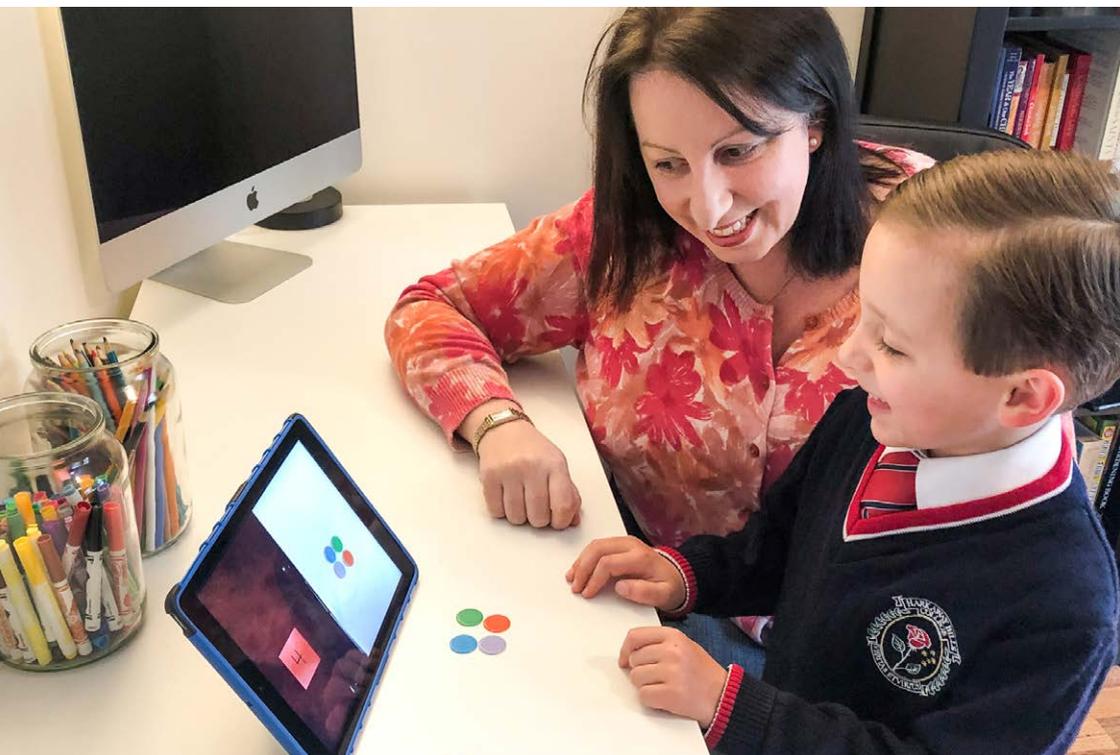


PARED *Victoria* *Annual* REPORT

2020



Harkaway Hills College
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CHAIRMAN'S REPORT

Damien Burger

Chairman

PARED Victoria Ltd.



I am proud to say that the leadership team rose to the challenge of 2020 and successfully navigated our most challenging academic year to date.

The result of their tireless work ensured that the school not only complied with ever-changing government directives but delivered excellent learning outcomes for our students.

Despite the pandemic year of lockdown, our school chose to foster a strong sense of community with online games nights and zoom concerts that will be remembered with much joy and affection. Together we decided to see lockdown through the lens of gratitude. Gratitude for the quality time it gave us with our families, for the privilege of whatever employment we have and for the bonds of friendship that unite our school parents, staff and students.

As I reflect on 2020, I am confident that we are on the right track as a school community. Of course, we can always do better and will always strive to do so knowing that our students benefit from every person doing their part to achieve our mission of supporting parents as the first educators of their children.

FACILITIES

Despite permit delays, our builders worked overtime to deliver brand new classrooms for our Prep, Year 1, Year 1&2, Year 2 and Year 5&6

Girls classes in time for teachers to set up in mid-January 2021. We thank the Commonwealth Government as well as many other donors for contributing funds towards this project.

I am proud to say that our beloved Chapel is finally complete. Since we welcomed Our Lord's Eucharistic Presence in the tabernacle in early 2021, the Chapel has become the living heart of our school. It is a joy and blessing to witness members of our school community of all ages freely dropping in to pay a visit. We are very privileged to have Mass offered daily and regular confession available for parents, staff and students.

