



2024 Annual Report



NEWHAVEN
COLLEGE

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

CONTENTS

Principal's Report 2024

Chair's Report

The School in Context

Governance – Introducing the Board of Directors

Commonwealth Reporting Requirements

Senior School Highlights

Middle School Highlights

Junior School Highlights

Staff Information

School Surveys

Financial Affairs

PRINCIPAL'S REPORT



Newhaven College had a very successful year in 2024. As a school we continued to strive for the aspiration set out in our Strategic Direction, *Hearts & Minds*, with the learning and care of each student our priority.

2024 saw the appointment of a number of senior staff. At the commencement of the year the College welcomed Cath Huther as Head of Junior School and Sam Foura as Head of Year 9, whilst after ten years as Head of Junior School Ralph Arceo took up the role of Head of Middle School. Halfway through the year Brett Torstonsen transitioned from Director of Operations to Head of Senior School following the retirement of Jason Scott after fourteen years. In October Alan Nolan joined Newhaven from the Essington School in Darwin as our Director of Business. Along with our Director of Learning, Karen Milkins-Hendry, and Human Resources Manager, Leisa Lomax, I am thankful to the College Leadership Team for their exceptional guidance and commitment. My thanks also extends to all of the staff at the College. As a school we are very fortunate to have such high calibre staff in a range of teaching and specialist areas. At the end of the year we farewelled some valued colleagues including our much loved Head of Year 9 Ric Pierce, who retired after 17 years at the College.

At the heart of our school are our wonderful students who bring a cheerful disposition to each day. They continue to perform exceptionally well in academic and co-curricular pursuits.

Students excelled in sport, winning a number of SEISA competitions including going back-to-back with victory in the SEISA Athletics carnival. Of special note are the achievements of our newly established Mountain Bike Team. The passion for the sport saw Newhaven students achieve at a very high level in competitions throughout Victoria. It was due to the hard work of our parent volunteers that saw the construction of our own pump and flow track at our school.

Our College musical *Little Shop of Horrors* was a highlight of the year. Directed by Karen Milkins-Hendry it was a glittering theatrical display.

Our biannual Junior School musical was also a wonderful success. Written and directed by talented teaching duo David and Nina Prideaux, *Just a Drop* saw the entire Junior School shine on stage.

Our exceptional school music programme continued to impress with an array of performances and concerts showcasing our students' talents. The annual Spring Concert was performed at Berneneit, providing the opportunity for students to perform in a world class facility.

2024 saw the school's inaugural service trip to Cambodia. A group of Year 10 and 11 students taught and renovated a school in Phnom Penh. We also continued our successful exchange with Ibaraki Christian School where we hosted visitors in July, and our students had the chance to have two weeks in Japan in September.

In summarising the year there are so many student highlights in a range of areas - our House competitions continued to grow, Duke of Edinburgh thrived, as did our school Student Representative Council. Only re-established two years ago under the guidance of Karen Milkins-Hendry - the SRC has provided a much valued voice to our student body. Students also had great success at the state wide Youth Parliament and Mondel United Nations competitions.

My thanks to our Parents & Friends Association for their efforts. Led by Angel Chambers (Chair) and Jenni Lewandowski, amongst their many events was an inaugural Mother's Day Lunch. The PFA organised College Fete has quickly become a highlight of the year for our community.

My appreciation to the College Board for their governance of our school, in particular our Chair David Jobe. Thanks to Megan White, Kylie Holmes, Graham MacGregor, Rebecca Naughtin, Steve Morris, Tracey Costello and Damian McKenna for their efforts. Special thanks to Kristen Rose and Greg Harrison who departed the Board during the year.

Finally, I would like to congratulate our Year 12 class of 2024 who were a delightful group of students in every facet of school life, demonstrating effort, initiative and a positive mindset in all they have done. This approach was reflected in their excellent VCE results where ten of our students (11.5%) achieved an ATAR above 90, placing them in the top 10% of the state, whilst 30% achieved in the top 20% of the state. In addition, more than half of our students ranked in the top one-third of Victoria. Congratulations to Sienna Michie who was our College Dux with the remarkable ATAR of 98.65, and to our College Proxime, Finn Leary, who received the exceptional ATAR of 97.7.

Above all else our Year 12 class of 2024 displayed great care for one another and affection for their school. This was reflected in their efforts in raising \$12,000 for their chosen charity, The Cancer Council. We are very proud of all our 2024 graduating class and wish them the best for their future.

In Quietness and Confidence Shall Be Your Strength

Tony Corr
Principal

CHAIR'S REPORT



The Newhaven College board is committed to supporting our Principal and his leadership team as they deliver on our shared vision – to inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

Throughout 2024, the College achieved continual improvement towards the goals set out in our strategic direction - "Hearts and Minds" - across the five keys of Learning, Care, Community, Sustainability, and Innovation.

A key focus of the board is ensuring the College continues to be both financially sustainable and affordable for as many families in our community as possible

Historically, our College has been fortunate to receive significantly higher recurrent government funding per student than other comparable regional independent schools. This higher funding has been a consequence of the greater proportion of lower income families at the College. It has allowed us to offer significantly lower fees than other comparable regional independent schools, therefore remaining more affordable for more families. A virtuous circle.

The board recognises and values this. Our relatively greater diversity makes our graduates more empathetic, more respectful of difference, and more effective as communicators. In the words of our School mission - Authentic.

We welcome our new Director of Business and board company secretary Alan Nolan and his family to our College community. Alan's recruitment has addressed what has been a challenging gap in these critical roles.

On behalf of the community, I wish to thank and acknowledge the hard work of our volunteer board of directors throughout 2024, including treasurer Kylie Holmes, Tracey Costello, Kristen Rose, Graham MacGregor, Megan White, Steve Morris and Project Group chair Rebecca Naughtin.

At this year's AGM, I am delighted to welcome Damien McKenna to the College board. In addition to being a College parent and active member of the Gippsland community, Damien contributes legal expertise to board discussions, informed by experience advising independent schools, focusing on compliance, contractual and policy advice and guiding them through various legal challenges. Damien's recruitment is an important and complementary contribution to our board's skill mix.

At this year's AGM, we also acknowledge the retirement of our long-serving deputy chair Megan White. Megan first joined the College board in 2016, contributing experience from the public and private health sectors, as well as business skills in property, tourism and farming. A member of the Inverloch community, Megan has been a passionate and effective advocate for our school, as well as a proud Newhaven mum with all four of her children attending the College. On behalf of the board and the College community, I would like to thank Megan for her service.

