2014 ANNUAL REPORT
KILVINGTON GRAMMAR SCHOOL
MISSION

Kilvington is an independent School in Melbourne with a friendly atmosphere, a strong sense of community and a rich history, offering comprehensive education from the Early Learning Centre to VCE.

Situated on one campus in the Melbourne suburb of Ormond, our School has been closely linked to the local community since it was founded in 1923. Thousands of students have completed their education at Kilvington, becoming part of a vibrant Alumni network in Australia and overseas.

After 87 years as a girls’ School, Kilvington made the historical decision to become coeducational in 2011, and now accepts both girls and boys. By learning within a rich and diverse coeducational environment, girls and boys gain broader opportunities to achieve academically and to experience situations they will encounter in the real world, supporting Kilvington’s goal of providing a comprehensive education within a safe and happy learning environment. We are focused on the mind and heart, and believe in promoting the intellectual, emotional, physical, social and spiritual development of each student.

Our mission is to inspire students to strive for academic excellence, and to nurture their aspirations in a caring, family-oriented community to become people of depth, strength, integrity and character.

Our vision is to be a School of excellence offering a holistic education to girls and boys, enabling them to excel individually and contribute meaningfully to the world.
Chair’s Report
PROFESSOR JAYASHRI KULKARNI
Chair, Kilvington Grammar School Board of Directors

Co-educational Kilvington continues to grow and flourish!

2014 was a wonderful year that was marked by increased enrolments of both boys and girls at all levels of education.

The Board of Governors of Kilvington anticipated the growth and, accordingly, the School has embarked on a major capital works program. In 2014, we saw the completion of the new Middle School building. This area is beautifully designed to maximise natural light and facilitate both small and large classroom activities. The bay window seats and bright orange colouring make the new Middle School area a warm and inviting place.

The Middle School atrium provides another excellent venue for teaching as well as performances. At the opening of the Facility by the Honourable Mr Andrew Robb and other VIP guests on the 17th of October 2014, several musicians played a number of beautiful pieces of music, highlighting the utility of the new atrium.

Other refurbishments include the new staff room area and Science laboratories. Building a new VCE Study Centre will commence in January 2015.

Kilvington is expanding and the new facilities are already in great demand. The Board is continuing to plan for growth in student numbers, keeping in mind that Kilvington will continue to provide a close, caring environment for our students.

The Board welcomes new Directors Mr Koos de Keijzer – an innovative architect, and Ms Leanne Whitechurch – a solicitor. Other Board Directors include Mr Stuart Alford (Deputy Chair), Ms Lauren Matthews (Deputy Chair), Ms Gail Bergmann, Mr Jon Charlton, Mr Matthew Cliff, and Ms Karen Majman.

I thank all Board Directors and members of the School Executive for their hard work in 2014 and look forward to working together to keep building Kilvington in 2015 and beyond.

Professor Jayashri Kulkarni
(MBBS MPM FRANZCP PhD)
Chair, Kilvington Grammar School Board of Directors
Principal’s Report

JON CHARLTON
Principal

The 2014 year has been another extremely enriching, eventful and successful one for Kilvington Grammar School, and I would like to draw attention to some of our notable achievements.

We commenced the year with 650 students enrolled in the School, the most in our 91 year history. This represents a growth rate of 13 per cent, with 40 per cent of students being boys. These are very exciting times for Kilvington, as we continue to carve out our niche as a smaller coeducational School of excellence, where every child is known and valued.

The year was full of highlights. The Class of 2014 VCE results were excellent with 51 per cent of students achieving an ATAR in the top 20 per cent of the State. The Dux achieved an ATAR score of 99.15. The NAPLAN results were again outstanding, and during the year we received the news that as an open-entry independent school we were ranked 3rd Australia-wide for our 2013 Years 3, 5, 7 and 9 NAPLAN results. In each of the Kilvington Flagships - Writing, Performing Arts, Robotics/Engineering, IT, Care and Peace - considerable advances were made.

