

2018 ANNUAL REPORT TENISON WOODS COLLEGE

AGM, 27 March 2019



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Annual General Meeting

Agenda

Wednesday, 27 March 2019 – 7.30pm, Pam Ronan Centre Lecture Theatre

1. Welcome / Present
2. Opening Prayer
3. Guest Speaker presentations

Breydon Verryt-Reid Year 12 Student and Regional Lions Youth of the Year
- *Australian Air Force Cadets and the Battle of Amiens*

AR18 Presentations by:

Katrina Mott

- *Can more explicit teaching of performance standards, and requirement for self-assessment improve student achievement?*

Kaitlin Egan

- *Will the use of Instagram to share images and videos of students' practical work increase their skills in presentation, time management and application to real world contexts?*

Hayley Morgan and Katie Window

- *Does the use of a 'Wonderwall' as a springboard for inquiry learning support children to become critical thinkers through active involvement in meaningful knowledge construction?*

Tom Linnell, Brad Colliver and Brad Marcus

- *Tenison's off-grid ambition and the students who will get us there.*

Domenica Dunn

- *Sharing documentation with families - reflections and refinement.*

4. Minutes of previous AGM
5. Presentation of Reports
6. General Business
7. Board overview

Positions vacant, new/nominated members, retiring members

8. Closure and General Meeting

College Board

The Tenison Woods College Board is comprised of members from the school community, parish community and staff. It is an advisory group that oversees the strategic planning, financial management and policy ratification for the College Community.

The President of the Tenison Woods College Board is Father Dean Marin.

The efforts throughout 2018 have been greatly appreciated, especially through the work of Board Sub-Committees:

- Finance Committee
- Building, Grounds and Asset Management Committee
- Faith, Wellbeing & Health Committee
- ELCC & OSHC Advisory Committee
- Friends of Tenison Committee

2019 Board

Members due to retire from the Board or seek re-election are:

- Emma-Kate Griffiths (Chair)
- Kevin Johnson
- Peter Collins
- Simone Van Rijn
- Bert Prosperi-Porta
- Kate Facy
- Amy Smith

Continuing Members:

- Jean-Claude Cesario
- Brooke Rzepiela
- Sian Earle
- Francesca Dickson

After 5 years, Emma-Kate Griffiths has elected to retire from the Board and we thank Emma-Kate for her exemplary service to the Board.

We accept nominations from the following and welcome them back to the Board for 2019/2020:

- Kevin Johnson
- Peter Collins
- Simone Van Rijn
- Bert Prosperi-Porta
- Kate Facy
- Amy Smith

Ex-Officio (non-voting) Board Representatives include:

- Father Dean Marin – President
- David Meziniec – Principal
- Liza Couzens – Deputy Principal
- Neal Turley – Business Manager
- Mary de Nys – Minute Secretary



TENISON WOODS COLLEGE ANNUAL GENERAL MEETING (AGM) 2018

ATTENDEES	Emma-Kate Griffiths Peter Collins Neal Turley Nigel Adams Michelle Coote Bert Prosperi-Porta Domenica Dunn Mary de Nys	David Mezinec Kevin Johnson Sian Earle Chris Ind Brian O'Connor Kate Facy Colin Langford	Fr Dean Marin Jean-Claude Cesario Brooke Rzepiela Kylie Ind Jennie Sanderson Sean Quirke Yolande Langford
APOLOGIES	Liza Couzens Amy Smith	Simone Van Rijn	Derek Van Rijn
GUEST SPEAKERS	Dylan Leadbetter Music performed by	Jean-Claude Cesario Ben Langford	
OPENING	<p>Year 11 student Ben Langford entertained attendees at the AGM and Twilight Tour prior to official proceedings.</p> <p>Emma-Kate Griffiths declared the meeting open, welcoming and thanking everyone for attending. Father Dean led prayer.</p>		
ZAYED FUTURE ENERGY PRIZE PRESENTATION	<p>Dylan Leadbetter / Jean Claude Cesario – Zayed Future Energy</p> <p>Dylan and Jean-Claude gave a comprehensive presentation on the Zayed Future Energy trip to Abu Dhabi. Please see attached notes.</p>		
MINUTES OF THE PREVIOUS AGM 22 MARCH 2017	<p>The minutes of the last AGM and General Meeting held on 22 March 2017 were circulated to all present. Jennie Sanderson moved and Jean-Claude Cesario seconded that the minutes be accepted. CARRIED.</p>		
CHAIR REPORT EMMA-KATE GRIFFITHS	<p>Emma-Kate's report was tabled as part of the 2017 Annual Report.</p> <p>In her report, Emma-Kate thanked David and the Board. She thanked Chris Ind for his stewardship as Board Chair for 7 years.</p> <p>She also thanked the members of the Board sub-committees and staff who act on the Board.</p> <p>She congratulated students on their results and the school captains for 2017 for their service to the College.</p> <p>Shining Light – 137 years of Catholic Communities in the region. Congratulated recipients.</p> <p>Emma-Kate thanked Tom Linnell and Jean-Claude Cesario for their efforts in the Zayed Future Energy Prize submission and Tom for his sustainability work, leading to a Chamber of Commerce award in 2017.</p> <p>Emma-Kate mentioned the exciting news of a proposed TREES Academy to be operational by 2020 – with the College 'off grid' by 2030.</p> <p>Emma-Kate mentioned that work on the Master Plan continues into 2018 and noted the Board will be very busy with this and also with the establishment of TWC Foundation and PTA.</p>		

**TREASURER
REPORT
NIGEL ADAMS**

Nigel tabled the Treasurer’s Report for 2017 as part of the Annual Report. This year we recorded a very healthy net profit of \$1,358.2 (all figures in \$,000’s). This was a significant improvement on the 2016 result and highlights excellent management of the College finances:

2016	2017
Net Operating Profit	Net Operating Profit
\$787.2	\$1,358.2

The profit can be explained by unbudgeted Long Service, Workcover and Paid Parenting Leave (\$504) and Government Grants (\$533).

More significantly on a Cash Flow basis we report a positive result of \$393.5. We have continued to contain our general operating expenses extremely well.

Contained within these figures is the **Out of School Hours Care (OSHC)**. This returned a profit of \$27. Our **Catering** operations (Canteen & Sugar Loaf Café) improved on 2016 which can mainly be attributed to servicing the Early Learning & Community Centre. That said, our catering operations still traded at an overall loss of some \$33. Canteen revenue is regularly monitored and we accept that both the Canteen and Sugarloaf Cafe will trade at a loss.

The ELCC has continued to exceed all expectations. Enrolments are at the maximum limits and we have wait lists in all rooms. The ELCC recorded a profit of \$226 for the year. This result does not include a loan commitment or rent which at the moment the College is bearing. With the burgeoning demand for a place in the centre we are looking to use the available funds to extend the centre by another two rooms.

Moving forward we are still confident of operating in a very healthy cash flow surplus position over the next five years, provided we contain the staffing to appropriately affordable levels as this is by far our biggest expense. However, we expect the next two years to be leaner as we work to implement transportable classrooms (to deal with increased subject offerings) and a significant maintenance plan which is well overdue. It is imperative that this position is maintained with the extensive Master Plan works we will undergo over the next few years.

Maintenance of the school buildings is a major focus for 2018. Before implementing any new build, we need to ensure that our current infrastructure is to an acceptable and maintainable standard.

The College currently has quite significant loans but has also made considerable inroads into paying these off – our L2.1 loan was paid off mid-year. The balance of each outstanding loan as at 31 December 2017 was:

- Loan 2.2 (PRC Development - \$3M loan drawn May 2009)
\$1,362.1
 - Loan 2.3 (ELCC Development – \$2M loan drawn in full June 2014)
\$1,675.1
 - Loan 2.4 (Purchase of Relocatable Buildings - \$473.6 K over 10 years)
\$ 295.7
- \$3,332.9

Our debt per student is at a very manageable level but with that said, we are still cautious moving forward as both Federal and State Governments are likely to tighten their funding distributions further to the education sector as they try to reduce their budget deficits.

Tenison Woods College is, by comparison, a low fee school that offers very generous sibling and concessional discounts (for those families experiencing financial difficulties).

Nigel retired from the Board after 6 years’ service. He sincerely thanked the Finance Committee for their support throughout the years.

WHS REPORT

The WHS report was tabled as part of the 2017 Annual Report.


<p>PRINCIPAL'S REPORT DAVID MEZINEC</p>	<p>David tabled the 2017 School Performance Report as part of the Annual Report.</p> <p>Further to the information contained in the Annual Report, David also spoke on the College's Strategic plan and Re-imagining our community. David outlined the College's commitment to the pedagogy of listening and to staff development through incentives such as the inaugural AR2017.</p> <p>David spoke on our Foundational areas of Endeavour (big rocks for our whole school), including our Catholic Identity and Mission; Wellbeing & Resilience; 21st century Learning and Collaboration, Ecology and Sustainability; Student Leadership, the Strategic Structure and Master Plan; and our ICT strategy.</p> <p>David outlined special projects for 2018 including STEM, HPSP; HR practices and enhancements; ELCC and OSHC development, Media Pathways, Friends of TWC and Foundation; and the documentation of College processes.</p> <p>David also discussed the future structure of the College, consistent with the CESA strategy of ELCC; R-6: 7-9 and 10-12 sub-schools. The Master Plan will compliment this structure with Year 7 moving from a "Middle School" format to "High School".</p> <p>As part of our commitment to Ecology and Sustainability, the College will continue to work towards the establishment of the TREES Academy by 2020 along with other ecology and sustainability goals such as waste management facility and planning; power usage; lighting replacement; solar power; paper usage reduction (30% in 2018; 40% in 2019).</p> <p>David thanked parents for their involvement in a vast variety of ways. David also thanked the Board and Sub-committees with special thanks to Father Dean, Father Peter and Father Michael, along with Nigel Adams for his long commitment to the College Board and Finance Committee.</p>
<p>BOARD PRESIDENT FATHER DEAN MARIN</p>	<p>Father Dean gave an overview of the Board.</p> <p>The following Board Members are due to retire from the Board or seek re-election: Nigel Adams; Jean-Claude Cesario; Brooke Rzepiela; and Sian Earle. Brooke and Sian have sought re-election for 2018 and 2019 and we welcome them back for a further 2-year tenure.</p> <p>Nigel Adams has elected to retire from the Board after 6 years' service and we sincerely thank Nigel for his commitment and stewardship as Board Treasurer for the entire duration of his time on the Board.</p> <p>Jean-Claude Cesario has also served 6 years on the Board. Given the work being undertaken in relation to the Master Plan, the proposed TREES Academy and the TWC Foundation, it has been discerned that Claude may also continue for a further tenure.</p> <p>Megan Mackin and Sharn de Nys have elected to retire from the Board as Staff Representatives. Francesca Dickson has nominated to be the Staff Rep for 2018 and we welcome Francesca to the Board.</p> <p>The Board also warmly welcomes Brian O'Connor back to the Board as Parish Pastoral Council Representative and sincerely thanks Marcus Power for his service to the Board for 2016 and 2017 as Parish rep.</p> <p>Fr Dean thanks everyone for their exceptional service and looks forward to continuing to work with everyone as members of sub-committees, as staff or as parents. The Board received one nomination from Chris Ind, Chris is welcomed back to the Board for 2018 and 2019.</p> <p>The Board received another nomination after the due date from Lynley Page who will act on the ELCC and OSHC Board Sub-committee.</p> <p>The Board will meet following the AGM to appoint Board Positions.</p>
<p>SIGNED AS A TRUE AND CORRECT COPY</p>	<p>There being no further business, the meeting closed at 8.45pm with the General Meeting to follow.</p> <p>_____</p> <p>Chair</p> <p>_____</p> <p>Date</p>