David Jobe
Chair, Newhaven College Board of Directors

THE SCHOOL IN CONTEXT

Newhaven College is an independent co-educational school providing diverse educational opportunities for students from Prep through to Year 12. We focus on each student as an individual, ensuring their interests, aptitude and self-esteem can be developed. The College offers excellent facilities and extensive grounds within the beautiful and unique Phillip Island environment. We pride ourselves on our diverse and friendly community, where our strong pastoral care program enables each student to feel safe and confident.

We are a non-selective ecumenical school and we encourage students from all learning backgrounds to achieve their personal best. There is an unwavering focus on teaching and learning supported by a diverse range of co-curricular activities, offering opportunities for children to pursue personal interests whether they are in sports, on the stage, or in developing their leadership skills.

We draw students from across the Bass Coast and South Gippsland Shires, with 12 buses transporting students to the College each day.

OUR VISION

Inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

OUR MOTTO

In Quietness and Confidence Shall Be Your Strength
(Isiah 30:15)

OUR VISION

To be a thriving learning community where young people are thoughtful, caring, and courageous.

We strive to provide personalised learning experiences which stem from authentic relationships and a deep connection to our unique environment. In doing so we aim to instil high expectations, promote innovation and encourage critical thinking.

OUR VALUES

Respect

Honesty

Empathy

Responsibility

Excellence

GOVERNANCE – INTRODUCING THE BOARD OF DIRECTORS

Due recognition should be given to our volunteer Board of Directors who give so much to the school. We would not be where we are today without their dedication, commitment and extremely value direction and input.

Current Board



David Jobe BEng (AeroEng) (Hons), GAICD

A past student of Newhaven College, David was a Papworth Prize recipient and Dux of the school. He served as a Pilot Officer in the Royal Australian Air Force and was manager of The Continental Phillip Island before founding Southern Sustainable Developments, a locally based company developing residential land projects with a focus on environmental sustainability. David joined the Board in 2015.



Megan White BOccThy

Megan has worked in various organisations in both the public and private sectors prior to relocating to Inverloch in 1997. She is now a Director of Sandy Cape Pty Ltd., a property development business focused on local tourism and development. Megan is also a Business Manager for the family dairy and beef farms. Megan joined the Board in 2017.



Rebecca Naughtin BArch (Hon)

Rebecca has worked as an architect, tertiary tutor and coordinator, and has sat on various boards and panels across an array of educational sectors. Rebecca is the Principal Director of Rebecca Naughtin Architect Pty Ltd, which she founded in 2012. With experience in business, education and project management, Rebecca's skills and knowledge are perfectly placed at Newhaven College. Rebecca was a student of Newhaven College herself, and has young children of her own currently attending the College. Rebecca is looking forward to contributing to the Board for years to come.



Steve Morris

Steve has a diverse background in the IT space, which has translated into his exceptional knowledge and respect in the industry. At the beginning of his career, he worked in the USA & Europe for five years, setting up IT sourcing for large corporate clients. When returning to Australia in the late nineties, Steve developed a first-of-its-kind, internet-based B2B Commerce solution, which was integral to the company going public in 1999. In the early 2000s, after making a sea change to Phillip Island, he founded an innovative Managed IT Services business providing local and surrounding businesses with a complete range of Managed IT Services. Steve is the CEO of an ERP Software company with staff across Aus & NZ and remains a permanent resident of Phillip Island.



Kylie Holmes MBA, CPA, BBus (Accounting)

Kylie moved to Phillip Island in 2006 and has held financial management and governance positions in the water industry and previously the banking industry. Kylie is currently the CEO of Rural Financial Counselling Service (RFCS) Gippsland dedicated to supporting farmers and rural businesses with financial counselling and planning services. Kylie is passionate about supporting the communities she lives and works in; she is currently treasurer of Food & Fibre Gippsland and is a local business owner with her husband. Kylie joined the board in 2022.



Tracey Costello MFraud & Fin Crime, CA, BBus (Accounting), GAICD

Tracey is an accomplished strategic leader with a depth of finance and governance experience across corporate, government and non-government organisations, including 10 years with a Big 4 accounting consultancy, working in Australia, USA & Canada, and more than six years as a senior executive in local and state government. Tracey is Chief Operating Officer at VETASSESS with responsibility for leading strategy, customer service, governance, finance, marketing & communications.



Graham MacGregor Meng MBA (INSEAD) CEng FICHEME GAICD

Graham has spent the last 25 years working in the global energy industry, arriving in Australia in 2007. Graham is a Partner at PwC in their Energy Transition Advisory. He has a lifelong passion for coaching and development and specialises in helping organisations to build new capabilities and to improve their governance. Graham has two children planning to attend the college in 2025 and 2027 respectively. Graham joined the Board in 2022.

Thank you to the Board Members who stepped down from the Board in 2024



Greg Harrison BA, GD Planning And Design, GC Property
Greg is a former Newhaven College student and Papworth Prize recipient. He leads the Victorian Strategy and Investment team at RPS. Greg has a diverse portfolio of consulting experience across corporate, government and not-for-profit entities including transport infrastructure, renewable energy, regional development, and tourism sectors. Greg is currently Deputy Chair of the Destination Phillip Island Regional Tourism Board. Greg joined the Newhaven College Board in 2022.



Kristen Rose
Kristen has an established practice in Crime, Family Law and Children's jurisdictions. Kristen has considerable experience appearing in contested hearings and mediations. Kristen was a senior solicitor at the Dept of Human Services. Her practice included Hague Convention applications, Crimes (Mental Impairment and Unfitness to be Tried) Act applications, Guardianship and Administration, Inquests and Adoption. Kristen completed articles at Middleton's and worked as a solicitor, primarily practising in the Property group, where she had a diverse range of clients from large organisations to individuals. She was also an Associate at the County Court.

