



TRINITY
GRAMMAR
SCHOOL, KEW



Annual Report

2019



OVERVIEW

Trinity Grammar School, Kew (founded in 1902), situated in the Melbourne suburb of Kew, is a medium-sized school that offers quality academic and co-curricular programs. We provide a dynamic, broad and relevant curriculum that encourages excellence, delivered by a well-qualified and dedicated staff, within a caring, inclusive and technology-rich environment. Emphasis is given to Christian values, whilst an appreciation of other faiths and respect for difference is encouraged. Service, participation and contribution to your community are central to the School's ethos. The presence of boarders, international students and girls in the ELC and the VCE Coordinate Program, adds to Trinity's unique culture. A strong pastoral care structure ensures each student's individual academic and personal needs are met.

Trinity is well known for its sporting achievements with the School's extensive sports grounds located at nearby Bulleen. Outdoor education is highly popular, with school sites at Eppalock, Licola and Nillahcootie. The School also has outstanding music, performing arts, science and technology and debating programs. Trinity is a non-selective school that produces excellent VCE results. Professional careers guidance ensures students plan for the future, and the majority of students continue to tertiary study.

The Senior School is structured around Year levels for the pastoral care and academic curriculum. There are just over 1000 boys in the Senior School and class sizes are between 24 to 26 at Years 7 and 8. Depending on the subject, Year 9 to 12 class sizes vary from 10 to 26. The vertical house system provides cross-age activities for friendly competition and interaction between students.

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

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

The Junior School is organised into Year Level bands from Preparatory to Year 6. The Early Learning Centre caters for 3 and 4 year-old children. All year levels follow a detailed program of inquiry which is developmentally organised both vertically between Year levels, and horizontally between classrooms. This means that students will learn the necessary knowledge, skills, concepts and attitudes from within and between each year to work toward meaningful and tangible action.

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

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



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

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

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





STUDENT NUMBERS

Total Enrolments

	Day Students	Boarders	Indigenous	Total
ELC	68	0	0	68
Prep to Year 6	418	0	0	418
Year 7 – Year 12	1027	24	8	1059
Total	1513	24	8	1545

Student Numbers by Year Level

Junior School	
ELC	68
Prep	41
Year 1	40
Year 2	44
Year 3	46
Year 4	48
Year 5	99
Year 6	100
Senior School	
Year 7	178
Year 8	189
Year 9	174
Year 10	169
Year 11	182
Year 12	167
School Total	1545

Student Retention – Years 9 to 12

Year	January 2019	December 2019	New Students	Departing Students	Retention Rate %
9	178	174	0	4	98%
10	175	169	1	7	97%
11	183	182	0	1	99%
12	167	166	1	1	99%
TOTAL	703	691	2	13	98%



STUDENT ATTENDANCE

The following procedures are in place for monitoring student attendance:

Senior School

1. Parents/Guardians are requested to notify the School of their son's absence and the reason via email or phone.
2. Information received from parents is promptly entered into the School's database.
3. Teachers mark an electronic roll each period.
4. Unexplained absences are followed up by an SMS to parents each morning, this process is automated.
5. Responses from parents are entered directly into the School's database.
6. An 'unexplained absence' report is sent to the Deputy Principal, Heads of Year and form teachers each morning.
7. Pastoral care staff liaise with parents if there are concerns about student non-attendance.

Junior School

1. Parents/Guardians are requested to notify the Junior School Reception of their son's absence and the reason via email or phone.
2. Information received from parents is promptly entered into the School's database.
3. Teachers mark an electronic roll each period.
4. For any outstanding absences, the Junior School receptionist follows up directly with classroom teachers. Any further information received from parents is promptly entered into the School's database.
5. For any remaining outstanding absences, the Junior School receptionist calls the parents directly each morning and sends an updated 'unexplained absence' list to the Head of Junior School and Deputy Heads for prompt attention.

Average Year Level Attendance Rate (%)

YEAR 2019	Average Days Absent	% Attendance
Prep	10.6	92.2
Year 1	8.0	94.2
Year 2	9.5	93.1
Year 3	8.9	93.5
Year 4	7.5	94.5
Year 5	7.0	95.0
Year 6	6.5	95.3
Year 7	6.1	95.6
Year 8	7.5	94.6
Year 9	8.6	94.0
Year 10	9.4	93.3
Year 11	8.8	93.7
Year 12	5.8	95.8
Overall Average		94.4

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



STUDENT OUTCOMES

VCE Results 2019

All 167 of our students who completed the year satisfactorily met the requirements of the VCE and we are very proud of them all.

The results are again very impressive across the full range of scores. A total of 17 students (10%) achieved an ATAR of 99 or better, placing them in the top one per cent of the State. Impressively, 53% of our students achieved a rank of 90 or better, placing them in the top ten percent of the State. Our median ATAR score was 91.30. These are again extraordinary results and we congratulate our students and their teachers for the hard work they put in to achieve them.

There were 9 perfect study scores across a wide range of subjects: Kyle Wang (Mathematical Methods); Victor Shen (Mathematical Methods); Hadyn Tang (Year 10) (Mathematical Methods); Sam Gollings (English), Daniel Gu (English), Alex Kerr (Further Mathematics), Ned Grimsey (Business Management), Rishov Doloi (Biology) and Jack Hindson (Physical Education).

26.5% of all study scores were 40 or above, which given that we tend to do the more 'difficult' VCE subjects is an excellent result.

