



Christ Church  
Grammar School

## **Headmaster's Report**

**February 2015**

**Old Boys' Association  
Parents' Association**

## FROM THE HEADMASTER'S DESK

The 2015 school year begins with a very buoyant mood around the Christ Church community as a consequence of excellent academic results, the full context of which will be presented in the Council Meeting by the Director of Studies, **Mrs Margaret Brophy**. This performance reflects the efforts of the entire community - students, parents, teaching and support staff.

Student activity through the 2014/15 interface has again been a feature and a reflection of an engaged staff enabling a remarkable breadth of programme. The School hosted a most successful Sony Camp involving Year 12 students, conducted a cricket tour to Sri Lanka, an aquatics tour to Queensland, a drama (MYTC) tour to the United Kingdom and accommodated pre-season camps and practices for summer sport along with internal and external cadet promotion courses. These events will be highlighted through news stories on CCGS World.

It is also appropriate to highlight (details exist in the later part of this report) a considerable amount of work done on the campus over the past six weeks. The Grounds and Services team have done a fantastic job in preparing the School for the new year. This has included the complex work associated with the refurbishment of the Drama Centre and the Senior School cricket facility. We are indeed fortunate to have such exceptional staff who enable so much to occur during a 'slow' period for trades and associated skills. **Mr Chris Coslani** is to be congratulated for what he has been able to achieve.

In speaking to staff at the beginning of the year I have focussed on a number of ongoing elements of current strategic projects and some key new initiatives that will be a part of the year alongside the consideration and creation of the next Strategic Plan (2016 – 2020). These are:

- further development of our global capacities work with Columbia University
- our attention to digital curation and creation through the Associates to the Centre for Pedagogy
- improved tracking of individual students in the pursuit of a greater personalisation of programme
- the emergence of a Centre for Boys Health and Well-being and associated programmes
- continued focus on Relational teaching skills.

It is always affirming here at Christ Church that despite our ongoing performance there is a restlessness to improve. It is quite a palpable feeling and although often prompted by members of the Executive team there is a significant cultural disposition amongst our staff to balance the best of the new with the strength of the past in the best interests of our boys.

From the 10<sup>th</sup> to 18<sup>th</sup> January I was in the United Kingdom. This visit was planned to coincide with the meeting of the Trustees of the International Boys Schools Coalition at Harrow School which was on the 17<sup>th</sup> and 18<sup>th</sup> January. This was preceded by a one day visit to Dublin to promote the IBSC in Ireland. While in the UK I visited three independent Schools, Tonbridge School, Haileybury College and Wellington College. I was also able to conduct interviews with six potential staff. Four of these were for the role of Head of Humanities, one for the Director of Communications and Engagement and one as Assistant Chaplain. As has been the pattern over my time as Headmaster, a London community function was held to coincide with the Midnite Youth Theatre Company tour. The last time this occurred was in our centenary year of 2010. It was a pleasure to host the members of the company and 35 other guests to a very successful event.

Emerging from this week was affirmation of the strength of an open entry policy to the culture of 'great' schools and a sense of confidence that the steps our School has taken reflective of our strategic intent were very much at the leading edge given what I observed at three schools who would see themselves as at the top of independent education in the United Kingdom.

Of interest from the IBSC's Trustees meeting was the sharing of Selwyn House in Canada of their recent newsletter that outlined the benefits of boys' schools, this can be found in the attachments. Selwyn House need to continually justify the nature of their existence in a more refined market and I thought this particular tome would be of interest to members of Council.

At the end of 2014 in preparation for the publication of Chronicle ongoing statistical material related to our graduates became available. This is included in the attachments to this report. Given these statistics I have taken the opportunity in the early part of this year to meet with each of the Vice-Chancellor's of our three most attended post school universities to gain their perspective of the nature of school leavers and what they believe university education is becoming. I look forward to the opportunity of sharing with these eminent educational leaders and to the two-way nature of this conversation.