KEY STUDENT OUTCOMES

a. Year 12 Results

Measure	2024
Number of VCE students completing VCE Certificate	98
Number of VCE students receiving ATAR	87
% 40+ study scores	5.1%
Median Study Score	30
Median ATAR	69.25

Students with study scores of 40+ (includes Year 11)

Score	2024			
	Male	Female	Non Binary	Total
40	2	5	1	8
41	2	5		7
42		1		1
43	1			1
44		3		3
45		2		2
46				0
47	1			1
48				0
49				0
50		1		1
Total	6	17	1	24

The perfect study score of 50 was achieved in Music by a Year 11 student.

b. National Assessment Program Literacy and Numeracy (NAPLAN)

Year 3 NAPLAN Results			
Component	NHC mean 2024	State Mean 2024	2024 % above min std
Reading	434	418	96
Writing	431	423	98
Spelling	416	408	96
Grammar & Punctuation	415	417	91
Numeracy	428	413	96

Year 5 NAPLAN Results			
Component	NHC mean 2024	State Mean 2024	2024 % above min std
Reading	508	505	90
Writing	471	496	96
Spelling	466	492	90
Grammar & Punctuation	500	504	94
Numeracy	502	497	98

Year 7 NAPLAN Results			
Component	NHC mean 2024	State Mean 2024	2024 % above min std
Reading	565	545	99
Writing	561	552	95
Spelling	540	541	95
Grammar & Punctuation	559	541	95
Numeracy	557	546	97

Year 9 NAPLAN Results			
Component	NHC mean 2024	State Mean 2024	2024 % above min std
Reading	573	573	91
Writing	576	585	95
Spelling	556	569	89
Grammar & Punctuation	529	558	82
Numeracy	574	571	93

c. Post School Destinations

2024 Cohort - Key Trends January Offers	
Higher Education Institution	Number of Students
Monash University	12
Deakin University	27
RMIT University	14
University Of Melbourne (The)	10
Swinburne University of Technology	1
La Trobe University	3
Victoria University	1
Federation University Australia	5
JMC Academy	0
William Angliss	0
Collarts (Australian College of the Arts)	0
Box Hill Institute	1
Deakin College	1
LaTrobe College	0
ACU	0

COURSE TYPE	
Diploma	5
Associate Diploma	6
Bachelor	64

COURSE FIELDS	
Science & Biomedical Science	12
Nursing, Midwifery, Paramedicine	7
Law	5
Physiotherapy/OT/Nutrition/Health Science	5
Criminology, Criminal Justice, Psychological Science	3
Music, Acting, Performing Arts	5
Business, Commerce, Real Estate, Actuarial Science	8
Engineering	6
Exercise Science, Sport Development	2
Education	1
IT & Computer Science	2
Graphic Design, Interior Design, Architecture, Design, Communication, Fashion	7
Arts, Fine Arts, Media	3
Veterinary Science, Marine Science, Animal Biosciences	5
Outdoor Leadership	0
Project Management, Construction Management	2
Film, TV, Animation, Audio	0
Psychology, Social Work	3

d. Value Added

The various tables and charts throughout this report indicate that each year there has been value added for each student. All Victorian Certificate of Education (VCE) results are closely analysed on the VCAA website, and management and curriculum leaders attended specific professional development to assist them in analysing the data.

As outlined in the Principal's Report and in various sections of this report, Newhaven College also offers students broad curriculum and co-curricular choices including the Visual and Performing Arts, Sport, Cultural Programs, Chess, Debating, Surfing, Equestrian, Outdoor Education, Productions, Tours - both local and international, and Overseas Exchanges.

Students are actively involved in our community and support many charities, surfing and surf lifesaving, local aged care homes, and the local clubs such as the RSL, Lions Club and Legacy.

e. Student Attendance (BEC)

Newhaven College student attendance levels were consistent across the College. The overall attendance rate was 90.24 which was slightly higher on last year.

The average daily attendance is set out below:

Year Level	Average daily attendance (%)	Year Level	Average daily attendance (%)
Prep	91.02	Year 7	91.18
Year 1	89.86	Year 8	89.75
Year 2	91.56	Year 9	90.92
Year 3	89.78	Year 10	87.03
Year 4	92.11	Year 11	88.48
Year 5	88.00	Year 12	93.37
Year 6	90.16		

f. Policy for Managing Non-Attendance

The school has a clearly stated policy for managing non-attendance. In summary, the school maintains accurate records via online attendance rolls. Parents must notify the school of an absence by 10.00am on the day of absence via the SEQTA Absence username, or by a phone call to sub-school reception desks.

The attendance office in each of the three sub-schools enters any notified absences into SEQTA in advance. They contact families of students who are absent without notification, on the day of the child's absence to ascertain the reason for nonattendance, via the SEQTA messaging system.

If a student undertaking a VCE subject is absent for any day of assessment, a written note accompanied by a medical certificate (or equivalent) must be provided. A specific attendance policy is applicable to VCE students.

SENIOR SCHOOL HIGHLIGHTS



The Senior School has been a hive of activity and positivity in 2024. We have seen very large numbers of students here at the Senior School after hours on Mondays and Wednesdays attending Homework Club, Personal Best Club, Maths Support and Science Support sessions. All of these activities have been provided by generous staff members determined to see our students achieve their full potential.

I must acknowledge and thank Mr Jason Scott for his guidance and support as the College transitioned from Jason as Head of Senior School for the past 15 years to me for the past semester. The systems Jason put in place ensured a smooth transition, as has the tireless work done by the entire Senior School Leadership team.

Congratulations must also go to the Student Leaders of 2024, led so ably by Max Arceo, Alice Mabilia, Tom Bird and Tahlia Williams. The College, led by their efforts, has collectively raised over \$11,000 for the 2024 charity – Cancer Council. A truly inspiring effort that future leaders of the College can only hope to emulate.

In a year of change, I would like to thank Mr Sam Foura, Head of Year 9 and the entire Year 9 staff for their care and dedication to our Year 9 students in 2024. Not only have they provided a positive and productive work environment, but the time they have committed to fun activities, like the traditional Community Games, throughout the year has been exceptional.

In addition, they have worked incredibly hard on a review and overhaul of the Year 9 curriculum for 2025 alongside Ms Karen Milkins-Hendry, Director of Learning. I look forward to seeing this new curriculum implemented next year.

The Year 12 cohort this year has exuded determination. As VCE students their focus has been impressive. Just as importantly though, the Year 12s are a very happy group. Broadly, their acceptance of leadership duties inside and outside the classroom has been a pleasure to see. There is no doubt they have given the VCE examinations their all, but I have seen firsthand how much this group of young people has offered to the College as a whole. Gabriel Winterson and Tilia Pires-Andersen should be congratulated for their leadership of the 2024 SRC, a legacy which will live on at Newhaven College thanks largely to their efforts. These two students, alongside Year 11 students Gabriel Di Falco and Miranda Zalunardo also represented Newhaven College at the Model United Nations in 2024, with Gabriel Winterson and Tilia Pires-Anderson teaming up as Venezuela, and Gabriel Di Falco and Miranda Zalunardo teaming up to represent Belarus – quite the challenge for both teams!

