Annual Report 2014

- Pakenham Campus
- Berwick Campus
- Little Beacons Learning Centre
2014 has been a year that has successfully built on the achievements made in 2013. I am pleased to report that overall the College has again fared well over the year.

Students are encouraged to have an attitude of diligent hard work to attain the academic goals to which they seek to aspire. We continue to see remarkable results in the academic achievement of our students. This is not only a credit to the dedication and self belief to excel that is instilled in our students, but is equally due to the professionalism and dedication of our teaching staff who make this possible. We congratulate all of our students who graduated in 2014. Our educational philosophy of a student striving for his/her ‘personal best’ enables students to be well-prepared for not only academic challenges but also the next stages of their lives.

The new future direction initiative led by the Headmaster, entitled ‘Learning That Matters’, (derived from extensive investigation by the Headmaster through a program at Harvard University promoted by Independent Schools Victoria) is currently in its third year of implementation. Already the Board, teaching staff and student body are embracing this as the BeaconsHills Way. I refer you to The Beacon magazine which demonstrates how this initiative is being received into the College life.

We believe that students should be encouraged and enabled to develop their spiritual lives in the light of Christ’s teachings. The founders of the College identified the importance of this belief and inextricably linked it to the process of a Christian education which acts as the foundation for students’ personal development and their future roles in our society. We now have six chaplains at the College supporting students and staff through the chaplaincy program. It has been an enriching experience to join with students and staff at College and House church services led by our chaplains and students.

The College continues to place great importance on its stated aim of fostering good relationships between teachers and students and to provide pastoral care for students. The comprehensive and integrated pastoral care program works to ensure a student’s sense of wellbeing and to provide steps to safeguard it when required. The Board is most thankful to the Headmaster, supported by his staff, for the comprehensive system that has been put in place to assist students in this way.

The co-curricular activities that are available to students are as diverse as they are enriching. This is displayed in the number of performing arts, dramatic, debating, sporting and cadet activities and presentation evenings where students can openly display their range of talents. The students also continue to display a strong service attitude to those less fortunate within and outside Australia. I again thank the Headmaster and staff for all the efforts they put in behind the scenes to enable students to engage in these activities.

2014 did not bring any positive change to the adverse economic conditions affecting families within Australia. However, the recognised strength of the College student program supported by our parents and careful financial management saw the College end the year well.

2014 also gave some much-needed clarity in the debate about ongoing school funding at Federal level and State level. This remains an area where the Board remains vigilant.
The International Program continued its development. This feature of our College has seen the College become recognised amongst independent schools as an international school. The Global Beacons Centre at the Pakenham Campus has hosted an extensive international presence from overseas schools. The College has always promoted an education that allows students to experience the languages and life experience of other cultures. The global world we are all aware of through 24-hour news programs has made families excited at the prospects for their children to actively see themselves as citizens of the world. Year 9 visits to East Timor and to Vietnam have commenced. Caring for those in less fortunate countries than Australia is embraced by students and staff.

Environmental management has continued to figure highly in 2014 in both building development and use of utilities. The solar panel installation at each campus has been completed and benefits are already identified. The College takes very seriously its goal of reducing its environmental footprint and in the process has developed a very capable team. The many benefits of this objective extend to an economic benefit.

New building developments continue. One of the great features of our College that our teachers, students and parents appreciate are the buildings and grounds, which often attract favourable comments by visitors. The four extra Junior School classrooms at the Pakenham Campus have almost been completed for use in 2015 and the multi-purpose pavilion construction will take place in 2015. The Junior School new playground at the Berwick Campus is due for student use in 2015. Refurbishment continues at both campuses and is ongoing.

I would like to take this opportunity to publicly express my thanks to my fellow Board members for their diligent oversight and participation in their roles as directors. My thanks extend to the professionalism and enthusiasm of the Headmaster, the Campus Principals, the Business Manager and College management team and the staff who all contribute to the success of the College.

As a final note, I express my thanks to Mr Richard Prideaux for his leadership of the Pakenham Campus. Richard is remaining with us in a part-time role to assist the Headmaster.

2014 has been a year that has successfully built on the achievements made in 2013.
2014 was an important year for Beaconhills as we made some enormous progress across the College in defining and developing our new way forward for student learning – our ‘Learning That Matters’.

The Learning That Matters project focuses on a holistic approach to teaching and learning, with the aim of ensuring learning is underpinned by six key pillars.

Early in the year, we hosted Harvard University academics Professor David Perkins and Dr Daniel Wilson, who have worked on this program with Beaconhills and Independent Schools Victoria. We will continue, under their guidance, to work on this project during 2015.

In collaboration with our senior staff, during 2014 we developed a series of graphic designs showing the scope and sequence of our five sub-schools, from Little Beacons to Senior School. The detailed and age-appropriate educational description for learning in each sub-school is now clearly defined.

The review of all our programs as part of the Learning that Matters initiative also led to the establishment in 2014 of WELLCOM, a committee led by our counsellors and chaplains to review all our wellbeing programs. This group, with the support of Professor Donna Cross from Curtin University, is working on an integrated wellbeing program for our curriculum. This developed from the significant body of evidence showing that wellbeing underpins all successful learning. During 2014, WELLCOM identified key wellbeing outcomes and the strategies and resources needed to achieve and to measure these outcomes. As a result, WELLCOM is now focusing on College connection and engagement as a primary protective factor for student and staff wellbeing.
In 2014, the Beaconhills EDCOM committee examined the overall education strategy of the College. The important work completed so far is to develop a College curriculum scoped and sequenced from Little Beacons to the Senior School. A number of new initiatives, including real-time reporting of student results, are being trialled for parents on the BeaconNet portal and will be rolled out to all year levels by 2016.

EDCOM has also examined new ways to longitudinally assess students from year to year, including teacher reporting on student resilience. This has required us to review how we collect and store data to ensure we can track students’ performances into the future.

Beaconhills continues to offer exciting co-curricular programs for students. 2014 saw the development and subsequent launch of a College-wide HPV (Human Powered Vehicle) program and the revitalised equestrian club, as well as continued opportunities for students to take part in co-curricular sport, debating, public speaking and performing arts.

Beacon Explorers, our global and outdoor education program, is now established as the largest of any school in the region. Beacon Explorers begins in Little Beacons with ‘Early Explorers’ and extends to outdoor education programs in Senior School. In 2014 our students were involved in our international outbound programs to France, Japan, China, Vietnam and East Timor. 2014 marked the second year of our successful, partly-subsidised Vietnam and East Timor service programs offered to Year 9 students as an exciting alternative to the Outdoor Education experience at Wyperfeld National Park.

The Year 9 program, as with all our Beacon Explorers programs from Early Learning to Year 12, gives students the chance to immerse themselves in the outdoors or in another culture and includes a community service component. Beacon Explorers’ programs present physical and mental challenges, develop leadership skills, initiative, resilience, compassion and responsibility and are consistent with all the pillars of Learning That Matters.

2014 has set a strong future course for the College in terms of its innovative education offerings in this region. The College Board has embraced and incorporated the Learning That Matters project into the College Strategic Plan. I would like to again thank the Board of Directors for its leadership in College governance and outstanding financial guidance. That, combined with the excellent work of our College business team, continues to enable us to provide high quality, affordable independent schooling for families.
Student achievements Class of 2014

Class of 2014
Top 10 VCE students - scored 95 and above

- Natalie Guiney 98.75 (College and Pakenham Dux) Medicine, Monash
- Esmé James 97.4 Arts, Melbourne
- Hayley Fisher 94.95 (Berwick Dux) Science, Melbourne
- Mike Hall 94.8 Science, Melbourne
- Emma Falkenberg 94.75 Exercise and Sport Science, Deakin
- Nicholas Reader 94.6 Arts and Science (double degree), Monash
- Aidan Wright 94.15 Law/Commerce, Deakin
- Jake Abel 93.9 Film and Television, Swinburne
- Lachlan Gay 93.4 Science, Melbourne
- Kyra Gillespie 92.85 Arts, Melbourne

VCE excellence awards

TOPShots
- Monique Kay Media-Photography

Top Class
- Ryland Lack-Powell (Class of 2015) Dance

Top Designs
- Michael Cochrane Systems Engineering
- Ashley de Kok Systems Engineering
- Conor Doble Product Design and Technology
- James Howell Systems Engineering
The choice of 42 VCE subjects gave students from the Class of 2014 the chance to pursue their passion.

Two hundred and fifty students completed their VCE with a 100 per cent pass rate. Around 47 per cent of ATARs (Australian Tertiary Admission Rank) were 70 and above, with 26.5 per cent 80 and above.

Analysis of VCE results
Class of 2014

2015 Year 12 destinations*

- University: 85%
- TAFE: 14%
- Independent tertiary: 1%

2015 University offers

- Swinburne: 26%
- Deakin: 23%
- Monash: 19%
- La Trobe: 10%
- VU: 7%
- Melbourne: 6%
- RMIT: 4%
- ACU: 4%
- FedU: 1%

2015 Subject of study

- Science: 20%
- Health Science and Sport: 13%
- Double degree: 11%
- Arts and Social Sciences: 10%
- Art and Design: 10%
- Business and Commerce: 9%
- Engineering: 8%
- Education: 6%
- Information Technology: 5%
- Performing Arts: 4%
- Building and Construction: 2%
- Hospitality and Tourism: 1%

* based on VTAC tertiary applicants' round 1 offers.
Our students

Student profile

Based on a total student population of 2,810.

<table>
<thead>
<tr>
<th>Number of students</th>
<th>Retention of students from Year 9 to Year 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>1419</td>
</tr>
<tr>
<td>Female</td>
<td>1391</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of indigenous students</th>
<th>Number of students in Early Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>3</td>
</tr>
<tr>
<td>Female</td>
<td>3</td>
</tr>
</tbody>
</table>

| Number of overseas students | |
|----------------------------| |
| Male | 6 | |
| Female | 2 | |

Managing student absence

Daily procedures

Tutors take the roll and enter the names of all students who are absent on the College database. Parents are requested to call the College by 9.30am to report absences. The College records the names of any students whose parents have called to confirm they will not attend school for any part of the day, along with the names of students on excursions, camps or sporting activities.

