



TRINITY
GRAMMAR
SCHOOL, KEW

Annual Report 2023

Overview

Trinity Grammar School, Kew (founded in 1902), situated in the Melbourne suburb of Kew, is a high performing all boys Prep to Year 12 school that offers quality academic and co-curricular programs. We provide a dynamic, broad and relevant curriculum that encourages individuals to aspire and thrive, delivered by a well-qualified and dedicated staff, within a caring, inclusive and technology-rich environment. We are an open-entry and inclusive community. Emphasis within our school framework is based on Christian values, whilst an appreciation of other faiths and respect for difference is encouraged. Service to others, social justice, participation and contribution to the community are central to the School's values. The presence of indigenous boarders, international students and girls in the coeducational ELC and the joint VCE Coordinate Program with Ruyton Girls' School, adds to Trinity's unique culture. A strong pastoral care structure ensures each student's individual academic and personal needs are met.

Trinity is well known for its sporting achievements with the School's extensive sports grounds located at nearby Bulleen. Outdoor education is highly popular, with school camp sites in Country Victoria located at Licola and Nillahcootie. The School also has outstanding music, performing arts, science, technology and co-curricular programs. Professional careers guidance ensures students plan for the future, and the greater majority of students continue to tertiary study.

A strong link is maintained with Holy Trinity Anglican Church in Kew where the School was founded in 1902. Trinity is a founding member of the Associated Grammar Schools of Victoria and boys from Year 3-6 are involved in the State's inter-school swimming, athletics and cross-country events.

In the Junior School, which runs from the Early Learning Centre through to Year 6, our approach to Teaching and Learning puts the student at the centre of everything we do. Being an International Baccalaureate (IB) World School, authorised to use the Primary Years Programme (PYP) inquiry framework, our pedagogical approach is informed by the best of educational research, thought leadership and experience derived from IB World Schools.

Utilising the PYP inquiry framework, learning is developed through the child's natural curiosity, while benchmarked to the expectations of the Australian Curriculum. In all subjects, students explore, and balance is sought between intellectual, social and personal aspects. Students are supported to collaborate with their peers and teachers in a process that supports them to take ownership of their learning. This approach develops inquiry skills and students' ability to reflect on their own learning. Students across all levels are regularly and rigorously assessed using selected formative and summative assessment tools.

A transdisciplinary approach across the Junior School ensures that learning extends beyond any single classroom space and learning experiences are relevant, engaging, significant and challenging. As appropriate, classroom and specialist teachers focus learning on a theme, knowledge, concept, skill or action. The IB Learner Profile is a specific focus in the Junior School; learners are encouraged and supported to be inquirers, knowledgeable, thinkers, communicators, principled, open-minded, caring, courageous, balanced and reflective.

Located on the same site as the Senior School, the Junior School has easy access to science laboratories, the Peter McIntyre Sports Centre, the Chapel, swimming pool, Junior School Library and the South Room for assemblies located at the Peter Crawley Centre for the Arts.



The Specialist Program in the Junior School consists of key learning areas including music, visual art, drama, library, physical education, religious and values education, LOTE (Mandarin, French, German and Latin), and enhanced learning.

Our Junior School is a happy and vibrant environment with our teachers working keenly to ensure the boys acquire key literacy and numeracy skills as well as developing sound values and personal life skills. A strong Buddies Program sees boys from Prep to Year 2 partnered with Year 5 or 6 students.

Excursion and camps to Beechworth, Sovereign Hill, Canberra, Mount Martha and Portsea and Camp Rumbug are always popular, forming bonds with Year 9 leaders who attend most of these camps.

The Senior School is structured around Year 7-12 for the pastoral care and academic curriculum. There are just over 1000 boys in the Senior School and class sizes are between 22 to 24 at Years 7 and 8. Depending on the subject, Year 9 to 12 class sizes vary from 10 to 25. The vertical house system provides cross-age activities for friendly competition and interaction between students.

The curriculum is academically focussed and mindful of those students who need either extra assistance or extension at School.

Trinity has a traditional core of subjects but is innovative with term-based Arts subjects at Year 7, Learning Journeys at Year 8, Year 9/10 subject choice and Outdoor Leadership training at Year 10. Year 11 and 12 boys share some classes with Ruyton Girls' School in the Co-ordinate Program. Our students feel valued by the School and through their studies develop the confidence and self-esteem to become responsible members of our society.





Message from the Principal

Trinity Grammar School Kew remains one of the leading ELC to Year 12 independent boys' schools in Victoria and the 2023 school year underpinned this position with strong enrolments and application lists, and positive academic and co-curricular results, together with sustained high staff retention, community engagement and service satisfaction outcomes.

The School celebrated 120 years of operation throughout the calendar year, which also saw recognition of 30 years of the Co-ordinate Program with Ruyton Girls' School and 40 years of use of the Marles Playing Fields at Bulleen. A year of recognition and advancement with so many achievements by our student and staff cohorts.

The financial program for the year aligned well with the budget and forecast position set by School Council recognising the need for strong deliverables and student learning outcomes. The Council was conscious of the challenges faced by many families during Covid and the need to be responsible, whilst ensuring the resources were in place to support the School's purpose, program and plans.

The 2023 School Year enjoyed no disruptions to learning for the first time since 2020 and allowed for the student body to participate fully in the life of the school with a sense of real enthusiasm.

Following the launch of the 2030 Strategic Plan late in 2022, the focus for 2023 was the development of the School's Master Plan for the Kew Campus. With analysis, reviews and considerable consultation, the

future vision for the campus was developed to be widely announced in first semester 2024, highlighting the planned major works that will be unpacked over the next stage of the Trinity life journey.

A new focus will be set on establishing an educational journey for our students, with a natural physical and developmental flow of junior, middle and senior years precincts, accompanied by the evolution of the Village Precinct specifically for the Year 9 cohort; development of a sports, aquatics and community centre on Cotham Road; plus enhanced learning and grounds facilities across the campus. Car parking upgrades, safer access across Charles and Wellington Streets, a boutique recital hall for Music and new P&F Hall for Drama, all form part of the specific projects built into the Master Plan vision.

The statutory planning review phase commenced at the end of the year with the application strategy and methodology to be determined by School Council in the first half of 2024. There will be considerable approvals processes to navigate to gain support from the statutory authorities for the initial stages to be undertaken. In preparation for the green light, a range of enabling works were planned over the 2023 Christmas break with the Robertson and Shann Buildings ground floors subject to refurbishment, E-Block about to be demolished (a 2 classroom building located adjacent to the Early Learning Centre) and replaced with a new 2-storey 6-classroom modular building, upgrades to a number of the School's residential properties, and interim relocations whilst the works are occurring.

This was a massive logistical task for our business services, property and technology services teams leading up to the end of year and was managed superbly.

Meanwhile, at the Marles Playing Fields in Bulleen, the implementation of that site's Master Plan continued with various works such as new roadways, parking spaces, signage, coaches' boxes, Caretaker's residence, Grounds facility, and planning for a new Pavilion all having been completed. Amongst flooding and co-existing with the North-East Link (NEL) Project tunnelling operations, the curating staff deserve commendation for keeping the place lush, safe and in optimal condition for our students' sporting competitions and training.