I thank the entire staff and student body in the Senior School for the positivity and dynamism shown this year. It has made my transition to Head of Senior School so smooth.

Brett Torstonson
HEAD OF SENIOR SCHOOL

MIDDLE SCHOOL HIGHLIGHTS



At the start of the year, I emphasised the importance of recognising that everyone - students, parents and staff members – begins with a clean slate. This fresh start offered everyone the chance to contribute to the positive and inclusive atmosphere that defines our school. It was my hope that we would embark on this journey with a shared commitment to fostering a supportive and engaging learning environment where everyone is valued.

As the year unfolded, we encountered numerous opportunities for growth, both academically and personally. The Middle School staff work diligently to create an educational experience that is both supportive and challenging. Our team encouraged curiosity, critical thinking, and a love for learning, knowing that each student possesses unique strengths. Our goal was to help every student unlock their full potential. Through a combination of innovative teaching, pastoral care and a commitment to student well-being, we sought to provide an environment where students could succeed.

It has always been my belief that student success is a product of the partnership between home and school. A strong, collaborative relationship with families has a profound impact on a child's education. Together, as partners, we share the responsibility for your child's success. Your ongoing support has been critical to your child's development, and we are immensely grateful for the trust you have placed in us.

This year has marked my first experience working in Middle School, and I have enjoyed it. Collaborating with students, parents and staff has been rewarding and enriching. While there have been challenges along the way, I am heartened by the strength of our community and the unwavering commitment we all share to guide and support our students to be the best versions of themselves.

A foundation of our approach has been the emphasis on open, honest, and respectful communication between home and school. We believe that when students feel supported, both academically and emotionally, they are better equipped to face the challenges of adolescence. As they navigate this critical stage of development, we have provided them with both the independence they crave and the structure they need to manage new responsibilities and social dynamics. It is through this balance that we hope to help our students grow into confident, capable young people.

Looking ahead, I hope the Middle School continues to evolve as a dynamic community of learners - a place where students and staff come together to learn with and from one another. Through these connections and shared experiences we build the foundation for lifelong learning and mutual respect.

I want to thank you all for your continued support throughout the year. I look forward to continuing our journey together in the years ahead.

Ralph Arceo
HEAD OF MIDDLE SCHOOL

JUNIOR SCHOOL HIGHLIGHTS



As I reflect on my first year as Head of Junior School at Newhaven College, I look back over the productive and positive experiences we have shared, with a united focus on enhancing the wellbeing and educational outcomes of every one of our students.

Throughout the year, our dedicated staff have engaged in extensive professional learning opportunities, focusing on evidence-based teaching practices that foster consistency of instruction across the Junior School. We have implemented structured literacy blocks, which not only enhance reading skills but also support writing development. From mastering new concepts in mathematics to exploring the natural world in science, it has been fantastic to see so many students display such a positive attitude towards school life.

In my new role this year, I have been struck by the strong sense of community at Newhaven College and its positive impact. The school fosters partnerships among students, teachers, and parents, which have been instrumental to our students' success. By sharing information about classroom practices based on The Science of Reading, parents are empowered to understand effective teaching methods that support their children's literacy at home. This synergy between home and school has resulted in impressive reading achievements among our students.

Care is paramount in our school community, with an emphasis on holistic development. Our focus is on positivity, celebrating what students can achieve while also understanding that mistakes are essential for growth. Our inclusive and supportive culture aims to foster personal development and is reinforced by our pastoral care initiatives.

The implementation of the Respectful Relationships program from Prep to Year 8 established a consistent approach to social-emotional learning across our school levels.

A Newhaven College Key Values system, which recognises and rewards individual classes at assembly for exhibiting positive behaviours both inside and outside the classroom, has been introduced this year. I can report how impressed I have been by how our Junior School students embody these values. Their friendliness and confidence, particularly when greeting others coming into the school, ensures that every visitor feels welcome and valued. The culture of belonging is a cornerstone of our Junior School.

This year has been marked by steady growth, memorable experiences, and outstanding participation. Our Junior School choir reached new heights with 75 enthusiastic members, and assemblies provided regular opportunities for students to perform and develop their public speaking skills. The highlight of the year was the exceptional Junior School Production, "Just a Drip," made possible by our dedicated staff and parent volunteers. This production featured every student and gave them a chance to showcase their talents, boosting their confidence and integrating performance into the fabric of school life.

Being part of a Prep-Year 12 campus has its advantages, and we have leveraged cross-age learning and peer tutoring to enrich students' experiences at all levels. Initiatives such as the Buddy Program, peer tutoring in reading, and collaborative projects in our vegetable garden have enabled students to engage meaningfully with each other.

It is an exciting time to be in education, with its strong focus on an innovative, high-quality teaching and learning curriculum. Our wonderful teachers, exceptional facilities, and ample extracurricular opportunities all contribute to an environment in which students are central.

Thank you for being part of the journey we are on. Together, we will continue to provide opportunities that nurture our students' hearts and minds and enable each one of them to thrive.

Cath Huther
HEAD OF JUNIOR SCHOOL

DIRECTOR OF LEARNING HIGHLIGHTS



The past year has been characterised by growth, collaboration, and a deepening of our shared vision for student learning. We are committed to making decisions that challenge and nurture the young people in our care. Guided by our Learning Ambition vision, we strive to know each student, honouring and enriching their unique learning paths.

In the Junior School, we have provided a curriculum that equips our youngest learners with essential tools for thriving. Expanding our literacy teaching, informed by the Science of Learning research, has had a profound impact on skill acquisition. Empowering students early enables them to approach learning with confidence and curiosity.

In 2024, our Middle School launched a curriculum that balances tradition with innovation. This year also marked the introduction of a Prep to Year 8 approach for developing vital literacy skills. Our Middle School focuses on fostering belonging while embracing interdisciplinary learning. The 10 to 14 age group is a critical time and our focus is on ensuring each student's experience is personal and holistic.

The introduction of standards-based reporting from Prep to Year 8 was well received, providing accurate information on achievement standards and growth. Incorporating student reflections on their learning has sparked targeted conversations. We welcome feedback from families as we refine our approach.