This year the Dukes of our School are Ned Grimsey and Daniel Gu, both of whom scored 99.95. A further 15 students earned scores of 99 or better: Kyle Wang, Nethum Devendra, Matthew Solazzo, Sam Gollings, Peter Roberts, Andy Kim, Samuel Li, Victor Guo, Ben Fox, Anson So, Hao Xu, Michael Zhou, Tom Mullins, Charlie Song and George Yu. All 17 students were clearly actively involved in the full life of the School and worked very hard at their studies to achieve scores of 99 or better.

Congratulations once more to the Class of 2019 on their excellent results.



ATAR Results

Number of Students					
ATAR	2019	2018	2017	2016	2015
99+	17	11	14	20	11
95 – 98.95	40	30	35	28	36
90 – 94.95	30	18	28	31	23
80 – 89.95	32	36	36	36	38
70 – 79.95	25	32	26	22	14
60 – 60.95	11	15	9	19	19
50 – 50.95	3	4	12	5	10
40 – 40.95	5	9	2	1	3
Below 40	2	1	1	0	3
TOTAL	165	156	163	162	157

Study Scores and Median ATAR

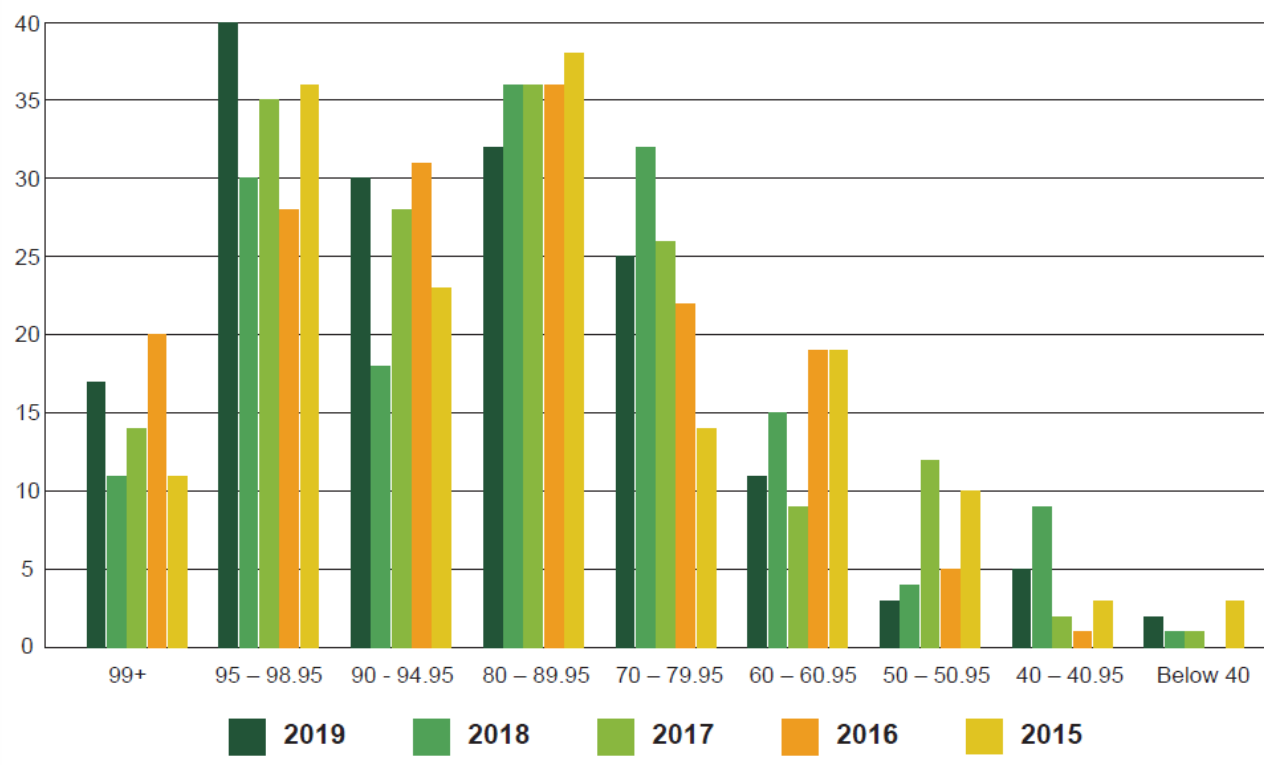
	2019	2018	2017	2016	2015
Median Study Score	36.0	35.0	36.0	36.0	35.0
Average Study Score	35.7	35.2	35.6	36.4	35.6
Greater than 40	26.5	22.4	24.3	29.6	24.3
Median ATAR	91.3	84.9	88.2	89.7	88.3
Average ATAR	85.7	81.9	84.6	85.5	83.2

ATAR cumulative percentage of students

	2019	2018	2017	2016	2015
ATAR	Cum %	Cum%	Cum %	Cum %	Cum %
99+	10.3	7.1	8.6	12.3	7.0
95+	34.5	26.3	30.1	29.6	29.9
90+	52.7	37.8	47.2	48.8	44.6
80+	72.1	60.9	69.3	71.0	68.8
70+	87.3	81.4	85.3	84.6	77.7
60+	93.9	91.0	90.8	96.3	89.8
50+	95.8	93.6	98.2	99.4	96.2
40+	98.8	99.4	99.4	100	98.1



Five Years ATAR Data





NAPLAN RESULTS

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

The table below indicates the percentage of students who sat the NAPLAN tests in **2019**

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

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

	Year 3	Year 5	Year 7	Year 9
Reading	100%	98%	100%	99%
Persuasive Writing	95%	100%	99%	99%
Spelling	100%	99%	100%	97%
Grammar and Punctuation	100%	99%	100%	96%
Numeracy	100%	100%	100%	100%

There has been no significant change in benchmark results from the previous year.