## STUDENTS

### THE LW PARRY PREPARATORY SCHOOL

#### Academic

##### Orientation of new staff

This year the Preparatory School welcomes five new teaching staff, these staff are **Troy Looke** (PMC), **Letitia Simon** (Pre-Primary), **Brooke Gonnella** (Year 2), **Victoria Wisker** (Year 4) and **Jody Henry** (Year 5).

One point of concern is, although six male candidates were interviewed, none were of the standard expected of a Christ Church teacher. Male Primary teachers are an ever-shrinking minority in the workforce; however offer an important balance to the school and work place. The Head of the Preparatory School will investigate the possibility of holding a 'Men Teaching Boys' forum for male Primary teaching students, as to engage male primary teachers and introduce the concept of Christ Church being an employer of choice.

##### How Language Works

This year Preparatory classroom teachers and teachers of literacy will be engaged in the How Language Works course provided through AISWA. Two highly knowledgeable and experienced staff **Rachael Durston** (Co-ordinator of the Learning Development Centre) and **Melanie Wallis** (now Deputy Head – Curriculum at Hale School) described this course as the most valuable and informative professional learning they had completed. The Director of Studies, **Brad Hilliard**, investigated the possibility of the Preparatory School staff completing the course as a whole. The How Language Works presenters had to receive approval from the AISWA CEO to conduct the course entirely with one school.

How Language Works is a five-day course that requires pre-reading and coursework to complete. It is focused around the interlocking nature of the English language and is centred on functional grammar. Some tertiary institutions will accept completion of How Language Works as credits toward a Master of Education such is the standing of the course. Preparatory School staff will complete How Language Works during staff days and will practice what they have learnt in their classrooms. This course will further work to bring greater consistency and continuity to the academic programme.

##### Learning Journey

As a response to feedback received in the MMG survey the Preparatory School will reintroduce a Learning Journey, where parents come into school to see their son's learning experiences and work. The Term 1 Learning Journey was replaced by the Mid-Semester Report in 2012 in response to a parent survey on reporting. However, parents are clearly asking to see the boy's work and results in situ, as well as the formal report hence this response.

##### Pastoral Care

The Vertical House Groups (VHG) will include Year 2 in 2015. The Year 2 staff, Pre-Primary to Year 2 Co-ordinator, **Holly Miller**, and Director of Pastoral Care, Planning and Co-curricular, **Maria Hodges**, discussed the benefits, costs and logistics of including the Year 2 boys and staff in the VHGs and it was decided to include the younger boys. VHGs commence in Week 3.

The introduction of the Knight's Quest for our Year 6 boys is seen as a mature extension of the Champion Quest and a leadership programme for our oldest Preparatory School boys.

Employing the Knightly Virtues, created by the Jubilee Centre at Birmingham University, our Year 6 boys will complete tasks to achieve a Knightly Virtue. These will be supported and 'signed off' by peers, parents and staff. As the boys achieve a virtue they will receive a Virtues Shield that can be worn on their blazer. The Knightly Virtues align well with our School values and are: Humility, Honesty, Love, Service, Courage, Justice, Self-Discipline and Gratitude.

### **Planning**

Due to the Chapel renovation two significant changes have been made to the Preparatory School schedule. Firstly, Preparatory School Assemblies in Terms 1 to 3 will be conducted in Hadley Hall at MLC. The College has been most generous with the use of this space for Preparatory School assemblies and other events previously held in the Chapel. Secondly, Chapel will be held at Christ Church Parish conducted in phase groups (PP-2, 3-4 and 5-6) by **Father Peter Boyland** and **Canon Frank Sheehan**. Each phase will attend Chapel once per term.

Discussions with MLC have progressed involving an aligned Canberra Tour for Year 6, possibly as soon as 2016. We are investigating possible venues and meeting places as most Canberra venues already are challenged by 104 students.