In the Senior School, we have focused on strengthening partnerships within our community. Our revamped Year 10 program allows flexibility and choice for students to pursue their strengths. The House system fosters deeper connections among staff, students and families, prioritising supportive relationships crucial for student success.

An exciting development was our Strategic Innovation Project: Re-imagining Year 9. Planning for the 2025 curriculum is underway, enhancing familiar experiences with further academic rigor and local engagement.

At the heart of our school is the connection between learning and wellbeing. We recognise that a student's emotional and mental health is intrinsically linked to academic growth. Our focus on wellbeing nurtures not only academic skills but also resilience and empathy.

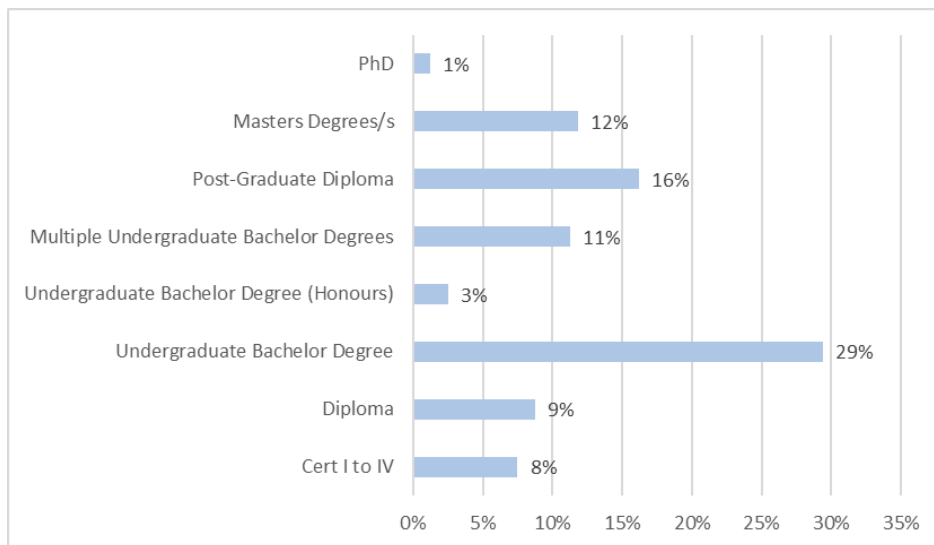
As we move into 2025, my role as Director of Learning remains anchored in meaningful conversations. I am inspired by the voices of our students, staff and families. These discussions - rich in passion - shape our goals and refine our practices, reminding us of our mission to provide the best educational experience with the student firmly in the centre of decision-making.

With the dedication of our staff and the enthusiasm of our students, the future is filled with opportunities for growth. I look forward to the adventures ahead, confident that our learning community will continue to flourish, guided by a vision that values excellence, curiosity, and connection.

Karen Milkins-Hendry
DIRECTOR OF LEARNING

STAFF INFORMATION

STAFF QUALIFICATIONS



LENGTH OF SERVICE AWARDS

At the conclusion of the year our average length of service at Newhaven College for all permanent staff was 7.41 years. The following staff reached milestone lengths of service:

10 Years of service:

The following staff joined 11 others who have served 10 years:

Ralph Arceo, Lachlan Gale, Brendan Kimber, Samantha Rainey, Ruth Turton, Hugh Wilson, Anna Paterson and Lauren White.

15 Years of service:

Eleven staff members have served 15 years, this year Simon Furniss and Robyn Bolding attained 15 years of service.

20+ Years of service:

We have 8 past staff members and 11 current staff members who have served in excess of 20 years, they are: Joanne Foster (20 years), Amanda Price (20 years), David Arnott (20 years), Sonya Neal (20 years), Sian Adnam (22 years), Shona O'Dempsey (22 years), Mitsuko Horiguchi (23 years), Chris Appleby (24 years), Belinda Manning (24 years), Elaine Epifano (25 years), and Geoff White (30 years).

STAFF MOVEMENT

Our overall staff retention rate across all departments was 82%.

TEACHING STAFF ATTENDANCE

Our teaching staff absenteeism remains low with an attendance rate of 94.02%.



LEADERSHIP TEAM

Tony Corr	Principal, MEdMgmt, BEd
Jason Scott	Vice-Principal, MEd, BAppSci(HMvt), GradDip.Ed, GradDip.Ed Head of Senior School – Semester 1
Alan Nolan	Director of Business, Mas Bus Adm, Bus Acc,Dip HR, Dip Fin Pl
Brett Torstonson	Director of Operations, BSC & Grad Dip Tching (Sec) Head of Senior School – Semester 2
Karen Milkins-Hendry	Director of Learning, BSC, Dip Ed
Ralph Arceo	Head of Middle School, BEd, Dip.Ed
Cath Huther	Head of Junior School, BSC Early Child, B Ed
Leisa Lomax	Human Resources Manager, Dip. Human Resources, Ad Dip Hotel Management, DSCV Mediator

TEACHING STAFF

John Ackers	B Ed, Dip Sec, Dip WHS, Cert IV Assess & Workplace Training, Cert III Carp & Join, ICAM Lead Inv.
Sian Adnam	B A(Ceramics), Dip.Ed.
Christina Aitken	B.A, B.S.W, MA Prof Writing
Fiona Anastasi	B Ed (Vis Art), GradDip(Graphics)
Chris Appleby	B Ed Dip. Art (Vis)
David Arnott	B Eng(Mech)(Hons), BCom(Eco), Dip.Ed.(Sec)
Linda Austin	B Ed (Lib), Dip.Teach(Prim)
Stewart Bathgate	B AppSci (PE)
Charlotte Bassed	B P Ed, sp n ed.
Anthea Bennett	MEDL, BTeach(Sec), BA. Grad Cert Career Development
Hannah Blake	B Ed
Mairaed Carlin	
Aaron Chaston	B Deg DbI Deg Edu applied Science
Ben Clark	B Health & PE, Bio Sci (Sec)
Jaclyn Clark	Dip HSc, B.S.Ed
Peter Clerks	B.AppSc, Grad Dip Ed
Elissa Davidson	GradDipEd(Sec), BA(PsychPsychophys)
Sarah Derham	B Nur, Post Grad Couns, Grad Dip AOD
Donna Driscoll	BEd(EC), BTeach(EC)
Elaine Epifano	BEd(Music), AMusA(Flute)
Melanie Flower	B A(Literature), BTeach
Samuel Foura	M.Teach&Lm, BA Outdoor Ed
David Foulkes	GradDipEd, BE
Simon Furniss	B ABusStud, GradDip (Prim)
Lachlan Gale	B Bus/BA(Japanese), Dip.Ed(Prim)
Alyssa Gijsbers	B.A Phys Ed
Matthew Goss	B Mus (Perf) BTeach (Prim/Sec)
Bridget Haines	B. A, Grad DipEd
Elizabeth Hall	B.A, Grad DipEd (Sec)
Carly Heislars	M.T (Sec)
Jason Hiddlestone	B. A Linguistics/Lit Maj, B T(Sec)
Brendan Hislop	Post Grad Edu. BA Sci
Mitsuko Horiguchi	BPE, Grad DipEd
Emma Jackson	BEd (Primary)
Matthew Jackson	B Bus & Comm, Grad Dip Edu
Alycia James	BEd, BA (Lit/Hist), Dip.EnviroEd
Melinda Kelly	BSc, Grad DipEd (Sec), MEd
Travis Thompson	B S, Marts (Teach). BSci (Engineering)

