembles, the String Program has seen increased numbers and performance outcomes. Students in Super Strings competed for the first time in the Boorondarah Eisteddfod against a large field of entrants, receiving 3rd place (against larger schools with select entry ensembles). An excellent outcome for our first eisteddfod against stiff competition!



Super Strings were also involved in a collaborative project with the strings of the VCASS-Victorian College of the Arts Secondary School (Victoria's only selective entry secondary school for the Arts).

To cater for and develop our advanced string students, a number of chamber ensembles were established. The most advanced of these groups also had great success at the Boorondarah Eisteddfod (2nd place) and made a professional level recording of their music for our school call-waiting music. The chamber music program is one I plan on extending to further encourage and develop the string skills of our students.

2019 ART

Once again in 2019 the Art room was a busy, welcoming and creative environment. Mr Watson continued to deliver his high quality program which inspires young and old artists alike! It is one of the cherished places in our school.

This year Mr Watson trialled the idea of an Art Club on Mondays and Tuesdays at lunchtime. It was a huge success, with the most popular activity being woodwork!

The Art room has now got four purpose-built woodwork benches. They each have four vices fitted and can be moved around easily on wheels. They have been a great addition to the space allowing the students to work with a wider variety of materials.

This year we were very fortunate to have Elizabeth Armstrong return to work with the Year 5 students. Elizabeth worked with the Year 5 students to help them create their own soft sculpture. The students enjoyed applying their felt making skills to produce their own personal artwork.

The Year 5 and 6 Musical Production of 'Alice in Wonderland Jr' is also supported by the Visual Arts Program. Students, parents and grandparents were involved in producing the sets and props for this years spectacular show.

The Annual Art Show was another huge and highly successful event. Each student is expected to select two pieces of their art to exhibit in the show, with the works ranging across many different art forms. This year it was decided to trial opening the show at night to coincide with the Choral Concert in the Church, with many families choosing to visit the Art Show as well. The quality of the work on display was outstanding.

RELIGIOUS EDUCATION

Once again this year, Godly Play has been the mainstay of RE teaching from Prep to year 3. Our students continue to be immersed in a narrative experience of scripture. In all aspects of their spiritual journey, our children are encouraged to wonder about the significance of what they hear. Creative response is part of our reflection on sacred story.

I have prepared students for rites of passage. This year 8 students were admitted to table fellowship through First Communion, and 5 students were Confirmed by Bishop Genieve in November.

The contribution of Kim Bong, an Authorised Lay Minister of the diocese has been invaluable in the delivery of Godly Play and Chapel services. She is God focused and hard-working servant of the church and school. I could not gather and organise materials without her assistance. I could not keep abreast of the myriad details of items used during lessons from Prep to Year 6 without her input, we are a team. My work as teacher and Chaplain is demanding yet fulfilling. It is my privilege to work as a Priest in an educational setting.





PHYSICAL EDUCATION AND SPORT

Another wonderful and very busy year in Physical Education and Sport at Christ Church Grammar School.

With the Victorian Government Sporting Schools program we were able to purchase additional equipment and bring in experienced specialist coaches for some different physical activities such as the Little Shredders Snowsports program, My Golf, Junior Jack Attack Lawn Bowls program and Riggers Rowing program.

The Physical Education curriculum and Sport program continued to focus on developing fundamental motor skills and introducing new sports and recreational activities. The children participated in an expansive Move and Groove unit participating in an Indigenous Dance workshop learning about Indigenous culture. As part of the unit, the children partook in Gymnastics and Aerobics sessions.

Intensive swimming classes were held in Terms 1 for Year 4 – 6, Term 3 for Year 2 and 3 and in Term 4 for Prep and Year 1 children at Klim Swim in Richmond. Year 6 students enjoyed participating in the SEPEP Volleyball unit, Bubble Soccer and the Road Safety and Water Safety unit (Bike Education and Surf Life Saving at St Kilda Beach).