Technology improvements remained at the forefront of the capital investment plan for the year. Upgrades to solutions, wi-fi, security infrastructure and establishing an exciting digital strategy to support teaching and learning priorities were the key priorities delivered. Together with the Community Engagement team, much of the work has also focused on improving the website, portals, communication systems and enhancing workflows to make things simpler and more effective for all.

Whilst concentration was on the Master Plan, the implementation of the 2030 Strategic Plan remained a clear focus with the Senior Leadership Team preparing an Annual Action Plan and reporting to School Council on progress as the year unfolded. Specific attention was given to the personalised learning strategy and the work the academic team have undertaken to unpack the framework and key student learning outcomes.

Student and Staff Wellbeing is a clear priority within the plan and following the appointments of a Director of Wellbeing and Director of Leadership, a significant amount of research and planning work was undertaken to reimagine the structure and programs that will be implemented, which included refinements to the 'Trinity Way' wellbeing policy framework to support students and provide the optimum environment and services for all to thrive.

During 2023 the School formalised its first ever Enterprise Agreement for all teaching and educational support staff. The 3-year agreement was executed by the Fair Work Commission in October and the key provisions provide our staff with industry benchmark terms and conditions, together with supporting the Talent Strategy in place.



Other key highlights of the 2023 School year included:

- The Graduation Service at St Paul’s Cathedral and Valedictory Dinner at the MCG were terrific and fitting occasions for the Class of 2023. The book ending of the Year 12’s attending the MCG was a wonderful conclusion, following their attendance at the Stephen Jones ‘Be Glorious’ Leadership Breakfast at the commencement of the year;
- The School’s Social Justice Program, Harambee, convened the fourth annual Harambee Sundee event and raised in excess of \$80,000 for various local and international aid causes;
- The School’s Parents’ Association (PA) and Old Trinity Grammarians’ Association (OTGA) played a significant part in providing tangible support to our community, particularly those families and staff in need, either through illness, loss of work or other pandemic-related issues. The Annual Gala Ball was a great success being a sold-out affair and raising significant funds to enable the PA’s continuing support of the School’s resource development needs;
- The VCE results were outstanding, with our School Captain and Dux, Michael Fan, scoring the highest possible ATAR of 99.95. The 2023 cohort enjoyed a very successful academic year with some 54% achieving an ATAR of 90 and above; and
- The School purchase of the residence at 14 Charles Street, Kew with this property being a strategic acquisition to support the Master Plan noting its location adjacent to our southern boundary. The property currently houses the refreshed Uniform Shop.



2023 Student Numbers

Total Enrolments

	Day Students	Boarders	Indigenous	Total
ELC	58	0	0	58
Prep to Year 6	421	0	0	421
Year 7 – Year 12	1060	5	6	1071
Total	1539	5	6	1550

Student Numbers by Year Level

Junior School	
ELC	58
Prep	40
Year 1	40
Year 2	44
Year 3	48
Year 4	48
Year 5	99
Year 6	102
Senior School	
Year 7	180
Year 8	176
Year 9	180
Year 10	178
Year 11	182
Year 12	175
School Total	1550

Student Retention – Years 9 to 12

Year Level	January 2023	December 2023	New Students	Departing Students	Retention Rate %
9	186	180	1	7	96.7%
10	181	178	0	3	98.3%
11	182	182	1	1	100%
12	175	175	0	0	100%
TOTAL	724	715	2	11	98.7%



Student Attendance

The management of student attendance is the responsibility of the respective Heads of School. The School has implemented procedures for parents, staff and students to follow to ensure the duty of care obligations are met and the wellbeing of our students are supported.

The below table details the average student attendance rate by year level. The high attendance rate compares favourably with like schools.

Average Year Level Attendance Rate (%)		
YEAR 2023	Average Days Absent	% Attendance
Prep	6.93	94.79
Year 1	6.07	95.43
Year 2	8.07	93.93
Year 3	7.49	94.37
Year 4	6.29	95.27
Year 5	6.14	95.38
Year 6	7.25	94.55
Year 7	5.23	96.07
Year 8	6.97	94.76
Year 9	5.91	95.56
Year 10	5.03	96.22
Year 11	5.31	96.01
Year 12	3.71	97.21
Overall Average		95.35

Attendance data is forwarded to the Australian Government for Years 1 to 10 students biannually during semesters 1 and 2.





Student Outcomes

VCE Results 2023

In my role, it is an honour to walk with our staff and parent community to shepherd our young people through their educational journey at Trinity Grammar School, Kew.

The release of VCE results early this morning marks a special milestone for our Class of 2023.

This year, our cohort attained a median ATAR of 91, a median Study Score of 35 and 12 perfect Study Scores across eight subjects.

19 students (11%) achieved an ATAR of 99 or above, 54% received a 90 or above, and 72% received an 80 or above.

Our Dux and 2023 School Captain Michael Fan received the highest-possible ATAR of 99.95.

While these results don't tell the whole story of our young people, they do demonstrate the extraordinary commitment of our students to their studies and to their aspirations beyond school. They are also testament to the community who have supported them throughout their education – the teachers and support staff at Trinity, together with our students' families and support networks at home. For those who did not quite achieve the results they were after, we are supporting them in ensuring their options are known and relevant.

Together with the Trinity community, I would like to congratulate every one of our graduates on their achievements. We are proud of you.



VCE Results Highlights

Our Dux achieved the highest possible ATAR score of

99.95

Received an ATAR of 99 or above

11%

Median ATAR

91

Received an ATAR of 90 or above

54%

Median Study Score

35

Received an ATAR of 80 or above

72%

Perfect Study Scores across eight subjects

12

Students who ranked in the top 1%

19

2023 Dux of Trinity Grammar School, Kew

Michael Fan (ATAR of 99.95)

The School Dux for 2023 was Michael Fan. As our 2023 School Captain, Michael received the highest-possible ATAR of 99.95.

During his time at Trinity Grammar School, Michael emerged as an exemplary student who keenly embraced opportunities for intellectual and personal growth, crafting an extraordinary legacy of achievements in both academic and extracurricular spheres.

Michael not only capably fulfilled his leadership responsibilities as the 2023 School Captain, but also garnered recognition with Prizes for English and German on Presentation Night. Across all subjects, he consistently achieved Distinctions, exemplifying his dedication to his studies.

As a Year 11 student in 2022, Michael achieved a perfect score of 50 in Mathematical Methods, underscoring his exceptional aptitude for complex subjects. He was also identified as a Kwong Lee Dow Scholar in 2021.

Michael's dynamic engagement extended beyond the classroom, showcasing his talents as a keen debater, devoted musician and influential student leader. His involvement in sport was equally commendable, exemplified by his role as the 2023 Kayaking Captain, attesting to a well-rounded commitment to cocurricular endeavours.

'There is so much to love about TGS, but in particular, the nature of how our leadership works,' Michael said on his appointment as School Captain last year. 'It is through a culture of giving back, allowing the younger students to experience what we have experienced, that makes the school so special, inspiring me to continue the cycle.'



2023 Proxime Accessit of Trinity Grammar School, Kew

Alastair Murphy (ATAR of 99.90)

Our 2023 Proxime Accessit, Alastair, received an ATAR of 99.90!

