Contents

School Profile 2
Chairman’s Report 3
Executive Principal’s 2013 Report 6
Principal’s 2014 Report - Carrum Downs Campus 8
Principal’s 2014 Report - Latrobe City Campus 10
Principal’s 2014 Report - Tyabb Campus 12
Academic Achievements 14
Human Resources - 2014 Staff 22
Human Resources Report 25
Finance Report 26
Building Improvement and Maintenance 27
Flinders Christian Community College is a not-for-profit Incorporated Association which operates three campuses located at Carrum Downs, Latrobe City and Tyabb. Flinders mission is to provide Christian education that enables students to learn, to develop in character, and to build a relationship with Jesus Christ so preparing them to take a purposeful place in community.

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Chairman’s Report

David Flack
Chairman
Board of Governance

Slogans, values and vision statements, can be full of jargon, meaningless words and throw away lines, or they can truly capture and reflect the ethos and direction of the organisation that’s authored them.

My teenage years were spent in Sydney, where there was a large Department store by the name of Anthony Hordern and Sons, which opened its doors in 1849. Like many other organisations it had a symbol and a slogan to describe its business. The symbol was of a large, healthy, flourishing tree, whilst the slogan was simply ‘We sell anything from a needle to an anchor’. It also had a motto that stated ‘While I live I’ll grow’. Anthony Hordern and Sons was, in its time, the largest department store in Sydney, New South Wales, with 52 acres of retail space. At one time it was the largest department store in the world. Sadly, notwithstanding such ambition expressed in the words of the slogan and motto, and having grown to considerable size, the business shut its doors in the 1970s, due largely to the rise of the suburban shopping centre phenomenon.

Aside from showing my age, why do I mention Anthony Hordern and Sons? Well, just like this department store, Flinders College has values which drive what we do and who we are. As 2014 comes to an end, Flinders College needs to once again examine our values and how they are shaping our College community. At this time of significant change, we must dedicate our future to be shaped by the values that have built and guided our past.

While 2013 was a special year for celebrating our 30th birthday, 2014 has been a very significant year for the ‘changing of the guard’. Mrs Jill Healey, our College CEO, is retiring at the end of December 2014. She has served the College community for 21 years of her professional life in the roles of Principal and CEO of the College. As both a Board member of Flinders College, and more recently as Chairman of the Board, it has been my privilege to serve with Jill for many years. Jill is a visionary and consummate worker. During her time with the College, she spearheaded the expansion of student numbers from approximately 300 in 1994 to a current cohort of 2170. Her driving passion has been to further Christian Education, and over the last 21 years this has resulted in the launching of two new campuses, one at Carrum Downs, opened in 2002, and the other campus at Traralgon, which commenced in 2004. In 2006, Westernport Christian School amalgamated with the Tyabb Campus.

Carrum Downs was a greenfield site and an amazing provision from God. By the time it had come to the attention of Jill and the School Board, the owner and developer of the site had already submitted plans to Frankston Council for a housing subdivision. And, as they say, the rest is history!

Latrobe Campus resulted from an endeavour to continue the provision of quality Christian Education in Gippsland following the closure of a small independent school that was struggling. Jill has expended considerable time and effort over the years to make the campus fruitful and successful.

As demanding as was her role at Flinders College, Jill’s heart for Christian Education was broad and expansive. She was active on the National Council of Christian Schools Australia, as well as serving on the Board of ISV (Independent Schools Victoria) for the past 6 years. She actively supported a number of smaller Christian schools, offering her time and expertise as well as assisting them with the resources of Flinders College.

We wish Jill and Geoff a very restful and satisfying retirement…making up for those countless hours spent in the service of the College.

As we look to the future with changes ahead, the Board of Governance is as determined as ever for Flinders Christian Community College to fulfil its charter to be an organisation that delivers ‘cutting edge’ educational practice within a framework of Biblical kingdom values, and living out our vision statement ‘to provide Christian Education for as many young people as possible’.

Late in 2013, the Board engaged the services of a professional recruiter to enable us to identify the best person available to succeed Mrs Healey as College CEO. Many applicants were received Australia wide and considerable time and effort was spent reviewing applications. I am pleased to say that Mr Cameron Pearce was the stand-out candidate for the position. Cameron needs no introduction to many of us, having been part of the Flinders College family for some years, firstly as an English teacher, then as Head of Senior School, before becoming Campus Principal at Carrum Downs Campus. Cameron comes to this role with vision, drive and a very strategic approach. These qualities, together with a deep commitment to Jesus Christ and Christian Education, gives us confidence that Flinders College will remain on-track in fulfilling its charter in the context of the Kingdom of God.

It is appropriate at this time to acknowledge the School’s Board of Governance. Board membership is voluntary, and requires dedication, commitment, diligence and focus. Stuart Campbell, our Vice Chairman, mixes Board responsibility with a demanding job as well as a pastoring role at Bayside Church; Carrum Downs. Adrian Price, our Treasurer, likewise holds down a very busy and demanding professional job, while serving the College well in the areas of finance and building projects. Good people are hard to hold down, and Mrs Val Mason is one of those people, with a wealth of wisdom and experience, especially in Christian schooling, which is such a blessing. David Champion, an engineer and business consultant, contributes especially in his field of risk and compliance. Matt Harridge combines his busy work life as a traffic engineer with family life, providing valuable input to the Board in a variety of ways. Frank Hoogenraad has a wealth of life experience from many years in business and Christian schooling. To these outstanding people we say a hearty thank you.

Thanks must also be extended to our Campus Principals, Mr Max Cuddon, Mr Julian Van Tienen, and Mr Cameron Pearce and their respective teams. They have all worked assiduously to serve their communities; indeed, heartfelt thanks to all who serve the Lord in our College community.

‘We have this treasure in jars of clay to show that this all-surpassing power is from God.’

To God be the Glory

Mr David Flack
Chairman - Board of Governance
Board of Governance Members 2014

<table>
<thead>
<tr>
<th>Name</th>
<th>Meetings attended - (10 meetings held throughout 2014)</th>
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<tr>
<td>Mr David Flack - Chairman</td>
<td>10/10</td>
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<tr>
<td>Mr Stuart Campbell - Vice Chairman</td>
<td>8/10</td>
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<tr>
<td>Mr David Champion - Secretary</td>
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<tr>
<td>Mr Adrian Price - Treasurer</td>
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<tr>
<td>Mr Frank Hoogenraad - Member</td>
<td>7/10</td>
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<tr>
<td>Mr Matthew Harridge - Member</td>
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<td>Mrs Valerie Mason - Member</td>
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Board of Governance Meeting Dates 2014

Wednesday 29th January       Wednesday 23rd July
Wednesday 26th February      Wednesday 27th August
Wednesday 26th March         Wednesday 17th September
Wednesday 23rd April         Wednesday 5th November
Wednesday 21st May           Wednesday 26th November
It is with a twinge of sadness that I take a moment to write my final Executive Principal Report at the conclusion of 21 years as Principal at Flinders Christian Community College. However, the sense of sadness is overwhelmed by a deep gratitude that God has given me the privilege to serve thousands of young people and their families through Christian education. I have been so blessed to have the opportunity to lead the Flinders College community from January 1994 to December 2014.

What an incredibly exciting, challenging and rewarding journey it has been. In 1994, Flinders had approximately 300 students from Year 7 to Year 12 at the Tyabb campus and today we have 2150 students from Prep to Year 12 at Tyabb campus, Carrum Downs campus and Latrobe City campus. During this period, I have always been supported by a highly competent, committed and dedicated team of education leaders, teaching professionals and talented support staff to whom I am eternally grateful.

Late in 2013, the Board of Governance embarked on the daunting task of seeking a new Executive Principal. After an extensive nationwide search involving an independent recruitment agency the Board was delighted to find that the most outstanding candidate emerged from within our own College. Mr Cameron Pearce, Principal Carrum Downs Campus was appointed as the next Executive Principal of Flinders Christian Community College, to commence service in January 2015.

Cameron and I have had three terms to work together to ensure a smooth leadership transition into the next period in the life of Flinders College. I am delighted to be able to say that the transition has been like passing the baton seamlessly from one runner to the next in a relay race.