3 Year old Program to Year 1 enjoyed participating in weekly Perceptual Motor Program (PMP) classes partaking in a variety of activities to improve locomotor, balance and hand eye-coordination. Students enjoyed working in small groups with a team leader with parent helpers rotating through different activities. Students developed a range of skills including teamwork, problem solving, fitness and basic movement patterns. It has been fantastic to have some parent helpers throughout the year.

Students from Year 3- 6 participated in Health theory classes for an hour per week for a term. Each year level covered different topics with a

combination of learning experiences to help students improve their health and knowledge. We commenced our own school Puberty Plus program for Year 4, 5 & 6 children which was a very successful and a more consistent program. Morning walk continued Tuesday and Thursday mornings, encouraging fitness and house spirit. Congratulations to Barwon House who were the Morning Walk winners for 2019.

Christ Church Grammar School competed admirably in the SYDSA district events in Swimming, Athletics and Cross Country with many students beating records. We also had numerous students compete at division, regional, state and national level. Congratulations to the 11 Boys Freestyle Relay who finished in second place at the Victorian State Championships (Toby Callaghan, Nicholas Dunlop, Tomorrow Zhang and Tom Voigt). Toby Callaghan finished 3rd in the Freestyle and 4th in the Backstroke. Tomorrow Zhang finished in 6th place in the Breaststroke 11 boys event. Toby Callaghan continued his success competing for Victoria at the National Championships in Melbourne.

In addition to the SYDSA carnivals students from Year 3- Year 6 competed in House Swimming (congratulations to Lachlan House), House Athletics (congratulations to Lachlan House), House Skipping (congratulations to Yarra House) and House Cross Country (congratulations to Lachlan House). The Girls Soccer team, Mixed Basketball team and Mixed Hot Shots Tennis team competed at the SSV Beachside Division tournaments.

We continued with the House Skipping competition, running along side the Jump Rope for Heart Program. Children participated in skipping activities in PE classes leading up to the House Skipping event competing challenges in their houses. The school raised an impressive total of over \$14,639 with special mention to Gia Ongarato and Jacqueline Lee who were one of the highest individual contributors in Australia raising \$5,278. We also had an incredible Footy Colours Day with

money raised going to the Fight Cancer Foundation. In 2019 we hosted a special Footy Colours Lunch and had guest from Melbourne Victory, Melbourne Rebels, the AFL and the Melbourne Demons Mascot Daisy. The House Cup Competition continued for Year 4 to 6 children and congratulations to the winning House Lachlan who won Soccer, Netball, Volleyball and AFL. The Junior Athletics remained the same during Term 4 in Fawkner Park with the children competing in the Egg and Spoon, Sprint, Potato Sack and Shuttle Relay.

Christ Church Grammar School had a wonderful SnowSports season with Jason Huang, Ebony Harridge, Sean Harridge and Will Sankey qualifying for the National Championships at Mt Buller.

The CIPSSA competition had every child from Year 4 to 6 actively involved. It was a great opportunity for children to socialise with other children from other schools, have fun and enhance their skill development through games and training. Although winning isn't the ultimate goal many teams won premierships in the end of season Lightning Premiership including Basketball A, Basketball C, Netball A, Netball C, Soccer C and AFL C. A terrific achievement for a school with such small numbers.

Year 2/3 Sport took place on a Tuesday afternoon to teach skills and new sports (with an emphasis on House cooperation and teamwork) to ensure a better understanding for students moving into Inter School Sport when in Year 4. The coaches and teachers must be applauded for their efforts coaching the teams throughout the year.

We had our 4th Sports, Health and Mindfulness Expo Day. The event provided an opportunity to try a range of physical activities and to learn about Road Safety. A big thank you to the University students for their assistance on the day. The activities included Goalball, RACV classroom visit, Silent Disco, Yoga, Fencing, Life Education, Superhero training and many more fun activities.