Other highlights included:
• The Kilvington Choristers singing in London and Paris in April, with four students participating in the ANZAC Day dawn service at the Australian War Memorial near Villers-Bretonneux;
• Masterclasses proved to be most popular and successful;
• The Whole School Annual Concert, the Years 7-12 Musical Production and House Arts festival, the Junior School Learning Celebration Nights, the Years 5 - 6 Production, and the Whole School Celebration Night;
• The further development of our sister school relationship with Global Jaya International School in Jakarta;
• The completion of the state-of-the-art Middle School Centre of Excellence, which includes four general learning spaces, a central seminar space and an open area to allow for a variety of learning activities.
• A record number of parent functions. There were a number of outstanding results achieved by our students. They include:
  • Distinctions, High Distinctions and Top Scorer at the Big Science Competition;
  • Overall winner of the EISM Swimming Divisional Carnival (Division 3);
  • First time winner of a medal at the EISM Swimming Night of Champions;
  • Grand Final winners and runner up in a number of EISM sports;
  • We were ranked 2nd nationally in the Senior Dance Theatre Category at the Robocup Junior Australian National competition;
  • Our senior Pom and Dance team became national champions after winning a gold medal at the World Cup of Cheer and Dance Nationals;
  • The Kilvington Klefs were awarded a gold medal at the Royal South Street Eisteddfod;
  • Our Junior Debaters enjoyed an undefeated season in the Debater’s Association of Victoria Junior Speaking Program, and we received a Swannie Award;
  • Five students were recipients of the Glen Eira Student Achievement Awards;
  • Our Junior School students placed 2nd in the Junior Primary State Chess Finals.

The main theme for the year was ‘character education’. The Kilvington mission statement emphasises both the importance of academic excellence and character development, which are not mutually exclusive but are intertwined and belong together. As such, four character traits were focused upon during the year, one per term, which impact positively on academic achievement. A key quote for the year was from Martin Luther King Jr, “We must remember that intelligence is not enough. Intelligence plus character - that is the goal of true education”.

The success of the year is due to the contributions of many groups and individuals in the School. I thank the PFA for coordinating a number of outstanding community events, and their President, Mrs Kylie Owen, for her generous efforts. I also acknowledge the support of the Alumni and its President Lauren Matthews.

I thank the Kilvington Executive team for their outstanding leadership, and the staff for their excellence in teaching, learning, operations and care.

A hearty thank you too to the Chair of the Board of Governors, Prof. Jayashri Kulkarni, and Board members, for their vision, leadership and dedication to the School.

2014 has been an exceptional year, and we can all look positively and in great anticipation to the years to come.

Jon Charlton
Principal
All teachers at Kilvington Grammar School are registered with the Victorian Institute of Teaching (VIT). All non-teaching staff hold Working with Children Checks (WWC).

In 2014, approximately 93% of our teaching staff had more than one tertiary qualification and an average of $742 per staff member was spent on professional learning.

Teacher Qualifications

Jon Charlton
BTheol BSc DipEd MACE

Teresa Deshon
BEd GradCompEd MEd MACEL

Matt Brinson
BSc DipEd Med

Jeanette Rawlings
BEd DipTeach GradCertEdSt MEd

Alexandra Hiew
Doctor of Musical Arts

Alison Bivard
BEd

Alison Kershaw
BSc DipEd

Andrew Johnson
BA DipEd

Ann Cleghorn
BSc DipEd GradDipMusEd

Anna Kasapis
BEd (PE)

Anna Vallence
BA BEd

Ben Bishop
BEd BSc

Ben Wood
BA BSc GradDipEd

Carolyn Waddington
BEd MEd

Celia Gall
DipMus GradDipEd MMus

Celine Bouttecon
DipTeach MF

Christina Douglas
BEd

Clare Mackie
BA(Hons) MEd

Corey Lawson
BAppSc GradDipEd

Dean Barnes
BBus(Acc) DipEd

Elayne Flanagan
BSc DipEd

Eleanor Szpak
BAppSc DipEd

Elizabeth Marshall
BEd (Prim)

