



**SOUTHERN CROSS**  
GRAMMAR

# 2023 ANNUAL REPORT

Southern Cross Grammar  
A Company Limited by Guarantee  
ACN 149 437 276

Registered Office and Principal Place of Business  
2-20 Lancefield Drive  
Caroline Springs Victoria 3023

## OUR SCHOOL

Officially opened in July 2011, Southern Cross Grammar (SCG) is a high performing and human-centred school focused on maximising the learning of every member in our school community. With a commitment to continuous improvement, we have modern facilities and teaching and learning practices with a capacity to balance traditional approaches with contemporary ideas supported by latest research.

SCG provides a variety of pathways to excellence by adopting a personal approach to recognising and developing each student's personal strengths. Our students enjoy learning beyond the classroom, in local and international settings. We enjoy the teamwork and competition of house and regional sports, and the cultural and academic challenges that allow students to test their abilities at a school, local or national level.

Our students embrace self-discovery and achievement, with their voices and agency at the forefront, cultivating independence and self-assuredness. Supported by our dedicated families, we proudly showcase our robust foundations and the exciting direction propelling us as a modern, high-performing, and personalised school.

We have a clear vision for our school and remain committed to an intimate, small student population, with a modern and impressive campus supported by high performing and caring staff.

Together, we have shown great resilience and an ability to build positive futures with our community. We are confident that we are well-placed to continue to provide a highly personalised and impactful experience for our families into the future.

### OUR SHARED AMBITION

Fostering lifelong learners are at the core of our values at Southern Cross Grammar. We seek to design and deliver programs that are impactful, meaningful and student-centred.

### OUR PURPOSE

As educators, our purpose is to build brighter futures. Whether it be through our tailored learning approach, or our desire to create healthy and independent learners, we aim to help students and staff carve bright futures for themselves and their communities.

### OUR VALUES

Our words and actions are driven by our values:

- Kind
- Trustworthy
- Ethical
- Enterprising
- Hopeful

### LEADERSHIP

Southern Cross Grammar is a company limited by guarantee.

Officially opened in July 2011 in the presence of Mr Zig Inge and the Inge Group and the founding Board of Directors, Southern Cross Grammar has thrived, building a high performing, modern, and personalised school for families seeking a quality education.

Our Principal, Mr Matthew Dodd, with the support and guidance of the Board Chair, Mr Nathan Fosnaugh, and the Board of Directors continues to honour the school’s proud foundations and history while remaining committed to the continual improvement the school has become known for.

Working alongside Mr Dodd are a team of highly experienced senior staff who make up the 2023 Executive Team.

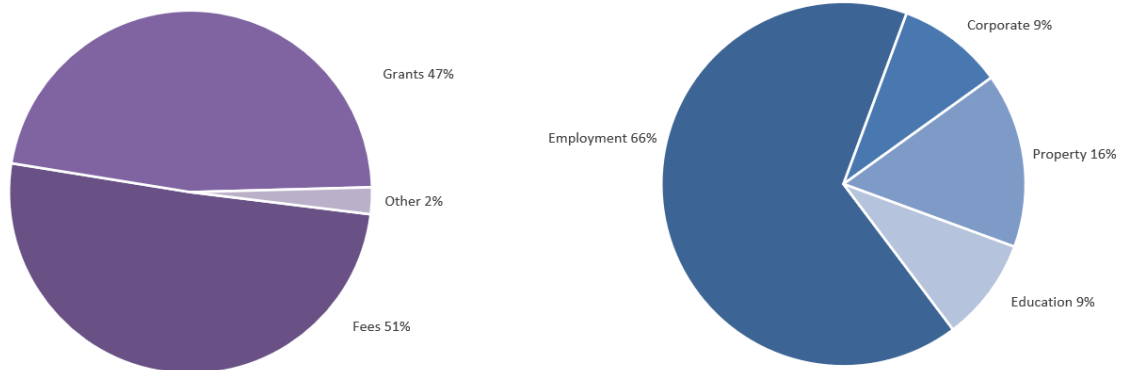
- Matthew Dodd** – Principal
- Nick Power** – Deputy Principal
- Prue Petsinis** – Head of Primary
- Anthony Clark** – Director of Corporate Services
- Jennifer Turner** – Director of People and Culture

## FINANCE

Southern Cross Grammar is a not-for-profit organisation and has strong business practices in place to ensure that its finances are managed in an effective, efficient and compliant manner.