THANKS

On behalf of the board, I would like to take this opportunity to express my sincere thanks to all those whose involvement has made the school community what it is today. We are grateful to our Principal, Mary Broadsmith who continued to do a fantastic job in 2020 overseeing all school curriculum areas while also supporting parents, staff, and students. I would also like to thank our classroom staff for their long hours of hard work throughout 2020. They indeed went above and beyond! Finally, I want to thank our parents for your trust, belief, and support in 2020. Your positivity and resilience despite the challenges that presented themselves were truly inspiring to witness.

As we look back on this year, we have much to celebrate and God to thank for all the blessings we have received and what has been achieved. We look forward to many exciting years ahead as we prepare to open our Secondary School and Harkaway Hills Kindergarten in 2022.

PRINCIPAL'S MESSAGE

Mary Broadsmith

Principal

Harkaway Hills College



The 2020 Academic School Year was one that we will never forget. The year was to be one of exposure for Harkaway Hills College. We had planned several community events, musical performances, interschool competitions and extracurricular opportunities for what we thought would be a busy but happy four terms.

Then, just as we were warming into the school year, coronavirus abruptly paused our ambitious plans. Suddenly, we had to shift our focus as we met with the scenario of our homes becoming school and school reimagined as Google Classroom. As a result, parents, staff and students were stretched and challenged in ways we never thought possible.

Instead of a year of significant experiences and new initiatives, we faced a year of constant change, and at times, disappointment, as we faced lockdown, isolation and uncertainty. Yet, despite all of this, there were more blessings than we could have imagined.

In 2020 members of the school community found new ways to support one another through online events, regular check-ins, meal rosters and small group catch-ups. A particular note of thanks for this must go to our class parents.

This year parents went beyond the call of duty to ensure our students had enriching experiences to remember. Thank you to all the parents and students who participated in our online concerts in Term 3 and the social team members who hosted our online social gatherings during the lockdown.

It was also a year of unseen hard work behind the scenes as we prepared for the future growth of Harkaway Hills College and Lysterfield Lake College. Harkaway Hills College underwent our 5-year cyclical review in October. The outcome was very positive with our individualised approach to the education and the wellbeing of students receiving high praise. The College performed exceptionally well for a first review, placing us in a strong position as we work on our new stages of growth: our High School, our Kinder, and our brother school Lysterfield Lake College, which will all officially open in 2022.

2020 was a year in which our staff had to go above and beyond. Our teachers demonstrated the strength of their commitment to educating our students with their hard work and creativity in exceptional circumstances. None of us ever imagined that we would be teaching and mentoring remotely for most of the year. I am in awe of the measures staff went to to ensure all children received consistency in their education. A huge thank you to our classroom teachers who organised everything from Zoom parties to virtual lessons, creative home projects, and hours and hours of video instruction.

Thanks to the commitment of our excellent team of mentors, the connection between home and school remained strong this year. No student and no family slipped through the cracks. That in itself was our greatest achievement.

I want to acknowledge the members of the PARED Board. Their constant support sustained the College's parents, staff and students throughout the year. Finally, a special thank you must go to the parents of Harkaway Hills College for their hard work and dedication in 2020. Our parents' faith has been humbling. Their resilience and flexibility as we managed remote education and the constantly changing school routines were exemplary.

It has been a privilege for Harkaway Hills College staff to accompany families through one of the most challenging yet memorable years we will ever face together. Although we do not have many big moments to share in this Annual Report, we will share some of the many small moments and blessings which made 2020 a beautiful year after all.

BOARD *of* DIRECTORS

The board governs all matters relating to the College and meets at regular intervals throughout the year to review the direction and operation of the College.

The board is responsible for approving the annual budget, appraising the Principal and ensuring that the College is compliant with all relevant legislation and regulatory frameworks.

Monique Baldwin

(SECRETARY)

Damien Burger

(CHAIRMAN)

Tatiana Burger

Andrea Cabrera

(TREASURER)

Elizabeth Carrick

(DEPUTY CHAIRPERSON)

Maureen Coyne

Patrick Coyne

Andrew Mullins

Trent Thomas

Senior Members:

Frank Monagle

Maureen Coyne

Patrick Coyne

Samuel Adeloju

William Cannon

(CHAIRMAN)