Three Year trends (scaled scores)

Year 3		2017	2018	2019
Reading	State	438	445	445
	Trinity	495	503	504
Writing	State	428	428	445
	Trinity	453	428	472
Spelling	State	428	429	431
	Trinity	461	502	475
Grammar & Punctuation	State	450	446	456
	Trinity	518	502	478
Numeracy	State	421	418	422
	Trinity	466	470	488

Year 5		2017	2018	2019
Reading	State	512	515	513
	Trinity	561	579	558
Writing	State	489	477	485
	Trinity	501	489	497
Spelling	State	511	511	506
	Trinity	549	539	550
Grammar & Punctuation	State	506	502	508
	Trinity	545	548	555
Numeracy	State	500	499	504
	Trinity	561	555	550

Year 7		2017	2018	2019
Reading	State	547	549	551
	Trinity	589	600	605
Writing	State	523	512	523
	Trinity	558	558	554
Spelling	State	553	548	553
	Trinity	585	585	592
Grammar & Punctuation	State	548	544	554
	Trinity	580	600	596
Numeracy	State	560	552	559
	Trinity	612	624	649

Year 9		2017	2018	2019
Reading	State	590	592	591
	Trinity	633	633	628
Writing	State	570	558	560
	Trinity	623	583	585
Spelling	State	579	590	588
	Trinity	629	632	607
Grammar & Punctuation	State	572	583	580
	Trinity	628	621	613
Numeracy	State	590	596	592
	Trinity	673	686	669



CAMBRIDGE IGCSE

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

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

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

Cambridge IGCSE Year 10 – English Literature

English Literature	Number of Students	Grading A*	Grading A or above	Grading B or above
2019	59	42.3%	86.4%	98.3%
2018	59	32.0%	58.0%	90.0%



POST-SCHOOL DESTINATIONS

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

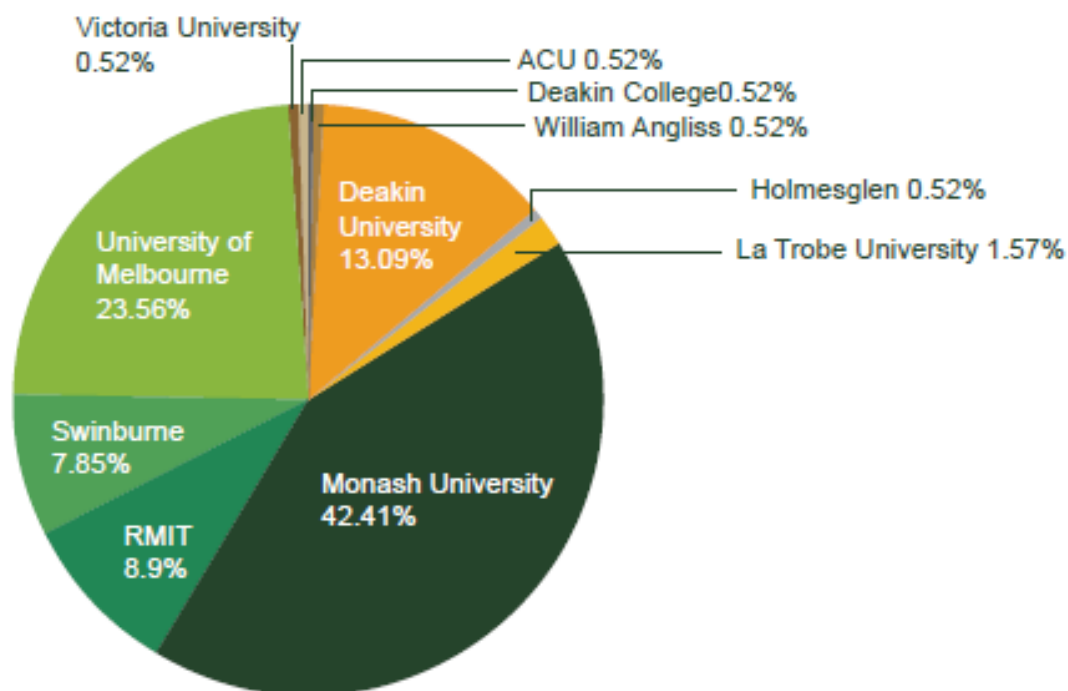
In 2019, there were 167 students assessed for VCE.

In addition to their academic studies 33 students participated in VET units to fulfil their full complement of VCE courses – 20 students participated in Certificate II courses, 10 students participated in Certificate III courses and 3 students participated in Certificate IV courses.

Destination by Institution

The table below shows the destinations of the Class of 2019, with all those seeking an offer receiving one by the conclusion of the VTAC second round.

Monash University and the University of Melbourne continue to attract our highest achieving students.





Destination by Field of Study

Fields of Study	Class of 2019
Agriculture, Environmental & Related studies	2
Architecture & Building	10
Creative Arts	19
Engineering & Related Technologies	19
Food, Hospitality & Personal Service	1
*Health	22
IT	10
Management & Commerce	73
**Natural & Physical Sciences	45
*** Society & Culture	49

Total 250 (164 students), as double degrees count in more than one field of study.

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

**This includes offers in Biomedicine and Science

***This includes offers in Arts and Law

STAFF

Workforce Composition

Employees	Number	Percentage
Male	131	51%
Female	129	49%
Total	260	100%
Indigenous	3	1%

All academic staff are registered with the Victorian Institute of Teaching.



