



# Annual Report 2022









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## **Acknowledgment of Country**

We acknowledge the Traditional Owners, the Bunurong people of the Kulin Nation, as the original custodians of this land who have lived here for thousands of years. We respect their relationship with the land and are committed to caring for this place and those who come here now and in the future.



**Associated with the Uniting Church**



# CHAIR OF THE COLLEGE BOARD



past students, our Principal and the Board. I believe that our community does more than hope for the future – we are innovating, questioning and planning to make the futures of the College and the young people who learn here the brightest they can be.

Congratulations to all our young people – the whole Cornish community are very proud of everything they have achieved this year. I would particularly like to congratulate the Class of 2022 for their leadership and continued learning over recent challenging times. We value our connection with past students and appreciate the support and time they give back to the College.

I would like to thank our wonderful Principal, Nicola Forrest, the Executive Leadership Team and to every member of staff for their outstanding work throughout 2022. There is so much work done out of hours to provide the best education for our young people, and we would not be as successful as we are without their commitment.

I would also like to acknowledge the support of all our parents. It has been wonderful to welcome them back onsite to many College events this year and we look forward to connecting more in 2023.

## **Facilities and Master Planning**

In line with our Master Plan we were very fortunate to receive confirmation of a Capital Funding Grant from the Commonwealth Government of \$1.25m towards the cost of building our STEM Centre of an estimated total cost of \$3.8m. The building of the STEM Centre is anticipated to commence in the second half of 2023 and be open for use towards the end of 2024.

Refurbishment works in the Prep classrooms commenced and, together with refurbishment of the Years 3 & 4 area, will be finalised during 2023.

There are also ongoing works to improve the quality of presentation of the College through updated signage, grounds, car parks and buildings.

## **Board Members**

This year there were several changes to the College Board. Long-serving Board member and most recently the Chair of the Board, Max Verberne, retired from the Board. Max made a terrific contribution to the College over the last twelve years, and we thank him for his wonderful work in supporting the establishment of the College.

In August we were pleased to welcome current parent and former Treasurer of the Parents Association, Glen Dymond, to the Board, and we were also delighted to welcome back to the Board a former long-serving Board member and current Cornish grandparent, Christine Marks. We are grateful for the experience, knowledge and enthusiasm they continue to bring to our community.

## **Company Members**

Peter Campbell retired as a Company Member at the 2022 AGM and Max Verberne and Robert Johnson were elected as Company Members in August 2022.

On behalf of the Cornish College Board, I would like to thank the whole Cornish College community once again, for their commitment and courage to make a difference with us at Cornish.

**Bev Menner**

I think the words of Albert Einstein sum up 2022 at Cornish beautifully: “Learn from yesterday, live for today, hope for tomorrow. The important thing is not to stop questioning.”

We have looked back over our past ten years during 2022 to celebrate where we came from and the people and spirit that got Cornish to where it is today; a vibrant community of learners who act to make a difference. Our teachers and young people are focused on living and learning in the present, while our Strategy Story encourages us to look to the future.

As part of our 10 Year Anniversary celebrations, there were a number of special events including a Founders’ Lunch, Alumni Cocktail Party and a Gala Dinner and we were particularly proud to commission two new Cornish College songs and to launch a 10 year history of the College, *A Celebration of Courage*.

The Cornish community is made up of many critical elements including our young people, parents, teachers, staff,







# BOARD REPORT

Cornish College is an incorporated company limited by guarantee. The College Board comprises 12 members responsible for the Governance of Cornish College. The Principal, who is appointed by the Board, is responsible for the day-to-day management of the College.

It is the role of the Principal and the Executive Leadership Team to manage the College in accordance with the strategic direction set by the College Board. The Board does not have a management function.

There are five Committees of the Cornish College Board and their roles and responsibilities are summarised below.

## Governance

Responsible for oversight of governance principles, Board policies, codes of conduct and compliance and risk management mechanisms, as well as the management of executive succession and the evaluation of Board and Committee performance.

## Finance

Responsible for oversight of all financial aspects of the College, including preparation of the annual budget and long-term forecasts, externally-audited annual financial statements, reporting to College Board and statutory bodies. This Committee also has oversight of internal controls and financial management systems, and is responsible for the appointment of the external auditor.

## Property

Responsible for capital development policy, planning for the development of new College buildings and grounds, refurbishment of existing facilities, internal controls over property development and the appointment of external contractors.

## Marketing, Community and Culture

Responsible for oversight of the development of marketing strategy and determining the marketing resources required to meet College needs, for recommending marketing

principles applicable to Cornish and the Board, ensuring appropriate plans are in place for marketing of the College, ensuring appropriate plans are in place for enhancing the community and culture of the College, and any other matters referred to the Committee by the Board.

## Nominations

Responsible for interviewing and nominating candidates for Board Committees and for Board member (excluding Principal) positions.

## Board Members

### Dr Bev Menner

BSc(Hons) PhD GradDip (GenCouns) PMP Chair



Bev was appointed to the Board in July 2020 and became Chair in 2022.

She is a scientist who has worked in pharmaceutical research and development for the past 15 years, and has previously worked as a genetic counsellor and research scientist. Her son attends the College.

## Board Meetings

Board and Committees 2022	Board		Company		Finance		Governance		Property		Marketing	
Member	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend
Chris Begg	7	9	1	1	8	8						
Tara Broderick	5	9	1	1							3	3
Glen Dymond (Appointed 25 August)	2	2	0	0	5	8						
Nicola Forrest	8	9	1	1	5	8	7	9	4	6	3	3
Lister Hannah	9	9	1	1			9	9				
David Johnson	8	9	1	1							3	3
Andrew Maher	8	9	1	1					6	6		
Chris Marks (Appointed 4 August)	3	3	0	0			9	9				
Martin Massey (Secretary)	9	9	1	1	8	8	9	9	6	6	3	3
Bev Menner	8	9	1	1			3	4				
Silvia Seibold	2	9	1	1							1	3
Bruce Stradling	8	9	0	1	8	8						
Max Verberne	3	7	1	1			0	3				
Kerry Bolger			1	1								
Peter Campbell			0	1								
Robert Covey *					6	6						
Libby Crosthwaite *											2	2
Dennis Freeman *											3	3
Lainey Foster *											2	2
Blair Gardner *									6	6		
Trevor Gurr *					8	8						
Tom Humphreys *									4	6		
Kylie Jones *											2	3
Laura Maasburg *											1	1
Neil Peters			1	1								
Georg Robers *					8	8						
Richard Sallows #							3	3				
Lara Sinclair			1	1								
Tracey Tobias * (Resigned 10 May)					1	2						

\* Co-opted member

# In attendance



**Tara Broderick**  
BSW, MHA (current) ADip (SocSci)  
Deputy Chair



Tara was appointed to the Board in July 2018. She became Deputy Chair in August 2020 and is currently Chair of the Marketing, Community and Culture Committee. Tara has worked in the public health sector for the last

two decades, where she now holds a senior manager role. She has held previous university roles in clinical education and social work and was also President of Cornish College Parents Association for three years. Her three children attend the College.

**Nicola Forrest**  
BEd(Sec) MSchLead  
Principal



Nicola was appointed to the Board when she became Principal of the College in August 2019. She has been a staff member at Cornish since 2013 and was previously Deputy Head of Cornish Campus of St Leonard's

College and has worked in both independent and government schools. Specialising in curriculum design, pedagogical leadership and innovation in middle years education, Nicola presents workshops and keynote addresses for educators throughout Australia.

**Chris Begg**  
BMecE



Chris Begg was appointed to the Board in May 2012 as a representative of the Uniting Church, and is a member of the Finance Committee. Chris worked at a major automotive manufacturer for

many years, having developed a real time computer supply system for the control of component parts. He has also had significant involvement with the Melbourne Symphony Orchestra, Melbourne Arts Centre, Uniting Church and the Ceramics and Glass Circle of Australia.

**Rev Claire Dawe**  
BLib(Hons) MDiv AdvDipMin GradCertCFM



Claire joined the Board in August 2019 and is also a member of the Nominations Committee. Claire is a Uniting Church Minister of the Word and currently in placement at Manningham Uniting – Doncaster,

Templestowe, Box Hill. Her previous placement was in Chelsea, Edithvale and Carrum Uniting Churches and she was previously a family and youth worker at Mt Eliza Uniting Church. Claire's first career was as an information librarian. Her daughter attended the College.

**Glen Dymond**  
CA BBus(Acc)



Glen was appointed to the Finance Committee in 2021 and to the Board in August 2022. He has held senior finance positions at several listed companies across the technology, healthcare, and infrastructure sectors

and has experience driving successful change management across organisations undergoing rapid growth and change. Glen's family has a strong connection with Cornish College with two sons, a niece and nephew attending the College.