Maria Luisa Ortega

Anthony Montgomery

2020 STAFF

Principal	Mary Broadsmith	Music	Johanna Chavez
Operations Manager	James Cheong	Physical Education	Christopher Tilley
Chaplain	Fr. Tomas Gibson	Spanish	Yimmy Galeano
Foundation teacher	Mrs Catherine Tilley	Mentor	Claire Wall
Foundation teacher	Mrs Tara Sciberras	Mentor	Frank Monagle
Year 1 teacher	Miss Genevieve Exton	Mentor	Maria Materia
Year 2 teacher	Miss Sofie Burger	Mentor	Mary Broadsmith
Year 3/4 teacher - girls	Ms Ianthe Lim	Teaching Assistant	Maria Materia
Year 3/4 teacher - boys	Mr Anthony O'Shea	Teaching Assistant	Antoinette Baird
Year 5 teacher	Ms Johanna O'Farrell	Teaching Assistant	Katya Castro
		Administration	Grace Hesse
		Administration	Liz Freeman



STAFF ATTENDANCE

Average attendance rate for teaching staff: 97%

Average number of days absent for teaching staff: 5

STAFF RETENTION

Proportion of teaching staff retained in a program year from the previous year (excluding maternity leave): 100%

TEACHER QUALIFICATIONS

Doctoral/Masters/Degrees/Diploma (or equivalent): 100%

PROFESSIONAL LEARNING

Number of teachers participating in professional learning activities: 100%

All teaching and teaching assistant staff participate in ongoing learning throughout the year.

The professional learning consists of involvement in the College in-house professional learning programs as well as varied external professional learning opportunities.

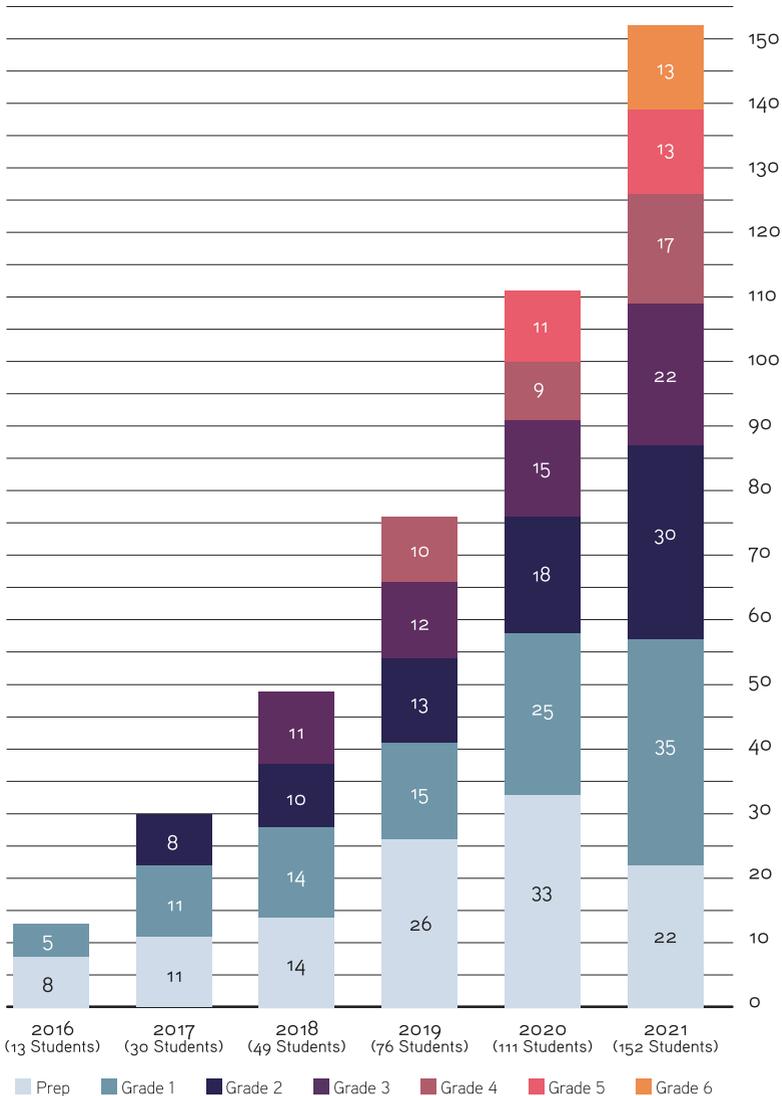
In Term 4, teachers participated in an exclusive online session with Professor John Hattie on '10 Mindframes for Visible Learning'.

All teachers in the College are registered with the Victorian Institute of Teaching.

