

ANNUAL REPORT 2007

Report to the College Community from the Council President and Principal



Graduate Teacher of the Year,
Jessica Murphy.



Report to the College Community from the Council President and Principal

The Year in Retrospect

2007 has provided some excellent progress in the College Strategic Plan (2006-2009) implementation. The Sebastopol College Strategic Plan has three key areas of focus: Student Learning Outcomes, Student Engagement and Well being, Student Pathways and Transition.

Learning and Teaching

Amongst the highlights in improving teaching and learning practice was the accreditation of the College under the Performance and Development Culture program. The rigorous accreditation process has required a very substantial commitment from the College teaching staff in shared professional learning practice being transferred to the classroom. This process was strongly embraced by teaching staff and reflects in the staff opinion survey which highlights the strong professional commitment.

The data on student performance has shown a positive trend in literacy development as noted in the AIM data. Whilst there was a 96% VCE pass rate, the College has developed and is implementing a comprehensive program to lift study score and mean score data. University placement was particularly pleasing along with the number of scholarships accessed by our students. Once again the College achieved some outstanding results in the National Mathematics Programs with students achieving in the top percentile.

The College's Applied Learning Program for Year 9 students (Leading Schools Initiative) has received substantial publicity for the quality and engagement indicators as identified through the *Attitudes To School* Survey data. The program was selected as a finalist in the Victorian Education Excellence Awards for 2007.

HIGHLIGHTS

- Performance and Development Culture accreditation
- Integration Team Award – Grampians
- Teacher Awards Herald Sun: Graduate Teacher of the Year
- Victorian Education Excellence Awards 2007 Finalist Curriculum Innovation
- Mind Shop Excellence Program
- Alpine School Program
- Swanee Award - Public Speaking and Debating
- Sporting Blues Awards
- Senior Student of the Year ACE
- Sir Rohan Delacombe Scholarship
- Ellis-Thomas Scholarships
- WESPAC Maths competition
- Victorian Olympic Committee Award
- RACV Energy Breakthrough
- REA F1 State Finalists
- Cadet Program 10th Anniversary
- College Production "*Feelin' Groovy*"
- Duke of Edinburgh Awards
- Applied Learning Centre completed
- Performing Arts Centre completed
- Professional Learning Teams
- Science Academy Project
- Leading Schools Program
- Commonwealth Quality Teachers Program
- Information Literacy - E-learning Program
- Scientists and Engineers Program
- Science in Schools

SCHOOL IMPROVEMENT FOCUS 1

Initiate and implement a Performance and Development Culture in the College and become accredited.

Actions

- Establishment of PLT program
- Scheduled training and regular team meetings
- Staff review processes have a P and D focus
- Action Research Projects undertaken
- Toolbox activities including POLT
- Multiple Feedback Assessments for staff
- Survey assessments to indicate progress and analysis

Milestones

- Cycle I and Cycle 2 presentations from PLT
- Development of 360 degree feedback profiles
- Staff Opinion Survey improvement in professional growth trend data
- Accreditation ready end Term 3
- Accreditation Term 4 2007

SCHOOL IMPROVEMENT FOCUS 1

Develop and implement an Applied Learning Curriculum through the LSF to engage all Year 9 students.

Actions

- Establishment of teaching teams for each Semester
- Development of curriculum programs for Year 9
- Development of shared pedagogical reflection for teachers
- Targeted training and professional development for teacher teams
- Planning undertaken for the ALC, tender process and construction

Milestones

- Teaching teams completed training
- Program documentation and evaluation
- Year 9 student indicators improve (attendance, engagement)
- Construction of ALC completed 2007