It was a great way to conclude the 2019 school year with lots of fun and happy faces. We look forward to continuing the event in 2020.

CAMP PROGRAM

During 2019 students in Years 2 to 6 attended camps of various lengths. : The camps are designed to be diverse so the children have a vast outdoor education experience.

The camps were:

- **Year 2** - Don Bosco, Safety Beach
- **Year 3** - Stringybark, Gembrook
- **Year 4** - Angahook Camp, Aireys Inlet
- **Year 5** - Narmbool & Sovereign Hill
- **Year 6** - Canberra

A big thank you to Year 6 leaders and especially to the incredible House Captains Edie McLachlan and Tom Voigt (Lachlan), Charlize Brown and Harry Stynes (Yarra), Thea Ball and Jack Ridley (Barwon), Rupert Scarborough and Holly Hockings (Murray). Another big thank you to very helpful and reliable Sports Administrators Flynn O'Halloran, Angus O'Dea, Lucia Tian and Hamish Carter.

We look forward to another amazing year in 2020.

Jessica Close – Head of Physical Education, Sport and Health

COCURRICULAR HIGHLIGHTS

In 2019 many children enjoyed participating in the Christ Church Grammar School's Cocurricular program. The Cocurricular program continues to offer a range of activities for 4 Year old Program to Year 6 children before school, at lunchtime and afterschool. The following clubs were offered in 2019.

- Gymnastics
- Coding Club
- Karate
- French
- Club Des Petits Dejeuners (Breakfast Club)
- Chinese Club
- Italian Club
- Communication and Drama
- Homework Club
- Soccer Club
- Latin Club
- Science Club
- Auskick
- Net Set Go
- Big Blast Cricket
- Chess Club





PARTNERSHIPS

2/14TH AUSTRALIAN FIELD REGIMENT REPORT 2019

Marg McBean, Annette Toohey
Coordinators

2019 marked twelve years of the partnership between the 2/14th Australian Field Regiment (AFR) and Christ Church Grammar School. The relationship was established in 2007 through the Shrine of Remembrance's

Event Coordinators, Max Allen, Hugo Checkley, Daniel Gao and Alex Jensz, were outstanding in their enthusiastic and respectful involvement and leadership in the 2019 initiatives.

The Event Coordinators took part in the ANZAC Day March and the moving service held afterwards at the 2/14th AFR memorial tree within the grounds of the Shrine of Remembrance.

A large gathering comprising family and friends from the 2/14th AFR, Shrine of Remembrance and Christ

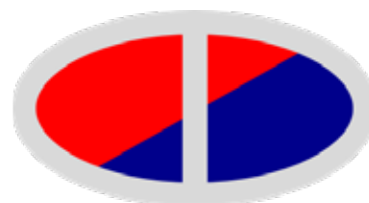
Church Grammar School communities, gathered for the service.

Our Year 6 cohort was also involved in the 2/14th AFR's annual commemorations held in October. The students conducted a brief ceremony at the memorial tree before participating in the atmospheric formal service inside the Sanctuary of the Shrine. Mother Linda then coordinated a magnificent chapel service in Christ Church and our senior students impressed the congregation with their singing of wartime songs. The delicious morning tea in Memorial Hall was a wonderful opportunity for guests, students, staff and friends to mingle, sharing memories and happy conversation. The Year 6 string trio entertained our visitors and we were delighted that one of our last treasured veterans, 95 year old, Ron Jackson was present.

The Jackson Gift, donated by Ron Jackson and wife Mavis, financially supports our partnership and we respectfully acknowledge this

gesture. This year the funds were used to publish photograph books incorporating wartime photographs of many of our veterans, as well as images from ANZAC Day 2019. We are grateful for Michele Cruz who organised the project. The books were distributed to 2/14th families as mementos.