Families who have been involved with the College over several years, will be aware that the leadership team has developed a strategic plan to encapsulate our understanding of the College Vision and Mission as established by the Board of Governance. Leaders and their teams have intentionally identified clear goals, developed strategies and defined measurable learning outcomes to ensure that we remain focussed on achieving the mission of the College, that is:

We share a belief and deep conviction that each child is created in the image of God and is of inestimable worth and value, whose capacity in God is limitless. It is an honour to serve God through Christian education and to facilitate the learning of young people to help them understand God’s world and to discover their high calling in the kingdom of God. I am retiring from the position of Executive Principal, but I will not lose my driving passion for young people to learn, to develop in character and to build a relationship with Jesus Christ, so that they are prepared and equipped to serve others.

The Flinders by Design (FbD) Framework has enabled the College to remain focused on our mission towards creating a restorative learning culture and the strategic plan assists all the Flinders campuses to align to the College purpose, mission and values. A major component of the strategic plan is to build teacher capacity to cultivate a restorative learning culture in which all students are engaged in learning that matters, helping them to be flexible and adaptive learners who thrive in an ambiguous and changing world, so they can be resilient and develop their God given potential.

It is my hope and prayer that Flinders’ graduates will demonstrate the following characteristics in their life beyond school: an understanding of the Christian faith and its relevance in life and society; a deepening relationship with Jesus Christ; an understanding of, and taking responsibility for, their own learning; a capacity to think creatively and solve problems.

What does the Lord require of you? To do justly and to love mercy and to walk humbly with our God.

Micah 6:8

The 2014 Principal Team has continued the Flinders’ tradition of excellence in education leadership. Without their dedication, inspiration and tireless energy our College would not enjoy the safe, caring, creative and innovative learning culture for which Flinders has become known.

The Principal Team comprises:

- **Executive Principal**: Mrs Jill Healey
- **Principal Education Research & Development**: Dr Sue Starling (Term 1 only)
- **Director of Corporate Services**: Mr Glenn Kruthoff
- **Principal, Tyabb Campus**: Mr Maxwell Cuddon
- **Principal, Carrum Downs Campus**: Mr Cameron Pearce
- **Principal, Latrobe City Campus**: Mr Julian Van Tienen
I would like to express my sincere appreciation to our three Campus Principals for their commitment, leadership and support. Following my retirement at the end of 2014, 2015 will give rise to a new executive leadership team:

- Mr Cameron Pearce has been appointed to the role of Executive Principal. In term 4, he commenced work with the 2015 Principal Team to set future vision and direction and build strategic leadership capacity. With God’s help, Flinders’ has an exciting future.

- Mr Andrew Watts, current Head of Middle School at Tyabb campus will take up the role of Principal, Carrum Downs campus.

- Mr Nick Haines, current Head of Middle School at Carrum Downs campus will take up the role of Principal, Tyabb campus. Thank you, Mr Cuddon for your leadership and very significant contribution as Tyabb Campus Principal over the past 6 years and prior to that as Assistant Executive Principal for two years.

- Mr Van Tienen has been welcomed with open arms into the Latrobe City community and he has completed a very successful year as Principal. It has been exciting to see the campus strategic plan take shape as the year has progressed under Mr Van Tienen’s leadership.

- Mr Luke Swain, current Middle School Head of Teaching Learning at Tyabb campus will succeed Mr Watts as Head of Tyabb Middle School.

The development of exciting new facilities and infrastructure has continued in 2014 to enable learning designed around new paradigms, facilitating technology-enabled pedagogical change with the following achievements and works in progress:

**Tyabb campus**

- Grade 4-6 students at Tyabb campus moved into a magnificent new double storey Junior School complex comprising two large flexible learning spaces

- Tyabb E block was refurbished to provide new flexible learning spaces for Year 7 students

- Demolition of the old Tyabb D block and construction of a new Tyabb D block. Construction commenced in Term 4 following significant unavoidable delays.

- We have been granted $250,000 from the Commonwealth Government Block Grant Authority (BGA) towards the development and refurbishment of A block at Tyabb campus which will include two additional science laboratories.

**Carrum Downs campus**

- E block (formerly the Learning Resource Centre) was refurbished to provide flexible learning spaces for Year 9 students.

- At the time of writing this report, construction of a new Music Centre has commenced at Carrum Downs campus. This $1.2M facility is funded in part by the Commonwealth Government Block Grant Authority (BGA) and will provide music classrooms, instrumental, vocal, choir and concert band practice rooms.

- We have been granted $250,000 from the Commonwealth Government Block Grant Authority (BGA) towards the construction of an extension to A block at Carrum Downs campus which will be a two storey building including primary general learning areas, a seminar/lecture room, multi-purpose room and outdoor break out area.

**Latrobe City campus**

- Junior School students returned to school in February to discover newly refurbished flexible learning spaces

- Year 9 students moved into their new Year 9 Centre (formerly the Learning Resource Centre)

- Exciting new play equipment has been installed

- Two large undercover areas have been constructed adjacent to the Year 9 Centre and the Junior School precinct.

I would like to acknowledge our very competent and capable Corporate Services Team, ably led by Glenn Kruthoff, Director of Corporate Services and responsible for managing building projects, innovation and technology and human resources on all our campuses.

David Hauser  Finance
Brett Graham  Innovation and Technology
Jayne Gillespie  People and Culture
Peter Cutting  Project Design and Management
Ben Carr  Project Administration

I highly commend Mr Peter Cutting who has continued to serve Flinders since its inception. His commitment to provide the very best facilities possible within limited budgets has been nothing short of extraordinary. Thank you Mr Cutting.

My sincere thanks to the Flinders Board of Governance for its leadership and support over the past 21 years, especially the four chairmen who have served during my tenure: Mr George Buchanan, Rev Ron Peterson, Mrs Sue Otto and Mr David Flack. Mr Flack joined the Board in 1994 and has served our College community with exceptional wisdom, commitment and faithfulness, especially in his role as Board Chair over the past 7 years.

It is my prayer that the next 30 years of Christian education at Flinders Christian Community College will build on the foundations of the past 31 years to become a powerful voice in our community sharing the message of God’s love and grace for all. May Flinders College graduates exert a positive influence in society and strive to ‘grow in love’ and make a difference in shaping the future.

‘Let us love one another, for love comes from God. Everyone who loves has been born of God and knows God.’

1 John 4: 7 & 8

Whoever does not love does not know God because God is love.’

Psalm 37:5

It is time for me to say farewell to the Flinders College community: students, teachers, administrators, support staff, alumni and friends for your love and support and for making Flinders such a wonderful school community to be a part of. I will miss you dearly.

This Yearbook is a celebration of 31 years of outstanding achievement in Christian education. As you move forward under the leadership of Mr Pearce, I encourage you to be faithful in committing all your visions and plans to God and to place your trust in him.

“Commit your way to the Lord; trust in Him and He will do it.”

Psalm 37:5

Jill Healey
Executive Principal

**Flinders Christian Community College**

Grow in Love
Over the many years I have been involved at Flinders Christian Community College, Carrum Downs, I have been delighted to witness a community that has grown and prospered as a Christian educational college. At the heart of this development is a desire to see young people discover their God-given purpose in life and to embrace the world with a sense of hope for the future. Our foundational Christian beliefs and values continue to be the essential ingredients in providing this outcome for our students and inspiring them towards greatness, firstly as people in the world and secondly in their professional pathway. The fruits that come from a foundation shaped on our beliefs and values emerge in the form of outstanding staff inspired by a love for their students and a commitment to invest in their individual and collective development. This basis also reveals itself in excellent facilities that reflect a desire to provide robust educational programs that will equip our students for the emerging needs of the society in which they live. Finally, it provides our students with the opportunity to engage in service by empowering them to look beyond themselves and to make a difference in the lives of others in their local community and beyond. I continue to witness the transforming influence of life at Flinders Christian Community College, Carrum Downs and take great joy in seeing how well equipped our students are as they go into the world and take a purposeful place in society inspired by hope.