For unexplained absences, parents of Middle School, Year 9 and Senior School students are sent an SMS asking them to confirm the absence no later than 10.30am. Junior School parents are sent an SMS and/or telephoned. If there is no response to the SMS/call, all family relations and emergency contact names listed for that student are contacted.

A second roll call is completed for all students each afternoon. If a student is absent more than one day in a row and there is no explanation received by a parent, contact with the family is made by the Head of House or, for Year 9, Head of Students.

Ongoing procedures

A report outlining all ‘unexplained’ absences is sent to each Head of House on Friday afternoon for follow-up. If an absence remains unexplained, parents receive a letter to confirm this absence at the end of each term. Heads of House and Heads of Students are required to monitor extended absence patterns.

All leave for holidays during the school term for more than three consecutive days must be approved by the Campus Principal.

Students must have a note from their parent/guardian or have a parent/guardian present to sign out of the College during school hours.

<table>
<thead>
<tr>
<th>Year level</th>
<th>Attendance rate percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 0</td>
<td>97.60%</td>
</tr>
<tr>
<td>Year 1</td>
<td>96.97%</td>
</tr>
<tr>
<td>Year 2</td>
<td>97.55%</td>
</tr>
<tr>
<td>Year 3</td>
<td>97.64%</td>
</tr>
<tr>
<td>Year 4</td>
<td>97.40%</td>
</tr>
<tr>
<td>Year 5</td>
<td>97.07%</td>
</tr>
<tr>
<td>Year 6</td>
<td>96.55%</td>
</tr>
<tr>
<td>Year 7</td>
<td>96.49%</td>
</tr>
<tr>
<td>Year 8</td>
<td>95.93%</td>
</tr>
<tr>
<td>Year 9</td>
<td>95.28%</td>
</tr>
<tr>
<td>Year 10</td>
<td>95.17%</td>
</tr>
<tr>
<td>Year 11</td>
<td>95.48%</td>
</tr>
<tr>
<td>Year 12</td>
<td>96.11%</td>
</tr>
<tr>
<td>Total</td>
<td>96.56%</td>
</tr>
</tbody>
</table>
**Student performance**

**NAPLAN data**

Students completing the NAPLAN assessments are able to be measured against national minimum standards. The minimum standards are the following for each year level:

<table>
<thead>
<tr>
<th>Year level</th>
<th>National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>Band 2</td>
</tr>
<tr>
<td>Year 5</td>
<td>Band 4</td>
</tr>
<tr>
<td>Year 7</td>
<td>Band 5</td>
</tr>
<tr>
<td>Year 9</td>
<td>Band 6</td>
</tr>
</tbody>
</table>

In 2014 Beaconhills averaged 98% of students achieving at or above the national minimum standard. The following tables outline the percentage of students who obtained the national minimum standards for each year level and test as well as a comparison between the Beaconhills College average and the all schools average. As shown, Beaconhills College’s average is greater than the all schools’ average in all assessment areas.

### Year 3

<table>
<thead>
<tr>
<th>Subject</th>
<th>2014 above national benchmarks</th>
<th>All schools average score</th>
<th>Beaconhills College average score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>99%</td>
<td>418</td>
<td>454</td>
</tr>
<tr>
<td>Writing</td>
<td>99%</td>
<td>402</td>
<td>444</td>
</tr>
<tr>
<td>Spelling</td>
<td>100%</td>
<td>412</td>
<td>442</td>
</tr>
<tr>
<td>Grammar and punctuation</td>
<td>98%</td>
<td>426</td>
<td>480</td>
</tr>
<tr>
<td>Numeracy</td>
<td>99%</td>
<td>402</td>
<td>449</td>
</tr>
</tbody>
</table>

### Year 5

<table>
<thead>
<tr>
<th>Subject</th>
<th>2014 above national benchmarks</th>
<th>All schools average score</th>
<th>Beaconhills College average score</th>
<th>2012 results (Year 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>98%</td>
<td>501</td>
<td>518</td>
<td>420</td>
</tr>
<tr>
<td>Writing</td>
<td>97%</td>
<td>468</td>
<td>484</td>
<td>416</td>
</tr>
<tr>
<td>Spelling</td>
<td>98%</td>
<td>498</td>
<td>501</td>
<td>414</td>
</tr>
<tr>
<td>Grammar and punctuation</td>
<td>98%</td>
<td>504</td>
<td>514</td>
<td>424</td>
</tr>
<tr>
<td>Numeracy</td>
<td>98%</td>
<td>488</td>
<td>502</td>
<td>396</td>
</tr>
</tbody>
</table>

### Year 7

<table>
<thead>
<tr>
<th>Subject</th>
<th>2014 above national benchmarks</th>
<th>All schools average score</th>
<th>Beaconhills College average score</th>
<th>2012 results (Year 5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>99%</td>
<td>546</td>
<td>553</td>
<td>494</td>
</tr>
<tr>
<td>Writing</td>
<td>99%</td>
<td>512</td>
<td>541</td>
<td>477</td>
</tr>
<tr>
<td>Spelling</td>
<td>98%</td>
<td>545</td>
<td>547</td>
<td>495</td>
</tr>
<tr>
<td>Grammar and punctuation</td>
<td>96%</td>
<td>543</td>
<td>550</td>
<td>491</td>
</tr>
<tr>
<td>Numeracy</td>
<td>99%</td>
<td>546</td>
<td>548</td>
<td>489</td>
</tr>
</tbody>
</table>

### Year 9

<table>
<thead>
<tr>
<th>Subject</th>
<th>2014 above national benchmarks</th>
<th>All schools average score</th>
<th>Beaconhills College average score</th>
<th>2012 results (Year 7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>96%</td>
<td>580</td>
<td>593</td>
<td>542</td>
</tr>
<tr>
<td>Writing</td>
<td>93%</td>
<td>550</td>
<td>583</td>
<td>518</td>
</tr>
<tr>
<td>Spelling</td>
<td>96%</td>
<td>582</td>
<td>592</td>
<td>543</td>
</tr>
<tr>
<td>Grammar and punctuation</td>
<td>96%</td>
<td>574</td>
<td>589</td>
<td>546</td>
</tr>
<tr>
<td>Numeracy</td>
<td>99%</td>
<td>588</td>
<td>601</td>
<td>538</td>
</tr>
</tbody>
</table>

Please note it is the policy of Beaconhills College that all students complete the NAPLAN testing unless withdrawn by their parents or guardians. More information about our NAPLAN performances can be found on the MySchool website: [www.myschool.edu.au](http://www.myschool.edu.au)
Chaplaincy

Chaplaincy at Beaconhills College has been both rewarding and challenging. The team was engaged in consolidating the initiative from last year’s decision to appoint two more chaplains, making a total of six chaplains across the two campuses.

At Berwick the Senior Chaplain, Chaplain and Associate Chaplain have been able to expand their role as a team and be far more effective in caring for students, staff and parents.

Stuart McKenzie has joined the Chaplaincy team at Pakenham to bring a breadth of experience from his ministry in the Baptist church and other schools in New South Wales.

To celebrate the foundation of our College, the annual Founders’ Day service was celebrated on 5 February. Tim Clare of Mustard, a missional group in the Anglican Church, was the guest speaker and spoke about the importance of the Christian message being brought to students and staff members in Anglican schools.

We celebrated the annual SEISA worship service for the leaders, teachers, principals and chaplains at Gippsland Grammar in early February. Our captains who attended were wonderful ambassadors for our school, and we were proud of their representation.

The chaplains play an important pastoral role in the Wellbeing Programs at each campus. This provides a significant link between the spiritual and pastoral needs of the students.

A new initiative has been, in conjunction with the counselling team, to start to log and reflect on pastoral counselling contact hours (not content).
Chaplaincy

Church Service again showed how well our students lead these important events. These services are always uplifting and give many opportunities to encourage students and staff, journeying with them through the challenges of the year. The services raised over $9000 for our sister school in East Timor.

Middle School RAVE at Berwick continues to develop new units of work, engaging students through the creative medium of the iPad.

Services at school have included Commencement, Easter, ANZAC, Founders’ Day, Christmas, Year 12 and Remembrance services. We also had a special series of services during Lent. Morning Prayer was celebrated and attended by parents and students as well as the staff, culminating in a Communion service on Ash Wednesday.

It has been a fulfilling and spiritually uplifting year for all who are connected to the Chaplaincy team. It is a privilege to share with our students, staff and parents the wonderful message of God’s love for each person and for all creation. The College chaplains look forward to working in the College next year for the continuing care and education of our wonderful students as we encourage their talents and foster their potential.

At Pakenham, these include ‘The Sparks Program’ for Middle School students in which the students celebrate the gifts and talents they have been given by undertaking various activities such as talent quests, problem-solving, cooking, art, photography and even a pet day. The Junior School lunchtime program on Fridays is still very well-attended by the younger students where they enjoy a Christian message, which further affirms the spiritual education within the school. Rev. Peggy Kruse trained this year to become a ‘Seasons, Grief and Loss’ facilitator so that these programs can be run in the school in 2015.

It has been a delight to be involved in the House Church services which are linked to the Parish of St James in Pakenham. Rev. Jason Hobba, Vicar of St James, attends these services to meet and greet the families present.

At Berwick this year our wonderful series of House Church Services and Junior School Church Service again showed how well our students lead these important events. These services are always uplifting and give many opportunities to encourage students and staff, journeying with them through the challenges of the year. The services raised over $9000 for our sister school in East Timor.

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2014 at the Pakenham Campus saw an excellent start to the year with an exciting group of new staff and with students, especially Year 12, demonstrating a new sense of commitment to the College program.

**Term 1**

Opening Assemblies and the second annual Founders’ Day Service were all held in a very good spirit. The service celebrated the anniversary of the College’s opening day in 1982 and reflected on its humble beginnings.

The SEISA Ecumenical Service was held in the Chapel at Gippsland Grammar on 6 February. Middle and Senior School student leaders from both campuses attended the service, at which student representatives from each school spoke about examples of Christian leadership and service in their schools.

Lux Luceat Society Dinners commenced, with our first guest speaker being Major League baseballer and alumnus, Justin Huber.

The Outdoor Education Program began in the middle of February, with Year 8 students going to the Alpine National Park near Falls Creek and Year 7 students spending four nights at OEG’s Eildon Base Camp near Eildon. Year 6 students attended a study tour of Canberra where they visited places of interest such as Parliament House, AIS, The Australian War Memorial and The National Gallery of Australia.