The special affiliation between Christ Church Grammar School, veterans, their families and the Shrine of Remembrance is valued by all concerned. It serves positively in perpetuating the memories and heritage of 2/14th AFR, inspiring student learning and reflecting on the importance of community connections.



Through whole school services, we continue to live out our identity as Christ Church Grammar School.

Gathering for Ash Wednesday and Easter bring us a sense of solidarity and purpose as we worship together. All of our standard services such as for Reconciliation week, ANZAC Day, Thanks Giving for St Laurence, and the 2/14 Regiment gave students an opportunity to take a leadership role in a sacred space.

GRANDPARENT'S DAY

This year, Grandparent's Day took on a focused spiritual dimension when children assisted with the story called 'When I Pray For You'. The children presented their grandparents with a special box of memories in which

they had written or drawn about special times they had shared. Up to 1000 people were in church on that morning as children from K3- through Year 6, invited their grandparents to attend. There was a great deal of love and joy on display!

REMEMBRANCE DAY SERVICE

We had a special guest attend our Remembrance Day service. Chaplain John Sanderson currently serves as the Deputy Command Chaplain Training at Headquarters Training Command in Sydney. Father John has served in a variety of chaplaincy positions in the Australian Army. All of those gathered learnt from his simple and poignant reflection on the symbolism of the red poppy and Remembrance.

CHAPEL CHOIR

Michael Fulcher continues his outstanding work with our Chapel Choir. The sound produced by the choir is remarkable, given the limited time that this group has for rehearsal. We are blessed by their ministry to our school through their contribution to our worship. In August the choir

was invited to attend a workshop led by Mr Daniel Hyde, Director of Music at King's College, Cambridge, held at Trinity College, Melbourne University. The choir was also invited to sing evensong with the choir of St Paul's Cathedral in October.

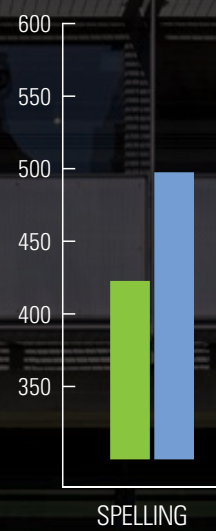
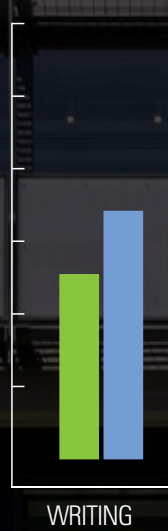
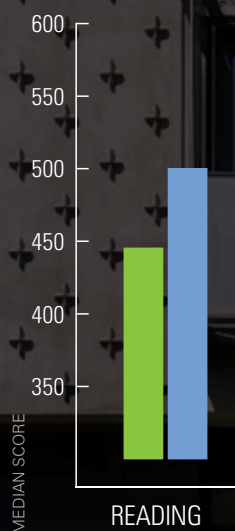
At the school Carol Service in November, we were be joined by Choral Scholars from the Choir of CCSY and Trinity College, Melbourne as well as brass players from the Melbourne Symphony Orchestra.



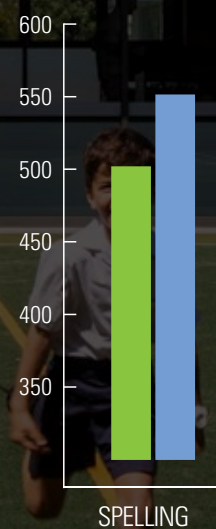
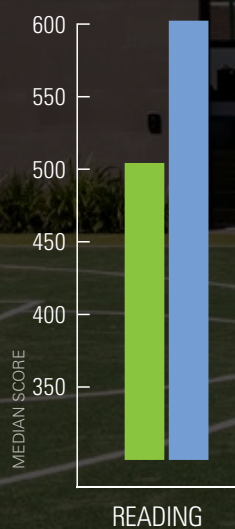
KEY