Our Junior School this year has been defined by constant growth, a sense of community and connection with students and families. The leadership of our Head of Junior School, Mr Greenwood and his team has seen positive development in the areas of student leadership, extra-curricular involvement and significant progress in the diversification of the academic program across the sub-school. Our Grade 6 leaders have been outstanding ambassadors for the College as they have willingly served within our immediate and broader community. Our junior leadership program saw our young students visiting kindergartens and ELCs with a desire to act as positive role models and mentors for the young children in these centres. The success of our sporting teams has seen our junior squads win the district swimming and cross-country championships and the CSSN interschool swimming and athletics carnivals. The formation of the Flinders Basketball Academy has also seen a key development with some outstanding work done by the parent committee chaired by Brad Buchanan and the exceptional coaching skills of Steve Blackley and Peter Cappel. The FBA now provides opportunities for over 300 students across the school to be engaged in basketball in various forms. Our academic program in the Junior School has focused on providing increased differentiation in the classroom in order to provide for each student’s learning needs, whilst also establishing a new languages program which includes our Prep to Grade 2 students learning Auslan and our Grade 3-6 students learning Chinese (Mandarin). The exciting growth in the Junior School has now provided us with the opportunity to establish a new kindergarten, which will be further developed next year in preparation for opening in 2016. Overall, it has been an excellent year for the Junior School.

Our Middle and Senior Schools have also continued to grow throughout 2014 under the excellent leadership of our Head of Middle School, Mr Haines and our Head of Senior School, Mr Manley. Our Middle School has experienced considerable success with the launch of our Year 9 program and the new community engagement initiative. The new Year 9 centre was designed to provide students with an engaging, but flexible environment supported by a robust curriculum that equips students for the important transition into the Senior School. Emerging within this program has been a community engagement project that gives every student the opportunity to serve within the local community and become active in establishing a renewed level of environmental awareness. This has worked in conjunction with our new industry partnerships initiative, which enables our gifted students to propose solutions to real world problems in industry and work alongside experts in each respective field, including a presentation to the Hon. Mr Bruce Billson our Federal member for the Commonwealth government.

The Senior School has given significant focus to providing pathways and opportunities for all students. The successful launch of our new VCAL program has further differentiated our Senior School offerings and has flourished through the hard work of Mrs Hodder who leads VCAL. Service has also been at the heart of our senior students, many of whom engaged in a trip to the aboriginal Woolaning community in the Northern Territory in Term 1. This was a transforming experience for many involved and will now be an annual event for students in the Senior School. Growth comes with significant development in facilities and we are excited about the new Senior School buildings that will be established in 2015. We will see a new multi-level Senior School building and Learning Resource centre built which will provide premium engagement for students and flexible spaces. A new
Music centre will also be built, which will provide increased co-curricular opportunities for students throughout the College and support the significant development in the music program over the past 12 months. Overall, it has been a great year for both sub-schools.

I would like to congratulate Mr Andrew Watts on his appointment to the position of Principal, Carrum Downs campus in 2015. Mr Watts comes with a compelling passion to see Christian education prosper and further support the personal, spiritual and academic growth of each child within the school. I would also like to congratulate Mr Nick Haines on his appointment to the position of Principal, Tyabb campus in 2015. Mr Haines has been outstanding as Head of Middle School at Carrum Downs and we thank him for his dedicated service to the school. Finally, I want to thank all of the staff, students and families at the Carrum Downs campus for their support and encouragement. We are blessed with a very special learning community that rests on faith in Christ and brings purpose and hope for many people.

Yours in faithful service,

Cameron Pearce
Principal Carrum Downs Campus
Congratulations on 10 Years of providing Christian education and building Christ like character!

What an amazing year we have had and I truly believe that the best is yet to come. This is, in fact, the tenth year that our Traralgon campus of Flinders College has been educating students. It is fitting that we congratulate Mrs. Healey and our faithful Board of Governance for their leadership, commitment and passion for Christian education in this special niche of the Latrobe Valley and across Australia. Mrs Healey retires as Executive Principal at the end of 2014 after having served so faithfully in our College for over 20 years, some of which includes a period of time as Principal in this campus in 2013. We have a strong belief that God has placed our Traralgon campus here for a special purpose and we look forward to many more fruitful years to come. It’s wonderful to look back over the past decade and take the time to reflect on the many positive experiences that we have had as a school. On a personal note, I have thoroughly enjoyed my first year as Principal and wish to convey my appreciation to our dedicated team of teachers, administration and support staff, all of whom have used their talents and skills to make a positive impact on the lives of our students. Watching the progressive growth and development of our students, staff and facilities has been a highlight and we have had much fun along the way.

Throughout the past twelve months our staff have been engaged in preparing a five year strategic plan that outlines goals, deadlines and action points that will see us continue to develop our educational and numerical growth. It outlines strategies for the building of new building facilities and outlines the key strategies that will continue to improve the delivery of our curriculum. I would like to express our thanks to all those of Campus community who took the time to respond to our surveys and questions. Your opinions and feedback are important to us and have been incorporated into our Strategic plan. Our future looks bright and we look forward to next year, to see the unfolding of our plans and dreams.

If you enjoy reading our colourful newsletter, the Grapevine as I do, you would be encouraged by the many chronological highlights and wonderful achievements that have happened throughout the year and I would like to compliment Mrs Tonya Russell for her tireless efforts in organising this editorial. The year began with a summer works program that had our maintenance team very busy as they updated our Junior School, Year 9 and Year 10 buildings. Our Year 9 Learning Centre has worked effectively (compliments to the middle school team!) and the introduction of our academic enrichment program, "Boost", was well attended each Thursday within this modified learning space. Early in term two, we enjoyed a proud moment when our Senior Debutante students took to the dance floor earlier and displayed their graceful and coordinated moves. They had prepared well and despite their nerves, they danced beautifully and did themselves and their families proud. Our new Playground that arrived mid-year brought much joy to our Junior students and it has been a real pleasure to see them play together and enjoy the variety of the equipment.

Developing teacher skills and building relationships with students is crucial to the successful education of each child. Our teachers have been actively engaged in a weekly professional development program under the educational leadership of Mr. Hodges and Mrs De Bruyn. Using the Australian Institute for Teaching and School Leadership (AITSL), Professional Standards as a framework, we focussed on Formative Assessment that has since measurably improved the way in which we provide feedback and coaching inside the classroom. Our whole College across the three campuses has invested in ensuring that we develop a “Restorative Practice” approach in how we communicate to and support students in need. Parents were invited to hear from a guest speaker, Mr Adam Voigt, in mid-October, to learn how their families could benefit by adopting this approach.

In June, our whole School Production of the “Sound of Music”, led by Mrs Lindsay showcased the great depth of musical and acting talent that we have. Our Junior students then went on to do their own production in August of “The Lion, the Witch and the Wardrobe” and displayed their wonderful abilities that sparkled with a sense of humour. Both musical productions were a great delight and demonstrated a colourful depth of artistic talent just waiting to be developed and encouraged and be shown off to an appreciative audience. Our Gippsland Independent Schools network (GIS) events provided additional opportunities for our students to compete and develop their artistic skills. Being in the audience at some of these events has been a thrill and I’m quite sure that we have many proud parents.

We are very fortunate to have two wonderful Chaplains, Mr Dean Richardson and Miss Hannah Gray. They have done an outstanding job in mentoring and supporting students throughout this year. Being proactive and motivated, these two Chaplains have coordinated numerous student teams to run local mission activities, organise chapels and give inspiring devotions. As a priority they make sure that they have time to listen to and encourage those in need. Our mission trip to a remote aboriginal community and local school in Western Australia demonstrated the...
passion and initiative of our staff and students under the guidance of “Deano”. We believe that these experiences will reap great rewards of personal growth within our team and be a blessing to the communities that they visited.

Each Monday morning, Mainly Music hosts up to 35 families in our school gym. This is a tremendous example of our Campus desire to build a sense of community while supporting and caring for our local families. Congratulations to the Mainly Music team for all of the work that they have done to make this happen. Your music, dance and group play is a marvel to behold and we are grateful for all that you do.