STAFF QUALIFICATIONS

SCHOOL COUNCIL

Chairman

Mr John Gillam BCom FAIM MAICD

Deputy Chairs

Mr Chris Braithwaite BCom(Hons) FCPA GAICD

Ms Nichola Lefroy BSc(Hons) PGDipHP&HE PGDipWellness GAICD

Treasurer

Mr Ashley Butler BBus CA RCA(ASIC)

Council Members

Mrs Sally Bateman BBus CA

Mr Mathew Browning BSc MRICS FFin

Prof Don Campbell MD MMedSci MBBS(Hons) FRACP FRCP(L)

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

Mr Simon Gipson BA GradDipEng DipEd MEdMgmt FACE FACEL FIML FAICD

Mr Thomas Hudson BA BCom

Ms Kate Inverarity BComm MAICD

Ms Jane Kupsch BA LLB

Ms Lucy Muchic BSc(Hons) GradDipBus(Acc)

Mrs Diana Nelson MBA BEng(Civil) (Hons) PGDip(Mgmt)

Ms Lisa Williams BComm GradDipOrgDynamics EM(OrgPsych)

Mr David Yong MBA BEng(Civil) MAICD

Business Manager, Leadership Team and Secretary to Council

Miss Kirsty Brown BAcc CA MACEL

Mr Tristan Davidson BA(Hons) GradDipAcc CPA

LEADERSHIP TEAM

Headmaster

Mr Phil De Young BEcon BEd GradDipFinPlan

Deputy Headmaster, Head of Senior School

Mr Rohan Brown BSc DipEd

Head of Junior School

Mr Grant Nalder MEd BA(Ed) BEd MACE

Director of Teaching and Learning

Mr Ben Hinvies BA(Hons) DipEd

Director of Human Resources

Mrs Maria Rocco MBA MHealthSci BBus

Senior Chaplain, Director of Wellbeing and Pastoral Care

Rev'd Matt Campbell BMin(Theol) GradDipSocSci GradDipEd Cert IV TAE MACA MACE MACEL

Assistant Headmaster Daily Administration

Miss Kate Hall BA(Hons) DipEd DipEng

ACADEMIC STAFF

Mr Noel Adams BSc(Hons) DipEd

Mrs Abbey Alderuccio BEd

Mr Christopher Amiconi MEd MTeach BASc

Miss Kate Anderson BA(Hons) BEd(Sec)

Mr Steven Bambrook BA(Hons) MTeach(Sec)

Mr Christopher Bantick BA BEd DipEd HDS

Mr Tyrone Bean MTeach BA

Mr Timothy Bence BA(Psych) GradDipEd

Dr Josef Berger PhD MEd

Ms Amanda Berkley BEd

Mr James Bett BA MTeach

Mr Matthew Bolzonello MEd BA DipEd

Mr Ewoud Botha BA DipEd

Mr Christopher Brown BPA(Music) BTeach

Mr Michael Burke BSc GradDipEd

Mr Christopher Callow BA DipEd GradDipPR

Ms Katherine Campbell BEd

Mr John Cavanagh MA BA(Hons) GradDipEd Cert IV TAE DipAppChinese DipAppThai

Ms Rachel Champion BA(Hons) GradDipEd



Miss	Amanda	Chan	MSpecEd BEd
Mr	Jeremy	Chan	MTeach BAeroEng(Hons) BSc
Ms	Stacy	Chang	MTeach MMus(PT) BMus
Mr	Kevin	Christofelsz	MEd BSc
Prof	Michael	Clapper	MA(Oxon) BA DipEd
Miss	Emma	Clark	MTeach BA
Mr	William	Cleary	MEd(Leadership) BEd
Mr	Greg	Clifford	MRE BEd DipTeaching GradDipCompEd
Mr	Peter	Clinton	BEd Cert II(Eng)
Mr	Alexander	Colussa	MTeach BBSc(Hons)
Mrs	Cassandra	Cooper	BA GradDipEd
Ms	Anna	Corney	MA(Teacher Librarianship) BA PGDipEd
Mr	Scott	Cowley	BEd
Mr	Alan	Daley	BA BEd
Mr	Christopher	Dash	BEd BSc
Ms	Nicole	Date	BSc DipEd GradDip(SportMgmt)Cert IV(SportRecAssess) Cert IV(SportDev)
Ms	Louise	Devine	MEd BAppSci(HumMov) DipEd GradDipEdAdmin
Ms	Genevieve	Dillon	MEd BA(Hons) DipEd GradDipEdPsych DipEd
Mr	Michael	Dimattina	BEd DipBM
Mr	Nicholas	Dinham	MTeach BAppSc
Mrs	Susan	Doig	MEd(GiftedEd) BSc(Hons) COGE
Miss	Annabelle	Dominguez	BEd
Mr	Raymond	Drake	BEd
Ms	Aurelie	Dubost-Hay	Maitrise LLCE Licence LLCE
Mr	Benedict	Dupuche	BSc DipEd GradDip(Outdoor&Environmental Studies)
Mr	David	Everett	MEd BA GradDipEd
Ms	Cecilia	Fairlie	BA DipEd
Miss	Eliza	Feiner	MEd BTeach
Miss	Lauren	Fellows	BEd
Mrs	Kate	Fewster	MEd BA(Hons) DipEd
Mr	Joshua	Fisher	BAppSc BEd
Mr	Conor	Foley	BBus GradDipEd
Mr	Siegfried	Franke	BMus DipEd ARCO FTCL
Mr	Mitch	Furi	BA BTeach
Mr	Remy	Graham-Throssell	MDirectingPerf BA PGDipEd
Mr	David	Greenwood	BSc(Hons) DipEd
Rev	James	Hale	MTeach BMin
Ms	Catherine	Hardham	BA DipEd GradDip(SpecEd)
Mr	Jackson	Harrison	MTeach BSportSci
Mrs	Ishani	Hendehewa	BEng(Hons)
Mrs	Susan	Hill	BEd
Mrs	Maria	Hohlweg	BEd
Mr	Leo	Hong	BA(HonsCrim) BMus DipEd Cert IV TAE Cert IV Sound Production AMusA
Mrs	Sara	Jenner	BEd MACE
Mr	Kevin	Kelley	BA
Mrs	Rima	Khallouf	MEd BA GradDipEd GradDipCrim
Mr	Jonathan	Knight	MEd(IBPYP) GradDipIB BEd
Dr	Samuel	Koehne	PhD MA LLB(Hons) BA(Hons) PGDipTeach(Sec)
Mrs	Angela	Kotsiras	MEd BSc
Mr	Matthew	Lander	MEd BSc Bteach MACEL
Mrs	Siobhan	Latham	MEd BA(Hons) GradDip(TESOL) PGCE
Mr	Mark	Lauber	BA(Hons) DipEd
Mr	James	Lawson	BA(Hons) DipEd Cert IV TAE GradDipICTEd MCP CompTIA
Dr	Nick	Levey	PhD BA(Hons) GradDipEd
Mr	Peter	Lewis	MEd BA BEcon DipEd
Mrs	Isabelle	Liu	MTeach BCom
Miss	Vanessa	Lovell	BAppSci BTeach
Mr	Scott	Lucas	BBus GradDipEd
Mr	Stewart	Lucy	BA(PE)
Mr	Ian	Lundie	MA BA(Hons) PGCE
Mr	Shaun	Lusby	BBus BEd GradDip(AppFin&Investment)
Dr	Alexandra	MacCallum	PhD BA(Hons) DipEd
Ms	Emily	MacLean	MEd(IT) MEd(EdLeadership) BSc BEd
Mr	Campbell	Madden	MEd BA BEd
Mrs	Andrea	Magee	BA(Hons) GradDipEd
Mr	Brendan	Mahony	BEd MSB GradDip(SportsBusiness)
Mr	Ioannes	Markantonatos	BSc(Eng) DipEd
Mr	Joel	Mathew	MTeach BBus
Mrs	Sandra	May	BMus
Mr	Paul	McAuley	BA(Hons) PGCE