- State
- Christ Church Grammar School

YEAR 3



YEAR 5



KEY REPORTING REQUIREMENTS

NATIONAL ASSESSMENT PROGRAM LITERACY AND NUMERACY

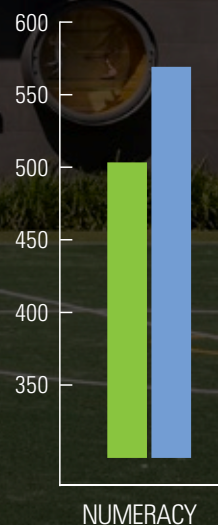
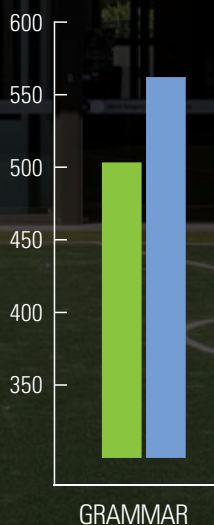
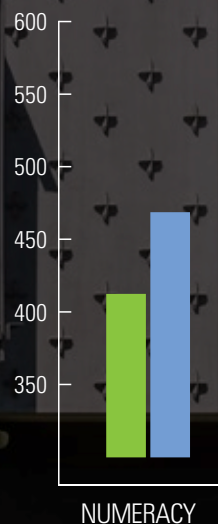
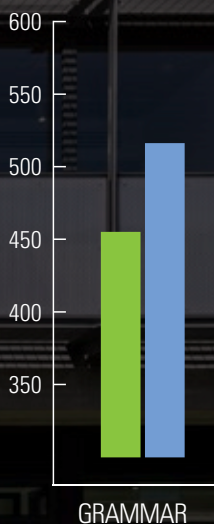
The National Assessment Program Literacy and Numeracy (NAPLAN) assesses all students in Australian schools in Years 3, 5, 7 and 9.

The NAPLAN tests students' competence across the key areas of *Reading, Writing, Spelling, Grammar and Punctuation* and *Numeracy*.

The chart to the left displays average NAPLAN scores for each of these key areas and Christ Church Grammar School's scores for Years 3 and 5 in 2019 are displayed in blue. Also displayed are average scores for all state and national schools.

The NAPLAN results for 2019 demonstrate that our students continue to perform above the state average in all areas tested. Across all areas, the Year 3 cohort have maintained or grown from 2018. In Year 5, our results showed significant growth in *Reading, Grammar and Punctuation* and *Numeracy*. It is of particular interest that we are also seeing an upward trend in *Writing* and *Spelling*, as these, along with *Grammar*, have been areas identified as our focus for improvement. As a result, explicit, differentiated programs have been taught across the school.

Five-year trend graphs provide data over a period of time and, whilst results vary, depending on the cohort, it is pleasing to note that, in all areas, we have observed a rising trend.



VALUE ADDED

Christ Church Grammar School offers broad curriculum and cocurricular choices that support the holistic development of all its students. These include provisions such as the visual and performing arts, sport, camps and tours.

For staff there are a broad range of benefits including:

- Competitive pay
- Service recognition
- Tuition fee-discount
- Car parking
- Gender equality
- Employee assistance program
- Leadership development
- Learning and development programs

We believe strongly in supporting the communities in which we operate and have strong links with:

- 2/14th Australian Field Regiment
- Indigenous Australian Perspectives
- School Charity

PROFESSIONAL ENGAGEMENT

SCHOOL ATTENDANCE AND RETENTION

At the end of the 2019 School Year, the school employed 62.76 FTE staff, made up of 37.6 FTE teaching staff, 16.16 FTE general admin staff (includes 8.51 FTE educational assistants) and 9.0 FTE People Leaders - classified under Teaching or Business. Instrumental Music Staff were made up of 20 casual staff. Other casual positions totalled the casual pool to 30.