The school practices sound financial stewardship and management, delivering surpluses for each financial year. These surpluses are applied to facility development and to improvements in educational resources and services.

These charts indicate the categories of income and expenditure for the 2023 calendar year.



## OUR FACILITIES

### UPGRADES AND EXPANSIONS

#### **Upcoming: New Playground**

With an intentional focus on student voice and agency, units of inquiry were developed to encourage involvement in school decision making and planning. All students from Foundation to Year 6 participated in an inquiry to develop new play spaces.

With construction to commence in 2024, we have been planning an exciting new playground structure at our Inge Campus. Initiated by Primary School students who had developed their own ideas, our Facilities team have conducted thorough design and planning works with our partners Naturform.

#### **Upcoming: Purchase of new property**

This year we have made a formal commitment to the purchase of a new property in Plumpton, Victoria. Approximately 20 minutes' drive from our Inge Campus, this property will operate as an extension of our facilities, providing students with a thriving natural landscape to conduct scientific testing, participate in outdoor education, and use the open area as a refreshing wellbeing space. Having secured our deposit to purchase the property, we will aim to sign and settle early in 2024.

#### **Complete: Development of Harwyn Classrooms**

Completed in January, the new Year 6 classrooms were designed for collaboration, with the rooms featuring multi-configurative furniture, interactive technology screens and sliding doors to blur the boundaries of the classroom with the outdoor area. The Harwyn Classrooms have been a critical addition to our Primary School facilities, to meet the growing number of student enrolments. The architecturally-designed classroom furniture has also been rolled out into our remaining Primary Classrooms.

#### **Complete: Primary Learning Resource Centre Upgrade**

A central hub of our Primary School, the Learning Resource Centre (LRC) has been given a refresh to better reflect our connection to the lands on which we learn and work. We commissioned a local Indigenous artist to design the features of the space, including our tree sculpture and flooring patterns. This renovation has also included a refresh of our Reception area, which now features more natural timber features to better reflect the architectural design of our buildings.

#### **Complete: Elevating Classroom Technology**

This year we prioritised the enhancement of the digital technology used in our classrooms to meet the increasingly digital world we live and work in. Promethean boards have been installed in each of our Primary School classrooms, allowing teachers and students to illustrate, annotate, screenshare, conduct live polls and record lessons on screen. We have also made these height-adjustable, making them approachable for students of all ages to use.

#### **Complete: IT and Cybersecurity Upgrades**

As the digital world evolves, we continue to upgrade our technology and cybersecurity measures. This year we engaged a new cloud-based firewall that detects cyber threats coming into our network. This new software also minimises the risk of impersonation of our key leaders and stakeholders. As a result we have minimised phishing attempts on our students and staff. These updates have also strengthened our security and access to private student and family information.

To support our community with these changes, we have provided weekly security updates and news posting to staff, to help inform them of cybersecurity risks, enhancing their awareness of risks around data privacy and security.

**New tech: VO2 Master**

We welcomed a new device this year in the VO2 Master. This piece of personal assessment equipment allows students to analyse their physical performance to maximise their training results. Located in the Sports Science Centre, students use the VO2 Master system to analyse their body's cardiopulmonary response to various physical activities. As a result, students can map their progress towards fitness goals and assess the effectiveness of their training programs.

## 2023 HIGHLIGHTS

**Connecting families and cultural heritage**

Culture and family are key to the inclusive approach we take at SCG. The Family Cultural Heritage Exhibition was a highlight and Harmony Week assembly provided opportunity to unite and learn more about each other. Our understanding of 'connecting to country' was deepened by the Djirri Dhirri group whose leader, Mandy, began with a smoking ceremony and continued with students questioning, researching, investigating and then sharing their findings about Indigenous culture, heritage and places.