TENISON WOODS COLLEGE GENERAL MEETING 2018

Wednesday, 28 March 2018 at 9.15pm - Pam Ronan Centre Tutorial Room

<p>ATTENDEES</p>	<table border="0"> <tr> <td>Fr Dean Marin</td> <td>David Mezinec</td> <td>Liza Couzens</td> </tr> <tr> <td>Emma-Kate Griffiths</td> <td>Sian Earle</td> <td>Brooke Rzepiela</td> </tr> <tr> <td>Peter Collins</td> <td>Kevin Johnson</td> <td>Chris Ind</td> </tr> <tr> <td>Kate Facy</td> <td>Jean-Claude Cesario</td> <td></td> </tr> <tr> <td>Neal Turley</td> <td>Bert Prosperi-Porta</td> <td></td> </tr> <tr> <td>Brian O'Connor</td> <td>Mary de Nys</td> <td></td> </tr> </table>	Fr Dean Marin	David Mezinec	Liza Couzens	Emma-Kate Griffiths	Sian Earle	Brooke Rzepiela	Peter Collins	Kevin Johnson	Chris Ind	Kate Facy	Jean-Claude Cesario		Neal Turley	Bert Prosperi-Porta		Brian O'Connor	Mary de Nys	
Fr Dean Marin	David Mezinec	Liza Couzens																	
Emma-Kate Griffiths	Sian Earle	Brooke Rzepiela																	
Peter Collins	Kevin Johnson	Chris Ind																	
Kate Facy	Jean-Claude Cesario																		
Neal Turley	Bert Prosperi-Porta																		
Brian O'Connor	Mary de Nys																		
	<p>All positions were declared open. Father Dean as President presided over the election of the 2018 College Board.</p> <p>Emma-Kate Griffiths, Kevin Johnson, Peter Collins, Kate Facy, Amy Smith and Bert Prosperi-Porta have served one year of their two-year term of office.</p> <p>Brooke Rzepiela and Sian Earle have completed their two-year term on the Board and are prepared to stand for re-election.</p> <p>Jean-Claude Cesario has served 6 years on the Board. Given the work being undertaken in relation to the Master Plan, the proposed TREES Academy and the TWC Foundation, it has been discerned that he may re-nominate for a further tenure.</p> <p>Nigel Adams has also served 6 years on the Board and has elected to retire this year. Our sincere thanks is offered to Nigel for his outstanding service to the College community, acting as Board Treasurer for his entire 6-year tenure.</p> <p>Our sincere thanks is also offered to Marcus Power who served as Parish Pastoral Council Representative for 2016 and 2017. Brian O'Connor will be the Parish Pastoral Council Representative for 2018 and 2019 and we welcome Brian to the Board</p> <p>Megan Mackin and Sharn de Nys have resigned from the Board as Staff Representatives. We thank Megan and Sharn for their contributions to the Board. Francesca Dickson has nominated as Staff Representative for 2018 and we welcome Francesca to this role.</p> <p>One (1) nomination was received from Chris Ind who was accepted back onto the Board.</p> <p>A further nomination was received past the due date and this was not accepted as the Board had sufficient nominations for the 4 positions 'open'.</p> <p>As such, a summary of the nominations and elections for 2018 Board positions are as follows:</p> <p>Chairperson: Emma-Kate Griffiths Nominated: Kevin Johnson. Seconded Bert Prosperi-Porta. CARRIED. 2018 1-year tenure.</p> <p>Deputy Chairperson: Kevin Johnson Nominated by Emma-Kate Griffiths. Seconded by Jean-Claude Cesario. CARRIED.</p> <p>Treasurer: Chris Ind Nominated by Kevin Johnson. Seconded by Kate Facy. CARRIED.</p>																		

	<p>Secretary: Mary de Nys (non-voting)</p> <p>New Board Members: Chris Ind</p> <p>Parish Representative: Brian O'Connor</p> <p>Staff Representative: Francesca Dickson</p> <p>Father Dean congratulated and welcomed the new board members and thanked retiring members Nigel Adams and Marcus Power.</p> <p>Emma-Kate proposed that the Board Meetings commence at 6.30pm given that the Finance and Building and Grounds Committees no longer meet prior to the monthly Board Meeting. This was accepted.</p> <p>The next meeting will be held on 9 May 2018 at 6.30pm in the Tenison Woods College Boardroom.</p> <p>Pino visit on 11 April. David will clarify if it is beneficial for the Board to meet with Pino at the end of the day (after staff/student consultations).</p>
MEETING CLOSED	<p>There being no further business, the meeting closed at 9.30pm.</p> <p>Signed as a true and correct copy.</p> <div style="text-align: center;">  </div> <p>_____ Emma-Kate Griffiths– Board Chair</p>



Board Chair Message

As we reflect on the many achievements of the students and College families in 2018, we once again congratulate and thank Principal David Meziniec, Deputy Principal Liza Couzens and their wonderful team, on another successful year at Tension Woods College.

I would like to extend a heartfelt thank you to fellow Board members for their contributions and commitment to the Board, sub-committees and the College throughout the year. The Board includes, Father Dean Marin, Kevin Johnson, Sian Earle, Jean-Claude Cesario, Simone Van Rijn, Kate Facy, Peter Collins, Brooke Rzepiela, Bert Prosperi-Porta, Amy Smith and Brian O'Connor. The Board also recognises the continued support and collaboration of the College team: David, Liza, Business Manager Neal Turley, Human Resources Officer Mary de Nys, WHS Officer Trudi Dempsey and staff representative Francesca Dickson.

This year, students were encouraged to 'put their hand up to help out' and, ably led by School Captains, Evangelia Wichmann and Daniel Ker, they surely did! We recognise their leadership in a year that the students enhanced our College. We wish them and the year 12 cohort well as they extend their learnings within the broader community.

The College Master Plan has been a significant focus for the Board this year. This will continue in 2019 as we strive to holistically ensure both the short and longer term needs of the College are recognised.

The Shining Light Awards continue to be a celebration of Catholic school communities in our region. The evening recognises those that have contributed to our journey, over the past 138 years, by letting their light shine.

After five years, my tenure on the Board is complete. Thank you for the opportunity to serve the College and the friendships formed. It is a privilege to have been part of our journey and share in a common goal, supporting not only our own children but the entire College community.

Nelson Mandela said, *'Education is the most powerful weapon which you can use to change the world'*. I encourage all families to 'put their hand up' and look for their own opportunities to engage with the College community and their children's education.

At Tension Woods College, every learner has a place and a pathway, and the opportunity to shine. I wish you all the best for 2019 and beyond.



Emma-Kate Griffiths – Board Chair

Treasurer's Report

As Treasurer, having replaced Chris Ind during 2018, this is my first report on the financial position of Tenison Woods College at an AGM. The books for our financial year ending 31 December 2018 have been audited and included within the Annual report.

This year we recorded a very healthy net profit of \$1,850.3 (all figures in \$,000's). This was a significant improvement on the 2017 result and highlights excellent management of the college finances:

	2018	2017
Net Operating Profit	\$1,850.3	\$1,358.2

We have continued to contain our general operating expenses extremely well. This helped alleviate some shortfall from fee retention and collection which is continuing to provide some difficulties but from working in conjunction with a debt collection agency we are hopeful that this coming year will see positive changes.

Contained within these figures is the **Out of School Hours Care (OSHC)**. This returned a profit of \$6.3 which is down on 2017 results and mainly contributable to wage costs which are being addressed in 2019. Our **Catering** operations (Canteen and Sugarloaf Café), although having again traded at an overall loss of \$20.2 was an improvement on 2017 by just over \$13k. Canteen revenue is regularly monitored and we accept that both the Canteen and the Café will trade at a loss but we still need to ensure that we continue to pass on any price increases from our suppliers and keep abreast of wage increases.

Moving forward we are still confident of operating in a healthy cash flow position over the next five years and forward. With the Master Plan becoming a reality, it is essential that we are cautious with our spending and contain our expenses as much as possible. We have seen some savings in our wage costs thanks mainly to very good staffing practices implemented by our senior leadership.

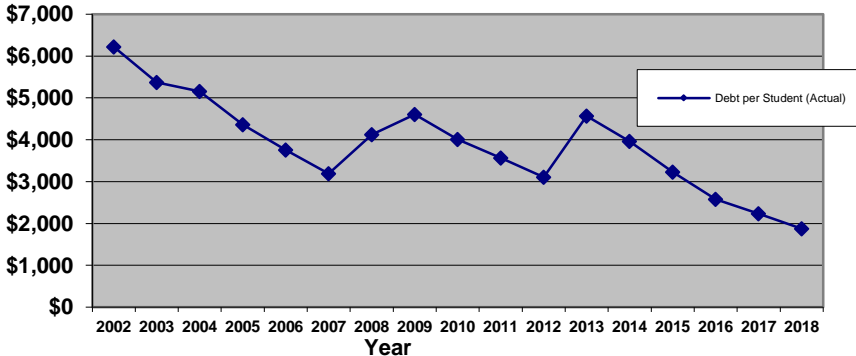
Maintenance of the school buildings remains a major focus for 2019. Substantial works were carried out throughout the College towards the end of 2018 and early into this year. Of all works completed, perhaps the most notable was the installation of a lift in the Pam Ronan Centre which was long overdue and very well received. Additionally, we replaced the outdated equipment in the Home Economics centre and refurbished the Sugarloaf Café. A significant painting programme commenced in the Moorak Homestead and numerous areas throughout the College received a fresh coat of paint.

The College currently has made considerable inroads into paying off our Loans. The balance of each outstanding loan as at 31 December 2018 was:

. Loan 2.2 (PRC Development - \$3M loan drawn May 2009)	\$1,143
. Loan 2.3 (ELCC Development – \$2M loan drawn in full June 2014)	\$1,399
. Loan 2.4 (Purchase of Relocatable Buildings - \$473.6 K over 10 years)	\$ 247
	\$2,789

Our debt per student is at a very manageable level but with that said, we are still cautious moving forward as both Federal and State Governments are likely to tighten their funding distributions further to the education sector as they try to reduce their budget deficits.

Debt per Student (Thousands)



Tenison Woods College is, by comparison, a low fee school that offers very generous sibling and concessional discounts (for those families experiencing financial difficulties). This consideration has helped us reach the enrolment levels we currently enjoy and thus we benefit from these economies of scale and the additional government “needs” funding. We need to act with caution however, as it is becoming more evident that families are struggling to pay their fees and we have seen a steady increase of requests for assistance in the past couple of years

The ELCC has continued to exceed all expectations and has become a talking point within the CEO and other schools are now starting to look at the potential rewards for their own communities. Enrolments are at the maximum limits and we have wait lists in all rooms. The ELCC recorded a profit of \$182.5 for the year. This result includes a charge which can be considered a loan payment or rent which at the moment the College is bearing. With the burgeoning demand for a place in the centre we are looking to use the available funds to extend the centre by another two rooms.

I would like to thank our Finance Committee consisting of David Mezinec, Liza Couzens, Annie Hall, Lisa Rowley and Neal Turley for their support throughout the year. I would also like to take the opportunity to thank Chris Ind who stepped away from this role mid-year to pursue other interests and spend more time with his family. On behalf of the College I would like to sincerely thank him for his outstanding service and commitment to our school.