**Blair Gardner**  
BEc



Blair was appointed to the Board in November 2011 and is Chair of the Property Committee. Blair has over 20 years' experience in banking and financial services, having previously worked for a variety of global and domestic

banks. His eldest child attended the College and his other three children are current students at Cornish.

**Trevor Gurr**  
BSc(Hons) AdvDipProjMgmt



Trevor was appointed to the Board in November 2011 and was Deputy Chair from 2011 – 2019. He has also been a member of the Finance Committee since 2011 and is currently Chair of the Nominations

Committee. He has worked in the ICT and Utility industries, primarily in program and project delivery for over 30 years in roles from software developer through to professional services management. He has also been involved, for over 30 years, in sports administration. Trevor's four children all attended the College.

**Lister Hannah**  
BA TSTC GradCertSchLead  
(Dalhousie, Canada; Rutgers, USA)



Lister has been a member of the Board since May 2016 and is also the Chair of the Risk and Governance Committee. He has headed leading international, independent and state schools globally for over 30 years,

and has chaired several school management boards. He has also been extensively involved in the accreditation (quality assurance) of schools world-wide and he currently advises schools internationally. Lister has a passion for educating for a sustainable future. He has served as a trustee of the Jane Goodall Institute (UK), and represented a Swedish-based consultancy as a co-founder of Compass Education for sustainability.

**David Johnson**  
MBA (Exec) MAICD



David was appointed to the Board in May 2021 and is a member of the Marketing, Communications and Culture Committee. He has worked in strategy and transformation roles at IFM Investors, Deloitte and ASIC.

David is also an advisor and director for various fintechs and startups. David's two children currently attend the College.

**Dr Andrew Maher**  
BArch PhD



Andrew was appointed to the Board in March 2019 and he is a member of the Property Committee. Andrew is an architect who works at engineering, design and advisory firm Aurecon, where he is a member of the

Executive Committee. His eldest son attended Cornish and his two other sons are current students.

**Christine Marks**  
BA LLB



Christine was re-appointed to the Board in August 2022 following an earlier period as a Board member from 2011 – 2020. Her connection to the school is through her father, Richard

Cornish, after whom the College is named. She is a member of Risk and Governance Committee. Christine is an experienced Property and Estates Lawyer practising in the Bayside area. Two of her grandchildren attend the College.

**Dr Silvia Seibold**  
DBA



Silvia was appointed to the Board in May 2021 and is a member of the Marketing, Community and Culture Committee. She has 25 years of international business and 10 years academic experience in both Germany and

Australia and is currently Professor of Business Administration at Rosenheim Technical University of Applied Sciences. Her three children attended the College.

**Bruce Stradling**  
BCom BAccSci(Hons)



Bruce was appointed to the Board in April 2014 and has been appointed as the College Treasurer and Chair of the Finance Committee. He has worked in senior financial roles across a diverse range of industries,

has started and developed his own company, and has a long history of working with entities experiencing rapid growth. Bruce has two girls at the school and they are actively involved with the College and cocurricular activities.

# PRINCIPAL'S REPORT



In 2022 Cornish College celebrated its 10 year anniversary. With almost 700 students enrolled, there was a sense of celebration for the growth and changes we are making at Cornish College and, at the same time, a commitment honouring and celebrating the past and respecting our foundations.

It may be seen as a dichotomy – to celebrate both change and foundation. It could be considered that if we truly honour foundation, history or tradition, that change would not be necessary. It is true that some institutions see change as somewhat disrespectful to their foundations. At Cornish College, though, our very foundations are built on the courage for change that gives us the drive for contemporary practice.

Education for a sustainable future, necessitates change. In order to keep our world in balance we must always be forward-thinking, challenging the status-quo and making changes that will counter-balance one area of sustainability with another. This is very much what seeing the world through the lens of our Rings of Sustainability is about. When we see change as a result of urban-technological advances, for example, we look for ways to adjust our personal, socio-cultural and natural sustainability to find equilibrium. Thus, if change in our world is a constant, which it clearly is, then change in our schooling and education must also be continual. What is important at Cornish College, is that we find the space between the new and the old to connect change to our foundational principles.

We celebrated many changes in 2022. We introduced the new Cornish College Uniform, launched our *Strategy Story – Toward 2030*, achieved our second star for the Resource Smart Program and were successful in obtaining a significant government grant for the building of a STEM centre to commence in 2023. From a curriculum perspective, we grew our Design Futures program to incorporate the majority of Year 10 students and incorporated elements of the Design Futures principles into some of our primary school, particularly with the Years 3 and 4 Systems Thinking curriculum.

The changes we celebrated at Cornish College throughout 2022 are all made with reference to that space between the new and the old. In ecology we might refer to this space as the 'ecotone' – the transitional area between two compatible systems. It can be a place for productive tension and the generation of unique and thriving species. When the changes we make are based on the foundations of education for a sustainable future and our motto, 'make a difference, be the difference' then we know we are creating habitable conditions in which our entire learning community can thrive.

We were very proud of our 10 Year Celebrations, which were joyful and varied. They included the commissioning of two new College

Songs; a Foundation Day Assembly, where students and staff all received a special 10 Year Anniversary badge; a Founders Lunch; a ceramic tree with leaves, branches and the trunk consisting of hundreds of individually painted ceramic shapes; a Gala Dinner at the Frankston Arts Centre; and the publishing of a wonderful book, *A Celebration of Courage*, capturing the history of Cornish College through pictures and personal anecdotes.

I am extremely proud of who our students are becoming and for demonstrating the Cornish values of respect, integrity, compassion and creativity – always with courage. Courage is what helps you to raise your hand and raise your voice to ask the questions that set us on the path for making a difference. We have a strong culture of student agency at Cornish College which is why our students are so influential in writing our story.

I take this opportunity to acknowledge with my deepest gratitude the dedicated, creative and resilient Cornish College staff who are at the centre of our school's success.

I also extend my thanks to the Parents Association for their continued support and belief in our vision for Cornish College. They give freely of their time and energy for the betterment of our community and we





are indebted to the support of the Parents Association office bearers and committee, led by Amy Jayasuriya-Clifford.

This year we farewelled Max Verberne as Chair of the Cornish College Board and welcomed Bev Menner as our new Chair. Our sincere thanks to Max for his leadership and extensive contributions in this position. We also welcomed two new Board members, Glen Dymond and Christine Marks. Christine previously served as a Board member from 2011 – 2020 and we are very pleased to welcome her back to the Board. We thank all our Board members for their outstanding commitment and support of the College community throughout the year.

Finally, thank you to all our Cornish College families and alumni, for your support and the hope you continue to bring to our community and to the future of our wonderful school.

To honour our past and prepare our young people for the future, we must continue to operate in this space where change and foundation are seen, not as dichotomous, but as connected drivers for education of a different kind. It is indeed an exciting time to lead a community through an 'ecotone' that brings currency to education and fulfillment to the schooling experience for our students. That's the Cornish College difference. We look forward to building on these initiatives in the years to come.

**Nicola Forrest**



# STRATEGY STORY

Our *Strategy Story* has been developed over 12 months with engagement from Cornish College staff, the Cornish College Board of Directors and insightful contributions from students and parents. The positive engagement and feedback of our stakeholders has highlighted how aligned we are, as a community, in who we are becoming. Importantly, our story builds on the foundation of the Cornish College *Rings of Sustainability*. The symbol of the 'Rings' features prominently as our College logo, and its principles remain embedded in our approach to education – even as we reimagine the possibilities. The rings hold true to purpose when we see how they contribute to shaping our story – their enduring significance highlights how purposeful and meaningful they are as a tool in educating for a sustainable future.

Embedded throughout are a set of guiding principles that determine our direction and set the scene for who we are becoming. Whilst practices may change and pathways may be adapted throughout the developing chapters of this story, the principles remain strong and provide focus toward our vision and mission.

The *Strategy Story*, is an aspirational strategy that focuses on who we are becoming as we move into our second decade as an innovative school. Our story is determined by the choices we make together as a community and connects to the *four pathways* we will travel to get there.





# SUSTAINABILITY

Natural sustainability continued to be a priority focus for us here at Cornish College in 2022.

It has been great to return and reconnect with the property, as well as each other, and refreshed our focus on all things 'Sustainability'.

## ResourceSmart

Cornish recently achieved its second star, 'Discovering', under the Sustainability Victoria ResourceSmart initiative and is near to finishing the 'Energy' module. Our 'Core' and 'Biodiversity' modules were successfully completed at the end of 2021. Once our 'Energy' module is verified, we will commence the application process for our third star, 'Transforming'.

In working towards the aforementioned 'Energy' module, our Sustainability Action Team and interested primary students participated in an Energy Audit. Through this process, we discovered that in order to be energy efficient, it is important to remind one another to turn off lights and keep heaters running at between 18 to 20 degrees. A new Sustainability Monitor in each primary class will remind us to switch off lights and heaters, plus new signage carrying this message is now displayed across the school.