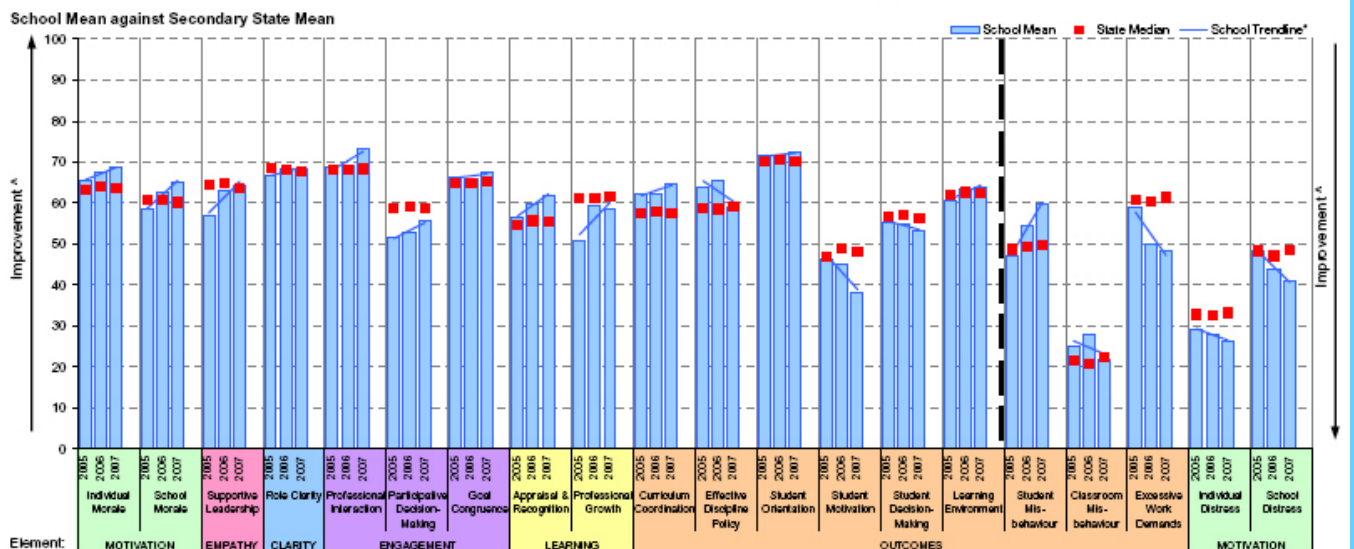


Photos Left: Year 9 students enjoy learning outdoors with wireless laptop computers as part of the Community Challenge Program. **Right:** Year 7 Science students celebrating success during the Science Week Program.



Staff Opinion

The Staff Opinion Survey continues to indicate an overall improvement in the majority of indicators.



SEBASTOPOL COLLEGE No. 7325

KEY REPORTING ELEMENTS OVERVIEW

The overall percentage of students achieving at or above expected standards has remained consistent over the past three years. Specifically Year 9 and 10 English strands all show an improvement. All now exceed the 2006 State Mean. Year 10 Reading Mean was 5.89 compared to 5.27 in 2006 with a State Mean of 5.77. Likewise the Year 9 Reading Mean was 5.39 compared to 4.96 in 2006 with a State Mean of 5.26. By contrast Maths Strands for Year 10 fell slightly. Year 9 Maths strands however improved slightly. Overall the College has approximately 10% of students at A, 3% at B, 60% at C, 15% at D and 2% at E.

The AIM results for Year 7 and 9 remain unchanged. English Year 7 Mean was 3.9 and Year 9 was 4.8. For Maths Year 7 Mean was 3.8 and Year 9 4.5. These result were all within 0.3 of the State Means. The School Means for Year 7 continue to show an improvement against the State Mean.

The VCE Allstudy Mean score was 24.7, down from 26.8 in 2006. While a number of VCE subjects had improved scores the majority had falls.

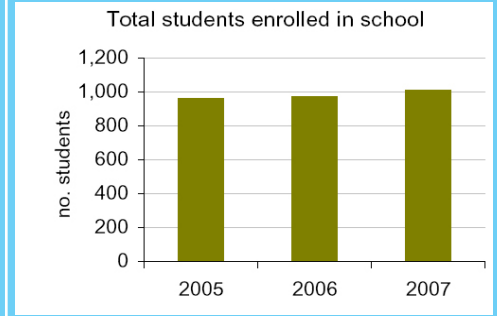
Given the retention to Year 12 the College continues to achieve high completion rates. 92% VCE students, 75.1% VET students and 76.5% VCAL students completed their certificates.

VET and VCAL continue to grow within the College with VET having a participation rate of 35.6% and VCAL 25.5%.