Alastair's journey at Trinity began in Year 5 in 2016, and from the outset, he proved to be an exceptional student and leader.

Alastair was recognised for his extraordinary commitment to his studies with the J D Levick Prize for Physics, as well as several Distinctions and external accolades. As a member of the World Championship-winning F1 in Schools team "Hydron", Alastair showcased not only his academic brilliance but also his innovation and teamwork. Notably, Alastair's achievements reached an international stage when he was selected to represent Australia at the Asian and International Physics Olympiads in Mongolia and Japan, a testament to his outstanding capabilities in the field.

In leadership roles as Co-Captain of Academics and Co-Editor of the Mitre, Alastair demonstrated a commitment to supporting the academic interests of his peers. Through the T-Talk program, he enriched the academic environment, fostering a culture of knowledge-sharing and collaboration.

Alastair made significant contributions to Arnold House, leaving a lasting impact as a strong contributor. His passion for sport was evident through his participation in Kayaking during both the summer and winter seasons, showcasing a well-rounded approach to his school life.



2023 ATAR Results

	Number of Students							
ATAR	2023	2022	2021	2020	2019	2018	2017	2016
99+	19	13	13	21	17	11	14	20
95 – 98.95	39	29	24	28	40	30	35	28
90 – 94.95	34	36	30	37	30	18	28	31
80 – 89.95	30	43	38	36	32	36	36	36
70 – 79.95	21	24	35	26	25	32	26	22
60 – 69.95	11	16	13	17	11	15	9	19
50 – 59.95	10	8	9	7	3	4	12	5
40 – 49.95	5	2	4	2	5	9	2	1
Below 40	1	2	1	2	2	1	1	0
TOTAL	171	173	167	176	165	156	163	162

Study Scores and Median ATAR

	2023	2022	2021	2020	2019	2018	2017	2016
Median Study Score	35	35*	34*	36.0*	36.0	35.0	36.0	36.0
Average Study Score	34.88	34.8	34.7	35.3	35.7	35.2	35.6	36.4
Greater than 40	25.7	22.6	21.6	24.0	26.5	22.4	24.3	29.6
Median ATAR	91	88.9	86.65	88.95	91.3	84.9	88.2	89.7
Average ATAR	85	84.0	83.0	84.93	85.7	81.9	84.6	85.5

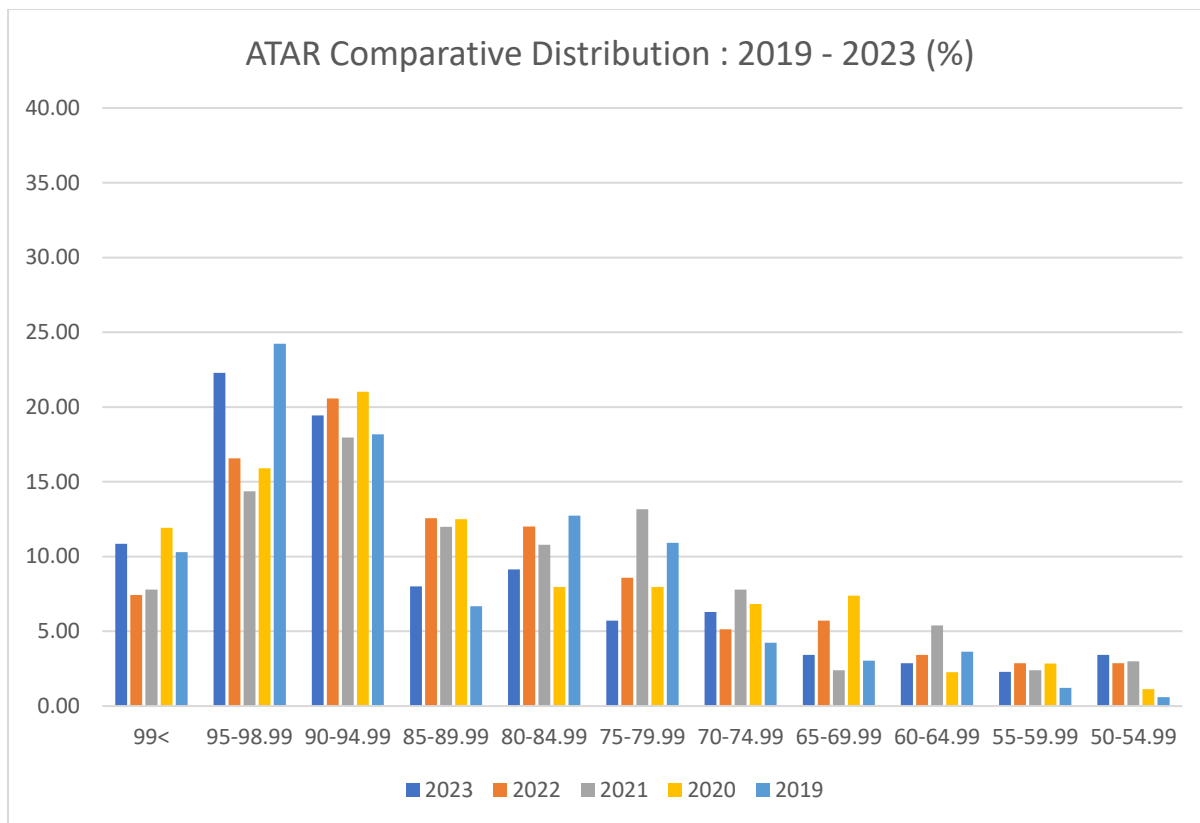
*Median is inclusive of all Coordinate Program students

ATAR cumulative percentage of students

	2023	2022	2021	2020	2019	2018	2017	2016
ATAR	Cum %	Cum %	Cum %	Cum %	Cum %	Cum%	Cum %	Cum %
99+	10.86	7.43	7.8	12	10.3	7.1	8.6	12.3
95+	22.29	24	22.1	27.8	34.5	26.3	30.1	29.6
90+	19.43	44.6	40.1	48.8	52.7	37.8	47.2	48.8
80+	69.71	69.1	62.8	69.3	72.1	60.9	69.3	71.0
70+	81.71	82.9	83.8	84.1	87.3	81.4	85.3	84.6
60+	88.0	92	91.6	93.7	93.9	91.0	90.8	96.3
50+	93.7	97.7	97.0	97.7	95.8	93.6	98.2	99.4
40+	96.57	98.8	99.4	98.9	98.8	99.4	99.4	100



ATAR Data Trend Report



NAPLAN RESULTS

The National Assessment Program – Literacy and Numeracy (NAPLAN) commenced in Australian schools in 2008. Every year, all students in Years 3, 5, 7 and 9 are assessed on the same days using national tests in Reading, Writing, Language Conventions (Spelling, Grammar and Punctuation) and Numeracy.

The table below indicates the percentage of students who sat the NAPLAN tests in 2023:

	Year 3	Year 5	Year 7	Year 9
% of students who sat the tests	100%	100%	99.45%	98.39%

*Students must have sat at least one NAPLAN test

Proportions of Year 3, 5, 7 and 9 Students meeting National Benchmarks in Reading, Writing, Spelling and Numeracy.