Year 9 students and staff attended a personal challenge experience run by the REACH organisation in Collingwood (the organisation started by Jim Stynes). Students were challenged to look within themselves to overcome fears, prejudices, anger and selfishness during a program creatively presented by a well-drilled expert team.

The Red Cross Blood Bank visited the College and was well supported by staff and students, with 45 new donors lining up to give blood.

The Campus hosted an inaugural Japan Day on Friday 14 March with students invited from Hillcrest Christian College, Kambrya in Berwick and St Peter’s College, Cranbourne. The event was an opportunity for students who study Japanese at neighbouring schools to gather together to celebrate Japanese language and culture. The occasion also coincided with the College hosting a study tour group of students from Japan’s Shibuya Junior High School.

The Sports Department had a very busy start to Term 1 with House Swimming Carnivals and SEISA Summer Sport. The Junior School Swimming Carnival was held at Koo Wee Rup Swimming Pool and both the Middle School and Senior School Swimming Carnivals were held at the Noble Park Aquatic Centre.

Our annual Country Fair (aka Twilight Picnic) organised by the Parents and Friends Association
was once again a relaxed affair with an increased attendance, many new parent stalls, the addition of chicken and gum boot throwing (rubber chickens), hay bales everywhere and a wonderful curtain side truck donated by a parent for the night for our musical performers. Mr Hockey’s tug-of-war competition was a highlight and the annual anniversary gift handicap sprint was the closest for some years.

Easter Services were held at each section of the school in the final week of the term celebrating the central Christian message of the resurrection.

Term 2

An ANZAC day service was held at the Campus where students and staff laid a wreath and remembered those who died in the wars. Our Cadets also attended the Pakenham Cenotaph for the Dawn Service on ANZAC Day, with the School Captains laying a wreath with members of the Cadet Unit.

Middle School held its Inter-House Public Speaking Competition at the start of Term 2. The competition ran over two assemblies and the calibre of the speeches from all the competitors was impressive. Woods House won this event.

A stimulating and interesting Reunion Assembly was held during the day in the second week of term. Two representatives from the Class of 2013 spoke at the assembly as well as a range of interviews and performances from our Season of Excellence recipients in Top Screen, Top Design and Top Arts. In the evening approximately 80 students from the Class of 2013 attended a reunion in the Senior School Common Room.

The Campus was proud to be represented by three students at the 2014 Top Class performances for Drama and Theatre Studies at the Melbourne Recital Centre. Taig F, Esmé J, and Josh I all performed to a very high standard and considerable applause. This is the first time one school had ever been represented by three students in one year group.

Middle School and Senior School Cross-Country Carnivals were held with the Middle School event doubling up as the ‘Run for Bangladesh’ fundraiser. All Years 3 and Year 4 students also competed in the annual Junior School House Cross-Country ‘bridge to bridge’ race.

An inaugural Reconciliation Breakfast was held at the Pakenham Campus. It was a celebration of Indigenous culture and coincided with National Reconciliation Week 27 May -3 June. It was a huge success, with funds raised at the breakfast going to the Opening the Doors Foundation, which supports the education of Aboriginal children.

A very young combined campus College Chess team participated in its first ever ACS Chess Championship at Overnewton in Keilor. Beaconhills was delighted to come home with a very close third.

Students from both campuses represented the College in the Regional Final of the Legacy Public Speaking Competition at Dandenong RSL Club. Maddison J from the Pakenham Campus was the first Year 7 student to represent Beaconhills at the Regional Final and is eligible to compete again next year.

Beaconhills Pakenham placed third at the SEISA Athletics Carnival at Casey Fields in Cranbourne with three of its student being age group champions. At the ACS Athletics Championships at Albert Park Lakeside Stadium, Year 12 student Matt D made a clean sweep of his events. Matt went on to place 10th in the world championships in Seattle for the under 20 110m hurdles event. Year 7 student, Matisse L, came third overall in the girls’ event across all age groups.

Three of our Year 7 debaters travelled to St Margaret’s College for their inaugural D grade debate in the annual Debating Association of Victoria competition. Facing stiff opposition from a Year 8 team from St Paul’s Anglican Grammar School, they came away with a convincing win.

The Campus held its annual free dress day for the 4Cs Can Drive on 17 June. Over 3000 cans were donated to this worthwhile cause.

The end of term featured many wonderful activities, festivals, assemblies and performances. For the second year running, the first group of Year 9 students visited Vietnam while others completed their outdoor education experience at Wyperfeld National Park in Victoria. The Middle School’s Celebration of Learning and Academic Assembly, which recognise students’ achievement for their first semester’s work, were held in the last week of term, as was the Year 9 and Senior School Performing Arts Festival.

Term 3

A Commencement Service, led by the College Chaplains, was held on the first day back for staff. Snr Antonio Marcal, who is director of the cluster of schools in the Hatolia district of East Timor, spoke to staff about the state of education in East Timor and the way of life in his country.

Our second group of Year 9 students from the Pakenham Campus travelled to Vietnam on 15
Pakenham Campus (cont’d)

Assembly, where they entertained the audience with their own show, a special tree-planting ceremony and were presented with Graduation Bears from Prep students.

Seven Years 8 and 9 students competed in their first HPV race at Casey Fields. Ninety six vehicles across eight categories representing 38 schools and 12 community groups took part.

The Campus held a Free Dress Day for Canteen, an organisation that supports young people living with cancer. Students purchased a bandanna to wear on the day with $3,891 being raised.

The Visual Arts Department held its annual VCE Visual Arts and Technology Exhibition. The exhibitions presented a range of spectacular technology projects and works of art from VCE students. The Junior School also held its Visual Arts Exhibition where children showed off their artistic talents to parents.

The Parents and Friends Association held two highly successful seminars on anxious children and anxious parents in the Lois Maghanoy Centre for Performing Arts. Over 80 parents attended on both occasions.

The Junior School held its Grandparents’ Day where students were able to talk about their school and show it off to their special visitors. Guests enjoyed morning tea provided by parents and were treated to a musical presentation in the LMC.

Year 6 students, Prachi B and Laine M, competed in the Pakenham Rotary School Public Speaking Competition. Prachi took second place and both students were awarded certificates and Prachi was awarded a plaque and $200. A further $150 was presented to the College.

Years 5- 9 students competed at the State Chess Finals. Our team came 9th out of 19 schools competing and in the Individual rankings Year 7 student, Regan C, came 3rd in the state in the Middle Years competition.

Our International Program saw 120 students and 20 staff from Yamate Gakuin High School, Yokohama visit the College for a four day study tour. The students spent one day at the campus where they were involved in various sporting and English activities.

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Term 4

Our 2014 Year 12 students celebrated their final week of schooling before studying for their Year 12 examinations. Along with the traditional Valedictory Dinner, students attended a Church Service, their final assembly, where they entertained the audience with their own show, a special tree-planting ceremony and were presented with Graduation Bears from Prep students.

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A full house of parents and friends were entertained by students from Years 1 to 12 at the Annual Dance Concert.

In the sporting arena, the Year 6 Girls’ Cricket Team were the premiers at the Year 6 Lightning...
Highlights and achievements (cont’d)

Premiership Summer Sports and the Boys’ Cricket Team were the runners up. Year 11 student, Romany S, earned a bronze medal in the Under 17 3000m race at the Victorian All School Athletics Championships. At the finals of SEISA Junior Sport, our basketball teams claimed two pennants in final matches.

Year 9 held its Personal Best evening where projects ranged from a beautiful butterfly sculpture to a new clothing range. Former College Headmaster, Rick Tudor, one of the original architects of the Year 9 program, attended the night as a guest along with many families.

The 2014 academic year concluded with two Academic Assemblies and three Presentation Ceremonies where students were recognised for their achievements in academic excellence, sporting and performing arts accomplishments, community service, citizenship and leadership.

As this is my final annual report to the College community for the Pakenham Campus I wish to pay tribute to my Executive Assistant, Mrs Eileen Menes, who has given me unfailing and outstanding support throughout my four and half years in this role. There is nothing Eileen does not know about Beaconhills College and I am sure she will continue to be a wonderful support to my successor, Mrs Suzanne McChesney.
The New Year began with the whole Campus joining together as one on the oval for a Commencement Service, which also welcomed new students and staff.

**Term 1**

We witnessed our new student leadership team playing an active part in our own Service as well as the Founders’ Day Service held at Pakenham and the Ecumenical Service held at Gippsland Grammar, for South East Independent Schools Association (SEISA). This included leaders from the Senior School, Year 9, Middle School and Junior School as well as our House and co-curricular leadership team.

In February we had the Senior School Academic Assembly, where we presented the top academic achievers from 2013 with book prizes. A large number of the Class of 2013 students also returned for the Year 12 Alumni function, to celebrate their results in Year 12 and receive their VCE certificates, school magazines and the first edition of the school magazine.

Our senior students excelled again in the annual VCE Season of Excellence awards. Ashley de Kok received a Top Designs award in Systems Engineering as did Conor Doble in Product Design and Technology. Monique Kay received an invitation to the prestigious TOPShots exhibition.

The SEISA Swimming Carnival demonstrated our need to improve in swimming when compared to the Gippsland schools. We were convincingly beaten by St Paul’s, Gippsland Grammar and Newhaven, with the Pakenham Campus placing fourth and the Berwick Campus fifth.

Our Year 6 students travelled to Canberra as part of the study tour program. Students and staff visited many landmarks including Parliament, the High Court and Lake Burley Griffin. The Year 8 students started their Outdoor Education program to the Bogong High Plains and, the following week, Year 10 students began their wide variety of programs and activities.

Middle School students and staff participated in Relay for Life at Akoonah Park in Berwick. The students walked throughout the entire 24 hour period and were greatly supported by staff, their parents and extended family who walked with them. A combined total of $35,000 was raised by the College.

Students from Years 3-6 participated in the Edwin Flack District Swimming Carnival in Doveton. The Berwick swimming squad consisted of enthusiastic participants each looking forward to competing against the other seven schools in the district. The team represented the College with pride, with several students progressing to the Casey North Divisional Swimming Carnival to be held at the Melbourne Sports and Aquatic Centre (MSAC).