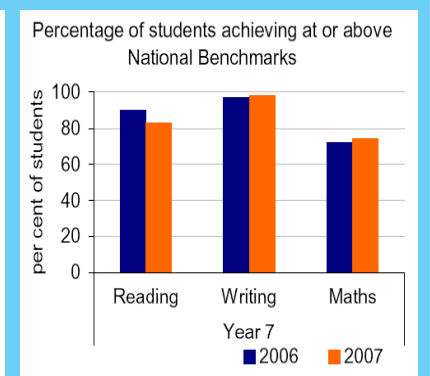
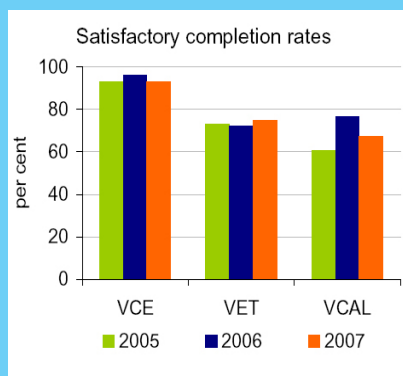
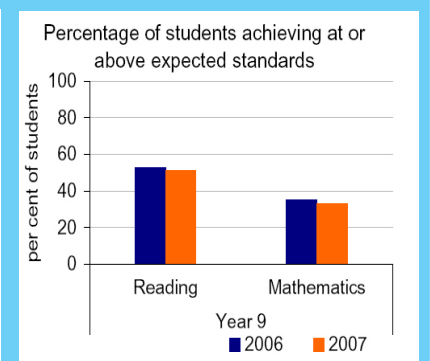
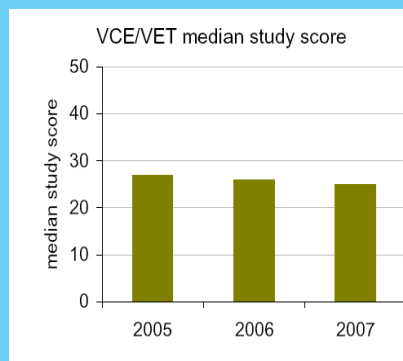
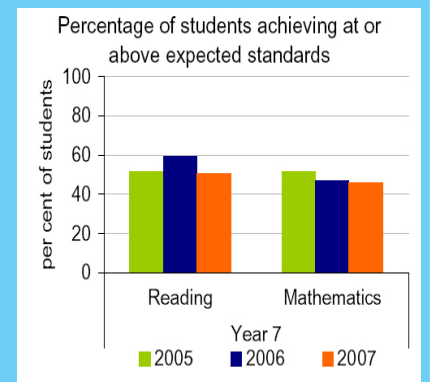
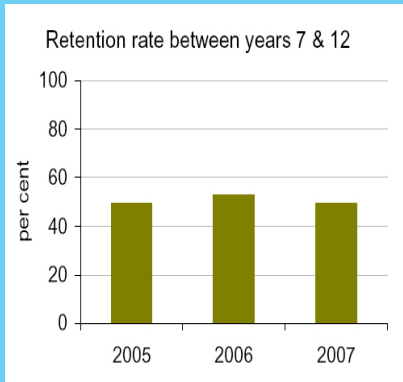
Over the past two years the College has seen a significant change in Year 12 exit destinations. In 2005 25% of Year 12s went to University, 10% to TAFE and 40% gained full time employment. In 2006 40% gained a University place, 11.6% went to TAFE and 22.1% gained full time employment.

Prior to completing Year 12, 3 students left for employment, 4 went to TAFE and 4 were seeking employment and supported through the MIPS program. For Year 11s leaving 15 gained employment, 7 went to TAFE and 8 were seeking employment and supported through the MIPS program.