	Year 3	Year 5	Year 7	Year 9
Reading	100%	100%	100%	100%
Writing				
Spelling	100%	99%	98%	99%
Grammar and Punctuation	98%	99%	99%	98%
Numeracy	100%	100%	99%	100%

The tables below detail the mean score achieved across each tested cohort for the past five (5) years.

Year 3		2017	2018	2019	2021	2022	2023
Reading	State	438	445	445	452	454	416
	Trinity	495	503	504	491	528	456
Writing	State	428	428	445	433	430	424
	Trinity	453	428	472	447	476	451
Spelling	State	428	429	431	431	426	410
	Trinity	461	502	475	467	498	484
Grammar & Punctuation	State	450	446	456	446	446	419
	Trinity	518	502	478	476	506	464
Numeracy	State	421	418	422	414	413	418
	Trinity	466	470	488	456	495	487

Year 5		2017	2018	2019	2021	2022	2023
Reading	State	512	515	513	523	520	507
	Trinity	561	579	558	568	562	572
Writing	State	489	477	485	489	498	498
	Trinity	501	489	497	514	536	552
Spelling	State	511	511	506	506	509	494
	Trinity	549	539	550	548	551	541
Grammar & Punctuation	State	506	502	508	513	506	503
	Trinity	545	548	555	565	548	560
Numeracy	State	500	499	504	506	496	494
	Trinity	561	555	550	578	570	582



Year 7		2017	2018	2019	2021	2022	2023
Reading	State	547	549	551	552	551	545
	Trinity	589	600	605	588	595	599
Writing	State	523	512	523	529	542	547
	Trinity	558	558	554	551	575	592
Spelling	State	553	548	553	552	550	541
	Trinity	585	585	592	593	590	579
Grammar & Punctuation	State	548	544	554	539	540	543
	Trinity	580	600	596	578	580	593
Numeracy	State	560	552	559	559	554	544
	Trinity	612	624	649	633	633	635

Year 9		2017	2018	2019	2021	2022	2023
Reading	State	590	592	591	584	586	572
	Trinity	633	633	628	636	634	623
Writing	State	570	558	560	554	570	579
	Trinity	623	583	585	597	618	624
Spelling	State	579	590	588	586	580	570
	Trinity	629	632	607	637	626	613
Grammar & Punctuation	State	572	583	580	583	582	564
	Trinity	628	621	613	636	638	619
Numeracy	State	590	596	592	593	591	574
	Trinity	673	686	669	680	665	664



CAMBRIDGE IGCSE

Trinity Grammar School, Kew is an approved Cambridge International Examination Centre, and the first school in Victoria to offer Cambridge *English Literature*, joining a network of more than 10,000 schools in over 160 countries.

Cambridge IGCSE is the world's most popular international qualification for 14 to 16-year old students. It is recognised by leading universities and employers worldwide and is an international passport to progression and succession.

Studying Cambridge *English Literature* offers our students an opportunity to experience a rigorous, externally examined, and internationally recognised curriculum. By offering the program, at Year 10 level we aim to equip our students for the challenges they face in completing their secondary education, and in graduating to further study or employment in a rapidly changing global environment.

(In 2021 exams did not proceed due to Covid-19 pandemic.)

Cambridge IGCSE Year 10 – English Literature

English Literature	Number of Students	Grading A*	Grading A or above	Grading B or above
2023	41	58%	90%	100%
2022	44	79.5%	97.7%	100%
2021	Exams did not proceed due to Covid.			
2020	45	80%	97%	98%
2019	59	42.3%	86.4%	98.3%
2018	59	32.0%	58.0%	90.0%



POST-SCHOOL DESTINATIONS

Trinity Grammar School, Kew offers Victorian Certificate of Education (VCE) and VET studies at our Senior campus to meet the diverse needs, learning styles and personal goals of our students. Academic programs provide a recognised qualification for entry into tertiary education. As a non-selective school, Trinity is proud of all students' results and gauges the success of every student with respect to their ability, effort and perseverance.

In 2023 there were 170 students assessed for VCE.

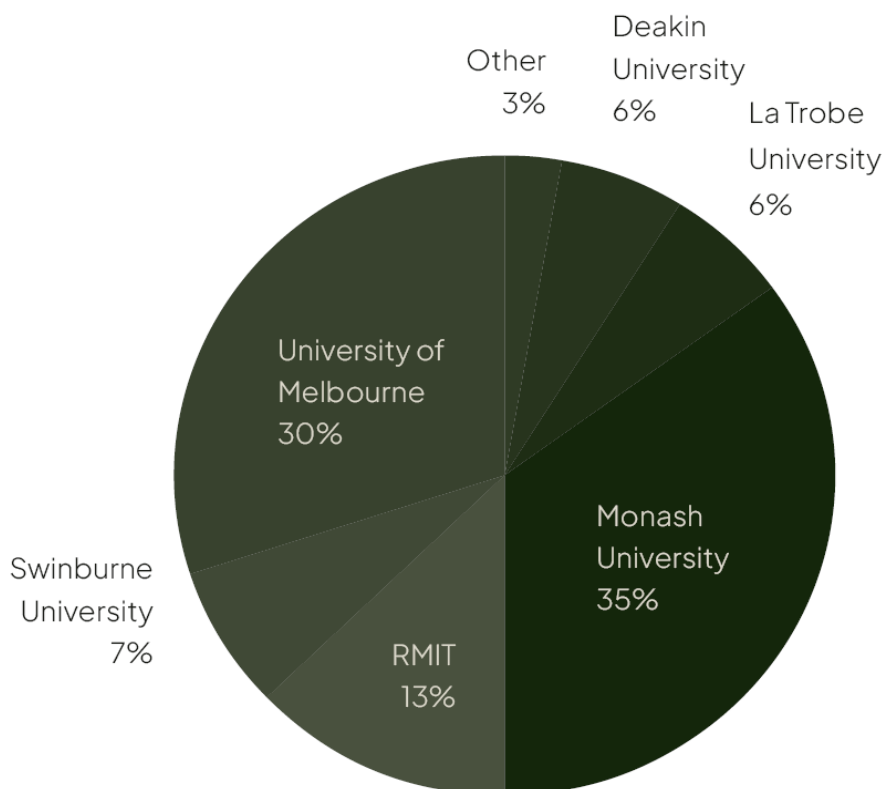
In addition to their academic studies 50 students participated in VET units to fulfil their full complement of VCE courses – 21 students participated in Certificate II courses, 27 students participated in Certificate III courses and 2 students participated in Certificate IV courses.