## Clean Up Cornish Day

Our Clean Up Cornish Day – associated with Clean Up Australia Day – was a tremendous success with everyone, including our youngest students, participating in the sizable clean up. A new campaign by our Year 2 students to 'check it before we chuck it' helped educate the school to properly select the correct bins.

## Nude Food

A Nude Food initiative was launched following the suggestion of primary students attending their weekly Sustainability Action Team meeting, to reduce the amount of excess plastic and packaging that makes its way onto campus as well as to promote healthy eating options.

## Solar cones

In order to support a waste reduction strategy, three solar cones to compost organic waste were installed on the Village Green, within the ELC, and in front of the entrance to the Senior Studies Centre. Year 3 classes investigated compost as part of their inquiry into 'Systems'.

## Sustainability Action Team

Teams of students worked hard around the school on sustainability initiatives as part of their PYP units of inquiry. During Term 4, the Year 3 students focused on sustainable action, forming groups which probed several areas of sustainable thought across the College, such as, reducing litter around the grounds, strengthening our waste collection strategies, and exploring sustainable transport options.

## Sustainability Think Tank

In 2022, a team of College staff formed the Sustainability Think Tank – a space where ideas around sustainable practices and the ethos of 'make a difference' can be shared and discussed. To date, a wealth of ideas have been brainstormed with two such initiatives entering the progress stage including a 'walking bus' project utilising a parking area close to the school and Roving Refills to coincide with National Recycling Week. The small business Roving Refills in Frankston adopts a 'zero waste' mindset in its selling of eco-friendly cleaning products – which aligns with our long-term sustainable vision for the College and connections with the local community.

## Gumboot recycling and exchange program

It is fairly common in the primary years that students outgrow their gumboots before they outwear them, potentially leading to perfectly good items going to waste. We have, therefore, started a gumboot exchange and recycling program. When people have outgrown them, they can either donate or exchange them for a larger pair, thereby encouraging reuse and preventing perfectly good boots from entering landfill. It is a 'win win' situation and something we will continue in 2023.

We look forward to building upon our existing sustainability initiatives in 2023, such as the 123Read2Me and Breadtags for Wheelchairs programs. Our engagement with programs offered by Sustainability Victoria, as well as wider-reaching initiatives like that of Earth Hour and Clean Up Australia Day, certainly complement a quest to promote a sustainable mindset and change habits for the better within our creative, forward-thinking environment.

## Our solar investment

As Cornish College moves into its next decade, Echo Group Australia has been enlisted to review our current solar investment and consider potential strategies and storage solutions. At present, 33% of the energy used to power our property derives from solar, offsetting over 90,000 kilograms of CO<sub>2</sub> and totaling savings in the thousands of dollars. With forthcoming increases to the wholesale cost of energy, adding additional solar capacity and storage seems a logical step forward.

Over the coming years, there is scope to move towards 100% solar offset with an additional 150 kilowatts of solar capacity, plus a subsidy in the form of the Victorian Energy Efficiency Certificate. In due course, all solar power will be produced on the property and weekend consumption exported back to the grid. This review process allows Cornish to consider its own sustainable future and to start moving more decisively in that direction.

## Reconciliation Action Plan



Cornish's Reconciliation journey continues to be guided and supported by our *Reconciliation Action Plan (RAP)*.

Whilst all actions in a RAP are important, the RAP Working Group identified several

priority actions for Cornish in 2022. These were:

- Cultural Awareness Training for staff
- Making meaningful connections with local Aboriginal and Torres Strait Islander groups
- Authentically embedding First Nations perspectives into curriculum at all levels.

These priorities were addressed by:

- Cultural Awareness Training opportunities were regularly promoted to staff and everyone was encouraged to access them. In addition, the Reconciliation page on The Hive provided staff with a wide range of resources to support staff in upskilling themselves.

- Members of the RAP Working Group, Cornish staff and families attended a variety of local Aboriginal and Torres Strait Islander events including Willum Warrain's Reconciliation Walk and Nairm Marr Djambana's Spirit Dreaming Lantern Festival. Attending such events enables meaningful connections to be made and positive relationships to be developed.

- Having all staff and students back on campus again meant that we could invite First Nations People to work with our students both inside and outside the classroom. Engaging directly with Aboriginal and Torres Strait Islander people helps us to authentically embed First Nations perspectives into the curriculum.

Some of the Reconciliation highlights of 2022 included our Senior Reconciliation Chapel where one of our parents Cam Myrtle shared his personal journey, Aunty Karan Kent guiding us through Wayapa Wuurk and sharing her culture with us, Reconciliation Rotations in the primary school, Bush Tucker Café in the secondary school and First Nations Flag Day.

A *Reconciliation Action Plan* is a living document and Cornish's RAP reverted to a draft format in August 2022. It is the Working Group's aim to have our second RAP published early in 2023. The plan is to build on previous actions as well as undertake several new actions to ensure that we continue to make a positive difference to Reconciliation.

## SCHOOL ACTIVITIES

### Early Learning Centre

Learning with, in and from nature is an important part of the Early Learning Centre (ELC) program. The children's sense of belonging to their class and to the Cornish College community and our land is developed through a range of different opportunities the children have for building connections. The Year 8 Buddies visited each fortnight, fostering relationships with different sections of the school. Planting saplings with the grounds team embedded a sense of connection and care for our land. Having parents and grandparents join us on the weekly walks, highlighted the importance of a wider community in children's lives. The specialist teachers enriched the children's learning as they planned together with the classroom educators to provide an integrated inquiry approach to learning.

The 2022 Living Portfolio performance demonstrated the collaborative work of the children and the music, creative movement and classroom teachers as they all worked together to create the Bunjil performance, based on what Bunjil would see flying over Cornish College. An art trail was held in the ELC yard and provided the ideal space for children to showcase and share their work with their families.

### Primary School

The primary school successfully completed a PYP evaluation in Term 1. This was the culmination of a significant amount of work and testament to the quality of the primary program.

In addition to this, there was further expansion of some existing initiatives and the development of new ones.

- Friends of Patterson River - Year 5 unit of inquiry - Waterways project
- Birds in Schools - Year 4
- Prep-Year 5 buddy program
- Our first entry into the ISV poetry competition in 2022 - Year 4
- Ration Challenge - Years 3-12
- Wayapa Wuurk - Connection to Country
- Reconciliation rotations/day with Year 6 leaders
- A primary only celebration evening/academic awards event
- Performing Arts competitions - Years 5-12 and Prep-Year 4
- Chiben Day- International Day of Friendship - Years 5 and 6
- Surf lifesaving program - Years 5 and 6
- Swimming - Prep-Year 4





## Secondary School

Some deliberate and purposeful revisions to the curriculum offerings in the secondary school were made this year.

- The College's three-year VCE program evolved to further provide breadth and choice and increased personalisation of pathway offerings. This program also allowed students to 'slow down' the VCE years of their schooling with Year 10 students given full access to the suite of VCE offerings.
- The annual Make a Difference Experience was redeveloped with domestic offerings to students at Years 9 and 10, to ensure access by students who missed this experience due to previous health restrictions. This experience was accompanied by an exhibition night allowing parents to see the conceptual understandings gained through this experience.
- Design Futures, Cornish's reimagination of what education can be like, entered its second year. Students again had the agency to pursue their own curriculum using the tools of systems and design thinking. Design Futures was accompanied by EXPLORE, another new offering with the lens of 'Responsible for my learning'. Students now have the choice to utilise their time as they see fit. This further allows students to manage their wellbeing for the benefit of their studies.
- The Night of Decades returned, continuing the great tradition of concept-based learning. 'No change happens in isolation' was the generalisation students followed as they examined the past 10 decades. The celebration at the end of the year was a wonderful community event of sharing.
- The Year 7 inquiry, 'Beneath the Surface' entered its second year. The theme explored by the classes was 'Discovering the truth involves explore the hidden'. Two highlights were the snorkelling at Portsea and the exhibition of their findings.

### VCE

Cornish College offers a variety of learning pathways for our senior students, ensuring where possible that students' curriculum programs are tailored to their individual abilities, interests and career aspirations.

32 VCE Courses were taken by students in 2022. This number of courses varies year-to-year and is dependent on student selections.

A wide range of VET courses were completed through TAFE providers, with many students accessing the nearby Chisholm Institute for their studies.

A small proportion of our students also combined their VCE studies with structured workplace learning or a school based apprenticeship – this gave them a VCE qualification, a VET qualification and one day per week working experience.

### Results

Over 40% of Cornish College's VCE students were placed in the top 20% of the state with an ATAR of 80 or above, with eight students (15%) achieving ATARS above 90, placing those students in the top 10% of the state.