The Berwick and Pakenham Campuses produced
Highlights and achievements

a combined team for a swimming meet as a member of the Association of Coeducational Schools (ACS). All swimmers performed extremely well, coming away with some solid results, despite all Year 10s being away on their Outdoor Education program. All swimmers should be proud of their efforts. Despite the lack of Year 10 students, the combined College team was the strongest we have ever fielded at the ACS Swimming Carnival. The team finished 7th overall.

The Berwick Campus Year 9 students showcased their work and the many hours of work in planning, designing and building for their Personal Best projects. Again there were some amazing projects which culminated in a presentation of both static and live performances.

The term concluded with meaningful Easter Services led by our Chaplains and student leaders.

Term 2

ANZAC ceremonies this year demonstrated clearly the students’ understanding of the significance of war. Our Cadet Unit contributed to the Dawn Service in Pakenham and later, in the main street of Berwick, the School Captains laid a wreath at the cenotaph in honour of those who served.

Open Day gives prospective students and parents, as well as our current community, the opportunity to see all areas of a Beaconsfield education showcased. The student-led tours of the facilities are regarded as a highlight and always provide positive feedback. This year hundreds of families, friends and interested visitors flocked to the Berwick Campus.

The Year 4 students participated in their Outdoor Education experience to Maldon. The students enjoyed bike riding, flying fox and bush cooking.

Students from Beaconsfield have been donating blood through the Red Cross Blood Bank since 1994. The Berwick Senior Students and staff joined in this ongoing tradition again this year. We trained four ambassadors and 50 donors from the Campus. Currently Berwick Campus holds the record for the fastest blood donation across the two campuses.

The Year 6 Winter Lightning Premiership Carnival was held on Thursday 19 June with netball played at the Berwick Campus and all other sports at Sweeney Reserve. During this carnival we competed against seven schools in the Edwin Flack District. Netball A won their event, and Netball B and Teeball A were runners-up on the day.

The term concluded with the General Achievement Test (GAT). This year the Year 12 formal was held again at The Lincoln, Toorak, concluding a very busy Semester 1. Students and staff dined and danced in style.

Term 3

We had the pleasure of hosting Snr Antonio Marcal from East Timor. Snr Antonio is the Director of eight schools in the Hatolia District in East Timor and participated in classes, assemblies, various activities and getting to know our staff and students, before returning to East Timor with the first group of Year 9 students.

The Year 5s attended Camp Jungai at Rubicon. This program is a wonderful opportunity for students to step outside their comfort zone and become resilient individuals. Some activities included high and low ropes course, canoeing, raft building and orienteering.

The Senior School Expo at both campuses was busier than ever this year. Parents and students flooded in from the very start and the Year 12 Centre remained packed throughout the night. The departments did an excellent job with their displays and the atmosphere was both animated and vibrant. The evening was an excellent opportunity for parents and students to discuss future pathways and for teachers to sell their subject.

Students took part in a fun-filled week of activities celebrating Book Week. The week ended with a wonderful parade where the students and staff paraded in imaginative costumes, dressed as their favourite book characters. Our Prep to Year 2 students had visits from author/illustrator Sue DeGenaro and Years 5 and 6 students from Michael Gerard Bauer. These activities culminated in a Junior School student and parent shared reading night, where families could come to school to browse, borrow, read and share books together after hours.

The Middle School community once again came together for the Relay for Life Variety Night to have fun, dance, witness the amazing talent of many of our Middle School students and raise awareness and funds for Cancer Research and Development. House baskets, wonderful donations, generous vouchers and many more prizes helped to raise about $3000. Many thanks go to the Relay for Life Parent Committee and the Campus Parents and Friends for their enormous assistance and support to start our 2014 Middle School Relay for Life fundraising goal.
There were some outstanding performances at the Combined Campus Scholars’ Concert held at the Berwick Campus. Parents and staff went away very encouraged by the quality of some of our younger scholars coming through at both campuses whilst several of the senior performances were quite outstanding.

We again had success with the Dance Star Nationals Team. After their outstanding success last year on the Gold Coast and bringing home a national title, the team has done us proud yet again. Many thanks to Miss Stephanie Borrie and her team of talented and dedicated dancers for the many hours of after-hours and weekend practices since February.

The 2014 Winter Showcase ‘Going Global’ was certainly another successful performance event for the Performing Arts Department. The Concert was attended by well over 300 people and the carefully considered program of items entertained and engaged a wonderful audience. The outstanding quality and the wide range of ages of students involved demonstrated how much depth and variety of programs our vibrant and busy Performing Arts Department provides.

We had some mixed results during the initial SEISA rounds yet still managed to have five teams make their respective grand finals going into the final round, of which three squads managed to make it through to the decider: Senior Boys’ Football, Intermediate Boys’ Soccer and Senior Girls’ Netball. All three teams had the same Grand Final opponent – St Paul’s Warragul.

This year’s Year 9 and Senior School Performing Arts Festival on the last day of Term 3 was again a fantastic event. The theme this year was ‘Movie heroes lost in other films’. This year McConchie won, for the second year running, with ‘Forrest Gump lost in the film Titanic’. The standard of the entire competition was the best we have seen and it was great to see students from Years 9 - 12 taking key roles, in acting, dance and music (the McConchie band was predominantly Year 9 students). There were some brilliant individual performances throughout the day but the general House involvement and teamwork shown were the winners on the day.

**Term 4**

This year’s annual Cadet Camp was again held at Puckapunyal Military Area at the end of Term 3. The camp is the culmination of the year’s training and the cadets had the opportunity to participate in joint activities with other schools, practise their navigation skills, participate in survival activities and in a live shoot on a military range, observe a live fire demonstration, run through a confidence course and take part in an overnight activity and other team building and leadership initiatives.

Accepting cultural diversity through experience is an important strategic goal of the College. It promotes and provides the possibility of overseas travel and experiences for Senior and Middle School students. During Term 4 this opportunity was realised by many fortunate students. Students visited our sister schools in Fukuoka and Ibaraki, Japan, and Bourg St Maurice in the French Alps.

Year 1 students participated in the Year 1 Extended School Day. The students had some fun and enjoyable activities organised for them after school. Whilst the Year 2 students had the excitement of their sleepover at school, both of these activities are in preparation for their future involvement in the Outdoor Education Program.

Year 9 students hosted a ‘Girls’ Night In’ in the Year 9 Centre. The night was aimed at raising awareness of women’s cancers, both breast and gynaecological. Ten percent of the profits raised on the night were donated to the Cancer Council.

Zachary V won through to the Preliminary Finals of the Legacy Public Speaking Awards held at Legacy House in Melbourne recently. He delivered a five minute prepared speech on social justice and an impromptu speech, which he had only five minutes to prepare, on the topic ‘I Agree’. Zachary was one of 10 finalists from over 2000 participating students.

Once again the Melbourne Tennis Centre was the venue for the Valedictory Dinner. It was a dignified formal occasion where all Year 12 students were acknowledged for their contributions over the years, in the presence of their parents, teachers and Board members.

Year 5 students enjoyed a fabulous day at Scienceworks. Students saw some amazing programs including ‘What our futures will be like’, giving some insight into the new materials that will change our houses, cities, food and clothes. Also on show, an exhibition that explored the remarkable properties of lightning called ‘Bolt from the blue’.

The Junior School Spring Concert was held allowing students who undertake private musical tuition to perform for an audience. It was a delightful showcase of the classroom music program and was well supported by parent attendance.
The Middle School Performing Arts Festival was a wonderful spectacle with each of the eight Houses showcasing their respective talents via their chosen musicals. Clark House won the trophy with their performance of ‘Shrek’.

The Junior School House Athletics Carnival was held in November. The students enjoyed a number of activities. The day was well attended by our families and friends.

The small but energetic committee from the Parents & Friends Association again organised an amazing Twilight Fair that was held on the school oval at Berwick. It was a wonderful community event with over 2000 people enjoying the rides, food and over 60 stalls with assorted goods for purchase.

The academic year was celebrated with three Presentation Ceremonies. Students were recognised for their achievements in academic excellence, sporting and performing arts accomplishments, community service, citizenship and leadership. The talents of our students were showcased throughout each ceremony.
Little Beacons Learning Centre

Vicki Reid
Head of Campus
Little Beacons

2014 has provided even greater learning opportunities for children as they create, build and expand their curiosity.

Little Beacons’ location now on the Pakenham Campus has given children the chance to explore the surrounding community in new ways. The desire to connect with the world beyond the boundaries of Little Beacons was as of as much interest to the educators as the children. The youngest children were regularly observed moving around the Campus, eagerly interacting with the many interesting people along the way.

Term 2

All five year old children and their families had the opportunity to participate in an Easter Service in the College Chapel. Children and families shared in a time of reflection with Rev. Hobba, who supported a shared understating of the Christian meaning of Easter through stories, song and discussions.

Term 3

A shared vision was developed for the upgrade of the outdoor learning environment for our one to two year olds and our five year old early learning. Through collaboration with the children, the educational team and the maintenance team, these yards were developed into highly effective learning spaces.

The staff and children eagerly embraced the opportunity to sleep outdoors - with great excitement the children began referring to this opportunity as ‘camping’. Sleeping under a night sky and listening to the birds is quite an amazing experience. The children demonstrated improved sleep patterns when sleeping outside and it was a new learning experience.

Throughout the year Little Beacons welcomed many of our global students into the programs. It is always exciting to hear that for many of the students this is their most memorable occasion. In Term 3 we welcomed visitors from China, from Japan’s Mito High School and Linden Hall and teachers and heads from the Education Ministry, Thailand. Our GAP student, Ola from Poland, became a welcomed member of our community.

The Little Beacons educational team began completing the Healthy Living Award. An application and supporting information was gathered and both stages 1 and 2 were successfully completed. All areas of the criteria have been met and underpin the philosophy of the holistic approach to health and wellbeing which is embedded in the curriculum.

Term 4

Friends of Little Beacons and the educational team collaborated with children to achieve the publication ‘Let’s Explore’. The publication includes classroom educational experiences such as science experiments, cooking, with a focus on the environment, community and wellbeing. Recipe ideas were provided by our catering supplier Rowlands. ‘Let’s Explore’ provides a tool for

“The teacher must derive not only the capacity, but the desire, to observe natural phenomena.”
Maria Montessori
families to extend the curriculum in their own homes. It is also a lovely gift for visitors to the centre.