Average expenditure per teacher on professional learning: \$1,268 per teacher.

ENROLMENTS

Harkaway Hills College enrolments have grown steadily over the past year with 41 new enrolments received for the 2021 academic year.



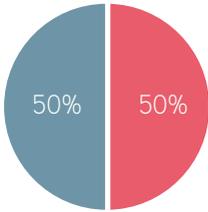
STUDENT CHARACTERISTICS

Please see below a summary of the characteristics of the Harkaway Hills College student body.

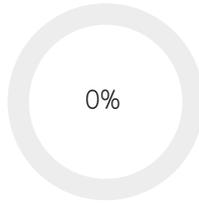
Students

Total enrolments: 111

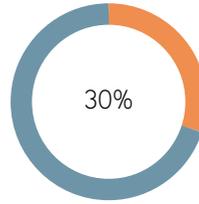
Full time equivalent enrolments: 111



Boys: 56
Girls: 55



Indigenous students



Language background other than English

Yes (30%)
No (70%)
Not Stated (0%)

	Female	Male	Total
Foundation	15	18	33
Grade 1	10	15	25
Grade 2	8	10	18
Grade 3	6	8	14
Grade 4	5	4	10
Grade 5	10	1	11
Total	55	56	111

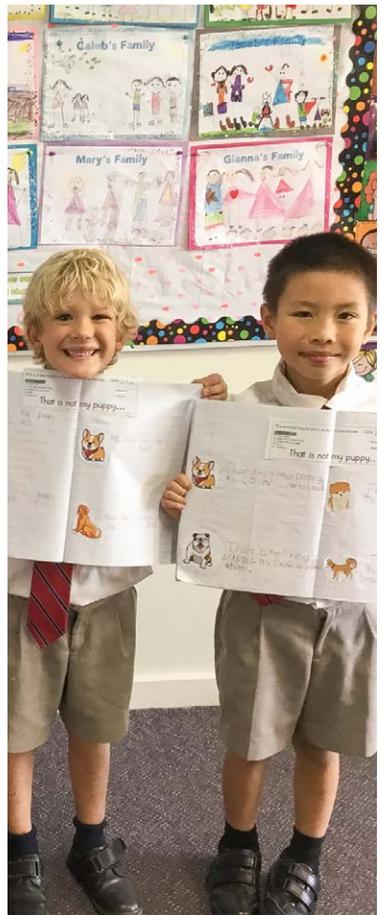
STUDENT ATTENDANCE

Attendance rolls were marked morning and afternoon at Harkaway Hills College during face-to-face learning. During remote learning, attendance was marked according to work submitted. Mentors called all families fortnightly during lockdown for wellbeing checks. The Principal follows up any unexplained absences.

Total attendance in 2020 (excluding approved absences): 97%

The SCHOOL *in* ACTION









ACADEMIC HIGHLIGHTS

2020 saw our student perform strongly across all areas of the academic curriculum. Students entered a range of competitions throughout the year despite the lockdown. Some of the outstanding achievements of our students who entered Victorian Schools competitions are noted below.

INDEPENDENT SCHOOLS VICTORIA POETRY COMPETITION

Felicity van Rensburg – Winner, Grade (5/6 category)

Grace Sudjono – Honourable Mention, (Grade 5/6 category)

Raquel Cruz-Huerta – Honourable Mention, (Grade 5/6 category)

DEBATING SOCIETY OF VICTORIA PUBLIC SPEAKING COMPETITION

Grace Sudjono – Finalist, (Grade 5/6 category)

NAPLAN RESULTS

2020 NAPLAN RESULTS

In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.

2019 NAPLAN RESULTS

Our NAPLAN result in 2019 continued our students' history of performing strongly in each domain, with our students performing above to well above most state and national averages.

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
HHC	433	443	488	510	442
State Mean	445	432.4	427.6	452	419.3
Australian Mean	426	417	409	432	402

2018 NAPLAN Results

Our NAPLAN result were very encouraging in 2018 with our students performing above to well above both state and national averages.