## **SENIOR SCHOOL**

### **Academic**

The 2014 ATAR results were released on 29 December and other information has been made available by TISC, SCSA and *The West Australian* since then. We are delighted with the performance of the 2014 cohort; a full report and analysis will be provided to Council at the Council Meeting. The Director of Studies will represent the School at the SCSA Awards Presentation Ceremony in February.

Timetabling, rooming and staffing arrangements are being finalised and parents of students in extension and support classes have been advised of placements for 2015. Lists of students to be placed on General Academic Review and Subject Academic Review have been drawn up and a number of interviews with parents and boys have been held over the holiday period. The School's success in achieving a WACE attainment rate of 100% in 2014 speaks to the ongoing success of these measures.

Key academic policies, including the Reporting & Assessment Policy and the Curriculum Policy, have been updated and will be made available to parents. Issues surrounding SCSA eligibility approval processes for the study of a language in Year 11 have been resolved, with the exception of two appeals yet to be decided.

2015 will see the implementation of a number of new initiatives, including Certificates III and IV in Fitness, run here at CCGS through Daly Fitness. This will be helpful in ensuring that we meet the New WACE requirement that all students leave school with either a Certificate II (minimum) or an ATAR. The Postcard suite is being re-designed and will be re-launched in mid-February and a working party has been formed to establish processes for the awarding of both an Australian Curriculum grade and a CCGS grade, as is allowed by ACARA.

### **Pastoral**

Due to several late staff resignations and an increase in the number of full time staff appointments, there have been nine changes to the tutorial staff for the beginning of 2015. Two part-time staff have had to relinquish their pastoral duties and two other long term staff

members have accepted the offer to step away from their tutorial roles. This has enabled the school to ensure that all new full time staff will be fully engaged in the three core areas of teaching at CCGS, the academic, pastoral and co-curricular.

The following staff have been appointed to significant pastoral positions for 2015:

**Ms Jasmine Head** – Assistant Head of Wolsey

**Mr Patrick Loudon** – Assistant Head of Queenslea

**Mr Richard Parker** – Assistant Head of Moyes

**Mr Andrew Greig** – Year 9 & 10 Year Group Co-ordinator

**Mr Brad Downing** – Director of the Residential Community

Within the Senior School Pastoral program, particular focus will be on:

- exploring ways of extending the Peer Support Program
- improving the leadership training for School and House prefects
- improving the monitoring of boy's involvement in school activities
- engaging with the Director of Boy's Health and Well-being to explore new House activities to promote health and well-being
- raising the profile of the Student IT Committee
- exploring the potential of hosting House webpages or Blogs
- increasing the opportunities for Assistant Heads of House to meet together.

### **Planning and Co-curricular**

Planning of the 2015 calendar of events was completed by Christmas. The launch of the CCGS home screen App for smart phones and iPad has been completed and will be rolled out via the CCGS World page to parents in late January 2015. A video to explain how to maximise the use of the App and personalisation capacities will be highlighted as part of the process by Community relations.

The Service in Action Calendar has also been finalised for 2015 and a preliminary allocation of boys to trips has been completed. There are still issues around how to staff the programme to ensure its continuation and the appointment of a SIA coordinator to lead this established programme is seen as a priority.

### **Tours**

The Drama Departments UK tour has been a great success with four performances of *Hoods* while on tour at various locations around the UK. Sixteen CCGS boys and 4 girls from associated girls' schools enjoyed an amazing cultural experience.

The Sri Lanka Cricket tour in early December was a great success with fifteen boys playing eight of the nine scheduled games. The performance of the boys was excellent and playing on two test pitches was an incredible experience. Whilst a culturally different experience from the UK tour the opportunity to use the tour as a real preseason for the 2015 Darlot Cup season was seen as extremely positive.

The Aquatic Tour to Queensland was also a great lead into the 2015 swimming and water polo seasons with thirty-five boys attending. Based at TSS (The Southport School) on the Gold Coast the programme includes 2 swim sessions a day, game time for water polo players as well as time with ex Olympic swimmers and a session at Bond University, not to mention recreational activities at the theme parks.