Catharine Hydon, a leading advocate in the early years, worked independently and collaboratively with the educational team to support professional development and evaluate a number of key areas in the centre. This feedback was essential in supporting the staff in areas of the Frameworks and building their confidence, engaging in professional conversations and supporting their understanding of ongoing improvement.

Quality assessment and rating

Children’s education and care services covered under the Education and Care Services National Law are assessed and rated against the National Quality Standard (NQS). The process reflects a uniform approach to assessment and reporting across the range of service settings.

Little Beacons undertook the National Quality Assessment and Rating and achieved the highest outcome of ‘Exceeding the National Standards’. This was a reflection of the dedication of the educational team and their commitment to fostering a high quality educational environment for the youngest members of the College. The success was shared by all and the acknowledgement by our parent community was overwhelming.

The Transitional Presentation was a highlight, with the auditorium filled with families sharing in the children’s journey. An iMovie was developed and presented by the children with their reflections of the year and what learning matters to them.

Children who achieved the full five year journey and received a Headmaster’s award were:


At the Junior School assemblies, a number of foundation students were acknowledged, including those transitioning to Middle School; Damon B, Lachlan S, Caitlin J, Bayley T, Oliver D, Connor B, Sophie D, Corey P, Isabel V, Phoebe G, April N, Kody H, Jasmine D, Zahra C, Tex M, Hayden R, Michael O, Elia M and Thomas C.

Award winners:

Little Beacons Involved Learner - Addison C.
Little Beacons Community Award - Lachlan C.

This year our children participated in the Empty Christmas Tree, providing gifts and participating in discussions which gave them the opportunity to broaden their understanding of those less fortunate. This was an outstanding effort and helped support local families in need.

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Little Beacons Learning Centre (cont’d)

**Highlights**

- Quality Assessment and Rating – achieved an outcome of Exceeding National Standards
- Successfully obtained State Government funding for an extra five year old kindergarten room
- Transitional Presentation five year olds
- Publication ‘Let’s Explore’
- New reporting systems
- Movie presentation to each family of their child’s videos and photos from throughout the year
- Successfully raised sufficient funds for the ongoing commitment to the Bangladesh Kindergarten
- State-funded project focused on After School Care
- Successfully completed stage 1 and 2 of Healthy Living Award
- Upgrade of outdoor play space
- Development of the kitchen garden
- Further extension of Early Explorers program including Bush Kinder

I would like to thank the parent community for its support during 2014. It has been a huge undertaking of the Little Beacons team and the partnership with parents has made the journey rewarding. I would also like to acknowledge the staff - they are passionate and dedicated educators who are committed to the delivery of high quality programs. They are further supported by the administration team who ensure they can focus on children. Together they provide the highest quality service.

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**Student population**

Total population in 2014 is 284 students

- 9.86% Babies
- 16.90% 1-2 Years Old
- 15.85% 2-3 Years Old
- 17.61% 3-4 Years Old
- 23.24% 4-5 Years Old
- 4.56% Before school care
- 11.97% After school care

**Student pathways**

Early Learning to Prep

- 70% Pakenham
- 18% Other
- 12% Berwick
Business Manager’s report

College developments

The role of the Business Management Department is to maintain and develop the facilities across the College. The Business Management Department is responsible for the following areas:

• strategic and business planning
• finance
• information and communication technology
• building maintenance and development
• gardens and grounds
• college services
• contract services including food services, cleaning, utilities and communication systems

There have been some significant improvements in College facilities during the 2014 year. These developments have been in accordance with the College's Master Plans and Strategies and to achieve our overall aim of continuing to maintain and enhance the standard of College facilities.

This year the College has spent approximately $2.832 million on capital improvements across our College. This has included a major development of the Pakenham Tennis School, together with several upgrades of buildings at each campus. The College’s annual income for 2014 was $51 million as shown in the following table:

Income for 2014
The total income for Beaconhills College in 2014 was $51,002,000

<table>
<thead>
<tr>
<th>Income Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition fees</td>
<td>47.31%</td>
</tr>
<tr>
<td>Recurrent grants - Commonwealth Gov.</td>
<td>37.06%</td>
</tr>
<tr>
<td>Recurrent grants - State Gov.</td>
<td>6.90%</td>
</tr>
<tr>
<td>Capital levy</td>
<td>3.75%</td>
</tr>
<tr>
<td>Business activity</td>
<td>2.60%</td>
</tr>
<tr>
<td>Other income</td>
<td>1.80%</td>
</tr>
<tr>
<td>Capital grants</td>
<td>0.58%</td>
</tr>
</tbody>
</table>

Expenditure for 2014
Overview of the distribution of funds over the year

<table>
<thead>
<tr>
<th>Expenditure Item</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and staff-related expenses</td>
<td>70.07%</td>
</tr>
<tr>
<td>Other operating expenses</td>
<td>8.50%</td>
</tr>
<tr>
<td>Capital depreciation</td>
<td>6.40%</td>
</tr>
<tr>
<td>Teaching and student resources</td>
<td>4.88%</td>
</tr>
<tr>
<td>Camps and excursions</td>
<td>4.10%</td>
</tr>
<tr>
<td>Property expenses</td>
<td>3.52%</td>
</tr>
<tr>
<td>Business activity</td>
<td>2.54%</td>
</tr>
</tbody>
</table>
Over the last 12 months Beaconhills College has maintained a steady share of independent school-aged children for the region with a total enrolment from Early Learning to Year 12 of 2,954 students as at the commencement of Semester 2 and 3,094 at the end of the academic year.

Our partnership with families and prospective families is respectful, welcoming and supportive. With a strong communication agenda we offer opportunities for prospective families to make regular contact with our enrolments team, take part in the Headmaster’s tours or request a personalised tour.

Current information about the College for prospective families has undergone review to ensure that key messages are highlighted and projected broadly and accurately for both our local and international families. The information available is wide-ranging and includes program handbooks, our prospectus, the school website, and communication materials issued via the enrolments office.
Beaconhills student demographic

Beaconhills families are drawn from diverse locations, as evidenced in the graphics below. Each year the percentages change marginally, reflecting the growth in population along the south-eastern corridor of Melbourne and echoed in College numbers.

2014 Pakenham Campus
Student demographic

- 35% Pakenham, Pakenham Upper
- 15% Emerald, Cockatoo, Gembrook, Menzies Creek, Belgrave, Selby, Tecoma, Dandenongs
- 13% Beaconsfield, Guys Hill, Officer
- 12% Berwick, Harkaway
- 7% Upper Beaconsfield
- 5% Narre Warren, Narre Warren South
- 4% Maryknoll, Nar Nar Goon, Tynong, Garfield, Cora Lynn, Bunyip
- 3% Narre Warren North, Narre Warren East
- 2% Cranbourne, Lynbrook, Cardinia, Clyde, Tooradin
- 2% Other
- 1% Endeavour Hills, Hallam, Hampton Park
- 1% Koo Wee Rup, Bayles

2014 Berwick Campus
Student demographic

- 43% Berwick, Harkaway
- 20% Narre Warren, Narre Warren South
- 12% Beaconsfield, Guys Hill, Officer
- 6% Narre Warren North, Narre Warren East
- 6% Cranbourne, Lynbrook, Cardinia, Clyde, Tooradin, Langwarrin
- 4% Endeavour Hills, Hallam, Hampton Park
- 3% Emerald, Cockatoo, Gembrook, Menzies Creek, Belgrave, Selby, Tecoma, Dandenongs
- 3% Lysterfield, Rowville
- 1% Upper Beaconsfield
- 1% Pakenham
- 1% Other
Human Resources

Staffing

The staffing model at Beaconhills College remains secure in most aspects with its two industrial agreements being re-negotiated during the year. The Teachers’ Agreement will be re-negotiated during 2017 and the General Staff Agreement during 2016. Both processes were negotiated in good faith and with solid outcomes for both the College and its employees. The staff remain engaged and committed to providing our students with the best possible educational outcomes, while the College remains committed to providing its staff with engaging and challenging work.

Staff profile

The staff at Beaconhills College is made up of a combination of teachers/educators and general support, a total of 443 employees across three campuses.

The staff consists of 256 teachers (early learning, primary and secondary) and 187 support staff, working across maintenance, property, grounds, clerical and administration, information technology, marketing, admissions, human resources, finance and as integration and classroom assistants.

Of our total employee numbers, one staff member identifies as indigenous. Sixty eight per cent of our staff are female adn 32 percent male.

Staff retention

Staff turnover almost halved this year, with 11 per cent of all staff leaving the College during 2014. Our leave rates were well within industry standard, with the vast majority of these being paternity leave.

Staff satisfaction

The College completed both its Teachers’ Enterprise Agreement and General Staff Enterprise Agreements in 2014. A Teachers’ Consultative Committee has been established to allow for open channels of communication in regards to workload issues and policies. The committee is made up of six teacher representatives, one from each section and each campus, the Headmaster or his nominee and two other nominees of the Headmaster. The committee meets at least once per term with agendas and minutes published.