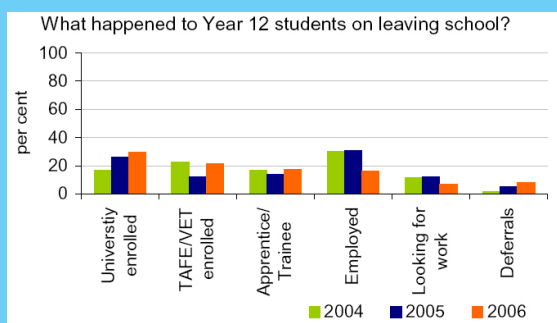
• Demographics



• Student Learning



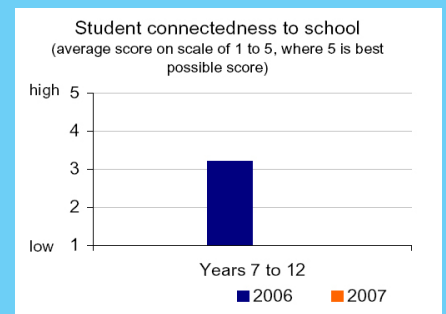
• Student Pathways and Transition



• Student Engagement and Learning

• Unapproved

Year 7	6.87
Year 8	9.28
Year 9	10.41
Year 10	14.38
Year 11	15.76
Year 12	8.29



The Year in Retrospect

Exemplifying the quality of teaching and learning at the College was the selection of staff member Ms Jessica Murphy for the Graduate Teacher of the Year Award 2007 by the Herald Sun. 2007 College Vice Captain, Kathleen Scott was a finalist in the Ballarat Region Australian College of Educators Outstanding Student of the Year Award.

A particularly pleasing feature for students at the College in 2007 was the number of scholarship recipients. The Sir Rohan Delacombe Scholarship, two Ellis-Thomas Scholarships, ADF Academy Scholarship and University of Ballarat Scholarships were amongst those awarded to College students.

Student Leadership

The College has developed an extensive student leadership program that recognizes the diversity of participation. Success in public speaking and participation in leadership training underpin the strong commitment from the College in this area. This year, Year 10 student Nathan Clinton received the Swanee Award, recognized as the outstanding debater in his category not only in the Ballarat region but also across the State.

This year student leaders from Year 9 attended the Alpine School during Term 3. This was an outstanding experience for these students. Two other programs were introduced that have provided excellent leadership and team building skills - the REA F1 Program and the Energy Breakthrough Competition. All our teams performed remarkably well.

Once again the College received very positive feedback from our Mind Shop Excellence Program. The 2007 student team has been an outstanding success and we greatly appreciate to support of industry leaders in Ballarat. The team worked at the Laminex Industries facility for the week and the students presented to industry leaders at a special business function in Ballarat.

Another feature of this year's leadership program has been the excellent level of participation in the Duke of Edinburgh Award program. Congratulations go our numerous award winners for 2007.

CONTACT DETAILS

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This report contains summary data extracted from the School Level Report. If you would like to access the School Level Report, please contact the Principal, Mr Garry Taylor.

The College is particularly proud of its Cadet Unit and the leadership opportunities it provides for our students. This year the Unit celebrated its 10th anniversary. The Australian Defence Force Leadership and Team Award program has continued to grow along with the expanded Duke of Edinburgh Award program.

Sports Program

This has been a year of achievement in the sporting field and I thank the staff and the students for their efforts. The College has once again been awarded the Pierre de Courbetin Award by the Olympic Organisation and congratulations go to Chantelle Stocker.

Performing Arts Program

The Performing Arts have been a major growth area at the College over recent years and has been directly supported by the tremendous efforts of our parents and staff. The College 2007 production of "Feelin' Groovy" was an outstanding success and a credit to the students and staff.

The development of the College Stage Band has been a major investment in both staff and equipment. The development of such a program takes time and it is pleasing to see this initiative coming together with some great performances throughout the year. The completion of additional facilities to support the Performing Arts Program will further add to this important aspect of the College curriculum.

College Facilities Developments

The leadership team, along with other members of the staff, undertook a series of school visits investigating school facilities and different types of learning structures. Information from these visits has been utilized with the architects in formulating a draft master plan for the rebuilding of the College under the "Building Futures" program. Construction work was undertaken throughout the second half of 2007 with both the Applied Learning Centre and the Performing Arts Centre being ready for the 2008 school year. Both facilities will be a great addition to the College program.

Meetings

The Sebastopol College Council held nine meetings during 2007.

The OHS Committee met monthly where possible during 2007.