The second SIA tour to Cambodia took place before the Christmas festive period. Twelve CCGS boys, twelve St Mary's girls and 7 staff worked tirelessly at CCF to support their programs in educating Cambodian children from impoverished backgrounds for a better future.

### **Sport**

Staffing and fixture for the 2015 season is complete and the program is ready to begin with PSA fixture against Guildford in the first week of term.

The on-going development of relationship with UWA will see our senior hockey program based on the new UWA synthetic turf this season and this includes Saturday home fixtures.

Most senior teams are training in preparation for their forthcoming PSA seasons or will start in the next couple of days.

### **Arts**

A full program of dramatic performances is planned for 2015. Under the new Artistic Director of the Midnite Youth Theatre Company, Mr Gregory Jones the casting and productions schedules are well under way. The Midnite season opens with the tour play, *Hoods* in February and is followed by *Teechers* in April, *Assassins* in May, *Cloudstreet* in August, *Dirty Beasts* in September and *The Jungle Play* in November. It is important to note the School has subtly changed the organisation of Drama in 2015 with the appointment of a Head of Drama (Academic Subject). It is hoped that this will enable enhanced MYTC productions and student numbers in academic classes.

Music has a full programme of performances booked in for 2015. Assembly performances have been accommodated by use of the House Chapels that will be conducted at Christ Church, Claremont on a regular basis.

We will continue to be a host school for WADL Debating on Tuesday nights during Terms 1, 2 and 3.

SCRAM, Mock Trials and Chess are all ready to commence at the start of the academic year.

### **Outdoor Education**

A new Outdoor Education teacher, Laura Burt has arrived from Victoria and two new assistants will also start in 2015. Planning for the 2015 Outdoor Education programme is complete, Year 9 camps have been structured with on-going exploration of father involvement with their sons at the Year 9 level.

## STAFF

### Key Initiates for 2015

- AMP (Autonomy, Mastery, Purpose) Days to continue for all departments and Prep School
- Oversee the Digital Curators in Humanities, Science, English, Art, PE & Prep
- Realign Senior Teacher 1 & 2 to incorporate AITSL standards
- Introduce electronic PD application and new staff on-boarding solution via Sharepoint
- Continue classroom observation rounds for Head of Departments
- Planning for development of Strategic plan 2016+
- Establish key development areas with the Director of Pedagogy

### Staff Changes

#### EXECUTIVE STAFF

##### Resignations:

**Mrs Karina O'Meara** has resigned from her position as Director of Community Relations to return in mid-January to her home town of Melbourne. Karina joined the School in 2010 and over her 4 Years has contributed immensely to the School on a variety of levels.

#### TEACHING STAFF

##### Appointments:

**Ms Troy Looke** has been appointed as a Teacher in the LW Parry Preparatory School, Peter Moyes Centre. Troy graduated from Notre Dame University in 2013 and continued to advance her studies throughout 2014.

**Mr Scott Chrystal** has been appointed as a part-time Physical Education Teacher in the Senior School. Scott has recently graduated from Notre Dame University where he majored in Physical Education he is also a qualified skipper and holds a Certificate IV in Fitness.

**Ms Brooke Gonnella** has been appointed as a Classroom Teacher in the LW Parry Preparatory School. Brooke has most recently worked at Atwell Primary School where she was a Year 2 Teacher and the Science Curriculum Leader.

**Mr Khiem Ly** has been appointed as a Mathematics Teacher commencing 6 April 2015. Khiem is currently employed at John Septimus Roe Anglican Community School as a Mathematics Teacher and Senior House Co-ordinator.

**Mrs Bronwyn Nelles** has been appointed as a Mathematics Teacher. Bronwyn has 17 years teaching experience in both the secondary and primary school systems and is qualified to teach Mathematics, Science Health and Physical Education. Her most recent position was at Scarborough Primary School as a Physical Education Teacher.