Our student leaders across the Junior School, the SRC, Sports and Arts have done an outstanding job and their achievements have been regularly celebrated in assemblies. They have led and initiated various fundraisers from across the school and have, under the guidance of Mrs Beckwith, produced some of the best student led assemblies that I have ever seen throughout my many years in teaching. School Captains, Maddison Timperio and Matt McMillan have demonstrated enthusiasm, initiative and commitment and have set the standard very high for our new 2015 School Captains. The student organised staff versus student netball and basketball games have been loads of fun and quite competitive. Maybe the staff will do better next year?

The enthusiasm of Patricia Russell, our Sports coordinator and PE teachers is inspiring and contagious. The regular updates of our many sport teams playing in the GIS sphere or against other Victorian teams are amazing and incredible. This year Mrs Russell entered our first Clay Target Shooting team and our amazing students achieved great results. Mrs Gordon then entered our inaugural Mountain Bike racing team who again showed that our students have character qualities that include persistence, determination and endurance. We can be very proud of the great sportsmanship shown on and off the field. Our teachers and parent coaches have done well in ensuring that character development is just as important as training players skill.

Finally, I would like to acknowledge and thank the tireless efforts of our Campus Executive, Mrs Beckwith, Mrs Arnot, Mrs Lynn, Mrs de Bruyn, Mrs Glanowski, Mr Hodges, Miss Dortmans and Mrs French. They are a great team who are passionate about your Campus and your children.

Enjoy reading the rest of this magazine and have a wonderful Christmas Holiday. I look forward to an even better 2015 and seeing your child grow and develop and fulfil all the potential that lies within them.

Mr Julian Van Tienen
Principal Latrobe City Campus
Principal’s 2014 Report

Tyabb Campus

Maxwell Cuddon
Principal – Tyabb Campus

What does a year at Flinders Tyabb really look like?

In current educational speak we often talk about the education of the whole child. What does that mean and what are the elements that go into making up the whole child? We can look at the intellectual, physical, spiritual, aesthetic, creative, emotional and relational components of a young person and, in a school context, try to develop each of these. It has long been known that children and young people learn and develop in differing ways and in 1983 Howard Gardner proposed his theory of Multiple Intelligences. Gardner argued that people possess a unique blend of these intelligences and that a person is not limited to just one or two.

The challenge to any school or education provider is how we provide opportunities to develop each student as an individual by providing as many learning experiences as possible. In reading through the pages of this magazine I trust you will begin to appreciate the many and varied opportunities afforded our students at Flinders Tyabb. Over my six years as Principal of this campus I have been privileged to see our young people grow and mature as they have taken advantage of our broad range of offerings.

The timetabled classes and broad curricula offered by this school allow the majority of students to chart a course that will prepare them well for their time after Flinders. However, it is the extensive co-curricula program of sporting, cultural activities, camps and excursions that provide a more complete range of pathways that lead to the education of the whole child.

Flinders Tyabb is a member of the Southern Independent Schools and along with the other 13 schools competes in major sporting carnivals, weekly sporting events and a series of diverse cultural activities including the following: Theatre Sports; Debating; Chess; Art, Technology and Design; and this year the introduction of Teen Chef – a school version of ’Master Chef.’ Participation in the equestrian events and sheep shows provides for students with interests and skills in these particular areas as well. Our Junior School students also enjoy participating in interschool sporting events and carnivals through Crib Point District School Sports Victoria.

This year the Library sought to engage students through a range of events and activities. Junior School students benefited from weekly cross-age chess coaching with Secondary School students and the introduction of a Lego Club. In the Secondary Library students participated in lunchtime trivia competitions, an extended Chess Tournament, Scrabble matches and a constant turnover of communal jigsaw puzzles and competitions. A weekly Book Club was well subscribed to by the literary inclined. Later in the year students and teachers entertained library goers by debating the proposition that “a book is the most powerful weapon”. The students won by a slim margin and the teachers are looking forward to a rematch. To encourage reading, Year 7 and 8 students were offered a ‘Blind Date with a Book’. This entailed students selecting a wrapped book labelled with only a few descriptive clues about plot and genre on which to base their decisions. The novelty of unwrapping a ‘present’ and trying something new reignited students’ enthusiasm for reading.

In the Junior School, scores of students extended their reading by taking part in the Premier’s Reading Challenge. All Junior School students had the opportunity of seeing a favourite book come to life in productions such as Mr McGee and the Biting Flea, The Thirteen Story Tree House and The Windy Farm. Students also brought their own book characters to life in a dress-up Book Week Parade. For students in 2014, there was always something new happening in the library.

Excursions and incursions are held at each level from Prep to Year 12 and many of these have been written about in the fortnightly newsletter. The camps program allows students to work together in a less formal setting and to develop skills in teamwork and cooperation with many of these experiences being directly linked to the curriculum. Overseas camps, offered to Senior School students, have exposed our young people to differing cultures and in some cases a standard of living that is well below that enjoyed by us as Australians. Flinders-Tyabb has always been known for its level of compassion and service to those less fortunate than ourselves, but these overseas experiences have reinforced our commitment to provide practical assistance as best we can.
This year has seen the school continue to sponsor our Compassion children as well as raise funds for World Vision and local charities. A ‘can drive’ and Samaritan’s Purse shoe boxes were practical acts of service that our young people embraced overwhelmingly.

One of the off campus experiences that has been a part of the Middle School program for many years is the Spiritual Retreat. The retreat is a two day event that focusses on wellbeing and highlights the recognition of taking a break from the busyness of the world to reflect on our beliefs and identity. With the feedback on the value of this program being constantly positive, it was decided that the entire Tyabb staff participate in this retreat program. The student free days at the commencement of Term 2 saw all our staff, at the same venue used by the Middle School, engaged in a program that paralleled the Middle School experience. The impact of this retreat was profound and significant for many of our staff.

Separate reports on the activities and programs of the three sub schools are recorded in this publication. The staff at these various levels have continued with their collaborative approach to curriculum development, incorporating ideas gained from their study and professional learning. It is encouraging to see the development of student programs stemming from the ongoing understanding of how our students learn and are being prepared for a life beyond school. Of particular note is a project ‘Building Learning Power’ being conducted by Professor Guy Claxton, Research Director – Centre for Real World Learning (UK) in conjunction with ISV. We are one of only five schools participating in this three year project. Teaching practices in the Middle School have been changed as a result of this work and it has been wonderful to witness teaching teams embrace this new learning.

Earlier this year Maddie McDonough had her VCE Art work acknowledged in the VCE Top Arts Exhibition. Her laser cut collage of bugs drew significant attention from the Honourable Martin Dixon – Minister for Education. This work now hangs in the minister’s office.

I would like to acknowledge the work and support provided by our parent community. The parents provide valuable support in many areas of this school’s operation and without their work, often behind the scenes, we wouldn’t have the programs, events and activities that also make up our whole person education provision. In particular I would like to acknowledge the work of the Tyabb Parents and Friends under the leadership of Mrs Sally Bentley.

As I conclude my tenure as Principal of the Tyabb campus I wish to pay tribute to the staff, teaching and non-teaching, for their dedication to the provision of education for this school. I would like to acknowledge specifically the members of the Tyabb Campus Executive: Mr Tony Kuc – Head of Senior School; Mr Andrew Watts – Head of Middle School; Mr Greg Partridge – Head of Junior School; Mr Andrew McMellon – Head of Teaching and Learning, Senior School; Mr Luke Swain – Head of Teaching and Learning, Middle School; Mr James McGhie – Head of Teaching and Learning, Junior School; Mr Richard Van Orsouw – Director of Student Wellbeing, and co-opted member for Terms 1-3, Mr Matthew Smith – Head of Innovation, Junior School. My personal and indebted thanks go to Mrs Carol Chatterjee – Deputy Principal, and Ms Carrie Fisher – Personal Assistant, for their support, collegiality and encouragement over the six years I have served in this role.

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”
Colossians 3:23

Mr Maxwell Cuddon
Principal Tyabb campus
The My School website was developed by the Australian Curriculum, Assessment and Reporting Authority (ACARA) in 2010 using information based on the government’s National Assessment Program – Literacy and Numeracy (NAPLAN) national testing.