Further, in 2022 our mean and median ATAR have risen again to the highest to date, as have our mean study scores for English and Further Mathematics.



# PARTNERSHIPS

## Japanese Exchange

### **Chiben Day**

Wednesday 2 March was an exciting day for all of our Years 5 and 6 students, as they participated in a virtual exchange day with our sister school, Chiben Gakuen. The day commenced with a formal assembly with both schools presenting speeches and songs. Following this, our students joined in a range of activities to experience Japanese culture. Cornish students had the opportunity to read letters from their Chiben buddies, played traditional Japanese games, tasted Japanese snacks and drinks.



### **Koya-kun**

As a key part of our Chiben sister school relationship, the Year 3 students participated in a language and cultural exchange program. The students collaboratively created bilingual profiles for our soft toys, Hazel (koala) and Fudgy (kangaroo) and shipped them to our sister school in Japan as exchange students. Our sister school sent us Kii (dog) and Koya (boy) in return. After arriving in Australia, Kii and Koya have been enjoying school tours, excursions, and sleepovers with our students. It seems like our friends from Australia, Hazel and Fudgy, are enjoying their life in Japan also. Cornish students in the lower primary years have been following the whole process and it has been a wonderful experience for both Cornish and Chiben students.



### **Chiben Gakuen**

In Term 4, Year 4 and Year 5 students had the opportunity to participate in a virtual video conference via Zoom with Year 6 Chiben students. This event provided a great opportunity for both schools to get to know each other

better prior to the 2023 Chiben Day. A virtual Taiiku-sai (Sports Day) was held, where students competed as part of a Red or White team (traditional colours for sports days in Japan) to win the 'Chiben Cornish Cup'. Students from both schools participated in an exciting virtual 'Egg and Spoon race', and also played 'jan-ken-pon' (paper, scissors, rock). It was a fun event that allowed students to interact and engage with each other in a friendly and competitive manner.

### **Eisu-Gakkan**

During Transition Week, our new Year 10 and Year 11 students were fortunate to participate in an online exchange program with our other Japanese sister school, Eisu-Gakkan. In breakout rooms, Cornish students introduced themselves to their Eisu buddies in Japanese and shared what their hobbies were. In particular, they were keen to explore differences in student life in both countries, and gained valuable insights into Japanese society. It was delightful to see our students continue to grow and develop their Japanese skills.

Our school is proud to continue this long-standing relationship with Chiben Gakuen and Eisu-Gakkan. We hope to be able to meet them again face-to-face in the near future.

## French Exchange

We were pleased to announce that the small steps taken to maintain and nurture our sister school relationships during the pandemic were now coming to fruition. These relationships have played a vital part in our educational international program here at Cornish for many years.

Our individual language exchange program will be in full swing in 2023, with eight French students from Institution Mongazon set to visit Cornish College in July. Of these, three students have already hosted some of our Cornish students in November 2022, with the other four set to reciprocate the offer by welcoming Cornish students into their homes in December. This exchange program is a testament to the enduring strength of our sister school relationships, and we are proud to be able to continue it even in these challenging times.

In addition, planning has already started for our first group study tour to France since 2018. In partnership with Kingswood College, we will be taking a maximum of 30 Australian students from Years 10 to 12 to France in March/April 2024. This will see the full recommencement of both our sister school programs, as we visit Lyon, Paris and





Oyonnax, where our sister schools, Lycée Arbez Carme and Lycée Paul Painlevé, are situated. We are already looking forward to welcoming French students to Australia in 2025, as we continue to strengthen our international ties and promote the study of language and culture.

Our students are understandably excited about these developments and are eager for the opportunity to travel outside Australia. These trips provide a unique opportunity for students to enhance their language skills and gain real-life experience in French speaking countries. They have the chance to try out all the skills they have been developing in class in a real-life setting, thereby deepening their understanding and appreciation of the French language and culture.

## Timor-Leste IMPACCT

Following the challenges faced in the past two years, 2022 proved to be a year of hope for the future for our relationship with the Fatuquero School in a rural village in Timor-Leste. The ability to reliably fundraise returned, as well as the confidence to work towards a visit to Fatuquero for Cornish students in 2023.

Cornish College proved itself again as a generous community raising \$9,410 towards our work in Fatuquero. Highlights included the creation of a dedicated “My Cause” page to make donations easier, \$1,567 coming from the proceeds of the Year 6 unit of inquiry market sales, \$853 from sales of Timor handcrafts at the 10 Year Anniversary Chapel and Summer Music Showcase, and \$2,227 from the Timor Colour Celebration on the last day of the year. Other contributions came from the Annual Art Walk, Year 7 Inquiry Showcase, a sausage sizzle at the SIS Cross Country event, and even a staff syndicate generously donating their Tattsлото winnings. Special thanks to All Souls Opportunity Shop in Sandringham for their ongoing support of \$1,000 per year. This amazing effort gave confidence for Cornish’s support to continue and a buffer to cover the donations to be made in early in 2023. A total of \$4,891 was sent to Fatuquero in 2022 covering the educational scholarships for 12 students, monthly living allowances for two volunteer English teachers, and continued support for Elvie Trindade in her English teacher training.

A proposal for a return to student visits to Timor-Leste in July 2023 was approved and as a result, in October, six Year 11 and six Year 12 students were selected to participate in Timor IMPACCT 2023. Led by ex-staff member Tim Lake and supported by current staff May Judson and Chaplain Rev Claire Dawe, this experience promises to be, not only worthwhile for the village of Fatuquero, but life-changing for the group as they experience life in a country that needs so much support, but offers much-needed life lessons in humility and gratitude.



## Make A Difference Experience

In 2022 Cornish College, together with Rustic Pathways, offered the Year 10 and Year 11 students who had missed this opportunity over the previous two years, an Easter MADE to Central Australia and the Daintree. Then in the September holidays similar trips were offered to the Year 9 students. An extra trip to the 'Top End' was also included. These offering meant that all Cornish students had the opportunity of a MADE Trip. The students in Years 9, 10 and 11 enjoyed the chance to travel again and all enjoyed the many experiences and the chance to work within various Australian communities.

In 2023, we are excited to return to Asia with all students visiting Cambodia. Students will have the ability to make a difference to the lives of Cambodian school children and to support the building of necessary school infrastructures.

MADE has become a rite of passage between the middle and senior years and much anticipated by the Year 9 students. MADE challenges and empowers students to discover their place in our regional neighbourhood and the world as the students positively impact lives and collaborate with communities in South East Asia to help build a more sustainable future through volunteer and service work.

The focus within the Year 9 Global Sustainability curriculum supports student understanding in preparation for their MADE journey.

## Real Time Learning

One of the central features of the Cornish partnership with Real Time Learning (RTL) is the Adopt an Engineer program which is now in its fourth year at Cornish College. Monash University Engineering undergraduate, Angie Aulia, has continued in her second year at Cornish to act as our engineer in residence and to work with secondary STEM students. Angie is part of the Monash Human Power team designing, manufacturing, and racing fully-faired human powered vehicles. While the world of university is still some way off for students in lower secondary years, the Adopt an Engineer program brings undergraduates such as Angie into Cornish classrooms to show our students exactly what is possible if they apply themselves to their studies and get involved in cocurricular opportunities.

Real Time Learning has continued to connect Cornish College to emerging technologies and industry partners with a focus on meaningful application into educational settings. They remain involved in expanding and promoting established and emerging STEM opportunities at the school including the First Lego League, Day of AI and the Go Girl- Go for IT conference which promotes pathways for young women who wish to pursue a career in information technologies. Our school hosted the First Lego League regional competition where our fledgling team qualified for the state championships.

## Future Schools

Our connection with Future Schools, formally Future Schools Alliance, continued to expose us to the challenges of many long-held beliefs and practices around education and assist in refining our nuanced perspectives of education of a different kind.

Peter Hutton, David Runge and Jen Buchannan, the leaders of Future Schools, assisted across the school on curriculum, financial and planning matters.

In addition to this we were involved in a number of Future Schools webinars, workshops and meetings including:

- Futures Leaders- New Paradigm series, with staff presenting on an emerging trend in education
- Valerie Hannon's open discussion on Applying Learning Design Principles
- A conversation with David Price, author of *Open*, and a number of Think Tank sessions



## Academic Enrichment Programs

### Primary

This year, students from across the primary school have had the opportunity to participate in a number of enrichment opportunities. We encourage and support students to broaden their interests and provide time and support to develop their interests and skills with like-minded peers. These include participating in the Computation Thinking Challenge, ICAS, First Lego League and the Independent Schools Victoria Poetry Competition.