Esther Breckler
BSc GradDipTeach

Fay Lancman
BEd

Fiona Radford
BTeach BMus

Garratt Alexander
DipEd

Heather Burdon
BSc(EarChild) MEd

Helen Cole
BSc DipEd

Jacqui Goldenberg
BA GradDipChPsych GradDipEd MPsysch

Jane Viner
BEd

Janet Costello
AdvDipGT BTheol BA DipEd

Jennifer Hedger
DipTeach GradDipMedia

Jenny Di Paolo
BTeach(Prim) MEd

Jo Laughlin
DipChSer

John James
BA BTeach

John Knap
DipGraph GradDipTeach

Julie Lotherington
BA DipEd GradDipEng

Julie Runchey
BAppSc DipEd

Karen Bryce
BEd(Home Eco)

Kathleen Vergers
BA BTeach

Keiko Ishihara
BA MA

Ken Trufitt
BEng DipEd MBus

Kerryn Warburton
BEd GradDipEd

Kirsten Marshall
BA GradCert(RE) GradDipEd

Kirsty Watts
BSc BTeach (Secondary) MICTEd

Kristy Mortimer
BA BTeach
2.8 absence days per staff member

100% of staff participated in the professional learning program

92% of staff were offered ongoing employment or a further fixed term contract

Staff Demographics

24% 76%

In 2014, no Indigenous staff worked at the School.
In 2010, Kilvington made the historic decision to make the transition to coeducation. From 2011, a coeducational environment was created.

### Students Attendance

**Average Student Attendance Rate**

93%

### Student Attendance by Year Level

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>96%</td>
</tr>
<tr>
<td>Year 1</td>
<td>98%</td>
</tr>
<tr>
<td>Year 2</td>
<td>97%</td>
</tr>
<tr>
<td>Year 3</td>
<td>97%</td>
</tr>
<tr>
<td>Year 4</td>
<td>96%</td>
</tr>
<tr>
<td>Year 5</td>
<td>97%</td>
</tr>
<tr>
<td>Year 6</td>
<td>96%</td>
</tr>
<tr>
<td>Year 7</td>
<td>95%</td>
</tr>
<tr>
<td>Year 8</td>
<td>95%</td>
</tr>
<tr>
<td>Year 9</td>
<td>93%</td>
</tr>
<tr>
<td>Year 10</td>
<td>94%</td>
</tr>
<tr>
<td>Year 11</td>
<td>93%</td>
</tr>
<tr>
<td>Year 12</td>
<td>80%</td>
</tr>
</tbody>
</table>

### Student Retention

In 2010, Kilvington made the historic decision to make the transition to coeducation. From 2011, a coeducational environment was created.

- **44** Year 9 students in the 2011 cohort
- **53** Year 12 students in the 2014 cohort

Thirty two students from the 2011 cohort went on to complete Year 12 in 2014.
The National Assessment Program, Literacy and Numeracy (NAPLAN) testing occurred at Years 3, 5, 7 and 9 in May. This test is conducted across the nation for every child in each of these year levels. The students are tested in five categories: Reading, Writing, Spelling, Numeracy and Grammar and Punctuation. These results are reported back to parents in terms of national levels and where students are ranked in terms of national averages. The results confirm that Kilvington students are consistently performing well above the State average.