Peter Collins – Chairman of the Finance Committee

Tenison Woods College – Balance Sheet - Year 2018; Period: 12

Account	Description	Balance	Last Year
ASSETS			
<u>Current Assets</u>			
6001	PETTY CASH	\$1,650.00	\$1,650.00
6100	CASH AT BANK	\$3,764,044.58	\$2,149,674.21
6200	DEBTORS-FEES	\$884,148.08	\$935,257.11
6205	GST RECEIVABLES CLEARING		\$0.72
6240	DEBTORS - OTHER	\$4,354.37	\$9,846.03
6250	PROVISION FOR DOUBTFUL DEBTS	(\$110,000.00)	(\$110,000.00)
6290	PREPAYMENTS	\$222,178.46	\$531,375.62
6410	LSL RECEIVABLE	\$2,702,039.00	\$2,611,356.00
	Total For Current Assets	\$7,468,414.49	\$6,129,159.69
<u>Non Current Assets</u>			
5100	BUILDING IMPROVEMENTS - VARIOUS	\$16,668,414.47	\$16,668,414.47
5109	ACCUM. DEPR. ON BUILDINGS	(\$5,018,208.95)	(\$4,603,888.40)
5110	FIXED EQUIPMENT AND IMPROVEMENTS	\$1,110,064.60	\$1,073,098.73
5119	ACCUM DEPN - FIXED EQUIP & IMPROVEMENTS	(\$792,916.12)	(\$715,184.86)
5200	FURNITURE & EQUIPMENT	\$1,985,770.39	\$1,867,542.92
5209	ACCUM. DEPN FURN&EQUIP	(\$1,660,209.29)	(\$1,555,901.25)
5220	COMPUTER EQUIPMENT	\$2,754,295.79	\$2,232,610.76
5229	ACCUM. DEPRECIATION COMPUTERS	(\$2,275,541.69)	(\$1,887,540.41)
5400	MOTOR VEHICLES	\$102,178.31	\$89,451.04
5490	ACCUM DEPN - MOTOR VEHICLES	(\$88,452.51)	(\$85,854.46)
5800	CAPITAL WORKS IN PROGRESS	\$128,552.88	\$7,554.01
	Total For Non Current Assets	\$12,913,947.88	\$13,090,302.55
	Total For Assets	\$20,382,362.37	\$19,219,462.24
LIABILITIES AND EQUITY			
<u>Current Liabilities</u>			
8140	CCES LOAN	\$564,190.17	\$542,374.27
8150	FINANCE LEASE LIABILITY		\$51,396.57
8200	SUNDRY CREDITORS	\$65,297.78	\$93,732.97
8205	GST PAYABLE CLEARING		\$0.43
8210	ACCRUALS	\$750,873.42	\$869,371.29
8340	ACCRUED ANNUAL LEAVE	\$855,777.62	\$773,565.28
8410	LSL PAYABLE	\$2,702,039.00	\$2,611,356.00
	Total Current Liabilities	\$4,938,177.99	\$4,941,796.81
<u>Non Current Liabilities</u>			
8500	CCES LOAN (NON CURRENT)	\$2,226,350.79	\$2,790,540.96
	Total Non Current Liabilities	\$2,226,350.79	\$2,790,540.96
<u>Clearing Account</u>			
4014	SAL SAC MOTOR VEHICLES		(\$18,437.48)
4062	SUPERANNUATION CLEARING ACCOUNT		\$138,055.88
	Total For Clearing Account	\$0.00	\$119,618.40
<u>Accumulated Funds</u>			
9000	ACCUMULATED FUNDS	\$11,367,506.07	\$11,367,506.07
	THIS YEARS SURPLUS/DEFICIT	\$1,850,327.52	\$0.00
	Total For Accumulated Funds	\$13,217,833.59	\$11,367,506.07
	Total For Liabilities And Equity	\$20,382,362.37	\$19,219,462.24

Tenison Woods College – Revenue & Expenditure Statement - Year 2018; Period: 12

Account	Description	Balance	Annual Budget
INCOME			
<u>Recurrent Income</u>			
0110	Tuition Fees	\$5,159,890.05	\$5,312,230.00
0111	Discounts/Remissions	(\$1,579,849.89)	(\$1,699,930.00)
0120	Compulsory Resource Charge	(\$97.72)	
0125	Transporting Students To & From School	\$264,630.50	\$301,000.00
0200	Overseas Students Fees (FFPOS)	(\$6,910.00)	\$124,600.00
0230	Other Charges for Students	(\$670.00)	
0235	Excursions During Term	\$118,001.28	\$120,700.00
0270	Public Performances by School	\$4,788.50	\$1,500.00
0470	Rent - School Facilities	\$158,449.27	\$5,200.00
0510	Interest Income	\$43,627.27	\$7,500.00
0530	Donations for Recurrent Purposes	\$2,250.00	\$1,900.00
0550	CEO Income TRT	\$76,092.43	\$1,900.00
0590	Other Income	\$343,844.50	\$249,800.00
0591	Long Service Leave	\$323,952.85	
0592	Workers Compensation	\$37,085.34	\$46,400.00
0593	Paid Parenting Leave	\$145,862.51	
0595	Bad Debts Recovered	\$46,432.59	\$7,700.00
0596	CCI Rebate	\$11,926.56	
0800	State Gov'n Recurrent Grants	\$4,206,498.00	\$3,641,500.00
0700	Aust Gov'n Recurrent Grants	\$12,227,825.43	\$11,531,600.00
	Total Recurrent Income	\$21,583,479.45	\$19,654,600.00
<u>Capital Income</u>			
0920	Capital Fees & Levies (exc FFPOS)	\$737,106.25	\$759,700.00
0925	Capital Fees & Levies FFPOS	(\$356.25)	
0960	Sale Proceeds - Fixed Assets	\$2,250.00	
	Total Capital Income	\$739,000.00	\$759,700.00
EXPENDITURE			
<u>Tuition Expenses</u>			
1010	Teachers Salaries	\$9,607,594.85	\$9,779,000.00
1032	TRT Salaries	\$277,624.45	\$353,000.00
1033	Teachers Salaries - Librarians	\$162,855.70	\$186,000.02
1100	Salaries - Specialist Support Staff	\$1,062,929.72	\$572,999.96
1200	Salaries - Aides & Assistants	\$1,045,848.33	\$812,455.02
1300	Stationery & Materials	\$64,622.71	\$60,000.00
1310	Library Costs	\$29,315.74	\$29,500.00
1320	Faculty Expenses	\$324,614.39	\$372,304.00
1340	School Card Expense	\$775.00	
1360	School Magazine	\$21,241.54	\$13,000.00
1370	Prizes & Graduation Expenses	\$3,151.04	\$6,000.00
1390	Computer Exp - Tuition		\$47,000.00
1400	Sports Expenses & Material	\$17,000.00	
1450	Excursions	\$360,931.04	\$370,999.98
1600	Miscellaneous Tuition Expenses	\$29,983.26	
1700	Workers Comp Insurance (Tuition)	\$204,849.94	\$267,000.00
1750	Superannuation (Teaching)	\$1,214,297.26	\$1,156,666.85
1760	Superannuation (Teaching Support Staff)		\$85,332.78
1810	Annual Leave Exp (Teachers)	\$82,212.34	
	Total Tuition Expense	\$14,569,646.41	\$14,092,256.61
<u>Administration Expenses</u>			
2000	Salaries Administration	\$1,236,448.13	\$1,313,000.00
2113	Maintenance - Exp,Materials & Replacement	\$246,301.75	\$309,000.00
2121	Garden & Grounds - Wages	\$214,227.92	\$257,000.00
2122	Gardens & Grounds - Contractors	\$67,915.00	(\$7,700.00)
2123	Gardens & Grounds - Expenses & Materials	\$38,639.53	\$21,000.00
2131	Caretaking & Cleaning-Wages	\$330,865.85	\$322,000.00
2132	Caretaking & Cleaning - Contractors	(\$3,462.31)	\$4,620.04
2133	Caretaking & Cleaning - Exp's & Materials	\$28,430.30	\$21,180.00
2134	Caretaking & Cleaning - Security	\$12,063.79	\$12,999.96
2200	Fringe Benefits Tax - Admin	\$12,586.18	\$11,000.00
2220	Superannuation - Admin	\$144,663.35	\$208,000.00
2251	Electricity	\$176,746.21	\$224,000.08
2252	Oil & Gas	\$11,030.14	\$12,000.00
2270	Council Rates	\$9,585.00	\$9,999.96
2271	Water Rates	\$102,959.10	\$45,000.00
2272	Waste Disposal	\$26,282.64	\$15,999.96
2273	Emergency Services Levy		\$9,000.00
2300	Insurance (General)	\$114,466.53	\$128,000.00
2390	Computer Exp - Admin	\$235,041.14	\$182,000.00
2400	General Office	\$45,107.58	\$50,000.04

Tenison Woods College – Revenue & Expenditure Statement - Year 2018; Period: 12

Account	Description	Balance	Annual Budget
2410	Stationery - Admin	\$63,220.41	\$115,999.96
2420	Postage	\$13,403.75	\$14,000.04
2430	Telephones	\$13,142.55	\$21,000.00
2435	Photocopier Running Costs	\$40,324.79	\$45,999.96
2440	Bank Charges	\$16,198.13	\$18,000.00
2450	Audit Fees	\$8,583.30	\$14,500.00
2470	Legal Fees		\$500.00
2475	Debt Collection Costs	\$26,584.39	\$9,000.00
2480	Advertising	\$65,067.54	\$70,999.84
2500	Motor Vehicle	\$46,115.22	\$45,999.96
2511	Transport Students To & From School	\$547,681.72	\$629,999.99
2520	Cartage & Freight	\$1,355.51	\$2,000.04
2530	Travelling Costs	\$58,606.62	\$59,000.04
2600	Levies	\$854,345.63	\$884,000.51
2620	Subscriptions	\$6,106.90	\$5,000.04
2661	Staff Training - Teaching	\$99,382.65	\$82,000.00
2664	Staff Training - Non Teaching	\$21,168.33	\$15,000.00
2670	OHWS	\$10,213.52	\$14,000.00
2700	Interest - Bank		\$5,000.00
2710	Interest - Capital Loans	\$122,733.62	\$160,898.87
2722	Rent - Grounds	\$2,580.15	\$3,000.00
2730	Lease Payments - Operating Leases	\$4,936.22	\$2,000.00
2800	Catering for Functions (Non-Boarding)	\$35,956.25	\$26,000.04
2850	Public Performances & Displays	\$5,240.01	\$3,000.00
2890	Misc Admin Exp (e.g. Principal)	\$8,047.78	\$21,788.04
2930	Bad Debts Expense	\$18,388.23	\$63,999.96
2940	Assets < \$1000	\$44,105.22	\$80,000.00
2950	Depreciation - Buildings	\$414,320.55	\$419,786.00
2955	Depreciation - FE&I	\$87,876.72	\$101,034.00
2960	Depreciation - Furniture & Equip	\$107,388.04	\$121,460.00
2970	Depreciation - Computers	\$388,001.28	\$510,855.00
2980	Depreciation - Motor Vehicles	\$2,598.05	\$4,107.00
2997	GST Expenditure (Rounding)	\$0.16	
	Total Administration Expenses	\$6,172,970.07	\$6,718,229.33
TRADING ACTIVITIES			
<u>Trading Account Income</u>			
4198	Misc Income		\$43,617.00
4200	Canteen Income	\$509,759.22	\$545,724.00
4500	Clothing Pool Income	\$16,797.96	\$20,000.00
4600	Before/After School Care Income	\$213,921.32	\$150,000.00
	Total Trading Account Income	\$740,478.50	\$759,341.00
<u>Trading Account Expenses</u>			
4250	Canteen Expenses	\$530,013.95	\$569,382.00
	Total Trading Account Expenses	\$530,013.95	\$569,382.00
	Net Profit (Loss) Before Tax	\$1,850,327.52	(\$206,228.94)

Tenison Woods College – Notes To and Forming Part of the Financial Statements for the year ended 31 December 2018

NOTE 1: STATEMENT OF ACCOUNTING POLICIES

The financial report is a special purpose report prepared in order to satisfy the financial reporting requirements of the Tenison Woods College Committee, the South Australian Commission for Catholic Schools and to satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012. The Committee has determined that the organisation is not a reporting entity and that the accounting policies adopted are appropriate for these purposes.

The financial report has been prepared in accordance with the accounting policies prescribed in the SACCS Finance Manual and the Catholic Education South Australia Finance End of Year Manual. The accounting policies are consistent with the previous period unless stated otherwise.