Mrs	Therese	McCoppin	BA(Hons) PGCE STCA Cert(TESOL)
Mrs	Erica	McDougall	DipEd
Mr	Michael	McEwin	BPEd
Mr	Christopher	McLean	BEd BTeach
Mrs	Allason	McNamara	MMathsModelling DipEd GradDipMaths BAgSci
Mr	Blake	Meadows	MEd BEd
Mrs	Virginia	Middleton	BEd DipTeach
Mrs	Jeanette	Milburn	MEd BEd PGDipEdStud(SpecEd) DipTeach
Mr	Michael	Moreira	BAppSci DipEd
Mrs	Catherine	Mowat	DipTeach GradCertEd
Mr	Zachary	Natoli	BEd
Mr	Timothy	Naughton	BEd DipJournalism
Mr	Nathan	Newcastle	MEd CertIIICommRec
Mrs	Doris	Nigro	BEd(Sc)
Ms	Jade	Norman	BA(Hons) PGDipEd
Ms	Claire	Novak	BA BTeach
Miss	Kristine	Pan	MTeach BBiomed
Mr	Brendan	Pateman	BA GradDipEd
Ms	Emma	Peel	BEd
Ms	Rebecca	Perkin	MEd BA
Mrs	Marion	Piper	MEd BEd DipEd PGCert(TESOL) MACE
Mr	David	Ponsford	BEd DipTeach
Miss	Amelia	Pratt	MTeach BA
Mr	Tom	Purcell	BTheol(Hons) BEcon DipMin DipEd
Mr	Michael	Pye	MSc BD&T GradDipEd(Sec)
Mr	Jamie	Ransome	MMusSt BEd(Sec)
Miss	Liana	Renden	MTeach BCom(Hons) GradDipEd
Ms	Caroline	Rice	BSc DipEd
Miss	Jamie-Lee	Richter	MTeach BA
Mr	Matthew	Rock	BSc BEd
Mr	Brett	Rothnie	BEd
Ms	Anca	Ryan	MA GDTL
Mr	Benjamin	Ryder	BEng PGCE
Ms	Diana	Salvitti	BSc GradDipStudWelf GradDipEd
Ms	Emily	Saunders	MEd BA GradDipEd
Mr	Tom	Savill	MA(Cantab) PGCE NPQH
Mr	Christopher	Scholten	MA BA(Hons) DipEd
Mrs	Susan	Searle	DipTeach
Miss	Emily	Selby	MTeach BSc
Mr	Andrew	Settle	BSc GradDipEd
Ms	Christine	Shamanis	BA DipEd
Mr	Joseph	Shanahan	MEd BA GradDipEd
Mr	David	Sharp	BA DipLang GradDipEd Cert IV(PT&GpFitness)
Mrs	Ruth	Shaw	MTeach BA
Ms	Lisa	Sheppard	BEd BMus(Hons)
Mr	James	Sherratt	BA(Hons) PGCE
Mr	Eric	Shi	MTeach BCom
Mr	Meindert	Smid	LLB BA DipEd
Ms	Michelle	Stanic	BEd(Music)
Mr	Brett	Stewart	DipHM GradDipTechEd Cert IV TAE
Ms	Susan	Stradwick	BEd
Mr	Thomas	Sykes	BSc(Hons) PGCE
Miss	Alexandra	Taylor	BEd BA(Hons)
Ms	Gabrielle	Toigo	MTeach BMedLabSci Cert IV TAE
Mr	Paul	Upperton	BA GradDipEd
Mr	Neil	van Herk	BEd BA(SecEd)
Mrs	Catherine	Veall	DipArt&Design GradDipEd
Mrs	Michele	Wakeham	BSc(Hons) BCompSci DipEd GradCertRE
Mr	John	Waller	DipFineArt DipEd
Mr	Raymond	Wang	MTeach BCom
Mrs	Bonnie	Wansley	MEd BEd
Mrs	Katherine	Ward	BSc GradDipEd GradDip(CareersEd)
Mr	Rohan	Watts	BA GradDipEd GradDip(SprtsMgmt)
Ms	Anna	Webb	BEd
Mr	Christopher	Weinberg	MTeach BCom(Hons)
Mrs	Lyndsey	Wells	PGCE BA(Hons)
Mrs	Sally	Wescott	BEd Cert(TEFL)
Ms	Olivia	Wilson	BA DipEd
Ms	Vicky	Yu	BSc GradDipEd Cert IV TAE
Ms	Marie	Zwart	BEd(Hons) Cert IV TAE