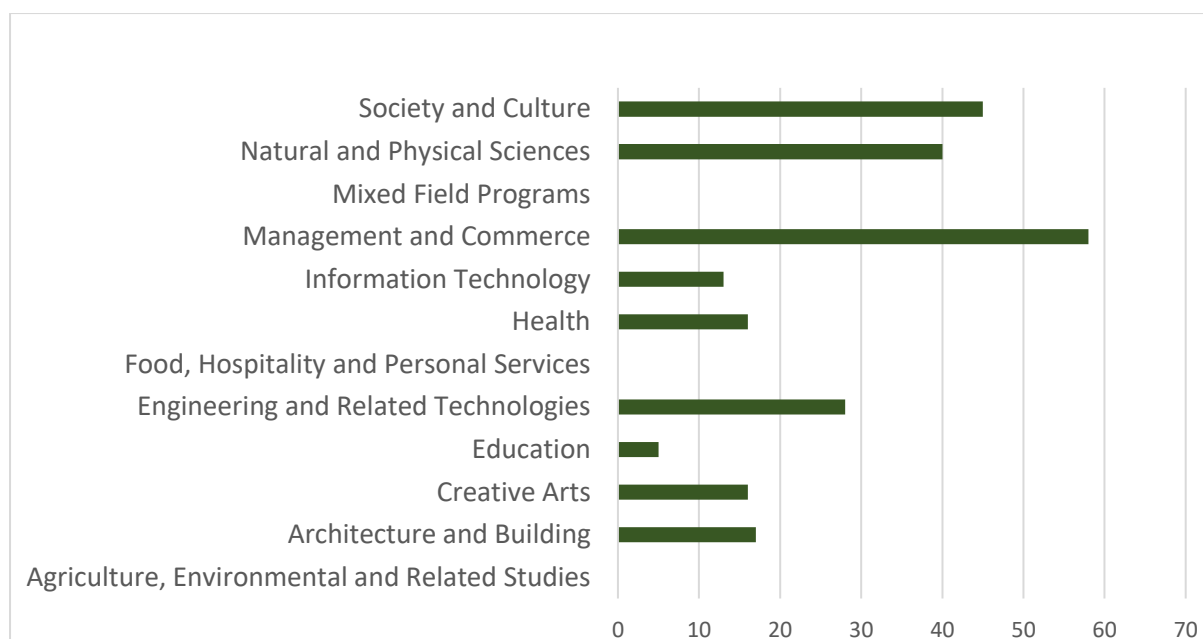
Destination by Institution

The tertiary destinations of the Class of 2023 reflect the diversity of skills, interests, passions and aspirations of our students.

As in previous years, Monash University and the University of Melbourne were the most popular destinations for our graduates, with courses in Management and Commerce, Society and Culture, and Natural and Physical Sciences the most favoured.

Destination by Field of Study





Fields of Study	Class of 2023 No. of Offers
Agriculture, Environmental & Related studies	0
Architecture & Building	15
Creative Arts	15
Education	3
Engineering and Related Technologies	28
*Health	13
Information Technology	9
Management & Commerce	50
Mixed Field Programs	0
**Natural & Physical Sciences	37
*** Society & Culture	40

Table above reflects students doing a single or double degree.

*This includes offers in Medicine, Pharmacy, Pharmaceutical Science and Physiotherapy

**This includes offers in Biomedicine and Science

***This includes offers in Arts and Law



STAFF WORKFORCE

Employees	Number	Percentage
Male	137	45%
Female	170	55%
Total	307	100%
Indigenous	1	

The School employs in excess of 400 staff when casual and contract employees are counted.

The permanent workforce total sits at 307 employees.

The additional casual staff primarily work in the areas of instrumental music, study tutorials, outdoor education and sport. It should be noted that the majority of sport coaches are contracted via an external partner.

All academic staff are registered with the Victorian Institute of Teaching and Educational support staff all have working with children checks.



GOVERNING BODY & STAFF QUALIFICATIONS

SCHOOL COUNCIL

Chair

Mr Ashley Butler BBus(Acc&BusLaw) CA RCA(ASIC)

Deputy Chair

Mr Chris Braithwaite BCom(Hons) FCPA ACA GAICD

Treasurer

Mr James Brown MAppFin GradDipAppFin PGDipEcon BCom

Members

Mr Lachlan Bruce BEng GradDipWaterEng&Mgt AICD

Prof Don Campbell MD MMed(Sci) MBBS(Hons) FRACP FRCP(L)

Dr Sumone Chakravarti PhD BSc(Hons) GradCert(UniEd&Training) EMBA

Mr Simon Gipson OAM MEdMgt BA GradDipEng DipEd FACE FACEL FIML FAICD

Mr Leigh Hodges MA BAppSc

Mr Kate Inverarity BComm MAICD

Ms Jane Kupsch BA LLB

Mrs Diana Nelson MBA BEng(Civil) GradDipMgmt

Mr David Yong MBA BEng(Civil) MAICD

SENIOR LEADERSHIP TEAM

Principal

Mr Adrian Farrer MEdMgmt BEd

Director of Business, Senior Leadership Team and Secretary to Council

Mr Mark Glover MBA BBus&PublicAdmin DipCorpGov

Deputy Principal, Head of the Senior School

Mrs Susan Hill BEd

Head of the Junior School

Mr Grant Nalder (Term 1) MEd BA(Ed) BEd

Dr Kieran McCrohan (Term 3) PhD(EdAdmin,Mgmt&Leadership) MEd PGEducation(IBPYP) BEd

Director of Teaching and Learning

Ms Stephanie Walton MEd MTeach BA(Hons)

Director of Innovative Learning

Mr Benjamin Ryder BEng(Hons) PGCE

Director of Community Engagement

Ms Lucy Cohen DipMktg BA(FineArts) GradDipEd

Director of Human Resources

Mr Glenn Borg (Terms 1-3) BBus

Mrs Maria Rocco (Term 4) MBA BBus

Director of Wellbeing

Ms Catherine Brandon MEdPsych DipEdPsych BBehaviouralSc

Director of Leadership

Ms Lauren Borschmann MInstructional Leadership BAppSc

Director of School Operations

Mr Andy Smith MEdMgmt BA(Hons)



ACADEMIC STAFF

Michelle	Ainley		BA DipEd
Natasha	Albert		BECE
Abbey	Alderuccio		BEd
Christopher	Amiconi		MEd MTeach BAsc
Agatha	Anamourlis		MLeadership DipTeach GradDipEd
Anna	Antoniadis		MEd DipEd BA
Joseph	Bailey		MTeach BSc
Steven	Bambrook		MTeach BA(Hons)
Jamie-Lee	Barley	(On leave Terms 2-4)	MTeach BA
Timothy	Bence		BA DipEd
Amanda	Berkley		BEd
Kyle	Biller		BEd
Jan	Blazejczak		MEd(Music)
Matthew	Bolzonello		MEd BA DipEd
Andrew	Borg		BSc PGCE
Ewoud	Botha		BA DipEd
Tina	Brancatisano		DipTeach GradDipEd
Christopher	Brown		BPA BTeach
Ashlee	Bruce		BEd
Michael	Burke		BSc GradDipEd
Alanna	Bushby		MTeach
Charlotte	Byfield		MTeach BA
Christopher	Callow		BA GradDipPR DipEd
Katherine	Campbell		BEd
Maree	Campbell	(Term 3)	MEd BBioSc(Psych) GradDipEd
Georgina	Carey	(On leave Terms 2-4)	BA GradDipTeach&Learn
John	Cavanagh		MA BA(Hons) GradDipEd Cert IV(TAE) DipAppChinese DipAppThai
Stacy	Chang		MTeach MMus(PT) BMus(Perf)
Jennifer	Chin		BSc BEd
Emma	Clark	(On leave)	MTeach BA
William	Cleary		MEd BEd
Peter	Clinton		BEd Cert II(Eng)
Dylan	Coleman		BA(Hons)(Art&Design) DipEd(D&T)
Nic	Cooper		BSport BEd
Cassandra	Cooper		BA GradDipEd
Elaina	Cortez		MBA DipEd
Alan	Daley		BA BEd
Lana	Daniels		MTeach BA GradCertEd
Louise	Devine		MEd BAppSci DipEd GradDipEdAdmin
Genevieve	Dillon	(On leave Sem 2)	MEd BA(Hons) GradDipEdPsych DipEd
Hannah	Dillon		MTeach GradDipEd BA
Michael	Dimattina		BEd DipBusMgmt
Susan	Doig	(On leave Term 3)	MEd BSc(Hons) COGE