**Official Opening of the Centauri Centre Celebration**

Whilst in use from 2022, the new Centauri Centre was formally celebrated with an official opening earlier this year. The day was co-designed with the community, ably voiced through the student leadership, staff and the hard-working Parents and Friends Committee (PFC). Inviting students, families and members of the local community, we hosted a memorable Smoking Ceremony, Welcome to Country and carnival celebration to mark the occasion.

**Collaboration with the Mathematical Association of Victoria**

A highlight of the year was the successful collaboration between SCG and the Mathematical Association of Victoria (MAV). Together, we showcased the importance of student's active engagement in Mathematics, facilitating interactions with esteemed Australian and International experts. The Mathematics Symposium, hosted by SCG, featured luminaries such as Robert Kaplinsky from the USA, Australian educators and consultants Dr. Angela Rogers, Michaela Epstein, and our very own Paul Staniscia. This symposium not only provided professional learning to educators around Victoria but also underscored SCG's dedication to advancing the appreciation and development of mathematics in our wider community.

## OUR STUDENTS

### 2023 VCE RESULTS

- 100% of students received their VCE certificate
- 20% of our VCE students received ATAR scores over 90.
- 32% of students received ATAR scores over 85
- 35% received ATAR scores over 80
- 23 students (7%) received study scores 40 and above
- 93 students (28%) received study scores 35 and above
- 98% (63) of students received university offers

Universities our students were accepted into:

- Victoria University
- Swinburne University of Technology
- University of Melbourne
- La Trobe University
- Monash University
- RMIT University
- Deakin University

In line with our commitment to fostering well-rounded education, this year also marked the introduction of the VCE VM (Vocational Major) program. We proudly offer four VCE VM subjects, allowing our students to gain practical knowledge to serve them well in their future careers. This strategic addition ensures that our students are not only academically proficient but also equipped with the practical skills to excel in their chosen professions.

In 2023 we introduced VCE Food Studies, Systems Engineering and VET Screen and Media. These subjects have been a wonderful addition to the curriculum offered to Year 11 and 12 students, opening doors for students to delve into fields that really spark their curiosity.

### NAPLAN RESULTS

Our 2023 NAPLAN results were wonderfully positive, exceeding the Victorian state average across our Year 3, 5, 7, and 9 cohorts. Our students produced high-performing results across reading, writing, spelling, grammar and punctuation.

The table below shows the averages for SCG student and National scores for each year level, based on the 2023 NAPLAN results:

Year	3		5		7		9	
	SCG	Nat.	SCG	Nat.	SCG	Nat.	SCG	Nat.
Grammar and Punctuation	435	411	549	497	566	539	590	557
Numeracy	428	407	527	488	583	538	621	568
Reading	430	405	547	496	572	536	613	564
Spelling	452	404	544	489	581	539	593	568
Writing	464	416	550	483	582	534	614	567

# STUDENT'S SUCCESS

## STUDENT'S SUCCESS IN 2023

### Success for our Table Tennis team

Our incredibly high-performing Table Tennis team made their way to represent SCG at the State Championship, where they were titled runners up. Well done to our students for their remarkable work.

### Introduction of our Scholar's Program

This year we introduced our Scholar's Program, catering to high-achieving students in Years 5 and 6. This program facilitated weekly sessions where students collaboratively delved into mathematical modelling and problem-solving, thereby further accelerating their grasp of mathematical concepts.

### Participation in Mathematics Talent Quest (MTQ)

Participation in the Mathematics Talent Quest (MTQ) marked a successful inaugural venture, with four students, along with their families, attending the awards ceremony, along with their families, as high achievers in the State. Notably, three girls from the Scholar's Program represented SCG at this prestigious event with one also receiving the RMIT University Special Award, adding another layer of distinction to our school's achievements.

### Broadening our LRC Collection

This year, two of our Year 6 students, worked hard on their student initiative to purchase books in different languages. This initiative reflected and included the many cultures, backgrounds and languages spoken at SCG. Our Grandparents and Special Friends' Day, hosted in Term 4, unveiled these books and enables students across the Primary School to read with their relatives in their shared languages. This initiative inspired fellow peers to consider what is important at our school and how to take leadership opportunities in order to make a worthwhile impact to our whole school community.