	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
HHC	466	456	497	491	428
State Mean	393	410.5	419.8	439.9	424.1
Australian Mean	434	407	418	432	408

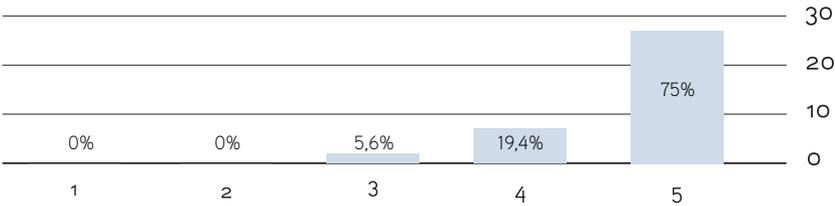
SATISFACTION SURVEYS

Each year parents and staff are given the opportunity to provide feedback on aspects of the College's operations.

Please see the summary of the responses received for each question about key areas below.

PARENT SATISFACTION

Overall satisfaction: (5 highest)



WHAT DO YOU LIKE MOST ABOUT HARKAWAY HILLS COLLEGE?

Top answers:

- Community
- Faith
- Environment
- Support and care
- Mentoring

ACADEMIC FEEDBACK

- Students have progressed this year even with interruptions.
- Struggling students were picked up early and support was put in place.
- Strong literacy program.
- Excellent classical literature program in Grades 3-5.
- In-class maths program is strong.

MENTORING FEEDBACK

- It is great that the mentors kept in touch with the children during lockdown.
- This is a brilliant program.
- The little bits of feedback from mentors have been wonderful for finding out more about what happens at school. It makes us feel fully 'in the loop'.
- As parents, we have been able to share parts of our home life with the mentor in order to help improve our children's behaviour in certain areas.
- This is a major reason that we love the school. It is so great knowing that my children have someone to talk to if they need a safe place to go to at school.

PARENT ACTIVITIES FEEDBACK

- A very supportive community.
- Even with the challenges of this year, the events that were held on Zoom were fantastic. It has been greatly appreciated to have the opportunity to meet other families.
- Love the talks, we felt very important and welcome.
- I am impressed by the fact that as parents we are provided with so much support through parent activities. I especially love the key parent functions.
- Very good, thank you!
- The lockdown social activities bring the parents together, much appreciated.
- The topics covered are always very helpful.

STAFF SATISFACTION

Overall satisfaction: (5 highest)



WHAT DO YOU LIKE MOST ABOUT WORKING AT HARKAWAY HILLS COLLEGE?

- The Faith and ethos of the School
- The culture
- Community
- Evident trust in the teachers
- Feeling valued
- Open communication
- Excellent Academics

2020

INFRASTRUCTURE HIGHLIGHTS

THE YEAR IN REVIEW:

- Completion of four new classrooms in time for the Term 1, 2021
- Completion of the School Chapel



2021 PLANS

HARKAWAY HILLS KINDERGARTEN

With Harkaway Hills Kindergarten to start in 2022, the plan is to build two large classrooms with a capacity for 66 students. The onsite Kindergarten for 3 and 4-year-olds will be complete in the latter part of 2021.



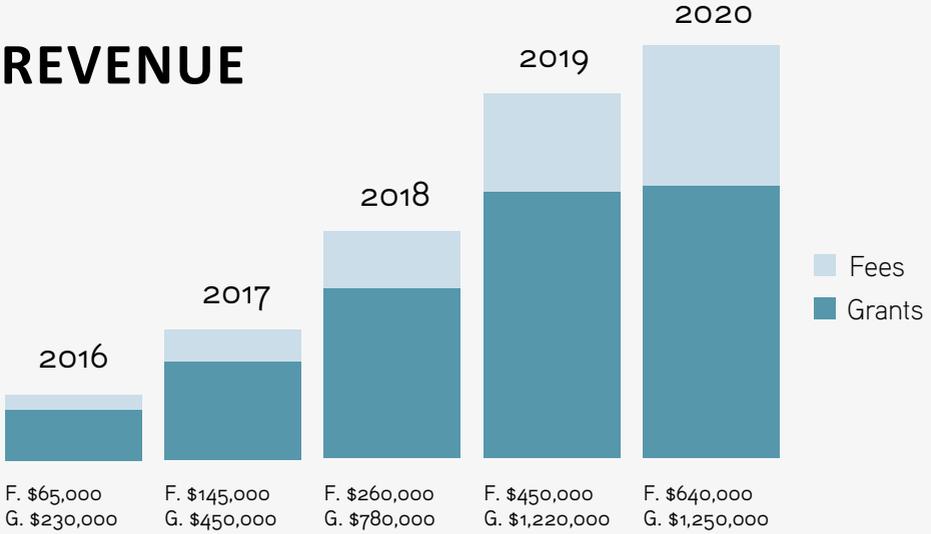
PRIMARY CLASSROOMS

The upper primary school courtyard will begin taking shape in 2021. The building of our third classroom block around the newly constructed netball court will be complete towards the end of 2021.