##### Internal Appointments:

**Mr Andrew Greig** has been appointed at the Residential Year Group Co-ordinator (9&10).

**Mrs Nicky Garside** has been appointed as Head of Drama.

**Mr Gregory Jones** has been appointed as Director of Drama and Artistic Director of the Midnite Youth Theatre Company.

**Mr Les Goh** has been appointed as Acting Head of Humanities for Semester 1.



### **Contract Extensions:**

**Mr Tim Chaney** – 12 month contract – Senior Physical Education Department

### **Resignations:**

**Mr Robin Dunn** has resigned from his position as Mathematics Teacher. Robin leaves the School after 25 years of distinguished service in which he has carried a wide variety of responsibilities in the pastoral, academic and co-curricular domains.

**Mr Antony Kalebic** has resigned from his position as Mathematics Teacher. Antony joined the school 11 years ago and has been an active contributor to the School.

**Mr Andrew Lane** has resigned from his position as Year 5 Classroom Teacher and Giles House Co-ordinator in the LW Parry Preparatory School. Andrew joined the School in January 2011.

### **SUPPORT STAFF**

#### **Appointments:**

**Mr Graham Nolan** has been appointed as IT Helpdesk Officer. Graham has worked in Japan for the last 4 years as an Assistant Language Teacher, prior to that he worked at iiNet following the completion of a Bachelor of Engineering (Software) at UWA.

**Ms Caitlin Allen-Williams** has been appointed as an Education Assistant in the LW Parry Preparatory School, Peter Moyes Centre. Caitlin has most recent position was a Support Worker at the Autism Association of WA.

**Ms Justine Garland** has been appointed as a Library Assistant within the LW Parry Preparatory School. Justine has worked as a volunteer in the library since 2012.

**Mr Phillip Barker** has been appointed as Education Assistant in the Senior School, Peter Moyes Centre. Phillip recently completed his Intermediate Award Bachelor of Psychology from Curtin University.

#### **Internal Appointments**

**Mrs Kylie O'Connor** has been appointed within the Community Relation Teas as the Assistant Admissions Registrar.

#### **Resignations:**

**Mr Brennan Chan** has resigned from his position as IT Helpdesk Officer. Brennan joined the School in 2012 and has been an active member of the ITC Department.

## **COMMUNITY**

Holiday programs for December 2014 and January 2015:

- Auswim instructors course Saturday 6 and Sunday 7 December in V block rooms and pool
- NZ Rowing team Monday 8 – Tuesday 16 December in Knutsford House
- SONY Camp Thursday 11 – Sunday 14 December in Walters House
- Ooly Booly Webinar Saturday 13 December in FutureSphere
- Bubble Dome computer courses 17 – 19 December in FutureSphere L16 and L 17
- Bubble Dome design courses 13 – 15 December and 20 – 22 December in S 3 and 4
- ATArget January Jumpstart Monday 19 – Friday 24 January in L and Q block rooms
- CCGS Rowing Camp 23 – 26 January in Walters house
- Kirby Swim training Day Saturday 31 January.

## **ICT**

With the closing of Term 4, 2014, several projects began to gear up in preparation for 2015. The more significant of these include:

### **The iPad Program**

The initial phase of this program was to recover iPad from students in years 7 - 10 and 12. The Year 11 boys were allowed to retain their iPads over the December holiday period and carry it into year 12 in 2015. The 2014 Year 12 boys were asked to return their iPads once WACE exams were complete, while the Year 10 iPads were collected from the venture prep areas before boys departed for Venture. Boys in Years 7 – 9 were asked to return their iPads by the 6<sup>th</sup> of December. For the first time ever student iPads were recovered via the book-room book-hire returns process and was deemed a success with only one outstanding iPad uncollected by the end of week 2 in December. iPad damage rate neared 24% in 2014. The future intent here is to attain further reduction in damages.

The returned iPads were checked, cleaned and wiped of data in preparation for re-deployment in 2015. The two-year-old devices, from years 8, 10 and 12 were allocated to the preparatory school. This means that all preparatory classes from PP to Year 6 could now be outfitted with 1 to 1 iPads in 2015.