*BEBRAS Computational Thinking Challenge - Distinction*  
Clementine Allan, Karla, Barker, Arthur Hall and Isabelle Philippe

*BEBRAS Computational Thinking Challenge - High Distinction*  
Lucas Cassar, Oscar Carson, Bianca Hughes, Nikhilan Joseph and Aydin Mustansir

*ICAS - Science - Distinction*  
Clementine Allan and Mateo Ratcliff

*ICAS - Writing - Distinction*  
Elliot Lavis, Mya Paisa and Risha Shirke

*ICAS - Maths - Distinction*  
Seth Atley and Risha Shirke

*First Lego League - National Qualifiers*  
Lucas Cassar, Lewis Gallardo, Liam Keane and Xavier Walmsley

*Independent Schools Victoria Poetry Competition - Winner*  
Arthur Hall

### Secondary

Since its inception, Cornish College has encouraged high-achieving secondary students to apply for academic enrichment programs facilitated by leading universities, including the Kwong Lee Dow Scholars Program through The University of Melbourne and the Monash Scholars

Program through Monash University. These programs provide important enrichment opportunities for our students who are looking to be accelerated.

### **Kwong Lee Dow Scholars Program**

The Kwong Lee Dow Young Scholars Program is an academic enrichment program designed to support high achieving students during Years 11 and 12 enables participating students to experience university life as part of their VCE studies, with access to a range of academic events and activities.

We were happy to announce that Jed Yates was selected for the scholarship program over 2023 and 2024.



### **Monash Scholars Program**

The Monash Scholars Program is a prestigious program for high-achieving secondary students in partnership with Monash University. The program provides opportunities for personal and academic development, giving students the knowledge, skills and confidence to make sound study choices so they can build a professional network.

This year, Year 10 students (pictured below from L-R) Jack Newman, Clelia Foran and Isabelle Broderick were selected to participate in the program.





## Enrichment Programs

In addition, students have been involved in the following enrichment programs:

### *SIS Public Speaking Championship – Winners*

Aaron Malone, Tara Covey, Isaac Willoughby, Orlando Schwerdt, Charlotte Smith, Harrison Walsh, Maddie Fantas, Declan Molloy, Evelyn Bannan, Emily O'Shea, Hudson Lacey, Phoebe Popp.

### *VCAA Plain English Speaking Award – State Heats*

Adam Van Wyk and Orlando Schwerdt

### *SIS Book in a Day - Awarded Best illustrations*

Lukas Barker, Kiri Sharp, Emma Poussard, Lauren Billings, Clelia Foran, Lottie Smith, Aaron Voulgaris and Sylvia Walker

### *BEBRAS Australian Computational Thinking Challenge – High Distinction*

Lucas Cassar, Aydin Mustansir, Nikhilan Joseph, Oscar Carson and Bianca Hughes.



# THE ARTS

## Performing Arts

The performing arts program at Cornish College in 2022 was once again an integral part of the school's curricular and cocurricular program providing students with opportunities to develop their creativity, confidence, communication, collaboration, and cultural awareness. From music and dance to theatre, the program offered a range of activities and events that catered to the interests and abilities of all students, from the Early Learning Centre to primary right through to secondary.

Throughout the year, our students and staff showed a commitment to excellence, taking part in a range of online and live performances, workshops, and events. We are proud of the achievements of our students and staff, and grateful for the support of the school community in helping us to deliver a program that fosters growth, learning, and community.

Highlights of the year:

- Approximately 200 students enrolled in either Drama or Music Tuition lessons
- Cornish presented its first staff written musical - *The Truth Behind the Scoop*
- Two students who studied VCE Theatre studies were invited to perform their examination monologues as part of the VCAA Theatre Studies Top Class, *Season of Excellence*
- One VCE student from the 2021 cohort, performed as part of the VCAA Music Top Class, *Season of Excellence*
- The SIS TheatreSports team won the senior division in the championships
- Largest VCE Performing Arts cohort to date
- A Cornish student composed one of two new College songs for the College's 10 Year Anniversary.

### Classroom Music

- Year 7 Band Program
- Years 3 and 4 String Program



### Classroom Drama and Dance

- VCE Theatre Studies online guest speakers and performance excursions
- Super Studies continued to offer eight dance and drama units throughout the year. These included *Dance'letics*, *Designing Fear*, *Dramability*, *Influencing the Audience*, *Dance Collision*, *Theatre Production*, *Dance of the Decades*, *That's Hilarious!*
- Night of Decades – all Year 8 students performed a live dance piece for their friends and family. The movement style, music and costumes were taken from a historical era from the 1940s to the 2010s.

### Classroom Transdisciplinary Performing Arts

- VCE Visual and Performing Arts Showcase
- ELC Living Portfolio
- Year 6 Production - *The Mystifying MAD Circus*

### Cocurricular events

- The Winter Showcase
- Funk/Soul Band – excursion to Soggy Dog Recording Studio (as part of our pre-recorded item for Celebration Evening)
- Prep – Year 2 Soiree
- Assembly performances
- Summer Showcase Festival (as part of the 10 Year Anniversary Chapel Service)
- Prep – Year 4 Christmas Celebration
- Prep - Year 6 Celebration Awards assembly
- Years 7 – 12 Celebration Evening - highlighting excerpts from *The Truth Behind the Scoop*, music ensembles, theatre and dance students
- Secondary musical - *The Truth Behind the Scoop*
- Lunchtime dance clubs in primary and secondary
- SIS TheatreSports workshop and championships
- Performances at school tours, chapels and assemblies and various performing arts activities with our Cornish community

### Ensembles

Students embraced the College's many music, drama and dance ensembles, from those which are open to all, to those which require a set level of instrumental competency. These groups performed throughout the year at various College and community events.



## Visual Arts

At Cornish College, the Visual Arts program develops creative thinking skills through arts theory and practice across an extensive range of mediums and disciplines. From the Early Learning Centre through to Year 6, students participated in creative, engaging and thoughtful arts practice, building on and refining their skills with each year.

In the secondary school, students had a semester of Art in Year 7 and thereafter participated in Visual Arts electives through Super Studies in Years 8 and 9, and developed specialist skills in VCE Studio Arts, Visual Communication Design and Media, from Year 10. Our programs supported the development of young artists and through this, celebrated the breadth of Art, Design and Media.

The Visual Arts gave our students the capabilities and confidence to reach their potential and develop their abilities to help them become resilient, creative and flexible problem solvers.

Students were able to showcase their skills and creativity in the Visual Arts gallery space, via site-specific displays throughout the school and annual exhibitions, as well as exploring the Visual Arts through incursions and excursions.

Events included:

- Student-led conferences
- SIS Art, Technology & Design Exhibition Cube 37 Gallery
- VCE Gallery excursions
- Junior exhibitions
- Art Walk around our 100 acres
- VCE Arts Exhibition
- Media screenings
- 10 Year Anniversary ceramic mural
- Cross-curricular works across all year levels
- Cornish Creatives – Senior lunch club



# COCURRICULAR

All activities that occur outside our academic programs are cocurricular activities at Cornish College. The College is a member of the Southern Independent Schools (SIS) network, enabling students to access a range of cocurricular activities and competitions outside Cornish. These cocurricular activities and competitions allow students to expand their understanding of how they interact with the world and stretch their boundaries to challenge their views.

In 2022, cocurricular opportunities included a variety of activities across sport, intellectual and miscellaneous categories, including the following:

## Sport

- Golf
- Equestrian
- SIS sport including weekly sport and major carnivals
- Camps
- Gymnastics
- Junior Running Group

## Academic

- Debating
- English speaking awards, including the VCAA Plain English Speaking Award
- Language speaking competitions
- Australian Geography competition
- BEBRAS
- Big Science Competition
- English Extension
- Australian Mathematics competitions
- Engineering competition
- Australasian Problem Solving Mathematical Olympiad (APSMO)
- Science Olympiad

# SPORT

At Cornish College, we offer a diverse range of sporting activities to cater to the varying needs and developmental stages of our students. Our approach emphasises inclusivity, providing opportunities for every student to participate in activities that align with their abilities and self-assurance. We organise both internal and external sporting competitions. Despite recent challenges, our students had many chances to stay active and energetic while at school, and we witnessed many fantastic events. The return to full participation in weekly sport was a welcome return to normality for our students.

## Internal Program

The House sporting year began with the Secondary House Swimming Carnival at Noble Park Aquatic Centre, making use of the pool and also the slide as an incentive for students to get into the water supporting their House team. The event not only marked the beginning of the year but also welcomed our new Year 7 students to the school community. The Primary Sport Captains played a pivotal role in organising the carnival, and they were thrilled to assist their senior peers in its management. The day was full of remarkable individual performances,

## Intellectual

- Chess
- Teen Chef
- Leadership

## Performance

- TheatreSports
- Vocal Groups
- Bands
- Instrumental Music
- AMEB Drama
- Dance
- Music recitals
- SIS Art and Technology Exhibition

## Other

- I Sea I Care
- Winter Sleepout



with records broken and House points amassed for all participating teams. Our House carnivals prioritise participation, and we were delighted to witness a high number of students taking part and striving to earn points for their respective Houses.