### Competing in Generations in Jazz

SCG had the privilege of competing for the first time at the annual Generations in Jazz festival. The biggest student jazz festival in the Southern Hemisphere, Generations in Jazz was a memorable experience for our Big Band students who competed against schools from all over Australia and New Zealand.

### Sporting Champions

We had a great number of students represent Southern Cross Grammar in regional and state level competitions:

- Primary Regional Swimming
- Primary Regional Cross Country
- 100m, 200m sprint & 100m relay – Primary Athletics State Championships qualifiers
- 100m relay – Primary Athletics State Championships qualifiers
- Year 6 Interschool Sport Volleyball Team – State Championship winners
- Year 7 Girls Tennis – Regional qualifiers
- Year 8 Girls Tennis – Regional qualifiers
- Year 8 Girls Soccer – Regional qualifiers
- Year 8 Boys Soccer – Regional qualifiers
- Intermediate Boys Cricket – Regional qualifiers

- Intermediate Boys Tennis – Regional qualifiers
- Senior Girls Volleyball – Regional qualifiers
- Table Tennis - State Runners Up

## STUDENT ATTENDANCE

In 2023 we have maintained our student attendance rate of 92%.

The table below outlines the student attendance rates in each year level:

Year Level	Rate
Foundation	92%
Year 1	92%
Year 2	92%
Year 3	91%
Year 4	92%
Year 5	91%
Year 6	92%
Year 7	92%
Year 8	89%
Year 9	92%
Year 10	91%
Year 11	92%
Year 12	94%
<b>Total</b>	<b>92%</b>

Student attendance is taken at the commencement of the day, and each subsequent session. Unexplained absences are followed up with families immediately following the roll marking in the first session.

### Wellbeing

This year's Resilient Youth Student Survey data revealed that our students have made improvements on the target areas identified in the previous year's data. While 'sleep and device use' and 'stress and anxiety' will still need a more targeted focus moving forward, it was pleasing to see that our students continue to be happy, motivated and satisfied with life, which is a testament to the efforts of our teacher and families.

Additionally, we introduced a new provider, Toolbox, who worked with our students in Years 6-9 to educate our students to build their capacity to use skills to manage stress and anxiety.

## COMMUNITY SERVICE

### Türkiye-Syria Fundraising

To raise money for the devastating destruction occurred by the Türkiye-Syria earthquake, our students initiated a plant stall to raise funds for those experiencing difficulty in the aftermath. Students also collected and donated shoes to be distributed to children in need.



## OUR STAFF

In 2023 we strengthened our staff and teaching teams with the addition of new leaders and positions of responsibility.

Mr Steven Valle joined our existing Information Technology (IT) team in the role of Director of Information Technology, bringing with him rich experience in strategic planning and tech infrastructure.

We expanded our Maintenance team through the hiring of our Head of Facilities, Mr Kevin Pace. With years' experience maintaining and developing school facilities, Kevin will support us with our ever-expanding school facilities and locations.

Ms Kerry Trounson was promoted to Head of Music and oversees all our music and performing arts faculty. Having successfully managed our Matilda musical production in 2022, Kerry will also continue managing our performance calendar and the upcoming musical production in 2024.

### TEACHER STANDARDS AND QUALIFICATIONS

All of our teaching staff are VIT registered and are qualified with a minimum of a bachelor's degree.

Teaching staff qualifications are summarised below:

<b>Teachers</b>	
Bachelor's Degree	25
Post-Grad Diploma	23
Masters	27
PhD	3

<b>General</b>	
Year 12	5
Certificate III	5
Certificate IV	3
Diploma	11
Advanced Diploma	1
Bachelor's Degree	17
Masters	2

<b>Executive</b>	
Bachelor's Degree/CPA	1
Masters	4

## WORKFORCE COMPOSITION

<b>Total staff headcount</b>	<b>127</b>
Principal classification	1
Teaching	85
Non-teaching	41
Indigenous teaching staff	1