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The statements are prepared on an accruals basis. They are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies which are consistent with the previous period unless otherwise stated have been adopted in the preparation of this financial statement.

(a) Income Tax

No provision for income tax has been raised as the school is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(b) Long Service Leave

Provision is made for the school's liability for employee benefits arising from services rendered to the end of the reporting period. The calculation of employee benefits is based on full time equivalent hours and probability factors based on years of service, with employees exceeding seven years service calculated at one hundred percent entitlement. The entire amount calculated for employee benefits is recorded as a current liability.

Tenison Woods College is part of the South Australian Commission for Catholic Schools (SACCS) Long Service Leave Fund and as such, has been advised that the fund is funded at 93.7% and the unfunded amount is 6.3%

NOTE 2: CONTINGENT LIABILITIES

Tenison Woods College has received Capital Grants from the Australian Commission for Catholic Schools incorporated.

Grants received 2009 onwards (Projects commenced in 2009 – new requirements)

The calculation method has changed and is dependent upon the value of the grant received. The Australian Government may require repayment of a portion of the grant if the school were to close within the designated use period, as determined for each grant based on the amount of funding received.

Tenison Woods College received the following Block Grant Authority (BGA)/ Building Education Revolution (BER) Grants in the following years up to and including 2016:

Total grant amount between \$500,001 to \$1.5 million

Year Received	Original BGA / BER amount received	Potential repayment required
2011	\$588,670	\$353,202

The designated use period of this grant is 10 years plus an additional year for each \$100,000 over \$500,000 (rounded to the nearest full year). The recoverable proportion is the full amount up to half way through the designated use period and subsequently reduced by equal proportions of the total amount over the remaining period.

Total grant amount over \$1.5 million

Year Received	Original BGA / BER amount received	Potential repayment required
2010	\$3,000,000	\$3,000,000

The designated use period is 20 years and the recoverable portion is the full amount up to half way through the designated use period and then reduced by equal proportions of the total amount over the remaining period.

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under Professional Standards Legislation

INDEPENDENT AUDITOR'S REPORT



To the governing body of Tenison Woods College and to Catholic Education South Australia (CESA).

Report on the Audit of the Financial Report

Audit Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Tenison Woods College, which comprises the balance sheet as at 31 December 2018, revenue and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and the other explanatory information.

In our opinion, the financial report of Tenison Woods College presents fairly, in all material respects, the financial position of the School as at 31 December 2018, and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of Catholic Education South Australia.

Basis for Audit Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the School in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia, and we have fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report is a special purpose report that has been prepared for the purpose of fulfilling the governing authority's financial reporting requirements to CESA. As a result, the financial report may not be suitable for another purpose.

Responsibility of Management and the Board for the Financial Report

Management, including the School Principal, are responsible for the preparation and fair presentation of the financial report, and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the Governing Council constitution and are appropriate to meet the needs of the above addressees. Management are also responsible for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the School's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The Board is responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the School's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the School to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

GALPINS ACCOUNTANTS, AUDITORS & BUSINESS CONSULTANTS



Simon Smith, CA, FCPA Registered Company Auditor
Partner

28/02/2019

Tenison Woods College Early Learning & Community Centre – Balance Sheet - Year 2018; Period: 12

Account	Description	Balance
Assets		
Current Assets		
6001	Petty Cash	\$200.00
6100-01	Cash At Bank-Bank Account	\$906,069.07
6100-02	Cash At Bank 2017 Adj	\$4,304.00
6240	Debtors-Others	\$12,729.63
6410	Lsl Receivable	\$69,700.00
Total for Current Assets		\$993,002.70
Total for Assets		\$993,002.70
Liabilities and Equity		
Current Liabilities		
8210	Accruals	\$114,878.81
8300	Provision - Long Service Leave	\$69,700.00
Total for Current Liabilities		\$184,578.81
Accumulated Funds		
9000	Accumulated Funds	\$625,902.67
9010	Surplus (Deficit) For The Year	\$285,717.52
	Profit Current Period	(\$103,196.30)
Total for Accumulated Funds		\$808,423.89
Total for Liabilities and Equity		\$993,002.70

Tenison Woods College Early Learning & Community Centre – Revenue & Expenditure Report
Year 2018; Period: 12

Account	Description	PTD Postings	YTD Postings
Add Income Recurrent			
0110-01	Tuition Fees - Private	\$67,708.01	\$747,380.93
0110-02	Tuition Fees - Cer & Cob	\$79,806.84	\$731,557.31
0235	Excursions During Term	\$0.00	\$479.00
0510	Interest Income	\$834.22	\$8,497.22
0530	Donations For Recurrent Purposes	\$0.00	\$4,180.00
0590	Other Recurrent (Sundries)	\$0.00	\$1,575.50
0593	Maternity Leave	\$0.00	\$58,061.76
	Total Income Recurrent	\$148,349.07	\$1,551,731.72
Add Income Non-Current			
0900	C>Wealth Govt.capital Grants	\$32,577.60	\$113,524.50
	Total Income Non-Current	\$32,577.60	\$113,524.50
Less Expenditure Tuition			
1010	Teachers Salaries-Lay	\$72,332.07	\$876,156.33
1320	Faculty Expenses	\$2,248.54	\$7,048.90
1450	Excursions	\$0.00	\$416.36
1750-01	Superannuation- Ngs	\$3,423.98	\$42,926.17
1750-03	Superannuation (Tuition) - Other	\$3,459.14	\$41,514.62
	Total Expenditure Tuition	\$81,463.73	\$968,062.38
Less Expenditure Administration			
2000-01	Salaries-Administration	\$10,794.00	\$43,176.00
2050	Salaries & Wages-Other Services	\$1,254.88	\$39,725.73
2112	Maintenance-Contractors	\$0.00	\$90.00
2113	Maintenance-Materials	\$48.82	\$48.82
2122	Gardens & Grounds-Contractors	\$2,596.00	\$10,739.00
2123	Gardens & Grounds-Materials	\$331.80	\$1,324.34
2132	Caretaking & Cleaning-Contractors	\$10,126.86	\$43,638.43
2133	Caretaking & Cleaning-Materials	\$409.79	\$7,779.15
2251	Electricity	\$3,729.00	\$14,916.00
2271	Water Rates	\$630.00	\$2,520.00
2300	Insurance-General	\$2,284.00	\$9,136.00
2400	General Office	\$0.00	\$31.82
2410	Stationery	\$900.00	\$3,942.07
2420	Postage	\$150.00	\$600.00
2430	Telephones	\$675.00	\$2,813.64
2440	Bank Charges	\$0.00	\$633.83
2480	Advertising	\$260.25	\$1,637.62
2600-01	Long Service Leave Levy	\$0.00	\$28,387.83
2600-03	Maternity Leave Levy	\$8,043.22	\$11,031.81
2600-11	Levies-Central Bodies	\$0.00	\$1,084.00
2620	Subscriptions	\$0.00	\$1,587.18
2663	Staff-Training-Teaching-Other-Unfun	\$0.00	\$3,650.00
2665	Staff-Training-Teaching-Other-Funde	\$0.00	\$2,158.10
2670	Ohsw	\$44.45	\$166.52
2721	Rent-Teaching Facilities	\$150,000.00	\$150,000.00

Tenison Woods College Early Learning & Community Centre – Revenue & Expenditure Report
 Year 2018; Period: 12

Account	Description	PTD Postings	YTD Postings
2800	Catering For Functions-Not Boarding	\$7,273.29	\$120,012.74
2890	Misc Admin. Expenses Eg Principal	\$0.00	\$18.18
2930	Bad Debts Expense	\$0.00	\$10,159.10
2997-01	Gst Expenditure Rounding	\$2.50	\$8.53
	Total Expenditure Administration	\$199,553.86	\$511,016.44
Less Current Assets			
2940	Assets <\$1000	\$3,105.38	\$3,656.18
	Total Current Assets	\$3,105.38	\$3,656.18
	Net Income Before Tax	(\$103,196.30)	\$182,521.22

Tenison Woods College Early Learning & Community Centre – Notes To and Forming Part of the Financial Statements for the year ended 31 December 2018

NOTE 1: STATEMENT OF ACCOUNTING POLICIES

The financial report is a special purpose report prepared in order to satisfy the financial reporting requirements of the South Australian Commission for Catholic Schools. The Committee has determined that the organisation is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the South Australian Commission for Catholic Schools.

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The statements are prepared on an accruals basis. They are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies which are consistent with the previous period unless otherwise stated have been adopted in the preparation of this financial statement.

(a) Income Tax

No provision for income tax has been raised as the school is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

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INDEPENDENT AUDITOR'S REPORT



To the governing body of Tenison Woods College – Early Learning Centre and to Catholic Education South Australia (CESA).

Report on the Audit of the Financial Report

Audit Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Tenison Woods College – Early Learning Centre, which comprises the balance sheet as at 31 December 2018, revenue and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and the other explanatory information.

In our opinion, the financial report of the Early Learning Centre presents fairly, in all material respects, the financial position of the School as at 31 December 2018, and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of Catholic Education South Australia.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the School in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia, and we have fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report is a special purpose report that has been prepared for the purpose of fulfilling the governing authority's financial reporting requirements to CESA. As a result, the financial report may not be suitable for another purpose.

Responsibility of Management and the Board for the Financial Report

Management, including the School Principal, are responsible for the preparation and fair presentation of the financial report, and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the Governing Council constitution and are appropriate to meet the needs of the above addressees. Management are also responsible for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the School's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The Board is responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the School's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the School to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

GALPINS ACCOUNTANTS, AUDITORS & BUSINESS CONSULTANTS



Simon Smith CA, FCPA, Registered Company Auditor
Partner

28/02/2019



2018 School Performance Report

SCHOOL INFORMATION STATEMENT

ENROLMENTS

Tenison Woods College enrolment numbers in 2018 included 1,276 full-time students from Reception to Year 12; 121 Early Years enrolments for Semester 2; and approximately 35 external students who worked to achieve their South Australian Certificate of Education through our Flexible Learning program and Mature Aged Program. Catering for students from their first days in Early Years Learning to their last days in Year 12 provides a unique opportunity to be with families for their whole school journey.

Our deliberate commitment to individualising learning pathways for each student, the flexible learning program and the specialist academies, has ensured healthy enrolments at the College with all Year 12 students in 2019 successfully completing their chosen type of SACE Board Studies.

Enrolment Data

2018 Breakdown of students

Year	EY	R	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Total
Boys	62	49	37	47	46	43	49	45	46	74	70	70	59	38	673
Girls	59	37	41	29	36	29	38	45	38	65	66	56	68	55	603
Total	121	86	78	76	82	72	87	90	84	139	16	126	127	93	1276

2018 External students

	FLP	MAP	Total
Boys	15	4	19
Girls	13	3	16
Total	28	7	35

2018 Student Attendance

Year Level	Term 1 2018	Term 2 2018	Term 3 2018	Term 4 2018
Reception	95.50	93.48	93.36	92.38
Year 1	94.07	92.04	92.81	91.69
Year 2	94.50	93.75	93.00	92.82
Year 3	94.74	93.87	92.52	91.88
Year 4	95.95	93.63	93.08	93.00
Year 5	93.58	91.61	92.08	89.23
Year 6	93.67	92.22	90.81	92.78
Year 7	93.40	90.42	92.58	93.08
Year 8	93.90	91.74	91.12	89.90
Year 9	92.24	90.65	89.63	87.82
Year 10	90.43	90.35	87.31	86.21
Year 11	89.78	87.38	88.76	88.24
Year 12	89.81	87.13	82.12	84.49

Where our students come from

Postcode	Area	No. of students
5271/5272	Naracoorte / Lucindale	36
5276	Robe	4
5277/5263	Penola / Coonawarra	45
5278	Kalangadoo	15
5280	Millicent	114
5290	Mount Gambier	747
5291	Mount Gambier surrounds	281

Languages spoken by students

Chinese	4	Hindi	2	Spanish	1	Urdu	3
French	3	Karen	14	Swahili	10	Vietnamese	2

COMPARATIVE ANALYSIS OF YEAR 12 RESULTS

Tenison Woods College students enjoys significant success in their academic achievement, which has been consistent over the past decade.