The winner on the day was Biik who won the carnival for the 4th year in a row.

The Secondary House Athletics was held at the state-of-the-art Casey Fields athletics track. It was a wonderful sunny day and the atmosphere was electric as students took part in the full range of events. Each student in the secondary school had the opportunity to showcase their skills and contribute points to their respective House in up to eight events, including relay runs. It was heartening to see students of all abilities giving their best and displaying great sportsmanship throughout the day. After a fiercely contested competition, we were proud to announce that the winners were Biik House! It was interesting to note that Biik House seemed to have a bit of a winning streak, which added to the excitement of the event.

The annual Cross Country event was held on our wonderful grounds at Cornish College. The students of all secondary



classes enthusiastically participated in a 3km circuit, with the rankings being determined based on descending order of completion time. Many students walked the course but many also challenged themselves to run their best times. The points awarded to each participant were tallied and contributed towards the overall score of their respective Houses. Biik House emerged victorious in the event and for the third time this year, were the victorious House.

## House Carnival winners

### Primary

Swimming - Baany  
Cross country - Baany  
Performing Arts - Wiiny  
Athletics - Baany

### Secondary

Swimming - Biik  
Cross Country - Biik  
Performing Arts - Biik  
Athletics - Biik

There were 71 recorded results in the individual sporting competitions in 2021/2022 House Cup season. The season ran from Term 4 in 2021 to the end of Term 3 in 2022. With the combined points allocated from all of these events, the major carnivals, weekly sport House events, cocurricular events, the 2022 House Championship Trophy was awarded to Biik at Celebration Evening Event held at the end of the year.

## External Program

### SIS Swimming

Cornish competed in the SIS A Division swimming events this year against all of the larger and multi-campus schools in our competition. We were delighted with our team performance and particularly proud as we were placed 4th out of the seven schools, with all of the schools above us being multi-campus schools. Cornish students were also invited to attend the SIS representative team at the Victorian Schools Association Competition carnival.

### SIS Cross Country

The SIS cross country day was again a wet and cold one held at Baxter Park where our team of dedicated runners took on the 3km course and challenged themselves under trying conditions. We had a number of individually brilliant performances and a host of students who placed in the top three positions of the B Division event. We were excited to win the Under 13 boys pennant and the Intermediate Division shield on the day.

### SIS Athletics

Our team of 66 students were outstanding on the day, students filling every event and performing 'their hearts out' for the College. For the second time ever our team won the B Division event promoting us to the A Division for 2023. We were successful in winning the junior and senior shields, the girls' and boys' aggregates and the overall champion school shield.

### SIS Weekly Sport

Our senior students were able to participate in the SIS weekly sports competitions again this year fielding soccer and netball teams throughout the year. Our Juniors (Years 7 and 8) participated in the offered sports in Terms 1 and 4 and our Years 9 and 10 students had the opportunity to participate in Terms 3 and 4. We hosted and travelled to sporting matches and also made use of nearby specialist facilities to play our matches this year. Our most successful teams were the Intermediate girls soccer and the Intermediate girls softball, who both won pennants.



# COMMONWEALTH REPORTING REQUIREMENTS

## Key Student Outcomes

### 2022 National Assessment Program - Literacy and Numeracy

The National Assessment Program - Literacy and Numeracy (NAPLAN) is a series of tests for students in Years 3, 5, 7 and 9 across the nation in the four areas of:

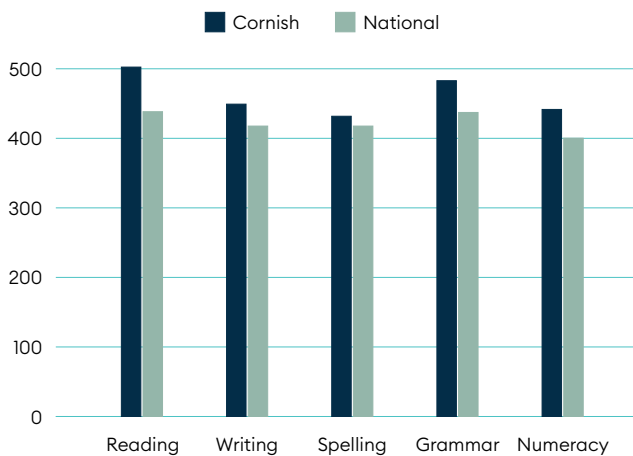
- Reading
- Writing
- Language conventions (spelling, grammar and punctuation)
- Numeracy.

At Cornish College, NAPLAN results form one aspect of the assessment and reporting process used to monitor and track student progress. Other important data collected

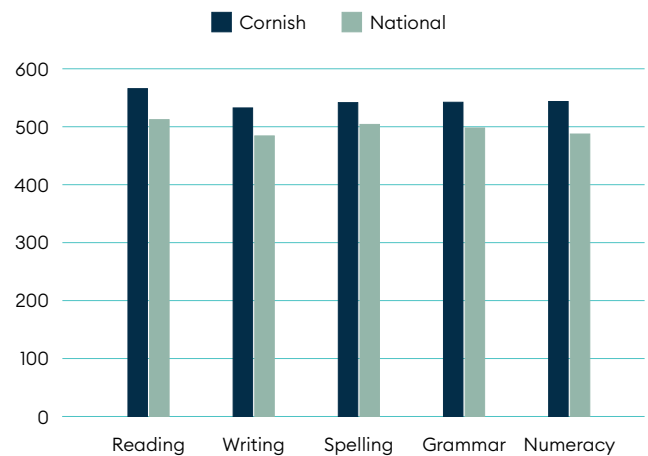
includes internal assessments, classroom observation and supplementary standardised tests such as the Progressive Achievement Tests. This data, together with the NAPLAN results, supports teachers' professional judgment about students' levels of literacy and numeracy attainment and progress, and assists in the forward planning of teaching programs.

In 2022 our percentage participation in NAPLAN remained very high. The results indicated that Cornish College students have continued to show solid progress and are close to or often above the national results in Reading, Spelling, Grammar and Numeracy in Years 3, 5, 7 and 9.

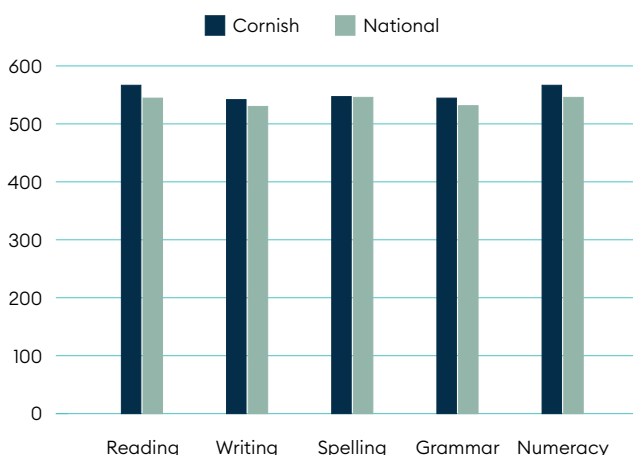
#### Year 3



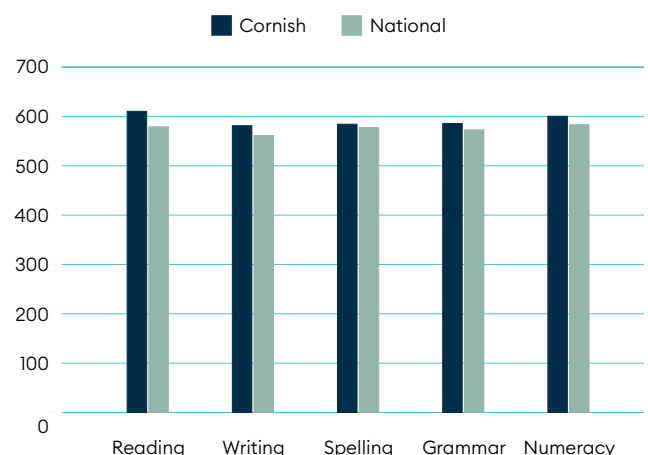
#### Year 5



#### Year 7



#### Year 9





## Value Added

Cornish College offers broad curriculum and cocurricular choices that support the holistic development of all its students. These include provisions such as the visual and performing arts, sport and camps.