EDUCATIONAL SUPPORT STAFF

Administration

Ms	Gayle	Barry	
Mr	Kim	Beissel	
Ms	Evelyn	Blackmore	Cert IV(Mgmt)
Ms	Nicola	Borcoski	
Miss	Bonnie	Brown	Cert IV(Fitness)
Dr	Jane	Carolan OAM	PhD MA BA GradDipLib
Ms	Ebru	Celik	
Mrs	Monique	Darkin	
Mrs	Leigh	De Stefanis	BA(Hons) MCP
Ms	Amy	Duan	BCom CPA
Ms	Alexia	Fernandez	Cert IV(FrontlineMgmt)
Ms	Daniela	Fregonese	
Mr	Andrew	Hills	BBus GradCert
Ms	Kathryn	Hines	Certified Advancement Practitioner Cert IV(BusAdmin)
Ms	Sonia	John	LLB BEcon DipCommSkills-ATCL
Mrs	Vanessa	Johnson	Cert III(EdSupport)
Ms	Kate	Kasby	
Mrs	Sharon	Kendall	DipBusAdmin
Mr	Felix	Lam	BDes(VisComm)
Ms	Hanh	Le	BA(PolSci)
Miss	Lauren	Longano	
Mr	Brett	McGeorge	BA BCom
Ms	Sharlene	Mik	BBus BMusPerf Cert(Sports&EventsMgmt)
Mrs	Lee	Newcombe	BBus(Mktg) Cert(DirMktg)
Mrs	Sonya	Polis	BCom/BA(Hons)
Mrs	Felicity	Quilty	BA
Mrs	Joanne	Schonrock	BIHTM Cert IV TAE
Mrs	Karen	Simankowicz	Cert III(BusSt)
Mr	Quinho	Soler	BSW Dip(EdSupport)
Mrs	Tessa	Stewart	
Ms	Feona	Wadsworth	MBA
Miss	Stacey	Walker	
Ms	Jenny	Whiting	BAppSc Cert IV TAE Cert IV RemMassage Cert IV PT

Boarding House

Mr	Mathew	Catarinich	
Mr	Nathan	Goode	BCom Cert III(BusAdmin) AACE
Mr	Chris	Johnson	
Mr	Joshua	Judson	MTeach BA
Mrs	Sylvanna	Lewis	MEd BA DipEd
Mr	Charles	Warner	BA

Counselling

Mrs	Annabel	Coburn	MPsych AssocMAPS BA(Hons) DipMus
Mrs	Kelly	Cooch	MEd&DevPsych MAPS BSc(Hons) BCom
Dr	Jacqueline	Grady	DPsych(Clin) BBSc GradDipAppChildPsych MAPS FCCLP
Dr	Aisling	Malone	DPsych(Clin) BA(Hons) Bcom
Mrs	Mary-Rita	Waldron	MMHSc MEdStds BEd Grad Dip(Adol/ChildPsych) GradDip(SpecEd) MAPS

Early Learning Centre

Mrs	Natasha	Albert	BEd(EarlyChildhood)
Miss	Natalie	Annetta	
Ms	Claire	Baillie	BEd(EarlyChildhood)
Mrs	Anne	Capouleas	DipTeaching
Ms	Jennifer	Englezakis-Mariani	DipChildServ
Miss	Melissa	Hall	DipChildServ
Mrs	Genevieve	Read	BEd DipTeaching(EarlyChildhood) CertDeaf(UK)
Mrs	Naomi	Wright	BEd BTeach(EarlyChildhood)

GAP Students

Mr	Matt	Baumgartner	
Mr	Sam	Blanchard	
Mr	Angus	Gould	
Miss	Phoebe	Kime	
Mr	Shay	Manchanda	
Mr	Zac	Sumarno	
Mr	Toby	Thornton	
Mr	Joe	Element	
Mr	Joel	Gibson	