In 2014, all students in Years 3, 5, 7 and 9 participated in the NAPLAN testing. The percentage of Flinders students whose NAPLAN results were in the top 3 bands compared with the National percentage of students whose NAPLAN results were in the top 3 bands, is shown in the graphs below.

NAPLAN data, available on the myschool website (www.myschool.edu.au), indicates that Flinders students are generally performing well in literacy and numeracy.

Flinders uses NAPLAN data to inform the teaching and learning program and will continue to actively use this data to improve our curriculum provision, especially for students who need additional support. In 2014, the College increased teaching and support staff allocated to students who are underachieving according to NAPLAN results, school performance and other standardised testing results.

NAPLAN Results 2014

Carrum Downs Campus

The percentage of students in Years 3, 5, 7 and 9 achieving ‘above the minimum national standards’, at the ‘minimum national standards’ and ‘below the minimum national standards’ in Reading, Writing, Spelling, Grammar & Punctuation and Numeracy

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### Latrobe City Campus

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### Tyabb Campus

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The 2014 cohort performed as follows:
- 3% of students received an ATAR over 90.
- 16.9% of students received an ATAR over 80.
- 26.15% of students received an ATAR under 50.

2014 has seen an increase in the “tail” of students receiving ATARs below 50. Notably, throughout the year a larger-than-usual number of students underwent individual and collective emotional hardships, which is considered (subjectively) to have contributed to their learning achievements. In response, the Senior School executive has been reviewing and re-developing its pastoral care programs for 2015 to address these areas.

Furthermore, the introduction of VCAL in Year 12 for 2015 will broaden student’s pathways and enable students who are not primarily interested in University studies to pursue an alternative, individualised learning pathway to achieve their goals.

VCE Study Scores

In 2014, sixty-nine (69) students commenced Year 12. Four (4) students did not complete all VCE requirements. The VCE completion rate was therefore 95%. From the cohort, one student declined to sit the VCE examinations choosing a “non-scored VCE,” one student was withdrawn, one student has deferred due to ill health, and one student is mature age and continuing VCE in 2015.

Sixty-five (65) Year 12 students and twenty-five (25) Year 11 students from Carrum Downs campus presented for the VCE and VCE/VET exams in October/November 2014. These students successfully obtained 328 study scores in 26 subjects.

The mean study score was 30.0 compared with 30.5 in 2013. Notably, our Year 11 students’ mean study score (31.3) exceeded that for our Year 12s (29.9).

There were thirteen (13) study scores over 40 (4.0%). This is consistent with the historic average for the Campus since 2006 (4.3%). It is, however, a decrease from 2013, where 78% of students achieved study scores over 40, historically the highest ever achieved at Carrum Downs.

No perfect study scores of 50 were obtained. The top study score achieved was forty-nine (49).

For comparative purposes, please note that for every individual subject (study), VCAA sets the following statistical constants that apply year-on-year:
- the median student score for any subject is set at 30.0
- the proportion of students that will receive a score of 40.0 or more is 9.0%

These are regarded, and sometimes incorrectly referred to as, “State-wide means”.

Overview of 2014 ATAR results:

Of the 65 students completing their VCE at Carrum Downs, 2 students (or 3.08%) received ATAR scores over 90; 11 received ATAR scores over 80 (16.92%); 21 received ATAR scores over 70 (32.31%); 32 received ATAR scores over 60 (49.23%); and 48 received ATAR scores over 50 (73.85%).

The mean ATAR was 60.74. This was significantly down on previous years and below the target mean of 70 identified in the Senior School Strategic Plan for 2013-2017. Excluding the four lowest ATARS (29, 27, 16 and 2) gives a mean ATAR of 63.54.

Offers of Tertiary Placement

Of our students, there were fifty-seven (57) applications (82%) to tertiary studies.

Fifty-six (56) first round offers 98.2%
Thirty-two (32) first round, first preference offers 56.1%
Forty-three (43) first round, first or second preference offers 76.8%

Last year, 97% of our students obtained first round offers.

Our reduced percentage of tertiary applications relative to previous years seems consistent with a State-wide trend as well as the characteristics of the cohort. Applications and ATARs for tertiary education and training courses have both fallen.
Historical ATAR Comparison of Carrum Downs Campus from 2011 - 2014

2011: Top ATAR score was 96.85  
Mean ATAR was 66.60  
28% received ATAR scores of 80 and above

2012: Top ATAR score was 94.8  
Mean ATAR was 63.35  
22% received ATAR scores of 80 and above

2013: Top ATAR score was 99.15  
Mean ATAR was 65.67  
19% received ATAR scores of 80 and above

2014: Top ATAR score was 97.60  
Mean ATAR was 60.74  
17% received ATAR scores of 80 and above

ATAR Scores - Flinders Christian Community College Carrum Downs Campus in 2012, 2013 and 2014
Overview

Our focus for VCE in 2014 was to set a standard of excellence in the VCE with a focus on more time spent practising formal examinations and building on students’ study skills. We also wanted to enhance communication between teachers and parents to keep students accountable with their work ethic and meeting teacher expectations. Some of our achievements include:

- Tightening of standards in formal mid-year practice exams and September holiday practice exams
- Collaborated with many organizations and speakers, including representatives from TAFE, Universities, Centrelink, Headspace and others.
- Senior School Expo was expanded to require compulsory attendance for Years 9 and 10. Changed venue to the Gym which allowed for more space for displays. Positive feedback was received from both parents and students.
- We were able to offer more acceleration VCE subjects to Year 9s this year and process required higher standards from the students applying – process could still be improved however.
- Parent communication was improved as a part of Cat’s role, calling and emailing parents on a regular basis
- Elevate came in to speak to 10-12 twice this year which received positive feedback from students
- Angela McCann as our new Careers Coordinator ran regular Careers sessions on Wednesday afternoons

VCE Results

20 students commenced VCE, 19 completed Year 12 (1 student is completing Year 12 over 2 years).

20 Year 12 students and 7 Year 11 students from Latrobe City campus presented for the VCE and VCE/VET exams in October/November 2014. These students successfully obtained 93 study scores.

There were 5 study scores over 40 (5.4%) which were achieved in Chemistry (1 student), Maths Methods (2 students) and Health and Human Development (2 students). The top study score of 49 was achieved in Health and Human Development.

ATAR Scores:

Of the 19 students who received an ATAR score, 4 students (21%) received ATAR scores over 80; 5 received ATAR scores over 70 (26%); 9 received ATAR scores over 60 (47%); and 11 received ATAR scores over 50 (58%). 17 received ATAR scores over 40 (89%). 11% of students received an ATAR score below 40.

Offers of Tertiary Placement

19 Year 12 students completed their VCE in 2014. 18 out of 19 students applied to University. Out of those 18 Year 12 students, 89% (16 students) received a first round offer. Out of the 16 who received an offer, 63% (10 students) were offered their first preference of course.
**Historical ATAR Comparison of Latrobe City Campus from 2009 - 2014**

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**ATAR Scores - Flinders Christian Community College Latrobe City Campus**

![Graph showing the distribution of ATAR scores from 2010 to 2014, indicating the number of students for each score range.](image)
VCE Achievement

Tyabb Campus

Danielle McDowell
VCE Coordinator

Overview

In 2014, 105 students from Tyabb campus commenced Year 12, however three students were doing Year 12 over two years and one student chose not to sit his VCAA examinations opting instead for an unscored VCE. The VCE completion rate was therefore 96%.

Number of students sitting the VCE and VCE/VET exams in October/November 2014:

- 105 Year 12 students
- 3 student doing Year 12 over two years,
- 1 student (Year 12) chose not to sit the exams
- 28 Year 11 students

These students successfully obtained 524 study scores.

This was a larger VCE Year 12 cohort at Tyabb compared to 2013 (76 students in Year 12 in 2013).

The median study score was 29. In comparison to the state median of 30.

There were 31 study scores over 40 (5.9%) a little higher than 2013 (5.45%).

The benchmarks for “over 40s” was 8.8% for all Victorian schools, and 16.1% for Victorian Independent Schools.