In the past 5 years we have seen significant increases in the number and diversity of students seeking to complete their South Australian Certificate of Education (SACE). There has been a significant increase in students seeking flexible options for completing their SACE - both through the College and through combining part-time work and study.

A GRADE RESULTS – SACE STAGE 2

	2007	2008	2009	2010	2011	2012
Tenison Woods	34.2%	29.6%	25.8%	25.3%	21.52%	17.84%
State	20.2%	20.2%	20.5%	20.9%	18.55%	19.23%
Difference	14.0%	8.8%	5.3%	4.4%	2.97%	-1.39%

	2013	2014	2015	2016	2017	2018
Tenison Woods	24.17%	28.41%	21.28%	23.35%	24.05%	27.88%
State	20.19%	21.04%	22.24%	23.89%	24.97%	26.42%
Difference	3.98%	7.37%	-0.96%	-0.54%	-0.92%	1.46%

A & B GRADE RESULTS – SACE STAGE 2

	2007	2008	2009	2010	2011	2012
Tenison Woods	74.2%	67.5%	65.7%	64.2%	66.41%	60.55%
State	55.1%	55.7%	55.8%	56.0%	58.80%	61.18%
Difference	19.1%	11.8%	9.9%	8.2%	7.61%	-0.63%

	2013	2014	2015	2016	2017	2018
Tenison Woods	72.22%	69.94%	65.50%	68.32%	68.48%	75.06%
State	62.76%	64.34%	66.70%	68.57%	69.57%	70.09%
Difference	9.46%	5.60%	-1.20%	-0.25%	-1.09%	4.97%

GRADE DISTRIBUTION 2017 AND 2018

2017	A	B	C	D	E	N
Tenison Woods	24.05%	44.43%	28.45%	2.35%	0.73%	0.00%
State	24.97%	44.60%	27.75%	2.23%	0.45%	0.02%
Difference	-0.92%	0.17%	0.7%	0.12%	0.28%	-0.02%

2018	A	B	C	D	E	N
Tenison Woods	27.88%	47.18%	22.40%	2.37%	0.18%	0.00%
State	26.42%	43.67%	27.52%	2.09%	0.28%	0.01%
Difference	1.46%	3.51%	-5.12%	0.28%	-0.10%	-0.01%

POST SCHOOL DESTINATIONS

58 students applied for University through SATAC (SA/NT). Of these, 55 received offers with 43 (74%) receiving their first preference.

23 students applied for university in Victoria. 21 received offers with 12 (57%) receiving their first preference.

Of the above, 14 students applied to both Victorian and South Australian universities, essentially seeking the same course opportunities in different locations. In addition, one student applied, and was offered, at a Queensland university (in Medicine); another directly to the International School of Hotel Management in South Australia; and a third to university in Western Australia. One student also applied directly to the James Morrison Academy.

The range of courses selected in 2018, closely aligned with 2017 offers and continues to show a stronger preference amongst students for health and science related careers, followed by art-related fields. We had a number of noteworthy offers including:

- Bachelor of Medicine (CSP Extended Rural Cohort School Leaver Entry)- Monash University
- Bachelor of Engineering - Sustainable Systems (Hons) /Business Management - RMIT University
- Bachelor of Engineering (Hons) Masters Accelerated Pathway - Monash University
- Bachelor of Science Advanced – Research (Hons) - Monash University
- Bachelor of Optometry - Deakin University
- Bachelor of Health Sciences in Dentistry - La Trobe University
- Bachelor of Aviation – University of South Australia
- Bachelor of Film, Television and Animation – Deakin University
- Bachelor of Architectural Studies – University of South Australia

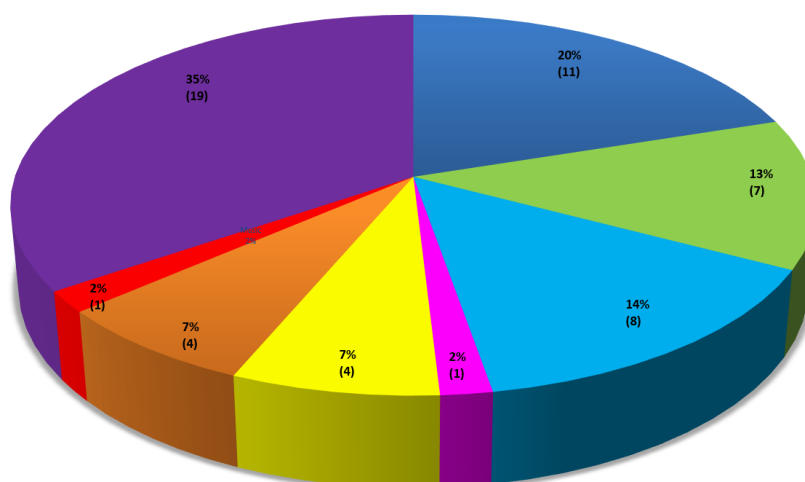
55 first preference offers were made across SATAC as follows:

- Sciences/Advanced/Animal Behavioural Science/Arts/Human Movement/Engineering (Biomedical, Mechanical)/Exercise Science/Medicine/Medical Radiations/Health & Medical Sciences/Nursing/Psychological Science/Human Nutrition/Psychology
- Arts/Drama/Media/Journalism
- Education/Early Childhood/Human Movement/Primary/Masters Secondary & Secondary Pathways
- Business/Accounting/Commerce /Event Management/Finance/Marketing/Tourism/Trade
- Engineering
- Law/Double and combined
- Aviation
- Music

Total

35%	19
20%	11
14%	8
13%	7
7%	4
7%	4
2%	1
2%	1
100%	55

2018 Year 12 University first-round Offers for all States



VOCATIONAL EDUCATION AND TRAINING (VET)

Tenison Woods College takes great satisfaction from ensuring that all teaching and learning opportunities enable students to develop their knowledge, skills and aptitudes to the highest level. In partnership with our parents and carers at Tenison Woods College, we have established a strong tradition of working together to ensure that all our students strive to excel in their chosen fields of interest and expertise.

We continue to emphasise customised educational programs, and focussed case management of student learning. In 2018 this enabled all senior students to achieve high level educational, vocational and personal goals through a broad spectrum of study programs. Such outcomes have also made them highly competitive in the tertiary education and employment sectors.

There is a strong focus on the key roles that work and tertiary learning play in our lives, especially in rural communities where young people need to be multi-skilled and competent and able to adapt to learning and earning opportunities in diverse contexts. For the year 2018, a total of 82 students at Tenison Woods College participated in VET courses either at the College or off campus at other venues. Many students were able to complete more than one VET course during the year.

In 2018, VET courses taken up by students at Tenison Woods College included:

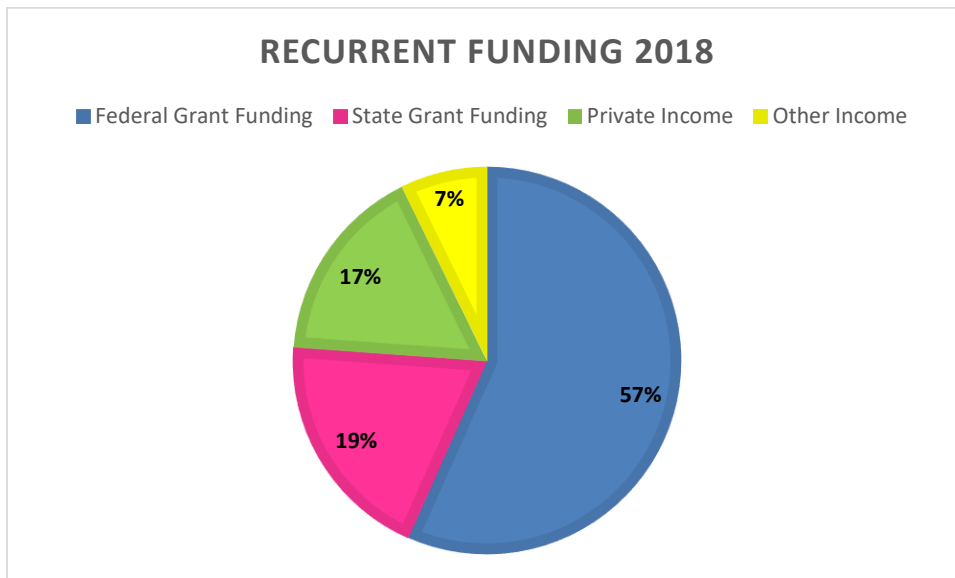
• Directions in Hair (Mount Gambier TAFE)	9 students
• Certificate I Horticulture (TWC)	10 students
• Certificate I Furnishing (TWC)	7 students
• Certificate I Hospitality (Kitchen Operations) (TWC)	35 students
• Certificate II Automotive (Mount Gambier TAFE – delivered at MGHS)	3 students
• Certificate II Constructions Pathways (Mount Gambier TAFE – (delivered at GHS)	6 students
• Certificate II Electro-technology	6 students
• Certificate II Engineering (Mount Gambier TAFE)	2 students
• Certificate II in Salon Assistant (Mount Gambier TAFE)	1 student
• Certificate III Carpentry (Mount Gambier TAFE – delivered at GHS)	1 student
• Certificate III Early Childhood Education and Care	2 students
• Certificate III Individual Support – Aged Care (Mount Gambier TAFE)	1 students
• Certificate III in Fitness (TWC)	2 students
• Certificate III Information and Communications Technology	1 students
• Certificate III Policing Studies	1 student

SCHOOL FINANCES

School income breakdown by Government Fees and Other

Recurrent funding (\$'000)

State Government	\$4,206,498	19%
Federal Government	\$12,227,825	57%
Private	\$ 3,580,040	17%
Other	\$ 1,569,116	7%
<hr/>		
TOTAL	\$21,583,479	100%



NATIONAL ASSESSMENT PROGRAM – LITERACY AND NUMERACY (NAPLAN)

In 2018 our Year 3, 5, 7 and 9 students undertook the National Assessment Program – Literacy and Numeracy (NAPLAN) testing as an online test for the first time. Year 3 students still did their writing test in paper form and will do so again in 2019.

This testing did allow for an earlier return of results to families and the school but because of disputes at state level about comparing online and paper results there is less comparison data available to schools.

Results

In the tables below results that are substantially below Australian and SA means are shaded in pink. Results that are above are highlighted in green.

A major concern with the 2018 Year 3 cohort is the reading results for both males and females. There is also concern with the performance of the 2018 Year 9 boys in 4 of the 5 tests.

The growing gender disparity in results in all tests, except numeracy, as students move through their schooling continues to be a concern.