ICT Services

Mr	Edward	Cacavas	BIT(GameDesign&Dev)
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Mr	Stuart	Deane	GradDip(CompEd) DipTeach
Mr	Luke	Dixon	ADipArts/TheatreTech CertSPFX Cert IV(FrontlineMgmt)
Mr	Peadar	Donnellan	BSc HDip(SystemsAnalysis&Design)
Mr	Brook	Ferguson	DipBus
Mr	Wilson	Ho	MCA
Ms	Sophie	Lambouras	
Mr	Abdul	Mubeen	BEng(Hons)(CompSci)
Mr	Andrew	Palmieri	
Mrs	Sunethra	Wickramaratne	BSc
Laboratory Technician			
Mrs	Mary	Barry	BSc DipEd
Ms	Cynthia	Brearley	BSc
Mr	Cameron	Grant	BAppSci DipBus
Ms	Angela	Peng	MBiotech BSc(Pathology)
Language Assistants			
Mrs	Alexandra	Garrabe	LLM
Mr	Louis	Florent	BA(Hons) DipEd GradCertEd GradDipEdAdmin ProfCertAdolCoun Cert(TESOL)
Ms	Inga	Stanzel	MEd GradDipEd
Ms	Shelley	Xie	GradDip
Library			
Mrs	Bronwyn	Arnold	DipTeaching Cert III
Mr	Steven	Cincotta	BBSc BA(Hons) GradDipIM
Mrs	Amy	Jackson	BA DipEd GradDipSci(InfoServices)
Mrs	Joanne	Kennelly	AssocDipSocSci(LibraryTech)
Miss	Sharon	Mathieson	MEd BCom DipEd
Ms	Flora	Matthiesson	BA GradDipIM DipEd
Ms	Erin	Wamala	MEd BEd GradDip(Pub&Ed)
Dr	Curtis	Watson	PhD MAppSci BA DipEd GradDipLib
Music - Instrumental Teachers			
Ms	Jasmine	Alexandra	MMus(Juilliard) BMus(Juilliard) STCA(Primary)
Ms	Virginia	Bonollo	MMus BMus STCA(Primary)
Ms	Sarah	Coghlan	MMus(PT) BMus(Perf)(Hons)
Mr	David	Davis	BMus(Perf)
Mr	George	De Niese	BMus BMus(Ed) GradDip(TESOL)
Mr	Troy	Downward	BMus(Perf)
Mr	Clinton	Eldridge	MMus BMus AMusA
Mr	Deon	Entwisle	MTeach BMus
Mr	Aidan	Filshie	
Mr	Siegfried	Franke	BMus DipEd ARCO FTCL
Mr	Callum	G'Froerer	BMus(Perf)(Hons)
Ms	Anne	Gilby	BA Reifeprufung(Detmold) GradDipEd
Ms	Janine	Hanrahan	BA(Mus) AMusA
Ms	Shelley	Heath	MMus
Mr	Kevin	Kelley	BA
Ms	Moirsheen	Kelly-Keesing	BMus(Perf) STCA(Adv)
Mr	Spiros	Kessaris	BMus(Perf)
Mr	David	Laity	DipArts(Music)
Ms	JiEun	Lee	MMus(Perf) BMus(Perf)
Mr	James	Lewis Fox	BMus(Hons) GradDipEd
Ms	Michelle	Lewit	BSc(Hons) STCA(IntViolin) STCA(PrimaryViola)
Ms	Angela	Mallia	MTeach BMus(Perf)
Mr	Spencer	Nelson	BMus(Hons) MMus(PT)
Dr	Joe	O'Connor	PhD(Perf) BMus(Perf)
Ms	Chiah	Quah	BMus(Perf) DipEd(Montessori) STCA(Primary)
Ms	Toni	Robson	BMusEd(Dist) DipMus STCA(Adv) DipERC
Ms	Jenna	Schijf	BMus(Perf)
Dr	Timothy	Stevens	PhD MMusPerf DipEd BMusPerf AMusA
Mr	Edward	Wang	BMus(Perf)(Hons)
Mr	Ian	Wilmot	BSc
Print Centre (Canon Contractors)			
Ms	Sarah	McEntee	
Mr	Phu	Tran	
Property and Construction			
Mr	Jesse	Bigmore	
Mr	Thomas	Bowman	
Mr	Brandon	D'Amore	Cert III(SportTurfMgmt)
Mr	Paul	Dangerfield	
Mr	Stephen	Eddy	Cert III(SportTurfMgmt) DipSportTurfMgmt
Mr	Andrew	Fabris	