In parallel, 735 iPads were ordered from the 2015 budget. This includes 600 for years 7, 9 and 11, 110 for one half of the staff and 25 for damages, miscellaneous/MLC students. In addition a total of 1485 black/blue iPad cases were ordered to cater for these and existing iPads. The STM Dux cases conform to military standards and are expected to reduce the number of damages in 2015.

189 desktop machines were also refreshed as part of the standard 3 year refresh cycle and many old machines were sold off as second-hand equipment to Apptech, other schools and individual buyers. These machines are used for computer labs and various admin functions.

By Thursday, 22 January 2015 all iPads were prepared for redeployment via the book-hire book room. Due to security and space concerns, students were directed to the ICT Centre to collect allocated iPads. This process is still ongoing. The Year 7s will collect their iPads as part of their orientation program on Saturday. The intent here was to provide each student with an iPad by day 1, Term 1.

The 2015 iPad program includes a new global proxy system, which redirects iPad Internet traffic at home via the school's filter system. In this way the school's content filter (Netbox Blue) protects students from accessing inappropriate material via their iPad anywhere. Secondly iPads in year 10 are being trialled with a new age restricted App store. Finally a digital citizenship quiz and program was trialled with all senior school students on Thursday, 29 January 2015.

### **Audio/Visual Equipment**

As part of the 4-year refresh, A/V equipment in 22 classrooms were refreshed in December also. For the first time ever, A/V upgrades for the current year will be ready for operation on day 1, term 1. This latest refresh also signifies the completion of Apple TV installs across all teaching spaces within the school and as such enabling the equipment in each classroom to offer wireless projections services.

Additionally an AV solution to cater for the move from the CCGS chapel to Christ Church during 2015 renovations has been ordered.

## **GOVERNANCE/FINANCE/FACILITIES**

### **Governance**

The School has finalised an update to the Council induction pack. This will be distributed to all Council members at the February meeting.

The meeting schedule for 2015 has been developed with particular consideration being given to the strategic planning process, earlier start times and a visit to Koorinal.

The School is currently uploading the bio's of the three new Council members to the School website. A group Council photo is to be taken prior to the February meeting to also update the website.

### **Finance**

The School is well advanced on reaching agreement with the Support Staff on a new EBA for the 2015-2017 period.

The School has developed a prepayment of fees policy providing parents with the flexibility to prepay multiple year's fees in advance.

### **Facilities**

Settlement of the purchase of an additional 100 hectares (247 acres) of land adjacent to Koorinal occurred on 19 December 2014.

The Brockway development application ('DA') is being finalised with the City of Nedlands ('CoN').

The CoN has requested numerous small amendments some of which have been able to be accommodated and others will form part of the conditions of approval. The Department of Environmental Regulation ('DER') is requiring the completion of a mandatory audit report ('MAR') to ensure that there is no migration of harmful pathogens off the site in either the air or ground water. The MAR consultant has almost completed an audit of the environmental studies that have already been completed to ascertain whether any additional site information is required to sign off on an interim MAR.

The School has also received notification from the DER that the Brockway site has now been formally classified under the Contaminated Sites Act 2003 as "Contaminated – remediation required". The classification was expected and simply formalises a requirement to complete a MAR if any development is proposed (as per above).

The Chapel refurbishment project has been contracted to Western Projects the successful builder. The builder is ready to receive a handover of the site as proposed on 6 February 2015.

The remediation of the storm damage to M and P Blocks is expected to be complete by the start of Term 1, 2015. The project has been exceptional well managed by **Chris Coslani** who has worked diligently to maximize the insurance value received by the School. This is particularly relevant with regard to the wholesale replacement of AV equipment that was water damaged.

The refurbishment of 10 Queenslea Drive is nearing completion. The final painting and landscaping is occurring over the next couple of weeks. The property will be commercially let through a local real estate agency once complete.

The School has substantively progressed the cricket nets precinct project. The synthetic turf has been laid and the netting structure has arrived to be installed.