Mrs Sandra Silvey College Council President
Mr Garry Taylor College Principal

KEY REPORTING ELEMENTS OVERVIEW continued

For Year 10 students 14 gained employment, 9 went to TAFE and 8 were seeking employment and supported through the MIPS program. Nine students changed schools due to families shifting.

The College continues to reflect a low Year 7 to 12 Retention Rate. Real Retention was 40.4 and the Apparent Retention rate was 49.6. Except for Year 11 Apparent Retention into Year 12 (70%) all other rates have fallen. Year 7 to 10 was 88.8% in 2006 and is now 81.7%, Year 10 into 11 was 91.9% in 2006 and is now 83.3%. The College expects that these rates will improve as students pass through the Year 9 Community Challenge Program and are streamed into appropriate VET and VCAL courses.

The average number of absent days per student has fallen across all year levels, with the greatest improvements being recorded at Year 9 followed by Year 12. The Year 9 result reflects the introduction of the Year 9 Community Challenge Program. The College continues to be confronted with parents who approve students' absences from school for personal reasons.

Students' school connectedness for 2007 was 3.07 overall. Highest was Year 7s at 3.58 and lowest was Year 10 at 3.0. These results are consistent with the 2006 results.

STAFFING PROFILE

Teacher Satisfaction

The average score for teacher satisfaction (morale) at this school was 65.3 on a scale from 0 to 100 where 100 is the best possible score.

Teacher Absence

The average number of days absent per teacher was 9.27 days. This compares to a State Mean of 9.37.

School Support Officers Absence

The average number of days absent per SSO was 6.41 days. This compares to a State Mean of 7.87.

Teacher Retention

Of the 86 teaching staff at Sebastopol College at June 2006 (including those on leave without pay), 85% were still at the school at June 2007. This figure across all Government schools was 86%.

Teacher participation in professional learning

All teaching staff have participated in professional learning throughout the year, such as the Teacher Professional Leave program, Australian Government Quality Teacher program and the Induction/Mentoring for Beginning Teachers Program.

Teacher Qualifications

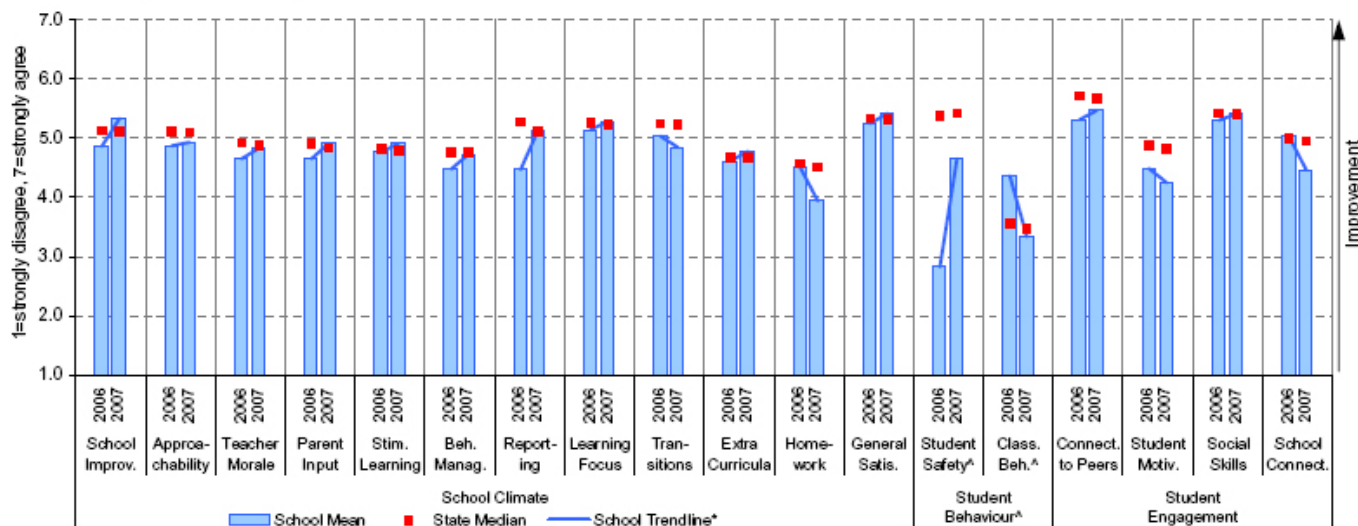
All teachers in Victorian Government schools are registered with the Victorian Institute of Teaching. The requirements for registration with the Victorian Institute of Teaching can be found at: http://www.vit.vic.edu.au/content.asp?Document_ID=241.