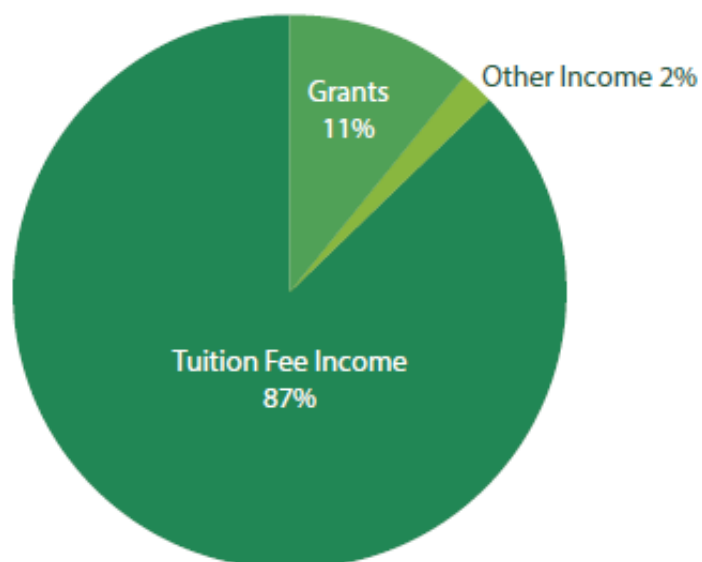


Mr	Jason	Grima	DipHort DipProjectMgmt
Mr	Benjamin	Hodge	Cert III (Hort-Parks&Gardens)
Mr	Thomas	Keehan	
Mr	Hamish	McGlashan	BPD
Mr	Michael	Molinaro	DipHort
Mr	Mark	Nicholson	
Mr	Gaetano	Perrusio	Cert III (Boat Building)
Mr	Chris	Ristovski	
Mr	David	Sanguinetti	CertTurfMgmt RAIRP
Mr	John	Summers	CertTurfMgmt
Mr	Nigel	Wiggins	DipSportTurfMgmt
Mr	Mark	Wiseman	Cert III(Plumbing)
Sports Centre			
Ms	Claudia	Davey	BEx&SportSc BBus(SportMgt)
Mr	Peter	O'Leary	BEx&SportSc
Mr	Michael	Tsotsos	
Mr	Joshua	Turton	
Teachers' Assistants			
Mrs	Josie	Annetta	Cert III(Ed)
Mr	Joseph	Atkinson	
Mr	Cameron	Beardsell	
Mrs	Leeann	Bruzek	MA(StudentServices) BA(ElementaryEd)
Mr	Glenn	Burgess	
Ms	Chiara	Byrne	MSc(Theatre&PerfStudies) BA(Hons) Cert IV(EdSupport)
Mr	Yifan	Duan	BFineArt BDesign
Mrs	Yvonne	Eloff	
Miss	Mollie	Farrell	MA(CulturalMgmt) BA
Mr	Nathan	Goode	BCom Cert III(BusAdmin) AACE
Mr	Richard	Grummet	BCom GradDipEd
Mr	Spencer	Hines	
Ms	Loretta	Iliov	Cert III(Ed)
Mr	Timothy	Lane	BA(Hons) BFA(Printmaking)
Mr	Nicholas	Larsen	
Ms	Sarah	Marriott	BArch BFA(Printmaking)
Mrs	Janine	McCracken	CertEd(IntegrationAide)
Miss	Emilia	McDonald	BPsych
Ms	Linda	McLaren	CertEd(Int/TeacherAide)
Mr	Michael	Naawi	DipBus Cert II (Indigenous Leadership) Cert III & IV(Fitness)
Ms	Gillian	Scrimgeour	DipEd
Mr	Toby	Thornton	
Mr	Tom	Walker	BA
Mr	Stephen	Yoannidis	

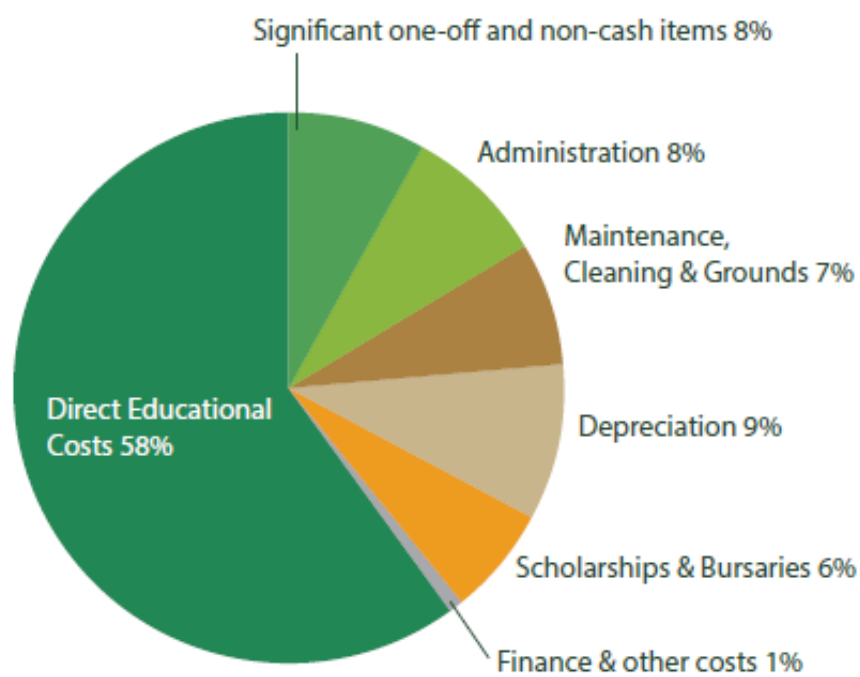


2019 FINANCE REPORT (Funding Source)

Revenue



Expenditure





PARENT, STUDENT AND TEACHER SATISFACTION

Parents, students and all Trinity Grammar School staff (teaching and non-teaching) participated in the 2019 Independent Schools Victoria (ISV) LEAD School Effectiveness Survey, which seeks feedback on various domains of school effectiveness. Questions follow an 11-point satisfaction scale where 0 = complete disagreement and 10 = complete agreement with the statement.

The results showed a high degree of satisfaction with the School.

Parent Satisfaction

	Trinity 2019	ISV Mean
Academic Program	8.38	8.04
Quality of Teaching	8.24	8.00
Learning Outcomes	8.28	8.08
Pastoral Care	8.56	8.24
Discipline and Safety	8.43	8.08
Parental Involvement	8.29	8.12
Resources	8.72	8.31
Year Transition	8.21	8.06
Recommend to Others	8.70	8.38
Overall Satisfaction	8.68	8.43

Student Satisfaction

	Trinity 2019	ISV Mean
Academic Program	7.81	7.21
Discipline and Safety	7.86	7.39
Learning Outcomes	8.00	7.50
Overall Satisfaction	7.95	7.12
Pastoral Care	7.78	7.24
Personal Development	7.99	7.29
Peer Relationships	7.93	7.48
Resources	8.59	7.61
School Ethos/Values	8.10	7.51
Transition	7.95	7.46



Staff Satisfaction

	Trinity 2019	ISV Mean
Resources Offerings	9.06	8.09
Technology	8.78	8.11
School Ethos/Values	8.58	8.20
Student Behaviour	8.44	8.23
Discipline	7.98	7.91
Learning Support	8.67	8.08
Pastoral Care	8.79	8.62
Parent Involvement	8.97	8.51
Quality of Teaching and Learning	8.59	8.33
Teaching Practice	8.99	8.95



This report has been prepared to summarise the key data from the 2019 School year to accord with the Commonwealth and State funding accountability requirements (under *the Australian Education Act 2013*).

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