The average number of personal leave days (sick, carers and discretionary leave) taken per staff member in 2018 was 6.52 days compare to 5.19 days in 2018.

The staff turnover rate for the 2018 school year was 12.67% compared to 18.75% in 2018, a decrease of 6.08%.

The staff turnover rate for the 2019 school year was 17.52% compared to 12.67%, an increase of 4.85%

Overall staff attendance rate was 91.01%.

PROFESSIONAL LEARNING

In 2019, our focus has continued to be on consolidating collaborative practices to ensure that we embrace an explicit instruction methodology in our teaching and learning approach and that we develop intimate knowledge of every learner.

Professional development sessions have included:

- Weekly full staff sessions, focusing on the role to improve student learning outcomes
- Weekly staff professional learning opportunities to support staff in navigating the new reporting system and developing assessments and assessment tools, such as rubrics
- A team of staff participated in a fully-funded Southern Cross Project, where they worked through a change process model and identified a curriculum area to further support teaching and learning within the school. This team of staff researched, prepared and presented reading annotations

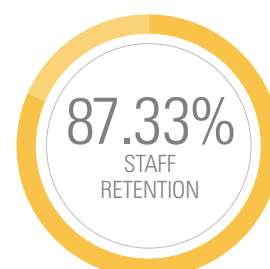
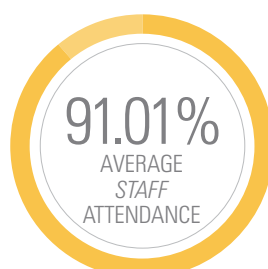
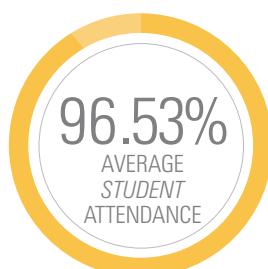
- Various opportunities throughout the school year for all staff to moderate and discuss student learning and the tracking of students along a learning continuum
- Focusing on the Australian Institute for Teaching and School Leadership teaching standards
- Spelling Mastery sessions
- School visits for some staff with a specific focus on phonics in the Early Years and writing
- All staff within the 3 and 4 Year Old Programs worked through the implementation process of rolling out the synthetic phonics program. This also entailed a Literacy and Numeracy coach to support staff within the initial rollout phase
- Individual staff PD, complementing the above

Staff also attended workshops and conferences specific to their area of expertise, special education, enrolment and a group of staff presented at the Leading, Learning and Caring Conference, for the Association of Heads of Independent Schools of Australia (AHISA).

TEACHING AND GENERAL STAFF QUALIFICATIONS

Teaching staff are registered members of the Victorian Institute of Teaching (VIT). They all have, as a minimum, a tertiary qualification in education, and a number hold an additional postgraduate qualification, such as a Masters' degree, or Doctorate.

Many of the general staff also have tertiary and postgraduate qualifications in their respective specialist fields, and other related areas of expertise. All staff qualifications are published annually in *The Tower*.



COMMUNITY FEEDBACK

Christ Church Grammar School values and actively seeks feedback from staff, students and parents. Feedback provides valuable insight into perceptions about the school and the educational and broader opportunities that we offer.

Students are encouraged to give honest and thoughtful feedback on any issues that concern them. This feedback may be given during classes, in individual meetings with staff or at parent/teacher interviews.

Parents also give feedback in many ways, and the school hosts a number of events where open and honest discussion is encouraged. In 2019 these included, parent/teacher interviews, parent information sessions and individual meetings with staff. The acting principal also has an "open door" policy and speaks personally to many parents each week, both through informal and formal meetings.

Staff have the opportunity to discuss issues and give feedback through weekly staff meetings, mentoring sessions with other staff, and individual conversations with their line managers or members of the school leadership team, including the Principal. The school provides forums for staff to provide feedback to the Principal, on any issues of concern to staff.