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

- Community Support Frankston
- Winter Sleepout/Backpack for Beds
- Lentara Foundation
- Uniting Church Social Justice team
- Salvation Army Red Shield Appeal

For staff, there are a broad range of benefits including:

- Competitive pay
- Service recognition
- Tuition fee discount
- Car parking
- Gender equality
- Employee assistance program leadership development
- Learning and development programs
- National and international tours

## Student Attendance

Year 1 – 88.72%	Year 6 – 88.52%
Year 2 – 87.47%	Year 7 – 89.04%
Year 3 – 89.53%	Year 8 – 87.57%
Year 4 – 85.75%	Year 9 – 89.22%
Year 5 – 90.15%	Year 10 – 88.53%

Overall attendance rate was 88.53%

## Senior Secondary Achievements

### Vocational or Trade Training

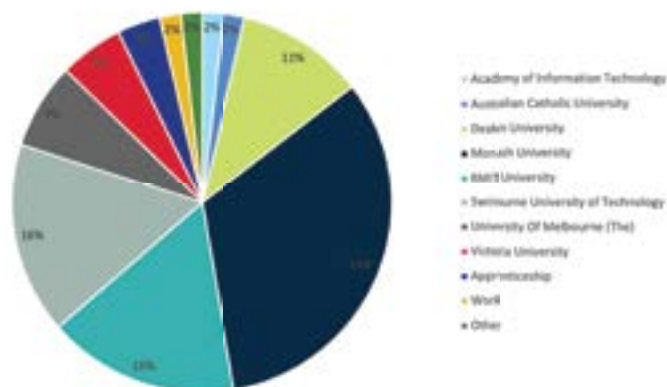
In 2022, we had six students complete their second year and achieve their certificate in their VET program.

### Class of 2022 results

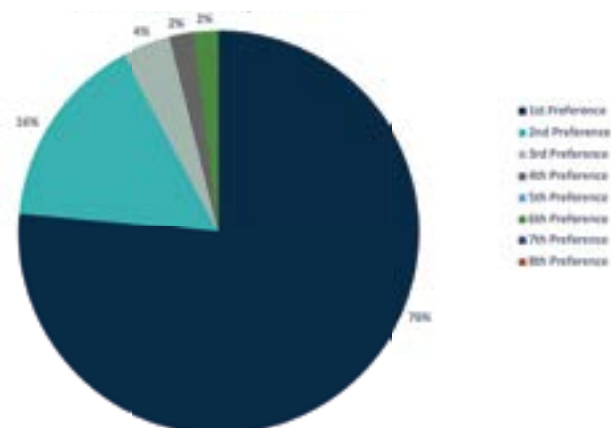
- Eight Cornish College students (15% of the cohort) achieved ATARs above 90, placing those students in the top 10% of the state
- Our focus on continuous improvement is highlighted this year with over 40% of the cohort achieving an ATAR in the top 20% of the state with an ATAR of 80 or above. Further, in 2022 our mean and median ATAR have risen again to the highest to date, as have our mean study scores for English and Further Mathematics
- Our 2022 Dux, pictured below left with Cornish Award winner Ned Critchlow and Principal Nicola Forrest, was Eliza Mason with an ATAR of 99.15. A total of eight students achieved scores above 90
- 12 of our students achieved study scores of 40 or above, which places them in the top 8% of the state for those subjects
- In addition to all 55 students successfully achieving the VCE, four students achieved their VCE-Baccalaureate in 2022:
  - Teddy Beeby
  - Charlotte Davies
  - Eliza Mason
  - Lara Veldstra



### Student Destinations



### Student offers by preference



## Professional Engagement

The professional learning priority areas for teachers in 2022 were: concept-based curriculum and instruction; guided inquiry; Primary Years Program; VCE; data, feedback and assessment; wellbeing and restorative practice; design thinking; systems thinking and Aboriginal and Torres Strait Islander Cultural Competence. These priority areas were carried over from the previous year as we work toward consolidating and extending our practices for College-wide alignment.

All professional learning undertaken by teachers was aligned to one of these areas or specifically to individual curriculum areas (Languages, mathematics, physics, art, environmental science, psychology, native cooking, music, theatre studies). This engagement in learning also included Australian Curriculum, CERES and ResourceSmart education, VCE study designs, understanding school refusal, building positive behaviour, teaching about consent, and supporting students with their mental health.

Lauren Zeigler undertook the accredited course to become a qualified Concept-Based Curriculum and Instruction (CBCI) Trainer and Assessor and is now leading this area in the school.

For general staff, professional learning engagement included the areas of family law, the laboratory technician annual conference, digital information resources, practitioner training in alumni, marketing and communications, heavy machinery licencing for our property team and employment relations training in relation to changes to recent employment legislation and requirements for those engaged in Human Resources roles.

Secondary art teacher, May Judson, was accepted to the Teaching Excellence Program (TEP) with the Victorian Academy of Teaching and Learning for 2023. This program enables highly skilled teachers to extend their capacity for exemplary teaching. Darren Thresher completed his TEP and is now a TEP Fellow.

In 2022 we were able to resume face-to-face First Aid training and 42 staff refreshed their qualifications in Asthma, Anaphylaxis and Provide First Aid. Eight people completed their Advanced Resuscitation Techniques. One Anaphylaxis Supervisor refreshed their course in Verifying the Correct Use of Adrenaline Injector Devices. One member of the outdoor education teaching team also refreshed their Wilderness First Aid training.

We continue to provide quality professional learning through our staff conference days, drawing on the expertise of our own staff. In 2022 this included:

- Child Safe training on PROTECT Policy on “4 Critical Actions for Schools on Student Sexual Offending
- Disability Discrimination Act and Disability Standards for Education Differentiation and Wellbeing
- Emergency Management Procedures and Drill Training
- NAPLAN Test Administrators training
- Minus 18 presentation ‘leading change, building social inclusion, and advocating for an Australia where all young people are safe, empowered, and surrounded by people that support them.’
- Focus on Wellbeing: Defining Wellbeing

- The Language of Differentiation
- Outdoor learning
- IB PYP training

Our Board of Directors also continue to engage in relevant professional learning which included:

- Financial Literacy Training Workshop for Board Members
- Understanding the Reconciliation Action Plan
- Child Safe policy and training

## Staff and Retention

At the end of the 2022 school year, the College employed 72.3 full-time equivalent (FTE) teachers and 38.4 full-time equivalent (FTE) general staff. This was an increase of approximately 4% in teaching staff and there was a 6% increase in general staff.

The staff turnover rate for 2022 was 11% compared to 2021's rate of 10%.

In 2022 there were no staff who identified as Aboriginal and Torres Strait Islander.

In 2022 70.7% of staff were female and 28.5% were male, with one non-binary staff member (Workplace Gender Quality Agency report).

## Teaching and General Staff Qualifications

Teaching staff are registered members of the Victorian Institute of Teaching (VIT). They all have, as a minimum, a tertiary qualification in Education, and approximately half hold an additional postgraduate qualification, such as a Master's degree, or Doctorate. Many of the general staff also have tertiary and postgraduate qualifications in their respective specialist fields, and other related areas of expertise. All staff names and qualifications are published annually in our yearbook *Womin djeka*.





# COMMUNITY FEEDBACK

Cornish College encourages feedback from staff, students and parents. Feedback provides valuable insights into how the College is perceived by members of the Cornish and wider communities, including our strengths and areas where improvements can be made across our educational and cocurricular offerings.

Teachers and students often develop strong, positive connections where sharing ideas, opinions and concerns occurs naturally. Teaching staff also encourage students to provide feedback during classes, one-on-one meetings or at Academic Care Meetings and parent/teacher meetings. Student agency is further supported through our Student Leadership program where students have opportunities to have their feedback heard and passed on by their peers through Student Council meetings.

Parents are invited to give feedback through a variety channels, including parent information evenings, Academic Care and Academic Progress Meetings, correspondence with their child's teacher, at events and through volunteering activities at the College.

The Parents Association provides opportunities for feedback too, with Class Representatives, Parents Association meetings and social events encouraging discussion and input from the College community. Some parents also join community forums relevant to the interests of the College, such as urban planning and development forums for nearby suburbs and pass their insights to the College for consideration at College Board and committee meetings.

Staff discuss issues and give feedback through daily briefings, weekly meetings, professional learning days and mentoring sessions with other staff, and through individual conversations with their managers, members of the Executive Leadership Team and the Principal.

In 2022, the school undertook its biennial LEAD School Effectiveness survey, facilitated by Independent Schools Victoria, which gave the following key insights into the College. We are pleased with the continuous improvement of our school as indicated by our community and we continue to review this important data as we set new targets for growth and development.