	Annabelle	Dominguez		BEd
	Raymond	Drake		MEd BEd
	Corinne	Dunstan	(Term 2)	MAppPsych BA DipEd
	Ben	Elliott		MTeach BSc
	David	Everett		MEd BA GradDipEd
	Cecilia	Fairlie		BA DipEd
	Eliza	Feiner	(On leave Term 1)	MEd BTeach GradCertEd(SLD)
	Kate	Fewster		MEd BA(Hons) DipEd GradCertAdolCoun
	Joshua	Fisher		BAppSc BEd
	Jessica	Flasza		BA(OutdoorEd)
	Jean	Florent		BA(Hons) DipEd GradCertEd(TESOL) GradDipEdAdmin ProfCertAdolCoun
	Jim	Fountain		MEd(Cantab) BA(Hons) PGCE
	Peter	Francis		BEdStudies(MCD)
	Siegfried	Franke		BMus DipEd ARCO FTCL
Dr	Laura	Fuentes		PhD MTeach MCompVis BEng
	Mitch	Furi		BA BTeach
	Jim	Garas		MEd BEng DipEd
	Jolie	Gardiner		BEd
	Sarah	George	(Sem 1)	MAppSc(MuseumStudies) BA(VisualArts) PGDipTeach(Sec)
	Cooper	Gerwing		MTeach BEng
	Nicole	Glassenbury		BEd(Pri)
	David	Greenwood		BSc(Hons) DipEd
Rev	James	Hale		MTeach BMin
	Eugenie	Haleel		BEd(Hons) BBus
	Catherine	Hardham		BA DipEd GradDip(SpecEd)
	Grace	Harries		BEd(Pri)
	Mel	Harris		BA GradDipEd
	Jackson	Harrison		MTeach BSportSc
	Ishani	Hendehewa		BEng(Hons)
	Nich	Hildebrandt		GradDipEd GradDipMath LLB BCom
	Ben	Hinves	(On leave Sem 1)	BA(Hons) DipEd
	Vanessa	Hogarth Scott		BCom(Hons)
	Maria	Hohlweg	(On leave Term 2)	BEd
	Leo	Hong		BA(Hons) BMus DipEd
	Stephanie	Irvine		BA(Hons) BEd
	Amy	Jackson		BA DipEd
	Sara	Jenner		BEd MACEL
	Huw	Jones		MTeach
	Bryn	Jones		BA BEd BTheol
	Kevin	Kelley		BA
	Rima	Khallowf	(On leave)	MEd BA GradDipEd GradDipCrim
	Jonathan	Knight		MEd(IBPYP) GradDipIB BEd
Dr	Samuel	Koehne		PhD MA LLB(Hons) BA(Hons) PGDipTeach(Sec)
	Angela	Kotsiras		MEd BSc DipEd
	Siobhan	Latham	(On leave Sem 1)	MEd BA(Hons) GradDipTESOL PGCE
	James	Lawson		BA(Hons) DipEd Cert IV(TAE) GradDipICTEd MCP CompTIA Cert IV(InfOps)



Dr	Nick	Levey		PhD BA(Hons) GradDipEd
	Sarah	Lienert		BEd
	Vanessa	Lovell		BAppSc BTeach
	Scott	Lucas		BBus GradDipEd
	Ian	Lundie	(Terms 1-3)	MA BA(Hons) PGCE
	Shaun	Lusby		BBus BEd GradDipEd
Dr	Alexandra	MacCallum		PhD BA(Hons) DipEd
	Samara	Madden		BEd
	Andrea	Magee		BA(Hons) GradDipEd
	Jason	Mahmoud		BSc GradDipEd
	Carolyn	Mahon-Cerotti	(Terms 1-3)	BA BEd
	Brendan	Mahony		MSB BEd GradDipEd
	Ioannes	Markantonatos		BSc(Hons) DipEd
	Joel	Mathew		MTeach BBus
	Sharon	Mathieson		MEd BCom DipEd
	Sandra	May		BMus
	Paul	McAuley		BA(Hons) PGCE
	Amanda	McCleery		BA DipEd DipLib
	Thérèse	McCoppin		BA(Hons) PGCE STCA CertTESOL
	Michael	McEwin		BPhysEd
	Zara	McKenzie		MEd BA(FineArts) DipArt GradDipEd
	Christopher	McLean	(On leave Term 2)	BEd BTeach
	Allason	McNamara		MMathsModelling DipEd GradDipMaths BAgSci
	Blake	Meadows		MEd BEd
	Virginia	Middleton		BEd DipTeach
	Jeanette	Milburn		MEd BEd PGDipEdStud(SpecEd) DipTeach
	Lachlan	Mooney		MEd BBusMgmt BBus
	Michael	Moreira		BAppSci DipEd
	Zachary	Natoli		BEd
	Claire	Novak		BA BTeach
	Sarah	Oen		BEd BSc
	Marissa	O'Reilly		MTeach BA(French&Spanish) BA(FineArts)
	Antonella	Papaleo		MEd BCom DipFin GradCertRE Cert IV(TAE)
	Emma	Peel		BEd
	Natalie	Peraudeau		BEd
	Marion	Piper	(Sem 1)	MEd BEd DipEd PGCert(TESOL) MACEL
	David	Ponsford		BEd DipTeach
	Remy	Prichard		MDirecting&Perf BA PGDipEd
	Tom	Purcell	(On leave Term 3)	BTheol(Hons) BEcon DipMin DipEd
	Jamie	Ransome		MMusStudies BEd(Sec)
Dr	Jillian	Reid		PhD MA BA(Hons) GradDipEd
	Alexandra	Richter		MTeach BA(FineArts) BComm
	Brett	Rothnie		BEd
	Anca	Ryan		MA GDTL
	Diana	Salvitti		BSc GradDipStudWelf GradDipEd
	Christopher	Scholten		MA BA(Hons) DipEd
	Susan	Searle		MEd DipTeach(Mus)
	Craig	Seckold		BAppSc DipEd