No perfect study scores of 50 were obtained. The top study score was 49.

ATAR Scores

The mean ATAR was 61.6 (Median ATAR 65.1).

Of the 101 students completing Year 12 at Tyabb:

- 11 (10.9%) received ATARs over 90 (8% in 2013);
- 25 (24.8%) received ATARs over 80 (21.3% in 2013);
- 41 (40.6%) received ATARs over 70 (40% in 2013);
- 59 (58.4%) received ATARs over 60 (57.3% in 2013);
- 69 (68.3%) received ATARs over 50 (76% in 2013);
- 32 (30.7%) received ATARs below 50 (24% in 2013).

Tyabb’s median ATAR 65.1 and mean ATAR 61.6 results.

In comparison to the previous the previous year’s results this cohort, which was larger, has a higher percentage of students scoring and ATAR over 80 (24.8% in 2014 compared to 21.3% in 2013), a comparable percentage of students scoring ATARs over 70 (40.6% in 2014 compared to 40% in 2013) but a larger percentage of students scoring an ATAR of below 50 (30.7% in 2014 compared to 24% in 2013). In 2014 there were two students who achieved an ATAR over 97 and four students who achieved an ATAR over 96.

VTAC Applications and Offers of Tertiary Placement

In 2014 we had 105 students in Year 12:

Three students are completing VCE over three years and 10 students did not submit any preferences for various reasons.

Thus of the remaining 92 students (90.2%) 86 students were offered a Tertiary position in this first round of offers.

- 50% received their 1st preference
- 24.5% received their 2nd preference
- 74.5% in total

I appreciate that there was concern regarding the “tail” but most of the students at the lower end also received offers to courses that they applied for which is fantastic news for them!

Summary and Conclusion

- The 2014 Year 12 results were not as strong as previous years. However, they did perform better in the above 40 score than the previous cohort. In this cohort we also had a high number of students who were given Special Examination Provision.
- In 2014 we implemented the XLR8 program for the Senior School Students. This is a time where students are able to come and study in a school environment. It is also an opportunity for Senior students to meet with subject teachers for tutoring in individual subject areas should they choose to access it. In 2015 this program will be more heavily promoted both with staff and students.
Historical ATAR Comparison of Tyabb Campus from 2010 - 2014

2010: Top ATAR score was 97.90
Mean ATAR was 68.31 (excluding 3 students who did not obtain an ATAR)
30.4% received ATAR scores of 80 and above

2011: Top ATAR score was 99.55
Mean ATAR was 68.14 (excluding 1 student who did not obtain an ATAR)
27.6% received ATAR scores of 80 and above

2012: Top ATAR score was 98.10
Mean ATAR was 72.47 (excluding 1 student who did not obtain an ATAR)
39.1% received ATAR scores of 80 and above

2013: Top ATAR score was 96.45
Mean ATAR was 64 (excluding 2 students who did not obtain an ATAR)
21.3% received ATAR scores of 80 and above

2014: Top ATAR score was 97.85
Mean ATAR was 61.6
24.8% received ATAR scores of 80 and above

(ATAR Scores - Flinders Christian Community College Tyabb Campus)
### Human Resources – 2014 Staff

All academic staff are registered with the Victorian Institute of Teaching and have approved tertiary academic qualifications.

#### Corporate Services Executive Staff

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<th>Title Given Names</th>
<th>Surname</th>
<th>Qualifications</th>
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<tr>
<td>Mrs Jill</td>
<td>HEALEY</td>
<td>B.Sc, Dip.Ed, M.EdSt</td>
<td>Executive Principal</td>
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<tr>
<td>Dr Susan</td>
<td>STARLING</td>
<td>PhD; M.Teach; B.A.; Grad.Dip.C.E.; Dip.Teach</td>
<td>Principal, Education, Research and Development</td>
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<td>Mr Glenn</td>
<td>KRUTHOFF</td>
<td>B.Com.; Post Grad.; Grad Dip</td>
<td>Director of Corporate Services</td>
</tr>
<tr>
<td>Mrs Jayne</td>
<td>GILLESPIE</td>
<td>Adv. Dip. HRM; Adv. Dip. Mgmt; Dip. HRM; Dip. Mgmt; Cert IV T&amp;A; Cert III Comm Services</td>
<td>Head of Human Resources</td>
</tr>
<tr>
<td>Mr David</td>
<td>HAUSLER</td>
<td>B.Bus</td>
<td>Head of Finance</td>
</tr>
<tr>
<td>Mr</td>
<td>GRAHAM</td>
<td>Cert. IV OHS</td>
<td>Head of Technology and Innovation</td>
</tr>
<tr>
<td>Mr</td>
<td>SKARRATT</td>
<td>Cert. IV OHS</td>
<td>Property and Maintenance</td>
</tr>
<tr>
<td>Mr</td>
<td>CARR</td>
<td>Cert IV. Sports Administration</td>
<td>Development Manager</td>
</tr>
<tr>
<td>Mrs Lyn</td>
<td>ROGERSON</td>
<td>Dip.T.; Cert IV Property Services</td>
<td>Special Projects Manager</td>
</tr>
<tr>
<td>Ms Susan</td>
<td>RIVETT</td>
<td>B.A.; Dip. Schools Marketing, Dip. Bus Admin, Sec Dip.</td>
<td>Executive Assistant</td>
</tr>
<tr>
<td>Mrs Louise</td>
<td>DENNY</td>
<td>Certificate III Fitness</td>
<td>Executive Assistant</td>
</tr>
</tbody>
</table>

#### Corporate Services Staff


#### Carrum Downs Executive Staff

<table>
<thead>
<tr>
<th>Title Given Names</th>
<th>Surname</th>
<th>Qualifications</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Cameron</td>
<td>PEARCE</td>
<td>MBA; M.Ed.; B.A.; Grad.Dip.Ed.</td>
<td>Campus Principal</td>
</tr>
<tr>
<td>Mrs Allister</td>
<td>ROUSE</td>
<td>B.Ed; M.Ed</td>
<td>Deputy Campus Principal</td>
</tr>
<tr>
<td>Mr Nicholas</td>
<td>GREENWOOD</td>
<td>B.Ed; Dip.Teach</td>
<td>Head of Junior School</td>
</tr>
<tr>
<td>Mr Nicholas</td>
<td>HAINES</td>
<td>B. Sport &amp; Outdoor Recreation; B.Ed</td>
<td>Head of Middle School</td>
</tr>
<tr>
<td>Mr Paul</td>
<td>MANLEY</td>
<td>B.Sc; M.Sc; M.Ed</td>
<td>Head of Senior School</td>
</tr>
<tr>
<td>Mr Toby</td>
<td>DANIEL</td>
<td>B. App Sci, B. Nursing, Grad Dip. Ed, M.Ed</td>
<td>Head of Teaching &amp; Learning Junior School</td>
</tr>
<tr>
<td>Mr Adam</td>
<td>SWAIN</td>
<td>B.Sc.; B.Teach</td>
<td>Head of Teaching &amp; Learning Middle School</td>
</tr>
<tr>
<td>Mr Michael</td>
<td>McLEAN</td>
<td>B.Ec; Dip Ed; Grad Dip; ICT Ed.</td>
<td>Head of Teaching &amp; Learning Middle School</td>
</tr>
<tr>
<td>Ms Hannah</td>
<td>WESTBROOK</td>
<td>B.A; B. Teacher (Hon); Juris Doctor (Master of Laws), G.D.LP, Solicitor of the Supreme Court of Victoria.</td>
<td>Head of Teaching &amp; Learning Senior School</td>
</tr>
<tr>
<td>Mr Barry</td>
<td>HOWLE</td>
<td>B.Sc. (Hon); Post Grad Cert.Ed.; QTS</td>
<td>Head of Students Senior School</td>
</tr>
<tr>
<td>Mrs Sally</td>
<td>CAHILL</td>
<td>Dip.Ed.; Cert.Adolescent Counselling; Cert.Chaplaincy</td>
<td>Head of School Welfare</td>
</tr>
</tbody>
</table>