Staff summary

<table>
<thead>
<tr>
<th>Staff numbers</th>
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<tbody>
<tr>
<td>Teaching staff</td>
<td>255</td>
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<tr>
<td>General staff</td>
<td>187</td>
</tr>
<tr>
<td>Self-identified indigenous staff</td>
<td>1</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Staff turnover</th>
<th></th>
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<tbody>
<tr>
<td>Total staff</td>
<td>11%</td>
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</table>
Human Resources (cont’d)

Professional learning

During the course of 2014 our staff were involved in a range of professional learning activities that include opportunities such as Tekky Brekky (IT support), after school workshops, attend at external conferences, internally-organised workshops and our professional learning days. In 2014 Beaconhills College adopted a more targeted approach to its professional learning and, as a result, engaged a number of external consultants supporting the range of initiatives being introduced across the College. Our teachers were also supported by a number of our internal experts who provided professional learning opportunities inside and outside the classroom. During 2014 a number of key professional learning topics were implemented across the College:

- Teaching pedagogy and practice
- Factors influencing student wellbeing
- Spelling and literacy
- Designing curriculum using Understanding By Design
- Using technology to support a ‘Flipped classroom’
- iPads in the classroom
- Training in a number of our key learning management systems such as iTunesU and ClassNet (teachers’ area on our intranet)
List of staff

Headmaster
Mr Tony Sheumack, MEd Admin, BSc, DipEd, MACE

Campus Principal - Pakenham
Mr Richard Prideaux, BA, MA, BDiv (Hons), ThL (Hons), DipEd

Campus Principal - Berwick
Mrs Jenny Williams, DipTeach (Primary), BEd Studies, MACE

Head of Little Beacons
Mrs Vicki Reid, BTeach (Early Childhood), BEd Studies, Dip Frontline Management

Director of Strategy and Business
Mr David Young, MBus, Grad DipBus, BBus

Head of Admissions and Marketing
Ms Joanne McKenzie, BTeach (Early Childhood)

Head of Human Resources
Ms Penelope Reed, MHRM, BBAR, GradDip IR/HR

Head of Education
Mr Stephen McGinley, BSc, BTeach, MEd

Head of College Operations
Mr Greg Wood, BSc, DipEd, DipCompSc

Head of Outdoor Education
Mr Sam Maddock, BCom, DipEd, Cert IV Outdoor Ed

Administration staff
Mr Tegan Angel – Beacon Explorers Program Leader
Mr Christopher Annable – Web Services Co-ordinator
Mrs Jacinta M. Baker – Personal Assistant to the Business Manager
Mrs Leah Barnes – College Shop Assistant
Mr Callum Bowmaker – Network & Systems Manager
Ms Lea Broadbent – Accounts Assistant

Mr Dominic Chan – IT Technician
Mr Christopher Downer – Audio Visual and Unified Communications Co-ordinator
Ms Fonu Emberson – Personal Assistant to the Headmaster
Mr Petrus Herbst – Information Systems Administrator
Mr Francis Hui – Database Administrator
Ms Sarah Igboeli – Finance Manager, BCom, CA
Ms Melinda Johnson – College Shop Manager, Dip Retail Studies, Cert IV Health Sci
Mr David Kinder – IT Technician
Mr Shyam Kosanam – Network & Systems Administrator, M Info Services
Mrs Anne McPhie – Senior Enrolments Administrator
Ms Fiona O’Callaghan – Marketing Co-ordinator/ Graphic Designer, BA, BEd
Ms Leigh O’Donnell – College Shop Assistant
Mrs Vanessa Park – Enrolments Administrator
Ms Leigh Parry – Communications Officer
Mrs Jeannie Ramsay – Human Resources Officer
Ms Wendy Saunders – Research & Development Officer, BBus, CPA
Ms Leeh Schreyer – Financial Accountant, BBus, CPA, CSA
Ms Carolyn Schroen – Procurement and Facilities Manager, Cert Mgmt, Dip Logistics Mgmt
Mrs Joy Sim – Enrolments Administrator
Mr Mitchell Van Doorn – Outdoor Education Trainee
Mr John Waterhouse – College Archivist/ Historian & Photographer, BA, DipEd, GradDip Child Development
Mrs Cathy Westwick – Payroll Administrator
Ms Susan Wood – International Programs Co-ordinator

Farewells
During the year a number of staff departed our community to take up other opportunities. We thank them for their contribution to Beaconhills. Other staff members concluded their service with Beaconhills at the end of the academic year.

Over the course of the year
Ms Janine Kuster – Head of Communications and Marketing
Ms Zakri Warden – Experiential Program Leader

Conclusion of service December 2014
Mr Mitchell Van Doorn – Outdoor Education Trainee

Please note that these staff lists reflect the staffing details as at the conclusion of Term 4, 2014.
Pakenham staff

Campus executive staff

Campus Principal
Mr Richard Prideaux, BA, MA, BDiv (Hons), ThL (Hons), Dip Ed

Head of Senior School
Mr Des Reuben, BCom, BTeach (Sec)

Head of Year 9
Mr Graham Broderick, MEd, BEd, GradCert Careers Counselling, DipAppSci, DipTeach

Head of Middle School
Mr Frank Pagliuca, BSc, DipEd

Head of Junior School
Mr Peter Hockey, BA, BEd, Dip Youth Prep

Senior Chaplain
Rev. Peggy Kruse, B Theology, Dip Ministry, Grad Dip Ed

Academic staff
Mr Nigel Adkin, BEd
Ms Jaimie Angoh, BMus, Grad DipEd
Mr Ed Antoniotti, Higher DipEd, FDipEd
Ms Andrea Archer, BA, Grad DipEd
Mr Peter Ashmore, BExSci, Grad DipEd
Ms Rebecca Austin-Brophy, BSc, Grad DipEd
Mr Glenn Barry, BAppSci, Grad DipEd
Mr Douglas Baxter, BEd
Ms Anne Bellavance, BSc (Hons), DipEd
Ms Lee-Anne Blake, BSc (Hons), DipEd
Mrs Joy Board, BEd, Dip Ed Lib
Ms Katherine Bodsworth, BA, BTeach (Hons)
Mrs Kathleen Boynes, DipTeach (Primary), BEd, Grad DipEd (Computers)
Ms Lisa Brookes, GrapDipArts, Dip Teach
Mr Michael Brewin, MEd St, BEd, DipEd, BEdC
Ms Aimee Buchan, BEd, BSport & Outdoor Rec, Cert IV Sports Coaching, Dip Sports Development
Mrs Kerry Burns BEd
Mr Andrew Byrne, BMin, Grad DipEd, DipAppSci
Mrs Glenys Byrne, Grad DipEd, DipEd (Primary)
Ms Jennifer Caddy, BEd
Ms Xiayuan Chen, BCom, Grad Dip Ed
Ms Alison Collins, BSc, BTeach, MED Studies
Ms Julia Collins, BA, Grad DipEd
Ms Alison Conway, BTeach, BSc, PCMMEE
Ms Emma Cooper, BExSci, Grad Teach, Cert III Sport & Rec
Ms Claudia Cox, Dip Teach, Grad DipEd, Cert IV Training & Assessment
Ms Amanda Deakin, BA, Grad DipEd
Ms Marianne Del Papa, BA, BEd, Grad Cert HR
Ms Monica Doman, BEd, MEd, Cert II Workplace Assess & Training
Ms Rebecca Driscoll, BA, Grad DipEd
Mr Alistair Dunn, Adv Dip Bus Mgmt, BBUs, Grad DipEd
Ms Tracy Feiner, BAppSci, Grad DipEd
Ms Lynette George, BA, BEd
Mr Anthony Greaves, BEdSt, DipTeach (Tech), Advance Cert in Counselling
Ms Nicola Grierson, BA (Hons), PGCE (UK), National Professional Qualification for Headship
Mr Benjamin Griffiths, BSc, DipEd
Ms Michelle Gummer, BEd (Lib)
Mr Todashi Hanazono, BA, Dip Ed
Mrs Helen Hartman, BA, Grad DipEd
Ms Deanna Hatcher, BSc, BEd, DipEd
Ms Janeen Hicks, BA, Grad DipEd (Special Education), MEd, Grad Dip Psychology
Ms Dianne Higgins, BA, Ed, DipTeach
Ms Sarah Hobba, BSc, MTeach, MDivinity
Mr Ben Hodgson, BAppSci, Grad DipEd
Ms Elizabeth Hollingsworth, BA, BTeach
Ms Judy Howell, BSc, BTeach
Ms Natalie Ireland, MED (Music)
Mr John Irving, BEd (Arts/Crafts) Post Grad Dip Ceramics)
Ms Rosemary Jackson-Smith, BA, Grad DipSpEd
Ms Debra Jacobs, BMus, BPerfArts, Grad DipEd
Dr Susan James, BA, MA, MSC, PhD, Grad DipEd
Ms Amarra Jensen, BA, BTeach
Mrs Hayley Johnston-Coutts, BA, Grad DipEd
Mr David Kent, BEd, DipTeach
Ms Kalliopi Koukouras, BMultimedia Systems, BTeach
Mr Nicholas Lankosz, BA, Grad DipEd
Ms Linda Lappage, BA, DipEd
Ms Rhonda Linnell, BA, DipEd
Ms Tanya Lowe, BA, BEd
Ms Gemma Maini, BSc, Grad DipEd
Ms Lisa Mann, BTeach, Grad DipEd, Grad Dip Psych, Grad Cert Counselling
Ms Naomi Mansfield, BA, Grad DipEd, AssDipArt
Mrs Debbie Mason, BEd (Sci)
Ms Sharyn Masters, Grad Dip Teach (Primary)
Mr Stuart McKenzie, BMinistry, Cert IV Youth Work
Mr Austin Moore, BMus, DipEd
Ms Bronwyn Moroney, BEd, Grad Dip Env Science
Ms Melinda Moulday, BSc, Grad DipEd
Mr Yukihiko Nagashima, BEd
Ms Danielle Negri, BA, Grad DipEd
Ms Jacqueline Noney, BEd, MEd, BTeach
Ms Tracey O’Connor, BEd, BTeach
Ms Kellie Ogawa, BA, DipEd, Dip TESOL
Ms Breanna O’Moore, BA, Dip Photography, BEd
Ms Kerri Parker, BA (Hons) Grad DipEd
Ms Melanie Paterson, BEd
Ms Louise Paxino, BA, DipEd
Ms Jennifer Philis, BA, Cert Ed
Mrs Yelena Pinchuk, MA, DipEd
Mr Jeff Porter, BEd, DipEd
Ms Angela Powell, BExSci, Grad Dip Early Childhood Ed
Ms Kelly Preece, BA, BTeach
Mr James Prendergast, BSc (Hons), DipEd
Ms Wendy Prendergast, BSc, Grad DipEd
Ms Kelly Roberts, BSc (Hons), Grad DipEd
Ms Elaine Rogers, BA, BEd
Mr Werner Rozario, BA, BEd, Dip Departmental Mgmt
Ms Rosemary Russell, BEd
Mr Nathan Russo, BEd
Mrs Judy Rye, BEd, BAppSc
Mr Junji Sakamoto, BA, Grad Dip Lang Teaching
Mrs Michelle Salewska, CSTD Dip, GWT Syll
Ms Fiona Scarborough, BEd
Mr Ryan Shave, Dip Com, BCom, Grad DipEd
Ms Elaine Simpson, BSc (Hons), Grad DipEd, Grad Cert Ed
Ms Emma Smith, BA, BTeach
Ms Rita Spalilotta, BSc Ed
Mr Tim Spencer, BEd, Grad Dip App Media
Mr Troy Stephens, BMin, Dip Min, Grad DipEd
Ms Nicola Stephenson, BSc, HED
Ms Kate Stewart, BEd, Dip Sport Development
Ms Jan Stone, BA, MED Psy, Grad Dip Adv Child Psy, Dip Ed, Grad Dip Cur, TPTC
Mr Cameilia Surdu, BA, Grad Dip Ed
Mr Shawn Taggart, BEd
Ms Amy Taylor, BA, BEd
Ms Reghan Tilley, BA, BEd
Mr Mark Tory, BSc, Dip Ed
Ms Maria Tsiagalos, BA (Craft), Grad Dip Ed, Ass Dip Art
Ms Erin Tucker, BEd
Ms Virginia Tuohy, BA, BScWk, Grad DipTeach
Ms Sharyn Uteda, BSc, Dip Ed
Ms Margita Valic, BEd, Dip Prof Counselling, Cert IV Workplace Training
Ms Fiona Van Munnen, BEd
Ms Carla Virgona, BAppSci
Mr Scott Wallace, BComputing, BEd
Ms Judith Ward, BEd
Mrs Lisa Ward, BEd
Mr Sam Watson, BEd
Mr Steven Watson, BCom, BA, MDiv, Dip Ed
Mr Joseph Zamer, BA, BEd