Emily	Selby		MTeach BSc
Christine	Shamanis		BA DipEd
Joseph	Shanahan		MEd BA GradDipEd
David	Sharp		BA DipLang GradDipEd
James	Sherratt	(On leave Term 2)	BA(Hons) PGCE
Eric	Shi		MTeach BCom
Ben	Sinnett		BEng GradDipEd GradCertEd(Physics) CertAdolCoun
Matthew	Sisson		MTeach(Sec) BSc(Hons)
Meindert	Smid		LLB BA DipEd
Kiarna	Smith		BEd
Melissa	Stansfield	(Sem 1)	MEd BEd BA
Inga	Stanzel		MEd GradDipEd
Jacinta	Stephens	(Term 2)	BEd GradCertRE
Katherine	Stevens		GradDipEd GradDipSc
Brett	Stewart		DipHM GradDipTechEd Cert IV(TAE)
Thomas	Sykes		BSc(Hons) PGCE
Lisa	Tabone		MEd BA DipEd GradDipTESOL
Jack	Tho		BSc
Gabrielle	Toigo		MTeach BMedLabSc Cert IV(TAE)
Henry	Travers		MTeach BA
Lucy	Truesdale		BSocSc(Psych) GradDipEd(Pri)
Sula	Tyndall		BA(Hons)(Psych) BBusMgmt GradDipEd Cert IV(TAE)
Mat	Vacirca		MTeach BSc
Neil	van Herk		BEd BA(SecEd)
Catherine	Veall		MEd DipArt&Design GradDipEd
Torben	Vedelsby		MEd BTeach
John	Waller		DipFineArt DipEd
Katherine	Ward		BSc GradDipEd GradDipCareersEd
Rohan	Watts		BA GradDipEd GradDipSportsMgmt
Anna	Webb		BEd
Lyndsey	Wells		BA(Hons) PGCE
Sally	Wescott		BEd
Lenore	Wesson		Cert IV(TAE) Cert IV(Tourism) DipHosp
Charlotte	White		BA BEd
Stuart	Whitehouse	(Term 4)	BTEC HND(Engineering) BEd
Andrew	Williams		BA(Hons) BSc DipArt GradDipEd GradCertTESOL
Jack	Wright		MEd BA
Naomi	Wright		BEd BTeach
Vicky	Yu		BSc GradDipEd Cert IV(TAE)
Nan	Zheng		BSc GradDipEd
Marie	Zwart		BEd(Hons) Cert IV(TAE)

EDUCATION SUPPORT STAFF

Jasmine	Alexandra	MMus(Juilliard) BMus(Juilliard) STCA(Primary)
Ben	Andrews	AdvDipFilm&TV Cert IV(GraphicDesign)
Josie	Annetta	Cert III(Ed)
Natalie	Annetta	
Claire	Baillie	BEd(EarlyChildhood)



Gayle	Barry		
Mary	Barry		BSc DipEd
Cameron	Beardsell		
Kim	Beissel		
Janine	Bennett		DipLib&InfoServ BBus(Mktg) PGDipMktg
Sofie	Blazejczak		
Elizabeth	Bolam		BBus(Mktg) RN(Div1) MHA MHN Cert IV(TAE)
Bonnie	Brown		Cert IV(Fitness)
Ros	Brown		Dip(YouthWork)
Leeann	Bruzek		MA (Student Personnel Services) BA
Linh	Bui		BCom CA
Glenn	Burgess		Cert IV(Community)
Kathy	Byrne		GradCertBusAdmin DipMgmt(Admissions)
Salam	Caldis		DipLib&InfoServ Cert IV(Lib&InfoServ)
Rebecca	Cecil		
Ebru	Celik		
Hannah	Clifton		MMktgComm BJourn
Emily	Coffey		
Sarah	Coghlan		MMus(PT) BMus(Perf)(Hons) GradDipEd(Sec) PSC
Fiona	Cumberlidge		
Sarah	Cuskelly		
Brandon	D'Amore		Cert III(SportTurfMgmt)
Monique	Darkin		
Madison	Darkin		
Tristan	Davidson		BA(Hons) GradDipAcc CPA
Stuart	Deane		GradDip(CompEd) DipTeach
Kayla	Devlin		BSc
Luke	Dixon		AssocDipArts&TheatreTech CertSPFX Cert IV(FrontlineMgmt)
Peadar	Donnellan		BSc HDip(SystemsAnalysis&Design)
Yifan	Duan		
Yvonne	Eloff		BFA BDesign
Vanessa	Emiliani		
Jennifer	Englezakis-Mariani		DipChildServ
Andrew	Fabris		
Alexia	Fernandez		Cert IV(FrontlineMgmt)
Peta	Fitzgerald		BN
Daniela	Fregonese	(Until May)	
Calum	Fulton		BSc(MusicTech)
Hayley	Galloway		
Lauren	Gordon		
Cameron	Grant		BAppSci(Biophysics&InstrSci) DipBus(FrontlineMgmt)
Richard	Grummet		BCom GradDipEd
Sarah	Haag		
Melissa	Hall		DipChildServ
Cathie	Hantsi	(Term 1)	
Adrian	Harvey		DipTurfMgmt DipMgmt
Kumail	Hassan		BCompSc
Andrew	Hills		BBus GradCert
Benjamin	Hodge		Cert III(Hort-Parks&Gardens)



	Christian	Hyndman		
	Codie	Ingham		
	Ashley	Irvine		
	Clare	Jacobsen		
	Kate	Jennings		BA MTeach
	Sonia	John		LLB BEcon DipCommSkills-ATCL
	Chris	Johnson		
	Vanessa	Johnson		
	Jennifer	Jones		RN Cert IV(First Aid)
	John	Katsouranis		
	Nathan	Kelly		BCom GradCertBus AACE
	Sharon	Kendall		DipBusAdmin
	Joanne	Kennelly		AssocDipSocSci(LibraryTech)
	Tina	Koutrouzas		MBA BSc
	Timothy	Lane		BA(Hons) BFA(Printmaking)
	Andrew	Le		BPhysio GradCertOH&S
	Hanh	Le		BA
	Coco	Lee		
	Kieron	Lester		MExSc BEx&SportSc(Hons)
	Michelle	Lewit		BSc(Hons)
Dr	Stefanie	Lopriore		PhD MPsych BA(Hons)
	Josh	Lyon		AdvDipLeadership&Mgmt
	Flora	Matthiesson		BA GradDipIM DipEd
	Maureen	McAuley		BA(Hons) PGCE PGCert(EdMgmt) GradDipSc
	Kylie	McCormick		
	Janine	McCracken	(Terms 1-3)	CertEd(IntAide)
	Alexandra	McEwen		
	Linda	McLaren		CertEd(Int&TeacherAide)
	Kate	McLean		BSocSc
Dr	Justin	McNamara	(Terms 1-3)	DPsych(Health) BAppSci(Hons) MAPS
	Kat	Miers		MPsych (Ed&Dev)
	Michael	Molinaro		DipHort
	Jessica	Morris		BDesign
	Kylie	Morrison		
	Aisling	Moten		
	Tom	Narangoda		
	Vanessa	Nesci		
	David	Ogilvie		BAppSc
	Michaela	Page		BA
	Andrew	Palmieri		
	Angela	Peng		MBiotech BSc
	Tony	Perrusio		Cert III(Boat Building)
	Chiah	Quah		BMus Dip Ed STCA
	Felicity	Quilty		BA(PR)
	Chris	Ristovski		
	David	Sanguinetti		Cert(TurgMgmt) RAIRP
	Jason	Sayer		
	Hugh	Schaeche		BBus
	Gillian	Scrimgeour		DipEd