#### Carrum Downs Staff


### Carrum Downs Support Staff

Roslyn Allen, Robert Anderson, Dianne Bevis, Rebecca Buchanan, David Campbell, Peter Cappel, Maggie Christensen, Veronica Collingwood, Andrew Coombs, Sook Wei Cosby, Alson Cronk, Tronnell Eveleigh, Kristine Gardiner, Keryn Graham, Roselle Harrison, Brooke Holmes, Jillian Hudson, Henry Huon, Yolande Jansen Van Vuuren, Lyndel Keith, Courtney Krause, Kath Lamb, Kate Lang, Leslie Lansdown, Pamela Leeding, Suzanne McClear, Marianne Morgan, Bre Neve, Danielle Ng, Esmai Oosthuizen, Renate Peacock, Elaine Peters, Janine Robinson, Tonya Routley, Kate Rowe, Mellanie Samuel, Christine Sheehan, Sue Treanor, Fiona Veitch, Julie Vernon, Joanne Walton.
### Latrobe City Campus Executive Staff

<table>
<thead>
<tr>
<th>Title</th>
<th>Given Names</th>
<th>Surname</th>
<th>Qualifications</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr</td>
<td>Julian</td>
<td>VAN TIENEN</td>
<td>B.Sc; Dip.Ed</td>
<td>Principal</td>
</tr>
<tr>
<td>Mrs</td>
<td>Kerryn</td>
<td>De BRUYN</td>
<td>B.A. Special Ed; Dip. Ed.</td>
<td>Head of Primary, Head of Teaching &amp; Learning (Primary)</td>
</tr>
<tr>
<td>Mrs</td>
<td>Helen</td>
<td>LYNN</td>
<td>B.Ed</td>
<td>Head of Middle School</td>
</tr>
<tr>
<td>Mrs</td>
<td>Jenny</td>
<td>BECKWITH</td>
<td>B.Ed</td>
<td>Head of Senior School</td>
</tr>
<tr>
<td>Mr</td>
<td>Andrew</td>
<td>HODGES</td>
<td>B.A.; Dip.Ed</td>
<td>Head of Teaching &amp; Learning (Secondary)</td>
</tr>
<tr>
<td>Mrs</td>
<td>Joy</td>
<td>FRENCH</td>
<td>Cert III Business Admin</td>
<td>Office Manager</td>
</tr>
<tr>
<td>Ms</td>
<td>Megan</td>
<td>DORTMANS</td>
<td>B.Ed; B.A.</td>
<td>VCE Coordinator</td>
</tr>
<tr>
<td>Mrs</td>
<td>Annette</td>
<td>ARNOT</td>
<td>Cert IV Library and Info Services</td>
<td>Curriculum Administrator</td>
</tr>
</tbody>
</table>

### Latrobe City Academic Staff

Naomi Bakker, Cat Barlow, Steve Burns, Keith Coverdale, Angela Daniels, Jillian Dickinson, Hettie Duke, Ingrid Glanowski, Rob Glanowski, Sharon Gordon, Dianne Goulding, Hannah Gray, Daniel Joseph, Krystal Lear, Susan Lindsay, Jeff Loh, Angela McCann, Patrick McCann, Sue-Ann McCowan, Mary Mirstchin, Janice Mur, Noah Madhuri, Gabriel Palmer, Stacey Perkins, Mihaela Ranga, Dean Richardson, Sharon Richardson.

### Latrobe City Support Staff

Christine Bremer, Nicole Christensen, Cathlyn Connell, Ian Dickinson, Rhonda Dingey, Giuliana Duffy, Susan Edwards, Karina Ellis, Yolanda Harvey, Joelie Hines, Elizabeth Kirakidas, Carley McGrath, Patricia Russell, Tanya Russell, Nicole Shaw, Pamela Streets, Astrid Williams.

### Tyabb Campus Executive Staff

| Mr                     | Maxwell           | CUDDDON    | BSc., Dip Ed | Campus Principal                                |
| Mrs                   | Carol             | CHATTEREE  | BSc., Dip Ed | Deputy Principal                                |
| Mr                    | Greg              | PARTRIDGE  | Dip.Ed; B.Ed | Head of Junior School                           |
| Mr                    | Andrew            | WATTS      | M.Ed; B.Theol; Grad Dip.Ed; Grad Dip Counselling; Diploma of Ministry | Head of Middle School |
| Mr                    | Tony              | KUC        | B.Comm; Dip.Ed; Grad Dip. Bus.Man; Cert IV OSHT; Cert IV Training & Assessment | Head of Senior School |
| Mr                    | Matt              | SMITH      | B.Ed         | Head of Learning Innovations                    |
| Mr                    | Luke              | SWAIN      | B.Sport and Outdoor Recreation; B.Ed | Head of Teaching & Learning Middle School |
| Mr                    | Andrew            | McMELLO   | B.A. Politics; PGCE Citizenship with Humanities | Head of Teaching & Learning Senior School |
| Mr                    | James             | McGHIE     | M.Ed, B.Ed, Dip Teach | Head of Teaching & Learning Junior School |
| Mr                    | Richard           | VAN ORSOUV | B.A.; Grad Dip.Ed; Grad Cert Religious Ed. | Director of Student Wellbeing |

### Tyabb Academic Staff


### Tyabb Support Staff

Laurie Adland, Kim Archer, Jeanine Batty, Jenny Bell, David Bell, Sally Bentley, Karyn Bishop, Gary Bosdorf, Karen Bouwmeester, Heather Brooker, Michelle Copeland, Daniellie Cornelio, Ornella Crema, Carrie Fisher, Melissa Forrest, Sarah Frith, Peta Hockley, Carolyn Iversen, Charlotte Kenna, Yvonne McCaig, Susan Petkovic, Melissa Priest, Lynda Prowse, Linda Read, Robyn Remington, Margaret Renshaw, Margaret Simpson, Carolyn Smith, Helen Van Niekerk, Marcus Wickham, Barbara Woon-Moloney.
### 2014 Staffing - Full Time Equivalent (FTE)

<table>
<thead>
<tr>
<th>Staffing 2014</th>
<th>Carrum Downs Campus</th>
<th>Latrobe City Campus</th>
<th>Tyabb Campus</th>
<th>Combined Campus</th>
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</thead>
<tbody>
<tr>
<td>Teaching Staff (including Principals)</td>
<td>63.83</td>
<td>26.81</td>
<td>80.31</td>
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<tr>
<td>Specialist Support</td>
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<td>1.40</td>
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<td>Administrative &amp; Clerical</td>
<td>31.57</td>
<td>14.17</td>
<td>2701</td>
<td>72.75</td>
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<td>Building Operations Maintenance &amp; Other Staff</td>
<td>3.53</td>
<td>1.20</td>
<td>4.06</td>
<td>8.79</td>
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</table>

**TOTAL** 101.51 FTE  42.18 FTE  112.78 FTE  256.47 FTE

*** FTE Staffing taken from Aug 2014 Census

### 2014 Staff Turnover by head count

#### Teaching Staff

<table>
<thead>
<tr>
<th>Service concluded during 2014</th>
<th>Carrum Downs %</th>
<th>Latrobe City %</th>
<th>Tyabb %</th>
<th>Total</th>
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<tbody>
<tr>
<td>2 2.6</td>
<td>1 3</td>
<td>1 1.0</td>
<td>4</td>
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<tr>
<td>Conclusion of Fixed Term Contract</td>
<td>5</td>
<td>7</td>
<td>13</td>
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#### Non-Teaching Staff

<table>
<thead>
<tr>
<th>Service concluded during 2014</th>
<th>Carrum Downs %</th>
<th>Latrobe City %</th>
<th>Tyabb %</th>
<th>Corporate Services %</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2</td>
<td>3 16</td>
<td>1 3</td>
<td>3 7</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>2 5</td>
<td>0 0</td>
<td>2 7</td>
<td>1 5</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Conclusion of Fixed Term Contract</td>
<td>6</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>11</td>
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</tbody>
</table>

### Teaching Staff Attendance 2014

Average Days Absent per Teaching staff member

- **Carrum Downs Campus**: 6.41*
- **Latrobe City Campus**: 5.99**
- **Tyabb Campus**: 7.35***

---

* 1 Staff member absent for extended period of leave owing to ill health (20+ days personal leave taken in 2014)
** 1 Staff member absent for extended period of leave owing to ill health (20+ days personal leave taken in 2014)
*** 1 Staff member absent for extended period of leave owing to ill health (20+ days personal leave taken in 2014)
Human Resources Report

Jayne Gillespie
Head of Human Resources

2014 Age Profile - Teaching Staff

2014 Age Profile - General Staff

The values and culture of a Christian Organisation like Flinders Christian Community College is a central tenet on which we build a firm foundation to participate in authentic Christian community. The inception of the Human Resources Department in June 2013 is a demonstration of the commitment of the College to the valuable contribution our staff make as we work together to deliver ‘quality Christian education to as many young people as possible’.