Anthony Kellett	Dip. Arts (Furniture Design) & Cert III Cabinet Making
Brendan Kimber	BSport/Outdoor Rec/Ed, Dip.Sport Dev, Dip. Fitness, Cert IV Training & Assessment
Marcelle Krieg	Dip. Teach (Prim), BEd, Dip. Theo
Annie Khoury	B.Outreach & Community Ed (Social Work & Teaching) Prim & Sec.Lvl3 Spec Edu, Lvl4 Adv Cogn Behav Therapy
Louise Larcombe	B. Bio Med, M. Pub Hlth, M.Tech
Nathan Leys	BEd(Sci)
Kerryn Lynch	Bed, GCED
Caroline Mahoney	M Teach, Doc of Philosophy, Cert Ed Sup, B.A Com
Dianne Marshall	B ed Art Eng & Hist (Sec)
Ann-Marie McLean	Grad Dip.Ed. (Sec), BArts(Hons), PGCert (Enviro.Sci)
Melissa McMillan	BEd (Eng/Drama)
Kate Middleton	BEd(Hons)
Jessica Moed	BEd(Prim), BA Sport & Outdoor Rec
Margaret Mooney	BEd Eng, Lang & Lit. GradDip Careers. GradDip Children's Lit. Cert III Horse Industry Practices (Core Subjects). Cert IV Trng & Assment Horse Safety Australia Clinic Assessor & Senior Instructor
Paul Munday	Mas Ed. BEd Psy, PE , Eng, Doc Philso Abor Studies.
Sonya Neal	B A, Dip.Ed
Luke Nicholson	B E Health & PE, minor Chem (PPT)
Shona O'Dempsey	BTeach(Prim), BEd, GradDip.GiftedEd
Meg Oudshoorn	B.P. Edu
Anna Paterson	B.A, GradDip.Ed, MEd
Sharon Paterson	B.Ed(Sec)
Ric Pearce	B.Ed(Sec), Ass Dip Outdoor Education, Cert IV Training and Assessment
Cameron Pedersen	MTeach, BES, Coaching Cert 3, Dip.Sport Dev
Sarah Pedersen	BEd (Prim)
Corinne Phillips	B Phy & outdoor Edy, Grad Cert outdoor Envir Edu
Elly Poletti	M.Bus (Art&Cul), M.T (Prim&Sec) Cert IV Tran & Ass, B.M (Jazz Per)
Rebecca Power	B.A. Dip. Ed
Amanda Price	B A, BTeach
David Prideaux	BEd (Prim)
Nina Prideaux	BPerfArts(Mus/Drama), GradDip.Ed, AMusA
Samantha Rainey	BAMus(VCA), Dip.Ed
Miranda Reich	BEd (Prim)
Carmel Roberts	DipTeach, GradDip.Ed
Ron Ruzzier	B.A (La Trobe), Grad Dip Adult Ed (Melb), Grad Dip Sec Teach (Monash) M A Boys Ed
Joanne Savona	B Ed (Prim)
Andrew Schmutter	VIT, B.E, Cert III Comm Cookery
Rebecca Scully	B A Music Performance, Prof Perf Cert
Karyn Scott	BEd, GradDip.AppSc
Steven Scott	BTeach, BAppSc(Eco Tourism)
Kate Sidebottom	BA Outdoor Ed, Dip.Ed
Robert Simpson	BSc(agr), MTeach(Prim), PhD
Rodney Siphthorp	Dip Fine Art, Grad Dip Ed
Jenny Siphthorp	Dip Prim, B Ed
Fiona Smart	MTech (Prim), Dip. Teach (EC)
Sarah Taylor	B Outdoor Ed, Cert IV training ass, M App Learn & Teach, Grad Cert Writ Lit
Meredith Lynch	

Megan Thompson	B A, Grad DipEd(Sec)	Kellie McDonald	
Marc Tillotson	BSC Genetics Deg, Post Grad Cert Inter Edu, Grad Dip Genetic Coun, PGCE Sci Bio	Belinda Manning	
Robert Turton	BEd (Music - Hons). AMuSA. Suzuki (Intermediate Accred). Cert IV Train & Assess	Kerry McClean	Mast Arts Teach (Prim & Sec), Ph D Life and Health Sci
Ruth Turton	M A Special Ed, BEd(Prim), BA(History) Move to Student Support	Derek McMillan	
Grant van Cuylenburg		Karen Morley	Midwife & Reg Nurse, Mindset Coach & Council
Gemma van Cuylenburg	BA(Fine Art) Dip.Ed	Brad Muller	
Megan Webb	B Perf Arts	Roger Pendlebury	
Geoff White	BEd(Sec). Grad Dip (Math Ed)	Salome Rapson	Dip.Bus, Frontline Mngt Cert (transport)
Lauren White	BA, Dip Ed, Suzuki Accredited (Prim)	Kylee Roby	Cert 2 & 3 Bus
Ruth Whitton	B.E	Gail Ryan	Cert IV Ed S, Cert IV Disability, Cert IV Children's Services (OSHC)
Hugh Wilson	M EdTeach, BCom (Acc & Fin), Grad Dip. Teach, Grad Cert.CareerDev	Lucinda Schenk	Cert III Ed Support
Cynthia Young	BSc, Dip.Ed.	Jenny Sleight	Cert IV Wkpl Train & Assmnt, Cert III Tourism, GEL,
		Donna Stone	B Bus (Acct), GradCertMgt, CPA
		Corina Suidgeest	Postgrad Dip.Ed, BA(VisArts), Certs I& II WRAP
		Steph Thornborrow	
		Kellie Thompson	Cert IV Edu Support
		Emma Thompson	
		Emmanuel Tuyau	Cert II Ed Sup, Dip.Bus Mgt, Cert 3 Automotive Tech
		Andre Whitton	
		Pip White	
		Desserae Wilkins	Cert of Ed Supp
		Kevin Woolan	
		Dearne Young	