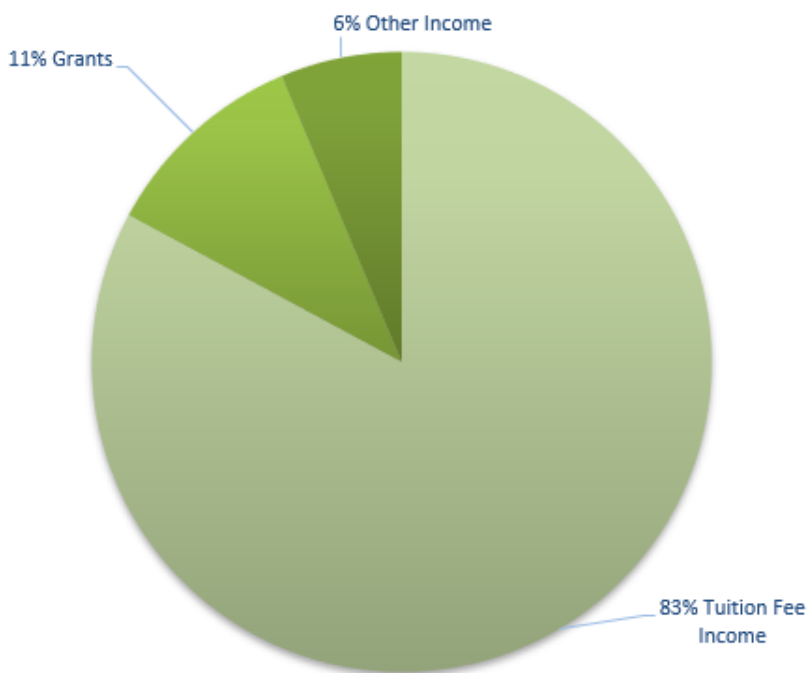


Anastasia	Selkrig	
Karen	Simankowicz	Cert III(BusStudies)
Samantha	Simpson	BFA GradCertBusAdmin
James	Spassopoulos	BBus
John	Summers	CertTurfMgmt
Lem	Suraj	BA(IT)
Toby	Thornton	
Michael	Tsotsos	
Josh	Turner	
Mary-Rita	Waldron	MMHSc MEdStds BEd GradDip(Adol&ChildPsych) GradDip(SpecEd) MAPS
Wayland	Wales	
Stacey	Walker	
Fiona	White	
Hanna	Whiteside	
Jenny	Whiting	BAppSc Cert IV(TAE) Cert IV(PT)
Sunethra	Wickramaratne	BSc
Nigel	Wiggans	
Matt	Williams	BN PGDip
Zoe	Withers	
Kathy	Yu	
Hannah	Zhao	

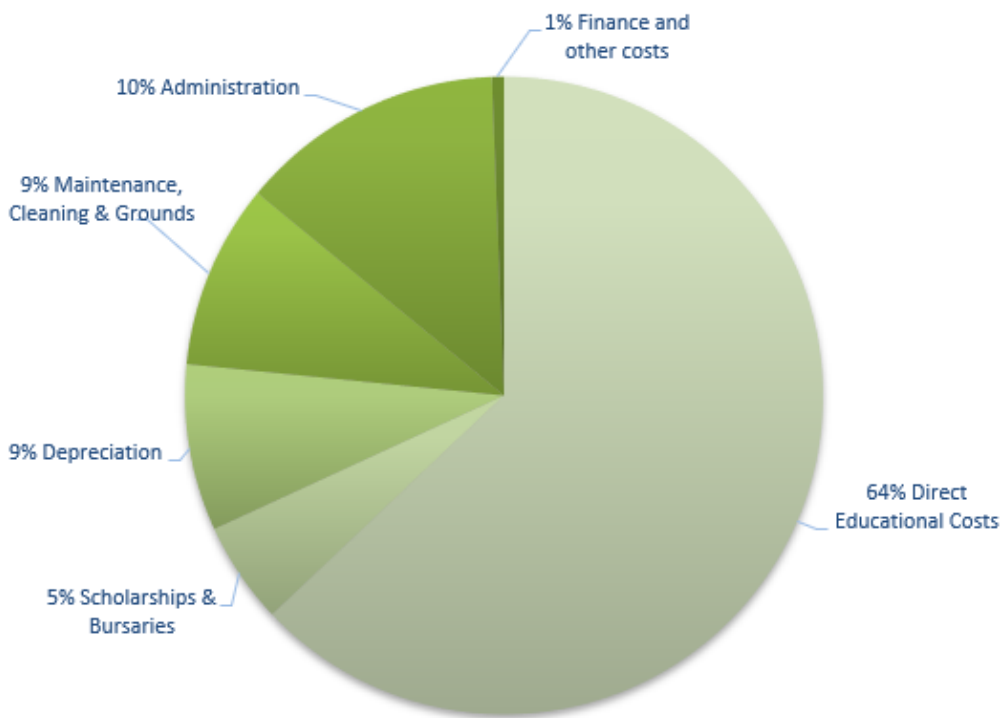


2023 FINANCE REPORT

Revenue



Expenditure



The 2023 School Year was a year of highlights, featuring the celebration of 120 years of Trinity Grammar School, as well as recognition of 30 years of the Co-ordinate Program with Ruyton Girls' School and 40 years of use of the Marles Playing Fields at Bulleen. Underpinned by strong enrolments, positive academic and co-curricular results, together with sustained high staff retention, community engagement and service satisfaction outcomes, it was a year of recognition and advancement with so many achievements by our student and staff cohorts.

Following the launch of the 2030 Strategic Plan late in 2022, the focus for 2023 was the development of the School's Master Plan for the Kew Campus. With analysis, reviews and considerable consultation, the future vision for the campus was developed to be widely announced in early 2024, highlighting the planned major works that will be unpacked over the next stage of the Trinity life journey.

A new focus has been set on establishing an educational journey for our students, with a natural physical and developmental flow of junior, middle and senior years precincts, accompanied by the evolution of the Village Precinct specifically for the Year 9 cohort, development of a sports, aquatics and community centre on Cotham Road, plus enhanced learning and grounds facilities across the campus. Car parking upgrades, safer access across Charles and Wellington Streets, a boutique recital hall for Music and new P&F Hall for Drama are further projects included in the Master Plan vision.

In preparation for the above a range of enabling works commenced in late 2023 with the Robertson and Shann Buildings ground floor renovations and refurbishments, E-Block demolished (to be replaced with a new 2-storey 6-classroom modular building) and upgrades to a number of the School's residential properties (including to 14 Charles Street which is the new home of the Second Hand Uniform Shop).

Meanwhile, at the Marles Playing Fields, works for new roadways and Caretaker's residence were completed and plans for a new Just Pavilion and Grounds Facility were initiated.

In ICT, upgrades to wi-fi and security infrastructure and establishing an exciting digital strategy to support teaching and learning priorities were the key priorities delivered. Together with the Community Engagement team, much work focused on improving the School's website, portals and communication systems.

The financial program for the year aligned well with the budget and forecast position set by School Council. The strong net surplus achieved will support the development of a reserve to allow for implementation of the Kew and Bulleen masterplan development activities in the coming years, together with ongoing short-term facility improvements. Such reserves will also enable delivery of the key priorities of the 2030 Strategic Plan.

This report has been prepared to summarise the key data from the 2023 School year to accord with the Commonwealth and State funding accountability requirements (under the Australian Education Act 2013).

Requests for clarification or further information can be directed to the Director of Business at businessdirector@trinity.vic.edu.au