In 2020, the school will undertake formal satisfaction surveys for parents, students and staff, which will then be completed on a regular basis.

Feedback provides valuable insight into perceptions about the school...



FRIENDS OF CHRIST CHURCH GRAMMAR SCHOOL

PRESIDENTS REPORT 2019

The aim of Friends is to support the values and purpose of Christ Church Grammar School and enhance the sense of community between parents, teachers and students.

This year has been a busy year. Friends Welcome Morning Tea Friday 1 February

Once again Friends welcomed new and old faces to our Friends Welcome Morning Tea, held at Main School and Parkside. It was lovely to see many people there, including younger siblings who enjoyed the treats provided by Friends committee members. And to enjoy a drink from the Coffee Carts. It was also a great opportunity for those involved in The Buddy Program to make contact. 'Welcome to School' Cocktail Party Thursday 21 February

Once again the opportunity to get together and celebrate the start of the new year proved a huge success. The Cocktail Party this year was held in the Quadrangle at Main School, we were lucky to have perfect weather. Many new parents felt warmly welcomed. We had just over 300 parents and staff attend. Friends Twilight Picnic Friday 22 March

Our annual Twilight Picnic was a continued success this year. Again, blessed with perfect weather Fawkner Park was a hub of activity. We had an amazing Cake Stall, Mick O'Dea

was selling eCoffee Cups, and ran a colouring completion. The Crowe family, once again generosity donated the use of the Grill'd Airstream, which is a spectacular sight. We also had music organised by Dani Arcaro and students. Icy poles, lucky dip, organised by Kylie Peasley, delicious dumplings organised by Helen Zhang and all of her incredible helpers, also fantastic lemonade stall organised by Pam Carrasco, temporary tattoo stall, also a raffle. And the Year 6 students ran successful activities for other students to take part in.

We raised an amazing \$5929.75 Biggest Morning Tea Tuesday 28 May

Our key focus was to nurture our strong community spirit, and to support our families and staff.

This year we went back to our old format of The Biggest Morning as we were back in The Memorial Hall. Parents from Years 4, 5 and 6 all baked amazing cakes and treats. Gold coins were given by the children and \$1100 was raised for The Cancer Council. Grandparents and Special Friends Day Thursday 10 October

This year Grandparents' and Special Friends' Day welcomed grandparents and special friends for every child in

the school on the same day. It was an extremely busy and exciting day, with year it was run as a house event, so parents only needed to attend one Chapel Service. It was delightful seeing so many people enjoying themselves having tea, coffee and treats in The Memorial Hall and in the Quadrangle. Friends kindly helped out, serving tea and coffee and handing around food and assisting in running this wonderful event. Junior Athletics Carnival Tuesday 12 November

The annual Athletics Day was held in Fawkner Park and it was a freezing morning! Friends generously donated the Coffee Cart and Jessica Hunt provided some delicious treats. Also thank you to the D'Andrea family for again supplying watermelon to all the children.

BUDDY PROGRAM

The Buddy Program aims to link new parents with an existing family for a point of reference, friendship and a familiar face. A special thank you to Emily Zolad and Helen Zhang for their work this year.

OTHER EVENTS

Friends has also helped out at numerous Open Mornings, New Parent Morning Tea Events and Orientation mornings, thank you to everyone who came along to these events, and to those of you who baked.



MONEY RAISED

With our fundraising this year Friends purchased a clock for the Quadrangle,

4 wooden benches for the Quadrangle, 3 market umbrellas, and a plaque to go next to our art work in Reception, and 2 Christmas trees with decorations.

WITH THANKS

I would like to thank Alicia for her support this year. I have really enjoyed working with you. And I am looking forward to supporting you next year.

I would also like to thank Jo Hudson for her amazing support this year.

Thank you to Lisa for your support as Secretary, and we are farewell in Lisa as this is her last year at CCGS. Also thankyou Anna for all your work as Treasurer, Pam for your hard work as Class Representatives Coordinator.