INSTRUMENTAL MUSIC

Pamela Christie	B Mus (Hons), LMuSA, BA(Psych), BB
Jane Hobson	
Marc Kasprowicz	Cert III in music
Kerryn Lockhart	B MusPerf (Voice)
Nathalie Resciniti	B Mus (Hons) AMuSA (flute) LMuSA (flute) STEAA Intermediate (Suzuki Accredited) Foundations in Film & TV (VCA)
Carmel Slater	B Mus
Daniel Seale	Dip Build Con
Mandy Siegal	Dip Music
Casey Thomsen	BHES, BMus, AMEB
Jonathan Wright	B Mus, B Mus Perf

ADMINISTRATIVE AND SUPPORT STAFF

Amanda Addison	Dip.Nursing
Bec Anderson	Cert IV Real Est, Cert III Admin, Cert Bus Mgt,
Barbara Blair	
Katie Bland	BBus (Acct)
Robyn Bolding	
Tahnee Brown	Mst Social Work, B Dip Counselling, ASIST
Janine Butera	Dip.Lib Inf
David Butt	
Lucy Couper	B.A,(SocSci)
Hannah Ellul	
Jo-Anne Foster	Cert.App Soc Sci (Lib Tech)
Julie Fletcher	
Emma Gale	B Soc Sci(Psych), MSW
Steven Galletta	
Michael Gordon	Cert Agriculture; Dip.Hort (Specialist Turf Management), Cert Small Engine Mechanics
Jenna Harman	Cert III Sport Rec & comm B E C P
Cameron Herrington	Cert III Lan&Design, Cert III Carpentry
Marina Healey	Dip Child Ser Early Learn, Cert III Edu Support
Katanya Hedrick	Cert III Edu Support, Cert IV Train and Assess, Dip Av Dip Mark, Acc
Sonia James	Dip Com, C Mgt Coun, Dip Chi, Cert III ed Supp, Cert
Chloe Kalis	Dip Evmt, Dip Bus
Katrina Lawrence	Assoc Dip (Office Mgt)

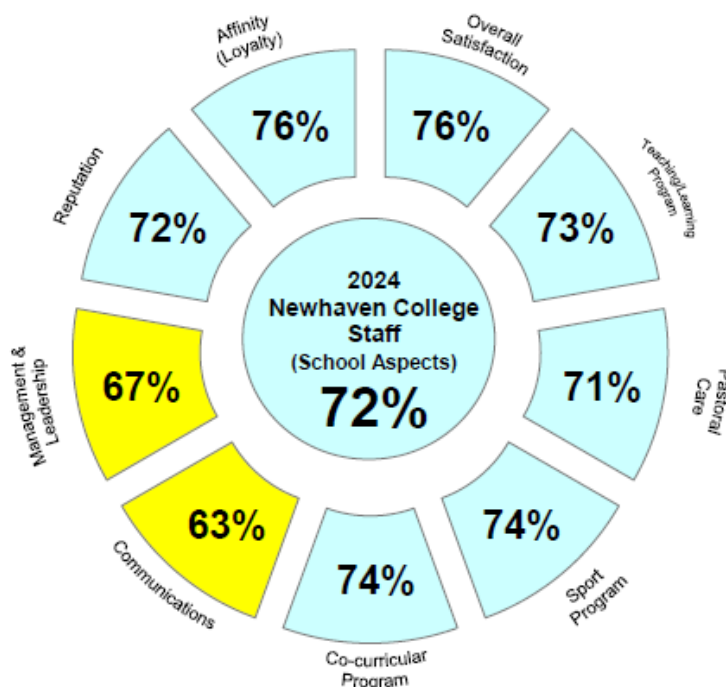
SCHOOL SURVEYS

In 2024 Newhaven College conducted MMG Education Surveys. Newhaven College is committed to listening to the views and expectations of key stakeholders and commissions independent surveys to provide performance feedback on a wide range of related education topics.

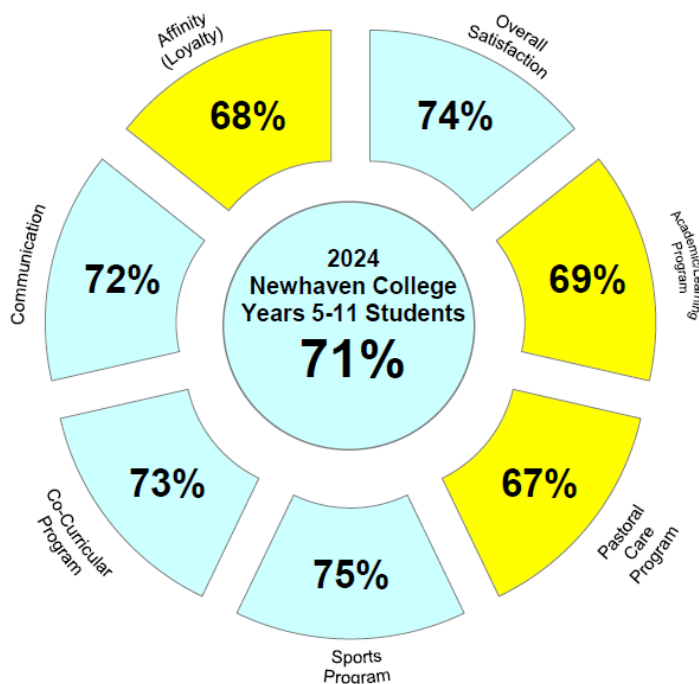
The feedback from these surveys greatly assists the College with both its operational and strategic planning and its determination to continually improve the educational experience offered to the students.

In 2024, 277 parents, 478 students and 86 staff participated in surveys and provided views on areas such as academic performance, pastoral care, Christian education, co-curricular, sport, communications, reputation and facilities.