Parent Opinion

The Chart below indicates that the College continues to score well in Parent Opinion. The General Satisfaction has continued to increase over the past 5 years and in 2007 scored 5.41 compared to a State Mean of 5.31.

Significant improvements were recorded in Reporting, Student Safety and School Improvement. While the College notes that parents' perception of Classroom behaviour has fallen, it is consistent with parent opinion across the State.

School Mean against Secondary State Mean



Future Priorities

Sebastopol College will continue to enhance student achievement and maximise student learning outcomes. This is our core business. Our capacity to do this will be measured and benchmarked against similar schools, state and national standards.

Consequently the emphasis in 2008 will be implementing the College Strategic Plan priorities:

Student Learning Outcomes

- To improve student achievement in VCE, VET and VCAL
- To improve student achievement in Literacy and Numeracy

Student Engagement and Well being

- To improve student safety and well being
- To improve student engagement in school programs

Student Pathways and Transition

- To improve the transition of students from Year 6 to Year 7
- To improve senior school outcomes in post compulsory programs

Other Key priorities include:

Teaching and Learning Strategy

College Code of Conduct

Applied Learning Strategy Years 7 to 12

Staff Leadership development

Student Leadership programs

Victorian Essential Learning Framework implementation (including reporting)

Performance and Development Culture program accreditation recommendations

Student tracking, monitoring and engagement to meet 2007 audit requirements

Improving student performance - utilising benchmarked data

Staff induction and mentoring

Facilities development – Sebastopol College: The Next Decade

Special initiatives and programs for the College in 2008

Sebastopol College will be involved in a number of special initiatives that support student achievement through improved teaching and learning strategies. There will be regular updates regarding these programs and initiatives. The programs and initiatives include:

Working Party - Code of Conduct

Working Party - Teaching and Learning Strategy

Teaching and Learning Coaches program

Commonwealth Quality Teacher Programs (including Science By Doing)

Tutor Group Program including "You Can Do It"

Senior School Mentor Program

(Learning Resource Centre)

Financial Performance

Sebastopol College continues to increase the level of funding the College receives. This not only includes the DEECD Grants but specific additional grants, the largest being the Leading School Fund Grant of \$3,360,000. School fees continue to rise through a higher rate of collection.

College facilities have been improved with the completion of the LSF Applied Learning Centre and new Performing Arts Centre. Additional equipment has been installed; new computers, Data Projectors, REA equipment and eight canoes were refurbished.

The Financial Performance Statement indicates a deficit of \$116,753. This resulted from the 2006 "Investing in our Schools" Grant of \$150,000 being spent in the 2007 period.

Financial Performance for the year ending 31st Dec. 2007

Revenue	2007 Actual
DE&T Grants	
	2,351,881
Commonwealth Government Grants	32,488
State Government Grants	110,370
Other	56,845
Locally Raised Funds	710,766
Total Operating Revenue	3,262,350
Expenditure	
Salaries and Allowances	188,459
Bank Charges	1,671
Consumables	229,644
Books and Publications	23,859
Communication Costs	56,259
Furniture and Equipment	318,949
Utilities	71,219
Property Services	837,910
Travel and Subsistence	50,589
Motor Vehicle Expenses	1,843
Administration	29,474
Health and Personal Development	3,753
Professional Development	45,117
Trading and Fundraising	246,844
Support/Service	937,302
Miscellaneous	336,211
Total Operating Expenditure	3,379,103
Net Operating Surplus/-Deficit	-116,753
Capital Expenditure	275,481

Financial Position as at 31st December, 2007

Funds Available	2007 Actual
High Yield Investment Account	27,079
Official Account	12,530
Co-operative Account	1,023
Scholarship Term Deposit	8,245
Total Funds Available	48,877
Financial Commitments	2007 Actual
School Operating Reserve	48,877
Total Financial Commitments	48,877