I would also like to thank Paul Sheehan and the Board for their support.

Also, finally a thank you to our new committee members who have joined Friends this year.

I would also like to thank our hardworking class representatives and the parent community who have contributed to this very busy year.

Emma Allen President, Friends of Christ Church Grammar School

26 November 2019

COMMITTEE MEMBERS

Emma Allen (VP)

Sara Princi (treasurer)

Jessica Hunt (secretary)

Solene Rowan (Class Rep coordinator)

Maryann Jesudason

Melissa Vallence

Helen Zhang

Paul Bonicci

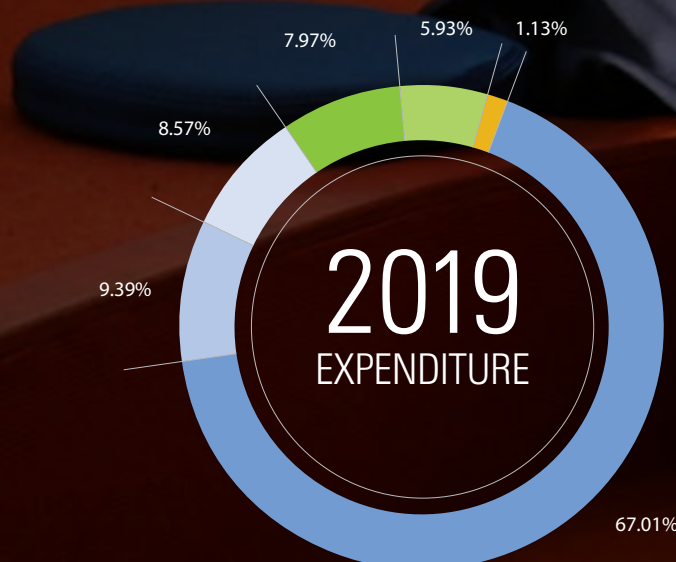


FINANCIAL STATEMENT OF CHRIST CHURCH GRAMMAR SCHOOL (INCORPORATING THE CHRIST CHURCH GRAMMAR SCHOOL FOUNDATION)

Throughout 2019 Christ Church Grammar School applied conservative and sound financial management to the financial operations of the school.

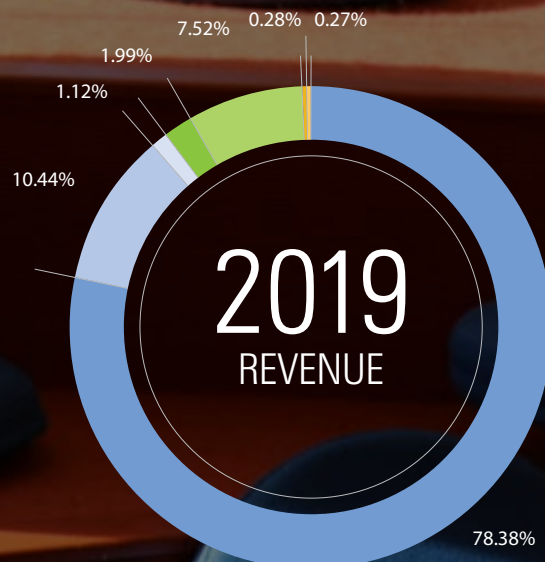
There was a surplus of \$0.19m (deficit of \$0.26m in 2018). The school's auditors, HLB Mann Judd, have issued an unqualified audit opinion for the year ended 31 December 2018.

Developing and retaining our team of high-quality staff continues to be a key focus of the school and is the largest single item of expenditure.



EXPENDITURE

- Employee Benefits
- Tuition
- Administration
- Depreciation & Amortisation
- Building & Maintenance
- Promotion



REVENUE

- Net Tuition Fees
- Other Fees
- Interest
- State Government Grants
- Commonwealth Government Grants
- Donations
- Other Income