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Performing Arts tutors
Ms Rachel Beight - Dance
Mrs Anna Castle - Voice, AMusA
Ms Dominique Chaseling – Woodwind, MMus, BMus
Mr Anthony Den Hartog - Guitar, DipEd (Mus), Cert 4 (Music Performance)
Mr Ian Dixon - Brass
Mr Shaun Harvey - Dance
Mr Brad Kelley – Woodwind, DipMus, Foundation Music
Mr Richard Rose – Bass, BContp Music, BMus Performance
Ms Jeanne Santosa- Strings, BMus, GradDipEd
Ms Dianne Sartori – Piano, BMus
Mr Rex Sutton – Voice, BA
Ms Mary Walker – Drama, BA, BEd, MEd, Cert IV Training & Assessment
Mr Tim Willis – Guitar, Bmus (Hons)
Ms Phoebe Yue – Piano, BA, DipEd, M Mus Studies
Mr Scott Zimmer – Percussion, BMus

Teaching assistants
Ms Diane Bakens – Library Technician
Mr Derek Birch - Technology Assistant
Ms Michelle Carthew – Teachers’ Assistant
Mr Trevor Clark – Visual Arts Assistant
Ms Leanne Donovan – Teachers’ Assistant
Ms Kerry Gee - Food Technology Assistant
Ms Jennifer Granieri – Teachers’ Assistant
Ms Megan Harkin – Learning Support Assistant
Ms Sue Lanigan – Learning Support Assistant
Ms Lisa Marshall – Learning Support Assistant
Ms Fiona McKendry – Laboratory Technician
Mr Michael Perry – Sports Assistant
Ms Tracy Small – Teachers’ Assistant
Mrs Yvonne Thomas - Library Assistant
Ms Deborah Thompson – Library Assistant
Mrs Christine Tivendale - Learning Support Assistant
Mr Murray Ward – Technology Assistant
Ms Anthea Welsh – Performing Arts Assistant
Ms Gloria Winstone – Senior Laboratory Technician

Administration staff
Ms Yvonne Ashmore – Senior Counsellor and Wellbeing Leader, Grad Dip Advanced Systems Theory, Grad Dip Family Therapy
Ms Tamra Beetge - Receptionist
Ms Katrina Chatfield – Health Centre Attendant
Ms Laura Collins – Student Counsellor, BCounselling, DipPerfArts
Ms Maureen Cowley – Administrative Assistant
Ms Emma Davis – Administrative Assistant
Ms Pooja Gupta – Student Counsellor
Ms Charmaine Lane – Administrative Assistant
Mrs Eileen Menes - Executive Assistant to the Campus Principal
Mrs Lucy Murray – Administrative Assistant
Mrs Rachel Taylor - Administrative Assistant
Ms Vicki Urwin - Receptionist

On leave in 2014
Mrs Saasha Bugeja – Teacher of Commerce
Ms Renyce McConnell – Teacher of Physical Education
Ms Laura Ninnes – Junior School Classroom Teacher

Farewells
During the year a number of staff departed our community to take up other opportunities. We thank them for their contribution to Beaconhills. Other staff members concluded their service with Beaconhills at the end of the academic year.

Over the course of the year
Mrs Kathleen Dauguet - Teacher of French
Ms Dannielle Morgan – Receptionist
Ms Maria Pintaudi – Learning Support Assistant
Ms Sue Ward – Teacher Librarian
Ms Nicola Whitfield – Teacher of Visual Art
Ms Leonie Wigney – Junior School Classroom Teacher
Ms Rachelle Wilson – Middle School Classroom Teacher

Conclusion of contract December 2014
Ms Jaimie Angoh – Teacher of Music
Mr Michael Brewin – Teacher of Commerce

Please note that these staff lists reflect the staffing details as at the conclusion of Term 4, 2014.

Conclusion of service December 2014
Mr Nigel Adkin – Teacher of Physical Education
Ms Lisa Brookes – Teacher Librarian
Ms Jennifer Caddy – Teacher of Food Technology
Ms Elaine Rogers – Teacher of English
Mrs Christine Tivendale - Learning Support Assistant
Ms Sharyn Uteda – Teacher of Mathematics
Berwick staff

Campus staff

Head of School
Mr Alan James, BA (Hons), MA, Grad Dip Ed (Secondary)

Head of Senior School
Ms Clare Tuohy, BEd, Grad Dip Ed (Admin), TSTC, ALAA, MLib, DipCom in Ed

Head of Middle School
Ms Cheryl Jones, MEd, BEd, DipTeach, GradDip Children's Literature

Senior Chaplain
Rev. Christopher Leadbeatter, BA, Dip Theology, Dip Ministry, GradDipEd, GradDip Mental Health

Academic staff
Mrs Donna Barton, Bed, Diploma Ed (Primary), BEd Studies, MAACE
Mrs Judy Barton, TTC, BEd (Primary), BEd Ed
Mr John Bellavance, BA, CCNA, CCNI, Cerit IV Training
Ms Jacklyne Belot, BSocSci, Grad Dip Ed
Ms Stephanie Borrie, BHealthSci, Grad Dip Ed
Ms Sarah Botterill, BA, MAcc, MTeach
Ms Elizabeth Bourke, BA, Grad Dip Ed
Ms Lisa Brookes, GrapDipArts, Dip Teach
Ms Emma Brown, BEd
Ms Alyssa Burns, BEd
Mr Colin Burns, BEd
Ms Carmel Byrne, BSpecial Ed, MEd Studies, DipTeach
Ms Anne Campbell, BAppSci, Grad Dip Ed
Mr Steven Carroll, BA, Grad Dip Ed
Ms Lynette Chudleigh, DipTeach, Grad Dip Art Ed, Grad Dip Special Ed
Mrs Vanessa Church, BEd, Dip Ed, Grad Dip Ed
Ms Susan Collins, BEd, DipTeach
Mr Scott Colquhoun, Grad Dip Tech Education
Ms Helen Comport, BSc (Hons), Dip Ed
Mr Simon Curtis, BA (Hons), MTeach
Ms Belinda Dalziel, BEd, Dip Outdoor Recreation
Ms Maria Del Rosario, BBus, Grad Dip Ed, GradCert Careers Education, Cerit IV Training & Assessment
Mr Frederick D’Rosario, MEd, BSc, BSc
Ms Vilma Dyball, BA, TPTC
Ms Tiffany Farlow, Bmus, BTeach
Ms Tara Fearn, BEd
Ms Vicki Field, BSc, DipEd
Mr Michael Fincher, BSc, BTeach
Ms Kylie Fitzpatrick, BSc (Hons), DipSecEd
Mr Peter Frank, BA Teach, BEd
Ms Susan Frank, DipTeach, BEd
Ms Melissa Fuller, BA, Grad Dip Ed
Ms Michelle Garrett, BAppSc (Hons), Grad Dip Ed
Ms Mary Gast, BA, Grad Dip Ed
Mr Rodney Gonsalves, MEd, BCom, BEd
Mr Jason Graham, BA, MEd Studies, Grad Dip Ed
Mrs Denise Griffiths, Dip Ed
Ms Dyana Gunoo, BSc (Hons), Cerit Ed
Ms Jennifer Hammond, BEd, DipTeach
Mr Damien Hanegraaf, BBus, BAppSci, Grad Dip Ed
Mr James Hart, HDE
Mr Glen Haywood, BSc, Grad Dip Ed
Mr Tobie Henderson, HDE
Ms Nicole Holmes, BA, Grad Dip Ed, Dip App Languages, Cerit Ed
Mr Alien Hortop, BCompSc, BSc, Grad Dip Ed
Ms Rebecca Hyland, BSc, Grad Dip Ed
Dr Robert Jacob, BMus Ed, Licentiate in Music, MEd, PhD
Ms Emma Jigau, BLetters, Grad Dip Ed
Mr Timothy Johnson, BExSci, Grad Dip Ed
Mrs Anastasia Katsaras, BEd, DipTeach
Ms Lynne Keefer, BSc, BEd
Ms Kate Keet, BA, Grad Dip Ed
Ms Sally Keys, BEd, Grad Dip Arts (Pych), Cerit IV Training and Assessment
Ms Jennifer Kyval, BEd
Mr Tim Lake, BEng, Grad Dip Ed
Mr Aaron Langdon, BPhysEd, BSocial Sci, Mr John Lee, BAI (Hons), PGCE
Ms Lesley Light, Dip Ind Design, DipTech Teach, BEd
Ms Jenny Loysen, Dip Ed (Primary), Further Dip Ed
Ms Amy Madden, BA, Grad Dip Ed
Ms Sarah Magyar, BCommunication, Grad Dip Ed
Ms Gayle Mannens, Dip Prim Teach
Mr Graham Martine, BSc (Ed), PGDCE, MACE
Ms Nicole Maus, BA, Grad Dip Ed
Ms Belinda Meade, BA, Dip Ed
Ms Jane Mildean, BAppSci, Grad Dip Sec Ed
Ms Sabine Mitchell, BEd, Dip Prim Teach
Mr Gregory Morrell, BEd
Mr Rob Murray, BAppSci, BEd
Ms Lesley Nairn, BA, DipTeach, Grad Dip Children’s Lit, Grad Dip School Librarianship
Dr Tod Nestor, BAppSci, Dip Ed, MSc, PhD
Mr Matthew Newman, BTeach, BEd
Ms Dominique Nelesen, BSc, BEd
Ms Sharyn O’Connel, BAI, Dip Ed
Ms Angie Oh, BEd, Grad Dip Japanese Studies, Grad Dip Ed
Ms Brooke O’Hara, BA, BEd, Grad Dip Careers Counselling
Mr Benjamin Oliver, BSc, Grad Dip Ed
Ms Catherine Page, BA, Dip Ed
Ms Sonya Petrovic, BEd, AdCert Fashion
Ms Clare Polglase, Higher Dip Ed
Ms Nicole Portlock, BEd
Mr Ian Price, BAI (Hons), PGCE
Mr Germain Ramos, BEd
Ms Suzie Ray, MDivinity, BBus, Grad Dip Accounting, Grad Dip Ed, Grad Dip Divinity, Cerit IV Training & Assessment, Dip
Mr Marcus Roberts, BBus, Grad Dip Ed, Cerit IV Assessment & Workplace Training
Mr James Robertson, BPerfArts, Grad Dip Ed
Mr Michael Rosenfield, BSc, Dip Ed
Ms Sarah Rudiger, BSc, BEd
Ms Judith Rundle, BEd, DipTeach (Prim), Grad Dip Sci
Ms Georgie Ryan, BPerf Arts, Grad Dip Ed
Mr Michael Shipley, BCom, Grad Dip Ed
Ms Chris Sim, BMus, Assoco Dip Music, Licentiate Dip Music, MTeach
Mr Michael Slinger, BBus Env, Grad Dip Ed Studies
Ms Shawn Taggart, BEd
Ms Mie Takamatsu, BA, Grad Dip Ed Studies
Ms Rebecca Smith, BA, Grad Dip Ed
Mr Wes Smith, BSc Ed
Ms Victoria Spicer-Stuart, BA, Dip Ed
Ms Deborah Spilsbury, BSc (Hons), PGCE ICT (UK)
Mr Richard Stenton, BEd, Grad Dip Ed Studies
Ms Shawn Taggart, BEd
Ms Mie Takamatsu, BA, Grad Dip Ed Studies, Adv Dip Int’l Trade
Ms Sapphira Talbot-Strettle, BAI (Hons), PGCE
Mr Steve Treadwell, Grad Dip (Sport Sci), BEd
Ms Janelle Treeby, BSc, Grad Dip Ed
Ms Monique Vanderwarver, BA, Grad Dip Ed
Mr Brodie Wallace, BEd, Dip Children’s Services
Ms Jacqueline White, BSc, Dip Ed
Mr Zoe Williamson, BA, BSc, MTeach
Mr Nick Zomer, BA, Grad Dip Ed