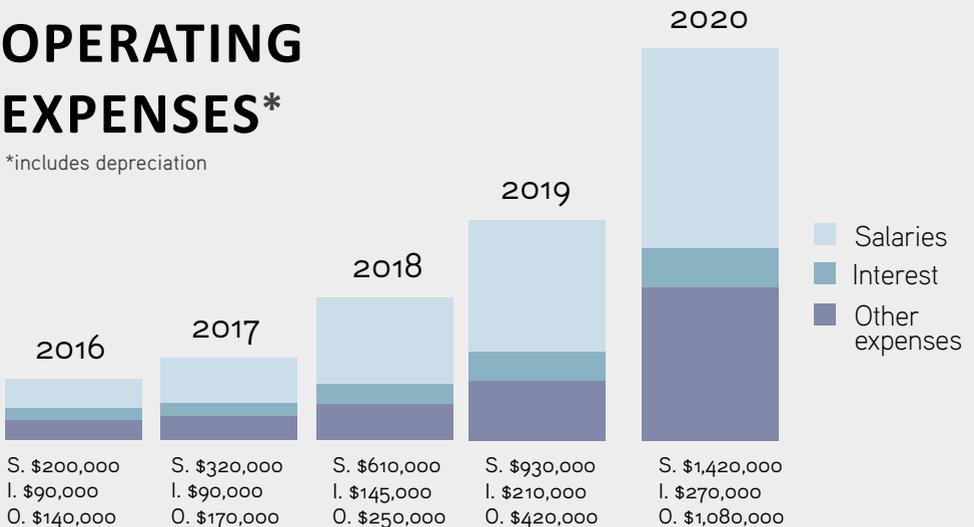
FINANCIAL HIGHLIGHTS

REVENUE

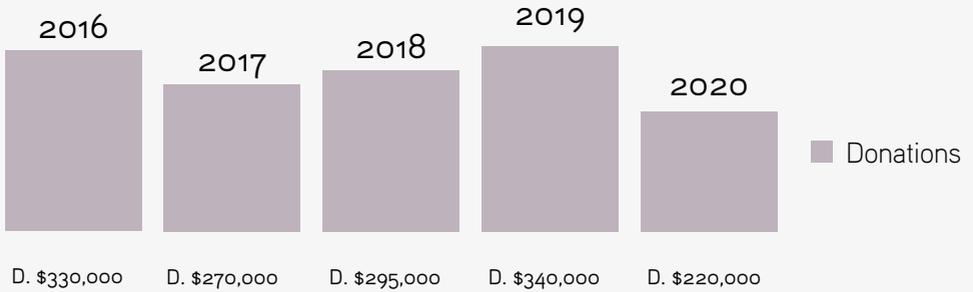


OPERATING EXPENSES*

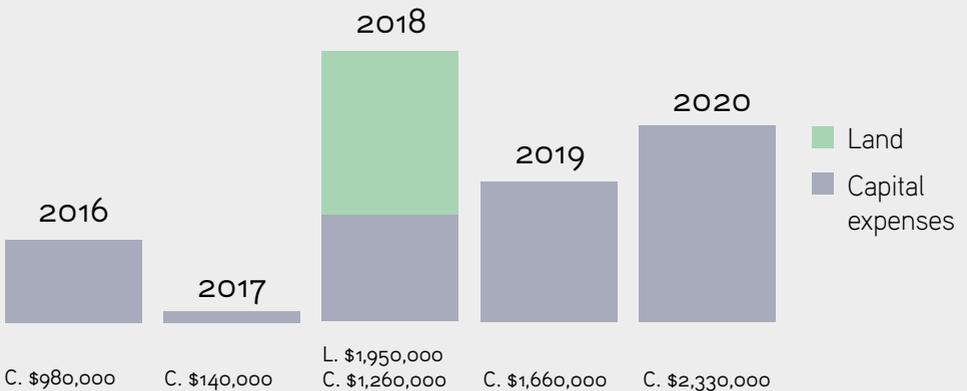
*includes depreciation



CAPITAL DONATIONS



CAPITAL EXPENDITURE





PARTNERING
with PARENTS.
EDUCATING
for CHARACTER.