Year 3	Numeracy	Punctuation and Grammar	Reading	Spelling	Writing
Australian Mean Score	407.7	431.7	433.8	417.8	407.2
SA Mean Score	391.3	414.9	418.0	406.1	383.2
School Mean Score	393.0	419.0	405.9	405.0	395.7
Male students Mean score	401.4	414.1	404.9	404.6	389.0
Female student Mean score	383.3	425.8	407.3	405.6	403.6

Year 5	Numeracy	Punctuation and Grammar	Reading	Spelling	Writing
Australian Mean Score	494.2	503.6	541.5	545.2	505.3
SA Mean Score	479.0	491.0	497.8	493.5	448.6
School Mean Score	472.0	492.3	495.2	484.2	469.2
Male students Mean score	472.6	470.4	485.1	478.0	461.2
Female student Mean score	471.0	520.3	508.1	492.0	481.1

Year 7	Numeracy	Punctuation and Grammar	Reading	Spelling	Writing
Australian Mean Score	548.2	543.9	541.5	545.2	505.3
SA Mean Score	539.1	539.6	537.5	539.1	502.7
School Mean Score	564.9	555.1	541.9	545.1	528.7
Male students Mean score	566.3	545.3	528.0	535.0	508
Female student Mean score	563.3	566.2	558.2	556.8	551.0

Year 9	Numeracy	Punctuation and Grammar	Reading	Spelling	Writing
Australian Mean Score	595.6	580.1	583.8	583.3	542.3
SA Mean Score	583.5	572.6	577.3	576.6	532.2
School Mean Score	577.3	564.8	572.2	578.1	555.2
Male students Mean score	573.0	550.5	565.7	560.2	537.9
Female student Mean score	581.8	579.8	579.2	596.9	573.1

Literacy and Numeracy Initiatives

A main priority continues to be the collection of meaningful and detailed data about student literacy and numeracy, both for individuals and for year level cohorts. All class teachers are required to collect and analyse data to inform their teacher practice as well as monitoring student progress. This includes the NAPLAN data at Years 3, 5, 7, and 9.

In 2019 teachers from Reception to Year 7 are involved in a review of the teaching of Spelling. We will also be reviewing the time allocation in classes for literacy and numeracy to ensure students are provided with enough opportunity to be developing their skills and knowledge in these areas.

The College will also be investigating the use of the AGAT (ACER General Ability Tests) test with students. These tests are designed to assist teachers of students aged seven to sixteen to assess students' verbal, numerical and abstract reasoning ability. This can help us identify students who may not be working to their full potential.

PARENT SURVEY

Satisfaction with Teaching and Learning

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Total
Do you feel the College is offering the right type of learning for your child/children?	19.37% (37)	60.73% (116)	17.80% (34)	2.09% (4)	0.00% (0)	2.03	191
Do you feel that your child/children is/are sufficiently challenged by the College to encourage maximum learning and development?	19.90% (38)	49.74% (95)	24.61% (47)	5.76% (11)	0.00% (0)	2.16	191
Are the number of students in your child's/children's classes appropriate?	20.94% (40)	44.50% (85)	21.99% (42)	8.38% (16)	4.19% (8)	2.30	191
Do you feel that your child/children is/are set the right TYPE of homework?	19.47% (37)	41.58% (79)	24.74% (47)	11.58% (22)	2.63% (5)	2.36	190
Is/are your child/children set the right AMOUNT of homework?	19.05% (36)	39.68% (75)	27.51% (52)	11.11% (21)	2.65% (5)	2.39	189

Satisfaction with Staff

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you happy with your child's/children's Home Group teacher(s)?	48.42% (92)	37.37% (71)	10.53% (20)	2.63% (5)	1.05% (2)	1.71	190
Are you happy with your child's/children's subject teachers?	23.04% (44)	59.93% (103)	20.42% (39)	2.09% (4)	0.52% (1)	2.03	191
Are you happy with the Principal?	47.62% (90)	38.62% (73)	11.11% (21)	2.12% (4)	0.53% (1)	1.69	189
Are you happy with the Deputy Principal?	41.18% (77)	43.85% (82)	10.16% (19)	3.74% (7)	1.07% (2)	1.80	187
Are you happy with the Head(s) of School?	33.51% (63)	39.89% (75)	22.87% (43)	3.19% (6)	0.53% (1)	1.97	188
Do you think the School Counsellors are effective?	30.22% (55)	40.66% (74)	19.23% (35)	8.24% (15)	1.65% (3)	2.10	182
Are you pleased with the Support Staff, including staff from the Front Office, Library, Learning Support Team, Technology, Grounds and Maintenance?	59.47% (113)	33.68% (64)	5.26% (10)	1.05% (2)	0.53% (1)	1.49	190

Satisfaction with Communication

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied with the information provided by the College about what your child/children is expected to learn?	28.95% (55)	46.84% (89)	14.74% (28)	8.95% (17)	0.53% (1)	2.05	190
Are you satisfied with the information provided by the College about how your child/children is expected to behave?	43.46% (83)	42.93% (82)	8.90% (17)	4.71% (9)	0.00% (0)	1.75	191
Do you feel you have enough opportunity to discuss issues that affect your child/children?	26.32% (50)	38.42% (73)	21.05% (40)	13.16% (25)	1.05% (2)	2.24	190
Do you feel you are given enough information about your child's / children's learning progress?	23.56% (45)	41.88% (80)	18.85% (36)	13.61% (26)	2.09% (4)	2.29	191
Are you satisfied with your involvement in your child's / children's College?	28.27% (54)	45.55% (87)	19.90% (38)	5.24% (10)	1.05% (2)	2.05	191

Satisfaction with parent participation

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied with the College Board?	36.67% (66)	45.56% (82)	15.56% (28)	2.22% (4)	0.00% (0)	1.83	180
Do you feel that there are ample opportunities for you to be involved in your child's/children's schooling?	37.04% (70)	41.27% (78)	16.93% (32)	4.76% (9)	0.00% (0)	1.89	189
Do you feel that the College values the contributions made by parents?	36.17% (68)	40.96% (77)	19.15% (36)	3.72% (7)	0.00% (0)	1.90	188

Satisfaction with Pastoral Care

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied in the way in which your child/children is/are looked after and supported by the College?	30.53% (58)	48.95% (93)	17.37% (33)	3.16% (6)	0.00% (0)	1.93	190
Are you satisfied with the pastoral care program?	27.51% (52)	49.21% (93)	19.05% (36)	4.23% (8)	0.00% (0)	2.00	189
Are you satisfied with the College rules and behavior management policies?	36.32% (69)	40.53% (77)	17.37% (33)	5.26% (10)	0.53% (1)	1.93	190
Do you feel that student behavior is being handled effectively at the College?	20.53% (39)	41.58% (79)	26.84% (51)	10.53% (20)	0.53% (1)	2.29	190
Do you feel that the uniform standard is appropriate?	41.88% (80)	39.27% (75)	13.61% (26)	5.24% (10)	0.00% (0)	1.82	191

Satisfaction with Facilities

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied with the overall appearance and cleanliness of the College?	53.93% (103)	37.17% (71)	7.85% (15)	1.05% (2)	0.00% (0)	1.56	191
Are you satisfied with the library resources?	52.91% (100)	41.27% (78)	4.76% (9)	1.06% (2)	0.00% (0)	1.54	189
Are you satisfied with the facilities provided for co-curricular activities?	41.49% (78)	48.40% (91)	9.04% (17)	1.06% (2)	0.00% (0)	1.70	188
Are you satisfied with the canteen?	47.34% (89)	40.43% (76)	8.51% (15)	3.72% (7)	0.00% (0)	1.69	188

Satisfaction with Quality Service Standards

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Do you feel welcome at the College?	53.97% (102)	34.39% (65)	7.94% (15)	3.70% (7)	0.00% (0)	1.61	189
Do you feel that the College addresses your enquiries promptly?	44.74% (85)	39.47% (75)	12.63% (24)	3.16% (6)	0.00% (0)	1.74	190
Would you recommend the College to new parents or friends?	42.11% (80)	36.84% (70)	16.32% (31)	4.21% (8)	0.53% (1)	1.84	190
Do you feel the College caters effectively for your child's needs?	30.53% 58	42.63% (81)	23.68% (45)	2.63% (5)	0.53% (1)	2.00	190

STUDENT SURVEY

Satisfaction with Teaching and Learning

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Do you find most of your learning interesting?	2.63% (4)	47.37% (72)	34.21% (52)	11.84% (18)	3.95% (6)	2.67	152
Do you think you spend about the right amount of time on each area of learning?	8.55% (13)	47.37% (72)	32.24% (49)	7.89% (12)	3.95% (6)	2.51	152
Are you set challenging work that constantly stretches you?	20.92% (32)	37.91% (58)	32.03% (49)	5.88% (9)	3.27% (5)	2.33	153
Are you set the right TYPE of homework?	16.34% (25)	33.99% (52)	32.03% (49)	8.50% (13)	9.15% (14)	2.60	153
Are you set the right AMOUNT of homework?	16.22% (24)	25.68% (38)	37.84% (56)	10.81% (16)	9.46% (14)	2.72	148
Are you satisfied with the way that your work is assessed?	14.38% (22)	50.33% (77)	23.53% (36)	7.19% (11)	4.58% (7)	2.37	153
Are you happy with the size of your classes? (ie the number of students in most of your classes)	36.42% (55)	32.45% (49)	15.89% (24)	9.93% (15)	5.3% (8)	2.15	151
Are you happy with the way your achievements are recognised?	25.66% (39)	23.68% (36)	31.58% (48)	11.18% (17)	7.89% (12)	2.52	152

Satisfaction with Staff

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you happy with the Principal?	55.26% (84)	26.97% (41)	11.18% (17)	2.63% (4)	3.95% (6)	1.73	152
Are you happy with the Deputy Principal?	38.82% (59)	31.58% (48)	18.42% (28)	5.92% (9)	5.26% (8)	2.07	152
Do you feel satisfied with your Head of School?	30.26% (46)	28.29% (42)	18.42% (28)	11.18% (17)	11.84% (18)	2.46	152
Are you happy with your Homegroup teacher?	52.63% (80)	25.00% (38)	13.16% (20)	2.63% (4)	6.58% (10)	1.86	152
Are you happy with your Subject teachers?	24.67% (37)	47.33% (71)	20.00% (30)	5.33% (8)	2.67% (4)	2.14	150
Are you happy with the Support Staff, including staff in the Front Office, Library, Learning Support Team, Technology, Grounds and Maintenance?	50.66% (77)	32.89% (50)	10.53% (16)	3.29% (5)	2.63% (4)	1.74	152
Are you happy with the Special Education Staff (if applicable)?	32.77% (39)	31.93% (38)	20.17% (24)	7.56% (9)	7.56% (9)	2.25	119
Do you feel satisfied with the School Counsellors and the service they offer?	46.98% (70)	23.49% (35)	15.44% (23)	6.04% (9)	8.05% (12)	2.05	149
Do you feel your teachers are interested in you?	16.00% (24)	42.00% (63)	26.67% (40)	8.00% (12)	7.33% (11)	2.49	150
Are you pleased with the help given by your teachers when you don't understand the work?	20.53% (31)	38.41% (58)	25.17% (38)	11.26% (17)	4.64% (7)	2.41	151

Satisfaction with Communication

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied with what the College tells your parents about how you are doing at College?	20.95% (31)	43.92% (65)	24.32% (36)	6.76% (10)	4.05% (6)	2.29	148
Are you satisfied with how the College distributes information to you?	26.85% (40)	41.61% (62)	24.83% (37)	4.03% (6)	2.68% (4)	2.14	149
Are you happy with the say that you have in College decisions that affect you?	10.20% (15)	31.97% (47)	32.65% (48)	13.61% (20)	11.56% (17)	2.84	147
Do you feel that your views are valued by the staff of the College?	13.61% (20)	25.17% (37)	33.33% (49)	18.37% (27)	9.52% (14)	2.85	147
Do you feel that your views are valued by the student leaders of the College?	16.44% (24)	37.67% (55)	23.97% (35)	11.64% (17)	10.27% (15)	2.62	146
Do you feel that your views can be expressed openly to the appropriate 'audience' (SRC, staff, Board etc)?	13.70% (20)	24.66% (36)	34.93% (51)	15.75% (23)	10.96% (16)	2.86	146