Performing Arts tutors
Ms Jessica Berton – Woodwind, BMus
Ms Clare Bugeja – Strings, BMus, MEd
Mrs Anna Castle – Voice, AMusA
Mr Emmanuel Cuschieri - Percussion
Ms Hannah Galbraith, Strings
Mr James Hampton – Piano, BMus, Dip Mus
Administration staff
Ms Leanne Adams – Health Centre Assistant
Ms Laura Collins – Student Counsellor, B Counselling, Dip Perf Arts
Mrs Jaclyn Lang – Administrative Assistant
Ms Deborah Mulligan – Executive Assistant to the Campus Principal
Ms Janette Owen – Administrative Assistant
Ms Priti Parbhoo – Administrative Assistant
Ms Janie Pollock – Receptionist
Mrs Melinda Roy – Administrative Assistant
Ms Wendy Solohub – Receptionist
Ms Sarah Thompson – Administrative Assistant
Ms Nicola Williams – Student Counsellor

Mr Steve Treadwell – Head of Science
Mr Brodie Wallace – Junior School Classroom Teacher
Ms Jacqueline White – Mathematics/Science

Conclusion of contract December 2014
Ms Amy Madden – Teacher of Mathematics/Science
Ms Dominique Neilsen – Teacher of Biology
Ms Nicola Williams – Student Counsellor

Please note that these staff lists reflect the staffing details as at the conclusion of Term 4, 2014.

Farewells
During the year a number of staff departed our community to take up other opportunities. We thank them for their contribution to Beaconhills. Other staff members concluded their service with Beaconhills at the end of the academic year.

Over the course of the year
Ms Kaye Chapman – Library Technician
Ms Melissa Coad – Year 9
Miss Belinda Geddes – Head of Students, Middle School
Mr Gareth Hill – Bass
Ms Keryn Lietschning – Cello
Ms Grace O’Neill – Student Counsellor
Ms Ariette Rannuth – French
Ms Alyce Schigl – Teachers’ Assistant
Mrs Katherine Ward – Mathematics/Science

Conclusion of service December 2014
Mrs Donna Bartlett – Teacher of Mathematics/Science
Ms Lisa Brookes – Teacher Librarian
Ms Michelle Garrett – Individual Programs Teacher
Mrs Denise Griffiths – Junior School Classroom Teacher
Mr Tim Lake – Teacher of Year 9
Mr Don Laughton – Head of Instrumental Music
Ms Lesley Nairn – Teacher Librarian
Ms Jessica Smith – Dance
Administration staff
Ms Carol Clark
Ms Margaret Loutit-Young
Ms Melissa Steele
On leave in 2014
Ms Seona Charles – Early Learning Teacher

Farewells
During the year a number of staff departed our community to take up other opportunities. We thank them for their contribution to Beaconhills. Other staff members concluded their service with Beaconhills at the end of the academic year.

Over the course of the year
Ms Amy Blain – Early Learning Co-worker
Ms Allison Christie – Early Learning Co-worker
Ms Cathy Colla – Early Learning Co-worker
Ms Katherine Craigie – Early Learning Teacher
Ms Debra Croshaw - Early Learning Co-worker
Ms Melissa Godden - Early Learning Co-worker
Ms Karina Kaal - Early Learning Co-worker
Ms Christine Kovacs - Early Learning Co-worker
Ms Christine Lunney - Early Learning Co-worker
Ms Penelope McCreedy – Early Learning Co-worker
Ms Katherine McPherson – Early Learning Co-worker
Ms Rachel O’Dowd – Early Learning Co-ordinator
Ms Siobhan Wood - Early Learning Co-worker

Conclusion of contract December 2014
Mr Jason Geritz – Early Learning Teacher
Ms Martha McGrath – Early Learning Teacher

Please note that these staff lists reflect the staffing details as at the conclusion of Term 4, 2014.
Perhaps the most significant development in 2014 was the election of alumni to all executive positions in the Beaconhills Alumni Association.

Alumni continue to be encouraged to return and be involved in a variety of current College activities, including our annual musicals and other performing arts events, the annual Visual Arts exhibitions and the Lux Luceat Society Dinners for our senior students.

Alumni reunions also continue to be popular, with 10, 15, 20, and 25 year reunions held in most years. These reunions generally also involve tours of the College.

The highlights of the Beaconhills alumni activities in 2014 include the following:

- At the August 2014 AGM of the Beaconhills Alumni Association, Mr Howard Brown stood down as the convenor of the group after overseeing its establishment since 2011. Kimberley Bulka (Class of 2001) was elected as the President, Bethany Thearle (Class of 1997) as the Secretary, Jacqui Heydon (Class of 1996) as the Treasurer and Nigel Boltwin (Class of 2000) as the Vice-President. Belinda Malcolm (Class of 2000) was also appointed to the committee. John Waterhouse, the College Archivist/Historian, was accepted as a member of the BCA and serves on the committee as well. So, for the first time, the official alumni organisation at Beaconhills is now fully overseen by alumni.

- Alumni with an interesting career story to share attended six of the eight Lux Luceat Society Dinners across the two campuses during 2014 as the special guest. The speakers included David Moseley (Class of 1995 – psychologist), Eloise Thomas (Class of 2007 - paramedic), Grant Kassell (Class of 1993 - environmental engineer) and Justin Huber (Class of 2000 - Major League baseballer in the USA). David and Justin spoke at both campuses.

- In conjunction with the production of the Pakenham Campus 2014 musical ‘Jesus Christ Superstar’, the cast and crew of the 1997 production ‘Godspell’ gathered to catch up and enjoy the new production. The director, Megan McMaster, travelled down from Tongala with her family to attend the reunion.
Community (cont’d)

• The ‘Connectsus’ section of the quarterly magazine ‘Lux Luceat’ continued to feature our high achieving alumni. In 2014, we featured Brad Ewert (mining engineer), Elise Castle (mining engineer), Clay Exner (RAAF), Daniel Mislicki (footballer), Luke Wheat (Navy), Andrew Davies (Uluru ranger), Grant Kassell (environmental engineer), Stephanie Cox (community worker), Kasey Nichols (radio announcer) and Kirsten Hawker (lawyer). Obituaries were also prepared for staff who passed away in 2014, Margaret Wagstaff and Susanne McKenzie-Smith.

• Reunions held during 2014 included the Class of 2014’s 10 year reunion at the Pakenham Football Pavilion, the Class of 1989’s 25 year reunion at a local restaurant and the Class of 1994’s 20 year reunion at school and at the Beaconsfield Hotel.

• A special memorial service was held in October to commemorate the career of Susanne McKenzie-Smith, who had passed away a year earlier. Susanne taught at Beaconhills for 10 years from 1997 to 2006 and was fondly remembered for her work as Head of Millett House for three years and as the co-ordinator of the Equestrian Club throughout her time at the school. A number of alumni shared their memories of Susanne at the service, which was also attended by Susanne’s family and representatives from her other schools, Mater Christi and Drouin Secondary College.
Pakenham Campus  30-34 Toomuc Valley Road Pakenham Victoria 3810
Telephone 1300 002 225  Facsimile (03) 5940 1944

Berwick Campus  92 Kangan Drive Berwick Victoria 3806
Telephone 1300 002 225  Facsimile (03) 8768 1190

Little Beacons Learning Centre  30-34 Toomuc Valley Road Pakenham Victoria 3810
Telephone 1300 002 225  Facsimile (03) 5940 1944

Email  enquiries@beaconhills.vic.edu.au  Web  www.beaconhills.vic.edu.au