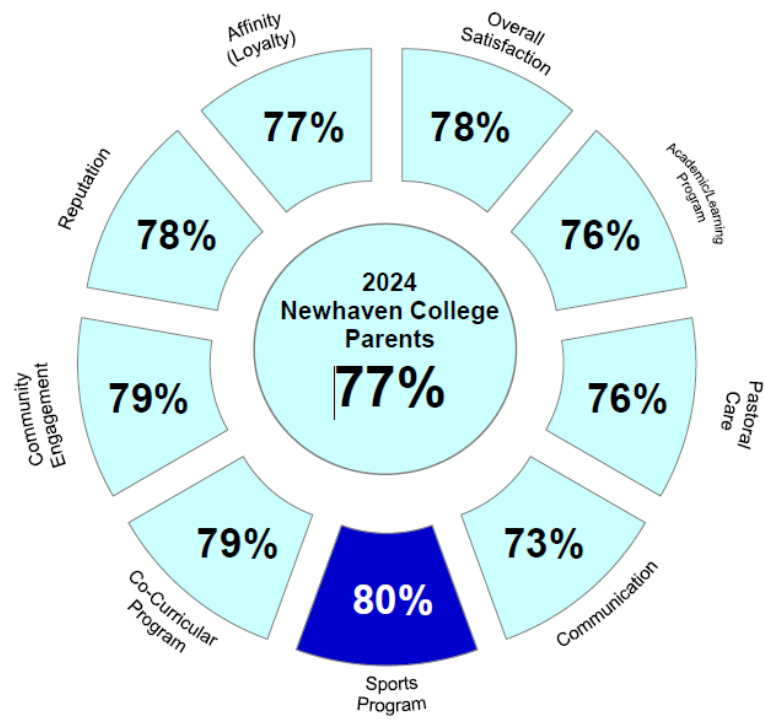
OVERVIEW OF KEY AREAS & BENCHMARKING – ALL STAFF (SCHOOL ASPECTS)



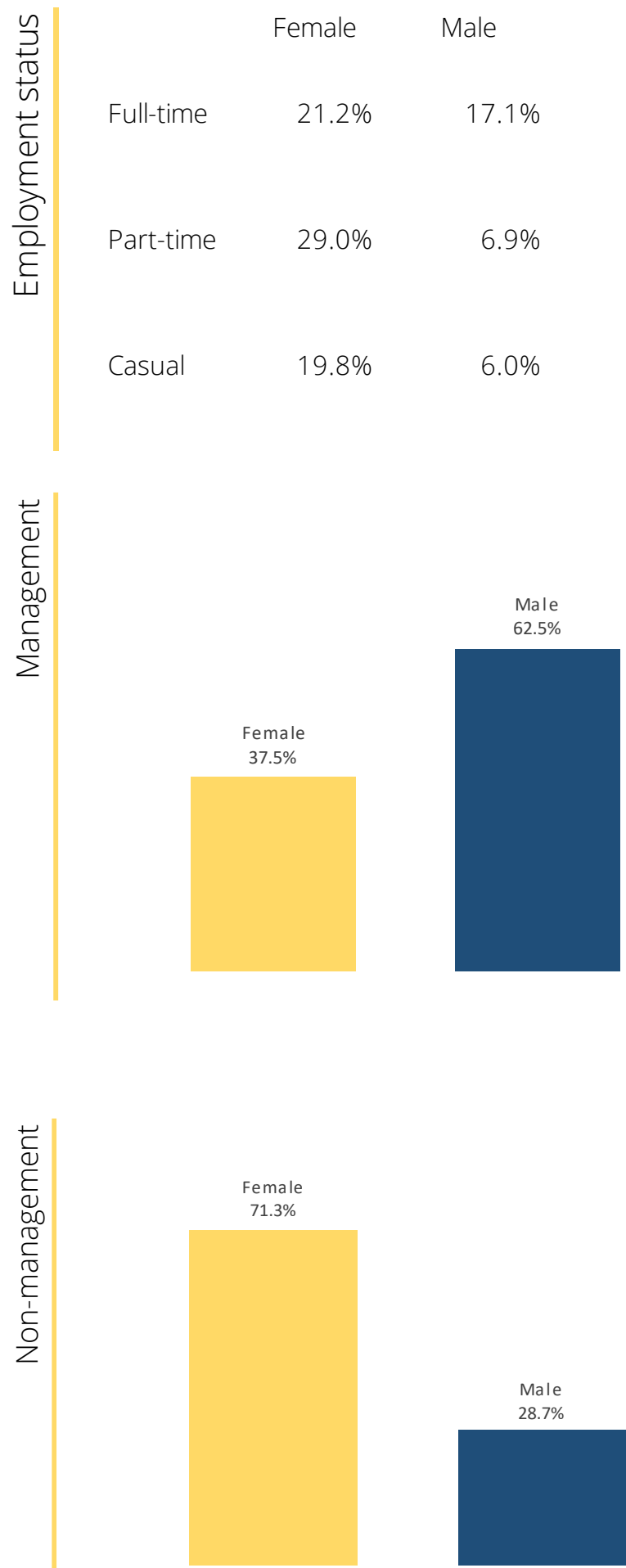
OVERVIEW OF KEY AREAS & BENCHMARKING – ALL STUDENTS



OVERVIEW OF KEY AREAS & BENCHMARKING – ALL PARENTS



WORKPLACE COMPOSITION



FINANCIAL AFFAIRS

The College's financial position and its financial performance for the year ended 31 December 2024 are detailed below. Key points to note are:

- A net deficit of \$177,795
- Net Assets reduced from \$44,768,385 to \$44,590,590

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2024

INCOME	2024	2023
Commonwealth Government Grants	12,389,817	12,388,414
State Government Grants	1,950,057	2,204,181
School Fees and Charges	6,900,615	6,890,634
Other Income	693,971	1,021,486
TOTAL INCOME	21,934,460	22,504,715

EXPENDITURE	2024	2023
Employment Expenditure	15,547,588	14,634,309
Academic Programs	3,347,945	3,550,598
Administration and Property Costs	1,563,574	961,791
Depreciation	1,647,555	1,600,959
Borrowing Costs	5,593	38,884
TOTAL INCOME	22,112,255	20,786,541

OPERATING SURPLUS	-	177,795	1,718,174
--------------------------	----------	----------------	------------------



**NEWHAVEN
COLLEGE**

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

1770 Phillip Island Road,
Phillip Island, Victoria

 newhavencol.vic.edu.au