Satisfaction with Pastoral Care

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you satisfied with the pastoral care program in the College?	17.33% (26)	28.00% (42)	30.00% (45)	15.33% (23)	9.33% (14)	2.71	150
Are you happy with the behavior of other students out of class?	8.00% (12)	34.67% (52)	36.00% (54)	15.33% (23)	6.00% (9)	2.77	150
Are you happy with the behaviour of other students in class?	9.46% (14)	31.76% (47)	37.16% (55)	16.89% (25)	4.73% (7)	2.76	148
Do you think that the College rules, policies and procedures are fair and reasonable?	16.11% (24)	26.85% (40)	31.54% (47)	17.45% (26)	8.05% (12)	2.74	149
Do you think that the College rules are applied fairly and consequences are fair?	14.67% (22)	25.33% (38)	26.67% (40)	20.00% (30)	13.33% (20)	2.92	150
Do you like the new College uniform?	12.00% (18)	29.33% (44)	30.67% (46)	14.00% (21)	14.00% (21)	2.89	150
Do you think the expectations around wearing it are fair and reasonable?	20.95% (31)	24.32% (36)	24.32% (36)	18.92% (28)	11.49% (17)	2.76	148
Are you happy with the way other students treat you?	17.33% (26)	41.33% (62)	25.33% (38)	8.00% (12)	8.00% (12)	2.48	150
Are you happy with the way staff treat you?	24.83% (37)	42.28% (63)	22.15% (33)	6.04% (9)	4.70% (7)	2.23	149

Satisfaction with Facilities

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you pleased with the College buildings, grounds and equipment?	27.33% (41)	40.67% (61)	22.00% (33)	5.33% (8)	4.67% (7)	2.19	150
Are you content with your access to computers?	26.67% (40)	38.00% (57)	24.00% (36)	6.00% (9)	5.33% (8)	2.25	150
Are you satisfied with the extra-curricular activities such as sports, music, drama, public speaking and debating?	39.33% (59)	35.33% (53)	15.33% (23)	4.67% (7)	5.33% (8)	2.01	150
Do you think the resources and services of the College library are adequate?	31.97% (47)	41.50% (61)	20.41% (30)	3.40% (5)	2.72% (4)	2.03	147
Are you satisfied with the canteen and the choices it offers you?	24.66% (36)	38.36% (56)	21.23% (31)	10.96% (16)	4.79% (7)	2.33	146
If you use the Sugarloaf Café, are you happy with it and the choices it offers you?	36.13% (43)	37.82% (45)	11.76% (14)	7.56% (9)	6.72% (8)	2.11	119

General Satisfaction

	All of the time	Most of the time	Some of the time	Rarely	Never	Rating Average	Rating Count
Are you happy with the College in general?	16.11% (24)	53.69% (80)	17.45% (26)	8.72% (13)	4.03% (6)	2.31	149
Would you recommend that a friend come to this College?	31.08% (46)	28.38% (42)	23.65% (35)	10.14% (15)	6.76% (10)	2.33	148
Do you plan to complete Year 12 at this College?	64.63% (95)	15.65% (23)	10.20% (15)	0.68% (1)	8.84% (13)	1.73	147
Do you feel the College provides a safe, supportive learning environment for all students?	22.97% (34)	39.86% (59)	25.00% (37)	6.08% (9)	6.08% (9)	2.32	148
Are you proud to be a student at Tenison Woods College?	32.21% (48)	36.91% (55)	14.77% (22)	10.07% (15)	6.04% (9)	2.21	149

HUMAN RESOURCES

Staff Qualifications

We are fortunate to have many staff with two or more qualifications in education. The total percentage of qualifications at Tenison Woods College is:

Year	Catholic Teaching Staff	Honours Degree or Grad Dip	Masters' degree	Grad Cert in Catholic Studies
2014	46.70%	69.25%	14.78%	44.34%
2015	57.02%	40.35%	17.54%	41.22%
2016	56.14%	53.08%	14.91%	42.10%
2017	60.00%	44.44%	16.24%	41.88%
2018	56.69%	33.33%	13.68%	37.61%

In addition to the outstanding teaching staff qualifications, we have over 50% of our Education Support Staff holding qualifications ranging from Cert III and IV to Masters degrees.

Staff Retention

In Term 1 2018, 94.80% of our teaching staff were retained from the beginning of 2017. As a growing College, over the course of the 2018 school year, there was an increase of 10 new staff and several mid-year appointments. This included staff employed to cover leave, 'team-teaching' arrangements to allow working parents to return to school in a part-time capacity, and to cover the increase in enrolments from Early Learning to Year 12.

Professional Engagement

In 2017, the College employed 211 staff in both teaching and non-teaching roles whilst in 2018 we employed 221 (excluding OSHC Casuals and Cleaning Staff). The following chart summarises the workplace staffing for 2017 and 2018.

2018	WOMEN			MEN			Total
	Full time	Part time	Casual	Full time	Part time	Casual	
Board			6			6	12
Principal				1			1
Deputy Principal	1						1
Managers	4	8		6			18
Senior Teachers	27	29		10	4		70
Other Teachers	14	13		14			41
Early Learning Educators	1	16					17
Maintenance/Support Staff	2	55	1	7	6	2	73
Total	49	121	1	38	10	2	221

2017	WOMEN			MEN			Total
	Full time	Part time	Casual	Full time	Part time	Casual	
Board			6			7	13
Principal				1			1
Deputy Principal	1						1
Managers	5	6		6			17
Senior Teachers	30	26		14	1		71
Other Teachers	13	14		10			37
Early Learning Educators		12	1				13
Maintenance/Support Staff	4	53	1	5	8		71
Total	53	111	2	36	9		211

Expenditure and Teacher Participation in Professional Learning

In 2018 teachers had the opportunity to participate in professional learning that focused on the Colleges identified priorities. There was high level participation by both teaching and non-teaching staff in a wide range of learning opportunities.

Significant time and training was allocated to supporting and promoting teacher and school leader professional learning. Inspired by the understanding that teacher skill and relationship with the learner are a significant determinant of learner's success. Staff engaged in our inaugural Action Research based on the questions: "Is learning a mutual endeavour? Do teachers and students learn from each other? Do students initiate their learning challenges"?

The major professional development opportunities have included:

- Action Research
- A whole school focus on sustainability
- ATSI Indigenous professional learning projects
- Australian Curriculum Leaders Workshops
- Autism SA
- Careers and University Entrance Conferences
- CESA Catholic Identity and Mission Projects
- CESA Emerging Leaders Program
- CESA Induction Modules
- CEO Languages Project and Professional Development
- CEO Literacy and Numeracy Programs
- Curriculum Based Projects
- Data Collection
- Design and Tech – STEM
- Digital Technologies Professional Development
- Early Careers Teachers Program
- Early Years Literacy Professional Development
- Early Years Assessment Programs
- EAL Conferences
- English SAETA Professional Development
- Fire Warden Training
- International Students Education Programs
- Graduate Certificate in Catholic Studies
- Learning Manager (CESA WHS training system)
- Mathematics PD
- Microsoft 365 Implementation training
- MITIOG Professional Development
- Move to Learn
- Junior School and Middle School Numeracy Project
- Mandatory Notification
- NAPLAN
- NCCD
- Public Relations and Marketing PD
- Restorative Principles training
- SACE workshops and discussion forums – implementation Workshops for Maths and English, Research Project, Stage 2 Workshops, Stage 2 Clarifying Forums
- SAHMRI Wellbeing & Resilience
- STEM Professional Development
- Special Education Secondary Professional Development
- Sport Coaching Clinics
- Regional HPE Hub Groups
- Training of our Learning Management System – SIMON
- Vet Courses Training Programs – Agricultural, Hospitality, Tourism/Languages and Technology
- Words their Way Program



VALUE ADDED

Hands Up Help Out

Inspired by the words of Noel Bull, one of our 2017 College Shining Lights, we commenced 2018 as a school family reflecting on how we could put our “hand up to help out,” and through full presence to others, how we are invited to a full life, helping us to also realise what is important in our life.

I believe this Annual Report illustrates well how students, parents, parishioners and friends of Tenison Woods College have put their “hand up to help out.” Through the relationships we have built and our commitment to serving others, we have authored a wonderful expression of our identity, our compassion, and our hopes for a preferred future beyond ourselves.

And in all that activity I hope our community appreciates, and this is poignantly clear through this Annual Report, that at Tenison Woods College every learner has a place, every learner has a pathway, and every learner will shine. I am delighted that this challenge, which is at the core of our daily endeavours, is richly celebrated in the Annual Report of 2018.

Leading out to new places

I richly appreciate Thomas Groome’s assertion that “One mark of a great educator is the ability to lead students out to new places where even the educator has never been.” It is clear to me that Tenison Woods College is blessed with committed parents and teachers, who together form the partnership of ‘Catholic Educators.’ I am confident that you will see vibrant illustrations in this report of parents and teachers drawing out the gifts of young people, by moving into new uncharted terrain on a journey to a full life.

Building a Preferred Future

We at Tenison Woods College appreciate that the quality of our relationships offers insight into the quality of our learning and ultimately the quality of our life. I thank our staff, parents and students for the way they have fostered community relationships to evolve our story further and work toward excellent Catholic Education that orients itself to have impact on the world. I particularly thank members of our community for their commitment in addressing initiatives expressed in our Strategic Plan and offering their talents to evolve it further for 2019-2022 in the areas of:

- Catholic Identity and Mission
- Wellbeing and Resilience
- 21st Century Learning and Collaboration
- Ecology and Sustainability
- Student Voice, Agency and Leadership
- Future College Structure and Master Plan
- ICT Strategy to Enhance Teaching and Learning Opportunities

I am also delighted with the impact of our major projects:

- STEM and entrepreneurial collaboration with industry
- High Performance Sports Program
- Shine Media and Media Pathways

I am particularly excited about the community’s discernment in relation to our preferred future, as captured in the deliberations for our Building and Development Master Plan, which will lay the blueprint and trajectory for the development of our College community for the next twenty years, ensuring that our young will have the best possible, deliberately planned and most contemporary educational experiences well into the future.

Inclusive Education – Every Learner Will Shine

Tenison Woods College seeks to enable each student to achieve their full potential, considering their needs and abilities. Parents of children with particular needs work closely with our Pathways Coordinators, Poplars Inclusive Education team and the Heads of School to enable students to access learning programs that meet their child’s individual abilities and learning styles. This often includes:

- differentiated curriculum;
- Educational Support Officers providing support in classes;
- improved access to specialist resources and learning support;
- speech and language programs;
- coordination programs;

- literacy and numeracy support;
- social skills, reading, writing and spelling intervention programs;
- post school career support; and
- outside agency support.

Co-Curricular Activities

In 2018 Tenison Woods College participated in a number of co-curricular activities involving community events such as:

- the National Reconciliation Week;
- Harmony Day;
- Italian Day;
- PE Week;
- Junior School Swimming Lessons;
- ANZAC Day celebrations;
- Caritas Australia's Project Compassion Campaign;
- the Generations in Jazz weekend;
- Mini-makers Club;
- Mother's and Father's Day celebrations;
- Food Allergy Awareness Week;
- Public Library Community Markets;
- World Environment Day, World Refugee Day, World Youth Day;
- Clean Up Australia Day;
- R U OK Day;
- White Ribbon Domestic Violence Campaign;
- International Day of Peace;
- Social Justice Sunday;
- the Giving Tree Christmas initiative;
- Seniors Week;
- the Timor Leste immersion trip; and
- Chamber of Commerce Business Awards.

Additional highlights included many sporting events as outlined below.

Sporting Events

- Inter School Competitions;
- The Cardijn Exchange;
- Knockout Netball, Volleyball, Cricket, Football, Soccer, Baseball;
- Cross Country Championships;
- Interschool Athletics and Swimming carnivals;
- Local Lightning Carnivals (Football, Netball and Soccer);
- Various Basketball Competitions, including National Competitions;
- Catholic Primary Schools Touch Football Carnival;
- Jump Rope for Heart;
- Premiers Be Active Challenge; and
- SAPSASA sporting competitions.

Personal Development Opportunities

- Lions Youth of the Year;
- Public Speaking/Debating;
- Duke of Edinburgh;
- May Charity Ball;
- ICAS Writing and Spelling Competitions;
- Tournament of Minds;
- Maths Association of SA Quiz Night;
- Outdoor Education experiences;
- SAPOL Youth Driver Education Program; and
- 2018 South Australia Regional Awards.