### Results

<table>
<thead>
<tr>
<th>Category</th>
<th>Year 3 Mean</th>
<th>Year 5 Mean</th>
<th>Year 7 Mean</th>
<th>Year 9 Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reading</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>433</td>
<td>511</td>
<td>551</td>
<td>587</td>
</tr>
<tr>
<td>Kilvington</td>
<td>474</td>
<td>579</td>
<td>615</td>
<td>636</td>
</tr>
<tr>
<td><strong>Writing</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>417</td>
<td>481</td>
<td>519</td>
<td>560</td>
</tr>
<tr>
<td>Kilvington</td>
<td>470</td>
<td>534</td>
<td>582</td>
<td>600</td>
</tr>
<tr>
<td><strong>Spelling</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>420</td>
<td>501</td>
<td>548</td>
<td>585</td>
</tr>
<tr>
<td>Kilvington</td>
<td>483</td>
<td>533</td>
<td>602</td>
<td>634</td>
</tr>
<tr>
<td><strong>Grammar &amp; Punctuation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>437</td>
<td>509</td>
<td>544</td>
<td>581</td>
</tr>
<tr>
<td>Kilvington</td>
<td>508</td>
<td>577</td>
<td>617</td>
<td>644</td>
</tr>
<tr>
<td><strong>Numeracy</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>415</td>
<td>498</td>
<td>551</td>
<td>595</td>
</tr>
<tr>
<td>Kilvington</td>
<td>465</td>
<td>553</td>
<td>629</td>
<td>654</td>
</tr>
</tbody>
</table>
21% of students were in the top 10% of the State.

In 2014, 53 students completed the full VCE and all received an Australian Tertiary Admission Rank (ATAR).

Another 41 students undertook at least one Unit 3/4 study sequence.

8% of our VCE students were in the top 5% of the State.

Our DUX received an ATAR of 99.15.

51% of students were in the top 20% of the state.
In 2014, all fifty-three students in Year 12, lodged preferences with VTAC. Fifty-two students received first round offers.

<table>
<thead>
<tr>
<th>Students</th>
<th>Tertiary Course Offers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>26</strong> students</td>
<td>received their first</td>
</tr>
<tr>
<td></td>
<td>preference</td>
</tr>
<tr>
<td><strong>19</strong> students</td>
<td>received their second</td>
</tr>
<tr>
<td></td>
<td>or third preference</td>
</tr>
<tr>
<td><strong>7</strong> students</td>
<td>received their fourth</td>
</tr>
<tr>
<td></td>
<td>to eighth preference</td>
</tr>
</tbody>
</table>
Students

Year 12 Destinations and VTAC Offers

Kilvington students received offers of places across a number of major Victorian tertiary institutions. The most popular destination was Monash University followed by Deakin, The University of Melbourne and RMIT.

Year 12 Course Offers and Courses Entered

Management and Commerce 15%
Natural and Physical Sciences 23%
Society and Culture 39%
Health / Medicine 23%
Late in 2014, 80 parents (40 in each of the Junior and Senior Schools) were randomly surveyed regarding the quality of the Kilvington program. They were asked 10 questions. Their responses were very positive.

98% Strongly agreed or agreed with the statement, “My child is happy to go to Kilvington”.

91% Strongly agreed or agreed with the statement, “The standard of teaching is excellent” and “I am happy to recommend Kilvington to other parents”.

100% Strongly agreed or agreed with the statement, “Kilvington is a warm and welcoming family community”.

86% Strongly agreed or agreed with the statement, “School personnel take prompt action when problems occur”.

93% Strongly agreed or agreed with the statement, “Kilvington provides an excellent culture in which to learn” and “Teachers at Kilvington know and care about my child”.

Parents Parent Satisfaction Survey
Financial Overview

School Income

Tuition income accounts for a substantial proportion of the School’s revenue and is dependent on the student numbers. In 2014, 70% of income came from tuition fees, 26% from government grants which included capital grants and 4% from other sources.

School Expenditure

The recurrent expenditure is mainly non-discretionary. In 2014, 68% was spent on academic costs which include teachers’ salaries, educational material, excursions etc., 25% on administration, marketing and depreciation, 2% on sales, 2% on maintenance, 2% on IT infrastructure and 1% on interest.