2014 was a foundational year incorporating a number of industrial relations building blocks such as the conclusion of negotiations, voting and acceptance of the Flinders Christian Community College – Enterprise Agreement 2014-2016, and the formulation of the Contract of Employment for General Staff – employed pursuant to the Educational Services (Schools) General Staff Award 2010.

Establishment of an Employee Assistance Program, Consultative Committees, Staff Kiosk, and central staff email have been important aspects of facilitating staff communications and demonstrating commitment to the wellbeing of our employees. Participation in Workplace Gender Equality Agency workshops and reporting requirements, Independent Schools Victoria (ISV) seminars, and the Australian Human Resources Institute (AHRI) National Conference were highlights for staff development and opportunities for continuous improvement. Commencement of benchmarking with the Australian Institute of Management (AIM) and ISV (Teaching and General Staff) has provided powerful information to inform forward planning and projections. Initiating involvement in AIM networks, broader industry networks and with organisational psychology specialists are delivering a gamut of rich resources. The accreditation of Mariska Mostert – Assistant Head of Human Resources and I as ACER Psychometric Testers, and the undertaking AHRI and AIM Post Graduate studies continues to add value to our organisational context.

Joint initiatives including the ‘R U Okay Day’, Tyabb campus and College Fair, Carrum Downs campus provided opportunity for College community involvement in various settings. Participation in the Executive Retreat planning day on the 10 November 2014 was a powerful exercise in staff collaboration and communications as we worked together to reflect, discuss and identify purpose, mission and values statements, and pillars supporting these statements in preparation for the 2015 College year. These underpin the newly formulated Human Resources Department Strategic and Action Plan for the 2015 – 2017 period.

The Department is re-branding commencing 2015 to ‘People and Culture’ which is reflective of the inherent value each of our staff members bring to our College community, and the absolute importance of culture and values for our organisation. It is anticipated that the Department will move from a transactional to strategic Human Resources scope and function during the course of the 2015-2017 period. This will strengthen the alignment of all components of employee relations, planning and systems with the overarching strategic plan and outcomes, and will communicate value to our employees.

My heartfelt thanks to Mariska Mostert – Assistant Head of Human Resources, and Julie Fisher – Workplace Relations Officer for their contribution and support. We look forward to a new year full of exciting possibilities, recognising that 2014 was ‘like a man building a house, who dug down deep and laid the foundation on rock. When a flood came, the torrent struck that house but could not shake it, because it was well built’ (Luke 6:48).

Jayne Gillespie (MAHRI, AIMM)
Head of Human Resources
Flinders Christian Community College again performed well financially in 2014. Annual turnover increased by 2.9% to $32.865 million. Overall Government funding increased 4.5% to $17.924 million, while Tuition income increased 4.8% to $12.528 million. Recurrent expenditure during 2014 increased 5.8% to $31.501 million, while capital expenditure grew to $3.7 million as the Tyabb academy building was completed and the Tyabb VCE and Carrum Downs Music buildings commenced. The College continues to operate within its long term plan that not only ensures long term financial viability but will also facilitate the expected growth in student numbers across all campuses of the College. Positive financial results are crucial in order to maintain and develop the facilities and infrastructure across all campuses of the College through its Capital Works Program.
The 2014 year was an exciting and extremely busy year for the Property Maintenance teams across all 3 campuses. Throughout the year we have completed a large number of projects at each campus as well as adjusting the facilities to accommodate for the changes of teaching and learning styles for each year level. Below are just a couple of projects from each campus to give you a snapshot of some of the great work the Property Maintenance team have been working on.

TYABB CAMPUS

Natural play scape
Early in 2014 we created a new natural play scape in the front of the primary precinct Academy building. The landscape consists of a dry creek bed of river pebbles complete with jetty, a number of outdoor seating locations, avenues of tree plantings which when grown will provide not only shade but great opportunities for free play. The new natural play scape also features two slate paved sections outside the main classroom areas which can be used as outdoor teaching spaces, a natural grassed amphitheatre lined with some tall gum trees which in time will provide some excellent shade/seating and play areas. There will also be an area provided where the students can create their own cubbies building activities.

Renovated amphitheatre
The amphitheatre under the shade sails in the primary precinct was quite old; the red gum sleepers were starting to break down. The structure was removed completely back to the bare frame and re-cladded with a new decking product called ‘Trex’. This decking is made of composite sawdust and recycled plastic mixture with a 25 year warranty against scratching, splitting, rotting etc. The new amphitheatre will provide a great place to meet for many years to come.

LATROBE CAMPUS

Outdoor shelters
At Latrobe we installed 2 new outdoor shelters, one outside the B. Block primary building and the other outside the Yr. 9 building, both these shelters were built to create some much needed outdoor seating areas as well as additional outdoor teaching spaces. The structures were supplied and installed by Stratco from the outback range with cool deck roofing panels. Each structure covers an area of approximately 18m x 5m. We also installed some patterned concrete paving under the B. block shelter to make this area a much more usable space.

New Playground
In July we completed the installation of a new playground in the area next to C. Block. The old play equipment was donated to a neighbouring school who really appreciated the gesture. The new playground was designed to meet the needs of the primary students from Prep to Grade 6 with half the equipment suited to Prep to Grade 2/3 and the rest to Grade 4 to 6 with a focus on developing upper body strength. We also added a new retaining wall around the new playground that doubles as some additional seating in the area.

CARRUM DOWNS CAMPUS

New Amphitheatre
Our Carrum Downs maintenance team designed and installed a new outdoor amphitheatre which we also used the Trex decking material. The suppliers of the decking were so impressed with the design & creative use of the product that they actually came out to take photos to use for promotional purposes. The amphitheatre is located near the outdoor basketball courts to provide a place for students to sit whilst watching a game or just a nice place to have lunch and chat with friends.

Long jump pit
Another great design and installation by the CD team, turning an unused area at the back of the gym into a long jump pit and fitness circuit. This project was linked into the Replas programme consisting of students collecting soft plastics from home for recycling purposes. Replas donated the fitness equipment and Kell, our Maintenance Supervisor was able to arrange for Tuff Turf to donate the materials and labour to install the artificial grass. Again, Replas was so impressed with the final product they arranged for a film crew to come out so they could again use it for promotional purposes.

THE PROPERTY MAINTENANCE TEAM

Carrum Downs - Kell Jackson, Lee Fallon and Ross Mc Cleary
Latrobe City - Andrew Ogden and Anthony Davis
Tyabb - Justin Mason, Cary Fawcett and Shane Elvey
Mrs Lyn Rogerson - Facilities and Services Manager
Mr Peter Cutting - Special Projects Manager
Mr Brian Skarratt - Property and Maintenance Manager
Carrum Downs Campus
100 Ballarto Road,
Carrum Downs 3201
(03) 9785 0000
(Absentee line: 9785 0001)
(03) 9773 5710
PO Box 8383, Carrum Downs 3201

Latrobe City Campus
Cnr Liddiard and Lansdowne Roads,
Traralgon 3844
(03) 5173 0500
(Absentee line: 5173 0501)
(03) 5176 1733
PO Box 9298, Traralgon 3844

Tyabb Campus
Cnr Baes & Mornington-Tyabb Roads,
Tyabb 3913
(03) 5973 2000
(Absentee line: 5973 2001)
(03) 5977 3375
PO Box 45, Tyabb 3913

www.flinders.vic.edu.au