A Vast Array of Invitations to Shine

In all our activity this year there is a great deal that speaks of outstanding endeavour, presence, persistence and achievement, such as, but not limited to: our efforts in nurturing our Catholic Identity; our Sacramental program in partnership with the Catholic parish; our liturgical music and youth mass successes; student leadership experiences; the East Timor Mission and community service efforts; our commitment to ecology and sustainability; the flourishing Early Learning and Community Centre and Out of School Hours Care Service; our R-12 literacy and numeracy efforts this year; our Pathways Program approach that is also reconceptualising senior school education, but in effect our approach to individualised, student centred learning from early years to adulthood; our Flexible Learning Program; our diverse range of wellbeing and resilience programs including our early years foundation skills program; our vast and diverse sporting achievements and the High Performance Sports Program as well as Titans Basketball successes; our Italian Tour; our innovative use of information and communication technologies through the *Bring Your Own Device* (BYOD) program, the SIMON student learning management system implementation and Studiosity online study support program; Shine Media opportunities for students; Shared Table food and hospitality initiatives; differentiation approaches in the curriculum; our support of new arrival families and English Language support programs; and the Learning Assistance Program (LAP).

All these efforts have complemented the rigorous and engaging learning experiences that our staff prepare for our students, ensuring that graduates of the College are well primed for active participation and leadership in our world.

Positive Education - Wellbeing and Resilience at the Heart of All We Do

Tenison Woods College is committed to creating a vibrant, transformative and resilient learning community with wellbeing at the heart of everything we do. Resilience and wellbeing are essential for both academic and social development and this is accentuated by the provision of safe, supportive and respectful learning environments. Not only do confident, resilient young people with a capacity for emotional intelligence perform better academically, these skills can also contribute to the creation of strong social bonds and supportive communities, and the maintenance of healthy relationships and responsible lifestyles.

We undertake to teach our students the skills they need to flourish, to manage and cope with opportunities and challenges in a changing world and to achieve their goals. To this end we have formed a partnership with the South Australian Health and Medical Research institute (SAHMRI) to deliver Wellbeing and Resilience Training to our school community, staff, students and parents. This program stresses the importance of PERMA + in our lives: Positive Emotions, Engagement, Relationships, Meaning, Accomplishment plus nutrition, sleep and optimism.

Wellbeing is ingrained in our culture as part of our teaching and learning framework. The skills and mindsets that promote wellbeing are taught explicitly within our Pastoral Care programs and implicitly through a network of structured support to meet the needs of each student's physical, spiritual, social, mental and emotional health.

Ecology and Sustainability

At Tenison Woods College we are committed to supporting our community evolve new understandings and relationships with our ecology, so that we develop sustainable and life enhancing practices as a community. This is driven by the foundational understanding that our efforts at Tenison Woods College are, above all else, to invite our young to integrity; an integrated life where our philosophical world view is lived out in our daily actions, so that these actions benefit us all now and for the generations to follow.

At Tenison Woods College our commitment to care for our planet is inspired by the hope that our young will learn to do the right thing for themselves, their families, our global community, now and for the future. It is important to realise that our commitment to ecological conversion and sustainability also expresses our Catholic identity to stand with the poorest in our society, walking tenderly and living justly for the benefit of our human family.

As a school, we have worked on a whole range of areas that are captured in the progress of the following initiatives:

- College Waste Management Facility to handle all forms of waste, recycling and reconstituting;
- Measuring and reducing power usage;
- Lighting replacement and efficiency monitoring;
- Solar power commitment and generation and being off-grid by 2030;
- Paper usage reduction – 30% in 2018; and
- TREES Innovation Academy.

Our commitment is to become a learning community and organisational system that preferences the care for our planet in a very deliberate and nuanced way.

Sport and High Performance

The commitment of the College community to healthy lifestyle and sporting endeavour is wonderful to see. There have been many individual achievements and College team successes which continue the outstanding tradition of sporting endeavour, teamwork and pride in College representation.

Our College commitment to Secondary School Sport has resulted in Tenison Woods College receiving the Howard Mutton Perpetual Trophy for Country Schools for the sixth consecutive time in 2018. This award acknowledges the strong support offered by staff, students and parents to Secondary School Sport SA, particularly with the knowledge that country schools find travel involved onerous and costly. I congratulate the HPE staff team for their leadership in this area, as well as acknowledging the vast number of staff, parents and students who have contributed to this achievement through their coaching, management skills, support, committed participation and also benevolence at the absence of students from formal lessons.

Such success and community interest has been complemented by our High Performance Sports Program in 2018. Capitalising on the success and learnings of the Titans Basketball Academy, the High Performance Sports Program has been carefully designed to foster high achievement, student individualised endeavour and all round wellbeing in a case-managed approach which focuses on supporting closely the student in their chosen pathway. Learnings from 2018 have informed a refined program in 2019 and we look forward to the successes of our students involved in this program.

Performing Arts

The Performing Arts department at Tenison Woods College offers diverse music programs, performances and events. Students from the Early Learning Centre to Year 12 engage in classroom drama, dance and music, choirs, ensembles, camps, incursions, excursions, competitions, private lessons, immersion programs and as audiences to visiting specialists.

One of the great supports to the music faculty is the 'Friends of Music Committee'. Comprised of parents, staff, student music representatives and community members, this committee provides outstanding encouragement and support at events, fundraising, concerts and celebrations.

The Year 5 Music Immersion Program continues to offer all students in Year 5 the opportunity to learn trumpet, trombone, clarinet or flute, free of charge for 1 semester. Due to outstanding community support we are able to offer several scholarships to enable some students to continue learning into semester 2 again at no charge. The positive energy, enthusiasm and rapid growth in skills and music awareness is exciting to witness in these young musicians.

The R-7 choir program has continued to excel with strong levels of involvement in the Junior Choir and Primary Choir. These choirs provide an opportunity for students to be part of an ensemble to learn basic singing technique, teamwork and to enjoy singing together. This provides an excellent basis for learning music in the classroom and possibly learning an instrument as the children grow older.

Tenison Woods College music students have continued to be involved in an array of performances during 2018. Our students have been involved in Generations in Jazz, Mayoral Gala, Eisteddfods, Senior's Concert, Christmas Pageant, Christmas Carol Concert, Millicent Choir Concerts, Showcase Vocal Competition, Awards Nights, School Assemblies and Masses. The school music camp is an annual highlight for students, as are the Tenison Woods College R-2 Mini Notes, Music Showcase and Music Futures Concerts.

Leading for others

This year I have been touched by the response from students in our community to the invitation to put their hand up and lead in our community. This leadership from Early Years to Year 12 has opened doors to horizons of hope in our school, local and world community. I thank students who have lead the way, particularly our School Captains, Evangelia Wichmann and Daniel Ker, who have "put their hand up" with distinction, and have been capably supported by Music Leaders, Sports Leaders, Faith, Wellbeing, Sustainability and House Leaders, Middle School SRC Leaders and STARS.

Similarly, I thank the School Board, with its six sub-committees and the Parent Teacher Association for their work in the stewardship of our school community. Both extremely committed groups, under the leadership of Emma-Kate Griffiths and Aleathia Holland respectively, continue to inspire and animate our community with discerned action that offers long-term vision and nurtures relationships in our school family.

I am also very grateful for the strong support of Father Dean Marin and the priests of the South East Deanery; Father Peter Fountain, Father Michael Romeo, and Father Christopher Matala; for their steadfast commitment to the College at the same time as serving a very large South East Deanery up to Bordertown and through to the Southern ports. This support has manifested in a variety of ways for our people, our ideas and structures and importantly for our Catholic culture and charism, and represents the strong support that we enjoy from the parishes in our region.

Furthermore, I am grateful for the commitment and discernment offered by members of the School's Leadership Team. This team, which represents all dimensions of the College community, offers abundant talent, passion and commitment to the College community, ensuring that the welfare of each of our students remains at the heart of our deliberate actions.

At this time, I also acknowledge the service of staff members Shirley Rhodes, Ted Van Eeten, Sonia Braithwaite and Marie Hoare, who retire following service to Catholic Education in our region of 27, 36, 39 and 39 years respectively. As we offer Shirley, Ted, Sonia and Marie a fond farewell with our very best wishes for the future, we extend our appreciation for their steadfast commitment to the students in their care, their passion for learning, creativity as experienced professionals, and their loyalty to the College community.

Citizens for the World

As we bid our year 12 students farewell, I hope this publication helps serve as a reminder of the contributions you have made to our community in the time you have been a member of our school family. As you graduate from Tenison Woods College to be citizens for the world, you also graduate with an expectation from us that you use your experiences and gifts; "to put your hand up and help out;" to be as good as you can be so that our society is as good as it can be, and in a way that shows you care about the diverse reality of others, and ensuring your actions enable others to do good or shine.

So now as you stand before the blank canvas of, what I often call, "real life" I ask our graduates to paint boldly, paint abundantly and paint with a love and compassion that inspires others to put their hand up and shine, knowing always that your God, our God, is right by your side.

God Bless,

A handwritten signature in black ink that reads "David Meziniec". The signature is written in a cursive, flowing style with a large initial 'D'.

David Meziniec – Principal



Workplace Health & Safety Report

Thirteen (13) staff members make up the Tenison Woods College Work, Health and Safety Committee, comprising of:

- Responsible Officer – David Mezinac
- Deputy Principal – Liza Couzens
- WHS Co-ordinator – Trudi Dempsey
- Committee Members – Trent Eitzen, Craig Neumann, Neal Turley, Justin Kenny, Susie Boksem, Alex Nicholson, Jason de Nys, Mairead Mackle, Ian Ross, Jennie Sanderson

The committee met twice a term in 2018. This was an opportunity to discuss and resolve work health and safety issues on site.

During 2018, Catholic Safety Health & Welfare consultant Lisa Nowak visited the College on 2 occasions.

Risk assessments, work place inspections and safe operating procedures are a main component at our worksite. Tenison Woods College follow the guidelines for these to happen.

In May 2018, South East Asbestos completed the annual Asbestos inspection.

All staff completed WHS Learning Manager tasks as follows:
Semester 1 – Preparing for Fire and other Emergencies; and
Semester 2 – Privacy Laws.

Other training included:

- Fire Warden Training – delivered by Gramac;
- First Aid Training – delivered by FirstAid Pro;
- Responding to Abuse and Neglect online training;
- Induction of all new staff to the College; and
- 19 Staff members from Music, Grounds & Maintenance and Design & Tech underwent hearing tests.

All staff training attendance has been recorded on the Training Needs Analysis.

During 2018, there were 6 evacuations and 2 activated alarms - all being false alarms and 2 planned evacuations. In Terms 2 and 4 Lockdown Drills were held, lockdowns procedures were followed by all staff and students. All drills were reviewed by staff at the Committee Meetings held after the event.

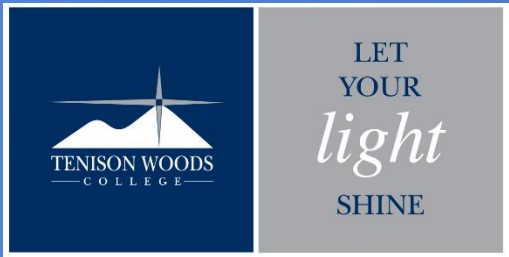
There were seventeen (17) Incident / Injury / Near Miss Reports, all being logged on to CSH&W SA site. All incidents were investigated and were non-related.

Injury Data	There were seventeen (17) Incident / Injury / Near Miss Reports. 6 Hazard and 11 Incidents
Reportable Incidents- Return to Work SA Claims	During 2018, 7 Return to Work SA (WorkCover) claims were submitted.



Trudi Dempsey – WHS Coordinator

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