Parents	Cornish College	Similar schools	ISV Mean
Academic program	<b>8.17</b>	8.01	8.02
Quality of teaching	<b>8.36</b>	8.04	8.02
Learning outcomes	<b>8.16</b>	8.07	8.04
Pastoral care	<b>8.36</b>	8.21	8.19
Parental Involvement	<b>8.26</b>	8.15	8.08
Recommend to others	<b>8.52</b>	8.43	8.33

Students	Cornish College	Similar schools	ISV Mean
Academic program	<b>7.46</b>	6.95	7.24
Quality of teaching	<b>7.76</b>	7.14	7.38
Discipline and safety	<b>7.56</b>	6.86	7.31
School ethos	<b>7.75</b>	7.08	7.46
General Satisfaction	<b>7.15</b>	6.54	7.05

Staff	Cornish College	Similar schools	ISV Mean
Leadership and morale	<b>7.91</b>	7.21	7.15
Goal alignment	<b>8.67</b>	8.28	8.20
Peer support	<b>8.74</b>	8.11	8.12
Overall Satisfaction	<b>8.87</b>	8.66	8.52



# PARENTS ASSOCIATION

The Parents Association plays a pivotal role in building and nurturing a great sense of community within Cornish College and to raise funds for important school improvements.

The Parents Association is seen as a valuable avenue to keep parents connected and involved in the school and to feel part of making Cornish College a place where everyone can be their best.

The Parents Association encourages and welcomes members to volunteer for projects and events and provides these volunteers with guidance and support. By volunteering, parents develop a deeper connection with the school and helps them make connections with other parents.

## Office Bearers

- Amy Jayasuriya-Clifford, President
- Alicia Parker, Vice President
- Rob Novotny, Secretary
- Craig Courtie, Treasurer

## General Committee

- Jim Poussard
- Ben Peterson
- Carol Widmann
- Kate Kenny
- Angela Hotz
- Kate Deegan
- Sarah Lambert
- Sheryl Feldman

## Highlights

### 10 Year Anniversary Gala Dinner

Held at the Frankston Arts Centre on 23 July, this was an evening celebrated by more than 250 guests who were treated to live entertainment, a delicious 3-course meal, flowing drinks and inspirational speeches all in honour of a special and significant 10 Year Anniversary milestone.

A community of guests, past and present, came together all in a formal setting of glamour and true appreciation of the College's success.

The Parents Association's table raffle, online silent auction, and live auction, all with luxury items generously donated by the College community and local businesses, was well received, providing a significant injection of funds for school initiatives.

### 10 Year Anniversary Chapel Service and Summer Music Showcase

On 5 November the whole school enjoyed music ensembles from the Summer Music Festival and the Young Entrepreneurs Market was a hit. The Parents Association coordinated food trucks and a coffee van including refreshments, baked treats, sushi, plus more were on offer to guests as they celebrated this significant milestone.

### Ladies Luncheon

This highly-anticipated Parents Association event was held at the Sandhurst Golf Club on 20 May where more than 130 women were welcomed to an afternoon of entertainment, celebration, and fun after a delay of more than three years.

### Coffee Mornings

In lieu of the New Parents Dinner, three coffee mornings were hosted by the College and the Parents Association in March. It was a wonderful opportunity for new families to meet Principal Nicola Forrest.

A coffee van, plus refreshments and morning tea was provided as new and current families attended to chat, met other parents, and built relationships.

### Business Breakfast

The launch of the Cornish College Business Directory was held at the Melbourne Cable Park on 29 March and was an initiative of both the College and Parents Association aiming to support our school community by featuring businesses operated by current and past parents, alumni and friends of the College.

## Fundraising Events

### Mother's Day Stall

The annual Mother's Day Stall provided sustainable, ethically, and locally made gifts sourced from local businesses.

### District Cross Country Sausage Sizzle

The Parents Association provided a sausage sizzle, refreshments, chocolates and chips to all competitors, family members and Cornish students of the District Cross Country hosted by Cornish.

### Winter Showcase Festival

The Parents Association provided a variety of hot food, hot chocolate drinks, refreshments, sushi and other treats at the Cornish canteen to all attendees.

### Candy Bar

The Parents Association Candy Bar provided refreshments, chocolates, chips, doughnuts, and choc tops for the Secondary School Production, *The Truth Behind the Scoop*.

### Father's Day Stall

The annual Father's Day Stall provided a variety of \$10 pre-packaged gifts complete with Father's Day themed carry bags.

## Supporting School Events

### Strategic Plan Workshop and Parent BBQ

The Parents Association hosted a drinks bar to all attendees providing input into the Cornish College *Strategy Story – Toward 2030*.

### Teacher Appreciation Event

The Parents Association made a contribution of \$1,000 towards the teacher appreciation event.

### Timor-Leste Colour Run

All competitors of this annual event were provided fresh fruit by the Parents Association.



# FINANCIAL STATEMENT

In 2022 Cornish College continued to apply sound financial management practices and the College continued to enjoy strong enrolments.

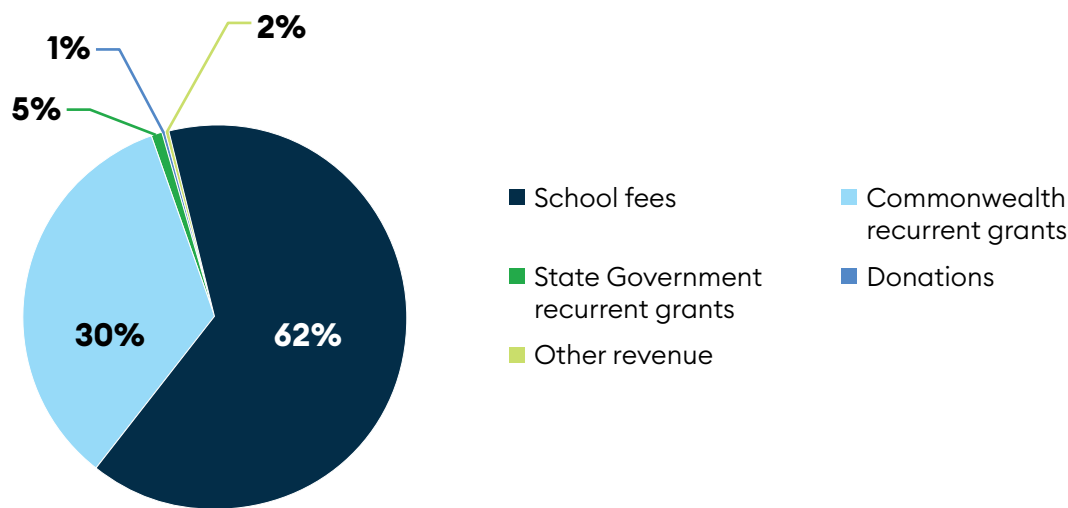
The 2022 financial result returned a good operating surplus for the year and the College auditors, Ashfords Audit and Assurance Pty Ltd have issued an unqualified audit opinion on the College’s financial statements for the year ended 31 December 2022.

The easing of restrictions throughout 2022 saw the College return to normal levels of operation.

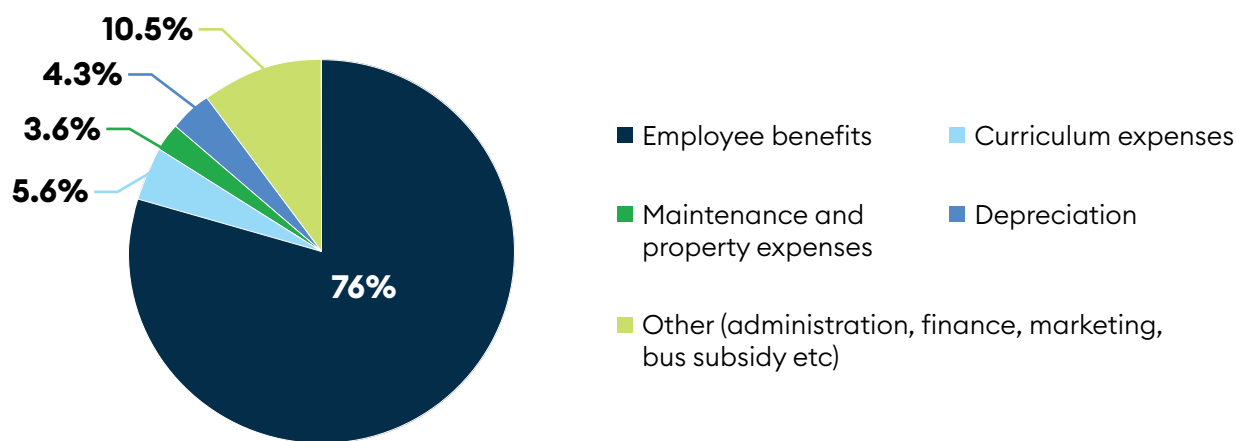
The attraction, development and retention of high quality staff to deliver a Cornish education to our students continues to remain of high importance. Employee costs are our single largest item of expenditure, with a key metric throughout the year being “salary cost as a percentage of net revenue”. For 2022, this percentage is 73.6% compared to 74.7% in 2021.

The College’s main revenue streams are derived from School fees 62% and Commonwealth and State Funding 35%.

## Income



## Recurrent Expenditure





**CORNISH**  
COLLEGE

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